

# ICAEM2015 ICOOP2015

## The Joint International Conference on Agribusiness and Cooperatives

*THEME: The Future of Agribusiness and Cooperative Enterprises: Examining Local and Global Contexts*

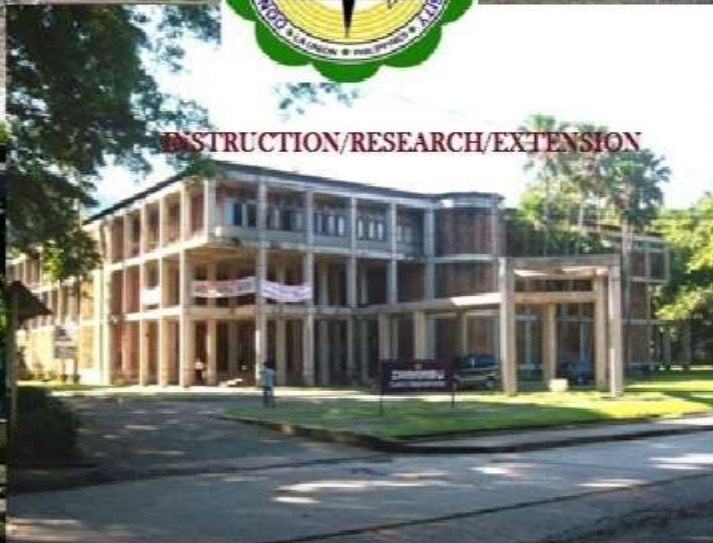
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# Welcome to DMMMSU, La Union



# **Women in Cooperative Management**

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***Paper presented in the 2<sup>nd</sup> International Conference on Cooperatives (ICOOP 2015)***

***Waterfront Insular Hotel, Davao City ,***

***October 14-17, 2015***

# Outline of Presentation

1. Why the study was conducted
2. Objectives of the Study
3. Conceptual Paradigm
4. Methodology
5. Data Collection and Analysis
6. Highlights of Findings
7. Conclusions and Recommendations

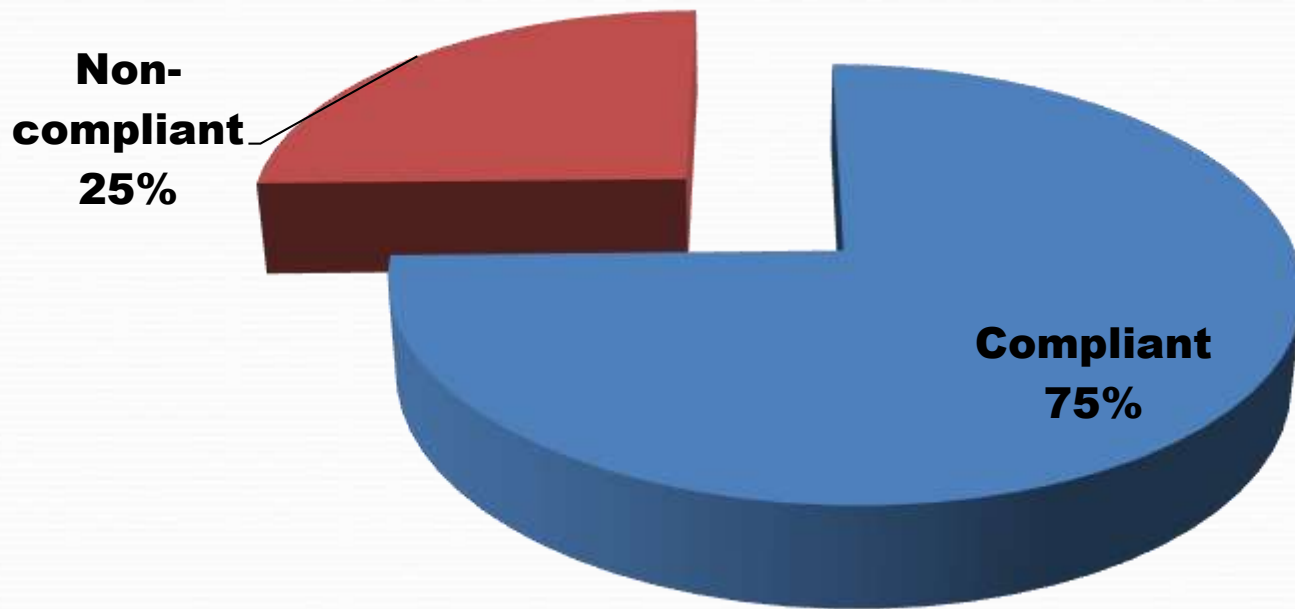


# Why the study was conducted

**Addressing the concerns of :**

- 1) RA 9520 – Philippine Cooperative Code –  
Strengthen cooperative movement in La Union**

**Fig. 1 Distribution of Cooperative (N=221)**





# Why the study was conducted

**2) RA 7192 – Act promoting the integration of women as full and legal partners of men in development and nation building**

**Gender equality programs**

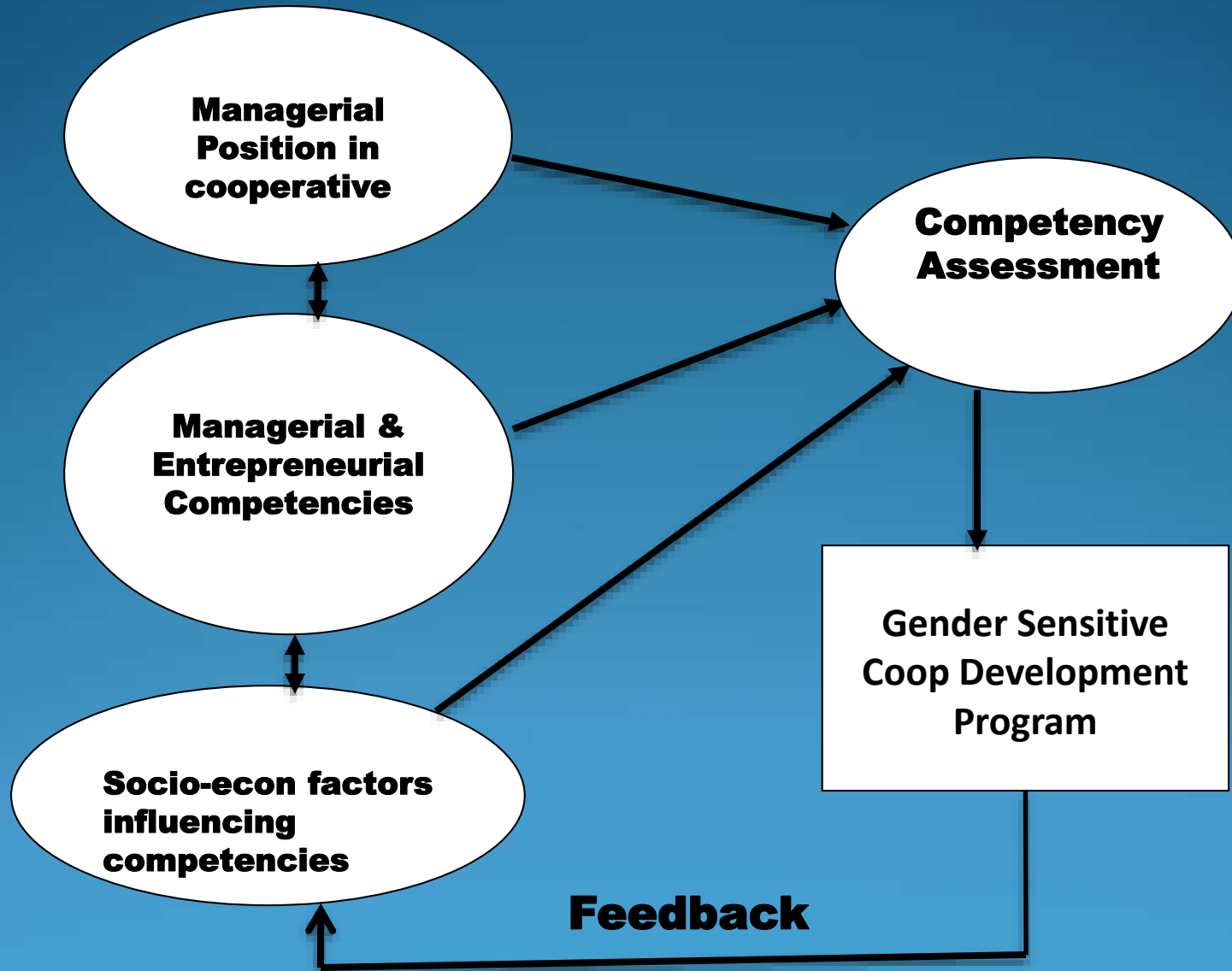


# Objectives

- 1. Determine the management areas in cooperative where women are actively involved.**
- 2 . Determine the level of managerial & entrepreneurial competencies of women.**
- 3. Determine the influence of socio-econ factors on managerial and entrepreneurial competencies of women .**



# Figure1. Paradigm of Study





# METHODOLOGY

- ❑ **Locale of the Study – La Union Province**
- ❑ **Survey – 24 coops, 120 respondents**  
**5 respondents/ coop**  
**randomly selected from list**
- ❑ **Proportionate Stratified Random Sampling**  
**23 primary cooperative**  
**1 secondary cooperative**

# METHODOLOGY

## Data Categorization:

| <b>Quantitative Value</b> | <b>Range Value</b> | <b>Descriptive Evaluation</b> |
|---------------------------|--------------------|-------------------------------|
| 5                         | 4.20 - 5.00        | very serious/extreme effect   |
| 4                         | 3.40 - 4.19        | serious/high effect           |
| 3                         | 2.60 - 3.39        | moderately serious/effect     |
| 2                         | 1.80 - 2.59        | less serious/slightly effect  |
| 1                         | 1.00 - 1.79        | not serious/no effect         |

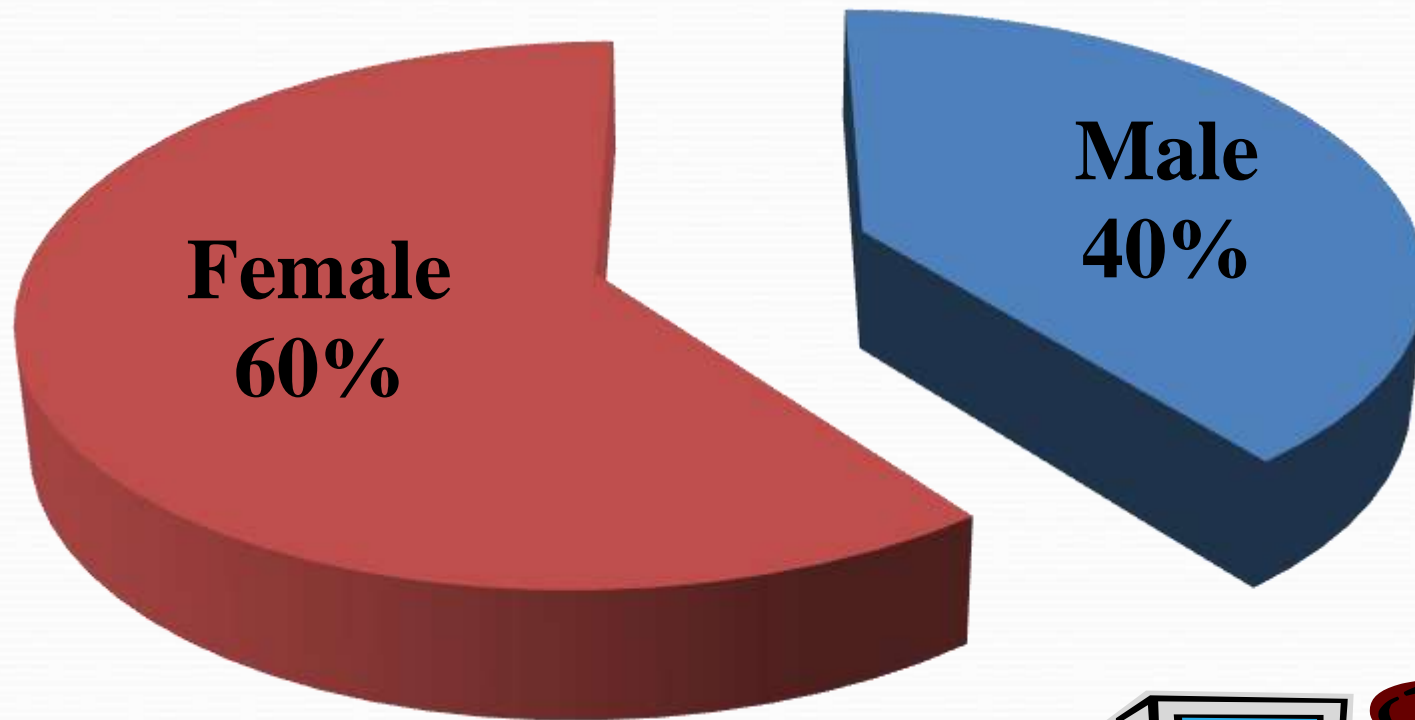
# **METHODOLOGY**

## **Data Analysis:**

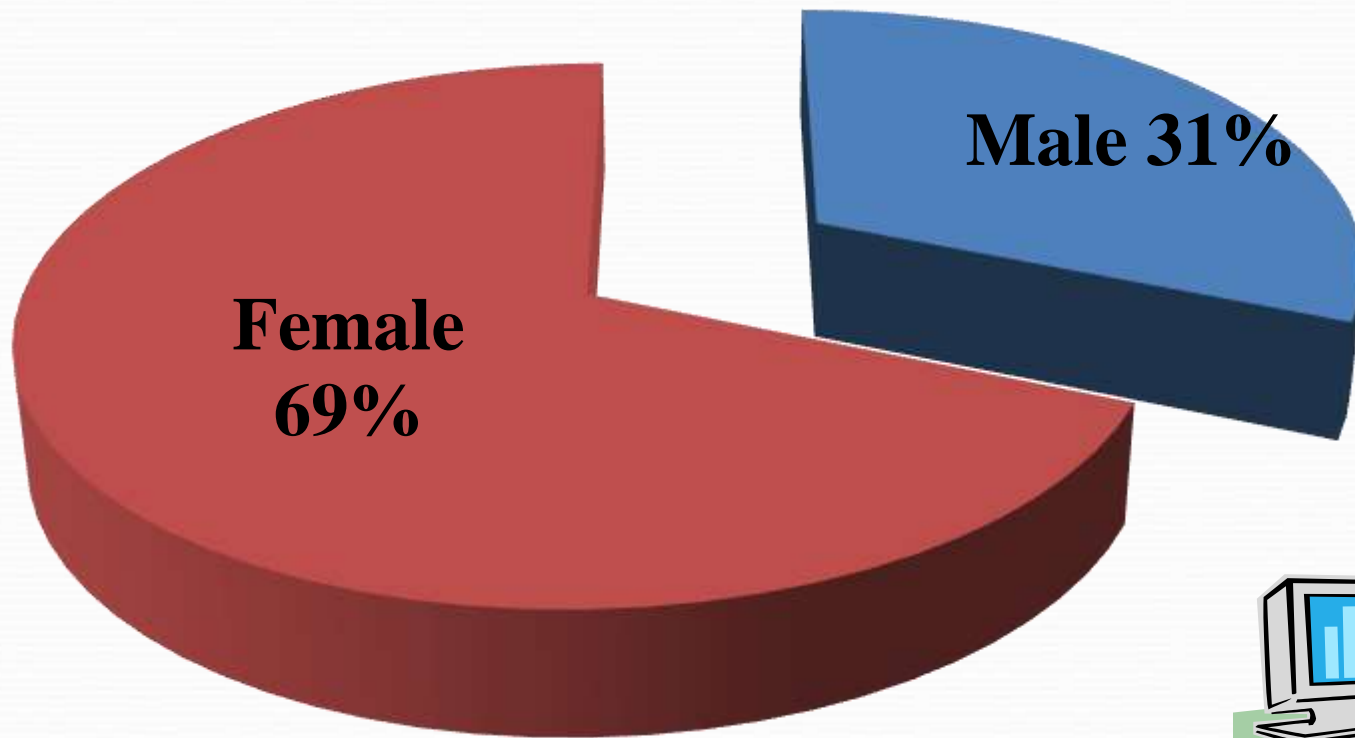
**Frequency counts, percentages, weighted means, ranks**

**Correlation analysis**

**Fig. 1. Gender distribution of BOD**

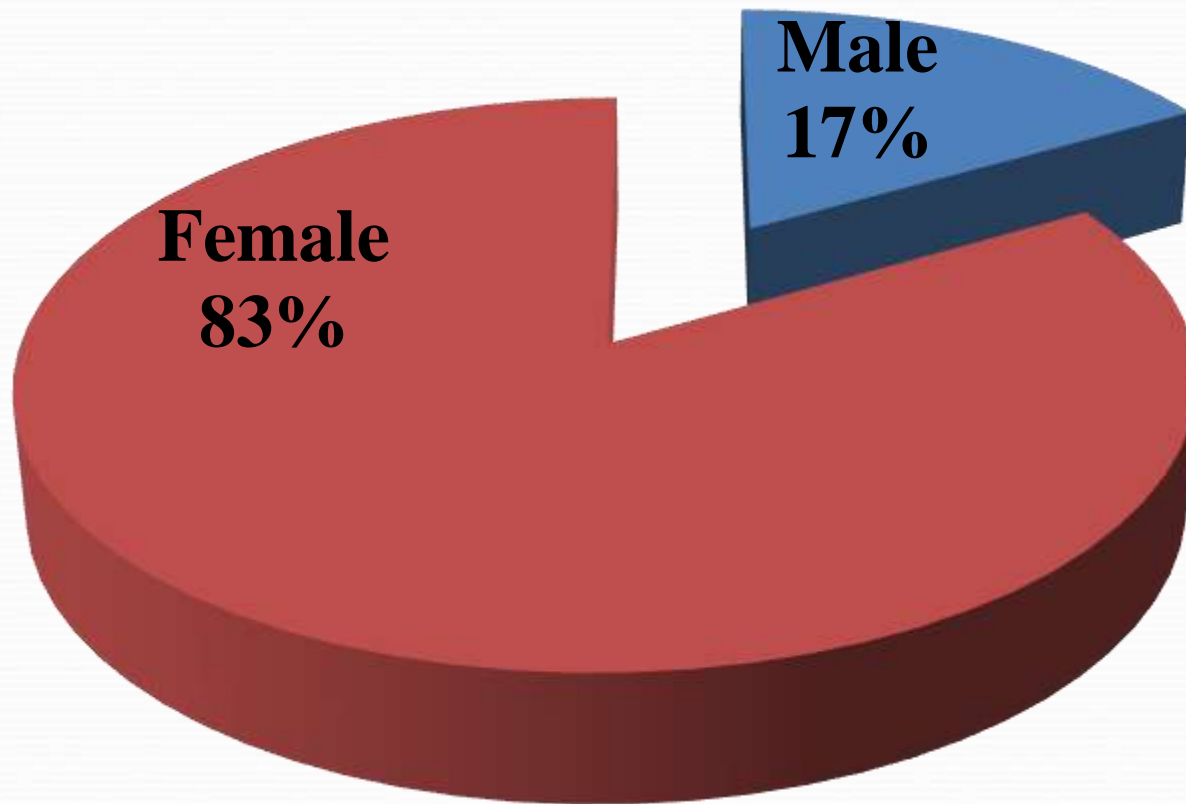


**Fig. 2. Gender distribution of General Manager Position**

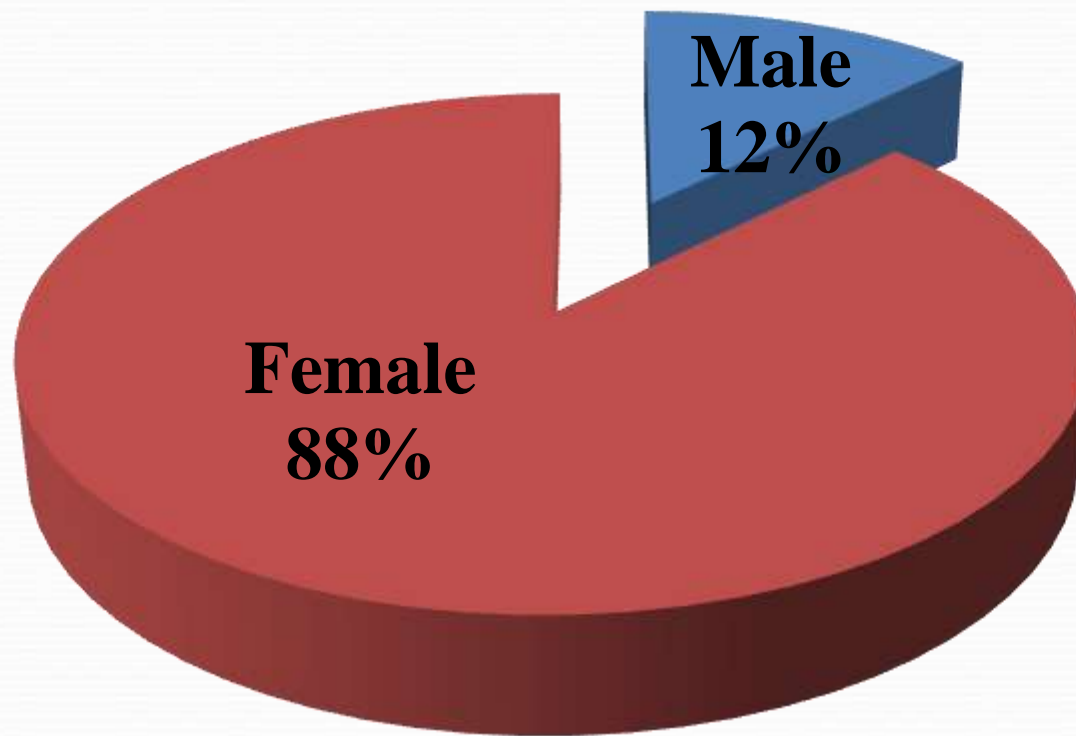




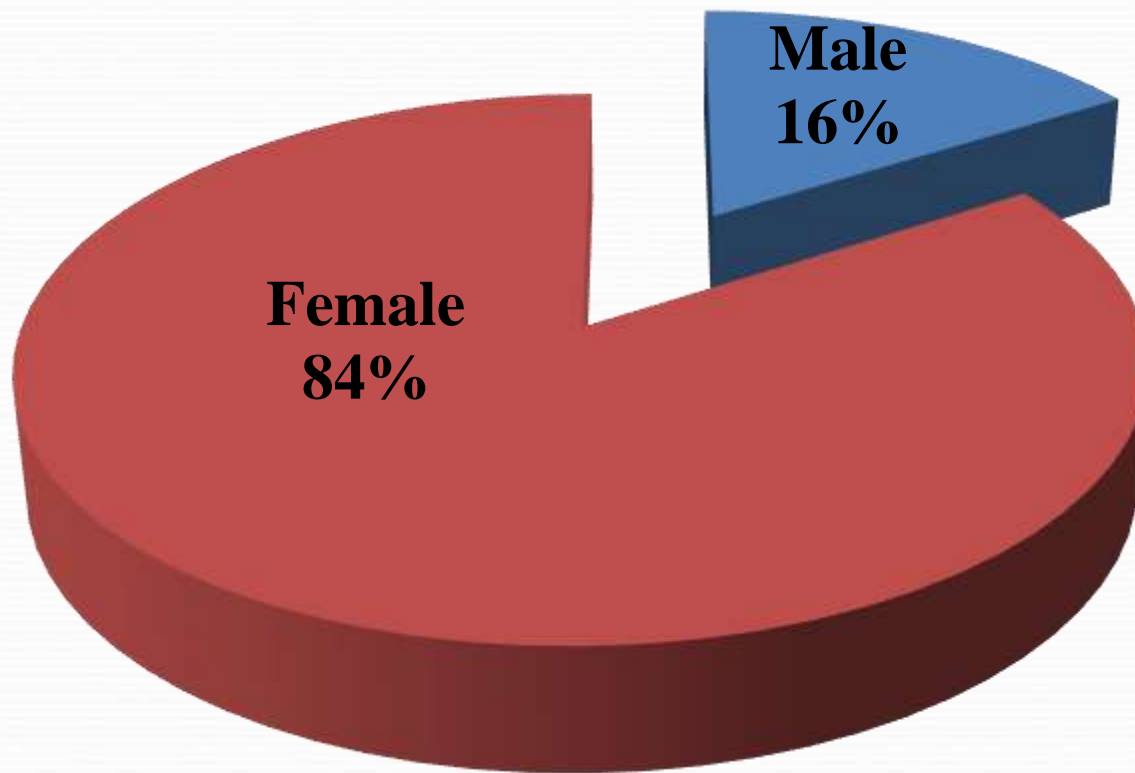
**Fig. 3. Gender distribution of Treasurer Position**



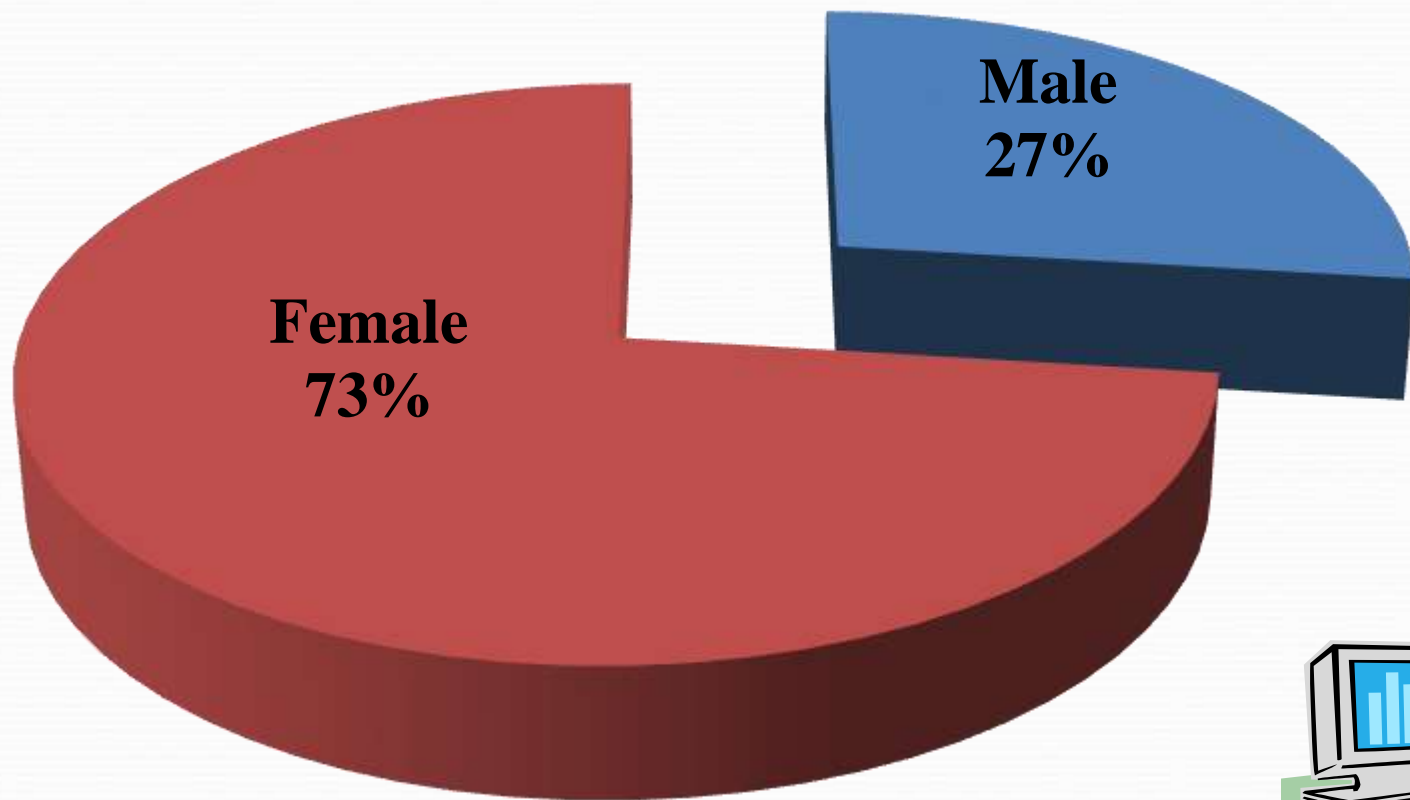
**Fig. 4. Gender distribution of Secretary Position**



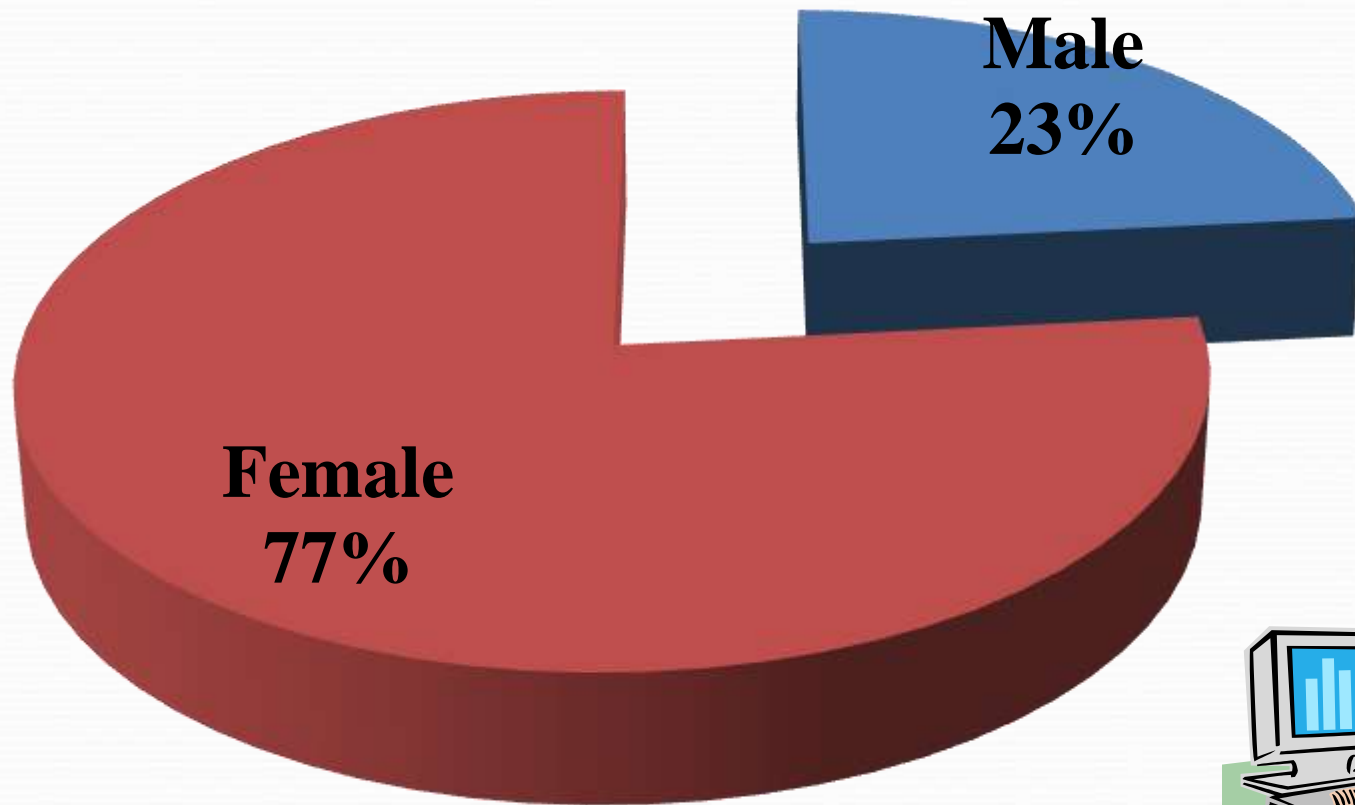
**Fig. 5. Gender distribution of Membership In audit Committee Position**



**Fig. 6. Gender distribution of Membership in Election Committee Position**

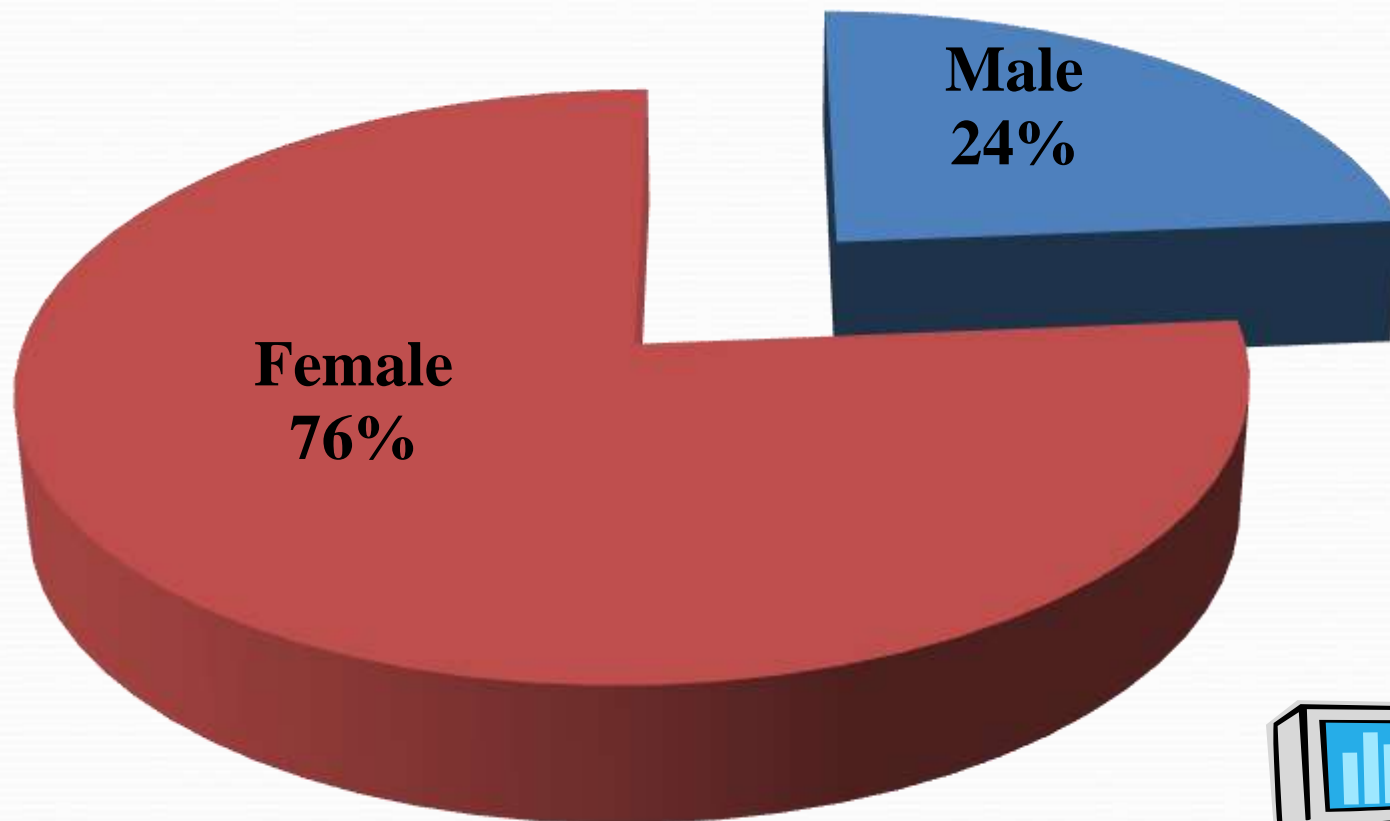


**Fig. 7. Gender distribution of Membership in Credit Committee Position**

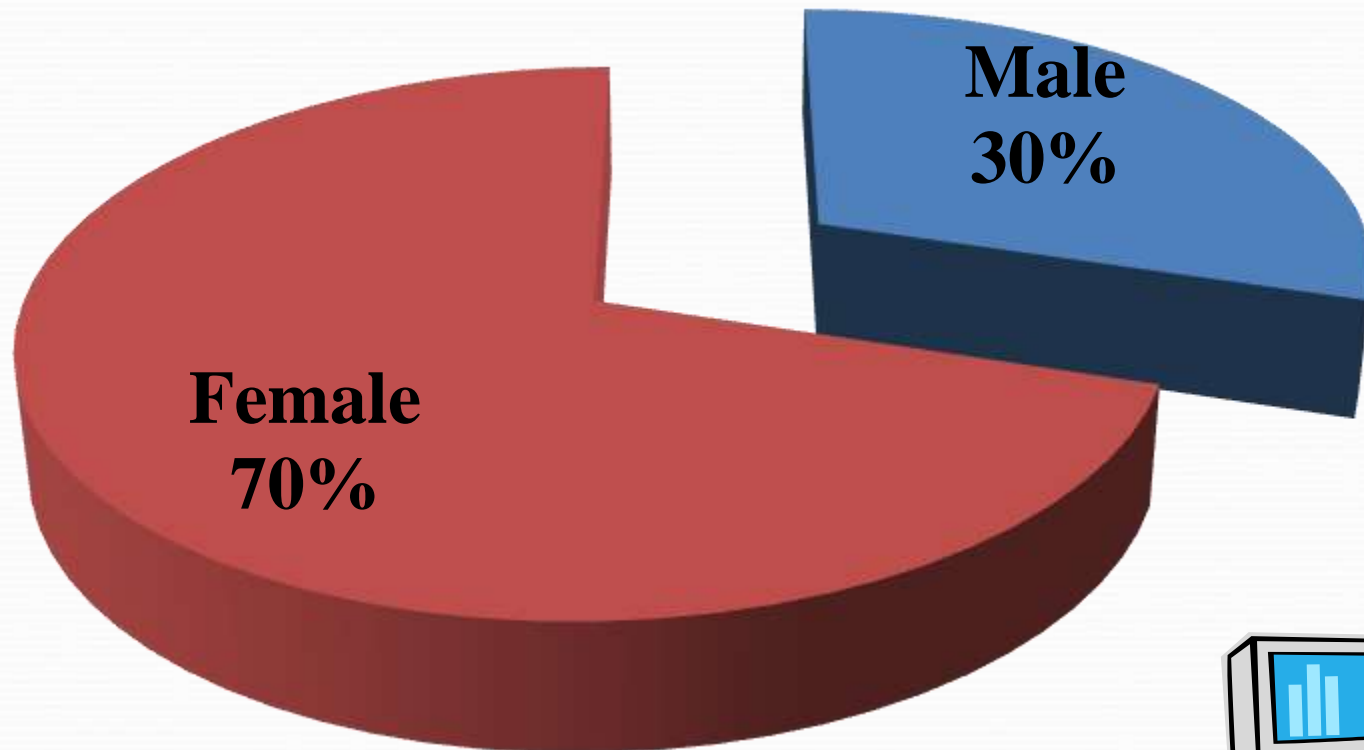




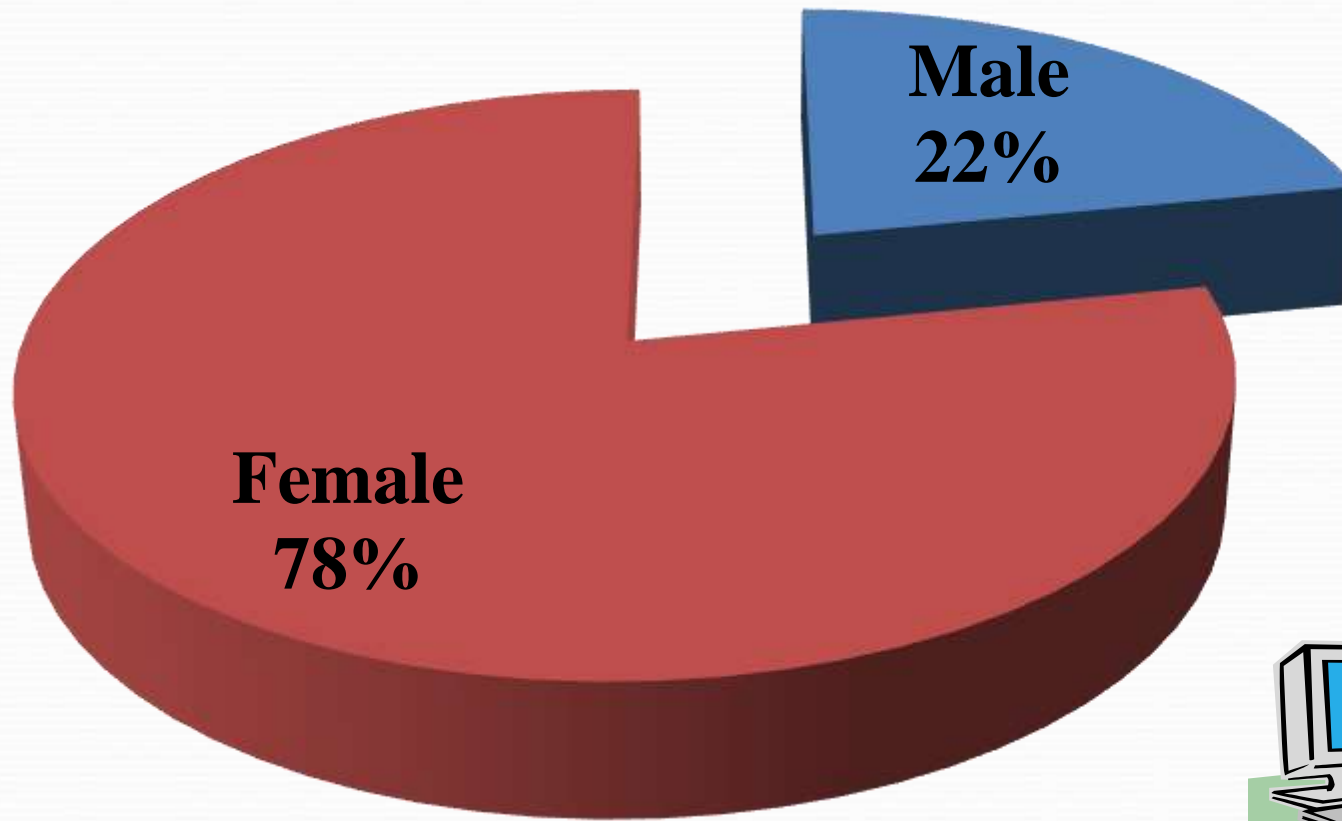
**Fig. 8. Gender distribution of Membership In Education Committee Position**



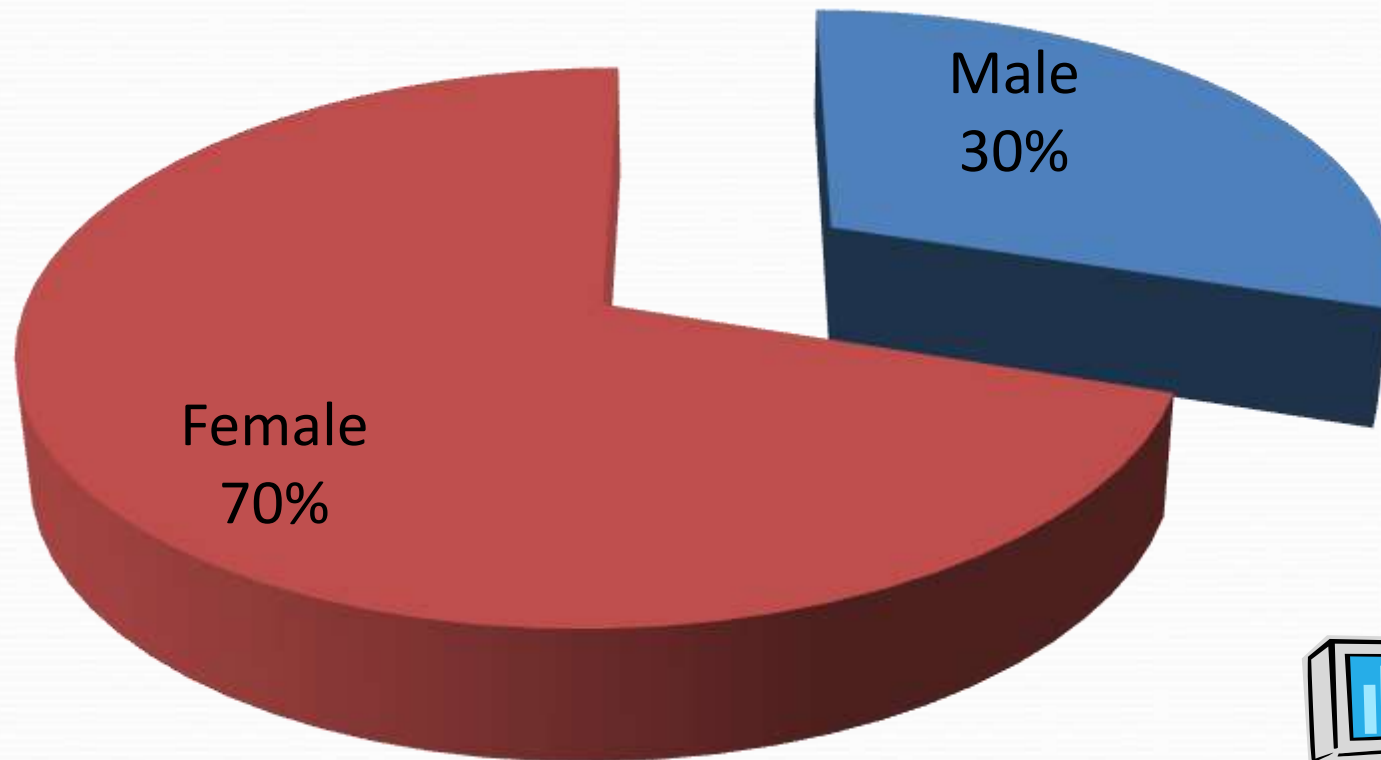
**Fig. 9. Gender distribution of Membership in Ethics Committee Position**



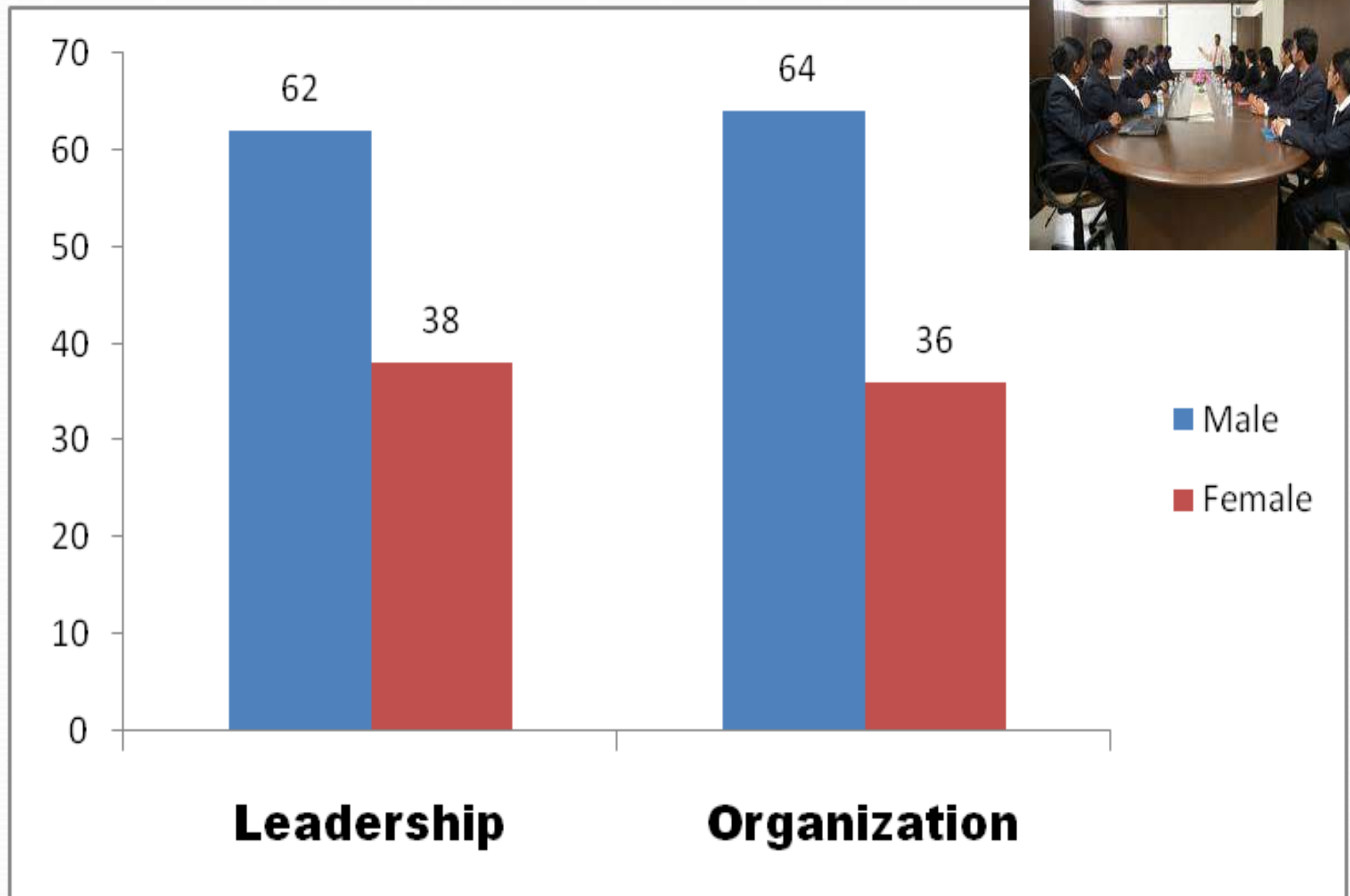
**Fig. 10. Gender distribution of cooperative employees**



**Fig. 10. Gender distribution of training participants conducted by PCU (N=30)**



**Fig. 10. Gender comparison on competencies**





# **Leadership competencies**

**Exhibits Confidence in making decisions**

**Motivates to finish a job on time**

**Exhibits good relationship with officemates**

**Responsible for taking action**

**Presents good outputs**

# Organizational Competencies

**Performs work-related activities**

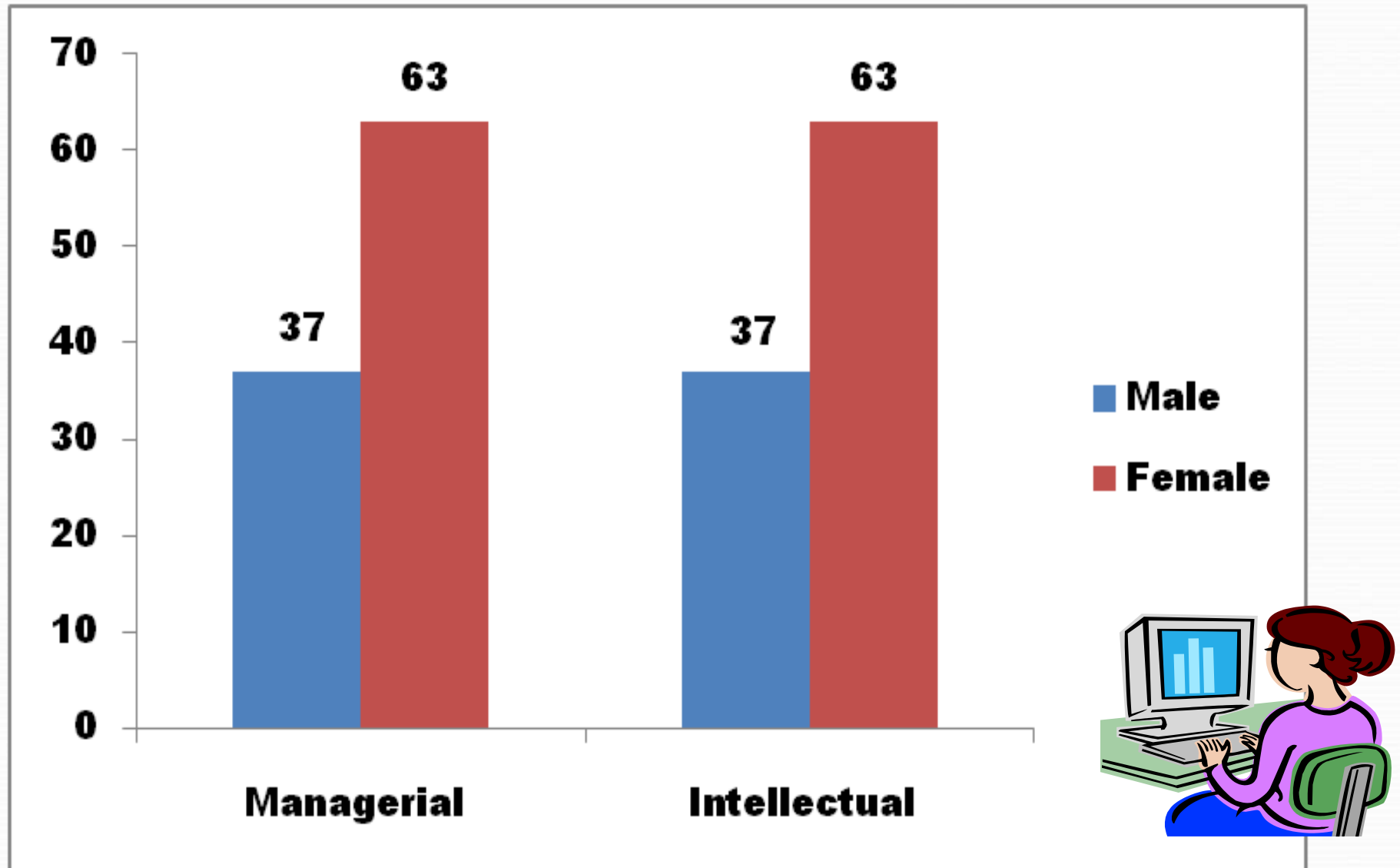
**Efficient in his/her work**

**Develops training & development opportunities**

**Facilitates coordination to reach its goal**

**Applies sense of authority & responsibility**

**Fig. 11. Gender comparison on competencies**



# **Managerial Competencies**

**Attitude in selling or marketing**

**Responsible for record keeping**

**Skilled in planning, organizing, controlling**

**Ability to negotiate with clients, customers, investors, etc.**

**Think ideas for improvement of the business/enterprise**

**Decision making**

**Time management**

**Ability to prepare/make business papers**

**Ability to lead others**

**Future Oriented**

# **Intellectual Competencies**

**Seeks advice of people who knows a lot about the task**

**Takes action without wasting time gathering information**

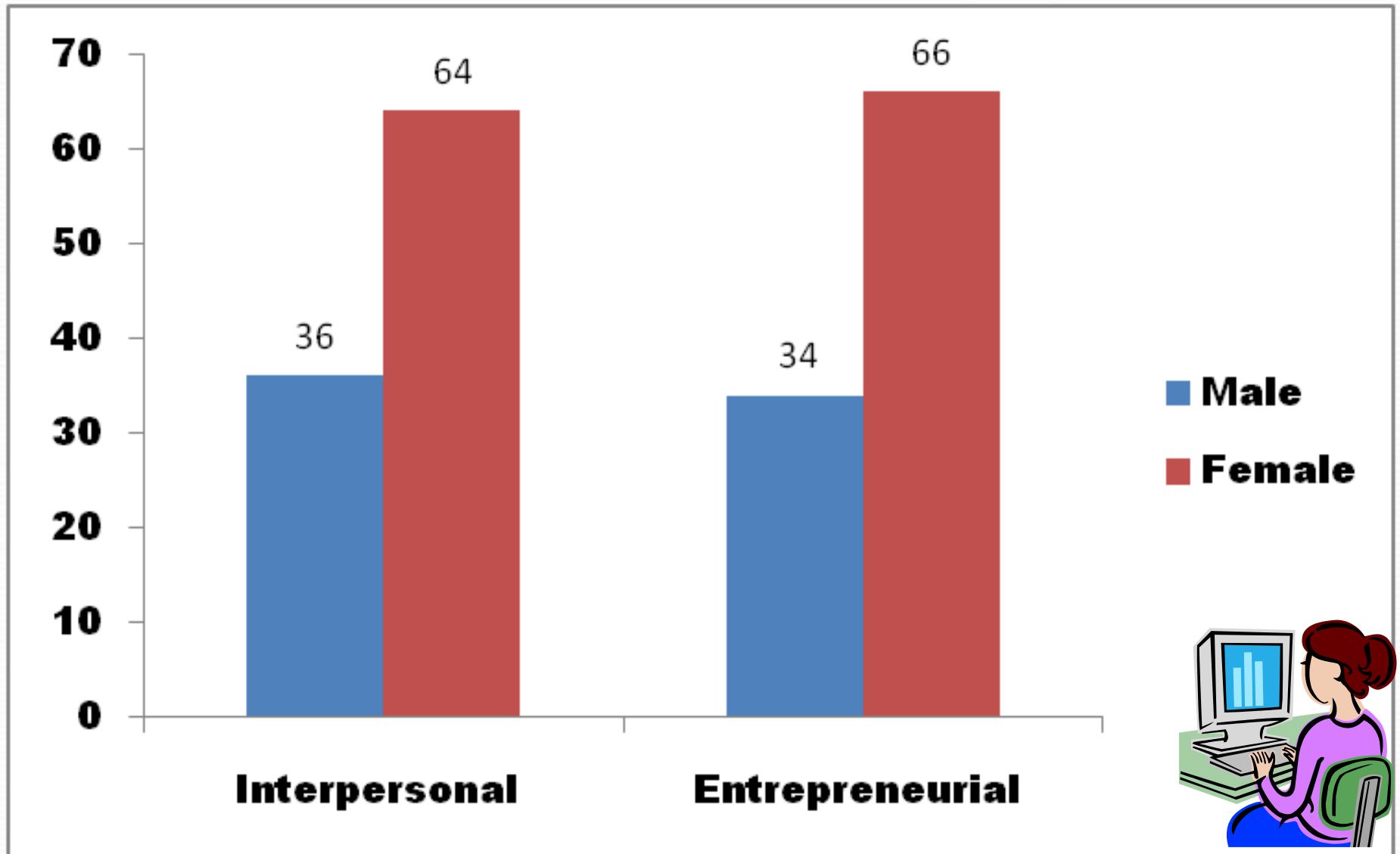
**Uses different sources of information to help with task**

**Come up with feasible solutions to a problem**

**Shows mental ability to integrate organizations' interest**



**Fig. 11. Gender comparison on competencies**



# **Interpersonal Competencies**

**Ability to work with, understand and motivate people**

**Good relations skill to participate effectively**

**Serve as representative dealing with clients or customers**

**Interacts with person in other units within or outside the company/organization**

**Skilled in human relation**

# Entrepreneurial Competencies

**Looks for challenges and opportunities**

**Persistence to overcome things that gets into its goals**

**Gets things on time**

**Suggests ways and means of improving the performance**

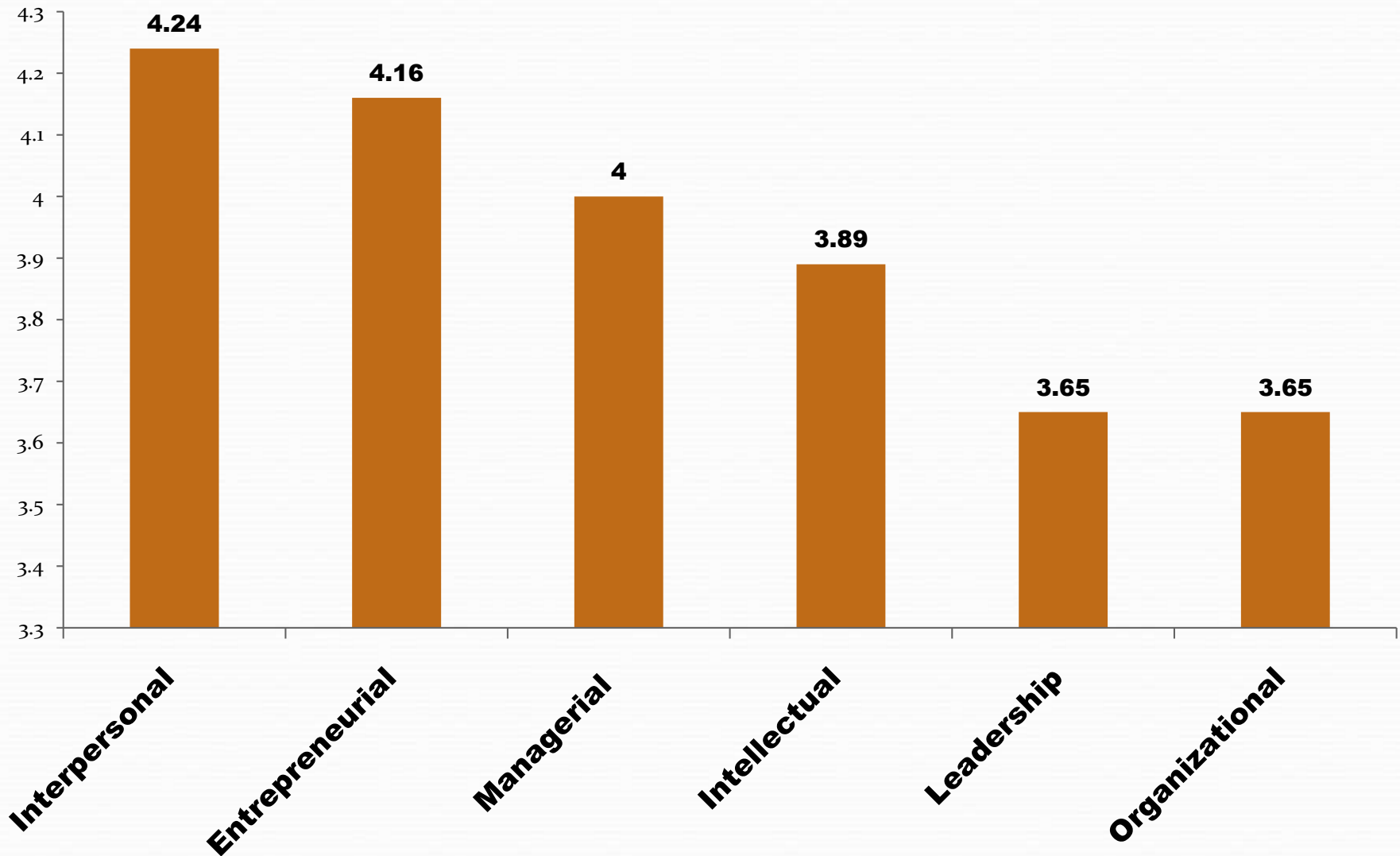
**Thinks about the future**

**Strong faith in his ability**

**Able to direct themselves toward their accomplishments**

**Ability to adapt change**

# Level of Competencies of Women



# Level of Competencies of Women

| Competencies    | Weighted Mean | Description              |
|-----------------|---------------|--------------------------|
| Interpersonal   | 4.24          | Outstanding              |
| Entrepreneurial | 4.16          | Outstanding              |
| Managerial      | 4.00          | Very Satisfactory        |
| Intellectual    | 3.89          | Very Satisfactory        |
| Leadership      | 3.65          | Very Satisfactory        |
| Organizational  | 3.65          | Very Satisfactory        |
| <b>Average</b>  | <b>3.93</b>   | <b>Very Satisfactory</b> |

# Entrepreneurial Competencies of Women

| Competencies                     | Weighted Mean | Description      |
|----------------------------------|---------------|------------------|
| Opportunity seeking              | 4.05          | Highly Competent |
| Information seeking              | 4.03          | Highly Competent |
| Self Confidence                  | 4.00          | Highly Competent |
| Commitment to contract           | 3.95          | Highly Competent |
| Goal setting                     | 3.95          | Highly Competent |
| Systematic planning & Monitoring | 3.94          | Highly Competent |
| Demand for quality & efficiency  | 3.92          | Highly Competent |
| Persistence                      | 3.90          | Highly Competent |
| Persuasion & Networking          | 3.90          | Highly Competent |
| Risk Taking                      | 3.76          | Highly Competent |
| Average                          | 3.94          | Highly Competent |

# Table 1. Relationship of factors

| Socio-factors       |               |              |               |
|---------------------|---------------|--------------|---------------|
|                     | Leadership    | Organization | Intellectual  |
| <b>Age</b>          |               |              |               |
| <b>r-value</b>      | <b>.154</b>   | <b>.183</b>  | <b>.036</b>   |
| <b>P-value</b>      | <b>.021*</b>  | <b>.009*</b> | <b>.319</b>   |
| <b>Education</b>    |               |              |               |
| <b>r-value</b>      | <b>.233</b>   | <b>.133</b>  | <b>.25</b>    |
| <b>P value</b>      | <b>.001**</b> | <b>.04*</b>  | <b>.001**</b> |
| <b>Income Level</b> |               |              |               |
| <b>r-value</b>      | <b>.235</b>   | <b>.053</b>  | <b>.005</b>   |
| <b>P value</b>      | <b>.055</b>   | <b>.245</b>  | <b>.476</b>   |



# Table 1. Relationship of of factors

| Socio-factors       | Managerial Competencies |              |                 |
|---------------------|-------------------------|--------------|-----------------|
|                     | Interpersonal           | Managerial   | Entrepreneurial |
| <b>Age</b>          |                         |              |                 |
| <b>r-value</b>      |                         | <b>.118</b>  |                 |
| <b>P-value</b>      |                         | <b>.045*</b> |                 |
| <b>Education</b>    |                         |              |                 |
| <b>r-value</b>      | <b>.211</b>             | <b>.115</b>  | <b>.125</b>     |
| <b>P value</b>      | <b>.003*</b>            | <b>.048*</b> | <b>.036*</b>    |
| <b>Income Level</b> |                         |              |                 |
| <b>r-value</b>      | <b>.311</b>             |              | <b>.234</b>     |
| <b>P value</b>      | <b>.011*</b>            |              | <b>.001*</b>    |

# Conclusions

- 1. More women than men are involved in cooperative management.**
- 2. Dominance of women in positions as secretary, treasurer, audit & inventory committees of cooperative .**
- 3. Woman excelled better than man in interpersonal, entrepreneurial, managerial and intellectual competencies in cooperative management.**

# Conclusions

- 4. Man excelled better than woman in Organization and leadership competencies**
- 5. The entrepreneurial competencies of women were at best in:**
  - a. Opportunity & information seeking ;**
  - b. Confidence;**
  - c. Commitment to work contract;**
  - d. Goal setting**

# Conclusions

**6. The entrepreneurial competencies of women were at its lowest along:**

**Risk taking**

**7. Influence of socio-economic factors on the managerial and entrepreneurial competencies of women :**

**a. education has significant influence on leadership, organizational, intellectual, interpersonal, managerial and entrepreneurial competencies**

# Conclusions

- b. age has significant influence on leadership, organizational, and managerial but not on intellectual competencies**
- c. income has the least influence only on interpersonal and entrepreneurial competencies**

# **Recommendations**

- 1. Support system such as training be provided to women to further intensify their managerial and entrepreneurial competencies.**
- 2. The women be accorded just like men with equal rights, privileges and opportunities to assume diversified managerial functions.**

# Advocacy to recognize Women's Role in cooperative Development in Region I



# Acknowledgement

**DMMMSU**

**La Union Cooperative Union (PCU)**

***CDA Accredited Training Provider***

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# Thank you!

