



Gender equality – it's time for action

Most co-operative organisations, including the ICA, have adopted good resolutions and programmes in order to promote gender equality. But the sad truth is that very few of us have been successful in making real progress.

Like others, we are held back by the weight of historical, social, and cultural factors.

Demonstrating our commitment

Capacity-building

Gender balance

Accountability and monitoring

Human and financial resources

¥ We will ensure accountability and monitoring by having the Director-General submit an annual report to the Board on the current status of gender equality throughout the ICA family, by collecting gender disaggregate statistics for membership and employees, and by designating gender focal points in our offices

¥ Finally, we will attempt to increase the human and financial resources that are allocated to the promotion of gender equality, particularly through our own development programme but also concerning communications, staff training, and support to the Global Women's Committee

I have recently written to the Presidents and CEOs of all ICA member organisations to inform them about this Gender Strategy and to encourage them to undertake activities in all of these five areas, just as ICA itself has done.

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This is why the ICA Board, at its April meeting in Tel Aviv, decided to adopt a new Strategy to Promote Gender Equality. It is featured on pages 4 and 5 of this issue of Alliance. As you will see, it is addressed both to the ICA and to the ICA's member organisations.

The ICA itself will take a number of concrete steps, including:

¥ Demonstrating our commitment by publicising this Strategy widely, doing our best to have gender-balanced speakers at our meetings, and encouraging our members to send gender-balanced delegations

¥ In the area of capacity-building, we will organise gender training sessions for the ICA Board and staff, and will encourage our Specialised Bodies to do the same

¥ With respect to gender balance, we have set a target that at least 30 percent of ICAs elected positions (global board and regional executive committees) be held by women by the year 2005, and we will encourage our Specialised Bodies to do the same



Focus on five concrete steps: Rodrigues

As a movement based on the values of equality and democracy, co-operatives have a moral responsibility to make progress in the promotion of gender equality. We also have very practical benefits to gain by making full use of all available human resources in dealing with the many economic challenges facing us today.

Gender equality is indeed good for business, and it is good for co-operative business in particular.

Roberto Rodrigues
ICA President

Comings and goings

Ivar Hansen will retire in September from his position as Deputy-Director of the Norwegian Federation of Co-operative Housing Associations.



However, he will remain as Chairman of ICAs Audit and Contrd Committee

until the General Assembly in October 2001.

.....
ICA Board Member **Churil-Hee Won** was

elected as a member of the Korean Parliament during national elections on 13 April.



He will continue to work on behalf of Korean agriculture and

farmers co-operatives as a member of the parliamentary Committee for Agriculture, Forestry, and Fisheries.

.....
Mary Treacy has left the ICA Head Office.

As director of communications, she helped establish the co-operative movement's



global presence on the internet and served as secretary of the ICA

Communications Committee.



'Break new ground, enter new areas'

Yehudah Paz, Chairman of International Relations for the Israeli co-operative movement, co-ordinated arrangements for the ICA Board Meeting in Tel Aviv in April. He afterwards answered a few questions from Alliance.

Alliance: The last time the ICA Board met in Israel was 1994. What changes have taken place in your co-operative movement since then?

Paz: In truth, the year 1994 was one of deep crisis for Israeli co-operatives. Political developments – internal to the co-operative movement and external to it – led to the dissolution of the more-than-70-year alliance between co-ops and the trade unions and the subsequent loss of a number of major co-operative enterprises in finance, health and elsewhere. The agricultural co-operatives also faced serious problems. Today, the transport, consumer and agricultural co-operatives are secure economically and are even advancing in some areas. In general, the new millennium brings hopes for a modest but significant co-operative revival.

No visitor can come to Israel without thinking about the Middle East peace process. What contributions can co-operatives make to peace in this region?

Peace is, of course, the result of political negotiation and agreement. But this political process is not enough, by itself, to guarantee peace. That requires an additional element: the growth of mutual understanding, trust and confidence through the direct involvement of civil society, of the NGOs, of people's organisations on both sides in a people-to-people peace process. In our region this P2P process has begun in a variety of sectors. The Palestinian and the Israeli co-operative movements are directly involved in it – in one case through the initiative and support of the Swedish co-operative movement; in other cases within the context of programmes put forward by the ILO and other bodies.

Coops on both sides share interests in agricultural development, in better use of water resources, in environmental protection, in concern for consumers and more. All these form the basis for co-operative involvement in the people-to-people peace process.

This raises the whole issue of co-operatives and civil society. What role do you think ICA can and should play on the global scene?

We are all witness to the emergence of the civil society as a key player on the international scene. ICA is the largest, one of the oldest and most global and one of the most coherent – in terms of its values and principles and (perhaps even more so) in terms of its practical, multi-faceted economic activity – of the components of the civil society. If ICA is to serve its members, build the movement, protect our co-operatives and break

new ground, it must forge effective alliances with other major NGOs in areas of common interest, and it must take its place as a leader within civil society. ICA must effectively strengthen co-operatives in their relationships with the powers of governance (national, regional and international) and with the powers of globalised economics – the multi-national companies, the free-market financial giants, etc. To these ends we must work with other civil society groups where and when we share common concerns and goals. These include women's and youth groups, agricultural federations, the labour movement, organisations concerned with protecting the environment and those active in consumer protection, promoters of small and medium enterprises and more. In a word, we must take our place in the forefront of the civil society and we must build those alliances which can best serve our members and our co-operatives.

As a member of the ICA Board since 1993, how do you view the current situation and prospects of our movement?

Contrary to those who regard co-operatives as essentially yesterday's history, I see the new century (and millennium) as an era in which co-operatives can play a central role, an era whose potential for co-operatives is even greater than their past achievements. However, it is also an era of great challenge for co-operatives everywhere. The bitter competition of the free market, globalisation, the divorce of economics from concerns of social justice all impact on us directly, significantly, dangerously. We must therefore strengthen ourselves and at the same time make it possible for us to realise the new potentials. This involves a number of elements. Increased economic efficiency, greater economic co-operation between cooperatives, enhanced managerial skills – all of these must be advanced. Commitment to co-operatives and co-operative loyalty require effective co-operative HRD and education for members, managers and leaders everywhere. Co-operatives must be able to break new ground and to enter new areas such as hi-tech and social and welfare services. They must launch new initiatives for women and for youth, for older people and more.

Membership services and participatory frameworks must be strengthened so that the cooperative reality, its self-reliance and its basic democracy are advanced in the era of free market globalisation. We must be open to new co-operative forms and frameworks while maintaining and refining our co-operative values and principles. We must build our regional and international ICA

Co-operative Day message

'Integrate women and youth into workforce'

Employment promotion is the theme of this year's 78th ICA International Co-operative Day, and the 6th UN International Co-operative Day. It was chosen in recognition of the Special Session of the UN General Assembly held in Geneva 26-30 June to discuss follow-up to the 1995 World Summit for Social Development.

The expansion of productive employment and the reduction of unemployment were among the top priorities in the 1995 Copenhagen Declaration and Programme of Action. Both documents recognised the current and potential contribution of

co-operatives for generating and maintaining quality employment in both rural and urban areas.

The United Nations estimated in 1994 that the livelihood of nearly 3 billion people, or half the world's population, was made secure by co-operative enterprises. More than 800 million individuals are members of co-operatives, which provide an estimated 100 million jobs. In a number of countries in Africa, the co-operative movement has become the second largest employer, surpassed only by the State. In this region, the majority of jobs have been created through the activities of agricultural co-operatives – production, marketing, and processing. In Europe alone, co-operatives provide employment to more than 5 million individuals. Five million is also the size of the staff in the All-China Federation of Supply and Marketing Co-operatives!

Worker-owned co-operatives are increasing in number all over the world. They already provide self-employment to millions of worker-owners in sectors as diverse as health and social services, public services, education, transport, and tourism. They are increasingly formed by professionals whose previous private or public employment has ended.

Co-operatives are not only major sources of employment in large-scale enterprises providing food stuffs, services to consumers, and financial services. They are also an important source of new job creation by providing enhanced

employment opportunities. Financial co-operatives mobilise capital for productive investment and provide people with secure institutions for the deposit of savings which also encourage the formation of new enterprises and thus new jobs.

Co-operatives are also increasingly providing quality job opportunities for specific groups, such as youth, women, indigenous people, persons with disabilities, and the informal sector. Some are consumer-owned, some are worker-owned, and an increasing number are multi-stakeholder in nature. The ability of co-operatives to integrate women and youth into the workforce is particularly important, as these vital human resources are badly under-utilised in many countries.

However, it is important to stress that co-operatives are business enterprises, not instruments of public policy. They create jobs by providing a mechanism that responds to market needs in an efficient way.

The goal of full employment requires that the State, the social partners, and civil society create conditions that enable everyone to participate in and benefit from productive and decent work. Co-operatives are making their contribution as business enterprises with a concern for the communities in which they operate. In doing so, they also contribute to the protection of democratic governments, and even peace, which are increasingly threatened by the forces of economic and social exclusion.

This is why co-operatives also require and deserve a favourable policy environment in which to work. When co-operatives request changes to their national legislation, the adoption of UN guidelines, or the amendment of ILO's Recommendation 127, governments should understand that a supportive policy towards co-operatives will bring economic and social progress, not least in the key area of employment promotion.

Geneva, July 1, 2000.

Rodrigues sees the Pope

As a representative of the world's co-operative movement, ICA President Roberto Rodrigues had a private audience with the Pope in St. Peter's Church 2 May. He had the opportunity to talk with the Pope the day after a May 1st Workers Jubilee was celebrated in Rome, at which Pope John Paul II urged an estimated 200,000 participants from 54 countries to "globalise solidarity."

Yehuda Paz interview

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structures and solidarity at the same time as we strengthen our national and local institutions.

For all of this heavy agenda a strong ICA is vital. We do have an effective base, organisationally and institutionally. What is required is ever greater institutional efficiency, clarity of purpose, effective use of necessarily limited resources.

Above all, ICA is charged with the maintenance and advance of the co-operative vision in the new millennium. That is its greatest responsibility and test – and also its greatest potential for the future



Gender Strategy spells out steps to take

Groundwork for the ICA's new strategy, adopted in April, dates back to 1995 when it adopted a resolution "Gender Equality in Co-operatives."

Gender involves social meanings given to biological sex differences. It is an ideological and cultural construct but also influences material practices which in turn, affect the distribution of resources, wealth, work, decision-making and political power. It also affects rights and entitlements in the family and public life. Despite variations across cultures and over time, the pervasive result is an inequality of power between men and women. Thus, gender is as much a social stratifier as race, class, ethnicity, sexuality and age. It provides a rationale for gender equality: the moral and ethical issues involving basic human rights of women and men, and promotion of economic growth based on the full use of human resources.

Actions remain insufficient

Achieving gender equality is a difficult task, but one that must be addressed at all levels. The lack of understanding of what gender equality really means is perhaps the greatest hindrance. The simplistic interpretation is that equality means treating people in the same way and thus applying existing policies and practices in the same way. Equal treatment of persons in unequal situations will simply perpetuate inequalities. The challenge is how to identify barriers and change institutional cultures so as to create a level playing field where men and women have equal opportunities. This is different from simply integrating women into existing policies and practices as it requires an approach based on assessing the implications for both sexes. Gender therefore is not a women's issue but an issue that must be tackled by both men and women together. However, once gender-sensitive policies and strategies are in place, there is no assurance that organisational, much less individual, behavioural change will result. Legislation, regulations and policies may not be discriminatory and may seem to provide equal opportunity, but invisible barriers could continue to bar women from full participation in decision-making. Achieving gender equality will involve redefining power relationships, overcoming non-legal barriers to equality, and confronting gender stereotypes.

Actions so far fall short of political rhetoric and the absence of a critical mass of women in decision-making is a major obstacle to moving the agenda forward. What this means is that ICA must tackle these challenges from a series of standpoints and in a serious and systematic way. It must look inward as an organisation to its staff leaders, structures, policies and programmes. It must look across its membership and identify

ways to stimulate change. As a member of the civil society, ICA must also identify ways in which it can contribute to gender equality in the society at large.

Simply put, ICA must build its internal and external capacity to promote gender equality leading to organisational changes, systematically review existing good policies and begin benchmarking to see if they are in fact creating equal opportunity.

ICA Strategy for Promoting Gender Equality

Aim: To promote equality between men and women in all decision-making and activities within the co-operative movement

Target: ICA Structure (Elected officials, staff, ICA bodies)
ICA Member Organisations

Actions: Strengthen institutional capacity/arrangements to promote gender equality

- ¥ Capacity-building of staff and membership on gender issues
- ¥ Gender balance of elected officials and staff
- ¥ Ensure accountability and monitoring
- ¥ Ensure adequate human and financial resource allocation

Priority and Proposals

1. Genuine and clear statement of commitment from top leadership
 - ¥ Draft a statement from the ICA President, ICA Director-General, ICA Board and disseminate with the adopted ICA Strategy on Gender Equality Demonstration of commitment at ICA level
 - ¥ Adopt Policy on ICA Statutory Meetings to include directives on ensuring:
 - gender-balanced speakers at meetings at the global and regional levels and strongly encourage SBs to do the same.
 - gender-balanced delegations (encourage member organisations to send gender-balanced delegations and reward compliance – public recognition, certificates or reduction in meeting fees)
 - ¥ better communicate activities undertaken by the ICA at all levels to promote gender equality, especially regional activities in electronic and print formats.
 - ¥ Issue annual statement from ICA President for International Women's Day (8 March) as a means of disseminating information to promote progress in the advancement of women and gender equality, and encourage ROs, SBs and MOs to mark the day.

Begin benchmarking to see if the organisation is in fact creating equal opportunity.

Genuine commitment at the senior level of management in individual co-operatives and in the ICA structure is built on a good understanding of gender issues. It is essential that gender training be provided at all levels of an organisation, but beginning at the very top.

2 Capacity-building and gender training

¥ ICA Board Members (extend the meeting to allow for a one/two-day session by a gender training specialist – and include in the ICA budget an allocation for new Board members to benefit from gender training)

¥ ICA staff including regional directors

¥ ICA specialised body chairs and secretaries (organise gender training for the chair and secretaries as an additional day/s to the annual consultation meeting)

ILO has noted that almost universally, women have failed to reach leading positions in major corporations or private sector organisations irrespective of their abilities. Yet, it has been proven that women possess qualities which could contribute significantly to improved communication, co-operation, team-spirit and commitment within organisations – qualities which today are essential for achieving excellence and maintaining the necessary networks of contacts and relationships.

3 Gender balance of elected officials and staff, and enabling environment for increased participation of women in power and decision-making

¥ Achieve target of at least 30% of ICA decision-making positions to be held by women at global, regional and sectoral levels (ICA Board, Regional Executive Committees or Council, SB Executive Committee or Boards) by 2005.

¥ Promote public awareness on the positive role and contribution of women in decision-making positions in co-operatives.

¥ Review ICA staff and personnel policy and encourage MOs to review their employment policies and rules to enable women to reach decision-making positions.

¥ Include in all management programmes an element of gender awareness and studies demonstrating the business savvy of gender-diverse management. Address issues such as the glass ceiling.

Gender issues can be considered a real priority of work, if responsibility and accountability are assigned and progress is measurable in qualitative terms as well as quantitative terms. Good data, well used is essential to good policy.

4 Accountability and monitoring structure

¥ Appoint individuals who will be responsible for ensuring that gender issues are addressed (gender focal points).

- Ensure that a gender focal point is appointed in each regional office who is able to regularly report on activities undertaken to promote gender equality. (Note: ROAP has a gender advisor. Gender in all other offices is integrated in the programme, but no specific responsibility for gender has been assigned.)
- Request SBs to appoint individual to be responsible for following up on gender equality promotion and providing progress reports.

¥ Prepare Regional Gender Strategies by 2002 which include a detailed plan of action to improve gender balance in ICA regional structures including regional specialised bodies and member organisations.

Information for monitoring collection or qualitative and quantitative evidence of progress.

¥ Collect gender disaggregate statistics for membership and employees.

¥ Collect and share positive experience and replicable models for achieving gender equality from member organisations in their capacity as employers and within their institutional structures (elected officials).

¥ Evaluate and prepare on annual basis a report from ICA Development on the impact of its programmes on promoting gender equality not only for internal reporting purposes, but also for wider dissemination.

¥ Provide support for initiative to map the participation of women in the ICA as a tool to identify progress or the lack of progress.

Although the allocation of new resources to carry out a number of the activities to promote gender equality will be needed, many can be implemented by the reallocation of existing resources. However, reallocation will require real commitment to making gender equality a real priority.

5 Human and financial resources

¥ Assess budget to see what proportion of financial resources are allocated to activities to promote gender equality – especially in development programmes, and in communication and staff training – and present this on annual basis to the ICA Board and to MOs.

¥ Seek new resources for new and existing programmes with gender issues.

¥ Keep gender balance in mind when recruiting for new ICA staff

Someone in the organisation should have the responsibility for ensuring that gender issues are addressed.

In what turns out to be a true school of democracy, business success the co-operative way adds value that's invaluable

When the ICA President spoke at UNESCO in April, these are four examples of Co-operative Success Stories which he used.

Dairy Co-operatives in India

One of the areas where co-operatives have made the greatest impact is in the dairy sector in India. Today more than six million dairy farmers belong to more than 60,000 dairy co-operatives across the country. They have become among the largest and most successful businesses in India, and generate more than one billion U.S. dollars annually in earnings for their farmer-members.

This impressive network grew from a small group of farmers in Gujarat State, who some fifty years ago rebelled against the exploitative prices which they were receiving for their milk from a privately owned dairy in Bombay. Over time the village co-operatives federated themselves into a regional union, which owned and operated a processing plant and marketed the dairy products. With development assistance from many international and national development agencies, this process was replicated across the country in a project called Operation Flood.

The dairy farmers have benefitted economically to a great extent. Not only do they receive fair prices, but they are paid twice a day after their milk is delivered and tested. They also share in the proceeds from marketing their product by way of patronage refunds from their co-operatives.

There are important social benefits as well. One of the innovations of the dairy co-operatives was to insist that all members queue in the same line to deliver their milk – women with men, lower castes with higher castes. One can easily imagine how this would revolutionise social relations. The dairy co-operatives have also put a high emphasis on educating their members and involving them in the decision-making process of the co-operative. Since most dairy farmers in India are very small landholders or even landless, the co-operative has been a true school of democracy for them.

Rural Development Co-operatives in Benin

Co-operatives in West Africa usually operate on a small scale, close to the local people. In the sub-prefecture of Banikoara, 700 kilometers north of Cotonou, the small producers (peasant farmers, livestock raisers and artisans) have established a rural development co-operative – ACOODER (Association Coopérative pour le Développement Rural de Banikoara) – which has changed their lives.

It is ACOODER which made Banikoara viable. It opened a pharmaceutical store where it sells generic medicine at wholesale prices, started a central store for consumer goods and building materials, built water reservoirs for the population and livestock, upgraded the local roads, hired a surgeon for the local health clinic and encouraged education by giving a motorbike to each student who successfully completed the baccalaureate exam.

All of these social activities are financed by the

benefits from ACOODER's core business – operating its consumer stores, coffee bars, gas stations. It also markets the cotton produced by local farmers, with the result that Banikoara has become the number one cotton-producing sub-prefecture in Benin.

Savings and Credit Co-operatives in Sri Lanka

Savings and credit co-operatives are among the most successful co-operatives in developing countries, in large part because they have been successful in avoiding governmental control. The movement in Sri Lanka – called SANASA, an abbreviation of the local Sinhalese name – has always been committed to serving the needs of the poor in rural areas and on member involvement.

SANASA co-operatives are found across the country, also in Tamil areas. In order to encourage democratic participation, the size of each primary society is limited to some 600 members. Every three years there is a national congress, which attracts between 150,000 and 200,000 members and becomes a major social occasion.

A number of recent studies have shown that SANASA, by combining savings and credit, is more sustainable than the better-known Grameen Bank of Bangladesh, which relies upon external financing for its credit activities. Committed to rural development, SANASA has developed insurance services for its members and has even opened post offices in remote parts of the country which had no reliable postal service. SANASA has, as a result, become the largest social movement in Sri Lanka and one of the strongest grassroots co-operative movements in the world.

Utility Co-operatives in South America

A common problem facing rural populations in the Southern Cone of Latin America is the lack of reliable, reasonably priced electricity, water, and telephone services.

Following the experience of rural America (where rural electricity co-operatives operate more than half of the electrical lines and provide power to more than 25 million Americans), consumer-owned co-operatives have grown in Argentina, Bolivia, Chile and Brazil.

In Argentina, electricity co-operatives began in the 1920s to counter the power of foreign monopolistic suppliers. Today about 500 utility co-operatives distribute some 19 per cent of the country's electricity in 900 communities. There are another 130 co-operatives which provide telephone services, and 320 which provide drinking water.

In Bolivia, co-operatively owned utilities began in Santa Cruz de la Sierra in the 1960s. Now there are 83 electricity co-operatives and 16 telephone co-operatives, covering most of the country. Similarly, in Chile, consumer-owned electricity co-operatives serve about 25 per cent of the rural population. Similar development began in Brazil in the late 1970s, but now there are 202 such co-operatives serving about 270,000 consumers.



Summary Agenda

September 29, Friday

16.00 – The Deputy Prime Minister of the Government of the Czech Republic, Pavel Rychetsky, Doctor of Law (before 89, he worked as a lawyer in a housing co-operative) will deliver the opening speech. Theme: Co-operative Legislation, the Condition of Further Development. (Tradition of co-operative system in the Czech Republic, legislative development, present-day problems, and the future in Europe).

16.30 – Roberto Rodrigues, ICA President: Privatisation, Demutualisation and the Role of Co-operatives in protecting their Members. (Processes of privatisation and the risk of loss of identity. The ICA Organisational Review document and new trends in co-operative system – role of legislation in fulfilling our aims).

17.00 – ILO Representative: co-operatives and prospects for their further development. (declaration of ILO Representative ICA as a partner of United Nations, review of Rec. 127).

17.30 – Ivan Prikryl, Doctor of Law – ICA's new initiative for assistance to member countries when preparing new legislative norms. (ICA's legislative activities, legislative commissions activities in regions and globally, lobby, assistance to member countries).

September 30, Saturday

9.00 – 11.00 – Opening reports by legislative regional commission chairmen: COPAC and ILO representatives, possibly other institutions – theme: How to Help Development of Co-operatives in the 21st Century and What is the Role of Co-operative Law (problems of the regions; what can help ICA, COPAC, ILO).

11.00 – 11.30 – Experts will present parallel papers, Henry Hagen, Hans-H. Minkner ILO – Jürgen Schwertmann, UN, possibly others ..(space for dominant speakers of special organizations and ICA's experts).

13.00 – 14.00 – Lunch.

14.00 – 18.00 – Panel Discussions: Main objectives of sectors and regions (division will be specified according to the structure of the registered individuals).

October 1, Sunday

09.00 – 11.00 – Working groups report.

11.00 – 12.00 – How can we influence future development – work conception of ICA's Legislative Commission in the world, in regions and in sectors (Ivan Prikryl, Doctor of Law) (ideas on what more ICA can do for the development of legislation: data basis; evaluation of questionnaires; co-operation and its forms).

12.00 – 13.00 – ICA Board recommendations (R Rodrigues, ICA President).

13.00 – 14.00 – Lunch.

14.00 – 17.00 – General debate (Space for discussions and suggestions).

17.00 – 18.00 – Conclusion (formulated by R Rodrigues and I Prikryl).

International Co-operative Alliance in co-operation with Cooperative Association of the Czech Republic is pleased to invite you to the Global Legislative Conference to be held in Prague.

The purpose of the Conference is to formulate real aims in the area of co-operative legislation and settle on the method, forms and means to their fulfilment.

Venue of the conference

The Senate of the Parliament of the Czech Republic
17, Valdstejnsk
Square, Prague 1

GLOBAL LEGISLATIVE CONFERENCE 29th September – 1st October 2000

Venue: The Senate of the Parliament of the Czech Republic
17, Valdstejnsk Square
Prague 1

REGISTRATION FORM

Please return to:

ICA's legislative project office, 50 Podolska Street, 147 01 Prague 4, tel/fax: + 42 02 41 43 16 18, email: icalg@telecom.cz

Name: _____ First name: _____

Organisation: _____ Function: _____

Accompanying person: _____

Address: _____

Country: _____

Phone No: _____ Fax: _____

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I request bus transport to Bratislava (please circle) yes no

As the registration fee I will pay USD 100 per delegate and USD 50 per accompanying person by transfer to:

Recipient : Druzstevni Asociace CR, Praha 1, Tesnov 5, Czech Republic

Account nr. 8636 - 011/ 0100
The Bank: Komerční banka , pobočka Praha 1, Sp len 51
Swift Code: KOMBCZPP

Please mention: Global Legislative Conference and the names of the delegates.

(We are trying to obtain some financial contribution from Open Society Fund for participants from Central and Eastern Europe.)

HOTELS

You can choose from the following hotels:

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Koulova 15, Praha 6
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Email: reserv@prague.holiday-inn.cz
Single room – USD 134
Double room – USD 142

Botel Admir 1
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(two double rooms)

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Email: icalg@telecom.cz
Double room USD 35

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