

OVERCOMING CHALLENGES – INTEGRATING GENDER IN COOPERATIVES



International Co-operative Alliance
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and General Assembly**

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Co-operatives: Putting People at the Centre Of Development

Dr. Nandini Azad

**Facilitator at the Gender Equality Workshop,
Acting Chairperson, ICA-AP Women's Committee,
President, Indian Cooperative Network for Women Ltd., Chennai.**

E-mail: nandiniazadicnw@gmail.com

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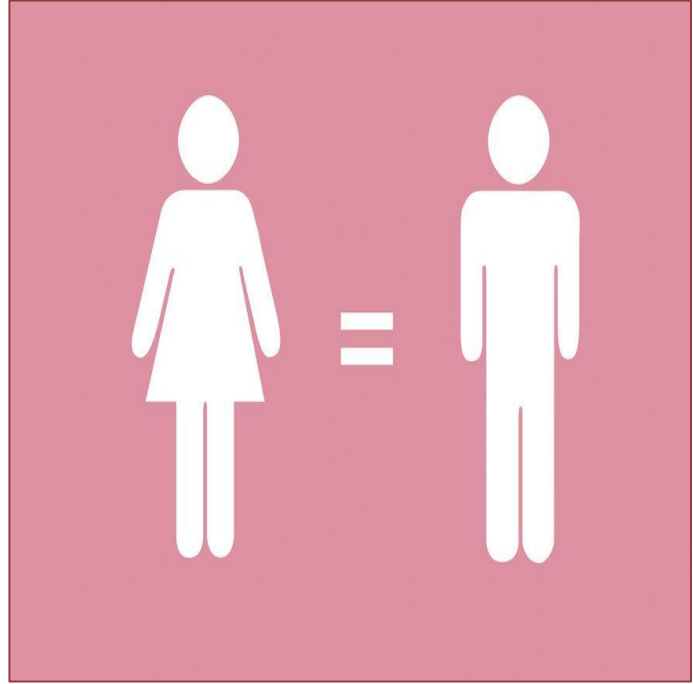
GENDER INTEGRATION IN COOPERATIVES



❖ MAINSTREAMING OF GENDER IN ALL ASPECTS PARTICULARLY COOPERATIVE BOARDS IS ESSENTIAL TO INCREASE WOMEN'S PARTICIPATION AND DECISION MAKING.

❖ GENDER INTEGRATION IN GOALS OBJECTIVES, MISSION, LEGISLATION, BYE-LAWS, POLICIES, STRATEGIES, PLANS AND PROGRAMS.

❖ 'GENDER EQUALITY COMMITTEES' BE ESTABLISHED OR UNITS TO IDENTIFY GENDER PROBLEMS AND SOLUTIONS AND CONDUCT GENDER AWARENESS TRAININGS.



❖ COLLECTION OF GENDER DISAGGREGATED DATA TO IDENTIFY BOTTLENECKS/CHALLENGES IS VITAL TO MOVE FORWARD.



- ❖ REMOVE LEGAL IMPEDIMENTS TO WOMEN – REVISE RULES, PROCEDURES, ELECTION SYSTEMS.
- ❖ ADVOCATE ADJUSTMENT OF WORKING CONDITIONS TO MANAGE WORK AND FAMILY.
- ❖ LOBBY GOVERNMENT TO RECOGNIZE INDEPENDENCE OF COOPERATIVES AS A LEGITIMATE FORM OF BUSINESS.
- ❖ BEST PRACTICE MANUALS AND MODELS ON GENDER POLICIES/ PLANNING/ TRAINING / DATA COLLECTION/ IT SOFTWARE AND EMPLOYMENT/ INCOME GENERATION MAY BE PREPARED.



- ❖ TRAINING FOR GENDER DISAGGREGATED DATA UNDERTAKEN IN COOPERATIVES.
- ❖ IMPLEMENTING POLICIES THAT FORESEE QUOTAS OR TARGETS FOR WOMEN'S PARTICIPATION IN COOPERATIVE BOARDS.
- ❖ CREATE SPACE FOR HIGHER PARTICIPATION OF WOMEN IN APEX DECISION-MAKING LEVELS
- ❖ INCREASE EMPLOYMENT BENEFITS; PASS LEGISLATIONS REGARDING INHERITANCE OF PROPERTY;
- ❖ INSTITUTIONALIZE WOMEN'S PROGRAMS



SALIENT STRATEGIES FOR GENDER EQUALITY

ORGANIZING, MOBILIZING AND STRENGTHENING WOMEN'S ORGANIZATIONS



- ❖ CRITICAL AS THEY PROVIDE STRENGTH TO WOMEN'S STRUGGLE FOR EQUALITY WITH MEN.
- ❖ REVISING, AMENDING, OR CREATING CO-OPERATIVE LAWS TO ENSURE THAT CO-OPERATIVES CAN EXIST.
- ❖ ARE ACCESSIBLE TO WOMEN IS VITAL (E.G. REDUCE BARRIERS FOR WOMEN TO RECEIVE LOANS IN THEIR NAME)



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- ❖ IMPROVING SERVICE PROVISION TO CO-OPERATIVES AT LOCAL LEVELS BY EMPLOYING CO-OPERATIVE EXPERTS TO COPE WITH THE CHANGING TIMES.
- ❖ RECOGNIZING CO-OPERATIVES AS A LEGITIMATE FORM OF ENTERPRISE (e.g. INCLUDE CO-OPERATIVE MODEL IN EDUCATIONAL CURRICULUM AND ENTREPRENEURSHIP TRAINING PROGRAMMES)
- ❖ CREATING SECURE INVESTMENTS IN CO-OPERATIVES.

INCREASE PARTICIPATION OF WOMEN'S MEMBERSHIP



- IN LEADERSHIP POSITIONS
- IN BOARDS OF CO-OPERATIVES
- BY RAISING AWARENESS ON BENEFITS
 - ❖ WITH MORE WOMEN IN BOARDS, CO-OPERATIVES COULD GAIN A MORE DIRECT LINK WITH THE INDIVIDUAL MEMBERS i.e., WOMEN.
 - ❖ ENABLE WOMEN TO GET INTO ELECTED POSITIONS MIGHT REQUIRE MORE THAN JUST LETTING THE DEMOCRATIC PROCESS FLOW.





- ❖ WHEREBY ALL MEMBERS OF BOTH SEXES HAVE THE RIGHT AND OPPORTUNITY TO VOTE & BE VOTED FOR MORE PRO-ACTIVE EFFORTS IN BRINGING WOMEN TO ELECTED POSITIONS.
- ❖ LEGAL IMPEDIMENTS HAVE TO BE REMOVED TO ENHANCE WOMEN'S INVOLVEMENT.
- ❖ REVISE RULES, PROCEDURES, AND ELECTION SYSTEMS TO ENSURE EQUAL OPPORTUNITIES. (e.g. IN A HOUSEHOLD, THE CO-OP MEMBERSHIP IS IN THE MAN'S NAME AND THEREFORE IS UNABLE TO RUN FOR ELECTION OR EVEN TO VOTE IN THE CO-OPERATIVE)





- ❖ **ADVOCATING FOR ADJUSTMENT OF WORKING CONDITIONS TO RECONCILE WORK AND FAMILY RESPONSIBILITIES; (e.g. WOMEN ARE THE PRIMARY CAREGIVERS FOR CHILDREN, ARRANGEMENTS FOR CHILDCARE TO BE CONSIDERED SO THAT WOMEN CAN ATTEND ACTIVITIES LIKE BOARD MEETINGS)**
- ❖ ***THE ICA – AP WOMEN’S COMMITTEE RESOLUTION ADOPTED AT HANOI IN APRIL 2017 AT THE ASIA PACIFIC MINISTERS’ CONFERENCE (APCMC) NOTED GENDER INTEGRATION IN COOPERATIVES OF AT LEAST 33 TO 50% WOMEN IN ALL LEVELS PARTICULARLY IN DECISION MAKING OF THE BOARD OF DIRECTORS.***





SENSITIZING LEADERS OF COOPERATIVES

CRUCIAL STRATEGY TO GRASP THE COMPLEXITY TO SYSTEMATICALLY ADDRESS THEM WITH PRO-ACTIVE MANAGERS FOR GENDER EQUALITY MEASURES.

- **MAINSTREAM GENDER ANALYSIS IN ALL ASPECTS OF PLANNING COOPERATIVES - OVERALL GOALS, OBJECTIVES, MISSIONS, STATEMENTS, LEGISLATION, BYE-LAWS, POLICIES, STRATEGIES, PLANS, PROGRAMMES, PROJECTS, ETC.**



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CAPACITY BUILDING IS A SIGNIFICANT COMPONENT OF GENDER EQUALITY STRATEGIES

- TRAINING AND EDUCATION ARE ALSO VITAL MECHANISMS THAT PROMOTE GENDER EQUALITY.
- ENABLE WOMEN TO TAKE ON MULTIPLE ROLES WITHIN CO-OPERATIVES AS WELL AS DEVELOP HIGH-LEVEL SKILLS,
- PROMOTE KNOWLEDGE OF CO-OPERATIVE VALUES, PRINCIPLES, AND THE IDENTITY OF THE MOVEMENT.



GENDER ANALYSIS TOOL CAN ALSO HELP EXAMINE THE CHALLENGES



- **DECISION MAKING PROCESS**
- **RESOURCE ALLOCATION,**
- **RIGHTS, TO PROVIDE INPUTS FOR THE LIMITATIONS & CHALLENGES**
- **DESIGNING GENDER EQUITABLE POLICIES AND STRATEGIES COULD BE USEFUL TOOLS TO ENHANCE WOMEN'S ROLES**
- **GATHERING AND SHARING MORE INFORMATION ABOUT BEST PRACTICES AND LESSONS LEARNED ARE CRITICAL FOR GENDER DEVELOPMENT IN COOPERATIVES.**



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ASSISTING WITH STATISTICAL DATA COLLECTION



- INFORM GOVERNMENT POLICIES AND PROGRAMMES
- THE PRIVATE SECTOR
- THE CO-OPERATIVE MOVEMENT IS IMPORTANT.
- PARTNERING WITH CO-OPERATIVES TO ADVANCE WORK IN THE 12 AREAS OUTLINED BY THE BEIJING PLATFORM AND THE SDGS.
- WORKING WITH GOVERNMENT AND OTHER PARTNERS TO OVERCOME CULTURAL AND STRUCTURAL BARRIERS FOR WOMEN.



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MONITOR AND TRACK GENDER EQUALITY INDICATORS



- IN GOVERNANCE
- MANAGEMENT
- MEMBERSHIP
- ASSET OWNERSHIP
- INCOME PARITY ON AN ON-GOING BASIS TO ENSURE ACCOUNTABILITY. (ALSO CULLED FROM WORLDWIDE LITERATURE ON THE ISSUE).



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POLICY LEVEL MEASURES – GOVERNMENTS AND INTERNATIONAL INSTITUTIONS



GOVERNMENTS AND INTERNATIONAL ORGANIZATIONS WORLDWIDE WOULD HAVE TO TAKE UP THE FOLLOWING BY COUNTRY, SECTOR AND COOPERATIVES:

TO INCREASE UNDERSTANDING OF THE IMPORTANCE OF EQUITABLE GENDER RELATIONS WITHIN HOUSEHOLDS AND COOPERATIVES.

- ***TO ADDRESS ONE OF THE MAIN STRUCTURAL PROBLEMS IDENTIFIED – THE WIDESPREAD ACCEPTANCE OF WOMEN’S UNEQUAL POSITION AT THE COMMUNITY, HOUSEHOLD LEVELS AND THEIR SOCIAL, CULTURAL SUBJUGATION (THE PHILIPPINES MODEL)***



FACILITATING AND INCREASE RURAL WOMEN'S ACCESS, CONTROL AND MANAGEMENT OF PRODUCTIVE RESOURCES AND AGRICULTURAL SERVICES.

- **REMOVING MAJOR HINDRANCES TO WOMEN'S FULL SOCIO-ECONOMIC EMPOWERMENT (LAND LABOUR, CREDIT, TRAINING).**

DIVERSIFYING EMPLOYMENT AND INCOME-GENERATING OPPORTUNITIES FOR RURAL WOMEN.

- **IMPLEMENTING POLICIES THAT FORESEE QUOTAS OR TARGETS FOR WOMEN'S PARTICIPATION IN COOPERATIVE BOARDS, AND GOVERNMENT INCENTIVES FOR WOMEN PRODUCERS HAVE INCREASED THEIR MEMBERSHIP IN PRODUCER ORGANIZATIONS.**

- **IMPLEMENT GENDER SENSITIVE LAWS WITH POSITIVE RAMIFICATIONS FOR WOMEN'S STATUS.**



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PROMOTING AND FACILITATING COLLECTIVE ACTION

- TO ENABLE SMALL HOLDERS
- INFORMAL SECTOR WORKERS, PARTICULARLY WOMEN AND YOUTH
- TO ENGAGE EFFECTIVELY IN HIGH-VALUE CHAINS IN LOCAL AND GLOBAL MARKETS
- PROMOTING CAPACITY DEVELOPMENT ON QUALITY ASSURANCE AND STANDARDS
- LABOUR-SAVING TECHNOLOGIES/TOOLS FOR REDUCING WOMEN'S DOMESTIC LABOUR BURDEN (INCLUDING WOMEN'S ONLY COOPERATIVES).

THANK YOU

