

ABSTRACT

Seeding Futures: management and leadership for women from cooperatives

Even though numbers testify that the Brazilian cooperative movement is becoming increasingly more feminine, women still are not proportionately represented in leadership roles. Data from the Brazilian Cooperative Directory (2021) show that women represent about 40% of the 17 million members of Brazilian cooperatives: in the Health sector, they are the majority of the members and occupy over 50% in the sectors of Credit, Consumption, Labor, Production of Goods and Services. On the other hand, in the Farming sector, for example, only 17% of the presidents and vice-presidents of cooperatives are female. The goal of this paper is to gather elements of inspiring dialogues, exchanges, and theories to promote the empowerment of rural women, promote the development of competencies in female rural leaders, and support their agency in family farming cooperatives. The methodology used was the analysis of secondary data, such as internal reports of the Brazilian Organization of Cooperatives (OCB), and the observation of a pilot training with rural women from July to november of 2021, called "Semeando Futuros". Some of the actions identified to expand the participation of women in leadership roles were the creation of a National Committee for Women in 2020, named "Elas pelo Coop", and the online training "Semeando Futuros" previously mentioned. Moving forward, it is crucial to intensify the strategies to promote the participation of women in leadership positions by identifying and investing in the factors that enable women to take charge and by challenging the aspects that limit them.