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# How do we enable and support women to help build more resilient, sustainable cooperatives?

 Mentimeter

0  
Inclusion – a seat at the table


0  
Participation – contributing to the table

0  
Leadership – heading a table

▶ Start Menti


0  
All of the above

0  
None of the above



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# Engaging Women in Farmer Organizations

- How do we empower women to help build more resilient, sustainable cooperatives?
  1. Inclusion - a seat at the table
  2. Participation - a voice at the table
  3. Leadership - heading a table
- What strategies and activities help move the needle in these three areas of engagement?

# Examples from the Cooperative Development Program in Kenya

## CDP OVERVIEW

- 3 main goals:
  - 1) Improve enabling environment for co-ops
  - 2) Enhance support to co-ops
  - 3) Strengthen performance of co-ops
    - 64 co-ops across 5 countries
    - Kenya: 8 dairy co-ops, 2 dairy co-op unions and 1 SACCO participate in coaching activities
- CDP emphasis on gender integration in cooperatives



## INCLUSION

- **700+ women** joined cooperatives as a result of women's cooperative membership campaigns
- All 8 primary level dairy co-ops have **amended their bylaws** to promote women's inclusion

# Examples from the Cooperative Development Program in Kenya

## PARTICIPATION & EMPOWERMENT

### Co-ops create products and deliver services that empower women members:

- Capital SACCO launched a financial literacy training and lending program for women in 2021:
  - ✓ **445+ women** have accessed **6.3M KES/\$52K+ USD in loans**
- Dairy co-ops' convenience stores allow women to buy food and other goods on credit if needed (cost is later deducted from payment for milk delivery to the coop)

## LEADERSHIP

- Among the 8 primary dairy coops, **23 women have been elected to leadership positions**
- Learning exchange visits highlight women leaders and how they contribute to stronger cooperative businesses

# Women's Inclusion, Empowerment and Leadership in Cooperatives (WIELCOOP) Training of Trainers Guide

- CDP-developed with support from AMEA TIF
- Designed to advance gender equality in cooperatives through practical, relevant, and culturally sensitive content and activities
- Modular and hybrid design for in person or online TOT
- Incorporates material from ILO, USAID, CARE, Global Communities
- Includes new content and activities (including videos) focused on women's economic empowerment and committing to gender equality, and results from our CDP gender analysis

# Women's Inclusion, Empowerment and Leadership in Cooperatives (WIELCOOP) Training of Trainers Guide

## **Questions to consider while watching the video:**

- What economic benefits did you see in this video ? For individual women? For their households? For their cooperative? For their communities?
- Did you notice that women gained any social benefits from participating in the women's cooperative?
- Did you see any mentorship take place in the video? If yes, what impact did it have?
- Did you observe any other positive impacts that have not been mentioned yet?

# The Market Access eNabled by Digital Innovation (MANDI) model as a case study: Addressing India's Farmer Producer Organizations' gender barriers



## Overview of the MANDI model:

- Strengthen early-business stage Farmer Producer Organizations:
  - With the development of capacity development plans (CDPs) for targeted support;
  - Crowding in financial service providers for credit facilities;
  - Data for decision-making / Agtech platforms;
  - Taking on a markets-first lens;
  - Gender mainstreaming

## How did the MANDI model approach gender inclusion with Farmer Producer Organizations?

- Gender awareness with **male engagement** & community-centric strategies
- Increase **women farmer shareholders** as a result of male shifts in perspectives
  - 7200 more women
- **Incentivization** to meet FPO CDP-generated women shareholder targets resulted in quick wins on numbers
- Increase **women's participation** during general meetings, with FPO related activities resulted in generating role-models
  - FPOs linked with 150 self help groups - activities across specific value chains
- **Role models** became FPO board members
  - All 40 FPOs now have at least 1 board member
- Embedded in **policies and strategies** of FPOs
  - Revised mission/vision statements to include 'gender inclusive' statements
- Meeting women where they are & shifting production practices: **income diversification streams** act as business opportunities



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# How does your organization view making transformative change for women within their farmer organizations?

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Not at all	Somewhat but does not prioritize	Prioritizes this