

# Human Resource Development (HRD) Initiative

of ICA Sub-Committee on University/College Cooperatives  
for Asia and the Pacific

April 6, 2002 in CEBU  
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## 1 IMPORTANT ROLES OF COOPERATIVES

### 1.1 "Globalization" and Exclusion

1.1.1 The issue of concentration is a key and natural component of globalization. If concentration is one side of today's economic model, the other is exclusion.

1.1.2 This kind of exclusion deepens the social abyss. It leads to bigger and bigger problems, whether they be drug trafficking or terrorism, guerrilla, warfare or crime.

### 1.2 Cooperatives and Inclusion

1.2.1 Cooperatives are inclusive, not exclusive, organizations, and can vitalize their local communities through "face to face" communications.

1.2.2 A cooperative can be functioning smoothly in its community when it joins some networks or other in local, national, regional and global levels, then "Cooperation among cooperatives" is stressed in the ICA sixth principle.

### 1.3 Cooperatives and Values

1.3.1 Cooperatives have the important values in a changing world so as to vitalize the local communities as well as to sustain our globe, including elimination of poverty, conservation of environment and peaceful coexistence.

1.3.2 Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. (ISCI: ICA Statement on Cooperative Identity)

1.3.3 Co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

(ISIC)

1.3.4 Each element of above-mentioned values are actually valuable for not only cooperative organizations but also humane persons with tolerant minds.

## 2 IMPORTANCES OF HRD FOR YOUTH

### 2.1 The General Assembly (of UNITED NATIONS)

2.1.1 **Recognizing** that global cross-sectoral youth policies should take into consideration the empowerment and full and effective participation of young people, and their role as a resource and as independent decision-makers in all sectors of society;

2.1.2 **Recognizes** the great importance of the empowerment of youth through building the capacity of young people to achieve greater independence, overcoming constraints to their participation and providing them with opportunities to make decisions that affect their life and well-being. *(88th plenary meeting, 19 December 2001)*

### 2.2 Generation Change in Cooperatives

For sustainable cooperatives as socially useful organizations, cooperatives should;

2.2.1 seat youth in a cooperative membership, and also in a board if possible;

2.2.2 convey to youth their values and visions as well as advantages of cooperative method;

2.2.3 help youth make their own (shared) visions;

2.2.4 hold conferences or seminars for youth together with adults, periodically and/or as occasion demands; and

2.2.5 bring youth power into the center of a cooperative business through youth participation and involvement.

### 2.3 Youth and Cooperatives

What purpose is youth participation and involvement for?

- 2.3.1 It is for the purpose of development of a cooperative, including increasing its business. (If that's all, youth power is only the tool of cooperative success.)
- 2.3.2 Cooperatives should have facilities for solving youth own problems, including tight situation on getting a job.
- 2.3.3 When youth feel attractive to cooperatives (movement and business), it is the very success of cooperatives.

### **3 HRD AND ITS PERIPHERAL SYSTEMS**

#### **3.1 Education and Training**

- 3.1.1 (Traditional): "People are trained to fit the organization." – But Education and Training are not "Making a duplicate of the principal."
- 3.1.2 (New): "People are developed to create the organization."

#### **3.2 Participation and Learning**

- 3.2.1 These days, the framework of learning is changing, since Jean Lave, professor of the UC Berkeley, and Etienne Wenger, research scientist, advocated a new concept of learning that is "**Legitimate Peripheral Participation (LPP)**" in 1991.
- 3.2.2 According to LPP theory, learning is a process of identity-formation towards becoming a full member of a community of practice, or towards full participation from peripheral participation.

#### **3.3 Concern for Community**

- 3.3.1 "Globalization," a two-headed monster of Concentration and exclusion, is liable to force local communities into stagnancy.
- 3.3.2 "To be free to realize oneself"
  - "Value of Freedom, and equality of Freedom"
  - "Value of Tolerance, and equality of Tolerance"
- 3.3.3 "Concern for Community" is the ICA seventh principle added

in ICA General Assembly, 1995.

### **3.4 Wider Network**

- 3.4.1 The wider cooperative network in which youth play a role, the more understanding of cooperatives and its values they have. (from epistemology)
- 3.4.2 Bilateral or trilateral Youth Exchange Program (YEP) is also important.

### **3.5 Management Driven by Shared Vision**

- 3.5.1 See Figure 1
- 3.5.2 Some visions

## **4 ICA-ROAP ACTIVITIES IN THIS DECADE**

### **4.1 The important roles of a university/college cooperative for good relationship between Youth and All types of Cooperatives.**

- 4.1.1 As a key member of the Co-operative, the University Co-operative acts as the gateway for participation by its membership (students) in the overall Co-operative movement (introductions, contacts, etc.).
- 4.1.2 Recognition of the existence and potential of various co-operative activities on university campuses which reach beyond the framework of the University Co-operative, and support for those undertakings
- 4.1.3 The presence of national centers and regional centers to support these activities

### **4.2 ICA Regional Campus/Youth Seminars for AP region.**

- 4.2.1 The First Seminar was held in Singapore in 1996.
- 4.2.2 The Second Seminar was held in the Philippines in 1999.

### **4.3 ICA regional youth seminars for all types and forms of cooperatives**

- 4.3.1 The First Seminar was held in Japan, in June 2001

4.3.2 The Second Seminar will be held in Malaysia in the year of 2003.

#### **4.4 An axis of cooperative network ---**

4.4.1 The "Youth mailing list (YML)" is now running. All of you can join it.

4.4.2 A "Youth Web Site" is not yet open.

### **5 OTHER GLOBAL ORGANIZATION**

#### **5.1 UN – already mentioned**

#### **5.2 International Labour Organization (ILO)**

5.2.1 The 90<sup>th</sup> Session (June, 2002) of ILO General Conference is going to adopt the new Recommendation concerning the promotion of cooperatives, which may be cited as the Promotion of Cooperatives Recommendation, 2002.

5.2.2 It will revise and replace the Cooperatives (Developing Countries) Recommendation, 1966.

5.2.3 You can get the proposed Recommendation Text in the following web site.

<http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/rep-iv-2b.pdf>

### **6 CONCLUSION**

**6.1 Without youth participation, there cannot be success of cooperative movement.**

**6.2 Youth should not be trained just to fit the organization, but be developed to create the organization.**

**6.3 A cooperative should bring youth power into the center of its business as well as movement.**

**6.4 Diverse Youth Networks are valuable for HRD of youth, in local, national, regional and global level.**

Closing Address in the 1<sup>st</sup> Multi-Sectoral National Youth Cooperative Congress at Quantum Beach Resort, Mactan, Cebu City on April 5-7, 2002

April 7, 2002

OKAYASU Kisaburo

As a behalf of ICA Sub-committee on University/College Cooperative for Asia and the Pacific, I would like to say that congratulations for successful closing of this congress.

I have now some impressions, or I have found some key words.

First one is “YOUTH ENTREPRENEUR.”

Yesterday, I said as one of conclusions that youth should not be trained just to fit the organization, but youth should be developed to create the organization. Now I think that the Core Concept of HRD (Human Resource Development) is to nurture youth/student to be an entrepreneur that is job-creator or business creator. Existing cooperatives as well as Government such as CDA should support it. Of course we support it.

Second one is “NATIONAL COOPERATIVE YOUTH NETWORK” set up yesterday. This is now not from all Regions, but I am assure that it is going to nationwide network. “Just now inter-regional network, tomorrow just national network.”

Third one, I remember one seminar relevant to “entrepreneurship.” That is “Joint Regional Conference of ICA and ILO on COOPERATIVE AND ENTREPRENEURSHIP” in the end of next August in Tokyo, Japan. You can contact Ms. Teresitta De Leon, ILO Cooperative Coordinator for Asia and the Pacific, and former Manager of NATCCO, the National Confederation of Cooperatives.

Final one is “THE SECOND ICA REGIONAL COOPERATIVE YOUTH SEMINAR FOR ASIA AND THE PACIFIC” in Malaysia. It will be held in July or August of the next year. So I would like to say “See you again in Malaysia. Let’s bare up!”

Thank you very much. SALAMAT PO! MABUHAY!