

# **PROGRESS REPORT 2005 - 2007**

## **Gender Programme ICA Regional Women's Committee for Asia - Pacific**



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# **Progress Report 2005 - 2007**

**Gender Programme  
ICA Regional Women's Committee  
for Asia - Pacific**



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**Progress Report**  
**2005 - 2007**  
**Gender Programme**  
**ICA Regional Women's Committee**  
**for Asia - Pacific**

Prepared & edited by  
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July 2008

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## Foreword

With great pleasure and optimistic note, we are presenting the 3<sup>rd</sup> Progress Report of ICA AP Gender Program 2005-2007. ICA AP Regional Women's Committee (RWC) was constituted in 1998 and the efforts of documenting progress and gaps initiated in the year 2000. Co-operative community has already seen the reports of 2000-2002 and 2002-2004. As the days are passing, our efforts are increasing, bearing fruits. Therefore, the years under this report have been more eventful and seen new initiatives. This was also the period of self evaluation and strategic changes.

The success of Tagatay Conference, 2006 is one of the achievements which intend to lead to more accomplishments. In spite of good intensions and efforts, it is not easy to remove social, cultural and religious barriers from the path of gender equality. It is widely felt that positive discrimination in favour of women is the only way to achieve gender equality to some extent. Therefore, demand for 33% seats for women at all levels of co-operatives came up besides regular unresolved issues of equal opportunity, services, resources and capacity building of women as well as the co-operatives for gender main streaming.

The ICA Regional Women Committee is getting stronger in terms of activities but still weak in strength and resources. We need to increase the member base to reach out to more co-operative people through member organizations. The 13 RWC members out of 58 ICAAP memberships, it self is an evidence of the poor health of 'gender integration for women empowerment movement' in co-operatives in the region. Moreover, with limited financial resources, it is difficult to take new initiatives and expand our activities to cover more issues concerning women empowerment and gender integration in co-operatives. Therefore, the cooperatives should come forward and send nominations to the women committee.

Nevertheless, the members of ICAAP deserve appreciation for their commitment and support to gender mainstreaming programmes. The NCUI, India and JCCU, Japan deserve special mention for their substantial collaboration as NCUI has sent Ms. Savitri Singh to work as Advisor of Gender Programme and major part of funding for gender programme is supported by JCCU.

We also wish to place on record our sincere thanks to all our partners, the co-operative fraternity and stake holders for their solidarity accelerating progress of gender integration in co-operatives in Asia Pacific. And last but not the least, the office bearers and the secretary whose hard work and motivation made it possible.

**Ms. Hitomi Tanaka**  
Vice Chair, ICARWC

**Shil Kwan Lee**  
Regional Director

## About us

The Progress Report of ICA Gender Program for the year 2005-2007 is now placed before you. We have been successful to reach out to 700 women and men cooperators directly, through our capacity building and advocacy programmes and indirectly to may be thousands, through our news letters, manuals and website.

In order to achieve the over all aim of women empowerment and gender integration in cooperatives, various methods have been adopted such as capacity building through skill development trainings and exposure, advocacy, lobbying and networking, participation in national and international forums, awareness building through circulation of news letters and reports, generating and creating various resources etc.

We know that due to lack of opportunity and denial of legitimate space in mixed membership cooperatives, women have organized many 'only women' cooperatives. SEWA is one of the best examples. But according to cooperative values and principal, equality and equity should be achieved within the system. Therefore, women and men both need to think 'out of the box' meaning, give maximum exposure to women in all the fields of cooperative business such as agriculture, marketing and trade etc. The women's participation should not be limited to only working as labourer in the family business but also as service users and consumers in the cooperatives along with the male members. Hence, capacity building in new areas such as agricultural techniques, marketing and trade has been started for women.

These two years in reference have been significant in terms of self assessment and new initiatives also. Sex-disaggregated data collection and analysis was introduced to co-operatives for the first time in the region. The gender focused HIV/AIDS awareness programmes were introduced to make co-operatives understand that it is not merely a health issue but a development issue and co-operative members, as part of the larger society are equally vulnerable. Constitution of the committee has been amended to achieve greater objectivity. The achievements and gaps have been reviewed and resolution for improvement has been placed at the 5<sup>th</sup> Co-operative Ministers' Conference in 2007. The Minister's Conference also recommended for avoiding such provisions in the co-operative law which are discriminatory against women such as conditions of admission in the co-operatives.

We are determined to continue our journey and accomplish the dream of gender equality in all spheres of life through co-operatives.

**Savitri Singh**

Advisor-Gender Programme & Secretary, ICARWC

## The Team



1. Madam Rahaiah Baheran  
Chairperson ( 1998-2006)



**Over all Support**  
2. Mr. Shil Kwan Lee,  
Regional Director



3. Ms. Junko ITO  
Vice Chair Person(2002-2007)



4. Ms. Goh Ming Huey  
Vice Chair Person (2004-March, 2008)



5. Ms. Savitri Singh  
Secretary cont.

## Vision and Mission

***Equity and Equality of men and women at all levels of cooperatives to achieve inclusive women empowerment & gender mainstreaming.***

***Building capacity of women, co-operative members as well as the co-operative institutions to achieve equal participation of women in Cooperatives.***

## Activities

Activities of the committee are carried out by the Gender Programme division of ICAAP. The gender Programme Advisor of ICAAP serves as secretary to the committee and is responsible for planning and implementation of the projects.

**The major projects/activities being carried out by the committee** can be defined into following broad categories:

1. *Planning*
2. *Capacity Building*
3. *Advocacy*
4. *Networking*
5. *Reaching out*
6. *Resource generation*
7. *Representing RWC at International, Regional and National Forums and events*



## Highlights 2005-2007

We have reached out directly to about 700 co-operators through various programmes. Following are the highlights—

### **Amendments of RWC Constitution**

- Article 5.3: Amendment in the terms of committee from 2 to 4 years
- Article 7.1: Amendment in the terms of the Office Bearers of the committee from 2 to 4 years.
- Hence, the election of committee will be held in 2008 instead of 2006.

### **HIV/AIDS, Gender and Co-operatives**

HIV/AIDS Awareness initiative by ICA for co-operatives in Asia Pacific with special focus on gender dimension of the pandemic.

### **Publication of Training Manual**

The ICA-ILO Leadership Training Manual for Women Leaders of Co-operatives has been published in December 2005.

### **Sex-disaggregated data collection and analysis**

‘Sex-disaggregated data’ collection is introduced to cooperatives in the region for the first time.

The ICA has commissioned a full fledged sex-disaggregated data collection and analysis project in the region.

The objective of the project is to collect and establish a comprehensive data-base to evaluate progress post ‘Tagaytay Declaration 1997’ and identifying gaps i.e. the effectiveness of women development and gender mainstreaming programmes. And 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.

### **Tagaytay Conference-2006**

The conference was held again in Tagaytay to commemorate the historical event held in the same place almost a decade ago. The participants reviewed achievements and gaps. New

'Platform of Action' has been adopted to achieve the goal of women empowerment and gender mainstreaming in co-operatives in the region.

### **Participation of women co-operative products in Co-operative Trade Fair**

The ICA AP- DEKOPIN Cooperative Trade Fair was held in Bali Indonesia. The Trade Fair has been successful especially in terms of Gender Integration. The women producers in co-operatives participated in the Trade Fair for the first time, and received good response. The ICAAP sponsored a few women members and DEKOPIN provided stalls free of cost.

### **Initiative for Gender integration in Bangladesh**

In order to achieve the objective of gender main streaming in cooperatives in the region, we try to approach and involve all our members. A special programme was designed and conducted for Bangladesh in 2007, specially focusing on capacity building of women and HIV/AIDS intervention.

### **Capacity building of women co-operators of Cambodia**

The ICAAP has promoted and developed 5 cooperatives in Cambodia. There are a substantial number of women members in the cooperatives. A capacity building programme for women leaders has been organized by ICAAP. Ms. Savitri Singh, Advisor Gender Programme, designed and conducted a 5 days programme including one day study visit to a co-operative. The training was held from 30 October to 3<sup>rd</sup> November, 2007 in Phnom Penh.

### **Regional Women's Committee at Gender Equality Committee events**

**The ICA** Gender Equality Committee (ICA GEC) plenary and Conference was held on 17 Oct, 2007. Members of **Regional Women's Committee for Asia Pacific attended plenary** and Conference. Ms. Savitri Singh was invited to make a presentation on the topic 'Gender Equality as Driving force for Social and Economic Innovation' at the Conference. She was also invited to represent Asia Pacific region at the plenary and made presentation on activities of the committee.

## Planning

The Regional Women Committee holds two types of meetings to take policy and planning decisions. The gender programmes are implemented in the region in accordance with the decision of the committee.

The Committee meets once in 2 years in conjunction with the regional women forum. The members meet and share their experiences. Election of the committee and any other policy matters are discussed and decided by the whole committee.

The office bearers of the committee are elected by the committee which meets once or more time in a year depending upon the requirement. The OBM reviews performance and plans and prepares activities of the gender programme for the year.

Following 7 meetings have been held during 2005-2007:

1. **February 2005 , Bangkok :** Office Bearers Meeting (OBM) was held to discuss and prepare for Post Tagaytay Conference. This was an important meeting in which other stake holders/ partners such as AWCF and ACCU were invited to participate. The meeting was held for two days in the UNIFEM office in Bangkok in which frame work of the Tagaytay conference was designed. This meeting took an important decision to collect sex disaggregated data from the cooperatives in the region. We wanted to review and map our performance for which the data have been a crucial tool.



*Participants of the brainstorming session at UNIFEM, Bangkok-2005*

- 2. November 2005 KL, Malaysia:** OBM was held to review preparations for the forthcoming Regional Conference in Tagaytay-2006, decide the work plan for the next year as well as presentation of the committee at the Co-op dialogue-2005.



*Savitri Singh, Rahaiah Baهران and Shil Kwan Lee at the meeting*

- 3. February 2006, Manila Philippines:** Office Bearers Meeting (OBM) was held to prepare for the Regional conference on Gender Integration: 10 Years before and After' to be held in Tagaytay in 2006. The title, theme, sub-themes, speakers, budget, participants, venue, study visits, back ground material and logistics etc. were decided in the meeting.



*Jiro Ito, Sally Ganibe, Goh Ming and Savitri Singh at the OBM*

The office bearers met with CEO of NATCCO and CEO of AWCF and other staff to discuss arrangements as both the partners were the co host of the event.

The secretary visited Tagaytay after the meeting to finalise booking of venue for the Conference.

- 4. August, 2006 Sri Lanka:** The Regional Women's Committee meeting was held in Colombo in conjunction with ICA Regional Assembly and Coop Forum. The committee decided to amend the 'Constitution of the Committee'. The amended constitution is placed at Annex-C of this report.



*Participants of RWC, Colombo with Goh Ming Huay, Shil Kwan Lee and Savitri Singh*

A seminar and exhibition of handicrafts and other products from women cooperatives were also organized in conjunction with the meeting. Several women cooperators from the Sri Lanka co-operative movement participated in the seminar. The member countries as well as the host presented country papers and shared experiences/best practices from their cooperatives.

- 5. November 2006, Tagaytay, Philippines:** Office Bearers Meeting (OBM) was held just before the Conference to take stock of the preparations. Also, the work plan for the next year was decided. Mrs. Rahaiah Baهران observed that HIV/AIDS awareness is not the component of women empowerment and gender main streaming. Hence, the activity should not be conducted under the gender programme of ICAAP.





*Shil Kwan Lee and Savitri Singh at the exhibition in Colombo*

Mr. Shil Kwan Lee suggested that women co-operators should participate in trade fair for business promotion and it was decided that exclusive arrangements will be made to invite women cooperative entrepreneurs in the Bali trade fair, 2007.

**6. October-2007, Singapore-**The OBM and RWC meeting was held in Singapore in conjunction with ICA General Assembly. The ICA Gender Equality Committee invited the RWC to participate in their events and make presentation.

The OBM was held on 15<sup>th</sup> October, 2007 one day prior to the meeting where new member and vice chair Ms. Hitomi Tanaka joined in place of Ms. Junko Ito.



*Stefania Marcone, Chairperson of ICAGEC addressing the RWC meeting*

The meeting reviewed performance and next years work plan was decided. The meeting was focused on organizing of Regional Women Forum in 2008 in Hanoi and the election of the committee.



*The participants at RWC meeting and Seminar in Singapore*

- 7. The sixth meeting** of ICA Regional Women's Committee was held on 16 October, 2007 in Hotel Carlton, Singapore. In absence of a Chair Person, Ms. Goh, Vice Chair Person, Chaired the meeting. The meeting was combined with a formal inauguration, country report presentation by members and study visit. Prof. Dr. Low Guat Tin of National Institute of Education, Singapore was invited as the Chief Guest and delivered key note speech. Mr. Shil Kwan Lee, Regional Director of ICAAP and Ms. Stafania Marcone, Chair Person of ICA Gender Equality Committee were also invited as special guests to address the meeting. A study tour was arranged by SNCF for the members in the afternoon. All the members and foreign participants joined the study visit. The meeting and event was attended by about 60 cooperative members and officials from Singapore, Srilanka and Japan besides the members of the committee.

# Capacity Building

ICA is a member based organization. Serving members to build up their capacity in various fields is one of the mandate. Therefore, gender programmes are very much focused on building capacity of cooperatives as well as the women to achieve Gender Equality. The following capacity building programmes are being conducted:

## **For capacity building of women and men members:**

- a. Training of trainers (TOT) for leadership development of women in co-ops.
- b. Exposure and networking programme for empowerment of women
- c. Addressing issues of HIV/AIDs with gender perspective as the pandemic has a women face
- d. Organising Regional Women Forums and Conferences

## **For capacity building of cooperatives:**

- a. Advocacy and lobbying at Co-operative Dialogues and Cooperative Minister's Conferences to impress upon the governments to enact gender sensitive law and policies
- b. Technical and financial support to organize gender programmes
- c. Sponsoring members to attend gender programmes and events
- d. Sex disaggregated data collection and dissemination
- e. Information sharing through new letters/periodicals
- f. Declarations and platform of action
- g. Providing resources in the form of resource persons and manuals

## **National Training of trainers (TOT) for leadership development of women in co-operatives:**

The ILO-Coop Net and ICA ROAP have developed a training manual for leadership development of women in cooperatives in the Asia pacific region. The manual is being used for training of trainers of cooperatives who in turn will train the women cooperative leaders. The ICA ROAP has decided to conduct the training for women and men trainers of primary,



secondary and tertiary cooperatives whose role and task is to conduct training activities on gender sensitivity and accountability and on leadership capacity building of women in co-operatives.

The objective of the TOT is to create a pool of trainers so that a team of trainers could be generated who in turn will train the women co-operative leaders at grass-root/primary level.

In the first phase, during 2002-2004, we have conducted 4 Regional TOT in 4 different countries in the region and have trained 100 trainers from 10 countries. Thereafter, in order to enhance the direct out reach of the programme, it is decided that National TOT should be conducted every year in one of the ICA member countries who have already participated in the Regional TOT. 25-30 local trainers, both men and women are being trained in the National TOT. The national TOT have been held in Sri Lanka and Vietnam in 2005 and 2006 respectively. The next TOT was scheduled to be held in Thailand in 2007. However, due to some administrative reasons it was held in January 2008. The ICA provides regional resource persons and any technical help which members require for organizing the programme. The program is for 6 days, 5 days of classroom training and one day for study visit.

### **Eligibility of participants**

Women and men trainers of primary, secondary, and tertiary cooperatives with basic knowledge of cooperatives and substantial grasp of gender issues and concern in the society, committed to the advocacy for gender equity and equality in society in general and in cooperatives in particular. He/she must have willingness and capability of training and mentoring current potential women leaders in the effective management of cooperatives.

### **Objective**

This training workshop aims to assist trainers of Asia Pacific to:

1. Raise the awareness of women and men leaders and members of cooperatives on gender issues, on the manifestations of gender bias (against women) in cooperatives, and on the effects of gender discrimination on the personal and interpersonal growth of its leaders and members as well as on the organizational development of cooperatives.

2. Build up the capacity of current and potential women leaders of cooperatives by equipping them with knowledge and skills on the following:
  - Nature of Cooperatives
  - Effective and gender-responsive leadership
  - Cooperative Enterprise Management
  - Coping with challenges; and
  - Personal Development

### **TOT in Sri Lanka**

National Workshop for training of trainers for leadership development of women in co-operatives was held in National Institute of Co-operative Development (NICD), Sri Lanka from 1-6 August, 2005. 30 co-operative trainers from all over the country attended the programme. The training was conducted by Savitri Singh and Paul Sinappan as Master Trainers.

### **TOT in Vietnam**

National Workshop for training of trainers for leadership development of women in cooperatives was held in Hanoi, Vietnam from 4-9 Dec, 2006

The programme was hosted by VCA at the Vietnam Institute for Small Enterprise and Cooperatives (VISEC). 20 local trainers, both men and women from different part of Vietnam cooperatives attended the training. The ICAAP provided technical support and resource person to coordinate and conduct the training. Different training tools and methods were adopted to conduct the training such as role play, games, question answers and group discussions. A wide range of topics i.e. gender analysis, gender socialization process, nature ,values and concept of cooperatives, ICA statement of identity, Coop law, By-laws and policies, gender issues in coops, removing barriers in empowering women, functional training for women leaders such as planning, budget, evaluation and monitoring, financial management, enterprise management, qualities of effective coop leaders, leadership styles, communication, decision making net working and lobbying etc. have been covered during the training. At the end of the training, the participants were asked to prepare a plan that how they plan to make their own coop gender responsive and how they will utilize these training skills in their own trainings.



*Participants of TOT in Vietnam*

### **HIV/AIDS, Co-operatives and Gender**

HIV/AIDS is no longer an urban disease. This is now spreading by alarming speed into rural areas affecting largely the farming community, especially people in their most productive years (15-45 years of age).

Most of the members of co-operatives are small agricultural farmers and land less farm workers, fishermen, construction labourers, floating population of factory workers who are facing several problems such as lack of information about the disease, absence of resources, inadequate supply of preventive measures i.e. awareness and condoms. Also, populations in remote areas who are out of reach of health extension workers.

### **Gender dimension of the problem and co-operatives**

Co-operatives are the gender sensitive, equal opportunity organizations. According to ICAAP sex disaggregated cooperative data-2005, there are 30% women at the membership level, participating in all the sectors of co-operatives. Besides, there are several 'women only' co-operatives in several countries, managed by women directors and members. Banking and Credit co-operatives and milk co-operatives are the sectors where women are very successful. There are 150 women co-operative banks in India alone.

Women are badly affected by the pandemic. The HIV has a 'woman face' because of the following:

1. With the loss of male member to AIDS, woman loses her main source of income and has to work for the family.
2. Death of the husband often means that a woman will lose her home and land.

3. Burden of caring for the sick and orphans along with many other productive and unproductive work including farming, food preparation, child care etc.
4. Women care givers are sometimes HIV positive themselves.
5. Stigmatisation. It means refusal of work, no income, withdrawal of children from school, breaking up of extended family support system.
6. Women are at the higher risk of acquiring HIV infection and STD than men due to biological reasons.

In spite of wide networks of co-operatives and their active role in the development of its members, these institutions are constrained by various limitations in providing specialized health services to their members.

Moreover, although there have been various HIV/AIDS prevention and care programmes, in general, very little has been done so far for co-op community by the co-operative sector.

Therefore, there is an urgent need to organize facilitating services within the co-operative set-up for strengthening the capacities and capabilities of members so that co-operative members as well as their communities can withstand and sustain the burden of HIV/AIDS. Co-operatives can be used as vehicle to reach out to masses with HIV/AIDS intervention as it has been seen that community-based programmes can reach to large number of people and can therefore, be more result oriented.

Hence, viewed in above perspective, addressing the need of co-operatives not only benefits its members but also their families and in turns the community. Thus, one empowered co-operator multiplies into many empowered citizens.

For this reason, the ICA has initiated HIV/AIDS Awareness Programme for co-operative members in the region.

### **What co-operatives can do**

Co-operatives can offer an integrated approach to mobilize communities for the prevention, mitigation and care of those affected by HIV/AIDS. Co-operatives can provide the following services:

- **Behaviour change and life skills education**
- **Provide preventive information and promote and distribute condoms**
- **Train community health workers**
- **Support for women affected by AIDS**
- **Provide home based care for individuals and families living with HIV/AIDS**

## ICAAP Initiatives

ICAAP started HIV/AIDS Awareness Project for co-operatives in the region in 2004. The strategy is, to mainstream or integrate HIV/AIDS awareness into cooperative education and training system. Therefore, we conceived and conducted two types of programmes:

1. Sensitisation workshop for co-operative leaders and policy makers
2. Training of co-operative Trainers on HIV/AIDS awareness

### **ICAAP-CLT Workshop for Prevention of Spread of HIV/AIDS**

The ICA-AP has taken initiative to address the HIV/AIDS crisis in the region and a strategic project focusing on prevention and intervention activities has been put in place to cover all the member co-operatives in the region. According to the plan to cover the countries with high HIV prevalence first, a workshop for sensitisation of co-operative leaders to generate awareness for Prevention of Spread of HIV/AIDS has been held on 1-2 July 2005 in Bangkok, Thailand in collaborating with Co-operative League of Thailand.

The same workshop was held in India in 2004 with the support of UNAIDS and NCUI.

There are more than 3,016 co-operatives in Thailand with about 4 million individuals as co-operative members, both men and women in different age groups. As Co-operatives are community based organizations and follow the principal of 'concern for community', they can reach out to 4 million individual members, their families and community in which they live and operate from. If co-operatives take up this issue in organized manner, it will be a major breakthrough in fight against this dreaded pandemic.

Co-operatives as a large employers, producers and economic institutions are suffering the loss of their members, skilled workers and business due to HIV/AIDS.

Sensitize co-operative leaders, directors and government officials of the department is crucial for utilization of the potential of co-operatives in fight against the pandemic, as the Role of leaders for creating political will is very important in initiating community based programmes.

Thus, leaders, policy makers, educators and others can help in:

- Recognizing the epidemic publicly and openly and act to reduce the stigma surrounding HIV/AIDS

- Display political courage in applying sound measures to reduce the spread of the virus as community follows the leader
- Support the commitment of national resources which in turn may encourage increased external funding.
- Endorse a multisectoral approach, including the involvement of people living with HIV/AIDS as a priority.
- Give leadership to the fight against this global epidemic.

The 30 participants who attended the workshop were co-operative leaders, directors and managers from various sectors of Thai co-op movement.

The workshop was inaugurated by Dr. Suthiporn Chirapada, Deputy Permanent Secretary, Ministry of Agriculture and Co-operatives, Govt. of Thailand. Mr. Shil Kwan Lee, Regional Director of ICA-AP, Mr. Wisoot Suthinoon, Chairman of the CLT, and Dr. Wiwut Daengsubha, Executive Director of CLT addressed the participants and expressed solidarity in fight against the pandemic. Mr. Bhagwati Prasad, Chief executive of NCUI, India was also present as special invitee and he shared his experience with the participants about ongoing HIV/AIDS awareness activities in co-operatives in India. Ms. Savitri Singh, Advisor Gender Programme presented her report as co-coordinator of the workshop and introduced the programme.

This workshop was designed with an aim to sensitise co-operative ministers, leaders and managers of the co-operative about the sensitivity of the issue and pronounced commitment from them to bring out required facilities for spread of preventive education to reduce risk of HIV/AIDS among the co-operators.



*Participants of HIV/AIDS workshop in Bangkok*

At the end of the workshop, as intended, following objectives have been achieved:

1. Orientation of the leaders and managers about the issue.
2. Strategy for conducting HIV/AIDS awareness programmes.
3. Framework for national action plan to implement the strategy in all the co-operative societies throughout the country.

During the Technical sessions, experts from UNAIDS, ILO and APHCO deliberated upon the following issues:

- Basics of HIV/AIDS, it's impact on the society and ongoing programmes for prevention and cure of the disease
- Prevalence of HIV/AIDS in Thailand as workplace issue and need for action on part of co-operative institutions
- APHCO and health issues in cooperatives, and
- **'Need for creation of political Will' had been discussed by Savitri Singh**

#### **The sessions followed by Interaction and discussions by the participants.**

At the last session, group discussion have been held and group leaders presented their Output/ action plan as how they think they will implement HIV/AIDS prevention and care programmes in their co-operatives.

#### **Workshop for Sensitization of Co-operative Leaders to generate awareness for prevention of spread of HIV/AIDS in Hanoi**

The ICAAP HIV/AIDS Workshop was held in Hanoi, Vietnam for the co-operative leaders of Vietnam on 3-4<sup>th</sup> May-2005. The workshop was well attended and successful. The 6 senior experts from UNAIDS, ILO and WHO, Hanoi had participated in the workshop and made very informative presentations. UNAIDS brought 2 persons living with HIV/AIDS for interaction and experience sharing.

There were 35 participants including senior officers from Dept. of Social Evil Govt. of Vietnam, Vice Chairman of Committee of Social Affairs, National Assembly Officer of Committee of Social Affairs, Director, Ministry of Health and Mr. Xuan Hien, Vice President of VCA and coop leaders and journalists from newspapers and Hanoi Television etc. The International agencies expressed willingness to work with coops for HIV/AIDS prevention. The Officer from Ministry of Health suggested that VCA should approach the department



and can be member of the National sub committee on HIV/AIDS.

The experts made presentations and a group discussions was held. Based on the proceedings of the group discussions, following action plan has been drafted. The VCA may initiate implementations of these plans in due course:

- To Propose the Government of Vietnam to facilitate VCA involvement in the National programs and strategies of the Government and cooperative sector will be a main beneficiary.
- To Propose the Vietnamese Government and facilitate to establish the model cooperative for HIV/AIDS infected people in order to help them to create self-employment, integrate them in the daily lives and self belief.
- VCA will propose the Prime Minister of the Vietnamese Government to permit VCA to become a member of National Committee of HIV/AIDS Prevention and request the Government to issue the specific programs and plans for the cooperative sector.



*Participants at the workshop*

- VCA will set up the Sub-Committee on HIV/AIDS Prevention which is a focal point to coordinate the activities with the related bodies in the provinces/cities.
- Because of the low awareness and lack of information on HIV/AIDS disease, the people still avoid communicating or work with HIV/AIDS infected people and sometimes they show discrimination towards positive people in the daily life. In order to reduce the spread of HIV/AIDS in the communities, we should raise the awareness for HIV/AIDS prevention and self-protection for members and train the propagandors/communicators for providing the information.



- Sharing and sympathy with the HIV/AIDS infected people and help them to protect themselves with different measures to be more confident in their daily lives.
- Commission a survey to assess the problems faced by HIV/AIDS infected people in the cooperative sector. Based on the survey, VCA will prepare the specific plans and programs and will propose to the Government for support.
- Integrate the HIV/AIDS propaganda activities into the training courses which are conducted by VCA and its affiliated bodies belonging to VCA and Provincial Cooperative Alliances in 64 provinces/cities of Vietnam.
- Make the film on HIV/AIDS prevention and care of HIV/AIDS infected people in the family for the cooperative sector.
- Publish the news on HIV/AIDS in the Newspapers and magazines of VCA.
- Print the leaflet and distribute it through many channels.

#### **Training of co-operative Trainers on HIV/AIDS awareness**

The Training of Trainers programme was implemented in 4 States of India, namely UttarPradesh, Bihar, Gujarat and Andhra Pradesh. The TOT was conducted separately for women and men trainers. 30 trainers were trained in each class. Therefore, total 120 women co-operative trainers, project staff and chairpersons of Women Self Help Groups were trained.

The project developed a special training manual ‘ HIV/AIDS and Co-operatives-a training manual & guide’ keeping in view needs of co-operative members.



*Women participants in Uttar Pradesh, India*



*Women participants in Bihar, India*

## **Initiative in Bangladesh**

ICA-AP has organised a Workshop on 'Enhancing Role of Women in Co-operative Development' which was jointly hosted by: ICA Asia Pacific & Department of Cooperatives of Bangladesh in Dhaka on **22 & 23 August, 2007.**

**Mr. Md. Anwarul Iqbal**, Honourable Advisor in charge of the Ministry of Local Government, Rural Development & Co-operatives and Ministry of Labour & Employment was the Chief Guest and had inaugurated the workshop. **Mr. Shil Kwan Lee**, Regional Director, ICAAP also joined as Special Guest. The function was chaired by **Mr. Md. Nazrul Islam**, Secretary-in-Charge, Rural Development & Co-operative Division.

The workshop was attended by about 30 national participants including resource persons from ICAAP, UNAIDS-Bangladesh, UNIFEM Office for South Asia and FAO, Dhaka. The proceedings of the workshop have been divided into 3 sessions:

### **A. Understanding Co-operative Movement in Bangladesh & ICA**

**Following topics were covered by various speakers:**

1. ICA presence in the region, activities and programmes and relation with Coop Movement of Bangladesh by Mr. Ahil Kwan Lee, Regional Director of ICAAP.
2. History of co-operative movement in Bangladesh, present situation and future plan (focusing on role of government) by Mr. Md. Mosharraf Hossain Bhuiyan Registrar

(Additional Secretary) Department of Co-operatives, Bangladesh.

3. Co-operative legal frame work of the country and its relevance in the present situation (information on coop policy, laws & by-laws) by Mr. Md. Jahingir Hossain, Principal (Additional Registrar), Bangladesh Cooperative Academy, Kotbari, Comilla.



*Savitri Singh, Md. Nazrul Islam, Md. Anwarul Iqbal and Shil Kwan Lee with the women participants*

**B. Gender integration and women empowerment initiative by cooperative department and movement of Bangladesh (focus on policy, law, programmes, achievements and gaps).**

The topics covered and speakers are:

1. ICAAP initiatives on gender integration and women empowerment in cooperatives and achievements by Savitri Singh, Gender Advisor of ICAAP
2. Gender integration and women empowerment initiative by cooperative department and movement of Bangladesh, specially focused on policy, law, programmes, achievements and gaps.
3. Poverty reduction through women empowerment: Marketing linkages for Business development by Ms. Shahnaz, FAO, Dhaka.
4. Promoting growth of knowledge community for women's empowerment through Co-operative development by Ms. Bonani Dhar, Resource Person & Moderator Gender Community, Solution Exchange UNIFEM South Asia Regional Office.



### **C. HIV/AIDS & Co-operatives in Bangladesh: Review of the Epidemic, Response and Challenges.**

As per ICA initiative for mainstreaming of HIV/AIDS awareness in the education and training system of co-operatives for capacity building of members, the topic was included in the programme.

Savitri Singh, from ICAAP made a presentation on ‘Why HIV/AIDS an issue for Cooperatives?’.



*Shil Kwan Lee speaking at the opening in Dhaka*

**Ms. Muna Lazeena, Programme Officer from UNAIDS Bangladesh made a presentation on HIV/AIDS situation and intervention programme in Bangladesh.**

The work shop was very interactive and was received well by the participants and co-operative department. Women co-operatives and women leaders are quite active in the country. The meeting concluded that there should be more collaboration between ICA and cooperative movement of Bangladesh in future for enhancement of women’s participation and co-operative business development.

## ICA Initiatives in Cambodia

### Capacity Building Programme for Women Cooperative Leaders of Cambodia

The ICA-AP, in collaboration with AGRITERRA of Netherlands, is implementing a project on the promotion of sustainable model of Agricultural Cooperatives in Cambodia. So far, 5 cooperatives have been organized in 5 provinces of the country i.e. (i) Svay Rieng (ii) Takeo (iii) Siem Reab (iv). Kampong Cham (v) Batombong.

The ICA-AP has supported the construction of a co-operative building and toilet in each cooperative. The building is equipped with functional furniture, computer, electricity generator set and weighing machine for agricultural inputs.

There is considerable number of women farmer first time members in these cooperatives. These members needed knowledge and information about cooperative business management and functioning of a cooperative system. ICA-AP has conducted a 5 days capacity building program for the women cooperative leaders in Phnom Penh. There were 28 women leaders from the five cooperatives and two women staff from the Ministry, out of 30 participants.

The objectives of the training are:

1. Understanding cooperative institution and advantage of co-operative business.
2. Management and leadership capacity building of women co-operative leaders and members, enabling them to manage a co-operative enterprise.



*Director DAE of Cambodia, BD Sharma and Savitri Singh with the participants*



*Participants in front of the ICA Supported Siem Reab Coop building during the study visit.*

The Training was based on 'Trainers training manual for leadership development of women in cooperatives' developed by ICA-AP and ILO COOPNET. The topics covered during the training are:

1. Understanding sex and gender
2. Fundamentals of cooperatives
3. Relevance and benefits of cooperative institutions for women
4. Various aspects of co-operative enterprise management and business planning such as communication skills, book keeping, accounts and financial management, reading and understanding the balance sheet, preparation of and conducting a meeting, lobbying, networking etc.
5. Coping with challenges
6. Leadership

The participants visited to the Barkong Angkor agricultural cooperative in Siem Reab Province in the concluding part of the training. A half day interactive session was held where the chairperson, directors and other members of the cooperative shared their experience with the participants of 4 other cooperatives.

The participants mentioned that it is a rare opportunity for them to come together and share their experiences and concerns about the cooperative business and activities. The sharing gave them many use full information to tackle the similar issues in their own cooperatives.

The participants expressed their happiness for the opportunity to attend the training and visit. They found the program educative and useful.





*Participants of the Seminar at NACF, Korea*

## **Opportunity for business development**

### **Exposure and networking programme for Empowerment of Women in Co-operatives: 5-10 September, 2005 Seoul, Korea**

The challenges of globalization and free trade are affecting lives of people unevenly across the world. The cooperatives worldwide are feeling the heat of unequal opportunities and threats created by the free market. As usual, this has intensified the existing inequalities and insecurities for many poor women. The high tech means of trade and business are tend to benefit rich than the poor. Women are most likely to suffer more from the rapid changes societies are undergoing due to globalization and free trade.

Therefore, the ICA Regional Consultation, Kuwait-2003 adopted 'the creation of appropriate provisions in Co-operative Legislation that will enhance the role and participation of women in co-operative management and leadership.'

And the 7<sup>th</sup> Asia Pacific Co-operative ministers conference in February, 2004 in it's joint declaration adopted to 'give special consideration to increasing women's participation in the co-operative movement in each country, must provide the necessary funds for gender disaggregated data base, training and education of women, networking and exposure to success stories, and particularly to those co-operatives where young co-operators can play an active role in co-operative activities based on their understanding of the co-operative identity'.

In the context of these challenges, ICA Regional Women Committee has been making this attempt to share information with women cooperative leaders in the region and expecting to find ways and means to promote women's economic security and empowerment through

the cooperatives. The information sharing during the exposure visits to successful co-operatives, focused upon co-operative endeavour to promote women's interests. The very first programme was conducted in India in 2004.



*Group work during class room training*

The next programme was held in Seoul, Korea from 5<sup>th</sup> to 10<sup>th</sup> September, 2005. The programme was held jointly along with Agriculture Co-operative Study visit sponsored by ICA-AP and hosted by National Agricultural Co-operative Federation (NACF) of Korea. The main purpose of combining these two programmes is gender integration and giving more exposure to women in the field of agriculture and credit as more than 55% of farming work is done by women in Asia. Two women cooperative leaders/directors on the board of cooperatives or person dealing with women development activities in co-operative organization in the region have been invitation to participate in the seminar. 20 co-operators, 10 men and 10 women from 5 countris attended the programme.

The participants have been asked to bring their success story on how cooperatives are helping women's economic empowerments in their country/cooperative and share good practices for advancement of women. The participants discussed with their Korean counterparts, role of the farm credit business and spoke about activities of their own country and cooperatives during the interaction session. They visited to Hanoramart Chain Store Division, Agriculture Cooperatives including meeting with Women Association in the co-operatives, Kyoyang Agricultural Marketing Complex and Agricultural Co-operative Collage.



## Exposure and Networking Programme for Empowerment of Women in Co-operatives

The Programme was held from 11-15 December 2007, in Pune, India. The 3 days programme was divided into 3 parts- Inaugural session and class room interaction combined with sharing of best practices from the participants' countries, and interaction with management and members and study visit.

There were 10 participants, 7 women and 3 men from 4 countries, namely Bangladesh, Malaysia, Nepal and Sri Lanka. The 3 days programme was divided into 3 parts-

**First day:** Seminar inaugural session and class room interaction combined with information sharing of best practices from the participants' countries. The resource persons, Assistant General Manager of National Agriculture and Rural Development Bank of India talked about cooperative and SHG Bank Linkage Programme for entrepreneurship development and Ms. Bonani Dhar of UNIFEM made a presentation on 'Sustainable entrepreneurship development for women in cooperatives'. The ten participants represented seven different cooperatives in their respective countries and shared information about their work through power point presentation and discussions.

**Second day:** visit to an urban cooperative bank and women business enterprise in the city

The group visited to a very successful business organization Lizzat, Papad factory which is operated by women. It is not registered under Co-operative Act but functioning is on cooperative pattern i.e. collective effort and collective benefit.

In the afternoon the participants visited to Jija Mata Women Cooperative bank where majority of membership is of women and chairperson and several directors are also women. The bank has got 9 branches. There are total 19 board members out of which 11 are women. Women bank concept is popular and successful in India which is providing opportunity to women as service users, managers and leaders which they are being deprived of in mixed membership banks.

The participants had special interest in functioning of women bank as this concept is not yet experienced in their countries.

**Third day:** visit to a co-operative complex in rural area, 200 km away from Pune city.

We visited 'AKLUJ', a cooperative village, promoted by co-operatives. The co-operative village is housing a co-operative sugar factory, a spinning mill, co-operative milk dairy and co-operative consumer store. The whole village, more or less, is the member and service

users of these cooperatives. The cooperatives are doing success full business and fulfilling the daily needs of the members along with providing employment and other social services such as schools for children, health care and farming inputs in way of farm supplies, training and education to farmers.



*Group of participants with Sri Bhagwati Prasad, CEO, NCUI*

### **Trade Fair**

The ICA AP- DEKOPIN Co-operative Trade Fair was held in Bali, Indonesia in July-2007. The Trade Fair has been successful, especially in terms of Gender Integration. The women producers in co-operatives participation in the Trade Fair was for the first time ever. They displayed and sold a variety of quality products and received quite a few business enquiries. The fair provided a platform for meetings and exchange of business interests. The following countries sent the women cooperators:

<b>Country</b>	<b>Product</b>
1. Iran	Carpet and Chocolate
2. Malaysia	Silk
3. CICOPA Project India supported by ICA DOMUS Trust	Handicrafts, Jewellery and Textile They received trade enquiries from two traders
4. Sri Lanka	Textile, Tea and Handicrafts
5. Indonesia	Handicrafts, dresses, Jewellery and Textile

Ms. Savitri Singh, Secretary of RWC coordinated and facilitated women's participation. She also represented RWC and made presentation at the symposium on 'Trade Networking and Women in Cooperatives'.

Ms. Aisyah Lutfi, RWC member from Indonesia presented a success case story on women co-operatives in Indonesia. The DEKOPIN provided free stalls for women participants in the fair.



*Ms. Savitri Singh and Ms. Aisyah Lutfi at Symposium on Trade Networking for co-operatives in Bali*

# Advocacy

## **ICA Regional Women Committee for Asia & Pacific presentation at Co-operatives & Government Dialogue**

The ICA Co-operative & Government Dialogue on Co-operative Policy and Legislation in Asia-Pacific Region was held on 14-18 November, 2005 in Kuala Lumpur, Malaysia.

Ms. Rahaiah Baهران, Chairperson of ICAAP Regional Women's Committee made a presentation on **'Gender Responsive and Gender Sensitive Policies to Attain Equality And Equity in Co-operatives.'**

She emphasized that ICA Regional Women's Committee aspires to achieve that the women's co-operators of Asia Pacific be seen and heard.

She recommended that the Dialogue should take up the following resolutions to the next Minister's Conference in 2007:

1. Nomination to ICA RWC from each ICA AP member. (Now it is 13 to 55) Today, of the 57 delegates present excluding Malaysia, only 9 are women (15%)
2. Creation of a special fund by the government and the co-operative movement to mainstream gender in co-operatives. (ICA DOMUS Trust ANGKASA, JCCU, IDACA, NCUI and ILO)
3. Ways to come out with gender-responsive and gender-sensitive policies in order to attain equality and equity in co-ops in accordance with our Co-operative Identity Statement.

In conclusion she appealed on behalf of all the women cooperators that;

We need the assistance of government and the co-operative movement in formulating policies to attain equality and equity in line with our Co-operative Identity Statement.

## **Regional Conference on Gender Integration in Co-operatives: 10 Years Before and After 2006**

The ICA AP and AWCF jointly organised the women's conference in 1997 in Tagaytay City of Philippines and concluded that there is urgent need of women's participation at leadership and decision making in cooperatives in the region. Therefore, 6 strategies have been formed to be implemented by the governments, all types of co-operatives at all levels, AWCF and ICA ROAP for capacity building of cooperatives and the women in co-operatives to enhance their active participation and enable them to participate in decision making. It was decided that the progress will be reviewed in 2005 after 8 years of declaration and implementation of the strategies.

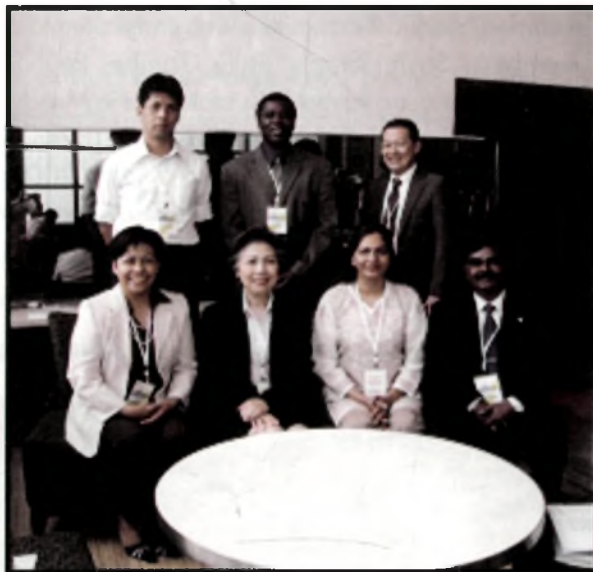
Therefore, the conference was held to review the progress and to create a road map for future plans and actions. The Tagaytay City was chosen as the venue by the cooperators again to commemorate the success of the previous conference.

130 women and men co-operators and gender advocates representing cooperative organizations from Asia and the Pacific countries India, Indonesia, Israel, Japan, Korea, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam and one from Italy gathered from 6-8 November 2006 for the 'Regional Conference on Gender Integration in Cooperatives: 10 years Before and After (Empowerment and development of Women in Cooperatives)' in Tataytay City, Philippines.





The theme of the conference is: Empowerment and development of women in co-operatives. Speakers from ILO, FAO, ICA GEC and Cooperative Development Board of Philippines deliberated upon the themes and sub themes. The speakers shared how the efforts of co-ops in poverty reduction are strengthened and made even more possible by involving the women, by helping them in their empowerment and development. The conscious inclusion of women and their concerns in the various processes of the co-ops, including decision-making and leadership, is tapping half the potential, talent, strength, and experience pool of the co-ops that are needed for their growth and progress, and effective and timely implementation of programs and services for the members and the community, as a whole.



*Tagaytay-2006 Platform for Action Drafting Committee*

In addition to 6 strategies of Tagaytay-97 the conference adopted the following additional four strategies:

1. Inventory and sharing of expertise and resources such as manuals and tools.
2. Targeting at least 30% participation of women in leadership and decision making at all levels within 10 years.
3. Enterprise development for women as a strategy for poverty reduction.
4. Development of monitoring and evaluation tools and indicators

And also to improve and expand our initiatives in the following areas:

1. Promotion of transformative leadership that is development oriented, issue focused and gender sensitive.

2. Personal, professional and leadership capacity building of women
3. Documentation of successful cases for replication]
4. Collection and analysis of sex-disaggregated data
5. Availability of funds for empowerment and development of women
6. Development of successor generation program
7. Gender responsive legislation
8. Use of ICT in reducing the gender divide.

The conference adopted the Declaration and the ensuing Platform of Action that will further define the strategies identified herein. A committee was constituted to draft the 'Platform of Action'. Committee members, Savitri Singh, Sally Ganibe, Paul Sinappan, Junko Ito, Annamalai, Tsubasa Nakamura and Jiro Ito met in Kuala Lumpur in March 2007 and completed the task. The platform of action and the resolutions have been presented at the 5<sup>th</sup> Co-operative Ministers' Conference in Kuala Lumpur in March 2007 and have also been sent to all members with an appeal to implement in their co-operatives. The 'Platform of Action' is also placed at Annex of this report.

#### **Presentation of RWC at 8th Co-operative Ministers Conference**



*Ms. Junko Ito, Vice Chair of ICA RWC at the conference*

8th Co-operative Ministers Conference was held in Kuala Lumpur in March-2007.

Ms. Junko Ito, Vice Chair of ICA RWC reported the proceedings of Tagaytay, 2006 Conference at the Minister's Conference. She presented the recommendations of the Tagaytay Conference for inclusion in the Recommendations of the ministers conference.

Her presentation consisted of following 4 components :

- Gender Mainstreaming in Co-op
- Achievements of ICA Regional Women's Committee (ICA RWC)
- Strategies for promoting gender-integration in co-operative
- Recommendations by ICA RWC

She emphasised upon the following 'CORE' resolutions of the Tagaytay Conference and Impressed upon the Conference to take appropriate measures for adoption of these resolutions which are crucial for the gender mainstreaming in cooperatives in the region.

1. Revise/change existing co-operative laws, bylaws and policies to become gender responsive that promote increased participation of women at all levels in co-operatives, for example, joint membership of husband and wife
2. Reservation of minimum 30% seats for women as recommended by ICA/AWCF Tagaytay Regional Conference 2006 to facilitate women's participation at all levels of co-operatives especially leadership and decision making level
3. Intensive education and training of women for leadership and co-operative enterprise development as a tool for poverty alleviation
4. Including gender indicators in the co-operative monitoring and evaluation system to map the progress of gender mainstreaming as recommended above.

However, as a result of these efforts by the women committee, the 8th Co-operative Minister's Conference, under its Recommendation no.4-Contents of Co-operative Law (issues to be dealt with in co-operative legislation) sub clause m. Women Participation: has mentioned that Women's role in a society is an issue that reaches for beyond co-operative law. Usually, equal rights of women are guaranteed in the constitution. These rights have to be respected by all laws including co-operative law. For co-operative development policy and co-operative law, this means that all rules and provisions have to be avoided, which discriminate against women, e.g. in conditions of admission to co-operatives as members.

### **Regional Women's Committee at Gender Equality Committee events**

The ICA Gender Equality Committee (ICA GEC) plenary and Conference was held on 17 Oct, 2007. Members of **Regional Women's Committee for Asia Pacific attended plenary** and Conference. Ms. Savitri Singh was invited to make a presentation on the topic 'Gender Equality as Driving force for Social and Economic Innovation' at the





*Participants at GEC*

Conference. She was also invited to represent Asia Pacific region at the plenary and made presentation on activities of the committee.

# Resource Generation

## **Publication of Training Manual**

The ICA-ILO Leadership Training Manual for Women Leaders of Co-operatives has been published in December 2005.

This training manual aims to assist trainers of cooperatives in the Asia-Pacific to raise the awareness of women and men leaders and members of cooperatives on the manifestation of gender bias in cooperatives and build up the capacity of current and potential women leaders of cooperatives by equipping them with knowledge and skills on the following:

- Nature of cooperatives
- Effective and gender-responsive leadership
- Co-operative enterprise management
- Coping with challenges, and
- Personal development

The manual has been sent to all the ICAAP members and partners for use with a request to get it translated in their own language for better and effective use by co-operatives.

## **Sex-disaggregated data collection and report**

Sex-disaggregated data collection project was conceived and implemented in the region. A consultant was hired to analyse the data outcome. A report was prepared by the consultant which was presented at Tagaytay Conference-2006 and have been shared with RWC members and cooperative movement in the region.

## **News letter**

Quarterly News Letter has been published and shared with the members.

## **Training manual on HIV/AIDS Awareness for cooperatives**

The manual was designed and published by the Gender Programme Division. A series of TOT have been conducted in India for the capacity building of women cooperative trainers. 120 women cooperative trainers have been trained during 2006-2007. 250 copies of the

manual have been sent to all the ICA members in the region and also to ICA Geneva and ILO etc.

### **Progress Reports**

The programmes and activities of women's committee are documented and published once in two years.

### **Reaching Out**

**Directly:** We have successfully reached out to 700 cooperators through various capacity building and advocacy programmes documented in the report.

**Indirectly:** We are regularly stay in touch with the cooperators in the region through the new letters, bulletins, reports, circulars and web site.

### **News from Members**

In order to share information and news, the members are encourage to share their programmes and activities. We receive news from them on a regular basis. Following few samples are included in this report :

#### **ANGKASA, Malaysia**

##### **Training of Trainers on Women Leadership**

ANGKASA provides various program and courses to increase the participation of women members in the Malaysian co-operative movement. Besides the Women in Leadership Skills course and the TCM Childcare Training Institute, ANGKASA also offers Training of Trainers workshops throughout Malaysia.

A two day Training of Trainers workshop focusing on women leadership in the co-operative movement was recently held in Selangor on the 22<sup>nd</sup> to 23<sup>rd</sup> March, 2006 and in Trengganu on the 6<sup>th</sup> to 7<sup>th</sup> of April, 2006. Some 29 women co-operators from 18 co-operatives attended the Selangor workshop whilst the Trengganu program had 32 participants from 17 co-operatives. The ToT workshop was organised by ANGKASA and facilitated by Dr. Paul Sinnappan, an international resource consultant on the development of women in co-operatives. The program was activity based to encourage participants to express and assert themselves, to make effective decisions and to learn about their rights as co-operators. The

course focused on the methods and tools available to the participants to improve their skills and knowledge as quality leaders within their co-operatives. Dr. Sinnappan also addressed the issue of gender equality in co-operatives. He advised the participants to create a plan to address the issue which could be implemented at the grassroots level of their respective co-operatives. The next ToT on Women Leadership is scheduled to be held in Kedah and Melaka in June 2006.

## **NCF, Nepal**

### **Seminar on Gender Equality through Cooperatives**

National Cooperative Federation of Nepal has successfully organized the Seminar on Gender Equality through Cooperatives on September 20, 2007 and 12th World Rural Women's Day on October 15, 2007 at Kathmandu, Nepal.

The seminar was inaugurated by the Hon'ble Parliament Member Mrs. Sujata Koirala . Total 45 participants, 27 women and 18 men were present. They represented cooperatives/ unions from the primary levels to national levels, concerned stakeholders, Nari Chetana Kendra, Cooperatives Consulting Service and Japan International Cooperation Agency (JICA).

#### **The Objective of the seminar is:**

- a) To sensitize participants on gender equality in cooperatives,
- b) To educate participants about need of enhancing women participation in their cooperatives,
- c) To find out ways and means of increasing active participation of women at all levels of cooperatives.

## **Projects and Partners**

The ICAAP gender programmes are being organized for the capacity building of members as well as the co-operatives. We appreciate the whole hearted response of the members by sponsoring co-operators to participate in various programmes. The sponsorship involves time and money both. However, ICAAP also sponsors the participants from some priority member organizations and provides financial and technical support to the members for organizing gender development programmes.

The activities are generally hosted by the host member by sponsoring lodging, boarding, local transport and study tours for the participants which include local as well as foreigners.

<b>Projects</b>	<b>Partners</b>
1. Over all support	Japanese Consumer Co-operative Union (JCCU), Japan
2. TOT, Srilanka	NICD, Srilanka
3. TOT, Vietnam	VCA, Vietnam
4. HIV/AIDS Awareness Workshop, Bangkok	CLT, Thailand
5. HIV/AIDS Awareness Workshop, Hanoi	ICAAP
6. Exposure and Networking in Korea	NACF, Korea
7. Exposure and Networking in India	NCUI, India
8. Tagaytay Conference, 2006	ICAAP, AWCF
9. Sex-disaggregated Data Collection and Analysis	ICA Domus Trust
10. Regional Women Committee Meeting, August-2006	NCC, Srilanka
11. Regional Women Committee Meeting, October-2007 Singapore	NTUC Income
12. Publication of Training Manual for Leadership Development of Women in Cooperatives	ILO
13. HIV/AIDS and Cooperatives A Training Manual	RCSHA/DFID
14. TOT for Women Co-operative Trainers in India	RCSHA/DFID

## **Friends in the Journey**

Ms. Rahaiah Baheran, Vice Chair of ANGKASA, Malaysia was the founder member of the RWC . She served the Committee as Chair Person from 1998- 2006

Ms. Junko Ito, Board member of JCCU, Japan served the Committee as Vice Chair from 2002-2007

Ms.Goh Ming Huay, Board Member of SNCF, Singapore served the Committee as Vice Chair from 2004-2008

Following new members joined after 5<sup>th</sup> Meeting in Colombo:-

1. Ms Naning Mardiniah, Chairperson AWCF, replaced Ms. Patrippan Pongawat
2. Ms Norma Pereyras, NATCCO
3. Ms. Toshiko Fukushiro, JA-Zenchu in place of Ms. Hamae Ohkura
4. Ms. Hitomi Tanaka, JCCU in place of Ms. Junko Ito
5. Ms. Chitra Subba, National Cooperative Federation, Nepal
6. Ms. Errum Azim , Pakistan

The election of the Committee will be held in 2008 in accordance with the amendments in the constitution of the committee.

**List of Office Bearers, Members and Contact persons of ICA  
Regional Women's Committee, as on October, 2007**

**Office Bearers**

<b>Chair Person</b>	To be elected
<b>Vice Chair Person</b>	Ms. Hitomi Tanaka Vice Chair Person Japanese Consumers' Cooperative Union (JCCU) 3-29-8, Shibuya, Coop Plaza, Shibuya-ku, Tokyo-150-8913, Japan. Phone- 81-3-5778-8103
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## The Tagaytay +10 Declarations, 2006

### **We:**

Women and men co-operators and gender advocates representing co-operative organizations from Asia and the Pacific (India, Indonesia, Israel, Japan, Korea, Lao P.D.R., Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam) and the Chairperson - ICA Global Gender Equality Committee who gathered on 6-8 November 2006 for the 'Regional Conference on Gender Integration in Co-operatives: 10 Years Before and After (Empowerment and Development of Women in Co-operatives)' in Tagaytay City, Philippines

Note the diverse context in which our co-operatives operate as well as acknowledge the diversity of women and men served by our co-operatives

Recognize that significant gains have been achieved in the past decade, notwithstanding the uneven results in implementing the strategies identified in the 1997 Platform of Action, to increase women's quality participation in leadership and decision-making as well as mainstream gender in co-operatives

Are aware that barriers and challenges persist to women's full and active participation in co-operatives and that globalization has brought forth new and more serious forms of poverty and inequalities among women and men

Strongly challenge co-operatives to live up to their values and principles of democracy, equity and equality, and to their nature as instruments for poverty alleviation

### **We sustain our commitment:**

Taking note of our achievement and gaps of previous actions from Tagaytay 1997, and in order to increase the women's participation at all level of co-operatives, we propose the following strategies and actions to be implemented within a period of ten years from year 2006 to year 2016.

**Strategy I: Instituting gender responsive co-operative laws, by-laws and policies that promote increased women membership in co-operatives and participation in leadership and decision-making therein**

Action to be taken:

By governments

- Review, amend and enforce gender responsive co-operatives law, by-laws and policies.

By all levels of co-operatives

- Review, amend and implement gender responsive co-operative by-laws and policies

By regional co-operative organizations

- Influence upon the co-operatives and governments to ensure implementation of gender responsive co-operative laws, by-laws and policies

**Strategy II: Building capacity of co-operatives through successor generation programs, gender sensitization, documentation and sharing of best practices and resources for gender mainstreaming and women leadership**

Action to be taken:

By all levels of co-operatives

- Undertake gender analysis, planning and budgeting
- Conduct gender responsive HRD programs, focusing on successor generation programs for institutional capacity building of co-operatives

By regional co-operative organizations

- Develop a sex-disaggregated data collection and analysis system among the co-operatives
- Documentation and sharing of best practices for success case replication

**Strategy III: Building capacity of women for leadership and decision-making in co-operatives and enterprise development as a strategy for poverty alleviation**

Action to be taken:

By governments

- Allocate fund and resources for training of women on leadership skills and co-operative enterprise development

By all levels of co-operatives

- Allocate fund and resources for training of women on leadership skills and co-operative enterprise development

- Identify needs for training and specify number of women to be trained in a particular time period

By regional co-operative organizations

- Develop training manuals, resource materials and extend technical support to co-operative organizations
- Develop networks of women leaders and entrepreneurs
- Create support systems such as marketing and Information Communication Technology (ICT)

**Strategy IV: Developing monitoring and evaluation tools to map progress of gender mainstreaming in co-operatives through institutionalizing a sex-disaggregated data collection and utilization system**

Action to be taken:

By governments

- Ensure implementation of monitoring and evaluation tools to map gender mainstreaming in co-operatives
- Promotion and advocacy for sex-disaggregated data collection to map the progress of co-operatives

By all levels of co-operatives

- Establish and implement sex-disaggregated data collection system
- Ensure regular collection, analysis and use of the data
- Allocate fund and provide resources such as technical support

By regional co-operative organizations

- Establish and implement sex-disaggregated data collection system
- Ensure regular collection, analysis and use of the data
- Allocate fund and provide resources such as technical support
- Documentation and sharing of data results
- Develop tools for data collection and advocacy for adaptation of a unified system

**Strategy V: Reserving minimum 30% seats for women as recommended by ICA/AWCF Tagaytay Regional Conference 2006 to facilitate women's participation at all levels of co-operatives especially leadership and decision making level**

Action to be taken:

By governments

- Take required action to ensure implementation of minimum 30% reservation of seats for women in co-operatives

By all levels of co-operatives

- Adapt and implement minimum 30% reservation of seats for women

By regional co-operative organizations

- Advocacy for implementation of minimum 30% reservation of seats for women in co-operatives
- Adapt and implement minimum 30% reservation of seats for women at leadership and decision making bodies
- Monitoring and sharing best practices

**Strategy VI: Establishing a fund for the empowerment of women in co-operatives generated from within the co-operative movement as well as from other institutions to be used in carrying out the actions contained in this document**

Action to be taken:

By governments

- Advocate establishment of a separate fund for women empowerment
- Issue directive, wherever applicable, to co-operatives for establishment of a separate fund for women empowerment

By all levels of co-operatives

- Establish a separate fund for women to be utilized for capacity building for example training on leadership and enterprise development
- Generate additional resources through fund raising

By regional co-operative organizations

- Establish a separate fund for women to be utilized for capacity building for example training on leadership and enterprise development
- Generate additional resources through fund raising
- Develop and implement projects to support capacity building of women

**We hereby adopt this Declaration and the ensuing Platform of Action.**

**Constitution of the ICA Regional Women's Committee  
for Asia and the Pacific**

**Amended w.e.f. 15 August 2006**

**Preamble**

This Committee is a Committee of the ICA Regional Assembly for Asia and the Pacific. The Committee shall work in accordance with the aims and objectives of the ICA and the general policy of the ICA Regional Assembly for Asia and the Pacific.

**Article 1: Name**

The name of the Committee shall be 'ICA Regional Women's Committee for Asia and the Pacific', (ICA-RWC for Asia & Pacific). It will be referred to as 'the Committee'.

**Article 2 : Definitions**

The word 'Region' will be used to refer to Asia and the Pacific, i.e. the area covered by the ICA Regional Office for Asia and the Pacific.

**Article 3: Overall Aim**

The overall aim of the Committee is to promote and encourage member organisations to ensure women's participation in every aspect of co-operative development. The Committee shall give special attention to promoting women's participation in decision making, leadership and management at all levels. It should also ensure that Gender Awareness and Gender Integration in co-operatives within the region is achieved.

**Article 4: Functions**

The functions of the Committee shall be as follows:

- 4.1 To establish contacts among women leaders of co-operatives and create a forum for exchange of ideas and experiences in the region.
- 4.2 To promote understanding among co-operative leaders on the aspirations, needs and interests of women in all aspects of co-operative activities.
- 4.3 To represent women in co-operatives at the ICA Regional Assembly and ICA Regional Executive Council Meeting.

- 4.4 To identify areas for training, education, research and technical assistance required for national and regional projects and programmes for women in co-operatives.
- 4.5 To advise the ICA ROAP and member organisations to organise and implement activities which promote advancement of women in co-operatives, focusing on women's participation in decision making, leadership and management at all levels.
- 4.6 To liaise and collaborate with other regional and international organisations concerned with women and gender issues in co-operatives.

### **Article 5: Membership**

The nominees to the committee should be those who accept the overall aims of the committee and promote and persuade the participation of women in decision making in co-operatives:

- 5.1 Each member organisation of the ICA is entitled to nominate one woman to the Committee,
- 5.2 The Committee may decide to admit non-members of ICA to be a member of the Committee on merit basis.
- 5.3 The members shall serve on the committee from one ICA Regional Assembly to the next alternate ICA Regional Assembly. The term of office shall be four years based on the Rules approved by ICA General Assembly on 4th September 2003 and Rules approved by ICA Regional Assembly on 3rd December 2004.

### **Article 6: Meetings**

- 6.1 The meetings of the Committee shall be held at least once every two years in conjunction with the ICA Regional Assembly and special meetings can be called upon as desired by members. The meeting shall be convened by the Secretary who shall also furnish to the Committee a report on activities.
- 6.2 The meetings of the Committee shall be conducted in English. Participants requiring interpretation in any other language may be accompanied by personal interpreters at their own cost.
- 6.3 Each member attending the meeting shall have one vote.
- 6.4 Representatives of institutions and organisations engaged in women and gender issues in co-operatives may be invited to attend the meetings of the Committee as observers. The observers shall not have any voting rights.
- 6.5 The Committee shall have the powers to frame its own rules, procedures and conduct of its affairs.

- 6.6 The quorum for a meeting of the Committee shall consist of five members.

### **Article 7: Officers**

- 7.1 The Committee shall elect a Chairperson and two Vice-Chairpersons. Their term of office shall be for four years based on the Rules approved by ICA General Assembly on 4th September 2003 and Rules approved by ICA Regional Assembly on 3rd December 2004.
- 7.2 The Technical Officer in charge of gender programme at the ICA Regional Office for Asia and the Pacific functions as the Secretary of the Committee. An Assistant Secretary may be appointed by the elected officers as and when necessary.
- 7.3 In the event of the Chairperson not being present at the meeting, any one of the Vice Chairpersons shall conduct the meeting.
- 7.4 The officers of the committee shall carry out and implement the overall aim and the decisions of the Committee meeting.

### **Article 8: Relationship with Member Organisations**

- 8.1 Each member of the Committee will act as an Advocate in their respective country's co-operative movement as well as other countries on all matters relating to women and gender issues.
- 8.2 Members will keep the Committee informed of all significant developments on women and gender activities in co-operatives in their respective countries.

### **Article 9: Report to the Regional Assembly**

The Committee shall submit a report on its activities to the ICA Regional Assembly.

### **Article 10: Relationship with ICA Global Women's Committee**

- 10.1 The Chairperson of ICA-RWC shall be a member of the Executive Committee of the ICA Global Women's Committee.
- 10.2 The Committee shall submit a report on its activities to the ICA Global Women's Committee at its meeting.

### **Article 11: Finance**

- 11.1 The work and meetings of the Committee shall be on a self-financing basis.
- 11.2 The financial year for the Committee shall be one calendar year.



11.3 The membership subscription for the Committee shall be determined by the Committee.

### **Article 12: Amendments**

Any amendments to the Constitution of the Committee shall be by a decision of two-thirds of all the members attending the meeting. Amendments thus adopted shall come into force after they are approved by the ICA Regional Assembly.

### **Article 13: Dissolution**

The Committee may be dissolved by the decision of three quarters majority of those attending the meeting.

***We hereby certify that this is the Constitution of the ICA Regional Women's Committee for Asia and the Pacific***

\_\_\_Sd-\_\_\_\_\_  
HJH. RAHAIAH BAHERAN  
Chairperson, Regional  
Women's Committee

\_\_\_Sd-\_\_\_\_\_  
Goh Ming Huay  
Vice-Chairperson, Regional  
Women's Committee