

Design of an educational program for rural women leader's activity in local agricultural cooperatives

Gyung Mee Gim

Jin Young Lee · Dae Yong Whang · Yoon Ji Choi · Kyeong Ha Kang ·

Kyoung Min Oh

Rural Development Administration, Rep. of Korea

The 12th IRSA, KINTEX, Goyang, Korea

<Abstracts>

From several decades ago, the rate of rural woman leader's participation in nationwide or local agricultural cooperatives. But most of them have been experienced some barriers to progress the decision making position like as woman director in agricultural cooperatives. Very similar to rural woman leader as a board member of committee in that local area, they also have faced some problems. First of all, the chance to be a delegate as a representative of village under an agricultural cooperatives unit, is not equal to woman compared with man. Fortunately if a woman be a delegate in a village, sometimes rural woman leader let her be in chaos to discuss for a topic related to local agricultural issues involving gender issues. Most of the, were used to pass a chance to speak their opinion on that issues by reason of lack of self confidence, speech skill, knowledge on that issues, etc. Therefore in this study, it was identified problems of woman leader's activity in a local agricultural cooperatives, and suggested 3types of educational program effects through assessment of their needs in 2006.

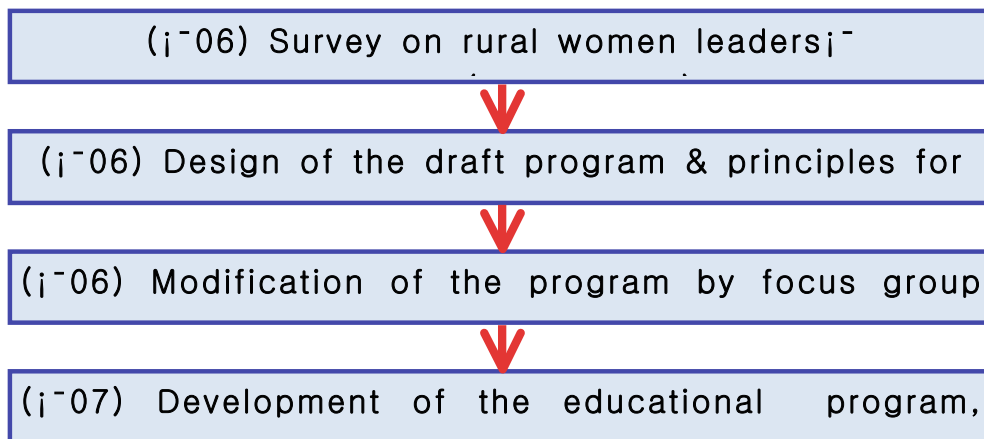
I. Objectives

The objectives of this study were as follows; to find out the barriers to activity, to design an educational training program for promoting of rural women leader's activity as a board member of agricultural

cooperatives at each level.

II. Methods & Procedures

To meet the objectives of this study, it was executed by survey, case interview, specialists focus group discussion.



III. Major Results

1. Characteristics of subjects

Category	Response
Age	Average 51.7years old
Educational attainments	High schooling and over 51.3%
Decision maker in home	Myself 30.8% (general rural women 6.5%)
Growth target	Owner of their own farm 38.5% Taking a charge of nationwide group 35.1% A board member of agricultural cooperatives 7.7% A member of a committee 43.6%

	A member of national/local assembly 51.3%
Action in pattern	Volunteer 52.6%, Driver 18.4%, Creativity 2.6
Doing in style	Generalist 43.6%, maintainer(as like farmer) 43.6%, specialist 20.6%

2. Understanding role, barriers and needs

Category	Response
Understand their roles	A board of director's role : average 1.53 of total 4 points Agricultural cooperatives' function : average 1.44 of total 3 points
Barriers	Shortage of information & knowledge of accounting and function of agricultural cooperatives Lack understanding of topic & issues on discussion Difficulties of speaking on one's turn Lack Persuasive speaking or one's power of persuasion Anxiety of making an error of judgment for rural women related to project or business of that
Evaluation former program	Very difficult and complex (understanding just on time to take a lecture) 42.4% Repetition of same lecture by time 30.3%
Educational needs	Understanding the function of agricultural cooperatives and role of a board member Planning and developing new project and business Procedures of managing project or business Decision making, Speech and presentation skill Making budget & fundraising

Role and mission of governmental organization
 Understanding of gender equality

3. Development of educational program

A. Selection of major fields as standard

5 areas of learning fields for women leader as a member of an agricultural cooperatives were selected as follows; leadership involving self leadership & mentoring, gender equality, Understanding and managing the agricultural cooperatives, agricultural policy and farm management, marketing and distribution system

B. Systematic ordering the learning level by position

- 1) Outsider who wants to be a member of A.C.
- 2) member who dose not take a charge at any position
- 3) Delegate as a representative of a village in A.C.
- 4) A board member of an agricultural cooperatives (A.C.)
- 5) CEO or Director of an agricultural cooperatives unit

C. Curriculum and 3types of short programs

1) Curriculum of a special field for rural women leader by their position according to systematic ordering.

- 2) 3 types of educational training programs for short time

Category	Contents
Basic course (12hours)	Leader's role in community development Understanding function and business management of AC, the rights and the duties of a AC member Basis of words of accounting related to AC
A middle step course (20hours)	Leadership style, Communication, Policies for rural women, The articles of an AC, Understanding accounting and financial management, Understanding and developing AC business and projects, Marketing
Advanced course (32hours)	Leadership, Problem solving, Conflicts control, Decision making, Management of consumer, Planning proposal on new project or business, Discussion skill

IV. Conclusion & Suggestion

The educational training program for rural women leader who wants

to be a member or a board member of an agricultural cooperatives was designed 3types by step based on systematic ordering. In future, it should apply to person at any place for evaluation of the program effects.