



# WOMEN IN LEADERSHIP:

achieving an equal future in a COVID-19 world

*cooperative best practices from around the world*

March 2021

## About the Gender Equality Committee of the International Cooperative Alliance

The Gender Equality Committee of the International Cooperative Alliance (ICA-GEC) is a catalyst for change to make gender equality a reality in all cooperatives and serves as a forum for the discussion and exchange of experiences and ideas on issues related to gender equality.

The ICA-GEC's vision is of a cooperative movement led by women and men and based upon equity, solidarity, democracy, and development. In this vision, women's and men's values, skills, and contributions are valued equally and the organisation of work and decision-making structures are based on all people's needs and views.



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## About the ICA-EU Partnership (#coops4dev)

In March 2016, the International Cooperative Alliance entered into a Partnership with the European Commission, ushering in a new phase of collaboration on strengthening the cooperative movement as a key actor in international development. This Partnership is called #coops4dev.

The ICA partners with its regional offices, based in Brussels (Belgium), Nairobi (Kenya), San José (Costa Rica), and Delhi (India), which are driving the action in collaboration with member organisations, civil society, international institutions, and the EU.

[Discover more.](#)



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# SECTION 1

## DECLARATION FOR INTERNATIONAL WOMEN'S DAY 2021

on behalf of the Gender Equality Committee of the  
International Cooperative Alliance, by its President  
Ms. María Eugenia Pérez Zea

# DECLARATION

## for International Women's Day 2021, on behalf of the Gender Equality of Committee of the International Cooperative Alliance

by Ms. María Eugenia Pérez Zea,  
President of the ICA Gender Equality Committee

### Social, policy, economic and cooperative actions for an egalitarian future

The COVID-19 pandemic is transforming our realities and perspectives, bringing us into an entirely new world from the one we have known in early 2020, with both new and familiar challenges to face since then.

Due to growing inequalities that have intensified since the pandemic began, our world must think about new ideas and strategies for the formulation and creation of policies that can mitigate the impacts of the pandemic on our lives. The COVID-19 pandemic has made three things clear. Firstly, those gender disparities have become accelerated and aggravated; secondly, that women are the ones at the front line in the fight against the coronavirus; and thirdly, that women are contributing the most to overcoming the crisis, driving the economic recovery, and mitigating its associated social imbalances. Therefore, they should be at the core of the recovery plans.

For this reason, the United Nations has chosen the theme "Women in leadership: Achieving an equal future in a COVID-19 world" to celebrate the International Women's Day on 8 March. This theme, aligned with the 65th edition of the Commission on the Status of Women, evokes the efforts and contributions that women and girls are making around the world to a just recovery for the common good. Those same women and girls are helping us to rebuild an egalitarian world, where women are empowered and benefit from a fair democratic and political participation. This egalitarian world must be based on an equal decision-making power, free from violence and oppression, with equal remuneration, an equitable distribution of domestic work and equal access to ownership rights, support measures, resources and tools, health and other services.

The COVID-19 crisis has had a deep and systemic impact on employment and labour, especially women workers who have lost their jobs or whose working conditions have been compromised.



Women's lives have also been affected by the increased workload of domestic work and intensified domestic harassment and violence. In 2020, the global rate of employment for women was just 46%, whilst the rate for men remained at 69%. Many women have lost their jobs due to a variety of reasons, one of the most important being an increasing domestic workload within the household.

At the same time, the question if women are generally last to be hired but first to be fired in times of economic crisis even in the 21st century remains relevant. Cooperatives, all over the world maintain stable employment rates, design strategies and programmes for women to balance private and work life while they are strongly committed to fighting against any form of violence towards them.

Women are standing on the front line of response to the pandemic in areas such as health, social services, education, agriculture, and retailing amongst other sectors, with increasing responsibility to care for those around them. For those that still retain employment outside of the home, many are at risk of losing it, as a majority of women are working in sectors that are more at risk, while others working within the informal economy have no guarantee of job security from one day to the next.

Women during long periods of lockdowns have been more susceptible to domestic violence, mental health issues, etc. Within the majority of households, women have been the primary caretakers of the elderly and children, often neglecting their own physical and mental health. In families living in poverty with limited resources, women have often neglected their own dietary needs, resulting in poor nutrition and health notwithstanding the gendered gaps in access to digital and financial services. Today more than ever, we are witnessing a setback in the decades-long progress and sacrifices that women around the world have made for our rights. In this situation, transformative female leadership is needed, of a kind that would propose and create political, social and entrepreneurial pacts for equality and solidarity. We have to promote a global culture of inclusion in the working sphere, adopting a holistic and multistakeholder approach to generate the much-required change at the grass root level.

Studies have demonstrated that countries managing the crisis most effectively are those governed by women, standing out for good management, decision-making and communicating effectively to the public. It is pitiful that women occupy the position of Head of State in just 20 countries worldwide.

As stated in the United Nations's "COVID-19 and women's leadership: From an effective response to building back better report" women have been remaining at the front lines of the COVID-19 crisis, as health care workers, caregivers, innovators, community organizers, and as some of the most exemplary and effective national leaders in combating the pandemic. This global pandemic has showcased the centrality of their contributions and the disproportionate burdens that women carry.

Cooperatives are based on internationally agreed values and principles such as self-help, equality, and equity, voluntary and open membership as well as democratic governance and ownership. They have a proven record of advancing effectively women's economic participation as well as constituting invaluable partners to alleviate the impact of this crisis. Cooperatives increase access to employment and work, enable economic democracy and agency, and boost women's leadership.

Cooperatives around the world have played a crucial role during the pandemic, and therefore this sector is already a vital part of the solution to the crisis. In many countries, cooperatives have secured the supplies of cities in lockdown, provided protective equipment to medical personnel, saved enterprises from crises of liquidity, and supported women in access to decent work opportunities and providing for their families sustainably. Cooperatives are contributing to the reduction of gender gaps in many ways, and it is our duty to participate in the design of all necessary policies and strategies required, in order to provide women and girls with the rights and the guarantees to lead a dignified life.

On this occasion, as we commemorate the rights of women and girls, we extend an open invitation and ask all of us to work together doubling our efforts to shape a strong, just and equitable society in the post-COVID19 world. The world is crying out for change, and this is a new opportunity to rebuild and forge the best future we have ever spoken of. Let's start by actively participating on March 8 on social media with the hashtags #IWD2021 #InternationalWomensDay, #coops4women and #Coop, sharing our best strategies, programmes practices to contribute in closing the gender gaps. Our daily actions and the greater visibility of our model as a solution, make a difference.



## **SECTION 2**

### **COOPERATIVE BEST PRACTICES FROM AFRICA**



## AHIKHOMENI COOPERATIVE

MOZAMBIQUE



The Ahikhomeni Va Vhassati Cooperative is based in Gaza Province, Chókwè district, south of Mozambique, is approximately 200 km from Maputo city. The cooperative was founded in 2018, and currently has 72 members, of which 54 women and 18 men. The Governing Bodies is composed of women and the main activities are:

- Providing technical assistance services in agribusiness Production, acquisition, transformation, processing, conservation, market access, marketing, agroecology, livestock, poultry, and aquaculture value chain.

They have a total production area of 156 hectares and exploiting 71 hectares so far of Rice and 5 hectares for vegetables, resulting from an increase from 24 hectares in 2020 to 71 hectares in 2021, an increase of 196% compared to the year 2020. The financial gains resulting from the sale of production, revert proportionately to the work, participation, and investment allocated by each member, in respect of the principle of economic participation (3rd Principle).

Women and girls are being trained in cutting and sewing to make different clothing and produce cloth masks for the prevention of COVID and they are supporting gender-based violence prevention, sexual and reproductive health, premature marriages, child prostitution, adult literacy, and chronic malnutrition as part of the 7th Principle and all actions aimed at reducing the levels of vulnerability and contamination of the community by COVID.



## AWACH SACCOS ETHIOPIA



Awach SACCOS Ltd. is a saving and credit cooperative which was established in 2007 in Addis Ababa, Ethiopia by Mr. Zerihun Sheleme, founder and general manager, having in mind a long-range objective with a strong commitment and belongingness, coupled with a shared vision of the founders; Awach became a truly serving financial institution within a few years after the establishment. Awach is the first SACCO in Ethiopia to be a member of ICA and an associate member of ACCOSCA.

Women's employment is one of the major tools for empowering women as it enables them to get economically empowered. In this regard, Awach SACCO is playing a significant role in employment creation for women and women leadership participation.

As compared to many organizations in our country, the female leadership participation at Awach SACCO is very high. Of the total 32 management positions available, 21 (65.63 %) are occupied by women. In addition, Awach SACCOS has a women-only branch office. The manager, the accountant, the auditor, the cashier and the cleaner of this branch office are all women. Moreover, out of the total 13 branch offices, six of them are led by women. Even though gross conclusion requires further researches to be conducted the short-term profitability and success of Awach SACCO could be the result of the significant number of women employees and right females at the right leadership position.

Moreover, currently, 82 (59%) of the total 139 employees are women. This indicated that the majority of the employees in Awach SACCO are women.

Hence, being the majority female employer, Awach SACCO is playing an exemplary role in this regard.



## COOPERATIVE HOUSE TO HOUSE WOMEN-LED EFFORT

UGANDA



### Increases Access to Care in Mountainous Eastern Uganda

Ms. Oliver Namataka, fifty years old and a mother of ten with double twins, is the chairperson of Bumwawule group, Elgon Community Health Cooperative limited. The cooperative facility is nestled at the foot of Mt. Elgon, near the river Sironko.

“Women have been able to support their families because of the community groups in which we work,” says Oliver. Although we still have to move downhill to access many services like markets and health care, we are better off than we used to be before Divine Health Center introduced cooperative insurance in March 2020. At that time when cooperative leaders approached me, they explained how the health cooperative works to save members money, increase quick access to care when one falls sick and protect us against avoidable illnesses. I loved the idea, however, we were not allowed to meet because of the coronavirus and we had even halted collection of member savings for about three weeks.”

Elgon Community Health Cooperative is unique in its leadership because unlike other cooperatives in the country, four of the five groups are led by women including Oliver. “We are leading because we are trusted,” she affirms.

Lofisa Nabuduwa, Jennifer Namandiko, and Esther Nafuna are peasants who worked hard to reach other members to convince them to contribute premiums amidst the pandemic. A house-to-house approach was adopted – up and downhill. Between March and June 2020, as the pandemic raged on, Oliver with her colleagues worked with one staff from Divine Health Center and two cooperative leaders on a house to house effort that culminated in the mobilization of over 400 members currently enrolled in the health cooperative.



# SECTION 3

## COOPERATIVE BEST PRACTICES FROM THE AMERICAS

# COOPERATIVA DE SERVICIOS MÚLTIPLES DE PROFESIONALES DE ENFERMERÍA

DOMINICAN REPUBLIC



## Measures taken by COOPROENF during COVID-19

COOPROENF is a cooperative operating within the health sector, consisting of nurses, physicians, bioanalysts, psychologists, dentists, nursing assistants, among others. COOPROENF was founded on October 19, 1995, and it has emerged with the aim of meeting the economic and social needs of the Dominican Republic's families and community.

We would like to highlight the actions that health professionals and practitioners/care providers have been implementing to address the health emergencies and their effects.

The commitment of the health sector and complimentary services, as well as the ethics, work capacity, and sacrifice of their professional staff is an essential service for the health of the Dominican people.

The prevention and care advertising campaigns throughout the country, the actions in health matters led by COOPROENF, and the provision of services with its users in mind were constant during this harsh pandemic.

As a consequence of the COVID-19, we developed different logistic plans and strategies to provide our services in a virtual manner preventing the spread of the virus and taking care of our co-workers/colleagues and partners.





COOPROENF carried out many initiatives with the objective of easing the workload help to a health care staff members, that in the past period have been a subject to a great lack of resources and an increased workload.

Some examples are:

- New and Refinanced loans
- Donations and Aid
- Donations of Biosecurity equipment
- Restructured working schedules/ Flexible working schedules
- Improved protocols for teleworking and face-to-face service
- Continuity of Education Programs with a greater focus & emphasis on the virtual content of the biopsychosocial care of our membership/ Continuity of Education Programs through the digitization of the content on biopsychosocial care for our membership
- Development of literature/content for the prevention and management of COVID-19 to be distributed in different health centers.

Every crisis represents an opportunity. Opposite to all forecasts/contrary to all predictions/projections, COOPROENF grew not only economically, but also in terms of the trust and support towards its health personnel.

Not only did we recognize their needs, but we came together to improve their quality of life. In times of crisis, the cooperativism is the safest solution.

**COOMEVA** COLOMBIA 

### Gender equality, transversal policy in Coomeva

Coomeva is a cooperative created in 1964, and today is the holding of a group of 17 companies, with about 10 thousand collaborators, distributed in six regions in the country. Guided by the values and principles of cooperativism, it provides welfare, protection, financial, health, education, housing, entrepreneurship and recreation services to 254 thousand members (57% women and 43% men) and their families, as well as to other customers and users.

In Coomeva's Statute and in its corporate values, gender equity is invoked. To promote its practice, since 2013 the cooperative formulated its Gender Equality and Equity Policy. Permanent strategies and actions are implemented around this Policy to:

1. Make the equity approach transversal to all the actions of Coomeva and its companies.
2. Guarantee equal treatment and opportunities, in the Cooperative's participation spaces, in products and services, and in the workplace.
3. Eliminate any form of violence and discrimination based on gender.





### Equity everyday actions in Coomeva

Awareness, education and communication program around gender equity. Through different advertisement campaigns, conferences, contests, games and other activities, Coomeva´s members, users and collaborators are encouraged to recognize, value and respect the differences between men and women, reject sexist stereotypes and the use of symbols that perpetuate gender relations based on domination or subordination.

**Impulse to women´s participation.** Communication strategies that motivate the participation of women in the cooperative's democratic and administrative practice are applied regularly in Coomeva.

**Evaluation of equity perception.** Coomeva applies a perception survey. According to its results, members think the cooperative has equity (74%), provides good treatment to men and women (84.4%) and associates are highly aware of the need for equal opportunities (95%).

**Gender committee.** A permanent committee has been formed (with men and women), with work plans, budget and clear indicators. This committee ensures Gender Equality Policy's compliance and advises the organization on this issue.



**Generating Reflection on Equity.** This event is held every year, since 2014, as a cultural initiative to think about and recognize the role of men and women in society, and the need to transform gender relations.

**Coomeva Award for Entrepreneurial Women.** Since 2011, this category of the Award was created as a strategy to motivate, support and highlight the business initiatives of women members.

In addition, Coomeva promotes women's involvement in cooperative initiatives to support entrepreneurship and to strengthen companies, with a participation of 50.4% women and 49.6% men. In 2020, 13,107 women participated in business training activities.

**“Coomeva En Equidad” website.** It seeks to disseminate the Gender Equality and Equity Policy and sensitize associates on these issues, through educational publications. In the last year, it registered 66,094 visitors.

**“Coomeva Educa” with a gender perspective.** “Coomeva Educa” is the main educational strategy of Coomeva, and it promotes women's participation, because of the importance of education on the achievement of gender equality. In the last year, 64.4% of participants in leadership training programs with a gender perspective were women.

**Gender Equality Management System and "Equipares" Labor Equity Seal.** All Coomeva companies committed to achieving the certification of this Labor Equity Seal, by identifying and eliminating inequalities, barriers, and gender gaps in labor matters. Eight companies have already reached the Silver level of this Seal and are preparing to obtain the Gold seal. The Equipares Seal is granted by the United Nations in agreement with the Ministry of Labor of Colombia.



# SECTION 4

## COOPERATIVE BEST PRACTICES FROM ASIA- PACIFIC

# WORKING WOMEN'S FORUM AND INDIAN COOPERATIVE NETWORK FOR WOMEN INDIA

## Heroic Response to the COVID-19 Pandemic

Women in the Informal sector face multiple disabilities, low growth/investment, social/class oppression, access to productive inputs. The Working Women's Forum (India) (WWF) – Indian Cooperative Network for Women (ICNW) model, highlights the transformation of atomized women workers mobilized into a mass platform, trained as co-operators, trade unionists. Beneficiary owned, driving social/economic change based “counter-culture”, shaping destinies by “a holistic gender and equity model”. Demonstrating grassroots women's, leadership in alternative financial inclusion, independent entrepreneurship, accessible credit, social protection, and decent employment.

The WWF – ICNW is a breakthrough model that facilitates poor women's economic empowerment through its mass outreach of poor women members and its innovative financial inclusion program (long-term preventive program (through financial inclusion) to counter gender-based violence too). A participatory grassroots development model “for poor women workers - entrepreneurs” that could offset the dependency, welfare, charity, and patronage approaches to poverty alleviation (SDG 1). Globally recognised as a best practice model for financial inclusion of poor women in cooperatives, in the past 43 years, it has helped integrate women workers from the informal sector into the mainstream. With approximately 600,000 poor women worker members/shareholders/loanees. In Tamil Nadu, Karnataka, Andhra Pradesh, and Telangana, (India) in 14 branches, locations with members engaged in 267 trades (including silk weaving, lace making, fisheries, cattle/dairy, bunk shops, rice cake selling (idli), etc.).



COOPERATIVE BEST  
PRACTICES FROM  
ASIA-PACIFIC





Its strength is its women member cadre who have ensured even during the pandemic, 90% repayment of loans. (refusing a moratorium on loans to support their cooperative survival).

In 17 years ICNW's ICT program since 2000 has transformed children of fisherwomen and wage labourers as software players digitalizing to enhance technology outreach in its operations for poor women's financial inclusion (a major multi-state co-operative for women).

In the nationwide lockdown in India due to COVID-19, their members were unable to travel due to restrictions (even short distances). They could not, therefore, pay or repay/receive loans/savings/fixed deposits. (2% of members had digital transactions).

As a response to COVID-19 and ensuring digital literacy/financial inclusion to informal sector poor women. A Training of trainers for 65 participants (CEOs, branch managers, women leaders of WWF-ICNW) was held in September 2020 in partnership with the ICA-AP Women's Committee and JCCU, for training in digital banking services. These women leaders are now well-capacitated to deliver digital banking training to poor women in around 6000 towns/villages of South India they work.

The warrior spirit of poor women micro-entrepreneurs on the frontline battling COVID-19 was bestowed by WWF-ICNW with the 'Jaya Arunachalam awards' (legendary founder). Out of these 1500 members shortlisted, all transformed their lives from investing Rs.200 (2.76 \$) to Rs.1,00,000 (1379 \$) (educating children as Engineers, MBA's, nurses, etc.,) in 10 – 37 year membership (loan cycles).

Videos: [1/2](#)

Websites: [1/2](#)

## JAPANESE CONSUMER COOPERATIVES (JCCU) JAPAN

### Supporting Women in Asia-Pacific Through Thick and Thin

The Japanese Consumers' Co-operative Union (JCCU) is the national apex federation for consumer cooperatives in Japan. Established in 1951, JCCU represents 320 consumer cooperatives and consumer cooperative unions with over 29 million members and an annual turnover of over US\$ 32 billion (3.5 trillion JPY). Japanese consumer cooperatives are present in retail, health, welfare, insurance, and housing sectors. 38% of the households (mostly women) in Japan are members of community-based retail cooperatives.

The Japanese consumer cooperative movement represented by JCCU has been one of the pioneering advocates of gender equality in cooperatives. Driven by their pledge on Co-op Action Plan for SDGs and the 2030 Vision of Japanese Consumer Co-ops, they are ensuring gender equality in society at large.

At Asia and Pacific level, JCCU has set an extraordinary example of promoting women's empowerment in cooperatives. It has supported several trainings, workshops, research, and other activities conducted by the ICA Asia and Pacific Committee on Women since 1998, such as the seminar on Women's Empowerment and Gender Equality in Cooperatives held in Kobe in 2017. Following this, the Women's Committee adopted a four-year-long focused strategy on gender-equality in cooperatives.

COOPERATIVE BEST  
PRACTICES FROM  
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JCCU strongly supports women in higher leadership and leads by inspiring examples. Ms. Chitose Arai, the Vice-President of JCCU is not only a woman leader at the highest level of governance in JCCU but is also the Vice-President of ICA Asia and Pacific and Vice-Chairperson of ICA Asia and Pacific Committee on Women.

During the COVID-19 pandemic, JCCU continued supporting women in need at both the national and international levels. In Japan, the consumer cooperatives have supported local communities affected by the pandemic in various ways, including food, material, and financial support, and fundraising activities. Women individual members and staff members of consumer cooperatives have been actively involved in these activities. One of the initiatives that started before the pandemic and has been continued by Japanese consumer cooperatives is children's cafeterias that not only provide free or low-priced meals for poor children and adults but also serve as places for people to interact.

The pandemic has seriously affected the socially vulnerable in Japan, further contributing to inequality and poverty. Many parents, especially mothers, have faced financial difficulties caused by job insecurity and unemployment; and the burden of taking care of their children including making daily meals because of the suspension of school lunches. It is also getting more difficult for people to be connected, making the socially vulnerable more isolated. Under these circumstances, children's cafeterias operated or supported by Japanese consumer cooperatives have played an important role in providing support to children (including young girls), parents (including mothers) in need, and building and maintaining connections among them and community residents at large.

The case of women's integral involvement in the decision-making and initiatives taken by JCCU and the Japanese consumer cooperative movement is a unique demonstration of the 7th Cooperative Principle- Concern for Community-led for and by women through thick and thin (before and post the pandemic).

Read more about the initiatives of Japanese consumer cooperatives [here](#).



# SECTION 5

## COOPERATIVE BEST PRACTICES FROM EUROPE



## "WILL TO LIVE" COOPERATIVE

ITALY



Stories of courageous cooperators who challenged the Coronavirus in Gallura (Sardinia)

When you listen to Rosina Niola's story, you immediately understand why the cooperative she founded is called "Will to live". The passion for her work in the social fields, which she carries out in Calangianus, a charming village in Gallura (Sardinia), is extraordinary. It is a hymn of joy that manages to affect the other thirteen women who make up the cooperative.

"Will to live" was established in December 1985 and was one of the first cooperatives to open a kindergarten in Sardinia.

The cooperators also carry out support activities, educational assistance, and solidarity projects throughout the territory. These actions have never stopped, even during the most critical phase of the pandemic that has marked our lives and our habits, overturning them like a sea in a storm.



Together with Loredana Deledda's "Rainbow" cooperative, another important organisation operating in Gallura, in March 2020, during the first pandemic wave, the darkest and most desolate one, Rosina Niola, unlike the rest of the world had decided not to stop.

The cooperators, with strength, resourcefulness, and the principle of organisation (typical characteristics of the female DNA) together with the support of the Mayor and the Municipality, have put aside fear by literally knocking on the doors of families and offering help to those in need.



They did it concretely, as valiant warriors wielding only a smile as a weapon. They delivered masks produced and donated by companies from Calangianus. They brought teaching materials and tablets to students of the university, primary and high school. They gave psychological comfort to those who lived in panic and loneliness. They assisted the elderly, mothers with difficulties, those who lost their jobs and those who did not have enough to eat. They initiated a dedicated solidarity network throughout the territory: Some artisan offered 350 kg of ice cream, some bakeries gave bread and sweets to be distributed to everyone each Saturday. The list is really long and significant, worthy of a screenplay for a Neorealist movie.

The philosopher Kant wrote: "The solidarity of mankind is not just a beautiful and noble sign, but an urgent necessity, a matter of life". And we add: "A matter of cooperation!".



## IPERCOOP MIRAFIORE ITALY

Knights of Merit 2020, the sacrifice and solidarity of Co-op women workers recognised by the president of the Republic, in Italy

In 2020, Rosa Maria Lucchetti, a worker at the Ipercoop Mirafiore in Pesaro, was awarded a prize by the President of the Republic, Sergio Mattarella. Lucchetti, in fact, stood out for her great gesture of generosity during the Coronavirus pandemic, when she left a letter to the 118 operators, giving them three prepaid 250 euro cards to buy food.

The recognition by the President of the Republic is due not only to Rosa Maria's generosity but also to the category she represents. Co-op, as well as other retailers' workers, have been on the front line during the hardest moments of the pandemic. Long working days, new practices to keep the places disinfected and safe, maintaining control in moments of tension.

The heroes of the pandemic are, after all, the ordinary people who continued to work and allow essential services to continue to function.



## COOPERATIVA OLIVARERA DE VALDEPEÑAS - COLIVAL SPAIN



The COLIVAL cooperative was founded in 1970. From the few initial members, it currently has seven hundred and fifty associates/families, who have made the olive oil mill a benchmark in the sector. Colival is one of the few cooperatives in the region which, as of today, already complies with the Statute of Rural Women of Castilla-La Mancha published at the end of 2019.

The following are the strengths of Colival, which last year, in 2020, earned it the Agri-Food Cooperatives of Spain Award for Equality:

### 1. Presence of women on the Governing Board:

Our Governing Board, made up of 7 people, includes 3 women committed to agriculture as a way of life and to cooperativism as the best form of business organisation

### 2. Women in the management of the co-operative:

Colival is proud to be one of the few cooperatives with a woman at the head of our organisation Consoli Molero Alcaide. A leadership that has elevated the cooperative to leading positions in the EVOO sector with numerous awards for the quality of our oils and with a change of commercial, marketing, and strategic vision

### 3. Presence of women in the workforce - 40% of our employees are women

### 4. Our Equality Plan

Since 2020 we have had an Equal Opportunities Plan drawn up to continue working to raise the profile of the role of women in the rural environment and in the agri-food industry from our position.

### 5. Project SOUL OF A WOMAN

The aim of this project is to show the public in a visible, personal and unique way the current role of women in olive oil.

### 6. COLIVA ORIGIN Project

The project highlights the contribution of agriculture and cooperativism and the work of men and women in agriculture to our environment

More info [here](#).



Take part in the conversation via [#coops4women!](https://twitter.com/coops4women)

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## ICA GENDER EQUALITY COMMITTEE



## ICA-EU PARTNERSHIP



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