



# ICA-AP Committee on Women

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## ICA-JCCU Training of Trainers Workshop



*Co-operative members participating in group activity during training*

### *From The Editor....*

I am happy to present the first issue of 2013. The IYC-2012 theme formed the basis of Regional Women Forum last year and we have been able to send across information and news about the activities and initiatives on gender mainstreaming through this newsletter.

The year began with planning for future and JCCU organised a Training of Trainers program for gender mainstreaming where position of Japan at the World Gender Gap Index 2012 surprised the participants. The ICA president has issued her message on International Women's Day 2013 titled "The Gender Agenda : Gaining Momentum" and stressed upon having more women at key decision making places. With the Advanced Resource Guide soon to be ready, we look forward to having more skilled women and men co-operators to take forward the gender mainstreaming agenda. Savitri Singh

The ICA-JCCU Training of Training Workshop (Pilot test of one topic of draft Resource Guide) was held on 14th February 2013 in Tokyo, Japan.

The workshop was held for 2 hours including consecutive interpretation and only one chapter; Chapter 2 "Co-operative Governance" was taken up for testing.

Number of Participants were about 80 persons out of which 67 participants were from member co-operatives of JCCU, 1 participant from Cabinet Office of the Government and 12 participants from Japanese Consumer Co-operatives Union (JCCU).

There were three resource persons, two from Philippines and one from ICA-AP, New Delhi.

Ms. Rie Saikawa, Organizing Committee & Board Member of Nagano Prefectural Consumer Co-operative Federation delivered opening address and Ms. Akiko Kawamoto Organizing Committee & Board Member of Saitama Co-op gave welcome address.

After the opening and welcome, Ms. Hitomi Tanaka, Chair of Organizing Committee & Board Member of JCCU/Saitama Co-op and also the Chairperson of the ICA-AP Committee on Women, introduced ICA-AP Committee on Women to participants. She talked about origin of the committee, membership and activities etc.



*Delegates singing the cooperative song*

Ms Savitri Singh, Advisor-Gender Program and Communication of ICA-AP and Secretary of ICA-AP Committee on Women made a presentation on introduction of Advanced Resource Guide for Training of Trainers (TOT). The ICA-AP Leadership Training Manual for Women Leaders of Co-operatives was developed in 2002 and has been in use for a long time for training purpose. TOT has been conducted in several countries using this manual and hundreds of co-operators have been trained. Several countries have translated the manual in local language as well. However, the manual needs to be upgraded in accordance with latest development taking place in the world and in the cooperatives due to globalisation, open market and economic recessions. The cooperative leaders want to know/learn more as their requirements have changed. The focus is more now on business development and economic

independence. Therefore, the writing of a Resource Guide for Advanced Training of Co-operatives on Entrepreneurship Development of Women and Gender Equality has been commissioned to supplement the existing manual.

The lunch was arranged in a traditional Japanese style and Japanese cuisine was served in traditional lunch boxes. The participants mingled and interacted with each other during the meal and exchanged information.

Ms. Mari Asano, Standing Board Member of Pal System Saitama was the MC of the exchange program and she made the program very interesting by introducing a game of "Quiz".

One of the quizzes was about the position of Japan in the Global Gender Gap Index of 2012. Japan's position is 101st out of 135 countries. This news created quite a stir in the room and participants expressed concern.



*Group of JCCU leaders with international delegates*

Technical session followed after lunch and exchange program. Two speakers presented success case in the session:

## Introduction of Women initiative of Japanese Co-operative

1. Smile Café Project presented by Ms. Yukari Okumoto, Board Member of Chiba Co-op
2. Case Study in Co-op Kanagawa presented jointly by Ms. Masako Masuda, Board Member of Kanagawa Co-op and Ms. Akemi Kawahira, a Trainers in Members Activities

A brief TOT workshop was held after the success story presentation. Ms. Salome Ganibe, Executive Director of AWCF and writer of the Resource Guide gave training on the topic "Co-operative Governance". She explained cooperative governance through:

1. Gender Equality and Women Empowerment
2. Capacity Building
3. Gender Representation in Leadership and Decision-making positions
4. Accountability and Monitoring

### 5. Human and Financial Resources

The workshop concluded after the training.

Mr. Yoshiya Niwano, Organizing Committee, Board Member of JCCU and Chairman of Touto Consumer Co-op delivered closing address. He expressed his thanks to ICA-AP, NATCCO and AWCF representatives for their valuable contribution to the workshop. He said that Japan lacks gender equality and falls low in the Gender Gap Index which is a matter of concern for us. He further talked about the workshop and mentioned that the participants got opportunity to meet and came closer to women in Asia i. e. Philippines and India through this workshop and especially during lunch time interaction. It is very important to think about gender issues and overcome the huge gap. He thanked all for attending and making the workshop interesting.



## Meeting of the office bearer



*Ms. Hitomi Tanaka chairing the meeting*

Meeting of the Office Bearers of ICA-AP Committee on Women was held on 13 February-2013 at Consumer Co-operative of Saitama City in Japan. The meeting was held to discuss the operational matters and planning for the implementation of activities of the Women's Committee in 2013 and beyond.

Ms. Hitomi Tanaka, Chairperson, Ms. Divina Cabunoc Quemi, Vice Chairperson and Ms. Savitri Singh, Secretary of the Women Committee were present. Ms. Satoko Horiuchi, Interpreter for Ms. Tanaka and Mr. Haruyoshi Amano, Manager of International Dept. JCCU attended the meeting as Observers.

Mrs. Tanaka extended warm welcome to the participants. With the opening remarks she gave a brief description of the activities to be followed after the meeting of the Office Bearers. She further said that the advance Resource Guide will be completed soon and after that pilot testing is important, therefore a brief pilot testing will be done tomorrow on 14th February during the TOT workshop for the Japanese Cooperative Members in Tokyo. She placed on record her appreciation to the office bearers and members of the Women Committee for their cooperation and active participation and specially to Ms. Savitri Singh for her good work.

Ms. Divina Cabunoc Quemi, Vice Chairperson said that she is very happy and impressed with Ms. Tanaka's work with women in Japan and would like to replicate the same in NATCCO Cooperative Network. She extended invitation to

the office bearers and others present to visit her cooperative in Philippines. The following agenda were taken up:

1. Confirmation of the Minutes of the last meeting
2. Action taken report covered the following:
  - Meeting of the Women Committee, 2012 was held in Kobe, Japan
  - Regional Women Forum-2012, was held in Kobe, Japan
  - Meeting on Review of the Manual, appointment of the writer/consultant and fee etc.
  - Workshop on Enhancing the Role of Women in Co-operative Business
  - The workshop was held in Vientiane City in Lao PDR in December 2012.
  - TOT on "Management Capacity Building of Women for Gender Integration and Co-operative Development" could not be held as planned due to administrative reasons and the activity is carried forward for 2013.
  - Testing of the first draft of the Resource Guide could not be held in Malaysia as planned as the host organisation ANGKASA proposed to host the same in 2013.
3. Work Program for 2013

### **Following activities will be completed in the year 2013:**

- Meeting of the Office Bearers of Women's Committee
- TOT on Management Capacity Building of Women for Gender Integration and Co-operative Development (2013)
- Workshop on Enhancing the Role of Women in Co-operative Business
- Completion of Advanced Resource Guide
- Testing of the Advanced Resource Guide ( carry forward activity from last year 2012 as the guide was not ready and also the host organisation ANGKASA conveyed their willingness to host it in early 2013.
- Publication of newsletter and activity report

Next meeting will be held in the first quarter ( Jan-March) of the year 2014. Time and place may be decided in consultation with the Chairperson.

## **The Child Care Centre in the Saitama Co-operative**



# International Women's Day – 8 March 2013

Message from Dame Pauline Green, President of the International Co-operative Alliance

## **"The Gender Agenda: Gaining Momentum!"**



Over the last four decades, the position of women has made some progress, however, it is still too little and too long in coming. Let us encourage our daughters, and granddaughters. Let us insist that today's world demands equality for each individual whether man or woman.

Today the world faces unparalleled challenges. What we know today is that the traditional approaches to

governing society, managing businesses, financing public services, handling conflict and war are simply no longer relevant.

Having more women in key decision-making places in political, economic and social decision-making at all levels in society is the way to move away from the sort of decision-making that has served us so poorly in recent years.

Today we want a different approach - one that values each individual and the contribution they can make to building a better world.

We can no longer put up with a world where it is acceptable

to shoot a girl child for wanting to go to school, or to disregard the crime of rape against a woman who just happens to be in the wrong place at the wrong time. We thought the campaign for equality was about low pay, discrimination, humiliation or glass ceilings in the work place, or by hunger and poverty. But its more, all too often it is a classic case of oppression and repression. Building a better world is about allowing each person to flourish and fulfil their potential - nothing else will do. We want to prioritise policies for people; one that values businesses that have people at the heart of economic decision making and not profit; one that believes that money is better spent on creating a fairer, more just legal and social environment rather than funding political despots or trading in conflict. Co-operative businesses have done so much to help women onto the ladder of economic activity. With that comes community respect, political legitimacy and influence. So far it has come too slowly. It is time for us to show that our co-operative movement can be a movement for the economic, social and political emancipation of all women.

This is the real co-operative message of International Women's Day.

**Dame Pauline Green President,**  
International Co-operative Alliance

IWD 8 March-2013 Source: <http://www.unwomen.org/how-we-work/csw/iwd2013/>

This year's theme for International Women's Day, celebrated annually on 8 March, is:

**"A promise is a promise: Time for action to end violence against women"**

## **About IWD**

The United Nations began celebrating International Women's Day (IWD) on 8 March during International Women's Year 1975. Two years later, in December 1977, the General Assembly adopted a resolution proclaiming a United Nations Day for Women's Rights and International Peace to be observed on any day of the year by Member States, in accordance with their historical and national traditions.

International Women's Day first emerged from the activities of labour movements at the turn of the twentieth century in North America and across Europe. Since those early years, International Women's Day has assumed a new global dimension for women in developed and developing countries alike. The growing international women's movement, which has been strengthened by four global United Nations women's conferences, has helped make the commemoration a rallying point to build support for women's rights and participation in the political and economic arenas.

Increasingly, International Women's Day is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their countries and communities.

## **Upcoming Events**

- *Pilot Testing of the Resource Guide for Advance Training of Co-operatives on Entrepreneurship Development of Women and Gender Equality to be held on 27th April-1st May, 2013 in Pune India.*
- *Workshop on Enhancing the Role of Women in Co-operative Business will be held on 4-6th June, 2013 in Mongolia.*

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