



Influence of Gender Mainstreaming on the Sustainability of Cooperative Movement among General Multipurpose Cooperative Societies of Tertiary Institutions in Ekiti State – Nigeria

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Abstract

The study examined General Multipurpose Cooperative Societies at Tertiary Institutions in Ekiti State, Nigeria, to see how gender mainstreaming affects their long-term viability. This research examines how gender empowerment, affirmative actions, and project committee participation affect cooperative movement sustainability. The research population includes 2,577 Ekiti State university multipurpose cooperative society members. The sample included 346 members of three Ekiti State university general cooperative societies. Multiple regression and frequency tables were used to examine the data for the investigation. The research found that gender mainstreaming considerably impacts the Ekiti State cooperative movement. The study shows that gender mainstreaming benefits the contemporary cooperative movement. Reason being, cooperative movement participants are more likely to display initiative, self-confidence, and involvement. The report recommends gender mainstreaming in cooperative policies and activities to promote long-term viability. We must adopt long-term gender equality tactics, eradicate gender-based obstacles, and provide women and men equal agency in decision-making and cooperative endeavours to attain this aim.

Key words: Gender Mainstreaming, Cooperative societies, Affirmative Actions, Gender empowerment, project committees

INTRODUCTION

Research shows that cooperative societies help individuals, organisations, organisations, and small businesses flourish by providing financial and non-financial services. Their members do more collectively than alone (Kowo, Akinbola & Akinrinola, 2018). Udenwa, Nwala, Adigizey, Jacob, and Suberu (2023) say cooperative societies strengthen individuals economically. These groups were formed on free association, democratic governance, and economic engagement to improve members' socioeconomic conditions. Cooperative societies' services give financial and technical assistance to members regardless of gender, which helps eliminate poverty. Gender-neutral membership policies have historically defined cooperative groups. Ojeomogha and Zedomi (2022) found that cooperatives combine resources to assist individuals satisfy their needs. Because of this, individuals may work together to secure finance or purchase cutting-edge technology that they couldn't accomplish alone. Okechukwu and Ugwumba (2016) state that the ILO and ICA prioritise gender mainstreaming in all co-operative programs. Cooperatives can only thrive with democratic member involvement. According to Kamara (2021), cooperatives can't flourish without gender mainstreaming in their development strategy. Implementing balanced priorities will maintain development. Global gender mainstreaming by governments, administrations, and cooperative groups may help solve gender insensitivity at the national and local levels. Giorgia (2019) suggests gender mainstreaming may assist cooperative societies achieve gender equality. It is an inherent human right and the foundation of any peaceful, wealthy, and long-lasting cooperative society. Devkota, Pant, Odame, Paudyal, and Bronson (2022) define gender mainstreaming as enabling women to be proactive change agents and embracing

institutional reforms to reduce women's social disadvantage. Gender mainstreaming in cooperative innovation, policy, and practice helps reduce gender disparity.

Devkota et al. (2022) identify the most popular gender mainstreaming policy approaches: Responsible for gender rules implementation, oversight, and evaluation; improving gender-diverse participants' abilities; create and apply management and strategy tools including gender-responsive assessment, planning, and budgeting.

The European Commission introduced gender mainstreaming in 1996 to guarantee gender quality in all aspects of society. It all begins with cooperative groups' values and ideals, which allow women to engage in cooperative endeavours equally with men. Furtado, Moreira, and Mota (2021) claim that since Secretary-General António Guterres identified gender mainstreaming as an unfinished business for our time, the UN has relentlessly promoted it. Due to its objective of equitable participation, gender mainstreaming has gained popularity in recent decades. Gender mainstreaming helps companies routinely refocus and assess their activities for equality (Kitta and Cardona-Moltó, 2022). Felix (2016) suggests that men shun competitive situations whereas women avoid them. Academics promote affirmative action to narrow the gender gap and boost female involvement. Atasha and Sanjana (2014) state that gender mainstreaming in affirmative action plans requires a change in cooperative culture and staff attitudes towards HRP, development, selection, and recruitment as business strategy. Gender parity is an essential aim of social justice and will need adjustments in interpersonal dynamics, society norms and regulations, economic systems, and political decision-making.

Gender mainstreaming eliminates gender-specific job divides to provide women and men equal access to and control over geographical resources. Equal distribution of resources is one facet of gender equality. Women's complicated social life must be acknowledged and respected (Evers & Hofmeister, 2011). Adeagbo, Ejidokun, Kasali, and Agbaje (2022) found that cooperative societies boost individual and economic success. However, without gender equality, these communities cannot stand alone and improve strategic engagement in homes, small companies, and organisations. Judith and Xu (2021) claim that gender mainstreaming and cooperative movement literature lacks empirical data on how they modify patriarchal-influenced gender relations in households. The cooperative movement's gender mainstreaming potential needs additional data. Luvuno (2015) found that gender mainstreaming's most crucial step is enacting policies that promote gender equality. Everyone hoped this would lead to more gender-equal work possibilities in cooperatives and government organisations. Despite gender mainstreaming's incomplete implementation due to gender inequality, Wambeti (2016) claims that gender mainstreaming awareness has not been high enough to ensure women's rights, participation, and proper place in the socioeconomic, political, and cooperative arena, as well as their safety and protection.

Despite Nigeria's ranking among the WEF's bottom ten nations for equality, Archibong, Bassey, and Nwagbara (2018) report significant gender gaps in political empowerment and economic participation (including cooperative activities). In Nigeria, gender gaps in secondary school enrolment and pay equality are narrowing. Despite global and local efforts, inequality continues to increase. Even as scholars emphasise gender mainstreaming's role in development, few studies have examined how it affects the cooperative movement in Ekiti State, Nigeria, over time.

The broad objective of the study is to ascertain the influence of gender mainstreaming on the sustainability of cooperative movement in Ekiti State, Nigeria. The study pursues the following specific objectives: determine the impact of affirmative actions on the sustainability of cooperative movement among General Multipurpose Cooperative Societies of Tertiary Institutions in Ekiti State – Nigeria;



investigate the influence of gender empowerment on the sustainability of cooperative movement among General Multipurpose Cooperative Societies of Tertiary Institutions in Ekiti State – Nigeria; Access the impact of project committee membership has on the sustainability of cooperative movement among General Multipurpose Cooperative Societies of Tertiary Institutions in Ekiti State – Nigeria.

LITERATURE REVIEW

Gender mainstreaming

Doorgapersad (2015), gender is a fundamental structuring component in any society. It has always been considered as a societal construct that differentiates men and women. Social conventions, ascribed obligations, and feminine and masculine identities shape gender, which affects behaviour. Gender also intersects with age, sexual orientation, socioeconomic status, ethnicity, and race (Pla-Julian & Guevara, 2020). Gender mainstreaming during the Beijing Conference on Women (United Nations, 1995) enabled a systematic approach to gender equality, according to Kitty et al. (2022). To promote social justice and equality, governments worldwide have created gender mainstreaming legislation and initiatives. According to the 1995 UN Beijing Women's conference's gender mainstreaming principle, all government policies and practices must be assessed for their effects on men and women to avoid gender discrimination (Buckingham, Perellob, & Lopez-Murcia, 2021).

Sivakuma (2016) advocates utilising criteria to assess gender disparity in a specific situation. The researcher discovered:

- Women are under-represented in global politics due to gender power imbalances.
- Home gender inequality occurs when women lack negotiation and decision-making authority and equitable access to resources.
- Legal status and entitlement disparities that deny women equal rights to livelihood, property, inheritance, personal status, and employment security.
- The Economic Division of Labour by Gender: Women must work in non-traditional occupations and are more likely to work from home or for low compensation. Despite their education, abilities, and wealth, women confront disadvantages compared to men.
- In the Domestic/Unpaid Sector, women undertake more housework, cooking, cleaning, ill care, and childcare than men.
- Domestic gender-based violence is another kind of violence against women. Unfair Treatment Gender stereotypes affect views beyond money, including variations in suitable conduct, autonomy, and competence.
- These complex issues must be addressed to create a more equal society with equal rights and opportunities for men and women.

A holistic strategy that challenges preconceptions, addresses structural difficulties, and prioritises inclusion is needed to advance gender equality. Gender mainstreaming is a route to gender equality, not the ultimate objective. Mainstreaming is a strategic plan to achieve gender equality via development policies, programs, and initiatives.

Affirmative Action as Proxy for Gender Mainstreaming

No comprehensive definition of affirmative action exists. Many academics have characterised affirmative action in their own ways (Fitsum, 2017). The term "affirmative action" refers to positive actions that encourage historically marginalised groups, particularly those who have faced

discrimination, to participate. The approach of affirmative action aims to correct past wrongs and improve the power of under-represented groups in organisations. This strategy recruits a more diverse workforce at all organisational levels via false affirmative action (Francis, Agnes & Cynthia, 2017). Fitsum (2017) defines affirmative action as a series of programs that eliminates overt and hidden discrimination and gives under-represented groups a chance to obtain the employment they deserve. According to Furtado et al. (2021), Affirmative Action is a combination of policies and initiatives that aim to boost women in business, government, and politics. The most popular way to increase women's political and decision-making representation is via electoral and corporate processes that require a particular proportion of women in executive positions.

According to Atasha et al. (2014), affirmative action reduces leadership disparity based on group experiences to eliminate prejudice. It aims to prevent prejudice from returning to South Africa. Many operational frameworks, including cooperative movements, corporations, organisations, and institutions, must be adjusted;

- Refraining from segregating the gender in all eating, recreation and work facilities.
- Ensure equal and fair employment practices for all gender
- Guarantee pay for all employees (either male or female) doing equal or comparable work for the same period of time and under the same circumstances.
- Provide a workable design and introduction of training programs to prepare a significant number of the female gender for supervisory, administrative, clerical and technical jobs.
- Improving the quality of equal gender employees' lives outside the workplace in areas such as housing, transportation, education, infrastructure, recreation and health

Gender Empowerment as Proxy for Gender Mainstreaming

The cooperative approach has traditionally empowered women by allowing the weaker segments of society to work together to attain objectives they couldn't reach alone. Using "one person, one vote," members set these objectives. Cooperative businesses allow women and men to work together (Kifle, 2015). Cooperative organisations, in which people or corporations pool resources to achieve goals, empower women economically and socially. Cooperative members share resources, ownership, and decision-making to benefit everyone. Many service areas include utilities, healthcare, finance, housing, and agriculture. Women generally care for their children's families, therefore cooperative services must be more available. According to Aregawi and Hailesiasie (2013), women using these services empowers the community. Huma, Amani, and Nighat (2015) contend that no uniform criterion exists for measuring women's empowerment since empowerment is context-sensitive. According to the UN, women's empowerment should promote women's prospects in public works, agriculture, and finance to boost economic development and reduce financial issues.

Rashmi (2016) recommends gender empowerment initiatives to empower women;

- Because the percentage of educated professionals in the population is lower than predicted.
- If cooperative services are widespread, most low-income young women can obtain work.
- Cooperative services will boost national economies.
- Skilled women from economically disadvantaged beginnings might achieve economic independence and intellectual equal.

In cooperatives, "empowerment" gives women greater influence over their lives, views, and resources. It seeks to alter systemic factors that marginalise women and other disadvantaged groups. Wole,



Derek, Elizabeth, Dina, and Annet contended in 2022 that the literature has supplied several metrics of female empowerment across time.

Project Committee as Proxy for Gender Mainstreaming

Committee members are selected from different levels of an organization's structure to make decisions utilising the group's knowledge and information. Anan and Seif (2018) claim that including all stakeholders' perspectives improves decision-making processes. The committee, a major cooperative activity entity, says more financial and non-financial resources are needed to supervise daily operations. This improves performance and manipulation. The research found that the management committee reduces operational risks and boosts performance by rejecting hazardous initiatives and favouring successful ones. Cooperatives, like other organisations, need continual management to enhance performance. Any organization's management committee must protect all stakeholders. The management team, which governs the cooperative, creates committees. Umebali, Nwankwo, and Usman (2018) say members elect these committees during the Annual General Meeting. Usman and Umebali (2021) define a management committee as a registered cooperative society's governing body that oversees activities in compliance with cooperative statutes. The committee is called the management committee in a primary cooperative organisation because it protects cooperative members. Effective cooperative management is difficult. It covers collaborative company issues as well as resource management and business operations. Without a skilled management committee, cooperatives can experience inadequate administration, wasted expenditure, and theft. A competent management committee is essential for a successful cooperative (Oyeleye & Umebali, 2023).

Overview of Cooperative Society

Rochdale Society of Equitable Pioneers was England's first cooperative, founded in 1844. Since then, cooperatives have been debated and approved. Cooperatives are popular because they provide a more democratic alternative to capitalist worldwide (Zhang, Wu, Chen, Liang, Khan, & Ray, 2023). Cooperative societies are democratically run and owned by members. To address members' needs as they perceive them. Cooperatives enable individuals to combine their limited resources for economic, social, and personal progress. Cooperatives are crucial to creating excellent employment. This boosts financial and non-financial resources (Ojobo, Damian, & Orban, 2021). Kowo et al. (2018) list numerous forms of cooperative societies and their usage in various economic domains. All of these communities aim to address members' material and social requirements. Agricultural, consumer, marketing, finance, housing, insurance, and transportation cooperatives are among several types. According to Ezeude and Frank (2023), cooperative societies have formed in towns, cities, and villages to improve members' socioeconomic position. Cooperative societies combine resources and make it simpler for firms to integrate commodities, capital, and financial markets to enhance economic and social conditions. Aneta (2022) emphasises how cooperative principles are practically related to local trends and how legal, historical, and local necessities form cooperative companies. Biogas plants and other renewable energy initiatives by cooperatives provide employment, education, training, and empowerment worldwide. Carlo, Manlio, Chiara, and Massimo (2019) describe cooperations as economic organisations, like traditional corporations. However, cooperatives are unique because they aim to address the non-financial needs of its members, who own and democratically manage the organisation.

RESEARCH METHOD

Research Design

This study employed cross-sectional surveying. The survey design was suitable for the research since it describes, documents, analyses, and reports present or prior situations.

Area of the Study

An empirical study was conducted in Ekiti State, Nigeria.

Population of the Study

The population used in the study has 2,577 participants.

Sample Size and Sampling Techniques

Sample Size Determination

The statistical formula applied to determine the sample size from the population of the study as formulated by Taro Yamani (1967) is stated as follows:

$$\frac{N}{1 + N(e)^2}$$

Where n = Sample size to be tested

N = Total population size

e = acceptable error term (0.05)

Therefore, the total sample size is calculated thus:

The sample size is:

$$\frac{2577}{1 + 2577(0.05)^2} = 346$$

The total sample size is three hundred and forty-six which are further divided among the General cooperative societies in the three Universities in Ekiti State.

Sampling Technique

To ensure complete coverage, a stratified sample was utilised as not all population members had an equal chance of being picked. Based on institution personnel numbers, the population was separated into three groups. Taro Yamani (1967)'s model established strata sample sizes:

$$n = \frac{N_i n_i}{N}$$

Where:

n = Number of respondents from each academic staff of Universities in Ekiti State

n_i = total sample size

N_i = number in each group

N = population size of the study

Table 1. Total Respondent

S/N	Cooperative Society	Sample size
1	EKSU General Cooperative	$\frac{(1200)(346)}{2577} = 161$
2	FUOYE General Cooperative	$\frac{(950)(346)}{2577} = 127$
	ABUAD General Cooperative	$\frac{(427)(346)}{2577} = 58$

Source: Author's computation

Model Specification

To realise the objectives of the study, the study was presented in a simple linear regression analysis that was models in favour of Gender mainstreaming as the independent variables while dependent variable was the cooperative movement.

The implicit equation function;

$$CM = f(GM) \dots\dots\dots (3.1)$$

$$CM = f(AA, GE, PC) \dots\dots\dots (3.2)$$

Considering the fact that three different objectives were involved in this study and the fact that each of the three objectives requires different models, variables to be examined were categorized under each of the objectives. The following models are hereby specified in the multiple regression model stated in explicit form:

Objective 1: determine the impact of affirmative actions on the sustainability of cooperative movement in Ekiti State, Nigeria

$$CM = \beta_0 + \beta_1 AA + \mu \dots\dots\dots (3.3)$$

(Where: β_0 = constant; β_1 AA = Affirmative Action)

Objective 2: investigate the influence of gender empowerment on the sustainability of cooperative movement in Ekiti State, Nigeria

$$CM = \beta_0 + \beta_1 GE + \mu \dots\dots\dots (3.4)$$

(Where: β_0 = constant; β_1 GE = Gender Empowerment)

Objective 3: Access the impact of project committee membership has on the sustainability of cooperative movement in Ekiti State, Nigeria.

$$CM = \beta_0 + \beta_1 PC + \mu \dots\dots\dots (3.5)$$

(Where: β_0 = constant; β_1 PC = Project Committee)

The explanation multiple regression function will be in form of

$$CM = \beta_0 + \beta_1 AA + \beta_2 GE + \beta_3 PC + \mu \dots\dots\dots (3.6)$$

Where:

CM = Cooperative Movement, AA = Affirmative Action, GE = Gender Empowerment, PC = Project Committee, β_0 = Constant Term; β_1 , β_2 , and β_3 = Beta coefficients; μ = Error term cooperative movement in Ekiti State, Nigeria.

RESULT AND DISCUSSION

Socio-economic Data of Respondent

The demographic characteristics of the respondent were presented according to their gender, age, educational level, affiliates, status at work, number of cooperatives joined and years in cooperative societies

Table 2. Demographic Distribution

	Frequency	Percent
Gender Distribution		
Male	125	48.1
Female	135	51.9
Total	260	100.0
Age Distribution		
21-30Years	84	32.3
31-40Years	75	28.8

41-50Years	25	9.6
Above 51Years	76	29.2
Total	260	100.0
Educational Qualification		
O'Level	11	4.2
ND	21	8.1
HND	98	37.7
First Degree	61	23.5
Master's Degree	25	9.6
Ph.D.	44	16.9
Total	260	100.0
Affiliate		
Yes	134	51.5
No	126	48.5
Total	260	100.0
Status		
Academic Staff	128	49.2
Non-Academic Staff	132	50.8
Total	260	100.0
No of Cooperative		
One	186	71.5
Two	74	28.5
Total	260	100.0
Years in Cooperative		
1-5Years	95	36.5
6-10Years	102	39.2
11-14Years	9	3.5
15Years and Above	54	20.8
Total	260	100.0

Source: Field Survey (2024)

Table 2 shows the demographic distribution of respondents that one hundred and twenty-five (48.1%) of the respondents are male respondents while one hundred and thirty-five (51.9%) of the respondents are Female respondents which implied that Female respondents are more than the Male respondents for this research work. Age distribution of respondents revealed that eighty-four (32.3%) of the respondents are ages between 21-30years, seventy-five (28.8%) of the respondents are ages between 31-40years, twenty-five (9.6%) of the respondents are ages ranging between 41-50years while seventy-six (29.2%) of the respondents are above 51years.

Educational qualification of respondents showed that eleven (4.2%) of the respondents are O'level certificate holder, twenty-one (8.1%) of the respondents are ND certificate holder, ninety-eight (37.7%) of the respondents are HND certificate holder, sixty-one (23.5%) of the respondents are First Degree certificate holder, twenty-five (9.6%) of the respondents are master's degree holder while forty-four (16.9%) of the respondents are Ph.D. degree holder. Affiliate of Cooperative Society of the respondents indicated that one hundred and thirty-four (51.5%) of the respondents agreed to be affiliate member while one hundred and twenty-six (48.5%) of the respondents do not affiliate with any other cooperative society.

Status at work revealed that one hundred and twenty-eight (49.2%) of the respondents are academic staff that joined cooperative societies while one hundred and thirty-two (50.8%) of the respondents are non-academic staff. Number of Cooperative societies joined revealed that one hundred and eighty-six (71.5%) of the respondents' that join only one cooperative society, seventy-four (28.5%) of the respondents joined two cooperative society.

Years in cooperative revealed that ninety-five (36.5%) of the respondents have been cooperative between 1-5years, one hundred and two (39.2%) of the respondents have been in cooperative between 6-10years, nine (3.5%) of the respondents have been in cooperative 11-14years, fifty-four (20.8%) of the respondents have been with the cooperative for 15years and above. Based on the analysis of the socio-economic characteristics, it can be inferred that majority of the respondents shared same profile in terms of background, educational qualifications salaries and numbers of years in the cooperative movement.

Affirmative action and Cooperative movement

Simple regression analysis was done utilising respondents' ratings on cooperative movement and affirmative action to test this hypothesis. Table 4.2 shows that compensation and cooperative movement are positively correlated with a R (correlation coefficient) of 0.753. R² is a statistical measure of how much the independent factors explain the dependent variable's variance. Results show R², the coefficient of determination, is 0.566. Affirmative action explained 56.6% of cooperative movement variance. Modified R², which matches model and data well, supports this. Even after accounting for all errors and adjustments, Table 4.2 shows that the model only explains 56.5% of variation, with the error component explaining 43.5%.

The unstandardised beta coefficient for affirmative action is 0.674, with a t-value of 18.357 and a significance level of $0.000 < 0.05$. This study found that cooperative movement promotes affirmative action. This shows that the cooperative movement might implement affirmative action. Modern cooperatives share affirmative action's ideals. Similar to Usman and Umebali (2021), this research shows that committee members' socioeconomic status greatly affects their productivity. Given Nigeria's government leadership's acceptance of several conventions and policies but failure to implement them, Archibong et al. (2018) are concerned about gender mainstreaming. In light of the President of the Federal Republic of Nigeria's ambivalence towards gender mainstreaming, it is crucial to reaffirm and deepen commitments to ensure women have equal rights, access, and opportunities to participate and lead in national affairs. Ogiamien, Emejulu, and Ojiagu (2023) examined a correlation matrix of cooperative marketing, credit extension, and agricultural input supply factors. They discovered positive coefficients of 0.111, 0.151, and 0.372. This suggests that the dependent and independent variables in the study area are positively connected. It illustrates how cooperative marketing, credit extension, and agricultural input supply would alleviate poverty in the research area.

Table 3, F-Stat. 336.973, and p-value $0.000 < .05$ demonstrate that affirmative action does not substantially impact cooperative movement in objective one. Thus, the null hypothesis is false. We assumed affirmative action's influence on cooperative mobility.

Table 3. Affirmative action and Cooperative movement

Variable	Coeff.	Std. Error	t-value	Sig.
Constant	1.087	0.162	6.698	0.000
Affirmative Action	0.674	0.037	18.357	0.000
R	0.753			

R Square	0.566
Adj. R Square	0.565
F Stat.	336.973(0.000)

Dependent Variable: Cooperative Movement

Gender empowerment and Cooperative movement

A simple regression study employing respondents' assessments on cooperative movement and gender empowerment tested this hypothesis. Table 4 shows a substantial positive association between cooperative movement and gender empowerment (0.744). The coefficient of determination (R²) might indicate how much the independent factors explain the dependent variable's variability. Results show R², the coefficient of determination, is 0.553. This suggests that 55.3% of the cooperative movement is due to women empowerment. Modified R², which demonstrates model fit, supports this. The adjusted R² value of 0.551, calculated after correcting all mistakes and making relevant modifications, shows that the model can only explain 55.1% of gender empowerment variance. Table 4 explains 44.9% using the model's error term.

A statistical significance threshold of $0.000 < 0.05$ and a t-value of 17.859 result from the unstandardised beta coefficient of 0.746 for gender empowerment. This study found a link between women empowerment and cooperatives. These findings show that women's empowerment promotes cooperative movement members' self-esteem and autonomy, which boosts learning and growth. This study supports Wole et al. (2022), who found that gender and geography affect agency and empowerment situations. These things should be part of every empowerment effort. To be more specific, empowerment policies and interventions must first strengthen psychological strengths and address gendered perceptions on resources in each environment. The present analysis confirms Evans et al. (2015) that affirmative action policies improve public service quality. Compared to the Office of the President's Ministry of State, the Ministry of Higher Education, Science, and Technology excelled in accountability, transparency, cost efficiency, staff engagement, and productivity. Atasha et al. (2014) found that managers and employees valued diversity and affirmative action training. Despite knowing the aims of affirmative action, workers of all ages, genders, languages, tenure levels, and ethnicities are continuously unsatisfied with how diversity issues are handled and presented in the organisation.

Objective two's Table 4 analysis and F-Stat. 318.942 p-value of $0.000 < .05$ disprove the null hypothesis that gender empowerment does not substantially impact the cooperative movement. We can reject the null hypothesis. We have switched to the alternative premise that female empowerment affects the cooperative movement.

Table 4. Gender empowerment and Cooperative movement

Variable	Coeff.	Std. Error	t-value	Sig.
Constant	0.741	0.186	3.990	0.000
Gender Empowerment	0.746	0.042	17.859	0.000
R	0.744			
R Square	0.553			
Adj. R Square	0.551			
F Stat.	318.942(0.000)			

Dependent Variable: Cooperative Movement

Project Committee and Cooperative Movement

The theory was tested using project committee and cooperative movement ratings. These scores were examined using simple regression. Table 5 reveals that the project committee and Cooperative Movement have a significant, positive association ($R = 0.880$). R^2 is a statistical measure of how much the independent factors explain the dependent variable's variance. R^2 , the determination coefficient, is 0.775, according to studies. Thus, the project committee accounted for 77.5% of cooperative movement variance. The updated R^2 value of 0.774 supports this. Even after correcting for errors, the model only explains 77.4% of cooperative movement variance. Table 5 reveals the model's error term accounts for 22.6%.

Statistical significance is shown by the project committee's unstandardised beta coefficient of 0.780, t-value of 29.812, and p-value of $0.000 < 0.05$. These findings showed a favourable correlation between cooperative movement and project committees. According to these findings, more women on management committees may give the cooperative movement greater responsibility and ownership. Additionally, female management committee involvement supports the cooperative movement's development and durability. This study validates Kifle (2015), however it hasn't increased gender awareness or political empowerment. According to the report, cooperatives, women's organisations (WOs), and public-private partnerships (PPPs) should take proactive steps to empower women. Four of the five criteria significantly impacted rural women's empowerment (Ashwin et al., 2014). One must improve one's socioeconomic status, obtain personal freedom to make choices, increase women's involvement in family and community activities, and adopt a growth mentality for children. Due to its focus on rural women, the research is not generalisable. The findings may help governments, NGOs, and microfinance institutions improve rural women's social and economic well-being via policies.

Objective three's Table 5 analysis rejects the null hypothesis that the project committee does not substantially impact cooperative movement, with an F-Stats of 888.774 and a p-value of $0.000 < 0.05$. We can reject the null hypothesis. This leads us to the counterargument that advantages spread cooperatively.

Table 5. Project Committee and Cooperative Movement

Variable	Coeff.	Std. Error	t-value	Sig.
Constant	0.758	0.111	6.809	0.000
Project Committee	0.780	0.026	29.812	0.000
R	0.880			
R Square	0.775			
Adj. R Square	0.774			
F Stat.	888.774(0.000)			

Dependent Variable: Cooperative Movement

Gender Mainstreaming and the Sustainability of Cooperative Movement

Multiple regression was employed to evaluate the hypothesis. The respondents' assessments on gender mainstreaming variables—cooperative movement sustainability and affirmative action—and gender empowerment were computed. The correlation coefficient (R) of 0.881 in Table 4.5 suggests a substantial positive relationship between gender mainstreaming (affirmative action, gender empowerment, and project committee) and cooperative movement sustainability. The coefficient of determination (R^2) might indicate how much the independent factors explain the dependent variable's variability. Data indicates $R^2 = 0.776$, the coefficient of determination. Gender mainstreaming—affirmative action, women empowerment, and the project committee—explains 77.6% of the

cooperative movement's durability. Another indicator is the model's goodness of fit, which is 0.773 in the updated R². Even after correcting for errors, the model only explains 77.3% of cooperative movement sustainability variance. Table 4.5 reveals the model's error term accounts for 22.7%.

Affirmative action has an unstandardised beta coefficient of 0.099, a threshold of $t=1.097$, and a significance level of $p=0.274 > 0.05$. Affirmative action helps cooperative movements survive, according to one study. This shows that individuals are more inclined to join the cooperative movement that supports Affirmative Action, which would increase cooperative efforts and improve workplaces. Anan et al. (2018) found that the committee system in the Irbid Greater Municipality boosts leadership effectiveness. This research found that the committee structure's bureaucratic bottleneck mitigation made Greater Irbid Municipality (IGM) operations less efficient.

The gender empowerment variable has an unstandardised beta coefficient of -0.090, above the significance criterion of 0.05, with a t-value of -0.891 and p-value of 0.374. The data suggest that empowering women hurts the cooperative movement. Gender empowerment improves self-esteem, self-efficacy, psychological wellness, and family spending equity for cooperative members. This research contradicts Kitta et al. (2022) by indicating that higher education lacks gender mainstreaming instruction. Survey participants said gender perspectives in educational programs are essential to reduce sexism, develop gender competencies, and use gender-sensitive teaching methods. They disagreed on gender training's importance. Scientific students had lesser demand than Greek philology, PE, teaching, and other majors, while male students had less demand than female students.

Using a significance level of $0.000 < 0.05$ and a standard error of 0.050, the project committee's unstandardised beta coefficient is 0.765. Data showed a strong correlation between the project committee and the cooperative movement's durability. These findings show that women's involvement in management committee programs promotes equitable funding for cooperative movement projects. Project-based efforts that foster cooperative action will motivate cooperative members. Oyeleye et al. (2023) agree with the findings that cooperative management and leadership posts are difficult to fill. It involves member management, resource management, and business operations. It was stated that choosing trustworthy management committee members is vital to cooperative performance. This research supports Abdullah et al. (2014), indicating that policymakers may benefit from a greater understanding of the problem and a better strategy to encourage women in the workforce. The study is intended to influence policies, improving women's employment opportunities and creating jobs that stable the economy.

Table 4.5 shows that gender mainstreaming has a considerable influence on cooperative movement sustainability, disproving the null hypothesis. This hypothesis is supported by an F-Stat of 295.748 and a p-value of $0.000 < 0.05$. We can reject the null hypothesis. Thus, we proved the alternative hypothesis that gender perspectives impact cooperative movement sustainability.

Table 6. Gender Mainstreaming and the Sustainability of Cooperative Movement

Variable	Coeff.	Std. Error	t-value	Sig.
Constant	0.788	0.135	5.812	0.000
Affirmative Action	0.099	0.090	1.097	0.274
Gender Empowerment	-0.090	0.101	-0.891	0.374
Project Committee	0.765	0.050	15.206	0.000
R	0.881			
R Square	0.776			



Adj. R Square	0.773
F Stat.	295.748(0.000)

Dependent Variable: Cooperative Movement

CONCLUSION

The study concluded that affirmative action is a good policy to be adopted by cooperative movement, the goals of Affirmative Action are good for today's cooperative movement, members would be willing to contribute more to cooperative movement that adopts Affirmative Action, brings positive improvement to the work environment in today's cooperative activities.

Gender empowerment increases confident level and give independent in cooperative movement, improves members skill acquisition and knowledge in cooperative movement and gender empowerment allows for Self-esteem; self-efficacy; psychological well-being of members in cooperative movement, allocation of spending and equitable contribution to household spending.

Gender participation in management committee will increase ownership and accountability within cooperative movement, gender participation in management committee aligns with the long-term sustainability and growth goals of the cooperative movement and gender participation in management committee programs ensured equal distribution of resources to improve the cooperative movement activities and project-based programs to support cooperative activities will increase member's responsibility in cooperative movement.

RECOMMENDATIONS

The study recommends that:

- Efforts should be made to enhance gender empowerment initiatives within cooperative organizations. Such efforts includes constant training, mentoring, and support programs specifically tailored towards empowering women and promoting their active participation in cooperative activities.
- It is suitable to strengthen the role and effectiveness of project committees within cooperative organizations at all levels. This can be achieved by providing adequate resources, training, and support to committee members, as well as promoting transparency and accountability in committee operations.
- Gender mainstreaming should be integrated into cooperative policies and programs to ensure the sustainability of cooperative movements at all levels of its operation. This involves adopting strategies that allows for promoting continuous gender equality, address issue of gender-based barriers, and empower both men and women to actively participate in cooperative activities and decision-making processes.
- Advocate for supportive role of relevant stakeholders (government agencies, non-governmental organizations, and civil society groups) to create an enabling environment for cooperative development. This may involve lobbying for policy reforms, resource mobilization, and partnerships to address systemic barriers and promote the interests of cooperative members, especially marginalized groups.



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