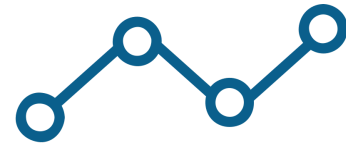




CAPSE PROJECT

COLLECTIVE ACTION FOR PARITY IN THE SOCIAL ECONOMY



INFOGRAPHY



Financé par
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'Parity: is the social economy really doing BETTER than the conventional economy?'

Most of the data selected below relate to the conventional economy. At present, **there are no figures on the state of parity in the governance bodies of the social economy at European level.**

(1) As 69% of employees in the social economy are women, this gives the false impression that women are naturally represented on its governing bodies. This inevitably acts as a brake on progress on this issue and reveals the relevance of the CAPSE project.

It's already part of our values, we're part of the Social Economy.

A non-priority subject

We already have a predominantly women's team.

We all know it's important, but unfortunately it's not urgent.

IN POLITICS (2)

3
Women Heads of State of the EU

4
Women heads of government in the EU

13
Women European Commissioners out of 27 in 2024

40%
women elected to the European Parliament

'When will the social economy reach the 50% parity threshold?'



LEGAL FRAMEWORK

Several European directives to promote gender equality and, in particular, parity in governance bodies (Women on board directive, 2022/2381)

IN THE ECONOMY (3)

33,8% of board members are women in listed companies, compared with 32.2% in 2022

8% of board chairs are women

28% of the largest listed companies in the EU have at least 40% of each gender on their board of directors



PUBLICATIONS

- [Report on gender inequality in the European Union, \(2024\)](#)
- [Gender parity in Europe: a model for the world... still imperfect, \(2023\)](#)



INSPIRING RESOURCES

- [Working paper, Diesis](#)
- [Achieving gender equality through the social and solidarity economy, OECD](#)

Focus on the conventional economy

18%⁽¹⁾

Percentage of women in management positions in companies

12%⁽²⁾

Percentage of women leaders in companies with less than 5000 employees

The glass ceiling in the ESS⁽³⁾

Although they constitute 68% of the ESS workforce, women are underrepresented in governance bodies. They represent:

37%

of the presidency positions

45%

of the members of the boards of directors

A more tenacious glass ceiling in large ESS companies and federations:

48%

Women represent 48% of the presidency positions in structures employing between 4 and 9 employees

18%

And 18% of the presidencies of structures with 50 or more employees



Women only represent **27%** of the presidencies of federations



LEGAL FRAMEWORK

- ESS Law of July 31, 2014, Article 4, V on equality between men and women in the ESS
- Law No. 2014-873 of August 4, 2014 for real equality between men and women reinforces gender parity in the boards of directors of certain sectors such as mutuals or sports federations



PUBLICATIONS

- Manufacturing equality, manifesto to end sexism in the ESS, Bodet, (2019)
- Women in the ESS, committed and inspiring actors but not recognized, Richez-Battesti, Petrella, Pleintel, (2020)
- The solidarity economy through the prism of gender: a critical analysis and possibilities, Guérin, Hillenkamp, Verschuur, (2019)
- Study on gender equality in the governance bodies of the ESS, CNCRESS, (2019)

INSPIRING RESOURCES



- The SSE Matrimoine project, ESS France
- Guide, Gender equality in associations, DDCS du Rhône, (2015)
- 4 actions for parity in the Foundation for Medical Research
- UDES video and awareness-raising fact sheets



WOMEN IN MANAGEMENT POSITIONS



(1)
of women occupy management and high qualification positions in the **social economy**



(2)
of commercial companies in the **conventional economy** have women on their Board of Directors



WOMEN'S ACCESS TO RESPONSIBILITY POSITIONS IN COOPERATIVES AND THE SOCIAL ECONOMY

Worker cooperatives in Andalusia



(3)
of women participate in the Boards of Directors, with **50.61%** in management and leadership positions



Agri-food Cooperatives



(4)
of women on Boards of Directors, of which **4.8% are presidents**. The total participation of women is 28%



* REAS (5)
of the people involved are women, with **65%** occupying responsibility positions



LEGAL FRAMEWORK

- Effective Equality: [Organic Law 3/2007](#)
- Work and Family Life Balance: [Law 39/1999](#)
- Pay Equality: [Décret Royal 902/2020](#)
- Urgent Measures for Equality: [Royal Decree 6/2019](#)
- Paternity Leave: [Law 9/2009](#)
- Sexual and Reproductive Health: [Organic Law 2/2010](#)



PUBLICATIONS

- [A Feminist Perspective on the Social and Solidarity Economy](#), Arando, Elio & Marcuello, (2024)
- [Sensibilité à l'Égalité des Genres dans l'Économie Sociale](#), Calderón & Calderón, (2020)
- [Femmes Dirigeantes dans l'Économie Sociale Valencienne](#), Monzón, (2020)

INSPIRING RESOURCES



- [COCETA](#): Women and Cooperativism Notebooks
- [MITES](#): Women Leaders in the Social Economy
- [AMECOOP](#): Project "Cooperative Entrepreneurship: economic autonomy and prevention of Gender Violence"
- [Projet Grass Ceiling Spain](#): Bridging the gender gap in the agri-food sector, with the participation of Agri-food Cooperatives of Spain

 **70%**

of the **employees** in the social economy are women, compared to 50% in the conventional economy

32%  **38%**

Evolution of the percentage of women **members of boards of directors** in the **social economy** between 2012 and 2022

22% \approx **23%**

Evolution of the percentage of women **members of boards of directors** in the **conventional economy** between 2012 and 2022

 **33%**

of the members of the boards of directors of social economy **federations** are women

General management is

 **52%**

occupied by women in the social economy, compared to 26% in the conventional economy



LEGAL FRAMEWORK

- Federal law of January 12, 2007 which aims at controlling the implementation of the resolutions of the Beijing World Conference on Women (September 1995) and integrates the gender dimension into all federal policies
- Walloon Decree "Mixité" of January 11, 2014 which promotes balanced representation of women and men (maximum two-thirds of members of the same sex) in the boards of directors of private organizations approved by the Walloon Region



PUBLICATIONS

- Gender, the blind spot of the social economy? Recommendations and lines of action for a gender approach in the social economy in the Walloon Region, Dessy, (2022)
- Women's access to positions of responsibility in Belgium, between social and classical enterprises: inspiring each other to achieve equal access to positions of responsibility, Huchet, Marquet, Tancau, (2015)

INSPIRING RESOURCES



- Institute for the Equality of Women and Men, IEFH
- The state of the social economy 2021. Gender in the board of directors, Observatory of the Social Economy, (2023)
- Gender toolkit for the social economy sector, Crédal et Social Economy Center, (2023)