

Report of the Training Workshop On Mainstreaming Gender in Co-operative Leadership and Governance.



3rd October, 2018

Abuja - Nigeria

Acknowledgement

The Alliance Africa would like to thank the government of Nigeria through the Federal Ministry of Agriculture and Rural Development (FMARD), our members Co-operative Federation of Nigeria (CFN) and Federal Department of Co-operatives (FDC) for hosting the Mainstreaming Gender in Co-operative Leadership and Governance Training Workshop.

We extend our deepest gratitude to all our sponsors, distinguished speakers, session moderators and facilitators for their commendable work during the Training Workshop.



Disclaimer

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Date of the workshop: 03/10/2018

Venue: Nikon Luxury Hotel, Abuja, Nigeria

Organizer: Alliance Africa

Participants: Alliance Africa members, co-operators in the region and government representatives from 8 African countries including; Kenya, Tunisia, Tanzania, Rwanda, Somalia, Ghana, Mauritius, and Nigeria. (Annex I depicts the Meeting Agenda)

Theme of the Training program: Mainstreaming Gender into Co-operative Leadership and Governance. (Annex IV depicts the list of participants).

Executive Summary

The present report summarizes the activities associated with the training workshop held in Abuja, Nigeria on Mainstreaming Gender into Co-operative Leadership and Governance; Gender is an important issue in co-operative development because it hinges on equal participation of women and men in co-operative activities. In addition, it addresses the importance of women in co-operatives development assuming co-operative leadership. The workshop brought out the importance of mainstreaming gender in co-operative development. The key learning points were refresher on key gender terminologies and concepts; Why gender equality is critical in development/ cooperatives?; Construction of gender and gender perspective; Effects of gender perspectives on women & development generally; Situation of gender equality in cooperatives generally; Why cooperative is the best means for development and promotion of gender equality; Gender equality mainstreaming (internal and external domains); Gender mainstreaming Vs gender transformation and Identification of key actions to take to promote gender equality and more so women's participation and influence in co-operative leadership.

Participants from 8 countries in addition to the facilitator were involved in this training activity. Participants acknowledged the organization and the implementation of the program. The Africa Prudential participated in the opening ceremony of the workshop that lasted for one day.

1. Opening

The opening of the training workshop was made by Chief Eniola Fadayomi the Director of the Africa Prudential.

2. Training Sessions

As evident from the Agenda of the program (Annex I: Meeting Agenda) the program started with the Alliance Africa Chair of the Research and Gender Committee exposing the participants to the Alliance Africa Strategy Framework for Promoting Equitable Gender Participation in Co-operatives in Africa. The strategy framework is a systematic guide to enhance gender equality within African co-operatives. It comprises of a vision, mission, objectives, guiding principles, strategies and actions (Annex II: The ICA Africa Strategy Framework for Promoting Equitable Gender Participation in Co-operatives in Africa).

In the next session, a video presentation was made by Mr. Balasubramanian (Balu) Iyer, the Regional Director from International Co-operative Alliance - Asia & Pacific (ICA-AP). Mr. Balu gave an overview of what ICA-AP has done in their region and hoped for possible collaboration between ICA-AP and ICA-Africa. Much of his presentation was focused on ICA-AP Committee on women whose objective is to mainstream gender in all aspects and at all levels. He further pointed out the issues that are contributing to gender imbalance to be; lack of gender visibility, gender imbalance in leadership and lack of focus on building capacities.

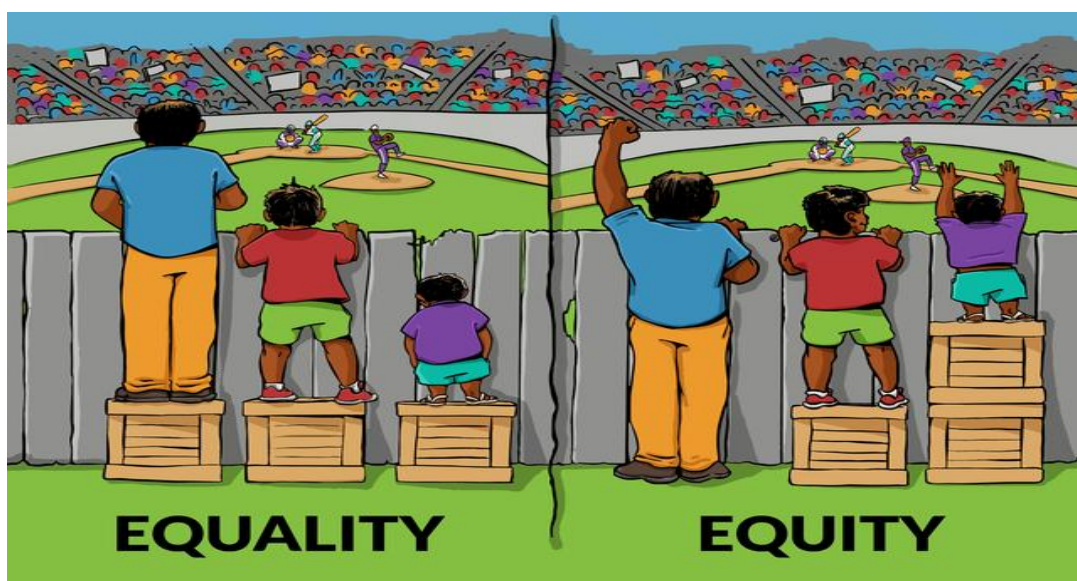
Key Gender Terminologies and Concepts

The main session began with the facilitator giving an introduction on why it is important to focus on gender equality. He emphasized the following:-

- It is the logical thing to do; most people living in poverty are women
- It is in line with agenda 2030; leave no one behind
- For sustainable / inclusive development;
- Women remain marginalized in most sectors though are main providers of labor
- Evidence that food security and nutrition would be improved if women had access to necessary productive agricultural assets/ inputs.
- Evidence that most sectors including coffee, dairy, tea etc would be more vibrant with meaningful involvement of women.
- It is a human right issue.
- To address gender inequality, gender perspectives & concerns for particular contexts must be understood right from start of project (baseline).

The concept of Equality vs Equity was also clarified to the participants:

- If people receive the same support regardless of their situation, they are being treated **equally**.
- If people receive support according to their needs so they can be in an equal position, they are being treated **equitably**.
- Instead, sometimes inequity can be addressed by **removing the systemic barriers** that cause it (See picture below).



The next concept presented to the participants was Gender perspective. It refers to how sex and gender influence the expectations we have in a given society on women and men and on their opportunities, possibilities, rights and responsibilities in relation to a certain issue, situation, or process. We identify gender perspectives through gender analysis while gender perspective is social constructed in the family / society and institutions around us.

As result of our gender perspective compared to men, women:

- Earn less.
- Are more likely to engage in unpaid labor.
- Are likely to be excluded from decent work and opportunities for advancement.
- There are more women than men living in poverty.
- Are less likely to take up leadership positions.
- Are likely to be discriminated in various economic activities.
- Are less likely to voice their concerns in relevant forums.
- Are likely to be viewed as weak and incapable for some tasks hence discriminated.
- Are socialized to be subordinate to men hence will refuse to take up positions that challenge this “norm”. This “norm” has to be challenged.

According to the HDI 2016 report, in 18 countries women are required to have husband's approval to get a job; in 32 countries procedures for women to obtain a passport differ from those for men; More than 150 countries legally discriminated against in one or more ways; 100 countries women are prevented from pursuing some careers only because of their gender. Thus, we need gender analysis to identify these differential treatments for action.

Situation of Gender Equality in the Co-operative Movement

The situation of women participation has improved in the past 20 years.

- Although there are fewer women in leadership positions and fewer women in managerial positions, women are the majority of co-operative members and clientele globally!
- Compared to men, women have less access to the resources required for them to participate effectively in co-operative movement.
- Even though women are the main suppliers of labour they have minimal say on a rising incomes/ benefits.
- Are present at all stages of value chain except and decision making of benefits.
- Some bye-laws discriminate women's participation or ascendancy to leadership positions e.g. capping on Kgs of coffee required for leaders.

- Some conditions in which deliberations take place keep women away e.g violence at AGMS, choice of venue for leadership meetings etc.

Why is the cooperative movement important in enhancing gender equality?

- Cooperative movement is best placed to address these inequalities due to its values ie self-help; Equality & equity; economic growth through cooperation; democratic principles.
- There is strong link between women's involvement in coops and poverty reduction.
- After getting involved women report that they participate in more productive activities and earn higher incomes; enhances their decision making at household level and involvement in community affairs.
- Cooperatives are a readily available solution to poverty question already at village level.
- Getting women organized around their work empowers them not only to deal with issues around their work but also issues around their HHs & society at large.
- Gender mainstreaming helps to address these gender gaps in development.

Gender Mainstreaming

This means that a certain issue, problem, activity, etc. is analyzed from a gender perspective, providing a description on how the norms in the society affect the position and life conditions of women and men. It also entails that we visualize the different experiences and strategic and practical needs women and men have.

All co-operative work should be based on a gender perspective, including the planning, implementation, monitoring and evaluation of our work, as well as lessons learned from our results.

The first step is to identify the gender situation as it is and then develop appropriate actions addressing identified gaps.

Key elements for effective Mainstreaming

As a result of gender audit at organization level;

Internal Domain

- Board members, CEOs and senior staff sensitized.
- Have operational gender policy.
- Focal person – trained & taking charge.
- Work place committee – with clear mandate.
- Ensure adequate & friendly facilities for all persons (Gender responsive budgeting).

- Ensuring gender indicators are included for measurement in key organizational & project documents.
- Special women affirmative/ empowerment actions IIGAs, their cooperatives/groups, confidence building/ leadership trainings etc).
- Special actions such as budget monitoring at planning & reporting e.g. FRAS for We Effect.

External Domain

- Deliberately target women & men.
- Both women & men must participate in planning, implementation, monitoring & evaluation.
- Both Women & Men must access and makes decisions over the benefits. If not devise strategies to enhance that.
- Include gender analysis in assessments/ studies.
- Have focal points among staff &TOTs in communities.
- Have specific empowerment activities e.g IGAs for vulnerable groups, women, youth; leadership training, training on gender analysis, gender audit etc.

In summary, effective mainstreaming entails addressing the two domains of internal and external mainstreaming. The 3 R's of effective Mainstreaming are:-

- Representation - both men and women across all levels (Numbers, head counts/FRAs).
- Resources - Gender responsive budgeting/ allocation (not necessarily FRAs but budgets responsive to W & M needs).
- Routines - how business is undertaken (internally & externally/programmatically). Informed by gender analysis.

How to ensure Gender Inclusive Development

There is need to ask the following;

- What are the main processes / activities involved in the value chain (VC) & who are the main actors in various stages? Of these how many are men and women and at what scale (size, ownership, legal status etc)?
- How many men and women are members of collective actors' e.g producer orgs, collective processing units?
- How many women & men are employed at various levels of the VC including decision making levels?

Value Chain Analysis and Gender gaps

- Identify all activities involved in your value chain (SACCO, coffee, dairy, bananas, housing etc) e.g. from preparing seedlings, planting...selling & payment.
- At each stage identifies who is involved (men, women, and youth).
- Identify resources / stakeholders required and who has access/ limitations.
- List all gender gaps that exist at each stage.
- Propose an action against each gap/ issue.

Beyond Gender Mainstreaming; Goal is Gender Transformation

- Fair distribution of power, influence and control over resources/ opportunities.
- Not just in the sector/ value chain but broadly.
- Hence we recommend participatory approaches at household / community level to question current gender perspectives.
- Examples: Household approach models; community conversations; model households' approach, gender action learning system (GAL) etc to trigger change.
- Targeting of men/male champions, model couples, community gate keepers (cultural, religious, administrative, opinion leaders) is prioritized.

The workshop closed with a comprehensive exercise on identification of key actions that the participants would take to promote gender equality and more so women's participation and influence in co-operative leadership. The action plans from the participants are summarized in Annex III: Summary of Participant Action Plans. The following questions guided the participants:-

- In groups write two internal mainstreaming efforts/ interventions that you commit to undertake to ensure that your cooperative(s) are gender responsive.
- Write two activities you will undertake to ensure that staff and communities in areas you work have increased awareness and sensitivity on gender equality.
- Identify two key collaborators to influence socio-cultural change thus shifts of gender perspective.

At the end of the session an evaluation questionnaire (Annex IV: Workshop Evaluation) of the training workshop was distributed; filled in by the participants and collected back for analysis by the Alliance Africa staff.

During the closing session the organizers listened to the remarks by the participants who commended the Alliance Africa and the Facilitator for their efforts in the successful organization of the training. The organizers gave their impression about the group and their response to the invitation by the Alliance Africa, their enthusiasm about the subject and their positive feedback.

Training Program Evaluation

The evaluation made by the participants who filled in and submitted to the organizers. The evaluation questionnaire (Annex IV: Workshop Evaluation) reflects the benefits they gained from the training. They all indicated that the quality of the training was very high and admitted that it was a useful and relevant to their needs and expectations. Annex IV summarizes the results of the evaluation.

Recommendations

During the workshop several recommendations were made by the participants. The most outstanding are;

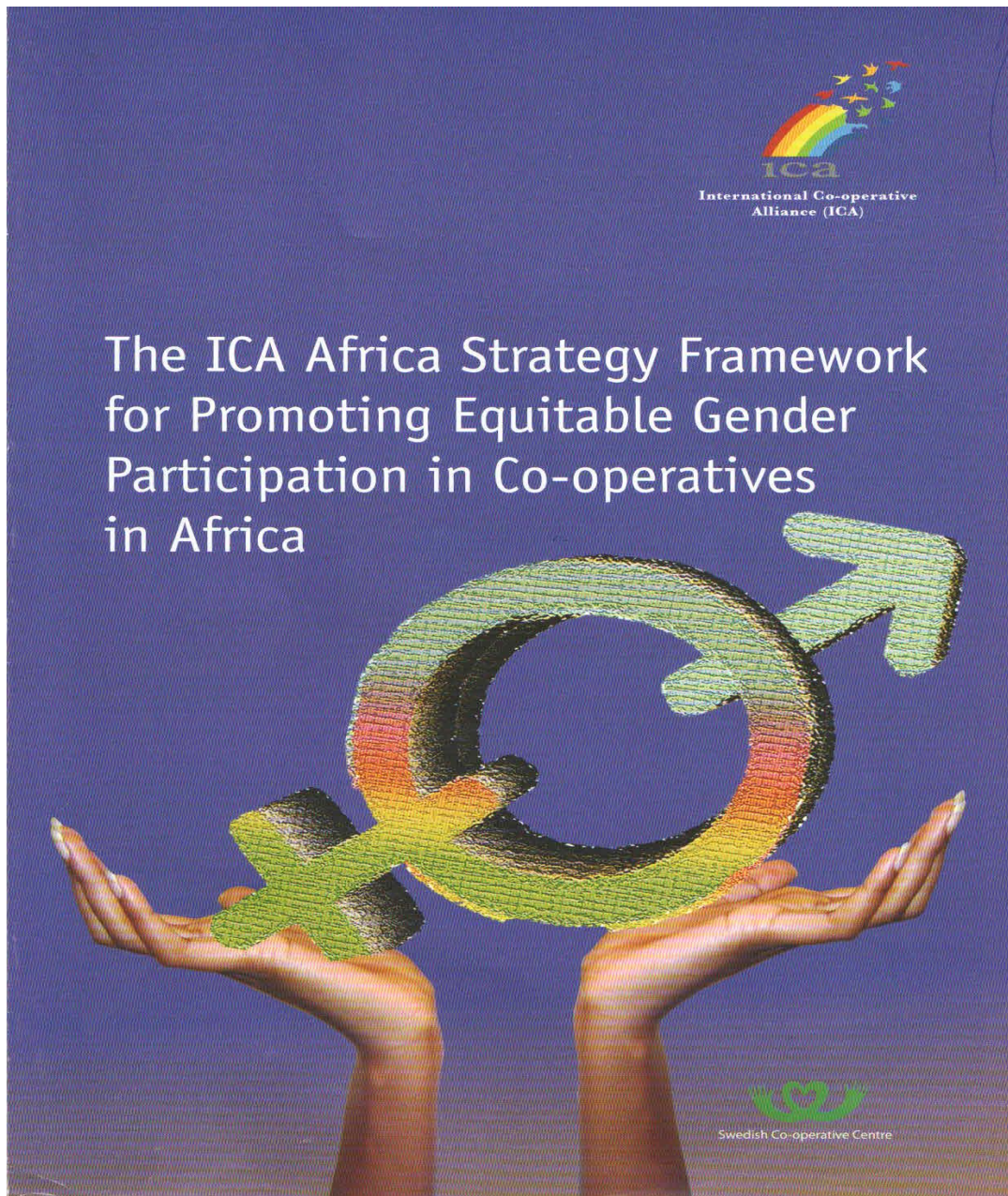
- 1- That the training program should be split into two events one as introductory and the other for advanced aspects of gender mainstreaming.
- 2- Where resources available the Alliance Africa should organize this training program for member co-operatives. This means that the Alliance Africa should promote and provide its expertise to member co-operatives upon their request, with possible co-financing from the requesting co-operative.

Annexes

Annex I: Meeting Agenda

Time	Activity
8:00-8:30	Arrival and Registration
8:30-8:40	Introduction and Opening Remarks Dr. Sifa Chiyoge: Alliance Africa Regional Director
8:40-8:55	Guest Speaker; Chief Mrs. Eniola Fadayomi- President, Africa Prudential Plc
8:55-9:05	Video Presentation- Mr. Balasubramanian Iyer: Regional Director, ICA Asia and Pacific
9:05-9:20	Prof. Esther Gicheru: The Alliance Africa Strategy Framework for Promoting Equitable Gender Participation in Co-operatives in Africa.
9:20-10:00	Jonathan Kioko: Mainstreaming Gender into Co-operative Leadership
10:00-10:30	Tea Break
10:30-13:00	Jonathan Kioko: Mainstreaming Gender into Co-operative Leadership
13:00- 14:00	Lunch
14:00-15:00	Jonathan Kioko: Mainstreaming Gender into Co-operative Governance
15:00- 16:00	Jonathan Kioko/Rose Karimi: Developing action plans on gender responsive leadership and governance in Co-operatives.
16:00-16:30	Rose Karimi: Training Evaluations and Wrap up

Annex II: The ICA Africa Strategy Framework for Promoting Equitable Gender Participation in Co-operatives in Africa.



Access to the full document; <https://icaafrica.coop/sites/default/files/basic-page-attachments/alliance-africa-gender-strategy-793813261.pdf>

Annex III: Summary of Participant Action Plans

Organization	<i>Two internal mainstreaming efforts/interventions that you commit to undertake to ensure that your cooperative(s) are gender responsive.</i>	<i>Two activities you will undertake to ensure that staff and communities in areas you work have increase awareness and sensity on gender equality.</i>	<i>Key collaborators to influence socio-cultural change thus shift of gender perspective.</i>
NICOFA	<ul style="list-style-type: none"> ➤ Training or workshop to ensure that all are educated enough to know why there should be gender responsive. ➤ Meetings with community leaders or heads, to bring out men, women and youth so that they are all active. ➤ In churches or mosques, we should be informed or taught to bring up our children to respect or value gender responsive. ➤ Equal participation of both male and female. 	<ul style="list-style-type: none"> ➤ Hold town hall meetings with community leaders and their subject. ➤ In our offices, female briefing or meetings encouraging them to contest for positions in politics and in the cooperative posts. 	<ul style="list-style-type: none"> ➤ Our Board of trustees. ➤ Niger state co-operative office ➤ The community leaders or religious leaders. ➤ Parents
	<ul style="list-style-type: none"> ➤ Encouraging and mobilizing women/men to be active and participate well in the societies. ➤ To let the women know the benefit they will derive in participation. 	<ul style="list-style-type: none"> ➤ Woman can reach am level if participate well. ➤ Talking to groups and individuals about cooperatives. 	<ul style="list-style-type: none"> ➤ Organize seminars ➤ Social media publicity
NECO Staff Multipurpose Co-operative Society Minna	<ul style="list-style-type: none"> ➤ To have policies imbedded in the by law that do not discriminate based on gender. ➤ Encourage female members to contest for key positions during elections. 	<ul style="list-style-type: none"> ➤ Organize occasional workshop where female members will be encouraged to actively participate in the activities of the society. ➤ To organize workshops on issues relating to family upbringing and management. 	<ul style="list-style-type: none"> ➤ To collaborate with the regulatory ministry in the state. ➤ To collaborate with other external training groups.
Juth MCS ltd	<ul style="list-style-type: none"> ➤ Create awareness for board members, senior staff and other leaders of cooperatives. ➤ Ensure targeted person are trained. 	<ul style="list-style-type: none"> ➤ Gender analysis ➤ Have a focal point. 	<ul style="list-style-type: none"> ➤ External mainstreaming ➤ Internal mainstreaming.
Friesland Campani Coop	<ul style="list-style-type: none"> ➤ Having more female in the executives ➤ Give more attention to need of women in the area of empowerment. 	<ul style="list-style-type: none"> ➤ Organize regular workshop on gender equality. ➤ Express gender analysis to sensitize. 	<ul style="list-style-type: none"> ➤ Community leaders ➤ Government agencies awareness
	<ul style="list-style-type: none"> ➤ Both men and women should be given the opportunity to hold key parts of the organisation. ➤ Both of them should be given equal opportunity in decision making of the organisation. 	<ul style="list-style-type: none"> ➤ Seminar on gender equality should be organized time to time. ➤ Gender equality education should be taught in our schools. 	<ul style="list-style-type: none"> ➤ Tradition ➤ Religion

Ajenifuta Sagamu Remo CMS Ltd.	<ul style="list-style-type: none"> ➤ The issue should be introduced to every institutions e.g. religion, social level organisations and societies. 	<ul style="list-style-type: none"> ➤ Awareness through media and publicity. ➤ Awareness through rally and seminar trainings. 	
MECO MCS	<ul style="list-style-type: none"> ➤ Encourage both sex especially female to know the benefit that can be derived from coops. ➤ Assign a particular post in the executive to female. 	<ul style="list-style-type: none"> ➤ Organizing for workshops internally ➤ Meeting their financial need at the point in time when we need it. ➤ Minimum interest. 	<ul style="list-style-type: none"> ➤ Religious leaders
	<ul style="list-style-type: none"> ➤ To encourage the women to come out to contest for offices. ➤ To allocate 70% of the office to the women. 	<ul style="list-style-type: none"> ➤ Organize seminars or workshops on gender equality for them. ➤ Educate them on the importance of gender equality. 	<ul style="list-style-type: none"> ➤ Elderly men and women in the communities. ➤ Co-operative staff that are educated on gender equality.
Kenya	<ul style="list-style-type: none"> ➤ Gender policy document at the national level. ➤ Come up with a program to ensure cooperatives embrace ICA gender agenda. 	<ul style="list-style-type: none"> ➤ Communicate/share the policy with stakeholders. ➤ Form a working group for implementation of gender activities. 	
	<ul style="list-style-type: none"> ➤ Financial inclusion, empowerment of women financially. ➤ Leaders training confidence building. ➤ Organizing workshops for gender perspective. 	<ul style="list-style-type: none"> ➤ More collaborative workshops organized for communities. 	<ul style="list-style-type: none"> ➤ Traditional leaders ➤ Opinion leader, educated and influential people.
FDC	<ul style="list-style-type: none"> ➤ Financial inclusion for men and women. ➤ Financial inclusion for both urban and rural areas. 	<ul style="list-style-type: none"> ➤ Extensive, aggressive, comprehensive extension services to the communities. ➤ Feedback mechanism for impact assessment. 	<ul style="list-style-type: none"> ➤ Government intervention, supervision, funding, policies for gender effectiveness. ➤ Grass root cooperators/officials from CFN to ensure the effective implementation of policies and change.
	<ul style="list-style-type: none"> ➤ Make a representation for the amendment of our bye law to guarantee a minimum 25% board membership for women. 	<ul style="list-style-type: none"> ➤ Strongly encourage development of products and services specifically targeting at a particular needs of women. 	<ul style="list-style-type: none"> ➤ LASCOFED ➤ Federal Ministry of trade in Nigeria.
Edo co-operative Federation	<ul style="list-style-type: none"> ➤ As a matter of law, the position of the vice can be marked to be for women. ➤ Some appointments positions should be set for women. 	<ul style="list-style-type: none"> ➤ Cooperatives radio programs. ➤ Organizing rallies. 	<ul style="list-style-type: none"> ➤ Collaborate with the government. ➤ Collaborate with NGOs.
Nigeria police Co-operative	<ul style="list-style-type: none"> ➤ Equal opportunities for both in terms of contributions. 	<ul style="list-style-type: none"> ➤ To ensure that gender cooperative matters are well attended to. ➤ To help in making sure that awareness is created more in the rural areas than in 	<ul style="list-style-type: none"> ➤

		the urban areas.	
GCC	<ul style="list-style-type: none"> ➤ Financial mentorship for gender responsiveness. ➤ Continuously education to members on the benefits of gender equality and equity. 	<ul style="list-style-type: none"> ➤ Organizing workshops and conferences on the need for gender equality to the community. ➤ Educating various leaders to understand the benefits at gender equality. 	<ul style="list-style-type: none"> ➤ Ministry of Gender and Social Welfare. ➤ Ministry of employment and labour Relation.
Mauritius Co-operative Alliance (MCAL)	<ul style="list-style-type: none"> ➤ Conduct and in-depth statistical survey in the coop sector to identify the strengths and weaknesses in finding ways and means to compare and improve gender mainstreaming by committing ourselves to join hands together for follow-up actions. 	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤ Parents ➤ School teachers.
Moshi Co-operative University	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤ Publish a peer reviewed paper on gender responsiveness of the cooperative policy and legal framework in Tanzania. ➤ Integrate the knowledge I have gained in teaching cooperative law and policy at the University. 	<ul style="list-style-type: none"> ➤
Tunisie Coop	<ul style="list-style-type: none"> ➤ Involvement of younger children in proactive we what there is no preference for boy in the gender mainstreaming. 	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤
	<ul style="list-style-type: none"> ➤ Ensure that women members of my cooperative participate in all discussions and decisions in the organisation gender analysis. 	<ul style="list-style-type: none"> ➤ Would conduct town hall meetings with the community members as part of advocacy. 	<ul style="list-style-type: none"> ➤ Traditional rulers ➤ Religious leaders ➤ The family ➤ News media
Botswana Coops	<ul style="list-style-type: none"> ➤ Allocate percentage of acceptable women representation at the decision-making levels. ➤ Affirmative action ➤ Policy 	<ul style="list-style-type: none"> ➤ Internal session with staff. ➤ Ensure staff and communities have increased awareness and sensitize them on equality. ➤ Sensitization workshop/continue training. 	<ul style="list-style-type: none"> ➤ Engage cultural, religious and political leaders. ➤ School system to incorporate gender sensitization through examples and given in the textbooks.
FMT&A Multipurpose Co-operative Society	<ul style="list-style-type: none"> ➤ Identifying women potentials in the co-operative and position them for leadership role by so doing we give them the ability to have sense of belonging. ➤ More elective positions should be given to women to empower them and bring them out from their shells. 	<ul style="list-style-type: none"> ➤ Being gender responsive we ought to call meetings at a convenient time for all. ➤ Equal representation of gender and full participation of same gender not relegating some to be seen and not to be heard. 	<ul style="list-style-type: none"> ➤ The family set up ➤ The society norms old ➤ Religions believe
	<ul style="list-style-type: none"> ➤ Budget allocation for gender mainstreaming. ➤ Affirmative action. 	<ul style="list-style-type: none"> ➤ Training ➤ Conduct awareness meetings and workshops. 	<ul style="list-style-type: none"> ➤ Lobby the permanent secretary ➤ Directors

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Joshua – Ogun State	<ul style="list-style-type: none"> ➤ Mobilization of women and encouragement about cooperatives. ➤ Educate them on the importance of coop and advantages to empowerment to be encouraged. 	<ul style="list-style-type: none"> ➤ Organize lectures / seminars regularly to educate people. ➤ Awareness in group please e.g. market. 	<ul style="list-style-type: none"> ➤ Church members and care takers ➤ Family ➤ Community development association.
Adebanjo Adesola	<ul style="list-style-type: none"> ➤ Organizing of seminar/ workshop to educate the cooperative matters to rise to their responsibilities, and make them know that both male and female have an equal right in cooperative. ➤ Identify the potential in individual and allow them to develop in it not minding their gender. 	<ul style="list-style-type: none"> ➤ Organize of training/ workshop to encourage them on equality. ➤ By encouraging every staff to develop themselves and bring out their potentials. 	<ul style="list-style-type: none"> ➤ Working together as a team to achieve a common goal. ➤ Religious leaders or homes.
	<ul style="list-style-type: none"> ➤ Not to discriminate among members. ➤ Identify everybody potentials and give them the opportunity. 	<ul style="list-style-type: none"> ➤ Try to educate the staff and the community in the area to start the gender equality from the family and in religious organisation. ➤ Giving good examples practically in given them the same opportunity. 	<ul style="list-style-type: none"> ➤ Parents ➤ Religious leaders.
Alhajjah Odunisi	<ul style="list-style-type: none"> ➤ Females to nominate themselves to key posts. ➤ Training and retraining for members. 	<ul style="list-style-type: none"> ➤ Constant meeting with the members of the cooperative organisations. ➤ Mixing both gender as committee members. 	<ul style="list-style-type: none"> ➤ Parents at home ➤ Churches and mosques
Malawi Federation of Co-operatives	<ul style="list-style-type: none"> ➤ To circulate the copies of the ICA Africa strategy framework to cooperative union which are affiliated to the Federation? ➤ Encourage cooperative unions to have a gender desk. 	<ul style="list-style-type: none"> ➤ Inviting other extension worker and community's leaders when conducting gender mainstreaming awareness. ➤ Ensure that data of participants is disaggregated according gender when they conduct various meetings. 	<ul style="list-style-type: none"> ➤ The department of cooperative development. ➤ The board of cooperative unions.
Pan Staff Co-operative Society Kadumu	<ul style="list-style-type: none"> ➤ Ensure equal participation of gender in my co-operative society. ➤ Set a target of representation in my cooperative board. 	<ul style="list-style-type: none"> ➤ To organize a workshop/training programme/ sensitization of staff and community members. Resource person to moderate the program. 	<ul style="list-style-type: none"> ➤ Traditional leaders ➤ Government of the local community e.g. Federal government.
	<ul style="list-style-type: none"> ➤ Creating enabling by-laws to support women involvement in cooperatives. ➤ Reserve a certain percentage of the position to women and youth about 35%. 	<ul style="list-style-type: none"> ➤ Constant training and workshop. ➤ Giving maternity and paternity leave to workers to encourage family bonding. 	<ul style="list-style-type: none"> ➤ Ruler leaders in our environment that is people in cultural position. ➤ Involvement of religious leader to educate everyone.
	<ul style="list-style-type: none"> ➤ Ensure equal participation of both sex on all administrative levels. ➤ Do an opinion poll to identify the challenges of women in co-operatives with a view to reviving or 	<ul style="list-style-type: none"> ➤ Organize seminars, workshop on gender discrimination. ➤ Train women on empowerment. 	<ul style="list-style-type: none"> ➤ Religious bodies, community leaders, traditional rulers. ➤ Parents

	eradicating their challenges.		
	<ul style="list-style-type: none"> ➤ Sensitization companies on how women can discover their potentials and how they can maximize their potentials. ➤ Creating confidence in women that can also make it just as the men are making it. 	<ul style="list-style-type: none"> ➤ Organize seminar and career talks for women who attend higher position to deliver lectures. ➤ Supporting women to attend higher position in the cooperative and in the society. 	<ul style="list-style-type: none"> ➤ My staff, community members by women who attend public offices to deliver speeches in the cooperative and in the community. ➤ I will serve as example to other women i.e. my staff and the women in the community.
	<ul style="list-style-type: none"> ➤ To encourage empowerment, 30% should be given to women. 	<ul style="list-style-type: none"> ➤ Organize seminars ➤ Gender analysis ➤ Publicity on social media. ➤ Workshop/ seminars for gender equality. ➤ Gender analysis 	<ul style="list-style-type: none"> ➤ Traditional/ religious
	<ul style="list-style-type: none"> ➤ Equal sex participation/representation in all action taken, including, planning monitoring, evaluations etc of the organization. ➤ Special women affective/empowerment actions. 		
MITI Botswana	<ul style="list-style-type: none"> ➤ Develop a gender policy document ➤ Appoint a responsive person to deal with gender issues. 	<ul style="list-style-type: none"> ➤ Workshops for community ➤ In house training and sensitization on gender issues. 	<ul style="list-style-type: none"> ➤ Community leaders.
OGSCOFED	<ul style="list-style-type: none"> ➤ Having women on board ➤ Female nominating themselves for key post. 	<ul style="list-style-type: none"> ➤ Constant training on gender equality planning male and female on the same port (i.e. the key posts). ➤ Develop a gender policy by-laws ➤ Data collection on gender participation should be done from time to time. ➤ Publicity on social media. 	<ul style="list-style-type: none"> ➤ Home ➤ Religious organisations ➤ Publicity on social media.
NCCR – Dr. Katararwa	<ul style="list-style-type: none"> ➤ To conduct meeting, staff and board to discuss on the gender equality and equity. ➤ Draw an action plan for a workshop for cooperative members on gender. 	<ul style="list-style-type: none"> ➤ To recruit a staff in charge on gender in co-operative. ➤ Elaborate gender strategy in cooperative and gender committee election. 	<ul style="list-style-type: none"> ➤ Gender National Office ➤ National women Council
Adebimpe 08035724997	<ul style="list-style-type: none"> ➤ I will train to develop the necessary skill to ensure that most members have what it takes to compete at all level irrespective of their sex. ➤ I will pro-actively set a mechanism in place for coaching and mentorship shadowing to ensure that members get the necessary confidence to participate. 	<ul style="list-style-type: none"> ➤ Analyze the membership base in my organisations. ➤ Sensitize members on gender mainstreaming and transformation. 	<ul style="list-style-type: none"> ➤ My organisation trustees ➤ Lagos State Ministry of Co-operatives.

Annex IV: Workshop Evaluation

Workshop Content

1. This workshop lived up to my expectations

	Frequency	Percent	Valid Percent	Cumulative Percent
No response	1	2.4	2.4	2.4
Strongly disagree	2	4.9	4.9	7.3
Neutral	1	2.4	2.4	9.8
Agree	22	53.7	53.7	63.4
Strongly agree	15	36.6	36.6	100.0
Total	41	100.0	100.0	

2. The content is relevant to my job

	Frequency	Percent	Valid Percent	Cumulative Percent
No response	2	4.9	4.9	4.9
Strongly disagree	1	2.4	2.4	7.3
Disagree	1	2.4	2.4	9.8
Neutral	2	4.9	4.9	14.6
Agree	18	43.9	43.9	58.5
Strongly agree	15	36.6	36.6	95.1
N/A	2	4.9	4.9	100.0
Total	41	100.0	100.0	

Workshop Design

3. The workshop objectives were clear to me

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	3	7.3	7.3	7.3
Neutral	1	2.4	2.4	9.8
Agree	21	51.2	51.2	61.0
Strongly agree	14	34.1	34.1	95.1
N/A	2	4.9	4.9	100.0
Total	41	100.0	100.0	

4. The workshop programme met my expectations

	Frequency	Percent	Valid Percent	Cumulative Percent
No response	2	4.9	4.9	4.9
Strongly disagree	3	7.3	7.3	12.2
Neutral	2	4.9	4.9	17.1
Agree	23	56.1	56.1	73.2
Strongly agree	11	26.8	26.8	100.0
Total	41	100.0	100.0	

5. The learning methods relate with the learning objectives

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	1	2.4	2.4	2.4
Disagree	1	2.4	2.4	4.9
Neutral	2	4.9	4.9	9.8
Agree	26	63.4	63.4	73.2
Strongly agree	11	26.8	26.8	100.0
Total	41	100.0	100.0	

Workshop Instructor (Facilitator)

6. The instructor was well prepared

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	2	4.9	4.9	4.9
Neutral	1	2.4	2.4	7.3
Agree	13	31.7	31.7	39.0
Strongly agree	25	61.0	61.0	100.0
Total	41	100.0	100.0	

7. The instructor was helpful

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	3	7.3	7.3	7.3
Agree	17	41.5	41.5	48.8
Strongly agree	21	51.2	51.2	100.0
Total	41	100.0	100.0	

How would you rate the following?

8. The organization of the workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No response	2	4.9	4.9	4.9
Excellent	15	36.6	36.6	41.5
Good	21	51.2	51.2	92.7
Fair	3	7.3	7.3	100.0
Total	41	100.0	100.0	

9. The facilities

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No response	2	4.9	4.9	4.9
Excellent	8	19.5	19.5	24.4
Good	18	43.9	43.9	68.3
Fair	11	26.8	26.8	95.1
Poor	2	4.9	4.9	100.0
Total	41	100.0	100.0	

10. The schedule

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No response	2	4.9	4.9	4.9
Excellent	7	17.1	17.1	22.0
Good	24	58.5	58.5	80.5
Fair	7	17.1	17.1	97.6
Poor	1	2.4	2.4	100.0
Total	41	100.0	100.0	

11. The duration

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No response	2	4.9	4.9	4.9
Excellent	4	9.8	9.8	14.6
Good	26	63.4	63.4	78.0
Fair	9	22.0	22.0	100.0
Total	41	100.0	100.0	

Self-Paced Delivery

12. Describe the benefits gained from this workshop

- a. The advantages of gender equality
- b. Gender equality awareness
- c. Ascertainment that no one is useless regardless of their gender
- d. Exposure on gender equality and equity
- e. How to sort the gender issues for better management of co-operatives
- f. Exposure on the work of co-operatives
- g. Learned on how not to be left behind in leadership posts
- h. Put the lessons learnt into practice.
- i. How to encourage women participate in co-operative activities
- j. Responding positively on gender
- k. Women can reach any level
- l. Highly informed on gender issues
- m. How to eliminate gender discrimination
- n. New ways of effective mainstreaming
- o. Opportunity to network
- p. Sharing experiences

13. Improvements recommended in this workshop

- i. Better workshop materials
- ii. Training materials to be available to complement the lecture
- iii. Provide working materials
- iv. Handouts
- v. Encourage more participation
- vi. Qualitative materials
- vii. Agenda and venue should be improved
- viii. Be more visual
- ix. Create more time for discussions
- x. Improve arrangement of two concurrent events
- xi. Final declaration signed by all participants to implement follow-up actions
- xii. Time management

14.

o Most interesting learning sessions

- Gender equality
- Equality and equity
- Gender inequality
- All
- Lesson 2
- Session by Prof. Esther Gicheru
- Gender mainstreaming
- Afternoon session
- 9.20 -10.00 a.m.
- Morning session on gender participation
- The pictorials
- Women participation

- Interactive and presentation sessions
- Switching roles under gender mainstreaming
-
- **Most appropriate topics**
 - Gender mainstreaming
 - Gender in co-operative governance
 - Internal and external mainstreaming
 - Gender equality
 - Equality vs equity
 - Mainstream gender into co-operative leadership
 - Gender participation
 - Government policy and co-operatives
 - Terms related to gender equality
 - Photo slides with meaningful dedication
 - Definitions of terms related to gender
-
- **Topics to add**
 - Female realization of self-potentials
 - How to identify human's potentials
 - Best practice in cooperative
 - Efficient process/procedure
 - Empowerment of women in leadership
 - Advantage and disadvantage in gender issue
 - Assist women in identifying their potentials and creativity
 - Enabling gender mainstreaming
 - Role of primary co-operatives
 - Health talk
 - People living with disability
 - Sharing personal and organizational experiences
 - Implementation matrix
 - Strategies to undertake gender analysis

15. New ideas, skills or attitudes to implement in your co-operative/organization

- Encourage women to actively participate in the society activities
- Gender equality
- Teaching people with an age of below 50 years
- Gender equality and equity
- The correct meaning of gender
- Women will be more enhanced. Operations to take cognizance of gender sensitivity
- Train members in order to raise awareness on gender equality
- More sensitization on the co-operative
- Encourage women to take leadership positions
- Create more positions for women and teach others on the lessons learnt from the conference.
- Create awareness of gender mainstreaming and monitor progress
- Emphasis on the trainings
- Fully participation of women in developing co-operative
- Involving women in decision making

- Frequent data collection on gender participation
- Gender budget for the federations
- Quota system for female participants
- Conducting specific surveys
- Come up with gender policy
- Integrate gender in teaching outlines on coop law and policy
-

16. Any other comments:

- There is a room for improvement on the interactive session
- Train on how to make more money
- Good interactive session
- Similar training to be carried out at state level
- Event was well organized
- Very pleased.
- Hard copies of the workshop should be provided.
- Excellent
- Training sessions to be organized annually to enhance effectiveness of the training.

Annex V: List of Participants;

<https://icaafrica.coop/sites/default/files/basic-page-attachments/gender-training-participant-list-1118936869.pdf>

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