



**ASSOCIATION OF
ASIAN CONFEDERATION OF CREDIT UNIONS**

10th Women Regional Workshop:

Trainers Training on Women Leadership and Decision Making in Credit Unions

Facilitators: Aleli B. Bawagan and Ma. Corazon J. Tan, both professors at the Department of Community Development, College of Social Work and Community Development, University of the Philippines. Prof. Tan is currently the Coordinator of the Diliman Gender Office of the university.

Women leadership in credit unions is defined as women having access to decision making in every level of the credit union which leads to their improved economic standards. During the last 24 years ACCU provided services to member countries on gender training and policy development to create an environment more conducive to women's participation. In 1999, ACCU introduced a microfinance program (*savings and credit with education*) to its members, with emphasis on women members. About 80% of the outreach of the microfinance program are women, which is indicative that women need more access to credit and savings. It is also a proven fact that poor women need to have self-employment by engaging into a viable micro-enterprise.

However, women leaders still comprise a minority when it comes to leadership in the credit unions, from the local level, to the national and regional federations. Even if most of the members are women, the leaders among the staff, committees, and Board of Directors are still the men. Why is this so? What are the factors behind this situation? How can the credit unions effectively address these issues related to women leadership and decision making in CUs

ACCU believes that the current situation needs to be changed such that the credit unions achieve gender equality, not just in its membership, but more so in its leadership. This Trainers Training on Women Leadership and Decision Making in Credit Unions is a step to analyze the current situation of leadership issues and enhance leadership and organizational skills of women in the credit unions.

Objectives:

The objectives of this training are as follows:

1. To review the achievement on women empowerment and the policy environment for women leadership participation and decision making in family level, community level and national level the last two decades;
2. To discuss gender perspectives in analyzing the women leadership character vis a vis men leadership and decision making ;
3. To showcase successful women empowerment programs, leadership program products and services among member organizations; and
4. Formulate recommendations for strengthening women leadership in every level of credit unions.

Participants:

The workshop participants are women leaders and program officers / trainers from both the primary credit unions, leagues and the federation . The participants are encouraged to conduct a preliminary assessment of the situation of women participation and decision making in their own credit unions / countries.

Methodology:

The workshop would encourage sharing and exchange of ideas and experiences. Thus, a highly interactive participatory approach will be adopted. Experienced resource persons will facilitate this workshop.

Date and Venue: September 21 to 23, 2009



Tentative Daily Schedule

15:00	SEPTEMBER 20, Sunday	
15:00 -20:00	Arrival Registration	
	SEPTEMBER 21, Monday	
9:00 -10:30	Opening Program	
10:30-11:00	Coffee /Tea Break	
11:00-11:45	Session 1: Keynote Speech/tone and framework setting: Empowerment of women/Genuine partnership between women and men as key to poverty alleviation and sustainable development <ul style="list-style-type: none"> Highlights of gains and challenges of ACCU in terms of women's empowerment/leadership and promoting gender equality/genuine female and male partnership in community, org, ACCU as a whole Organizational mandate re promoting women's empowerment (policy statements, strategic plans, etc) 	Plenary Open forum
1145-12:30	Session 2: Case studies to present the gains and challenges vis a vis the CU's efforts to address women's issues and promoting women's empowerment at the local organizational level	Plenary
12:30 -14:00	Lunch break	
14:00-15:30	Workshop guide questions: <ol style="list-style-type: none"> main issues faced by our federation at the organization and community level? How these issues impact differently on women and men? Challenges in addressing/reaching out to women? Main issues/obstacles with regard to promoting women's empowerment at the community and organization level Gains/achievements re addressing women specific issues and promoting women's empowerment How are the ACCU policies on promoting women's empowerment localized/integrated into the federation level plans and policies? 	* Workshop
15:30 :16:00	Coffee /Tea Break	
16:00 -17:00	* Presentation of Workshop Results Input/synthesis: * Issues of women in micro credit * Review of Gender and Development 2 pronged approach: Women's empowerment and Gender Mainstreaming	plenary



	SEPTEMBER 22, Tuesday	
8:30-9:00	Management report	
9:00- 10:00	<p>Session 3: Reaching out and empowering Women : Best practices of Women Leaders in addressing the needs of women in the community and promoting women's participation in decision making in the local Cus (Panel to present case studies that demonstrate how women leaders are able to:</p> <ul style="list-style-type: none"> • conduct gender analysis of the community to identify the practical and strategic needs of CU members • conduct gender responsive education for the CUs • address obstacles to promoting women's participation and decision making in the community and within the UC e.g VAWC, multiple burden, other socio-cultural barriers that marginalize women) 	Plenary
	<p>Synthesis: * Need for social-gender analysis of communities * addressing practical and strategic needs of women * education and capacity building for women (negotiating skills, decision-making skills) * building support systems for women/building women's organizations * addressing socio-cultural obstacles to women's participation (e.g VAWC, multiple burden)</p>	
10:00-10:30	Coffee /Tea Break	
	<p>Session 4: Promoting Women's Capacities for Decision Making and Negotiations Discussion of cases depicting the problems and difficulties in decision-making of women within the home, organization and community. The workshop groups will then simulate/role play these situations and their recommended solutions</p>	workshop
12:30 -14:00	Lunch break	
PM Sessions	Presentation and processing of role plays	
	<p>Role plays will end by identifying methods and principles by which women can strengthen their capacities for decision making and negotiating</p>	
	Synthesis	
15:30 :16:00	Coffee /Tea Break	
16:00 – 17:00	Session 5: Women's leadership skills in organizational management and development	
	Case study presentation: Effective Women leaders' experiences in promoting leadership/shared leadership in the management of their CUs	plenary
	Workshop:	workshop
	<p>Input synthesis:</p> <ul style="list-style-type: none"> • challenging relations of power – Power with instead of power over • promoting women's equal participation in decision making and leadership • promoting genuine partnership between women and men for collective/shared leadership 	plenary



	SEPTEMBER 23, Wednesday	
8:30-9:00	Management report	
9:00-10:00	Session 6: Case Presentation: effective gender mainstreaming into the credit unions:	plenary
	Workshop: Federations review their policies, structure, programs and services, personnel to see if these perpetuate any gender bias/bias against women and identify strategies to promote greater women's participation and leadership; Action planning: Promoting Womens' Leadership in CUs	workshop
10:00-10:30	Coffee /Tea Break	
10:30 – 12:30	* Presentation of workshop results * Input/synthesis: integrating the gender perspective into policies, programs, people/human resources/enabling mechanisms * Collation of recommendations for presentation to the over-all plenary session Recommendation and Action Plan	plenary
12:30 – 14:00	Lunch Break	
14:00 – 15:30	Reporting Recommendations to the CEOs Advisory Committee	
15:30 – 16:00	Coffee/Tea Break	
16:00 – 16:30	Closing Program	