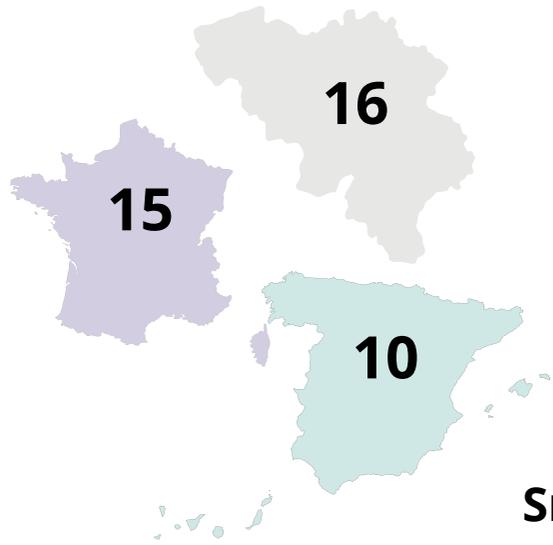


SURVEY RESULTS



1. CHARACTERISTICS OF RESPONDENTS

41 answers



The majority are associations, but can include all types of SE organisations (32/41)



a majority created before 2000

Small size



majority between 1 and 10 FTE



80% have at least 50% women employees

In various sectors of activity

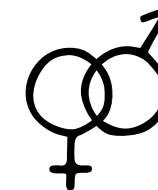


18 SE or multi-sector



On a regional scale

Gender of respondents



21 women and 20 men

2. PARITY IN GOVERNANCE BODIES

- Several bodies mentioned (especially: general meeting, board of directors, executive committee and management committee)
- A minority of parity bodies **(25% have at least 50% women)**
- No more parity at regional level than at national level
- Positions of responsibility are still predominantly held by men, especially as chairmen **(49%)**

Title (function)	Nb by gender		(Empty)	Grand total
	F	M		
Co-direction		2		2
Co-presidency (or vice-presidency)	2	2		4
Coordination		1		1
Direction	1	5		6
Management		1		1
Presidency	3	20		23
Other (former co-founder)	2			2
(Empty)			2	2
Grand total	8	31	2	41

3. GENDER PARITY: ACTIONS, OBSTACLES, LEVERS, SUPPORT

3.1. Have gender issues already been addressed in your company bodies? If yes (for 73%), what actions have been taken?

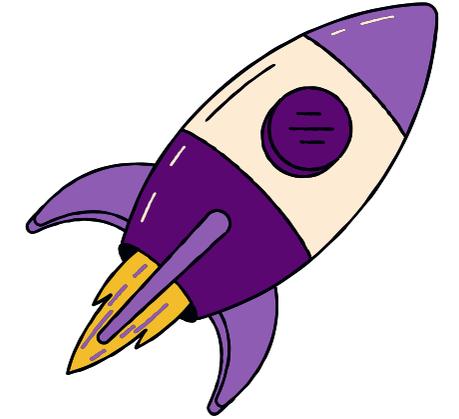
	Yes	No	N/A
These subjects are included in the structure's articles of association	16	14	11
A commitment has been made by the organisation (charter)	12	18	11
Steps have been taken to achieve parity (parity pairs, elections without candidates, limiting or banning the number of mandates)	15	15	11
Steps have been taken to facilitate the participation and involvement of everyone	15	15	11
An information/awareness-raising session was organised	12	18	11
A training course (at least ½ day) has been organised as part of the process	3	28	11
An information note has been sent to directors on this subject	6	25	11
Other	9		

Issues already addressed	Number of Organisation
No	4
Yes	30
Not to my knowledge	5
(Empty)	2
Grand total	41

3.2. In your opinion, what are the obstacles to gender parity in Social Economy networks and federations?



	Yes	No
Places of power that are not sufficiently inclusive (inter-society, informal co-optation mechanisms)	22	19
A lack of commitment from organisations	15	26
A tendency for men not to give way	12	29
Voting and governance systems that do not facilitate parity	10	31
Women's self-censorship	9	32
A lack of interest from women	7	34



3.3. What do you think should be done?

To sum up, the priority levers:

- Change attitudes and stereotypes (26)
- Changing internal regulations and articles of association (14)
- Implementing a strategic plan for equal opportunities (22)
- Change the way meetings are run to make them more inclusive and participative (14)
- Identify, train and support women right up to the elections (17)

3.4. Have you already carried out any actions with your members (work, studies, training, charters) on gender equality in their organisations?

63% of our respondents have already carried out actions with their members (26/41)

Several types of action:

- Information and production of knowledge: inventory, studies, thematic dossiers, articles, study days, seminars, etc.
- Support, events, working groups
- Gender Equality Commission, Diversity Plan, Inclusion Mention
- Training



CAPSE PROJECT



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