

The Women In Cooperatives

Report drawn up by the AGCI,
Confcooperative and Legacoop
Study Offices
June 2016



alleanza delle
**Cooperative
italiane**
Donne e Parità

**Assemblea
costitutiva
Commissione
Donne e Parità**

**IL WELFARE AZIENDALE
È DI CASA IN COOPERATIVA**

16 GIUGNO 2016 - ORE 10.30

**ROMA
PALAZZO DELLA COOPERAZIONE
VIA TORINO 146**



The Women in Cooperatives*

Women in Italian Cooperatives

The following survey takes into account data provided by ISTAT on employment (excluding the agricultural sector and the public service sector) as recorded in the *Archivio Statistico Imprese Attive* (ASIA) and, as well, data relevant to the member cooperatives of the associations belonging to the Alliance of Italian Cooperatives¹.

Table I shows that women make up 52.1% of the total of employees in cooperatives, a percentage significantly higher than the number recorded for the overall total of Italian companies, whatever their legal status, working in the macro-sectors taken into account in this study². Among the latter, with the exception of those which include retailing, transportation and logistics, and hospitality and catering, it can be seen that in cooperatives, compared to companies as a whole, the percentage of women employees is higher.

TABLE I - EMPLOYMENT BY GENDER - COMPARISON OF ITALIAN COOPS WITH OTHER COMPANIES - 2013

SECTORS	TOTAL EMPLOYEES	NO. WOMEN	% WOMEN	TOTAL EMPLOYEES IN ITALIAN COOPS	NO. WOMEN	% WOMEN
INDUSTRY WITHOUT CONSTRUCTION	4,183,675	1,149,475	27.5	78,862	24,212	30.7
CONSTRUCTION	1,467,988	133,525	9.1	37,318	5,157	13.8
RETAILING, TRANSPORT, LOGISTICS, HOSPITALITY AND CATERING	5,863,290	2,369,170	40.4	326,765	120,711	36.9
OTHER SERVICES	5,437,452	2,696,813	49.6	708,356	449,869	63.5
TOTAL	16,952,407	6,348,985	37.5	1,151,302	599,951	52.1

Source: Asia-Istat DATA

*Report drawn up by the AGCI, Confcooperative and Legacoop Study Offices, June 2016.

1 For the Associations, only cooperative employees are considered. Moreover, the banking and insurance sectors are excluded, as well as employees in cooperative controlled companies. The ASIA data has presumably underestimated cooperative employment figures and they do not correspond to those of the Ministry of Economic Development (1,351,000 employees) presented at the Industrial Commission hearing in the Senate on 10 May 2016.

2 The absolute values in the table are an underestimation of the number of cooperative employees but, at the moment, they are the only ones available.

A similar phenomenon can be found if the percentage of women employed in Italian cooperatives is compared to the total of those found in all Italian companies, excluding individual holdings (Table II).

TABLE II - COMPARISON OF EMPLOYEES AND NO. WOMEN IN ITALIAN COOPS WITH OTHER COMPANIES (EXCL. INDIVIDUAL HOLDINGS) - 2013

SECTORS	TOTAL EMPLOYEES (EXCL. INDIVIDUAL HOLDINGS)	NO. WOMEN	% WOMEN	TOTAL EMPLOYEES IN ITALIAN COOPS	NO. WOMEN	% WOMEN
INDUSTRY WITHOUT CONSTRUCTION	3,773,319	1,015,163	26.9	78,862	24,212	30.7
CONSTRUCTION	937,739	107,923	11.5	37,318	5,157	13.8
RETAILING, TRANSPORT, LOGISTICS, HOSPITALITY AND CATERING	4,232,896	1,738,289	41.1	326,765	120,711	36.9
OTHER SERVICES	3,847,763	1,973,768	51.3	708,356	449,869	63.5
TOTAL	12,791,719	4,835,146	37.8	1,151,302	599,951	52.1

Source: Asia-Istat DATA

Furthermore, from the figures, considering all employees, it can be seen that almost one in ten (9.4%) work in a cooperative (Table III). As well, this percentage increases to 12.4% if only employees in non-individual holding companies are taken into account.

TABLE III - FEMALE EMPLOYMENT- ITALIAN COOPS AND OTHER COMPANIES (EXCL. INDIVIDUAL HOLDINGS) - 2013

SECTORS	TOTAL WOMEN EMPLOYED	TOTAL WOMEN EMPLOYED IN ITALIAN COOPS	%	TOTAL WOMEN EMPLOYED (EXCL. INDIVIDUAL HOLDINGS)	TOTAL WOMEN EMPLOYED IN ITALIAN COOPS	%
INDUSTRY WITHOUT CONSTRUCTION	1,149,475	24,212	2.1	1,015,163	24,212	2.4
CONSTRUCTION	133,525	5,157	3.9	107,923	5,157	4.8
RETAILING, TRANSPORT, LOGISTICS, HOSPITALITY AND CATERING	2,369,170	120,711	5.1	1,738,289	120,711	6.9
OTHER SERVICES	2,696,813	449,869	16.7	1,973,768	449,869	22.8
TOTAL	6,348,985	599,951	9.4	4,835,146	599,951	12.4

Source: Asia-Istat DATA

As far as geographical distribution is concerned (Table IV), it is undoubtedly interesting to study the different percentage of women employed in different areas of the country. In particular, the number is significantly lower in the South compared to other regions and another interesting aspect is that, in the islands, 10.4% of employed women work in cooperative enterprises (an important percentage, however, less significant than that found in the North-East, at 13.0%).

TABLE IV - EMPLOYMENT BY GENDER AND GEOGRAPHIC AREA - COMPARISON OF ITALIAN COOPS WITH OTHER CO. FORMS - 2013

GEOGRAPHIC AREA	TOTAL WOMEN EMPLOYED	TOTAL WOMEN EMPLOYED IN ITALIAN COOPS	%
NOH - WEST	2,193,151	175,116	8.0
NORTH - EAST	1,570,700	204,866	13.0
CENTRE	1,441,455	124,089	8.6
SOUTH	795,646	59,856	7.5
ISLANDS	348,034	36,024	10.4
TOTAL	6,348,985	599,951	9.4

Source: Asia-Istat DATA

An important area of female employment is in the social cooperatives (Table V).

TABLE V - FEMALE EMPLOYMENT IN ITALIAN SOCIAL COOPERATIVES - 2013

SECTORS	TOTAL EMPLOYEES IN ITALIAN SOCIAL COOPS	NO. WOMEN	%
INDUSTRY WITHOUT CONSTRUCTION	11,113	3,250	29.2
CONSTRUCTION	1,618	439	27.1
RETAILING, TRANSPORT, LOGISTICS, HOSPITALITY AND CATERING	10,322	5,162	50.0
OTHER SERVICES	349,858	269,699	77.1
TOTAL	372,910	278,549	74.7

Source: Asia-Istat DATA

It is also interesting to note that migrant workers make up a quite significant percentage of women working in cooperatives (Table VI). In fact, they represent 17.1% of the total. Moreover, 6.3% originate from a EU country, while 10.8% come from a non-EU country.

TABLE VI - FEMALE NON ITALIAN EMPLOYEES (EU AND NON-EU) IN ITALIAN COOPERATIVES - 2013

SECTORS	TOTAL WOMEN EMPLOYED	NON ITALIAN WOMEN EMPLOYEES	%	NON ITALIAN EU WOMEN EMPLOYEES	%	NON ITALIAN NON-EU WOMEN EMPLOYEES	%
INDUSTRY WITHOUT CONSTRUCTION	24,212	4,397	18.2	1,616	6.7	2,781	11.5
CONSTRUCTION	5,157	550	10.7	233	4.5	317	6.1
RETAILING, TRANSPORT, LOGISTICS, HOSPITALITY AND CATERING	120,711	21,905	18.1	8,481	7.0	13,424	11.1
OTHER SERVICES	449,869	75,776	16.8	27,316	6.1	48,460	10.8
TOTAL	599,951	102,628	17.1	37,646	6.3	64,982	10.8

Source: Asia-Istat DATA

The Women in the Cooperative Alliance

Table VII shows the percentage of women in cooperatives, members and employees respectively.

TABLE VII: 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 Mutuals 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.

Concerning members, the Table reveals a high percentage of women in social cooperatives (two-thirds of members are women) and in retailing (more than half of the members are women), while in the other sectors, the percentage of women is less than 50% compared to the total number of members.

Regarding employment, the figures available show that, within the Alliance cooperatives, the percentage of women is significantly higher compared to that registered in the cooperative movement as a whole. This phenomenon can be mainly attributed to the composition of the Alliance membership, where the enterprises working in the sectors with higher female employment are more numerous and important.

Women on Company Boards and in Executive Positions³

The figures shown in Table VIII refer to approximately 23,000 cooperatives, excluding those with a sole administrator.

TABLE VIII: BOARD MEMBERS OF ALLIANCE COOPS BY SECTOR AND GENDER

SECTORS	NO. COOPS	NO. BOARD MEMBERS	AVG. AGE	WOMEN BOARD MEMBERS	AVG. WOMEN AGE	%
AGRO-FOOD-FISHERIES	3,838	25,478	55.7	1,954	51.1	7.7
RETAILING	1,506	12,574	61.4	1,847	54.9	14.7
PRODUCTION AND SERVICES	5,161	25,013	50.6	5,411	48.9	21.6
SOCIAL	6,646	32,709	52.0	15,688	48.1	48.0
HEALTHCARE	263,000	1,386	56.0	371	51.7	26.8
TURISM-MEDIA-CULTURE	3,260	14,509	55.6	3,109	50.6	21.4
OTHER*	2,321	8,666	57.1	1,424	51.9	16.4
TOTAL	22,995	120,335	54.3	29,804	49.4	24.8

* 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

In the cooperatives considered, Board members number a little over 120,000, with 30,000 being women (24.8% of the total), and an average age significantly lower than that of men.

Only in the social cooperatives do we find the number of women nearer to the male number. In other sectors, the percentage of women is 7.7% in cooperatives in agriculture and fisheries and 26.8% in healthcare.

As far as the cooperatives with a sole administrator are concerned (7,000 companies), Table IX shows the breakdown by gender.

TABLE IX: ALLIANCE OF ITALIAN COOPERATIVES: SOLE ADMINISTRATOR

SECTORS	NO. COOPS	TOTAL SOLE ADMINISTRATOR	AVG. AGE	WOMEN SOLE ADMINISTRATOR	AVG. WOMEN AGE	%
AGRO-FOOD-FISHERIES	930	930	51.8	166	49.0	17.8
RETAILING	174	174	48.5	52	44.6	29.9
PRODUCTION AND SERVICES	3,086	3,086	47.5	752	45.7	24.4
SOCIAL	1,957	1,957	47.9	853	46.4	43.6
HEALTHCARE	64	64	51.0	15	50.0	23.4
TURISM-MEDIA-CULTURE	569	569	50.9	144	47.7	25.3
OTHER*	203	203	55.3	26	48.0	12.8
TOTAL	6,983	6,983	48.7	2,008	46.4	28.8

* 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

³ Executive positions in this study refer to Presidents and Vice-presidents.

Moreover, it can be noted that in cooperatives (including those with a sole administrator) there are approximately 127,000 Board members, 32,000 of which are women.

Table X shows the figures (excluding sole administrators) for executive positions. The female percentage does not differ greatly from the figures seen for Board members (24.8%) and there is also a big difference at a sectoral level - from 6.4% in agricultural and fishery cooperatives to 44% in social cooperatives.

TABLE X: 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 Mutuals 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

In Tables XI and XII, as an indicative value, we have a comparison between the number of Board members by gender in the Alliance cooperatives and the total of Italian joint-stock companies (SpA)⁴. It can be seen that, within the former, the number is more than 10% compared to the latter, and similarly, the average age is generally lower in cooperatives. It should also be highlighted that the percentage of women is much higher in cooperatives compared to other types of companies.

For the large cooperatives, the average number of Board members is almost three times more than in joint-stock companies; instead, the percentage of women Board members, albeit few, is less than that found in joint-stock companies.

TABLE XI BOARD MEMBERS OF ALLIANCE COOPERATIVES AND ITALIAN JOINT-STOCK COMPANIES BY GENDER

LEGAL STATUS	NO.	BOARD MEMBERS	AVG. BOARD MEMBERS	AVG. AGE	WOMEN BOARD MEMBERS	WOMEN AVG. AGE	%
Cooperatives	22,995	120,335	5.2	54.3	29,804	49.4	24.8
Stock-held companies	20,767	94,882	4.6	56.9	17,521	54.8	18.5

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

⁴ All joint-stock companies with a turnover of up to € 5 bill. were considered. For the large ones, as for the cooperatives, those with a production value of more than € 50 mill. were taken into account.

TABLE XII BOARD MEMBERS OF LARGE ALLIANCE COOPERATIVES AND LARGE ITALIAN JOINT-STOCK COMPANIES BY GENDER

LEGAL STATUS	NO.	BOARD MEMBERS	AVG. BOARD MEMBERS	AVG. AGE	WOMEN BOARD MEMBERS	WOMEN AVG. AGE	%
Cooperatives	218	3,310	15.2	54.8	437	53.6	13.2
Stock-held companies	3,603	18,317	5.1	56.7	2,721	53.5	14.9

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

Where the number of women in executive positions is concerned, it appears more apparent if the total of cooperatives is considered, while it is considerably lower for joint-stock companies in the case of large firms (Tables XIII and XIV).

TABLE XIII EXECUTIVE POSITIONS IN ALLIANCE COOPERATIVES AND JOINT-STOCK COMPANIES BY GENDER

LEGAL STATUS	NO.	EXECUTIVE POSITIONS	AVG. AGE	WOMEN EXECUTIVE POSITIONS	WOMEN AVG. AGE	%
Cooperatives	22,995	41,479	55.0	9,917	51	23.9
Stock-held companies	20,767	20,250	60.8	2,694	60	13.3

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

TABLE XIV EXECUTIVE POSITIONS OF LARGE ALLIANCE COOPS AND LARGE ITALIAN JOINT-STOCK COMPANIES BY GENDER

LEGAL STATUS	NO.	EXECUTIVE POSITIONS	AVG. AGE	WOMEN EXECUTIVE POSITIONS	WOMEN AVG. AGE	%
Cooperatives	218	460	56.7	28	52.4	6.1
Stock-held companies	3,603	3,716	60.6	381	59.6	10.3

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

Women Cooperatives

Particularly worthy of note is the phenomenon of women cooperatives⁵. The data from the *Osservatorio per l'Imprenditoria femminile*⁶ (observatory for female entrepreneurship) show that, from 2012 to 2015, these increased by 1.9%, while, in the same period, a decline of 8.5% was recorded in the total number of female enterprises.

In the last four years, the rate of “feminization” in cooperatives – which was, in 2012, about 15% less than the overall total (20.4% compared to 23.6%) – in 2015, regarding the total of women companies, reached 20.9% for the former compared to 21.7% for the latter. It should be taken into account that, in the three years considered, cooperatives increased with a rate of growth much higher than in other company forms (+2% against +0.5%).

Analyzing all the cooperatives considered, the women cooperatives belonging to the Alliance of Italian Cooperatives⁷ number more than 10,000 and make up 31.3% of the total members (Table XV). These are mainly concentrated in the social sector, but are found in all sectors.

The women cooperatives of the Alliance account for a production value of at least € 23.3 billion (corresponding to 22% of the total of all Alliance members).

TABLE XV: WOMEN COOPS OF THE ALLIANCE BY SECTOR AND GENDER

SECTORS	NO. COOPS	WOMEN COOPS	%
AGRO-FOOD-FISHERIES	5,597	434	7.8
RETAILING	1,805	240	13.3
PRODUCTION AND SERVICES	9,620	2,665	27.7
SOCIAL	9,006	5,621	62.4
HEALTHCARE	382	161	42.2
TURISM-MEDIA-CULTURE	2,045	735	36.0
OTHER*	4,426	420	9.5
TOTAL	32,881	10,278	31.3

* including Housing and Mutuals 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

⁵ Women cooperatives are those, where the number of women members is higher than men.

⁶ The Observatory estimates the data regarding women cooperatives considering them as joint-stock companies, differently to what is foreseen under Law no. 215 of 1992.

⁷ The three Alliance Study Centres individuated the women cooperatives using criteria as foreseen by Law no. 215 of 1992, including those where female membership is more than male membership.

APPENDIX

For the first time, two questions concerning the work/life balance and company welfare have been included in the survey data, carried out periodically every four months by the Study Offices of the organizations belonging to the Italian Alliance of Cooperatives.

The two questions are:

∩ Does your cooperative practise policies in favour of a work/life balance?

- started up
- planned
- not foreseen

If Started up and/or Planned, in what way?

1. introducing a more flexible work organization
2. setting up services to support a work/life balance
3. actions aimed at continuous skills updating for women absent from work for medium/long periods due to family needs and making it easier to re-enter the workplace
4. policies encouraging the use of parental leave by fathers

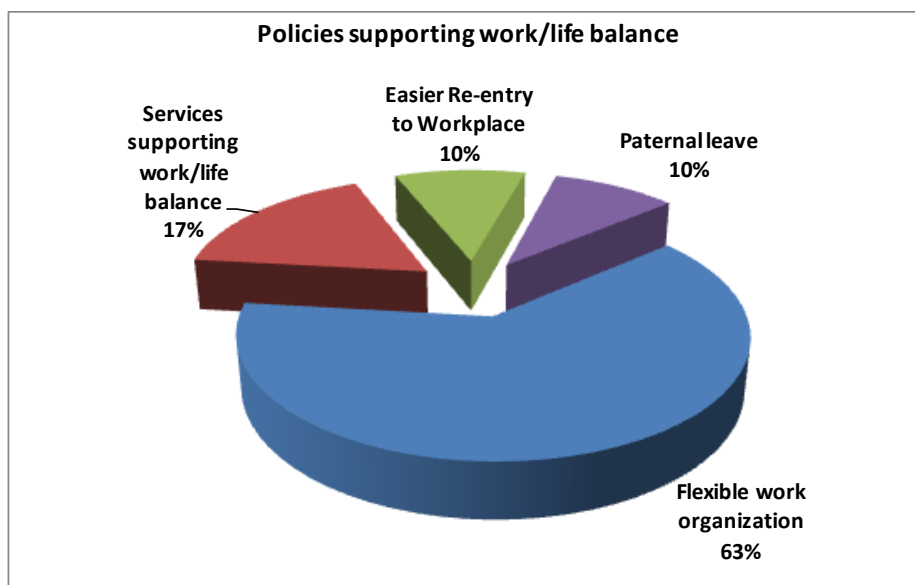
⊞ Does your cooperative have company welfare services?

- Yes, education services (study grants...)
- Yes, childcare services (nursery...)
- Yes, healthcare services (medical treatment...)
- Yes, sports services (agreements ...)
- Yes, other services.....
- Not foreseen

The results:

The work/life balance

A growing number of cooperatives (at least 30% of the total) have started up or have already planned policies supporting the work/life balance. The following are the main measures adopted, in order: a more flexible work organization – 63.9%; services supporting a balance – 17.2%; actions aimed at continuous skills updating for women absent from work for medium/long periods due to family needs and making it easier to re-enter the workplace – 10.2%; and policies encouraging the use of parental leave by fathers – 9.7%.



Company welfare services

The most common company welfare services (introduced by almost 30% of cooperatives) include: healthcare services (medical treatment...) - 63.1%; childcare services (nursery...) - 12.1%; education services (study grants...) - 7.6%; sports services (agreements...) - 7%; and other services (various agreements, other recreational services and advantages for cooperative members and employees) – 10.2%.

