

**Regional Workshop on
Employment Generation, Poverty Alleviation
and Human Resource Development
– the Perspective of Cooperative
and Trade Union Movements**

18-20 October 2000: Manila, Philippines

**CONCLUSIONS
&
RECOMMENDATIONS**



International Confederation of
Free Trade Unions
International Organisation



International Cooperative Alliance
Regional Office for Asia & the Pacific
New Delhi

ICA Library
334:339 ICA-R
ICA 00740

ICA 00740

**Regional Workshop on Employment
Generation, Poverty Alleviation and Human
Resource Development – the Perspective of
Cooperative & Trade Union Movements**

18-20 October 2000: Manila, Philippines

**CONCLUSIONS
&
RECOMMENDATIONS**

2000.10.18
ICA - R.



**International Confederation of
Free Trade Unions
Asian and Pacific
Regional Organisation
Singapore**



**International
Cooperative Alliance
Regional Office for Asia
and the Pacific
New Delhi**

ICA Library



ICA 00740

Conclusions & Recommendations

Adopted by Representatives of Trade Union and Co-operative Movements from the Asia-Pacific Region at the Regional Workshop on Employment Generation, Poverty Alleviation and Human Resource Development – the Perspective of Co-operative & Trade Union Movements

18-20 October 2000: Manila, Philippines

Head Office

15, Route des Morillons
CH-1218, Grand Saconnex
Geneva, Switzerland

Tele : (41)22-929-88-88

Fax : (41)22-798-41-22

E-mail : ica@coop.org

Regional Office for Asia and the Pacific

E-4, Defence Colony,
[3rd floor], Ring Road,
New Delhi 110024. India

Tele : (91)11-4694989

Fax : (91)11-4644975

E-mail : icaroap@vsnl.com

March 2001 (300)

Contents

A. Conclusions and Recommendations	
i. Background	5
ii. Globalisation as a Defining Concern	6
iii. A Strategic Focus on Human Resources	8
iv. Conclusions: Defining a Common Concern	9
– Poverty Alleviation	9
– Employment Generation	11
– Education, Training and Retraining	12
v. Recommendations: A Common Agenda for Action	13
B. Speeches/Addresses	
Address by Ms. Mitsuko Horiuchi	15
Address by Mr. Noriyuki Suzuki	22
Address by Mr. Robby Tulus	25
Speech of Mr. Jose Espanol	30
C. Programme	35
D. Participants	37

Conclusions & Recommendations

Adopted by Representatives of Trade Union and Co-operative Movements from the Asia-Pacific Region

at the
**Regional Workshop on
Employment Generation, Poverty Alleviation and
Human Resource Development – the Perspective of
Cooperative & Trade Union Movements**

18-20 October 2000: Manila, Philippines

Establishing a Common Agenda for Action

1. Background

Co-operatives and trade unions share a common history. They both originated from the struggle of workers to confront social inequities and improve living conditions through collective action. Although examples of close collaboration between them have largely transpired within national boundaries in a few countries, efforts have been on-going to bring such cooperation at the international level.

From September 1997, consultative meetings in Geneva between the International Cooperative Alliance (ICA) and the International Confederation of Free Trade Unions (ICFTU) were held to strengthen this collaboration, The Bureau for Workers' Activities (ACTRAV) and the Cooperative Branch (COOP) of ILO facilitated these meetings on 8-9 September 1998 and on 21 January 2000.

These contacts were pursued in Asia by the regional offices of ICA (ROAP) and ICFTU (APRO), culminating in the holding of Regional Workshop on "*Employment Generation, Poverty Alleviation & Human Resource Development - the Perspectives of Co-operative and Trade Union movement*" on 18-20 October 2000 in Manila, Philippines. In all, 37 delegates and observers repre-

senting members of both organizations in Asia and the International Labour Organization participated in the workshop, the results of which are highlighted in this report.

As ICFTU-APRO General Secretary Noriyuki Suzuki noted: "With the organization of this important regional discussion event... we are also beginning a new cooperative chapter with the cooperative movement in the region." Adds ICA ROAP Regional Director, Robby Tulus: "This workshop marks ... a beginning of our shared approach towards building stronger political/strategic alliances in order to broaden the impact of our respective sectors on civil society."

II. Globalization as a Defining Concern

Globalization and its impact on labour, whether organized or not, were the overriding concerns that pervaded the contributions of different resource speakers representing trade unions (ICFTU APRO), co-operatives (ICA ROAP), government (Department of Labour and Employment, Government of the Philippines), and the International Labour Organization (ILO). These contributions served to put into context the issues that the workshop sought to address.

In general, globalization was seen as forcing changes in the structure of national economies, of industries, and of the various players in the global marketplace. Increasing and intense competition is driving companies to consolidate, merge or make acquisitions. With most economies already opened up - conditioned by privatization, liberalization and deregulation, and fueled by unregulated financial and capital markets - the impact of corporate restructuring is no longer confined to national boundaries. The impact on labour, in particular, in terms of jobs and job security, skills and employability, across sectors and countries, is tremendous.

Workers are waking up to a whole new world. This is a world where the demand for skills and the availability of job opportunities are shifting. This is a world where the nature and form of work are constantly changing, with the introduction of new business practices and new organizational structures, the application

of new technologies, and the design, production and delivery of new products and services. Already, work is being redefined - from permanent to flexible employment, from stationary to distance work, etc. In this scheme of things, traditional jobs, unskilled and semi-skilled labour are particularly under threat. Those with only enterprise and task-specific skills are also at risk.

Factor in the continuing advances in information and communication technology, which is both driving and driven by globalization. Here we see the heightening of the inequality that has always divided the world between those who have control of and access to economic resources and those who have not. We are not only talking now of the so-called "digital divide." We are also talking of a "learning divide" that separates those who are already qualified and get more opportunities to learn and those who have less education and even less opportunities to learn.

In the eyes of organized labour, the interest and rights of workers are not yet adequately protected in an increasingly flexible labour market and in a totally free market regime. They see instead the growing phenomenon of "casualisation" and "informalisation" of jobs. The huge growth in the informal sector in the last decade or so is a manifestation of this phenomenon. In weaker economies particularly, unemployment is actually rising. With the decline of the welfare system and in the absence of formal social safety nets, the position of workers is getting more and more vulnerable. This is especially true in the case of women and children, who bear the brunt of an unequal social and economic order.

In the eyes of co-operatives, organized cooperation is a real option for workers. Organized cooperation after all is about entrepreneurship and the ability of people to help themselves (i.e. self-help, which is the most basic of cooperative principles). Already, workers' cooperatives, which allow workers to set up and control their own enterprises, are emerging in Asia as a result of displacement of labour due to economic restructuring. New generation co-operatives have emerged as well in the social sector as a result of withdrawal of government from social services. But cooperatives that deal directly with employment in Asia are new and their pres-

ence in the market is still tentative, therefore their real impact has yet to be felt. In addition, cooperative efforts to alleviate poverty are still small relative to the size of the problem as, for instance, in South Asia where two-thirds of the 1.1 billion people living in absolute poverty are found.

Indeed, the magnitude of the twin problems of unemployment and poverty is such that no one sector can address them adequately. This is especially so in the harsh realities of a competitive and unregulated global economy. Government alone cannot tackle these problems. Trade unions alone cannot handle them. Cooperatives by themselves cannot solve them, Neither can other sectors of civil society acting alone. But together they can lighten the task and make a significant difference.

Trade unions and cooperatives, which are both member-based and member-controlled, are particularly positioned to make significant contributions to this end.

A Strategic Focus an Human Resources

Both organized sectors can focus on human resource development and utilization (HRDU), a key variable in ensuring that workers, the poor and other vulnerable sectors of society do not remain passive actors, or otherwise marginalised in the global economic order. This is a call for joint action to help ensure decent work and good working conditions for all, and to enhance the employability of workers through training and retraining. This is a call for joint action to help ensure that productive employment is realized, even for those who find themselves outside of formal employment, and that adequate social safety nets are in place and available to all. Focus on HRDU will help ensure the sustainability of all development efforts.

Trade unions and cooperatives should address these issues within their respective memberships. But they can also address these issues across their combined membership, capitalizing and building on the strength of each other. The expertise of trade unions and cooperatives can be combined to strengthen their common development objectives.

IV. Conclusions: Defining a Common Response

Workshop participants, representing trade unions and cooperatives, identified various points of departure and areas where both sectors can complement their efforts in addressing human resource development and utilization. Underlying these efforts is the importance of building partnership between these two organized sectors of civil society.

A. Poverty Alleviation

- i. Alleviating and eradicating poverty are inevitable tasks for trade unions and cooperatives because they draw their membership largely from the lower-income groups of society. These are the sectors that are most vulnerable to the structural changes in the economy. As the Asian crisis of 1997-99 showed, loss of jobs reinforces social deprivation and exacerbates the conditions of the poor, who we already both economically and socially deprived. Loss of opportunities leads to social exclusion.
- ii. Lack of education and the low-level of education relegate the poor to unskilled and semi-skilled employment, exposing them to the vagaries of the market place. In Asian countries, in general, the education infrastructure available to the poor is low in standard, if this is available at all or even where education is provided free. This puts them in a permanently disadvantaged position, a situation that will go from bad to worse in a knowledge economy,
- iii. The low level of social support available to the poor in terms of health care, childcare, insurance, etc., if at all present, increases social deprivation. Coupled with economic deprivation the poor are denied the ability to exercise their fundamental human rights.
- iv. Lack of capital also limits the ability of the poor to pursue productive employment on their own, which is an alternative usually available outside of formal employment. Again, the low level of education or the lack of it,

the low level of skills accompanying this condition, and the absence of negotiable assets have deprived the poor of access to credit facilities, especially from formal sources. This had driven them to informal sources that take advantage of their helplessness.

- v. Without organization to protect their interest or even support from organized labour, the poor are far removed from the effects of existing international standards governing labour, such as the ILO Core Conventions on the elimination of discrimination, child labour, equal pay, etc.
- vi. Trade Unions and cooperatives can address the need for training of the poor to enhance their employability and their chances of engaging in productive employment even on their own (self-employment). This should start with their own membership. But beyond this, their effort should extend to informal sector and home-based workers, and even the unemployed. We are talking here of training and retraining, of basic skills, of up scaling of skills as well as multi-skilling.
- vii. Education of the poor should aim at instilling the concept of self-help, increasing the desire and confidence among the poor to help themselves and not depend on or wait for outside help. This desire can be reinforced in an environment of support from organized labour and cooperatives. Cooperatives, for instance, can provide access to credit or provide employment alternatives.
- viii. Trade unions and cooperatives can strengthen their outreach to the poor through various modes of cooperation. Coop members can join trade unions to achieve basic protection of their rights and enjoy the advantages and benefits of organized labour, while trade union members can form cooperatives or participate in cooperative enterprises. They can undertake joint ventures creating new enterprise and promoting employment; they can also undertake joint ventures promoting social security

causes, such as insurance, housing, health and health care, etc. Trade unions and cooperatives can bring the voice of the poor through active participation in policy-dialogues.

B. Employment Generation

- i. The efforts towards generating employment should be directed particularly to the informal sector, which is growing and is expected to grow under present economic conditions. Cooperatives can provide an alternative form of employment for this sector, by organizing workers' cooperatives for instance, or finance their entrepreneurial activities through savings and credit cooperatives. Trade unions, on the other hand, can promote the rights of the informal sector-workers through organizing.
- ii. The right of women to employment and the protection of their interest in the workplace should be an area of concern for both trade unions and cooperatives. The unequal status of women in many Asian societies requires that special and dedicated efforts be made to address their needs. Successful combination of cooperative enterprises and trade union organizing among women already exists and is best exemplified by SEWA in India. As the experience of SEWA suggests, the approach to successful organizing of women should start from recognizing their needs on a wholistic way, engaging them on a whole range of activities that involve their daily lives such as health care, housing, water, etc. childcare, social security, micro-finance, housing, water, etc.
- iii. Special attention should also be given to the situation of children. Poverty has forced children to unprotected labour and subjected to all kinds of exploitation in the market place. Trade unions and cooperatives can undertake programmes to protect the fundamental rights of children and improve their situation.

- iv. The uneven economic development across countries has given way to a whole new class of migrant workers around the world. Most migrant workers are unorganized and exposed to exploitation by employment agencies and syndicated crimes operating across borders. They enjoy no security of tenure and face difficulty of re-entry to the local job market after the expiration of their contracts. Trade unions and cooperatives can also develop concrete programmes to take care of their special needs and requirements.
- v. Organized labour and cooperatives have to strengthen their collaboration in undertaking, employment-creating activities. They can start with a dialogue aimed at identifying common areas of concern and developing strategies. They can identify and implement common programmes, starting with pilot undertakings in selected areas. Joint activities can also be undertaken at the national level, in the form of national workshops and seminars or joint projects. Joint lobbying with government and employers' group is also important. Finally, dialogue and collaboration at the regional level, between ICFTU and ICA, should be continued.

C. Education, Training, & Retraining

- i. The goal of human resource development is life-long employability of workers. This can be achieved by continuous education, training and retraining of workers. In the short-term, this could mean identifying and creating job enrichment programmes, which can improve the productivity and skill level of workers. In the long-term, this could mean some form of education for workers in their life-time, equipping them with relevant skills to face new challenges in the economy.
- ii. These efforts should be directed at children and workers. Children should be given compulsory education up to a certain level. Workers should attain basic functional literacy and numeracy skills. This can be achieved with

the support of government, trade unions, cooperatives and the private sector.

- iii. Entrepreneurship skills should be promoted among workers. This can be achieved through training. At the same time, the cooperative form of enterprise can provide workers with practical experience.
- iv. Both informal and formal training can be made available to workers focused on developing basic skills as well as upgrading of such skills. Trainings should also develop multi-skills to enhance employability. In this information age, access to information technology (IT) courses and development of IT skills should not be neglected.
- v. Trade unions and cooperatives can collaborate in developing training programmes. This includes designing and developing training modules and teaching materials which be shared by both sectors. Implementation of training programmes can also be coordinated and shared.
- vi. A coordination committee between trade unions and cooperatives can become the focal point of joint activities. This can be done at various levels – national, regional and international. The committee can initiate and coordinate various training plans and programmes.

V. Recommendations: A Common Agenda for Action

Trade unions and cooperatives can concretize the ideas and conclusions outlined above (and concretize the results of the workshop) by pursuing the following recommended actions:

- i. A joint workshop/seminar should be organized by both trade unions and cooperatives, focused on ILO Recommendation 127 (Yellow Paper) and aimed at forging a common position on the matter. The activity should also include discussion on other matters of common concern. This should start with ICFTU-APRO and ICA at the regional level, to be followed by a similar activity at the national levels.

- ii. A leadership development training should be developed by both sectors, aimed at the leadership of trade unions and cooperatives participating jointly.
- iii. A pilot project should be organized jointly by trade unions and cooperatives, specifically addressing the needs of the informal sector or the issue of child labour. This should be implemented in one country first and, if possible, utilize existing frameworks and structures (as in the case of child labour).

Address by Ms. Mitsuko Horiuchi

**Regional Director for Asia and the Pacific
International Labour Office**

Mr Robby Tulus, ICA-ROAP Regional Director, Mr Noriyuki Suzuki, ICFTU-APRO General Secretary, Attorney Jose Espanol, Under-secretary, Department of Labor and Employment, Government of the Philippines, Mr Luis Carillo, NATCCO President, distinguished guests and resource persons, ladies and gentlemen,

It is a pleasure to join you here today for this very forward-looking workshop. You are examining ways that cooperatives and trade unions can tackle three key challenges in a way that demonstrates both cooperation and solidarity. I thank you for inviting me, and I congratulate you on this very timely, very promising initiative. As we stand on the brink of a new millennium, the focus of our development agenda has shifted. Empowering people, especially women, is now a key objective. If we want to achieve that goal we have to look right across the spectrum to find ways to help people take control of their own destinies. Both the ICFTU and the ICA have been doing this and this workshop bears testimony to your efforts.

Ladies and gentlemen,

Your agenda highlights themes that are at the very heart of the ILO's work today, looking at them through the eyes of trade unions and cooperatives – through the eyes of people. The ILO has always been aware of the self-help potential of cooperatives. Indeed, the Organization's Constitution refers to them. In 1920, just one year after that Constitution was written, the Governing Body moved to establish a Cooperative Service. As you all know, its work is continuing today. I think that this is something that would make our first Director-General Albert Thomas, very proud. Standing at the ILO's helm, he was also a member of the executive committee of the International Cooperative Alliance.

Ladies and gentlemen,

I don't need to tell you that the trade union movement and cooperatives have always had some common values. Both care about working people; both work towards equity and social inclusion. We all know that in many European countries, both movements had similar origins – emerging as the industrial revolution reshaped the social and economic landscape. Although the strategies you pursue may differ, there are still natural links. Today, I believe there are good reasons for making them even closer.

Ladies and gentlemen,

The ILO has embarked on a process of review of its Cooperatives (Developing Countries) Recommendation, 1966, (No, 127). The next International Labour Conference will look at the promotion of cooperatives, with a view to adopting a revised standard in 2002. The decision to start the process reflects the enormous changes we have seen over five decades. Today, the Cold War is little more than a memory; globalization is perhaps our key concern. And, in the 1960s, we looked at development very differently. Then, it was often seen as a way of imitating industrialized countries. Cooperatives were often considered tools in the hands of government; the models used in former communist countries were not always successful. Today, we see cooperatives as a way for the people who are their members to achieve common economic and social goals.

Ladies and gentlemen,

In today's increasingly inter-connected, globalizing world, too many people are finding that even very modest goals are moving out of reach. Globalization has two faces – two directions. On the one hand, it is leading to intensified competition. The revolution in information and communication technology, and the wave of economic and political liberalization, have helped produce global flows of investment, capital and trade that are unlike anything seen before. Every day, more than \$1.5 trillion in foreign exchange ebbs and flows around the world. Decisions made on one side of the globe can be carried out on the other side in seconds. New opportunities often up almost faster than we can count them, and enter-

prises are hungry for workers with the right kinds of skills. Workers are also hungry, for the lifelong learning that is the basis of employability. I remember that not so very long ago, we felt we could divide a person's life into three phases. One third was for learning; one third for working; and one third for retirement. In the new knowledge economy, every stage is a learning stage.

Globalization's other face is very different. We are seeing huge growth in the informal sector, and an increasingly flexible labour market. Businesses are more and more likely to outsource work, to rely on contracting. Inequality is growing – gaps between countries are widening. We often talk about a global village: if our world today really were a village of 1000 people – we would find that 200 of the villagers dispose of 86 per cent of the wealth, while nearly half of the villagers scrap by on less than \$2 a day. Less than 60 villagers own a computer, only 24 have access to the internet. More than half of the villagers have never used a telephone. Can we accept this village as our home? Of course, the answer is "no". We need to find ways to make our village a more equitable home.

Ladies and gentlemen,

In Asia, globalization has brought dramatic change. First, we watched the tiger economies come into their own. In Thailand, Malaysia, and Singapore, rocketing growth rates helped produce almost full employment, and lifted unprecedented numbers of people out of poverty. Then, we saw globalization's dark side, the volatility that produced the Asian financial crisis. Currencies slid, growth rates plunged. Ordinary people faced terrible hardship. Three years after the crisis began, the economic indicators show that recovery is well underway. Still we have a long way to go. The crisis has left some deep scars. There is a lasting sense of uncertainty, of insecurity. People are asking probing questions. There is a growing awareness of the importance of democracy, transparency and good governance. In fact, in Asia, ratifications of ILO Core Conventions grew significantly during the financial crisis. At first, this might seem like a contradiction in terms. We often hear it said that poor people can't afford to even think about their rights. And yet, people did. And I believe that this will prove to be the silver lining of the financial crisis. We have also seen the birth

of UN Secretary-General Kofi Annan's Global Compact, aiming to build a social floor for the new global economy. The basic human rights that are the cornerstone of the ILO Declaration on Fundamental Principles and Rights at Work are a key part of the Compact, and the ILO is closely involved.

Ladies and gentlemen,

The financial crisis drew us a painful, but important picture. It was a sharp reminder that people must be at the heart of development. Today, we see the wisdom of the Statement from the 1995 World Summit for Social Development in Copenhagen – that employment should be the central aim of development, and not a by-product. Economic and social development must go hand in hand. We can't sustain one without the other. The ILO's primary goal, ensuring opportunities for decent work for women and men, involves both. And it means tackling one of the greatest challenges facing the world today. Decent jobs will help us win the war against poverty. And yet, we know that most new jobs today are being created in the informal sector, and this trend is likely to increase. People need jobs, but they also need decent jobs. How do we make sure that work in the informal sector is decent work - work that brings a reasonable return? How do we make sure that the basic principles of freedom, equity, security and human dignity are upheld? There are no easy answers. Reaching informal sector workers has never been simple. They have always been among the most vulnerable. Collective bargaining is usually beyond their reach, and home-based workers and women figure prominently among their ranks. Trade unions and cooperatives working together offer real prospects of progress. You have different roles - unions have traditionally looked at working conditions, while cooperatives focused on economic growth and equity. But you have something essential in common - you are people-centred. Today, we are seeing trade unions producing innovative strategies to reach out to informal sector workers. And we are seeing modern cooperatives, with democratic processes and strong commitments to members' rights and welfare, producing some remarkable results. Civil society, at large, is becoming aware of their potential; and cooperatives are breaking new ground with new job creation strategies that lead, ultimately, to decent work.

Ladies and gentlemen,

There is a common thread woven through all our best efforts to fight inequality. That thread is human resource development and skills training. More and more, we see that the divisions between the haves and the have-nots have their roots in access to education and skills training. The countries that have gained most from globalization are the ones with the most effective human resources development systems. Globalization is widening the gaps between the skilled and the unskilled. The highly skilled are in high demand. But those with few or no skills are racing to the bottom. Although UNDP estimates put the number of Internet users in the world today at more than 300 million, there are still 884 million illiterate adults. I must add that most of them are women. We already have a digital divide. If we don't want a chasm, we need to overhaul education and training policies. As you know, this year's International Labour Conference took an important step towards formulating a new Recommendation on human resources development. The delegates also made it very clear that social dialogue would play a fundamental part in promoting effective HRD. Government workers and employers must all play a part, and their voices must be heard. Indeed, at a time when the role of the State is being reviewed in almost every field - there is real potential for people's organizations to strengthen their HRD activities in the informal sector, and their role in social dialogue. Human resources and skills development are key instruments for maximizing the benefits of the globalized economy while minimizing the adverse effects. If I may add a personal perspective for a moment - as a member of the Japanese delegation to the World Summit for Social Development, I insisted that Japan's remarkable record of development was largely due to efforts to improve HRD. Similarly, in his recently published memoir, *From Third World to First: The Singapore Story*, Singapore Senior Minister Mr Lee Kuan Yew also emphasizes Training and HRD.

Ladies and gentlemen,

We need to bring about the same kind of transformation in the informal sector. As the ILC reminded us, we can use the same tools. The Conclusions adopted by the Conference pointed out that

training could help address the challenges of the informal sector. That doesn't mean expanding the informal sector – or preparing people to work there, and then keeping them there. Instead, training should be used, together with other measures, like fiscal policies, credit provision, and extending social protection and labour laws. We should turn to turn what are often marginal survival activities into decent work, and make them part of the mainstream economy.

Ladies and gentlemen,

I would like to finish by offering you a brief introduction to ILO initiatives in this region. In 1993, the ILO's Coop Branch joined with the Danish International Development Agency to carry out three interregional programmes, promoting cooperatives in developing countries. COOPNET is founded on the conviction that people are cooperatives' most precious resource, and focuses on HRD. COOPREFORM is helping cooperatives take advantage of opportunities created by structural adjustment programmes. It also helps them take on development roles that in the past were, often reserved, for government. INDISCO is using pilot projects to improve socio-economic conditions for indigenous and tribal communities. Here in the Philippines, for example, the INDISCO programme has reached more than 45,000 people, with services that include basic literacy and technical training. Other programmes have run in India, Vietnam and Thailand. Although it is not formally linked with the ILO's Cooperative Branch, the Japan Multi-bi programme also incorporates many key principles. People work together to improve their negotiating or purchasing power – such as in China, where home-based workers in the informal sector now pursue collective bargaining. Future plans include empowering women by helping them work together to make more effective use of common business opportunities, and agriculture.

Ladies and gentlemen,

The issues you are tackling in this workshop are among the most pressing, and the most challenging, that we face today. People have always been the greatest asset that any society can claim. Globalization has, if anything, made this even more evident. Now,

we need to act on this. Our societies must wear a human face, development must have a human heart. People's organizations like trade unions and cooperatives can play a vital role in helping us achieve this. Your work, and your cooperation, will help ordinary people who are seeing the dark side of globalization. I wish you well and I look forward with great interest to the results of your work here this week. Thank you.

Address by Mr. Noriyuki Suzuki
General Secretary, International Confederation of
Free Trade Unions – Asian and Pacific
Regional Organization

Honorable Chief Guest, Respected Regional Director of ILO, Ms. Mitsuko Horiuchi, Respected Regional Director of the ICA ROAP, Mr. Robby Tulus, Distinguished Participants, Resource Persons and Panelists, Brothers and Sisters, and Ladies and Gentlemen

It gives me immense pleasure to be amongst this assemblage of the leadership of the labor and cooperative movement. I feel it my pleasant responsibility to extend to all of you a very warm welcome on behalf of the ICFTU-APRO, representing 30 million workers from the Asia Pacific region, our partner organization, the ICA ROAP, and on my own behalf, I am happy to inform that with the organization of this important regional discussion event on a topic so crucial for the people of the region, we are also beginning a new cooperative chapter with the cooperative movement in the region.

Sisters and Brothers,

We are witnessing a growing inability of the global economy to offer gainful work opportunities commensurate with the work aspirants. Consequently, it has led into the emergence of the most serious issue for us in the world and more so in this region of us inhabiting almost half of the global population. The twin menace, unemployment and underemployment, is affecting about a-quarter of the global workforce with all its negative manifestations for the concerned households and the society at large. The existence of under-utilization to such extents does point to a rather serious nature of the issue and the ensuing challenge.

The relatively lower levels of open unemployment, notwithstanding, many of the unemployed are largely found to be youth, educated and trained particularly in many developing countries.

While, in the industrialized and newly industrializing countries of the region low skilled and relatively older form a majority of the unemployed. Many unemployed active in the job/work search for well over a year is becoming a norm of the labor market. The situation is being aggravated further by the pursuit of the free market policies also coinciding with opening up the financial and capital markets.

The process of globalization certainly has played havoc with the working and living conditions of working people. Our memories are still a fresh with the devastations it caused in the former crisis-hit countries. Tens of millions lost their jobs, while those plunged into poverty were more than thrice of them.

In the absence of safeguards and any formal social safety nets, the process of marginalising further the marginalized is strengthened.

Sisters and Brothers,

We are also cognizant of the fact that the situation has been compounded further by the education and training system. Despite all the development and diversification taking place in many countries of the region, it prides itself of being largely devoid of any significant attempts to reform and make it relevant to the development needs of the respective countries. This system in many countries continues with the qualitative and quantitative bottlenecks and the output do not correspond well with the economic and labor market needs. No wonder, quality and productivity of the education and training system and its output as well as goods and services produced have emerged as the twin menace fast eroding competitiveness of many countries in the region in the wake of globalization and free trade regime.

Sisters and Brothers,

The employment promotion and manpower development issues are such that they are not amenable to isolated and ad-hoc measures. The very question of human resource development, for instance, cannot be effectively addressed in isolation with its proper utilisation. This would then require an understanding of current economic situation, the nature and extent of employment and un-

employment, the medium and long-term development plans, and the sectoral strategies. Further, it will also need a greater interaction of the producers with the users. The adequacy of utilization of the manpower then will have to be seen in terms of decent wages, social safety nets, and occupational and safety measures. The working conditions also will need to be seen in terms of the availability of the fundamental rights at work.

This would also require the back up of responsive and responsible institutional machinery, essentially of tripartite nature. It will be needed to monitor the developments taking place in different labor markets, ensuring standards, enforcing regulations, providing the services of employment counseling, vocational guidance and employment placement, and promoting networking, coordination and participation. There will, however, be a need to provide immediate assistance for the unemployed, retrenched, poverty stricken, etc. This may then require also some short-term target-oriented programs.

Sisters and Brothers,

Of particular importance is to view the whole process of human resource development as that of enhancing the employability of the workforce. The education and training thus will have to be fine-tuned with this realization. The system has to evolve and ensure programs leading to multi-skilling and imparting of core skills during the course of education and training. The post labor market entry period then should focus more on enhancing competence and re-skilling.

Thus, an integrated approach to HRD is needed. It can be made effective by pursuing a participatory approach. The key is the effective integration of the stakeholders in program designing and monitoring implementation.

Sisters and Brothers,

I hope this workshop will provide us an opportunity to deliberate on these areas and come out with doable proposals. Let me conclude by wishing you all successes in your deliberations and thanking all of you for your attention.

Thank you.

Address by Mr. Robby Tulus

Regional Director for Asia and the Pacific, International Co-operative Alliance

Honorable Chief Guest, Mr. Suzuki, Secretary-General, ICFTU, APRO, Ms. Horiuchi, Regional Director, ILO, Bangkok, Mr. Mark Levin, Senior official, in-charge of Co-operatives and HRD of the ILO, Mr. Blenk, ILO Resident Director in Manila, Ms. Teresita de Leon, Regional Co-ordinator, ILO-COOPNET, Manila, Representatives of the ADB, the World Bank, Distinguished Co-operative and Trade Union Leaders from Asia-Pacific Region, Chairperson of NATCCO, Mr. Louis Carillo, General Manager NATCCO, Mr. Gil Cua, Dr. Ghayur of ICFTU APRO, my colleagues from ICA ROAP Mr. B.D. Sharma, Mr. Romy Villamin, Mr. Juku Ozawa, distinguished invitees, ladies and gentlemen,

It is a matter of great privilege for me to share a few thoughts with all of you at this prominent gathering at the opening of the Workshop. This Workshop marks a concrete realization of the joint commitment of ICFTU and ICA to co-operate for the first time in this region, a beginning of our shared approach towards building stronger political/strategic alliances in order to broaden the impact of our respective sectors on civil society. Such was also the tone of the consultative meetings held at the global level in September 1998 (following an informal one in 1997), and the more recent one in January 2000. As with the consultations in Geneva that was convened by the Bureau of Workers Activities of the ILO (ACTRAV), we at the Regional level are also seeking to augment the links existing between trade unions and co-operatives, with the facilitation and support of the ILO, to enhance our common commitment to tackle social and economic issues, and especially the new Challenges resulting from the changing environment in this region following the economic crisis in Asia. This workshop, I believe, attempts to seek ways to mobilize our respective membership in tackling the dire impact arising from unem-

ployment and underemployment, and the consequential impoverishment of the still robust labor force in the Asia-Pacific Region.

Allow me therefore, on behalf of the ICA network and also on behalf of myself, to extend our warm greetings and a very sincere welcome to all of You. I am particularly grateful to know that even if the Honorable Minister of Labor of the Govt. of the Republic of Philippines has urgent commitments to attend to, he has nonetheless consented to appoint his senior staff to give the inaugural address on his behalf. It is indeed a great pleasure to witness so many senior officials of the ILO and the ICFTU, as well as representatives from the World Bank and the ADB, who have made it convenient to come and be with us this morning.

Our Director-General Mr. Karl Fogelstrom, as well as Dr. Yehudah Paz who is our board member and a veteran trade union and co-operative leader, are actually very keen to participate in this workshop, but due to their heavy commitments at this point, they unfortunately could not make it to come. I wish to convey their best wishes for the success of the important workshop.

On this occasion, I would also wish to gratefully acknowledge the support of the ILO, which is very well represented today, consisting of its Regional Director, Ms. Horiuchi, Mr. Mark Levin, Mr. Blenk, Resident Director of ILO in Manila, and Ms. Teresita de Leon, ILO Coopnet and Coop-reform Coordinator.

Our partners in this workshop are ICFTU and NATCCO, who have worked closely with us in planning for this important workshop beginning from step one. I extend my hearty welcome to their representatives, Mr. Noriyuki Suzuki, Secretary General of ICFTU, Dr. Sabur Ghayur, as well as the Chairman and General Manager of NATCCO. I must also acknowledge the role played by SNCF, represented here by its Chief Executive, Mr. Leow Peng Kui, who facilitated the initial meetings between ICA-ROAP and ICFTU APRO in Singapore, and which has since developed into a positive synergy.

Above all, I wish to welcome all representatives from the trade union and cooperative movements from the Asia-Pacific region. I also welcome the distinguished invitees and guests from the Gov-

ernment, Co-operatives and Trade Unions of the Philippines. In our prominent gathering today, we also have with us representatives from the ADB, the World Bank and many other international organizations. I am thankful to them and welcome them.

Ladies and gentlemen, this Workshop is meeting at a very crucial moment when we begin to see some emerging indicators of recovery in South East Asian countries, although some countries like Indonesia and Thailand have yet to show their strength and resilience in making formidable and positive changes, against the backdrop of the seemingly more upward trends in the economic growth in the South Asian countries. While optimism must prevail to anticipate more growth in the macro economic landscape, we must also be more cognizant of the fact that unemployment, poverty, deprivation, and the exploitation of women and children still continue to rise unabated, which will necessitate far-sighted responses from member-based organizations like ICA and ICFTU. Take the example of unemployment in Indonesia. It has increased from 4.9% to 14.8% following the financial crisis. In Malaysia it climbed from 2.2% to 6% and even in Hong Kong the rise is quite significant: from 2.4% to 4.6%. The impact of the economic crisis on the youth and marginal sections of the population, such as small farmers, women, and wage workers is even worse.

Keeping this in view, the theme of the workshop 'Employment Generation, Poverty Alleviation and Human Resource Development cannot be more apt. Our experience has shown that Government alone cannot tackle these problems, especially when corrupt and non-transparent practices of elected officials still prevail among governments in many countries in Asia. After all, Government-led initiatives or interventions tend to be driven mainly by political motivation and not by locally generated initiatives. And since the burden of proof is with the government, funding and other support services are provided to meet the state agenda, and such intervention is usually fraught with moral hazards. Civil society must, therefore, be given a chance, and institutions like ICFTU and ICA have proven their fundamental assets of legitimacy because they practice the same values such as self-responsibility, solidarity, democracy and transparency, although not without failures

and mistakes. However, they have learned over the years that value-based interventions are necessary, because fast tracking development with money alone is almost doomed to fail from the very outset.

Trade Unions and Co-operatives have historic relationship and affinity. Both are member-based and member-controlled and aim at saving their members from the exploitation of market forces. We need not go far to show that many of the respected delegates in this room have experienced first hand their difficult tasks in creating employment among the poor and disadvantaged, and has advanced their institutions into a sustainable one. The case of SEWA in India and NTUC in Singapore are but few example in this regard, and stand as a good testimony of successful collaboration between trade unions and the cooperatives. We hope that through this workshop, we may be in a position to devise workable parameters of positive partnership between the two sectors on a more pragmatic, hence more sustainable basis. The commonality of the interests in this regard may be the HRDU wherein both the organizations may cooperate with each other. It is with this end in a view that we expect this workshop to devise a joint pilot project that is doable.

I also need to mention the importance of ILO's Recommendation Number 127 for the Co-operative movements globally. I will not pre-empt the important presentation that will be delivered by Mr. Mark Levin, but suffice to say that there is a common need to critically review this Recommendation in order to provide e new direction to the cooperative development as a whole, alongside the joint efforts of both government, employers and employees at the ILO governing body to seek to redefine the important role of Governments in developing countries as an enabler more than their hitherto role as a controller during the planned economies. In doing so, the need for a fair playing field should not be dismissed outright. It is therefore very important from our co-operative side to seek the views of our brothers and sisters from the Trade Union side on this important subject, so we would like to throw the door wide open for meaningful discussions in this Workshop.

The more recent arrival of 'knowledge workers' which

emerged from increased use of information technology, is yet another dimension of the issues indicated earlier. Workers' education, which emphasizes the importance of safety, security and rights, could be further enriched by co-operative values and best business practices to enhance employability and not just employment of the labor force. The Cooperative Identity Statement, adopted and promulgated in 1995, is meant to articulate the need for members – including those in workplaces – to create a more empowered position in the marketplace, yet attain social and economic results that are tangible and that will lead to social harmony and hence the strengthening of civil society.

Needless to say, all this will remain philosophical and academic if we do not translate these beliefs into an effective bilateral and multilateral HRD Program among members of the ICFTU and the ICA. This is what the workshop is all about, not another “photo-op” and a “talk shop”, but trying to define a practical HRD pilot program that will become a major component in the future HRM in both our respective organizations.

With these words, ladies and gentlemen, I once again welcome all of you all heartily and wish the workshop a grand success.

Speech of Usec. Jose Espanol
Undersecretary, Department of Labor & Employment
Republic of the Philippines

as delivered by

Mr. Josefino I. Torres
Director, Bureau of Rural Workers

Greetings!

On behalf of the Department of Labor and Employment, Republic of the Philippines, I would like to congratulate the International Cooperative Alliance and the International Confederation of Free Trade Unions, through their Asian and Pacific Regional Organizations for organizing this very timely workshop to address an urgent concern of most countries represented here today; the concern for human resource development and utilization, the encompassing term for employment generation, poverty alleviation and human resource development.

With increased global competition and liberalization of markets, whole industries are shrinking, shifting the demand for skills and the availability of job opportunities. More women are in or re-entering work, part-time employment continues to grow and the age profiles of employees in work are transformed.

In the world of work, change is also evident in the introduction of new practices and new organizational structures, in the application of new technologies, in the reduced size of workplaces and in the design, production and delivery of new products and services. Opportunities for unskilled and semiskilled employment are diminishing, and those with only industry or task-specific skills are increasingly at risk. There are changes too in the time, location, forms and very conceptions of work, embracing not only greater varieties of paid employment, but also a range of voluntary, community and domestically based activities.

All these forces impact directly upon the people's employment prospects, their prosperity, their families and communities and their very sense of pace and identity. At the same time, as the economy changes, new kinds of work emerge, with new opportu-

nities to use skill by the enterprise. Current leaders in education, government, religion, business, non-governmental organizations including cooperatives and professional associations posit a human resource development intervention with lifelong learning orientation. They believe it is important to educate not only for economic gains, but also to support economic competitiveness, cross-cultural understanding, and social transformation.

Promoting Lifelong Learning at the Workplace

Of special concern would be the promotion of lifelong learning at the workplace, which calls for partnership among the partners of employers, employees and trade unions, and government.

All three sectors would have their respective stakes or interests in human resource development and utilization particularly lifelong learning at the workplace. Government will be interested in developing a highly skilled national workforce, and potential workforce, capable of responding to economic and technological change. Employers will wish to see a return on their investment in learning, in terms of improved efficiency, staff commitment, productivity and adaptability. Individuals and trade unions will, on their part, expect lifelong learning opportunities to provide for transferable skills, competence and knowledge enabling choices to be made in career and individual development and personal fulfillment as well as improving their performance in their current occupation.

Workplace learning should then embrace training in new or updated skills, continuing professional development, learning for personal development and learning to use new technologies, including those which support learning itself. It will contribute to competitiveness, skills enhancement, employability and capacity to deal with change. All partners should recognize the value of learning which does not relate directly to the current job and support the development of broad key and foundation skills.

Addressing the “Learning Divide” at Work

Those who have fewer skills and are at the lower ends of hierarchies of authority, autonomy and pay at work also enjoy fewer formal opportunities for learning through work. The “learning di-

vide” refers to those, on one hand, who are already well qualified and who continue to be learners throughout life and those, on the other, who either leave education largely unqualified or who neither engage in learning as adults, nor intend to do so in the future.

The same groups of people who miss out on education after school are also likely to miss out on training opportunities at work. The key factors affecting participation for adults are early school leaving, poverty, lack of qualifications or skills, low status, lack of self-esteem and powerlessness.

Jacques Delors from his work “Learning: The Treasure Within” said: ‘There is a need to rethink and broaden the notion of lifelong education. Not only must it adapt to changes in the nature of work, but it must also constitute a continuous process of forming whole human beings – their knowledge and aptitudes, as well as the critical faculty and ability to act. It should enable people to develop awareness of themselves and their environment and encourage them to play their social role at work and in the community”.

It is in this area where the cooperatives can play an important role particularly in the improvement of economic, social and cultural situation of workers of limited opportunities as well as encouraging their spirit of initiative. Moreover, the cooperatives can be the catalysts to transform certain mindsets, for example, here in the Philippines, education or learning is viewed by many as a stepping stone to become an employee or a worker. One trains to become an employee of somebody else. It is not common to many Filipinos to think that they can be an employer too. Providing training on entrepreneurship development and helping workers set-up their own businesses may be the answer to the trend of diminishing employment opportunities.

Focusing on and Inducing the excluded to Participate

Considering the scarcity of resources, special attention should be provided to those without skills or with low skills to enable them to break out of the vicious cycle of low-pay, poor working conditions and lack of prospects. There should be greater provision for those traditionally excluded from opportunities to acquire new and broader skills and develop different perspectives like be-

coming entrepreneurs themselves. For lifelong learning strategy to succeed, policy development must direct support and development towards the learning aspirations and confidence of people in under-represented groups, such as unskilled manual worker, part-time and temporary workers, people without qualifications, unemployed, some groups of women particularly those on the lowest income, those living in remote or isolated locations, among others.

Role of Government

First and foremost, government must create a conducive political and legal environment, supportive of employment generation, poverty alleviation and human resource development. Secondly, it must be able to spur the other institutions of Governance, like trade unions and cooperatives, to contribute towards these ends. Nowadays, Government does not have the primary responsibility in governance, in solving societal problems, but it should provide significant support and assistance to the other institutions of governance.

Government, therefore, must be an enabler, must be able to provide the policy environment, to promote and facilitate trade unions and cooperatives initiatives that lead to multi-skilling, life-long learnings and employability for their membership of the citizenry, at large, thereby enhance and expand their contributions in human resource development and utilization.

As closing footnote, may I discuss trade unions and cooperatives during the of crisis in retrospect, the Asian financial crisis that started in mid 1997 has taught us neat lessons to cope and survive. Multi-skilling, life long learning and employability have appeared as potent tools of workers in combating being put out of work for longer periods. Trade unions and cooperatives in the Philippines, have been instrumental in equipping the workers with these tools.

Trade unions have successfully negotiated with employers and government strategies and schemes to prolong the productivity of workers in anticipation of their displacement from work, and/or in preparation of their rejoining mainstream employment

Cooperatives, meanwhile, have become viable options for displaced workers, to band together and assume collectively certain

services outsourced by firms and government. Their productivity stretched beyond their usual lines, workers who once were displaced, find new but decent jobs and incomes.

Trade unions and cooperatives have been found to be quite innovative and creative during times of crisis. The promise of convergence of trade unions and cooperatives in human resource development and utilization is therefore enormous and can only be an understatement unless pursued and realized.

Conclusion

There is no escaping technological change. While learning is a way of understanding and responding to technological change, it is a tool for learning itself. Technical progress in broadcasting, computing and communications, and continuing reduction in cost, will make it possible to offer access to a wide range of high quality resources, wherever they are and overcoming many of the known barriers to widening participation of geography, place and distance. Learning at home and outside conventional educational establishments will become widespread, with implications for institutions, teachers (as facilitators and creators of learning materials) and for individual learners.

As the information superhighway becomes a reality and its use becomes a part of everyday life, so government and its agencies and partners like you must ensure that all our people are able to use them. Increasingly, those who do not know how to use these technologies will be excluded from active participation in civil and democratic society.

A culture of lifelong learning can act as a resource in the midst of change, helping people both to cope with change and in their strivings to shape it to their own devices, as active citizens. Establishing such a culture represents a major task for everyone and our challenge to all of us here in this workshop is to come up with recommendations that will make this culture a reality especially for the workers.

Good morning and may you have three fruitful days ahead of you.

Programme

October 18, 2000

- 09.00-10.30 OPENING
- 10.30-11.00 Tea/Coffee Break
- 11.00-12.30 Plenary Session - I
The HRDU Situation in the Region
Speakers :
 - ICFTU-APRO
 - ICA-ROAP
- 12.30-13.30 Lunch Break
- 13.30-15.00 Plenary Session - II
The HRDU: Initiatives and Programmes of ILO, WB, ADB
Speakers:
 - ILO
 - ADB
 - WB
- 15.00-15.30 Tea/Coffee Break
- 15.30-17.00 Plenary Session - III
HRDU: The Trade Union Responses
Speakers:
 - TUCP (Philippines)
 - HMS (India)
 - NTUC (Singapore)

October 19, 2000

- 09.00-10.30 Plenary Session - IV
HRDU: The Cooperative Response
- 10.30-11.00 Tea/Coffee Break
- 11.00-12.30 Working Group (WG) Session - I
a. Formation of 3 WGs on: i) Eradication of pov-

erty, ii) Generating decent employment, and iii)
Education, training and retraining

b. WGs' Deliberations

Key Question:

- What should be done?

12.30-13.30 Lunch Break

13.30-15.00 Working Group Session - II

Key Questions:

- What should be done?
- Who will do and How?

15.00-15.30 Tea/Coffee Break

15.30-17.00 Working Group Session - III

Key Question:

- The Role of Trade Unions and Cooperatives in Addressing the Strategy

October 20, 2000

09.00-10.00 Plenary Session - IV

Presentation and Discussion on Working Group's Results

10.00-11.00 Panel Discussion

ILO Recommendation No. 127

Panelists:

- ILO
- ICA

11.00-11.15 Tea/Coffee Break

11.15-12.45 Round Table I

Towards a Better HRDU: Building Partnerships

12.34-13.30 Lunch Break

Round Table - II

HRDU Through a Collaborative Exercise – Identification of a Pilot Project and Modality

Conclusions

Participants

- Bangladesh** 1. Mr. Md. Habibur Rehman Akand
Joint General Secretary
JSL-Central Committee
23, Bangabandhu Avenue
Dhaka-1000.
- Fiji** 2. Mr. Attar Singh
National Executive General Secretary
Fiji Aviation Workers Association
Fiji Trading Union Congress
32, Desveoux Road
Suva.
- India** 3. Mr. Shiva Gopal Mishra
President, U.P. State Council, HMS
12, Chelmsford Road,
New Delhi.
4. Ms. Namrata Bali
Secretary, SEWA Academy
Opp. Victoria Garden,
Bhadra, Ahmedabad-1
5. Mr. Bhagwati Prasad
Chief Executive,
National Cooperative Union of India
3, Institutional Area, August Kranti Marg,
New Delhi-110016.
- Korea** 6. Mr. Song, Won-chang
Manager,
National Agricultural Cooperative Federation
Chung-Jung Iga, Chung-gu
Seoul

- Mongolia** 7. Mr. Narartuya Damdin
Choimbol 1/4
Confederation of Mongolia Trade Union
Ulanbaatar-11.
- Malaysia** 8. Mr. Md. Yusuf B. Harmain Shah
262 JLN Mashyuri
Pancor 70400
Seramban N. Sembican
Malaysia
- Nepal** 9. Mr. Tilak Jang Khadka
Sr. Officer, (Admn.)
Nepal Trade Union Congress
G.P.O. 5507
Kathmandu, Nepal
10. Mr. Tulshi Prasad Dhakal
Director,
National Cooperative Federation
G.P.O. 11859
Kathmandu, Nepal
- Pakistan** 11. Mr. Zia-ud-din
General Secretary,
National Bank of Pakistan Employees Union
North East Frontier Province
Peshawar Cant., Pakistan
- Philippines** 12. Mr. Josefino I. Torres
Director, Bureau of Rural Workers
Republic of Philippines
13. Mr. Andres C. Sarmiento
Vice Chairperson
NATCCO
Project 4, Quezon City

14. Mr. Gullernic P. Cua
General Manager
Project 4, Quezon City
15. Mr. Jovencio G. Avenido
National Vice President
Associated Labor Unions (ALU)
Elliptical Road corner
Maharika Avenue, Diliman,
Quezon City-1101.
16. Mr. Anthony T. Ganu
Program Coordinator for Enterprise Kent
Trade Union Congress of the Philippines
605 Fil Garcia Tower 140 Kalayaan Av.
Quezon City.
17. Mr. Ceaser M. Cortes
4th floor, Delegation Building,
PICC, CCP Complex, Roxas Road
Metro Manila.
18. Mr. Josefina Rodriguez
National Market Vendors Cooperative
Federation
Philippines
19. Mr. Daniel R. Ang
Chief Executive Officer,
Nuwhrain Development Cooperative
G/F Del Mundo Building
2125 Taft Avenue, Malate
Metro Manila.
20. Mr. Rep. Cris Paez
House of representatives
NATCCO
Batasan, Quezon City

21. Mr. Camila Casala
SEDCOP
407, Emerald Tower
VP Rizal project 4, Quezon City.
22. Mr. Carmen M. Solinap
National Congress of Unions in the Sugar
Industry
TUCP Compound,
Elliptical Road
Daliman, Quezon City.
- Singapore**
23. Mr. Seah Kian Peng
Staff Union of NTUC
55 Ubi Ave 1# 08-01
Singapore
24. Mr. Leow Peng Kui
Chief Executive,
Singapore National Cooperative Federation
510 Thomson Road,
#12-02, SLF Bldg.
Singapore 298135
- Sri Lanka**
25. Mr. K. Sathasivam
Regional Representative,
Ceylon Worker's Congress
72, Green Path, Colombo-7
26. Mr. D.A.D. Premawaradana
Manager,
Banking Consultancy Unit
National Cooperative Council of Sri Lanka
No. 455, Galle Road, Colombo,
Sri Lanka

ICFTU

27. Mr. Sabur Ghayur
International Confederation of Free
Trade Unions
Asian and Pacific Regional Organisation
73 Bras Basah Road, 4th floor
NTUC Trade Union House
Singapore 189556
28. Mr. Noriyuki Suzuki
International Confederation of Free
Trade Unions
Asian and Pacific Regional Organisation
73 Bras Basah Road, 4th floor
NTUC Trade Union House
Singapore 189556

ILO

29. Ms. M. Horiuchi
Regional Director for Asia & the Pacific
ILO Regional Office, Bangkok
Thailand
30. Mr. Mark Levin
ILO-COOP Branch
ILO, Geneva
31. Ms. Terisita M. de Leon
Asia-Pacific Regional Coordinator
ILO-COOPNET
Unit 1804, Jollibee Plaza Condominium
Emerald Avenue, Ortigas Centre,
Paisag City 1605 Philippines
32. Mr. Tuomo Poutiainen
Associate Expert
5th Floor, NEDA Building,
Lagaspi Village, Makati City
Philippines

ICA ROAP

33. Mr. Robby Tulus
Regional Director
International Cooperative Alliance
Regional Office for Asia & the Pacific
E-4, Defence Colony, (3rd floor),
New Delhi-110024.

34. Mr. Romulo M. Villamin
Director, South East Asia
International Cooperative Alliance
Regional Office for Asia & the Pacific
E-4, Defence Colony, (3rd floor),
New Delhi-110024.

35. Mr. Shingehisa Juku Ozawa
Director, Special Programs
International Cooperative Alliance
Regional Office for Asia & the Pacific
E-4, Defence Colony, (3rd floor),
New Delhi-110024.

36. Mr. B.D. Sharma
Director, SOWECA
International Cooperative Alliance
Regional Office for Asia & the Pacific
E-4, Defence Colony, (3rd floor),
New Delhi-110024.

37. Mr. A. K. Taneja
Program Officer,
International Cooperative Alliance
Regional Office for Asia & the Pacific
E-4, Defence Colony, (3rd floor),
New Delhi-110024.

International Cooperative Alliance

Statement on the Cooperative Identity

DEFINITION

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.

VALUES

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

PRINCIPLES

The cooperative principles are guidelines by which cooperatives put their values into practice.

1st Principle : Voluntary and Open Membership

Cooperatives are voluntary organisations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2nd Principle : Democratic Member Control

Cooperatives are democratic organisations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary cooperatives members have equal voting rights (one member, one vote) and cooperatives at other levels are also organised in a democratic manner.

3rd Principle : Member Economic Participation

Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be indivisible; benefitting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.

4th Principle : Autonomy and Independence

Cooperatives are autonomous, self-help organisations controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.

5th Principle : Education, Training and Information

Cooperatives provide education and training for their members, elected representatives, managers and employees so they can contribute effectively to the development of their cooperatives. They inform the general public - particularly young people and opinion leaders - about the nature and benefits of cooperation.

6th Principle : Cooperation among Cooperatives

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.

7th Principle : Concern for Community

Cooperatives work for the sustainable development of their communities through members.

ICA Library



ICA 00740