



**U.P. CREDIT COOPERATIVE
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U.P. Credit Cooperative Policy on Gender and Development

Rationale

The Cooperative Development Authority Memorandum Circular 2013-22, Series of 2013 provides guidelines on mainstreaming gender and development (GAD) in cooperatives. This the rationale or legal bases for the creation of Gender and Development (GAD) policy of the **U.P. Credit Cooperative**, herein under referred to as UPCC. The same circular lists aspects of GAD mainstreaming in the following:

Policy. There shall an approved and implemented policies related to GAD and GE (Gender Equality).

Cooperative Development Plan (CDP). The Approved CDP shall include strategies/programs/activities/projects that address issues and concerns on gender and policy issues.

Programs/Activities/Projects. The Cooperative shall prove that gender programs and projects in the CDP are implemented.

Budget. A GAD budget must be allocated to the programs/activities/projects in the CDP. Mechanism and instruments. There shall be mechanisms and instruments established in the cooperative that will ensure GAD mainstreaming is facilitated, implemented and monitored.

The following policy on Gender and Development (GAD) codifies and gives formal recognition to existing practices within the **U.P. Credit Cooperative** for implementing the strategic objective of improving the status of women. New institutional mechanisms are also included to increase and improve the levels of performance and activities directed at promoting gender and development within the UPCC. Specifically, this UPCC's GAD policy will (i) provide the appropriate policy framework for the new approaches and practices, (ii) place direct emphasis on gender mainstreaming, (iii) formulate procedures for operationalizing gender in UPCC projects to make it more explicit. This provides operational framework for implementing the strategic objective of improving the status of women.

Policy Statements

1. The UPCC shall promote development perspectives and processes that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, and supportive of self-determination and actualization of human potentials.
2. The UPCC shall seek to achieve gender equality as a fundamental value that should be reflected in development choices
3. It shall also seek transform society's social, economic, and political structures and question the validity of the gender roles ascribed to women and men
4. It shall stress the need for women and other marginalized sectors to organize themselves and participate in political processes to strengthen their legal rights.

5. UPCC recognizes the importance of gender sensitivity. It shall therefore promote and observe how its operations affect women and men, and to take into account women's needs and perspectives in planning its operations.
6. UPCC shall regularly undertake gender analysis or the assessment of the impact of projects on men and women, and on the economic and social relationship between them.
7. UPCC shall also take responsibility for gender planning, i.e., formulate specific strategies that aim to bring about equal opportunities for men and women.
8. UPCC shall adopt "gender mainstreaming" to deal with gender issues in all aspects of the Cooperative and as a key strategy to promote women's interest and to achieve gender equality. Specifically, UPCC shall make gender perspectives and needs as one of the mainstream considerations in the design, implementation, monitoring and evaluation of all legislation, public policies and programs, accompanied by efforts to encourage women's participation in the decision-making process in development activities. Finally, gender mainstreaming seeks to ensure that women and men have equitable access to, and benefit from, society's resources and opportunities
9. UPCC shall undertake agenda setting, i.e. to assist, when called for, in the formulation of strategies to reduce gender disparities and in developing plans and targets for women's and girls' education, health, legal rights, employment, and income-earning opportunities.

Strategies

1. A Gender and Development Committee shall be created as UPCC's lead unit to
 - a. plan and implement, monitor and evaluate projects and activities that promote gender equality, gender sensitivity in general, and the uplift of women and men in all aspects of their lives, in particular, such as socio-economic, political, health, education, legal rights, employment, and income-earning opportunities, etc.
2. The UPCC shall allot an annual budget needed for the successful operation of this GAD Committee
3. It shall produce or generate information materials on gender issues and development for dissemination to all concerned.
4. It shall undertake a review of its other policies (governance, credit, employment, etc.) to eliminate areas where inequality, insensitiveness exist.
5. It shall cooperate with agencies, units, instrumentalities etc. promoting gender and development particularly within the University of the Philippines where majority of UPCC's members come from.

Approved by the Board of Directors at its Regular Monthly Meeting on April 24, 2024.