

GENDER AFFIRMATIVES – WHY WOMEN IN COOPERATIVES



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Co-operatives: Putting People at the Centre Of Development

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INTRODUCTION



- ❖ **WOMEN ACCOUNT FOR LESS THAN 40% OF THE TOTAL EMPLOYMENT IN THE WORLD.**
- ❖ **THEIR PARTICIPATION IN THE LABOR MARKET REMAINS ALMOST 27% POINTS LOWER THAN MEN (UNEMPLOYMENT RATE - 6.2% COMPARED TO 5.5% OF MEN) AND ARE MORE LIKELY TO BE UNEMPLOYED.**
- ❖ **WAGE GAP IS ESTIMATED AT 23% WHICH MEANS WOMEN EARN 77% OF WHAT MEN EARN.**
- ❖ **62 MILLION GIRLS WORLD OVER, BETWEEN THE AGES OF 5 AND 15 - DO NOT ATTEND SCHOOL, OR LAG IN ACADEMIC PROGRESS AT UPPER SECONDARY EDUCATION.**



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- ❖ **POVERTY CONTINUES TO AFFECT WOMEN HIGHER AND WOMEN HAVE A GREATER OVER ALL WORK LOAD.**
- ❖ **GAP IN LABOR PARTICIPATION, HIGHER UNEMPLOYMENT RATES AND A GREATER PRESENCE OF WOMEN IN THE INFORMAL SECTOR OF THE ECONOMY.**
- ❖ **WOMEN ARE OVERREPRESENTED IN THE SECTORS OF LOWER PRODUCTIVITY, STATUS AND INCOME, NON-REGULATED, LOW WAGES, LOW SOCIAL SECURITY, ESPECIALLY IN THE INFORMAL SECTOR.**
- ❖ **NEW OR NON VISIBLE DISCRIMINATION'S**
- ❖ **FEMINIZATION OF WOMEN'S MIGRATION OR DISCRIMINATION BASED ON IMMIGRATION STATUS INCLUDING HARASSMENT, EXPLOITATION, DENIAL OF SOCIAL SECURITY, AND VERY LOW SALARIES ARE INCREASING.**





BOTTLENECKS AND CHALLENGES FOR WOMEN'S PARTICIPATION IN COOPERATIVES



- ❖ CULTURAL, SOCIAL, ECONOMIC, POLITICAL FACTORS ARE NOT OFTEN ADVANTAGEOUS TO WOMEN.
- ❖ PATRIARCHAL MIND-SET HINDERS ACCESS TO OPPORTUNITIES FOR WOMEN, INCLUDING WOMEN'S HOUSEHOLD ROLE AND LEADERSHIP SUITABILITY.
- ❖ GIRLS/YOUNG WOMEN MARGINALISED IN ACCESSING EDUCATION, SKILL DEVELOPMENT AND IN PUBLIC SPHERE.
- ❖ LIMITED BUSINESS EXPERIENCE AND AWARENESS – WOMEN ARE EXCLUDED FROM LARGER SUPPORT STRUCTURES I.E. MARKETING TECHNOLOGY, PRODUCTIVE RESOURCES, CREDIT, TRAINING, LAND ETC.
- ❖ LACK OF PROVISIONS IN CO-OPERATIVE STRUCTURES, BYE-LAWS;
- ❖ ACTIVITIES ARE NOT BASED ON WOMEN'S NEEDS.
- ❖ LACK OF EMPHASIS ON ALL-ROUND PARTICIPATION OF WOMEN AND FACTORING IN THEIR MULTIPLE TASKS.



WHY WOMEN?



- ❖ MANY WOMEN HAVE SPECIAL SKILLS IN MANAGEMENT INCLUDING BUDGETING, MARKETING AND TRADING, MOBILIZING AS WELL AS KNOWLEDGE OF LOCAL CONTEXTS.
- ❖ INVOLVING WOMEN IN MANAGEMENT OF CO-OPERATIVES INCLUDING THE BOARD IS “GOOD BUSINESS.”
- ❖ WOMEN CREATE A DYNAMIC RESPONSIVE WORKFORCE. IMPACT ECONOMIC GROWTH AND DEVELOPMENT.
- ❖ ENHANCING THEIR PRODUCTIVE CAPABILITIES & INVOLVING THEM IN DECISION SHAPING/MAKING WITHIN THE CO-OPERATIVE MOVEMENT WITH THE NUMBERS & DIVERSIFYING ACTIVITIES WILL FORTIFY THE CO-OPERATIVE MOVEMENT.



CO-OPERATIVES & WOMEN



- CO-OPERATIVES AND OTHER COLLECTIVE FORMS OF ECONOMIC AND SOCIAL ENTERPRISE, HAVE SHOWN THEMSELVES AS DISTINCTLY BENEFICIAL TO IMPROVING WOMEN'S SOCIAL AND ECONOMIC CAPACITIES.
- ORGANIZING WOMEN INTO COLLECTIVE ENTERPRISES, SUCH AS WOMEN CO-OPERATIVES, ENABLES WOMEN TO UNITE IN SOLIDARITY.
- INCREASED ECONOMIC SECURITY, ACQUIRE ENTREPRENEURIAL SKILLS, INCREASE CONTRIBUTIONS TO THE ECONOMIC AND SOCIAL/PHYSICAL WELL BEING OF THEIR FAMILIES.



The background features a close-up of a woman's face, showing her eyes and nose, with a soft, natural expression. The image is overlaid with several large, expressive, light-colored brushstrokes in shades of blue and purple, creating a textured, artistic effect. The overall color palette is muted and sophisticated.

CO-RELATION BETWEEN WOMEN, CO-OPERATIVES & GENDER EQUALITY



- ❖ INVESTING IN WOMEN'S EMPOWERMENT IN CO-OPERATIVES LEADS TO GENDER EQUALITY, ECONOMIC GROWTH, POVERTY REDUCTION.
- ❖ BEING DEMOCRATIC/VOLUNTARY - CO-OPERATIVES IDEAL MECHANISMS FOR BUILDING GENDER EQUALITY BUT ONLY WHEN WOMEN HAVE EQUAL ACCESS INCLUDING AT DECISION-MAKING LEVELS.
- ❖ COOPERATIVES FACILITATE WOMEN'S MOBILIZATION FOR COLLECTIVE BARGAINING, PRODUCTIVE ASSETS (LAND, LABOUR, TRAINING, WAGES, TECHNOLOGY, MARKETS).
- ❖ MILLIONS OF WOMEN IN THE REGION HAVE ACCESS TO SOCIAL PROTECTION, HOUSING, HEALTH AND CHILD CARE, FINANCIAL SERVICES THROUGH CO-OPERATIVES.





- ❖ **WOMEN ARE REAL BUILDERS OF HOUSEHOLDS AND COMMUNITIES.**
- ❖ **WOMEN'S INTERVENTION IN THE DEVELOPMENT PROCESS IS THE MOST IMPORTANT FACTOR IN SUSTAINABLE DEVELOPMENT OF SOCIETIES & CO-OPERATIVES TOO, HAVE RECOGNISED THIS.**
- ❖ **THE PROCESS OF CO-OPERATIVE DEVELOPMENT WOULD BE ENHANCED ONLY IF WOMEN'S VOICES ARE HEARD.**





GLOBAL AFFIRMATIVES FOR WOMEN

AFFIRMATIVES FOR WOMEN WORLDWIDE BY NATIONAL/INTERNATIONAL COVENANTS FOR LEADERSHIP IN CO-OPERATIVES, EDUCATION & HEALTH SERVICES

- UN SUSTAINABLE DEVELOPMENT GOALS 2015 (SDGS)
 - GENDER EQUALITY A FUNDAMENTAL RIGHT FOR PEACEFUL, PROSPEROUS WORLD FOR GROWTH AND GLOBAL POVERTY REDUCTION.
- SDG GOAL 5 FOCUSES ON ACHIEVING GENDER EQUALITY AND EMPOWERING ALL WOMEN AND GIRLS.



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THE OTHER SDGS THAT ARE CRITICAL TO ACHIEVEMENT OF SDG GOAL 5 ARE:



- ❖ SDG GOAL 1 - END POVERTY IN ALL ITS FORMS
- ❖ SDG GOAL 2 - END HUNGER, ACHIEVE FOOD SECURITY, IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE
- ❖ SDG GOAL 3 - ENSURE HEALTHY LIVES, PROMOTE WELL-BEING FOR ALL AT ALL AGES
- ❖ SDG GOAL 9 - BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE, SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.

ILO, UN AND ICA'S INITIATIVES TOWARDS GENDER EQUALITY





- ❖ INTERNATIONAL COVENANTS SUCH AS CEDAW (THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN); BEIJING PLAN OF ACTION; MILLENNIUM DEVELOPMENT GOALS (MDGS) SUPPORT WOMEN'S EMPOWERMENT.
- ❖ ILO RECOMMENDATION NO. 193 (7.3) STATES SPECIAL CONSIDERATION BE GIVEN TO INCREASING WOMEN'S PARTICIPATION IN THE CO-OPERATIVE MOVEMENT AT ALL LEVELS, PARTICULARLY AT MANAGEMENT AND LEADERSHIP LEVELS.
- ❖ THE ICA – AP WOMEN'S COMMITTEE RESOLUTION IN APRIL, 2017 WAS ADOPTED BY THE ASIA PACIFIC COOPERATIVE MINSTERS CONFERENCE (APCMC) ON GENDER INTEGRATION IN COOPERATIVES OF AT LEAST 33 TO 50% WOMEN IN ALL LEVELS PARTICULARLY IN DECISION MAKING OF THE BOARD OF DIRECTORS.
- ❖ ICA HAS UNDERTAKEN A SERIES OF PROGRAMMES AND ACTIVITIES FOR THE ADVANCEMENT OF WOMEN.



- ❖ ICA-AP RESOLUTION ON GENDER EQUALITY IN CO-OPERATIVES: (1995) WHEREIN MEMBERS NOTED THAT GENDER EQUALITY IS A GLOBAL PRIORITY FOR THE CO-OPERATIVE MOVEMENT.
- ❖ ON INTERNATIONAL WOMEN'S DAY 2017, ICA STATED A FAVOURABLE WORKING AND SOCIAL ENVIRONMENT WAS IMPERATIVE FOR WOMEN TO ACHIEVE A 50-50 PLANET BY 2030 AND A PRECONDITION FOR SDGS.
- ❖ ICA ENDEAVOUR/STRATEGY FOR PROMOTION OF GENDER EQUALITY S-2000 – TO PROMOTE EQUALITY BETWEEN MEN AND WOMEN IN ALL ACTIVITIES AND DECISION-MAKING WITHIN THE CO-OPERATIVE MOVEMENT.



❖ **ICA BLUEPRINT FOR A CO-OPERATIVE DECADE - 2020 VISION - IS FOR THE CO-OPERATIVE FORM OF BUSINESS BY 2020 TO BECOME:**

- **THE ACKNOWLEDGED LEADER IN ECONOMIC, SOCIAL AND ENVIRONMENTAL SUSTAINABILITY**
- **THE MODEL PREFERRED BY PEOPLE**
- **THE FASTEST GROWING FORM OF ENTERPRISE**

THANK YOU

