



charter of commitments

The commitment to a fair and sustainable development, a pillar of the European cooperative movement, includes, among the 17 SDGs, Goal no.5 devoted to gender equality.

It is only through the inclusion, participation, cohesion and enhancement of differences that we can proceed on the path of change, which we know is a crucial element in responding to the social and economic challenges that the world is facing.



**Cooperatives Europe is the voice of
cooperative enterprises in Europe**

84 Member organisations from **33** European countries
across all business sectors

141 Million individual member cooperators

176,000 Cooperative enterprises

4,7 million employees, European citizens - a force for
economic growth and social change.

The European cooperative movement, through this charter of commitment on equality between women and men in cooperatives, wishes to strengthen its involvement in contributing to close the gender gap, still persisting, despite the progress made, in Europe and in the world.

In the dimension of the cooperative development model, centred on people, the theme of equal opportunities emerges strongly in relation to access to the labour market, to greater representativeness in decision-making places; to self-entrepreneurship, to corporate welfare tools, to the fight against gender violence: key factors that are at the heart of active policies for gender equality and to which the European cooperative movement is committed.

Our model of business is based on values and principles, as enshrined in the ICA Statement on Cooperative Identity, including:

- **Voluntary and Open Membership:** Open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination

- **Democratic governance:** one person, one vote
- **Education, training, information:** self empowerment through the socio-economic power of membership

Cooperatives provide decent employment and help reduce inequalities which affect the most vulnerable people, including women. The equality between women and men and for all is at the core of the cooperative identity and as well as of the European Union.

As the European cooperative representative organisation, Cooperatives Europe commits itself to promote gender equality: a call to action with its members.



Our 10 commitments



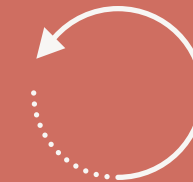
Collect gender statistics



Promote work-life balance, diversity management and women in top level positions



Promote awareness raising on gender equality with our members



Promote a culture of equality at 360°



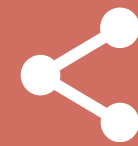
Ensure a gender balanced participation, visibility, communication



Support women's employment and cooperative entrepreneurship



Fight against any form of harassment and violence



Share and value best practices



Advocacy at national and European level to promote gender equality



Cooperate with the International Co-operative Alliance, UN system, and NGOs in promoting an ever more gender balanced world



#PeopleFirst

www.coopseurope.coop