

STATUS UPDATE OF THE ICA-AP COMMITTEE ON WOMEN



Dr. NANDINI AZAD,

CHAIRPERSON, ICA-AP COMMITTEE ON WOMEN

**ICA-GENDER EQUALITY COMMITTEE | GEC EXECUTIVE BOARD MEETING |
OCTOBER 12, 2019 | KIGALI, RWANDA**

ICA-AP COMMITTEE ON WOMEN

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ICA-AP COMMITTEE ON WOMEN - ACTIVITIES

2018

CHINA

- ❖ Workshop on Re-work, Re-imagine & Re-shape — Advancing Women CEO's in Cooperatives, April, 2018, Guiyang

IRAN

- ❖ 10th Women's Forum, November 2018, Tehran, Iran

MALAYSIA

- ❖ Workshop on Data Collection & Monitoring: Tracking Progress on Gender Equality in Co-operatives, December 2018

2019

NEW YORK

- ❖ ICA-AP Women's Committee — 63rd United Nations Commission on the Status of Women (UNCSW), March 2019

NEW DELHI

- ❖ ICA-AP Women's Committee — Workshop on Enhancing Gender Equality in Cooperative Business, NCUI, August 2019

ICA-AP COMMITTEE ON WOMEN

1996

2nd Regional Assembly in Kuala Lumpur, Malaysia approved a proposal to set up a Regional Women's Committee

1998

Regional Women committee was constituted in Seoul, Korea and held its first meeting there in conjunction with the ICA Regional Assembly

2012

Regional Women Committee was renamed in 2012 as ICA-AP Committee on Women

OBJECTIVES

To promote gender integration in cooperatives and increase participation of women at all levels in cooperatives, especially at leadership levels, in the Asia-Pacific region

• FUNCTIONS

- To create a forum to represent women
- To promote understanding through networking
- To identify areas for capacity building
- To advise and implement activities
- To liaise and collaborate



OFFICE BEARERS' MEETING

OFFICE BEARERS MEETING

- The meeting is generally held once a year, in the beginning, to plan and discuss implementation of activities to be carried out across the Asia-Pacific Region.
- The office bearers' meeting was held on 30th March, 2017 in Kobe, Japan attended by Chairperson, Ms. Masako Shimbo, Vice Chairperson, Dr. Nandini Azad, and Secretary of the Committee. Subsequent OBMs were held as mentioned below:
- Nepal -April,2018; Malaysia-December, 2018; Vietnam- April, 2019; New Delhi - August 2019; Kigali October 2019
- The OBMs review membership, financial details, election rules, activities of the committee regularly
- The Committee has 25 members from 15 countries (Exceeded target)
- New members are from China, Iran, Palestine, Singapore & Sri Lanka.

OFFICE BEARERS ELECTIONS

ELECTIONS

- Elections for the post of Chairperson & Vice-Chairperson, held in December 2018
- Dr. Nandini Azad (NCUI, India) was elected as the Chairperson
- Ms. Chitose Arai (JCCU) was elected as the Vice- Chairperson.
- The Japanese Consumer Cooperative Union is the generous sponsor & partner of the ICA-AP Women's Committee
- Dr. Azad also has been co-opted as member of ICA-AP Regional Board and as the Vice Chair of the ICA Gender Equality Committee



HISTORICAL OUTCOMES

- ❖ The ICA Regional Women's Committee Resolution Carried at the 9th ICA Regional Women's forum and vetted by the Women's Committee at Kobe, Japan was presented at the Asia-Pacific Cooperative Ministers' Conference (APCMC) in Hanoi, Vietnam in April, 2017 by the Women's Committee Representatives.
- ❖ The APCMC Resolution adopted 50% representation of women in Committees, Bodies, Councils and all other higher-level Cooperative structures.
- ❖ The Women's Committee undertook a Status of Women in Cooperatives Study to assess the situation in the Asia-Pacific Region. The findings of the study were presented at the Asia-Pacific Cooperative Ministers' Conference by Dr. Nandini Azad, Vice Chair of the Women's Committee.

KEY FINDINGS

- ❖ While Women's representation in Cooperatives at higher echelons was not significant at the decision making levels — the new trends, decisions, issues indicate new threshold of change for women.
- ❖ Ratio of women Chairpersons increased from 7% in 2005 to 10% in 2016
- ❖ Ratio of women Vice Chairpersons increased from 18% in 2005 to 23% in 2016
- ❖ The study recommended, amongst others for Gender Integration in Cooperatives the following: the formation of “Gender Equality Committees”/ “Gender Focal Points”, increasing membership of women to enhance their participation at all levels.
- ❖ Gender policy, Planning, Implementation and Monitoring leading to their overall empowerment.
- ❖ Sharing of best gendered practices, gender disaggregated data studies, tracking equality indicators such as women's participation in governance, management, membership, etc.

ICA-AP REGIONAL WORKSHOP ON “ENHANCING THE ROLE OF WOMEN IN COOPERATIVE BUSINESS” IN KATHMANDU, NEPAL (DECEMBER 12-14, 2017)

- ❖ The theme of the workshop was, “Sustainable Development Goal-5: achieve gender equality and empower all women and girls”
- ❖ The workshop saw participation from ICA members in Nepal, Bhutan and Maldives, Representatives from the Ministry of Cooperatives and Poverty Alleviation, the International Labour Organization (ILO), Deutsche Gesellschaft für International Zusammenarbeit (GIZ), and the Swiss Agency for Development Cooperation also presented in the workshop.
- ❖ The objectives of the workshop were to initiate dialogue to address challenges in achieving Gender Equality in Cooperatives.
- ❖ To Enlighten members to focus on achieving SDG-5 by working on targets, tracking and reporting the progress,
- ❖ And get members to commit on regular collection and reporting on sex-disaggregated data on cooperative membership and participation in services and activities.

GENDER EQUALITY STRATEGY 2017-2030: THE WOMEN'S COMMITTEE DEVELOPED A STRATEGY TO ACHIEVE GENDER EQUALITY WITH THE FOLLOWING VISION AND OBJECTIVES:

VISION

- ❖ **To ensure a minimum of 30-50% participation of women at all levels in cooperatives.**
- ❖ **Representation of All ICA-AP members on the Women's Committee**

OBJECTIVES

- ❖ **To Ensure Institutionalization of 'Equal opportunity' for women, if need be, by introducing quotas.**
- ❖ **To Institutionalize collection and use of gender disaggregated data in cooperatives.**

STRATEGIES

Strategy-1- Increasing Membership of the ICA-AP Committee on Women (7 countries during the target period).

Strategy-2- Regular Collection, analysis and sharing of gender disaggregated data (once during period)

Strategy-3- Periodical monitoring, follow up and evaluation of the programs being implemented by the ICA-AP Committee on Women (twice during period).



WORKSHOP ON RE- WORK, RE- IMAGINE AND RE- SHAPE: ADVANCING WOMEN CEOS IN CO-OPERATIVES APRIL, 2018 | GUIYANG, CHINA



- Held jointly in association with the All China Federation of Supply and Marketing Cooperatives & the ICA-EU Project.
- Three Panel Discussions were held.
- The Panel on Data (titled ‘Data leads the way’) was very relevant in continuation of the women’s committee effort at mainstreaming collection of gender disaggregated data.



Recommendations

- Formulate policies for Gender Equality in Cooperatives; Regularly collect gender disaggregated data across all levels; Disseminate successful case studies/ best practices of women’s co-operatives
- Create online portal’s - to interact, learn, and develop.





**10TH WOMEN'S FORUM,
NOVEMBER 2018 | TEHRAN , IRAN**

- Co-organised with the Rah-e-Roshd Cooperative Education Complex, Iran.
- Objectives - Understand the situation of resilience of women in co-operatives
- Sessions
 - Panel discussion, the bolstering of preparedness
 - Safeguarding women's interests
- Country Reports were presented from China, Iran, Malaysia, Nepal & Vietnam.

- Recommendations of the Group discussion :
 - Need for a platform to exchange experiences internationally; Rigorous data collected for women's co-operatives; Training of policy-makers to support women's co-operatives with funding etc.





**WORKSHOP ON DATA COLLECTION AND MONITORING:
TRACKING PROGRESS ON GENDER EQUALITY
IN CO-OPERATIVES
DECEMBER 2018, MALAYSIA**

- **Jointly held with ANGKASA.**
- **The Studies undertaken by the Committee in 2005 & 2015 reiterated the need for co-operatives to institutionalise the collection, analysis and dissemination of gender-disaggregated data.**



- **Organized to generate awareness on:**
 - **Gender-disaggregated data collection, analysis & use;**
 - **Developing Gender Tracking Systems; and**
 - **To sensitize and orient leadership/management on issues of gender mainstreaming and women's empowerment.**

- Unique and path-breaking workshop - Exclusive focus on data collection, gender disaggregation and analysis
- Presentations highlighted inspiring work undertaken in the Asia Pacific region to mainstream gender-disaggregated data collection
- Gender is more than a Statistic (Azad, 2016) - Study highlighted the unequal presence of women in membership, governance and participation in co-operatives.

ICA-AP-2015

26 COUNTRY GENDER DISAGGREGATED DATA STUDY IN ASIA PACIFIC

- The ICA-AP Regional Women's Committee initiative to collect gender-disaggregated data and analysis.
- 19 out of 26 countries with 28 apexes in the Asia Pacific region were represented (compared to 13 out of 14 countries in ICA – AP 2005 study).
- Sectors represented - Agriculture, consumers, credit and savings, informal sector, fishery, fertilizers, finance and banking, land and land settlement, service related sectors.
- Both quantitative and qualitative methods were utilized for data collection, best practices/individual cases.

- **Eliza Project (Orr, 2016)-** Joint research undertaken by BCCM, Australia and Percapita.
 - Only 3% had women CEOs.
 - At the non-managerial level, women outnumbered men & there was segregation of work along gender lines.
- **The Nepal Agricultural Coop Central Federation's M & E Database System** - Database helps place volunteers, identify potential women members for training and organize various programs for women's empowerment.
- Presentations followed by a rigorous group discussion on the changes to be made to the questionnaire (2015 ICA-AP Study).



ICA-AP WOMEN'S COMMITTEE
63RD UNITED NATION'S COMMISSION ON THE
STATUS OF WOMEN (UNCSW)
NEW YORK, MARCH 2019

- Dr. Azad successfully undertook an interactive intervention with the UN Secretary General at the Town hall discussion between Civil Society and the SG on Cooperatives (63rd UNCSW, New York, 2019)
- The only co-operator to intervene world over at the 1000 strong meeting at town hall, UN Plaza
- Appraised the UN SG about the strong mass movement of women co-operators in India & globally. Message being - cooperatives are sustainable model despite the current resource crunch facing other CSOs.
- The UN SG's commended - Cooperatives are excellent mechanisms for organizing low income communities for economic & social resources, also are a strong political force for transformation.”





**WORKSHOP ON ENHANCING GENDER
EQUALITY IN COOPERATIVE BUSINESS
DELHI, AUGUST 2019**

WORKSHOP ON ENHANCING GENDER EQUALITY IN COOPERATIVE BUSINESS

DELHI, AUGUST 2019

- **Workshop organized by ICA-AP Committee on Women with support from JCCU**
- **Women Committee members, representatives from ICA member organizations, the National Cooperative Union of India Women Empowerment Committee Members and experts from Governments and International Agencies attended the Workshop**

Organized to Generate Awareness on:

- Gender discrimination in the workplace;
- Collection & analysis of gender-disaggregated data;
- Gender mainstreaming and women's empowerment



Workshop had following objectives:

- Take stock of the status and condition of women in Cooperatives in the Asia-Pacific Region
- Identify actions to promote gender equality to end discrimination at work place
- Share best practices to counter discrimination
- Institutionalize collection, analysis and dissemination of gender-disaggregated data

Key panel sessions on:

- Current trends to advance Gender Equality within the frame work of SDGs
- Countering Discrimination and Violence
- Gender and Data-relevance for Policy making
- Mainstreaming Gender Disaggregated Datas in Cooperatives

Workshop deliberated on the following:

- Strengthening policy, redesign rules to target individuals (women), targeted implementation, mainstream gender in work policies. Targeted development programs
- How to use gender disaggregated data to plan, implement. Monitor and evaluate for expanding member base and outreach

Key Recommendations

- Provision of flexible working arrangements and care policies (like day-care for children, home-based cooperatives) so that they do not remain underrepresented and relegated to gender-dictated unpaid household chores
- Gender sensitization of board and leadership of organizations in the private, public and cooperative sector
- Positive discrimination to raise the status of women in cooperatives to promote diversity and bring in new voices



International
Co-operative
Alliance
Asia and Pacific



National
Cooperative
Union of India

CO-OP
JAPANESE CONSUMERS' CO-OPERATIVE UNION

**International
Workshop
on**

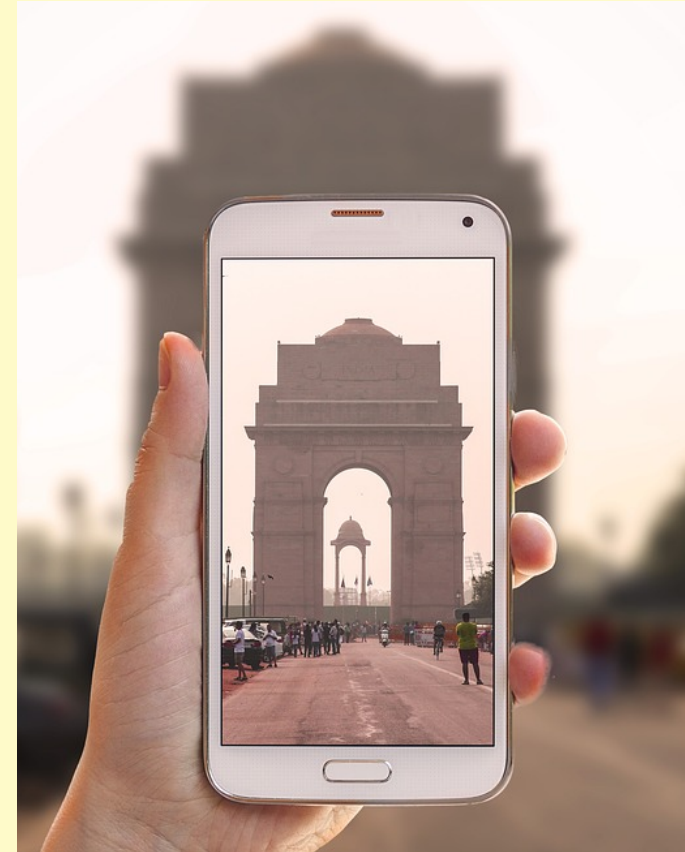
***“Enhancing
Gender Equality
in
Cooperative
Business”***

20-22 August 2019

**Committee Room 'Alpha',
NCUI Auditorium Complex,
New Delhi, INDIA**

ACTIVITIES PLANNED- 2019

- Third round of Data Collection on participation of men and women in Cooperatives- Ongoing
- Participation in General Assembly - Kigali, Oct.2019
- Training of Trainers for Building Capacity of Women for Gender Integration & Cooperative Development- in Sri Lanka- November, 2019
- Newsletter/Gender Brochure





THANK YOU