



**REPORT OF THE  
ICA ROAP  
SUB-REGIONAL WORKSHOPS  
ON  
GENDER INTEGRATION IN  
CO-OPERATIVES**

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**INTERNATIONAL CO-OPERATIVE ALLIANCE**  
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New Delhi, India.

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THE  
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- I) 18 - 22 August, 1995 - Kuala Lumpur, Malaysia  
II) 15 - 20 April, 1996 - Pune, India

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*Compiled and edited by*

**Ms. Akiko Yamauchi**  
Gender Programme Advisor

ISBN-92-9054-037-0  
August, 1996  
(300)

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*Layout and Typesetting by P. Nair at the ICA ROAP and Printed at Document Press, H.S. 14,  
Kailash Colony Market, New Delhi 110 048, India (Tel.91-11-643-2836)*

## Preface

The Two Sub-Regional Workshop on Gender Integration in Co-operatives were organized in accordance with the "Statement and Call for action" of the Regional Conference on Gender Planning in Co-operatives in Tokyo, Japan, in March, 1993.

After the Conference, the Japanese Consumer Co-operative Union agreed to finance the Gender Integration Project for three years and the ICA ROAP established an independent department for Gender Integration in 1993 and set up a three-year plan for the project. One of the main programmes in the three-year plan was to develop training materials for Gender Sensitivity and Planning and to conduct international seminars for national co-operative leaders.

The Sub-Regional Workshops had two objectives, one was to test the training modules drafted by the staff of ICA ROAP; and the other was to sensitize co-operative leaders on gender issues in co-operatives and to train them on Gender Analysis and Planning and to draw action plans for their respective countries.

The participants of the two workshops made good inputs in the training modules, which would be published separately after modification. This report was compiled from the country presentations on women's participation in co-operatives and country action plans, which the participants tried to draw up at the workshops.

The report is meant to be used as a source of information on the current situation of women's participation in the region and for future national planning on co-operative gender issues. It is our hope that the report would help in promoting to achieve gender equality in co-operatives and sustainable co-operative development in the region.

I would like to thank all the host organizations, the National Co-operative Organization of Malaysia (ANGKASA), the National Co-operative Union of India (NCUI) and the Vaikunth Metha National Institute of Co-operative Management, Pune, India, who supported the workshops organizationally. Also, I would like to express my sincere thanks to the National Co-operative Council of Sri Lanka, who helped us in designing and testing Training Modules for Gender Sensitization and Planning, which preceded these Sub-Regional workshops.

Both these workshops were organized by the Gender Integration Project of the ICA ROAP, funded by the Japanese Consumer Co-operative Union.

New Delhi  
27 August 1996

**Akiko Yamauchi**  
Gender Programme Advisor



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## EXECUTIVE SUMMARY

Two Sub-Regional Workshops on Gender Integration in Co-operatives were held in Kuala Lumpur, Malaysia, from 18 to 22 August, 1995, and in Pune, India, from 15 to 20 April, 1996.

Both of these workshops were organized by ICA ROAP in collaboration with the National Co-operative Organization of Malaysia (ANGKASA), the National Co-operative Union of India and the Vaikunth Metha National Institute of Co-operative Management, Pune, India.

The workshops were aimed at sensitizing participants on gender issues in co-operatives and imparting the skills of Gender Analysis and Planning through training sessions, so that the participants could analyze gender issues in their respective countries and draft action plans to solve the problems. Besides this, the workshops were also aimed at deepening understanding of gender situations in participating countries through exchange of experiences.

The workshop participants were decision-makers and co-operative leaders from the national level organizations. In Kuala Lumpur, 23 persons, including 7 males and 16 females, from 8 countries (Fiji, Indonesia, South Korea, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Vietnam) attended the workshop. In Pune 13 persons, including 4 males and 9 females, from national level co-operative organizations in 4 countries (India, Nepal, Israel and Sri Lanka) participated in. Totally, there were 36 participants, including 11 males and 25 females.

In the both workshops, the participants had training sessions for gender sensitization. Through the sensitivity training, participants discussed the differences between gender and sex, how gender is constructed, and how gender roles adversely influence on women's status and situations. Participants agreed that if women's potential are fully recognized and utilised, women could contribute to develop societies and nations as well as men. As democratic, people-oriented organizations, co-operatives should realise the problems caused by gender relationships and should take necessary actions to eliminate gender imbalances in the co-operative movement. Almost all the participants enjoyed discussions, even though they had different cultural backgrounds and experiences.

The participants presented the current situation of women's participation in their respective countries. It showed that the percentage of women's participation in co-operatives differs from country to country. For example, even among the agricultural co-operatives, the Philippines shows the highest percentage of women members of around

60%, while Sri Lanka had 30 to 40%, Thailand 22%, and Korea had only 10.7%. The smallest may be Nepal, which has just 4%. In terms of sectors in general, consumer co-operatives and credit co-operatives show larger participation of women (more than 50 to 70%). Compared with this, women's participation as leaders (in management committees or board of directors) is very low in every countries.

It was the general opinion among the participants that the reasons of low participation of women in co-operatives are as follows;

- Women have to bear multiple burdens, so that they do not have enough time to participate in co-operative activities. (Ms. Karki, Nepal showed the fact that Nepalese women farmers have to work on an average 16 to 20 hours a day)
- Women lack experience or knowledge as leaders, therefore they have little self-confidence to become leaders.
- Social values hinder women from participating in social aspects.

The participants have also realized that women could have little access to co-operative services such as a loan, credit, training, etc, since they do not qualify to become members.

Through discussions and presentations, the participants had common understanding that co-operatives should solve these problems to develop sustainable co-operative and human development.

As national co-operative organizations, three countries provided their experiences of their efforts in trying to overcome problems relating gender issues. Thailand presented their country action plan and its contents. A Malaysian delegate indicated women's initiatives to make their contributions visible in co-operatives; and Sri Lankan participants narrated their experiences in setting up policies and conducting gender sensitivity training.

After the training sessions of Gender Analysis and Planning, all the participants drafted action plans for gender integration in their respective countries. These action plans brought out many ideas for gender integration in co-operatives, such as a research on women's participation in co-operatives, conducting seminars/workshops for gender sensitivity, creation of leadership training programmes for women, lobbying & campaigning for strengthening of women's participation, amendment of by-laws for providing reservations for women, establishment of women's committees to bring women's view to mainstream, etc.

As a result of the efforts by the member organizations, gender agenda has become more visible than before, in the region as a whole. We, at the ICA ROAP, hope that the participants of two the workshops, who were exposed to gender issues would practice what experienced and planned in the workshops, in their respective countries. This, we believe, would promote gender equality in the co-operative movement in the region.

## BACKGROUND

The International Co-operative Alliance celebrated its Centennial in September, 1995. We can be proud that co-operatives, as socio-economic institutions, have been at a leading position for improvement of people's lives. Today growing liberalization and free market economy puts greater demands on co-operatives.

When we seek to contribute to social development, it is important for us to take women's existence into consideration. Women form half of the population and are an important resource. When women are recognized and mobilized, they could increase co-operative's growth and effectiveness.

As both the "ICA Development Policy" and the "Policy on Women in Co-operative Development" give high priority to issues concerning women in co-operatives, ICA Regional Office has been dealing with these issues as a separate project, the Gender Integration Project, since 1991.

The ICA ROAP carried out country studies on women's participation in co-operatives in 14 countries in the region. They revealed that co-operatives hardly utilised women's potential except some women only co-operatives. Women's participation in managerial levels was negligible.

Based on these studies, a Regional Consultation Conference was held in Sri Lanka, 1992 and a Gender Planning Conference was organized in Tokyo, 1993.

As a result of these series of activities, future regional strategies and mechanisms were prepared and participating countries drafted action plans for gender integration in their respective co-operatives movements. Some countries have started gender related activities such as studying current situation and problems, formulating national action plans, implementing them, and conducting training to increase gender sensitivity among co-operators.

13 countries out of 26 member countries of ICA ROAP have committed to the above activities; however rest of the countries have not yet introduced any concept of Gender and Development in Co-operatives. Therefore, the ICA ROAP planned to hold sub-regional workshops to provide an opportunity for member organizations to get together and acquire a new development approach.

Meanwhile, the Regional Office drafted modules for Gender Sensitization and Planning. The Regional Office wanted to apply these modules for training and hence planned sub-regional workshops to conduct gender sensitization and planning training with participants.

Considering the geographical factors, it was decided to hold two workshops. One was for member organizations from Middle East, South Asia and West Asia. The other was for South East Asian, East Asian and Pacific countries.

**ICA ROAP SUB-REGIONAL WORKSHOP  
ON  
GENDER INTEGRATION IN CO-OPERATIVES  
KUALA LUMPUR, MALAYSIA**



**REPORT OF THE PROCEEDINGS  
OF THE  
WORKSHOP HELD AT KUALA LUMPUR**

The workshop was inaugurated on 18 August 1995, with opening remarks by the Minister of Land & Co-operative Development, Mr. Datuk Osu Hj. Sukam. Mr.G.K.Sharma, Regional Director, delivered welcome remarks on behalf of ICA ROAP and Royal Prof. Ungku Aziz, President of the ANGKASA made a key note speech.

The business session was started after the opening ceremony with Mrs. Rahaiah bt. Baهران as a chairperson. The participants introduced themselves.

After the brief explanation on the objectives and methodology of the workshop by Ms. Akiko Yamauchi, Gender Programme Advisor of ICA ROAP, a Gender Sensitivity Training sessions started with Mr. W.U. Herath, HRD Advosor of ICA ROAP, as a facilitator. The sensitivity training included plenary discussions, individual and group work and lasted until the afternoon of the second day. At the end of the second day, all the participants made country presentations on women's participation in their respective countries.

The Gender Planning Training was conducted on the third day. The third day closed with two presentations on gender action planning from Thailand and Malaysia.

The morning session on the fourth day was used for preparation of country action plans. Each country made a presentations on their action plan for gender integration after lunch.

The workshop was officially closed by Mr. Shahabudin Shafie, Vice-chairperson of the ANGKASA.

The workshop participants went on a study visit to women's activities of Rubber Small Holders' Co-operatives on the following day.





## **COUNTRY ACTION PLANS**

1. **Fiji**
2. **Indonesia**
3. **Korea (KFCCC)**
4. **Korea (NACF)**
5. **Myanmar**
6. **Philippines**
7. **Singapore**
8. **Vietnam**



# COUNTRY ACTION PLANS

## I. Fiji

*(By Mr. Robert Tuitoga)*

### 1. Current Problems which prevents gender integration in the co-operative movement

- Lack of awareness of Gender issues in the movement;
- Customs and traditions that act directly against women participation throughout the movement;
- Only 5 % women are currently serving in committee in Fiji that leaves very little room for them in decision making and policy making.
- Membership of women in co-operatives constitute only 13% of those total registered.

### 2. Goal of Action Plan

To promote gender integration through out the ko-operative movement in Fiji.

### 3. Objectives of Action Plan

- To enlighten the members and leaders of women in co-operatives;
- To provide an additional 5% over the next 3 years opportunities for women to participate in co-operative movement;
- To create an awareness among board of directors and members;
- To educate women on their roles in co-operatives.

### 4. Constraints

- Fijian customs and traditions;
- Attitudes of members, who are not accustomed of changes.

### 5. Possible solutions

To train people in the movement so as to:

- Sensitize the leaders of the co-operative movement on gender issues;
- To develop positive attitudes among members who are sensitive to change;
- Convince management of co-operatives the importance of women's contribution.

### 6. Outputs to be achieved

- Develop positive attitudes on women's participation for at least 90% of the movement.

- Increase women's leadership to 5 %.
- Educated at least 40 % of women member.

#### 7. Resources (Amount in Fijian Dollars)

<i>Estimated Costs</i>	<i>Total</i>	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>
Travelling &	48,000	16,000	48,000	48,000
Personnel	144,000	48,000	48,000	48,000
Stationery	3,000	1,000	1,000	1,000
Other costs	30,000	10,000	10,000	10,000

#### 8. Strategies

- Conduct an overall research on women's participation and their contributions;
- Prepare training programmes curriculum development training programme for women and men to knowledge of gender issues;
- Identify appropriate trainers;
- Funding;
- Approval of plan.

#### 9. Evaluation

Evaluation and monitoring of the project will be under the guidance of the Department of Co-operative

## **II. Indonesia**

*(Prepared by Ms.Dra Genita Puspa Wongso and Ms. Sri Partini)*

### **1. Goal of the Action Plan**

To enhance opportunities for women to participate in co-operative movement.

### **2. Objectives**

- To encourage women's participation in co-operatives;
- To increase women 's leadership in co-operative movement.

### **3. Constraints**

Socio cultural customs and norms.

### **4. Strategy**

To empower women through organizing women only groups so that women would be able to become self confident enough to become equal partners of men in mixed co-operatives.

### **5. Activities**

### **III. Korea**

#### **Korean Federation of Community Credit Co-operatives**

*(Prepared by Mr. Youn-Koo Sun and Mr. Don-Hyuk Park)*

##### **1. Current situation**

Community Credit Co-operative Members are over 9 million and the number of women members are 5 million which shows more than 60 % of total membership.

However, women's status in Community Credit Co-operatives is not high compared with their number as a member.

In case of the presidents being elected by members, female presidents are only 15 out of 3,025 total presidents of primary societies. Women executives including representatives and directors are only 3 % out of the number of total executives, 34,158.

Therefore, we have drafted following action plans to overcome these problems and uplift women's status.

##### **2. Enlargement of Women member participation**

- a) To guide women members to participate positively in Community Credit Co-operative business through organizing areal women's groups. In order to achieve this, the Korean Federation of Community Credit Co-operatives will provide more funds for these activities.
- b) To strengthen welfare activities run by women members such as providing lectures to women members, establishment of kindergarten for working women members and create another educational courses.

##### **3. Promotion of women member participation in policy-making process**

We understand that the women's participation in policy making-process is most efficient resolution for gender integration.

In order to promote women's participation in the process of policy-making, we would like to introduce a quota system for women members and constitute the women committees of female representatives, so that women would be able to plan and carry out unique business activities for women by themselves.

##### **4. Enlargement of Education and Training**

###### *a) Awareness raising*

A good deal of efforts have been made to eliminate gender discrimination in the Community Credit Co-operative movement. As one of the efforts, the Community Co-operative law has been amended to promote gender equality. The approach has been modified and educational programmes have been

conducted. In spite of these efforts, only few women have become representatives in the movement.

Even now, many people believe promodern patriarchal system and this trend is the biggest obstacle which prevents women from being promoted.

Community Credit Co-operatives have practised the educational programmes continuously for women members to change their traditional norms.

#### **4. Professional Education for women**

Korean Federation of Community Credit Co-operatives will try to develop professional women resources who will guide the women activities in Community Credit Co-operatives.

**IV. Korea**  
**Korean Federation of Agricultural Co-operatives**

*(Prepared by Ms. Min-Sun Park)*

**1. Problem**

- a) Low women membership
- b) Low women's participation in decision-making level

**2. Objectives**

- a) Increase women membership from 10 to 20 % in three years.
- b) Activate women's participation and make women take part in decision-making.

**3. Obstacles**

- Influence of the late Agricultural Co-operative Law, which officially prevented women from membership:
- Men's resistance for women to become a member of co-operatives;
- Too small women membership or non of women representatives nor directors:
- No formal channel for discussing women's problems,
- Women are not trained to participate in decision-making levels,
- Women are lack of time for participating in any activities relating decision-making.

**4. Strategies**

- a) - To inform the new law, which is enhancing women's involvement, especially to rural women.
- To change men's thoughts through seminars, media and formal and informal meetings of co-operatives.
- b) - To introduce quota system in representatives & directors at a first stage. 20% of the total number of representatives should be allotted for women. Two seats of the board should be reserved for women. one should be appointed from a women club and the other should be appointed from a young farm wives' club.
- To set up a women only committee.
- To provide women skills for decision-making.
- To establish day-care centre for children.
- To advocate men to help women at home.



## 5. Activities

- a) - To visit rural women's house and explain the new law,
- To organize meetings of women's club representatives and young successor farmers' wives to explain the new law,
- To write articles explaining the new law in newspapers and magazines for farmers,
- To hold a seminar on importance of women member to activate Co-operative movement,
- To write articles about involvement of women in agricultural co-operatives,
- To set up a special women enrolment period,
- To organize regular health check activities for women once a year,
- To publish a newsletters for women members,
- To provide women members only meeting room in primary co-operatives,
- b) - To explain and advocate the need of women representatives and directors in decision-making process to present co-operative leaders,
- To organize a seminar of quota system,
- To collaborate with other women's movement,
- To transform meetings of women's club to women's committees,
- To develop audio-visual materials for women,
- To develop a mobile propaganda method for women's participation in decision-making,
- To establish day-care centre for children,
- To educate men to help household chores.

## 6. Outputs

- a) - Rural women know the new law,
- Men's contribute to increase women's participation in co-operatives and thoughts and norms of men will be changed,
- More women will be enrolled as members.
- b) - Women would have a formal channel to express their opinions on policies of co-operatives,
- Women will be able to understand co-operatives more and acquaint knowledge for participation as leaders.

## **7. Indicators**

- a) - Over 50% of the rural women understand the new law,
- Over 50% of the rural men change their norms and thoughts so that they do not resist women's participation any more,
- Women have 20 % of the total membership.
- b) - More than 50% of the primary co-operatives have women directors and women representatives,
- At a national level, at least one women director is elected,
- More than a half of the total primary co-operatives set up women only committees and at a national and provincial level, committees for women are established,
- More than 50% of the women members can express their opinion,
- Women have more time to participate in co-operative activities.

## **V. Myanmar**

*(Prepared by Ms.Khin Myo Win and Kye Kye)*

### **1. Introduction**

At present, the Myanmar women are involved in the activities of co-operative movement. We need to create a promotional plan for gender integration in Myanmar. The women co-operative activities are limited because of Myanmar cultural practice and religious teaching on civic duty, but there are no traditional and cultural barriers that prevent women from participating social activities or put social pressure on women to stay at home as waives, mothers and home makers. For Myanmar women, in practice, job is the second priority to the role of wife and mother, who is ready to quit the job in mid-career or is unable to give her best to the job. For women to become effective productive force for the development of the country, what is needed is the development of skills and flexible arrangement, to be able to shoulder the responsibilities of home and job. So, we need to make flexible job arrangement for housewives. For instance, arrangement for suitable working time, which does not affect their duties as wives, mothers and home makers. Also, adequate training courses should be provided to women for improvement of their skills.

### **2. Objectives of the Plan**

- To promote gender integration in co-operative activities.
- To identify women's problems and to solve them by co-operatives activities.
- To provide training in managerial skills, technical skills, human skills and international knowledge.
- To formulate the master plan for gender integration in co-operative movement.

### **3. Implementation**

#### *3.1 Leading organizations*

- Co-operative Department
- Cottage Industries Department
- Central Co-operative Society
- UN organizations

3.2 More women co-operative societies should be formed by the support of the Government which would expands activities of women co-operatives:

- In order to reduce family responsibilities of women, child care and aged people' care units should be formed by women co-operatives. And the

Myanmar Maternal & Child Welfare Association protect and assist mothers and children health matters.,

- As co-operatives are socio-economic organizations which were formed voluntarily, co-operative societies can arrange flexible working hours for housewives. So that women can participate in jobs and take responsibilities for home management at the same time. Co-operative societies should arrange flexible working time for women. ,
- To train women in modern business management,
- Functional literacy programmes should be provided to improve rural women's work condition.

### **3.3 Training**

- Let the Co-operative college and the Central Co-operative Training school organize a vocational training courses for women to get better opportunities for employment,
- Create training programmes at primary co-operative societies,
- To get technical and financial support of the UN agencies and some international organizations for training of women co-operators.

### **4. Outcome to be achieved**

- Women's participation in co-operative movement would expand,
- Problems concerning family responsibilities would be solved,
- Men would have positive attitudes toward women's participation,
- The quality of life of women would be improved,
- Many women co-operative societies would be formed,
- Women would get better working condition.

### **5. Financial requirement**

- To conduct training courses on food processing for two weeks in every township, we will require US\$ 1,000.
- To establish home industries co-operatives in villages, we will require US\$10,000, for raw materials and equipments.

## **VI. The Philippines**

*(Prepared by Ms. Josefina E. Gaerlan and Ms. Rufina S. Salas)*

### **1. Objective**

To prepare a master plan for gender integration in the Philippine co-operative movement that integrate the various programmes of co-operative organizations, NGOs and government agencies on Women in Development.

### **2. Obstacles**

- 2.1 Inadequate statistics on co-operative organizations, NGOs and government agencies that have women's development programmes.
- 2.2 Reluctance of the various organizations to come together to evolve a unified programme for Women' Development.
- 2.3 Difficulty in accessing fund sources for national programme.

### **3. Strategies**

- 3.1 Data gathering and research identifying co-operative organizations, NGOs and government agencies that have development programmes for women and the present stages of their implementation.
- 3.2 Meeting and brainstorming with the organizations mentioned in 3. 1 to identify the obstacles to a unified effort and come up with acceptable solutions.
- 3.3 Creation of a women's committee within apex organization to push the national master plan for gender integration and source out fund at a national level.

### **4. Outputs**

- 4.1 Number of co-operative organizations, NGOs and government agencies having women's development programmes.
- 4.2 Type to existing women development programmes.
- 4.3 Number of co-operative organizations, NGOs and government agencies whose women's development programmes are relevant to gender integration in co-operatives.
- 4.4 The level of implementation of the women development programmes according to respective organizations.
- 4.5 Classification of reasons for reluctance or lack of inherent toward unification among organizations having women's development and gender integration in co-operatives.

- 4.6 Identification of solutions applicable to reasons.
- 4.7 An organizational framework for carrying out the master plan on gender integration in co-operatives.
- 4.8 A women's committee within the apex organization.
- 4.9 Approval of master plan and funding.

## **5. Activities**

- Find out the number of co-operative organizations, NGOs and government agencies that have women development programmes.
- Determine the type of women development programme these organizations have.
- Determine the relevance of these programmes to gender integration in co-operatives.
- Determine the level of implementation of these programmes by respective organizations.
- Identify causes of lack of interest towards unification of efforts of different organizations on women development programmes.
- Solicit suggested solutions from different organizations on how unification can be achieved.
- Devise a national organizational framework for a master plan that would integrate the different organizations and their gender integration programmes.
- Identify the best composition of women's committee on a national and regional level.
- Get approval of apex organization to organize a women's committee within the board.
- Search for funding for national projects for gender integration.

## VII. Singapore

*(Prepared by Mr. George C G Tan)*

### **Following are recommended:**

1. A most leaders have been serving their co-operatives for a number of years. It is time that the society concerned should seriously consider grooming / training those youths with potential to step into their shoes before the interest of the young generation is lost, distracted turned cold or aborted.
2. With leadership renewal in mind, co-operative should encourage gender integration in the leadership role by inviting women to volunteer their service and be elected to the Management Committee / Board of Directors.
3. Women's Committees should be set up to cater to the membership needs of the feminine gender. Efforts should be made to organize activities specially for women.
4. Sub-Committees should be formed with women's participation as well. Gender Integration in healthy and such committee work would create opportunities for all to work together cohesively.
5. Statistics and other information required for planning projects, which would meet the needs of male and female members, should be compiled and standardised. This exercise should be conducted by all the co-operatives affiliated to the ICA ROAP. The date collected will also help ICA ROAP in its co-operative development work.
6. Information should be updated triennially. They should be compiled and computerised to be retrieves when needed.
7. In this direction, ICA ROAP should define clearly and exactly the information/details it needs. All affiliates should have them ready in 3 years' time.
8. Men and women co-operators should be motivated to serve on Management Committee/Board of Directors in the co-operatives to which they belong to.
9. In the long-term interest of the co-operative movement, school or campus co-operatives should be formed and nurtured.
10. The future co-operative leadership is in the youths (female and male) of today. With the exposure and experience gained, these students co-operators can be expected to be able forward-looking leaders.

This will argue well for full gender integration.

## **VIII. Vietnam**

*(Prepared by Ms. Phung Thi Ngan Ha and Ms. Nguyen Thi Tan Binh)*

### **1. Current situation**

Central Council of Vietnam Co-operative Union is an apex organization, representing for more than 6,000 Cooperatives of different types in Vietnam. Its main functions are:

- Making policy and designing plan for future development of co-operatives
- Submit policies and suggestions recommendation relative to the co-operative development to the Government and organizations concerned.
- Assist co-operatives in implementation of these policies and plans for co-operative development

Since market economy exists, many co-operatives are in difficult situation and had to stop working, because they could not compete with the private sector. Number of co-operatives reduced rapidly. This situation affects the life of people in rural areas. Women can not get jobs and have to work individually to earn income for family while strong men can find job easier than women.

However, as traditional women have potentials in working and develop traditional jobs like handicrafts production and can produce different types of handicraft products.

### **2. Goal of action plan**

To establish women only co-operatives.

### **3. Objectives**

- To create jobs for women in rural areas.
- To increase participation of women in co-operatives.

### **4. Constraints**

- Low level of knowledge of women in rural areas.
- No financial resources.
- Difficulty to get raw materials at cheap price.
- Difficulty to market products.

### **5. Solution**

- Make women work in groups.
- To improve their knowledge and skills.
- Buy raw materials in big quantity and at cheap price.
- Market products for them.



**6. Outputs**

Formulate two women co-operatives in North Vietnam

**7. Activities**

- Survey, collecting data to know about situation of different co-operatives in North Vietnam.
- Choose some places for conducting training programme.
- Design plan and funding.
- Choose two places for formulating women co-operatives as experiment.
- Conduct programme to make women ?? situation, objectives and learn how to design plan according concrete situations in each place.

**8. Required inputs and resources**

Resources of fund should be from international organizations, government of Vietnam and borrow from banks.

**9. Monitoring for implementation**

Central Council of Vietnam Co-operative Union should do this.



## **COUNTRY PRESENTATIONS**

### **I. Fiji**

### **II. Korea**

- 1. Korean Federation of Community Credit Co-operatives**
- 2. National Agricultural Co-operative Federation**

### **III. Myanmar**

### **IV. Philippines**

### **V. Singapore**

### **VI. Vietnam**

### **VII. Thailand**



## WOMEN'S PARTICIPATION IN CO-OPERATIVE SECTOR IN FIJI

By

**Mr. Robert Tuitoga**

*(Co-operative Department, Government of Fiji)*

Type of co-operative : Refer to attached hand out on the status of co-operatives.

### 1.1 Quantitative Participation

	<i>Women</i>	<i>Men</i>	<i>% of Women</i>
Total Membership	3,133	21,067	13.0
Total Number of Leaders			
Committee Members	156	2,874	5.1
Board of Directors			
Chairperson of the primary co-ops	26	479	5.1
Total No. of Employees			
Manager			
Staff	34	617	6.2

### 1.2 Qualitative Participation

<i>Activity</i>	<i>Women</i>	<i>Men</i>
- Participate in Members' Meetings	A	A
- Participate in Co-operative Activities	S	S
- Elect Co-operative Leaders		
- Be elected as Leaders	C	C
- Be elected on to the Board	C	C
- Take part in decisions about co-operative activities	S	S
- Take part in decisions about policies of co-op	AC	AC
- Examine Financial Situation of Co-operative	A	A

*Criteria of Evaluation:*    *A : Always*    *S: Sometimes*    *N: Never*  
                                   *P : Passive*    *C: Consulted and state their wish*    *AC: Actively*  
                                   *address their opinions and take responsibility for actions*

### **1.3 Women Only Co-operatives**

There are 28 women-only co-operatives. Some of the activities that the women's co-operatives carry are as follows:

#### *Garment Manufacturing*

This co-op is involved in manufacturing of all types of garments. It provides employment opportunities as well as training in order to improve skills in sewing and tailoring.

#### *Consumer Shops*

Women are also involved in running of consumer shops where they sell consumer items and learn the basis of management. The business is diversified to run bakery shops.

#### *Miscellaneous Services*

- Some women co-ops are formed to acquire land and open factories so that it can employ the members.
- Women co-ops also involves members to get together and rent stalls and operate as general shops.

### **2. Constraints and solutions identification regarding participation**

This is because there are women dominated co-operatives, where Women have to participate and make decisions.

- 2.1 In your co-operative movement, are women participating in co-ops as a member as equal as men? *Yes*
- 2.2 If not, what are the constraints of women for becoming a member of the co-operatives? (for example, location, eligibility requirements, policies, language barrier, or co-op services do not meet their needs) *Not applicable*
- 2.3 In your co-operative are women participating in decision making process as a leader? Are women participating as leaders? *Yes*
- 2.4 If not, what are the constraints to women's involvement in co-op leadership? (for example, time constraints for activities, by-laws, childcare responsibilities or any other reasons? *Not applicable*
- 2.5 What are the possible solutions you can envisage according to each constraints? *Not applicable*

### **3. Co-operative Services and Women**

- 3.1 Services that are provided by the co-operative depends on the type of co-operative. Different types of co-operatives have different objectives. Some of the different types of co-ops with their objectives are as follows:

### *Land Purchasing and Housing Co-operatives*

The land purchasing co-operatives and housing co-operatives are designed to assist landless dwellers to obtain land for farming or housing purpose.

### *Consumer Co-operatives*

These co-ops aim at helping members to operate shops and sell consumer items to the members.

### *Thrift and Credit Co-operatives*

The thrift and credit co-ops are designed to help members by encouraging them to save money through co-operative activities.

### *Fishing Co-operatives*

Members carry out fishing activities of catching and selling fish.

### *Dairy Co-operatives*

The members raise dairy cattle and supply milk and dairy products to the co-operative.

### *Garment Manufacturing Co-operatives*

Basically garment manufacturing is described under miscellaneous services. The co-ops are manufacturing and selling garments.

*Note: Basically there is no distinction on the service that is provided only to the males or females. Classification of services come up due to the nature of co-ops. However, there are some co-operatives which have only male or female members, for example, fishing co-operatives have only male members, while garment manufacturing co-operatives have only for women.*

## *3.2 Constraints and Solution Identification*

- i. If your co-op has some services which women can hardly access, what are the constraints of women for accessing to the services of the co-operative? *Not Applicable.*
- ii. What are the possible solutions you can envisage according to each constraint? *Not applicable*

**Co-operative Societies by Types and by Division in Fiji**  
**June, 1994**

<i>Types</i>	<i>Central</i>	<i>Eastern</i>	<i>Northern</i>	<i>Western</i>	<i>Total</i>
Consumer	139	38	11	64	252
Producer/Marketing	55	-	13	10	78
Consumer/Marketing	24	151	116	15	306
Dairy	9	-	-	-	9
Fishing	5	2	-	1	8
Grazing	1	-	5	9	15
Land purchase and Housing	17	2	11	36	66
Thrift & Credit	6	-	19	118	143
Miscellaneous goods	2	-	2	1	5
Miscellaneous services	29	8	-	5	42
<b>Totals</b>	<b>287</b>	<b>201</b>	<b>117</b>	<b>259</b>	<b>924</b>

**Operating Societies by Types and by Divisions in Fiji**  
**June, 1994**

<i>Types</i>	<i>Central</i>	<i>Eastern</i>	<i>Northern</i>	<i>Western</i>	<i>Total</i>
Consumer	87	14	6	44	151
Producer/Marketing	20	-	11	3	34
Consumer/Marketing	9	91	70	11	181
Dairy	6	-	-	-	6
Fishing	1	-	-	-	1
Grazing	-	-	5	7	12
Land purchase and Housing	10	2	7	26	45
Thrift & Credit	4	-	17	104	125
Miscellaneous goods	-	-	2	-	2
Miscellaneous Services	18	6	-	4	28
<b>Totals</b>	<b>155</b>	<b>113</b>	<b>118</b>	<b>199</b>	<b>585</b>



## WOMEN'S STATUS IN THE COMMUNITY CREDIT CO-OPS IN KOREA

By

**Mr. Dong-Hyuk Park and Mr. Youn-Koo Sun**

*(Korean Federation of Community Credit Co-operatives)*

The Credit co-operative movement in the Republic of Korea has started in a rural community in 1963 in order to get out of poverty by forming a self-help groups to overcome the problems jointly.

Credit co-operatives are organized voluntarily at various places among the people who are living in the same towns, working in the same places, and who belong to the same associations or organizations. These co-operatives are run autonomously by elected board members. General assembly decides policies with participation of all the members to upgrade the quality of life of the members.

Today, co-operatives have developed, mainly due to the efforts of women for more than 30 years. The initial endeavours of women, which is called "the Movement for Saving Rice", at the beginning of the history of credit co-operatives, have contributed to develop community, mutual activities and flourished in public welfare activities for inhabitants.

Women members today are enjoying and planning by themselves members' activities such as organizing cultural lectures, classes for calligraphy, establishment of kindergartens, other various educational classes. Women members of credit co-operatives are very important resources of programmes for social welfare and community development. Credit co-operatives are also actively engaged in environment protection activities and taking central roles in the society.

Women staff of credit co-operatives, consisting of over 65% of the total number of the staff of 18,153, are taking part in welfare activities such as providing support for poor and aged members and visiting orphan homes.

The status of women staff in co-operatives is not so high compared with their hard work in co-operatives. Women staff are treated equally as men in terms of wages and opportunity for promotion; however, there are only 27.6% women in the managerial positions.

In case of Presidents of primary co-operatives, who are elected by members, there are only 15 female Presidents, out of total 3,023 presidents. Women executives including representatives of assembly are 1,029 which consists 3% of the total executives of 34,158. The situation of the management committees and board of directors remains same.

Even though we have an equal promotion system for women and men, there

are disparities. This is because of pre-modern thinking against women and the social structure in Korea, which has been formed by the patriarchal system and social values.

Korean women do not participate in social spheres very much and they do not receive enough recognition of their economic contributions. Most of the women themselves have not realised their values and have devoted themselves only to household affairs.

Women themselves need to be aware of these social problems and have to consider how to solve them. They have never experienced self-perfection and rarely felt that it is worth-while spending their lives with other people.

These norms of the society has caused women difficulty in getting elected as representatives for general meetings and to the board of directors.

However, recently women representatives are increasing gradually through the activation of credit co-operatives. When you see the data, you can see some trends that the number of Presidents is increasing and women's participation in policy-making, decision-making and managerial positions is becoming bigger and bigger.

Credit co-operative is an organization which is organized based on the values of equality between men and women, mutual help, democratic control, equal division of interests and non-profit. In other words, a credit co-operative would give equal treatments without any discrimination between women and men, to everyone who take part in. A credit co-operative should serve all the members, irrespective gender, in principle and spirit, and in actual practice.

Women are now becoming aware that women should participate more actively and be economically independent. They are not satisfied with a simple participation any more. We now recognize that women's aggressive participation is necessary for the development of Korean credit co-operatives.

# WOMEN'S PARTICIPATION IN AGRICULTURAL CO-OPS IN KOREA

by

**Ms. Min-Sun Park**

*(National Agricultural Co-operative Federation, Korea)*

## 1. Introduction

Women's participation in Agricultural Co-operatives is influenced by Korean social context. During the last three decades, Korea has achieved remarkable economic growth. However, the progress of women's status has been less impressive. In Korea, discrimination against women, due to the acceptance of Confucian ideals, has dominated all aspects of women's lives. In rural areas where conservative thoughts are more common than urban areas, the status of rural women is lower than in urban areas.

Women's participation in Agricultural Co-operatives is reflected by social environment and is very limited. Historically, agricultural co-operatives are men oriented.

First of all, it was almost impossible for a woman to become a member of a co-operative by law. According to Agricultural Co-operative Law of 1991, only a head of the household could become a member. But the Agricultural Co-operative Law has been changed in 1988; then, only one person from one household could become a member. But as man is the manager of the family farm, it is common for a man to be a co-operative member. Traditionally, land is inherited by the male family member. So man is the master of productive property and labour power of the farm household. Almost all of the members are men and most of the present women members are widows.

Due to the rapid economic growth, migration of young population from rural areas to urban areas has increased. Women is the major labour force of agriculture. Korean agriculture cannot sustain without women. In 1994, 2,699 thousand people were working in agricultural, forestry and fishery. 47.1% of them are women. But their status in their family and society is not equal to the labour they put in.

In June 1995, Agricultural Co-operative Law has changed. According to the new law, two members are allowed from one household, if the following conditions are fulfilled:

- Firstly, if two persons are responsible for production of different crops.
- Secondly, decent farmer households and full-time farmer households which are selected and fostered by the agricultural government policy.
- Thirdly, member is more than 55 or lost ability of management of his production.

The number of women members may increase according to the new law. But no women has joined a co-operatives under the new law yet.

## 2. Women's Participation in Agricultural Co-operatives in Korea

### 2.1 Quantitative participation

NACF (The National Federation of Agricultural Co-operative) has two kinds of agricultural co-operatives, one is multi-purpose agricultural co-operative and the other is for a specific crop. Especially, in the agricultural co-operatives of specific crops, women members are hardly existing. So, following contents of women participation is that of multi-purpose agricultural co-operatives.

There are 1,359 primary agricultural co-operatives. The number of members of Agricultural Co-operatives is 1,746,165 and that of women members is 186,733 (10.7%). The number of Committee Members and board of directors is not available. According to the activities of the primary agricultural co-operatives, they have 7 to 15 directors (including President). But it is not known that any primary co-operative has a female director or chairperson.

The total number of employees who work for primary agricultural co-operative is 48,909. 67.9% of employees are women. Among total employees, 3,117 persons are managers (6.5% of total staff). The number of women managers is 17 (0.5%)

#### Primary Agricultural Co-operative level

	<i>Women</i>	<i>Men</i>	<i>% women</i>
Total Membership	186,733	1,746,165	10.7
Total No. of Leaders	-	n.a	0
Committee Members	-	n.a	0
Board of directors	-	n.a	0
Chairpersons of the primary co-ops	-	n.a	0
Total number of Employees	33,220	15,689	67.9
Manager	17	3,160	0.5
Staff	33,203	12,529	72.6

*n.a : not available*

*Note:* As we use very different status name according to charging work. Manager is considered as a person who is responsible for the management of co-op and passed a qualifying examination.

### Federatoin level Agricultural Co-operatives

	<i>Women</i>	<i>Men</i>	<i>% women</i>
Total No. of Leaders	-	23	0
Committee Members	-	-	0
Borad of directors	-	23	0
Chairpersons	-	1	0
Total number of Employees	4,971	12,200	28.9
Manager	71	5,088	1.4
Staff	4,900	12,529	39.1

*Note : As manager is considered as a person who is responsible for management of co-op and passed a qualifying examination.*

#### 2.2 Qualitative Participation

As mentioned, most of the members are men, the activities of co-ops are male-oriented and management of co-ops is governed by men. In rural areas, most of the men consider women are not farmers but farmer's wives. So the managers regard women as member's wives rather than members. As their husbands are members, co-op managers think that there are no difficulties for women in using co-operatives.

Because the number of women members is small, women's participation in management and activities is negligible. Almost all the women members are widows and generally aged. Their attitudes are passive. Generally, they have no interest in any involvement in co-op activities and decision making processes. They think themselves as merely co-op users.

<i>Activity</i>	<i>women</i>	<i>men</i>
- Participation in members' meetings	sometimes & passive	always & c*
- Participation in co-op activities	sometimes & passive	always & c*
- Elect co-op leaders	sometimes & passive	always & c*
- Be elected as leaders	none	always & c*
- Be elected on to the board	none	always & c*
- Take part in desicions about co-op activities	none	always & c*
- Examine financial situation of co-ops	none	always & c*

*C\* : Consulted and can state their wish*

### *2.3 Women only co-operatives*

There is no women only co-operatives. But there are womens clubs at village levels. Women's clubs are self-help groups which tie rural women to co-operatives. Most of the women are participants in co-ops not as members but as women's club members. Agricultural co-ops organize women's clubs and educate them how to manage the clubs and subsidize self- help activities. Co-ops have developed educational programmes. Once a month, club leaders get together at co-op offices and get information on co-operative management. Young farmers' wives are organised too, since the wives have a a responsibility for the management of the farm household economy and purchasing of consumer goods. These women organisations are promoting some business activities, such as processing of agro-products, savings and encouraging members to become insurance policy-holders.

They have no rights to become members, nor their opinions are not reflected in the formal policies of the co-operatives.

### **3. Constraints and solutions identification regarding participation**

In our co-operative movement, women are not participating in co-operatives as members as equal as men. Most of the constraints, the reflection of social environment, are as follows:

First of all, the old Law prohibited women from being members. The Agricultural Co-operative Law of 1995 also has some restraints of women to become members. It is difficult to anticipate how many women would enroll as members, according to the new law. But this new law initiates women to be members.

Secondly, the leaders of co-operatives, who are men and have conservative notions towards women and they are indifferent to women's participation.

Thirdly, women themselves are conservative and passive. Especially, women who are aged and less-educated are passive. Even some of them are illiterate. They have no proper idea about the co-operative movement. They think they are just customers of co-operative stores or co-operative banks.

Fourthly, there are few women employees who can change the views of influential conservative male leaders and contribute to foster women's participation.

The possible solution to enhance participation of women are as follows:

Firstly, to increase the number of women members for women to have power. The departments of agricultural co-operatives, which are concerned with women extension work, have to start, so to say, 'women enrolment movement'. Women's clubs and young farming ladies' clubs will be the bases of that movement.

Secondly, co-operatives have to strengthen educational programmes for women, especially for newly enrolled women members. This education should focus on the rights

and duties of the members.

Thirdly, it is necessary to introduce a quota system to increase women's participation. According to a rule of primary agricultural co-operatives, if the number of members is larger than 500, the meeting of representatives of members can substitute general assembly. It is necessary to introduce a quota for women in board of directors. As a first stage, 20 % of the representatives should be women and after that, the ratio of women representatives should be increased gradually. Usually there are 7 to 15 directors in primary co-operatives and two seats should be allotted for women. Women representatives and women directors could be selected from the women's clubs. One women director could be selected from the young farmers' wives.

Fourthly, each primary co-op should establish a women's committee, whose objectives are to encourage women's participation, and reflect women's opinion in the management of the co-operative. Present meetings of leaders of women's clubs at primary co-operatives should be changed into women's committees, which should be more powerful institutions than leaders' meetings. The Chairperson of the women's committee could become a woman director.

Establishment of federations of both women's clubs and young wives of successor farmers at provincial and national levels would be necessary. Then, a chairperson of these federations should be a director of provincial level co-operative federations, so that there could be at least one female director at federation level.

Fifthly, the division in charge of women's extension work should be developed as a department at national level of the federation, and sections which are in charge of women's extension work in the provinces should become divisions at provincial federations.

#### **4. Co-operative Services and Women**

##### *4.1. What kind of services do the cooperatives provide the members?*

Co-operatives provide every services for both men and women in principle. But conventionally, the services which are related to farming are for men. That kind of services are oriented to men and men are benefitted from them. And the services which are related to living are oriented to women. For example, women can hardly have access to educational programmes for agricultural technology or training for on machinery. Young active women farmers are often discontented with these problems. However, leaders of co-operatives have never understood the discontent and feeling of women, since they believe men should be responsible for productive roles and reproductive roles (management of the home budget and taking care of family members) are women's concerns. This phenomenon is a reflection of gender relations in rural societies.

Women farmers have no land or nothing to be taken as security for loan. That means women has no access to personal credit. This is a constraint for women in getting loans

from the co-operatives. Sometimes, women whose husbands are not engaged in any farming job have difficulty and discomfort in getting loans from co-operatives. Even in case of women whose husbands are farmers, they can not make their own investment for farming or food processing business. This situation makes women dependent on their husbands.

#### *4.2. Constrains and solution identification*

The constraints of the women for access to services of the co-operativeness are as follows:

In general, rural women are very busy in farming and domestic chores. Therefore, they do not have enough time to participate in social activities, especially in case of women who are raising children.

Secondly, some husbands do not want their wives to be involved in co-operative activities and most of the leaders of co-operatives do not think that women can manage co-operatives, because they are not trained for social activities.

Thirdly, some of women are illiterate and passive. They think social activities are men's concerns.

Possible solutions are as follows:

First of all, to disseminate ideas that women is not simple husband-aid farmers but independant contributors, and they have enough power to think and make desicions. As agriculture can not sustain without active participation of women, government should initiate to educate men and women. Women themselves have to be aware and ask for proper rewards for their labour for their husbands and family members. The law should admit women to get credit, if they work for family business.

Co-operatives have to make services more accessible to women. For example, it is necessary to provide temporary nursery centres during meetings and training programmes of young mothers. Various programmes for women, such as short-term educational programmes, field studies, etc., have to be arranged. For aged and illiterate women, information system by the use of audio-visual media has to be developed.



# MYANMAR WOMEN'S PARTICIPATION IN CO-OP MOVEMENT

By

Daw Khin Myo Win and Daw Kywe Kywe

Distinguished Co-operators.

First and foremost, I would like to greet you with the Myanmar words "MINGALABA" which mean "Auspicious Day To Every One".

As today my presentation is "Myanmar Women's participation in co-operative movement". I would like to make my presentation by three parts, an introduction to Myanmar, women's participation in co-operatives, and conclusion. As for me, I am proud of being a Myanmar women, because we have the right to enjoy equal rights as men. I would explain more details in my presentation.

## A. Introducing Myanmar

### 1. The Land

Myanmar (formerly Burma) is known as the golden land, not only for its golden pagodas but for its rich land and wealth and for its agriculture and minerals and natural resources. Myanmar is the largest country of the mainland South East Asia, with a total land area of 676,577 sq. km (261,228 sq. miles), sharing borders with Bangladesh, India, China, Laos and Thailand.

### 2. People

Myanmar population is estimates as 43.12 millions in 1993-94 and 21.68 millions are women. Myanmar is a union of various nationalities and ethnic groups, speaking different languages and ethnic dialects.

### 3. Religion

About 89.4 percent of population are Buddhists while the rest are Christians, Muslims and Hindus.

### 4. Brief History Of Myanmar

Myanmar has a long history and its greatness dates back to early 11th century when King Anawratha unified the country and founded the first Myanmar Empire in Bagan just a few years before the Norman conquest of England in AD 1066. The second Myanmar Empire was founded in mid-16th century by King Bayinnaung.

King Alaungphaya founded the last Myanmar Empire in AD 1752. Like India, Myanmar became a British colony entirely in 1885.

During the second world war, Myanmar was occupied by the Japanese from 1942-1945. Myanmar became a sovereign independent state in January 1948.

## **5. Co-operatives in Myanmar**

Co-operative was introduced into Myanmar in 1904/05 as a government-sponsored and administrated movement for the supply of credit, particularly to farmers. Two Co-operative Acts or Laws were enacted in 1912 and 1927 by the government under the British Rule. The government of Myanmar enacted Co-operative Act and Co-operative Law in 1956 and 1970 respectively.

The State Law and Order Restoration council revised the economic system in the country on market-oriented basis and also amended the 1970 Co-operative Law in 1972. Co-operatives have been encouraged to become self reliant and self motivated business enterprises and are now able to compete with private entrepreneurs in carrying out their business activities.

### **B. Women's Participation in Co-operatives**

#### **1. The role and status of Myanmar women**

First of all I would like to present that since the earliest times of Myanmar civilization, 2000 years ago, there has been historical evidence that we, the Myanmar women and men enjoy equal rights. Myanmar traditions, customs, religious beliefs, and practices, have all safeguarded the equality of women in marriage, inheritance and social affairs. Our women have taken administrative roles since the days of Myanmar Kingdoms. Royal women had capably administered towns and villages, being responsible for legal, administrative and revenue matters.

In Myanmar culture women are treated with respect and never been degraded. In honour of women, the country has been termed "The mother land". In the time of British Rule when the country rose in resistance, Myanmar women fought bravely along side of men; this was chronicled by the British themselves. In the colonial era, Myanmar women participated together with Myanmar men in nationalist efforts, forming women's associations and were at the forefront of the efforts to gain independence. The "Independent Weekly" newspaper was established by women in the colonial days.

Myanmar women have equal rights to work as men to achieve political, economic and social objectives laid down by the state. Although Myanmar women have had an equal status with men, social, cultural and religious values still retain the ideas that wives should respect their husbands. Myanmar women are good wives and who are modest in their deportment. In Myanmar society, women are proud to take responsibility for the family and household. Children also perform social duties. This is the reason for the good results in social conditions in eastern countries.

In Myanmar culture, a husband is (termed spiritual) the head of a household. On the other hand, women are considered as the weaker sex in physical

terms; so must be cherished and protected. Wives have been categorized as “wives who are like mothers” and “wives who are like sisters” indicating respect and dependence that men have towards their wives.

Thus in Myanmar society, men and women have had a symbolic relationship, of being mutually dependent. We have, therefore, worked in tandem for the development of the country from time immemorial.

## **2. Co-operative Activities**

There are four categories in Myanmar Co-operative activities:

### *a) Co-operative agricultural production*

- We are now organizing and motivating farmers to form crop-wise agricultural producer's and marketing co-operatives.

### *b) Co-operative industries*

- Co-operative industries namely relate to produce food stuff, textiles, consumer and house hold goods, production and maintenance of vehicles and equipments.

### *c) Services*

- Credit Co-operative societies provide land loans at law interest rate.
- Co-operative dispensaries in urban and rural areas take care of public for their health.
- Hailing 'Visit Myanmar year-1996', co-operatives take part in government initiatives of Tourism through construction and establishment of modern hotels, motels, inns and rest houses.
- In 1994, the most significant activity in co-operative movement was the emergence of Women Development Co-operatives. Up to now, there are five women co-operative societies, with different objectives, but all are services.

### *d) Trade*

- Most of the co-operative activities are related to trades. Local trade have been adopted by co-operatives for many years. In 1994, the co-operative export and import enterprise was established under the Ministry of Co-operatives. The following are the list of commodities exported by the co-operative societies:

- |                     |                    |
|---------------------|--------------------|
| 1. Pulses and beans | 2. Forest products |
| 3. Handicrafts      | 4. Marine products |

With the foreign exchange earned from export trade, the societies import foodstuff, consumer and household goods, fertilizer, vehicles and spare parts, and raw material required by producers' co-ops.

e) *Education and Training*

- The growing number of activities being carried out by the co-operative societies and increasing demand of managerial and technical skill for executive committee and staff of the co-operatives to run business efficiently and successfully. Three co-operative colleges were formed in 1994. Diploma courses will be introduced along with the existing courses at the co-operative colleges.

### 3. Women's Participation in Co-operatives

Myanmar women have been playing a part in the development of the country according to Myanmar tradition and culture. Many women's organisations have been formed and are actively taking part in political, social and economic sectors.

I would like to present a brief explanation of my co-operative. I am Vice-chairperson and managing director of the CPCSS Ltd, an industrial type co-operative. We are producing plastic bags, containers, plastic household goods, and design and construction of chemical engineering plants and machinery. My co-operative formed a joint-venture with CVR (SGP) to produce PVC pipes and HDPE pipes since 1992, with the share ratio of 50:50. We have 30% of the market share but there are no constraints of women's participation and services are provided to both men and women - free transport, free medical care, assisting in vocational training, free supply of rice and edible oil and least possible interest rates.

In the co-operative sector, many women are working along side men. There are many women acting as chairpersons, managing directors, executive directors and members and employees in various types of co-operative societies as follows:

#### Quantitative Participation

Type of co-operative : Primary type  
No. of the affiliated of co-operatives : 4849

<i>Particulars</i>	<i>Women</i>	<i>Men</i>	<i>% women</i>
Total Membership	377,175	986,335	27.7
Total No. of Leaders			
Board of directors	3,281	42,909	7.6
Total number of Employees			
Manager	918	1,401	39.6
Staff	16,646	29,564	36.0

The Thirimay Women's Development Co-operative, the Mythashin Family Development Co-operative, the Sandidevi Women's Co-operative, the Chothe Orchid Women's Development Co-operative, and Shwe Zin May Arts and Crafts Co-operative are the women-only co-operative societies, recently established in 1994 and 1995.

The common aims and objectives of the women's co-operatives are as follows:

- Effectively utilizing the services of women;
- Promoting mutual assistance; and
- Becoming a national pride of women for their activities in the co-operative movement.

Activities of women only-co-operatives are as follows:

- Day care centres for children and aged people (for supporting women's activities in the co-operative movement);
- Education of family planning and public health;
- Training courses in handicrafts, arts, food processing (encouraging new established cottage industries for expanding women's participation in co-operative work);
- Undertaking health care work for the public;
- Door delivery service for the customer's household goods;
- Production of paintings, wood curvings, lacquerwares;
- Carrying on business of export, import, sales, and manufacturing of any profitable goods.

### C. Conclusion

In conclusion, I would like to present:

In Myanmar we, both women and men, enjoy equal rights in political, economical and social affairs.

So we enjoy the rights and privileges according to our Myanmar tradition, customs, religious belief and practices. We are responsible for expanding our activities for development of our nation. Now government has been supporting and encouraging women to be a national force in the development of the country. More women's co-operatives shall be formed by the support of the state.

In Myanmar, women are now working with men to achieve the political, economic and social objectives laid down by the state.

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*Note: My co-participant Daw Kwe Kwe is the chairperson of the Thirimay Women's Development Co-operative Society.*

## A CASE OF WOMEN ONLY CO-OPERATIVE IN MYANMAR

Co-operative organisations are considered as organisations for economic activities for meeting needs participatory, democracy human resource development social responsibility, and national and international co-operation. According to the Myanmar traditions, culture and customs, women play vital roles in the family and the status of women is very important.

Women in Myanmar cook and clean, sew and wash, plant and weed, care for the old, and bring up the young and other traditional work. Now most of the women have become educated and professionalized, so that the women's participation in the economic field is spread out the country.

The population of the Union Myanmar in 1993-94 was estimated to be 43.12 million, with a male population of 26.68 million. Women workforce is also human resource. So effective and efficient utilization of women workforce can support the development of the country.

Women's participation in co-operative movement of Myanmar is stronger and stronger in accordance with the latest co-operative law. By the end of the 1994 there were (3,281) women in Board Directors and (15,881) women staffs in various co-operatives.

The Thirimay Women's Development Society was established on 14th July, 1994 as one of women's development co-operative Societies.

Its objectives are following:

1. To utilize the work force of women effectively.
2. To promote the living standards of women as well as to generate their earnings.
3. To preserve Myanmar's cultural traditions.
4. To full fill the requirement of women.
5. To become a national pride of women for their activities in the co-op movement.

The total membership of the society is 300, only women. There are 5 Board directors and 30 employees.

Thirimay Women's Development Co-operative Society Limited is striving for the social and economic well-being of women.

The following are activities carried out by the Thirimay WDC during the period from 14.07.94 to 14.07.95:

- a) Door delivery facilities for household goods (rice, edible oils, garlic salt, onion)
- b) Accepting orders for Myanmar cuisines, delicacies and small snacks.
- c) Participating in co-operative market festival which is held quarterly in states and divisions by opening sales centre.

- d) Raising the marketing potential of the products which are produced by women.
- e) Embarking on some business activities which were benefit and consistent with bye-law.

(Visit Myanmar year sticker, Thirimay calendar of 1995, Union Solidarity and Development Association banners and making joint ventures with other co-operatives.)

- f) Conducting training courses on income generation for women jointly sponsored by Women's Development Co-operative Society Limited and UNDP.

The following training courses are conducted by Thrimay Women's Development Co-operative Society during the period from 14.07.94 to 14.07.95:

Sr. No.	Township	Training Course on	Trainees Attended	Duration
1.	Hlainethayar (Yangon Division)	Food Processing and Juice	25	7 days
2.	Ywa Ngan (Shan State)	Hand knitting Basic Course	50	10 days
		Advanced Course	50	10 days
3.	Kyaukadaung (Mandalay Division)	Food Processing	25	7 days
4.	Kyaukadaung (Mandalay Division)	Crochet	25	10 days

Other subject such as management, marketing management, book-keeping, entrepreneurship were also discussed during the training course.

Some of their women co-ops were formed respectively and shown are below:

1. Myiittashin Family Development Co-operative Society Ltd.
2. Myiittashin Family Development Co-operative Syndicate.
3. Sandidevi Healthcare Co-operative Society Ltd.
4. Shwe Zin May Women's Development Co-operative Society Ltd.

Our future plan is to enlarge the above activities specially in the field of domestic healthcare, physical fitness, economic development and religious actions. We also envisaged that women folk could be a rear support to the unification of Myanmar when ever needed. Their activities should not end with in Myanmar only. It should spread around the world where women associations are in action.

## A CASE OF MIXED GENDER CO-OPERATIVE IN MYNAMAR

Name of the society : Chemical Engineering Production Co-operative Society  
 Type of Co-operative : Industrial Co-operative

### 1. Qualitative participation

	<i>Women</i>	<i>Men</i>	<i>% women</i>
Total Membership	10	26	28 %
Total No. of Leaders			
Board of Directors	2	5	29 %
Chairpersons	1	1	50 %
Total number of Employees			
Managers	8	13	38 %
Staff	32	77	29 %

### 2. Qualitative Participation

<i>Activity of Primary</i>	<i>Women</i>	<i>Men</i>
- Participate in Member's meeting	A	A
- Participate in co-op activities	A	A
- Elect co-operative leaders	A	A
- Be elected as leaders	S	A
- Be elected as to the board	S	A
- Take part in the decisions about Co-op activities	AC	AC
- Take part in the decisions about policies of Co-op	AC	AC
- Examine the financial situation of Co-op	AC	C



<i>Activity of our Co-operative</i>	<i>Women</i>	<i>Men</i>
- Participate in Member's meeting	A	A
- Participate in co-op activities	A	A
- Elect co-operative leaders	A	A
- Be elected as leaders	A	A
- Be elected as to the board	A	A
- Take part in the decisions about Co-op activities	AC	AC
- Take part in the decisions about policies of Co-op.	AC	AC
- Examine the financial situation of Co-op	AC	C

***Criteria of evaluation***

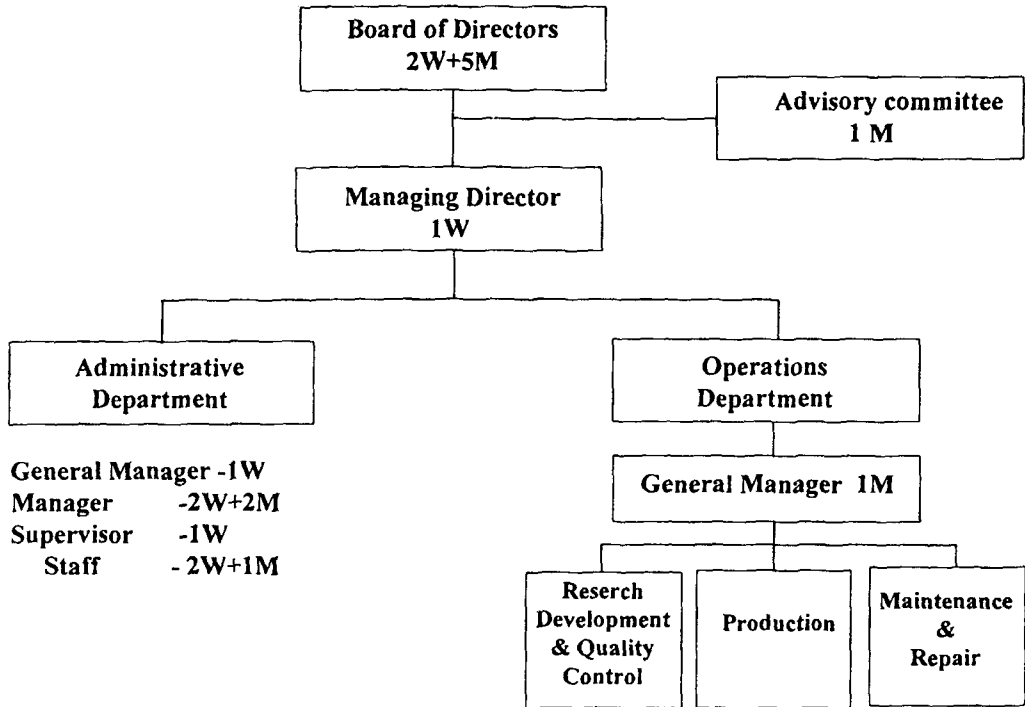
Frequency: A : always S : some times N : never

Status: P : passive C : consulted and state their wish

AC : actively addresses their opinions and take responsibility for actions.

**3. Organisational Structure of Chemical Engineering Production Co-operative Society Ltd**

<i>Delegates of General Assembly</i>	<i>Female</i>	<i>Male</i>
Board of Directors	2	5
Advisory committee	-	1
Executive committee	-	-
Employees		
Managing director	1	-
General manager	1	1
Managers of each division	4	9
Supervisors	2	11
Operational staff	32	69



**Note**

**W = Women**

**M = Men**

Manager -	1W	1W+6M	1M
Supervisor -	1W	10 M	1M
Unskilled labour -		30W+68M	

# GENDER INTEGRATION IN CO-OPERATIVES IN THE PHILIPPINES

By

**Josefina E. Gaerlan, and  
Rufina S. Salas**

*(Co-operative Union of the Philippines)*

Throughout South East Asia, the Philippines has been known to be the result of low and high tide of South China Sea and the Pacific Ocean surrounding it. This mountainous archipelago is actually composed of 7,107 islands scattered and divided into three main island groups: Luzon, Visayas and Mindano. Its total land area is 300,000 sq. metres and its culture is an amalgamation of Western and Eastern influences; however, the country remains firmly Asian in family loyalties, consciousness and aspirations and predominantly Catholic in religion.

Agriculture is its own occupation and its wealth is natural resources (gold, copper, lime stone, gypsum, coral, timber, fish, pearl and fertile lands) have not been fully harnessed. Its total population of 65 million has been hampered its geography, natural calamities, political will are being to improve the economic conditions of the country.

Several programmes on community development and alleviation of miseries of people's lives existed but few have succeeded. With the co-operative movement through out the years, success and failures differ in the geographical environment of the Philippines. So continuous organization, strengthening of existing co-operatives, building up of membership capabilities and all types of alternative development seem to be the scenario of the times.

## **1. Women's Participation in the Co-operative Sector**

In the case of women's involvement in co-operatives, comparatively the Philippines seem to be relatively strong depending on the type of co-operatives and geographical location. In general, women accounted for 70 % of membership in consumers co-ops, 65% in credit co-ops, 60% in multipurpose co-operatives, and 40% in service co-operatives (transport, produces, hospitals, etc.)

### *1.1 Type of Co-operative*

Philippines Federation of Women in co-operative:

A national federation of multipurpose co-operatives, 2 years in existence as registered by the Co-operative Development Authority; existed as eight years as women association composed of 2,200 women leaders of the Co-operative Movement.

### 1.1 Quantitative Participation

No of Affiliated Co-operatives	: 55
Secondary Co-operatives	: 11 members
Primary Co-operatives	: 44 members

		Women	Men	% women
Total Membership	- 26,000	18,200	7,800	70 %
Total No. of Leaders	- 1,234	615	619	50 %
- Committee members	- 1,685	1,012	673	60 %
- Board of Directors	-	872	346	72 %
- Chairpersons of Primaries-	174	130	44	75 %
Total number of Employees	- 8,310	No Statistics		
- Managers	- 1,655	1,278	372	70 %
- Staff	- 6,925	No Statistics		

Most primary co-operatives of are Women-dominated and nine co-operatives are women co-operatives.

Primary Co-operatives are:

Multi-Purpose	- 25	Credit	- 8
Consumers	- 6	Producers	- 2
Marketing	- 2	Fishing.	- 1

### 1.2 Quantitative Participation

Activity	Women	Men
- Participate in member's meeting	A	A
- Participate in co-op activities	S	A
- Elect co-operative leaders	C	A
- Be elected as leaders	S	A
- Be elected as to the board	S	AC
- Take part in the decisions about Co-op activities	AC	AC
- Take part in the decisions about policies of Co-op	AC	AC
- Examine the financial situation of Co-op	AC	AC

#### Criteria of evaluation

Frequency: A: always S: some times N: never

Status: P: passive C: consulted and state their wish

AC: actively addresses their opinions and take responsibility for actions.

### 1.3 *Women Only Co-operatives* (All women's co-operatives) - 11

## 2. Constraints and solution identifications regarding participation

- (1)+(3) - *In your co-operative movement, are women participating as a member as equal as men, participating in decision making process as a leader?*

In both cases, women in the Philippines participate actively as a member and as a leader.

- (2)+(4) - *What are the constraints of women becoming a member of the co-operatives and, or the leaders?*

In some areas in the country, women (mothers) with several children and poverty limit their time to become member and participate actively.

Home responsibilities like childcare and priorities of day-to-day activities, e.g., planting/farming instead of attending meetings, employment rather than co-operative work are constraints.

Socio-cultural factors and values and gender bias prevailing in the area, including contemporary concerns like present calamities, typhoons, volcanic eruptions, pollution, etc., somehow effect the women's membership; women may not join fishery co-operatives if the job/service is fishing rather than processing or farming and plowing when the work is only for the men rather than women; local beliefs that co-ops are only for poor and the men, etc.

- (5) *Possible Solutions:*

5.1 Big families and time constraints can be diminished through family planning as programmed by the government. Daycare centers have been organized so that women co-operators can attend co-op activities.

5.2 Intensive value education and membership training with guidance and continuous monitoring should be utilized or implemented.

## 3. Co-operative Service and Women

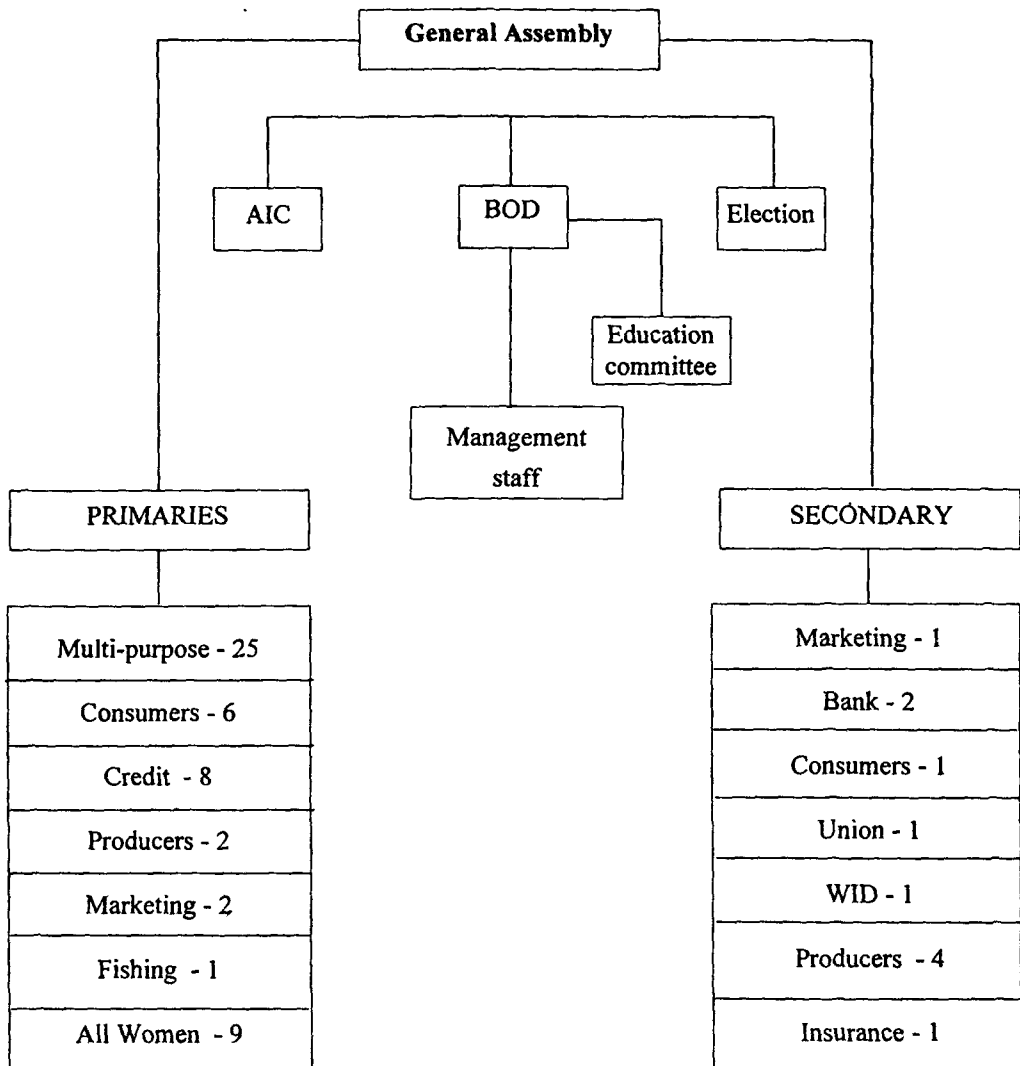
- 3.1 *What kind of services do co-operatives provide to the members?*

For men and women, entrepreneurial programmes, auditing and accounting services, training of officers and members, health and hygienic programmes, marketing of products, like steel cabinets, rice, dried fish, etc. are given to members.

- 3.2 Special services for women are in the field of cottage industries, childcare, sanitation, budgeting, dress making, and other home economics subjects.

Women especially in rural and depressed areas, can hardly access to entrepreneurial or productive activities due to the lack of sufficient funding, time constraint; non-professional trainers; and specially the utmost concern for subsistence problems.

### Structure of PFWCI



## **WOMEN'S PARTICIPATION IN THE SINGAPORE CO-OPERATIVE MOVEMENT**

By

**Mr. George CG Tan, Co-operative Development Officer**  
*(Singapore National Co-operative Federation)*

### **1. Since 1925**

The Singapore Co-operative movement, started in 1925, till today has no discrimination or restriction against any one, man or woman joining a co-operative society.

### **2. Since 1965**

- 2.1 When Singapore became a sovereign state on August 1965, men as well as women were required to build the nation politically and economically.
- 2.2 Land-scarce Singapore had then a small population of around 1.5 million with no natural resources but just their human endeavour to develop and to depend on to help the republic survive.
- 2.3 Against such odds, there was no consciousness of a gap between the two sexes or any discrimination against either gender, because uppermost in everybody's mind then was the fragility of the rice-bowl which would be broken if badly handled.
- 2.4 The Constitution of Singapore and the Co-operative Societies Act (Chapter 62) permit men and women to elect or to be elected to serve the government or a co-operative society.

This means that women too have gained the basic legal political and economic right to play a more prominent role in public service.

### **3. The 70s and the 80s**

- 3.1 With the economic miracle of this period, job opportunities went a begging. There was a demand for both men and women work. It was indeed a workers' market. In fact women could choose to stay at home or seek a career.
- 3.2 These decades and even up to 1995, we have been fortunate to experience full employment.
- 3.3 A random check would show that a small and big co-operatives today have more women employees: but fewer women members are keen to serve on the management committees etc.

#### **4. The Modern Singapore Co-operatives**

- 4.1 They are mostly work-place based co-operatives. Hence they can grow as much as their staff strength allows. Their service complement and supplement the companies' benefit to the employees.
- 4.2 In some cases, some of the members of the co-operative management committee or board of directors are appointed by their company bosses and this limits the places left for a democratic election from the general co-operative membership.
- 4.3 Regrettably most co-operatives have not changed much since the sixties. Many have yet to diversify their activities to meet the broader needs of members in modern Singapore.

#### **5. Modernised Labour Movement**

- 5.1 With labour going co-operative as recommended by the 1969 modernisation seminar of the Singapore National Trade Union Congress (better known as NTUC), insurance, supermarket, childcare, healthcare, radio and taxi co-operatives have been established over the last 25 years. (NTUC Comfort, the taxi co-operatives was corporatised in 1994)
- 5.2 NTUC co-operatives are highly successful. They have professionals on their board and in the management They operate in the style of companies. .
- 5.3 Their management is modern. Accounts, membership records, etc., are computerised. Information is always updated.
- 5.4 They have larger staff and the majority employed are women. Many like their male counter parts, are holding responsible positions.

#### **6. The Apex Body : Singapore National Co-operative Federation (SNCF)**

- 6.1 The SNCF is the apex co-operative organisation which has 63 affiliates with more than 750,000 individual members.
- 6.2 The umbrella organisation managed by:
  - a) an 8-member of board trustees (BOT)
  - b) an 15-member executive council (EXCO) and
  - c) an 6- strong secretarial staff
- 6.3 The BOT has an outstanding women member Mrs. Yu -Foo Yee Shoon. She is not only the Assistant Secretary General of NTUC, but also one of the four women members of the Parliament.
- 6.4 The EXCO presently has one woman member, Mrs. Alice Khoo, who is the Honorary Treasurer of DEW (the women only co-operative) and the Singapore Credit Co-



operative League (SCOPE) a secondary co-operative for credit unions /societies. She is also on SCOPE's women committee acronymed PEGI ( ie. programme of enrichment and gender integration). She is the SNCF member in the International Co-operative Alliance (ICA) Women's committee.

6.5 The SNCF secretariat has 6 staff members, comprising 3 men and 3 women to attend to the various membership programmes and to the public.

## **7. DEW: Co-operative Credit Union**

7.1 I would fail in my presentation if I do not elaborate on the magnificent work done by this women-only co-operative in Singapore.

7.2 DEW, founded in 1931 by the late Mrs. Julie Tan, is to enable women to handle their own finances. (Women undoubtedly are more comfortable when they are being counselled by their own gender on such matters.)

7.3 DEW also gives loans for home renovation, children's education, new business operations, and expansion of existing ones. These loans vary from sums as little US\$ 70 to US\$ 70,000.

7.4 Leadership training is on-going, monthly talks are held on self development, investments, health, women's rights, etc.

7.5 DEW is affiliated to the SNCF and the Asian Confederation of Credit Unions. (ACCU)

## **8. The 21st Century: A Challenge**

8.1 Co-operatives must now faces the problems of encouraging women members to help actively share the responsibilities of management.

8.2 As clearly indicated in the table one (attached) women members today are more educated and better informed. Thus they certainly have the potential to come forward, to organise , be proactive and head the co-operatives while members encompass both genders.

8.3 Co-operative activities should not only be focused on economic enterprises, but with the turn of the century, should also be directed to address environmental, moral, welfare, educational and other important issues to which women can contribute substantially and in certain cases more so than men.

## **9. Conclusion**

All the points raised in the paper merit in-depth study so as to pave the way for more Singapore women to participate actively and prominently as their male counter parts. Hence together a cohesive co-operative family can be forged and fostered to benefit both genders ultimately.

**Table 1**  
**Female's Share of Total Education Enrolment in 1974 and 1993**

<i>Type of education</i>	<i>1974</i>	<i>1993</i>
Primary School	47.2	47.3
Secondary, pre-nursery and junior colleges	50.2	49.8
Polytechnics	16.8	39.8
University	44.5	44.8
Total female enrolment (thousands)	252	244

## WOMEN'S PARTICIPATION IN CO-OP SECTOR IN VIETNAM

By

**Ms. Phung Thi Ngan Ha and Ms. Nguyen Tan Binh**

*[Central Council of Vietnam Co-operative Unions (VICOOPSME)]*

### 1.1. Quantitative Participation

- Type of co-operative: Industry, Handicrafts, Transportation, Construction and Consumer Co-operatives.
- No. of co-operatives: 6,200

	<i>Women</i>	<i>Men</i>	<i>%Women</i>
- Total Membership	280,000	420,000	40.0
- Total Number of Leaders	1,984	10,416	16.0
- Committee Members	4	47	7.8
- Chairpersons of primary co-ops	992	5,208	16.0
- Total Number of Employees			
Manager			
Staff			

### 1.2 Qualitative Participation

<i>Activity</i>	<i>Women</i>	<i>Men</i>
- Participate in Member's meetings	A	A
- Participate in co-op activities	A	A
- Elect co-operative leaders	A	A
- Be elected as leader	S	A
- Be elected on to the board	S	A
- Take part in decisions about co-op activities	AC	AC
- Take part in decisions about policies of co-op	A	A
- Examine the financial situation of co-op	A	A

#### *Criteria of evaluation:*

- Frequency: A: Always                      S: sometimes                      N: never
- P: Passive                              C: consulted and state their wish
- AC: Actively address their opinions and take responsibility for actions.

1.3 *Women-only Co-operatives (Among your member organizations, is there any women-only co-operatives? Then, how many women co-operatives? What kinds of activities do they deal in?)*

Among our organisations, there are only 2 women co-operatives. They carry out supply and marketing activities.

**2. Constraints and solutions identification regarding participation**

In Vietnam Co-operative movement, women are participating in co-operatives as a member as equal as man and they participate in decision making process as a leader. However there are constraints as:

- Health;
- Working condition is still difficult for the people in co-operative society for women;
- Heavy task in the family (more responsibility for household work than men);
- Hardly participate in education programmes to improve knowledge and skill.

**Possible solutions**

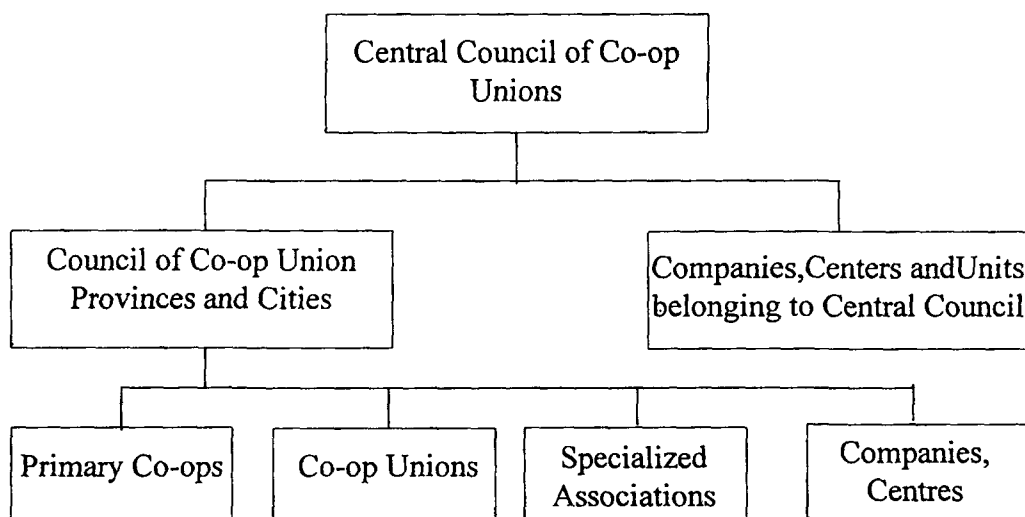
- Taking good care for women;
- Improving working condition;
- Providing good service conditions in order to utilise women's time economically, in doing household work;
- Creating opportunities and helping women to participate in education and training programmes to improve their knowledge.

**3. Co-operative services and women**

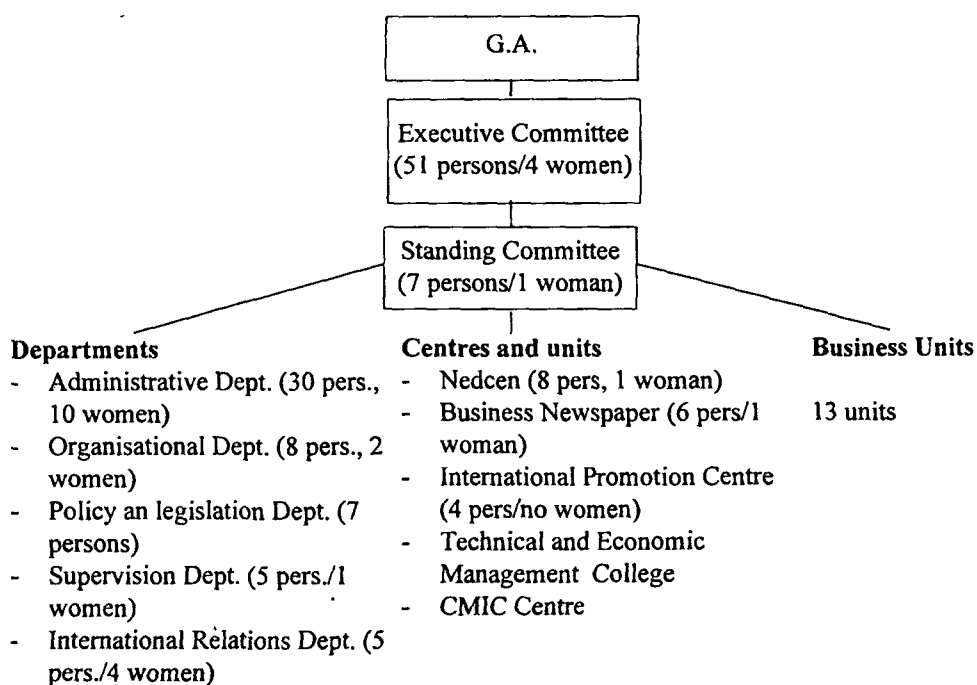
*3.1 Kind of services which co-operative provide to the members*

Consumer: Co-operatives with supply and marketing activities and other kind of services for both men and women.

**Central Council of Vietnam Co-operative Unions  
ORGANISATIONAL STRUCTURE**



**Central Council of Vietnam Co-operative Unions  
ADMINISTRATION STRUCTURE**



<i>Delegates of General Assembly</i>	<i>Female</i>	<i>Male</i>
Board of Directors		
Advisory committees		
Executive Committee	0	7
Employees	20	70
General Manager		
Manager of each division	1	21
Supervisors	1	4
Operational staff	19	49

## **CO-OPERATIVE LEAGUE OF THAILAND**

By

**Ms. Suwannee Jariyaporn**

*(Director, Co-operative League of Thailand)*

### **Organisation set up**

The Co-operative League of Thailand (CLT) is one of the national co-operative organisations which is a non-governmental organisation. It is a nation-wide confederation of co-operative organisations of all types of founded under the Co-operative Societies Act B.E 2511 (1968). It is the only national co-op organisation, dedicated entirely and exclusively for the promotion of the co-operative throughout the country.

### **Its tasks**

The main tasks of the CLT are as follows:

1. To enhance the progress and stability of its member societies through training programmes and educational activities.
2. To act as the representative of the co-operative movement and as a link between the movement and the government and as well as national and international organisations with similar objectives and activities.
3. To organise and conduct courses, seminars, conferences, surveys and research for the purpose of co-operative education and dissemination.
4. To bring out publications on co-operative and allied subjects.

### **Membership**

Membership in the CLT is open to all co-operative societies, at all levels in the country. At present there are six main types of co-operatives in Thailand; namely: Agricultural co-operatives, Land settlement co-operatives, Fishery co-operatives, Thrift and Credit co-operatives, Consumer co-operatives, and Service co-operatives. Under the provisions of the Co-operative Societies Act B.E 2511, all co-operative societies have to subscribe a small portion of their annual net profit of 5% but not to exceed 10,000-Baht for the financial support of the CLT.

### **Funds**

The major part of the financial support of the League is met by the member societies' subscription as prescribed by the Thai Co-operative Act 1968, that five percent but not exceeding ten thousand Baht of the societies' net profit to be subscribed to the League activities. On the other hand, the League shall be supported by the government subsidies, donations, sales of technical publications, documents or others. The co-operative

movement in the country also contribute to the activities of the League by bearing part of the travel costs of their participants, attending the educational and training activities conducted by the League.

## **Activities**

### ***1. Co-operative Education and Training***

Since the past decade, it has been recognised that low level of education of co-operative members and inadequate training of co-operative officers were the factors which affected the progress of co-operative movement in Thailand. Therefore, the co-operative League of Thailand, which is the apex body of the movement, has conducted several co-operative education and training programmes.

CLT has achieved certain levels of its objectives; for instance, in the field of co-ordinating activities and co-operation among its member co-operatives. CLT's annual programme of education and training for the members of the board of directors, managers and the staff of co-operatives on the part of those persons concerned.

The following activities has been conducted by CLT.

#### **a) *Technical training:***

This training will be organised for all types of co-operatives at various levels, ranging from the Chairman of the board, board members, and co-operative employees. Such technical training will cover all aspects of subject matters and other related areas. The field of the technical training will cover:

- i. Administration
- ii. Management
- iii. Marketing
- iv. Credit
- v. Book keeping
- vi. Etc

#### **b) *Leadership training:***

- i. Train and educate co-operative committee members and leaders of co-operatives through systematically planned group discussion.
- ii. Train and educate co-operative instructors in schools and colleges.

### ***2. Co-operative staff development***

Since the co-operatives in Thailand are facing with the problems of insufficient number of trained staff due to their limited budget, which caused high turnover rate of the co-operative staff, the CLT has to increase a number of training programmes to cater to the needs of its member co-operatives. The curriculum of the training programmes have been designed to meet the need of each type of co-operative, in order to enable the trainees to perform the job, after training.



Apart from the technical know-how through the training programmes, the CLT also launched a programme for selection of outstanding agricultural co-operative managers in order to boost the morale of the staff of co-operatives. The selected managers have been awarded with plaques and certificates. Their performance have been widely publicized.

### **3. *Women and Youth and Co-operatives***

Realizing the important role and influence of women and youth in the well-being of families, which compose the base of the co-operatives, initiatives have been taken by the Co-operative League to promote the involvement of women and youth to participate in co-operative activities. The CLT has set a policy for the development of women and youth in agricultural co-operatives, in order to educate them to work together on mutual basis according to the co-operative principles and train them on various income generating activities.

### **4. *Technical and Extension Activities***

- 4.1 Press and radio is used throughout the year. Co-operative activities are filmed for educational purpose.
- 4.2 Research has been conducted to collect statistical data on co-operatives and related fields for study purpose and encouraging development of co-operative activities as well. Attention is given to the study of socio-economic changes and output resulting from co-operatives.
- 4.3 Co-operative exhibitions are conducted.
- 4.4. Publications
  - a) The Cooperative League Bulletin is published monthly
  - b) Co-operative news and text books on co-operatives, co-operation, research and related fields, are also published.
- 4.5 Library facilities are provided for people working in the field of co-operation and for others interested in this subject as well as general public.
5. Others
  - 5.1 The Co-operative League of Thailand and the government agency through the Co-operative Promotion Department, Co-operative Audit Department, and Bank for Agriculture and Agricultural Co-operatives closely co-ordinate and collaborate in conducting several co-operative education and training programmes as well as on the study of technical problems.
  - 5.2 In the collaboration with International Co-operative Alliance (ICA) and other international agencies, specific training programmes and studies are conducted regularly.

5.3 Close working relationships are established and maintained with several international co-operative and non-co-operative organisations.

### **Co-operative Movement in Thailand**

The history of co-operative movement in Thailand can be traced back to the year of 1916, when the first village credit co-operative, the Wat Chan Co-operative Unlimited Liability of the Raiffeisen model was formed among the poor farmers in Tambon Wat Chan, Maung district, Pitsanulog, by the initiative of the government of that time, which was still an absolute monarchy. The purpose was to relieve farmers from severe indebtedness and preventing their mortgaged lands from being forfeited by the money lenders. The first co-operative was registered under the Civil Association Act (Amendment) of 1916, because there was no Co-operative Act in Thailand at that time. Success in operation of this co-operative in clearing old debts of members had brought about registration of many new co-operatives of this type in other areas within a few years.

Because of widespread and rapid increase in the number of new co-operatives registered in 1928, the Co-operative Societies Act, B.E.2471 (1928) was enacted to pave the way for the registration of other types of co-operatives. In 1968, the Co-operative Societies Act B.E-2511 (1968) was promulgated, repealing the Co-operative Societies Act -B.E-2471 (1928), in order to facilitate the expansion and improvement of co-operatives.

At present there are six types of registered co-operative societies, agricultural co-operatives, land settlement co-operatives, fishery co-operatives, thrift and credit co-operatives, consumer co-operatives and service co-operatives.

#### *1. Agricultural Co-operatives*

An unlimited liability credit co-operative or a village credit co-operative is the oldest of agricultural co-operatives in Thailand. The agricultural co-operatives with limited liability were first established in 1959-1960, as a pilot project, in Packhong and Mang Chacherngsao district. It was intended to have been a model, upon which the existing credit co-operatives would be improved, both in structure and working procedures in order to make them more viable units.

#### *2. Land settlement Co-operatives*

In 1938, Land settlement co-operatives were initiated in the central plains to help landless and tenant farmers to become land owners. This type of co-operative was later developed into three models: Agricultural land settlement co-operative; Land hire purchase co-operative; and Land tenant co-operative.

#### *3. Fishery Co-operatives*

In 1954 the first fishery co-operative was established among fisherman with the objectives of improving productivity and marketing of products. This type of co-opera-

tive was later accepted by small fisherman who do inland fishing as well as those who deal with marine fishing.

#### *4. Thrift and Credit Co-operatives*

The first Thrift and Credit Co-operative was set up among the government officials within the Ministry of Co-operatives in 1949, with the main objective of promoting savings and to provide loans to members for clearing their old debts as well as meeting necessary expenses in daily life.

#### *5. Consumer Co-operatives*

In 1937 the first consumer co-operative was organized in Amphoe Sena, Ayutthaya, to help the rural people in their daily purchase of consumer goods. This co-operative was the origin of other consumer co-operatives organised to solve the problem of consumer goods shortage, both in rural and urban areas after the World War II.

#### *6. Service Co-operatives*

There are miscellaneous forms of co-operatives organised among the rural people for the purpose of improving the method of production, providing credit and marketing services, and raising the members' income through the principle of co-operation. Since 1977, many new co-operatives were established among people who engaged in handicrafts business, such as umbrella making and cutlery as well as users of water supply, taxi drivers and those who were in need of housing.

### **Structure of Co-operatives**

The co-operatives in Thailand are vertically organised at three levels: Primary societies at the local level, Secondary societies at provincial level, and the Apex societies at national level. As for the primary, agricultural co-operative society consists of individual farmers, divided into various groups of a village or tambol level for training purpose, business activities or determination of proposals for forwarding to the board of directors.

Three or more primaries can together form a secondary federation at Provincial level. These secondary federations undertake joint activities on behalf of their primary affiliates, including processing of agricultural produce.

At the national level, The Agricultural Co-operative Federation of Thailand Ltd is the apex society of the agricultural co-operatives, while Consumers Co-operative Federation of Thailand Ltd, and the Federation of Savings and Credit Co-operatives of Thailand Ltd are the federated apex organizations for consumers co-operatives and the thrift and credit co-operatives respectively.

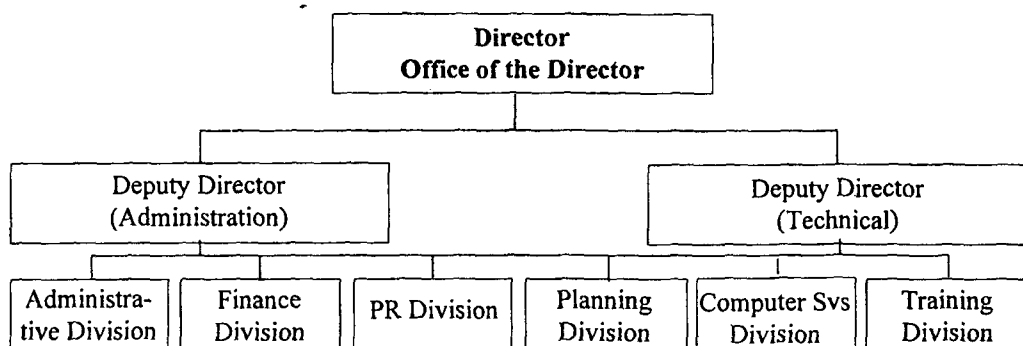
## Co-operative Statistics of Thailand

(As at January, 1995)

No.	Type	No. of Societies	No. of Members
1.	Agricultural Co-operatives	2,461	3,717,609
2.	Land Settlement Co-operatives	95	118,486
3.	Fishery Co-operatives	52	8,833
4.	Thrift & Credit Co-operatives	1,046	1,770,551
5.	Consumers' Co-operatives	363	722,439
6.	Service Co-operatives	323	110,858
	Total	4,340	6,448,776

National Co-operative Federations	12
Member Societies	1,602
Regional Co-operative Federation	1
Member Societies	11
Provincial Co-operative Federations	78
Member Societies	1,261

### ORGANIZATION CHART OF THE CO-OPERATIVE LEAGUE OF THAILAND



Admin Section Personnel & Legal Section Building & Vehicles Section	Fin. Section Budget Sect Account. Sect Procurement Section	Public Relations Section Audio Visual Aids Section Printing Sec.	Planning Sec. Planning Analysis Section Research Section	Data Process- ing Section System Analysis Section Library Sec.	Curri.Planning &Dev.Section Training Adm. Section Co-op School Section
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**EXPERIENCES OF PLANNING  
FOR  
GENDER INTEGRATION IN CO-OPERATIVES**

- 1. THAILAND (CO-OPERATIVE LEAGUE OF THAILAND)**
- 2. MALAYSIA (ANGKASA)**



**A MASTER PLAN  
FOR  
DEVELOPMENT OF GENDER INTEGRATION  
IN THE CO-OPERATIVE MOVEMENT IN THAILAND**

By  
**Ms. Juthatip Patrawart**

**1. Introduction**

The development of women co-operatives in Thailand has been initiated since 1975 by the Co-operative Promotion Department (CPD). Development of women co-operative project was set up to enhance the quality of life of women and their families. Vocational training is organised for interested women members to increase their income.

The Co-operative League of Thailand (CLT) also organize training courses to improve the capacity of the women in generating income. The Credit Union Co-operative League of Thailand Ltd (CULT) also has an important policy to organise women groups to work collectively to improve family leaving conditions, as well as to encourage and promote women to participate and manage credit unions.

One of the important concepts of the development of gender integration in co-operatives is to promote women's participation in co-operative board of director position. This position allows women to share policy formulation and management of co-operatives with men. This can be true only after women are co-operative members. In addition they have to be recognized and elected by the members in the general meeting.

From the observation of women's participation in co-operative movement as shown by the statistics of the Technical Division of Co-operative Promotion Department for 1993 (table 1), it is found that women's participation in co-operative movement as members, board of directors, and co-operative officers were 31, 9, and 60 percent respectively.

However, Thailand has no specific national direction and goal of gender integration in co-operative movement. Hence a preparation of a Master Plan for gender integration in co-operative movement was initiated in September, 1993, with the financial support from International Labour Organisation (ILO).

The Master Plan was completed in September, 1994 and now the CLT is taking steps to form a Steering Committee for implementation of the master plan. One of the objectives is to disseminate the Master plan concept to all co-operatives in Thailand.

## **2. The Goal of the Master Plan**

The goal of the Master plan is to enhance opportunities for women to participate in the co-operative movement.

## **3. The main Characteristics of Master Plan**

The main characteristics of Master plan are as follows:

- i. To be a national plan as a frame work and mechanism to support long-term development of gender integration in co-operatives in Thailand (5-year plan). Such framework will be transformed into development action plans of organisations related to the co-operative movement;
- ii. To be in line with environment and direction of future development of the co-operative movement;
- iii. To be a plan which recognizes systematic development. The development frame- work will cover all aspects of obstacles in gender integration in the co-operative movement, and promotion of women's potential and readiness in co-operative participation. The plan also indicates responsible organisations and sets up a co-operative network between related parties to reach the development goal;
- iv. To be a plan which is formulated and participated by all related parties, the co-operative movement and government agencies.

## **4. Concept in Preparation of the Master Plan for Gender Integration in Co-operative Movement in Thailand**

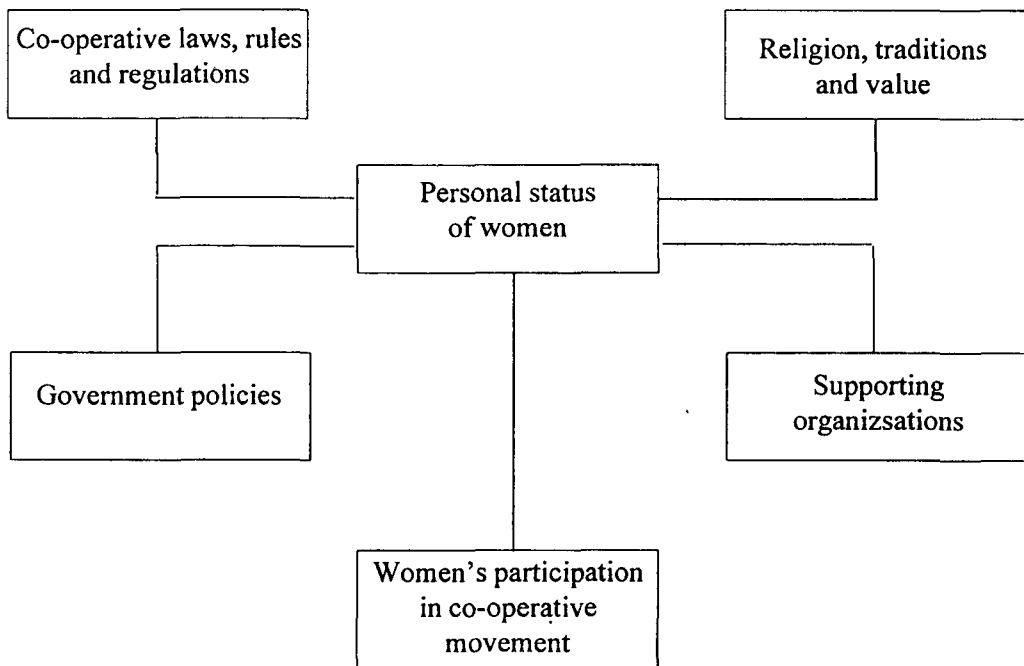
The master plan is prepared under the conceptual framework that there are two main factors affecting participation of women in the co-operative movement, personal status and environmental factors. Personal status are age, educational level, experience, knowledge, and attitude in co-operatives, personality and economic conditions of the family.

The environmental factors include government policies/co-operative laws, rules and regulations, religion, tradition and value, and organisations supporting gender integration in co-operative movement.

Women themselves must be ready. Their appropriate personal status is an initial condition for participation in co-operatives. Then, environmental factors will support and permit their participation in the co-operative movement. Thus, the development objective is to simultaneously develop personality of women and improve the environment to promote women's participation in co-operatives and hence the achievement of development goal.



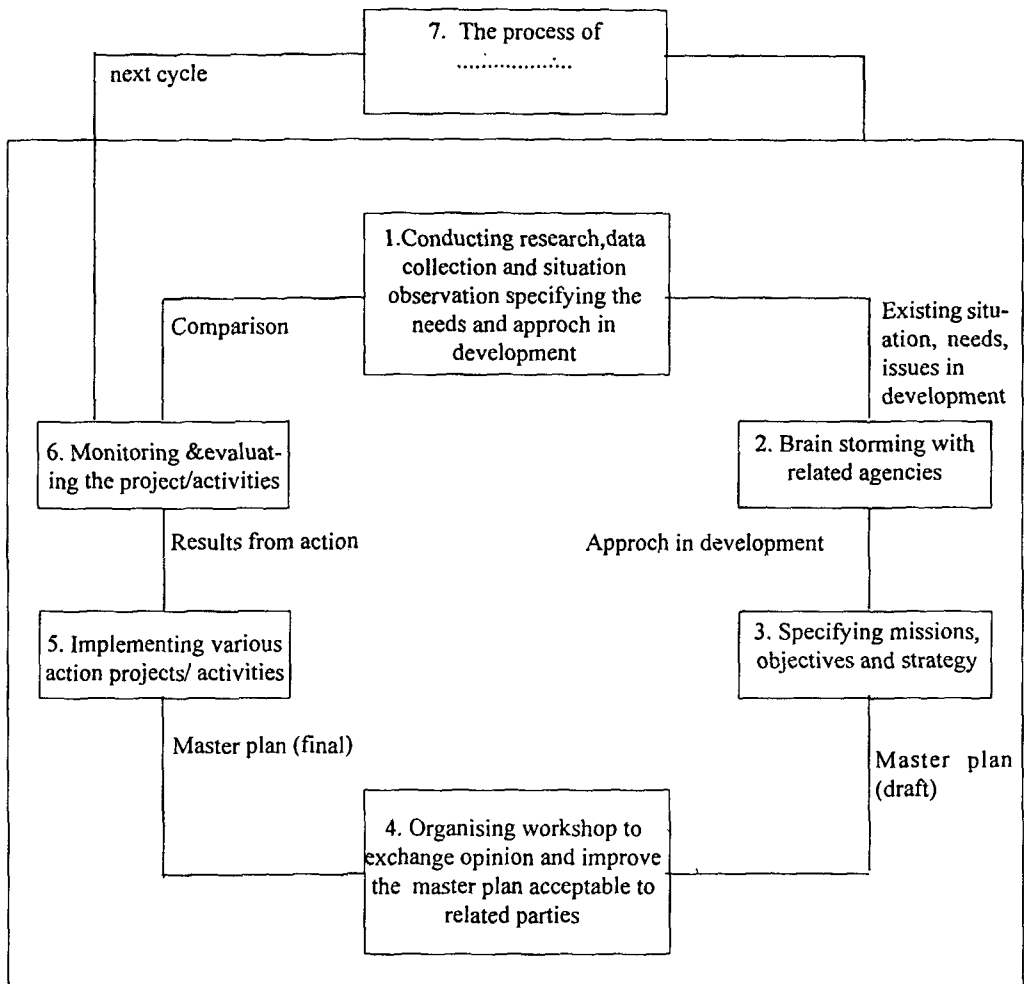
*Figure 1: Factors affecting women's participation in co-operative movement*



## 5. Master Plan Preparation Process

The process of master plan preparation is shown below (Figure 2)

**Figure 2: The process of preparation of the master plan for gender integration in the co-operative movement in Thailand**



## 6. Assessment of Gender Integration in Co-operative Movement in Thailand

The assessment of the situation of gender integration in the co-op movement in Thailand includes the personal status of women and various environment conditions, such as government policies, laws, rules and regulations, religions, traditions, and values as well as gender integration supporting organizations. The assessment focuses on factors affecting women's participation in co-op movement. This is to identify the opportunity and limitation of women in participation in the co-op movement leading to identification missions, objectives and strategies in the preparation of the master plan.

### 6.1 Personal status of women

Assessment of the personal status of women is taken from the results of a research project entitled "The Development of Gender Integration in the Co-operative Movement in Thailand".

The opportunities and limitations of the development can be summarized as follows:

<i>Opportunity</i>	<i>Limitation</i>
1) Operation of projects or activities to reduce economic problems of women will allow women to have better potential and opportunities to participate in co-operatives.	1) Economic problem is one of the main obstacles of women's participation in co-operatives
2) Dissemination of knowledge in co-operatives will enhance the recognition of the importance of co-operatives and induce more participation in co-operatives.	2) Some groups of women are still lacking of knowledge and recognition of the importance and usefulness of co-operative participation.
3) Provision of personal development training to improve self-confidence, expressiveness confidence and leadership will enhance the readiness of women and increase their potential in participation in co-operatives as its members, board of directors and leaders in co-operative movement.	3) Women are lack of expressiveness, expressiveness, self-confidence and leadership.
4) Extension of knowledge about gender integration in the co-operative movement and change of attitude and value to accept the capability of women and to induce opportu-	4) Some groups of women still do not accept the capability of women themselves.

nities for women to participate in co-operatives.

- 5) Provision of education and training to women to allocate and make full use of time, in order to enhance opportunities for women to participate in co-operatives.
- 5) Because of household responsibility, women generally lack free time and hence no opportunity to participate in social activities.

## 6.2 *Government's policies*

From the assessment of the status of government's policies, the opportunities and limitations of the development can be summarized as follows:

### *Opportunity*

- 1) If policy determination in planning for development of gender integration in co-operative movement is systematic and towards the same direction, potential for women to participate with men in co-operative development can be achieved.
- 2) Development of gender integration is moving in the same direction as the national policy on women development specified in the master plan for women development and the Seventh National Economic and Social Development Plan in which the objective is to promote women's participation in community, social and national development.
- 3) Development of gender integration in co-operative movement has to be conducted systematically, including development of personality of women's participation in women, government's policies and co-operative laws and regulation, adjustment of value judgement of the public in acceptance of women and establishment of permanent organisation to be responsible for the development .

### *Limitations*

- 1) The existing government's policies on women development still emphasize upon economic and quality of life development. Development of potential and readiness for leadership has not been focused upon.
2. The existing development programmes for women is not systematic such as no development evaluation, no systematic information system for development planning under the changing environment.
3. The implementation of existing women development projects has no perspective objectives in enhancement of women's participation in co-operatives as members and board of directors.

### 6.3 Co-operative Laws, Rules and Regulation

From the analysis, it can be concluded that the existing co-operative laws, regulation and rules do not hinder the development of gender integration in co-operative movement.

### 6.4 Religion, Tradition and Value

From the assessment of the situation related to religion, tradition and value of the opportunities and limitations of development can be summarized below:

<i>Opportunity</i>	<i>Limitations</i>
1) Alternation of value judgement of personal in co-operative movement to accept women's capability and to recognize the roles of women in co-operative movement is contributing to co-operative development.	1) Some traditionally religious practices hinders gender integration in co-operative movement.
2) Alternation of value judgement to accept women's capability should cover all groups of the people, men, women and the youth.	2) The value of judgement of "Man is the front foot of elephant, woman is the back one" is one of the important factors hindering the expressiveness of women in their capabilities and limiting their participation in public activities.
	3) Value judgement and opinions of public and personal in co-operative movement especially men, do not accept women's capability.
	4) The value of judgement of co-operative members still prefer male board of directors than female one.
	5) Co-operative extension officials who have important roles and are responsible for promotion, supervision and control of some co-operative affairs, still have value judgement of refusing capability of women.

### 6.5 Organisation supporting women Development

From the assessment of the organisation supporting women development, the opportunities and limitations of development can be summarized below:

<i>Opportunity</i>	<i>Limitations</i>
1) Co-operation between organisations related to women co-operative development in network system, personnel, etc. will accelerate the achievement of development targets.	1) At present co-operation between organizations which are responsible for women development in Thailand is limited.
2) Organizations which are responsible for women's development should co-operatively define scope and direction of development as a master plan.	2) Most organizations which are responsible for women development encounter the problems of fund and personnel, which hinder the continuous development effort.
3) Government, non-government and international organisations should co-operate to improve the efficiency and make best use of limited human and financial resources.	3) Most organizations have not evaluated the implementation of development projects.
4) Development organizations should be established at all levels by bottom-up direction to implement the development plan as specified in the master plan.	4) Organizations related to women development usually have the same target groups of development, although the development objectives and goals are different. This confuses the participants and create difficulty in time allocation.
	5) The co-ordination between existing organisations related to women co-op development in development co-operation is lacking and occasionally repetitive.

### 7. Mission and Objectives of the Master Plan

From concepts and principle in master plan preparation and situation of development of gender integration in Thailand as indicated before, missions and objectives are determined as follows:

#### 7.1 Missions

The master plan constitutes 8 missions as follows:

Mission 1: Campaign for women's participation in co-operative movement;

Mission 2: Development of economic capability for women;

Mission 3: Development of knowledge, and potential women to be ready for participation in co-operative movement;

Mission 4: Campaign for acceptance in women and initiation of perception of women's and men's participation in co-operative movement;

Mission 5: Establishment of a steering committee, which would be responsible for development of gender integration in co-operative movement;

Mission 6: Establishment and operation of an information center for gender integration in co-operative movement;

Mission 7: Conducting research and evaluation to support development of gender integration in co-operative movement;

Mission 8: Preparation of human and financial resources for development for gender integration in co-operative movement.

## **7.2 Objectives of Missions**

### ***I. Campaign for women's participation in co-operative movement***

The missions has the following objectives:

- i. To promote and support non-member women to be members of co-operatives;
- ii. To promote and support the co-operative women member to be on the board of directors, at all levels;
- iii. To promote and support co-operatives to implement women co-operative projects;
- iv. To promote and support women to participate in women co-operative projects.

### ***II. Development of economic capability for women***

The mission has the following objectives:

- i. To enhance income generating capability of women and their families through participating in women co-operative projects;
- ii. To campaign for the attitudes of hard working, thrifty, savings and alert women in playing a larger role in family financial management, including seeking and allocation of income;
- iii. To develop production and marketing system supporting economic activities of women co-operative projects.

### ***III. Development of knowledge, capability and potential of women to be ready for participation in co-operative movement***

The mission has the following objectives:

- i. To develop knowledge, capability and experience in cooperatives to various women groups;
- ii. To develop personality and leadership of women;
- iii. To develop health and sanitation of women.

*IV. Campaign for acceptance in women and initiation of perception of gender integration in co-operative movement*

The mission has the following objectives:

- i. To change the 'value' of personnel in co-operative movement to recognize and accept women's capabilities;
- ii. To campaign for recognition of the importance of gender integration in co-operative movement for the personnel in co-operative movement.

*V. Establishment of a steering committee, which would be responsible for development of gender integration in co-operative movement*

The mission has the following objectives:

- i. To establish a steering committee responsible for development of gender integration in co-operative movement;
- ii. To promote acceptance and utilization of the master plan from related organizations;
- iii. To co-ordinate co-operation between organizations related to the development.

*VI. Establishment and operation of an information centre for gender integration in co-operative movement*

The mission has the following objectives:

- i. To establish an 'Information centre' to develop information system for the development of gender integration in co-operative movement;
- ii. To collect data useful for the development of gender integration in co-operative movement;
- iii. To process, analyse and present data and information useful for the development of gender integration in co-operative movement;
- iv. To disseminate information on co-operative movement to interested public.

*VII. Conducting research and evaluation to support development of gender integration in co-operative movement.*

The mission has the following objectives:

- 1) To conduct research projects contributing to development of gender integration in co-operative movement;
- 2) To assess development of gender integration in co-operative movement.



### *VIII. Preparation of human and financial resources for the development of gender integration in co-operative movement*

The mission has the following objectives:

- i. To arrange personnel resources which would follow the recommendations in the development plan;
- ii. To require financial support for the development.

### **8. Summary**

The master plan for Gender Integration in Co-operative Movement in Thailand was prepared at the national level to provide a framework and mechanism in developing gender integration in co-operative movement. This would facilitate action plans of related organisations in gender development.

The main contents of Master plan are missions, objectives and strategies. The contents indicate the missions, purpose and means to achieve the development goals. The eight missions specified in the Master plan should be implemented simultaneously, due to their equal significance. The organizations related to the development should be co-operative in implementing the plan. Now the Co-operative League of Thailand (CLT) is recommended to establish a Steering Committee, which would be responsible for promoting recognition and adoption of plan.

**Table 1: Percentage of Co-operative Members, Board of Directors and Officers by type of Co-operatives and Sex**

(unit : percentage)

Type of co-op	No. of co-ops	Members			Board of directors			Co-op officers		
		male	female	total	male	female	total	male	female	total
Agricultural	1,797	78	22	100	97	3	100	52	48	100
Fishery	36	85	15	100	92	8	100	36	64	100
Land Settlement	93	75	28	100	97	3	100	53	47	100
Thrift & Credit	878	62	38	100	85	15	100	31	69	100
Consumer	345	47	53	100	80	20	100	25	75	100
Service	286	82	18	100	92	8	100	49	51	100
Total	3,435	69	31	100	91	9	100	40	60	100

(Source: Co-operative Promotion Department, 1993)

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## **NATIONAL PLANNING FOR GENDER INFORMATION IN CO-OPERATIVES**

By

**Y.B. Senator Hajah Rahaiah Baheran**  
*(Vice President, ANGKASA, Malaysia)*

Since 1991, high priority has been given to issues concerning women in co-operatives, through the Gender Integration Programmes.

As such, a Regional Consultation Conference was held in Sri Lanka in 1992, and a Gender Planning Conference in Tokyo in 1993, both by the ICA Regional Office for Asia and the Pacific, with each country coming up with an action plan.

As a result, ANGKASA, being the Apex Organisation of Co-operatives in Malaysia, and being involved in the Gender Integration programmes, came up with a Task Force for Development of Women Co-operatives, called JPPW.

### **WOMEN'S INVOLVEMENT AND PROBLEMS FACED IN THE MALAYSIAN CO-OPERATIVE MOVEMENT**

In Malaysia, the development of women in general and the women in the co-operative movement, is based on equity. Malaysian women are not only playing a traditional role as mother but also playing important roles in the social and community areas. They have been accepted by the society as contributive agents towards political stability. And hence women's participation in economic activities emerges.

Since industrialisation, women in Malaysia had the opportunity to earn their own income and supplement income for the families. On the other hand, Malaysian men had always been the primary wage earners and the productive workers of the nation. They have always been the leaders in the family and society, and therefore, the decision makers.

With women as a partner in economic progress, men are slowly adapting to the sharing of household and child caring responsibilities. Society has to adapt these changing gender roles. Also the responsibility to ensure that socio-economic problems that has emerged in other industrial countries, for example cultural and social problems in migrating population from the rural to the urban society and neglected children, now rest on the shoulders of both genders.

Although the overall number of women involved in co-ops is fairly large, they are however found to be rather passive. They are mostly involved only as ordinary members with no direct or active participation in the policy making of the societies concerned.

Thus, the role of women through co-operatives in the overall national development is still in its infant stage. Membership should be increased, participation as members and decision makers should be enhanced, and the activities should be further and better organised to lure women to join the co-operative societies for national development.

Various programmes have been carried out by the Apex body as well as the Government to encourage women to be involved actively in co-operative societies. A certain amount of success, however, has been achieved in exclusive women's co-operatives.

Injustice and inequalities are factors that women still have to endure, despite heightened social development in modern society. Failure of Gender Integration in the Co-operative Movement in Malaysia is due mainly to the negative image tagged to the movement.

If we look at the employment in co-operatives sector-wise, most of the executives in the management staff are men, while most of the clerical staff are women.

On the whole, it is safe to say that in mixed co-operatives, women membership is about 30-40 %. As directors, only one or two on the board of 12 members and as managers very few.

#### **ACTION PLAN AND THE FORMATION OF JPPW**

1. An action plan was set up by the JPPW (A Task Force for the Development of Women Co-operatives). This taskforce was formed on April 14, 1993 and was initiated by Royal Prof. Ungku A. Aziz, who is the President of ANGKASA.
2. This committees is chaired by Y.B. Senator Hajah Rahaiah Baheran, with 9 committee members. They are from the Department of Co-operative Development, Co-operative College of Malaysia, University of Malaya, RISDA, Women's Functional Group of ANGKASA, and 4 women officers of ANGKASA.

The main objective of JPPW is to encourage women's participation in co-operatives and to increase women's leadership in the co-operative movement. The JPPW also act as a data bank to collect and disseminate gender statistics and other-related information pertaining to the number of women's participation in industrial co-ops, women's co-ops, and mixed co-ops.

3. Todate, courtesy visits have been made to 4 industrial coops:
  - a. NECMAL Co-operative Ltd.
  - b. Motorola Multi-purpose Co-operative Ltd.
  - c. Melaka National Semiconductor Co-operative Ltd.
  - d. Hasu Industries Co-operative Ltd.

The main objective of these visits was to collect data of the administration and management of the co-operative. It was also to study the women's involvement in leadership, for example, the number of women as board members in the co-ops.

4. Dialogue sessions and social gatherings were also organised by JPPW (Majlis Ramah Mesra)

The objective of this activity was to enhance good relationship between the women co-operators and ANGKASA. The gathering includes motivational talks, beauty session, family guidance, and dialogue sessions on co-operatives.

To date, JPPW has organised 5 social gatherings which were held in Kuala Lumpur, Selangor, Johor, Kedah and Kuala Terengganu.

5. In the ANGKASA monthly magazine called "PELANCAR", a special column, entitled "Views of JPPW" (Views of the Task Force for Development of Women Cooperators) was introduced. This column highlights the opinion of the committee about the development of women co-operators.
6. JPPW also introduced the "Women's Co-operative Potential Award". The objective of this award is to build positive image towards women leadership. It is also intended to encourage women's initiative to develop their co-operative towards success. The first award was given at the National Co-operative Day Celebration in July 1995.
7. JPPW also encourages industrial workers' co-operatives to set up child daycare centres for their members' children, because most of them are already mothers. So far, two co-operatives, the Motorola Multi-purpose Co-operative Ltd and The Melaka National Semiconductor Co-operative Ltd., have agreed to this idea. However, they face problems of manpower to do the ground work such as working paper in order to get the approval of the authorities, research, etc. So, JPPW is assisting them to do necessary paper work for the project.
8. A seminar on the "Child Care Centre" was held in ANGKASA on July 20, 1995 and was initiated by Royal Prof. Ungku A Aziz. Forty-two participants from 20 co-operatives attended the seminar.

The objectives of the seminar were:

- To encourage industrial co-ops, women and mixed membership co-operatives, to set up "Child Care Centre" as a step towards assisting the women workers to overcome their problems in childcare.
- To give guidelines on how to set up a "Child Care Center" at their place of work.

In conclusion this seminar has paved the way as an eye opener to co-operatives who are interested to set up a "Child Care Centre" but are not sure of the ways and means to go about it.

9. With the co-operation of the women's functional group, JPPW has so far organised 5 Internal Auditors' Workshops in Kuala Lumpur, Negeri Sembilan, Selangor, Melaka,

and Kedah, specially for women co-operators. It is hoped that this programme would further enhance the gender integration, initially on the internal auditors committee and later on, to the Board itself.

### **FUTURE PLANS**

JPPW hopes to encourage all co-operatives, specially the mix co-operatives, to set up women's committees and amend their by-laws, so that women can be seated on the board of directors of the co-operatives. This is because women co-operators are more aware of the needs of women members. At present only about 2% of co-operatives have women on the board.

Attached is a Paper on the "By-Law " for reference.

There should be an increase in women's participation in industrial and school co-operatives since the present participation is very encouraging.

Industrial co-operatives should increase their participation since there is 85% of women's population in the industrial sector.

School co-operatives, as shown in our statics, have more than 50% of female student participation.

As such, we hope to nurture this Gender Integration through school co-operative movements where women could be trained as future leaders.

Attached are the statistics of the membership in the Industrial and School co-operatives in Malaysia.

### **CONCLUSION**

We hope that more of our women leaders can be exposed to such training programmes to learn what co-operatives can do to help overcome social problems and promote its members for the betterment of the society.

## **BY-LAWS**

***Question : What is the procedures to amend by laws?***

The by-law needs to be changed according to the Co-operative Act, 1993. Co-operative Act, 1948 is used in West Malaysia. Co-operative Act, 1993 applies to all the Co-operatives in Malaysia.

The by-laws of a registered society shall when registered, bind the registered society and the members to the same extent as if they were signed by each member and contained covenants on the part of each member for himself and for his successor to all the provisions of the by-laws.

Any registered society may, subject to this Act and the regulations, amend its by-laws, including the by-law which declares the name of the society.

No amendment of the by-laws of a registered society shall be valid until that amendment has been registered under the Act, for which purpose copies of the amendment shall be forwarded to the Registrar-General.

If the Registrar General is satisfied that any amendment of any by-law shall lie to the Minister within three months from the date of such refusal.

An amendment which changes the name of a registered society shall not affect any right or obligation of the society or any of its members or past members, and any legal proceedings pending may be continued by or against the society its new name.

When the Registrar General registers an amendment of the by-laws of a registered society, he shall issue to the society a copy of the amendment certified by him, which shall be conclusive evidence of the fact that the amendment has been duly registered.

In this section "amendment" includes the making of a new by-law and the variation or rescission of a by-law.

No registered society shall form, own, acquire, or hold a subsidiary without the prior approval of the Registrar General.

A society may include in its by-laws any other matter pertaining to the administration and management of its affairs and businesses.

A society may, after its registration, amend its by-laws in the following manner:

- a) every amendment shall be made in accordance with a resolution passed by a majority at a general meeting of the registered society;
- b) a notice, of not less than 15 days before such general meeting, shall be given to its members; and

- c) not less than two-third of the members of the registered society shall be present at such general meeting.

Notwithstanding sub-regulation (1), the Registrar General may, by order in writing, declare that one-third of the members or one hundred members, whichever is less, present at the meeting shall be sufficient for the amendment of the by-laws. But no by-laws shall be amended under this sub-regulation, unless two-third of the members present vote in favour of the proposal.

The provision of sub-regulation (2) shall not apply to a secondary or tertiary society or a primary society, where the representation at its general meeting is by delegates.

Three copies of the amendments to the by-laws and one copy of the resolution of the general meeting passing such amendments shall be submitted to the Registrar General together with the application form prescribed in Schedule II. Such application shall be signed by the Chairman and the two members of the Board and shall contain the following information:

- a) the date of the general meeting at which the amendments were passed;
- b) the number of days of the notice to convene the general meeting is given;
- c) the total number of members of the society at the date of the general meeting;
- d) the number of members or delegates present at the general meeting; and
- e) the number of members or delegates who voted in support of the amendments.

An application for the registration of the amendments shall be submitted to the Registrar General within three months from the date of the general meeting at which such amendments were passed.

If Registrar General approves the application, he shall register them and return one copy of the amendments together with a certificate of registration to the applicant.

For the purpose of regulation, reference to members shall be construed as a reference to the delegates in the case of a registered society, whose general meeting is attended by delegates of members.



**SCHOOL CO-OPERATIVES IN MALAYSIA  
(ONLY ANGKASA MEMBER) (1995)**

NO	STATE	NO. OF SCHOOL CO-OPS	NO.OF MEMBERS	60% WOMEN MEMBERS
1	TERENGGANU	43	41,319	24,821
2	SELANGOR	27	45,232	27,139
3	KELANTAN	36	59,860	35,916
4	PERLIS	14	15,118	9,112
5	JOHOR	69	95,237	55,142
6	PERAK	38	38,586	23,151
7	PULAU PINANG	19	14,919	8,951
8	MELAKA	26	18,271	10,962
9	N.SEMBILAN	15	21,933	13,159
10	KEDAH	26	27,994	16,796
11	PAHANG	16	20,323	12,193
12	WILAYAH PERSEKUTUAN	27	40,000	24,000
13	SABAH	1	700	420
14	SARAWAK	1	1000	600
	TOTAL	358	440,612	264,362

### INDUSTRIAL CO-OPERATIVES IN MALAYSIA (1994)

<i>No.</i>	<i>Name</i>	<i>No. of Members</i>		
		<i>Man</i>	<i>Women</i>	<i>Total</i>
1.	Koperasi Kakitangan Limbungan Kapal dan Kejuruteraan (M) Berhad (Johor Darul Takzim)	1,228	73	1,301
2.	Koperasi Kerjasama Serbaguna Pekerja-Pekerja Revertex Kluang Berhad (Johor Darul Takzim)	177	11	188
3.	Koperasi MYCO Berhad (Kedah Darul Aman)	210	-	210
4.	Koperasi National Semiconductor Melaka Bhd (Melaka)	296	1,184	1,480
5.	Koperasi Pekerja Kilang Penapis Shell Port Dickson Bhd (Negeri Sembilan Darul Khusus)	292	5	297
6.	Koperasi Motorola Seremben Berhad (Negeri Sembilan Darul Khusus)	207	549	756
7.	Koperasi Pekerja Zen Concrete Industries Berhad (Perak Darul Ridzuan)	300	20	320
8.	Koperasi Pekerja-Pekerja Malayan Flour Mills Berhad (Perak Darul Ridzuan)	123	5	128
9.	Koperasi Pekerja Gula Perlis Bhd (Perlis Indera Kayangan)	550	46	596
10.	Koperasi Kakitangan Lima Perlis Bhd (Perlis Indera Kayangan)	380	17	397
11.	Koperasi Pekerja-Pekerja Kwong Yit Poh Press Pulau Pinang Bhd (Pulau Pinang)	141	130	271
12.	Koperasi Pekerja-Pekerja Intel Pulau Pinang Berhad (Pulau Pinang)	750	1,925	2,675
13.	Koperasi Malayan Sugar Mfg Company Employees Bhd (Pulau Pinang)	200	10	210
14.	Malayawata Steel Employees Co-op Society Ltd. (Pulau Pinang)	1,000	70	1,070
15.	Koperasi Pelaburan Pekerja-Pekerja National Semiconductor Berhad (Pulau Pinang)	414	527	941
16.	Koperasi Pekerja-Pekerja Platt Berhad (Pulau Pinang)	61	49	110
17.	Koperasi Pekerja-Pekerja Malaysia Smelting Corp Bhd (Pulau Pinang)	191	-	191
18.	Koperasi NECMAL Berhad (Selengor Darul Ehsan)	260	1,040	1,300
19.	Koperasi Serbaguna Motorola Bhd (Selengor)	594	1,346	1,940
20.	Koperasi Kredit Kakitangan Metal Box Malaysia Bhd (Selengor Darul Ehsan)	150	200	350
21.	Koperasi Pelaburan Pekerja Shapadu Berhad (Selengor Darul Ehsan)	495	90	585
22.	Koperasi Serbaguna Malaysia Explosive Berhad (Selengor Darul Ehsan)	339	46	385

<i>No. Name</i>	<i>No. of Members</i>		
	<i>Man</i>	<i>Women</i>	<i>Total</i>
23. Koperasi Pelaburan Pekerja Proton Berhad (Selengor Darul Ehsan)	200	11	211
24. Koperasi Pelaburan Pekerja Kulitkraft Berhad (Selengor Darul Ehsan)	110	28	138
25. Koperasi Pekerja Associated Pan Malaysia Cement Bhd (Selengor Darul Ehsan)	271	70	341
26. Koperasi Pekerja-Pekerja Hasu Industries Berhad (Terengganu Darul Iman)	460	1,740	2,300
27. Koperasi Kakitangan Perwaja Berhad (Terengganu Darul Iman)	1,207	105	1,312
28. Koperasi Pelaburan Pekerja-Pekerja Perindustrian Terengganu Utara Berhad (Terengganu Darul Iman)	76	62	138
29. Koperasi Pekerja -Pekerja Permint Plywood Terengganu Berhad (Terengganu Darul Iman)	584	175	759
30. Koperasi New Straits Time Press (Malaysia) Bhd (Wilayah Persekutuan)	1,550	750	2,300
31. Koperasi Ready Mixed Concrete Malaysia Berhad (Wilayah Persekutuan)	50	15	65
32. Koperasi Serbaguna Pekerja -Pekerja Perusahaan Petro Kimia Berhad (Wilayah Persekutuan)	300	150	450
33. Koperasi Pekerja-Percetakan Mas Berhad (Wilayah Persekutuan)	24	56	80
<b>TOTAL</b>	<b>13,190</b>	<b>10,405</b>	<b>23,795</b>



## **ANNEXURE**

### **1. List of Participants**



**ICA/ANGKASA SUB-REGIONAL WORKSHOP  
ON GENDER INTEGRATION IN CO-OPERATIVES  
18 - 22 August, 1995, Kuala Lumpur, Malaysia**

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**ICA ROAP SUB-REGIONAL WORKSHOP  
ON  
GENDER INTEGRATION IN CO-OPERATIVES**

**PUNE (INDIA)**

**14th April to 20th April, 1996**



## REPORT OF THE PROCEEDINGS

The workshop was inaugurated on 15 April, 1995, with welcome remarks by the Prof. S.L.Tripathi of the Vaikunth Metha National Institute of Co-operative Management (VAMNICOM).

Mr. G.K.Sharma, Regional Director, welcomed the participants on behalf of the ICA ROAP and stressed on the importance of Gender Integration in co-operatives.

Dr. (Mrs.) Banoo J. Coyaji from the King Edward Memorial Hospital, Pune, made a keynote speech on women's and girl children's situation in rural areas and she concluded that the co-operative movement should contribute to the enhancement of women's status. "Women can change families, communities, societies and nations", she said.

Ms. Akiko Yamauchi, Gender Programme Advisor of ICA RAOP explained the objectives, methodology and perspectives of the workshop.

The business sessions started after the opening ceremony, with Dr. Medha Dubhashi, a Reader at the VAMNICOM, as the chairperson. The participants introduced each other.

After introduction, Gender Sensitivity Training sessions started with Mr. W.U. Herath, HRD Advisor of ICA ROAP, as the facilitator. The sensitivity training included plenary discussion, individual work and group work and lasted until the end of the second day. The participants discussed how gender relations are evolved in our society and how gender imbalance adversely affect the situation of women and men, etc., very deeply.

On the third day, all the participants were taken on a study visit to Bhagini Nivedita Co-operative Bank (a co-operative bank initially organized by and for women only) and 'Shri Mahila Griha Udyog Lijjat Papad' (a cottage industry set up by women's group in the state of Maharashtra, making papads, a kind of wafer) to familiarize with women's activities in Pune area.

All the participants made country presentations after the study visit, on women's participation in co-operatives by providing data and also their views on the problems of women's low participation in co-operatives.

The Gender Planning Training was conducted on the fourth and fifth days. This included discussions and exercises on the roles played by co-operatives to reach women, what gender analysis is, and how to apply gender analysis and planning into co-operative planning.

Following this session, each country representative made brief analysis on gender issues in co-operatives and drafted action plans for gender integration.

The workshop was officially closed by a valedictory session addressed by Dr. P.R. Dubhashi, the first director of VAMNICOM.

The following day, some of the participants visited the National Heavy Engineering Co-operative Ltd., where equipment and machinery for sugar factories are manufactured and supplied mainly to sugar co-operatives in India.



## **COUNTRY ACTION PLANS**

- I. INDIA**
- II. ISRAEL**
- III. NEPAL**
- IV. SRI LANKA**



## COUNTRY ACTION PLANS

### I. India

*(Prepared by Ms. Anita Manchanda, Mrs. Chandrika Nair,  
Ms. Gauri Dutta, Mr. K.K. Ravindran and Ms. vijayshri Mullur)*

#### 1. Objective

Gender awareness at country level

#### 2. Strategy

- Identify target groups;
- Organize specific training programmes on gender awareness at primary, district, state and national levels;
- Incorporate gender approach into other training programmes run by NCCE (National Centre of Co-operative Education), ICMs (Institutes of Management), VAMNICOM (Vaikunth Metha National Institute of Co-operative Management), etc.;
- Along with other objectives of adult literacy, family planning, nutrition, health care and co-operative education, this can be added as activity in the projects and self help groups, which are exclusive for women and mixed groups.

#### 3. Activities

- NCCE, ICMs, and VAMNICOM develop modules and materials on gender awareness in their programmes;
- Develop audio-visual films documentaries on gender issues;
- Organize workshop, seminars, programmes on gender awareness;
- Sensitize the media with gender issues and motivate them to highlight the issues in all media, newspaper, TV, etc.;
- Write to all state co-operative unions to incorporate gender awareness programmes in their syllabus, of district co-operative centres;
- Specific programmes can be developed depicting the activities, attitudes, behaviour of girl-child. This should help in showing the girl-child as a strong gender in cartoons and visual communications;
- To hold women advisory committee meetings to highlight gender issues;
- Financial system has to be developed as a support;
- Leadership development programmes should be conducted for active partici-

pation of women through exchange programmes solidarity building and networking;

- Lobbying for amendment in the bye-laws of all national, state, district and primary societies to make 30 % representative of women in their membership, general body and board of directors to bring women in the mainstream.

#### **4. Output**

An infrastructure is developed at the primary, district, state and national levels to organize gender awareness programmes with modules, materials and audio-visuals, documentaries and this can be circulated at all levels for their translation and use in the respective states.

#### **5. Indicators**

- To evaluate the actual percentage of women participation as members and board of directors;
- Increase in the share of benefits to women from co-operatives;
- Democratic management, whether elected board is in charge of the co-operative society seen by women;
- Rate of increase in their education standards;
- Income generation activities where women are involved and rise their daily income;
- Whether they observe the co-operative principles and values while working in a co-operative;
- Whether maintaining the accounts, timely audit is carried.

## **IV. Israel**

*(Prepared by Ms. Liora Lenger)*

### **1. Current Situation**

Kibbutzim are developing industry but women are not taking efficient role in management.

### **2. Objective**

More women in management position in Kibbutzim, say atleast 30%.

### **3. Obstacles**

- Women are lack of technical education and training of agriculture and management;
- Women are not aware of importance of women's participation in managerial levels nor they have no willingness to become leaders;
- Social cultural atmosphere prevent women from playing leading roles of a society.

### **4. Strategies**

- Encouraging high school girls to study maths, physics, computer science;
- Professional approach;
- Encouraging girls t take interest in industry;
- Explanation meeting with women;
- Assertiveness courses;
- Having a special member gathering;
- Pinpointing success of women in their fields in other Kibbutzim.

### **5. Activities**

- Lobby the Ministry of Education and let them announce the importance of education in industry;
- Take high school students to study tour in Industry;
- Provide opportunity to students to work in the Kibbutz Industry;
- Make the Kibbutz movement send women to higher studies concerning industries of Kibbutz.;

- Let Kibbutz movement arrange professional courses for women in the fields of marketing, computer, export and import business.
- Invite experts to the meetings of the Kibbutzim to demonstrate an urgent need of increasing women's participation and women's economic roles in Kibbutz Industries;
- Provide lectures of success cases of women in fields;
- Produce audio-visuals on the gender issues in Kibbutzim;
- Assist women to introduce new industries in the fields which attract women;
- Organize training courses for getting assertiveness for women by Na'amat;
- Make women's contribution to the community of Kibbutz more visible;
- Introduce an affirmative action in the Kibbutz rules.

#### **6. Fund Raising**

Na'amat and Kibbutz movement should contribute to the advancement of women's status in the Kibbutzim.

## **II. Nepal**

*(Prepared by Mr. Shanta Raj Sharma and Ms. Uma Karki)*

### **1. Current situation and Problems**

Nepal has only 2% participation of women in co-operative entrepreneurial activities.

### **2. Goal**

By the end of 1996, the women's participation in co-operative enterprise should reach 5 % of total membership.

### **3. Objective**

Sensitize and motivate concern organizations of government and co-operatives and NGOs to increase participation of enterprise women in pre co-operative and co-operative activities to reach the goal.

### **4. Activities**

- Organize national Coordination seminar and workshop on Gender Integration and Women's Participation;
- Increase women membership;
- Do campaign among through concerned organizations within two months.

### **5. Outputs**

- Concern organizations will accomplish the targets, job commitments;
- More women will become aware of entrepreneurial participation;
- Increase number of women members and their participation.

### **6. Indicators**

Women's participation in co-operative enterprise will increase to 5 % of total participation

### **7. Inputs**

Finance: Government, ICA, other donor organizations.

Management: National Co-op Federation (NCF) and additional support from ICA.

Physical Facilities: National Co-op Federation and Co-operative Training Centre.

Evaluation and Monitoring: NCF

### **III. Sri Lanka**

*(Prepared by Ms. Jayanthi Narawatne, Mr. Madduma Bandara,  
Mr. K.G. Wijesinghe and Ms. Chandra Gallamana)*

#### **1. Current situation and Problems**

NCC (National Co-operative Council of Sri Lanka) and MARKFED (Sri Lanka Co-operative Market Federation) do not have a women representative on the Board of Directors, in spite of the fact that half of the membership of 3.4 million members are women.

#### **2. Goal of the action plan**

To have at least one women on the Board of Director at all member organizations of NCC.

#### **3. Objective**

One women director to be elected at the general body to represent women members in the movement.

#### **4. Constraints**

- The women leaders are not aware of the situation;
- Nothing is mentioned regarding women's participation in the by-law;
- The male directors on the Board resent the presence of women on the Board.

#### **5. Strategies**

- Motivate women to join committees at grass-roots levels, Board of Directors at District levels to enable them to attend general body meeting of NCC;
- Amend by-laws to allow women leaders to be accepted as a member at District level;
- Organize training in leadership for women;
- Appoint a committee to amend the by-law.

#### **6. Outputs**

- There will be more women committee members attending general body meetings;
- The by-law will be amended;
- The women leaders will be more prepared to accept leadership.



## **7. Indicators**

There will be at least one women director on elected to the Board of the District Co-operative Council.

## **8. Inputs**

- Women's education and training programmes to be included in the NCC education and training plan;
- The support of women leaders;
- The support of district provincial level education officers;
- The support of board of directors of primary societies and district councils;
- The support of Board of Directors of NCC;
- The prior approval of the Commissioner of Co-operatives.

## **9. Evaluation**

By the committee to amend by-laws.



## **COUNTRY PRESENTATIONS**

### **I. India**

1. National Co-operative Union of India
2. National Co-operative Consumers' Federation of India
3. National Agricultural Co-operative Marketing Federation of India Ltd.

### **II. Israel**

1. Na'amat (Movement of Working Women and Volunteers)

### **III. Nepal**

1. Situation of Women's Participation in Co-operative Sector.
2. Women's agriculture in Nepal

### **IV. Sri Lanka**

1. The National Women's Committee of the National Cooperative Council of Sri Lanka (NCC)
2. Gender Situation in Kandy District
3. Sri Lanka Co-operative Marketing Federation



## **INVOLVEMENT OF WOMEN IN CO-OPERATIVE DEVELOPMENT**

By

**Mrs. Anita Manchanda**

Director (Women Co-operative Programme)

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### **Introduction**

Empowerment of women and bringing them to the mainstream of life is one of the priority areas in the National Development Policy of India. In pursuance of this Government of India has formulated National Perspective Plan for Women (1988 - 2000 AD). The approach of the Plan is holistic and the objectives are:

- economic development and disintegration of women in the mainstream of the country;
- equity and social justice for all women.

These goals have been set for protecting women's right only as producers/providers but also as individuals with human grace and dignity. Keeping this in view, the Perspective Plan presents sectoral reviews of the situation of women in rural development, employment, support services, education, health, legislation, political participation, media and communication, and voluntary action, and suggests strategies towards overall development of women by 2000 AD.

A fairly large portion of the female work force is engaged in economic activities especially in unorganized sector. According to the ILO statistics, women contributes 80% to the dairy production and fish farming; share half workload in cottage industries and in processing, weaving, garment making, forestry, horticulture; provide services as self-employed vendors, home based producers & migrant workers at construction sites, brick plants, mines & plantations. They also contribute in household business e.g. fishery, poultry, sericulture, pottery, cobbling and even in rag picking and recycling of wastes. Yet they remain poor labourers and not the owners of their products. Mobilization of such women force into the co-operatives will promote better utilisation of their capabilities and initiatives and at the same time will improve the quality of life.

### **Co-operation - A Strategy for Development**

National Plan's one of the suggested strategies for employment promotion relates to 'training for management of co-operatives - its organisation and mobilization of women into groups'. Involvement of women in co-operative movement as members and active participants is both a means and an end for their development in totality. This grants women opportunities of decision making,

planning and accessibility to co-operative services. On the other hand women get a self-managed institutional forum for expressing their views and measures on important legislative and administrative policies concerning women. With the principle of open membership and democratic management, co-operation is the most appropriate system for the overall development of women especially the women belonging to socially handicapped and economically weaker segments of the country's population.

### **Women in Co-operation**

These areas of activities in which exclusive women co-operatives are functioning may be classified into two broad categories :

- i. Production of worker's co-operatives and
- ii. Service co-operatives.

The women production co-operatives include the dairy, fishery, industrial, handloom societies. In this category the women members work together in groups on part or whole time basis and earn an income. These societies, in majority; are self-managed with direct participation, mutual help and self-reliance. Service societies include women's consumer co-operatives, thrift and credit co-operatives and urban co-operative banks. The size of membership in these societies is large as compared to the production societies. The urban co-operative banks for women are performing with full competence as scheduled banks of Reserve Bank of India. The National Commission of Women (1988) observed that Banks managed by the women have proved to be more advantageous and within the reach of women.

### **Participation in Mixed Gender Co-operatives**

Gender integration in the overall process of development is one of the strategies of women development. Like other global co-operative movements mixed membership is prevalent in Indian Co-operative Movement also. In the absence of any macro level official data relating to women membership in mixed gender co-operatives, the actual participation could not be ascertained. The micro level studies undertaken by the NCUI from time to time has indicated that mixed gender membership commonly is found in urban areas especially in consumer co-operatives and salary earners' thrift-credit co-operatives and urban co-operative banks. The female membership in selected consumer co-operatives of selected states ranged from 20 to 21% of total membership and their participation in management committee was 16 to 20%. Similarly, in urban co-operatives banks membership varies from 25 to 37% with 2% participation in the management of these societies.

With the introduction of structural adjustment programmes and liberalisation of national economy, women are motivated to assert for their rightful place in the mainstream of national development.

Gender integration, in co-operatives become an essential pre-condition of their success in materialising their effectiveness as change agent for socio-economic transformation. Keeping this in view, gender integration has the following implications for co-operatives:

- a. Recognition of the significance of the role of women for development co-operatives.
- b. Enhancement in the role of women as participants and beneficiaries in co-operatives.
- c. Sensitization of the members and the elected management about the importance and significance of the gender integration through an effective gender awareness programme.
- d. Clear identification of the needs of the women both practical as well as strategic needs.
- e. Organising co-operatives (all women co-operatives/mixed co-operatives) on the basis of the need identification.
- f. Creation of on-going mechanism within the co-operatives to facilitate implementation of the programmes for women development.
- g. Creation of HRD mechanism at co-operative enterprise level for ensuring continuous sensitization of members, elected management and the employment of the co-operatives.
- h. Establishment of linkages with sister co-operative organisations, government, development agencies and NGOs to materialise the objectives of the gender integration.
- i. Creation of necessary legislative framework which would ensure women's involvement and participation in co-operatives.

### **Organisational Pattern**

The existing organisational pattern is weak and therefore it is necessary to design suitable organisational pattern of women co-operatives to build up a social system which will enthuse the women for their increased participation. So far three types of organisational pattern have emerged : (i) Pre-co-operative self-help groups; (ii) Exclusive Women Co-operatives; (iii) Mixed Co-operatives. These models have their merits and demerits.

Appropriate strategy in regard to organisational pattern should be need-based. It would be practical if separate women co-operative organisations may be promoted during the transitional period with an ultimate objective of encouraging women into mixed co-operatives. Such strategy may help in breaking the prevalent constraints in the process of gender integration. This has been suggested by B. Rogers (1980) "until women are integrated into mixed organisations and institutions at all lev-

els, they will remain marginal to the mainstream. In the meantime, however, separatism permits development of organisational capacity, skills and resources for leverage in mainstream interaction". It is, therefore, necessary that the promotional co-operatives particularly national co-operative organisations should evolve suitable module of gender sensitization programmes to bring about cultural transformation which would lead to recognition of women as equal partners in the co-operative movement.

### **Co-operative Education and Development Programme for Women**

Women co-operative education programme was initiated by National Co-operative Union of India as back as 1964-65 in the form of a pilot project for the period of one year. On successful implementation of the pilot project, the Government of India accepted the approach adopted by NCUI & advised the State governments to sanction women's wings to the State Co-operative Unions.

Thus at present, the Co-operative Education Programme for Women is being implemented through State Co-operative Unions with the help of 70 lady Co-operative Education instructors who organise different types of educational activities for development societies and general social development of the target group. Co-operative Education classes/meetings for women members (ordinary and potential) managing committee members and office bearers of the women co-operatives are conducted at the premises of co-operative societies or at any other place and timings suitable to the participants. Duration of the classes varied from three to seven days each.

The approach adopted by the State Co-operative Unions is by and large peripatetic and the programme is implemented by single Co-operative Education Instructor. Annually, more than one lakh persons are benefited out of three schemes.

### **Innovative approach in the field of women co-operative education programme**

The National Co-operative Union of India tried an innovative approach for women development termed as participatory approach combining co-operative education and skill development thereby providing opportunities for self employment through various income-generating activities. The Women Co-operative Mobilisation project was implemented in collaboration with Swedish Co-operative Centre (SCC) from 1985 to 1992. Encouraged with the success of the Project contents of the new approach towards women education, a unit was added to NCUI Co-operative Education Field Projects working in Co-operatively Under Developed States by appointing one lady mobilizer in each project.

### **Objectives**

The overall objective of the programme is to improve the economic and social conditions of women by mobilising them into co-operatives. The supportive objectives are:



- promotion of women's self help groups
- mobilising members thrift and building up group resources
- loan advancement to members for production and consumption purpose
- orientation of members in appropriate vocations, financing and group management based on the principles of co-operaton.
- promote literacy and generate awareness or health and family planning and income generating activities.
- linkage building with co-operatives

### **Project Personnel**

As on 31st March 1996, 19 lady Co-operative Mobilisers were on the rolls of the NCUI Co-operative Education Field Projects. They function under the overall guidance of Project Officer and in coordination with developmental agencies existing in the project areas.

### **Self Help Groups : A Central Activity**

The organisation of Self Help Groups is the central activity around which all the developmental activities for women revolve. The women are motivated for thrift mobilisation and to take up some economic activity for supplementing income for their families. At later stage these self help groups are either converted into co-operative society or enrolled as group member of Primary Agricultural Co-operative Societies depending upon their willingness and legal provisions in the co-operative laws of different States.

### **Impact of Self Help Group**

- For effective implementation of the self-help groups, collaborative links were established by the projects with the State Co-operative Unions, Institutes of Co-operative Management, National Bank for Agriculture and Rural Development, Women Development Departments, Health and Family Welfare Departments and other Development agencies/organisations, etc.
- Members of self-help groups were made aware about their rights and responsibilities in the co-operative approach of the group activities. As an outcome of the adult education programmes implemented by the Self Help Groups, the members had stated reading and writing simple sentences and counting.
- All self-help group members opened their bank accounts.
- The self-help group members availed of credit facilities from their own deposits of their family needs and small business purposes i.e., for pottery, purchase of sewing machines, agarbati making, vegetable vending, mat making etc. Loan benefits were also provided to them for the social purposes

like marriage, sacred thread ceremony etc.

- The developmental activities had resulted in improving personal hygiene immunisation of their children and availing medical services with the support of women mobilizers.
- The children below 12 started joining the schools as a result of the project activities
- In addition the lady mobilizers conducted educational/social development meetings of women target groups in which group members, potential members/house wives participate.

**Benefits made available to women in different states under government schemes and other programmes of development agencies**

*Port Blair* - 15 women were got trained under KVIB schemes for garment making and they started making garments as a result they are earning Rs. 15 per day per women in Port Blair project.

*Keonjhar* - Two tailoring centres at Midhypur, Bauxibarigaon were established in collaboration of District Industries centre, Keonjhar. 30 women got training of which 20 women were provided loan for purchasing tailoring machine. These women were making and selling the ready made garments through nearest hats/markets.

*Solan* - In Solan project 20 women were sponsored for training on Rabbit Rearing in collaboration with Animal Husbandary Department of Solan (Angola breed). After training these women started rabbit rearing.

*Shimoga* - In Shimoga project 8 women were assisted for financial assistance for purchase of 20 buffaloes through RRB, Social welfare Department at Hirekari - Sorava taluka (Shimoga). Similarly 20 women of this taluk were also assisted in obtaining financial assistance for starting catering at Sagar Taluk and five for undertaking sericulture business from PCA.

Under the Viswas scheme, 81 women of 4 taluks of Shimoga were sponsored training in tailoring, preparation of leather bag and preparation of household articles.

*Raiganj* - Three women of SHGs of Raiganj got trained under TRYSEM and they were sanctioned loan under self employment scheme for undertaking income generating scheme.

*Gulbarga* - Gulbarga project conducted three vocational training programmes for 15 days duration each for SC/ST/Minority communities.

### **Exclusive Women Co-operative Development Projects**

There are two new co-operative education field projects established by the NCUI during the last two years. One is in Shimoga (Karnataka) and the other in Berhampur (Orissa).

### **Others**

NCUI continued to make efforts to persuade the State Governments to take steps for enhancing involvement of women in co-ops. Important achievements in this regard are:

- Government of Rajasthan created a Women's Wing within the Department of Co-operation headed by Lady Dy. Registrar, Co-operative Societies and supported by subordinate staff.
- By amendment in the co-operative laws, Rajasthan State provided 30% representation to the women on the Board of Management of the Co-operative Societies.
- Orissa has provided for joint membership of husband and wife.
- Delhi provided for reservation of one seat for women and all co-operative societies on the board management.

### **Constraints**

#### *Co-operative Law and its practice*

Agriculture is the main resource of Indian economy and nearly 80% of rural female population contribute in the farm operations in different capacities. In cases of migration, the women are the de facto cultivators though they do not have right of ownership over the land they cultivate. Paradoxically the female membership in the agricultural co-operatives is almost non-existent. Membership rights in village co-operatives are denied to women due to the legal provisions of 'one member one household' which is the criteria for membership. In case of landless households women labour is hired and she earns her wages. As per prevailing practice labour women are not enrolled as members as they do not possess land even if they are enrolled as members as a special case, they do not get the benefits of Co-operative Society services especially credit services because they do not own land.

Similar practice can be noticed in the membership of village household business e.g. handloom, weaving, dairy, poultry, horticulture, fisheries, etc., but they are totally non-existent in the co-operatives nor do they avail the services especially the credit services of the society as the assets/properties are owned by men.

For increased involvement and direct participation of women in dairy co-operatives, the policy decision of Department of Agriculture and Co-operatives

(Government of India) lays emphasis on joint membership of husband and wife in dairy co-operatives and organisation of new women co-operatives. The policy of joint membership has not been reflected in the State Acts and Rules. In women's dairy co-operative women are deprived of loan from co-operative credit institutions in the cases the husbands are loan defaulters.

Thus the restrictive clauses in co-operative law create paradoxical situation. On the one hand they are not given the membership rights and the opportunities of availing the credit services being the wives of the asset owner members. On the other hand they are denied the credit facility being the wives of defaulter members.

### **Other limitations**

The foregoing analysis reveal that women participation in the co-operative movement is negligible. Despite the development potentialities of the institutions women could not make use of the system. The factors retarding the flow spontaneous participation are mainly the female illiteracy and their social status. Traditionally, women have been given role in the household only. According to this role, a woman is expected to take part in the household duties including labouring in the household business. Generally, the unskilled and monotonous jobs in the household business are performed by women which do not given them wage earning benefits, although she gets some real benefits in the form of food, shelter etc. Her contribution in the economy remains unpaid as well as unrecognised. The social status of women grow a tendency of dependence and men develop an attitude of dominance over women. Both the attitudes retard the women participation in the co-operatives. Compound to this, there are certain external factors to this which hamper women's participation even if the external factors are as follows :

#### *Lack of Policy Decision & Programmes*

There is no national co-operative policy on women involvement till present defining role of co-operative institutions in the socio-economic development of women especially the weaker section of women. There are no specific programmes either relating to co-operative credit assistance or marketing assistance or training assistance for bringing self-employed women or women in unorganized sector into the co-operative movement. The impact of such is different and is well reflected on the profile of participation and membership.

#### *Inadequate facilities for Co-operative Education \**

The facilities of co-operative education is limited to a few districts only. In view of women's traditional role and lower rate of literacy especially education prior to registration of a society and continuous programmes after the registration also. The inadequate facilities hamper women participation in the movement.

## **National Convention on Involvement of Women in Co-operation**

To review the position of women participation in co-operatives and its limitation, National Co-operative Union of India convened the National Convention on Involvement of Women in Co-operation in 1987. In the inaugural address, the then Prime Minister Late Shri Rajiv Gandhi had remarked "Women's involvement in Co-operatives constitutes a practical programme for raising the status of women on a very large scale and especially in those echelons of our society where it is needed most." the convention was attended by a large number of women cooperators and activists from voluntary organisations/agencies and State and Central Governments. The basic issues discussed in depth were relating to existing situation of women co-operatives - limitations and potentialities and future strategies. The convention had made valuable and far-reaching recommendations.

## **Action Plan for Involvement of Women in Co-operative Development**

Participation of women in co-operatives is important for their socio-economic upliftment. Due to some grave limitations, women have neither been able to become part of co-operative infrastructure, nor could share its services. A democratic and people's movement owes some responsibility towards the community and the country in the process of national development. The limitations have to be removed.

### ***At the level of the Government:***

- i. The National Co-operative Policy adopted by the government should include a specific pronouncement in regard to involvement of women in co-ops.
- ii. The co-operative legislation should be supportive suitably amended by including enabling provisions for organisation of new women co-operatives admission of women member as the existing co-operatives; reservation of seats for women in the management committees as a traditional steps till a specific constituency of women is build up within the co-operatives; allowing admission of women Self Help Groups (SHGs) in the membership of co-operatives particularly at the grass root level.
- iii. Registration of the National Federation for Women Co-operatives.

### ***At the level of the Co-operatives***

- i. Creation of women cell within the department of co-operatives in the government; co-operative business federations; and in the National Co-operative Organisations to handle gender issues;
- ii. For making the existing women co-operatives self-reliant and vibrant organisation co-operative laws and by-laws on different states should be amended to meet the needs of the women effectively.
- iii. The co-operatives should make efforts to promote the unorganised women

- in the different sector of co-operatives viz labour, forestry, dairy, fishery etc.
- iv. The co-operatives should make efforts to promote the unorganised women in the different sectors of co-ops, viz. labour, forestry, dairy, fishery, etc.
  - v. Co-operative institutions should adopt a joint strategy to support gender issues.
  - vi. A nexus has to be built up with voluntary organisations which have already devoted themselves for the promotion of women's participation in co-operatives. Such joint and collaborative strategy will ensure increased participation of women in Indian Co-operative movement.
  - vii. Creation of Women Development Fund at the level of Federal Co-operative Organisations.

#### **How Co-operatives can Contribute to Women Achieving Full Equality with Men?**

1. To overcome poverty, the co-operatives should help women members and employees by providing employment in acceptable conditions, provide credit at non-exploitative terms and lobby for women's economic rights. Savings and credit co-operatives and banks should introduce gender-sensitive services.
2. To ensure women's access to education and training, co-operatives should give special attention to improving the educational status of women members and employees. Co-operatives should facilitate greater involvement of girls and women in education by helping to reduce the burden of household work by making available income which they can control independently of men. This increased income is generally used to cover family needs including education of girl child. Co-operatives as a subject should be included in the curriculum of girl students.
3. In order to provide adequate health care for women co-operatives should create community health services at low costs. By means of co-operative literacy and education programmes women should be given access to information on nutrition, health, family planning, childcare and inter-family relations.
4. By providing productive and secure employment in conditions of dignity and equality, the co-operatives play an important role in empowering women and reducing the financial stress which contributes to violence against women. Housing co-operatives can initiate programmes to tackle domestic violence and health co-operatives can provide for counselling and rehabilitation of women victims. \*
5. Co-operative enterprises are significant means whereby groups of women are able to pool their resources in order to protect the assets and enhance

opportunities for viable economic activity. Association with co-operatives provide women with opportunities, empowerment and economic security.

6. Co-operatives are schools of democracy and member participation involves gaining experience in decision making. Co-operatives offer a channel for gaining experience and for upward mobility in the power structure of the movement itself.
7. Co-operative media also provide a substantial amount of information on the experience of women members/employees in all areas of life and keeps women informed on political issues.
8. Non-discrimination on the basis of gender is a part of basic co-operative principles. Efforts should be intensified to increase women participation and their membership to ensure that the business activities promote women's equality.

**Information on the National Level Member Organisations  
of National Co-operative Union of India**

*(Membership, Board of Directors, Executive Committee  
Members and No. of Employees)*

<i>Name of Organisation</i>	<i>Year</i>	<i>Membership</i>	<i>Board of Directors</i>	<i>Executive Committee Members</i>	<i>No. of Employees</i>
1. National Agricultural Co-op Marketing Federation of India Ltd. (NAFED)	1992-93	377	61	-	-
2. Indian Farmers Fertiliser Co-operative Ltd. (IFFCO)	1994-95	30,598	29	-	6,177
3. National Federation of Fishermen's Co-op Ltd. (FISHCOPFED)	1993-94	59	-	-	-
4. National Federation of Urban Co-op Banks & Credit Societies Ltd. (NFUCB)	1994-95	510	25	-	-
5. National Co-op Consumers Federation of India Ltd. (NCCF)	1993-94	110	12	-	-
6. Krishak Bharti Co-op Ltd (KRIBHCO)	1993-94	3,458	17	-	-
7. National Heavy Engineering Co-operatives Ltd. (NHEC)	1994-95	94	19	-	-
8. All India Federation of Co-op Spinning Mills (AIFCOSPIN)	1993-94	220	42	-	-
9. National Federation of Co-op Sugar Factories (NFCSF)	1994-95	17	47	10	-
10. All India Handloom Fabrics Marketing Co-operative Societies Ltd. (AIHFMCS)	1993-94	1,122	21	-	73
11. National Co-operative Dairy Federation of India (NCDFI)	1993-94	27	19	-	-
12. National Federation of Industrial Co-ops (NCHF)	1993-94	70	9	5	-
13. National Co-operative Housing Federation of India (NCHF)	1993-94	23	30	7	-



<i>Name of Organisation</i>	<i>Year</i>	<i>Membership</i>	<i>Board of Directors</i>	<i>Executive Committee Members</i>	<i>No. of Employees</i>
14. National Federation of Labour Co-operatives (NFLC)	1993-94	232	10	-	-
15. Petrofils Co-operative Ltd. (PETROFILS)	1993-94	1,416	9	-	-
16. Tribal Co-operative Marketing Development Federation of India (TRIFED)	1993-94	33	14	-	-
17. National Federation of State State Co-op Banks (NFSCB)	1994-95	27	28	10	-
18. National Co-op Agriculture & Rural Development Banks Federation (NCARDBF)	1993-94	27	28	9	-

*Note: During the year of 1993-94, the total Membership of Women's Co-operatives in India was 715,714 (actual).*

**Position of the Organisation Structure of National Co-operative Union of India  
(1995-96)**

	<i>Female</i>	<i>Male</i>	<i>Total</i>
1. Delegates of general Body	3	132	135
2. Board of Directors	2	47	49
3. Consultative Council	Nil	9	9
4. Executive Committee	Nil	30	20
5. Employees			
i) Chief Executive	Nil	1	1
ii) Directors	2	8	10
iii) Dy. Directors Vice Principal, Asstt. Directors, Systems Analyst, Lecturers, Artistis & Steno Grade I	4	19	23
iv. Other Staff	8	40	48

## **NATIONAL CO-OP CONSUMERS' FEDERATION OF INDIA LTD.**

By

**Ms. Gauri Dutta**

Assistant Manager, NCCF, Calcutta

The National Co-operative Consumers' Federation of India Ltd (NCCF) is the apex body of Consumer Co-operatives in the country. The NCCF was sponsored by the Government of India and was registered in October, 1965. The NCCF is governed under the Multi-State Co-operative Societies Act.

The State level consumer co-operative federations, large sized wholesale and primary co-operative societies, the National Co-operative Development Corporation of India (NCDC), the National Agricultural Co-operative Marketing Federation of India (NAFED), the National Co-operative Union of India (NCUI), besides the Government of India are the members of the NCCF. About 78% of the share capital of the NCCF is contributed by the Government of India.

The NCCF is engaged in procurement and distribution of various items of daily use through the network of consumer co-operatives and Civil Supplies Corporations etc. throughout the country. The NCCF also undertakes bulk institutional supply of items like pulses, textiles, office stationery. etc. as per the requirement of various government agencies. It has also made arrangement for distribution of items like toilet soap, washing soap, detergent powder, iodized salt and tea in consumer packs, match boxes, exercise note books, etc. at very competitive prices, all over India, to the state distributing agencies through centralised negotiated terms and conditions with the manufacturers/suppliers.

The Commercial activities of the NCCF are operated through its Head Office at New Delhi and 19 branches and six liaison offices located in different parts of the country. It has also set up pulses/spices processing units, units for manufacturing exercise note books at different places.

The NCCF is managed by a Board of Directors, which presently comprises of 14 members representing its member co-operatives, nominees of the NCDC, NAFED, NCUI and 2 nominees of the Government of India.

The NCCF has created an all India infrastructure for distribution of essential consumer goods at reasonable prices in co-operation with the State Consumer Co-operative Federation and the Civil Supplies Corporations in different States, apart from undertaking bulk institutional supply of items like pulses, various types of handloom and mill

made textiles, office stationery items etc. to various organisations as per their requirement. The Department of Personnel and Training in the Ministry of Personnel P.G. and Pensions, Government of India, Vide circular No. 14.1.88 Welfare (Vol.II) dated 11.4.1994 nominated the NCCF as one of the agencies for supply of stationery and other items to the Central Government Departments, their attached subordinate offices and other offices financed and/or controlled by the government all over India.

The NCCF has also set up a separate wing known as Consultancy and Promotional Cell (CPC) with headquarters at NOIDA, which is engaged in providing consultancy services to the consumer co-operative throughout the country in the field of management, accounting, wholesaling, retailing, layout designs, publicity, etc. They are contributing their activities in assisting and guiding the consumer co-operative societies in different states to the satisfaction of the concerned authorities of the state governments. The CPC has its regional offices at Calcutta, Bombay and Madras. However, with regard to women's development in co-operative activities, nothing much has been done as at the end of CPC of NCCF.

The NCCF acts as the spokesman of the consumer co-operative movement in India and also assists organisation and promotion of consumer movement, besides providing supply support to the State Agencies in distribution of consume goods.

#### 4-Tier Structure of Consumer Co-operatives as on 31 March, 1994

National Federation (NCCF)	1
State level Consumers'-cum-Marketing Federations with 1,181 branches	29
District/Central Wholesale stores (with 6,652 branches)	756
Primary Societies (with 10,960 branches)	25,343
P.D.S. outlets in co-operative sector	96,898
Urban Area	22,319
Rural Area	74,579

#### Organisational Structure of NCCF of India Ltd.

Board of Directors : 14 Members, representing its member co-ops, nominees of the NCDC, NAFED, NCUI and 2 nominees of the Government of India. No women representative in the Board of Directors.

	<i>Total</i>	<i>Women</i>	<i>Men</i>
Total No. of Employees	647	57	590
Managers	124	4	120
Other Staff Members	523	53	470

**West Bengal State Consumer Co-operative Federation Ltd (CONFED)**

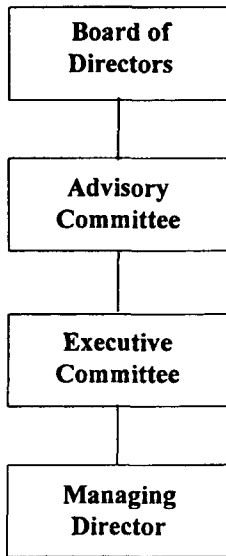
Board of Directors	:	12	
Total employees	:	62	(2 Govt. nominees)
Managers	:	10	Women - Nil
Staff members	:	45	Women - 7
Member institutions	:	32	(31 district level = 1 govt. nominee)

In West Bengal Co-operative Societies each sector is as follows:

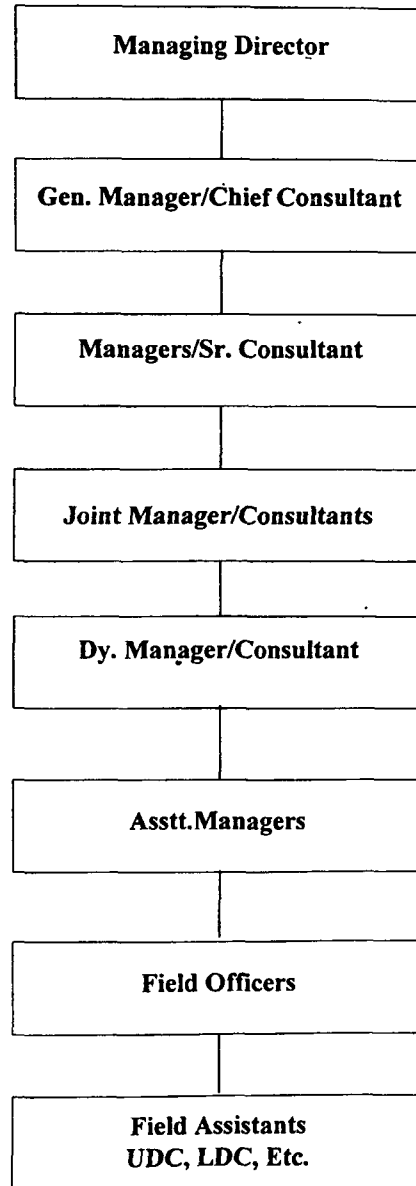
State Federation	:	1	
District women's co-op.society	:	29	(Individual membership is 20,241)
Primary co-op.societies	:	2,815	(Individual membership is 147,586)
National level dist.central co-op. socts	:	756	(with its 6,652 branches)
National level primary co-op.societies	:	25,343	(with its 10,960 branches)

*N.B. There is hardly any women co-op leader taking part in the Management of consumer co-op societies. Mrs. Chaya Ghosh is a Minister of West Bengal Government and Chairperson of West Bengal State Consumer Co-op Federation Ltd. She is not directly connected with the co-op movement but nominated by the government of West Bengal to look after the functions of West Bengal State Consumer co-op Federation.*

### Organisation Structure of NCCF



### Administrative Structure of NCCF



**NATIONAL AGRICULTURAL CO-OPERATIVE MARKETING  
FEDERATION OF INDIA LIMITED**

By

**Ms. K. Chandrika Nair**

Assistant Manager (SCL), NAFED, New Delhi

**Concept of Gender Integration**

There are two schools of thought on gender Integration.

1. Emphasising the importance of biological differences affective the gender issues in the process of development; and
2. Gender integration more as a social cultural environment and defines gender integration as a process to evolve way and means to enhance involvement of women more and more in the development process on the basis of equality in the status in the society.

**Impact of General Environment of Gender Integration**

The Human Development Report 1994 has summarised aptly the overall situation of the world as quote "all the countries treat women worse than men - unconscionable, after so many years of debate on gender equality, many changes in national legislation and so many years of struggle".

The gender integration in some of the Asia Pacific Region, as reflected in the following socio-economic manifestation in the society :

- Subordination of women
- Over burden with work
- Absence of women's access to and control over, resources,
- Benefits arising out of developmental process
- Meagre access of women to education and training facilities
- Absence of political power with the women
- Psychological barriers, lack of experience, self-confidence etc.
- Glaring disparities in gender stratification in rural and urban areas
- Religious and social moves and taboos

**Implications of Gender Integration in Co-operatives**

There are five important approaches implemented in the world:

1. Welfare approach;
2. Equality;
3. Community poverty;
4. Efficiency; and
5. Empowerment approach.

The current thinking is that only the empowerment approach can materialise the gender equity and integration in the society. This calls for involvement of women in the development process right from the identification stage till the stages of implementation and management of economic enterprise, besides bringing about socio-economic changes within the society.

### **Present Status of Gender Integration in Co-operatives**

Keeping in view the gender issues, co-operatives can be categorised as exclusive women co-operatives, and mixed gender co-operatives.

In exclusive women co-operatives, there are two types (i) production or worker's co-operatives, and (ii) service co-operatives. Under the first category, women members work together in groups on part or full time basis and earn income. They are self managed and direct participation, mutual help and self reliance. The second category include women consumer co-operatives, thrift and credit co-operatives, and urban co-operative banks. The size of membership in these societies is large as compared to the production societies.

### **Strategy**

With the introduction of structural adjustments programmes and liberalisation of national economy, a new economic environment is being created. In social and political field, the increased educational awareness of women would allow them to assert more vigorously for their right full place in the mainstream of national development. It is also necessary to design suitable organisational pattern of women co-operatives and steps for creating conducive environment. The co-operative should collectively or individually take steps to build up social system which will encourage women to increase their participation.

### **Organisational Pattern**

So far there are three types of organisational pattern.

1. Pre-co-operative self-help groups;
2. Exclusive women co-operatives; and
3. Mixed co-operatives.

To promote women co-operative, it would be appropriate to have separate women co-operative organisations, which may be promoted with an ultimate objective to encourage women in to mixed co-operatives. This strategy will help in breaking constraints of the process of gender integration. B. Rogers has suggested that "until women's are integrated into mixed organisations and institutions at all levels, they will remain managerial to the mainstream."

## **Gender Sensitisation**

In the co-operative sector, systematic planning and implementation for gender sensitisation have been absent. National co-operative organisations should create suitable modules of gender sensitisation programmes to bring about cultural transformation which would lead to recognition of women as equal partners in the co-operative movement.

## **Co-operative education and Training programmes**

Following training programmes should be organized to educate the womenfolk:

- Specific programmes for women to be organised by providing them training in vocational and managerial skills.
- Systematic approach to motivate training and education of women in co-operative field.
- National level organisations should undertake a survey to identify the constraints and to evolve workable modules regarding gender integration. They should also include a specific pronouncement in regard to involvement of women in co-operative
- Creation of Women Cells within the National Co-operative Organisations, Department of Co-operatives in the Government, and Co-operative Business Federations to handle gender issues.
- Bringing structural gaps by creating necessary administrative and legislative framework for applications of women co-operative to apex institutions or for setting up a separate federation for Women Co-operatives.

## **The Human Development and Co-operatives**

The Human Development Report 1995 points out that throughout the world women work more than men. They put 13% more time than men in developing countries and 6% more than men in developed countries. Women carry 53% of total burden of work in the developing countries and men carry the rest i.e., 47% of the work. The married women who have children under 15 years of age, carry the heaviest work burden in any group.

The voluntary agencies or the national level co-operatives, being peoples institutions, have to come forward and make concrete efforts in this field to eradicate exploitation of women. It is high time for co-operatives to adopt a policy of gender development planning at all levels so that women could get the benefits of co-operative development.

## **Co-operative Services and Women**

The Indian Society is a male dominated society except in certain communities where matriarchal system is prevailing. In the earlier period, women enjoyed full respect, equal



status and position. But gradually the status of women started deteriorating and visualized with a lower status in the society.

As per Hindu succession law, women is also equally entitled to claim property rights as to the man in the inherited property but most of the assets were owned by man only. There has been a gradual decline in the sex ratio also. In an unorganised sector, like rural areas, womenfolk work equally with their male counter parts. But in the organised sector, the participation of women is very low, i.e., as low as 10%. Even at the managerial level, trade unions and employees unions also, women's participation is very low in India. Exploitation of women is also on the higher side that estimates is as high as 94%. The NGOs have started working in this direction by giving exclusive devotion to mobilise and empower women from the unorganised sector. SEWA is one of the important organisations in the field, promoting the role of women co-operatives.

The literacy rate of women is also low, i.e., 39.29% against the national average of 52.2%, and for men it is 64.13%. However, the encouraging trend has shown results as the literacy rate has increased compared to the male counter parts.

Most of the countries have taken steps for constituting specific bodies at Government level to meet the objectives. Today the women are mostly out of the shadows of their men and finding an identity of their own. They have entered almost every field and even the exclusively male dominated field, Air Force, where women fighter pilots are inducted.

### **Co-operative as a way of work**

A series of women's co-operatives have been promoted by the working women's forum as a separate legal identities since 1981, in the states of Tamilnadu, Andhra Pradesh and Karnataka, under the respective state co-operative acts. They have functioned as self managed units of women workers and despite the volume of operations, have maintained the quality of services and took upon themselves the heavy responsibility as Directors, Administrative and Field personnel in other words in almost all levels.

### **Formation of ICNW**

The series of 14 state co-operative promoted by WWF in all the three states of Tamilnadu, Andhra Pradesh and Karnataka were emerged to a new institutional framework governed by Central laws and called The Indian Co-operative Network for Women (ICNW). Co-operative provide practical institutional set up based on the principles, openness of the membership irrespective of caste, creed and sex differences and above all the democratic process in the decision taking for meeting a variety of social economic and cultural needs of the community. Gender integration in co-operative have become an essential pre-condition of their success in materializing their effectiveness as change

agent for socio-economic transformation, hence the following are there in the co-operative.

- Recognition of the significance of the role of women for the development of co-operative.
- Clear identification of the needs of the both practical as well as strategic.
- Organising co-operative (women co-operative and mixed co-operative)
- Establishment of linkages with sister co-operative organisations, government developmental agencies and NGOs to materialise the objectives of the gender integration.
- Creation of necessary legislative frame work which would increase women's involvement in co-operatives.

### **Co-operative and Battle against Poverty**

Poverty is the main enemy of the development. To eradicate poverty, co-ops do play the main role by contributing substantially, directly or indirectly (through employed or members), by stimulating the economics of the communities which they operate i.e., through income derived from employment through the provision of affordable goods and services to house holds, through protection, effective management, enterprise finance, affordable insurance packages, provisions of adequate housing and through utilising their services and educating them and training them.

### **Contribution of Co-op movement for the advancement of women**

#### *Alleviation of poverty*

By providing with secure and regular employment under acceptable conditions, including flexible labour practices and paid wages, insurance and credit as non-exploitative terms. Award winning co-operatives are those who provided the facilities to women.

#### *Access to quality education and training*

Co-operatives are paying special attention for improving the educational status of girls and women member and employees. By training them to reduce the burden of the household work and providing opportunities for independent source of income, co-operative are paving a path to empower women.

#### *Health Care*

By providing good quality health care, and nutritionally appropriate goods and safe household equipment and family health education programmes.

#### *Elimination of violence against women*

Co-operatives have been instrumental in reducing the degree of dependence and financial status by giving essential facilities like housing, employment and child care facilities.

### *Economic self-reliance*

Co-operatives, by their very nature, promote the pooling of resource to protect assets and enhance opportunities for viable economic activity. Thus they are especially beneficial to women.

### *Equal participation*

Co-operatives offer women a channel for gaining experience and upward mobility both within the movement itself and in the external world of decision making.

## **National Agricultural Co-op Marketing Federation of India**

### 1. Women's participation

#### 1.1 *Quantitative*

	<i>Total</i>	<i>Women</i>	<i>Men</i>
Committee Members different	36	-	36
Board of Directors	41	1	40
Chairperson of the Primary Co-ops	461	-	461
Total number of employees	933	-	-
Managers/Officers	176	4	172
Staff	757	60	697

#### 1.2 *Qualitative participation (NAFED)*

<i>Activity</i>	<i>Women</i>	<i>Men</i>
Participation in member's meeting	NIL	-
Participation in Co-op. activities	NIL	-
Elect co-op. leaders	-	-
Be elected as leaders	-	-
Be elected on to the Board	1	40
Take part in the decisions	1	40
About co-op. activities	1	40
Take part in decision	1	40
Examine the financial situation	1	40

### Organizational Structure of National Agricultural Co-op Marketing Federation

	<i>Female</i>	<i>Male</i>	<i>Total</i>
1. Board of Directors	1	40	41
2. Executive Committee	-	10	10
3. Employees			
1) Managing Director	-	1	1
2) Addl. Managing Director	-	1	1
3) Executive Directors	-	6	6
4) General Managers	-	6	6
5) Managers	-	28	28
6) Dy. Managers/AO	4	47	51
7) Asst. Managers/AAO	2	44	46

**General Federation of Labour in Israel**  
**NA'AMAT**  
**Movement of Working Women and Volunteers**  
by  
**Ms. Leora Lenger**  
*Vice President,*  
*NA'AMAT*

Dear friends, Ladies and Gentlemen,

I am honoured and privileged to address this Workshop on behalf of which I think is a great movement in Israel and the World - NA'AMAT. Before laying out in front of you the goals and principal tasks of NA'AMAT, allow me a few general words of introduction.

There are in general three categories or levels of organisations :

1. The primary level is the Family. Families have limited goals and those may change every day. But families can't change the society to which they belong, even if they have got the means.
2. In the third category we find the Governmental Organisations. They tend to be static and interested in perpetuating themselves. As it takes time for the social issues to come through the political grinding machine, those organisations are always fighting the previous war.
3. The secondary level are the volunteer organisations. Those stand between the two extremes: they are large enough to influence the society and they are elastic enough to try and influence the relevant questions and problems, as Alexis de Toqueville said 200 years ago, they stand between the state and the citizens and they are the best guardians of democracy, as they contribute to the stability of social life.

**So is NA'AMAT**

NA'AMAT is the largest women's organisation in Israel with 750,000 members mostly Jewish but also Muslims, Christians and Druze representing the entire spectrum of Israeli Society. But even more, NA'AMAT is one of the largest and most important social movements in Israel as it adapts its priorities and goals to the changing needs and demands of the women and society as a whole.

Being a movement it represents a specific outlook and way of life mainly of more just and equal society, and striving to reach equality between the sexes, as well as having a structure which translates theory into practice.

More than 70 years ago this movement was born out of the harsh realities of the early years, when leading women, pioneers, undertook to fulfill their vision of Socialist

Zionism by means of a progressive women's movement. Today, NA'AMAT faces the challenges of a rapidly changing highly individualized society which must not be diverted from a march towards social justice. With the support of 100,000 members in 12 countries outside Israel, NA'AMAT works through this world wide network to find solutions to those problems that women have in common, and through the process of sharing ideas, activities and programmes NA'AMAT helps in the advancement of women and her family.

Among our principal tasks we can count :

- Encouraging a more just and equal division of duties as parent, homemaker and worker.
- Seeking solutions to legal problems and initiating progressive legislation.
- Changing the women's socio-public image.
- Providing services that enable the family and the women to function better.
- NA'AMAT activities towards the achieving of the goals are done in three major ways :
  1. The political struggle which is based on the movement's experience and knowledge. This is a lengthy struggle carried out on various levels - NA'AMAT can take pride in many achievements in the social and legislative filed such as achieving parental rights instead of mother rights, reaching for extended educational day in the kindergarten and elementary schools - which is already implemented in the development towns and low-income surroundings and will gradually be implemented in all Israel. NA'AMAT was a powerful force in introducing legislation raising the compulsory retirement age for women from 60 to 65 and on the law allowing pensions to housewives invalidated or disabled due to home accidents.
  2. The second way is educating the women towards awareness which motivates the women to take an active part in the struggle to improve her image and status, and to make her a full partner in the family and in the society.
  3. The third way is the practical work carried out directly by NA'AMAT in its 100 branches and many institutions throughout the country providing essential progressive social services that the government is unable or unwilling to undertake.

There are over 800 day care classes caring for 23,000 children of the ages of 6 months to 4 years. The education that is given in those day care centres is of top quality and equal to all high income, Jewish and Arab city parents from

developed towns and Moshavim. We also have four pedagogical centres.

- NA'AMAT has an educational network that consists of 12 vocational high schools and two agricultural boarding schools in which 3000 boys and girls teenagers are studying. Many of the students come from disadvantaged backgrounds and the programs are designed to install sound work habits, generate self-esteem and enable the graduate to achieve a respected position in the community.
- We have 60 community centres and 250 club rooms which provide a variety of activities and services for the family, the child, the woman and the whole community, including of course the senior citizens.
- NA'AMAT runs 40 legal aid bureaus with professional lawyers and psychologists.
- NA'AMAT maintains four special centres for the prevention of violence in the family caring for battered wives and abused children. Among other things, this centre organizes therapy groups for beating husbands.

There are many other services but time is short to describe them all.

Last but not least, I would like to end with the great undertaking of NA'AMAT Israel with the social absorption of the great waves of newcomers from Russia and other countries. NA'AMAT has had a tradition since its formation of absorbing new immigrants and it continues to do so throughout all its 100 branches in all our facilities, and more.

Let me finish this presentation by saying that what NA'AMAT is all about could fold into a small slogan : "*Doing a New Tomorrow, Doing a Different Tomorrow*".

## **NATIONAL CO-OP FEDERATION (NCF) OF NEPAL LIMITED**

by

**Mr. Shanta Raj Sharma**

Managing Director, National Co-operative Federation

The National Co-operative Federation Limited of Nepal is an apex body of the co-operative movement of Nepal. It was voluntarily and jointly organised by co-operatives of different levels which are the basis of universally accepted co-operative principles. NCF was registered on June 20, 1993 under the Co-operative Act, 1992.

At present, NCF has a membership of 3 central co-operative unions, 60 district co-operative unions, and 5 single-purpose co-operative societies. It represents more than 2,500 primary Co-operative Societies operating throughout the Kingdom of Nepal with about 2 million members.

### **Objectives**

The objectives of NCF are undermentioned :

1. To promote and develop co-operative movement in Nepal on the basis of the co-operative principles according to the people's needs, their own initiative and participation;
2. To make supports available to socio-economic programmes and business promotion of co-operative societies and unions in order to improve the social and economic conditions of the people;
3. To assist co-operative societies and unions to strengthen their management capacity, and
4. To provide leadership to the co-operative movement.

### **Functions**

NCF may undertake the following functions with a view to attaining its objectives:

#### *Research, Development and Promotion*

1. To launch publicity programmes for creating an awareness of co-operative spirit among the people as well as for accelerating and widening the co-operative movement and co-operative activities in a healthy manner.
2. To encourage people to organise co-operatives societies, unions and banks in order to develop the co-operative movement into a self-inspired, voluntary and autonomous movement in accordance with the people's needs.
3. To conduct a study and research on various aspects of co-operation and extend assistance to such activities.



4. To support in developing the leadership capacity of co-operative leaders.

#### *Training and Education*

5. To organise training and educational programmes for developing the human resources required for the management of co-operative societies and unions.

#### *Business and Promotion*

6. To carry out business activities involving agricultural and other products and export such products as necessary.
7. To make arrangements for the import and supply of materials, machines, equipments, consumer goods, etc. required for the co-operative societies and unions.
8. To undertake agro-based industries and other industries or collaborate in such programmes with the co-operative societies and unions or other institutions or co-operative societies and unions for carrying out such activities.

#### *Planning and Management Consultancy*

9. To give support to co-operative societies and unions in such activities as planning, implementation, monitoring and evaluation of programmes in order to operate them efficiently.
10. To provide managerial and legal advises required for the co-operative societies and unions.

#### *Inter-Co-operative Relations*

11. To establish and promote relation and coordination with the concerned institutions of national as well as international levels;

#### *Leadership and Representation*

12. To represent the co-operative movement at national and international levels and act as the chief spokesman of the co-operative movement.

### **Share Capital**

Share is one of the sources of the NCF for the capital formation. NCF issues share s of Rs.1,000 each.

### **Membership**

NCF is, in accordance with its Bye-laws and the Co-operative Act. 2048, offering membership to the following co-operative organisations and other institutions :

1. Central Co-operative Unions (CCU)
2. District Co-operative Unions (DCU)
3. Single-Purpose District Co-operative Unions (SCU)



	<i>Total No.</i>	<i>Female</i>	<i>Male</i>	<i>Women's %</i>
A. Total No. of leaders	30,840	870	29,970	2%
B. Board of Directors	23,130	770	22,360	3%
C. Committee Members	7,110	100	7,070	1%
D. Chairpersons/Primary Co-ops	2,500	26	2,474	1%
E. Total Employees				
Managers	2,570	37	2,533	1%
Other Staff	7,100	300	6,800	4%

## 2. Qualitative Participation

<i>Activities</i>	<i>Women</i>	<i>Men</i>
A. Participation in Member's Meeting	10%	90%
B. Participation in Co-op's Meeting	35%	65%
C. Elected Co-op. Leaders	2%	98%
D. Be elected on the Board	3%	97%
E. Take part in the decisions about Co-operative activities	1%	99%
F. Policies of Co-operatives	0.3%	99.7%

## 3. Financial situation of Nepalese Co-operatives

Co-operative movement in Nepal for the last 35 years was developed as a Government's movement where many co-ops went or loss and management was fail. Total paid share capital of all the co-operatives 220 millions Rupees and at present 40% Co-operatives are in profit on an average. Total transaction alone by all co-operatives in the last year was of Rs. 1 billion.

## 4. Women Only Co-operatives

There are only 22 women Co-operatives in Nepal. They are involved in consumer store, saving and credit, handicraft, multi-purpose agricultural co-operatives, poultry and managing co-operative activities.

## 5. Constraints and Solutions Identifications regarding women's participants

Most of the women in Nepal are illiterate, depressed and not liberated to take part in such activities as they wish. Cultural and traditional backwardness regarding co-operative movement keeps them behind. Hesitation and lack of confidence of women makes them always less participative.

Total liberation of women in economic cultural and social sense could empower women to be participative in such social activities. There should be compulsory encouragement and motivation to the women to take part in economic activities.

## 6. Co-operative Services and Women

Most of the Co-operatives in Nepal are Marketing Co-operatives. They do marketing of agricultural inputs and products, fertilizers, consumer goods and products. They look less concern particularly about member service and do for public at large. Generally, services are taken or received by male rather than female. Ours is castiest male dominating hierarchical society where female are always behind the male. There are few co-operatives run by women and concerned about female. But most of the co-operatives are careless about the services of women.

Total social economical and cultural liberalization of women and their capacity buildings in managerial sense could improve the present situation. Training, participation, observation and organisational involvement could make them confident to develop themselves.

## 7. Organisational Structure of National Co-operative Federation

	<i>Male</i>	<i>Female</i>
A. Delegates of General Assembly	67	1
B. Board of Directors	17	-
C. Managing Director	1	-
D. Executive Sub-Committees	27	3
E. Women Development Sub-Committees	2	7
F. Employees:		
i. General Manager	1	-
ii. Dy. General Manager	1	-
iii. Managers	1	1
iv. Operational Staff	6	3

## COUNTRY PAPER OF NEPAL

By

**Dr. Uma Karki**

Assistant Livestock Development Officer  
Women Farmer Development Division  
Ministry of Agriculture, Government of Nepal

### **Basic Data**

Nepal is a small land locked country located between 26° 22" to 30° 27" N latitude and 80° 4" to 88° 12" E longitude. It is bordered with China in the North and India in the South, East and West. Its area is 147,181 sq. km with the length of 885 km. East to West. The width is not uniform with its maximum width 241 km., minimum 145 km and average 193 km North to South. The country is constituted by the three distinct geographical regions, viz. Mountain (4,877 metre to 8,848 metre), Hill (610 metre to 4,877 metre) and Terai (610 metre). These three regions experience different types of climates and weather, viz. cool, warm and hot climate in Mountain, Hill and Terai regions respectively. The weather and climate changes according to the seasons. In winter (November - February) there is a cool dry climate and in summer (June- August) the climate is hot and humid. 60-80 percent of the annual rainfall falls during the summer season. Administratively, the country is divided into five development regions, 14 zones and 75 districts.

The population of the country is estimated to be 18,491,097 (1991) with the annual growth rate of 2.08 percent. Of this population, 7.8%, 45.5% and 46.7% is found to reside in Mountain, Hill and Terai regions respectively. The population residing in urban area is 14 percent of the total population. The male and female population ratio is almost 50/50%, male constitute 49.86% and female 50.14% of the total population. About 42% of the population is literate. Nepali is the official language and about 50.3% of the total population are Nepali speakers by mother tongue (1991). Nepal is the only Hindu state of the world and about 86.5% of the total population is Hindu.

Nepal is predominantly an agricultural country with 81% of its total economically active population is engaged in this field (four monthly statistical bulletin 1992/93). About 18% of the total land area has been used for agricultural operation and 53% of which lies in the Terai region. The contribution to GDP from this field at current price is 54%. Only about 21% of the total cultivated land area is irrigated.

The agriculture system in Nepal is integrated with livestock. The major crops are Paddy, Maize, wheat, Barley, Millet, Sugarcane, Jute, Oilseed, Tobacco and Potato. Major livestock kept are cattle, buffaloes, sheep and goat.

37.6% of the total land area is covered by forest. Similarly, 14.97, 12.66, 2.84 and 0.7% of the land areas are covered by perpetual snow, pastureland, water bodies and settlements and roads respectively.

## **General Situation of Women Farmers in Nepal**

### *Background*

In general, when we look at the situation of Nepalese women, they seem to be second class human being. They are lagging behind the male socially, economically, culturally, politically, legally and in every respect. From the time of her birth, she gets inferior type of treatment and it remains throughout her life. She does not have the legal right of gaining ownership on inherited property. She has to work very hard from her early age.

Women farmers have to perform a triple role, viz. give birth and take care of babies, perform the household chores and perform the farm activities. Household activities like processing, milling and grinding food grains in order to make it ready for cooking, preparing food and serving it to the household members, fetching firewood and water, cleaning the house and kitchen, washing pots are considered as the women's responsibility. These tasks have to be performed early in the morning or in the evening or at night. During day time they are engaged in the farm activities. Except these responsibilities, women are also supposed to serve their in-laws, like massaging their body, prior to going to bed. Thus, Nepalese women farmers are highly overburdened with work. On an average, a woman has to work 16-20 hours a day.

### **Women Labour Contribution to Agriculture**

Women constitute 50.14% of the total population with about 91% engaged in agricultural tasks whereas the active male population engaged in agriculture is only 75% (four monthly statistical bulletin, 1992/93). Women farmers are involved in all farm activities except the few, like ploughing, preparing rice seed bed, and preparing field for rice transplantation. A study carried out in the Mountains and Hill areas give some idea of gender involvement in crop production (Table 1 and 2).

Women farmers are engaged in farm activities for 9.9 hours per day compared to 5.8 hours per day for men, and agricultural management decision made by women is 42% as compared to 28% by men.

Involvement of women farmers in different farm activities and the extent of their involvement in them differs depending on the ecological zones, education level, socio-economic status, caste and ethnic group (Table 3). Gender involvement in different activities differs depending on the type of farm activities and farm size (Table 4).

Farm activities like sowing of seeds, transplanting saplings, weeding and inter-cultural operation, manuring (FYM), harvesting, processing and storage are dominated

by women farmers. Kitchen gardening is also the task of women farmer. Vegetables and spices production are also female dominated (Table 5). Subsistence farm enterprises are dominated by female while commercially by male.

The farming system of Nepal is subsistence type and diversified rather than specialised. Livestock is the indispensable part of Nepalese agriculture. In case of livestock raising, collection of fodder, feeding livestock, providing water, cleaning the shed, milking and processing of dairy are the activities dominated by female. Activities like making livestock shed, treating sick animals, breeding, stacking of straw, marketing of animals and dairy products are dominated by male (Table 6). Depending on the ecological regions and socio-economic status, women contribute between 61 to 75% of the total labour required for livestock raising with the remaining 39 to 25% performed by men.

### **Women's Involvement in Decision Making**

Since ownership of land and other farm property transfers from father to son and majority of the household head is men, decision making on activities that significantly influence the family economy is formed by men though suggestion from other family members is taken under consideration. The gender's role in decision making depends upon farm activities (Table 7), social class (Table 8) farm size, ethnic group and education level.

### **Women's Involvement in Marketing**

The extent of women's involvement in Marketing depends upon the distance of marketplace from the village, caste and ethnicity, ecological zones, economic status, type of commodity to be sold and education level of the women. If the market place is nearby the village, women's involvement is more. Women from lower caste have more access to the markets. Women from high altitude and low economic status have more access to the market. Marketing of commodities having low value is done mainly by women. The higher the level of education of women, the more is their involvement in marketing.

### **Women's Access to Extension and Training Services**

The access of women farmers to agricultural extension and training services is very low. Though countrywide study regarding women's access to extension and training services is not available, a study done in the eastern Nepal gives some idea. The study done by Maskey (1993) in Eastern Nepal shows that only 12% of those attending extension demonstration are women while in training programme their involvement is only 5.1%. The extent of women's participation depends mostly on the socio-cultural background, the economic situation and ecological region. Women in the Terai have four and half times more contact with extension and training services than women in Hill regions due to constraints in mobility in the hills. Women of a higher economic strata

have more contact than those of a lower economic status as the former are generally of both higher educational and political status (Kiff, 1991 a; Maskey 1993, Shreshtha et. al. 1984). Female headed households are less likely to benefit from extension and training services than the male headed household (Kiff, 1991 a).

## **Policy of Ministry of Agriculture Regarding Women Farmer**

### *Past Efforts*

About three decades back, Ministry of Agriculture created a separate “Home Science Extension Section” under the Department of Agriculture and initiated women development programme by appointing home science extension workers, general extension workers and youth extension workers. But after about 2 years of its establishment, it was decided to include this section under “Women Training Centre” which was under the Ministry of Home Affairs at that time. After that there was no separate section working for women farmer.

In the sixth five year plan (1979/80 - 1984/85), emphasis had been given to increase the participation of women in development. Under this policy, Ministry of Agriculture had emphasised to develop developmental programmes such that women can be participated. Besides, this Ministry had policy of providing with training, fund and market facility to women in order to increase their purchasing capacity.

In the seventh five year plan (1985/86 - 1990/91), Ministry of Agriculture made effort to increase women’s participation in agricultural development program by providing them with services like agricultural extension and training on use of practices and plant protection technique. This Ministry also fixed the minimum percentage of women farmer involvement to the program launched by Agriculture Development Offices by allowing certain seat on reservation.

Ministry of Agriculture felt the necessity of a separate wing to help this ministry in making policy and launching programmes for the women farmers. To fulfill this need, Women Farmer Development Division (WFDD) was created in the MOA on April 4, 1992 with a mandate to assist the MOA to mainstream gender issues in agricultural policies, programmes and projects and to increase the involvement of women in all its activities.

After this creation, WFDD has prepared Five Year Strategic Plan for women farmers in Nepal based on the findings of the latest reports and studies done by WFDD on the gender issues in Agriculture. In the 8th five year plan, National Planning Commission in consultation with WFD has identified some areas of intervention and set quantitative annual targets for each area (Table 9). The targets are based on the relative importance of women’s participation in particular area or the sub-sector.

The issue in women farmers development is to enable them to use their labour more efficiently and also to enable them in the long run to take an equal place with man



farmers, to participate equally in the development process and achieve control over the factors of production on an equal. In view of this fact, an attempt has been made to identify appropriate short and long term strategies for women farmers development. This short term strategy is to enhance the participants and productivity of women farmers in agricultural projects and activities by making qualitative intervention into the on-going programmes of MOA (Table 10).

Whereas, the thrust of the long term strategy would be the development of women farmers as entrepreneurs so as to enable them to achieve economic independence and gradually help them to overcome the gender discrimination in their access to and control over productive resources and benefits (Table 11).

The short and long term strategies are set up based on the areas and targets specified in the on-going Eighth Five Year Plan. An intervention of 15 to 60% on MOA's regular program has been planned under the short term strategy.

The annual programmes for women farmers proposed by the WFDD based on the short and long term strategies are to be implemented through the MOA's line agencies and National Agricultural Research Council (NARC). Based on the programme proposed for women farmer by WFDD and the local situation of natural resources, climatic conditions, market facility, interest of the local people, the concerned implementing bodies plan district programme through team approach by involving all related personnel/agencies and the farmers, both male and female. Such team approach identify different needs, priorities and constraints of the farmers adequately.

The annual programme prepared thus should be approved by the District Development Committee (DDC) and then covered at the regional and national levels in order to match them with national and regional priorities and also for resource allocation. The approved programme is implemented by the concerned line agency and WFDD provides the necessary guidelines and monitors the programme.

## **Experience in Women Farmer Group Formation**

### *Problems of Women Farmer*

Illiteracy, unawareness, backwardness, no or negligible possession on inherited property, illtreatment by the society are the main problems of women farmers. The problems of women farmers in my field is not different from the problems of Nepalese women farmers. Their access to agricultural activities is negligible.

The extension policy of MOA is to serve the farmers through group approach. It is very difficult and ineffective to provide service and facilities on individual approach. An individual is always weak. If each individual organise in a group, they can do so many things. In view of this fact, women farmer groups are formed and programmes identified in 8th Five Year Plan are being launched in these groups.

The formation of women farmer group is according to the group concept of MOA. Women from similar age group, socio-economic status, culture and ideology can remain in a group. A group may contain members ranging from 5 to 20. Agriculture extension workers visit the area, discuss with the local people and based on the feasibility and interest of the people, farmer group is formed selecting member meeting above mentioned criteria, as far as possible. The extension worker facilitate group discussion in identifying the suitable activities that they can run successfully and can earn. The worker serves as a co-ordinator's role between the concerned agriculture office and the group farmers. If the group wants some help from the District Agriculture/Livestock Development Office (DADO/DLDO), the extension worker help the group to grasp the opportunity. Group saving to raise the group fund and its mobilization is an important part of the group activities. If the group needs loan from Bank, DADO, DLDO will coordinate with bank. Once there is group, the activities of DADO/DLDO goes through it. Activities like training, visit, supply of inputs in subsidies, provide certain percentage of grant assistance in establishing Agriculture/Veterinary Shop, etc. are the facilities that are provided to the farmers group by DADO/DLSO. Thus, the objective of group formation is to develop the feeling of co-operation, develop their labour skill, expose to new technique and information, increase their economic and social status and develop their leadership quality.

### **Co-operative for Women**

Co-operatives bring women having similar interests together and organise them. Organisation means strength. When people makes effort individually, the chance of its success is very less but if there is organisation it can do everything.

The next thing co-operatives can do is give the skill, idea and courage to the group to run certain enterprise or business. In other words, it can develop people's entrepreneurship. It also gives the idea about how to get money and how to make money. Once there is unity, skill, entrepreneurship, courage and money, everything can be done successfully.

I expect from the co-operatives to form very strong and viable group of women. It should study the enterprises or business that can be sustained in a long run. It should impart the knowledge, skill, idea and courage to the women concerned. It should also manage for fund at the initial stage. The motivation, co-operation, guidance, interchange of ideas among the women as well as men co-operatives.

From such facilitation by co-operative to the women farmers, latter's status would be uplifted within a very short period of time.

**Table 1 : Gender Involvement in various Cereal Crop Production Activities**

	Gender Involvement (%)							
	Rice		Maize		Wheat		Millet	
	M	F	M	F	M	F	M	F
Land Preparation	68	32	6*	94*	52	48	nd	nd
Transplanting/sowing	38	62	18	82	22	78	12	88
Applying manure	48	52	27	73	19	81	nd	nd
Weeding	38	62	21	79	22	78	20	80
Harvesting	43	57	30	70	21	79	17	83
Threshing	67	33	nd	nd	46	54	48	52
Drying	nd	nd	nd	nd	28	72	50	50

*Note: These figures are averages and are taken from one study carried out in the mountains and others in hill areas.*

*\* Indicates data from a mountain district only.*

*nd = no data available*

**Table 2: Gender Differences in Total Labour Contribution to Cereal Crop Production**

Crop	Labour Contribution (%)	
	Male	Female
Rice	52	48
Maize	40	60
Wheat	50	50
Millet	25	75

*Note: These figures are averages taken from studies carried out in the hills and the Terai.*

**Table 3 : Agro-ecological Variation of Gender Involvement in Crop Production**

Crop	Zone	Contribution %		No. of Studies	Development Regions
		Male	Female		
Rice	Mountain	59	41	1	E
	Hill	49.6	50.4	6	E, C, W
	Terai	48	52	5	E, C
Maize	Mountain	50	50	1	E
	Hill	35	65	6	E, C, W
	Terai	49.8	50.2	4	E, C
Wheat	Mountain	28	72	1	E
	Hill	49.5	50.5	4	E, C
	Terai	59	41	1	C
Millet	Mountain	32	68	1	E
	Hill	25.5	74.5	3	E, C
	Terai	nd	nd	nd	nd
Pulses, Legumes & Oilseeds	Mountain	nd	nd	nd	nd
	Hill	39	61	3*	E, C, W
	Terai	60	40	2	C
Horticultural and cash crops	Mountain	60.5	39.5	2	E, W
	Hill	38.8	61.2	7	E, C, W
	Terai	74	26	1	C

Note: \* two of these studies do not give quantitative data. E, C, and W indicate Eastern, Central and Western Development Regions respectively.

nd = no data available

**Table 4 : Variations of Gender Involvement in Crop Production according to Farm Size**

<i>Crop</i>	<i>Farm size</i>	<i>Contribution (%)*</i>	
		<i>Male</i>	<i>Female</i>
Rice	Small	49	51
	Medium	45	55
	Large	54	46
Maize	Small	36	64
	Medium	37	63
	Large	43	47
Wheat	Small	49	51
	Medium	57	43
	Large	61	39

*Note:* \* indicates data from only one study in the Central development region.

**Table 5 : Gender Differences in Labour Contribution to Horticultural and Cash Crop Production**

<b>Horticultural and cash crops</b>	<b>Labour contribution (%)</b>		<b>Source</b>
	<i>Male</i>	<i>Female</i>	
Kitchen gardening	27	73	1
Potato production	55	45	2
Radish production	53	47	3
Cress seed production	34	66	4
Pea seed production	41	59	5
Cabbage seed production	50	50	6
Ginger production	24	76	7

*Source:* 1) Vaidya et al, (1990); 2) Dhungana et al. (1989), Thapa (1993); 3) Shrestha (1990); 4) Neupane and Dhakal (1990); 5) Munakami and Gautam (1990), 6) Munakami and Gautam (1991a & 1991b); 7) Basnyat and Shrestha (1979).

**Table 6 : Gender Differences in Involvement in Livestock Activities in Different Agro-ecological Zones (Percentage)**

Activities	Terai			Hill		
	Men	Women	Both	Men	Women	Both
Grazing animals	44	24	32	24	55	21
Feeding fodder	27	42	31	31	34	41
Feeding concentrate	23	54	23	17	66	17
Feeding concentrate to poultry	15	54	23	17	66	17
Cleaning sheds	27	50	23	10	52	38
Milking	38	38	25	45	24	31
Selling of milk	30	20	50	45	24	31

**Table 7 : Gender Variation in Decision Making with regard to Crop Production Activities**

Activity	Decision Maker (%)	
	Male	Female
Crop selection	40	60
Seed selection	48	52
Amount/kind of traditional fertilizer	4	96
Amount/kind of chemical fertilizer	71	29
Irrigation (time/amount)	50	50
Weeding time	28	72
Harvesting	37	63
Storage methods	27	73
Grains to be consumed	27	73
Processing	27	73
Grain selling	49	51
Vegetable selling	42	58

Source: Bennett, 1981, a; Dey, 1985; Sharma & Awasthi, 1993.

**Table 8 : Gender Variation in Decision Making  
Amongst the Different Social Classes**

Social class	Decision Maker (%)		
	Male	Female	Both
Upper	54	27	19
Middle	41	27	32
Lower	25	30	45

*source: Singh, 1983*

**Table 9 : Targets for Women Farmers Development in the  
Eighth Five Year Plan**

*(in percent)*

	49/50	50/51	51/52	52/53	53/54
1. Food Crops	10	15	20	25	30
2. Cash Crops & Industrial Commodities					
2.1 Sericulture	25	30	35	40	45
2.2 Bee Keeping	30	35	40	45	50
2.3 Cardamom	20	25	30	35	40
2.4 Tea			10	15	20
2.5 Cotton			10	15	20
3. Horticultural Crops					
3.1 Orchard Establishment	10	15	20	25	30
3.2 Kitchen Gardening	25	30	35	40	45
3.3 Nursery	15	20	25	30	35
4. Seed Production	5	10	15	20	25
5. Livestock Production					
5.1 Buffalo	10	15	20	25	30
5.2 Cow	10	15	20	25	30
5.3 Goat	30	35	40	45	50
5.4 Pig	25	30	35	40	45
5.5 Poultry	30	35	40	45	50
6. Animal Nutrition	15	20	25	30	35
7. Breed Improvement	10	15	20	25	30
8. Animal Health	10	15	20	25	30
9. Compost/Green Manure	25	30	35	40	45
10. Training	15	20	25	30	

**Table : Short Term Programmes for Women Farmers**

<i>Sub-Sector</i>	<i>Programme Areas</i>	<i>Sub-Programme Areas</i>	<i>Objectives</i>
Crop	Training	<ol style="list-style-type: none"> <li>1. General Production</li> <li>2. Post-harvest technology</li> <li>3. Green Manuring</li> <li>4. Compost making</li> <li>5. Storage</li> <li>6. Seed Selection</li> </ol>	To impart first hand technological information to increase agricultural productivity
	Extension	<ol style="list-style-type: none"> <li>1. Contract farmer Selection</li> <li>2. Participation in demonstration</li> <li>3. Participation in field days</li> <li>4. Participation in crop competition</li> </ol>	To involve women farmers in first hand TOT process
	Seed Production	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical Support</li> <li>4. Credit/input delivery</li> <li>5. Marketing information delivery</li> </ol>	To encourage women farmers first hand information on appropriate technologies
Horticulture	Training	<ol style="list-style-type: none"> <li>1. Orchard Management</li> <li>2. Kitchen Gardening</li> <li>3. Nursery Establishment</li> </ol>	To provide first hand technological information to women farmers



<i>Sub-Sector</i>	<i>Programme Areas</i>	<i>Sub-Programme Areas</i>	<i>Objectives</i>
		<b>For Programmes 1-5</b>	
	<ol style="list-style-type: none"> <li>1. Vegetable Nursery raising</li> <li>2. Commercial veg. production</li> <li>3. Seed Potato production</li> <li>4. Fruit nursery</li> <li>5. Kitchen gardening</li> <li>6. Turmeric, ginger, cumin, garlic &amp; offseason onion production</li> <li>7. Storage of junar</li> </ol>	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical support</li> <li>4. Credit/input delivery</li> <li>5. Marketing information delivery</li> </ol>	To involve women farmers in income generating activity.
Livestock	Training	<ol style="list-style-type: none"> <li>1. Animal Production (buffalo, cow, pig, goat and poultry)</li> <li>2. Animal Nutrition (including fodder management)</li> <li>4. Veterinary services</li> </ol>	To provide first hand information to women farmers on appropriate technologies.
	Pilot Animal Production (cow, buffalo, pig, goat and poultry)	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical support</li> <li>4. Credit/input delivery</li> <li>Marketing information delivery</li> </ol>	To participate women farmers in income generating activities.
Research	On-farm research	<ol style="list-style-type: none"> <li>1. On-farm experiments</li> <li>2. Training</li> <li>3. Field Days and Tours</li> </ol>	To involve women farmers in technology generation programmes

<i>Sub-Sector</i>	<i>Programme Areas</i>	<i>Sub-Programme Areas</i>	<i>Objectives</i>
Agro- enterprise	Contracting Govt.farms to women entrepreneurs  Sericulture & Beekeeping Vegetables processing* Fruit processing** Beekeeping Vegetable Seed production Spices processing Mushroom production	1. Agro-enterprise development 2. Training	To develop women entrepreneurs
Food & Nutrition	Training  Mass Commu- nication	1. Household Food Security 2. Nutrition 3. Food Preservation  Radio Programmes	To update women farmers on food and nutritional aspects
Crop	Mini seed bank	1. Group formation 2. Training 3. Technical Support 4. Credit/input delivery 5. Market information delivery	To establish women seed entrepreneurs

\* Cauliflower, tomato; \*\* apple, lapsi, citrus

<i>Sub-Sector</i>	<i>Programme Areas</i>	<i>Sub-Programme Areas</i>	<i>Objectives</i>
Horticulture	<ol style="list-style-type: none"> <li>1. Fruit production (banana, papaya, pineapple)</li> <li>2. Organic Farming</li> </ol>	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical Support</li> <li>4. Credit/input delivery</li> <li>5. Market information delivery</li> </ol>	To establish commercial women horticulture farmers
Livestock women	Fodder Production	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical Support</li> <li>4. Credit/input delivery</li> <li>5. Market information delivery</li> </ol>	To establish the women farmers for fodder production in large scale
Food & Nutrition	Integrated Nutritious Food production (horticulture, small animals and birds)	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Technical Support</li> <li>4. Credit/input delivery</li> <li>5. Market information delivery</li> </ol>	To involve women farmers in supply of nutrients on sustained basis
Agro-enterprise	<p>Establishment of Food processing centres near the collection points</p> <p>Operation of Women's Co-op Societies</p> <p>Establishing linkages with market chains (domestic &amp; foreign) for items produced by women entrepreneurs</p> <p>Exploring niche markets for women entrepreneurs.</p>	<ol style="list-style-type: none"> <li>1. Group formation</li> <li>2. Training</li> <li>3. Credit &amp; input support</li> <li>4. Follow-up</li> </ol>	To establish entrepreneurship among women farmers

**THE NATIONAL WOMEN'S COMMITTEE**  
of  
**THE NATIONAL CO-OPERATIVE COUNCIL OF SRI LANKA (NCC)**

By  
**Ms. C. Gallamana**  
(President, National Women's Committee)

The National Women's Committee of the National Co-operative Council, the umbrella organisation of the co-operative movement in Sri Lanka was formed in 1976, during the women's decade, under the guidelines of the Swedish Co-operative Centre and the International Co-operative Alliance. It has a four tier structure, i.e., at the National level, District level, Society level and Branch Committee level.

The National Women's Committee consists of 10 Members - 9 Members elected from each province; and one nominated by the Commissioner of Co-operative Development. Co-ordination of activities of the National Women's Committee is done by the Women's Division of the NCC which has the advisory capacity.

The functions of the NCC are:

1. To increase the Membership and participation of women members in the activities of their co-operative institutions;
2. To develop the economic, cultural, educational and social standards of women Members;
3. To introduce and conduct income generating activities with the aim of empowering the women members economically;
4. To plan and conduct education and training programmes for women leaders in collaboration with the Education/Training Division of the NCC.

Activities at present of the NCC are:

1. Conduct income generating projects with assistance from Canadian Co-operative Association;
2. Conduct environmental conservation programmes through Women's Committees;
3. Waste-recycling programme was organised for women through multi-purpose co-operatives;
4. Training in leadership development;
5. Developing the knowledge of Women leader on subjects such as co-operation, co-operative activities, financial management of co-operatives;

6. Programs of prevention of alcoholism and drug addiction;
7. Programmes on nutrition and family health care;
8. Pre-school teacher's training;
9. Introduction to organic farming;
10. Rice processing project;
11. Programmes on Energy Conservation;
12. Gender awareness and integration programmes.

The commitment of NCC is to increase the status of Women. The NCC meets every two months and decide on policy decisions. It holds Annual General Meetings and Tri-annual Meetings and elect new office bearers. At annual general meetings the NCC evaluates and monitor progress of the committees at district level.

The NCC organise exhibitions and practical demonstrations in various fields, which are of great use to women and increase their membership. This exercise is solely to encourage the development of women's participation in the co-operative movement.

**SRI LANKA CO-OPERATIVE MARKETING FEDERATION LIMITED**  
(National Organisation for Co-operative Marketing, Sri Lanka)

By  
**Mr. S.A.R. Maddumabandara**  
(Chairman, SCMFL, Colombo)

**Main objectives of the Organisation**

The object of the Federation shall be to facilitate the work of the Member Societies in accordance with Co-operative principles and to assist the member Societies to achieve their objectives in respect of agricultural, consumer and industrial activities and provide a means of expressing their collective views, and to engage in any business activity for the attainment of the above objectives of the Member Societies.

**1. Women's Participation**

*1.1 Quantitative Participation*

Type of co-operative : National Organisation for the Agricultural Co-op. Sector.

No. of affiliated co-operative Societies : 312

	<i>Women</i>	<i>Men</i>	<i>% of Women</i>
Total Membership	0.28 mil	2.7 mil.	0.91%
Total number of leaders:			
Committee Members	225	2,025	10%
Board of Directors	465	2,243	17%
Chairpersons of primary co-ops	-	312	-
Total number of employees			
Managers	28	284	9%
Staff	11,925	14,575	45%

*1.2 Qualitative Participation*

<i>Activity</i>	<i>Women</i>	<i>Men</i>
Participate in Member's Meeting	A	A
Participate in Co-op. Activities	S	A
Elect Co-op. Leaders	S	A
Be elected as leaders	S	A
Be elected on to the Boards	S	A
Take part in decisions about Co-op. activities	S	A
Take part in decisions about policies of Co-ops.	S	A
Examine the Financial situation of Co-ops.	N	S

### 1.3 Women only Co-operatives

Among our member organisations there is no women-only co-operative but within the member societies there are women's organisations, but those are not legal bodies.

#### Constraints and solutions identification regarding participation

- i. In our co-operative movement, women are not participating in co-operatives as a member as equal as men.
- ii. The constraints of women for becoming a member of co-operative always they are very busy with their day-to-day family activities, and also due to their lack of knowledge about the co-operative movement, they are thinking that it is enough if men become as members of the co-operative.
- iii. In our co-operative, women are not participating as a leader in decision making process.
- iv. The main reasons for not participating as leaders in decision making process, time constraints for activities, child care responsibilities, and always they are busy with their family activities and their duties in working places.
- v. For the more participation of women, they should be educated about the co-operative movement.

### 3. Co-operative Services and Women

#### 3.1 The kind of Services do Co-operatives provide to the members

1. For both Men and Women.

#### Constraints and Solution Identification

1. Educate about the co-operative movement
2. Facilitate for the rural women for their day to day family activities.

### 4. Organisational Structure

#### 4.1 Organisational Structure

(Please See Annexure 01)

#### 4.2 Administrative Structure

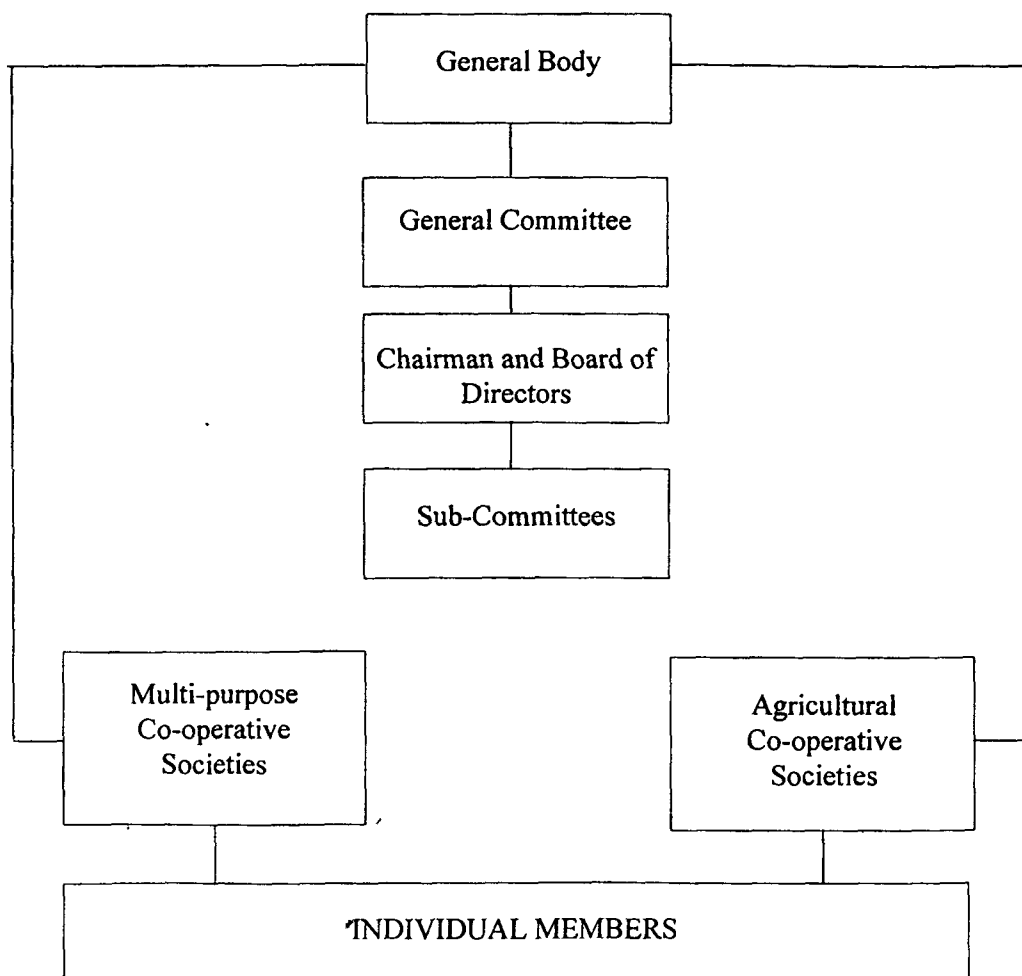
(Please see Annexure 02)

	<i>Female</i>	<i>Male</i>
Delegates to General Assembly	2	310
Board of Directors	-	10
Advisory Committee	-	15
Executive Committee	-	25

<i>Employees</i>	<i>Female</i>	<i>Male</i>
General Manager	-	1
Managers of each division	-	6
Supervisors	1	12
Operational Staff	72	98

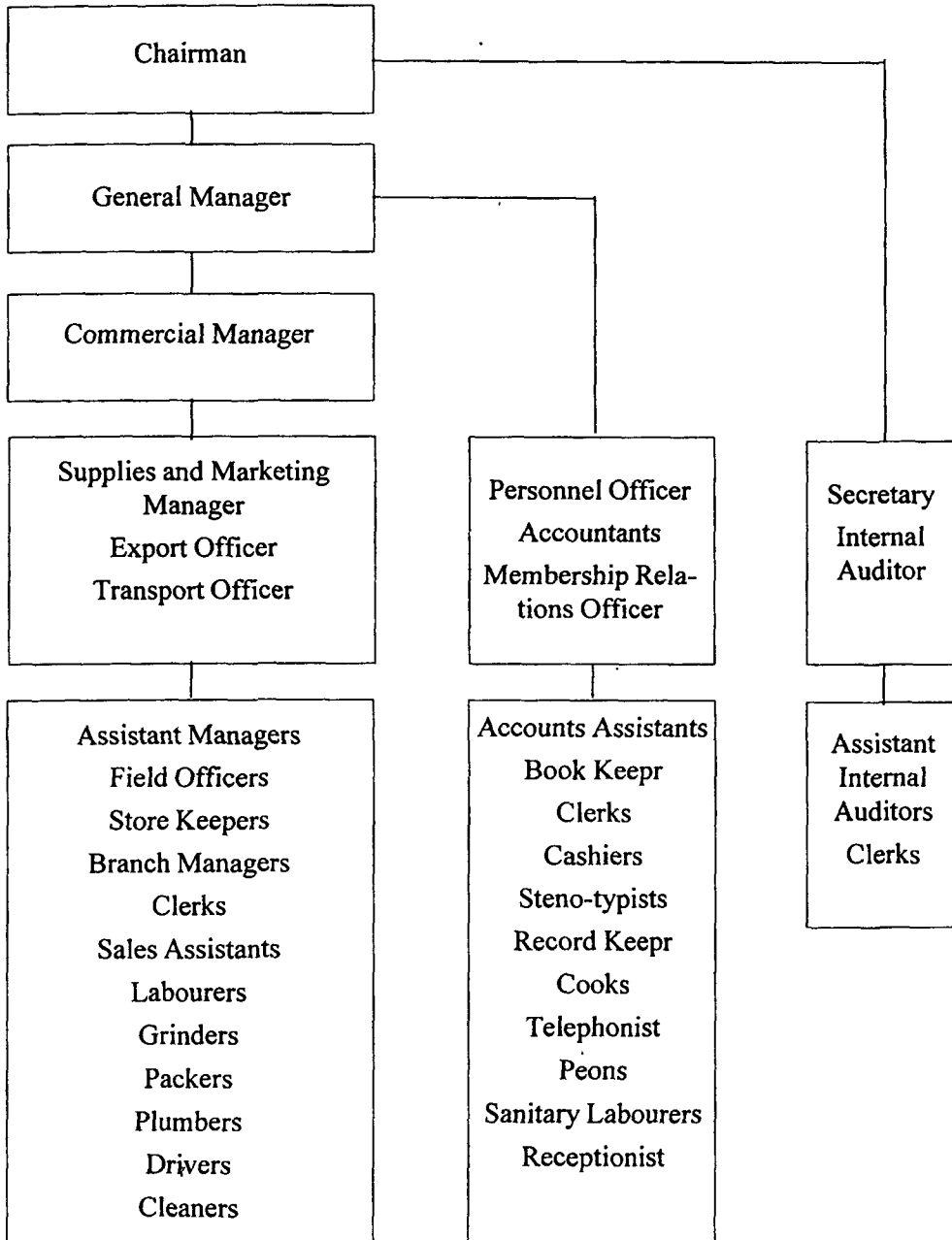
*Annexure 01*

**Organisational Structure of MARKFED**





Administrative Structure of MARKFED



## **GENDER SITUATION IN KANDY DISTRICT AND THE MAHANUWARA MULTI-PURPOSE CO-OP SOCIETY LTD.**

By

**Mr. K.G. Wijesinghe**

President, Kandy District Union of NCC, Sri Lanka

### **Introduction**

This brief paper provides the salient features of the gender programmes with special reference to Kandy District and the Mahanuwara Multi-Purpose Co-operative Society Ltd. In Sri Lanka. Kandy district has an unprecedented reputation on co-operation, according to co-operative history. The first co-operative society was established in 1906 at Teldeniya in the Kandy district. History also reveals that the series of Mahila and Kulagana (women) societies were established subsequent to the enactment of the Co-operative Ordinance of 1911.

### **Present Gender Situation in Kandy District**

The following figures show the gender position at the various levels of member involvement of the MPCSS:

	<u>Male and Female</u>
Membership level	72 : 28
Branch Committee level	82 : 18
General Body level	89 : 11
Board & Directors level	84 : 16

*(Source: Gender Survey, NCC)*

The female member involvement at the bottom level at the Pradeshika show a considerable ratio of 72:28. But at the top management level, it is reduced to a ratio of 84:16. This simple figure indicates the male domination at the management and decision making levels of the co-operatives.

### **Mahanuwara Multi-purpose Co-op Society**

Mahanuwara MPCS is one of the largest multi-purpose co-operative societies in the upcountry. The 34 village level Pradeshika shops and the four major wholesale depots of the society cater to the consumer needs of the area. The four major co-operative rural banks and the nine approved rural banks mobilize the village level savings and provide credit facilities under the Comprehensive Credit Scheme. The transport section of the society meets the demands of the consumer section as well as the other sections. The total membership of society is 6,672.

### The Gender Situation in the Society

Category	Total	Male	Female	Percentage	
				M.	F.
Members	6,672	3,994	2,678	60	40
Branch Com. members	306	260	46	85	15
General Body	100	93	7	93	7
Board of Directors	7	7	-	100	0

According to the above figures, the total membership of the society on gender basis shows the considerable ratio as 60 : 40. But at the branch committee level, women participation is very low. This shows that the decision making process at the branch level is dominated by the males.

The general body is the representative institution which consists of 100 representatives who are selected from the branch committees on a proportionate ratio. It is the supreme body of the society. It has the statutory power to approve the budgets, plans, MCL and audit reports. All important decisions should be approved by the general body. The gender situation at that level is 93 : 07.

The gender situation at the board of directors level is nil. The ratio is 100:00 (hundred to zero). There is no women member in the board of directors of the society. All management decisions at the top level are taken by men. This shows the gender inequality at the board of directors level.

### Gender Position of Employees of the Society

The total number of employees of the society is 239.

The gender basis of the employees is as follows:

#### *Composition of Employees*

Category	Total	Male	Female	Percentage	
				M	F
General Manager	1	1	-	100	0
Middle Managers	5	5	-	100	0
Supervisors	5	4	1	80	20
Operations	228	128	100	56	44

According to the above figures, the top management level is dominated by the males, whereas supervisory level ratio is 80:20. But the operatives represent a ratio of 56:44. This shows the male domination of the employees as well as members.

**Conclusion**

According to these figures, there is a gender inequality in both Kandy area and the Mahanuwara MPCs. I wish to gain some knowledge and find strategies to overcome this situation through this workshop.

I wish to express my sincere thanks to the ICA ROAP and the NCC for giving me an opportunity to participate in this workshop.

## **COUNTRY EXPERINECE**

### **1. National Co-operative Council of Sri Lanka**



## **EXPERIENCE OF PLANNING FOR GENDER INTEGRATION IN CO-OPS** **National Co-operative Council of Sri Lanka**

by

**Ms. Jayanti Nawaratne**

Assistant Secretary (Women/Foreign Affairs)  
National Co-operative Council of Sri Lanka

### **Women's Participation in Co-operatives in Sri Lanka**

The women in Sri Lanka play a vital role in economic development in the country. Their participation can be seen not only in the agricultural and industrial sector, but in the administrative and political structure also. The average Sri Lankan woman is literate and enjoys a better status of equality in gender when compared to the women of other Asian countries. They enjoy equal rights as men. There are no legal barriers to refrain her from any socio-economic activity in the country. Many leading positions in the political and administrative sector are being held by women. The women's role in decision making and management capacity has shown a remarkable development during the past two decades.

The co-operative movement in Sri Lanka has a membership of more than 3.4 million and more than half of this consists of females. Both men and women possess equal status at membership level, enjoying equal benefits of the society, credit facilities and at decision making. But, there are inequalities, imbalances and social barriers keeping the women away from active participation at decision making. They perform multiple roles amidst many hardships. They play a leading role in managing household economy and family budget. Therefore, as members of the consumer co-operatives, they are more active than the men.

From the production point of view too, they are very active, engaging in many income generating activities such as rice processing, handicraft making, cottage industries etc. and play a major role with regard to poverty alleviation activities. Yet, the following figures show their levels of participation in the activities of the movement:

Participatory Level	Male	Female
At grass root level	50%	50%
At branch level	80%	20%
At General Body level	95%	5%
Top level decision making (Boards and Committees)	98%	2%

*(Unpublished results of the random survey conducted by NCC in 1995)*

From 1970 to 1990 the WID approach was emphasized to encourage “empowerment” of women to bring them into the mainstream of development activities in the Movement. This did not prove to be very successful as the women were very active in a homogenous group, but, passive in joint programmes with men.

The gender approach was introduced into co-operatives in Sri Lanka under the auspices of the International Co-operative Alliance. Many programmes have been conducted at national and international levels to introduce gender integration, explain facts of gender inequalities, to sensitive decision makers on this issue and to create an awareness among the members at different levels to the strategic and practical gender needs of women for them to be more actively aware of their responsibilities towards the sustainable development of the movement.

In Sri Lanka the National Co-operative Council which took the initiative to introduce the subject of Gender reacted very positively towards this issue. We participated in the ICA Gender Workshop held in Japan, and where a National Action Plan was drafted. I will now brief you on the various activities carried out since then.

### *1. Sample Survey*

A survey has been carried out by the National Co-operative Council by sending out 210 questionnaires to the large primaries of the country. Only 42 societies responded. The results of the survey revealed that the member participation on gender basis showed a considerable satisfactory ratio at the bottom grass root level, which as about 68:32, at the top management level the involvement of women was very low 95:5.

### *2. Early Gender Sensitization Programmes*

To overcome the gender imbalance and ameliorate the situation a series of programmes were conducted by the NCC using the Canadian and Indonesian Manuals on Gender Integration. Programmes were held in Kalutara in the Western Province and Polonnaruwa, and at the Kahagolla Regional Developments Centre.

### *3. Developing a Manual to Suit the Sri Lanka Situation (First Test)*

An Introductory Workshop was conducted by the NCC under the guidelines of the International Co-operative Alliance Regional Office for Asia and Pacific (ICA ROAP) to improve and develop the involvement of the management activities at society level. The workshop was conducted in English. Policy makers and trainers participated. Policy making level representatives from the Ministry of Co-operatives and Department of Co-operative Development, and trainers of National Co-operative Council, School of Co-operation, Palgolla, and Sri Lanka Institute of Co-operative Management participated. This was a good exposure for both the Policy Makers and the Trainers. Mr. W.U.



Herath Advisor HRD, ICA ROAP and Ms. Akiko Yamauchi, Gender Officer at the ICA ROAP, participated as Resource persons from the ICA ROAP.

#### 4. *Second Test Programme*

The second test programme was conducted in Polonnaruwa in the North Central Province, by using the translated Manual. The programme was conducted in the local language - Sinhala. The trainers of the NCC and a few trainers from the School of Co-operation participated under the guidance of Mr. Upali Herath who was the Resource person from the ICA ROAP.

#### 5. *Production of the Manual*

Steps have been taken to print the Manual. It is decided that a personal copy to each trainer who is involved in Gender activities should be given one copy of the translated manual.

#### 6. *Training Workshops*

Three workshops have been conducted by using the tested manual. The particulars are as follows:

<i>District</i>	<i>Participation</i>	
	<i>Male</i>	<i>Female</i>
Pollonnaruwa	15	12
Kandy	15	15
Kurunduwatta	14	15

#### 7. *Present Development*

We have noticed a considerable change in the participation of women members in the activities of the societies. During the early part of 1990s, there were no women presidents of Multi-purpose co-operative societies. But, now there are two presidents. One in Gengala Ihala MPCs Limited, Kandy and another at Konepathirawa MPCs in Anuradhapura.

The SANASA Federation as well as the Fisheries Federation have taken the initiatives to conduct gender training, integration and awareness programmes at different levels. SANASA National Women's Committee has produced a Handbook for the District Women Leaders and Assistant Secretaries to use in their training activities. There is a marked awakening among the women leaders to know more about the by-laws of the co-operatives and the management and administrative activities. Their requests for explanation of the by-laws and accounting methods are more frequent now. Strategies of how to be elected to the committees and the sub-committees are discussed at their meetings and it is also given priority in their agenda at committee meetings.

**Conclusion**

The National Co-operative Council has planned to conduct gender sensitization programmes in all the District during the year 1996. A glance at the annual education and training programme shows the importance the Council has placed on this subject.

## **ANNEXURES**

- 1. List of Participants**
- 2. Format provided to Participants for Preparatory Assignment**



**ICA/NCUI/VAMNICOM SUB-REGIONAL WORKSHOP  
ON GENDER INTEGRATION IN CO-OPERATIVES**

15 - 20 Apr, 1996, Pune, India

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**FORMAT PROVIDED TO PARTICIPANTS  
FOR  
PREPARATORY ASSIGNMENT**



**SUB-REGIONAL WORKSHOP ON GENDER INTEGRATION  
IN CO-OPERATIVES**

18-22 August, 1995- Kuala Lumpur

**PREPARATORY ASSIGNMENT FOR WORKSHOP**

**1. Women's Participation in your co-operative sector**

(\*Collect information on the national level co-operative as follows. If you are from the apex organization, identify data for each sector of co-operatives)

**1.1 Quantitative Participation**

Type of Co-operative:

No. of the affiliated co-operatives:

	Women	Men	% of Women
Total Membership			
Total No. of Leaders			
Committee Members			
Board of Directors			
Chairpersons of the primary Co-ops			
Total No. of Employees			
Managers			
Staff			

**1.2 Qualitative Participation**

Activity	Women	Men
Participate in members' meetings		
Participate in co-op's activities		
Elect co-operative leaders		
Be elected as leaders		
Be elected on to the board		
Take part in decisions about co-op's activities		
Take part in decisions about policies of co-op		
Examine the financial situation of co-operative		

*\*Criteria of evaluation*

-Frequency A: always

S: Sometimes N: never

-Status P: passive

C: consulted and state their wish

Ac: Actively address their opinions and take responsibility for actions.

### *1.3 Women only Co-operatives*

(\*Among your member organizations, is there any women-only co-operatives? Then, how many women co-operatives? What kind of activities do they deal?)

## **2. Constraints and Solutions Identification regarding Participation**

- 2.1 In your co-operative movement, are women participating in co-operatives as a member as equal as men?
- 2.2 If not, what are the constraints for women becoming a member of the co-operative? (For example, location, eligibility requirements, policies, language barrier, or co-op services do not meet their needs)
- 2.3 In your co-operative, are women participating in decision making process as a leader? Are women participating as leaders?
- 2.4 If not, what are the constraints for women's involvement in co-operative leadership? (For example, time constraints for activities, by-laws, childcare responsibilities, or any other reasons?)
- 2.5 What are possible solutions you can envisage according to each constraint?

## **3. Co-operative Services and Women**

### *3.1 What kind of services do co-operatives provide to the members?*

- i. For both men and women,
- ii. Only for Men (or the services which women can hardly access to);
- iii. Only for Women (Is there any special services or activities focusing on women?)

### *3.2 Constraints and Solution identification*

- i. If your co-operative has some services which women can hardly access to, what are the constraints for women accessing the services of the co-operatives?
- ii. What are possible solutions you can envisage according to each constraint?

## **4. Organizational Structure of your Co-operative**

(Draw the structure of your co-operative, including the administrative structure, with managerial levels and calculate the number of males and females at each level as follows:

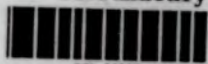
<i>Delegates of General Assembly</i>	<i>Female</i>	<i>Male</i>
Board of Directors		
Advisory Committees		
Executive Committee		
Employees		
General Manager		
Managers of each division		
Supervisors		
Operational staff.		



ISBN: 92-9054-037-0

**INTERNATIONAL CO-OPERATIVE ALLIANCE**  
REGIONAL OFFICE FOR ASIA AND THE PACIFIC  
NEW DELHI, INDIA

ICA Library



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