

ICA GENDER EQUALITY COMMITTEE



International Co-operative Alliance
**Global Conference
and General Assembly**

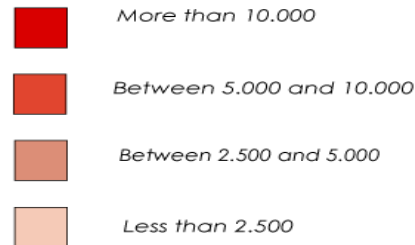
14-17 November 2017, Kuala Lumpur, Malaysia

Presentation of Regional
Committee
Europe

Co-operatives: Putting People at the Centre Of Development

Presented by **Stefania Marcone**, *CooperativesEurope*
Vice President

COOPERATION IN EUROPE



176.000
cooperatives

4,7 million
employees

17% of European citizens is cooperative member

141,5 million
members

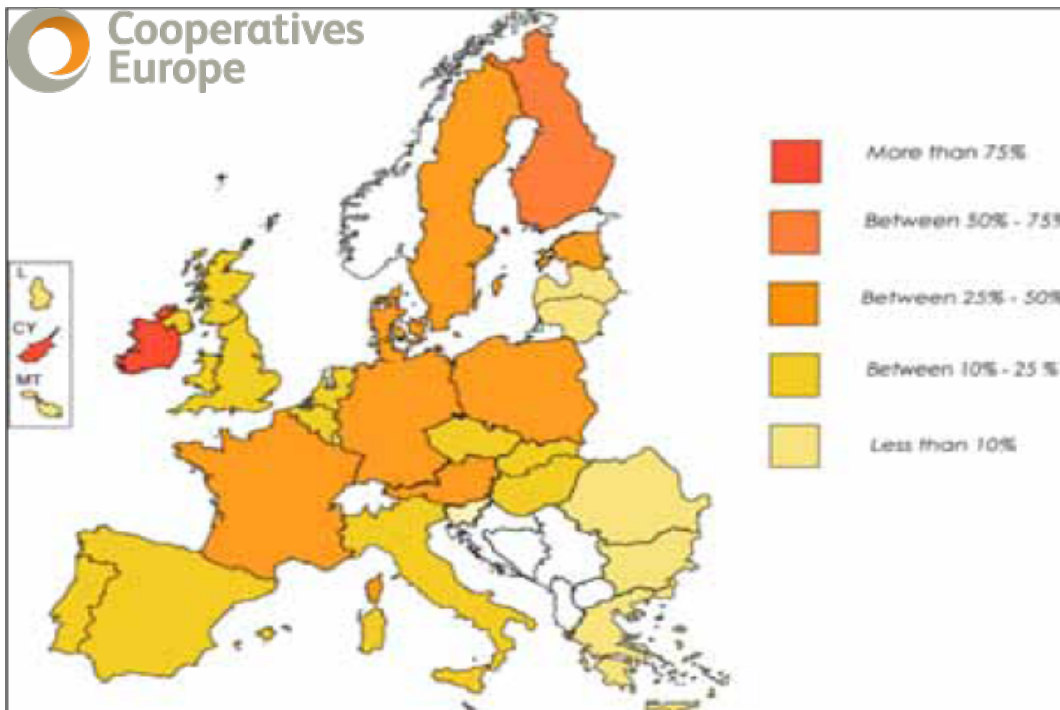
THE HOUSE OF THE EUROPEAN COOPERATION

Mission

Uniting, representing,
promoting, defend
cooperatives in Europe;

Support and encourage the
growth of cooperatives and
representative organizations in
Europe;

Lobbying, consultancy,
research, development,
member services, and
exchange of experiences and
best practices.



84 member organizations
33 countries

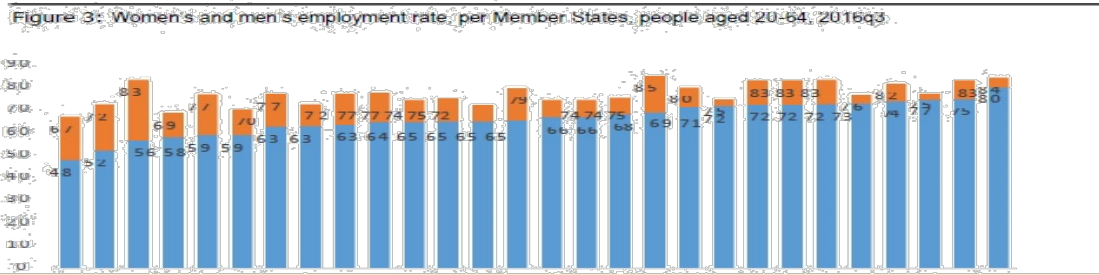
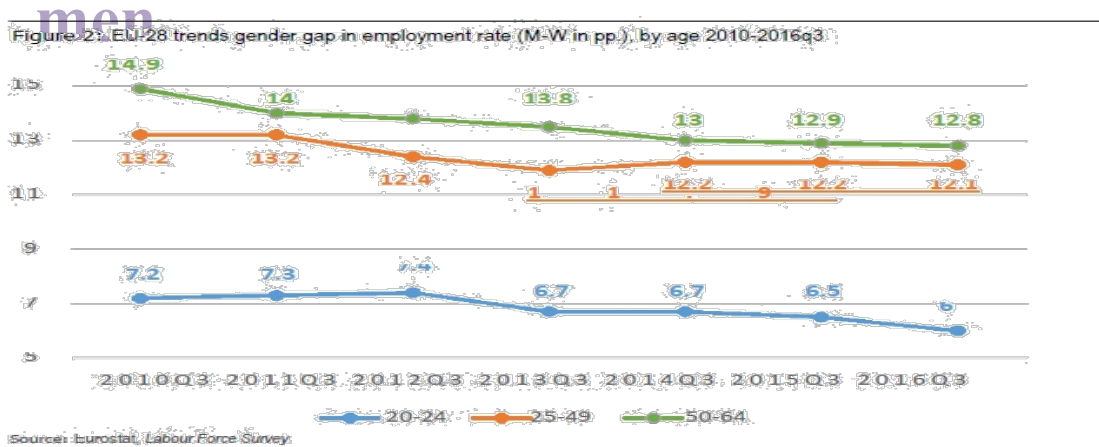


Equality between women and men is a fundamental value of the European Union and one that has been enshrined in the Treaty from the very beginning, as the Treaty of Rome included a provision on equal pay. Over the last 60 years, societal changes and persistent policy efforts have established a trend towards gender equality. The EU has always been a major force behind these developments and will continue to play an important role in maintaining momentum and building on past

achievements.
Women's and men's employment rate, per Member States, people aged 20-64, 2016q3



Increasing female labour market participation and the economic independence of women and men



1. Increasing female labour market participation and the equal economic independence of women and men



**Reducing gender pay, earnings and
pension gaps
and thus fighting poverty among
women**

The gender pay gap across the EU:
different magnitude, different trends,
but similar causes

The gender employment gap narrowed
for a number of years and reached a
plateau in 2014-16. Data on the gender
pay gap are only available for 2015
and show that the pay gap stood at
16.3 % in 2014 while in 2010 it was
16.4 %.



Data from October 2016 show that women still account for less than one in four (23.9 %) board members in the largest publicly listed companies registered in EU Member States. Indeed, there are only four countries — France, Italy, Finland and Sweden, — in which boards of large companies have at least 30 % women. In the majority of Member States, women are outnumbered by at least 4:1. The shortage of women at board level also limits the prospects of women leading companies. In October 2016, just 7.7 % of board were chaired by women.

Promoting equality in decision-making

At the top executive level, women were even less well represented, accounting for only 5.7 % of CEOs.

Combating gender-based
violence and protecting and
supporting victims

The Commission has continued its efforts to improve data on gender-based violence. The new database makes it possible to analyse certain trends: while the number of reported intentional homicide, assault and thefts decreased from 2008 to 2014, the number of reported rapes, sexual assaults and sexual violence incidents has significantly increased, especially since 2012 .

For instance, the number of police-recorded rape offences increased by 37 % over 2008-2014.

Promoting gender equality and
woman's rights across the world

*Advancing gender equality through the UN
2030 Agenda for Sustainable Development*

- Gender equality, girls and women's rights are at the forefront of the EU's external relations. These core values are reflected in all EU policies and programmes,
- The new *EU consensus for development*,⁷¹ which proposes a shared vision and framework for development cooperation for the EU and its Member States, aligned with the 2030 Agenda.

Gender mainstreaming, funding for gender equality and cooperation with all actors

Gender Equality in Academia and Research provides a step-by-step guide for preparing a gender

equality plan and an action toolbox with practical information;

Gender Impact Assessment — aims to identify where policies are causing or strengthening gender inequalities and looks at how they can be redirected to ensure better gender equality outcomes

Institutional Transformation — aims to address gender inequalities within organisations by changing aspects of the working culture

Gender Equality Training — aims to equip employees with knowledge and tools

Can we wait for another century?

At this rate of change, it **will take more than a century** to close the overall gender gap in earnings. In the 21st century, the disproportionate weight of care responsibilities on women will continue to shrink their economic independence and have a lifelong effect on their career, earnings and pensions. Redefining a new work-life balance to provide for more equality between women and men is important for Europe.

Gender equality and European policies

The connection with the new European programming is crucial to produce cultural change and promote enterprise development, fundamental factors for inclusion policies and cohesion that the cooperative world has in its DNA

Gender equality and European policies

The **guidelines** that we believe the priority in keeping with the spirit of the EU Funds programming 2014-2020 are:

the **overcoming** of gender discrimination in the workplace and in social protection systems, and thus access to employment, education and promoting social inclusion;

the **promotion** of a better reconciliation of work, private and family life of women and men, for a more balanced participation in the labor market;

Gender equality and European policies

The guidelines ...



- the **contrast** to all forms of violence against women



- the **transversal nature** of policies of gender equality;



- the **combined efforts** of men and women to achieve the equality objectives;



- the **generational change**;

What actions and interventions are required?

Legislative measures on life /

work
The allocation of economic

resources

The **promotion** of monitoring activities and information campaigns on the benefits of reconciliation policies

The preparation of a **roadmap** to support the start-up and development of women's enterprises

Involvement of the representatives of the co-operators in the

European meeting places



THE ALLIANCE OF ITALIAN

COOPERATIVES OF "WOMEN AND EQUALITY" COMMISSION

OF THE ITALIAN NATIONAL APEX

ORGANISATION

ADVOCACY ACTIVITY WITH LOCAL, NATIONAL, EUROPEAN INSTITUTIONS ON

GENDER EQUALITY ISSUE AND WOMEN

ENTREPRENURSHIP

PROMOTION OF PROJECTS DEVOTED TO COOPERATIVE WOMEN

ENTREPRENEURSHIP

DATA BANK

POLICY AND PROJECT CONCERNING CORPORATE WELFARE TO COMBINE WORK

AND PRIVATE LIFE

FINANCIAL TOOLS TO SUPPORT WOMEN COOPERATIVES

ORGANIZATIONAL POLICIES AND TRAINING PROGRAMMES

THE PRESIDENT AND CO-PRESIDENTS OF THE COMMISSION ARE PART OF THE

GOVERNING BODIES OF THEIR RESPECTIVE

ORGANIZATIONS AND OF THE ALLIANCE COOPERATIVES

ESTABLISHMENT OF A EUROPEAN WOMEN COOPERATORS NETWORK

JOINT ACTIVITIES WITH THE YOUTH

PROJECTS DEVOTED TO FIGHT AGAINST VIOLENCE TO WOMEN IN

COLLABORATION WITH SEVERAL COOPERATIVE SECTORS

EMPLOYMENT AND MEMBERSHIP % OF ITALIAN ALLIANCE OF COOPS BY SECTOR AND GENDER

SECTORS	% FEMALE MEMBERS	% FEMALE EMPLOYMENT
AGRO-FOOD-FISHERIES	23.2	38.1
RETAILING	54.7	64.9
PRODUCTION AND SERVICES	42.0	51.9
SOCIAL	66.6	73.3
HEALTHCARE	45.8	66.8
TURISM-MEDIA-CULTURE	38.6	39.8
OTHER*	36.2	60.0
TOTAL	50.8	59.8

* including Housing and Mutualls sectors. Excluding Banking and Insurance sectors, and cooperative controlled companies.

Source: Centro Studi Legacoop, Area Studi Confcooperative, Ufficio Studi AGCI and Aida Bureau Van Dijk data.

EXECUTIVE POSITIONS OF ALLIANCE COOPERATIVES BY SECTOR AND GENDER

SECTORS	NO. COOPS	EXECUTIVE POSITIONS	AVG. AGE	NO. WOMEN EXECUTIVE POSITIONS	AVG. WOMEN AGE	%
AGRO-FOOD-FISHERIES	3,838	7,433	56.5	476	51.3	6.4
RETAILING	1,506	2,997	61.7	355	55.0	11.8
PRODUCTION AND SERVICES	5,161	9,634	50.2	1,965	49.6	20.4
SOCIAL	6,646	12,357	55.2	5,485	51.0	44.4
HEALTHCARE	263	474	56.0	121	53.0	25.5
TURISM-MEDIA-CULTURE	3,260	4,504	55.2	932	51.0	20.7
OTHER*	2,321	4,080	57.3	583	52.9	14.3
TOTAL	22,995	41,479	55.0	9,917	51.0	23.9

* including Housing and Mutuels sectors. Excluding Banking and Insurance sectors, and cooperative controlled companies.

Source: Centro Studi Legacoop, Area Studi Confcooperative, Ufficio Studi AGCI and Aida Bureau Van Dijk

Cooperatives Europe Gender Equality Working Group

□ **Work together** under the auspices of Co-operatives

- ✓ **Decision of the Board of Cooperatives Europe to set up a gender equality working group coordinated by the colleagues of the Alliance of Italian Cooperatives Commission “Women and Equality”**
- ✓ **April 2017: General Assembly of Cooperatives Europe in Malta first meeting among women cooperators coming from 18 Countries**
- ✓ **Mapping the experience under way in the EU countries, promoting collaboration and exchanges, make the contribution of European women cooperators more visible and acknowledged**

Terms of reference Cooperatives Europe Working Group on Gender Equality

❖ Objectives of the Cooperatives Europe Working Group:

The aim of the working group is to bring together representatives of the cooperative organization in order to promote and exchange on the specific input of the cooperative organisations regarding gender balance. It also aims to set up a European women cooperators network, under the auspices of Cooperatives Europe.

The working group shall:

❖ Represent at quantitative and quality level women cooperative business in Europe (on the basis of the data provided in the different European Countries)

Terms of reference Cooperatives Europe Working Group on Gender Equality

- Collectand monitor the different cooperatives' policies and best practice at national and sectoral level, for example as far as work-life balance, employment, corporate welfare, career and professional skills path, women cooperative entrepreneurship are concerned
- To produce a report
- Organise meetings with relevant EU bodies and institutions (Commission, EU Parliament, Economic and Social Committee, etc.) and stakeholders in order to make them more aware of the contribution of cooperatives to attain the EU target also in terms of gender equality,
- To draft a work programme with concrete and shared actions to be implemented in 2018, in agreement and coordination to be presented and approved by Cooperatives Europe Board, without burdening on Cooperatives Europe budget and staff; *In that respect, the WG should identify a couple of specific goals and deliver them in a specified timescale.*
- To explore the possibility of EU calls of proposal to strengthen the agreed upon path
To set up a European women cooperators network, under the auspices of Cooperatives

Thanks for your attention

Stefania Marcone



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