



International  
Labour  
Organization

# ILO COOP 100 Webinar II

## Advancing gender equality through cooperatives

**Date / 27 April 2020**

**Time / 13:30-15:00 (CET)**

**Monday 27 April**

13:30-15:00

Via Zoom



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# TRIBUTE TO ALL WOMEN ON THE COVID-19 FRONTLINE



La moda etica contro il Covid-19,  
da Quid mascherine certificate



La cooperativa Proges fa scuola per la  
sicurezza nelle residenze per anziani



Cooperatori e cooperatrici delle cooperative  
aderenti a Legacoop Lombardia in prima linea  
nei servizi essenziali

**“Put women and girls at the centre of efforts to recover from COVID-19”**

**Antonio Guterres, General Secretary UN**

**“We need a human-centred response to COVID-19 through global solidarity” Guy Ryder, ILO Director-General**

# IMPACT OF COVID-19 ON WOMEN COOPERATORS

- Over 70% of the operators involved in social and health services are women
- Women and men cooperators do not stand back, but rather double the commitment and efforts to make a fundamental contribution to local communities and Countries. For them and also for the many workers who at the end of this emergency will find themselves paying a salty bill, it is necessary to find solutions so as not to leave anyone behind .
- Women are the ones who risk paying the highest social cost: blocked female employment is now over 70%, in educational service, schools, production; in the cultural, tourism and leisure sectors where women cooperators represent over 50% and the crisis is particularly felt.
- Many women work in the primary sectors, with some components particularly hit like the flower cultivation , fisheries, as well as for the young women cooperators working in start-ups, those in smart working since it becomes much more difficult to balance life-work
- **ALERT ON DOMESTIC VIOLENCE**

(abstract of an appeal launched by the Presidents of the Italian Commissions: Ms. Anna Manca, Ms. Annalisa Casino, Ms. Sandra Miotto)

## REQUESTS OF ITALIAN WOMEN COOPERATORS IN THIS DRAMATIC SITUATION

- 1) We consider the issue of credit to be dramatic, difficult for women's businesses before the health emergency, is ever more crucial now, when the availability of liquidity will determine the survival of businesses and therefore of employment.
- 1) to evaluate the measures put in place with specific attention devoted to women businesses.
- 3) This pandemic has forced the adoption of smart working and smart learning, but women are the ones who mainly manage work and care loads, greater sharing is needed!

- 4) The gap between families with resources and families in difficulty emerged clearly with distance learning, exacerbating child educational poverty that the school allowed to intercept and try to counteract. It is necessary to support synergistic reactions between school, families, local authorities and the third sector for innovative socio-educational activities in pandemic times.
- 5) The problem of gender violence has worsened: drop in calls for help and listening, interruption of support activities .
- 6) The Anti-violence Centers must be able to count on constant and certain provision of funds to carry out their activities.

# COOPERATIVES ARE ON THE FRONTLINE ALL OVER THE WORLD

- **STRONG SOLIDARITY IN ACTION:** cooperatives donations to health care institutions, civil protection, local communities



Coop Alleanza 3.0 dona 130mila euro per Medici Senza Frontiere



Terremerse, donati 50.000 euro all'Ospedale di Ravenna



CPL Concordia offre il proprio hotel per i pazienti positivi asintomatici



Coronavirus, Conad dona 3 milioni agli ospedali Spallanzani e Sacco



Dal Gruppo Unipol 20 milioni per l'Italia che lotta contro il Coronavirus



"L'Unione fa la spesa", Coop consegna gratis ad anziani e persone in difficoltà

# COOPERATIVES EUROPE

## GENDER EQUALITY WORKING GROUP

- In February 2018, the Board of Cooperatives Europe, let me say perfectly gender balanced, launched a working group devoted to gender equality, entrusting to the Alliance of Italian Cooperatives the task of coordinating it.
- At present 12 European Countries and 2 sectoral European organizations joined the working group
- The main goals are: working together to promote the exchanges and sharing of best practices and policies on gender equality, the empowerment of women, corporate welfare, women entrepreneurship, on gender balance in decision making position and cooperative governance, fight against any form of violence and harassment , advocacy with the European Institutions.
- We are also drafting a charter of commitment for European cooperative organizations on Gender Equality
  - Since we are members of a global movement, the International Cooperative Alliance, we work closely with our colleagues in Africa, Americas, Asia-Pacific Regions:
- **UNITED IN OUR DIVERSITY AND COMMITTED TO CONTRIBUTE IN CLOSING THE MULTIFACETED GENDER GAP WELL BEFORE THE NEXT 100 YEARS**



# THE INTERNATIONAL COOPERATIVE ALLIANCE: A COMMITMENT TO WOMEN EMPOWERMENT AND GENDER EQUALITY SINCE 125 YEARS

Eliminating barriers that hinder gender equality is a key priority for the International Cooperative Alliance and its member organizations, which campaign for a gender-responsive implementation of the 2030 Agenda for Sustainable Development.

- The apex organization for co-operatives worldwide
  - 1,2 billion cooperative members
  - 10% of the world's employed population.
  - 312 organisations from 109 countries are members
- The largest 300 cooperatives and mutuals report a total turnover of US\$2,034.98 billion

# ICA GENDER EQUALITY ACTIVITIES

- Promotion of gender equality policies and programmes within the countries and regions
- Advocacy
- Good practices sharing
- The prevention of gender violence
- The development of a global study to collect gender statistics
- Drafting a visibility strategy for the promotion of gender issues in the ICA family,
- Work with Regions- through its Regional Gender Committees- and Sectors
- A web site devoted
- Knowledge sharing

## ETHIOPIA

women make up to 42% of the cooperative membership and participate in different leadership positions in their cooperative thanks to an existing by law

## NIGERIA

women constitute of 60% of the cooperative membership with 45% of the cooperative leadership being taken by women.

## FILIPPINE

The Cooperative Development Authority mandates all the registered cooperatives to mainstream gender and development

## THE WOMEN AND EQUALITY COMMISSION OF THE ALLIANCE OF ITALIAN COOPERATIVES- SET UP IN 2016

It is the result of the aggregation of the 3 gender equality bodies of AGCI, Confcooperative and Legacoop, which established the Alliance of Italian Cooperatives.

The Commission is committed to enhance the activities of the respective bodies in charge of contributing to the cross-cutting promotion of gender equality within the organization, its member cooperatives and in the policy advocacy activity of the cooperative movement.

- **39,000** member co-operatives  
(over 90% of the Italian cooperative world)
- **1,150,000** employees  
60% are women,
- **over 12 million** members  
50% are women
- **31%** of the member coops are women cooperative enterprises  
(the cooperatives with 60% of the women members  
i.e. 22% of the Italian Alliance total member cooperatives
- **women represent 24.8% of the Board of Directors members**
- **23.9% of the leadership positions**
- **25% of cooperatives adopt life-work balance measures**

- Our Commission has promoted the dissemination of best good practices on work life balance carried out by the cooperatives
- Many cooperatives have introduced tools for work flexibility, and for child, elderly and disabled care support. We are promoting practices for sharing the family load between women and men, such as the increase in paternal leave.
- Cooperatives develop solutions shared by different companies, such as kindergarten etc.
- to increase women's leadership, our Commission performed activity towards the organizations and cooperatives to guarantee quotas on the boards, in the decision making bodies and at the apex levels.

- In our cooperatives, women make up 24.8% of the board members, 23.9% of the management and many presidents of important cooperatives are women .
- We worked also to support women's entrepreneurship, helping women cooperatives to build business plans and designing ad hoc financial products.
- The cooperatives with a majority of women in the membership represent 31% of total cooperatives.
- Women's cooperatives are mainly concentrated in the services sector, especially where assistance or care is concerned. However, they can also be found in those sectors where platforms or networks are being built, starting from those that are the basis for the digital transition: 18,578 women's cooperatives
- Another field in which Commission support women is promoting projects to include in the labour market inclusion of sexually-abused victims.

## SOME LESSONS LEARNED

- The need for supporting women cooperators and cooperatives, who are a changing actors in local communities and countries with a peer to peer approach to implement the SDG No5: a prerequisite to attain the other 17 SDGs
- strengthen the gender mainstreaming with a multisectoral and intergenerational approach, (youth and male colleagues)
- work on legislation, barriers, stereotypes, ownership, violence, with a multistakeholder approach: to create an ecosystem promoting a culture of gender equality at 360°
- fundamental role played in the different world regions by the women empowerment and gender equality Commissions/networks within local and national organizations, strong advocacy and visibility actions



- governance, access to credit and financial tools, gender budgeting, support to women cooperative entrepreneurship and leadership, new technology
- pivotal role assured by ILO COOP Branch and the UN agencies, as a whole in cooperation with the International Cooperative Alliance and member Organizations, local institutions, civil society organizations, trade unions, etc.



LET'S STRENGTHEN OUR COLLABORATIONS  
TOGETHER WE CAN MAKE THE DIFFERENCE ALSO IN THE  
LIGHT OF THE PANDEMIC IMPACT ON GENDER *EQUALITY*



*We wish that after this difficult page in the history of the planet, the principles and values of cooperativism will prevail, and the future that we are going to build will be written with the words of cooperation, solidarity, sustainability, equality and concern for our common wellbeing.*

**Graciela Fernandez**

President

Cooperatives of the Americas

*Considering that gender equity is increasingly seen as a pillar for sustainable economic development and broad social well-being, people-centered economic models which promote human rights of women and girls at all levels need to be reinforced, making the SDG5 a reality.*

*Cooperatives can be the tool to reduce the socio-economic injustices faced by women!*



**Maria Eugenia Perez**

President

Gender Equality Committee (ICA-GEC)



**THANK YOU**

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