



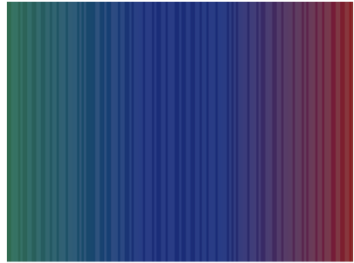
**Sustainable Enterprises**  
for innovation, growth, more and better jobs



# Why cooperatives for transgender community?

*An ILO Perspective*

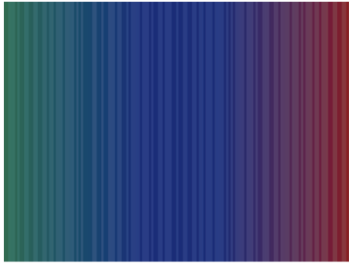
March 17, 2021



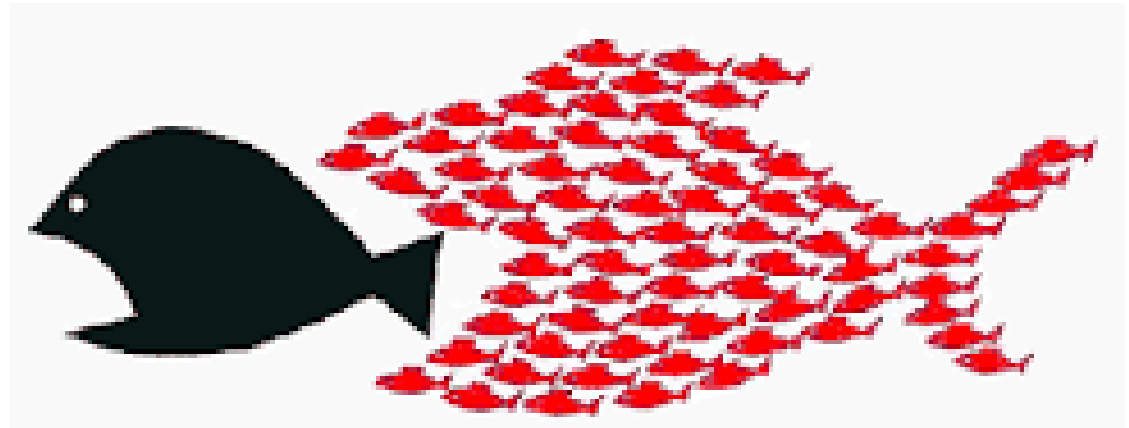
# Outline

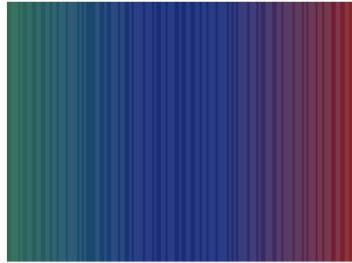


- Benefits of collective action
- What is a cooperative?
- Examples
- Q & A
- Introduction of tools
- Q & A



# Benefits of collective action





# Benefits of collective action



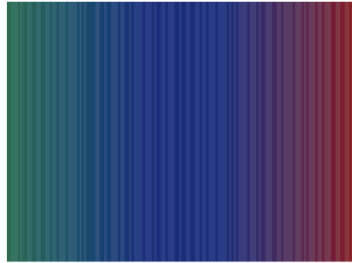
Individual Action	Group Action
<ul style="list-style-type: none"><li>• Decisions can be made more quickly and easily</li><li>• There is no consultation or discussion needed</li><li>• If successful, benefits automatically go to the individual</li></ul>	<ul style="list-style-type: none"><li>• The workload can be shared</li><li>• Resources can be pooled</li><li>• The group has more power, voice and negotiating power which can also translate to better access to extension services from government and lead firms</li><li>• Members of the group can learn from each other</li><li>• The group can save on costs</li><li>• The group can negotiate better prices when buying inputs jointly</li><li>• The group produces more and satisfies larger orders</li></ul>

# Benefits of collective action



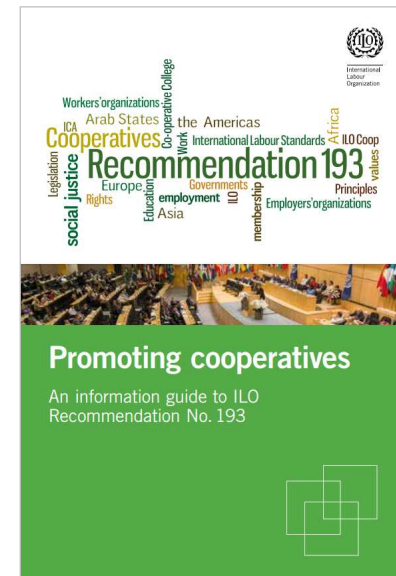
- Joint purchase & use of equipment
- Joint purchase of inputs to get a discount
- Access to a range of services (e.g. finance, care, housing)
- Increased bargaining/selling power
- Access to training opportunities

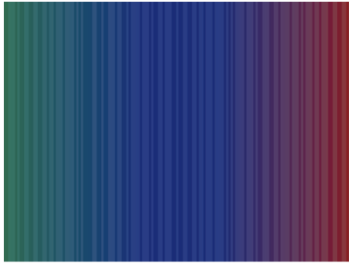




# What is a cooperative?

- A cooperative is defined as “*an **autonomous association** of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a **jointly owned and democratically controlled enterprise**”*”
- ILO Promotion of Cooperatives Recommendation, 2002 (No. 193)
  - International Cooperative Alliance (ICA) Statement on the Cooperative Identity





# What is a cooperative?



Cooperatives:

- 1) Businesses
- 2) To serve members
- 3) Democratically controlled by members

Cooperative members:

- 1) Provide resources
- 2) Use & pay for its services
- 3) Participate in decision-making





# Cooperative values & principles

1. Voluntary and Open Membership
2. Democratic Member Control
3. Members' Economic Participation
4. Autonomy and Independence
5. Education, Training, and Information
6. Cooperation among Cooperatives
7. Concern for Community

Values: Self-help, self-responsibility, democracy, equality, equity and solidarity



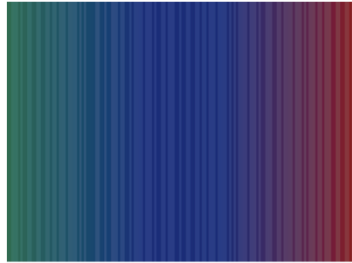


# Cooperative advantage for transgender community



- Creating employment and improving incomes
- Transitioning from the informal to the formal economy
- Providing affordable and accessible services (e.g. finance, care, housing)
- Generating resource pools and collective bargaining power
- Promoting education and training
- Exercising economic democracy (decision making, ownership, use)
- Lobbying for their workers rights and inclusion

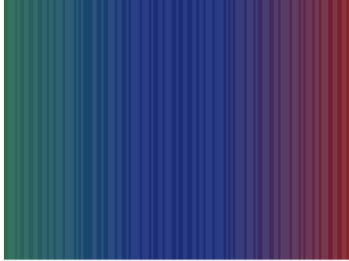




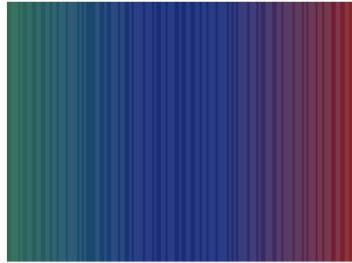
## How coops confront discrimination



- Assist vulnerable groups who face structural discrimination in:
  - Accessing the labour market to support themselves, their households and communities
  - Securing livelihoods, creating jobs, formalizing informal economic activities and protecting their rights
- Engage in **community mobilization & awareness-raising** campaigns on equality of opportunities and non-discrimination among their members & within the communities where they operate
- Provide **collective voice & negotiation power** for members with the public authorities to secure economic and social rights
- Promote **training programmes** for members and workers



# Examples



# Estilo Diversa - the Textile Cooperative in Argentina



- Formed in 2010 from members of an LGBT collective
- Began by sewing bedsheets and textiles, but now specializes in fashion wear for LGBT community
- After its creation, three new cooperatives emerged in Argentina:
  - Bahía Blanca
  - Comodoro Rivadavia
  - Córdoba



## Trans Welfare Cooperative Society in Kerala, India



- Formed in 2018 by the Left Democratic Front (LDF) government as part of the transgender policy 2015
- Provision of financial assistance to facilitate ventures such as hotels, canteens, beauty parlours,
- Setting up temporary shelter homes for those abandoned by families
- Pension schemes for transgender people above 60

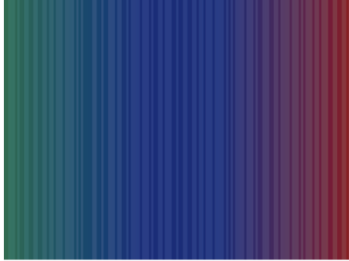


# LGBT Place of Refuge- Multi-purpose Cooperative in the Philippines

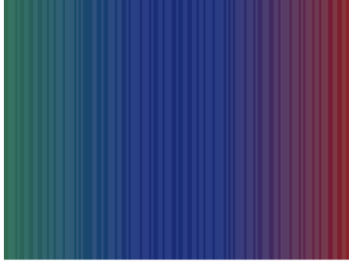


- Formed in 2010 by members of an LGBT collective
- Provision of credit to support Filipino LGBT to address education, business, health and housing needs
- Capacity development opportunities to improve business outcomes including financial management
- Health and accidents insurance and other services



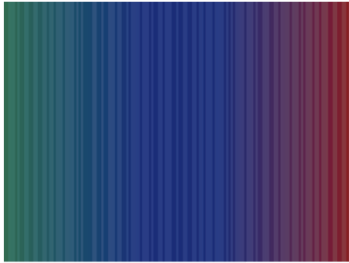


# Q & A



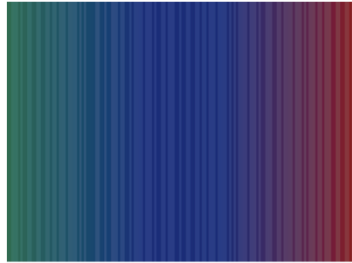
# Learning Tools





# Our.Coop Video



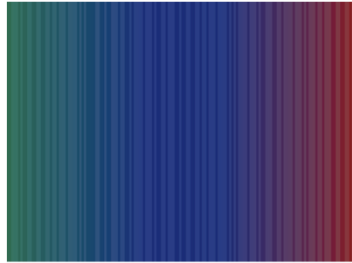


# Our.Coop Package



- Series of tools orienting the cooperative business model: conceive the idea of organizing, establishing and managing a cooperative
- Training package includes training and facilitator's guides of:
  - Think.Coop
  - Start.Coop
  - Manage.Coop
- Uses activity learning methodology
- Potential for quick and easy adaptation to different contexts





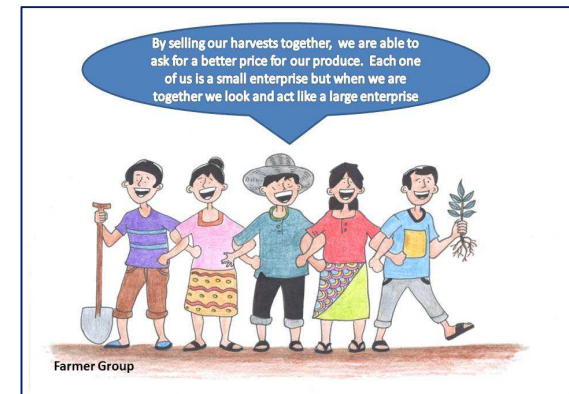
# Think.Coop

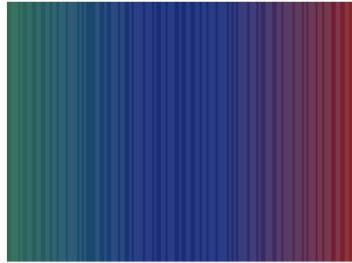
- One-day sensitization module on the importance of relationships, benefits of collective action, and cooperative business model
- At the end of the training the participants should be able to have a better understanding on whether cooperative might be a suitable business model



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DECENT WORK

ILOcoop  
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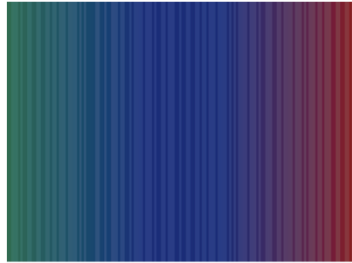


# Start.Coop



- Outlines the steps to be taken in order to start-up a cooperative
- Four modules:
  1. Identify the core members and the business idea
  2. Research the feasibility of the business idea
  3. Prepare a business plan
  4. Organizational set-up
- After the training participants should be able to identify the steps required for setting-up a cooperative



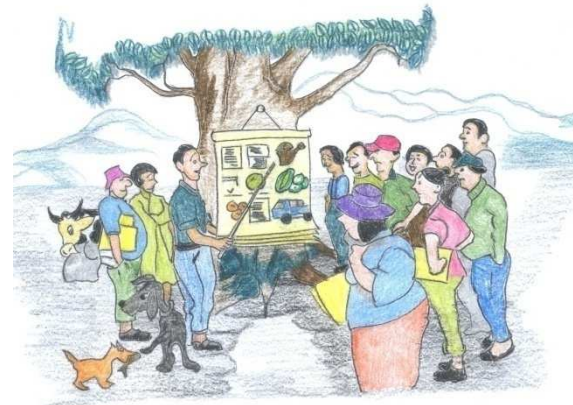


# Manage.Coop

*(under development)*



- Focuses on the management of a cooperative
- Six modules:
  1. Governance and leadership
  2. Effective and open communication
  3. Conflict management
  4. Business and market growth strategies
  5. Human resources management
  6. Financial management





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# Thank you

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