

ENGENDERING DATABASE IN CO-OPERATIVES

IN ASIA-PACIFIC REGION

A Study Report



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ENGENDERING DATABASE IN CO-OPERATIVES IN ASIA-PACIFIC REGION

A Study Report for ICA

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Foreword

The ICAAP & AWCF organized a conference in 1997 in Tagaytay City with a broad objective to understand reasons for marginalization of women at all level of co-operatives, especially at decision making level and to draw up a practical action plan to enhance participation of women in leadership.

The conference came up with an action plan which was circulated to all the members with a plea to institutionalizing gender sensitive co-operative laws, establishing a gender-disaggregated data collection and utilization system, creating a supportive environment for capacity building of women co-operators as well as the co-operatives institutions for leadership development of women. However, even almost a decade post Tagaytay, women are yet to be seen and counted.

As decided in 1997, the ICAAP and AWCF again organized a Regional conference in Tagaytay in 2006 to evaluate the situation. Prior to that conference, a huge exercise of sex dis-aggregated data collection was done to map the progress and gaps. There are about 520 million individual members in 23 ICAAP member countries. Since this exercise was introduced for the first time, in view of various limitations, planned to collect data from any 20 primary co-operatives of each ICAAP, AWCF and ACCU members expecting to collect information from about 1500 Primaries.

However, only 24 ICAAP Members from 14 countries sent data from 408 primaries consisting of various sectors of co-operatives. Although 50% members responded but quantity and quality of data so collected reflects poorly on the performance of the co-operatives in respect of visibility of women and gender integration in their co-operatives.

In spite of various limitations, this report is ready and I sincerely hope that the content can provoke some response from the co-operatives and other stake holders. In order to achieve the objective of gender integration in co-operatives, we will continue with the collection and dissemination of sex-disaggregated data.

I thank our members for their co-operation and The ICA Domus Trust for providing necessary funds for generating and publishing the report. Ms. Rahaia Baheran, the then Chairperson of RWC demonstrated keen interest in production of this report. I particularly acknowledge the hard work of Ms. Savitri Singh, Advisor Gender Programme of ICAAP in bringing up this report to the fore.

July, 2008

Shil Kwan Lee
Regional Director

Introduction

We are pleased to present the study report “Engendering Data base in Co-operatives in Asia Pacific Region”. The project of sex-disaggregated data collection and analysis has been introduced and implemented for co-operatives in this region for the first time.

ICA has engaged Dr. Indira Hirway, Director of Centre for Development Alternatives of Ahmedabad in India, to help implement the project. The format for data collection was designed by the ICAAP in collaboration with Centre for Development Alternatives and then we collected the data from the members. The data so collected has been supplied to Ms. Hirway for study and analysis. She was also requested to help drawing a future road map for establishing the sex disaggregated data base in co-operatives on regular basis.

We acknowledge the co-operation of all stake holders and hope that the findings of the study may invoke positive actions.

Savitri Singh
Advisor, Gender Programme

Acknowledgement

This study on Engendering Database in Co-operatives in Asia-Pacific Region is sponsored by International Co-operative Alliance, Asia Pacific (ICA-AP) New Delhi. We would like to express our thanks to ICA-AP for giving us this opportunity to undertake this study. We are particularly thankful to Ms Savitri Singh, Advisor-Gender Programme of ICA-AP for providing the necessary support in collection of data and other inputs. We are also thankful to the Chair Persons and Secretaries of Apex Co-operatives for providing statistics for their respective regions in the schedules designed for the purpose.

We are thankful to primary co-operatives from thirteen countries for providing the required data for this study. We are also thankful to all respondents, who made this study possible by giving their valuable responses.

Thanks are also due to Mr. Anil Kumar Roy and Mr. Subhrangsu Goswami for extending their support as and when needed. And finally we would also like to thank Mrs. Jyotikaben for giving statistical support during the preparation of this report.

September, 2006

Indira Hirway
Shital Lodhia

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Issues Related to Gender Equality in Cooperatives

Cooperatives: Definition and Role

Cooperatives are autonomous associations of people who join together to meet their common economic, social and cultural needs through jointly owned and democratically controlled enterprises. Cooperatives promote economic and social development, as they are also commercial organizations with a wider set of values than merely making profit. Each and every member of a cooperative has an equal access to its benefits and services.

Cooperative form of organization has several distinguished features. These features include its voluntary and democratic character, participatory nature and its commitment to high ethical standards such as honesty, openness and social responsibility in all its dealings and activities. Important attributes like combating exploitation, reducing disparities and improving social conditions with gender sensitivity make cooperatives a preferred and more socially desirable form of organization.

Cooperatives play an important role in generating jobs by directly providing productive employment or self-employment. Cooperatives also facilitate the utilization of productive resources in the most effective way. It is also believed that cooperatives promote process of sustainable development, which takes care of economic growth along with equal distribution and environmental protection. Cooperative members always work together to achieve their goals, which they would not be able to get on their own. Thus cooperatives help the poor and the weak in obtaining employment opportunities, both in rural and urban areas.

Women and Development of Cooperatives

In most of the developing countries, the development of cooperatives has emerged out of the response to overcome severe poverty and rural indebtedness during the first two decades of the nineteenth century.

The role of government has always remained important in the initial movement of cooperative development in all the countries. Initially the role of government is of a controller, and then gradually it becomes supporter rather than full controller in most of the countries. This supportive role enables cooperatives to have freedom in carrying out their activities. However, there are some exceptions to this. For instance, in Sri Lanka the control of government on cooperatives has remained dominant. The government here plays the role of controller of cooperatives rather than that of a facilitator. In the past it has played a very active role in promoting cooperative development. It has carried out various projects to promote women to take part into cooperative development. As a result, most of the women joined cooperative mainly to support their families to overcome poverty or indebtedness. However, the presence of women has not perpetuated in active participation in cooperative activities. Women have been just passive members in cooperatives for supporting their families. Their representation in decision-making and leadership position in cooperatives is very low. As per the survey carried out by ICA women's committee, the percentage of female members in leadership position in primary cooperatives in Sri Lanka is ten percent, while at the state level cooperatives it is only one percent. Thus, such type of role played by government is often criticized for not helping women to improve their roles in cooperatives. On the other hand, government not being a controller can also affect the role of women in cooperatives adversely if men oriented laws and policies are promoted.

With regards to women in cooperatives, usually not much specific attention is given for promoting women's participation in cooperative development. It seems that policy regarding cooperative development has always given equal rights and power to men and women. However, a careful look at the implications of such a policy, particularly in developing countries, tends to be gender blind. As a result, women's participation at all the levels remains much lower than the same of men. Even though there are no systematic data available on female participation in cooperatives, it is observed by scholars that women do not play active role in cooperatives and their participation in decision-making and leadership is very low in cooperatives. (Nippierd A.B, 2002) Laws do not exclude women directly from participating in cooperative activities but the prevalent socio-economic condition relegates women to have subordinate position and prevent them from using equal opportunities provided by cooperatives. In this way, the rules and reality differs with each other with regards to women in cooperatives. There are various factors responsible for this gender inequality.

Women have to face many constraints such as legal, social, cultural and economic restrictions to participate in activities of cooperatives. Poverty, low level of education, heavy work load due to double responsibilities, less time, shy nature and immobility are some of the major factors which play very important role in keeping women away from cooperatives. Literature on women in cooperatives reveals the fact that most of the time women are not aware of cooperative principles and practices. They do not have easy access to and control over resources such as credit, education, training, capital and productive assets etc. They do not get direct financial and social benefits of cooperatives such as, maternity leave and childcare facilities. When the provision of benefits such as education and training is concerned, men are preferred over women.

There are some important points that emerge from the experiences of developing countries regarding gender in cooperatives:

1. General participation of women in cooperatives has increased over a period of time but their active participation is still lacking. Women have just become passive members who have to work under male dominated working system.
2. There is low participation of women in leadership and in decision making because of prevalent patriarchy system of gender stereotype thinking and less education. For example in Pakistan, the female representative in cooperative leadership is almost absent due to male dominant patriarchy system.
3. Female quota in cooperative board is provided in some of the developing countries. However, it is observed that one or two females cannot influence the decision-making and have not been able to change the whole working system. The need for equal representation and networking remains unattended in most of the countries.
4. In some developing countries like India, women's needs and priorities have been considered at policy level but the benefits and services have not yet reached poor women due to their poverty and low level of education.
5. Frequently, laws are amended but not strictly implemented due to strong patriarchy system. There is need to have attitudinal changes for implementing amended laws. For example in India, most of the married women do not demand their equal right for property inheritance.

The structure of cooperative in developing countries is basically three-tier system with primary societies at local level, secondary societies at block or district level and the apex society at the national level. The types of cooperatives in developing countries mainly include Agriculture coops, Credit and Saving coops, Consumer coops, Fishery coops, Fertilizer coops, Bank coops, Land settlement coops and other Service related coops.

Gender Issues in Cooperatives

There are several gender specific issues in cooperatives that need specific intervention of policy makers. Some of the major issues are described below:

To start with, general participation of women is low in cooperatives. Further, their share in leadership and decision-making position is observed to be extremely low. There is a need to increase the number of female members in cooperatives. There is also a need to improve their representation in higher-level position and in lead roles in cooperatives. Thus there is a need to improve the quality of women's role in cooperatives along with an increase in their participation. Secondly, women have to face many constraints to participate in cooperatives. Such constraints include social, cultural, economic, and political restrictions on women, their heavy workload, level of education etc. There is need to address such issues in cooperatives. Thirdly, women do not have equal access and control over resources such as credit, education, training, productive inputs and marketing outlets when compared to that of men. Fourthly, women are not involved in most of the training and education programmes because of many reasons like unfavourable time and place, lack of facilities of childcare and other benefits. Fifthly, lack of financial support also hinders women to participate in any income generating activities in cooperatives.

Prevailing gender bias prevents women from becoming a member or an employee of cooperatives. Such biases may exist at any level from policy to practices to services. And lastly, due to the absence of gender sensitization programmes, there is lack of strong support and commitment to gender issues in cooperatives.

Some Common Constraints Faced by Women: In the literature on women in cooperatives, the most common reasons cited for the limited participation of women in co-operatives are illiteracy, complex procedure of enrolment for membership, inadequate financial support and marketing facilities and lack of effective leadership. These reasons are explained in order to see their impact on lower participation rate of women in cooperatives.

Legal constraint: In co-operatives, one person represents a household, and it is usually a male member who is the head of the family. This is seen as a key factor that affects women's participation in co-operatives. There are several legal constraints, which are very well documented by an ILO report on legal constraints to women's participation in cooperatives. The co-operative laws are rigid in permitting only the members to attend the meeting. For instance, when male head of the family is absent due to seasonal migration, his wife who is often de facto member is not permitted either to attend the meeting or to participate in election. The co-operative laws, which were of an enabling nature, have changed to this situation in some places.

In the cases, where co-operatives are managed by the government and where cooperatives are

made accountable to the government, the government has used them for its schemes, without bothering about women's participation in them. For example in Sri Lanka, government acts as full controller of cooperatives rather than facilitator, used cooperatives for their schemes not worrying about women's role in it. Again, political connection of cooperatives makes it more male dominated and preference is given to men over women at top positions. In addition, particular factors like, fear-arising out of lack of awareness about cooperatives rules and procedures, shifting to another place after marriage and inhibitions have kept women away from top position and decision making in cooperatives.

Cultural and Religious factors: In developing countries, cultural and religious factors play a predominant role in hampering women's participation. The factors such as women's household responsibilities, not speaking in front of men, illiteracy, imaginary inferior abilities and social pressures make it difficult for women to play an active role and to hold leadership positions in cooperatives.

Lack of capital: Women without ownership of landholdings are inhibited, as they cannot become members in cooperatives. This is a major stumbling block for women's participation especially in agricultural co-operatives. In agricultural co-operatives, the types of business particularly dealing with cash crops which tends to be male oriented is another significant factor restricting women's participation. In India, amendment in law of equal property inheritance for men and women has created more scope for women to obtain asset. However, the prevalent socio-cultural customs and practices do not encourage female to demand their rights for equal inheritance property.

Invisible reproductive roles: The co-operatives do not consider the fact that the reproductive role traditionally borne by women reduces their time for working in the co-operative sector. Women in rural settings, by nature do not come forward to participate and to get elected to the board. Even in co-operatives with high women membership, elected office bearers are mostly men. Leadership practices in co-operatives restrict women to carry out their duties. Board Meetings are usually held at night and extend to late hours. Women are, thus restrained due to physical safety, household responsibilities along with leadership duties in co-operatives. In many cases women have difficulties tackling the problem of how to reconcile their reproductive roles (like pregnancies, breastfeeding, child raising and other domestic responsibilities) with their productive roles (work responsibilities and career development). Most of the cooperatives do not provide childcare facilities and congenial working environment.

Lack of time and double responsibility: There is marked resistance from male members for women's participation in co-operatives. At the same time women themselves lack time due to their dual role of being a homemaker - household chores and wage earner that hinder participation. Studies

on women empowerment through co-operatives revealed that (credit) borrowing women members constitute only a low percentage in agricultural cooperatives.

Prejudices against women's role or gender bias or gender stereotype: Usually women's work is not recognized. At work place, they are often judged by two quite different and conflicting standards, as women and as workers, placing them in a classic no-win situation. Women are expected to be submissive, passive and demure. The consequences of gender stereotyping is that men and women are assigned different tasks and responsibilities according to the prevalent social perceptions of what is suitable or not for their gender.

Training on areas such as finance, technology and management are given mostly to men rather than to women. Training is generally conducted at centres located far from the homes, and hence women cannot participate. At the Tagaytay conference, Lorraine Corner in her opening remarks, stated that in spite of having equal educational background, the percentage of women holding managerial position was less than that of holding technical post when compared to that of men.

Lack of access to and control over resources: Absence of women's access to and control over resources and benefits arising out of development process also affects women's participation adversely. Besides limited access of women to education and training, absence of political power and absence of economic alternatives hinder women's participation in cooperatives.

Lack of education and training: These are considered as basic obstacles for women not reaching at the leadership position or not contributing in decision-making. There is a need to expand and diversify the education and training opportunities available to women.

Engendering Statistics: A Way Forward

In order to change the above situation, the first requirement is to make women's inferior position visible and to show the wide gap between the positions of men and women in cooperatives through statistics. That is, the first important step will be to engender the statistics on cooperatives.

Engenderment of statistics is required to integrate gender concerns into policies, programmes and projects with the aim of enabling gender equity and equality. It ensures that issues concerning gender equity and equality are placed at the center of policy decisions, institutional mechanisms and resource allocations. It also ensures that women's perspectives and voices are part of all developmental efforts. Engendering statistics also has implications for macro policy making and for influencing and supporting structural changes in development work of the nation. Statistics on engendered special projects provides governments with a model to scale up and replicate. It also demonstrates how to tackle gender issues with momentum and gives insights on how gender can be involved in all programmes.

If gender equality is to be included among the highest objectives of co-operative development work, it is important to create a suitable database for the purpose. There is need to show that women in developing countries are far away from gender equality, as there are wide gaps between the status of men and women in cooperatives.

One of the main strategic objectives of Beijing Declaration and Platform for Action is to generate and disseminate gender-disaggregated data and information for planning and evaluation. It specifically asked for collecting, compiling, analyzing and presenting on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation. This can help in reflecting problems and questions related to men and women in society. ICA participated actively in the preparations for the Forth World Conference on Women in Beijing organized by UN. The Platform for Action, prepared for the Fourth World Conference on Women (of which ICA was an active member), has drawn attention to the need for information about gender inequality in all walks of life.

“The absence of gender-disaggregated data based on separate records for men and women, is a source of gender blindness and gender bias against women.” This quotation is from the African Platform for Action adopted by the Fifth Regional Conference on Women, held at Dakar from 16 to 23 November 2000. It is equally applicable to Asia Pacific countries.

The Regional Conference on Women in Decision Making in Cooperatives, held at Tagaytay City, Philippines, made a formal declaration (called Tagaytay Declaration or Tagaytay Resolution) for promoting the participation of women in the leadership and decision making positions in cooperatives (1997). The Resolution accepted that the first step towards mainstreaming women in cooperatives is to engender the database of cooperatives at all the levels.

The declaration stated that the following aspects to be considered while studying existing status of cooperatives in developing countries.

- Democratic participation in cooperatives means that both men and women should participate equally in cooperatives;
- Gender-related problems also exist in the cooperative sector;
- Women are not a special marginalized interest group but represent half the world's population and contribute to socio-economic development;
- Both men's and women's needs and concerns must be addressed equally;
- Both men and women should be provided equal opportunities and treatment within the cooperative sector and should benefit equally from cooperative development;

- ▶ Both men and women should have equal access to decision- making levels and leadership positions;
- ▶ Both men and women should share responsibilities and power in all spheres of life;
- ▶ Women face constraints in their access to and control over resources e.g. credit, training and education etc.

In order to incorporate the above points in policy making the first step to engender statistics on cooperatives at all the levels. The present study makes recommendations for engenderment of statistics in cooperatives.

Establishing Gender Database in Cooperatives in Asia Pacific Region

The ICA Regional Women's Committee for Asia and the Pacific (ICA ROAP, New Delhi) is very rightly interested in establishing a comprehensive sex-disaggregated and duly engendered database in the Asia-Pacific Region as a follow up of the Tagaytay Resolution. This is a very important development as engenderment of national and international statistical systems (i.e. incorporation of gender related concerns in to the data systems) has been a long standing demand of all those concerned with gender equity and justice. The engendered database at ICA RWC is expected (1) to provide a base line for creation of road maps for implementation of programmes that aim at engenderment of co-operatives, (2) to be used for measuring and monitoring progress in terms empowerment of women in co-operatives and for directing the efforts towards mainstreaming gender in cooperatives and (3) to institutionalize engendered database in co-operatives so that gender is mainstreamed in the statistical system of co-operatives at all the levels. The contents of the database will be primarily determined by the objectives and the strategies for integrating women in to cooperatives as laid down by the Tagaytay Resolution.

The first task for engenderment of the data system in the ICA will be to understand the status of the database that exists in cooperatives in the Region at present so as to identify the gaps and to formulate a strategy for filling in the gaps. It needs to be underlined at the outset that the engenderment of any data system includes not only sex-segregated data but also the collection of data that throw light on the issues that determine or influence gender equity.

This study has been undertaken with a view to preparing a comprehensive database, which can help in formulating and implementing any development programme in cooperative sector. The main goal of the study is to formulate and implement effective strategies to achieve gender equality at all levels of co-operative in the region especially at leadership positions. The specific objectives of this paper are (1) to establish a comprehensive database to evaluate

progress post Tagaytay declaration 1997 and identify gaps i.e. the effectiveness of development programmes and (2) to use the data as base line to ascertain needs and formulation of future strategies for leadership development of women and gender integration in co-operatives.

The study will examine the present database in cooperatives and identify the data gaps at the different levels of cooperatives from the gender point of view. It will try to collect the existing gender related data from cooperatives at all the levels through well designed schedules, and analyze the data to understand the current status of women in cooperatives in Asia and Pacific countries. It will present the current level of women's representation in decision-making and leadership roles. In the end it will make recommendations for engendering database of cooperatives in Asia Pacific. The recommendations for engenderment of database will be made keeping in mind the goals of empowering women in cooperatives as per the Tagatay Declaration.

2

ICA: Brief History: Its Role and Activities

Profile and Structure of ICA

The International Co-operative Alliance (ICA) is an autonomous, non-governmental association that brings together global cooperatives. It stands for and serves the co-operatives worldwide. Founded in London, on 18 August 1895, ICA is one of the the largest non-governmental organizations in the world. ICA's headquarter is in Geneva. ICA's members include national and international co-operative organizations spread over 94 countries. Its five regional offices in Africa (2), the Americas, Asia/Pacific and Europe, together, serve more than 235 member organizations, including five international organizations, representing well over 800 million individual members around the world.

The major focus area of ICA includes

- ▶ Policy Development and Legislation
- ▶ Promotion and Protection of ICA Co-operative Identity Statement (ICIS)
- ▶ Sound Leadership and Value-based Professional Management
- ▶ Developing and supporting International Co-operative Trade Network and inter-co-operative trade.
- ▶ Agriculture and consumer sector development
- ▶ Involving women, youth and marginalized groups in co-operative efforts

The major activities of ICA are;

- ▶ Coordinating co-operative development efforts within the region and facilitating exchange of experiences

- ▶ Project identification, formulation, preparation, and evaluation.
- ▶ Organizing Co-operative Think Tank
- ▶ Convening Co-operative Ministers' conferences.
- ▶ Organizing members' Regional Assembly and specialized committee meetings.
- ▶ Development and facilitating human resource development, research and gender integration activities.
- ▶ Coordinating other co-operative-related activities.

ICA is a decentralized organization, democratically governed by its members. The General Assembly, the highest policymaking body of ICA, decides the agenda and activities of ICA and approves budget to fulfill them. Each regional office has its Regional Assembly.

ICA also has nine-sectoral organizations to look into specific sectoral interests. It also has four thematic committees to carry out research on different issues of co-operative research, communications, human resource development and gender equality.

Gender Concerns in ICA

The foundation of cooperative movement is based on "Rochdale Principles" which were formulated and put into practice for the first time to regulate cooperatives worldwide. The important aspect of the Principles is that they set the rule of 'one member one vote' along with the equality of sexes. This perhaps indicates that cooperative movement has strong consideration for women's issues in their rules and principles. The presence of women in cooperative meetings and activities is well recorded in the history of ICA. The presence of women in the founding committee of International Cooperative Alliance in 1895 is also a proof showing that women were quite active and playing influential role at an international level.

However, this female influence did not last for more than a couple of years and the role of women was downgraded in cooperatives. Later on, issues related to women came forward only after the establishment of International Cooperative Women's Guild in 1921. The first time when specific attention paid towards women's issues was in 1964 when "Women Cooperative Advisory Council (WCAC)" was formed to deal specifically with women's problems. WCAC, after a long struggle, was able to represent itself in Central Committee of ICA in 1967. It took around one decade to become an auxiliary of ICA for WCAC, which was accepted by central committee with a new constitution. Thereafter, it was recognized as the ICA Women's Committee.

The regional seminar on the "Role of Cooperation in the Emancipation of Women" held in 1962 in New Delhi and organized by ICA ROEC, was the first major attempt to address the

gender aspects in cooperatives. At that time, only 8 countries were the members of ICA ROEC. Except Japan, no other country had shown any significant involvement of women in cooperatives in the workshop. The seminar drew attention to the need for improving the socioeconomic condition of women through cooperative action and recommended cooperative movements, the government departments of cooperation and women's voluntary organizations for bringing about the awareness on gender issues in cooperatives. As a follow-up of the seminar, a study tour was conducted which focused on incorporating concerned officials and women's organizations from different countries in the process of involving women actively in cooperatives. However, the response was not satisfactory and neither cooperatives movements nor women themselves showed any interest in the involvement of women in cooperatives.

The second major effort on addressing women's active involvement in cooperatives was carried out during the year of 1975, which was declared as UN International women's year. The research and activities in this year focused on women, their problems and the obstacles to their progress. Along with government and international agencies, cooperatives recognized the need for mainstreaming women in development agenda. It provided more scope to women to get into ICA activities. In 1974, ICA women's committee was given a status of an Auxiliary committee of the ICA. Once again ICA ROEC arranged a regional conference on the "Role of Women in Cooperative Development". It addressed a wide range of issues pertaining to women and cooperatives and prepared a strategy to get women actively involved in cooperatives at all levels. As a follow-up of this conference following activities were carried out in the member countries.

1. Various surveys to study the status of women
2. Women committees were set up in member countries
3. National courses were organised
4. Studies on women's role in the consumers' and agricultural movements
5. Study material was produced and provided

The third and very important seminar held by ICA ROEC was on "Enhancing Women's Participation in Cooperative Activities". The focus of the seminar was mainly to discuss the outcomes of women's project implemented in Sri Lanka in order to help women to play a more effective role in cooperatives. Two major streams of thought evolved from the seminar, the first one was emphasizing on the need for setting up of cooperative societies of all types exclusively for women where they can play meaningful role. This stream of thought argued that in the present socio-cultural situation and looking to the aspect of high illiteracy rate in women this is the best way to encourage women to come forward in cooperatives. The second group of thought supported for the need of women getting involved in the mainstream of economic activity and they should

come forward alongside with men and play a more effective role. This, however, would not prevent the setting up of exclusive women's cooperative wherever required, but this group felt that to go on an exclusive basis would mean that they would be sidetracked.

In early 1990s many studies noted low female participation in cooperatives due to various reasons many of which are already discussed above. The studies added that traditions of men negotiating and handling money matters, illiteracy as well as social pressures make it difficult for women to play an active and visible public role. The types of business cooperatives deal in, particularly cash crops, which tend to be male oriented, was also noted as important factor that kept women away. As a result, women are almost invisible in cooperatives. Mixed cooperatives are almost like men's cooperatives. These studies have also come out with quite a few recommendations. Provision of education and training was reported to be the most effective way to improve the status of women in cooperatives.

ICA Gender Equality Committee

Gradually the work of ICA Women's committee expanded. In order to discuss and exchange the experiences and ideas on gender issues effectively worldwide, ICA Women's Committee was given the name of ICA Gender Equality Committee. Gender Committee is one of the four thematic committees, which facilitate ICA members to focus on different issues of cooperative research. The Gender Equality Committee (ICA GEC) promotes equality between women and men and gender integration in the co-operative movement and society. It was formerly known as the ICA Global Women's Committee. This Committee is democratically governed by its members and supported by the ICA.

The vision of the Committee is of a gender integrated movement and a society where women's and men's values, skills and contributions are valued equally and can be utilized on an equal basis, thus sharing rights and responsibilities, and where the organization of work and decision-making structures are based on women's needs and values as well as those of men. The Committee is a catalyst for the implementation of equal opportunity. In short, it promotes equality between women and men and gender integration in the cooperative movement and society. The Committee advocates self-empowerment and the promotion of women through positive actions such as: gender awareness training for women and men; training schemes; career incentives; recruiting and promotion schemes; mentorship programmes; access to decision-making bodies. It calls for defined targets and timetables as a means of achieving equality between women and men.

The committee participated actively in the preparations for the Forth World Conference on Women in Beijing organized by UN in 1995. In its Statement to the Fourth World Conference on Women in Beijing, the ICA gender equality committee reiterates the potential of co-operatives

for improving the economic and social conditions of women worldwide. The Platform for Action, the final document emanating from the Beijing Conference, also contains eight references to the role of co-operatives in promoting the advancement of women and called for support of co-operatives.

ICA strategy for promoting gender equality aims at promoting equality between men and women in all decision-making and activities within the cooperative movement. The five priority areas to promote gender equality are (1) genuine and clear statement of commitment from top leadership and visibility of competent women and men leaders, (2) capacity building, (3) gender balance of elected officials and staff, (4) accountability and monitoring and (5) human and financial resources

Tagaytay Conference

Conference on “Women in Decision-making in cooperatives” held in Tagaytay city (7-9 May 1997) in Philippines is a major landmark for women in cooperatives. The conference showed a great concern towards the low participation of women in leadership and decision-making structures and processes in cooperatives at primary, national, regional as well as global level. The conference noted with concern that: (1) women remain in a position of inequality compared with men partly because their situation, needs and concerns are not even considered in current decision making, (2) women are marginalized in leadership due to discrimination in education and training and (3) today’s cooperative by-laws are gender blind and do not offer equal opportunities for the women members and women employees.

The focal theme of the Conference was to increase the number and level of participation of women in the leadership and decision-making structures and processes in cooperatives at all the levels. It recognized the fact that women have different needs, interests, priorities and style of leadership when compared to that of men. These differences are mainly due to their different specific roles and situations. Therefore, only equal representation of women in cooperatives can adequately and properly address the needs of women. It stated two major reasons for having an equal share of women in decision-making and leadership. First is about the human rights argument. Women have a right to share in decision-making, just as men have their right. Second one and more important is that women improve decision-making. Women give better decisions in the most practical way as well as in an efficient manner. Further, it argued that meeting women’s needs would also benefit children, families and men; as women play different roles simultaneously as caregivers, wives and mothers.

The Tagatay Conference has come out with a concrete strategy known as “platform for action” for improving participation of women in leadership and decision making in cooperatives in the

Asia and Pacific region. The strategies included instituting gender sensitive cooperatives laws, bylaws and policies that promote increased women membership in cooperatives and participation in leadership and decision-making; building capability of cooperatives on women leadership development and building capability of women for leadership and decision-making in cooperatives. Major recommendations under this strategy include creating a gender balance in cooperative management, integrating women into activities of cooperatives, recognizing that shared work and parental responsibilities promote women's increased participation in public life, promoting women to be effective and efficient in performance of their duties, encouraging them for career advancement through proper training programmes, documenting successful cases and establishing a network of women leaders in order to influence decision making processes.

Developing, promoting and implementing a gender-disaggregated data collection and utilization system for cooperatives is a major recommendation of the Conference. It is argued that a gender-disaggregated data collection is the basic step for gender mainstreaming in cooperatives.

Creating Engendered Database

Tagatay Conference has stated that it is important to measure the actual participation and contribution of women and men in the cooperatives for making women's contribution to cooperative development visible and for showing the degree of inequity and inequality in women's and men's involvement in cooperatives. It facilitates the recognition of gender issues in cooperatives. It also provides a concrete basis for formulating policies and programmes as well as for providing cooperative services, which are gender responsive.

One of the main strategic objectives of Beijing Declaration and Platform for Action is also to generate and disseminate gender-disaggregated data and information for planning and evaluation. The PFA specifically asks for collecting, compiling, analyzing and presenting on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation. This can help in reflecting problems and questions related to men and women in society.

ICA has tried in the past to collect gender disaggregated statistics to map the situation of women in the Co-operative Movement. In 1996, ICA President sent a letter to members asking for information to evaluate the level of implementation of the resolution. It specifically demanded the information on gender disaggregated statistics on membership, women's participation in power structure and decision-making and copies of any plans/policies for achieving gender equality. After obtaining such information a detailed report was prepared. The report summarized collected

information and suggested some of the changes in implementing ICA strategy. ICA strategies then reviewed from the gender point of view. This database however is limited in terms of coverage as well as in contents. It does not include all the member countries of ICA. Moreover, data does not show any consistency of regular period of time.

Looking to the explicit recognition of the importance of engendered database on the one hand and the limited success achieved in creating such a database on the other hand, ICA has decided to make a systematic effort to engender its database. It has asked CFDA (Center For Development Alternatives) to undertake such a study. The present report is the outcome of this study.

The Present Study

The main objectives of the study are as follows:

- (1) To study the existing database of cooperatives in Asia Pacific with a view to assessing its adequacy and identifying data gaps from gender point of view,
- (2) To develop a standard system for generating, analyzing and utilizing gender-disaggregated data in all the aspects of operations of cooperatives which include data on leadership representation and participation
- (3) To promote and assist primary level cooperatives in using this system so as to collect gender-disaggregated data on a regular basis to establish benchmarks and monitor the progress towards a more gender-responsive cooperative movement and
- (4) To collect and publish gender-disaggregated data on cooperative members for relevant government bodies and the general public.

The following sections present the findings of the survey and make recommendations for engendering the database in cooperatives in Asia Pacific.

3

Approach and Methodology

In order to establish a comprehensive sex-disaggregated and duly engendered database, it is important to understand the constraints and problems of women that prevent them from effective and equal participation with men in the different activities of cooperatives. The first step for the study therefore was to review the literature including the past and present activities of ICA in this field. In order to understand the constraints of women with respect to their participation, empowerment and decision making roles in co-operatives, a detailed literature review pertaining to the status of women in cooperatives was carried out. The review also included major events like conference, seminars and workshops organized by ICA and others, major Conventions, policies, action plans and activities related to gender aspects in cooperatives as well as studies by scholars in this field. This review helped in identifying critical concerns and issues relating to women's participation in cooperatives, in assessing the past efforts of ICA in engendering data and in determining the contents and methods of the study.

Collection and analysis of the available data was the second major step. This showed that the existing database on cooperatives is very poor with respect to understanding gender inequality and suggested that there is a need to broaden the data base to incorporate the gender related concerns in to it.

Questionnaires for Data Collection

The major task for the study therefore was to design questionnaires to collect critical data from cooperatives at all the levels.

ICA has a large network world wide including in Asia Pacific. In all, there are about 222 member organizations registered under ICA representing all sectors of the economy. Together these co-operatives represent more than 800 million individual worldwide. The Regional Office Asia and Pacific of the ICA covers about 28 countries. It has more than 70 apex co-operative

organizations. Each apex organization has sub national / state level co-operatives as well as micro/ primary level co-operatives. The structure of cooperative in Asia and Pacific countries is basically a three-tier system with primary societies at local level, secondary societies at block or district level and the apex society at the national level. The sectors covered by cooperatives in Asia and Pacific countries mainly include Agriculture, Credit and Savings, Consumers, Fishery, Fertilizer, finance and banking, Land and land settlement, and other service related sectors.

ICA and ICA Apex members collect information about the cooperatives in each of the countries. This information however does not focus adequately on the gender dimension. As seen above, the earlier efforts on collecting gender related data have not met with much success. Though ICA, through its various activities including its conferences, seminars, training programmes etc tries to create awareness about the importance of engendered database, it has not been able to collect comprehensive sex-disaggregated statistics from its member countries. This study has been undertaken to suggest ways and means of creating a comprehensive database on gender in cooperatives in the region.

The first task in collecting sex-disaggregated data was to select Apex cooperatives from various countries. Around 19 Apex cooperative were selected from different countries. These included two apex cooperatives each from Iran, Korea and Sri Lanka and four from India. The other apex cooperatives were selected from the rest of the countries. Each selected Apex cooperatives was then given the task of collecting information of twenty primary cooperatives from their respective countries. As a result, the number of primary cooperatives is high in those countries where number of Apex cooperatives is also high. There were around 397 primary cooperatives, which responded to the questionnaire.

The second major task was to design two separate schedules to collect the required data from cooperatives at different levels in the Region. Questionnaire 1 was designed to collect information about ICA Apex cooperatives. This schedule included information on the share of male and female in cooperative membership, their socio-economic background, their activities, and their level of participation in cooperatives. The information on issues discussed on women in meetings, facilities provided to women and changes needed for making women actively participating in cooperative activities were also collected. Questionnaire 2 was designed to collect data on the status of women in primary cooperatives. Similar types of information were collected through various questions from primary cooperatives. The contents of the database were primarily determined by the objectives and the strategies for integrating women in to cooperatives as laid down by the Tagaytay Resolution.

The data collected for understanding the role of men and women in cooperatives can be broadly divided into the following categories.

1. *Data on membership of men and women in cooperatives at different levels:* These data is presented according to (a) countries / sub regions to understand the geographical differences in the participation of men and women in cooperatives and (b) according to sectors / industry to understand the diversification of occupations of men and women in cooperatives.
2. *Data on participation by men and women in decision-making:* These data show the participation of men and women in the management of cooperatives, as chairperson, secretary, as a member of board members or committee and in administrative post. Once again, presentation of these data according to the countries / sub regions and sector, level of cooperatives has shown where women stand as decision makers in cooperatives of different kinds and at different levels.
3. *Data on Capacity Building of Male and Female members in cooperatives:* In order to assess the role of women in cooperatives, it was necessary to understand the access of opportunities for men and women in capacity building and training. These data highlighted gender inequalities in accessing skills - technical, professional and managerial, for equipping themselves for upward mobility and for decision making.
4. *Quality of Participation in Decision Making by Men and Women:* Mere presence of women as members or as office bearers in cooperatives does not guarantee their empowerment or their participation in decision making. It was necessary to know the quality of their participation, as compared to that of men, in decision making by collecting data on the attendance of women in the meetings, seminars and various training programmes.
5. *Facilities / Amenities provided to women workers in cooperatives:* As the Tagaytay Resolution has pointed out, women's need are different from the same of men, and these special needs have to be addressed by the management of cooperatives. Data therefore is collected on the benefits provided to men and women members.
6. *Any other Data reflecting Gender based needs:* In addition to the above, some additional data on women's constraints / problems are collected to understand the limitation of women's participation in cooperatives. For example, analysis of the data on age, education and profession etc of women may help in understanding what kind of women are likely to participate in cooperatives, and what kind of support women need to improve their participation as members and as decision makers in cooperatives at different levels.

It needs to be emphasized that the Tagaytay Resolution has recommended a wide range of strategies for empowering women in cooperatives and for mainstreaming them in the cooperative institutions. In order to implement these strategies and to monitor their performance we need a large set of data, as mentioned above.

Methodology for Data Collection:

Getting the right response from the co-operatives called for special efforts. It was necessary to work out a strategy to get the right response from the co-operatives. To start with, we took help from apex co-operatives as nodal agencies for data collection by making them responsible for the task. A meeting was organized with them to discuss the tasks and issues involved in the engenderment of the database. Their participation in the discussion helped in promoting their involvement in the task.

Strong follow up and monitoring from the Regional Office was carried out to get their cooperation and support. Also, the apex co-operatives or the nodal agencies were given enough time as well as guidelines to ensure comprehensive data collection. They were supported in their task as and when required.

Though it was decided to conduct a survey of twenty-eight countries, only fourteen countries responded for the survey. However, the response from some of the countries like India, Sri Lanka, Myanmar and Iran is overwhelming.

It was also assumed that the study will be geographically representative of various geographical regions like South East Asian Countries, East Asian Countries, Middle East Countries, West and Central Asian Countries and; Oceania and South Pacific Countries. However the limited responses from these regions did not allow us to develop any regional profiles on women in cooperatives. The study now is concentrated on South East Asian Countries like India, Nepal Sri Lanka, Malaysia Myanmar, Philippines, Singapore, Thailand and Vietnam. From East Asian countries only Korea has responded well. China and Japan have not sent much information on primary cooperatives. Iran is the only country from Middle East that has responded to our schedules. From West and Central Asia, only Pakistan has responded. Such poor response from many countries has reduced the geographical coverage mainly to Asian countries.

Table 1: Response Rates in Different Countries

		Responses from Various Countries	
No.	Country	ICA Member Coops	Primary Coops
1	China	1	2
2	Japan	1	0
3	Korea	2	37
4	Iran	2	40
5	India	7	148
6	Nepal	1	20
7	Pakistan	0	16
8	Sri Lanka	3	51
9	Malaysia	2	42
10	Myanmar	1	20
11	Philippines	1	8
12	Singapore	1	5
13	Thailand	1	8
14	Vietnam	1	11
Total		24	408

Data Quality and Data Analysis

The data collected through the questionnaires included quantitative as well as qualitative data. Qualitative open-ended questions were put into the relevant categories to minimize the number of responses. The answers for such questions were clubbed together as per their similar meaning or connotation and put together in a few categories. When necessary, appropriate indicators have been developed to evaluate the status of women's involvement in cooperatives in the light of the goals set out in the Tagaytay Resolution.

Basically two types of indicators were developed for every question. (See Annexure 1)

1. Percentage share of male and female to total within the category: This type of percentage is better in understanding the disparities between men and women at any level.
2. Percentage share of male to total male members and female to total female members in cooperatives: This is a better indicator showing actual status of female in cooperatives.

3. Disparity ratios between men and women: This is better indicator to show the disparity between the status of men and women within country or sector.

Careful analysis of the collected data has been carried out to throw light on the involvement of men and women in the management of cooperatives at different levels.

As this is perhaps the first study of this kind for the cooperatives in the region, we faced several problems related to data gaps, quality of data and reliability of the obtained data. The number of primary cooperatives, which responded, was less than twenty in some of the countries like China, Philippines, Singapore and Thailand. An Apex cooperative from Pakistan did not send any information for Apex cooperatives. Further, the questionnaires were not fully filled in by many respondents. Many cooperatives have not responded to open-ended questions.

There were quite a few other problems found in responses from cooperatives. Firstly, the misunderstanding of some of the questions by many cooperatives could not provide data up to the mark. For instance, most of the cooperatives have filled up their region name in place of sector of the cooperatives. Secondly, there was a problem of language in some of the responses. Many cooperatives filled up some information (like the name of their committees) in local language, which was difficult to decipher. This problem was specifically observed in responses sent by cooperatives from Iran and Malaysia. Thirdly, though it was decided to collect data from mixed type of cooperatives, the response was also found from only men or only women cooperatives.

The quality of data was also not found to be highly reliable as there were some discrepancies in male and female numbers in some of the fields. The total was not matching with the actual total number of males and females. Number of women at different post including board members was sometimes reported to be higher than the total number of members in cooperatives. This created a big problem in analysis of data. Sometimes, it was felt that the response was overstated in some of the numeric and open-ended questions in order to represent falsely that their cooperative is gender sensitized.

In addition, the study suffers from some methodological limitations. First of all, the selection of cooperatives was done on a purely random basis, without any concept of sampling. The number of cooperatives that responded from different countries did not really represent the total population of cooperatives. Moreover, as there is no baseline statistics available on sex desegregated data, there is no scope for comparing the data with any past data.

Strength and Limitation of this Exercise:

In spite of these limitations and the disappointments in getting the right response, the study is

important from the gender point of view. This is because not much is available on women in cooperatives in the region. This could be seen as a beginning in generating sex desegregated data within cooperatives. The study is also important for ICA and member organizations, as it has drawn attention to the limited role of women in cooperatives on the one hand and underlined the difficulties of generating the required data on the other hand. The study also provides guidelines for further actions required to generate the required data.

This report is divided into six sections. The first section provides the background of the subject and justifies the need of the study by mentioning clear objectives of the study. The second section presents the brief information about ICA, its history, its profile and its efforts to collect sex-desegregated data from cooperatives. This third section deals with the approach and methodology used for this exercise. The fourth section gives analysis of data showing the overall status of women in cooperatives. Section five puts emphasis on benefits derived by men and women in cooperatives. It describes the importance of such benefits in improving the status of women in cooperatives and depicts the real picture of obtaining benefits by men and women in cooperatives. It also provides country profiles for the countries for which it was feasible to do so. It presents country reports and inter-country comparisons. Section six concludes the major findings and presents specific recommendations for creating comprehensive engendered database at all levels of cooperatives. It also gives general recommendations for engendering cooperatives and engendering database for promoting gender equity or mainstreaming gender in cooperatives.

Some Recent Statistics on Cooperatives

We present below some latest data on the status of sex segregated data on cooperatives existing in different countries.

Percentage of Women in Membership of Co-operatives (ICA Members Only)

Country	Organisation	1996	1997	1998	1999	2000	2001	2002	2003	2004
India	National Federation of State Co-operative Banks Ltd. (NAFSCOB)							3%		
Iran	Mollah-Al-Movahedin Credit Co-operative (MAMCC)									16%
Japan	Japanese Consumer Co-operative Union (JCCU)							90%		
Japan	The Japanese Workers' Co-operative Union (JWCU)	45%								

Country	Organisation	1996	1997	1998	1999	2000	2001	2002	2003	2004
Japan	Central Union of Agricultural Co-operatives JA-ZENCHU		13.5%							
Japan	National Mutual Insurance Federation of Agricultural Co-operatives (ZENKYOREN)						8.9%			
Korea	National Agricultural Co-operative Federation (NACF)	7%					17.3%			
Korea	National Credit Union Federation of Korea	40.3%				49.3%				
Korea	National Federation of Fisheries Co-operatives (NFFC)						8.9%		63.4%	
Malaysia	ANGKASA			35%						
Malaysia	National Land Finance Co-operative Society Ltd.						35.6%		5.7%	
Nepal	National Co-operative Federation of Nepal	7%							13%	
Philippines	National Confederation of Co-operatives (NATCCO)						62%			
Singapore	Singapore National Co-operative Federation Ltd. (SNCF)	50.9%					47.4%			
Sri Lanka	Federation of Thrift and Credit Co-operative Societies (SANASA)	50.8%				58.1%				

The above table indicates the poor state of affairs regarding sex-segregated data on membership of cooperatives under ICA: (1) in most cases the data are available for only one point of time, (2) the data do not seem to be reliable when some time series data are available – one observes abnormal fluctuations in data, and (3) it is not possible to come to any conclusion about women's membership in cooperatives on the basis of the data.

The following table also leads us to observe similar findings about the data on employees of cooperatives.

Percentage of Women Employees in Co-operatives

Country	Organisation	1996	1997	1998	1999	2000	2001	2002	2003
Japan	Japanese Consumer Co-operative Union (JCCU)	17.8%				15.2%			
Korea	Korean Federation of Community Credit Co-operatives (KFCCC)	7%						22.1%	52.9%
Korea	National Agricultural Co-operative Federation (NACF)	35%					35.2%		
Korea	National Credit Union Federation of Korea (NACUFOK)	65%							
Korea	National Federation of Fisheries Co-operatives (NFFC)						28.6%		
Malaysia	ANGKASA			56%					
Nepal	National Co-operative Federation of Nepal	7.5%							
Singapore	Singapore National Co-operative Federation Ltd. (SNCF)								

ANNEXURE 1

Indicators used to assess the status of women in primary cooperatives

- A. Indicators on membership of men and women in cooperatives at different levels by countries / sub regions as well as by sectors / industry:
 - a. Percentage of women to total members of cooperatives
 - b. Percentage of men to total members of cooperatives
- B. Indicators on participation by men and women in decision-making: at different positions like chairperson, secretary, as a member of board members or committee and in administrative post by countries / sub regions and sector and level of cooperatives
 - a. Percentage share of women chair person to total number of chair persons
 - b. Per ten thousand number of women as chair person to total members of women in cooperatives
 - c. Percentage share of women secretary to total number of secretary
 - d. Per ten thousand number of women as secretary to total members of women in cooperatives
 - e. Percentage share of women in board to total board members
 - f. Per thousand number of women as board members to total members of women in cooperatives
 - g. Percentage share of women in committee to total committee members
 - h. Per thousand number of women as committee members to total members of women in cooperatives
 - i. Percentage share of men chair person to total number of chair person
 - j. Per ten thousand number of men as chair person to total members of men in cooperatives
 - k. Percentage share of men secretary to total number of secretary
 - l. Per ten thousand number of men as secretary to total members of men in cooperatives
 - m. Percentage share of men in board to total board members
 - n. Per ten thousand number of men as board members to total members of men in cooperatives
 - o. Percentage share of men in committee to total committee members
 - p. Per thousand number of men as committee members to total members of men in cooperatives
- C. Quality of Participation in Decision Making by Men and Women: data on the attendance of women in Annual general meeting and board meeting by countries / sub regions and sector and level of cooperatives

- a. Percentage share of women participation to total participants attending annual general meeting
 - b. Percentage of women attending annual general meeting to total members of women members in cooperatives
 - c. Percentage share of women participation to total participants attending board meeting
 - d. Percentage of women board members attending board meeting
 - e. Percentage share of men participation to total participants attending annual general meeting
 - f. Percentage of men attending annual general meeting to total members of men members in cooperatives
 - g. Percentage share of men participation to total participants attending board meeting
 - h. Percentage of men board members attending board meeting
- D. Data on Capacity Building of Men and Women members in cooperatives: data on the attendance of women in seminars, programme, training programme by countries / sub regions and sector and level of cooperatives
- a. Percentage share of women participants to total participants attending seminar or conference
 - b. Percentage of women attending seminars or conference to total members of women members in cooperatives
 - c. Percentage share of women participants to total participants attending training programme or capacity building programme
 - d. Percentage of women attending training programme or capacity building programme to total members of women members in cooperatives
 - e. Disparity Ratio between men and women in attending training programme or capacity building programme
 - f. Percentage share of men participants to total participants attending seminar or conference
 - g. Percentage of men attending seminars or conference to total members of men members in cooperatives
 - h. Percentage share of men participants to total participants attending training programme or capacity building programme
 - i. Percentage of men attending training programme or capacity building programme to total members of men members in cooperatives
- E. Facilities / Amenities provided to women workers in cooperatives: Data on benefits provided to men and women by countries / sub regions and sector and level of cooperatives

Benefits include social security benefits like maternity leave and health insurance, financial benefits like loan and credit, technical benefits like technical input in arming or other activities.

- a. Percentage of women receiving maternity benefits or child care leave to total members of women members in cooperatives
- b. Percentage of women receiving health insurance to total members of women members in cooperatives
- c. Percentage of women receiving credit/loan to total members of women members in cooperatives
- d. Percentage of women receiving technical support to total members of women members in cooperatives
- e. Percentage of women receiving training to learn new skill to total members of women members in cooperatives
- f. Percentage of men receiving maternity benefits or child care leave to total members of men members in cooperatives
- g. Percentage of men receiving health insurance to total members of men members in cooperatives
- h. Percentage of men receiving credit/loan to total members of men members in cooperatives
- i. Percentage of men receiving technical support to total members of men members in cooperatives
- j. Disparity index for men and women in receiving training to learn new skill
- k. Disparity index for men and women in receiving maternity benefits or child care leave
- l. Disparity index for men and women in receiving health insurance
- m. Disparity index for men and women in receiving credit/loan
- n. Disparity index for men and women in receiving technical support
- o. Disparity index for men and women in receiving training to learn new skill

4

Data Analysis

Membership Profile:

There are 800 million members of cooperatives around the world, and it is estimated that these cooperatives employ some 100 million persons. It is clear that cooperatives provide enough scope for employment.

There are about 28 countries covered under the Regional Office Asia and Pacific of the ICA and they have more than 70 apex co-operative organizations. Each apex organization has sub national / state level co-operatives as well as micro/primary level co-operatives.

Out of twenty-eight, only thirteen countries participated in this survey. The most important information they provided was on profile of membership in cooperatives. On an average, women constitute around 31% of total members in cooperatives. However, there is large variation across countries and sectors. As seen above, cooperatives provide large employment opportunities to people, to both men and women. In this context, it is important to see women's representation in cooperatives at various levels of positions.

Table 2: Distribution of male and female at different levels of cadre in Cooperatives 2003-2004

Various positions in Cooperatives	ICA Apex Coops					ICA Primary Coops				
	Male		Female		Total	Male		Female		Total
	No.	%	No.	%	No.	No.	%	No.	%	No.
President/ Chairman	18	94.7	1	5.3	19	358	90.2	31	7.8	389
Chief Executive	17	100	0	0	17	270	68	41	10.3	311

	No.	%	No.	%	No.	No.	%	No.	%	No.
Board Members	298	91	28	9	326	2966	85.5	502	14.5	3468
Committee members	471	81.6	106	18.4	577	9041	82.7	1969	18.0	11010
Admin Manager	6187	97.6	151	2.4	6338	1920	65	1044	35	2964
Admin executive	NA	NA	NA	NA	NA	1855	67	886	32	2741
Non Executive admin staff	12473	88.5	1624	11.5	14097	12953	70	5639	30	18592
Members of cooperatives	NA	NA	NA	NA	NA	2578498	69.33	1140501	30.67	3718999

The share of women's employment in non-executive administrative post is around 30 percent. As per global employment trends, women share is around 40% of world's workers. Compared to this figure, women's employment share in administrative post, which is non-technical and non-professional in cooperatives is less than satisfactory. The percentages of women's share in board members and committee members are 18 and 14.5 respectively. At chairman or president level, the percentage is only 7.8. This indicates that even though cooperatives principles do not distinguish between men and women, the opportunity attained by men and women in cooperatives are still not similar. Women do not get equal opportunities as men get in cooperatives.

The low share of women declines further as one moves towards higher and decision making positions. There is thus pyramid pattern of the status of women in cooperatives at different levels of positions that indicates that the representation of women declines as one moves from lower to higher levels of positions.

Figure 1: Pyramid showing the percentage of female in various posts in primary cooperatives

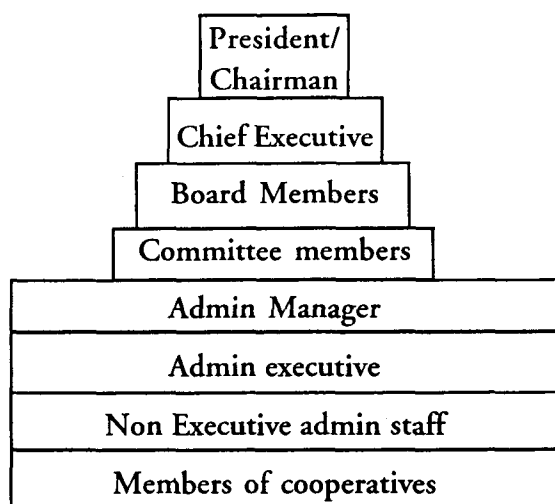


Table 3: Percentage of Men and Women in High Positions to total men and women members in Cooperatives 2003-2005

Various position in Cooperatives or Level of post	Men and Women in high Positions Per Ten Thousand Members of cooperatives		
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Board Members	12	4	4
Committee members (per'000)	35.1	17.3	29.4
Admin manager	7.4	4.0	11.5
Admin executive	7.2	3.4	10.7
Non Executive admin staff	50.2	21.9	72.2

The above table provides the details of the pyramid. It shows that for all the higher-level positions, the representation of women is much lower than that of men. The disparity between the shares of men and women is quite visible in all the leadership positions. In board members the male representation to total male cooperative members is three times higher than that of female. While in committee members it is two times higher.

In short, even though the representation of women in cooperatives does not seem to be very low, their representation in decision-making is extremely low.

Socio-economic background of cooperative members:

Literature on gender and employment in the context of Asian countries indicates that there exists a strong age and marital status based discrimination in labour force in Asia.

An insight into the distribution of age groups of board or committee's members working in cooperatives provides interesting results. On an average, the share of women members in the youngest group (Age between 20 and 40) is higher than their male counterparts. This indicates a strong preference for young women members in decision-making process. It seems that the older women who are usually married having children are not preferred and they have very few options available. This indicates that cooperatives are not different from any other informal sector in Asian countries where age is a decisive factor in the selection of members.

Table 4: Age distribution of male and female members in board / committee

	Age Group		
	Age 20 to 40	Age 40 to 60	Age 60 and above
<i>Men</i>	6251 43.5 %	6529 45.4 %	1600 11.1 %
<i>Women</i>	3805 54.8 %	2310 33.3 %	830 12 %

Educational background of both men and women is another important factor in board or committee membership. It is assumed here that higher education can be helpful to women becoming more influential in decision-making process in cooperatives. A striking feature is that the proportions of both men and women decline as one moves to higher levels of education. Secondly, some of the countries show better picture of women's educational background when compared to the education background of their men counterparts. Those countries are Myanmar, Singapore, Thailand, Korea and Iran. On the other hand, some of the fastest developing countries like China, Sri Lanka, India and Vietnam have reported very low proportion of women members having higher education.

Table 5: Educational background of male and female members in board / committee

	<i>Educational Background</i>		
	Primary	High School	University
Male	4187 45 %	3144 33.8 %	1972 21.2 %
Female	1535 44.4 %	1184 34.2%	741 21.4%

Again, some of the sectors like agriculture, supply and marketing, housing, social services have reported very low percentage of women with higher educational background.

Most of the board members (both men and women) in cooperatives are showing their profession as farmers. Members having business as a profession is also dominant in some of the countries like Singapore, Malaysia, Myanmar, Sri Lanka and Philippines. However, the presence

of male politician in Iran, Malaysia and India as well as the female politician in Iran and Thailand is worth noting. It appears that there is lot of political influence on cooperatives in these countries. The proportion of members having service or self-employed as a profession is not much significant.

Table 6: Professions of male and female members of board/ committee

	<i>Profession of members</i>						<i>Total</i>
	<i>Farmer</i>	<i>Business</i>	<i>Politician</i>	<i>Service</i>	<i>Self Employment</i>	<i>Others</i>	
Male	4975 74.3 %	1188 17.8 %	348 5.2 %	137 2 %	13 0.2 %	31 0.5 %	6692 100 %
Female	2511 83.9 %	359 12 %	56 1.9 %	41 1.4 %	4 0.1 %	22 0.7 %	2993 100 %

Participation by men and women in various activities:

Mere presence of women as members or as higher-level officers in cooperatives does not guarantee their empowerment or their participation in decision-making. It is very important to assess the quality of their participation as compared to that of men, in decision-making. Attendance in meetings is the first step for participating in any process. Therefore, it can be taken as an indicator of level of participation. Presence of women in board and annual general meeting is taken as indicators showing the nature of their participation in decision-making.

Table 7: Attendance of Men and Women Members in Annual General Meetings and Board meetings in Apex Cooperatives

	Male		Female		Total	No. Of Board Meeting	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>
Share of male and female members attending Annual General meetings	3797	95.1	197	4.9	3994	100	14
Share of male and female attending board meeting	947	93.9	42	4.2	1009	100	187

At apex level cooperatives, women participants in annual general meetings and board meetings account only for 4.9% and 4.2% respectively. Except Philippines and Malaysia, no other countries have reported any significant percentage share of women attending board meeting or annual general meeting.

Table 8: Attendance of Men and Women Members in Annual General meeting at Primary level Cooperatives

	Male		Female		Total	No. Of Board Meeting	
	No.	%	No.	%	No.	%	No.
Share of male and female members attending Annual General meetings	86818	62.1	41760	29.8	139916	100	9187
Per ten thousand of cooperatives members attending Annual general meeting	337		366		357	9187	

At primary level cooperatives, the share of women participation in attending annual general meeting is around 29.8 %. However, their attendance per ten thousand members of cooperatives indicates that the proportion of women attending AGM (366) is slightly higher than that of men (337).

There are large variations across countries and sectors. Around seven countries have reported the percentage of women participation rate of more than 30%. Nepal has reported highest women participants (54.8%) attending annual general meetings. This is obvious as the sample from Nepal includes mainly women cooperatives. This is followed by Sri Lanka with 52.75, Vietnam with 50.9%, Singapore with 42.9% and Myanmar with 42.2%. On the other hand China, Iran, Pakistan and India are at the bottom with percentage share of women participation even less than 20%.

Sector wise analysis shows that the percentage share of women attending annual general meeting varies greatly over various sectors. The percentage of women participants is more than 20% in most of the sectors except fisheries and social services. The highest percentage is found in retail services sector with 60% followed by miscellaneous other (49.4%), health (42.7%) and banking and finance (41.9%).

Table 9: Attendance of Men and Women Members in Board meetings in Primary Cooperatives

<i>Share of male and female attending board meeting</i>						No. Of Board Meetings
<i>Male</i>		Female		Total		
No.	%	No.	%	No.	%	No.
14614	82.8	3111	17.6	17658	100	5690

It is important to note that around 65% cooperatives reported that board meeting is held once in a month, while 18% reported that it is held once in every fortnight. The only country where meetings are not being held regularly is Pakistan.

Although women's presence in annual general meeting is quite significant, their presence in board meetings, where the decisions are being taken, is very poor. At decision-making level, barely 0.1 % of board members attend board meeting. On an average, women account for 17.6% participants attending board meetings. There is large variation among countries and sectors. Nepal stands first with women constituting 45.4% of total participants attending board meeting. This is followed by Singapore with 37.8%, Vietnam with 32.8% and Philippines with 30.1%. Sri Lanka and Thailand, which constitute good percentage of women participants in annual general meetings, has reported only 23.1% and 17.3% of women participation in attending board meeting.

The lowest percentage of women participants is found in Korea where women constitute only 0.2% of total participants attending board meeting. This is in spite of the fact that women constituted around 20.8% of the total participants attending annual general meeting. It indicates poor share of women in decision making in Korea.

Pakistan and China are second and third from the bottom where the percentages of women participants are very low i.e. 5.7 and 7.1 respectively. They also have low share of women attending annual general meeting.

Sector wise analysis shows that the sectors in which women participants are higher in numbers are not economically very attractive. The percentage of women participants is observed to be the highest in retail services with 45.8%, followed by thrift and credit with 37.5%, miscellaneous others with 29.4% and multipurpose with 26.7%. The sector like banking and finance in which percentage share of women participants was quite significant, shows only 12.8% (less than average) of women attending board meeting.

In short, there is not enough participation of women in decision making roles at different levels of cooperatives as well as in different sectors.

Before we end this discussion, it is important to point out a limitation of the response to one of our questions: In some countries the number of attending members included participants attending total number of meetings held during 2004. Also, in some cases non-members attending the meetings are included. This has left some discrepancies in calculations.

More Details on Decision making roles of men and women At different levels:

Apex Cooperatives: The information on share of men and women in decision-making position at Apex level cooperatives indicates that an average percentage share of women in decision-making positions is only 8%. Only one woman was reported on the post of chairman or president from Singapore. For the post of chief executive, no woman has been reported. There is a large variation among countries when percentage share of women in decision-making is considered. Vietnam has reported very high percentage share of women i.e. 71.4% in decision-making level. This is followed by Philippines with 26.7% and Japan with 20.5%. On the other hand, China and Iran have not reported any women working as board members or at any decision-making level. Korea and India have shown only one percent share of women in decision-making positions.

There are nine committees on different subjects reported in most Apex level cooperatives. The highest number of committee reported from all the countries is business and marketing management committee which accounts for 26.7% of the total committees reported. Audit, banking and finance management committee is the second highest reported committee from most of the countries. However, Women Committee is reported only form three apex cooperatives.

Table 10: Distribution of Committees reported by Apex cooperatives

<i>Name of Committee</i>	<i>No.</i>	<i>%</i>
Account and administration	5	8.3
Advisory committee	7	11.7
Loan and credit committee	2	3.3
Business and marketing management committee	16	26.7
Election and member committee	3	5
Education, information and training committee	7	11.7
Audit, banking and finance management	12	20
Women's committee	3	5
International Relation Dept.	3	5
NR	2	3.3
Total	60	100

On an average, woman represents 18.4% of share in committee members. The maximum share of women members is reported from women's committee, which is very obvious. This share is reported from three countries namely India, Sri Lanka and Singapore. While the percentage share of women reported in business and marketing management committee which is present in maximum numbers of countries is very low. Among these countries only Vietnam and Malaysia have reported good percentage share of women representation on this committee. While in India and Korea, the representation of female on this committee is zero percent.

At Apex level, an average share of representation of women members in non-executive staff is 11.5% while at manager level it is only 2.4%. This clearly shows that women have to go still a long way to get themselves into decision-making process. The representation share in administrative staff varies greatly among countries. Philippines, Singapore, Sri Lanka and Myanmar have reported relatively higher percentage share of women in administrative staff, while Korea, Iran and India have reported very low percentage share of women representation.

At primary level, the percentage share of women in the post of chairman or president is very low. The overall percentage of women as chairperson or president is 8%. However there is variation among countries. It is obvious that the representation of women in this position is higher in Nepal as most of the sample cooperatives are women cooperatives. However, in some of the countries like Vietnam (36%), Philippines (25%), Singapore (20%) and Thailand (12%), the representation of women in such decision-making position is reasonably good compared to other countries. Sectoral distribution shows very clearly that the representation of women in the post of chairperson is visible in only specific sectors like thrift and credit, multipurpose, consumer and other miscellaneous sectors. The representation of women at the post of chairman is very low in agriculture (4%), and banking and finance (2%) sectors. Other important sectors like dairy, marketing, housing and health have shown no women representatives in high decision making positions.

Similarly, the percentage of women representatives at the level of chief executive is also very poor in most countries. Korea, Pakistan and China are at the bottom and do not have any female representative on the post of chief executive. India is also not in a good position when the percentage share of female representative at the post of chief executive is considered. Sectoral distribution shows a similar pattern as discussed above.

The percentage share of women representatives in board members is less than their share as membership of cooperatives. This indicates that the women have not still reached at decision-making positions. However, some of the countries have reported remarkable share of women in Boards. The percentage share of women as board members is the highest in Philippines with 44 % share, followed by Nepal with 43 %, Vietnam with 40%, Singapore with 25%, Myanmar

with 21 and Sri Lanka with 20% share. The share of women board members in Korea is only 2 percent and in Pakistan it is nil. Countries like China, Iran and India have not recorded satisfactory statistics on women representatives in board members. Sectoral distribution indicates that only retail services, which are not very attractive economically, have shown very high percentage share of female representatives (53 %) in board members. The representation of female members in important sectors like agriculture and agro processing, banking and finance, housing, manufacturing and supply and marketing is very low (less than 10 %). This indicates that women are not placed at higher-level positions in economically attractive sectors.

The highest disparity between representation of men and women in board members is reported in Pakistan. This is followed by Korea, Thailand and Myanmar. Sectorwise analysis indicates that only three sectors namely, consumer, health and workers cooperatives show better representation of women in board members compared to that of men. Disparities between male and female representation is found to be high in agricultural, housing and; banking and finance sectors.

Primary cooperatives responded for twenty-four different types of committees across the different countries and sectors. Admin, account and audit related committees are reported from most of the countries except Singapore, Iran and India. Credit, savings and insurance committees also exist in many countries like Philippines, Singapore, Sri Lanka, Nepal, Thailand, Malaysia, Iran and India. Unfortunately, women's and children welfare committee is present only in Malaysia, India and Nepal.

Table 11: Male and female representatives in board members of the primary cooperative

	<i>Male</i>	<i>Female</i>	<i>Total</i>
Percentage share of male and female in board members	85.5 %	14.5 %	100 %
Per ten thousand cooperative members representing as board members	12	4	4

As far as committees in primary cooperatives are concerned, the maximum number of various committees exists in Sri Lanka. Committees existing in Sri Lanka vary from admin, account and audit related committees to banking and finance, credit and savings, local level, transport and trading to various products and project related committees. However, the representation of women in these committees is only 27 % and per thousand women members in all the committees is only two which is less than that of men members. Philippines, Singapore, Vietnam and Nepal are four countries where the women representation in such committees is quite substantial. Looking

to the women representation in different committees, the case of Korea is the worst among all. The average percentage of women members representing their share in committees in Korea is only 0.8 and per thousand women members' representation in committee is also negligible.

Table 12: Distribution of various existing committees in primary cooperatives

Name of Committee	No.	%
Admin, Account and Audit Comm.	106	27
Banking and Finance Comm.	29	7.3
Campaign, welfare & Education Comm.	40	10
Consumer Comm., Purchasing & Sale Comm.	57	14
Credit, savings and insurance comm.	52	13
Executive Comm.	13	3.3
Local level Co-op.	16	4
Management Comm.	33	8.3
Service including Non-Govt. Service Comm.	5	1.3
Training and personal development Comm.	21	5.3
Transport and trading Comm.	33	8.3
Women's and children welfare comm.	12	3
Discipline Comm.	5	1.3
General Body or advisory committee	30	7.6
Handicraft Comm.	3	0.8
Hospital Management Comm.	2	0.5
Housing and building	6	1.5
Planning & Project Comm.	7	1.8
Printing and publication comm.	3	0.8
Staff & Miscellaneous	11	2.8
Contract or tender approval comm.	1	0.3
Agri. Products Comm.	24	6
Research and Foreign Comm.	5	1.3
Other Sub Comm.	76	19
NR	180	45
Total	397	100

Sector wise percentage share of men and women representatives in different committees shows interesting results. Though the percentage of women members in supply and trading (13%) and health sector (15%) is less, the percentage of women holding position in various committees in these two sectors (41% in supply and trading and 38% in health sector) is quite significant. This indicates that women in these two sectors are participating actively by becoming members of different committees.

Table 13: Male and female representatives in various committees in primary cooperative

Sex	Representation In Committee		
	No.	% Share	Per thousand male and female members of cooperatives representing in various committees
Male	9041	82.7	3.51
Female	1969	18	1.73
Total	10937	100	2.94

Women members in committee per thousand are only two when compared to that of 4 in case of men. Health is the only sector in which women members representing in committee per thousand is reasonably better (29.2%).

Table 14: Representation of male and female in other administrative staff in primary cooperatives

Representation of male and female in other administrative staff by country

	Male			Female			Total		
	No.	%	Representation per ten thousand members	No.	%	Representation per ten thousand members	No.	%	Representation per ten thousand members
Managers Other	1920	65	7.4	1044	35	4	2964	100	11.5
Executives Other Staff/ non executives	1855 12953	67 70	7.2 50.2	886 5639	32 30	3.4 21.9	2753 18609	100 100	10.7 72.2

The only segment, in which women representation is significant is the segment of administrative staff. This indicates that women are important mainly in non-professional and non-technical types of jobs. On an average, women have represented 35% at the manager level position, 32% at executive level position and 30% at non-executive staff level in administrative segment. Myanmar, Philippines, Thailand and Vietnam, which have shown reasonably good women representation at decision making level, also show good percentage of women representation in administrative jobs.

Sri Lanka has shown good parentage of women members at all the three levels of administrative positions with 65% at managerial level, 39% at executive level and 58% at non-executive staff level. Cooperatives in Sri Lanka are controlled by Sri Lankan government. The government in Sri Lanka has made many efforts to include women in cooperatives through different government projects. That is why the representation of women as members of cooperatives as well as in administrative positions is much higher. Nepal has also shown some consistency in the percentage of women members at all the levels of administrative positions.

It is worth noting that the difference between percentage shares of women representatives at executive or non-executive and managerial level is very sharp in countries like Korea, China and Singapore. Iran and India are only two countries which have shown very low women representation in this segment (however, this could be due to the biased sample in the case of India).

Sector wise data shows that representation of women is good in the sectors like consumer, multipurpose, social services, thrift and credit, and miscellaneous sectors. Once again, the sectors like dairy, fishery and housing, in which the share of women's work is quite substantial, have shown negligible percentage of women representatives in all the three different levels of positions in administrative segment.

Capacity Building for Men And Women:

Training programmes and the share of women attending them: Around 62 percent of primary cooperatives responded to the question asked about members attending training programmes or capacity building programmes. The most frequently attended training programme is training for managers and directors for learning rules and regulations of cooperatives. Surprisingly, Korea reports the highest percentage of attendants to these training programmes. However, the percentage of women members attending such training programme is very low (17%) in this country. The other major programmes include training related to agricultural development, accounts, administration and taxation, personal skill development training, marketing and business related training, leadership development programmes, and programmes related to women's empowerment and women's welfare.

On an average, the percentage share of women attending training programme is 37.45%. However, there are cross country variations in this. Nepal stands first with the highest share of female participants in training programmes, with 91.4% women attending the programmes.

This is followed by Thailand with 84%, Vietnam with 82.55, Philippines with 72.8% and Myanmar with 68.9%. Pakistan has not responded at all to this question. Korea, India and Iran are at the bottom where percentage share of women attending training programmes is very low.

Table 15: Training programme /capacity building programme attended by members during 2003-05

<i>Name of Training Programme</i>	No.	%
Spoken English/ personal skill development	39	4.8
Income generating training (home gardening, jewelry, painting, compost fertilizer making, scent making etc.)	24	2.9
Training programme related to agriculture	74	9
Training prog. for hrd or admin. officer	17	2.1
Training prog for computer literacy	31	3.8
Training prog for capacity building	33	4
Training prog. for manager, directors etc. related to cooperatives rules and regulations	169	20.6
Training prog for development of school children, youth or community	14	1.7
Training prog. related to rural bank officers	18	2.2
Training prog for non executive staff	23	2.8
Account, admin and taxation training	66	8
Marketing and business related	31	3.8
International /national prog. (asia pacific iv regional n/s 2004)	21	2.6
Role of the security	7	0.9
Women empowerment	8	1
Leadership prog.	20	2.4
Women's welfare and their right, their issues	15	1.8
Financial / investment management	40	4.9
Credit, savings and insurance prog.	21	2.6
NR	149	18.2
Total	820	100

Sector wise analysis of the data indicates that there are five sectors in which the percentage share of women participation is more than 50%. These are retail services, supply & marketing, agriculture and agro processing, miscellaneous others and thrift and credit cooperatives.

Table 16: Participation of male and female in training programme /capacity Building programmes conducted during 2003-05

Participation of male and female in training programme /capacity building programme					
Male		Female		Total	
No.	%	No.	%	No.%	
26712	62.6	15953	37.4	42665	100

Seminars/meeting and the share of women attending seminars/meetings: There is some overlapping in the response to our question on attendance of training programmes and seminars or meetings. However, we separated the responses carefully.

Table 17: Seminars/ Meetings attended by members during 2003-05

Name of seminars	No.	%
Spoken English/ personal skill development	32	8
Income generating training (handicraft, fodder, jewelry, plantation, food package, fishing etc.)	45	11.3
Training programme for farmers related to agricultural development	116	29
Training prog. related to administration issues	8	2
Training prog for computer literacy	8	2
Health, education and environmental awareness related prog.	57	14
Cooperatives general meetings for both executive and non executive members	96	24
Children, youth and community development training programme	12	3
Rural bank customer's seminar	12	3
Account and internal audit related prog.	18	5
Marketing, business and entrepreneurship development prog.	35	9
Production of consumable goods like textile and paper bags	11	3

Name of seminars	No.	%
International /national prog. (Asia Pacific IV Regional N/S 2004)	15	4
Local Level or sub Comm. Members Training Seminar	38	10
Leadership prog.	9	2
Women empowerment and women's issues	41	10
Financial / investment Management	25	6
Credit, savings and insurance prog.	28	7
Cooperative related issues like vision, rules, responsibilities, benefits etc.	63	16
Animal husbandry and dairy products related	17	4
NR	136	34
Total	397	100

Table 18: Participation of male and female in seminar or meeting conducted during 2003-05

Participation of male and female in seminar					
Male		Female		Total	
No.	%	No.	%	No.	%
158793	60.0	105782	40.0	264575	100

Around 66% cooperatives responded to the question on seminars attended by their members. The most frequent seminar attended by members is on agriculture related issues. This is followed by general meeting of cooperative for both executive and non-executive; health, education and environment related programmes; and women empowerment and women related issues.

The analysis shows that the proportion of women attending seminars on technical as well as in professional orientation programmes like spoken English, personal skill development, training for farmers for agriculture development, computer literacy and international and national programmes is much lower than the same of men. However, their participation is higher than men in seminars on women empowerment issues and rural bank services. This indicates that females are sidetracked by providing training on empowerment issues. In fact men should also be provided training on women empowerment issues. It seems that women need to be trained more on professional and technical issues for making them more competent to take up decision making roles.

Agenda on issues concerning women discussed in board meetings during the year 2003-2005: The agenda of the meetings of cooperatives reflect the importance given to women's issues to a considerable extent. Our analysis shows that :-

At Apex level, four major women related issues were reported in cooperative agenda. These include need for capacity building programme for women leadership, need for financial support, need for improving health and education of women and encouraging women by narrating them success stories.

At the primary level, only thirty nine percent of primary cooperatives responded to the question on agenda discussed on women issues. The response is not therefore much satisfactory. In Pakistan, the percentage of cooperatives responding to this question was only 6%. The maximum response was provided by Sri Lanka.

The responses were clubbed together and put into three major categories of agenda, namely, Legal and Political Agenda, Social Agenda and Economic Agenda.

(1) Issues under Economic Agenda: The highest numbers of issues fall under economic agenda. The issues falling under economic agenda account for 55.4% of total responses. The most frequently discussed issue under this agenda is about income-generating activities for women. It is disappointing that the activities discussed during the meeting are of low profile economic activities like livelihood maintenance, beauty parlour related training, painting cloth and pods, rearing of cattle, manufacturing petty items like paper bags, furniture netting, handicraft, plantation and rice processing etc. It is assumed that women can be trained in such activities so that they can produce extra income for their family. This imposes double burden on women. Work at home and work outside the home put lot of pressure and stress on women.

The next important issue was discussed about credit and saving facilities. The introduction of loan and credit was also given good weightage by many cooperatives. It was interesting to know that around 6.55 % of total responses discussed about the issues related to unpaid work of women. Issues under this category basically include taking care of women and children, providing childcare facilities and enhancing women's skills by providing them highly skilled training. Some of the cooperatives also gave a thought to allocate a portion of fund especially for women related activities.

The response rate was overwhelming from two countries Sri Lanka and Philippines. Unfortunately, Chinese cooperatives did not respond to this question, and there was poor preference given to economic agenda in Korea, Pakistan and Myanmar.

(2) Issues under Social Agenda: Most of the issues under this agenda were about health and education related activities. This issue was given more weightage by cooperatives from countries like Vietnam, Philippines and India. The important point to be noted here is that there is low

weightage given to social issues in countries like Korea, Iran, and Malaysia. Moreover, the discussion on these issues does not turn into benefits for women. For instance, in countries like Korea and Iran, health issues are discussed by some of the cooperatives in their agenda of board meeting but the actual percentage of female getting health care benefits is almost negligible in both of the countries. In countries like Pakistan, Myanmar, China and Singapore, such kinds of issues are not discussed in agenda of board meeting. Health issues included programmes related to care of women and children, their nutrition, various diseases including HIV/AIDS, environmental awareness, food for maternity and care of pregnant women and birth control measures. Educational issues included educational programme for women, promoting girls participation in school cooperatives, religious, cultural and sports affairs, waste management and impact of chemical and social awareness programmes.

(3) *Issues under Legal and Political Agenda:* Cooperatives from most of the countries except Iran have responded to this issue. The preference given to issues on legal and political agenda is commendable. Around 40% of cooperatives discussed issues under this agenda. The highest responses were from Philippines, Sri Lanka and Nepal. Other countries also have responded to this agenda reasonably better. The most important point was discussed under this agenda was to improve the status of women by helping them to get into leadership role, decision-making process, board of directors, committee members and national body on women. Other issues included were women empowerment, gender equality, public speaking, allocation of fund especially for women wing and networking of cooperatives.

(4) *Suggestions made for kinds of amenities/support required for women to actively participate in cooperatives:* The suggestions provided for the kinds of support required for women for active participation are clubbed into five major categories. The maximum number of suggestions (around 53 %) fell under the category of health and personal care. Under this category various suggestions include improving the health status of women, fulfilling women's basic needs and support from family. This indicates that unless and until basic requirement of women is fulfilled, it is difficult for women to participate actively in cooperative activities. Korea has given maximum weightage to this kind of support for women becoming actively participative in cooperative activities. This is because health issues are not given priority in Korea. In fact it is not much discussed in agenda of board meeting also. Other support required for women for actively participating in cooperative activities include financial and educational or skill development related support. Nepal, Sri Lanka and Thailand have suggested these kinds of support that is important for active participation of women in cooperatives. Administrative and political support like formation of special committee for women and giving women equal rights is very important for making women actively participative in cooperatives. Providing for suitable time and places for cooperative activities is

also very important suggestion as women can attend various activities without any problems. In addition to these attitudinal changes like proper guidance and counseling, changing of mindset through gender sensitivity programmes is also very important suggestion which came out from the responses.

(5) Changes recommended in the present policies, rules and regulations to enable women to become active in the management of cooperatives: Four different types of recommendations have been made related to changes in present policies, rules and regulations in cooperatives. These include legislative or provisional changes, legal amendments, changes in rules and regulations and lastly the changes in administrative implementation. Majority of changes recommended are for administrative implementation of policies. Philippines, Myanmar, Nepal and Vietnam have recommended such types of changes. The specific changes recommended under this category include making women's participation compulsory, promoting education and awareness programme to improve the level of their participation, giving recognition to women's programmes, social security to women, advance technology for women, free working hours and less pressure from government.

The second highest response was for legislative or provisional changes. The highest percentage of such recommendations has come from Korea and India. The suggestions included under this type include representation of women in board members and other committee on equal basis, developing special cooperatives for women, reservation for poor and backward women and support them through women's bill.

The third type of response was for changing rules and regulations in cooperatives. Korea, Nepal and Sri Lanka have recommended these changes. Types of changes recommended include provision for setting up special women's committee and appraisal of women's work, provision of savings and credit, insurance and facilities through rules, exemption of stamp duty and support in agricultural areas leading to women empowerment.

The fourth type of recommendations is on legal amendment which is reported from Iran and Malaysia. This included protection of women against domestic violence, positive discrimination for women's rights and welfare as well as protecting women workers who work at night.

The above analysis also indicates that women face many problems and there are many constraints that need to be addressed to improve the status of women in cooperatives.

Concluding Observations:

One can conclude from the above analysis that the female representation in cooperatives is not insignificant. However, the point is that their proportion in decision-making is very low. The

participation of women in board meetings is also not significant in most of the countries. There is a clear bias for selecting men in training programmes and capacity building programmes. Women are not selected particularly for professional and technical courses.

Country wise analysis shows that Pakistan and Korea are at the bottom with regards to the overall status of women in cooperatives. Singapore, Philippines and Vietnam have shown relatively better status of women in cooperatives. As regards the sectors of cooperatives, the analysis shows that women have good representation in health, consumer and workers cooperatives, but poor representation in the sectors like agriculture, banking and finance and thrift and credit.

5

Benefits Derived by Men and Women Through Activities of Cooperatives And Country Profiles

Types of Benefits offered by Cooperatives:

The earlier chapter showed that women are in a clearly disadvantageous position in cooperatives. Firstly, their representation in important sector has been found to be low as compared to that of men. Secondly, the employment pattern of women in cooperatives is highly concentrated to non-professional position, specifically like in administrative position. Thirdly, their representation in higher-level position and in decision making is observed to be low. Fourthly, their participation level has been observed not to be satisfactorily in many countries. Thus the position of women is clearly inferior in cooperatives in countries like Pakistan, Korea, Iran, India and China. It is evident that the cooperative laws, which do not exclude women directly from participating in cooperative activities, have not been able to help women in any significant way.

It is extremely important to look into the various types of benefits derived by men and women in cooperatives. Five major benefits have been studied here in order to see the dynamics of such advantages in cooperatives and its impact on women. The first two benefits, maternity leave and health care/ insurance, are of social security measures. Social security measures have their roots in the needs for protection of workers against the loss of earnings. Loan or credit is observed as micro finance facility. Last two benefits technical input and training are considered as indicators of human resource development. The first and foremost benefit is maternity leave or childcare

that is considered as an important pro-women social security measure. This benefit tries to help women in getting equal opportunities in the cooperatives. Women bear the children and have responsibility of their nurturing. This restricts their activities in cooperatives. Maternity benefits provided by legislative measures try to help women in such a way that these responsibilities do not adversely affect their employment or their career in cooperatives. Over and above, this benefit protects the health of the child and the mother.

The second major benefit is health care and insurance which increases life span and also improves the quality of life. Health insurance is mean of improving access to health care as well as protecting the people from indebtedness and impoverishment resulting from medical expenditure. The health insurance is very important for woman, as she is the last person to have access to the health care services.

Women are disproportionately burdened by poverty and systematically excluded from access to resources, essential services, and decision-making. Lack of financial resources makes the situation of women more vulnerable. Yet they contribute to the economy and to the fight against poverty through their remunerative work as well as their unpaid work at home and in the community. Providing economic opportunities for poor women to improve their incomes is therefore a critical strategy for poverty reduction. In this way loan and credit can support poor women very significantly.

In addition to the above benefits, technical input as well as training to learn new skills are also important. Training is an essential tool for providing skills to meet the needs of a changing socio-economic context for improving women's employment opportunities.

Benefits received by women members:

Cooperative can help society to develop in a sustainable way. Therefore, it is important to understand what kinds of benefits are received by men and women from cooperatives. This section examines the above benefits derived by men and women in cooperatives. The benefits are divided into six major categories to understand role of cooperative in the development of women particularly in cooperatives and generally in society. Benefits are

Percentage share of men and women getting benefits: It is worth noting that both men and women received benefit related to maternity leave on almost equal basis during 2003-05. On an average, maternity leave benefit was provided to 55% of women and (paternity leave) to 45% men. The proportion of women receiving all the five types of benefits is less than that of men.

Men receiving childcare and paternity leave is quite interesting and encouraging men to help in domestic work which ultimately provide some relief to women. India is the exceptional country

where 81% of total maternity leaves provided to 81% of men and only 19% of women.

In case of health insurance, the percentage of women obtaining health insurance is less than that of men in countries like Iran, India, Malaysia, Myanmar and Thailand. On the other hand, it is higher in case of women in countries such as Vietnam, Singapore, Philippines, Sri Lanka and Nepal.

Loan and credit is the only benefit, which have been provided to all the countries. However, there is a strong bias towards men in case of loan and credit facility. Around 72% of beneficiaries are men in case of loan and credit; women share is only 28%. India, Iran, Korea, China and Singapore have reported less proportion of women beneficiaries than that of men. Women in Pakistan have no access to loan and credit benefit.

The benefit of technical input for farming is also provided to more number of men than women. Around 80% of beneficiaries are men and 20% of beneficiaries are women. Except Nepal, Myanmar and Philippines other countries have shown less number of women getting technical input for farming when compared to that of men. This hinders the economic development of women who wants to work in farm or wants to start some business.

Training to learn new skills are reported to be obtained by less percentage of women in countries like China, Korea, Iran, India, Sri Lanka and Malaysia.

Percentage to cooperative members obtaining benefits: The percentage to cooperative members indicates the difference between coverage of men and women under these schemes. The proportionate figures for men and women indicate that very small portion of cooperative members have obtained such benefits. Except loan and credit no other benefit is reported in a significant proportion. However there is a great variation among countries when each and every benefit is considered separately.

It is surprising to notice that only Myanmar has reported good proportion of women (22.7%), who have received maternity leave or childcare benefit during 2003-05. Other than Myanmar only two other countries, namely, Sri Lanka (4.2%) and Nepal (2.5%) have reported small percent of women members who have received maternity leave. In other countries the proportional rates are very marginal. This shows that very few women received the benefit of social security during 2003-05.

An average health insurance received by women is 3.7%, which is more than that of men (1.9%). However, there are five countries in which the proportion of women obtaining health insurance is less than that of men. These countries are Myanmar, Malaysia, Nepal, Iran and China.

Again, loan and credit is the only benefit, which is obtained by significant number of cooperative members. Philippines, Myanmar, Thailand, China and Korea more than 50 percent

of women members acquired credit or loan during 2003-05. Countries, in which, this percentage is nil or negligible, are Pakistan and Singapore. Vietnam, Malaysia, Nepal, India and Korea have reported less percentage of women obtaining loan and credit than that of men.

Technical input in farming is acquired by more percentage of men members than that of women. It is worth mentioning that Thailand has reported highest percentage of women members getting the benefit on technical input in farming which is followed by Iran with 22%, Myanmar with 10.6%. Other countries have not reported any significant percentage of women beneficiaries of technical input for farming.

An average percentage of beneficiary members of training to learn new skills are higher than that of men beneficiaries' percentage. The highest percentage of beneficiaries is from Philippines with 29% followed by Thailand with 12.4%, Sri Lanka with 11.4% and Iran with 10.5%. China is not compared, as there is only two cooperatives response from China. It is not advisable to interpret, analyze compare statistics from such a small sample. The absence of this benefit is observed in Pakistan, Korea and Singapore. India, Myanmar and Malaysia have reported negligible percentage of women beneficiaries.

While concluding, it may be observed that the percentage share of women receiving benefits is less than that of men except for maternity leave. The proportion of women beneficiaries in the total cooperative women members is reported to be insignificant for all the benefits except for loan and credit. Country wise analysis shows that the status of women is inferior to men in case of all the benefits in some for the countries like Pakistan, China, Korea, Iran and India. Vietnam, Philippines, Singapore and Thailand have reported better percentage of women obtaining various benefits compared to other countries.

Table 19: Country wise benefits received my members from cooperatives during 2003-05

Country	Maternity Leave/ Child care		Health Care / Insurance		Loan / Credit		Technical Input for Farming		Training to learn new skills		Other		
	M	F	M	F	M	F	M	F	M	F	M	F	
In percentage													
China	0	0	100	0	71.4	28.6	100	98.2	1.8	100	98.2	1.8	100
Korea	0	0	0	0	76.6	23.4	100	100	0	100	100	0	100
Iran	0	0	100	1.1	80.8	19.2	100	93.3	6.7	100	78.1	21.9	100
India	80.6	19.4	100	83.5	83.1	16.9	100	88.3	11.7	100	64.3	35.7	100
Nepal	15.3	84.7	100	40.5	49.1	50.9	100	21.2	78.8	100	6.7	93.3	100
Pakistan	0	0	0	0	100	0	100	97.1	2.9	100	0	0	0
Sri Lanka	43	57	100	38.2	56.3	43.7	100	71.3	28.7	100	52.6	47.4	100
Malaysia	41.5	58.5	100	63.6	68.5	31.5	100	92.1	7.9	100	63.7	36.3	100
Myanmar	10.1	89.9	100	53.2	41.1	58.9	100	48.1	51.9	100	47.1	52.9	100
Philippines	21.4	78.6	100	40	19	81	100	42.1	57.9	100	7.5	92.5	100
Singapore	12.8	87.2	100	34.4	71.3	28.7	100	0	0	0	0	0	100
Thailand	0	0	100	54.4	45.6	54.4	100	60.7	39.3	100	40	60	100
Vietnam	0	100	100	40.3	53.3	46.7	100	52.6	47.4	100	13.7	86.3	100
Total	45.1	54.9	100	53.9	72.1	27.9	100	79.9	20.1	100	51.2	48.8	100

Table 20: Proportion men and women receiving benefits to total number of men and women members in cooperatives

Country	Maternity Leave/ Child care		Health Care / Insurance		Loan / Credit		Technical Input for Farming		Training to learn new skills		Other		
	M	F	M	F	M	F	M	F	M	F	M	F	
Name	Number of members benefited												
China	0.0	0.0	0.6	0.0	0.6	66.7	4.1	100	100	100	100	100	100
Korea	0.0	0.0	0.0	0.0	0.0	54.4	53.5	0.8	0.0	0.6	0.2	0.0	0.1
Iran	0.0	0.0	0.1	0.0	0.1	10.9	20.7	38.5	22.1	36.7	4.7	10.5	5.3
India	0.2	0.2	1.4	1.0	1.3	26.0	19.1	24.5	2.2	1.1	2.0	0.4	0.8
Nepal	0.8	2.5	1.9	66.8	56.1	60.0	29.2	36.5	4.2	8.9	7.2	0.8	6.3
Pakistan	0.0	0.0	0.0	0.0	0.0	49.7	0.0	47.1	13.8	7.4	13.5	0.0	0.0
Sri Lanka	2.4	4.2	3.2	7.4	5.1	22.2	22.7	22.4	8.1	4.3	6.5	9.6	11.4
Malaysia	0.3	0.7	0.4	17.8	15.4	16.9	33.0	41.8	1.5	0.2	1.0	1.1	1.0
Myanmar	3.0	22.7	13.7	26.0	19.2	22.3	69.8	77.5	11.7	10.6	11.1	0.5	0.5
Philippines	0.0	0.1	0.0	0.1	0.1	45.8	94.8	78.8	10.2	6.8	8.0	4.8	29.0
Singapore	0.0	0.1	0.0	0.1	0.2	0.6	0.4	0.5	0.0	0.0	0.0	0.0	0.0
Thailand	0.0	0.0	0.0	1.0	1.0	44.4	63.9	53.2	32.8	25.7	29.6	6.8	12.4
Vietnam	0.0	0.8	0.4	14.3	18.8	16.7	14.5	11.3	4.4	3.5	4.0	0.7	3.8
Total	0.5	1.3	0.7	1.9	3.7	2.5	19.2	16.8	3.6	2.0	3.1	1.8	4.0

Country Profiles

With the limited data that we could get from the different countries, it is not possible to present complete country profiles. However, we present below broad profiles of the countries, using whatever data we could collect. It needs to be pointed out at the outset that due to (1) the biased sample (we were not in a position to select representative samples of cooperatives in member countries) and (2) the uneven response from different countries, the profiles created through the analysis are not complete and representative of the actual situations. In spite of these limitations, they do provide a broad picture of the countries.

Nepal:

Nepal, a small country with population of 24.7 million, is located in South Asia. Nepal has the lowest per capita GNP among all the selected countries. It has around 12 million total workforce, of which 40 % is female work force. Nepal has higher percentage of female participation rate compared to other South Asian countries. However, around 76 % of females are working in the informal sector.

The sample of cooperatives selected from Nepal included all women primary cooperatives (around 40%), as a result, the sample is biased in favour of women. This biased sample has shown the representation and participation rates of women higher than that of men. Nepal therefore remains on top with respect of almost all indicators on gender profile. The data report high female employment in almost all the sectors.

Out of 20 primary cooperatives from Nepal, majority of them (12) are thrift and credit cooperatives. Among other cooperatives five are multipurpose, two health cooperatives and one Agriculture cooperative. The representation of women is 36.42 % as members of primary cooperatives, 43% as board members, 48% as committee members, more than 40% in all the three administrative positions, 35 % as chief executive and 45% as chairman or president. It seems from the data that the share of women participation is substantial in each and every position in cooperatives. This is because the 40% of selected cooperatives were of all women cooperatives type.

However, the number of women board members per thousand members (6.17%) is less than that of men (14.05%). This indicates that in spite of having more number of all women cooperatives, the status of women in decision-making and leadership position is not that good

when compared to that of men. Other indicators like per thousand women are less than that of the men for committee members, administrative managers and administrative executives. The only category where per thousand women members are more is non-executive staff when compared to that of men.

Shares of women participants attending annual general meeting and board meeting are also very high in cooperatives in Nepal with percentage of 54% and 45% respectively. However, the percentage share of women attending annual general meeting to total women members is only 22%, which is less than that of men (30%).

The share of women participants attending training programme gives very high percentage around 91%. However, calculating the number of women attending training programme per thousand women members is only 2. This shows that though the percentage seems high the proportion of women obtaining training programme is almost negligible.

The proportion of men and women receiving benefits of social security is very less in Nepal. The percentage of women receiving maternity leave is 2.5, which is slightly higher than that of men. Proportion of women obtaining health insurance is 56.1, which is quite higher compared to other countries but still lower than that of men in Nepal cooperatives. Similarly the credit or loan received by women is 29.2 %, which is higher than average but significantly lower than that of men. The percentage of women obtaining technical input for farming (8.9%) and training to learn new skill (6.3%), is slightly higher than that of men.

In short, though the share of women is higher as members in cooperatives, their position in decision-making and leadership posts seems good but not better than men when compared to that of men. Their participation rates in meetings and training programmes are much lower. Also, the benefits given to cooperative members vary lot between men and women. Women are somewhere better or somewhere worse than men with respect to cooperative benefits.

India:

India possesses 1064.4 million populations, which makes it the second largest populated country in the world. It has 473 million workforce, out of which female share is around 33 %. However, of the total women worker, more than 90 percent work in informal sector. It is generally observed that in spite of a large number of steps taken to improve the status of women in cooperatives, there are wide gender disparities. Such steps include reservation quota for women in board members and equal property rights to women etc. This indicates that the rules and regulations have not resulted in proper implementation and administrative procedures.

Since the sample of cooperatives selected is not fully representative and the response from cooperatives is uneven (the response from India has been higher than the same in other countries),

the profile created is not complete. However, the data do indicate some important broad trends. Statistics on primary cooperatives indicate that the share of women in the members of cooperatives is around 21.64%. The representation of women board members per ten thousand women cooperative members is only 3 as against of 11 in case of male. The similar figures for committee members is only 10 for women as against of 40 for men. In administrative positions the figures for women are 2 percent for managerial level, 3 percent for executive level and 26 % at non-executive staff level as against 8 percent of male for manager level, 5 percent for executive level and 71 percent for non-executive level.

The only positive aspect of India is the indicator per thousand members attending annual general meeting is more for women (38) than that of men (27). This shows that in spite of having their low status in cooperatives Indian women are actively participating in meetings.

Women are at a lower level with respect to attending training programme or capacity building programmes. Around 13 percent of women attend training programmes as against of 17.1 percent of men.

Percentages of women receiving social security benefits like childcare leave and health insurance are less for both men and women. The response for getting loan or credit seems to be quite okay. However, data on credit and loan benefit clearly shows that the access to credit and loan is less for women than that for men. For both men and women, the percentage of obtaining technical input for farming is extremely low in India. Only 1.1 % female members obtained such benefits as against of 2.2 % of their male counter parts during 2002-04. The percentage of women obtaining training for new skills is slightly higher than that of men. This is because most of the training programme conducted in cooperatives include programmes which support side activities like home gardening, beauty parlour courses, Jewelry making etc. Such skills put more burdens on women in addition to their household activities.

Pro women policies and practices in India have helped women to participate actively in cooperative activities. However, their low representation in decision making process and leadership role do not allow them to access all the opportunities provided by cooperatives.

China:

Being the largest populated country, China has total population of 1288.4 millions. It has work force of 773 million, out of which 44% is female workforce. The representation of women in workforce is quite high in China. Moreover, women are also in a good position at political level. For instance, around 22 % of parliamentary seats in China are occupied by female members.

Coming to the cooperative statistics, the Apex Chinese cooperative has not responded very well. There are only two primary cooperatives, which responded to the survey. The status of

women in these two cooperatives does not present a better picture. This small number of responses also cannot say anything significantly about the status of women in cooperatives in China. However, the data do say a few things.

There are only 3 women members in cooperatives from China as against of 168 male members showing very low representation of women in Chinese cooperatives. Other indicators are also showing statistically insignificant figures as the number of women members is very low in cooperatives.

Iran:

Iran's population is 66.4 million of which 25 million is in workforce. Women's share in work force is only 29 % which is very low compared to other Asian countries. Female is lagging behind in every aspect in Iran due to feudal system. Statistics on cooperatives also show the inferior status of women from every aspect of cooperatives.

The share of women members in cooperatives is only 11% in Iran. All the indicators of female representation at different levels of positions show lower share when compared to that of male. The representation of female at the level of non-executive staff is nil. This clearly shows that the feudal and traditional Muslim society does not allow poor women to work.

Only 13% women attend annual general meeting as against 28% men. The percentage of women obtaining training programme is higher than that of men. This undoubtedly specifies that the women who are members of cooperatives are able to participate in cooperative activities. They also obtain capacity building training from cooperatives. The absence of social security benefits in the cooperatives of Iran is highly discouraging. The benefits obtained by women in cooperatives of Iran are loan and credit and training to learn new skills.

Korea:

Korea is a small country having a population of 22.6 million in 2003. It has total a workforce of 12 million, of which 43% are women which is higher when compared to other Asian countries. Around 19.5% of Korean women are working as unpaid family workers.

Korea has 24.64 % of female representation in cooperative membership. The responses from Korean cooperatives are only from agriculture and fishery sectors. Compared to other countries, Korea is at the bottom when the overall status of women is considered. This is because the ratio between men and women members for each indicator is very high showing the vast difference between the status of men and women. For instance, the number of board members per thousand cooperative members is only 2 in case of women as against of 44 in case of men. Further, there is

only one woman as committee member as against 129 men. The only category where women percentage is higher is non-executive staff. This indicates that women are highly concentrated in lower positions in cooperatives in this country.

Participation level of women in annual general meeting is 3.3% as against of 4.1% for men. The percentage of men and women attended training programme is very low (0.2%). Even the social security benefits are not provided. Neither training to learn new skills nor technical input for farm is provided. The only facility available in a substantial proportion is credit or loan for both men and women.

The analysis of data from Korean cooperatives proves that the stage of cooperative development is at initial stage. The participation level is very low for men and it is the least in case of women. Further, no benefits are provided except loan or credit.

Malaysia:

Malaysia with 24.8 million total population has 11 million people in work force. Out of these 4.18 million are women, which accounts for 38 % of total work force. Political participation of female in Malaysia has recently declined. There were around 16 % ministerial positions occupied by women in 2002. It declined to only 9% in 2003.

Women stand out as 40% of cooperative members in Malaysia. However, the percentage of women in decision-making position is less than that of men. Only in non-executive staff, the share of women is slightly higher. Nonetheless, women in cooperatives in Malaysia are quite active in participation particularly in attending annual general meeting.

Benefits received by women mainly include credit or loan, maternity leave and health insurance. However the proportion of women getting maternity leave and health insurance during 2002-04 was not that significant. The percentage of women obtaining training and technical input is also found to be negligible in this country.

Myanmar:

Myanmar is a relatively poor country, with 49.4 million of population. Of this, about 27 million were in the workforce (54.6 workforce participation rate) in 2003. Females accounted for 44 percent of total work force. In Myanmar the presence of women in political positions is not visible.

On an average, 54% of the total members is women in cooperatives responded from Myanmar. This is quite substantial. However, percentage of women representing at different positions with respect to total members is less than that of men.

The participation rate for women in terms of attending meeting is higher when compared to other countries but less than that of men in Myanmar. Thus women are no more in advantageous position as far as attending training programmes is concerned. Only 1.3% of total female members received training during 2002-04, which is less than male percentage (4.7%).

In terms of benefits, women are in a better position than men in case of maternity leave and in getting credit or loan. The percentage of women getting these two benefits is quite substantial and higher than those for men. Even in terms of benefits like technical inputs in farm and training to learn new things, there is not much variation between men and women. The only benefit, which is obtained by less number of women is health insurance. Thus health aspect of women is not taken seriously by the cooperatives of this country.

Pakistan:

Pakistan's population is 148.4 million and its work force is of 56 million. Women in Pakistan account for only 30 percent of the total work force. Around 81% of women used to work in informal sector in Pakistan in 1990. This declined to 61 percent in 2000. However, 50.1% of Pakistani women are still working as unpaid family workers in 2005-06.

The statistics on cooperatives show that the status of women in Pakistan is very poor. Women constitute only 5.19% of the total members in cooperatives. The share of women as board member is zero. Women are totally absent even at other levels of position like administrative manager, administrative executive and administrative staff. The review of literature on gender integration in Pakistan also states that the female representation in cooperative leadership is almost absent. The reason for such an absence in leadership and decision making roles in cooperatives is male dominant patriarchal system, which does not allow women to come forward.

Female participation rate in attending meeting is also nil. Further, there is only one benefit, namely, technical inputs in farm is provided to women who are members of cooperatives and that too is to only 7.4 % of total women members.

Philippines:

The case of Philippines, however, is considerably different, as women play important role in the country. With a total population of 81.5 millions, Philippines has a work force of 35 million people. Women account for 38% of the total work force.

Women constitute 67 percent of the total cooperative members. The percentage of women representatives, however, is lower than that of men, except as committee members. The number of women committee members per thousand women members is 13, as against 7 for men. This means that women in Philippines are coming forward to achieve higher status in decision-making roles.

The women representatives attending annual general meeting and obtaining training programmes is also significantly higher than their counter parts. The percentage of women accessing the different benefits also is higher than that of men. It is interesting to note that around 95 percent of total women members received loan or credit during 2002-04. The percentage of women (29%) getting training to learn new skill is also much higher than that of male (4.8%). It seems that the status of women in Philippines is far better when compared to other developing countries.

Singapore:

Singapore is the richest country among all the selected countries with per capita GNP of 27,410 US\$ (2003). However, very high economic development has not helped women to improve their position in general. Though the proportion of female work force is as high as 39%, it has still 1.7% of women working as unpaid family worker.

In cooperatives, women's share is around 34 percent in the total membership. However, as board members, the representation of women is far from being satisfactory. As committee members, the proportion of women is reasonably good. However, the percentage share of women is found to be higher in the position of administrative executive and non-executive staff when compared to that of men.

In spite of having good per capita GNP, cooperatives in Singapore are not very active. The frequency of meetings of cooperatives in the country is once in three months in 60 percent of cooperatives. Further, the response for attending meeting is also very poor. Only 0.1 percent of women are attending annual general meeting. There was no proper response for men attending meeting.

Around 5.8 percent men and 3.9 percent women who are members of cooperatives obtained training during 2002-04. The percentage of members getting the benefits provided by cooperatives is extremely low. There is very little difference between men and women as far as getting loan and credit facility is concerned.

Thus the female representation in cooperatives is reasonably good; their participation in decision-making and leadership position is still very low. Further the training and other benefits obtained by women are also extremely low.

Thailand:

Thailand is one of the prosperous countries in the region. With a population of 62 millions, Thailand has good proportion of people in work force which accounts for 60 percent (37 million).

It also has high proportion of female representation in work force. However, around 39.8% female employees are engaged as unpaid family workers.

The selected Thai cooperatives have 45 percent female members. In higher-level positions such as board members, committee members, administrative manager and administrative executive, the percentages of women are found to be less than that of men. Even in non-executive staff its percentage share is slightly less than the share of men.

The response on participation of members in various meeting is extremely poor from Thai cooperatives. However, the percentages of women accessing training programmes and loan and credit facilities are more than that of men. In spite of almost equal representation of women in getting benefits of cooperatives, their position in leadership roles is not very encouraging.

Sri Lanka:

Compared to other south Asian countries Sri Lanka has good per capita GNP which is around 930 US\$. It has 19.2 million population, of which 9 million are in the workforce. Women accounts for 36 percentage of the total work force. However, their participation is low in political positions.

Gender statistics in cooperatives also represent a similar picture. At lower levels and administrative positions However, there is low participation of women in decision-making and leadership position.

Women's participation in cooperatives in Sri Lanka is quite satisfactory. Only 2% of women and 1.2% of men attend the annual general meeting. This explains the low participation of both women and men in cooperative activities. Nonetheless, the benefits obtained by women are more than those obtained by men. This is because the cooperatives in Sri Lanka are fully controlled by government which assures representation of female in cooperatives and benefits to women to induce them to become members of cooperatives. However, such assurance has not resulted in active participation of women in cooperative activities.

The literature on gender in Sri Lankan cooperatives also presents a similar picture. The control of government has assured high representation of women in cooperatives, bur it has not translated into active participation. The status of women in decision-making role is still very low in cooperatives in Sri Lanka.

Vietnam:

Vietnam is one of the poor countries in the region. It has a total population of 81.3 million, and has the highest share of women (49 percent) in work force. There are 21.7 million women

present in 43 million of total workforces.

Women's position in Vietnamese cooperatives is better than those in other selected Asian and Pacific countries. Around 53 percent of cooperative members are women in Vietnam. However, the number of women members per ten thousand representing as board members is only 38 as against of 66 in the case of men.

Participants of women attending meeting is on par with their male counterparts. Women are also better off, as compared to men, in acquiring benefits such as social security and training to learn new skills. In short, the share of women is high at general level but their representation in decision-making is still lacking. However the overall participation of women in cooperative activities is better in Vietnam than in many other countries.

Disparity Index

A relative Disparity Index has been calculated for each country in order to assess the status of women at various levels in cooperatives. Countries were ranked as per the male-female ratio to find out which country is better in terms of gender equality.

Disparity index calculated for cooperative's members shows that Pakistan, Korea, Iran, and India have reported very poor status of women in cooperatives in terms of the role of women in decision-making, participation of women in different activities and benefits obtained by women.

On the other hand, Philippines, Nepal, Singapore and Vietnam have shown relatively better picture of the status of women in cooperatives.

Myanmar, Sri Lanka, Thailand and Malaysia fall in the range between these two categories in which overall representation of women is better but their roles in decision-making and leadership positions is not up to the mark. The participation level of women in various activities of cooperatives is also very low in these countries.

The following table indicates the disparity index between male and female for each and every country.

Table 21: Disparity Index between male and female among various countries

Country	Membership	Country	Decision making	Country	Participation	Country	Benefits	Country	Final Index
Singapore	6.3	Philippines	6.98	Nepal	6.8	Nepal	7.7	Philippines	5.93
Philippines	3.6	Nepal	4.43	Singapore	5.0	Philippines	6.8	Nepal	5.75
Vietnam	3.4	Singapore	3.64	Philippines	4.4	Myanmar	3.5	Singapore	3.73
Nepal	2.8	Vietnam	3.19	Vietnam	3.4	Vietnam	2.8	Vietnam	3.16

Country	Membership	Country	Decision making	Country	Participation	Country	Benefits	Country	Final Index
Malaysia	2.5	Sri Lanka	1.80	Thailand	2.4	Singapore	1.8	Myanmar	2.19
Sri Lanka	2.5	Malaysia	1.56	Myanmar	1.9	Thailand	1.6	Sri Lanka	1.75
Thailand	2.1	Myanmar	1.43	Sri Lanka	1.6	Sri Lanka	1.5	Thailand	1.68
Myanmar	1.7	Thailand	1.08	Malaysia	1.3	Avg.	1	Malaysia	1.38
China	1.0	Avg.	1	Avg.	1	Malaysia	0.8	Avg.	1
Avg.	1	Iran	0.47	India	0.6	India	0.4	India	0.42
Korea	0.9	China	0.36	Iran	0.5	Iran	0.2	China	0.40
India	0.4	India	0.29	Pakistan	0.4	China	0.2	Iran	0.36
Iran	0.1	Pakistan	0.20	China	0.4	Korea	0.2	Korea	0.27
Pakistan	0.1	Korea	0.13	Korea	0.3	Pakistan	0.0	Pakistan	0.17

The above table has a limitation as the samples of respondents are not representative of the real situation. However, the ratios do indicate some broad trends. They also suggest that such ratios, when calculated with proper database, can prove to be useful in measuring gender inequalities in cooperatives.

Concluding Observations:

The above discussion leads us to conclude the following:

The status of women in cooperatives is very poor in countries like Pakistan, Korea, Iran, China and India in every aspect:

- ▶ The representation of women as members of cooperatives is less.
- ▶ Their representation in decision-making and leadership roles is very far from being satisfactory.
- ▶ Their participation in various activities is also very less and
- ▶ Only a few women obtained benefits from cooperatives

On the other hand, Philippines, Nepal, Singapore and Vietnam have shown relatively better picture of the status of women in cooperatives. However, in the absence of any comparable statistics one cannot make any statement relating to any trends in the status of women in these countries.

6

Towards Engendering Database In Cooperatives

This last section is devoted to suggesting a strategy for engendering database in cooperatives in Asia Pacific Region. It is divided in to three parts: Part one identifies the data gaps, part two infers lessons from the present exercise, while part three suggests a strategy, along with some concrete recommendations, for engendering the database in the cooperatives.

1. Gaps in Database

The major gaps in the existing database are observed at all the levels, starting from ICA ROAP level to primary cooperatives.

At ICA ROAP Level:

To start with, the ICA database on women does not cover all the sectors separately, as many sectors are clubbed together. ICA defines only nine major sectors, with many important sectors clubbed together into general category. There is a need to standardize the list of sectors, which are present in member countries. For instance, some of the important sectors like supply, marketing and trading, workers cooperatives, retail services and miscellaneous manufacturing need to be kept separately while classifying cooperatives.

Secondly, the data provided by ICA ROAP on female participation in cooperatives in different countries are not comparable as most of the data are collected at different points of time. There is no system of collecting the data on an annual basis regularly.

Thirdly, there is no information on how much employment is provided by cooperatives. Since the cooperatives provide large scale employment opportunities to men and women, it will be useful to have this information, separately for men and women.

And lastly, ICA ROAP also needs to provide all the available information in a sex segregated manner. For example, the data on membership of cooperatives at different levels; membership and office bearers of boards, committees etc; attendance in meetings, training programmes, seminars etc; as well as the data on sale and production, credit and investments etc need to be provided in a sex segregated manner. In short, the concept of generating database for men and women separately need to be integrated in to the database of ICA ROAP.

At Other Levels Including at Primary Cooperative level:

There are two major data related problems at the different levels of cooperatives. These are relating to (1) data gaps and (2) quality of data.

Data gaps: To start with, there is no established system of collecting sex segregated data for cooperatives. Though the importance of promoting gender equality is emphasized in several documents and meetings, no system of collecting these data has been incorporated so far. As a result, not all cooperatives could respond to our request for filling in the schedules.

To put it differently, the need for generating sex segregated database is not really appreciated by cooperatives at all the levels and in all the countries. There is a need to inculcate this aspect in the data collection systems.

Data Quality: There are several problems with the available data. To start with, there are no time series data available on a regular basis to enable us to compare the data across the countries or over time. Secondly, the coverage is limited and therefore incomplete. The data do not cover all the major dimensions of cooperatives. Thirdly, The data are not always reliable, as many times they present inconsistent results. And lastly, the format of the data is not always useful to understand gender dimension of cooperatives. That is, they are not developed in to indicators or indices in a way that they reveal gender equality / inequality.

2. Inferences Emerging from the Present Exercise

The overall situation described above was reflected in the results of the present exercise also. To start with, we could not draw a proper sample of cooperatives for the purpose of data collection firstly because we had no data of the total population of cooperatives and secondly because we were not sure of a satisfactory response from all cooperatives. We therefore decided to accept the

data from whichever cooperatives were willing to respond to our schedules. Clearly, this made the sample biased, but it allowed us to get some minimum data from cooperatives.

We faced several problems even in this limited data collection. These are described below:

- Only fourteen out of twenty eight countries participated in this survey. This limited the geographical boundary of the survey largely to Asian countries only.
- In some countries only a few cooperatives responded, as a result we did not have enough data to make any general statement about the cooperatives in these countries.
- The responding countries, particularly primary cooperatives, frequently did not complete the schedules, perhaps because they did not have the required data. For example, many cooperatives have not responded to open-ended questions.

In addition to the problem of incomplete database, we also faced the problem regarding the quality of the data collected.

- Misunderstanding of some of the questions by many cooperatives could not provide data up to the mark. For instance, most of the cooperatives have not provided the details of the sector/ sectors in which they are operating. Frequently, they wrote the name of their region in the place for sector of the cooperatives.
- There was a problem of language in some of the responses. Many cooperatives used the local language, mainly the name of their committees, which made it difficult to use this information. This problem was specifically observed in responses sent by cooperatives from Iran and Malaysia.
- Thirdly, though it was decided to collect data from mixed type of cooperatives, the response was also found from only men or only women cooperatives. This made the sample biased.
- There is no consistency in data provided by cooperatives on number of males and females attending board meeting and annual general meeting. Some of them have included non-members attending the meetings, while some other cooperatives reported attendance per meeting. Although we tried to analyze the response by cross checking the data, sometimes it was difficult to make a right judgment. As it was not possible for us to monitor the response or communicate with the cooperatives about their response, we had to accept these limitations.

The problems some times resulted in some discrepancy in the collected data. There were some discrepancies in male and female numbers in some of the fields. The total was not matching with the actual total number of males and females. For example, the number of women in different

posts including board members was sometimes reported to be higher than the total number of members in cooperatives. Sometimes, it was felt that the response was overstated in some of the numeric and open-ended questions, perhaps to show gender sensitivity in their cooperatives.

In spite of these limitations, however, the exercise proved to be very useful primarily because it threw very useful light on the ground level realities related to collection of gender based data on cooperatives. We have used this understanding in designing a strategy and an action plan for engendering database of cooperatives in ICA ROAP.

3. Towards Engendering the Database

Let us be clear at the outset that engendering database does not cover generation of sex segregated database only. It also includes (1) collection of data that present gender related concerns in cooperatives (for example, data on the constraints and problems of women), (2) creating gender sensitivity in the data collection system, (3) encouraging women's participation in decision making in the data system so as to incorporate their concerns in the database and (4) capacity building of women for the purpose. These changes will also sensitize cooperatives at different levels and encourage them to accommodate women's specific needs and priorities in their working. We make the following recommendations in this context.

Gender Cell in Statistics Department

There is a need for a separate institutional mechanism, a Gender Cell, in the department of statistics that specializes in women's issues and designs data collection system for incorporating gender aspects in the data systems of ICA ROAP. At present there is no institutional mechanism in the department of statistics for taking care of the gender based needs in the database. Although there is a Gender Equality Committee at present, it has a limited role and limited expertise for designing engenderment of the data system. The Gender Cell will work closely with the Committee and the Apex Cooperatives, and design a strategy for engendering the database and provide the required inputs for incorporating women's concerns in the database.

Although some issues are discussed in cooperatives agenda, there are no concrete mechanism to introduce the required changes in the database. The proposed Cell will be able to follow up the decisions of the meetings and conferences of the ICA ROAP and of other important Committees and improve the database to help policy making for gender equality.

Gender cell can be made responsible for engendering statistics at all the levels. It can design a system for gender sensitive data collection for all the levels of cooperatives, support and supervise

the data collection, suggest changes when required, and can take up the overall responsibility for the gender related data system.

The Gender Cell will have the required expertise and the funds to carry out its activities efficiently. A separate fund may be allotted for the purpose.

Data Required for Incorporating Gender Concerns in Database:

The first set of data required is about the membership of men and women in all the cooperatives working under ICA ROAP. This will include national level cooperatives by sector and country, Apex cooperatives by sector and country and primary cooperatives by sector and country. The data will include types of cooperatives, brief profile of its members as well as membership of men and women in all the decision making positions. To be specific, the following data will have to be collected from the cooperatives:

1. Data on membership of men and women in cooperatives at different levels by countries/ sub regions as well as by sector / industry
2. Data on participation by men and women in decision-making: at different positions like chairperson, secretary, member of board, member of committee and administrative post in countries / sub regions and sector and level of cooperatives
3. Quality of Participation in Decision Making by Men and Women: data on the attendance of women in annual general meeting and board meeting by countries / sub regions and sector and level of cooperatives
4. Data on Capacity Building of Male and Female members in cooperatives: data on the attendance of women in seminars, programme, training programme by countries / sub regions and sector and level of cooperatives
5. Facilities / Amenities provided to women workers in cooperatives: Data on benefits provided to men and women by countries / sub regions and sector and level of cooperatives Benefits include social security benefits like maternity leave and health insurance, financial benefits like loan and credit, technical benefits like technical input in arming or other activities.
6. Socio-economic information on men and women in cooperatives: Data on age, education, vocational training, profession and marital status for male and female by countries / sub regions and sector and level of cooperatives
7. *Any other Data reflecting Gender based needs:* Data on women's constraints / problems by countries / sub regions and sector and level of cooperatives

The next task will be to develop indicators for measuring and monitoring the progress made in terms of promoting gender equality in cooperatives. These indicators will measure the performance of cooperatives in terms of introducing gender related concerns in cooperatives at all the levels. These indicators will be primarily in terms of ratios and indices that measure gender inequality. For example, ratio of men and women as members, ratio of men and women as members of boards and of important committees, indices of disparities between participation by men and women in training and capacity building programmes etc.

Some of the illustrative indicators are presented below:

1. Indicators on participation by men and women in decision-making: at different positions like chairperson, secretary, as a member of board or committee and in administrative post in countries/sub regions and sector and level of cooperatives
2. Quality of participation in decision making by men and women at different levels, i.e. attendance of men and women in annual general meetings and board meetings by country/sub regions and sector and by level of cooperatives etc. (For example, attendance in annual general meeting, attendance in board meetings etc)
3. Facilities/Amenities provided to men and women workers in cooperatives: Data on benefits provided to men and women by countries / sub regions and sector and by level of cooperatives. Benefits include social security benefits like maternity leave and health insurance, financial benefits like loan and credit, technical benefits like technical input in arming or other activities.
4. Capacity-building and training opportunities accessed by men and women at different levels and in different sectors and different countries. These indicators and ratios will reveal the efforts made for promoting men and women's abilities for taking up important positions in cooperatives.

Motivating Cooperatives for Data Collection

The present exercise has indicated clearly that it has not been easy to get the right kind of response from cooperatives for the required data collection. An important task therefore is to motivated cooperatives for the data collection. We suggest the following steps in this context:

1. To start with, there is a need to make them understand the importance of gender related data collection in cooperatives. This calls for gender sensitization of cooperatives – not only of women members but also of all important office bearers and top decision makers. This could be done through organizing special seminars and orientation programmes

- (they may not like the word 'training programmes'). Such programmes should be planned in a way that all top level decision makers are sensitized for gender equality.
2. A time bound action programmes should be designed for each cooperative for the purpose of generating some minimum database on men and women, to start with. The coverage of these action programmes should expand gradually. Each national and apex cooperative should be made responsible for implementing the action plan in a time bound manner.
 3. A scheme of incentives can be designed to encourage cooperatives to implement the action plan in time. The incentives could be given in terms of some kind of recognition (an award or a prize) or some financial incentives or some position or membership of gender related top level bodies.
 4. An important reason for the poor performance of cooperatives in our exercise seems to be the lack of capacity of cooperatives to collect the required data and the lack of sensitivity for understanding gender related issues. It will be useful therefore to organize special training programmes for cooperatives in these areas. A comprehensive programme can be designed for the purpose.
 5. Some times quotas become necessary when competent women are not recognized and get rejected for important positions. We therefore suggest that women's quotas should be fixed in all statistics posts at all the levels. If necessary such additional posts should be created at apex level and at sectoral levels for including women in the task of data collection and data analysis.
 6. Networking at various levels can also help engendering database of cooperatives. Gender cell can act as a nodal agency for promoting linkages between micro level cooperatives, apex cooperatives, national cooperatives to promote collective action for the purpose of collecting and analyzing gender related data. The network can support stronger linkages to support engendering the data systems at the different levels.

Monitoring Progress and Evaluating Performance Periodically

Our last suggestion is relating continuous monitoring of the progress made in this area. This monitoring should be organized through developing indicators as well as through setting up evaluation committees periodically. The task should be undertaken by the main stream ICA ROAP body and not by Women's Committee alone. It seems to us that there is no adequate appreciation of engenderment of cooperatives by the main stream of cooperatives, and therefore it is important to involve the main stream in to the task of monitoring and evaluation of progress

of engenderment of cooperatives.

While concluding our report we would like to observe that the poor engenderment of the data base of ICA ROAP at present emanates from poor gender sensitivity at all the levels on the one hand and poor understanding and capacity of engendering the database on the other hand. Action is needed on both the fronts. We suggest that a high powered committee should be set up at ICA ROAP to implement the recommendations of this report.

Toolkit for Collecting Sex-Disaggregated Data from Cooperatives

Sex disaggregated data in cooperatives (at all levels) is the area for which the most complete and possibly the most internationally comparable series of statistics and indicators need to be derived. This section presents guideline for collecting gender-disaggregated data from cooperatives. It begins by presenting the different types of data required at apex, national, state and district/block level cooperatives. The section also includes the most appropriate indicators for monitoring performance and data format for collecting information from various sectors.

This toolkit contains three basic steps for collecting Sex-disaggregated data from cooperatives. These are (1) types of data required for developing performance indicators, (2) indicators for monitoring and (3) data formats. These are described in the following paragraphs.

I Types of Data Required for Developing Performance Indicators

General Information:

- List of National level Apex Organization by Sector and Country
- List of state level Apex Organization by Sector and Country
- List of Primary Cooperatives by Sector and Country
- Types of Cooperatives
- Members of cooperatives – Profile of Members

At Apex as well as at Primary Level:

- Data on membership of men and women in cooperatives at different levels by countries/ sub regions as well as by sectors / industry
- Data on participation by men and women in decision-making: at different positions like chairperson, secretary, as a member of board members or committee and in administrative post by countries / sub regions and sector and level of cooperatives

- ▶ **Quality of Participation in Decision Making by Men and Women:** data on the attendance of women in Annual general meeting and board meeting by countries / sub regions and sector and level of cooperatives
- ▶ **Data on Capacity Building of Male and Female members in cooperatives:** data on the attendance of women in seminars, programme, training programme by countries / sub regions and sector and level of cooperatives
- ▶ **Facilities/Amenities provided to women workers in cooperatives:** Data on benefit: provided to men and women by countries /sub regions and sector and level of cooperative. Benefits include social security benefits like maternity leave and health insurance, financial benefits like loan and credit, technical benefits like technical input in arming or other activities.
- ▶ **Socio-economic information of men and women in cooperatives:** Data on age, education, vocational training, profession and marital status for male and female by countries / sub regions and sector and level of cooperatives
- ▶ *Any other Data reflecting Gender based needs:* Data on women's constraints / problems by countries/sub regions and sector and level of cooperatives

II. Indicators for Monitoring

Indicators used to assess the status of women in primary cooperatives

Indicators on membership of men and women in cooperatives at different levels by countries / sub regions as well as by sectors / industry:

- (a) Percentage of women to total members of cooperatives
- (b) Percentage of men to total members of cooperatives

Indicators on participation by men and women in decision-making: at different positions like chairperson, secretary, as a member of board members or committee and in administrative post by countries/sub regions and sector and level of cooperatives

- (a) Percentage share of women chair person to total number of chair person
- (b) Per ten thousand number of women as chair person to total members of women in cooperatives
- (c) Percentage share of women secretary to total number of secretary
- (d) Per ten thousand number of women as secretary to total members of women in cooperatives

- (e) Percentage share of women in board to total board members
- (f) Per thousand number of women as board members to total members of women in cooperatives
- (g) Percentage share of women in committee to total committee members
- (h) Per thousand number of women as committee members to total members of women in cooperatives
- (i) Percentage share of men chair person to total number of chair person
- (j) Per ten thousand number of men as chair person to total members of men in cooperatives
- (k) Percentage share of men secretary to total number of secretary
- (l) Per ten thousand number of men as secretary to total members of men in cooperatives
- (m) Percentage share of men in board to total board members
- (n) Per ten thousand number of men as board members to total members of men in cooperatives
- (o) Percentage share of men in committee to total committee members
- (p) Per thousand number of men as committee members to total members of men in cooperatives

Quality of Participation in Decision Making by Men and Women: data on the attendance of women in Annual general meeting and board meeting by countries / sub regions and sector and level of cooperatives

- (a) Percentage share of women participation to total participants attending annual general meeting
- (b) Percentage of women attending annual general meeting to total members of women members in cooperatives
- (c) Percentage share of women participation to total participants attending board meeting
- (d) Percentage of women board members attending board meeting
- (e) Percentage share of men participation to total participants attending annual general meeting
- (f) Percentage of men attending annual general meeting to total members of men members in cooperatives
- (g) Percentage share of men participation to total participants attending board meeting
- (h) Percentage of men board members attending board meeting

Indicators on Capacity Building of Men and Women members in cooperatives: data on the attendance of women in seminars, programme, training programme by countries / sub regions and sector and level of cooperatives

- (a) Percentage share of women participants to total participants attending seminar or conference
- (b) Percentage of women attending seminars or conference to total members of women members in cooperatives
- (c) Percentage share of women participants to total participants attending training programme or capacity building programme
- (d) Percentage of women attending training programme or capacity building programme to total members of women members in cooperatives
- (e) Disparity Ratio between men and women in attending training programme or capacity building programme
- (f) Percentage share of men participants to total participants attending seminar or conference
- (g) Percentage of men attending seminars or conference to total members of men members in cooperatives
- (h) Percentage share of men participants to total participants attending training programme or capacity building programme
- (i) Percentage of men attending training programme or capacity building programme to total members of men members in cooperatives

Facilities / Amenities provided to women workers in cooperatives: Data on benefits provided to men and women by countries / sub regions and sector and level of cooperatives Benefits include social security benefits like maternity leave and health insurance, financial benefits like loan and credit, technical benefits like technical input in arming or other activities.

- (a) Percentage of women receiving maternity benefits or child care leave to total members of women members in cooperatives
- (b) Percentage of women receiving health insurance to total members of women members in cooperatives
- (c) Percentage of women receiving credit/loan to total members of women members in cooperatives

- (d) Percentage of women receiving technical support to total members of women members in cooperatives
- (e) Percentage of women receiving training to learn new skill to total members of women members in cooperatives
- (f) Percentage of men receiving maternity benefits or child care leave to total members of men members in cooperatives
- (g) Percentage of men receiving health insurance to total members of men members in cooperatives
- (i) Percentage of men receiving credit/loan to total members of men members in cooperatives
- (j) Percentage of men receiving technical support to total members of men members in cooperatives

Disparity Ratio between men and women in receiving training to learn new skill

- (a) Disparity Ratio between men and women in receiving maternity benefits or child care leave
- (b) Disparity Ratio between men and women in receiving training to learn new skill
- (c) Disparity Ratio between men and women in receiving health insurance
- (d) Disparity Ratio between men and women in receiving credit/loan
- (e) Disparity Ratio between men and women in receiving technical support
- (f) Disparity Ratio between men and women in receiving training to learn new skill

III Data Formats

No.	Name of cooperatives	Address	Year of Establishment	Level of cooperatives	Apex attachment	Country	Sector	Type	Members			Chair person			
									Male	Female	Total	Male	Female	Total	
1															
2															
3															
4															
5															

No.	Secretary			Board members			Committee members			Administrative manager		
	male	female	total	male	female	total	male	female	total	male	female	total
1												
2												
3												
4												
5												

No.	Administrative executive			Administrative staff			Participation in annual general meeting			Participation in board meeting			Participation in Training Programme		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total

No.	Participation in seminar			Members obtaining maternity leave			Members obtaining health insurance			Members obtaining loan or credit		
	male	female	total	male	female	total	male	female	total	male	female	total
1												
2												
3												
4												
5												

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ANNEXURE 2

**Codes: Agenda on issues concerning women discussed in Board Meetings
during the year 2004–2005**

Agenda for Women Related Issues	Code
Encouragement to women by showing example of successful women	1
Representative of board members in ICA Women's committee	2
Capacity building programmers through various training and seminars for the development of women cooperatives and cooperative women leaders	3
Constitutions and procedural rules for separate Women Committee to integrate gender dimension into cooperatives	4
Different issues related to women leadership and empowerment	6
Financial support and issues for women members	7
Legal support for women rural cooperatives	8
Setting up the action plan for the women advancement	10
Survey amongst women in cooperatives. The objectives is to understand the awareness and interest of women in cooperatives	11
To reiterate the dissemination of the approved policies and resolutions of the NATCCO BOD to the RDC and Affiliated PCs	12
NR	99

Table 1: Representation of Male and Female in decision-making and leadership position in Apex level cooperatives 2003-2004

Country	Chairman/ President			Chief Executive			Board Members			All decision making and leadership position						
	M	F	T	M	F	NR	T	M	F	NR	M	F	T	%		
China	1	0	1	1	0	0	1	NR	NR	NR	2	0	0	2	100	
Japan	1	0	1	1	0	0	1	33	9	42	35	9	20.5	44	100	
Korea	2	0	2	2	0	0	2	66	1	67	70	1	1.4	71	100	
Iran	2	0	2	2	0	0	2	8	0	8	12	0	0	12	100	
India	4	0	4	4	0	0	4	83	1	84	91	1	1.1	92	100	
Nepal	1	0	1	1	0	0	1	16	1	17	18	1	5.3	19	100	
Sri Lanka	2	0	2	1	0	1	2	13	2	15	16	2	11.1	18	100	
Malaysia	1	0	1	1	0	0	1	21	2	23	23	2	8	25	100	
Myanmar	1	0	1	1	0	0	1	28	2	30	30	2	6.3	32	100	
Philippines	0	1	1	1	0	0	1	10	3	13	11	4	26.7	15	100	
Singapore	1	0	1	1	0	0	1	10	1	11	12	1	7.7	13	100	
Thailand	1	0	1	1	0	0	1	9	1	10	11	1	8.3	12	100	
Vietnam	1	0	1	0	0	1	1	1	5	6	2	5	71.4	7	100	
Total	18	1	19	17	0	2	19	298	28	326	333	92	29	8	362	100

Table 2: Representation of Male and Female in the post of Administrative Staff at various levels in Apex cooperatives 2003-2004

Country	Manager				Non executive staff							
	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
China	0	0	0	0	0	0	0	0	0	0	0	0
Japan	0	0	0	0	0	0	0	0	0	0	0	0
Korea	1815	98.1	35	1.9	1850	100	6021	86.9	904	13.1	6925	100
Iran	54	96.4	2	3.6	56	100	2515	91.3	241	8.7	2756	100
India	4267	97.7	101	2.3	4368	100	3764	94.2	231	5.8	3995	100
Nepal	4	80	1	20	5	100	6	66.7	3	33.3	9	100
Sri Lanka	2	50	2	50	4	100	5	29.4	12	70.6	17	100
Malaysia	7	100	0	0	7	100	110	38.9	173	61.1	283	100
Myanmar	7	70	3	30	10	100	4	50	4	50	8	100
Philippines	1	25	3	75	4	100	17	39.5	26	60.5	43	100
Singapore	3	60	2	40	5	100	3	75	1	25	4	100
Thailand	1	100	0	0	1	100	0	0	0	0	0	0
Vietnam	26	92.9	2	7.1	28	100	28	49.1	29	50.9	57	100
Total	6187	97.6	151	2.4	6338	100	12473	88.5	1624	11.5	14097	100

Table3: Country wise Attendance of male and female in the board meetings during the year 2004

Country	Male attendance		Female Attendance		Total Attendance		No. Of Board Meetings	
	No.	%	No.	%	No.	%	No.	No.
China	0	0	0	0	20	100	21	
Japan	0	NR	0	NR	0	NR	0	
Korea	273	99.6	1	0.4	274	100	24	
Iran	8	100.0	0	0.0	8	100	36	
India	348	99.4	2	0.6	350	100	34	
Nepal	133	96.4	5	3.6	138	100	9	
Sri Lanka	5	71.4	2	28.6	7	100	15	
Malaysia	18	90.0	2	10.0	20	100	7	
Myanmar	5	100.0	0	0.0	5	100	17	
Philippines	24	54.5	20	45.5	44	100	4	
Singapore	10	90.9	1	9.1	11	100	6	
Thailand	15	100.0	0	0.0	15	100	12	
Vietnam	108	92.3	9	7.7	117	100	2	
Total	947	93.9	42	4.2	1009	100	187	

Table 4: Country wise agenda on issues concerning women discussed in board meetings during the year 2003-2005

Agenda on women related issues (in no.)													
Country	1	2	3	4	6	7	8	9	10	11	12	99	Total
China	0	0	0	0	0	0	0	0	0	0	0	1	1
Japan	0	0	0	0	0	0	0	0	0	0	0	1	1
Korea	0	0	0	0	0	0	0	0	0	0	0	2	2
Iran	0	0	0	0	0	2	0	1	0	0	0	1	4
India	0	0	1	1	0	1	1	0	0	0	0	3	7
Nepal	2	0	2	1	2	0	0	0	0	0	0	0	7
Sri Lanka	0	0	2	0	2	1	1	0	0	0	0	0	6
Myanmar	0	0	1	0	0	0	0	0	0	0	0	0	1
Philippines	1	0	1	2	0	0	1	0	0	0	1	0	6
Singapore	2	0	0	0	0	2	2	0	0	1	0	0	7
Thailand	0	1	0	0	2	0	0	0	0	0	0	0	3
Vietnam	1	1	1	0	1	1	1	0	1	0	0	0	7
Total	6	2	8	4	7	7	6	1	1	1	1	8	52

**Table 6: Country wise attendance of male and female in various programme conducted
by Apex Cooperatives 2003-2004**

Country		Attendance of board members in different programmes conducted by Apex Cooperatives																															
		1		2		3		4		5		6		7		8		9		10		Total											
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	T									
In Percentage																																	
China	61.1	38.9	100	73.4	26.6	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	63.1	36.9	100						
Korea	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	89.4	10.6	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	89.4	10.6	100					
Iran	80.0	20.0	100	84.6	15.4	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	83.8	16.2	100					
India	97.1	2.9	100	97.7	2.3	100	50.0	50.0	100	93.4	6.6	100	97.2	2.8	100	88.9	11.1	100	59.3	40.7	100	0.0	0.0	0.0	0.0	0.0	90.7	9.3	100				
Nepal	66.7	33.3	100	0.0	0.0	0	75.0	25.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	68.8	31.3	100				
Sri Lanka	50.0	50.0	100	47.4	52.6	100	0.0	0.0	0.0	50.0	50.0	100	75.0	25.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	51.6	48.4	100				
Malaysia	66.2	33.8	100	57.1	42.9	100	0.0	0.0	0.0	0.0	0.0	0.0	47.7	52.3	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	47.0	100				
Myanmar	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0					
Philippines	66.7	33.3	100	38.1	61.9	100	25.0	75.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0	60.0	100				
Singapore	0.0	0.0	0	72.4	27.6	100	68.8	31.3	100	4.7	95.3	100	80.0	20.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.4	73.6	100			
Thailand	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	100.0	100	0.0	0.0	0.0	0	100.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100				
Vietnam	67.6	32.4	100	80.0	20.0	100	82.2	17.8	100	0.0	0.0	0.0	80.0	20.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	78.3	21.7	100				
Total	72.7	27.3	100	91.0	9.0	100	81.9	18.1	100	42.8	57.2	100	89.6	10.4	100	80.0	20.0	100	18.4	81.6	100	50.0	50.0	100	54.4	45.6	100	90.7	9.3	100	78.8	21.2	100

ANNEXURE 3

**Table 1: Representation of male and female members in Cooperatives
by different sectors**

Sectors	Male	Female	Total
<i>In Percentage</i>			
Agriculture / Agro Processing	79.20	20.80	100
Fisheries	72.89	27.11	100
Banking & Finance	72.83	27.17	100
Thrift & Credit	57.87	42.13	100
Consumer	56.72	43.28	100
Housing	77.85	22.15	100
Supply & Marketing / Trading	86.63	13.37	100
Dairy	78.90	21.10	100
Workers Co-operative	94.48	5.52	100
Health	84.73	15.27	100
Multipurpose	55.18	44.82	100
Social Services	54.64	45.36	100
Miscellaneous Manufactory	62.91	37.09	100
Miscellanies other	80.18	19.82	100
Retail Services	36.85	63.15	100
Total	69.33	30.67	100

Table 2: Sector wise attendance of male and female members in Annual General meeting

Sector	Attendance of male and female members in Annual General meetings						No. Of Board Meeting	
	Male			Female				Total
	No.	%	No.	%	No.	%		No.
Agriculture / Agro Processing	35284	78.8	9470	21.2	44753	100	429	
Fisheries	629	100.3	0	0.0	627	100	20	
Banking & Finance	9460	55.3	7161	41.9	17092	100	879	
Thrift & Credit	25918	61.1	15241	35.9	42399	100	7355	
Consumer	3627	71.0	1478	29.0	5105	100	39	
Housing	980	75.0	327	25.0	1307	100	2	
Supply & Marketing / Trading	3056	78.1	859	21.9	3915	100	12	
Dairy	338	83.3	68	16.7	406	100	2	
Workers Co-operative	31	64.6	17	35.4	48	100	1	
Health	731	52.1	599	42.7	1402	100	4	
Multipurpose	4519	25.4	5626	31.6	17776	100	385	
Social Services	1299	36.6	322	9.1	3548	100	10	
Miscellaneous Manufactory	659	78.3	183	21.7	842	100	43	
Miscellanies other	41	50.6	40	49.4	81	100	5	
Retail Services	246	40.0	369	60.0	615	100	1	
Total	86818	62.1	41760	29.8	139916	100	9187	

ANNEXURE 4

Schedules

ICA-ASIA & PACIFIC
COLLECTION OF ENGENDERED STATISTICS FROM COOPERATIVES IN
ASIA & PACIFIC REGION

FOR ICA MEMBER COOPERATIVES

BLOCK 1 : GENERAL INFORMATION

A. General Information:

1. Name of Country:

2. Postal Address and contact no. :

3. Year of Establishment:

4. Name of the Respondent

Designation of Respondent

5. Total Number of Member Cooperatives:

- a. National Federations:
- b. State Federations :
- c. District/ Primaries :
- d. Total Number :

B. Office Bearers of Board

Please tick

6. Chairman/President: Male Female

7. Chief Executive: Male Female

8. Number of Board Members: Male _____ Female _____ Total

9. Any other Committee / Advisory Committee or any such body:

Name of Committee	Number of Members		
	Male	Female	Total
A			
B			
C			
D			
E			

C. Number of Administrative Staff in the Office

	Male	Female	Total
10. Managers			
11. Non Executive Staff			

(Kindly give more details if there are other kinds of administrative staff)

BLOCK 2 : MEETINGS, TRAININGS, SEMINARS

12. How frequently does the Board / Committee meet?

Please tick

A. Once in Every Fortnight

B. Once in a Month

C. Once in 3 Months

D. Once in 6 Months

E. Once in 1 Year

13. Attendance of the Board Members during the year 2004

Total No. of Board Meetings (2004)	Indicate in numbers		
	Male	Female	Total

14. Attendance of the General Members in Annual General Meetings (AGM) of the Federation during the year 2004;

Total No. of Board Meetings (2004)	Indicate in numbers		
	Male	Female	Total

15. Agenda on issues concerning women discussed in Board Meetings during the year 2003- 2005:

Agenda on Women Related issues (Please mention the issue)
1.
2.
3.
4.
5.
6.
7.
8.
9.
10.

16. Training programs / Capacity Building Programs attended by officers/staff of the Federation during the year 2003-2005

Name of Program	No. Of Participants		
	Men	Women	Total
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

INFORMATION ON NO. OF COOPERATIVES IN DIFFERENT TYPES AND LEVEL

Type **A : All women cooperatives, B: All men cooperatives**
 C: Mixed cooperatives T: Total number of cooperatives

Name & Sector of Co-operative Federation under your organization	Primary/Local co-ops				State/Provincial co-ops			
	A	B	C	T	A	B	C	T
1. Agriculture/Agro processing Name: Address								
2. Fisheries Name: Address								
3. Forestry Name: Address								
4. Banking & Finance Name: Address								
5. Thrift & Credit Name: Address								
6. Consumer Name: Address								
7. Housing Name: Address								
8. Supply & Marketing/Trading Name: Address								
9. Dairy Name: Address								
10. Handicraft/Artisan Name: Address								
11. Workers co-operative Name: Address								
12. Health Name: Address								
13. Youth/University co-op Name: Address								

Note: Please add any additional sector that operates in your country

FOR PRIMARY CO-OPERATIVES

Instructions:

- a. Please select a sample of 20 Primary / Local level cooperatives representing all the states/ provinces in your country who are affiliated with your organization.
- b. This Questionnaire will be filled in by the selected Primary / Local level cooperatives
- c. ICA Member is requested to make the required number of photocopies of the Questionnaire and send separately to 20 selected Primary co-op each.

BLOCK 1 : GENERAL INFORMATION

1. Name of the Country:
2. Sector:
3. Name of the Cooperative:
4. Postal Address and contact no:
5. Name of the National cooperative Federation to which affiliated:
6. Year of Establishment:
7. Type of co-operative.
Please mark
- a. All men cooperative:
- b. All women cooperative:
- c. Mixed: cooperative:
8. Name & Designation of the Respondent:
9. Total Individual Members of the Cooperative:
Male _____ Female _____ Total

BLOCK 2 : OFFICE BEARERS AND ADMINISTRATIVE STAFF

10. Name of Chairman / President :
 Male Female

11. Name of the Chief Executive:
 Male Female

12. Board Members (Number) Male _____ Female _____ Total

13. Any other Committee or any such body:

Sr.	Name of Committee	Number of Members		
		Male	Female	Total
A				
B				
C				
D				
E				

14. Other Administrative Staff: (Please give numbers)

	Male	Female	Total

BLOCK 3 : MEETINGS, TRAININGS, SEMINARS

15. How frequently does the Board / Committee meet? Please tick

- A. Once in Every Fortnight
- B. Once in a Month
- C. Once in 3 Months
- D. Once in 6 Months
- E. Once in 1 Year

16. Attendance of the Board Members during the year 2004

Total No. of Board Meetings (2004)	Indicate in numbers		
	Male	Female	Total

17. Attendance of the Members in Annual General Meetings (AGM) during the year 2004

Total No. of AGM's (2004)	Indicate in numbers		
	Male	Female	Total

18. Agenda on issues concerning women discussed in Board Meetings during the year 2003-2005:

Agenda on Women Related issues (Please mention the issue)
1.
2.
3.
4.
5.

19. Training programs / Capacity Building Programs attended by officers/staff of the Federation during the year 2003-2005

Name of Program	No. of Participants		
	Male	Female	Total
1.			
2.			
3.			
4.			
5.			

20. Seminars or Meetings/training attended by individual members of the Cooperative during the year 2003-2005

Seminars/Meetings/Trainings	No. of Participants		
	Male	Female	Total
1.			
2.			
3.			
4.			
5.			

21. What benefits male and female members received from the cooperatives during the year 2003-2005

(Note: Benefits refer to the specific benefits given by the cooperative to its members, such as credit, technical help, other support)

Sr.	Name of Program	No. of Participants		
		Male	Female	Total
A	Maternity leave/ child care			
B	Health care/ insurance			
C	Loan/ Credit			
D	Technical input for farming			
E	Training to learn new skills			
F	Other			

For Question 22 & 23 please attach separate sheets if required:

22. What kind of support / facilities / amenities do women need to actively participate in cooperatives? Any suggestions regarding improving attendance of women or activities of the cooperative keeping in mind the interests of women

- a.
- b.
- c.
- d.

23. What kind of changes are needed in the present policies, rules and regulations to enable women to become active in the management of cooperatives?
- a.
 - b.
 - c.
 - d.

**Socio-economic Characteristics of
Office bearers and Members of Board / Executive Committee Members**

A. Information about Head of Primary Co-op

	Age	Education	Profession
President/Chairman			
Chief Executive			

B. Information about other board/committee members

	Male	Female	Total
1. AGE GROUP			
A. 20 to 40			
B. 40 to 60			
C. 60 and above			
2. EDUCATION			
A. Primary			
B. High School			
C. University			
3. PROFESSION			
A. Farmer			
B. Business			
C. Politician			