

2008-2022

**The GERC Inc.'s  
Gender and Development (GAD)  
Journey in Philippine Cooperatives**

**The GERC Inc.-We Effect Partnership  
on GAD Mainstreaming in  
Philippine Cooperatives  
with fund support from the  
Swedish International Development  
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Quezon City, Philippines  
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## MESSAGE

It is my honor and privilege to be working with a team of dedicated and passionate people from the Gender Equality Resource Center (GERC) Inc. in mainstreaming gender and development (GAD) in the cooperative movement in the Philippines. As you may know, GERC Inc. was established under the auspices of the Asian Women in Co-operative Development Forum (AWCF) with which We Effect (formerly Swedish Cooperative Centre [SCC]) has had a development cooperation partnership since 2008. My heartfelt thanks to GERC Inc.'s Board of Trustees, management staff, and GAD advocates/trainers for these many years of partnership!

Gender equality has a long history of challenges to begin with in the overall struggle of women for non-discrimination and equal opportunities. From the "World Conference of the International Women's Year" (First World Conference) in Mexico, 1975—amid the Cold War—that resulted in the adoption of the "Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)" in 1979, followed by the "World Conference of the United Nations Decade for Women: Equality, Development and Peace" (Second World Conference) in Copenhagen, 1980; "World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace" (Third World Conference) in Nairobi, 1985; and the "Fourth World Conference on Women: Action for Equality, Development and Peace" in Beijing, 1995, which resulted in the drafting and adoption of the "Beijing Declaration and Platform for Action (BPfA)" by 47,000 participants. The BPfA is a landmark document in advancing women's rights and gender equality in 12 critical areas: women and poverty; education and training of women; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision-making; institutional mechanisms; human rights of women; women and media; women and the environment; and the girl child. States and non-state actors were held to account to ensure that these critical areas are addressed to be able to achieve gender equality. The women's movement, civil society organizations, and the cooperative movement did not waste time in rolling up their sleeves to get things going. May I remind each and every one that huge sacrifices started from that global recognition of the status of women and the solidarity that ensued in order to reach where all of us are now in our gender equality agenda.

I would recall that AWCF was also in the forefront in the Asia region in facing up to the challenges of the BPfA in the cooperative sector—bringing everyone concerned to recognize that the cooperative sector has a lot of opportunities to offer to change the status of women, that is, that while the women comprise most of cooperatives' membership, they remain to be inferior in leadership and decision-making. In the Philippines, AWCF and GERC Inc. have been instrumental in pushing forward GAD mainstreaming in the cooperative sector. Their tireless efforts paved the way for continuing education and capacity-building; sustained advocacy for institutionalizing GAD in the form of Memorandum Circulars from the Cooperative Development Authority (CDA); the successful holding of four "National Summit on Gender and Development (GAD) in Cooperatives" events; and, in recent years, developing and assisting women entrepreneurs in primary cooperatives.

It has been 14 years and the partnership among GERC Inc., the primary cooperatives, and the CDA has come a long way. You all remain to be steadfast in a vision for gender-equal cooperatives in the country! We Effect is very grateful to have a shared vision with you all.

To our partner GERC Inc., you have inspired us and you continue to be inspiring. Our successes in working together throughout the years will remind us all that, in between, we are faced with all sorts of challenges and setbacks but which truly guide us that there is no other way to go but forward.

Let this Publication "2008-2022 The GERC Inc.'s GAD Journey in Philippine Cooperatives: The GERC Inc.-We Effect Partnership on GAD Mainstreaming in Philippine Cooperatives with fund support from the Swedish International Development Cooperation Agency (SIDA)" be our contribution to emancipating women and men from persistent inequality and injustices. It is one of the stories that must be told now and for future generations.

As for We Effect, we will cherish the development cooperation, solidarity, and friendship with pride while being humbled—at the same time—by the impact of gender equality achievement in the cooperative movement in the Philippines!

*Mabuhay kayo!*

**Jessica Umanos-Soto**  
Country Director  
We Effect Philippines

## MESSAGE

We in the Gender Equality Resource Center (GERC) Inc. proudly present this Publication “2008-2022 The GERC Inc.’s GAD Journey in Philippine Cooperatives: The GERC Inc. -We Effect Partnership on GAD Mainstreaming in Philippine Cooperatives with fund support from the Swedish International Development Cooperation Agency (SIDA).”

This Publication brings to the kind attention of the readers a few things. It gives an overview of gender and development (GAD) activities internationally and in the Philippines. It gives information on the activities and results of the partnership established by GERC Inc. and its precursor Asian Women in Co-operative Development Forum (AWCF) with We Effect—a partnership that focused on mainstreaming GAD in Philippine cooperatives in the years 2008-2022. GERC Inc. is a Philippine non-government organization (NGO) that promotes gender equality for development in and through cooperatives, through its services as a national advocacy and training group. We Effect is a Swedish development organization with regional offices worldwide that works with local civil society organizations, farmers organizations, cooperative federations, and other democratic organizations.

As this Publication discusses GAD in general, and the results of the GERC Inc. and We Effect partnership in GAD mainstreaming in Philippine co-ops, GERC Inc. also takes this opportunity to emphasize to the readers the importance of co-ops to people’s lives; and the role of GAD mainstreaming in strengthening and ensuring the sustainability of co-ops.

Development work, then and now, faces various challenges, including for the organizing and operation of co-ops, that might discourage the weak-hearted. The COVID-19 pandemic is yet another challenge that has gripped the world since 2020. Amid these challenges, we continuously look for ways and means to assist our fellow citizens in getting their deserved quality life. As co-ops are an instrument to attaining this quality life, GERC Inc. has been humbly involving itself in programs, projects, and activities to help co-ops reap the socioeconomic benefits of being gender-fair organizations thus gaining even more sustainable growth.

In this regard, as we invite the readers to join GERC Inc. in reflecting through this Publication on its activities and lessons learned from its GAD mainstreaming work, we thank our partner-organizations such as We Effect—with its Philippine office headed by Country Director Ms. Jessica Umanos-Soto—that gave us their confidence in pursuing our thrusts and supported us in our endeavors throughout the years. We thank the co-ops and the private and government organizations/agencies that support co-op development for their participation in different GAD activities because they, too, believe that GAD mainstreaming is important in co-ops. We thank the Cooperative Development Authority (CDA) for its involvement in GERC Inc.’s activities in the We Effect partnership and for really living its mandate for co-op development by issuing the important Memorandum Circulars for GAD mainstreaming in the country’s co-ops. We thank the GAD trainers/advocates/role models in co-ops nationwide for their even more strengthened commitment and passion to be of service to their fellow cooperators so that every woman and man of every age will be living their life to the fullest in the communities and in society.

But GERC Inc. is not yet done with expressing its gratitude to all those involved in GAD mainstreaming. Everyone's efforts must continue in order to ensure that GAD efforts will keep on moving forward and toward fully achieving gender equality. In fact, we all need to be even stronger in our resolve especially amid the circumstances of the current times that further necessitate the mainstreaming of GAD in co-ops. The pandemic requires co-ops to do even more gender-responsive strategies and to place even more the goal of gender equality at the core of rebuilding co-op operations and members' lives. And as we do this, we always have to keep in mind that co-op GAD trainers/advocates/role models have more and more tasks to do given the large number of co-ops nationwide; and that among the pandemic's ill effects are the intensified gender issues that co-ops have to immediately act on to avert the results on the members and on the co-ops.

GERC Inc. hopes that sharing in this Publication its GAD mainstreaming journey in cooperatives will help refresh and reenergize everyone who is working to expand, achieve, and sustain GAD efforts in cooperatives and transform even more the lives of cooperatives and cooperators. We—and you—have our long story to tell with many inspiring lessons. There are surely even more exciting developments to come.

**Emma A. Nieva, D.M.**

Chairperson  
GERC Inc.



# Introduction



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. –Statement on the Cooperative Identity (SCI) (see Annex 1)

Gender equality (GE): The principle asserting the equality of women and men and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights. –Magna Carta of Women (Philippines)

Gender and development (GAD): The development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society’s social, economic and political structures and questions the validity of the gender roles they ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights. –Magna Carta of Women (Philippines)

The story of the Gender Equality Resource Center (GERC) Inc.—why and how it was set up—is much like the story of the work done and that continues to be done on gender and development (GAD) in cooperatives.



being. AWCF was organized in 1990 as a regional (Asia) body by national co-op organizations in Asian countries, including the Philippines, to address gender issues in co-ops. In 2013, AWCF



In planting the seed of gender awareness in Philippine co-ops, there was the Asian Women in Co-operative Development Forum (AWCF) before GERC Inc. came into being. AWCF was organized in 1990 as a regional (Asia) body by national co-op organizations in Asian countries, including the Philippines, to address gender issues in co-ops. In 2013, AWCF set up GERC Inc. to strengthen the focus on promoting gender in Philippine co-ops.

GERC Inc. is governed by its Board of Trustees who are GAD and co-op advocates, and development facilitators and trainers.

### By the Numbers

#### **Cooperative Development Authority (CDA) statistics: As of 2020<sup>1</sup>**

- There are 18,848 operating cooperatives in the Philippines
- The 10,900 cooperatives that submitted their mandatory reports to CDA had PhP572.5 billion total assets; PhP23.3 billion net surplus; 11.5 million members; and 364,700 employees

#### As of 2019

- The 11,939 reporting cooperatives had 11.6 million members<sup>2</sup> (6.5 million female; 5.1 million male<sup>3</sup>)

<sup>1</sup>cda.gov.ph

<sup>2</sup>cda.gov.ph

<sup>3</sup>CDA report in the “Oh My GAD: Gender and Development in Co-ops,” November 2020 webinar of the Philippine Legislators’ Committee on Population and Development (PLCPD) in partnership with GERC Inc. and We Effect

## **Gender Equality Resource Center (GERC) Inc.**

### **VISION**

A non-government organization (NGO) that enables social and economic upliftment of co-op members and the community through:

- ❖ Gender mainstreaming
- ❖ Enterprise development and management
- ❖ Organizational development.

### **MISSION**

To enable social, economic, moral and spiritual improvement and upliftment of the co-op members and the community through:

- a) Promoting communication and awareness of gender equality (GE) issues
- b) Ensuring sustainability of the GE program in the co-op.

### **VALUES**

God-centered: guided by Divine Providence

Equality: a society of equality/gender fairness

Rights-based: protect human rights through the elimination of social injustice

Commitment and competence: deliver services with passion and excellence

### **OBJECTIVES**

As a national advocacy group and training organization, GERC Inc.'s Objectives are:

- ❖ To promote GE in and among co-ops, and to heighten social impact of co-ops
- ❖ To develop capacities of women and households in entrepreneurship
- ❖ To effect the transformation of all persons in the co-ops; to “fight poverty and social injustice with gender equality” (as quoted from the “Call for Action” of the “2<sup>nd</sup> National Summit on Gender and Development [GAD] in Cooperatives,” Baguio City, 2016).

### **SERVICES**

#### **-Training and Capacity-Building**

- Gender and development (GAD): basic and advanced (e.g., gender-sensitivity; gender analysis and planning; GAD mainstreaming; trainer's training on gender for co-ops [level 1 and level 2, and updating on specific trainers' skills])
- Co-op governance (e.g., transformative leadership; gendered leadership; policy formulation; code of ethics)
- Assessment of the progress of GAD mainstreaming in co-ops using the “GAD Assessment Tool” (Cooperative Development Authority [CDA] Memorandum Circular No. 2017-04)—computerized and web-based
- Business development and management for co-ops' enterprises
- Effective writing, documentation, and information-dissemination for co-ops
- Training on information technology for co-ops (level 1 and level 2)

#### **-Consultancy**

- Organizational policy review and formulation to integrate gender perspective in co-ops using the “GAD Assessment Tool” (web-based)
- Business development and setting up of co-op business development centers (CBDCs)
- Access to skills and other resources needed in organizational development and management
- Development of multi-media informational materials and publications on GAD and GE
- Multi-media production (e.g., digital story telling; digital co-op reports; website development)



It is not always easy to do the advocacy of convincing cooperatives—and Philippine cooperatives, for that matter—that it is good business sense (economic and social) to do GAD mainstreaming that leads to achieving gender equality (GE). The difficulty lies on a number of reasons. Among the primary reasons is that GAD is not just about **improving** co-op operations but it **challenges and rocks** traditions, mindsets, and comfort zones (something personal).

GAD advocates in co-ops need skills, knowledge, determination, and hard work. And with its partnership with We Effect on GAD mainstreaming, GERC Inc. has been able to even more improve and expand its GAD advocacy and work in co-ops by being able to, among other actions, constantly develop and improve its GAD tools and technology; and share even further the presence and experiences of gender-fair co-ops and of GAD advocates in co-ops. This is the multiplier effect of the GERC Inc.-We Effect partnership in GAD that just proves that GE is not an impossible dream.

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*...it is good business sense (economic and social) to do GAD mainstreaming that leads to achieving gender equality (GE).*

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Having **GE in cooperatives** is not an impossible dream but needs real action, passion, and commitment of cooperatives and cooperators that will enable a continuous and fruitful GAD journey—although that journey will not always be easy and GAD advocates will need to know that they are in it for the long haul. But, over and over again, it has to be said that the GAD journey can be done. GAD advocates can always look back to the roots of their cooperatives' GAD journey so that they can take the right steps to reach the ultimate objective of having GE.

Looking back to the roots also means that in working on GAD mainstreaming in co-ops, it is best to remind oneself of the gender issues happening in society and, consequently,

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*Having GE in cooperatives is not an impossible dream but needs real action, passion, and commitment of cooperatives and cooperators ...*

---

in co-ops—and that these gender issues may actually be hiding in plain sight, even in co-ops. Some of the common gender issues are **political subordination, economic marginalization, disempowerment, discrimination, stereotyping, multiple burden, violence against women, and personal dehumanization**. With these gender issues present in co-ops, the struggle is real. Yet one can get comfort in the fact

that the co-op movement—internationally and in the Philippines—has been awakened and has been taking action on gender issues in the co-ops.

### **Development is for all**

And being awake and taking action in co-ops for GE is par for the course for development work. Development, after all, is for everyone. Before the law, all are equal and, in this equality, social equity is embedded. Fairness and equity demand that everyone in society—male or female, young or old—has the same opportunity to achieve a better life, given each one's endowments and preferences. This sense of fair play is one of the cornerstones of any democracy, including that in co-ops.

Development allocates scarce resources for people’s productive needs toward improving quality of life. But social reality has created layers of inequalities among different groups of people. Many forces divide people into the privileged and the discriminated. Women’s and men’s position in society are shaped by these forces. The GAD framework became a strategy to solve the inequalities also happening in co-ops.

### Gender imbalance in co-ops

The gender imbalance in co-ops is one of the most striking contradictions between co-op theory and practice thus weakening the co-op identity and credibility, and the possibilities to fulfill the co-op purpose. Equality is achieved only when work, experiences, knowledge, and values of women and men have equal esteem and influence in co-ops. GAD mainstreaming re-awakens and restrengthens co-ops as organizations that can surmount hurdles of tradition, discrimination, and inequality. GAD mainstreaming activates the power of gender diversity to full and positive use as the co-op characteristic that underpins co-op success.

This Publication’s title says it all: **“2008-2022 The GERC Inc.’s GAD Journey in Philippine Cooperatives: The GERC Inc.-We Effect Partnership on GAD Mainstreaming in Philippine Cooperatives with fund support from the Swedish International Development Cooperation Agency (SIDA).”** In sharing the GERC Inc. experience in GAD mainstreaming in Philippine co-ops, this Publication’s **Chapter 1** gives an overview of GAD developments in the international arena and in the Philippines, including quick updates on the AWCF/GERC Inc.’s GAD in co-ops projects with We Effect in the years 2008-2022 (as of this writing). **Chapter 2** gives focus on the details of these projects with We Effect, including GERC Inc.’s perspectives on the results/impact of these projects. The Annexes contain some of the documents that are referred to in the main Chapters.



Cooperators worldwide have long proudly held high the cooperative identity. In 1844, the Rochdale Pioneers founded in England the modern cooperative movement. In 2015, the Philippine cooperative movement turned 100.

And in 2022, the world celebrates the 100<sup>th</sup> “International Day of Cooperatives” with the theme “Cooperatives Build a Better World.” In a constantly evolving world full of challenges—and hope—it is best that cooperatives and community-based organizations continually deepen their commitment by examining cooperative values, strengthening actions together, and committing to the “Cooperative Principles” to rebuild better and to overcome crises with solidarity and resilience. Cooperatives have to walk the talk, and one of the best ways of doing so is to walk that talk with gender-sensitive and gender-fair leaders, officers, staff, members; and operations. **May the documentation in this Publication be able to play a part in the further gendering of Philippine cooperatives.**



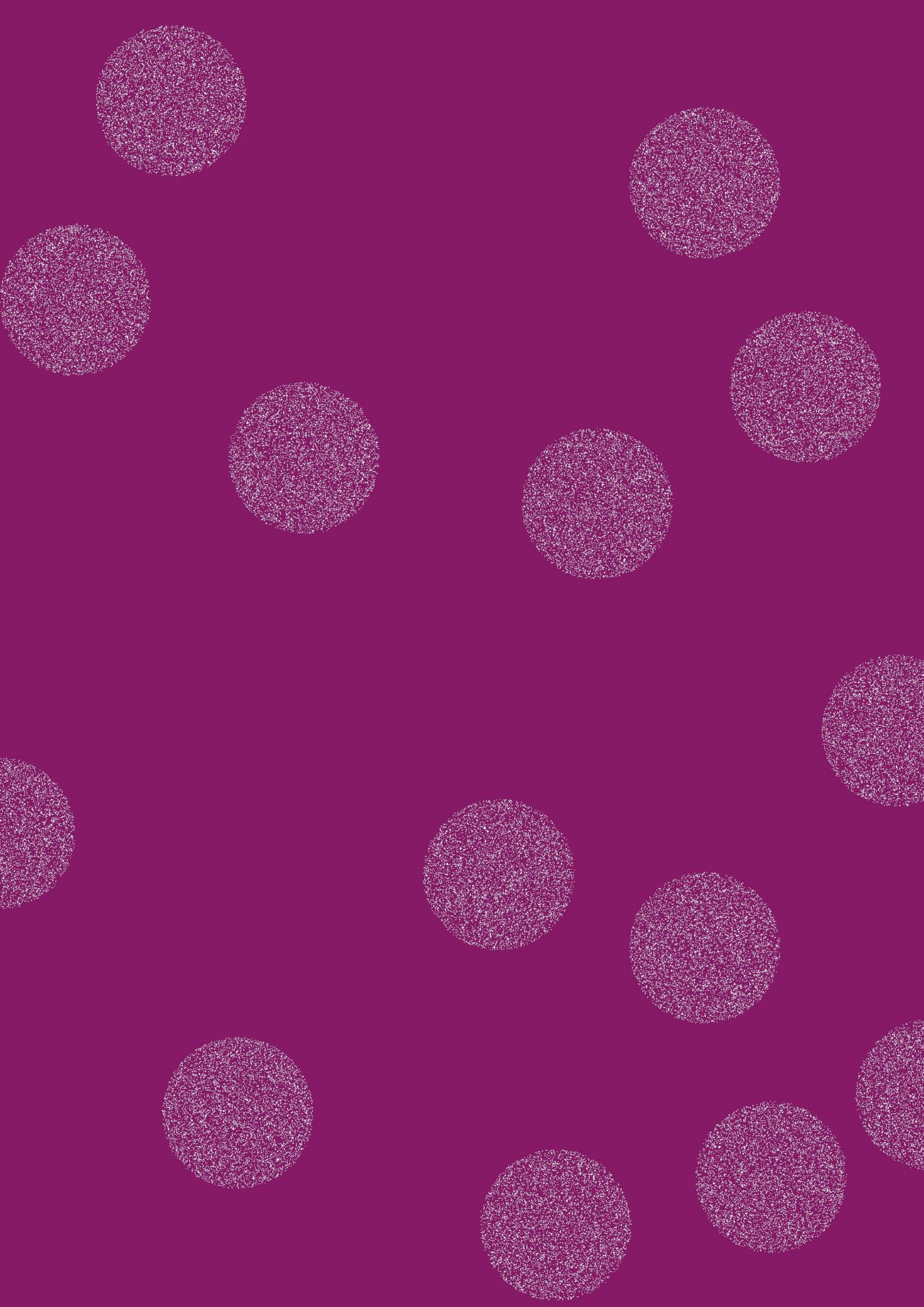
*Official logo for the celebration of the Philippine co-op movement’s 100 years (2015).*



# **CHAPTER 1**

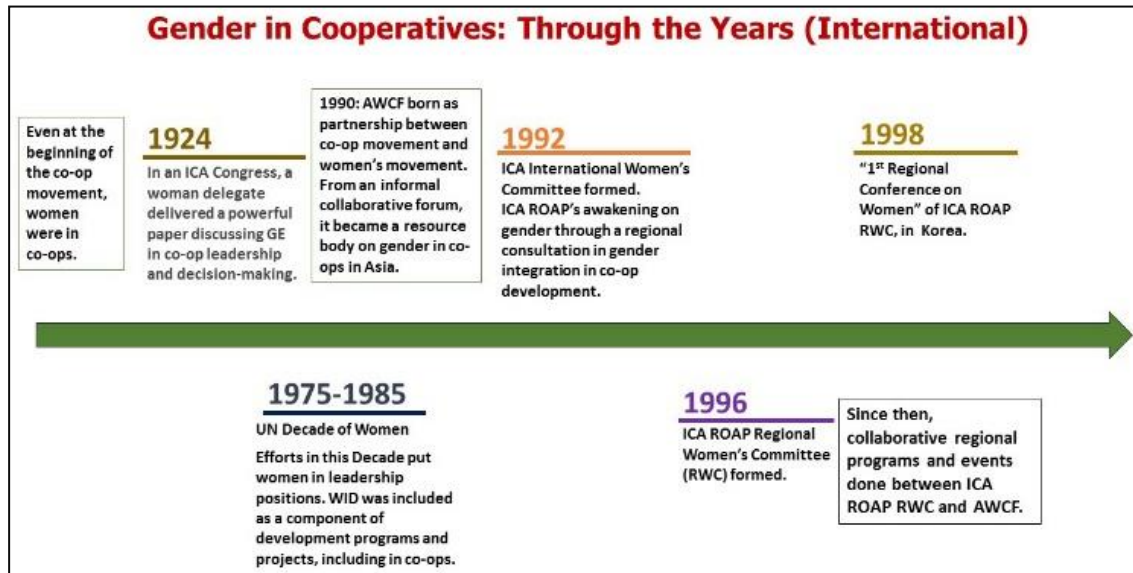
## **Overview of GAD**

### **—International and Philippines**



*Note: The GAD projects/activities of the AWCF and GERC Inc. that are mentioned in Chapter 1 are discussed in detail in Chapter 2.*

Here is an overview of the groundbreaking moments and events in cooperatives and in development work internationally in the years 1924-1998 that laid the foundation for the gender and development (GAD) actions in cooperatives in later years.



Women were already present at the beginning of the global co-op movement. And in 1924, in a congress of the International Cooperative Alliance (ICA), a woman delegate delivered a powerful paper discussing gender equality (GE) in co-op leadership and decision-making.

The years 1975-1985 were declared the "United Nations (UN) Decade for Women." Efforts paved the way for women in leadership positions. The "Women in Development (WID)" framework became a component of development programs and projects, including in the cooperatives.

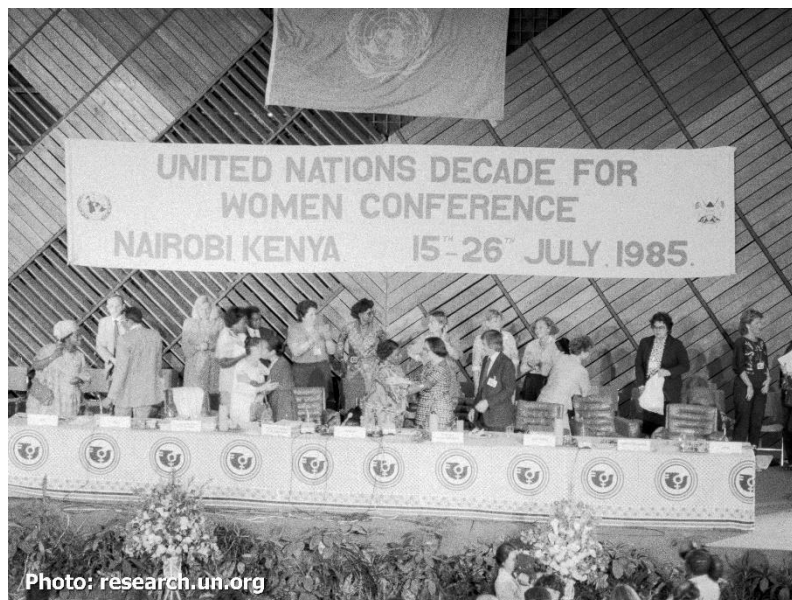


Photo: research.un.org



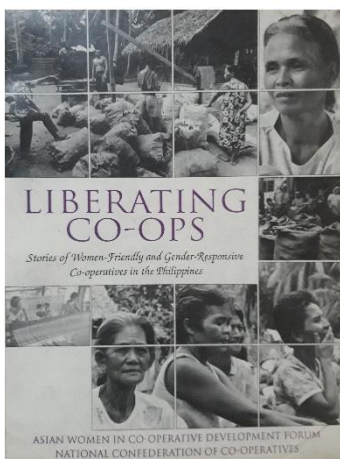
*Conferences—such as in Pattaya, Thailand (1989)(topmost photo) and Cebu, Philippines (1990) (middle photo)—and other activities attended by co-op leaders (women and men) from Asia were among the early steps leading to AWCF’s formation and strengthening. These initial conferences and other activities were supported by different entities, such as the MISEREOR and the programs of the National Confederation of Cooperatives (NATCCO) with the Canadian Co-operative Association (CCA) and the Philippines-Canada Human Resource Development (PCHRD) Program.*

In 1990, AWCF was set up as an informal collaborative forum among Asian national co-op organizations. AWCF later became a resource center on gender in co-ops in the region. The founding member-organizations were the Credit Union League of Thailand (CULT) (in Thailand); Credit Union Promotion Club (CUPC) (in Malaysia); Forum for Indonesian Co-operatives Movement (FORMASI Indonesia) (in Indonesia); and National Confederation of Cooperatives (NATCCO) (in Philippines). The Center for Agricultural Extension Volunteers (CAEV) (in Vietnam) and the Socio-Economic Development Organization of Cambodia (SEDOC) (in Cambodia) also later joined AWCF. At that time, these AWCF member-organizations were already aware of gender issues in co-ops, and they wanted to do something about the situation. AWCF conducted projects and programs in the region and in the member-organizations to further strengthen their gender awareness and advocacy. In doing so, AWCF established partnership with different funding organizations/development agencies throughout the years.

**Some of AWCf's activities in its member-countries**



*With AWCf's first Regional Director Ms. Lota Y. Bertulfo (2<sup>nd</sup> from right, front).*



*Ms. Salome A. Ganibe (2<sup>nd</sup> from right, front), and Ms. Angelita G. Valdez (5<sup>th</sup> from right, front) also held the AWCf Regional Director post after Ms. Bertulfo's term.*

To further establish the importance of GE and the concomitant transformative leadership in cooperatives, AWCF launched in 2006 the "Transformative Individuals and Organizations Asian Cooperative Award (Asian TrIO Award)." The Award is for individuals and cooperatives in Asia that exemplify the practice of transformative leadership in self, cooperatives, and communities.

In 1992, the ICA International Women's Committee was formed. The "ICA Strategy for Promoting Gender Equality" was developed in 1995, also the year when the UN "Beijing Declaration and Platform for Action (BPfA)" was adopted worldwide. Furthermore, the ICA Regional Office for Asia and Pacific (ICA ROAP)'s gender awakening happened through a regional consultation in gender integration in co-op development.

In 1996, ICA ROAP formed its own Regional Women's Committee (RWC) in a regional workshop. The ICA ROAP RWC was formalized at ICA's regional assembly in 1998. After that, the ICA ROAP RWC and the AWCF collaborated on regional programs and events, including regional conferences in 1997 and 2006—both held in Tagaytay, Philippines—that tackled women in decision-making in co-ops and gender integration in co-ops.

**Winners of AWCF's  
"Transformative Individuals  
and Organizations  
Asian Cooperative Award  
(Asian TrIO Award)"**

- **2006**—Tagum Cooperative, Philippines (organizational); Ms. Tichacorn Kitbuncho, Manager of Saint Peter Credit Union Cooperative, Ltd., Thailand (individual)
- **2007**—Huaykhanang-Tungna Credit Union, Thailand (organizational); Ms. Clarita Napoles, co-op leader and public servant, Philippines (individual)
- **2008**—Center for Community Transformation (CCT) Credit Cooperative, Philippines (organizational); Dr. Evelia Sator, co-op leader from Tagum Cooperative, Philippines (individual)
- **2009**—Ban Saeng Arun Credit Union Cooperative, Thailand (organizational); Ms. Phanni Sucharit from Chaeson Credit Union, Thailand (individual)



*Tagaytay conference, 1997.*





The Tagaytay conferences (ICA ROAP held another conference years later) produced declarations and calls for action to enhance women's participation in leadership and decision-making in cooperatives; and to improve visibility of women and gender integration in cooperatives, such as through focusing on education and training; capability-building; and development of policies to promote gender mainstreaming and women empowerment. In 1998, ICA ROAP RWC held in Korea the first regional forum on women.



### A reflection

In the co-op movement, it could be said that globally achieving equality between women and men has been progressing slowly if one would consider the fact that the idea of GE had existed even in the beginning of the movement and even with all the events and developments previously mentioned.

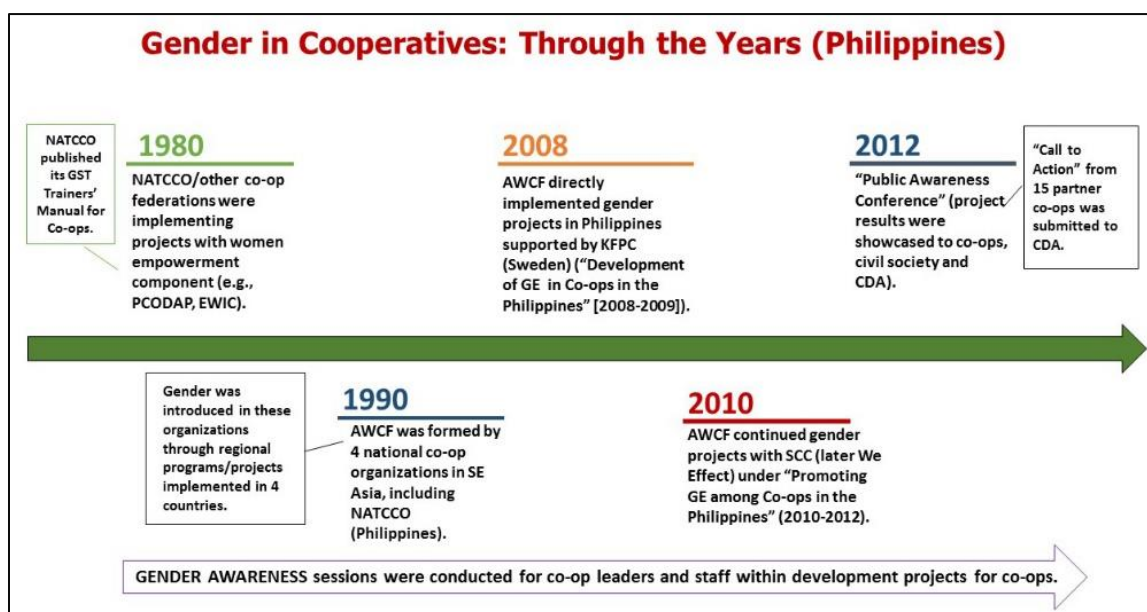
Because GE is for both women and men, the continuing call is for cooperatives to change in order for them to really recognize the values of both equality and difference. Women and men are different. But difference is not the opposite of equality nor does difference deny equality.

Co-ops and gender, is there really a connection? Yes! Co-ops by their very nature as people-based and democratically run and managed socioeconomic institutions have the values, the infrastructure, and the resources, with strong financial base, to bring about gender equality, gender equity, improved gender relations, and improved condition of the economically and socially disadvantaged in society.

And how can co-ops act toward achieving the ultimate objective of GE?

**By mainstreaming GAD in their organizations—in the areas of people; policies; programs/projects/activities; and enabling mechanisms.** The GAD mainstreaming framework as applied in co-ops is a two-pronged approach. The first approach is to enable women and men, young and old, across all genders, to advocate change in and through co-ops for their benefit. The second approach is to transform and enable co-ops to become a vehicle for gender equality and gender equity.

After the quick look in the previous pages at the international situation of the co-op movement, gender concerns, and development, here is glimpse of the situation of Philippine co-ops regarding gender, throughout the years.



**The period of 1980-2012 was marked by gender awareness sessions being conducted for co-op leaders and staff within development projects for co-ops.**

Starting in the 1980s, NATCCO and other Philippine co-op federations were already implementing projects with women empowerment component (e.g., Cooperative Women in Development [CWID], Enhancement of Women's Involvement in Cooperatives [EWIC], Philippine Cooperative Development Assistance Program [PCODAP]). NATCCO also published its trainers manual for co-ops on gender-sensitivity training (GST).

As mentioned earlier, four Southeast Asian national cooperative organizations, including NATCCO, formed AWCF in 1990. Regional programs/projects strengthened and widened these organizations' gender awareness and advocacy. Then, AWCF implemented the "Development of Gender Equality in Cooperatives in the Philippines" Project (2008-2009), in partnership with Sweden's KF Project Center (KFPC).

AWCF next implemented the "Promoting Gender Equality Among Co-ops in the Philippines" Project (2010-2012), a partnership with the Swedish Cooperative Centre (SCC), formerly known as KFPC, later known as We Effect. Fifteen Philippine co-ops nationwide participated in this Project. In December 2012 in Quezon City, Philippines, AWCF held a conference to showcase to development organizations and other sectors the results of the two-year Project's activities. In the

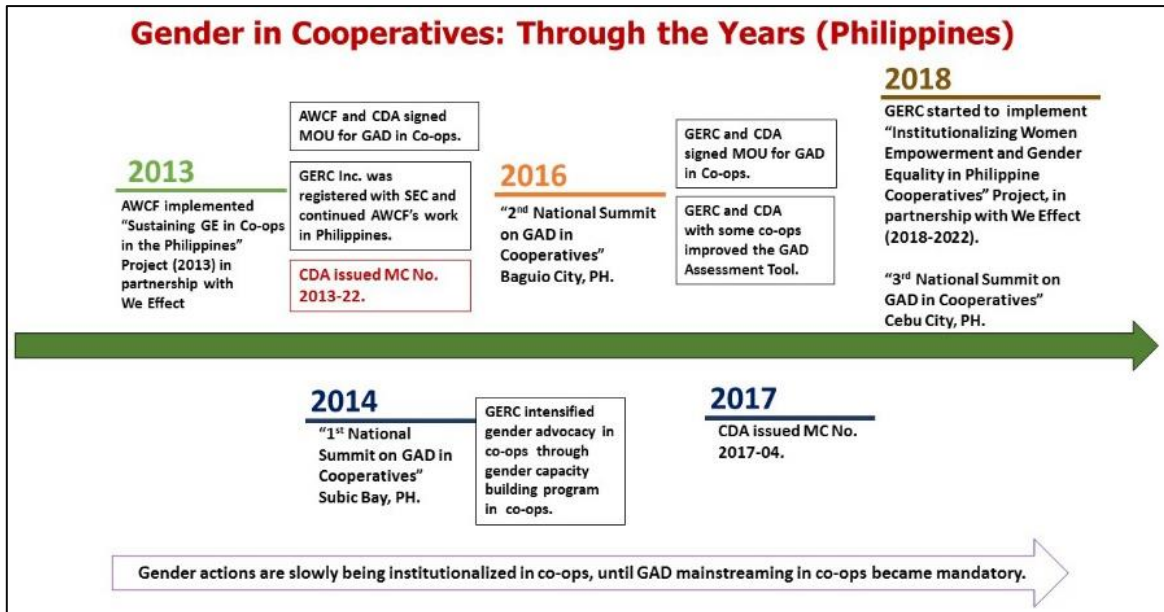
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*The document was submitted to CDA, as it called on this government agency—as the "most relevant government agency supporting co-ops in the Philippines"—to support "GE mainstreaming and integration in co-ops."*

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conference, the 15 co-ops involved in the GE activities called on the Cooperative Development Authority (CDA), through the conference's "Call for Action" document, to act on gender issues affecting co-ops. The document was submitted to CDA, as it called on this government agency—as the "most relevant government agency supporting co-ops in the Philippines"—to support "GE mainstreaming and integration in co-ops."

The conference document reiterated that CDA's support to GE will then help bring about greater socioeconomic benefits to the movement through requiring GST or gender-awareness sessions as one of the courses for co-op officers and key management staff; requiring co-ops to engage in gender-related activities so as to address gender issues in their co-ops and thus becoming gender-fair and gender-responsive organizations and workplaces; and requiring co-ops to integrate GE in their bylaws.<sup>1</sup>



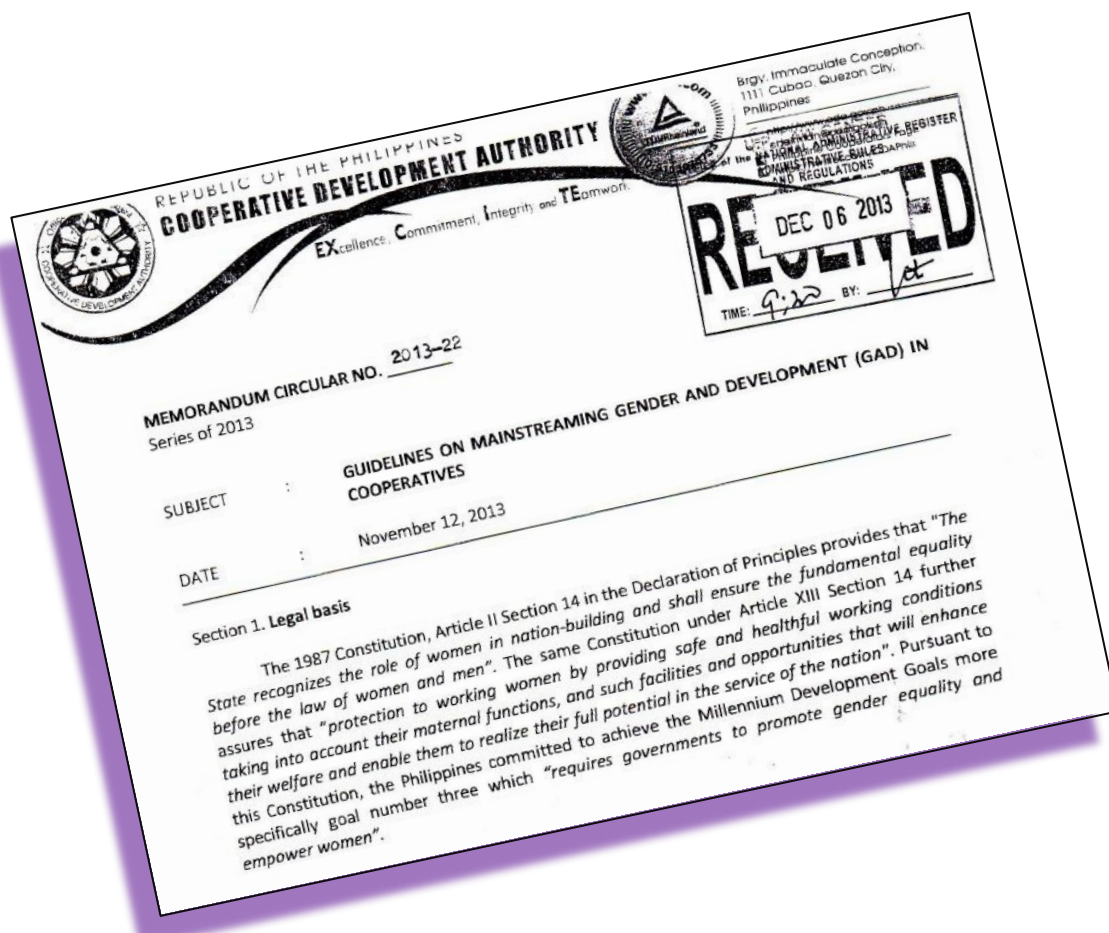
**In 2013-2018, gender actions were slowly being institutionalized in Philippine co-ops, until GAD mainstreaming became mandatory in these organizations.**

<sup>1</sup> As cited in "Section 1: Legal Basis" of Cooperative Development Authority (CDA)'s Memorandum Circular No. 2013-22, "Guidelines on Mainstreaming Gender and Development (GAD) in Cooperatives: "...Executive Order (EO) No. 273, 'Philippine Plan for Gender-Responsive Development (PPGD 1995-2025)' mandates the implementation of gender and development (GAD) in accord with constitutionally guaranteed human rights. It envisions a society that promotes gender equality and women's empowerment as enunciated in the United Nations 'Fourth World Conference Platform for Action.' The EO's Paragraph 1.1 directs all government agencies and instrumentalities to 'take appropriate steps to ensure the full implementation of the policies/strategies and programs/projects outlined in the Plan.' In fulfillment of this commitment of the Philippine government, the Philippine Commission on Women (PCW) in Paragraph 12.1 of the PCW-National Economic Development Authority (NEDA)-Department of Budget and Management (DBM) Joint Circular No. 2012-01 is mandated to lead in setting the priority agenda for women's empowerment and gender equality including the targets for such. While NEDA, in Paragraph 12.3 of the same joint circular will ensure that 'gender and development (GAD) issues and concerns, gender equality and women's empowerment are mainstreamed and integrated in the sector outcome indicators' of agencies."

There are many milestones in 2013: AWCF continued to involve Philippine co-ops in GE activities through the "Sustaining Gender Equality in Co-ops in the Philippines" Project in 2013 that was conducted in partnership with We Effect. CDA and AWCF signed their Memorandum of Understanding (MOU) for working together in GAD in co-ops. AWCF established the GERC Inc. to give even more focus on gender in Philippine co-ops. Also in 2013, CDA issued its Memorandum Circular (MC) No. 2013-22, the "Guidelines on Mainstreaming Gender and Development (GAD) in Cooperatives" (see MC No. 2013-22 in CDA's website: <https://bit.ly/3AwEmfw>).



*Officials of the Cooperative Development Authority (CDA) and AWCF signing in 2013 their Memorandum of Understanding (MOU) for their GAD efforts in Philippine co-ops.*



The first “National Summit on Gender and Development (GAD) in Cooperatives” was held in 2014, Subic Bay, with the theme “Inspiring Change for Women and Men in Co-ops.” It was organized by CDA and AWCF, in partnership with We Effect (see Annex 2: Declaration and Call for Action of the National Summit on Gender and Development [GAD] in Cooperatives; also in GERC Inc.’s website <https://bit.ly/3A20Zs2>).



*(top photo) We Effect Philippines Country Director Ms. Jessica U. Soto (center) receiving the first National GAD Summit’s token of appreciation from Ms. Mercedes D. Castillo (right), then a Member of the Board of Administrators of CDA, and Ms. Divina C. Quemi, then representing NATCCO in the AWCF Executive Committee.*

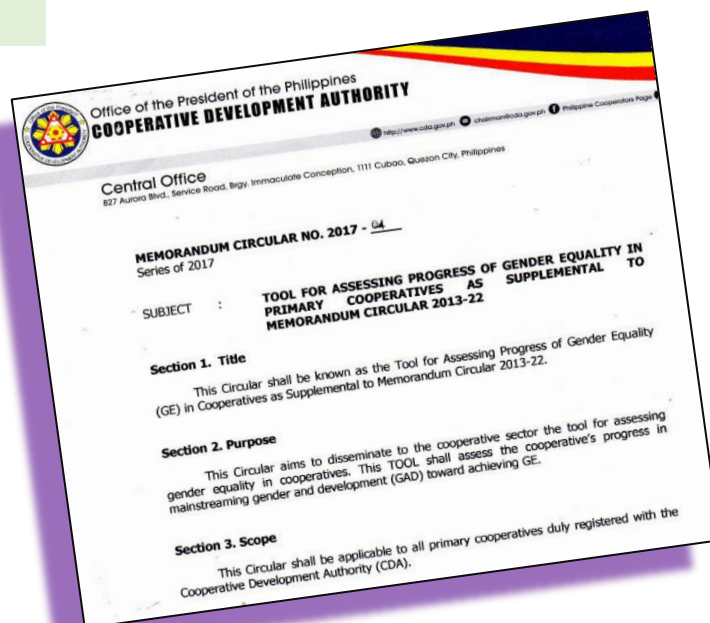
The second National GAD Summit (photo below) was in 2016, Baguio City, with the theme "Transformative, Sustainable Growth for Women and Men, and Cooperatives," organized by CDA and GERC Inc., in partnership with AWCF (see Annex 3: Declaration and Call for Action of the 2<sup>nd</sup> National Summit on Gender and Development [GAD] in Cooperatives; also in GERC Inc.'s website <https://bit.ly/3nmZdtX>).

Also in 2016, CDA and GERC Inc. signed their MOU for cooperation on GAD mainstreaming in co-ops. The two organizations and some co-ops improved the "GAD Assessment Tool" that had been previously developed in an AWCF project.

In 2017, CDA issued the second MC on GAD, which is MC No. 2017-04, "Tool for Assessing Progress of Gender Equality in Primary Cooperatives as Supplemental to Memorandum Circular No. 2013-22" (see MC No. 2017-04 in CDA's website: <https://bit.ly/3umpqNq>).



2<sup>nd</sup> National GAD Summit, 2016.



GERC Inc. started in 2018 the five-year Project “Institutionalizing Women Empowerment and Gender Equality in Philippine Cooperatives,” in partnership with We Effect. As of this writing, the Project implementation is ongoing toward the objective of institutionalizing women empowerment and GE in Philippine co-ops.

The third National GAD Summit on GAD in 2018 was held in Cebu City. The Summit theme was “Philippine Co-ops Stepping up UN SDGs through GAD Mainstreaming” #1phcoop1actionforSDG2030. It was organized by CDA and GERC Inc, with We Effect as among the Summit partners (see Annex 4: Declaration and Call for Action of the 3<sup>rd</sup> National Summit on Gender and Development [GAD] in Cooperatives; also in GERC Inc.’s website <https://bit.ly/3u3QBfH>).



As side-event to the third National GAD Summit, the GERC Inc. organized and held the half-day “Co-op Entrepreneurs Conference (CEC)” with the theme “Enhancing Co-op-Supported Family Enterprises.” Mostly female representatives of co-ops (primaries and federations), and private and government organizations that support co-op development listened to resource persons who shared the common bond of supporting enterprise development and the entrepreneurial journey of women entrepreneurs.

The CEC aimed at being a venue for sharing and exchanging enterprise journey experiences of cooperators; emphasizing how co-ops are supporting their members in enterprise development; and highlighting the building of family enterprises within co-ops. The long-term goal was for the CEC to evolve into a program that enables networking of co-op entrepreneurs within co-ops.



**The gender milestones in Philippine co-ops in 2019-2022 are marked by the increased GAD mainstreaming activities of co-ops for GST/other GAD-related activities; and GAD assessment and monitoring.**

In 2019, GERC Inc. took the initiative of developing the computerized version of the "GAD Assessment Tool" (as provided for in CDA MC No. 2017-04) and started to give training to some co-ops on using the Tool, particularly in the fourth quarter of the year.

In 2020, as COVID-19 engulfed the world, Philippine cooperatives got involved in assisting members in their urgent needs amid the pandemic. Cooperatives implemented new programs to adapt to the ensuing new normal. GERC Inc. also adapted to current needs and protocols of cooperatives such as by shifting to online conduct of its GAD activities that meant recalibrating GAD tools and training modules, and recapacitating GAD trainers/advocates for online conduct, among other things to do/update. For instance, as GERC Inc. continued in 2020 to implement its five-year Project with We Effect, it also started using the online platform to continue the GAD training series such as for the CDA technical personnel. GERC Inc. also upgraded

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*GERC Inc. also upgraded the "Computerized GAD Assessment Tool" to become the "Computerized GAD Monitoring Tool" for easier and safer implementation/use by cooperatives.*

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the "Computerized GAD Assessment Tool" to become the "Computerized GAD Monitoring Tool" for easier and safer implementation/use by cooperatives.



In 2021, GERC Inc. continued even more to use the online platform, particularly for its GAD training and other activities for the We Effect Project. Likewise in 2021, it was seen that some Philippine co-ops were also already going into digital operations, including for their GAD activities. In 2021-2022, GERC Inc. launched and implemented Programs and held conferences for its implementation of its We Effect Project:

#### Programs

- “Empowering Women Entrepreneurs in Co-ops (EWEC)” (for co-op women entrepreneurs)
- “Empowering Youth in Co-ops through Gender and Development (EYCGAD)” (for co-op youth)
- “Gender Mainstreaming for Cooperative Development (GMCD)” (for even stronger GAD mainstreaming in co-ops)

#### Conferences

- “4<sup>th</sup> National Summit on GAD in Cooperatives,” 2021, livestreamed as a webinar, with the theme “Co-ops Flexing Resiliency in the New Normal through GAD” #coopgadflex (see Annex 5: Commitment to Action of the 4<sup>th</sup> National Summit on Gender and Development [GAD] in Cooperatives; also in GERC Inc.’s website <https://bit.ly/3u2IG3s>)



- “2<sup>nd</sup> Co-op Entrepreneurs Conference,” 2021, livestreamed as a webinar, with the theme “Women Entrepreneurs Thriving Together in the New Normal”



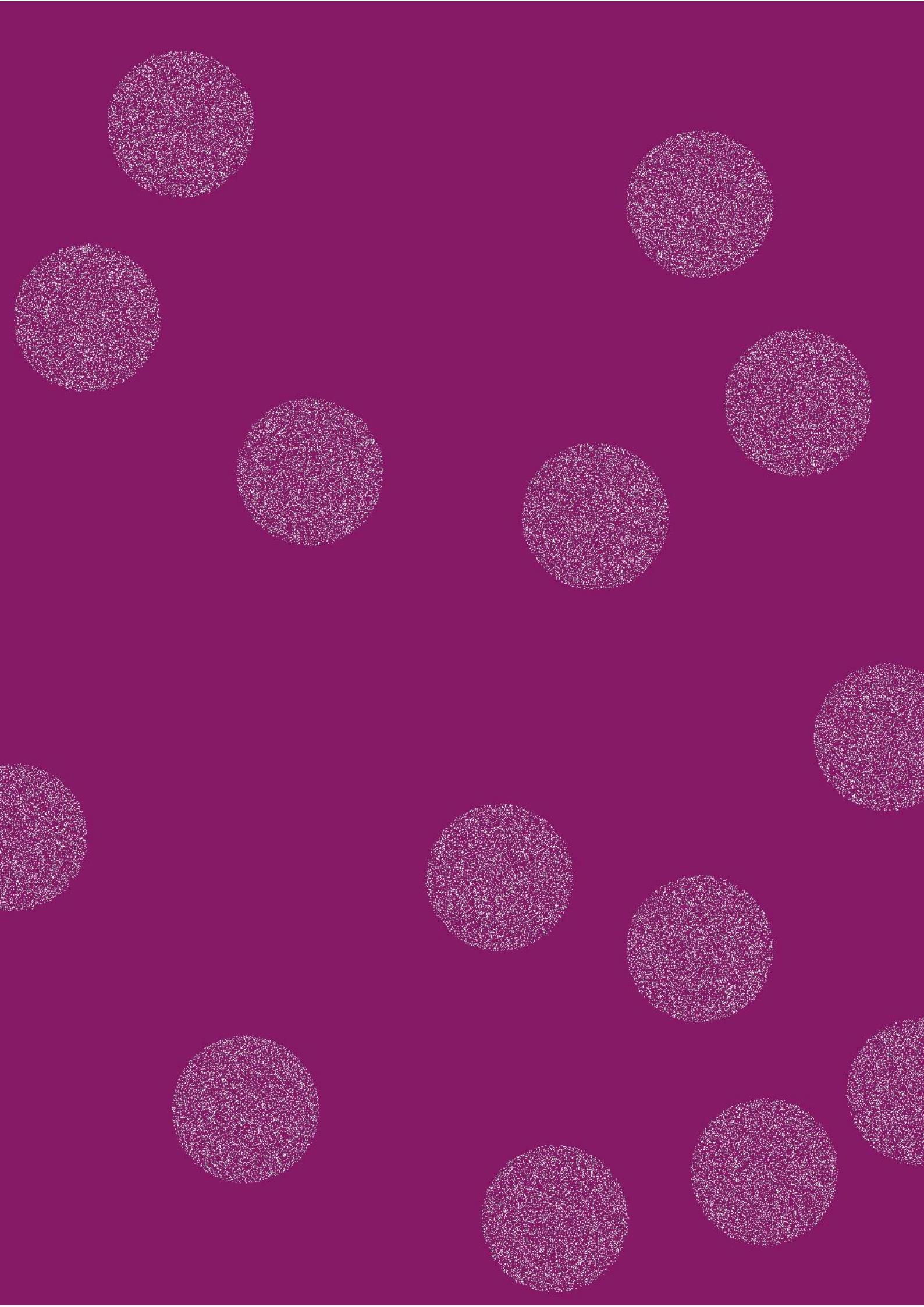
Likewise in partnership with We Effect, GERC Inc. organized the “Gender and Development [GAD] in Co-ops Resource Pool (GCRP)” that gathers GAD trainers/experts from different Philippines co-ops, known as “GCRP Fellows.” The “GCRP Directory” is available at <http://bit.ly/3tU67eq>





## **CHAPTER 2**

# **Focus on the GERC Inc.-We Effect Partnership on GAD Mainstreaming in Philippine Cooperatives**



As mentioned earlier in this Publication, national cooperative organizations in Asian countries organized the AWCF in 1990 as a regional body to address gender issues in cooperatives. AWCF partnered with development organizations to achieve its objectives. Among these foremost organizations is the We Effect of Sweden. In 2008-2009 (with preparatory activities done in 2007), AWCF worked on a project in the Philippines with We Effect, then known as the KF Project Center, later called Swedish Cooperative Centre (SCC), then We Effect.

In 2010-2012 and 2013, AWCF implemented another project in the Philippines, this time with SCC-We Effect's Country Program "ACCESS to the Poor."

In 2013, AWCF set up GERC Inc. as a resource center and advocacy body in the Philippines to continue strengthening efforts in the country on promoting advocacy and practice of gender equality (GE) in co-ops and of enterprise development to achieve and support co-op development and growth.



GERC Inc. was registered in 2014 as a non-government organization (NGO) with the Philippines's Securities and Exchange Commission (SEC) and has since been partnering with cooperatives, NGOs, local government, government agencies, and other groups for gender and development (GAD)/GE, and cooperative development activities. GERC Inc. provides training and capacity-building services; and consultancy services to fulfill its mandate of "promoting gender equality for development in and through cooperatives."

In 2018, GERC Inc. started a five-year project in the Philippines in partnership with We Effect's Country Program "Working TOGETHER."

The continuing challenge then for AWCF and until now for GERC Inc.—and other development actors involved with and supporting co-op development and GAD in co-ops—is to make all co-ops aware that:

- gender issues in society (e.g., stereotyping, marginalization, multiple burden, subordination, violence)—permeate the co-op movement
- there is the need to address gender issues, and mainstream GAD toward achieving GE
- there is good business sense (economic and social) in achieving GE leading to sustainable development.

The partnership of AWCF and later of GERC Inc. with We Effect has enabled great strides to be done in hurdling this challenge.

**Projects of the Asian Women in Co-operative Development (AWCF) and Gender Equality Resource Center (GERC) Inc. with We Effect.  
AWCF is the precursor of the GERC Inc.**

**AWCF**

**Project: “Development of Gender Equality in Cooperatives in the Philippines” 2008-2009  
(Preparatory activities in 2007; Project objectives met before the original 2010 ending)**

-Implemented by AWCF in partnership with the KF Project Center (later called Swedish Cooperative Centre [SCC], then We Effect)

**Project: “Promoting Gender Equality Among Co-ops in the Philippines” and “Sustaining Gender Equality Among Co-ops in the Philippines (P953)” 2010-2012 and 2013**

-Implemented by AWCF in partnership with the SCC-We Effect Country Program “Advancing Civic Capacities for Effective and Sustainable Services to the Poor (ACCESS to the Poor)”

**GERC Inc.**

**Project: “Institutionalizing Women Empowerment and Gender Equality in Philippine Cooperatives (P9530)” 2018-2022**

-Implemented by GERC Inc. in partnership with the We Effect Country Program “Equality First: Working Together Towards Gender Equality, Transformative Housing, and Empowerment of the Ruralfolk (Working TOGETHER)”

**PROJECT: “Development of Gender Equality in Cooperatives in the Philippines” 2008-2009 (Preparatory activities in 2007; Project objectives met before the original 2010 ending)**

**The Project was implemented by AWCf in partnership with the KF Project Center (later called Swedish Cooperative Centre [SCC], then We Effect).**

**Project Objectives, Activities, Impact**

**OBJECTIVES**

- **Transform co-ops to be vehicles to achieve gender equality in society and women empowerment**
- **Promote transformative leadership in Philippine primary co-ops with special attention to development of women leaders**
- **Mainstream gender equality and equity in co-op policies, programs, services, structures, and systems**

**ACTIVITIES**

- Gender equality (GE) training, consultancy, action planning, and materials development in three pilot-co-ops in Northern Luzon: Sta. Cruz Savings and Development Cooperative (SACDECO), Sto. Domingo Development Cooperative (SDDC), and Tubao Credit Cooperative (TCC). Local experts and GE advocates in these co-ops and an SCC consultant were tapped to co-facilitate the activities. As a project roll-out, gender-sensitivity training (GST) was done in three other co-ops interested in implementing GE programs: Abra Diocesan Teachers and Employees Multi-Purpose Co-operative (ADTEMPCO), Luzon; Lamac Multi-Purpose Cooperative (LMPC), Visayas; and MASS-SPECC Cooperative Development Center (MASS-SPECC), a federation in Mindanao.



*The Project’s activities in the pilot-co-ops included gender-sensitivity training (GST) such as this one conducted in Tubao Credit Cooperative.*

- AWCF invited co-ops from nationwide to attend the Project's training and workshops on promoting gender fairness in the workplace, strategic planning for GE in co-ops, GE co-op trainers' training, and GE in co-ops; and a public awareness forum on GE in co-ops



- AWCF and the pilot-co-ops together made a study-visit in Sweden to observe GE practices
- After the strategic planning workshop in 2009, AWCF developed the "GAD Assessment Tool" for co-ops



*AWCF and the Project's pilot-co-ops observing gender equality (GE) practices in Sweden.*



## IMPACT

- The pilot-co-ops enhanced their GE knowledge using the Swedish example. The co-ops mainstreamed GE in policies, programs, services, structures, and systems.
- Involvement of the pilot-co-ops and the other co-ops in the Project expanded the GE network in the Philippine co-op sector. Becoming also gender-aware, they likewise took steps to mainstream GE.
- The “GAD Assessment Tool” became the foundation for a more comprehensive Tool that was developed later





# PROJECT: “Promoting Gender Equality Among Co-ops in the Philippines” and “Sustaining Gender Equality Among Co-ops in the Philippines (P953)” 2010-2012 and 2013

In 2010-2012 and 2013, the Project “Promoting Gender Equality Among Co-ops in the Philippines” and “Sustaining Gender Equality Among Co-ops in the Philippines (P953)” was implemented by AWCF in partnership with the SCC-We Effect Country Program “ACCESS to the Poor.”

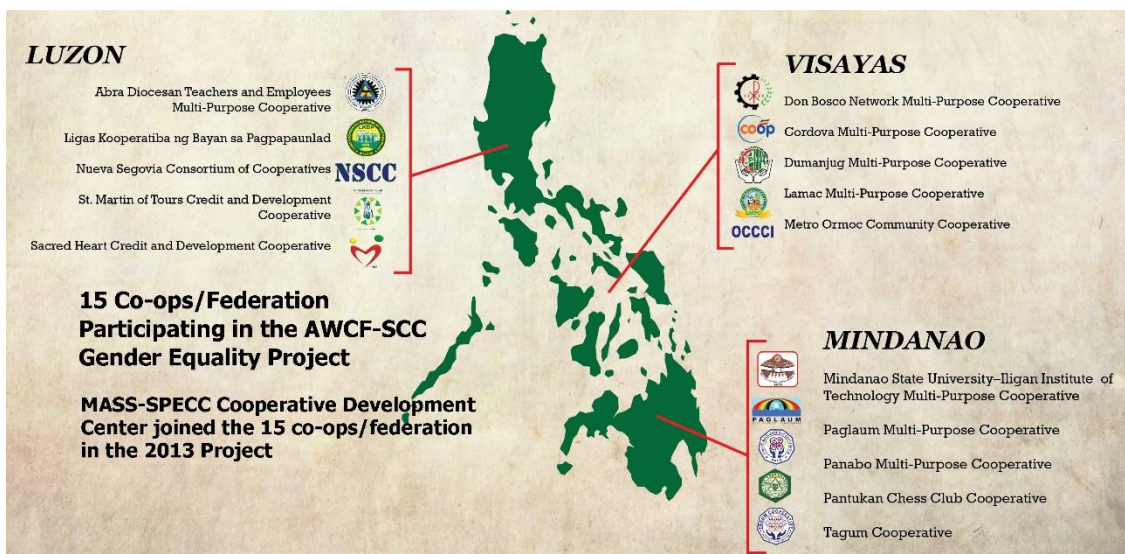


## Project Objective, Components, Activities, Impact

### OBJECTIVE

- Strengthen local capacities and create favorable policies for the promotion of gender equality among Philippine cooperatives

The Project had 15 partner Philippine cooperatives and a federation: five each in Luzon, Visayas, and Mindanao regions, with a total membership of 449,856. Another cooperative federation in Mindanao joined them in the 2013 Project.



## COMPONENTS

- Human Resource Capacity-Building
- Strengthening of Plans, Systems, and Structures
- Research and Policy Advocacy
- Project Planning, Monitoring and Evaluation (PME)/Capacity-Building

*Representatives of AWCF and the Project's participating co-ops gathered together from nationwide. In the second photo that shows a training for these co-ops, Ms. Bonnie Bärnstrom (standing right), the Swedish Cooperative Centre (SCC)'s gender consultant from Sweden, is giving information on various techniques in working on advocacies and on mainstreaming gender in co-ops.*



**OUTPUTS FOR EACH COMPONENT**

**• Human Resource Capacity-Building**

- 1) Leaders and managers became committed to GE
- 2) GE advocates, gender focal persons (GFPs), and GE role models were identified and capacitated



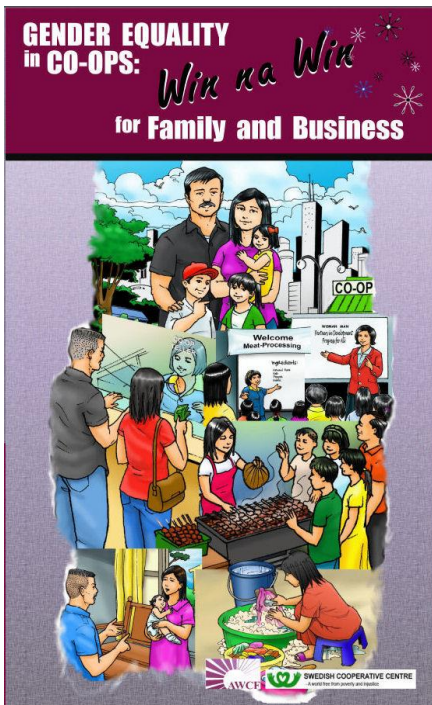
- **Strengthening of Plans, Systems, and Structures**

- 1) Structures were created, such as committees and GE resource center
- 2) GE was integrated in the co-ops' plans, policies, systems, and programs



- **Research and Policy Advocacy**

- 1) Positive lessons from GE advocacy tools were promoted into policies
- 2) Co-ops' GE awareness was increased through multi-media advocacy materials



**Gender Equality in Co-operatives:**  
*A Training Manual*



# GENDER EQUALITY


## EMPOWERING WOMEN AND MEN, AND CO-OPS

**Good Reasons to Advocate for and Practice Gender Equality (GE) in Co-ops**

In gender equality, women and men have equal rights, benefits, opportunities for advancement, services, and access to and control over resources; and equal roles to play in development as participants and as leaders. Co-op principles and values speak out against gender discrimination while highlighting participation of both women and men in the co-ops. But a co-op culture with no gender perspective puts either women or men, or both, at a disadvantage. Co-op leaders, members, and staff have to act on gender issues in co-ops. Gender issues should not undermine the essence, efficiency, and effectiveness of the co-ops' goal of socially and economically empowering the very people who have formed the co-ops. Marginalization, gender stereotyping, multiple burden, subordination, and violence are among the gender issues that we face.

Strength in numbers in co-ops needs involvement of every member—every woman and man. Half or more than half of co-op membership worldwide, including Philippine co-ops, are women. But questions abound on how real is the equality between women and men in the co-ops as to leadership; participation; access to and control over services, resources and benefits; and other aspects. Trends show that many co-ops still face the Big Challenge of being gender-equal co-ops, which comes with benefits like a more productive staff, a good image to the members and the community for the co-ops' GE programs and services; more members coming from both women and men; and lesser delinquency, which means good business resulting from good household relations.



Because co-ops are people-based organizations and the co-ops' and members' lives are intertwined, the decision and the commitment to be gender-equal co-ops need to come from both co-ops' and personal levels. Women and men, as equal partners in development, should both rise to the challenge of empowerment through gender equality in and through co-ops, to also benefit households and communities.



**SWEDISH COOPERATIVE CENTRE**  
 - A world from both poverty and injustice

This poster is produced for the Promoting Gender Equality Among Cooperatives in the Philippines Project under the Advancing Civic Capacities for Effective and Sustainable Services to the Poor (ACCESS to the Poor) Programme (2010-2012), supported by the Swedish Cooperative Centre (SCC), with fund support from the Swedish International Development Cooperation Agency (SIDA).

## GENDER EQUALITY: EMPOWERING WOMEN AND MEN, AND CO-OPS

*Stories of the  
Gender Journey of Co-operatives  
in the Philippines*



**SWEDISH COOPERATIVE CENTRE**  
 - A world from both poverty and injustice

- **PME/Capacity-Building**

- 1) Project PME system was effectively adopted
- 2) AWCF as Project partner-organization improved its competencies on PME and GE

## **ACTIVITIES**

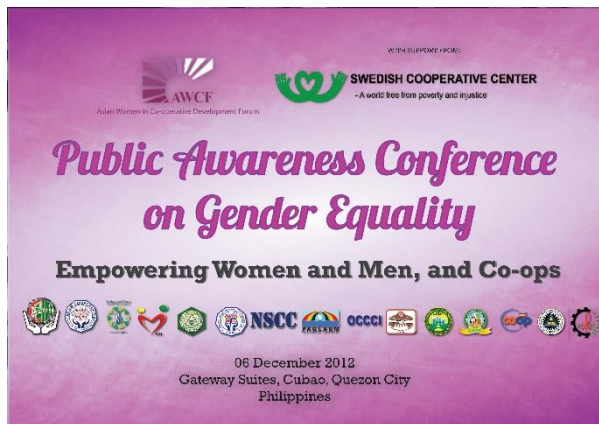
- Orientation, consultation, training, monitoring forums, meetings, and other activities were done in the co-ops to develop and/or enhance awareness, capabilities, and advocacy on GE; and awareness on importance of GE resource center/services
- Multi-media GE training and advocacy materials were produced/distributed
- The “Public Awareness Conference on Gender Equality: Empowering Women, Men, and Co-ops” was held on December 6, 2012, Quezon City, to showcase Project results. It was attended by the Project’s participating co-ops, Cooperative Development Authority (CDA), and other private and government development agencies.



*(Photos this page and next page) The Project's many activities were done both in the participating co-ops and in the national level that were attended by these co-ops' representatives.*







*(photo below) Some of the attendees in the Project's public awareness conference. Attendees were from the Project's participating co-ops, Cooperative Development Authority (CDA), and other private and government development agencies.*



## IMPACT

- The Project's participating co-ops:
  - became gender-fair, and among the benefits they gained were— this helped them reduce their delinquency; helped them give more access to services to both women and men; and helped them increase the number of women-members and men-members
  - developed their GE trainers/advocates/role-models
  - implemented roll-out GE-related training and other events
  - became aware of the importance of GE resource center/services, which they set up in the primary/federation/regional levels—to help institutionalize their GE-related advocacy, promotion, programs, and services; and to help in related needs of other co-ops and organizations
  - showed in many ways how co-ops' business development services and GE resource center can be integrated together to maximize socioeconomic benefits for both co-ops and members





*The Project's participating co-ops became gender-fair organizations; developed their GE trainers/advocates/role-models; implemented roll-out GE-related training and other events; set up GE resource center/services in the primary/federation/regional levels; and showed in many ways how co-ops' business development services and GE resource center can be integrated together to maximize socioeconomic benefits.*

The public awareness conference in December 2012 in Quezon City produced the "Call for Action to the CDA to Support GE in Philippine Co-ops." The "Call for Action" urged the government agency CDA to support "GE mainstreaming and integration in co-ops" to help bring about greater socioeconomic benefits to the movement through requiring GST or gender-awareness sessions as among the courses for co-ops; requiring co-ops to engage in gender-related activities toward becoming gender-fair and gender-responsive organizations and workplaces; and requiring co-ops to integrate GE in their bylaws. The then CDA Executive Director Atty. Niel A. Santillan received the document at the conference, and AWCF sent it to the office of the then CDA Chairperson Dr. Emmanuel A. Santiaguél on January 2, 2013.

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*...CDA is the first co-op development agency in the...Association of Southeast Asian Nations (ASEAN) to issue such a policy for GAD promotion in co-ops in its own country.*

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Afterwards, AWCF and CDA had a series of meetings and the two organizations signed their Memorandum of Understanding (MOU) in mid-2013. In August 2013, AWCF and CDA formed their Technical Working Group (TWG) on GAD.

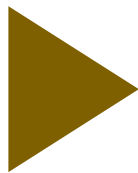
The meetings of the TWG on GAD and the GAD training held in CDA led to the drafting and approval in November 2013 of CDA Memorandum Circular (MC) No. 2013-22, the "Guidelines on Mainstreaming Gender and Development or GAD in Cooperatives" (see MC No. 2013-22 in CDA's website: <https://bit.ly/3AwEmfw>). MC No. 2013-22 aims at disseminating to cooperatives the government's GAD mandate and thereby ensuring GE promotion and GAD institutionalization in cooperatives.

With this MC, the CDA is the first co-op development agency in the member-states of the Association of Southeast Asian Nations (ASEAN) to issue such a policy for GAD promotion in co-ops in its own country.

Taking off from the partnership of CDA and of AWCF—the latter being GERC Inc.'s precursor—the CDA and GERC Inc. signed their partnership MOU in January 2016.

GERC Inc. continued to provide technical assistance on gender to CDA, including sitting in the TWG on GAD. GERC Inc. helped CDA improve the "GAD Assessment Tool" for further usage by co-ops.

Discussions of the TWG on GAD led to CDA's second MC on GAD, the MC No. 2017-04, the "Tool for Assessing Progress of Gender Equality in Primary Cooperatives as Supplemental to Memorandum Circular No. 2013-22" (see MC No. 2017-04 in CDA's website: <https://bit.ly/3umpqNq>).



## **Project: “Institutionalizing Women Empowerment and Gender Equality in Philippine Cooperatives (P9530)” 2018-2022**

**In 2018-2022, the Project “Institutionalizing Women Empowerment and Gender Equality in Philippine Cooperatives (P9530)” is being implemented, as of this writing, by GERC Inc. in partnership with the We Effect Country Program “Equality First: Working Together Towards Gender Equality, Transformative Housing, and Empowerment of the Ruralfolk (Working TOGETHER).” In the Working TOGETHER Country Program, We Effect works with 11 local partners in 24 provinces in 12 regions of the Philippines, seeking to bring change in the lives of women, informal workers, farming communities, fisherfolk, and indigenous peoples, among other sectors. The Country Program’s main objective is to establish a strong movement of member-based organizations (MBOs) working together for the fulfillment of basic human rights for women empowerment, sustainable rural development, and adequate housing with GE as the overarching goal and underlying principle.**

### **Project Objective, Components (Output[s], Activities), Impact**

#### **OBJECTIVE**

- **To institutionalize women empowerment and gender equality in Philippine cooperatives and in We Effect Project Partners**

#### **COMPONENTS**

- **Organizational Development**  
-with focus on enhancing capacities of We Effect Project partners’ co-ops and MBOs in GAD mainstreaming
- **Political Empowerment**  
-with focus on a more conducive policy and environment for GAD among co-ops



## Component: Organizational Development

### OUTPUT

- Capacity-building activities organized and conducted

### ACTIVITIES

- GERC Inc.'s fellow Partners in the Working TOGETHER Program (WTP) joined the "3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives," April 3-5, 2018, Cebu, as subsidized delegates, among other Summit participants. The Summit was organized by GERC Inc. and CDA, with We Effect as one of the Summit partners. The WTP Partners also joined as subsidized delegates the "4<sup>th</sup> National Summit on Gender and Development (GAD) in Cooperatives," held online on September 24, 2021, organized by GERC Inc. in partnership with We Effect.
- A training on co-ops with a study-visit to the Lamac Multi-Purpose Cooperative (LMPC) was held on May 23-25, 2019 in Hidden Valley Mountain Resort, Pinamungajan, Cebu, for WTP Partners and their assisted co-ops and MBOs, organized by GERC Inc. in partnership with We Effect. The activity was attended by representatives of the Federation of Multi-Sectoral Alliance for Development-Negros (MUAD-Negros) Inc.; Foundation for Agrarian Reform Cooperatives in Mindanao (FARMCOOP); Institute for Philippine Cooperatives and Social Enterprise Development (IPCSED); Julio and Florentina Ledesma Foundation Inc.; and Philippine Legislators' Committee on Population and Development (PLCPD).

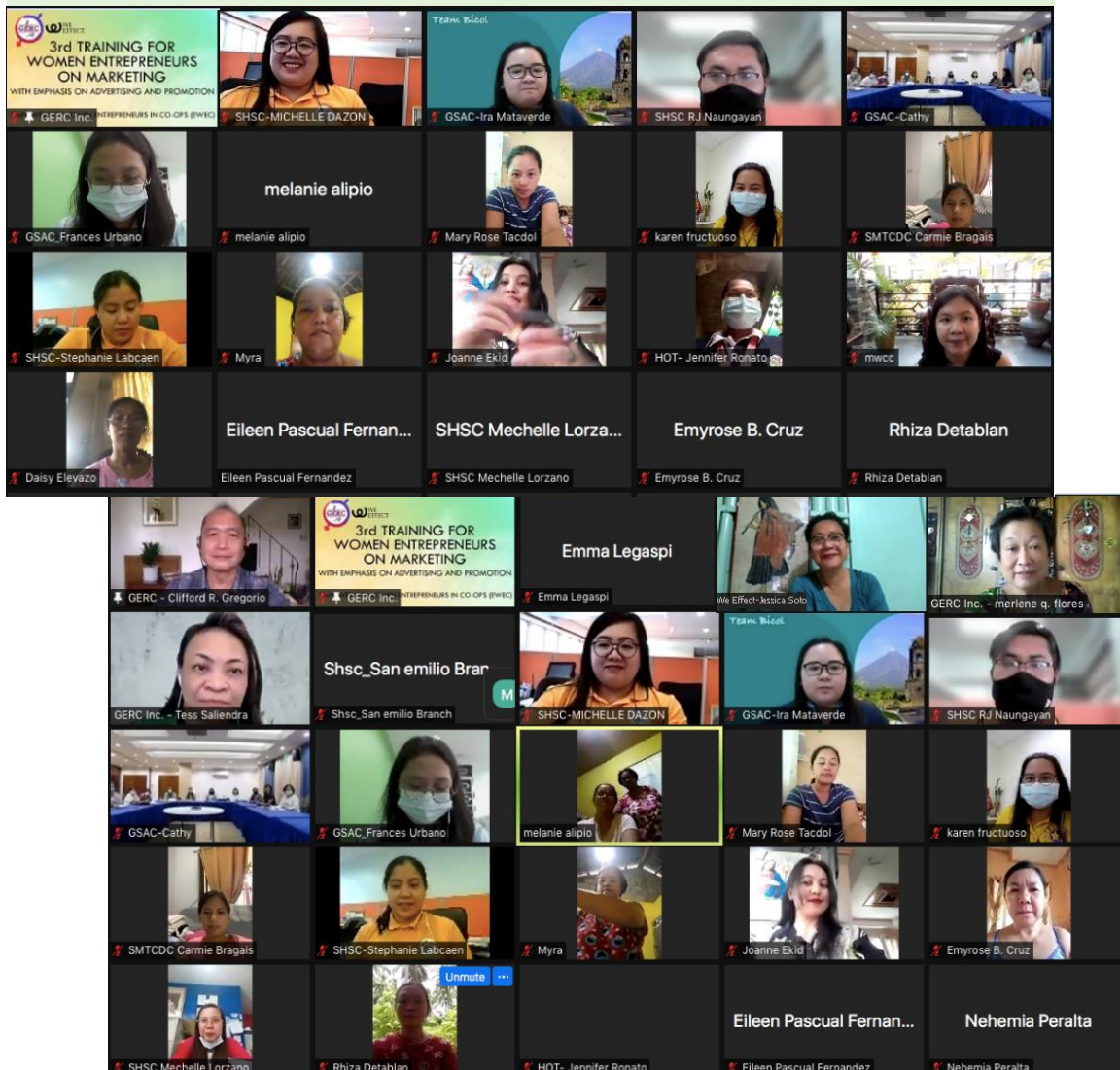


*We Effect's "Working TOGETHER Program (WTP)" Partners and their assisted co-ops and member-based organizations during their training/study-visit in Lamac Multi-Purpose Cooperative (LMPC), Cebu. LMPC is a progressive, gender-fair co-op. The training/study-visit included onsite demonstrations and talks at LMPC's various project sites that also focus on promoting and implementing sustainable practices.*

- The "Empowering Women Entrepreneurs in Co-ops (EWEC)" Program is being implemented as of this writing. The EWEC Program, which started April 2021, intends to:
  - 1) support micro and small enterprises of women member-entrepreneurs in pilot co-ops in order to level up these enterprises (from micro to small; from small- to medium-sized enterprises)
  - 2) institutionalize the business development services in co-ops to support, sustain, and expand enterprises owned and managed by women entrepreneurs
  - 3) set up a mechanism for the networking of women entrepreneurs for learning experiences and exchanges.

The participants in the EWEC Program’s training events are co-ops and an MBO of a WTP Partner as EWEC’s partner-organizations; and co-op women entrepreneurs assisted by these partner-organizations. EWEC’s partner-organizations are Abra Diocesan Teachers and Employees Multi-Purpose Cooperative (ADTEMPCO), Abra province; Mandaue City Public Market Vendors Multi-Purpose Cooperative (MAVENCO), Cebu; Moncada Women’s Credit Cooperative (MWCC), Tarlac; MSU-IIT National Multi-Purpose Cooperative (MSU-IIT NMPC), Iligan City; St. Martin of Tours Credit and Development Cooperative (SMTCDC), Bulacan; Sta. Cruz Savings and Development Cooperative (SACDECO), Ilocos Sur; Sacred Heart Savings Cooperative (SHSC), Ilocos Sur; Trias Philippines (through Gubat St. Anthony Cooperative [GSAC], Sorsogon). On December 14, 2021, the “2<sup>nd</sup> Co-op Entrepreneurs Conference (CEC)” was livestreamed, with participants from the Philippines and guest-participants from Canada, Indonesia, Japan, Laos, Malaysia, and Thailand.

*The Empowering Women Entrepreneurs in Co-ops (EWEC) Program webinars tackled a wide range of topics in support of the various enterprises of co-op women and the co-ops’ business development services.*



- Youth representatives of WTP Partners and their assisted co-ops/MBOs and of various co-ops joined activities of the “Empowering Youth in Co-ops through Gender and Development (EYCGAD)” Program that was implemented in 2021. The EYCGAD Program supported and complemented efforts of a number of Philippine co-ops to continuously develop young female and male cooperators as co-ops’ future leaders. The EYCGAD Program conducted online GST events and a webinar on gendered leadership. The EYCGAD training team produced and uploaded a video on “Tiktok” as “@gercyouth,” entitled “Kabataan Sakalam (Empowered Youth): Call to Action 2021” (see the video—<https://bit.ly/3pxRP02>)
- Training on gender analysis and planning using the “GAD Assessment Tool”; on GAD mainstreaming through in-person and online using the “Computerized GAD Assessment Tool;” on using the “Computerized GAD Monitoring Tool”
- Training of trainers (TOT) on gender in co-ops
- GAD orientation in co-ops with GST sessions





## Component: Political Empowerment

### OUTPUTS

- Monitoring, mentoring, assessments, and consultations conducted
- Capacity-building activities organized and conducted
- Networking and other lobbying efforts done
- Advocacy materials produced and published
- Consolidated "GAD Assessment Tool" results feature for CDA, co-op federations, and We Effect partner-NGOs supporting co-ops was developed
- "Gender and Development [GAD] in Co-ops Resource Pool (GCRP)" organized and activated
- Program synergy efforts done

### ACTIVITIES

- Development of "Computerized GAD Monitoring Tool" for co-ops
- Publication of advocacy materials



**GENDER EQUALITY in CO-OPS: Win na Win for Family and Business**

Among the vital issues that confront women and men in the household, community, and workplace are gender equality (GE) issues, which include marginalization, subordination, gender stereotyping, multiple burden, different forms of violence, and similar situations. GE issues may also be present in the co-ops because people and relationships are at the very core of these organizations. The challenge for co-ops in the Philippines, where half or more than half of the membership are women, is to be gender-fair co-ops that will enable women and men to have equal rights, benefits, opportunities for advancement, services, and access to and control over resources; and equal roles to play in development as participants and in leaders. Co-ops as a business organization with social objectives can also expect good returns because being a gender-fair co-op is also good for the business. When the members grow economically and socially, so do the co-ops.

This comic presents the story of Chona and Mike who overcome their marital, economic, and social problems, including GE issues, in and through the help of their co-op. The story's characters are fictional and any resemblance to real persons is purely coincidental. But the situations to be resolved in this story do happen in real life and to a number of co-op members who have similar or almost similar experiences in relationships, and also the same economic and social issues. And like Chona and Mike, these co-op members resolve their problems with great help from their co-ops. Their co-ops that have become champions of cooperativism and GE.

Reprinted by the Gender Equality Resource Center (GERC) Inc. under the project "PAGS: Institutionalizing Women Empowerment and Gender Equality Philippine Cooperatives" of the We Effect's Philippine Programme "Equality First: Working Towards Gender Equality, Transformative Housing, and Empowerment of the Rural Folk (Working TOGETHER)". GERC Inc. promotes gender equality (GE) for development in and through co-ops. The Asian Women in Co-operative Development Forum (AWCF) established GERC Inc. in the Philippines in 2012 to improve focus and strengthen efforts on GE in the country's co-ops. AWCF itself was set up in 1990 as a regional (Asia) body by national co-op organizations and co-op-supporting organizations that became aware of gender issues in co-ops and of the need to address these issues. E-mail: gerc@gerc.ph Visit: www.gerc.ph

Originally published by the Asian Women in Co-operative Development Forum (AWCF) for the "Promoting Gender Equality Among Cooperatives in the Philippine Project" under the Institutionalizing Gender Equality for Effective and Sustainable Services to the Poor (AWCF-SCC for the Poor) Programme. AWCF-SCC is supported by the World Bank through the Sustainable Livelihoods Centre (SVC) under the Sustainable Livelihoods Centre (SVC) under the Sustainable Livelihoods Centre (SVC) under the Sustainable Livelihoods Centre (SVC).

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AWCF Asian Women in Co-operative Development Forum

WE EFFECT



**CARING FOR OUR LIVES, OUR COMMUNITY, OUR EARTH**  
-The Call for Women, Men, Youth, and Co-ops-

LET'S DO IT TOGETHER NOW!

In partnership with GERC WE EFFECT



**SUSTAINABLE DEVELOPMENT, CLIMATE CHANGE, ENVIRONMENT, BIODIVERSITY, FOOD SECURITY, AND OTHER ISSUES TAKE CENTER STAGE IN UNLAD CO-OP'S STORY. WHY? BECAUSE WE WANT TO UNDERSTAND HOW THESE ISSUES AFFECT US ALL. MEMBERS, THE CO-OP, THE COMMUNITY, THE PLANET, WE ALL WANT TO GO TO THE FUTURE WHILE WORKING HARD IN HAND WITH US. OUR SISTERED TOGETHER, TOGETHER, LET'S SHARE AND CARE AS ONE CO-OP AS ONE BIG COMMUNITY. UNLAD CO-OP YOUTH GROUP - ACTIVATE!!**

The meeting room darkened and slowly lit up. Music played with sounds of birds and sea waves played. Young people holding big images entered and slowly moved toward the room. A boy and girl stood first. The youth observational environmental and climate change tours, highlighting many points.

Save Earth NOW! Food Security NOW!

OPEN OUR EYES AND EARS FOR THE CHANGES NEAR AND FAR! WE ARE THE CREATORS OF THE AND HUMMINGBIRD SHARE ONLY ONE PLANET, WE MUST LET THEM LIVE!

THANKS FOR YOUR ATTENTION TO OUR ISSUES. WE SHARE AND CARE FOR OUR PLANET. THAT'S ALL WE CAN DO. LET'S ALL BE THE UNLAD CO-OP ENVIRONMENT GUARDIANS ACTIVATE!

MARKER HOORAY!

The 2018-2022 Project of GERC Inc.-We Effect reprinted the advocacy comics "Gender Equality in Co-ops: Win na Win for Family and Business." The comics was first published in the 2010-2013 AWCF-SCC/We Effect Project on GE.

The 2018-2022 Project also published the advocacy comics "Caring for Our Lives, Our Community, Our Earth— The Call for Women, Men, Youth, and Co-ops." This publication featured the interrelationship of GAD/GE; environment, climate change, and resilience (ECCR); youth in co-ops; and co-ops (also with focus on the ongoing pandemic).

- Organizing the GCRP started in the fourth quarter of 2021, and it was activated in early 2022, along with the uploading of the easily accessible “GCRP Directory” in the GERC Inc. website (see the GCRP Directory here —<http://bit.ly/3tU67eq>). The “GCRP Fellows” come from co-ops nationwide and previously had attended the TOT in AWCF’s GE project (in partnership with SCC/We Effect) and/or GERC Inc.’s TOT on GAD. Some of the GCRP Fellows are also involved in GERC Inc.’s programs on co-op youth and co-op women entrepreneurs. GERC Inc.’s activities for forming the GCRP started in 2021 through the:
  - creation of a profile of co-op GAD trainers/experts
  - conduct of online webinars on the a) orientation on the GCRP and on the refresher courses on gender concepts and conducting training online; and b) creation of audio-visual materials for GAD training. These webinars were attended by the co-op GAD trainers/experts and by a fellow WTP Partner. The GCRP was organized from these participants of the webinars.

*The “GAD in Co-ops Resource Pool (GCRP) Directory” can be accessed at the website of the GERC Inc. Through the Directory, “GCRP Fellows” can be easily contacted by co-ops and other organizations that support co-ops, for their GAD mainstreaming needs.*



**GERC GENDER EQUALITY RESOURCE CENTER INC.**

HOME ABOUT US SERVICES CO-OPS AND GENDER EQUALITY NEWS AND UPDATES RESOURCES

**GCRP Directory: Contact your co-op GAD trainers/experts now!**

**GAD in Co-ops Resource Pool**

The “**Gender and Development [GAD] in Co-ops Resource Pool (GCRP) Directory**” contains the list of “**GCRP Fellows**” who are **GAD trainers/experts** responsible in expanding GAD outreach to co-ops; and non-government organizations, government agencies, local government units, and other agencies that support GAD and co-op development. These co-ops and other agencies can communicate directly with the GCRP Fellows in this Directory for the services that they need in relation to GAD mainstreaming, such as, but not limited to, conduct of gender-sensitivity training (GST) and other gender sessions; and sustained technical assistance to co-ops for GAD mainstreaming.

Particularly, as trained GAD trainers for co-ops, the GCRP Fellows can assist co-ops in assessing the progress of their GAD mainstreaming using the “GAD Assessment Tool” for co-ops (the Tool as provided for in Cooperative Development Authority [CDA] Memorandum Circular No. 2017-04).

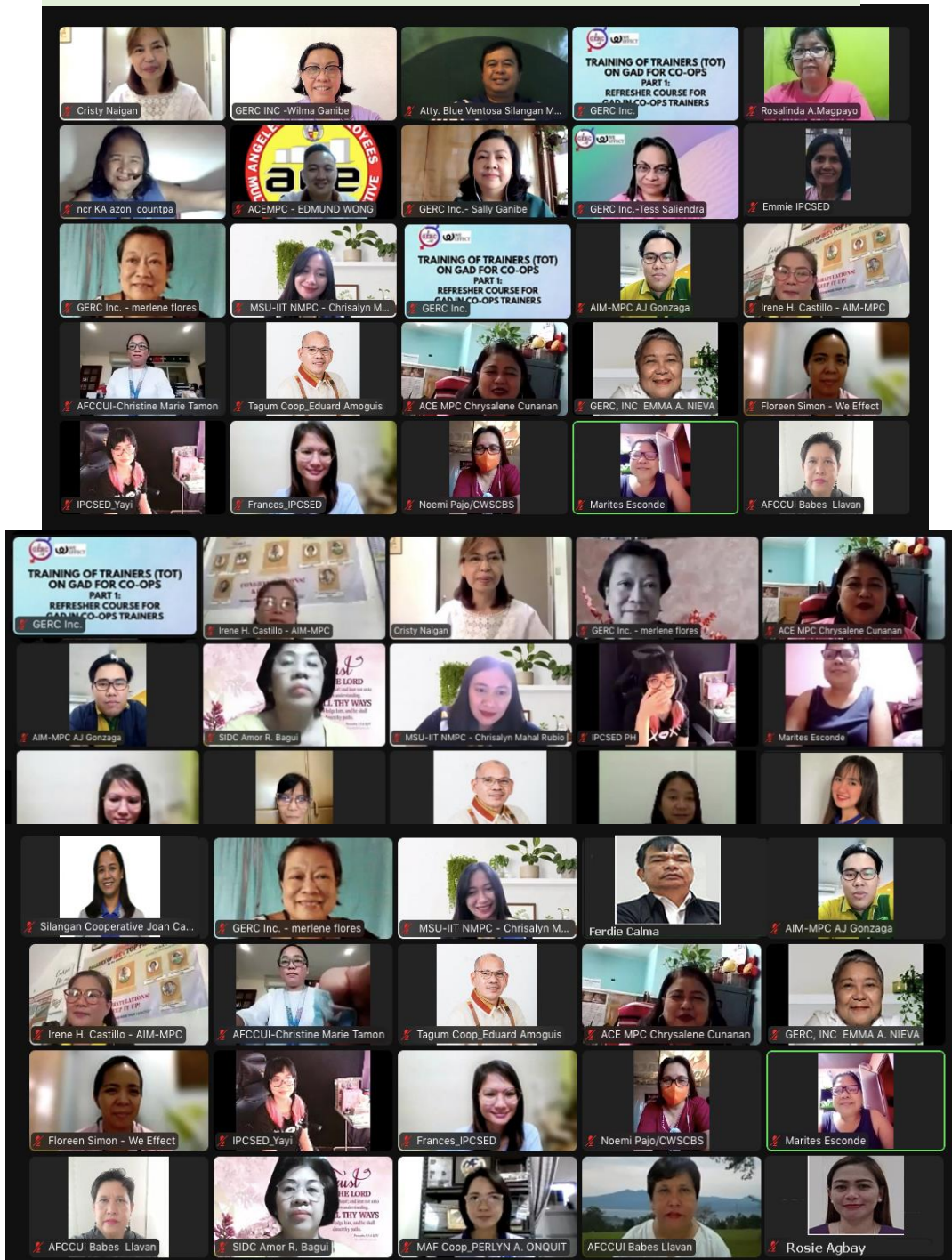
GCRP Fellows come from co-ops nationwide and had previously attended the trainers’ training in the gender equality program and/or the trainers’ training on GAD (levels 1 and 2) that GERC Inc. conducts. Some of the GCRP Fellows are also involved in GERC Inc.’s programs on co-op youth and co-op women entrepreneurs.

**The GCRP Directory contains the following information about each GCRP Fellow:**

1. Name
2. Preferred location where the GCRP Fellow can be tapped
3. Brief description of the GCRP Fellow
4. E-mail address of the GCRP Fellow

And after the GCRP's organization, GERCI Inc. conducted online the "TOT on GAD for Co-ops" with "Part 1: Refresher Course for GAD in Co-ops Trainers," and "Part 2: How to Use the Computerized GAD Assessment Tool for Co-ops." This two-part TOT was attended by co-op GAD trainers/experts who had attended GERCI Inc.'s TOT on gender for co-ops activities in previous years and may be willing to join the already organized GCRP; some GCRP Fellows; and representatives of some of GERCI Inc.'s fellow WTP Partners. A representative of We Effect also attended.

*Right after organizing the GCRP, the GERCI Inc. held the two-part online trainers' training tackling a refresher on GAD in co-ops and using the computerized GAD tool.*



- The “GAD Mainstreaming for Cooperative Development (GMCD)” Program is being implemented as of this writing, starting from October 2021. The GMCD Program seeks to:
  - 1) assist co-ops’ GAD Committee members and GAD Focal Persons in understanding the GAD mainstreaming processes and steps
  - 2) provide technical support through provision of skills and knowledge on GAD approaches and processes in key areas of the co-op organization by using the “GAD Assessment Tool” (CDA MC No. 2017-04)
  - 3) assist co-ops in developing and implementing their own GAD plan.

To pursue GMCD’s objectives, online events were conducted:

- 1) training on using the computerized GAD tool for co-ops
- 2) TOT on GAD for co-ops
- 3) training on using the “Computerized GAD Assessment Tool.”

**1) training on using the computerized GAD tool for co-ops:**

Module 1—on the “Computerized GAD Assessment Tool,” for GAD Committee members; GAD Focal Persons; and other officers and staff involved in the GAD mainstreaming program of primary co-ops; and staff of federations, unions, and NGOs that assist in the GAD mainstreaming in co-ops. Module 2—on the “Computerized GAD Monitoring Tool,” for co-op federations/unions/councils; co-op development offices of local government units (LGUs); and primary co-ops that are interested to conduct GAD monitoring and assessment in their areas; and co-ops’ GAD Committee and the GCRP Fellows

**2) TOT on GAD for co-ops:** Part 1—refresher course for co-op GAD trainers, participated in by those who had attended GERC Inc.’s TOT on gender for co-ops activities in previous years and may be willing to join the GCRP; some GCRP Fellows; representatives of some WTP Partners; and a representative of We Effect. Part 2—how to use the “Computerized GAD Assessment Tool,” participated in by those who had attended Part 1 of this TOT; some GCRP Fellows; representatives of some WTP Partners; and a representative of We Effect

**3) training on using the “Computerized GAD Assessment Tool,”** for Mindanao, Luzon, and Visayas co-ops, respectively, for co-ops’ GAD Committee; GAD Focal Persons; Education Committee; Chief Executive Officer/General Manager; Chairperson; and other officers/staff involved in the organizations’ GAD mainstreaming activities. This training was facilitated by both the GERC Inc. team and the GCRP Fellows. The GMCD Program also enabled the development of the web-based “GAD Assessment Tool” that co-ops can access in GERC Inc.’s website after their registration in the link to the Tool; and the production of this Publication.

*Photos show some of the participants in the webinar training series on using the “Computerized GAD Assessment Tool.” The participation of Mindanao, Luzon, and Visayas co-ops in the webinars was made possible by the GERC Inc.-We Effect Project. The GERC Inc. team and the GCRP Fellows handled the webinars.*



- Participation of GERC Inc. staff in activities/training organized by We Effect and/or Project partners



- Partnership activities of CDA-GERC Inc.-We Effect:
  - 1) orientation and training
  - 2) National GAD Summit
  - 3) coordination/meetings of the TWG on GAD

**1) orientation and training**

A) Orientation for CDA Board, Executive Committee, Directors/Assistant Directors/Senior Cooperative Development Specialists (CDSs) of regional offices (ROs) and head office (HO) personnel—on GAD, “GAD Assessment Tool,” and “Computerized GAD Monitoring Tool.”



B) Training for CDSs and other technical personnel from all ROs and HO—trainers' training on gender for co-ops; training on gender analysis and planning, and on using the "Computerized GAD Monitoring Tool" for co-ops; GST; and consolidators' training for the "Computerized GAD Monitoring Tool."







*(topmost photo) CDA technical personnel attending a pre-pandemic GAD training by GERC Inc. for its We Effect Project. During the pandemic, CDA continued to participate in online training by GERC Inc.*

## 2) National GAD Summit

CDA and GERC Inc. co-organized the “3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives” on April 3-5, 2018, Cebu. The two organizations also held preparatory/coordination meetings for the 4<sup>th</sup> National GAD Summit that was supposed to be held in Davao in 2020 but was postponed because of the pandemic.

**3) coordination/meetings of the TWG on GAD** to monitor and assess GAD-related activities in co-ops.

- The “3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives” was held on April 3-5, 2018, Cebu, with the theme "Philippine Co-ops Stepping up UN SDGs through GAD Mainstreaming" #1phcoop1actionforSDG2030. It was co-organized by CDA and GERC Inc., with Summit partners We Effect, Cebu Provincial Government, and CDA-Region 7. Summit co-organizers were Cebu-based co-ops Lamac Multi-Purpose Cooperative (LMPC), Cebu People's Multi-Purpose Cooperative (CPMPC), and Mandaue City Public Market Vendor Multi-Purpose Cooperative (MAVENCO); and the Mandaue City Cooperative Development Council (MCCDC). In 2019 to early 2020, CDA and GERC Inc. had preparatory/coordination meetings for the holding of the 4th National GAD Summit. The Summit in its original April 2020 date was postponed because of the pandemic. On September 24, 2021, the 4<sup>th</sup> National GAD Summit was held as a livestreamed webinar from a Quezon City hotel. The Summit theme was “Co-ops flexing resiliency in the new normal through GAD” #coopgadflex. GERC Inc. organized the Summit in partnership with We Effect.

The two previous National GAD Summits were in 2014, Subic Bay, co-organized by CDA and AWCF in partnership with We Effect, with the theme “Inspiring Change for Women and Men in Co-ops; and in 2016, Baguio City, co-organized by CDA and GERC Inc. in partnership with AWCF, with the theme “Transformative, Sustainable Growth for Women and Men, and Co-ops.”



## IMPACT

- Co-ops, cooperators, and other individuals; and other NGOs and government organizations that support co-op development and GAD have been attending the National GAD Summits for co-ops. The 3<sup>rd</sup> National GAD Summit, 2018, Cebu, raised participants' awareness of the role of co-ops and other organizations in achieving the United Nations "Sustainable Development Goals" (UN SDGs). The 4<sup>th</sup> National GAD Summit, 2021, online, informed participants on how women, men, youth, and co-ops are dealing with the new normal and rebuilding together an equal future in a COVID-19 world; and recommended actions on how co-ops will adapt to and work within the new normal through GAD mainstreaming. As it also happened in the 2014 and 2016 National GAD Summits, the 2018 and 2021 Summits produced conference declarations. The declarations are available here: National GAD Summit's "Declaration and Call for Action" –see Annex 2; also in GERC Inc.'s website: <https://bit.ly/3A20Zs2>

2<sup>nd</sup> National GAD Summit's "Declaration and Call for Action" –see Annex 3; also in GERC Inc.'s website: <https://bit.ly/3nmZdtX>

The resource speakers' presentations in the 2<sup>nd</sup> National GAD Summit are available in CDA's website: <https://bit.ly/3bPdygf>

3<sup>rd</sup> National GAD Summit's "Declaration and Call for Action" –see Annex 4; also in GERC Inc.'s website: <https://bit.ly/3u3QBfH>

The resource speakers' presentations in the 3<sup>rd</sup> National GAD Summit are available in GERC Inc.'s website: <https://bit.ly/3umfiUU>

4<sup>th</sup> National GAD Summit's "Commitment to Action" –see Annex 5; also in GERC Inc.'s website: <https://bit.ly/3u2IG3s>

The resource speakers' presentations in the 4<sup>th</sup> National GAD Summit are available in GERC Inc.'s website: <https://bit.ly/3B77sjj>

The Summit organizers have disseminated the Summit declarations to co-ops and other concerned organizations whose attention have been called in the said documents. Here are some of the results achieved from CDA and GERC Inc.'s follow-up action on the declarations of the national GAD in co-ops summits:

1) Submission of recommendations: Through the TWG on GAD in CDA, the GERC Inc. submitted in 2019 to the "Philippine Cooperative Code" review committee headed by Senator Juan Miguel Zubiri its recommendations about the inclusion in the Code of the GAD Committee and the use of statutory allocations/funds for the GAD program in co-ops.

2) Linkage for GAD efforts: The TWG on GAD established linkage for GAD efforts with the Philippine league of co-op development officers, particularly for establishing presence in local co-op councils and LGUs.

3) Actions of co-ops: Co-ops have been implementing actions, policy guidelines, and program development in response to the calls for action, such as:

- ❖ mainstreaming of GAD in their organizations
- ❖ inclusion of GAD in the education and training program, and in products and services of the co-ops
- ❖ creation of new co-op products and services for women or men and even youth
- ❖ recognition of the fact that even co-ops have to do programs and activities to achieve the UN SDGs.

The national GAD Summits for co-ops have inspired the holding of GAD conferences at the co-ops level and at the regional and provincial levels in the Philippines that were organized by different groupings of co-ops. GERC Inc. had frequently attended these GAD conferences as invited resource speaker.

- With the training that had been given by GERC Inc. for some We Effect Project partners' co-ops/MBOs on using the "GAD Assessment Tool," GERC Inc. led some of the co-ops/MBOs in accomplishing the Tool. These co-ops/MBOs established their baseline data on GAD mainstreaming and created their GAD plan.
- Computerization of the "GAD Monitoring Tool," based on the "GAD Assessment Tool," will help co-ops, CDA, federations, and NGOs at primary, regional, and national levels to get consolidated results. They can then more effectively monitor GAD mainstreaming progress in co-ops and identify interventions.
- The orientation for CDA national and regional heads on GAD MCs and on GAD helped enable even more CDA support for GAD mainstreaming and co-op development, and for the Project
- GAD training for CDA technical personnel enhanced their knowledge, skills, and attitudes (KSA) and capacities as GAD frontliners who assist co-ops in various aspects
- The GCRP aims at serving as a mechanism for expanding GAD outreach to co-ops through the conduct of GST and other gender sessions; and giving sustained technical assistance to co-ops for GAD mainstreaming, as provided for by CDA MCs No. 2013-22 and No. 2017-04. The GCRP recognizes:
  - 1) the already trained GAD trainers/experts in co-ops who are ready to provide GAD training and technical support to co-ops
  - 2) the increasing number of co-ops and other organizations becoming involved in GAD mainstreaming
  - 3) the increasing requests for assistance of these co-ops and organizations for their GAD mainstreaming activities.

The two-part TOT was important for further capacity-building of the training participants, and Part 2 of this TOT was a strategic activity in helping the participants understand the "GAD Assessment Tool Framework"; acquire skills on using the "GAD Assessment Tool"; and appreciate the web-based Tool (CDA MC No. 2017-04) that was being developed and to be uploaded online by GERC Inc. The development by GERC Inc. of the web-based Tool is through its Project partnership with We Effect.

- The EWEC Program also supports the Philippines's Republic Act No. 9501 or the "Magna Carta for Micro, Small and Medium Enterprises (MSMEs)" that aims at developing the Filipino entrepreneurial spirit by providing a business environment conducive for MSMEs. Conducted were:
  - 1) series of meetings (for orientation, consultation, monitoring) and training events
  - 2) assessment survey of skills and competencies
  - 3) mentoring of the partner-organizations on the importance and usage of the computerized co-op entrepreneurs' profiling tool aimed at capacitating both the co-ops' business development center (CBDC) staff and the women entrepreneurs participating in EWEC.

The online CEC event, which had no registration fee, aimed at enabling sharing of experiences by women entrepreneurs that will inspire other women entrepreneurs in starting up and/or developing the growth of their own micro and small enterprises. Resource speakers from Indonesia, Malaysia, Thailand, and Philippines shared their varied and rich experiences with the participants from the Philippines and guest-participants from Canada, Indonesia, Japan, Laos, Malaysia, and Thailand. The participants were women member-entrepreneurs taking part in the EWEC Program; women entrepreneurs and also men entrepreneurs who are also members of other co-ops; officers, staff, and members of other primary co-ops/federations/unions and other MBOs and social enterprise organizations; representatives of WTP Partners and their assisted co-ops/MBOs, co-op development offices of LGUs, and co-op-supporting private and government organizations, including the CDA; individual development actors; and other viewers.

- The EYCGAD Program recognized that while young people still need to build their knowledge, skills, and capacities to contribute to starting and sustaining successful co-ops, there are already young people who are leading in their own sector and field. Thus even more youths can and should be involved in co-op development. The EYCGAD Program built on the fact that youths in co-ops bring new thinking and additional inspiration to their organizations and communities in tackling issues like gender, education, environment, economic empowerment, diversity and inclusion, climate change, community development, and other issues. The Program also built on the importance that the UN “2030 Agenda for Sustainable Development” gives to youth’s vital role in development. The EYCGAD Program—as it is in the GRCP Program and other training and consultancy activities that AWCF and GERC Inc. had been conducting throughout its partnership with We Effect—also exhibited/utilized the multiplier effect of the AWCF and GERC Inc. partnership with We Effect as it formed the Program training team that is made up of co-op GAD trainers from nationwide who had undergone previous training events of GERC Inc., ensuring an even wider and more deepened implementation.
- The GMCD Program strongly contributes to GERC Inc.’s further strengthening of its conduct of GAD-related activities that are geared to help Philippine co-ops enhance GAD mainstreaming. These activities are conducted especially amid extra challenges **to co-ops** such as those brought on by the pandemic that necessitates improved co-op operations amid the new normal; and **to GAD trainers in co-ops** because co-ops nationwide need more and updated GAD mainstreaming assistance amid the continuous increase of number of members and of the demand for increased/updated co-op services and programs.

With GAD mainstreaming’s socioeconomic advantages for co-ops—especially relevant in these times—it has become even more important that co-ops and co-op-supporting organizations be able to access assistance in GAD mainstreaming that can be relayed to them in various forms such as through adoption of digital/online technology.

Thus the GMCD Program’s training events had a two-pronged approach:

**First approach**—to help participants from co-ops understand the “GAD Assessment Tool Framework,” acquire skills on using the “Computerized GAD Assessment Tool”; and utilize the web-based “GAD Assessment Tool” developed by GERC Inc. Compared to its manual version, the “Computerized GAD Assessment Tool” that has complete data will be easier to use and faster to complete; and will give results that are more accurate and quicker to generate. The Tool also provides a guide to the user for analyzing the results that would even lead to the formulation of a co-op’s GAD plan, if the analysis of the results of the raw data is inputted to the co-op’s GAD plan matrix.

**Second approach**—to further capacitate co-op GAD trainers through updates on GAD in co-ops and through enhanced skills conducting GAD training, such as through the use of digital/online mode and use of digital/online apps to create GAD multi-media training materials.

The GMCD Program also enabled GERC Inc. to further reach co-ops and cooperators nationwide through training events that were conducted without registration fee. The three training events that GERC Inc. and the GCRP Fellows conducted in June 2022 for co-ops from the three main island regions were specifically intended to help participants to:

- 1) define basic gender concepts and determine factors that influence gender and build awareness of the gender situation that affects relations with one another
- 2) commit to make changes in themselves and put equal value on men and women—their roles, contributions, rights, and benefits; and apply the new learning to respond to the call of bringing about GE to the home, and to the co-op
- 3) learn and upgrade their skills in mainstreaming GAD in the co-op using the computerized “GAD Assessment Tool” (MC No. 2017-04)
- 4) learn skills in monitoring the progress of GAD mainstreaming and in developing the GAD program in their co-ops using the results of the “GAD Assessment Tool.”

## OVERALL IMPACT

The partnership with We Effect enabled AWCF and GERC Inc. to implement throughout the years multi-faceted capacity-building activities that promote and advocate GAD among co-ops, MBOs, and government and private organizations that support co-op development. Benefits from the Project accrue to the women and men who are cooperators, co-op trainers/advocates, government technical personnel; entrepreneurs; youth; and development workers. These women and men—in their own gender transformation—also become GAD advocacy’s partners and change agents in working together to equip and transform Philippine co-ops to be even more active in promoting transformation in co-op members’ households and communities. At all times, the Project partnership upheld, encouraged, and promoted the importance of women and men of all ages, and their representation at all levels of the co-op; their participation in co-op decision-making; their access to socioeconomic activities; and their opportunities for succession generation as well as the strengthening of their institutions as gender-fair organizations.

The We Effect partnership helped and is continuing to help gender-fair co-ops and co-op-supporting NGOs that are directly or indirectly involved—through the multiplier effect—in the Project to strengthen and sustain GAD mainstreaming efforts. In the following pages is a summary of the achievements/results, so far, of these efforts of various actors in the Philippine co-op movement in the areas of people; policies; PPAs; and enabling mechanisms.

*Ms. Anneli Leina, the then SCC Country Director for the Philippines, explaining the “Octagon” tool in the 2010 “AWCF Assessment Workshop and 5<sup>th</sup> General Assembly” meeting, in connection with the then just starting GE project of AWCF with SCC. The Octagon is for use by both Swedish organizations and their partner-organizations to assess their strengths and weaknesses. Thus in the Philippines, AWCF/GERC Inc. and organizations involved in the SCC/We Effect Programs have been continuing to use the Octagon through the years, and the results are among the inputs in the organizations’ further improved implementation and planning.*



## PEOPLE

- Change in mindset about co-op leadership thus leading to transformations such as having more women in leadership positions
- More co-op GAD trainers/advocates/role models among leaders, staff, and members—and also among government personnel—are continuing to be developed, capacitated, and mobilized to lead and/or facilitate GAD mainstreaming activities. Other co-ops and organizations are tapping these co-op GAD trainers/advocates/role models for their own activities.



## POLICIES

- More gender-fair co-ops are continuing to be developed, and their gender-aware leadership and management are continuing to create, approve, and implement resolutions, pronouncements, policies, guidelines, plans, and manuals that include and support GAD initiatives (e.g., on human resources, membership, election policies; guidelines on services and support mechanisms)



- Helps government in strengthening its mandate to mainstream GAD in co-ops, particularly through CDA's issuance of two GAD MCs. The GE tool developed in the earlier AWCF-We Effect Project as well as the co-ops involved in the Project played major roles in creating the MCs.

These MCs on GAD as an affirmative action to mainstream GAD in co-ops will help remedy/correct biases and inequities resulting from gender issues at the personal and co-op levels, and causing disruptions in the households, workplaces, and co-ops.



Mainstreaming GAD will help address these disruptions in many aspects, such as by improving relationships and strengthening co-op operations. The MCs, through the guidelines and the "GAD Assessment Tool" contained therein, will help co-ops in their journey toward GE and sustainability.

**PROGRAMS/PROJECTS/ACTIVITIES (PPAs)**

- Gender-fair co-ops and NGOs that support co-op development are continuing to implement concrete actions that promote, ensure, and sustain GAD-related PPAs thus:
  - enabling results like reducing delinquency; having the capacity to give more access to services for both women and men; and increasing the membership for all sexes
  - improving/increasing social-related co-op programs and activities (e.g., climate change, food security, health, disaster management)
  - improving/increasing co-op programs for disadvantaged sectors, such as programs for youth development and empowerment; and programs for older persons and persons with disability.



Co-op youth having a GST.

**TYPICAL MAN**  
(from waking up to ending at night)

TIME of the DAY	ACTIVITY
5:00 AM	waking-up
5:00 - 5:30 AM	Exercise /taka o both
6:00 AM	MASS
7:00 - 7:30 AM	Breakfast
7:30 AM - 12 Noon	work
12:00 AM - 12:30	Lunch break
1:30 - 4:00	Rest
4:00 PM - 5:00 PM	Work
5:30 - 7:00 PM	TV time
7:00 - 7:30 PM	Dinner
7:30 - 9:00 PM	Family bonding
9:00 PM - 5:00 AM	Sleeping time.

• 1.5 hrs.  
• 3 hrs.  
• 1 hr.  
• 2 hrs.  
• 4.2 hrs.  
• 1 hr.

**HALO² SPECIAL**

Ingredients:

- \* a cup of guidance from the officers
- \* a spoon of employee and Supportive staff
- \* a spoon of members' participation
- \* a spoon of education and training
- \* a spoon of products & services
- \* Sprinkle with love, care and dedication
- \* Add from ¼ glass of commitment

## ENABLING MECHANISMS

- Co-ops are continuing to institutionalize organizational procedures and systems that support and facilitate GAD mainstreaming. For example: adoption of the two GAD MCs for co-ops and their stipulated mechanisms to mainstream GAD—use of the “GAD Assessment Tool,” inclusion of the GAD Committee and GFP in the co-op structure, integration of GAD-related training in the co-op education and training program, and integration of the GAD plan and budget in the co-op development plan; providing particular services for different sectors (such as for lactating co-op staff/members, for older persons, for persons with disabilities, for youth, other sectors); and strengthening of business development services together with GAD integration.
- Holding National GAD Summits in Co-ops helps co-ops take more steps for GAD mainstreaming and co-op development. Co-ops, members (women and men), and society benefit economically and socially.



Initiatives

### 1. Providing of Lactation Stations in Main Office and Satellite Offices

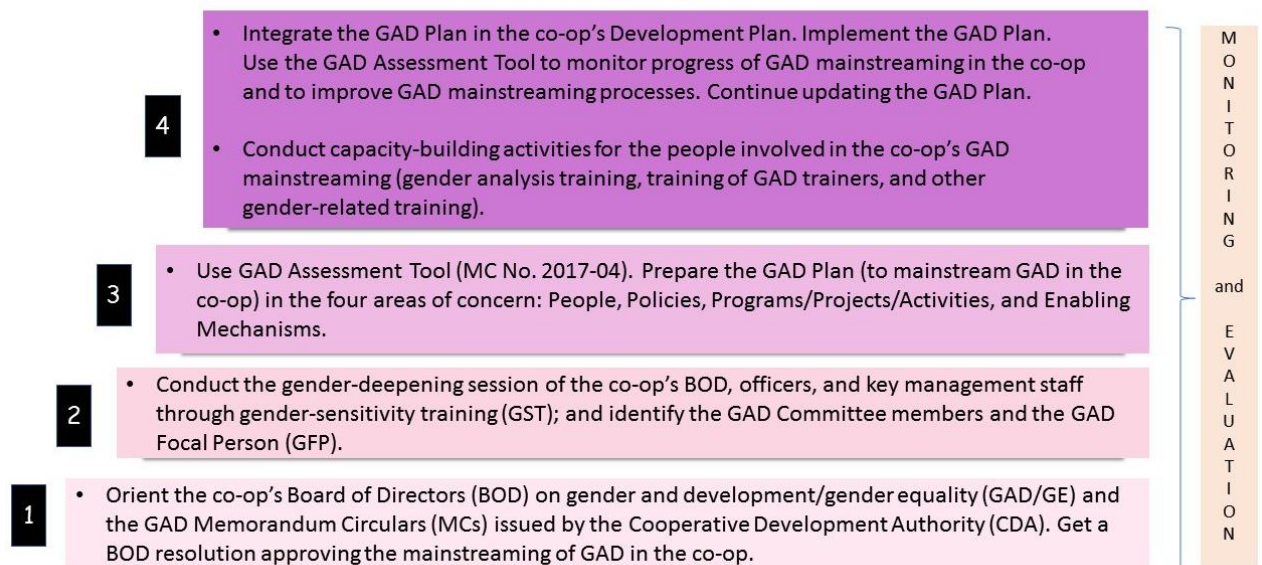
\*Provides privacy, space, convenience and safety for lactating women.

*Providing particular services for lactating co-op staff/members; older persons; persons with disabilities, youth, and other sectors is one of the ways for co-ops to institutionalize organizational procedures and systems to support and facilitate GAD mainstreaming. In photos are the breastfeeding room/lactation station of Tagum Cooperative and Magsige Multi-Purpose Cooperative (both in Mindanao), respectively (the latter as presented during its talk in the 4<sup>th</sup> National GAD Summit [2021]).*

**Most of all, We Effect’s partnership helps GERC Inc. achieve its mission of promoting GE for development in and through co-ops.**

**GERC Inc. has the great opportunity to share with co-ops and co-op-supporting agencies its GAD mainstreaming experience—a long story with many inspiring lessons, and with many more exciting developments to come.**

**Steps in Mainstreaming Gender and Development (GAD) in Co-ops  
–The GERC Inc. Experience–**



## A Recognition

On July 9, 2018, CDA gave a plaque of recognition to GERC Inc. for the partnership established for GAD mainstreaming in Philippine co-ops, celebrating the "significant and remarkable programs and activities including issuances of policies on GAD for nationwide implementation of all cooperatives in the country."



**Cumulative data, as of the writing of this Publication, from 2018-2021 of  
GERC Inc.'s implementation of the "Institutionalizing Women Empowerment  
and Gender Equality in Philippine Cooperatives (P9530)" Project,  
in partnership with We Effect**

- ❖ Trained 1,529 (1,153 female [F] [75%], 376 male [M] [25%]) cooperators and We Effect Project Partners' officers and staff—on gender awareness, using the “Computerized GAD Assessment Tool,” basic co-op concepts, mainstreaming GAD in co-ops, gendered leadership (for youth), and enterprise development by strengthening the co-op business development center (CBDC) particularly for the enterprising youth and women in co-ops through the “Gender Mainstreaming for Cooperative Development (GMCD)” Program, “Empowering Women Entrepreneurs in Co-ops (EWEC)” Program, and “Empowering Youth in Co-ops through Gender and Development (EYCGAD)” Program—so that they can assist in promoting gender equality and equity in the access to and control over their co-op's/organization's resources
  - 1,258 cooperators from 177 primary co-ops and 3 co-op federations
  - 66 officers from 66 non-co-op member-based organizations (MBOs)
  - 205 Working TOGETHER Program (WTP) staff from 10 of 11 Project Partners/Expert Project Partners and the We Effect Central Office (CO)
  
- ❖ Capacitated 1,153 women (75% of the trained Project participants) on gender awareness, using the “Computerized GAD Assessment Tool,” basic co-op concepts, mainstreaming GAD in co-ops, gendered leadership (for youth), and enterprise development by strengthening the CBDC, particularly for the enterprising youth and women in co-ops through the EWEC Program, GMCD Program, and EYCGAD Program—so that they can help promote gender equality and equity in accessing their co-op's/organization's resources
  - 946 cooperators from 177 primary co-ops and 3 co-op federations
  - 66 officers from 66 non-co-op MBOs
  - 141 WTP staff from 10 of 11 Project Partners and We Effect CO
  
- ❖ The “3rd National Summit on GAD in Cooperatives” was conducted on April 3-5, 2018, Cebu City
  - 884 individuals (609F [69%], 275M [31%]) representing 336 co-ops and other organizations attended
  - Of these 884 attendees, 83 participants (52F [63%], 31M [37%]) were subsidized by the Project to attend this activity
  
- ❖ The “4th National Summit on GAD in Cooperatives,” was held on September 24, 2021, online
  - With 611 registered participants (429F [70%], 182M [30%]) representing 174 co-ops and other organizations
    - Of the 611 registered participants, 120 participants (90F [75%], 30M [25%]) were subsidized by the Project to join this activity online
    - The number of registered participants does not yet include the groups of viewers in some organizations who watched the Summit in their particular venues (workplaces, offices, etc.)
  
- ❖ The “2nd Co-op Entrepreneurs Conference (CEC)” was held on December 14, 2021, online (webinar) with 199 (166F [83%], 33M [17%]) participants. The CEC had no registration fee.
  - The participants were women member-entrepreneurs from the pilot co-ops of GERC Inc.'s EWEC Program; women entrepreneurs and also men entrepreneurs who are also members of other co-ops as well as officers, staff, and members of other primary co-ops/ federations/unions and other MBOs and social enterprise organizations; representatives of WTP and their assisted co-ops/MBOs, local government units' co-op development offices, and co-op-supporting private and government organizations, including the Cooperative Development Authority (CDA); individual development actors; and other interested viewers
  
- ❖ Trained 831 (571F [69%], 260M [31%]) CDA officers and staff—representing the Head Office and the 16 Regional Offices nationwide—to promote GAD in co-ops, conduct gender analysis and planning, and use the “Computerized GAD Assessment Tool” and “Computerized GAD Monitoring Tool”; and to advocate gender equality and equity to co-ops in the access to and control over the co-ops' resources
  - The trained 571 women CDA officers and staff are actively promoting gender equality and equity in the access to the co-ops' resources and how co-ops can enjoy these benefits

## UPDATES

### **CDA's initiatives on GAD for co-ops**

**Here are updates on the initiatives of the CDA on GAD for Philippine co-ops as the lead government agency in co-op development in the country. CDA presented these updates during the webinar "Oh My GAD: Gender and Development in Co-ops," held in November 2022, organized by the Philippine Legislators' Committee on Population and Development (PLCPD) in partnership with GERC Inc. and We Effect.**

The updates are in the areas of policy development and related regulatory concerns; development of plans and programs for co-ops; and program implementation.

#### **1) Policy development and related regulatory concerns**

- Issue Circulars and Guidelines on GAD mainstreaming in co-ops, in partnership with GERC Inc., and ensuring compliance thereof
- Incorporate GAD Committee, Focal Persons, plans, programs, and other GAD elements in co-op bylaws
- Reporting of GAD programs and activities of co-ops through the Social Audit Report
- Integration of GAD in training outlines and standards
- Policies and procedures are gender-sensitive and gender-neutral
- Tools for monitoring co-ops include compliance with GAD issuances

#### **2) Development of plans and programs for co-ops**

- Annual GAD plans and budget for the institution and for the co-ops are following the "Philippine Commission on Women (PCW)-National Economic and Development Authority (NEDA)-Department of Budget and Management (DBM) Circular"
- Gender-responsive "Philippine Cooperative Development Plan"

#### **3) Program implementation**

- Capacity-building for co-ops through leadership training, GAD orientation, livelihood and entrepreneurial training in coordination with appropriate agencies; and national and regional conferences/summits
- Recognize co-ops' GAD best practices through CDA's "Gawad Parangal"
- Establish and maintain sex-disaggregated data (SDD) of co-op membership
- Encourage co-ops, co-op development councils, and apex organization to observe gender balance among officers
- Encourage co-ops' involvement in the yearly "Women's Month Celebration" (March)
- Monitor co-ops' compliance with CDA-issued policies and guidelines

Aside from the two MCs on GAD, other guidelines and standards on GAD are the Model Bylaws of co-ops with GAD Committee; and the inspection of co-ops—shown in the next pages.

## Updates: CDA's initiatives on GAD for co-ops

(Source: CDA report in the "Oh My GAD: Gender and Development in Co-ops," Nov. 2020 webinar of PLCPD in partnership with GERC Inc. and We Effect)

### Model Bylaws of Cooperatives with GAD Committee

#### **Section 13. Gender and Development (GAD) Committee.**

A Gender and Development (GAD) Committee shall be composed of three (3) members to be appointed by the Board of Directors provided that at least one member shall come from the Board. The Committee shall elect from among themselves a Chairperson. The Committee members shall hold office until replaced by the Board.

**Section 14. Functions and Responsibilities.** The Gender and Development (GAD) Committee shall:

- a. Conduct gender analysis;
- b. Develop and recommend Gender and Development (GAD) and Gender Equality (GE) policies and programs/activities/projects to the Board;
- c. Monitor and assess progress in the implementation of Gender and Development (GAD) programs/activities/projects towards achieving Gender Equality (GE);
- d. Submit report to the Board; and
- e. Provide directional guidance.

**Section 15. GAD Focal Person.** A GAD Focal Person (GFP) shall be designated by the Board upon recommendation of the management. He or she must be an employee of the cooperative and shall perform GFP roles as additional function.

#### **Section 16. Functions and Responsibilities of GAD Focal Person (GFP).**

- a. Coordinates and reviews implementation of GAD programs/activities/projects based on approved plans and budget;
- b. Prepares performance reports and recommends policy improvements to the GAD Committee;
- c. Gathers and analyzes gender-related information and other data; and
- d. Provides administrative services to the GAD Committee.

#### **Section 17. GAD Education and Training Program.**

The Cooperative shall identify GAD and GE-related education and training programs. These shall be included in the annual education and training plan.

#### **Section 18. GAD Support Systems and Services.**

The Cooperative shall implement other services that address GAD and GE issues and concerns. It shall also develop and establish necessary support systems that will enhance implementation of the GAD and GE services of the Cooperative.

## Updates: CDA's initiatives on GAD for co-ops

(Source: CDA report in the "Oh My GAD: Gender and Development in Co-ops," Nov. 2020 webinar of PLCPD in partnership with GERC Inc. and We Effect)

### Inspection of Cooperatives

AREAS OF CONCERNS	INSPECTION FINDINGS/OBSERVATIONS		BASIS OF THE FINDINGS/OBSERVATIONS (THESE ARE DOCUMENTS/RECORDS/VERIFIED/CHECKED)
	Yes	No	
19. The composition of the following is in accordance with the provisions of the law and by-laws:			Art. 37 & Art. 43 RA 9520, MC-2013-22 (GAD)
a. Board of Directors			
b. Election Committee			
c. Audit Committee			
d. Ethics Committee			
e. Mediation and Conciliation			
f. GAD Committee			
g. Other Committees, pls. specify			
65. The cooperative implements mainstreaming of GAD in the following:			MC 2013-32, Policies, Board Resolution
a. Policy			Reports, AFS
b. Cooperative Development Plan			
c. Programs/activities/plan			
d. Budget			
66. The cooperative create, appoint and establish the following GAD mainstreaming mechanisms & instruments:			MC 2013-32, Policies, Board Resolution, Reports
a. GAD Committee			
b. GAD Focal person			
c. GAD Education and Training			
d. GAD support systems and services			

Based on CDA inspection in 2019, compliance of co-ops with the two MCs on GAD are as follows:

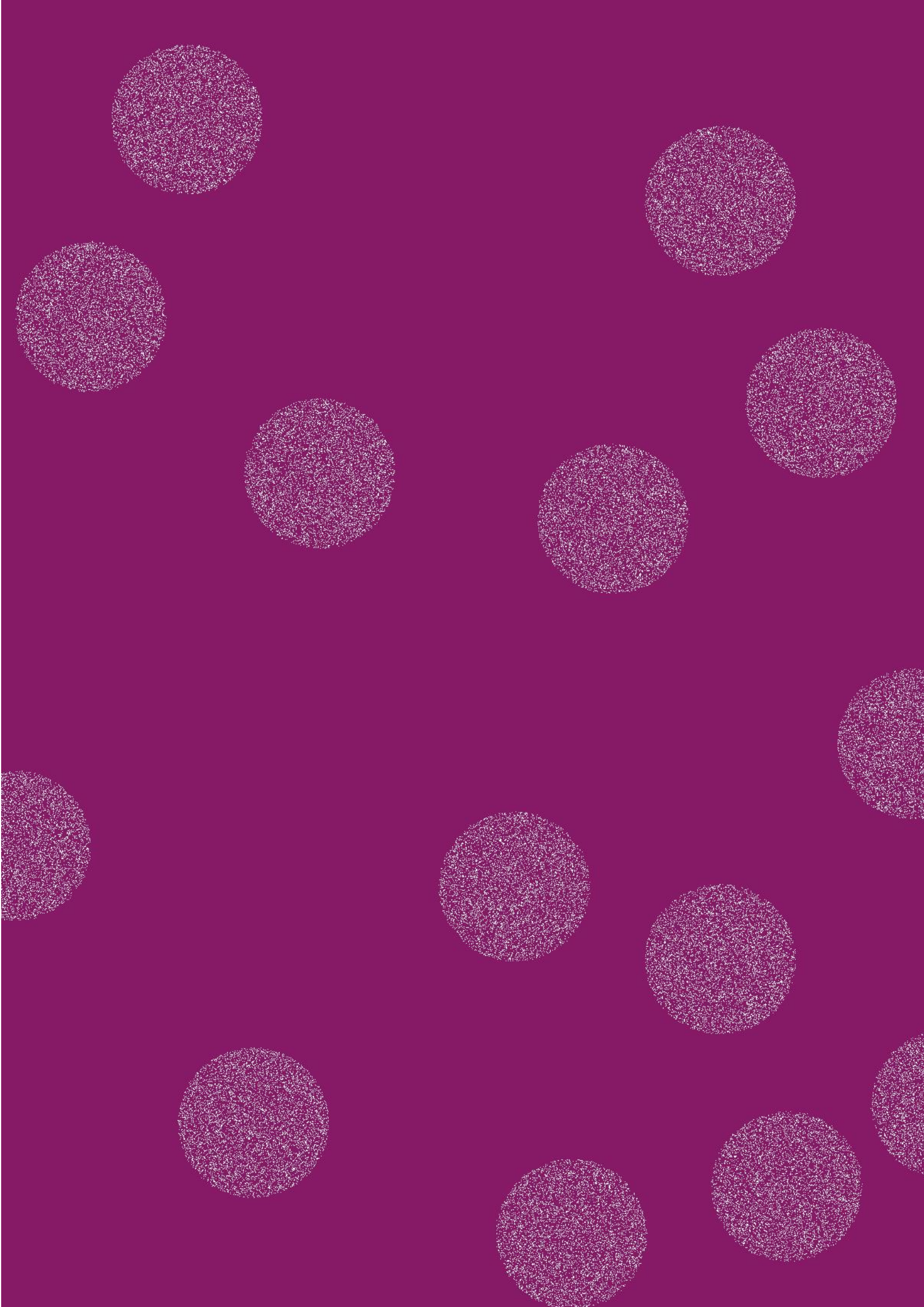
## Co-ops' Compliance with MC No. 2013-22 and MC No. 2017-04 ❖ Based on CDA inspection in 2019

(Source: CDA report in the "Oh My GAD: Gender and Development in Co-ops," Nov. 2020 webinar of PLCPD in partnership with GERC Inc. and We Effect)

INDICATORS	TOTAL NO. OF CO-OPS
Co-ops with GAD Committee	6,247
Co-ops with GAD Focal Person	4,076
Co-ops with GAD Education and Training Program	3,411
Co-ops with GAD Policy	3,264
Co-ops with GAD Cooperative Development Plan	3,245
Co-ops with GAD Program implementation	3,144
Co-ops with GAD Budget	3,159



# Conclusion



**Needless to say, already having many milestones in mainstreaming gender and development (GAD) should not cause complacency among co-ops and organizations that support co-op development; and co-op GAD trainers/advocates/role models. In fact, the more that all those working for GAD should always be prepared and committed because the road that leads to achieving gender equality (GE) still is and will always be fraught with challenges. It is never enough to always reiterate what these challenges are.**

### **GAD Journey Showcase: Tagum Cooperative —from Boardroom struggle for gender, to being a gender-fair cooperative**

**Tagum Cooperative, located in Tagum City in Davao del Norte:** In the late 1980s /early 1990s, there was a “slugging out” in the Boardroom of Tagum Cooperative (TC). The then predominantly male Board stiffly opposed the efforts of two female Board members—Ms. Norma R. Pereyras and Ms. Monica L. Salido—for TC to talk about and act on women empowerment and gender, even though women were then two-thirds of the membership and contributed much to TC’s assets. After two male Board members—the then Chairperson Mr. Melanio S. Dizon and Mr. Antonio C. Arañas—had been sent to attend a gender seminar of the National Confederation of Cooperatives (NATCCO), they came back to TC wanting to talk about gender with TC’s female officers. Years later, TC became a showcase for being a gender-fair organization, even garnering awards/recognition for being such as well as awards/recognition for its GAD trainers/advocates/role models. From having scarce funds for its early women’s/gender program, TC is now reaping the socioeconomic benefits for the organization and for the membership from its “Gender and Development-Family Enrichment Program (GAD-FEP).”

In 1995, Ms. Pereyras, then a TC Board Member, was interviewed for the book and video “Liberating Co-ops: Stories of Women-Friendly and Gender-Responsive Co-operatives in the Philippines” produced by the Asian Women in Co-operative Development Forum (AWCF) and NATCCO.<sup>1</sup>

In the interview, Ms. Pereyras recalled the struggle of the early period of TC’s GAD journey such as for the male directors’ stonewalling then, to which she had retorted, “Do you know that you are committing injustice against these women by not initiating projects that would benefit them? They are contributing much to the assets of TC, and what do we give back in return? Nothing! If you are hindering the promotion of women’s issues, you are violating human rights!” For this “battle,” it took Ms. Pereyras and Ms. Salido “a lot of tears and a lot of guts to really stand up” to the opposing Board and other TC officers. In her utter disgust, Ms. Pereyras even hit the office wall with her bare fist. But with relentless diligence and commitment that came into TC’s development plan in which GAD is mainstreamed in the organization’s people, policies, programs/projects/activities, and enabling mechanisms; and many opportunities are used to create GAD breakthroughs, there was no stopping TC’s GAD journey. Also, in 1995, Ms. Pereyras served as the first female TC Chairperson, and she held the post for seven terms, an unmatched feat in TC to date. At the start of her first term as TC Chairperson, she set to address women’s issues as a priority agenda of her leadership in the organization.

In 2012, Ms. Pereyras, who was again TC Chairperson at that time, was once more interviewed, and it was for the book “Gender Equality: Empowering Women and Men, and Co-ops—Stories of the Gender Journey of Co-ops in the Philippines.” The book was published by AWCF for its 2010-2012 Project “Promoting Gender Equality Among Cooperatives in the Philippines,” under the “ACCESS to the Poor” Country Program of Swedish Cooperative Centre (SCC), later known as We Effect. The Project’s participants were 15 Philippine co-ops, including TC. (*con’t on next page*)

<sup>1</sup>For the Project “From Awareness to Action: A Multi-Media Documentation of Co-operatives’ Responses to Gender Issues,” supported by the Philippine Cooperative Development Assistance Program (PCODAP) of the Canadian Co-operative Association (CCA). The book was dedicated to Ms. Remedios “Remmy” I. Rikken, a former Chairperson and Executive Director of the National Commission on the Role of Filipino Women (NCRFW) (later known as the Philippine Commission on Women [PCW]). The book cited Ms. Rikken—who also spent many years as a co-op organizer and educator—as the one “who planted the seed of gender awareness in AWCF and NATCCO.”

## GAD Journey Showcase: Tagum Cooperative —from Boardroom struggle for gender, to being a gender-fair cooperative

*(con’t)* Ms. Pereyras, during the 2012 interview, gave a succinct update on TC’s achievement on GAD after a long and difficult struggle since the early 1990s: “That’s what TC is trying its best to do—that spouses will have a good relationship. That’s why we started this also with all our staff. We give gender-sensitivity session to all our staff—married or single—because if we don’t talk to them about this and then TC is doing a lot of things on gender and they don’t know anything about it...that’s why we also gave it [gender-sensitivity session] to them. Then, we gave a follow-up about values, to strengthen the gender-sensitivity. To WID-WAD-GAD,<sup>2</sup> we added FEP—‘Family Enrichment Program.’ Thus we have GAD-FEP in our Cooperative. That’s why we won in MASS-SPECC Cooperative Development Center [2011 Most Outstanding Co-op GAD-FEP Implementor]. The award, for us, isn’t really a big deal, but we’re inspiring other primary cooperatives to copy us. Now, we in TC share with them the realities—financial counseling and family budgeting are incorporated in our gender-sensitivity, and we got back a lot from that, our delinquency rate went down. It’s because, whether you are a woman or a man making a loan, the thought is already instilled in your mind that ‘I really have to give back to Tagum Cooperative by way of budgeting.’ But if you don’t know how to budget, well....”

“The ball starts rolling in the Boardroom,” Ms. Pereyras continued in the interview. “If you present a program for gender, it has to be approved by the Board of Directors, with matching budget. From your very good representation of what gender can do with the operations, the Board can be convinced.”

<sup>2</sup> Development frameworks/ approaches: Women in Development (WID), Women and Development (WAD), and Gender and Development (GAD)

(Note: As of December 2021, Tagum Cooperative has PhP10.388 billion assets, and 136,011 members (regular and associate) (84,285 [62%] female; 51,726 [38%] male).



*Ms. Norma R. Pereyras and Ms. Monica L. Salido (3<sup>rd</sup> and 4<sup>th</sup> from left, front row) with their fellow Tagum Cooperative (TC) GAD advocates during their conduct of TC’s “World Café.” In this particular session, they discussed various topics with spouses (back row), including gender issues.*

*Immediately after holding a monitoring forum in Davao City for the AWCF-SCC Project on gender, the Project’s participating co-ops from nationwide visited TC in Tagum City (right photo) and also Panabo Multi-Purpose Cooperative in Panabo City.*



- *The challenge to continue addressing gender issues in cooperatives*
- *The challenge to face intensified gender issues amid the pandemic*
- *The challenges come with questions*
- *Sharing and caring for GAD and GE*
- *The last word*

### **The challenge to continue addressing gender issues in cooperatives**

Build sex-disaggregated data (SDD) in Philippine co-ops

- Create and disseminate co-op GAD materials for onsite and online use
- Build gender awareness and empowerment of co-op youth
- Promote and practice GAD analysis, and act on the continuing challenge as to mindsets and culture of people and organizations
- Reach out to more co-ops for gender sensitivity—from awareness to action to sustainability!

### **The challenge to face intensified gender issues amid the pandemic**

As of January 2022, the World Health Organization (WHO) has cautioned the world that the COVID-19 pandemic is far from over. COVID-19's ill effects on all aspects of human life are of urgent and current concern for the cooperative movement. Included in the pandemic's ill effects are the intensified gender issues.

Cooperatives should be aware of and act on these intensified gender issues that may also affect the members and, ultimately, the cooperatives themselves.

In July 2021, the International Labor Organization (ILO) issued a policy brief for the world of work amid COVID-19. The policy brief stated that work inequalities between women and men that worsened in the pandemic will persist in the near future. Only 43.2 percent of the world's working-age women were to be employed in 2021, the ILO said, compared to 68.6 percent working age men. Women had disproportionate job and income losses because of their over representation in hardest hit sectors, such as accommodation, food services, and manufacturing. In the Asia Pacific, women's employment decreased by 3.8 percent, compared to 2.9 percent for men. Domestic violence and work-related gender-based violence and harassment worsened in the pandemic. This situation further undermined women's ability to be in the workforce.

## The challenges come with questions

As the COVID-19 pandemic continues to severely affect socioeconomic and political spheres of living, with heightened gender issues as one of the results, what can co-ops do:

- To flex resiliency, and recover and rebuild better and stronger together?
- To put gender-responsive strategies and GE at the core of rebuilding co-op operations and the lives of the members—every women, every man, every girl, and every boy in the co-ops?

*Philippine co-ops' health and safety protocols help ensure recovery and rebuilding of the movement. For instance, Lamac Multi-Purpose Cooperative (LMPC), Cebu (in photos), sees to it that its various branches and services strictly practice these protocols, such as in LMPC's office, consumers store, food processing area/bakery, resort/hostel, and its other similarly busy areas of operation. Thus LMPC and other co-ops are prioritizing safety of the staff and members as well as of the general public that also avails of their services.*



Photo: Lamac MPC



Photo: Lamac MPC



Photo: Lamac MPC



Photo: Lamac MPC



*In the 4<sup>th</sup> National GAD Summit (2021), best practices in resiliency in the new normal through GAD mainstreaming was among the topics of the presenters such as Dumaguete City's DCCCO Multi-Purpose Cooperative.*

*(photo below) Some of the other presenters and guests of the Summit; and the GERC Inc.-We Effect team/organizers.*



**Sharing and caring for GAD and GE**

To help in continuously expanding, achieving, and sustaining GAD efforts in co-ops; and transforming even more the lives of co-ops and cooperators, GERC Inc. shares with all co-ops and co-op-supporting agencies its experience in GAD mainstreaming. There are many things to learn and remember. And everyone should always keep in the mind and in the heart that the most basic and important thing—the foundation of all things done for gender—is that women’s empowerment and GAD are about human lives and human rights. And this can be seen even in the early efforts of those promoting GAD in co-ops, such as in the Philippines. The GAD trainers/advocates/role models who were already active in the initial years of GAD mainstreaming in co-ops gave natural and

organic actions because their awareness had been raised already about themselves being instruments to promote and protect human rights. They acted not because they had to comply with GAD laws, circulars, policies, and the like.

But, years later, the strengthening of the “Philippine Cooperative Code” and CDA’s issuance of the GAD Memorandum Circulars are certainly further boosting the tasks of the GAD trainers/advocates/role models, and motivating even more the cooperatives in their transformation to being gender-fair organizations. The ultimate goal remains, that is, achieving GE for a better life, society, and community—to the advantage of both women and men.

Already in place are the people, policies, programs/projects/activities, and enabling mechanisms to enable GAD mainstreaming in co-ops. The actions, commitment, and passion must come from the co-ops and cooperators themselves.

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*What should primary co-ops do? As provided for in the “GAD Assessment Tool” of MC No. 2017-04, primary co-ops should 1) enhance their knowledge, skills, and attitudes (KSA) on GAD/GE; and 2) use the “GAD Assessment Tool”*

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What should primary co-ops do? As provided for in the “GAD Assessment Tool” of MC No. 2017-04, primary co-ops should 1) enhance their knowledge, skills, and attitudes (KSA) on GAD/GE; and 2) use the “GAD Assessment Tool”:

**1) Enhance their KSA on GAD/GE**

- ❖ give gender-sensitivity training (GST) for GAD Committee, GAD Focal Person, BOD, other Committees, and Management Staff
- ❖ plan for the GST of co-op members
- ❖ visit co-ops that are GAD/GE champions.

**2) Use the “GAD Assessment Tool” to establish the baseline data, and to prepare the GAD plan**

- ❖ integrate the GAD plan in the co-op’s annual development plan and development/strategic plan (to ensure that the GAD mainstreaming process will move/happen in a co-op, the GAD plan should not be a separate plan)
- ❖ implement the GAD plan
- ❖ monitor progress.

Hand-in-hand with GAD mainstreaming’s goal of achieving GE is the goal to achieve sustainable co-ops and community/society. And, indeed, the co-ops’ GAD journey supports the co-ops’ vision and mission of moving toward sustainability. And teamwork is definitely important in this regard—the GAD team working together, which are the GAD Committee, GAD Focal Person, Board of Directors, Management Staff, Education Committee, and other Committees supporting a co-op’s GAD mainstreaming journey. The two MCs on GAD are like the much-needed fuel to this journey.

The GAD team members have to work together—and to be gender-aware and gender-sensitive themselves. They have to ask if they themselves have gender issues and to address these issues because the GAD team has to bring to their co-op what they are as persons. They should be able to bring their personal-level gender-sensitivity to



the co-op level thus radiating their personal KSA to the co-op. Therefore, the GAD Committee and others in the co-op who say that they do not know where to begin in relation to GAD, they can start by sensitizing themselves. And then do the tasks of gender analysis; GAD planning and implementation; and GAD monitoring.

Participants from co-ops in a GERC Inc. training on using the "Computerized GAD Assessment Tool" shared further their reflections from their own experience on what co-ops can do in GAD mainstreaming:

- 1) Once co-ops and cooperators attend gender sessions/activities, their involvement should continue and widen, and not stop. They should make use of the gender sessions (e.g., GST) to be aware of what is important in the co-op in all aspects. They should realize that GAD is not just having a committee for it in the co-ops. And when a person is already aware about gender, she or he should practice that awareness.
  
- 2) Proper coordination should happen in co-ops, for instance:
  - a) a co-op's Board and other committees should coordinate with the GAD Committee and Education Committee to be able to properly use their SDD to improve co-op operations and programs/projects/activities to appropriately address women's needs and men's needs; improve delinquency rate; help better the community; etc.
  - b) leadership and management should work together to use the "GAD Assessment Tool" and even gain inspiration from the results of using it. Teamwork is important in accomplishing the Tool, such as the co-op management providing the data (including SDD), and then the co-op leadership/committees/management using the Tool's results to do effective planning and implementation.

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***Once co-ops and cooperators attend gender sessions/activities, their involvement should continue and widen, and not stop.***

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***The GAD journey that should be taken together by all in a co-op, without leaving anyone behind.***

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The above discussion is about just a few of the many tips/steps/components that can be shared and done for one's GAD journey to become gender-fair institutionally and individually. The GAD journey that should be taken together by all in a co-op, without leaving anyone behind.

## **The last word**

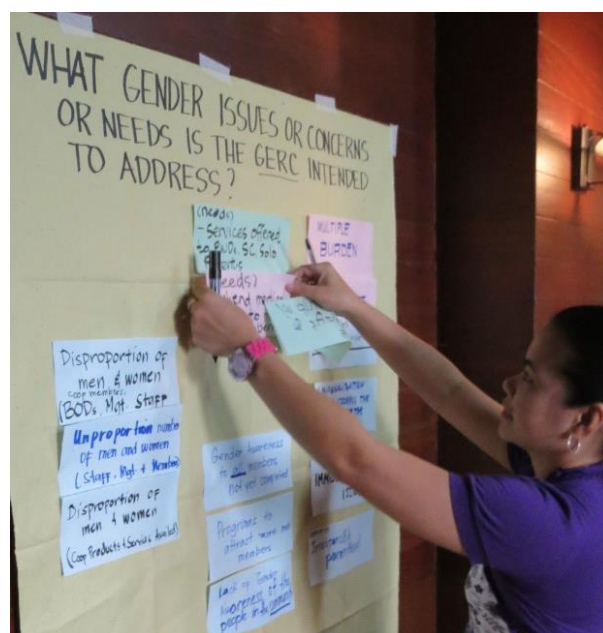
How can co-ops flex resiliency, and recover and rebuild better and stronger together; and put gender-responsive strategies and GE at the core of rebuilding co-op operations and the lives of the members—every woman, every man, every girl, and every boy in the co-ops?

GERC Inc. urges cooperatives and other community/development organizations to deepen the cooperative identity by examining cooperative values, strengthening actions together, and committing to the “Cooperative Principles” to rebuild better and to overcome crises with solidarity and resilience. Cooperatives have to walk the talk and strengthen their gendered leadership.

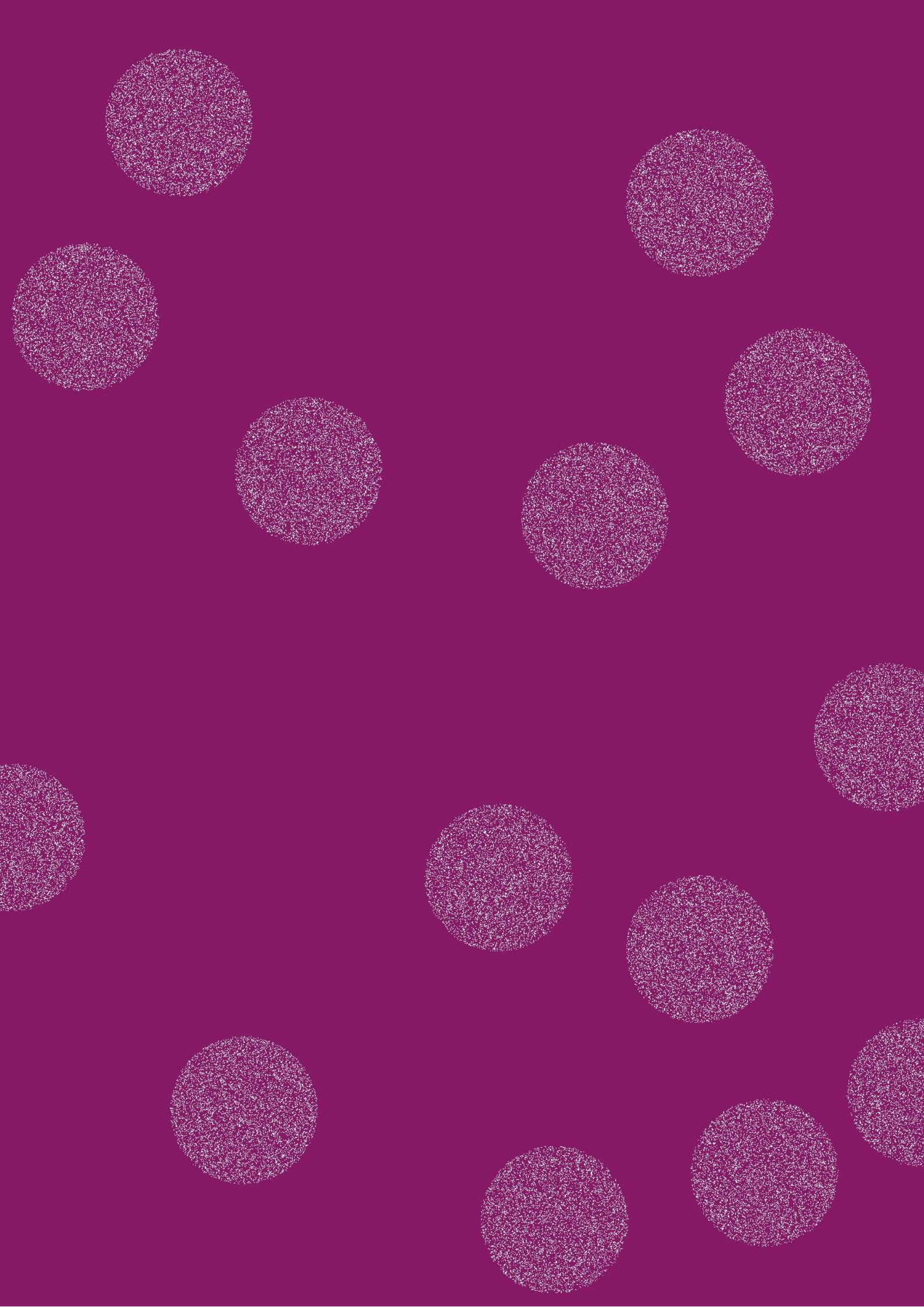
In the new normal that further asks co-ops to be even more creative and strong, the co-ops are called to strengthen or redesign their policies; do capacity-building of people; enhance programs and activities; and implement digital adoption for operations, service delivery, and supply-chain strategies. For instance, from face-to-face transactions, the co-op business and activities with members can be done in a hybrid/blended way with and through appropriate digital tools and technology.

But with all these changes and adjustments in co-ops’ operations that affect everyone working in the co-ops and the membership, the capacity of the co-ops should always be considered and, very importantly, the gender needs of the women-members and men-members should always be a prime concern.

**GERC Inc. thanks the We Effect for its partnership in GAD mainstreaming activities in Philippine co-ops, a long partnership from 2008 to 2002, that has enabled gender equality to be not an impossible dream but a goal to be realized with the awareness, knowledge, tools/mechanisms, and commitment of everyone involved in GAD in co-ops.**



# Annexes



# Annex 1: Statement on the Cooperative Identity

## Statement on the Cooperative Identity

### Definition of a Cooperative

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.

### Cooperative 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.

### Cooperative Principles

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

#### *1. Voluntary and Open Membership*

Cooperatives are voluntary organizations, 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.

#### *2. Democratic Member Control*

Cooperatives are democratic organizations 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 organized in a democratic manner.

#### *3. 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; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.

#### *4. Autonomy and Independence*

Cooperatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, 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.

### *5. 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 co-operatives. They inform the general public—particularly young people and opinion leaders—about the nature and benefits of cooperation.

### *6. Cooperation Among Cooperatives*

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

### *7. Concern for Community*

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

The “Cooperative Principles” have undergone revisions through the years. The International Cooperative Alliance (ICA) is the global steward of the “Statement on the Cooperative Identity (SCI)” that was adopted in 1995. The SCI is followed by genuine cooperatives worldwide. In 2016, ICA released the “Guidance Notes on the Cooperative Principles and Values” (<https://bit.ly/3ykNFMU>) that gives detailed guidance and advice on the practical application of the Principles to cooperative enterprises. The Guidance Notes aim at stating understanding of the application of the Principles in contemporary terms for the 21st century.

## **Annex 2: Declaration and Call for Action of the National Summit on Gender and Development (GAD) in Cooperatives - 2014**

**Note** Can also be accessed in GERC Inc.'s website: <https://bit.ly/3A20Zs2>

### **“Declaration and Call for Action of the National Summit on Gender and Development (GAD) in Cooperatives”**

**March 25-26, 2014  
Subic Bay, Philippines**

#### **Background:**

1. “Declaration and Platform of Action of the Regional Conference on Gender Integration in Co-operatives, 10 Years Before and After,” Tagaytay City, PH, November 2006: This Declaration and Platform of Action addressed to governments, all levels of co-ops, and regional co-op organizations was the output of this Regional Conference attended by women and men co-operators and gender advocates from Asia-Pacific countries (including the Philippines) and the Chairperson of the International Co-operative Alliance (ICA) Global Gender Equality Committee in November 2006, Tagaytay City.

The Conference participants noted:

- a) the diverse context in which co-ops operate as well as acknowledge the diversity of women and men served by co-ops
  - b) that significant gains have been achieved in the past decade, notwithstanding the uneven results in implementing the strategies identified in the previous 1997 Platform of Action, to increase women’s quality participation in leadership and decision-making as well as to mainstream gender in co-ops
  - c) that barriers and challenges persist to women’s full and active participation in co-ops and that globalization has brought forth new and more serious forms of poverty and inequalities among women and men and, thereby, the participants of the said Tagaytay Regional Conference strongly challenged co-ops to live up to their values and principles of democracy, equity and equality, and to their nature as instruments for poverty alleviation.
2. “Call for Action to the Cooperative Development Authority (CDA) to support Gender Equality in Philippine Co-ops,” Quezon City, PH, December 2012: This Call for Action was formulated during the “Public Awareness Conference on Gender Equality (GE): Empowering Women and Men, and Co-ops” by 15 Philippine co-ops that had participated and gained accomplishments in the “Promoting GE Among Philippine Co-operatives” Project in 2010-2012 of the AWCF, supported by the We Effect—Swedish Cooperative Centre (SCC). The Conference was held on December 6, 2012 in Cubao, Quezon City, PH. The Call for Action addressed to the CDA, as the most relevant government agency supporting co-ops in the Philippines, was to elicit the agency’s support to GE mainstreaming and integration in co-ops. CDA’s support to GE will then help bring about greater economic and social benefits to the movement through:

- a) requiring gender-sensitivity training or gender-awareness sessions as one of the courses for co-op officers and key management staff
  - b) requiring co-ops to engage in gender-related activities so as to address gender issues in their co-ops and thus become gender-fair and gender-responsive organizations and workplaces
  - c) requiring co-ops to integrate GE in their bylaws.
3. "Call for Action to the Cooperative Development Authority (CDA) to Support Gender Equality in Co-ops in Region 2, Philippines," Tuguegarao City, PH, May 2013: This Call for Action was crafted by 73 co-ops that attended a forum on GE for co-ops. The forum was organized in Tuguegarao City by CDA's Cagayan Valley-Region 2 office. The co-ops' Call for Action raised the same points in the Call for Action made in December 2012 by 15 co-ops in Cubao, Quezon City, with the additional concern expressed that GE should be included in the monitoring and evaluation of co-op performance through social audit and visitation.
4. Formation of gender equality resource centers (GERCs) 2013: The Philippines's private co-op sector already has **gender-fair co-operatives that can attest to the economic and social benefits of advocating and practicing GE.** These co-ops also want to help other co-ops meet their GE objectives and needs. Thus some of the co-ops together formed in 2013 the Gender Equality Resource Centers (GERCs) based in the Luzon, Visayas, and Mindanao regions of the country. The gender focal specialists and advocates of these GERCs have themselves undergone intensive trainers' training in GE and are also long-time co-op advocates and workers. These GERCs are ready to help fellow co-ops and other development agencies achieve greater sustainability in operations and service through gender equality.

The above-mentioned Declarations and Calls for Action, events, and developments all led to this Declaration and Call for Action crafted in the National Summit on Gender and Development in Co-ops.

### **Preamble**

"We women and men from different co-operatives in the Philippines participating in the National Summit on Gender and Development in Co-ops, with the theme Inspiring Women and Men in Co-ops, held on March 25-26, 2014 in Subic Bay Travelers Hotel and Event Center, Subic Bay Freeport Zone, Philippines, organized by the Asian Women in Co-operative Development Forum (AWCF), an Asian regional organization that promotes co-op development and gender advocacy, and the Cooperative Development Authority (CDA), the Philippines's lead government agency tasked for co-op development, with the following Summit objectives:

1. To know the importance of gender and development (GAD) that leads to the integration of gender equality (GE) in co-ops and, ultimately, to greater co-op growth and development
2. To know how co-ops can comply with the requirements of Memorandum Circular No. 2013-22, pertaining to Guidelines on Mainstreaming Gender and Development in Cooperatives issued by the CDA on November 18, 2013
3. To be inspired by the sharing in the Summit by key organizations and resource persons, and to join other co-ops in helping other co-ops nationwide in becoming even better and stronger co-ops



### **Concerns raised by the delegates**

1. Awareness on GAD by the leaders
2. Capacity-building of co-ops on GAD
3. Diverse cultural and religious beliefs
4. Health concerns of women and men members
5. Livelihood for women and men
6. GAD plan and budget
7. Enabling mechanisms in co-ops for GAD (training, capacity-building, committees, policies, programs, projects, activities)
8. Sex-disaggregated data (SDD)
9. Gender balance in leadership, management, staff, and membership
10. Documentation of specific gender issues
11. Disaster preparedness
12. Senior citizens, differently abled persons, youth and children
13. Linkages/networking for GAD or GAD-related
14. Implementation of GAD-related programs/projects/activities

And also including these concerns raised during the presentations and open forum of the National Summit on Gender and Development in Co-ops:

1. Gender balance in co-op membership (there are more women members because co-ops have more programs that women can avail of, thus leaving out the men)
2. Gender balance in the board or leadership of co-op (there is no equality if the leaders are either all women or all men)
3. Electronic violence against women and children (e-vaw) (e.g., cybersex activity. In some instances, co-op resources/facilities are being used to commit e-vaw.)
4. Inclusion of lesbian, gay, bisexual, and transgender (LGBT) in gender integration (LGBT) cannot be ignored. Sexual orientation—gender identity (SOGI) issues can be considered.)
5. Improve gender training to elicit active participation among women and men participants (Will also lead to not having antagonistic trainers who can turn off male participants [to this end, 1. already being promoted in the field is a workshop on men talking to men about men; 2. paradigm shift through gender awareness is needed for acceptance of each other by both women and men, especially in leadership; and 3. men need to recognize importance of gender equality, which is not being “under” the women].)

### **Recommendations/Resolutions**

We believe that co-ops are instruments for social justice, equity, and economic development

We recognize that GAD is a means or tool to achieving the goals of co-operatives in addressing gender issues in the co-operatives

And we resolve to implement the following actions in these entry points: (See attached workshop results of Luzon, Visayas, and Mindanao co-ops in the National Summit on GAD in Co-ops.)

**POLICY** – There shall be approved and implemented policies related to GAD and GE.

- Disaster preparedness
- Diverse cultural and religious beliefs
- Health concerns of women and men members

- Gender balance in co-op membership (there are more women members because co-ops have more programs that women can avail of, thus leaving out the men)
- Gender balance in the board or leadership of co-op (there is no equality if the leaders are either all women or all men)

**CO-OP DEVELOPMENT PLAN** – The approved Co-operative Development Plan shall include strategies/programs/activities/projects that address issues and concerns on gender and policy implementation.

- Improve gender training to elicit active participation among women and men participants (Will also lead to not having antagonistic trainers who can turn off male participants [to this end, 1. already being promoted in the field is a workshop on men talking to men about men; 2. paradigm shift through gender awareness is needed for acceptance of each other by both women and men, especially in leadership; and 3. men need to recognize importance of gender equality, which is not being “under” the women].)
- Electronic violence against women and children (e-vaw) (e.g., cybersex activity. In some instances, co-op resources/facilities are being used to commit e-vaw.)
- Senior citizens, differently-abled persons, youth and children
- Inclusion of lesbian, gay, bisexual, and transgender (LGBT) in gender integration (LGBT cannot be ignored. Sexual orientation—gender identity (SOGI) issues can be considered.)

**PROGRAMS/ACTIVITIES/PROJECTS** (e.g., regular GAD national summit) –

The co-operative shall prove that gender programs and projects in the Co-operative Development Plan are implemented.

- Capacity-building of co-ops on GAD
- Linkages/networking for GAD or GAD-related
- Livelihood for women and men

**BUDGET** – A GAD budget must be allocated to the programs/activities/projects in the Co-operative Development Plan.

- GAD plan and budget

**MECHANISMS AND INSTRUMENTS** – There shall be mechanisms and instruments established in the co-operative that will ensure GAD mainstreaming is facilitated, implemented and monitored.

- Awareness on GAD by the leaders
- Sex-disaggregated data (SDD)
- Documentation of specific gender issues

We call on co-ops to implement, monitor, and evaluate GAD mainstreaming, and for the Cooperative Development Authority (CDA), Philippine Commission on Women (PCW), and other government agencies involved in co-op development; and local government units (LGUs), Cooperative Development Councils (CDCs), the Asian Women in Co-operative Development Forum (AWCF), and funding organizations to support through the development of tools and capacity-building the mainstreaming of GAD by co-ops; and for CDA to:

- Provide technical assistance
- Develop enabling framework and mechanism
- Assist in human resource development and capacity-building
- Build local and international linkages and partnerships for GAD
- Support local GAD initiatives and events

We commit to be gender-fair cooperatives that respect human rights, cutting across barriers or borders of religion, color, age, ethnicity/race/culture and gender. The programs/plans/projects/activities must include all aspects, with no discrimination whatsoever even in all sectors of the community.

We commit to fully support and sustain GAD and GE in co-operatives and the immediate approval and implementation of their programs/plans/projects/activities. These also include the approval of policies, budget, and other mechanisms that may further be identified for their realization.

We commit to use all strategies, tools, and mechanisms available to ensure that GAD and GE will be echoed to all co-operatives even in the farthest regions and to mobilize the co-operative sector to adopt the Memorandum Circular issued by the CDA..

Lastly, we commit to disseminate information gathered from the National Summit, and to continually educate our members on the importance of GAD and GE on all facets of co-operativism.

### **Adoption**

We hereby adopt this Declaration and Call for Action, done in the "National Summit on Gender and Development in Co-ops" on the 26th day of March 2014 at Subic Bay, Philippines.

### **Signed**

568 delegates (34% male and 66% female) from 429 co-op organizations (primaries, unions, federations, co-op banks), LGUs, CDA, and AWCF from all over the Philippines that attended the said National Summit.

## **Annex 3: Declaration and Call for Action of the 2<sup>nd</sup> National Summit on Gender and Development (GAD) in Cooperatives**

**Note** Can also be accessed in GERC Inc.'s website: <https://bit.ly/3nmZdtX>

### **"Declaration and Call for Action of the 2<sup>nd</sup> National Summit on Gender and Development (GAD) in Cooperatives"**

**March 30-31, 2016  
Baguio City, Philippines**

#### **BAGUIO GAD SUMMIT 2016 DECLARATION AND CALL FOR ACTION**

KEEPING IN MIND that co-operatives are instruments for social justice, equity, and economic development,

TAKING INTO CONSIDERATION that co-operatives serve even better with gender equality,

FULLY BELIEVING that the fight against poverty requires equality and justice for women and men,

DEEPLY CONVINCED that the challenge for Philippine co-operatives is to become gender-fair to allow women and men to have equal rights, equal benefits, equal opportunities for advancement, and equal access to and control of resources, and

TAKING INTO CONSIDERATION the declarations and calls for action adopted in previous summits and conferences on gender equality, particularly on the issue of integrating a gender equality perspective in all policies of co-operatives at all levels, and

WE, the 914 women and men from 277 primary co-ops, unions, and federations, co-operative banks, co-op development councils, local government units, national government agencies, non-government organizations, and academe gathered here in Baguio City in a Summit of hope, commitment, and action, guided by our shared values and principles, and determined closely to work together to advance the cause of gender equality, firm in the belief that gender equality is an idea whose time has come, do DECLARE and RESOLVE the following:

1. ENCOURAGE all co-operatives to embrace the idea that gender integration is essential in co-operative development because the involvement of more women and men together broadens the scope and improves the social role of co-operatives;

2. CALL on all co-operatives to institutionalize or otherwise integrate GAD in their policies, programs, and other activities. In particular, all co-operatives are called upon to include policies and programs in their development plans that will adequately address issues and concerns on GAD;
3. REMIND all co-operatives to comply with the letter and intent of Cooperative Development Authority (CDA) Memorandum Circular No. 2013-22 or the "Guidelines on Mainstreaming Gender and Development in Co-operatives";
4. URGE the CDA to take positive steps to ensure that all co-operatives comply with the requirement of integrating GAD; and to continue linking with the Gender Equality Resource Center (GERC) for consultation, training, and other activities on GAD in co-ops;
5. REQUEST the CDA to issue a memorandum circular requiring all co-op officers and key management staff to attend at least one gender-sensitivity training during their term of office as a condition to their future appointment or election as co-op officers; and for CDA to design an education program aimed at increasing the awareness of co-op members on GAD;
6. URGE all co-operatives to adopt a policy incorporating GAD in their pre-membership education seminars and/or ownership seminars, and to allocate a corresponding budget for their GAD programs;
7. ENCOURAGE all co-operatives to design an education program aimed at increasing the awareness of their members on GAD;
8. CALL on all co-operatives to incorporate GAD in their bylaws;
9. ENCOURAGE all co-operatives to adopt the slogan "Fight Poverty and Social Injustice with Gender Equality," and to effect the transformation of all persons in the co-operatives.

ADOPTED this 31st day of March 2016 in Baguio City, Philippines, during the "2nd National Summit on Gender and Development in Co-ops" with the theme "Transformative, Sustainable Growth for Women and Men, and Co-operatives."

## **Annex 4: Declaration and Call for Action of the 3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives**

**Note** Can also be accessed in GERC Inc.'s website: <https://bit.ly/3u3QBfH>

### **"Declaration and Call for Action of the 3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives"**

**April 3-5, 2018  
Cebu City, Philippines**

#### **Cebu City National GAD Summit 2018 DECLARATION AND CALL FOR ACTION**

KEEPING IN MIND that cooperatives are instruments for social justice, equity, and economic development

TAKING INTO CONSIDERATION the gender and development (GAD) perspective in the "Statement on the Cooperative Identity (SCI)"

DEEPLY CONVINCED that the challenge for Philippine cooperatives is to become gender-fair to allow women and men to have equal rights, equal benefits, equal opportunities for advancement, and equal access to and control of resources and benefits

TAKING INTO CONSIDERATION the declarations and calls for action adopted in previous summits and conferences on gender equality, particularly on the issue of integrating a gender equality perspective in all policies, programs, projects, and activities of cooperatives at all levels

RECOGNIZING the importance of the 17 United Nations Sustainable Development Goals (UN SDGs), adopted by world leaders in September 2015, that seek to "end all forms of poverty, fight inequalities, and tackle climate change, while ensuring that no one is left behind," and of the important roles that cooperatives have in attaining the UN SDGs through GAD mainstreaming and other development actions, and

FURTHER RECOGNIZING that sustainable development, in relation to the UN SDGs, is defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs; calls for concerted efforts toward building an inclusive, sustainable and resilient future for people and planet; for its achievement, needs the harmony of the three core elements of economic growth, social inclusion, and environmental protection; and the eradication of poverty in all its forms and dimensions is an indispensable requirement for sustainable development. To this end, there must be promotion of sustainable, inclusive and equitable economic growth, creating greater opportunities for all, reducing inequalities, raising basic standards of living, fostering equitable social development and inclusion, and promoting integrated and sustainable management of natural resources and ecosystems,[1] and

PURSUING the International Co-operative Alliance (ICA) campaign "Co-ops for 2030" that aims at making "cooperatives learn more about the SDGs, commit to pledges to contribute to achieving the SDGs (often through initiatives that are already in place), and report their progress."

WE, the 884 delegates (609 female and 275 male) from 336 primary co-ops, unions and federations, cooperative banks, co-op development councils, local government units, national government agencies, and non-government organizations gathered here in Cebu City in a Summit of hope, commitment, and action, guided by our shared values and principles, and determined closely to work together to advance the cause of gender equality, firm in the belief that gender equality is an idea whose time has come, do DECLARE and RESOLVE the following:

1. CALL on all cooperatives to put into action the Cooperative Development Authority (CDA) Memorandum Circular No. 2013-22 or the "Guidelines on Mainstreaming Gender and Development in Cooperatives" and Memorandum Circular No. 2017-04 or the "Tool for Assessing Progress of Gender Equality in Primary Cooperatives as Supplemental to Memorandum Circular No. 2013-22" and for the CDA to enforce compliance; and for all cooperatives to capacitate themselves, including developing their own GAD trainers, to be able to conduct gender-related training or sessions to their own officers, staff, and members;
2. CALL on all cooperatives that they must continue mainstreaming GAD in their own organizations to help them attain the UN SDGs for greater development and sustainability, and for support to environmental protection and environmental programs;
3. CALL on all cooperatives to step up the development of micro-, small-, and medium-scale enterprises (MSMEs) for national economic development, especially that 58 percent of 922,677 MSMEs in the Philippines are owned and managed by women and households;<sup>[2]</sup>
4. URGE Philippine Congress to review and amend Republic Act No. 9520 or the "Cooperative Code of the Philippines" to integrate gender in the law, that is, regarding the co-op structure and co-op statutory allocation;
5. CALL on government and non-government organizations; local government units; and co-op development councils, federations, and unions to help and support co-op efforts to attain the UN SDGs;
6. URGE Philippine Congress to review and amend Section 487, Article XVII ("The Cooperatives Officer") of Title V ("Appointed Local Officials Common to All Municipalities, Cities and Provinces") of Republic Act No. 7160 or the "Local Government Code of 1991" to support local government units (LGUs) in the setting up of cooperative development offices and appointment of Cooperative Development Officers; and to include in the roles of the co-op development offices and Cooperative Development Officers their support to cooperatives in GAD mainstreaming;
7. URGE GERC Inc.; cooperative federations, councils, and unions; co-op banks; and other co-op-supporting organizations to conduct mapping of GAD mainstreaming progress and GAD needs of cooperatives in the Philippines.

ADOPTED this 5th day of April 2018 in Cebu City, Philippines, during the “3rd National Summit on Gender and Development (GAD) in Cooperatives” with the theme “Philippine Co-ops Stepping up UN SDGs through GAD Mainstreaming”  
#1phcoop1actionforSDG2030, organized by the Gender Equality Resource Center (GERC) Inc. and Cooperative Development Authority (CDA).

<sup>1</sup><http://www.un.org/sustainabledevelopment/> and quoting “Our Common Future 1987” (sustainable development main definition), 1987 report of the World Commission on Environment and Development  
<sup>2</sup>Data from presentation by Undersecretary Zenaida C. Maglaya of the Philippines’s Department of Trade and Industry (DTI) in the “3<sup>rd</sup> National Summit on Gender and Development (GAD) in Cooperatives,” April 3-5, 2018, Cebu City, PH



## **Annex 5: Commitment to Action of the 4<sup>th</sup> National Summit on Gender and Development (GAD) in Cooperatives**

Note Can also be accessed in GERC Inc.'s website: <https://bit.ly/3u2IG3s>

### **“Commitment to Action of the 4<sup>th</sup> National Summit on Gender and Development (GAD) in Cooperatives” September 24, 2021 Via Livestreaming, Philippines**

#### **NATIONAL GAD SUMMIT 2021 COMMITMENT TO ACTION**

HAVING conducted the “4th National Summit on Gender and Development (GAD) in Cooperatives” #coopgadflex on September 24, 2021 via livestreaming, with selected cooperatives and resource persons who presented and shared on their assigned topics in pursuit of these Summit objectives: 1) To give information on how women, men, youth, and cooperatives are dealing with the new normal and rebuilding together an equal future in a COVID-19 world; and 2) To recommend actions on how cooperatives will adapt to and work within the new normal through GAD mainstreaming

FURTHER HAVING pursued the two Summit objectives, the Summit assisted the participants in

-RECOGNIZING that a pandemic like COVID-19 is the best example of how disasters often occur unexpectedly and cause social, health, and economic harm

-FURTHER RECOGNIZING that cooperatives have repeatedly shown resilience to crises and, during this COVID-19 pandemic, the cooperatives’ open democratic system has enabled these organizations to help members—women and men—face and overcome social, health, and economic crises

-REAFFIRMING that the cooperative identity unites cooperators to work for the common good, and that the “Cooperative Principles” is the strong foundation that sets cooperatives apart from other types of enterprises and inspires millions of people to take control of their own lives and their future

-FURTHER REAFFIRMING that cooperatives have a vital role in a gender-equal future by helping the world rebuild better together and serve even better with environmentally respectful and humanely sustainable actions

-LOOKING AHEAD to digital technology’s vital role in helping cooperatives adjust to the new normal amid COVID-19, as new and accessible digital tools and technology can support cooperative operations and also new business models that are emerging and are motivated by positive social impact and sustainable development, and infused by the importance given to gender equality, transformative cultural values, and environmental concerns

-RECOGNIZING that the youth in cooperatives are anxious about the impact of COVID-19 on mental health, employment, income, education, family relations, and friendships as well as on individual freedoms.

As the Summit had sought to engage the participants in actively taking part during and even after the event, particularly for possible positive actions arising from the inputs of the speakers, the Summit organizer GERC Inc. asked the participants to reply to an online poll during the event itself. As had been explained to the participants, their replies were to be inputted to this "Commitment to Action" to be prepared and submitted by GERC Inc. to cooperatives, cooperators and other individuals, and other non-government and government organizations that support co-op development and GAD. The poll questions were:

1. What should cooperatives do to rebuild together an equal future in a COVID-19 world?
2. What should federations/unions/councils do to help cooperatives rebuild together an equal future in a COVID-19 world?
3. What should government agencies do to help cooperatives rebuild together an equal future in a COVID-19 world?
4. What laws should the Philippine Congress pass to help cooperatives rebuild together an equal future in a COVID-19 world?

The 611 women and men from 174 cooperatives and other private and government organizations that support cooperative development and had taken part in the Summit replied to the four questions. The GERC Inc. summarized their responses as follows:

ENCOURAGE cooperatives to rebuild together an equal future in a COVID-19 world, including being concerned with the health and wellness (physical and mental) of all officers, staff, and members. Health support can be extended especially to the smaller cooperatives affected by the pandemic and to the community. Cooperatives should create programs that will address these concerns and will enable healing as one community of Filipinos.

CALL on cooperatives to fine-tune their policies; programs, projects, and activities; contents and methods of their capacity-building program; and enabling mechanisms so as to remain a source of inspiration while considering members' needs and their common interests; and to guarantee a bright future for cooperatives and all members (women, men, all genders—young and old)

ENCOURAGE cooperatives to consider using digital technology and tools in their operations, in providing their services, and in dealing with members and other stakeholders such as for online transactions, communication, training, and implementation of projects. In using digital technology, the cooperatives also need to provide good connectivity between their organizations and the members.

REMIND cooperatives to comply with the letter and intent of Cooperative Development Authority (CDA) Memorandum Circular No. 2013-22 or the "Guidelines on Mainstreaming Gender and Development (GAD) in Cooperatives," and use the GAD Assessment Tool (CDA MC No. 2017-04) to monitor the progress of the mainstreaming of GAD in their organizations. It will be useful for cooperatives to strengthen their GAD plans and secure GAD budget allocation for their GAD mainstreaming activities.

ENCOURAGE cooperatives to give space to the younger generation to be heard; to engage them in dialogue that focuses on GAD, gendered leadership, and networking/collaboration to best channel their energies; and to include the youth in creating a more resilient and sustainable future

ENCOURAGE cooperatives to establish valuable (effective) partnerships, collaboration, and cooperation with other cooperatives, private companies, development organizations, government agencies, and local government units (LGUs)

URGE cooperative federations/unions/councils to help capacitate cooperatives in their digitalization upgrading; updating of training programs appropriate to the new normal; and integration of gender in their training modules and programs

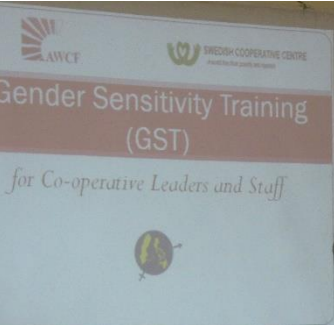
FURTHER URGE cooperative federations/unions/councils to assist cooperatives by:

- conducting online capacity-building
- encouraging cooperation among cooperatives
- supporting their medical/health/wellness programs
- facilitating financial grants to cooperatives
- launching online apps for cooperatives
- monitoring and strengthening GAD mainstreaming; using GAD tools
- organizing youth laboratory cooperatives that are adapted to the new normal
- supporting cooperatives development in local government ordinances
- implementing actions to cause unity in all federations in order to help primary cooperatives.

REQUEST government agencies like the CDA, Department of Trade and Industry (DTI), and the Department of the Interior and Local Government (DILG) and LGUs; and non-government agencies to align policies for cooperatives to the new normal; to be collaborative; to make available technical and financial support to cooperatives, especially micro and small cooperatives (e.g., no penalties for micro cooperatives); to support cooperatives' use of digitalization in their operations, especially the micro and small cooperatives; to help cooperatives market their produce; to relax licensing regulation on digitalization and internet banking; to support GAD programs of cooperatives by specifying GAD budget allocation; and to support vaccination program in cooperatives

CALL on the Philippine Congress to pass laws that support cooperatives in creating programs that will help them to be resilient, especially with the effects of the COVID-19 pandemic and disasters. Programs include, but are not limited to, health, medical, and disaster management; provision of free WiFi connection nationwide; more gender-responsive laws; housing cooperative law; magna carta of health workers; sexual orientation, gender identity, and gender expression (SOGIE) equality bill; and youth development in co-ops.

This "Commitment to Action" is a pledge or a "paninindigan" for a better future inspired by the "4<sup>th</sup> National Summit on Gender and Development (GAD) in Cooperatives" held via livestreaming on 24 September 2021, with the theme "Co-ops Flexing Resiliency in the New Normal through GAD" #coopgadflex



## "2ND CO-OP ENTREPRENEURS CONFERENCE"

### Meet the Resource Speakers -Morning Session-

- MARIA RUFINA**  
Corporate Training Strategist and Entrepreneur  
Founder and CEO of ACE Biznez Academy Sdn Bhd
- MR. JOEY BERMUDEZ**  
Founding CEO of Iskaparate.com  
Founding Chair of Maybridge Financial Group
- DR. EMMA A. NIEVA**  
Chairperson  
GERC Inc.
- MS. PATAREEPAN "THUM" PONGWAT**  
Enterprise Development Consultant and Entrepreneur
- MS. JESSICA U. SOTO**  
Country Director  
We Effect-Philippines

### Meet the Resource Speakers -Afternoon Session-

- CO-OPHUB**  
Coconut-based Enterprises -Philippines
- MS. DEWI NOVA WAHYUNI**  
Warung Perempuan Kopi -Indonesia
- MS. LIGAYA MIRAS**  
Miras Farm -Philippines
- DR. MARIA RUFINA**  
Biz Services; ACE Biznez Academy Sdn Bhd; Malaysian Organization for Development of Indian Women in Career, Entrepreneurship and Professions (MIWEPS)
- MS. SHADHANA SEKARAN**  
Le Langgati Foods Sdn Bhd; Kuala Lumpur and Selangor Indian Chamber of Commerce and Industry (KLISICCI)

**THEME:**  
**"Women Entrepreneurs Thriving Together In The New Normal"**

In partnership with  
**WE EFFECT**





This Publication documents the 2008-2022 partnership of GERC Inc. and We Effect on gender and development (GAD) mainstreaming in Philippine co-ops. In that sense, this Publication also reiterates that it is important that Philippine co-ops—having women as half or more than half of the membership—be gender-fair organizations that can enable women and men to have equal rights, opportunities for advancement, services, and access to and control over resources and benefits as well as equal roles to play in development as both participants and leaders.

Being a gender-fair co-op has socioeconomic returns that benefit the membership. And when members grow economically and socially, so will their co-op. In these most trying times when business organizations like co-ops and the people are putting up their best efforts amid several hindering factors—with the COVID-19 pandemic as among the most severe, if not the most severe, of these factors—the ultimate goal remains even more important, that of achieving sustainable co-ops, communities, and society. GAD mainstreaming is among the most effective and useful means of achieving sustainability in co-ops, especially that the process/mechanism has been made even more systematic and accessible by the issuance by the Cooperative Development Authority (CDA) of the circulars on GAD in co-ops; and the development by GERC Inc.—in partnership with We Effect—of more co-op GAD trainers/experts and of computerized GAD tools (as provided for in the GAD circulars).

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