



COSV

COOPERAZIONE PER LO SVILUPPO

SOCIAL REPORT



www.cosv.org



2023

Index

Data 2023

GRI

The 2023 Social Report provides a concrete vision of how we can achieve international cooperation.

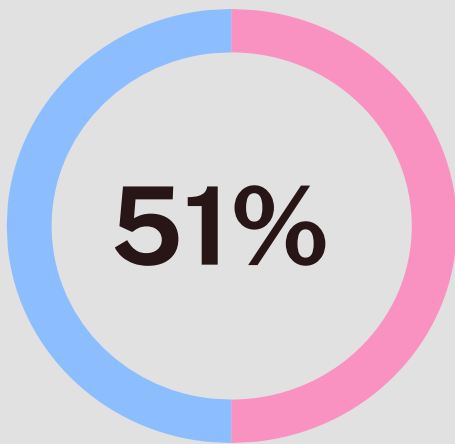
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DATA 2023

208

Including expatriates
and local staff



Staff by Gender

In 2023, 51% of COSV Staff were Female.

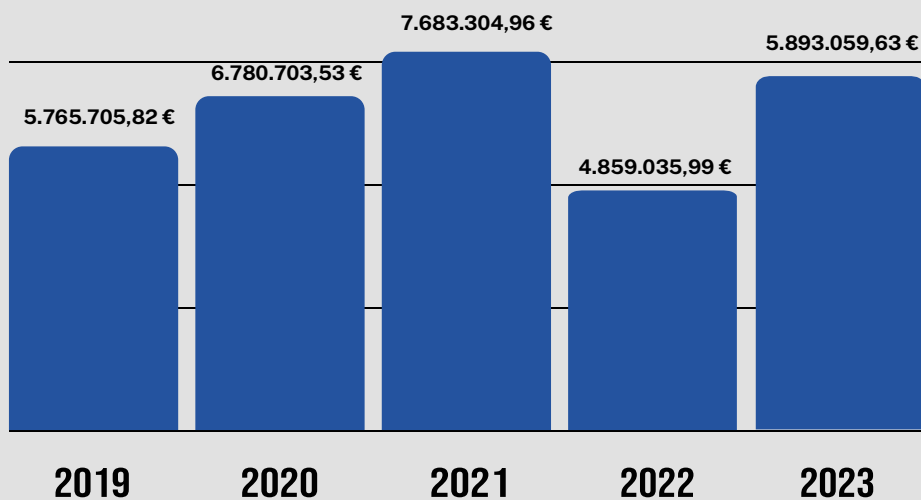
In absolute terms:

- Women were **106**
- Men were **102**

Economic resources trend

Economic resources managed in the last five years

■ Economic Resources



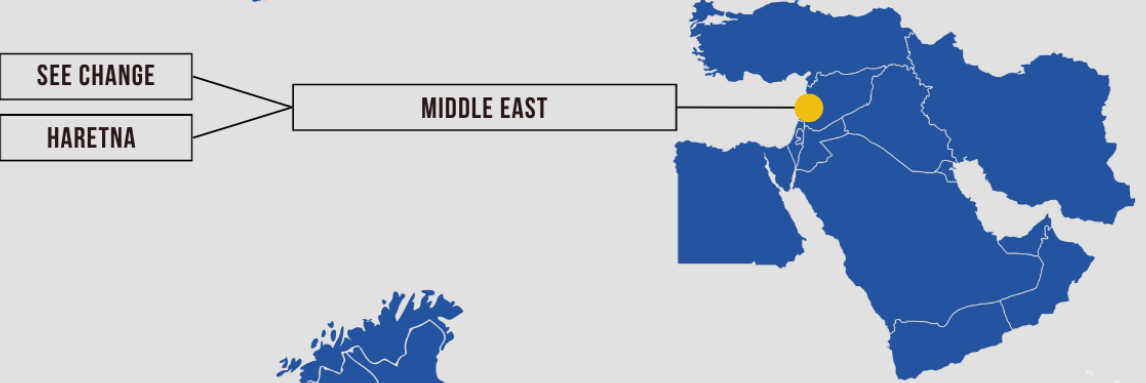
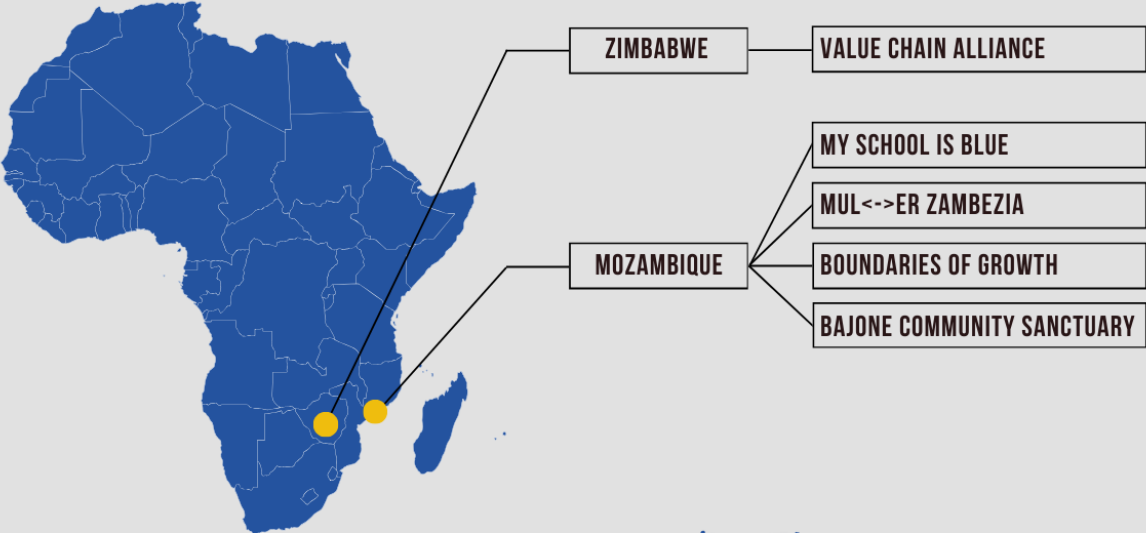
7

COUNTRIES

14

PROJECTS

We are in Africa, in the Balkans, in Middle East and in Europe



| President's letter

With great pleasure, I present the COSV Social Report for the year 2023. The activities illustrated demonstrate how much we have invested in innovation to make our programs more resilient and capable of responding to changes and new challenges. But this document is not just a report of our activities and the results we achieved, is also intended to reflect on what awaits us in the near future.

The context in which we operate is rapidly changing. We are experiencing a worrying trend in global foreign policy that takes its specific form in the European Union: the adoption of policies based on the idea of a "Fortress Europe". This vision is being realized through a strengthening of military defence, a crackdown on migrants and the abandonment of the development and inclusion policies that had characterized the European Green Deal. These policy choices have significant implications for our work and the communities we work with, and we will need to prepare for a more challenging environment.

Growing investments in military defence by many countries divert precious resources from crucial sectors such as education, healthcare and sustainable development. Rearmament seems to be at the top of the priorities of global foreign policy and even in our country, according to a Greenpeace report, in the last ten years, the military spending has increased by 26%, double growth compared to total public expenditure, with an increase of 40% of military investments. Conversely, resources for cooperation stagnate. From the data published by the OECD, it emerges that public development assistance (ODA) has remained stuck at 0.37% of gross national income, a percentage far from the UN Agenda for 2030. In Italy, the contribution to development cooperation is in sharp decline (-15.5%), both in absolute terms and compared to gross national income.

More restrictive immigration policies are a direct challenge to our mission to promote inclusion and international solidarity. The harsh rhetoric against migrants, the restriction of asylum procedures, the outsourcing of initial reception in third countries, and the refusal to review the current legal entry mechanisms cast a dark shadow on the so-called "Western values" and respond to a short-sighted vision of the relationships that regulate the current globalized world.

Finally, the downsizing of climate plans and sustainable development policies is already taking shape with the recent elimination of a series of environmental laws following farmers' protests.

These trends have cast their shadow on the world of politics. We will see in the next few months if they will remain the same if they will reduce or grow, but in any case, this seems to be the scenario that looms on the horizon and that we will have to face.

I believe that it is time for the world of cooperation and NGOs to commit to profoundly reviewing their vision and operational strategy. It is a duty to continue to implement projects that promote equality, social justice and environmental sustainability and certainly, our commitment to these objectives must not waver, even in the face of a less favourable political context. However, I believe that in addition to the good management of projects, it is necessary to adopt a broader perspective that includes greater attention to political developments, and the strengthening of collaborations with other NGOs, institutions and various civil society actors to promote more coordinated and more incisive action.

There is no shortage of topics to share with wider civil society: the importance of maintaining a balance between security and human development, the link between international migration and development, the global dimension of environmental protection and much more.

I believe it is now essential to increase efforts to raise public awareness and carry out advocacy activities about key issues in the humanitarian world and international cooperation, promoting forms of mobilization to positively influence Italian and European political decision-makers and defend the values of solidarity and inclusion.

The President, Mario Brambilla

| Methodological Note

Every year COSV publishes its Social Report to give a concrete follow-up to the desire to be accountable towards its partners and stakeholders.

Transparency is a COSV founding value and applies both to the management of resources and to the exposure of the results obtained from the projects. Being transparent means constantly committing to publicly account for the management, the activities carried out, the methodologies adopted and the results achieved. The 2023 Social Report arises from the need to be increasingly transparent and to provide a concrete vision of how we can achieve international cooperation, as well as to adapt the structure of this document to the Third Sector Code, to register COSV in the Register Only National Third Sector. COSV interprets this tool from a participatory perspective, through the involvement of its stakeholders, but also from a communicative perspective. The Social Report is fundamental for COSV to offer a clear idea of the functioning of international cooperation based on concrete data and actual results achieved.

The data included in the Social Report are of absolute relevance for all the parties involved and inspired by the principles of completeness, to provide an overall picture of the specificities of the organization in its various articulations. To meet the need for transparency, completeness and ease of reading, COSV has adopted the international reporting standard known as "GRI Sustainability Reporting Standards (GRI Standards)", developed by the Global Reporting Initiative (GRI) organisation, ideal for helping both the public sector and the private sector to understand, measure and communicate the impacts of their activities on economic, social and environmental dimensions. The GRI Standards version is updated to the version launched by the GRI organization in October 2016. To verify the compliance of the contents of the Report with the GRI, we invite you to read more on the [following page](#).

The 2023 Social Report also adopts the Guidelines for the preparation of the social report of Third Sector entities, published in the decree of 4 July 2019. The data is communicated with transparency, reporting to the sources where necessary. The data collected are commented on in the texts, to offer greater clarity even to those who do not know the sector of international cooperation. The 2023 Social Report is a further step towards the complete adoption of the GRI standards and the adoption of the guidelines.

For completeness of reporting, COSV interviewed its operators with questions aimed at understanding their level of satisfaction with the activities carried out and the internal work structure. We interviewed the operators through a completely anonymous and privacy-respecting questionnaire.

The 2023 Social Report has been approved by the statutory competent supervisor after having been examined by the control supervisor, which integrated the monitoring information and certified its compliance with the Guidelines of the Third Sector Law.

The objective for the 2023 Social Report is to be able to provide the indications required by the GRI, involving every category of stakeholder, and increasingly get closer to the ideals of transparency, completeness, simplicity, neutrality, autonomy and reliability. Furthermore, the 2023 Social Report takes up the structure of the 2022 Social Report, to allow comparison of the data and results achieved from year to year.

For any clarification, curiosity or indication, we invite you to contact us via the following e-mail addresses:

comunicazione@cosv.org;

marco.schiavini@cosv.org



| Identity

○ **Our Motto: “Development for Cooperation”** **p.10**

A motto that is a way of understanding cooperation and a form of action.

○ **Our History: from 1968 to 2023** **p.11**

COSV is a non-profit association founded in 1968, which operates on a non-profit basis in the field of development cooperation initiatives.

○ **Values** **p.14**

COSV values come from afar, when international cooperation in Italy was doing its first steps.

○ **Mission** **p.16**

COSV works for the reconstruction of the social capital and the interweaving of solid relationships and structures between and within communities.

○ **Vision** **p.17**

The international cooperation scenario is by its nature constantly changing and defining an action plan for the medium and long term is difficult, given the unpredictability of the context.



| Our Motto

**“ Cooperation for Development is a motto that
is a way of understanding cooperation and a form of acting ”**

COSV's activity involves local populations and communities within the process of economic and cultural development of their territory. Collaborating with beneficiaries to carry out projects allows us to transfer our knowledge and methodologies to them, to make them independent and autonomous in the long term. COSV understands cooperation as the creation of conditions that produce wealth, jobs and new possibilities, through inclusive development and valorization of local realities and territories.

COSV's methods of intervention find an essential element in the partnership with local realities, the result of collaboration between communities and civil society organisations. The development model that COSV promotes in each project is based on direct collaboration with local, public or private interlocutors, involved in the projects from the conception phase to the implementation phase.

In all the years of activity, from 1968 to today, during which we have collaborated with hundreds of partners, we have tried to materialize cooperation designed in the field, not "dropped from above", but rather the result of comparison with the realities of the territory, who know the needs and requirements of the communities we work with better than us. Through co-planning mechanisms such as subgranting, we can involve local communities and non-profit organizations in the socio-economic development of societies, thus strengthening their planning and organizational capabilities and awakening their social capital.

| Our History

1978

First independently managed project in Guinea Bissau and start of transition to **Non Governmental Organization**

1980

Start of activities in **Nicaragua**

2010

COSV radically changes its strategy and focuses on **Socio-Economic Development**

2020

COSV creates the internal unity for **Social Economy**

2023

14 Active Projects

1968

COSV is born as Coordination of Organizations for Voluntary Service

1979

First projects in **Mozambique**, where we are still active

1984

The federation activity ends to dedicate itself to the activity of a Non-Governmental Organization, with the drafting of the **COSV statute**

2019

COSV creates the internal **Monitoring and Evaluation Unit**

2022

COSV **establishes CoProfit** together with its partners

| From 1968 to 2023

COSV – Coordination of Organizations for Voluntary Service is a non-profit association founded in 1968, which operates on a non-profit basis in the field of identification, planning and implementation of projects intended to support, through close collaboration with local partners, cooperation initiatives to promote sustainable development in less advanced countries or countries affected by serious environmental, humanitarian emergencies or conflicts.

It enjoys recognition by the Italian Ministry of Foreign Affairs both for the planning and implementation of cooperation projects and programs, both for training and for development education and awareness-raising activities. It is a Non-Governmental Organization (NGO), which since the 1980s has collaborated with the main United Nations Agencies and the funding lines of the European Commission in the implementation of development and humanitarian aid interventions, carrying out its activities in complete autonomy from other organizations, parties, governments or state apparatus.

It has always defended its autonomy and independence. The COSV belongs to itself, it is not the property of parties or particular interest groups. He is the promoter of a culture of solidarity, which rejects every form of racism and favors the active participation of free men and women, in human, material and cultural development. The association is recognized based on the regional law on development cooperation in Lombardy and usually collaborates with various public and local bodies that support and integrate its projects with decentralized cooperation initiatives.

In all its years of activity, COSV has implemented over 400 projects in 32 countries around the world. COVID-19 has led to a slowdown in activities in recent years, but COSV has never stopped and transformed a difficult situation into a possible resource, starting the digital transition of its internal processes.

COSV is active in Zimbabwe, Mozambique, the Middle East and the Balkans with 14 active projects. COSV's main office is in Milan, in Via Soperga 36. COSV's fiscal code is 80090670581.

More information can be found on the website: <http://www.cosv.org/>

COSV's role

We promote respect for fundamental freedoms, rights, political and economic independence, equitable and sustainable development and self-determination of peoples and individuals, conforming to the principles set out in the United Nations Charter.

We carry out development cooperation, multicultural education, training and information initiatives in Italy and abroad. The implementation of projects financed or co-financed by public and private donors is the main activity of COSV. Participation in tenders and the presentation of project proposals is defined on the basis of the economic and financial, as well as management, forecasts that the project will require, based on the commitments undertaken. This is an overall risk assessment not linked to the activities envisaged in the individual proposal. This assessment serves to frame the risk situations to which the COSV may be exposed by presenting the proposal: therefore the availability/need of resources in relation to the objectives is assessed and the ways of obtaining resources are consequently oriented. As regards the economic aspects, the evaluation is made by the General Director in collaboration with the administration.

We support the work of organizations, bodies and people who, in Italy and abroad, work in the field of development cooperation and solidarity between peoples, with the aim of implementing better and increasingly effective cooperation, promoting equitable relationships exchange and mutual benefit between peoples in the cultural, social and economic fields. Our projects promote the self-development of the people of developing countries, respecting their political, economic and cultural autonomy; they support the freedom choices of oppressed peoples, the self-determination and economic self-sufficiency of free peoples, with solidarity and cultural, political and material contributions.



| Values

COSV's values come from afar, when international cooperation in Italy was taking its first steps. Through the generations of operators, men and women who have followed one another, COSV has developed greater awareness and operational capabilities, capable of dealing with increasingly complex situations, in a constantly evolving world, which imposes coherent choices and operations and innovative. During 2020, a revision of the Charter of Values was carried out, to make it more compliant with new needs, without betraying the values that have accompanied us for 52 years.

A summary of the Charter of Values

Transparency

COSV is among the signatories of the Accountability Charter of the Link2007 network, of which it is part. It operates essentially with funding from private and public donors. The annual financial statements are certified by an external audit firm and published on the site.

Being a “third party”

In contexts crushed between opposing interests, the role of the COSV is that of being a "third party", alongside civil society and its values, which it also represents before the Italian and European institutions. In these troubled times, the role we take on in supporting peace paths takes on particular value. Once again, working with civil societies, more or less organised, means helping to consolidate realities that can increasingly influence public decisions. Even and above all in these cases, the role of the COSV must be that of a "third party", which supports, offers means, but certainly does not replace those who want to make their voices heard in their own country and beyond.

Cooperation, not charity

We believe in the "culture of cooperation", understood as solidarity between peoples and the fight against mechanisms that create inequalities. We are promoters of a culture of respect, which rejects all forms of racism, which favors the active participation of free men and women, contributing to human, material and cultural development. Cooperation as support for development, not as charity

Impartiality

COSV operates in coherence with the principles of the Universal Declaration and the European Convention on Human Rights: it does not apply any distinction or discrimination based on gender, religious faith, nationality, skin colour, ethnic or class affiliation of people.

To read the Chart of Values

The new Statute: the path towards RUNTS registration

The most significant institutional changes took place during 2020: COSV, like most non-profit associations, had to adapt its statute to be ready for registration in the Single National Register of the Third Sector (RUNTS), required by the new legislation which affects the entire sector (Third Sector Code). The Registry should have been operational in 2021: in reality various extensions have led to registration being postponed, and an exact date is not yet known. Therefore, although the new statute is already ready, drawn up according to the rules set out in the Third Sector Code, the previous statute continues to remain in force.



| Mission

Drawing inspiration from the Sustainable Development Goals (SDGs) and aiming for concrete development objectives, COSV directs its work towards rebuilding social capital and weaving together, within and among communities, solid relationships and structures capable of supporting the significant political and economic transformations implied by progress. The program carried out by COSV in recent years is structured in various projects which, although implemented in different areas, are closely interconnected and rooted in the sustainable community approach. This approach starts from and develops around the community as an actor of sustainable change in economic, structural, and ecological terms.

The Programme

01

NETWORKING

Support local partners, public or private, and work within multi-stakeholder networks

02

PROGRESS

Chasing inclusive and lasting progress, focusing on social enterprise and networking models

03

SKILLS BUILDING

Support local partners, public or private, and work within multi-stakeholder networks

04

GOVERNANCE

Accompany institutions and communities in understanding their role, encouraging their participation in development processes

05

INCLUSION AND INNOVATION

Involve the communities in innovative development paths, stimulating multiculturalism and dialogue

06

BIODIVERSITY

Working for environmental sustainability, mediating between the possibilities of economic growth and the protection of natural resources.

| Vision

Guide Lines for the future

The global and international cooperation scenario is constantly and turbulently changing and defining an action plan for the medium and long term is difficult, given the unpredictability of the context.

However, we have developed guidelines to follow, so that the growth of COSV can be constant, as well as the expansion of its ideals of cooperation. The highlights of our programming:

- Actively participate, also with the availability to cover institutional roles, in the main second level aggregations present in Italy and Europe, maintaining a constant relationship and dialogue with the institutions, with the aim of actively participating in the development of development cooperation.
- Investigate issues that have particular relevance to the activities carried out in the projects, through information and development education programmes.
- Increase the level of participation of partners from the intervention countries in the development of development cooperation policies, to be presented and supported at both Italian and European level.
- Bring attention to the problems of poverty, peace and the environment within the places of coordination, maintaining a high presence of COSV in the places of coordination of Italian and international NGOs.
- Actively participate in the most important campaigns organized within the most significant non-governmental and political fields.
- Guarantee a correct flow of information and adequate communication both externally and within the organisation, with particular reference to bi-directional communication between headquarters and branch offices, also to give coherence to the management methods of the company's activities organism, avoiding in any case the overcrowding of information.
- Intensify training activities for operators also at the headquarters, to intervene in overcoming the critical points identified in the organization analysis phase.

- Identify global citizenship education as a means of communication between cultures, to promote knowledge, to create the conditions for peaceful coexistence that respects others.
- Bring social innovation to the communities in which we work, allowing the spread of tools such as social entrepreneurship.



| Direction

Government structure

p.20

Regulamentation about Government Structure, the role of the General Director and the Board of Directors and decision-making methods

Governance

p.22

The members of the Presidency and the Board of Directors

Organization Chart

p.24

The Composition of the Organization Chart



| Government structure

Regulamentation

The members' assembly is the sovereign body for all programmatic decisions, which are taken by majority, according to the rules established by the Civil Code. In particular, it approves the budget and the annual report. The body responsible for carrying out all acts of ordinary and extraordinary administration, with the exception of those reserved by law or by the statute to other bodies, is the Board of Directors, whose members carry out their role free of charge.

The Role of the General Director

The General Director has the legal representation of the Association, directs and coordinates the Association's activities within the framework of the approved programs and with budget constraints. Therefore, legal representation at COSV does not belong to the president but to the General Director. Unlike the Directors, the General Manager receives a regular salary, in accordance with the provisions of the trade union agreements and Italian laws. To carry out his work adequately, the General Director can in turn delegate part of the responsibilities and performance of specific sectors to others. This is the case of the Country Representatives, who locally carry out the functions of legal representation and control/coordination on the progress of the projects being managed.

The General Director is responsible for:

- Participate, without the right to vote, in meetings of the Board of Directors, if not a member of the same;
- Ensure correct administrative and economic-accounting management;
- Prepare the budgetary and consultative budget proposal;
- Maintain, with the President, relations with institutions, bodies and organisations;

The General Director contributes to defining the values, mission, strategies, policies and economic, social and environmental objectives. The General Director brings together the collaborators (country and area managers), at least once a month, to analyze the status of the activities and the related decisions to be made.

Role of the Board of Directors

The members of the Board are normally chosen from among the members and from those who possess specific requirements of respectability, professionalism and independence. Council members are required to have skills in international cooperation, despite not having any working relationship with COSV during their mandate. Therefore, there are no stakeholders on the Board of Directors and this is a form of guarantee useful for avoiding conflicts of interest.

The choice of the General Director is up to the Board of Directors, which carefully evaluates the possible candidates: up to now the preference has fallen on a person who has grown within the organization, who has held increasingly responsible roles, in which he has achieved total knowledge of the organization, its dynamics and the decisions necessary for the good performance of the COSV. The Director's proposals are always presented to the Board of Directors for approval. The evaluation of the General Director's performance is entrusted to the Board of Directors, which once a year compares the objectives and results obtained.

As a rule, as required by the Statute, the Board of Directors meets four times a year. During 2023, also through web tools, the Board of Directors met regularly to make decisions, including formal ones, for the management of the projects.

Governance

Presidency and board of directors



MARIO BRAMBILLA
President

After working as a COSV desk officer for Mozambique, he has collaborated since 1995 with the Ministry of Labor as a sociologist and since 1999 with the Province of Milan for the Labor Market Observatory and for the Environmental Protection and Enhancement Area. He has been president since 2020, after taking over from Cinzia Giudici.



Roberto Faccincani
Vicepresident

Emergency surgeon in the emergency room of the San Raffaele hospital in Milan, he has long experience in risk areas such as Sudan, Iraq, Northern India and specialization in disaster management and teaching in the management of major emergencies.



Maria Cristina Negro
Advisor

Since September 2016, Program Officer in the Human Services Area for the Cariplo Foundation, after 9 years at the Giordano Dell'Amore Foundation as general secretary. Her CV includes a long experience in international cooperation in Latin America.



Piero Pedralli
Guarantor

After 38 years of working as a manager in a multinational company, he is a voluntary consultant for the Sodalitas Foundation. For many years he has supported COSV in the development of institutional documents.

Guarantor - Cristina Ciceri

Board of Auditors

Presidente

Aldo Guido Conti

Sindaco effettivo

Elena Domenica Sironi

Sindaco effettivo

Giovanni Pessina

| Structure

Staff



Paolo Comoglio

General Manager and
Legal Representative

General Director of COSV since April 2012, he is also its legal representative. Furthermore, he is COSV representative for the Mediterranean and the Middle East. He was Director of COSV from 2004 to 2012, after previous experience in the association as Desk Officer and Project Assistant.



Tommaso Cassiani

M&E Coordinator

Design and M&E Coordinator, is responsible for defining, harmonizing and evaluating the project monitoring and evaluation systems in the different areas of COSV intervention. He is also the creator and responsible for the M&E Framework of the COSV Program 2018-2020, and the consequent impact measurement.



Federica Besana

Operational Director

Operational director since 2017, she currently also deals with the COSV Mozambique Program in the role of Focal Point. From 2012 to 2016 he coordinated Erasmus+ and EU-ACP Culture projects and managed the communication sector.



Barbara Magni

Head of Administration
and Finance

At COSV since 2009 she has been responsible for accounting management, salaries and contributions and relations with banks. Since 2023 he has been Head of Administration and Finance.



Annalisa Contini

Programme Manager Social
Economy Unit

Since 2018 he has been responsible for developing COSV's global strategy for the social economy. She supports local teams with the technical implementation of components relevant to social entrepreneurship, with researches and analyses related to innovative interdisciplinary methodologies between development cooperation and social economy.



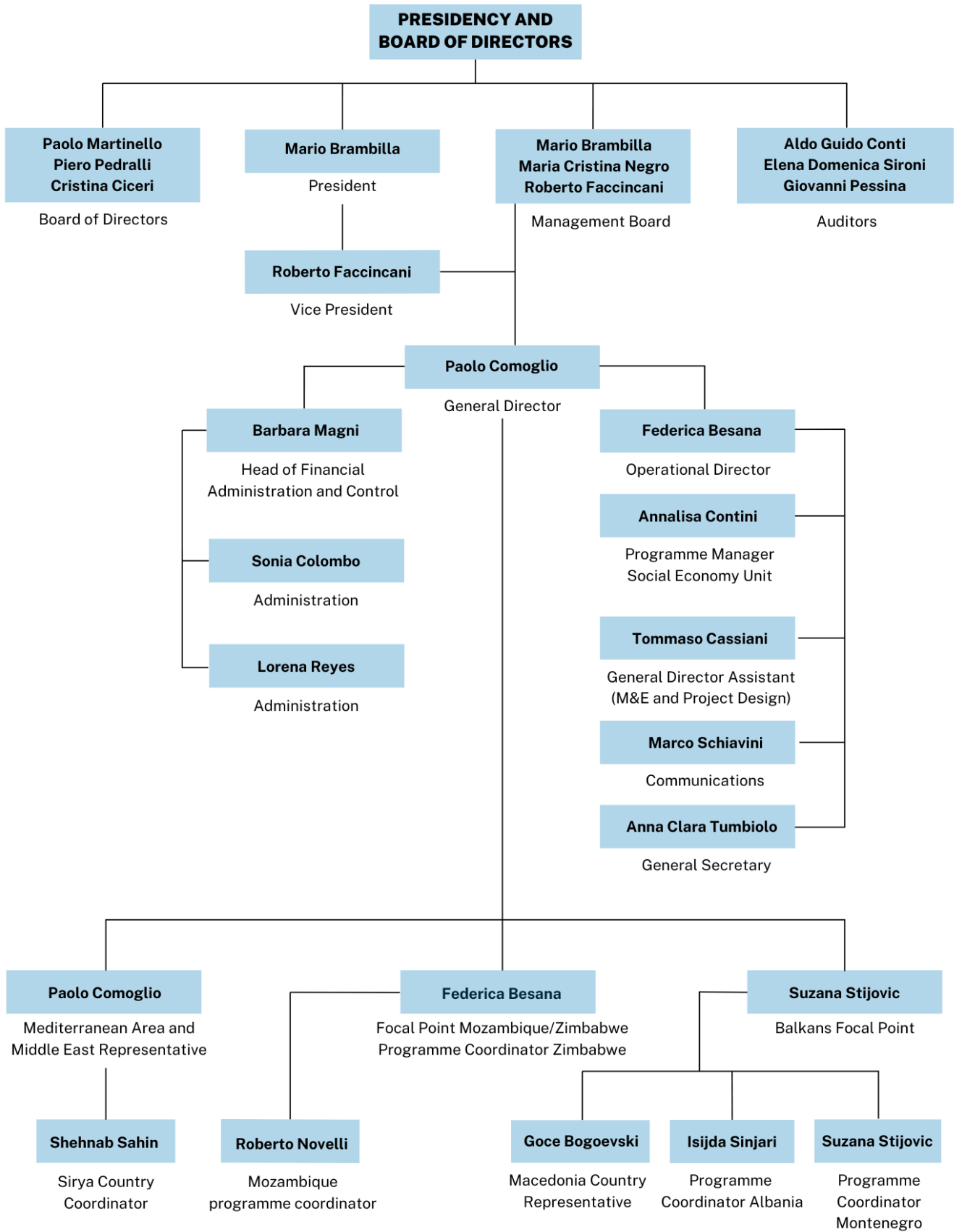
Anna Clara Tumbiolo

Segreteria Generale

She has coordinated COSV secretariat since 2009, collaborating with the local branches. She is in charge of the HR assumptions and the management of the forms related to contracts and travel.

[Click here to discover the complete structure](#)

Organization chart



| Human Resources

- **Training** p.26
Innovative policies and methodologies related to staff training
- **Human Resource in Numbers: Local staff** p.28
Local staff statistics, divided by gender and qualification level
- **Human Resource in Numbers: Expatriates** p.31
Expatriates staff statistics, divided by gender and qualification level
- **Hiring and Compensation** p.34
Policies related to compensation and employment contracts



| Training

Investing in Training

Human resources are the most important asset of non-profit organizations and therefore of non-governmental organizations that work in international cooperation. Deciding to become an operator of international non-governmental cooperation is not a trivial choice and requires constant commitment, both in terms of continuous updating and in terms of the ability to adapt one's life choices to professional opportunities. The human resources of cooperation require important technical skills as well as strong motivation and a mature attitude towards action. For this reason, human resources are at the center of our organisation's strategy. Beyond the financial resources or the methodological tools used, one of the fundamental aspects, if not the most important for the realization of our ideal of cooperation, is the human factor. For years now we have been investing in the continuous training of our staff, in Italy and abroad, because it is training that allows us to grow.

Structural innovations and organizational growth

Training programs have a sense of growth for us, both from a human resources point of view and from an organizational point of view. For this reason we do not limit ourselves to developing training programs for newly hired staff, but also professional growth paths within our organization. Shared evaluation paths that allow us to grow as individual cooperation operators, but also to discuss together organizational developments that interest us.

Since 2020 we have adopted innovations from a structural point of view, with the introduction of Technical Units, i.e. specialized figures for sectors of expertise, transversal or internal to the countries in which we operate and who are key figures for all colleagues around the world. Specifically, these are figures linked to Social Economy and Monitoring and Evaluation, as well as sector managers, specific to each country and the current work context. This is because by working on technical and sectoral aspects, we can be more effective, understanding the context and interacting with the various stakeholders in a more in-depth manner, in the continuous search for a concrete impact

Training as a method of engagement

Regarding its staff and partners, COSV believes that adequate training is the best tool for involvement, essential to guarantee the best performance in the management of project activities as much as possible. This is periodic, systematic training that involves operators in Italy or in the countries where they work, with the participation of external trainers.

The usual pre-departure training sessions were held in 2023, which provide in-depth information on the country of intervention, on the role that the operator will play and on the project activities. Specific training is provided to those who need to take on an administrative role.

In 2023, various training activities were carried out on site, in which our technicians and operators took part.

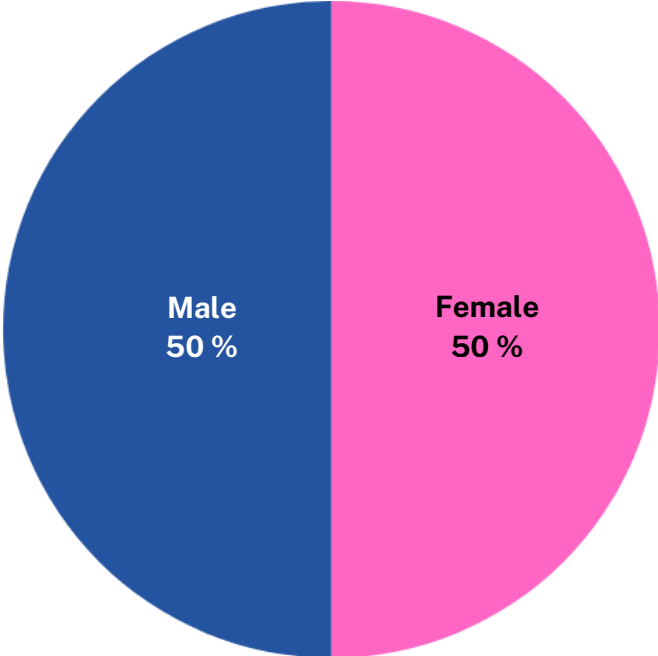
COSV Caf 

During 2022, an important innovation was introduced within the organization, called COSV Caf , which was then carried forward during 2023. COSV Caf  was born from a request from COSV operators, who felt the desire to connect with colleagues of the other offices of the organization and share the knowledge and skills acquired in the various projects with each other.

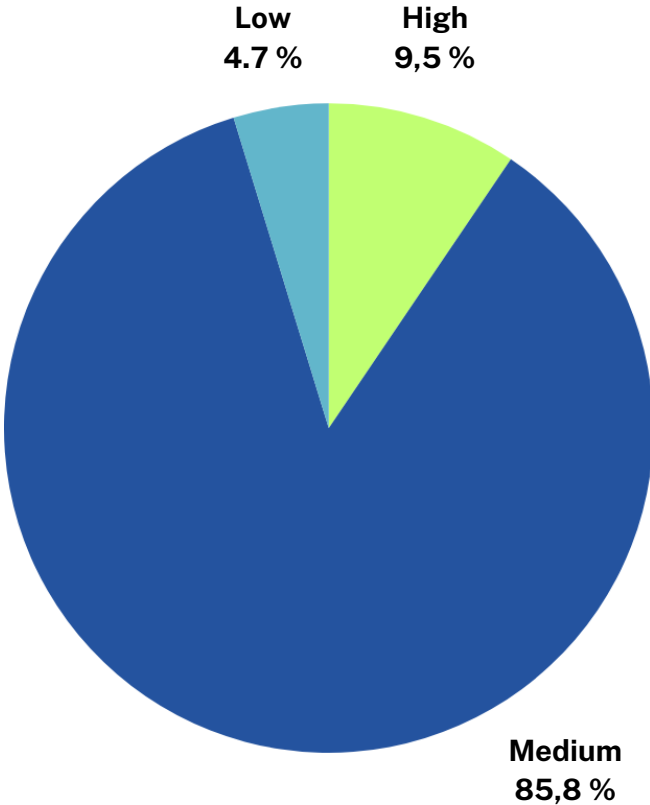
To respond to this request, we created "COSV Caf ", an online meeting every two months in which COSV operators can meet and share their methodologies and best practices learned. Various meetings were held during 2023, which helped to make colleagues aware of the size of the organization and its projects.

| Local staff statistics, divided by gender

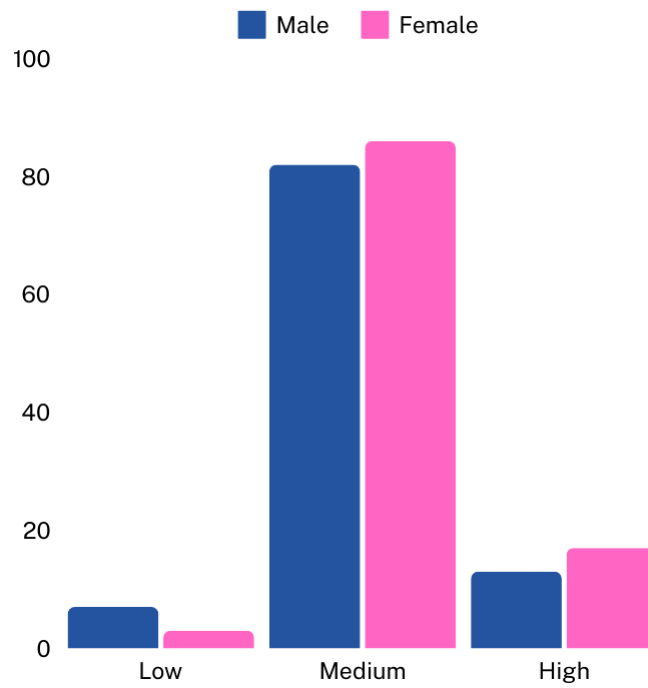
Local Staff by Gender



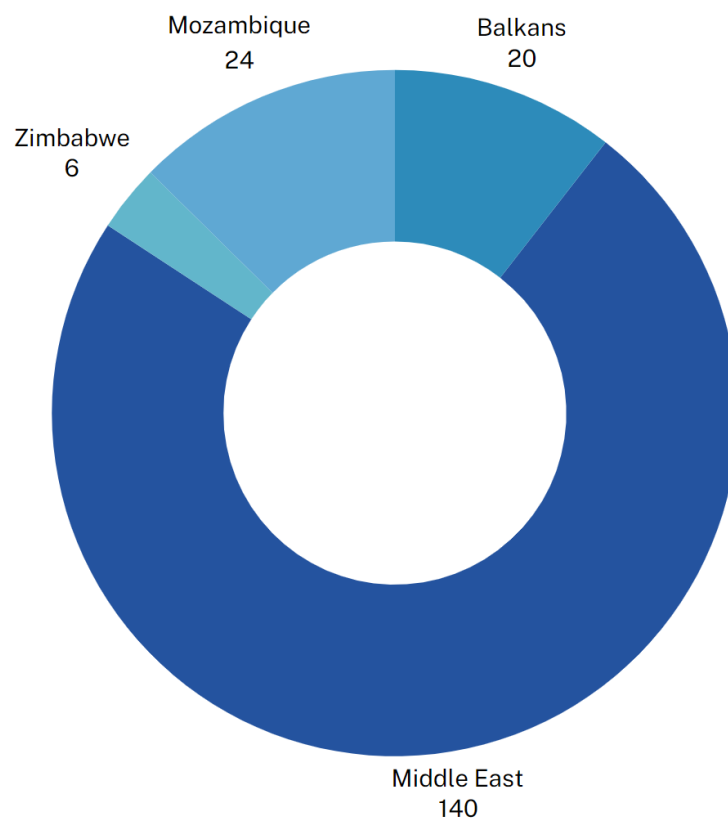
Local Staff by Qualification Level



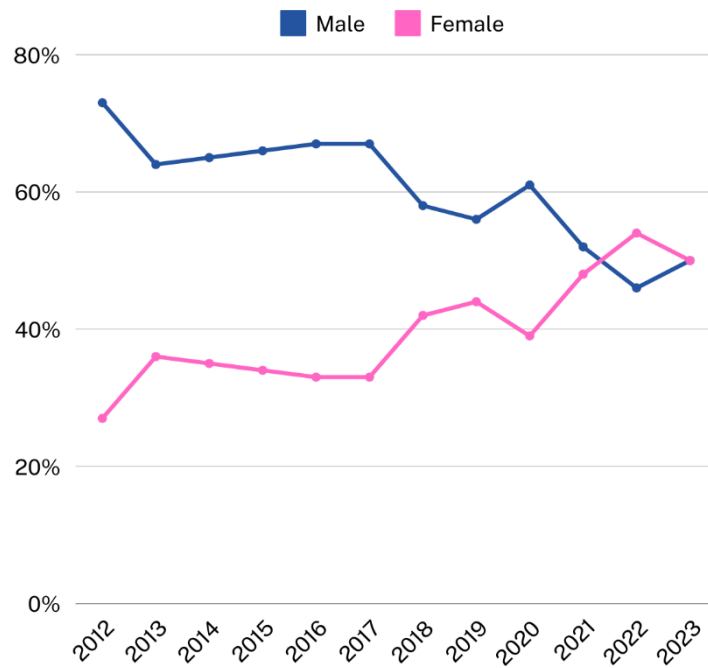
Local staff statistics, divided by gender and qualification level



Local Staff by Country



Historical sequence of Local Staff by Gender



As you can see from the graphic, the composition of the local staff in 2012 was radically different: 28% were women and 72% were men. Over the years, the percentage of women in local staff has increased significantly, exceeding the percentage of men. In 2023 the percentage of women and men is exactly equal.

| Human Resources in Numbers: Expatriates

Expatriates staff

The human resources of cooperation require important technical skills as well as strong motivation and a mature attitude towards action. For COSV workers, this means awareness of the reasons why they carry out their task, but also responsibility and attention in intervening in contexts and situations that will not depend on us in the future.

Most of our aid workers are engaged in representative roles, which essentially take the form of coordination activities, rather than direct actions which are entrusted to specialized local staff. The number of expatriates is relatively low compared to local staff, demonstrating the preference given, given the same skills, to local staff.

6

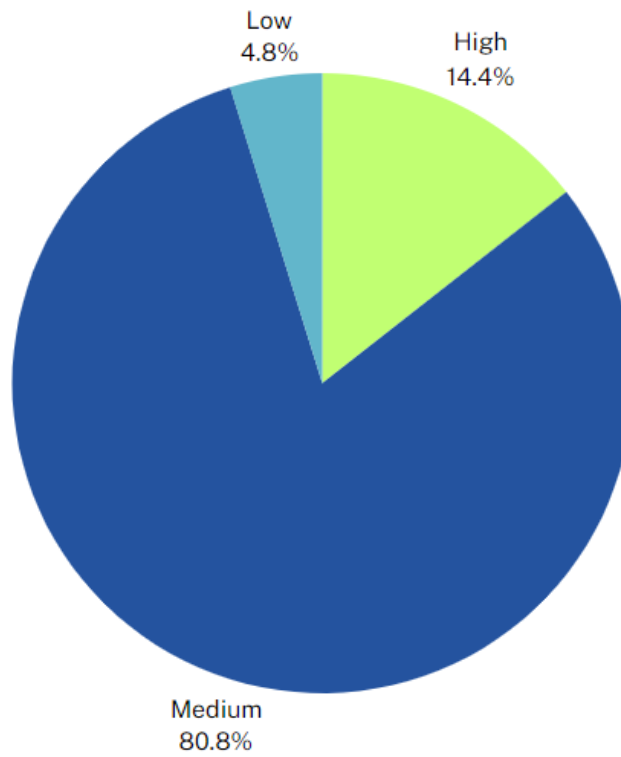
Expatriates Staff

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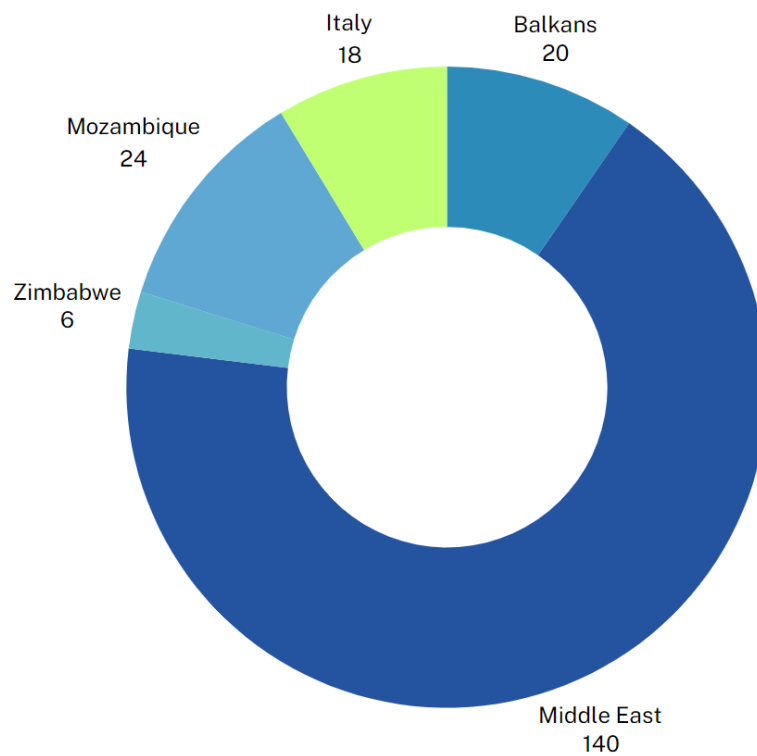
Local Staff



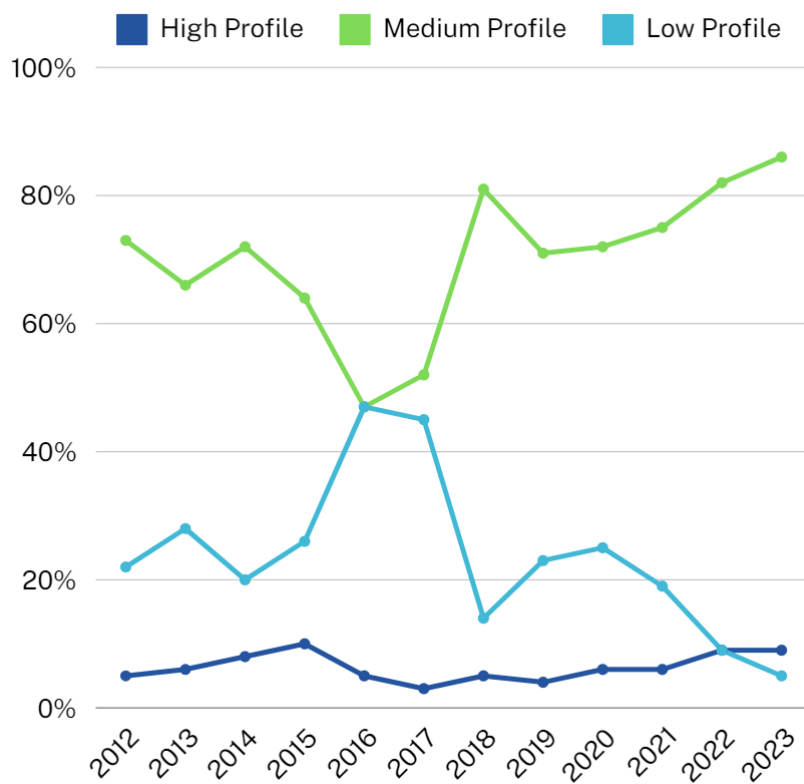
Staff divided by Qualification Level (local + expatriate staff)



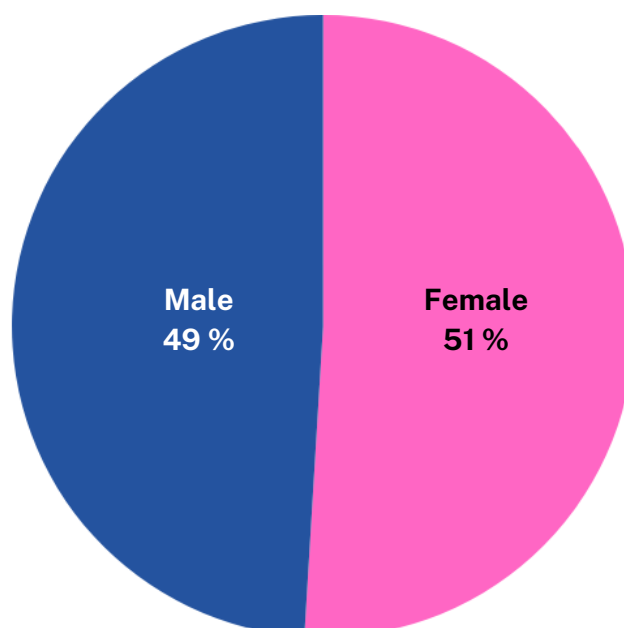
Staff divided by country (local + expatriate staff)



Historical sequence of personnel by Qualification Level (local + expatriate personnel)



Staff divided by gender (local + expatriate staff)



| Hiring and compensation

Compensation policies

The compensation policy for non-profit organizations is strongly influenced by the law. In particular, from the Third Sector Code (LEGISLATIVE DECREE 3 July 2017, n. 117), which in article 8 provides for the prohibition on the "payment to employed or self-employed workers of wages or compensation forty percent higher than those foreseen, for the same qualifications, by collective (employment) contracts". The application of the employment contracts that the main trade union categories sign with the employers is therefore of great importance.

As regards employees, the contract that COSV applies is the one relating to the "commerce" sector which regulates all aspects of the working life of employees. The labor consultants, who are external, guarantee correct application of the contract and all related regulations. Therefore, even the General Manager receives a compensation in line with this device, with little or no possibility of different policies.

The same rules apply to Italian personnel employed in any capacity and with any type of contract provided for by Italian legislation. The internal policy on which the differentiation between the different levels of employees and collaborators is based tends to contain excessive differences in level at most. Competence and seniority are the criteria on which the entire COSV salary system is based.

Job contracts

All employment contracts of COSV employees are governed by the national collective trade agreement. While all coordinated and continuous collaboration contracts (co.co.co), stipulated especially with all expatriate staff abroad, are regulated by a specific national collective agreement signed every three years between the CGIL-CISL-UIL unions and the networks of NGOs AOI and Link2007.

It should be underlined that COSV applies the laws and rules established by the government for its local staff where the projects are underway. In some specific situations, additional insurance is added, although not mandatory.

All benefits provided in the contracts are applied to both employees and co.co.co.

Expatriates (Italian and non-Italian) are provided with all the insurance coverage capable of guaranteeing operators in the event of accident, illness and emergency situations, with the specifically designed SISCOS policies.

During the pre-departure training all policies are duly described, both in terms of coverage and claims opening. During training, access to the User Manual is then recommended, prepared by SISCOS with all useful information.

Particular attention, also in the union agreement relating to co.co.co. is given to maternity and its rights, which are practically equated to the rights provided for in the employee agreement.

Networks

The Value of Networks

p.37

Collaboration with local, international and Italian interlocutors is lifeblood for us, which allows us to realize our vision of inclusion and reconnection.

Our networks

p.38

Network: LINK2007; SISCOS; COLOMBA – Cooperazione Lombardia; Fairtrade; Diesis Network; ANRD

Our Partners and Stakeholders

p.42

It is necessary to interact more and more with partners and stakeholders, with a view to identifying an organizational development process that is in everyone's interest.

Stakeholders Map

p.43



| Value of Networks

Collaboration with local, international and Italian interlocutors is lifeblood for us, which allows us to realize our vision of inclusion. COSV has the tools to connect realities of different abstractions, sectors or geographical contexts, so that innovative methodologies, activities and businesses can be established through online exchange.

The activity we carry out online, in Italy as well as internationally, arises from the profound belief that links between differentiated partners are essential to improve the quality of cooperation initiatives and address complex problems and needs. Much of our networking takes place in relation to other Link 2007 NGOs, and with our local partners.

The COSV adheres to numerous coordinations (of which it is often among the promoters) between actors and subjects who differ from each other also in terms of identity and purposes. We are in fact convinced that forms of aggregation and collaboration, which allow the sharing of skills and competences, are essential to improve the quality of cooperation initiatives and address the complex problems represented by the needs of partners and beneficiaries. In the contexts in which we operate, we adopt a multi-stakeholder approach, promoting pluralism and valorising the contribution of different actors to strategies to fight poverty.

We believe that to adequately respond to the objectives of International Cooperation, a preferential tool for achieving the SDGs, the partnership between different actors becomes an indispensable element to create a concrete and common impact at a local level. For this reason, where businesses are perceived by communities and local institutions as agents of development, we create partnerships with profit-making businesses, in the awareness of their objectively non-substitutable role in the creation of jobs, in the development of economic partnership and diffusion relationships. of entrepreneurial know-how.

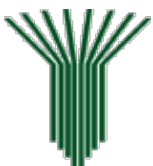
| Our Networks

Link2007

LINK2007 is a consortium coordination association that brings together 16 important Italian Non-Governmental Organizations, including COSV. LINK 2007 is a commitment to the valorisation, expansion of operational opportunities and qualitative improvement of development cooperation, an activity that requires skills, professionalism, ability to relate to populations and a permanent desire to grow autonomous subjectivities, local capacities and partnerships.

It is also a tool for participating in the debate on international cooperation, enhancing "realized cooperation" and safeguarding and strengthening the heritage of values, knowledge, professionalism and skills that is expressed daily by NGOs.

Being part of LINK 2007 means doing "Network cooperation", sharing the heritage of organizations that have been committed for decades against poverty and for the development of peoples, to face the growing complexity of the challenges posed to development cooperation. Through our participation in Link 2007, we are also part of the "National Council for Development Cooperation", of the "Third Sector Forum", of "ASviS - Alliance for Sustainable Development" and of "CIHEAM BARI"



Consiglio Nazionale
Cooperazione allo
Sviluppo



Forum del Terzo
Settore



ASviS - Alleanza Italiana
per lo Sviluppo Sostenibile



Istituto Agronomico
Mediterraneo di Bari



SISCOS is a non-profit association specialized in insurance and assistance services for International Cooperation and NGOs. Its services are aimed at NGOs, non-profit organizations and associations that carry out international cooperation activities and that need to protect the personnel employed in development projects with adequate insurance coverage.

SISCOS provides organizations with a package of insurance policies specifically designed to give maximum protection to those who operate in difficult environmental, climatic and social conditions and an operational structure for assistance to individual insured persons. COSV relies on SISCOS for its employees' insurance policies.

CoLomba – Cooperazione LOMBardia



CoLomba – COAZIONE LOMBardia – is the Association of International Cooperation and Solidarity Organizations of Lombardy which brings together more than one hundred development cooperation and humanitarian aid organizations based in Lombardy, including COSV, represented by Cinzia Giudici who occupies the position as a member of the CoLomba board of trustees.

Founded in 2007, the Association inherits the experience of collaboration in the Lombardy Assembly which had already brought together, since 1989, the NGOs recognized by the Ministry of Foreign Affairs on the basis of Law 49/87. With the new Statute and the constitution of the Association, all NGOs and non-profit organizations with registered office in Lombardy which mainly carry out international cooperation and/or development aid and/or development education activities can be part of the Organization.

Fairtrade

Fairtrade is an international organization that works every day to improve the conditions of agricultural producers in developing countries. It does this through precise Standards that allow farmers and workers to be able to count on a more stable income and to look to their future with confidence. COSV is among the members of FAIRTRADE Italia.



Diesis Network

Diesis is one of the largest European networks specialized in supporting the social economy and the development of social enterprise. Diesis Network covers 20 European countries through the main national federations and national support networks. It supports the development of the social economy, social entrepreneurship and social innovation in Europe through the implementation of knowledge-based activities, such as training, planning, consultancy services, technical assistance and research. Diesis is one of the largest EU networks specializing in supporting the social economy and the development of social enterprise.



ANRD – Rete Albanese per lo Sviluppo Rurale

The Albanian Network for Rural Development (ANRD) is a civil society initiative to improve the well-being of rural communities. The will of the network is to support and contribute to the effective implementation of sustainable rural development policies and instruments. In line with the EU's community-led local development policy, the network adopts a bottom-up participatory perspective to advance the national rural agenda. Currently, the network is a member of both Balkan Network for Rural Development and PREPARE (Partnership for Rural Europe). COSV officially joined the ANRD starting from the beginning of 2021.



SEE WEST

During 2022 we worked together with our partners in the Western Balkans to create a new network to support the Social Economy in the region. The network, named **SEE WEST: Social Economy Ecosystem in Western Balkans**, was born from determination, collaborative thinking and the will to act together as a collective to achieve long-term goals. It will be officially launched starting from March 2023 with the aim of giving visibility and recognition of social economy ecosystems in the Western Balkan countries and to support the work of key social economy actors at European and international level.



Other Networks

COSV is among the members of Banca Etica. It also adheres to GONG, a network of Italian NGOs in Mozambique, to the Mediterranean and Middle East Platform, founded 26 years ago on the initiative of some Italian NGOs active in humanitarian aid to the victims of the Israeli-Palestinian conflict, and to the Link2007 -Cassa working group Deposits and Loans.



| Our Partner and Stakeholders

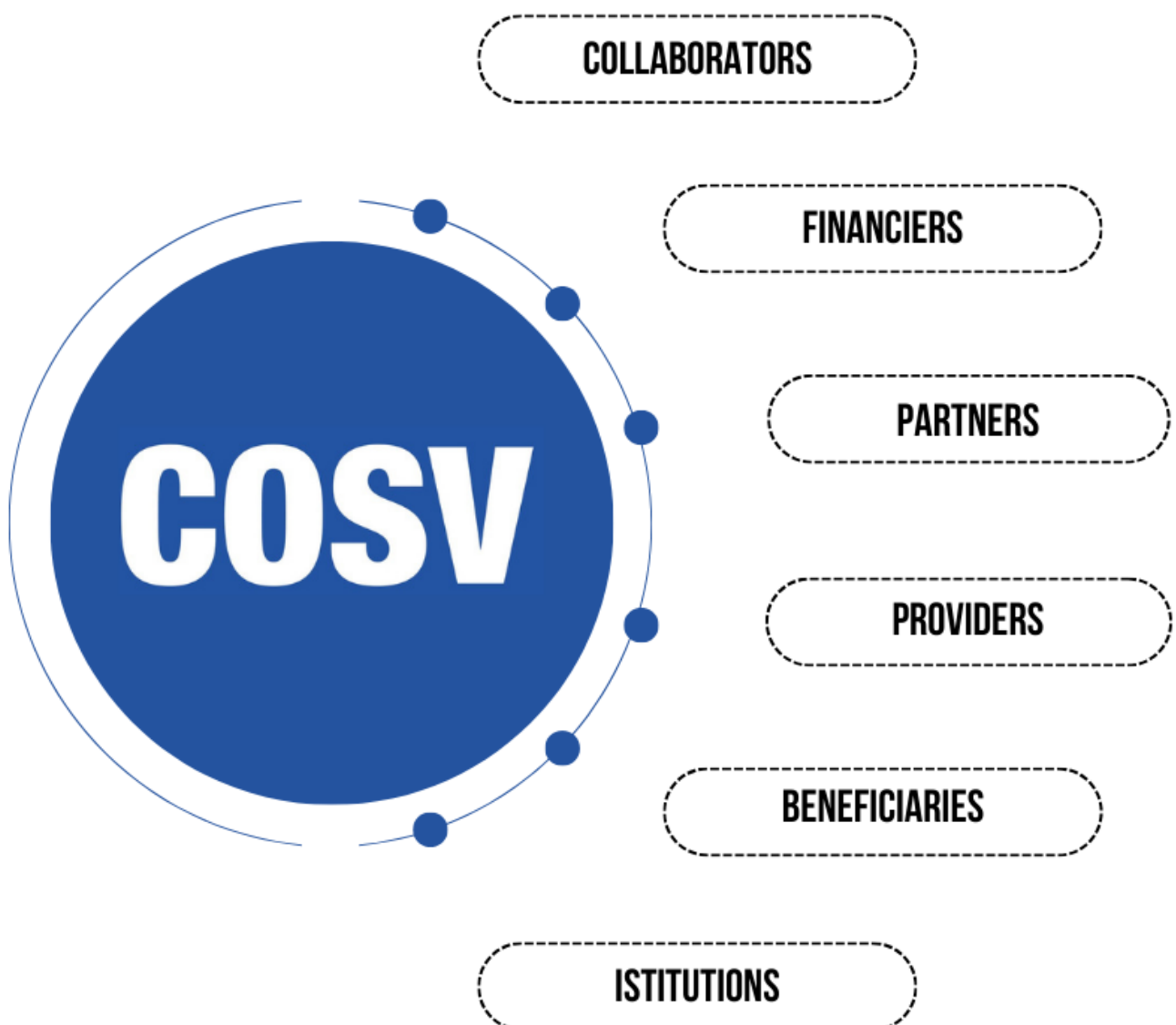
In recent years, the emergence of global social and environmental challenges and the growing influence of civil society organizations have produced an increase in the complexity and dynamism of the operating environment for all types of organizations. To understand and approach the issues emerging from this evolving complexity, individual actors such as social organizations become increasingly dependent on sharing knowledge and working synergistically to achieve shared goals. Therefore, it is necessary to interact more and more with partners and stakeholders, with a view to identifying an organizational development process that is in everyone's interest.



| Stakeholders Map

In an increasingly fragmented world, managing relationships with your stakeholders is essential in order to start a constructive discussion around the organization's policies and strategies. Creating moments of dialogue with stakeholders allows us to understand the evolution of social values, aspirations and expectations that people and other organizations have towards COSV. In order to have a direct comparison with them, however, it is necessary first of all to identify them: which is why we created the COSV Stakeholder Map.

The list of COSV stakeholders derives from the "Code of Ethics and Conduct", which indicates the ways in which the organization puts its reference values into practice in managing activities and relationships with its stakeholders.



The Code describes the set of rights, duties and responsibilities of all those who, in any capacity or contractual agreement, collaborate with COSV and has the aim of protecting both its reputation and that of the people who work within it, whether they are engaged in Italy or abroad.

The Code describes the rights and obligations of our stakeholders, which are:

- Collaborators (employees, expatriates, local staff and collaborators, volunteers, members...)
- Donors and financiers, whether private or institutional
- Partner
- Beneficiaries
- National, international, local institutions
- Providers

Read more about the Code of Ethics and Conduct

Interreg - IPA CBC 



CCI 2014 TC 16 I5CB 009

Претприемништво за дипломирани студенти со високо образование

- ВП: Регионален фонд за развој на Централна Македонија (Република Грција)
- ПП2: Техничка комора на Грција - Оддел за Централна Македонија (Република Грција)
- ПП3: Младински културен центар - Битола (Република Северна Македонија)
- ПП4: ЦОСВ — Координација на организациите за волонтерски услуги, подружница Прилеп (Република Северна Македонија)



 **COSV**
DEVELOPMENT COOPERATION



In the meeting of 27 October 2020, the COSV members approved a new version of both the Charter of Values and the Code of Ethics and Conduct, in line with the new provisions of Italian legislation. The choice of stakeholders took place according to precise criteria. For example, operators are selected without any discrimination based on nationality, gender, religious belief and with transparent procedures, through public vacancies. The choice of fundamental stakeholders such as partners, especially local ones, takes place on the basis of certain parameters such as skills and reliability, and the sharing of the principles set out in our Charter of Values, as well as the operational methodologies, is also required as a prerequisite for any form of collaboration. and the goals of the organization. The code of ethics also provides for the obligations of the individual categories of stakeholders.

Particular attention is paid to the choice of suppliers: COSV implements non-discriminatory policies in the choice of suppliers, having quality, service and cost-effectiveness standards as criteria. It also requires specific guarantees regarding compliance with working conditions, according to international ILO (International Labor Organization) standards and the quality that can be documented by product certifications. Specifically, in organizing supplies, COSV follows, in most cases, the rules established by the PRAG (Procurement And Grants for European Union external actions). In the case of Italian cooperation projects, it is mandatory to apply the rules set out in the Procurement Code (Legislative Decree 18 April 2016, n. 50)

The principles of the EU and International Cooperation

COSV refers to codes and principles in the economic, social and environmental fields. In particular, COSV has adopted the European Union's approach to sustainable development to implement the United Nations 2030 Agenda for Sustainable Development:

<https://www.aics.gov.it/home-ita/settori/obiettivi-di-sviluppo-sostenibile-sdgs/>

Regarding Italy, there are numerous guidelines issued by the Ministry of Foreign Affairs and International Cooperation, such as the guidelines on energy:

https://www.aics.gov.it/wp-content/uploads/2018/03/Linee-Guida-Energia_2018.pdf

| Social Economy

Networking with Social Enterprises

p.47

Our participation in Social Enterprise networks

Our Social Economy programme

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An in-depth look at our Social Economy programme, the objectives and the areas in which we work.

CoProfit

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An in-depth look at CoProfit, Benefit Corporation founded by COSV together with social entrepreneurs and international experts.



| Networking with Social Enterprises

Networking with the world of Italian and European Social Economy

The COSV Strategy for the social economy is based on the contamination between the knowledge generated by the world of the Italian and European social economy and development cooperation, putting into practice the capacity for intercultural facilitation that our organization has developed over many years of activity in different continents of the world. For this reason we are in a constant relationship of partnership, study and observation with different actors.

As regards Lebanon, we started with the analysis of the market players and the Lebanese society and then of other realities in which we operate, where we saw and seized the opportunity to be able to contribute to the construction of an ecosystem that facilitates the consolidation and the regulation of a social economy.

These are contexts with high potential, which currently face development challenges very similar to those of the Italian system, for example the future of youth employment, with one difference: the absence of a pre-established regulatory framework. This element, which on the one hand can certainly be read as an obstacle or an unknown, represented for us the opportunity to introduce innovative practices, which are on the agenda even for the most advanced Western systems. Network action and investment in partnership and social enterprise are now essential factors for us to trigger social innovation processes and achieve objectives in the fight against poverty and inequities, for human, sustainable and widespread development.

Together with Diesis Network, for example, we have worked to create a social economy ecosystem in the Western Balkans and in particular in Albania, collaborating on multiple projects.



| Our Social Economy Programme

In recent years, the reality of some of the Middle Eastern countries has allowed COSV and its local partners to develop a solid social economy methodology applicable even in volatile and complex contexts, in which the rule of law is not always present.

Our methodology is based on two pillars:

| Community Capital

The *Community Capital Analysis* – also known as “Community Asset Assessment” – it is a social research tool that, within the Community Capital Framework (CCF), has been the subject of renewed interest since the mid-2000s among institutional actors working with rural communities in the United States. COSV appropriates and develops this methodology in a region of the Middle East where it has been present for years, albeit with limited interventions.

| Support for social enterprises

Full support for social enterprises is the result of a profound change in the strategy of COSV which, in 2010, decided to concentrate its action solely on the socio-economic development sector. Thanks to the experience capitalized in more than 40 years of presence in Africa, the Balkans and the Middle East, COSV manages to be an agent of change among the local organizations of the country in which it operates.

Learn about our Social Economy Strategy

For more information, visit our website [social2square](https://social2square.org), from which you can access various free resources on the social economy and view the stories of the social enterprises we have supported over the last year.

| CoProfit

CoProfit is a Benefit Corporation for International Cooperation, born in 2021 from the awareness that the legislative system in force in Italy made it impossible for COSV to carry out projects and interventions classified as "profit", preventing access to projects and orders of an essentially commercial nature and therefore profit. The ever-increasing complexity of international relations, in particular with the most fragile countries, requires different interventions and more complex approaches, which COSV aspires to, and it is from this desire that CoProfit was born, of which COSV is a founding member.

CoProfit was born as a Benefit Company because it believes in the ability to generate value in society through the development of innovative and sustainable ideas and businesses.

CoProfit activities

It provides consultancy and assistance services for:

- the conception, planning and development of entrepreneurial projects capable of generating positive and measurable impacts on the environment and the community;
- development and implementation of social impact assessment, measurement and reporting systems;
- carrying out study, research and training activities in its sectors of activity

Our **vision** is to contribute through profit-making activities to the concrete implementation of the values of international cooperation.

Our **mission** is to implement the provisions of law 125/2014 which states that "Italy recognizes and encourages the contribution of businesses and banking institutions to the development processes of partner countries".

Find out more about CoProfit's services on its website:

<https://coprofit.org/>



| Surveying our Staff

On the occasion of the drafting of the 2023 Social Report, COSV continued its usual path of stakeholder involvement, which has now begun in 2020. Given that COSV's strategy is based on its human resources, we have once again involved our operators in an analysis of quality of their work at COSV.

The objective is to evaluate the level of satisfaction that COSV enjoys towards its collaborators and to monitor the trend over time. For this reason, the survey was carried out using the questionnaire already used in the previous two years, improved thanks to some measures. [You can find the Survey text here](#)

The questionnaire allowed both qualitative and quantitative answers, respecting complete anonymity and protection of privacy. There were 20 questions in total, divided between closed-ended questions, with a rating from 1 to 6, and open-ended questions, with the possibility of inserting a comment without length limits.

The survey involved 64 COSV operators, including head office and expatriate staff, obtaining 29 responses (45%). Responses increased compared to the previous year, with an increase of 10%



Survey results

1. How do you evaluate COSV's ability to involve communities in co-planning?

Excellent	4
Good	22
Fair	3
Poor	0
I don't know	0



76% of operators consider COSV's ability to involve communities in co-planning to be good and compared to 2022 it has increased by 10%. Furthermore, it is useful to underline that this time too no one answered the question by selecting the "Poor" option.

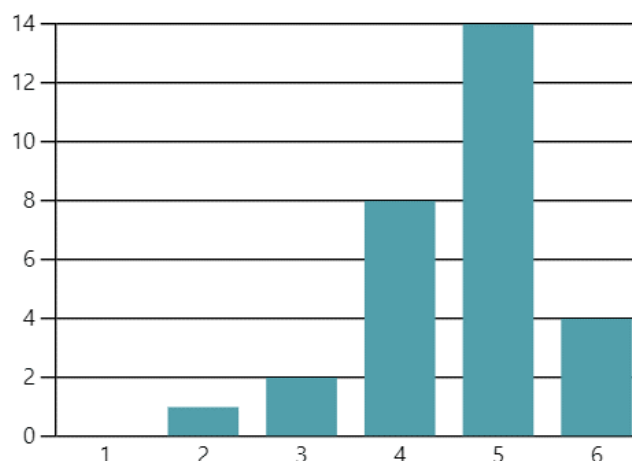
2. How do you evaluate the impact generated by COSV projects on the target communities?

Excellent	4
Good	20
Fair	4
Poor	0
I don't know	1



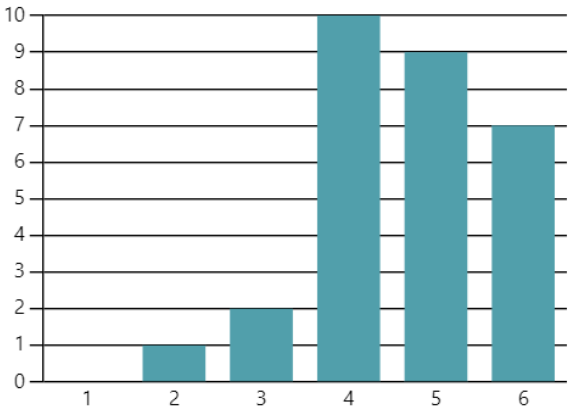
69% of operators consider the impact generated by COSV projects on the communities involved to be good, approximately 10% less than the survey conducted in 2022, while the percentage of the "Excellent" option increased slightly.

3. How do you evaluate COSV's ability to work effectively in coordination and collaboration with other stakeholders?



Operators gave an average rating of 4.62 regarding the effectiveness of COSV in working in coordination and collaboration with other stakeholders. Compared to 2022, in which the score was 4.48, the average rating increased by approximately 3.5%.

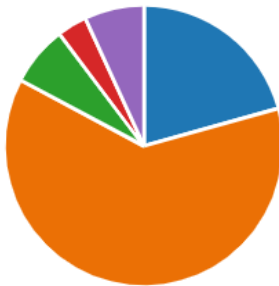
4. How do you evaluate the COSV's ability to build strategic partnerships with other stakeholders?



Operators gave an average rating of 4.66 regarding COSV's ability to build strategic partnerships with other stakeholders. Compared to 2022, in which the average rating was 4.57, the score increased by 2%.

5. How do you evaluate the effectiveness of COSV interventions in strengthening the capacities of local stakeholders?

● Excellent	6
● Good	18
● Fair	2
● Poor	1
● I don't know	2



62% of operators consider the effectiveness of COSV interventions to be good in strengthening the capabilities of local stakeholders. Compared to 2022, the “Excellent” option has increased, however responses such as “Poor” or “I don't know” have emerged.

6. In your opinion, what are the main three strengths of the projects carried out by COSV?



From the survey emerged that the three main strengths concern:

- Collaboration with local partners
- The ability to involve communities
- Flexibility and sustainability

Compared to 2022, “Flexibility and sustainability” have replaced the answer “Inclusivity and innovation”.

7. In your opinion, what are the three weaknesses that COSV needs to improve in its design approach?



From the survey emerged that the three main areas for improvement concern:

- Cohesion and strategic connection between projects
- Internal and external communication
- Provide evidence of activities and results, to improve positioning/visibility of the COSV

Compared to 2022, all three answers have changed, which instead concerned:

- The design process, which should involve the staff more
- The capitalization of the wealth of experience gained in various countries
- The involvement of local communities and the local context

8. How long have you been working at COSV?

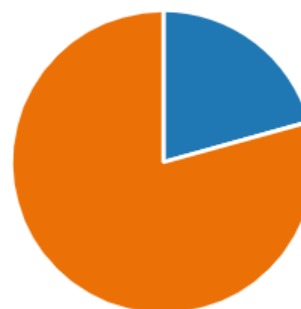
More than five years	11
More than three years	6
More than one year	3
Less than one year	9



38% of operators have been working at COSV for more than five years; 31% for less than a year; 21% for more than three years; and 10% for more than a year. Compared to 2022, the percentage of people who have worked at COSV for more than a year has significantly decreased and the percentages of people who have worked at COSV for more than five years and less than one year have increased.

9. Where do you work?

In Italy (predominantly)	6
Abroad	23



79% of the operators who responded to the questionnaire work in one of COSV's foreign offices. As in 2022, the vast majority of people who responded currently work abroad.

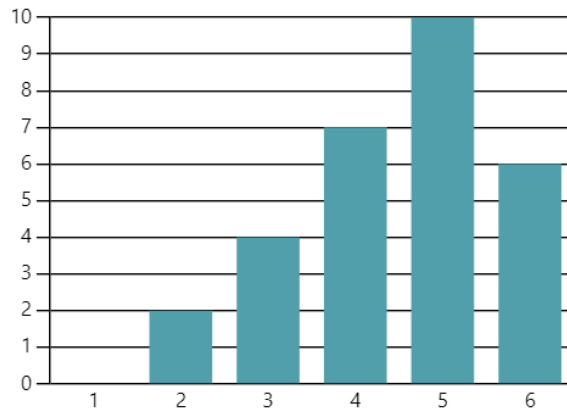
10. What's the first thing that comes to mind when you think about your work at COSV?



From the questionnaire it emerged that the first things that come to mind for operators when they think about their work at COSV are:

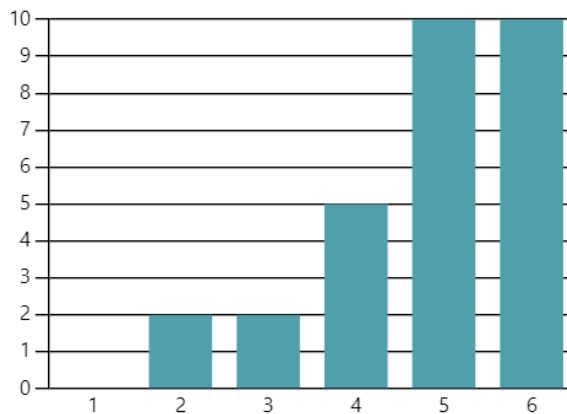
- Professional growth
- Responsibility, respect and dedication

11. Before starting to work for COSV, in your opinion, did you receive adequate preparation for the role you hold?



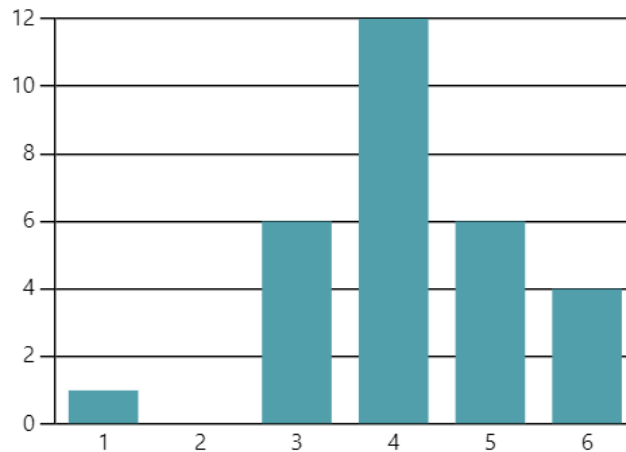
On a scale of 1 to 6, the average response stands at 4.48 and is a positive result. Compared to 2022, the average rating increased slightly.

12. How do you evaluate the working climate in the team you are part of?



The average of the answers, on a scale from 1 to 6, stands at 4.83. A positive result, but lower than the 5.17 of 2022.

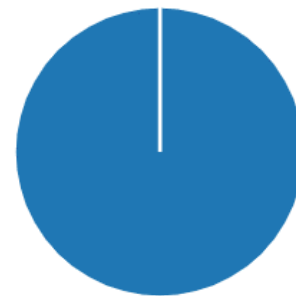
13. How do you evaluate the organizational structure in relation to the management of work within COSV?



On a scale of 1 to 6, 41% of operators gave a rating of 4 regarding work management within COSV. The average answer to the question is 4.17 and has decreased compared to 2022 (4.22). This year, unlike the previous one, some operators answered 1 or 6.

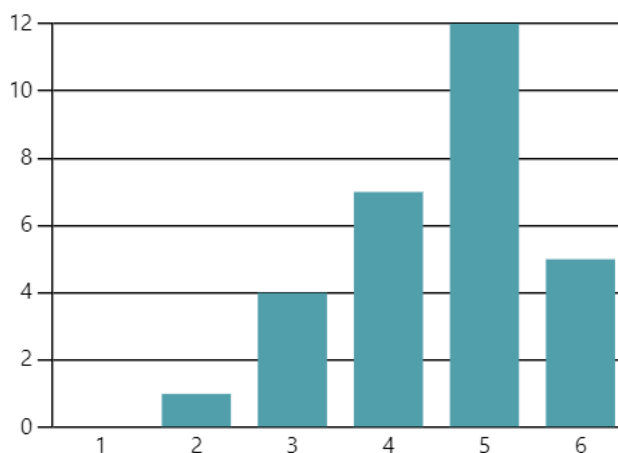
14. Do you clearly know what are the responsibilities and the functions within your role?

Yes	29
No	0



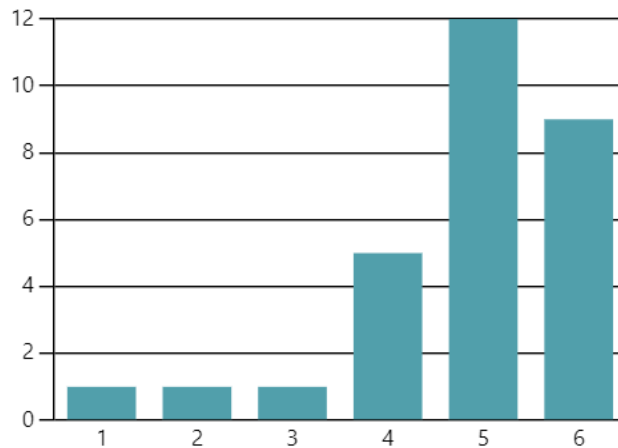
100% of operators answered Yes. Compared to 2022, no one voted No.

15. Do you receive adequate information to give your best at work?



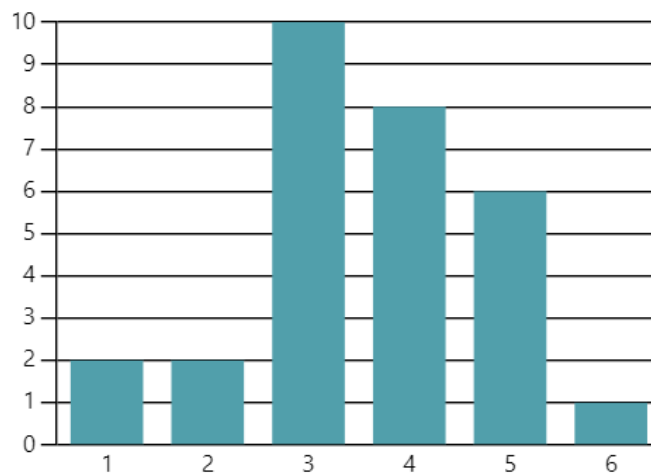
The majority of operators responded positively and the average response, on a scale from 1 to 6, stood at 4.65. The average rating decreased compared to 2021, in which it stood at a score of 4.92. The majority of operators responded positively and the average response, on a scale from 1 to 6, stood at 4.55. The average rating decreased compared to 2022, in which it stood at a score of 4.65.

16. Are your managers easily available in case of need or conflict within the team?



On a scale of 1 to 6, the average rating stands at 4.83, a positive result but lower than 2022, which had an average of 5.13.

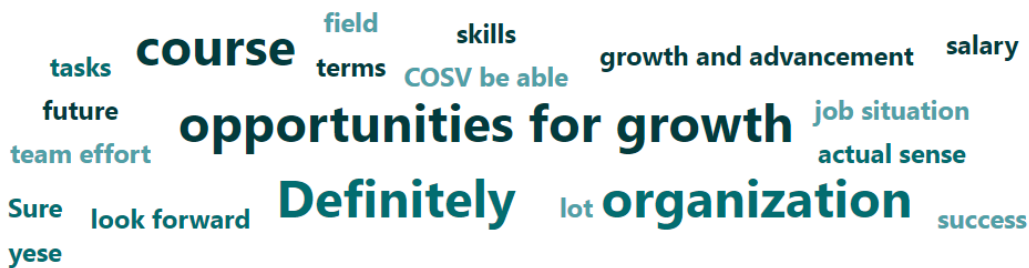
17. Do you think your salary is adequate for the role you hold??



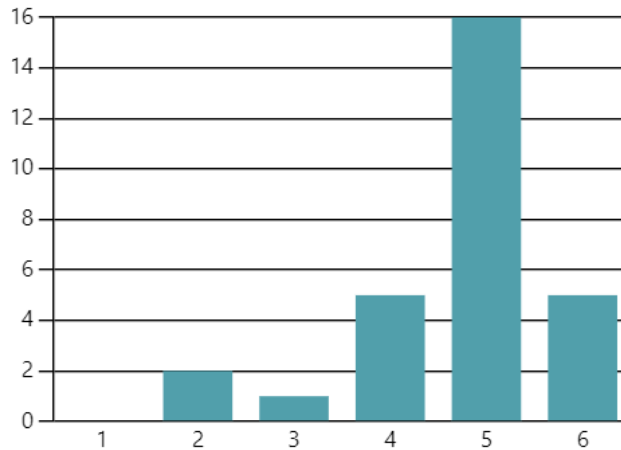
On a scale of 1 to 6, the average rating stands at 3.59, lower than the 2022 result (3.91). On this aspect, the results are more varied than on the other questions.

18. Would you like to continue working for COSV in the future?

The majority of operators responded that they wanted to work for COSV in the future. They added in many responses that the work context they find themselves in is highly appreciated, but in some cases they would prefer a higher salary than the current one. 11% of those interviewed answered "growth opportunities". It should be noted that in 2021 5% of operators responded that they would no longer work for COSV. Unlike this year, in 2022 all operators responded that they wanted to continue working for COSV.



19. How do you overall evaluate your work at COSV?



On a scale of 1 to 6, the average rating stands at 4.72. A positive result which also highlights the possibility of further improvements. Slightly down from 2022, where it was 4.83. This year there were answers lower than 3, unlike last year.

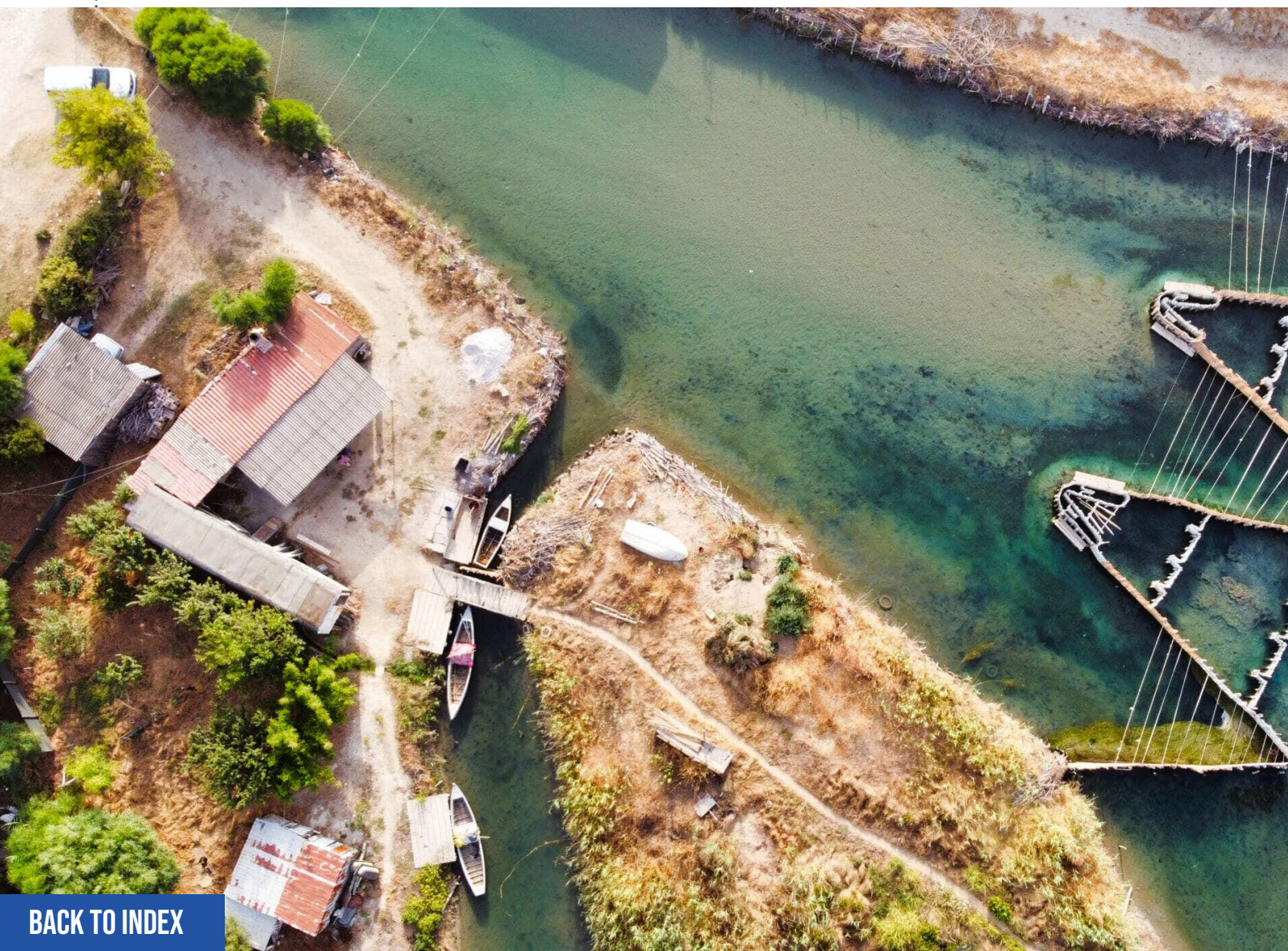
20. Do you have any more suggestions?

The last was an open question, to which operators could respond freely by providing their suggestions to COSV. Among the topics most cited by operators are:

- the establishment of a greater number of organizational or Human Resources roles for the internal management of work
- the creation of a greater number of decision-making figures and the implementation of a hierarchical structure
- the implementation of weekly meetings between the offices of the various locations

| Creating Social Impact

- The Sub-Granting mechanism** **p.62**
The Sub-Granting mechanism and our role as Community Activators
- Social Innovation** **p.63**
Combining cooperation and social entrepreneurship
- Monitoring and Evaluation** **p.64**
Evaluate the impact, between Responsibility and Innovation, and the Importance of Accountability



| The Sub-Granting mechanism

Among the tools that are part of our organization's strategy and that are used to generate added social value, there is certainly the Sub-Granting mechanism. Since 2007, with the introduction of Sub-Granting among the options granted by the European Union within its contracts, the COSV has made use of this instrument several times due to its effectiveness. Sub-Granting is by definition an indirect financial contribution transmitted by a beneficiary of a fund to a secondary beneficiary, for the implementation of an action intended to contribute to the achievement of an objective set out in the fund contract. In other words, it is a payment of a non-commercial nature aimed at implementing an activity through the sub-contracting of an operation whose immediate objective is of a non-commercial nature.

This mechanism has allowed us over the years to assign economic resources to other civil society organizations present in the area in which we work and to transmit to them our wealth of knowledge and technical know-how, thus generating added social and economic value that will bring benefits. in the long term.

Community Activators

One of the fundamental aspects of our strategy is the participation and involvement of communities in project activities. Activating communities to act for the creation of value allows us to take advantage of their knowledge of the territory, their traditions and their uses, as well as transmitting to them the knowledge necessary to independently manage their economic, financial and natural resources.



| Social Innovation

Combining cooperation and social entrepreneurship

Our organization's strategy is based on the concept of innovation and, more precisely, on **social innovation processes**.

We seek and implement effective solutions to the problems of the different contexts in which we work, through the involvement and creation of links between the different exponents of Community Capital: stakeholders, institutions, private and public actors, civil society.

Involvement is one of the pillars of our operations: the participation of a variety of actors can help create a growth mechanism that is not only participatory, but also sustainable. Social sustainability, but also economic and financial. The adoption of certain approaches, especially if linked to innovative business models, can guarantee the stability and duration of the solutions adopted in the context of social innovation processes.

Specifically, **our strategy aims to combine the experience of Cooperation with that of Social Entrepreneurship**. It is in this space of connection that we see horizons of innovation, which can be explored in different contexts and with the different actors we work with, for the creation of a concrete social impact.

The impact of social innovation should not be measured solely on the basis of financial criteria or criteria linked to results. In essence, we must not lose sight of the benefits



| Monitoring and Evaluation

Evaluating Impact: Responsibility and Innovation

The essential role of control and evaluation mechanisms within international cooperation projects is increasingly recognized, in order to guarantee adherence to the precepts of Result Based Management as best as possible.

Since 2018, COSV has created an internal Monitoring and Evaluation Unit which is responsible for harmonizing and coordinating procedures and tools applied in the various projects implemented by the Organization. The approaches relating to internal and external evaluations, as well as the monitoring solutions chosen by COSV adapting to the various contexts, respond in fact to the same regional programmatic framework - different for the three intervention regions of the Middle East, the Balkans and Sub-Saharan Africa .

The internal M&E Unit benefits from the skills and work of a General Coordinator, three Regional Coordinators and a variable number of appropriately trained M&E Field Officers. The result of the interventions carried out by the Monitoring and Evaluation Unit is a coherent collection and cataloging of data in order to evaluate project and program indicators, useful both in the short term to respond to Upwards Accountability (towards Donors and financiers) and in the medium term. period to identify the best Good Practices and Lessons Learned, fundamental for structuring projects that respond to Downwards Accountability (towards beneficiaries and project partners).

The importance of Accountability

Accountability, understood as the responsibility for analyzing and communicating the effects of our actions, is a founding value of our projects around the world. Together with Link 2007, a network of NGOs of which we are part, we have signed the accountability charter.

From a technical point of view, COSV also combines traditional reporting with a series of project-based reports that collect information based on various criteria, such as sustainability, relevance, effectiveness and efficiency.

Furthermore, in 2021 it began to experiment with a series of internationally recognized evaluation methodologies, such as the SCORE Index (Social Cohesion and Reconciliation Index) or the SEIE (Social Enterprise Impact Evaluation).

The use of these methodologies will allow medium-term measurement with high comparative value, which despite being closely linked to the activities and projects of our organization, will be harmonized with measurement standards applied and shared at an international level.

To read our Reports

Balkans

A stylized map of Europe with the Balkan Peninsula highlighted in yellow. The rest of the map is in shades of gray and light blue.

4

Countries

6

Project

20

**operators
considering only
our local staff**

| Balkans

The Balkans

p.67

Our program in the Balkans, starting from an Emergency situation up to Integration, and our sustainable development objectives in the area.

Being in the Balkans

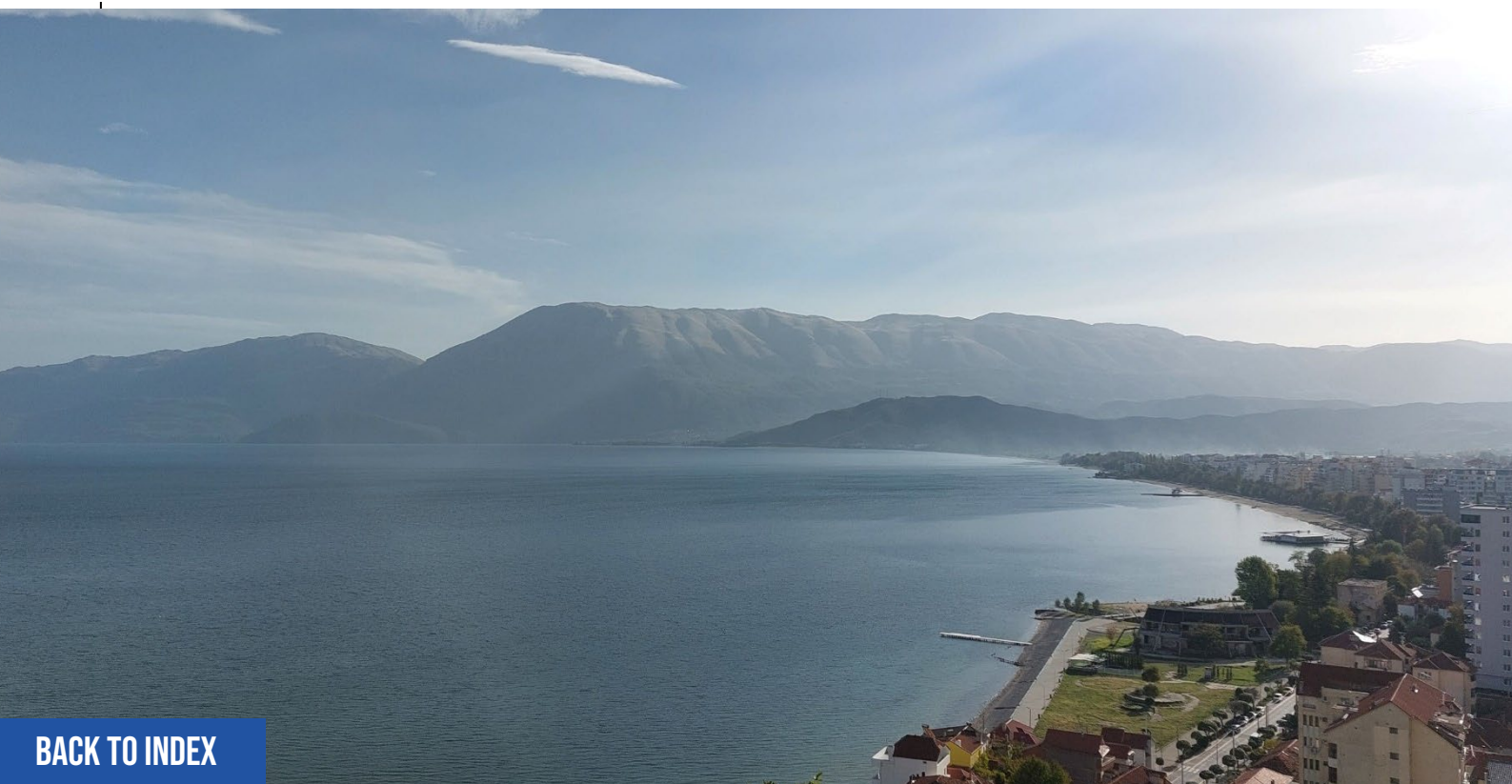
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The reasons why we are in the Balkans

Project in the Balkans

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- CETINJE WORKS!
- BAIR - Bitola's joint Action for the Inclusion of Roma
- ENTEG - Entrepreneurship for tertiary education graduates
- Green-AL: Empowerment of Civil Society Organizations for Environmental Protection in Albania
- Lakes of Albania: promoting sustainable and responsible tourism models for inclusive development of communities.
- Toka Jonë



| The Balkans

From Emergency to Integration

We have been present in the Balkans since 1991, where we have undertaken a path which, starting from emergency response projects, has followed the development of the region and has resulted in interventions in the economic, social and environmental fields. In recent years, we have wondered about the meaning of cooperation in the Balkan countries, which are close to joining the European Union. In this sense, our role in the Balkan countries has evolved to the point of consolidating itself in mediation and facilitation between the European experience and that of local contexts, accompanying the Balkan region in this integration process.

In the Balkans we encourage civil society organizations and local governments to act together and concretely, working to strengthen trust between communities and towards the institutions of the area. We encourage the active participation of citizens to guarantee multi-ethnic integration, the management of society and to protect the natural riches of this territory.

Our entry into Albania in 2018 proved to be strategic, being not only a geographical cornerstone of connection with Montenegro and Macedonia, but also the country that is moving fastest towards EU membership, being a good example of stability within of the Balkan Peninsula. A country, Albania, in which our function as a catalyst for inclusive development lays the foundations in a profound knowledge of the contexts, which is enriched thanks to expertise gained in other areas, such as the use of social enterprise as a model of strengthening of society.

COSV programmes for the Balkans

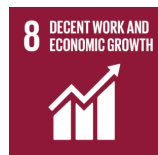
The COSV program in the Balkans is a three-year strategic programme, implemented in Albania, Montenegro and Macedonia. It was born by analyzing our long experience in these territories, our contacts and the strategic priorities of governments, institutions and key players bringing change to societies. Through this analysis, we have outlined a three-year program with the aim of supporting these states and their communities in the process of European integration, using a transversal social enterprise methodology.

We believe that social entrepreneurship can be an approach that can be broadly interpreted as a change for society, given that through this methodology the various social fields and sectors can be combined to achieve truly sustainable and equitable development. Thanks to social entrepreneurship it is possible to reconcile the economic aspect with social responsibility. The classic entrepreneurial aspect meets the creation of social value and environmental sustainability, contributing to the enhancement and preservation of natural and tourist assets. Based on this we have identified three sectoral pillars: natural capital (environment and eco-tourism); the social inclusion of vulnerable groups for a fair and just society; more inclusive and sustainable economy. Fundamental to the strategy is the measurement of the results that we expect to deliver in the coming years, through an M&E system, set and structured on both the projects and the program. In this way, we can account for how effective, efficient and sustainable we are.

Our sustainable development goals in the area



To improve the job market in the Balkans and increase the employability of the most vulnerable groups, we provide professional skills and competences through training courses.



To promote sustainable and inclusive economic growth, we work to create innovative employment programs, both for young people and for other more disadvantaged groups, women and disabled people in particular. It is in this space that we have offered our experience, promoting the development of social entrepreneurship.



To promote the evolution of businesses, innovation and infrastructure, we work on financing programs aimed at supporting entrepreneurial development and the birth of new startups. Additionally, we work with municipalities and cities to improve urban planning.



To reduce social inequalities, we work to contribute to the construction of a more just and peaceful society, respectful of the dignity of each member of the community, regardless of ethnic origin, religious belief or political position. We support inclusion and participatory development, detailing ourselves in inclusive education interventions, protection of human rights, capacity building and access to work.



To encourage sustainable consumption and production, we work to educate entrepreneurs and farmers in the use of sustainable production techniques, reducing the use of polluting materials and products. We support local communities in the responsible and sustainable use of natural resources present as sources of income.



To protect nature and its resources, we work to make its coexistence with man possible. For more than a year, together with the communities of south-eastern Albania, we have been carrying out awareness-raising, environmental education and capacity building actions, building an environmental awareness of participation. Furthermore, we have worked in Montenegro and Bosnia Herzegovina to encourage tourism that is sustainable and respectful of the environment.



To achieve the objectives of our projects, we work in close collaboration with communities and local realities. We co-design together with them, partners and institutions, in order to achieve concrete and tangible results.

| Being in the Balkans

Being in Montenegro

In recent years, we have worked in Montenegro to strengthen relationships with NGOs, CSOs and local public institutions, offering support in writing and managing projects with a focus on the development and improvement of social policies, on the work integration of the most vulnerable people and on the promotion of sustainable tourism. In the social sphere, however, the demand for innovative employment programs has grown in particular, both for young people and for other more disadvantaged groups, women and disabled people in particular. It is in this space that we have offered our experience, specifically promoting social entrepreneurship, through a project for the introduction of the social economy and the rehabilitation of the cooperative system. Furthermore, we have worked so that we can promote the development of sustainable tourism and environmental protection.

Being in North Macedonia

Since 2009, we have been in North Macedonia to contribute to building a more just and peaceful society, respectful of the dignity of each member of the community, regardless of ethnic origin, religious belief or political positions. Our program is aimed at inclusion and participatory development, detailing itself in interventions of inclusive education, protection of human rights, capacity building and access to work, which see us alongside the Macedonian community, the Roma communities, and society organizations Civil and in support of emerging businesses and local institutions. In past years, we have worked on projects to improve the quality of primary education for Roma children, to introduce innovative environmental protection practices and to strengthen inter-community ties.

Being in Albania

Since 2018, together with the communities of south-eastern Albania we have been carrying out awareness-raising, environmental education and capacity building actions, building an environmental awareness of participation. A simple element, with an important meaning, which demonstrates how even in natural reserves, human activities, such as livestock farming, can exist in compatibility with wild nature.

We currently work with various projects that deal with protecting and conserving protected areas in the south of the country. We operate in various national parks where we carry out economic development and environmental protection interventions in synergy with local communities, park authorities and civil society organisations.

We promote an awareness campaign on environmental issues, which, starting from school students and professional technical institutes, reaches the entire Albanian community as a whole. In Albania we are implementing a program aimed at planning on the themes of economic development, rural development, sustainable tourism and social inclusion.



| Cetinje Works!



Funded by
the European Union



| Purpose:

The Cetinje Works Project! intends to improve Cetinje's labor market by increasing the employability of the most vulnerable groups and supporting local partnership initiatives for employment. The adoption of a holistic and multilateral approach, which promotes cooperation between the various relevant actors in society, will allow the creation of an action plan for employment, in collaboration with the public sector and the private sector.

| Activities:

- Creation of an employment strategy and an action plan ratified by the local parliament
- Development of a theoretical and practical training program for the most vulnerable groups.
- Implementation of socially inclusive business plans to ensure project sustainability and follow-up.

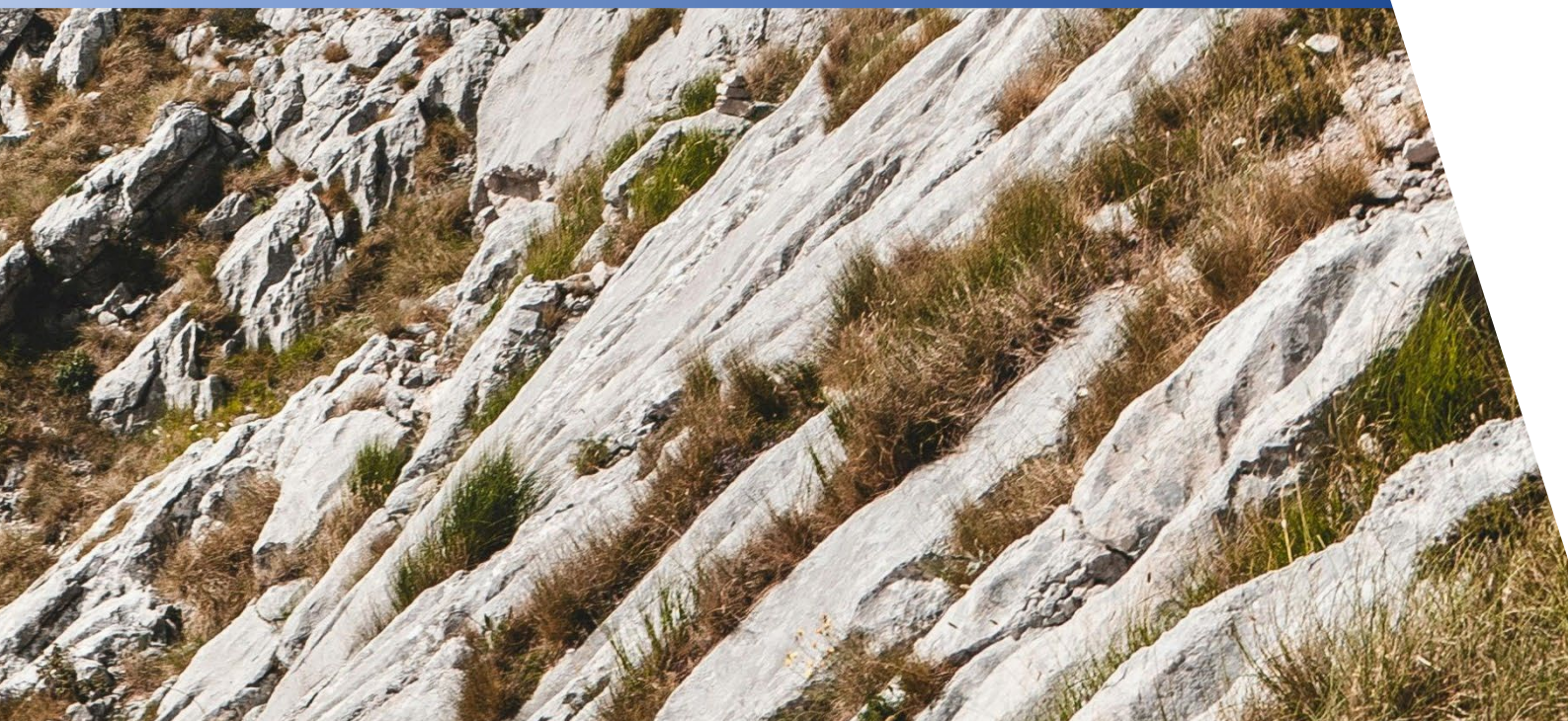
SDGS:



| Starting Date: 01/11/2023 | End Date: 30/10/2024 | Budget: 132.091,50 €

| Results of 2023:

- Improved competitiveness of local businesses and employment and self-employment prospects in Cetinje;
- Launch of activities aimed at increasing the employability of unemployed target groups, who will be placed in the tourism and hospitality sector, green businesses dealing with circular economy and social economy in Cetinje



| BAIR



| Purpose:

The BAIR Project aims to encourage the socioeconomic inclusion of the Roma community living in Bitola, North Macedonia. BAIR works on three different objectives: increasing the capabilities and opportunities for integration of target Roma communities into Bitola society; improve the living conditions of the Roma community in the renovated settlements of Bitola and promote their access to the services offered by Bitola.

| Activities:

- Creation of the BAIR Community Hub and the Bair Support Team (BST) which will allow the increase of community participation in the social and political life of Bitola
- Creation of sporting and cultural initiatives to promote Roma culture
- Development of urban plans for the BAIR neighborhood and related strategies for the legalization of their properties and the improvement of the community's housing conditions

| Starting Date: 01/01/2021 | End Date: 31/03/2024 | Budget: 902.620,00 €

Partner:



SDGs:



| Results of 2023:

- In the second year of the project we met with community leaders several times to disseminate information on the Housing Renovation Fund made available by our project, on problems with electricity, on family and gender violence, on public hygiene, on waste collection and on the introduction of the Roma language in primary schools.
- During the year, we then selected 26 families from the BAIR neighborhood for the partial renovation of their homes, and the advanced budget was used to purchase waste trucks and other municipal equipment specially designed for the steep and the rough streets of the Bair neighborhood. In the period between November and December we held three public information events regarding urban planning.
- During 2023, we have legalized another 14 Roma families from the Bair neighborhood, now officially recognized by the state.

[CLICK HERE FOR COMPLETE RESULTS](#)

| Purpose:

The **ENTEГ** Project aims to promote the entrepreneurial training of graduates in the cross-border area of North Macedonia (Bitola and Prilep) and Greece (Thessaloniki), which suffers from high rates of youth unemployment and is characterized by the phenomenon of the flight of brains. The project promotes the training of graduates, in order to increase their attractiveness on the job market or stimulate them to create new entrepreneurial realities.

| Activities:

- Creation of consultancy and tutoring structures and virtual entrepreneurship laboratories.
- Promotion of the social inclusion of Roma citizens.
- Research and analysis of the reasons that cause brain drain
- Organization of networking events between local partners, businesses and institutions, to create a cross-border context capable of tackling the phenomenon of brain drain.

| Starting date: 20/05/2022 | End Date: 20/11/2023 | Budget: 551.840,00 €

Partner:



SDGs:



| Results of 2023:

- The ENTEГ project involved 27 young unemployed people from Macedonia, who followed the virtual entrepreneurship workshops by participating in video lessons and exercises on entrepreneurship.
- The boys and girls acquired various knowledge on entrepreneurship, starting from the idea to the realization of the business, and received tutoring in order to create a Business Canvas of their ideas.
- During the entrepreneurial journey, three of the young people involved found jobs and left their place to three other new participants, which represented added value for the project.
- The overall impact on the target groups was important. In fact, they have acquired knowledge about entrepreneurship and essential know-how to motivate them to start their own business. Furthermore, through the Triple Helix method, municipalities, the business sector and the academic world were networked and defined the main issues of mutual cooperation. The conclusions were presented at the Faculty of Economics of Prilep and broadcast on various national and local television channels.

[CLICK HERE FOR COMPLETE RESULTS](#)

| Green-AL



| Purpose:

Albania is working to fulfill its responsibilities as a candidate country for membership of the European Union, addressing the pressures that this process entails for both the Albanian government and the civil society sector. The Green-AL project therefore aims to improve the capabilities of civil society organizations dealing with environmental issues, in order to make them more professional and capable in managing their resources.

| Activities:

- Strengthen small local networks of civil society organizations and create new opportunities for collaboration between CSOs, public authorities and the local private sector.
- Stimulate collaboration at a local level, through the introduction and implementation of a new concept of multi-stakeholder response to the most pressing environmental needs

| Starting Date: 01/01/2021 | End Date: 31/12/2023 | Budget: 1.173.660,00 €

Partner:



SDGs:



| Results of 2023:

During the project we involved three municipalities on the topic of energy efficiency, we informed them about local knowledge and challenges, the communities' capabilities and recommendations. Citizens have acquired a new awareness on the issues of energy efficiency and renewable energy in the three municipalities.

From Green-AL was born a regional network made up of civil society organizations from Southern Albania, which works to support the adoption of national policies and measures that improve energy efficiency prospects.

Furthermore, various local NGOs have been subsidized by COSV for the implementation of local environmentally themed projects, with the participation of the communities. The partnership between the CERCI, ASTER and Vjosa Explorer associations, with the support of our organization, has given life to the ECOMUSEUM of the Protected Landscape of Vjosa-Narta, with the revitalization of the Second World War bunkers which have been transformed into a precious point of tourism promotion for the territory.

[CLICK HERE FOR COMPLETE RESULTS](#)

| Lakes of Albania

| Purpose:

The objective of the project is to create an efficient model of sustainable and responsible tourism in Albania, through the combination of different themes that can create an effective synergy. The project combines three key factors: inclusive governance; the activation and mobilization of communities, based on the principles of co-planning and community-based approaches; and inclusive and sustainable entrepreneurship

| Activities:

- Promote innovative models of sustainable and responsible tourism in the areas linked to Lake Scutari and Lake Pogradec/Ohrid, as opposed to models of invasive tourism and development that are rapidly expanding throughout the Albanian territory, in order to contribute to economic growth inclusive of Albania
- Improve the level of youth and female employment, the integrated promotion of the territory and connectivity at a European and international level
- Improve the skills of local actors and the tourism ecosystem of the lakes.

| Starting date: 01/08/2022 | End Date: 31/07/2025 | Budget: 2.590.547,00 €

| Results of 2023:

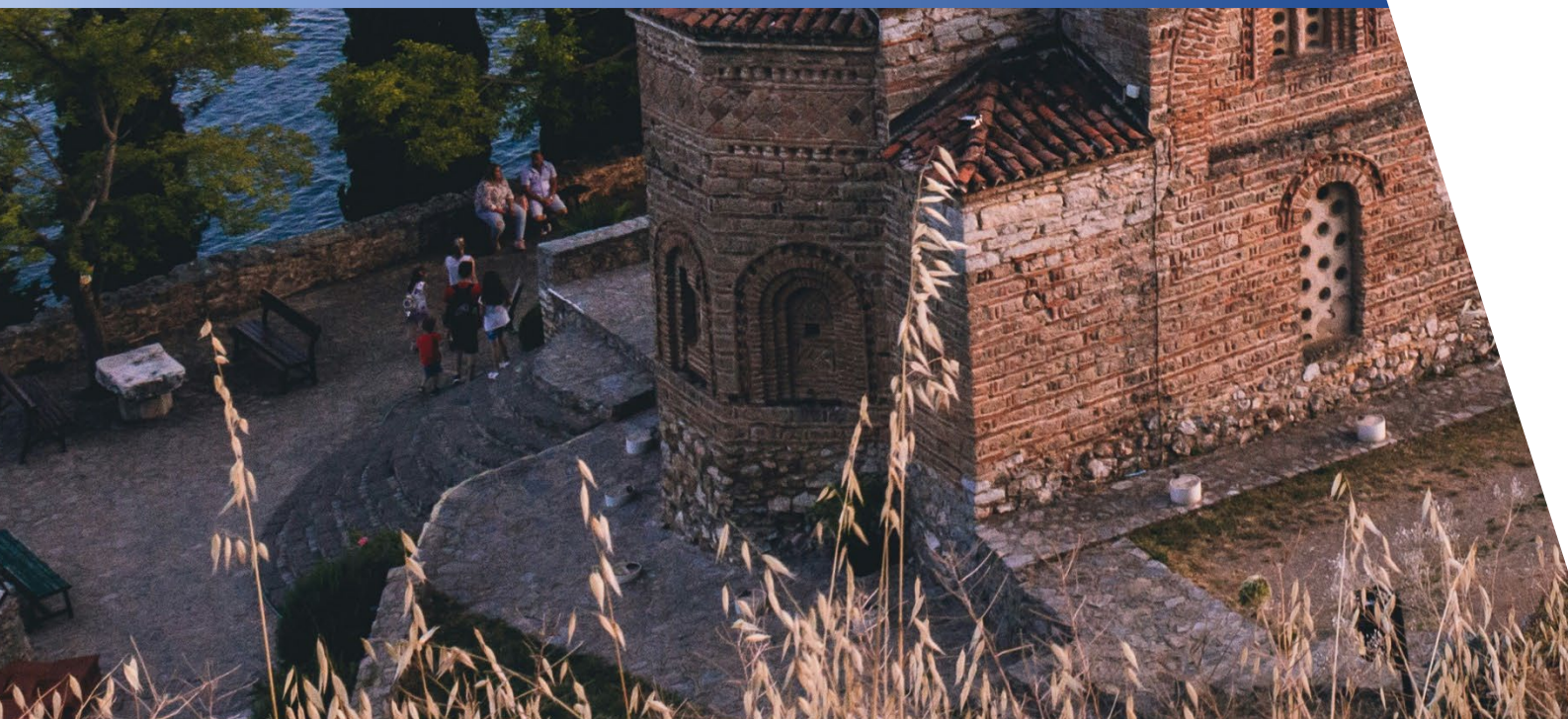
- The governance of the two areas has been strengthened in terms of inclusiveness, sustainability and connectivity with other European and international realities
- Strengthened community ownership in planning interventions to support the sustainable and responsible tourism sector.
- Increased awareness of all actors involved on the reuse of confiscated assets



Partner:



SDGs:



| Toka Jone



Funded by
the European Union



| Purpose:

The objective of the Toka Jonë project is to contribute to the effective and sustainable reuse of assets confiscated from organized crime by civil society for social purposes. In particular, the project aims to strengthen social enterprises in the management of confiscated assets through social agriculture models, to benefit the employment of vulnerable groups in the area of Tirana and Durres.

| Activities:

- Support agriculture-related social entrepreneurship initiatives that manage assets confiscated from organized crime, providing them with financial and technical assistance
- Increase the know-how and technical capabilities of the companies involved and of the young people and women who lead them
- Increase awareness of all actors involved on the reuse of confiscated assets

| Starting Date: 01/02/2022 | End Date: 30/04/2025 | Budget: 400.175,65 €

Partner:



LA RADA
consorzio cooperative sociali

SDGs:



| Results of 2023:

- Support agriculture-related social entrepreneurship initiatives that manage assets confiscated from organized crime, providing them with financial and technical assistance
- Increase the know-how and technical capabilities of the companies involved and of the young people and women who lead them
- Increase awareness of all actors involved on the reuse of confiscated assets

Zimbabwe

A map of the African continent is shown in a light gray color. The country of Zimbabwe is highlighted in a bright yellow color. The map includes white outlines for the borders of all African countries. The background of the slide is a light blue color.

1

Project

6

**operators
considering only
our local staff**

| Zimbabwe

Being in Zimbabwe

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Our program in Zimbabwe, starting from the emergency intervention with a development perspective, up to the sustainable development objectives in the area and the link with Mozambique.

Projects in Zimbabwe

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Value Chain Alliance for Livestock Upgrading and Empowerment (VALUE)



| Being in Zimbabwe

Emergency, with a Development Perspective

We have been in Zimbabwe since 1980 to help create a growth system resilient to Climate Change. Ours is an emergency work oriented towards development, building ties, skills and innovative and sustainable infrastructures. We started with emergency interventions which, since 1985, at the request of the local Ministry of Health, have concentrated in particular in one region of the country, Mashonaland West, where for years we have conducted specific programs aimed at reducing HIV/AIDS, in line with the national priority programs. Since the 2000s, in light of events in the country, attention has turned to changes in civil society, in particular with actions to support and strengthen the methods of participation in national political-social processes. In recent years, we have mainly implemented emergency projects in response to the severe drought that hit the country, caused by the El Nino climate phenomenon and aggravated by a prolonged financial crisis. and in the meantime we have been thinking from a development perspective, creating training courses and introducing new infrastructures, including water systems powered by solar energy.

Our sustainable development objectives in the Area



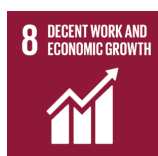
To reduce poverty levels to zero, we work to ensure that the agriculture and livestock sector in Zimbabwe generates a positive economic impact, creating new jobs and favorable conditions for farmers and ranchers.



To reduce hunger in Zimbabwe, we educate ranchers and farmers in the use of innovative and climate-resilient production techniques, which allow communities to increase production levels and their food security.



To achieve gender equality, we involve women in training and development activities, enhancing their work and transmitting to them the knowledge and knowledge to occupy important roles within the communities



To promote sustainable and inclusive economic growth, we create economic and/or employment opportunities for more than 800,000 goat farmers and 56,000 pig farmers, primarily small- and medium-scale producers, whose economic development is currently stuck in suboptimal stages of commercialization and growth.



To reduce inequalities, we transfer skills to poor individuals and communities, establishing consortia and associations to ensure that breeders and farmers receive the right price for their products, thus reducing the gap between rich and poor.

| VALUE

| Purpose:

The objective of the **VALUE CHAIN ALLIANCE** project is to improve the capacity of small farmers and breeders, particularly women and young people, to raise pigs and goats, increasing the level of production and productivity and guaranteeing them sustainable access to the market. The project involves the main players of the goat and the pig value chains, such as research institutes, private companies, slaughterhouses, butchers, supermarkets and consumers.

| Activities:

- Improved production, organizational effectiveness and market competitiveness of healthy, quality goat and pork products from value chains that are sustainable in terms of environmental impact;
- Creation of a national agro-industrial environment which favours, through the development and strengthening of the relational capabilities of the various actors involved, strategic planning and dialogue with local authorities, for the development of public policies capable of promoting growth and development of the sector.

| Starting Date: 01/02/2019 | End Date: 30/11/2023 | Budget: 7.340.596,00 €

| Results of 2023:

- In 2023, the consortium of goat breeders led by COSV within the VALUE project carried out pesticide treatment for a total of 16321 goats, through immersion of the animals in tanks filled with water and pesticides. Overall, in three years of the project, 30,846 goats received the treatment.
- In previous years of the VALUE project, we created various GOAT IMPROVEMENT CENTERS, physical hubs that allow us to provide primary support services to farmers, including access to veterinary drugs, training and practical demonstrations, and breeding services. At these centers, 771 goats were mated during 2023, thus reaching a total of 2678 goats mated overall, which gave birth to 2139 puppies during the project years. Additionally, approximately 7,000 goats were vaccinated in 2023.
- The farmers of the consortium sold 5511 goats by the end of 2023, and obtained \$138,218.58 from the direct marketing of the meat.
- Through direct sales on the market, farmers have had positive feedback from consumers for the first time, which has allowed them to further improve the practices adopted for animal health and nutrition.



Funded by
the European Union



Partner:



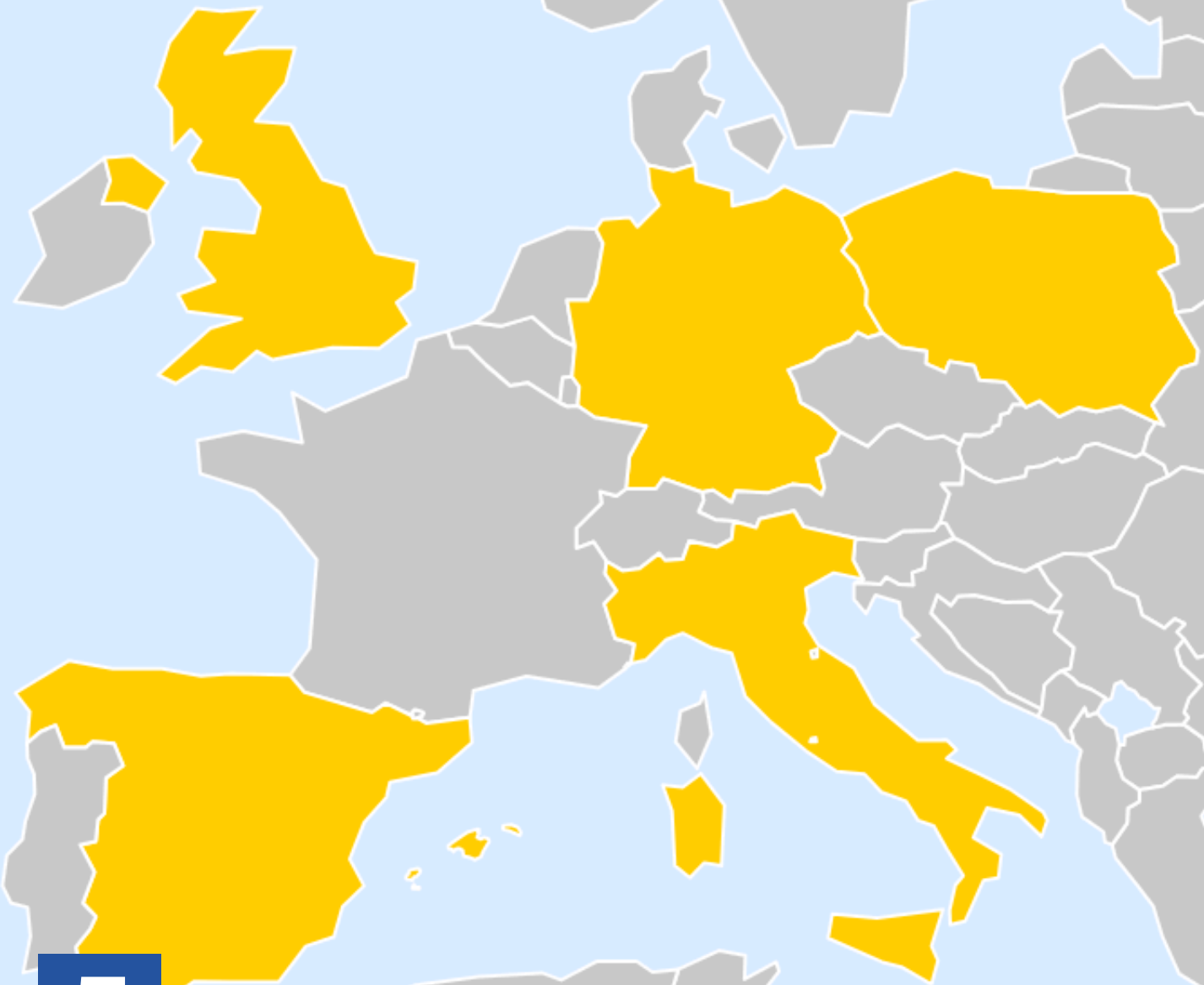
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SDGs:



Europe



5

Countries

1

Project

| Europe

Our Program in Europe

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Our program in Europe: exchange of skills; collaboration with Partners; and our sustainable development goals in the area.

Projects in Europe

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Narratives of Impact



| Our Programme in Europe

In Europe to contribute and collaborate

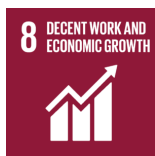
In Europe we work to contribute to the exchange of skills and methodologies for growth and the generation of positive social impact. This context of action offers us the opportunity to create strategic partnerships with stakeholders and decision-makers, expanding the network of actors with whom to work on new projects.

Being European means benefiting from the highest level of rights, protections and equal opportunities in the world. Being in Europe, thus, becomes an opportunity for us to exploit this privilege with a view to connecting and sharing skills, tools and approaches. Since the beginning of our activity, we have seen the European context as an interesting area in which to animate a debate on the issues of International Cooperation and bring the good practices emerging from projects in the field to the attention of partners, stakeholders and public opinion. After a long activity in Italy, in recent years we have participated in pan-European projects, which put civil society organizations from different countries at the same table to open a comparison of methodologies and approaches, which also involved different stakeholders, including decision makers. From some pilot experiences, strong collaborations and consolidated partnerships were born, which today see us engaged in planning for strategic networking.

Our sustainable development goals in the Area



To improve the quality of education in Europe, we create cross-sectoral and multi-module curricula, intended to be used by professional educators to teach different learning groups. The curricula we develop together with our partners concern the use of digital storytelling as a method to tell and share stories between people, thus leading them to interact and directly change their daily environment.



To promote sustainable and inclusive economic growth, we work so that people can develop digital skills and give projects added value in terms of qualitative data. We therefore train new professional figures such as Digital Curators, who will pass on their knowledge and skills to future students.



To reduce inequalities, we transmit skills to individuals and communities, so that they can talk about their experience, raising their voices and describing the difficulty of the social context in which they live.



We collaborate together with our partners to achieve greater objectives, developing international strategic partnerships across Europe, which support and strengthen the networks within the countries, thanks to the sharing of experiences, skills and expertise gained over the years.

| NARRATIVES OF IMPACT



| Purpose:

Digital storytelling has become a popular method in recent years and has thrived, becoming a tool for social transformation and social justice. The goal of the Narratives of Impact (NOI) project is to create a shift in the perception of storytelling, not only as a powerful tool for creating social change, but also a tool for measuring impact and change.

| Activities:

- Creating a report on existing methodologies and practices that use digital storytelling to create and/or measure impact.
- Creating a toolkit and associated resources for working with stories to create and measure impact.
- Creating video guides to support individuals and organizations in using stories to create and measure impact.

| Starting Date: 01/09/2020 | End Date: 31/08/2023 | Budget: 173.882,00 €

Partner:



COMPARATIVE
RESEARCH
NETWORK:

FUNDACIÓN
Intras



Stowarzyszenie
Na Drodze Ekspresji

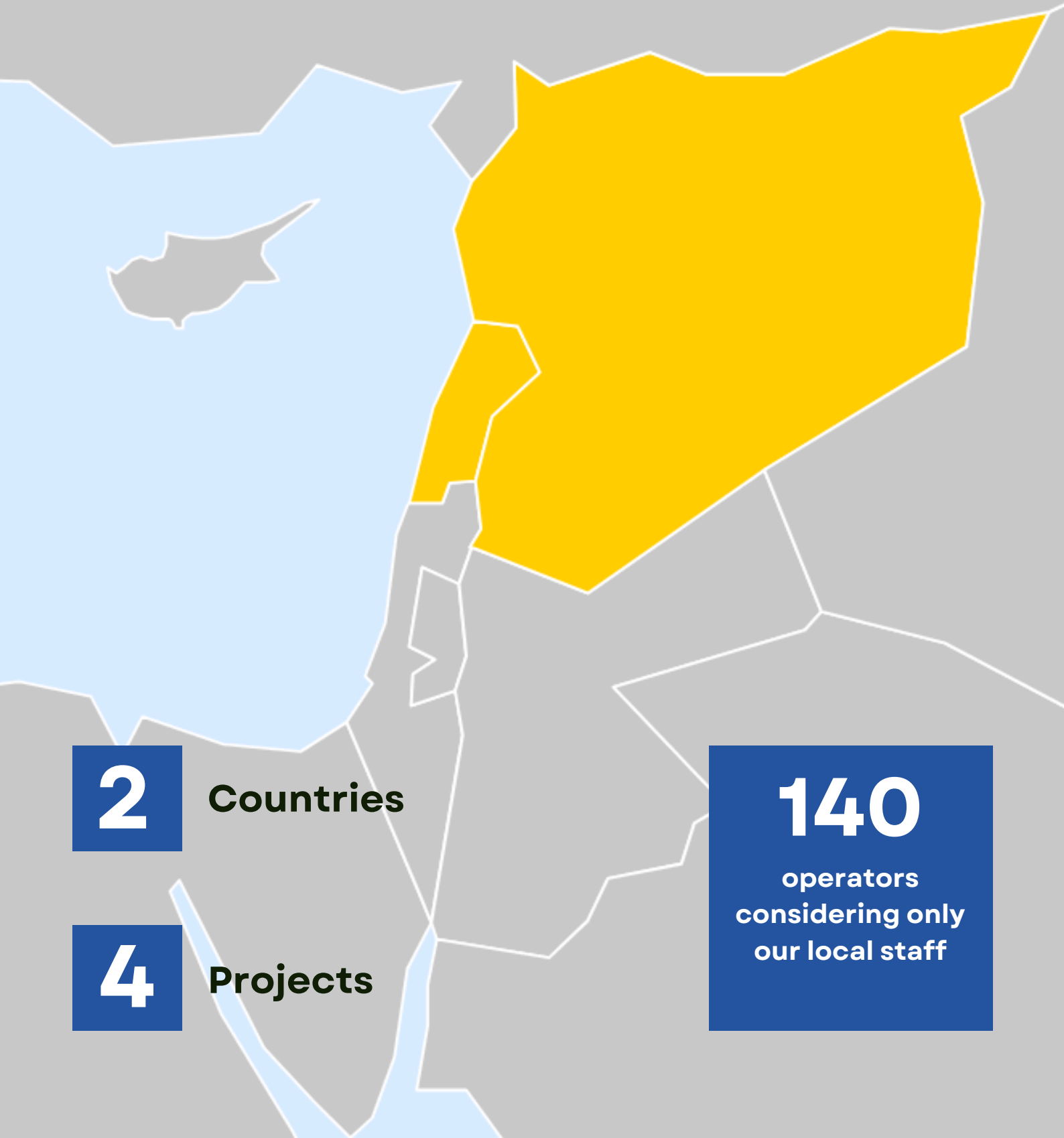
SDGs:



| Results of 2023:

- Publication of the Toolkit entitled “A GUIDE TO USE STORYTELLING AS A TOOL TO MEASURE IMPACT”, a report containing various methodologies for measuring impact through storytelling.
- Publication of video guides related to the Toolkit.
- Three events dedicated to networking and the launch of the Toolkit organised.

Middle East



2

Countries

4

Projects

140

**operators
considering only
our local staff**

| Middle East

Middle East

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Differences between our reality and the situation in the Middle East, between development factors and common problems; the COSV Program in the Middle East and our sustainable development goals in the area

Our presence in Syria

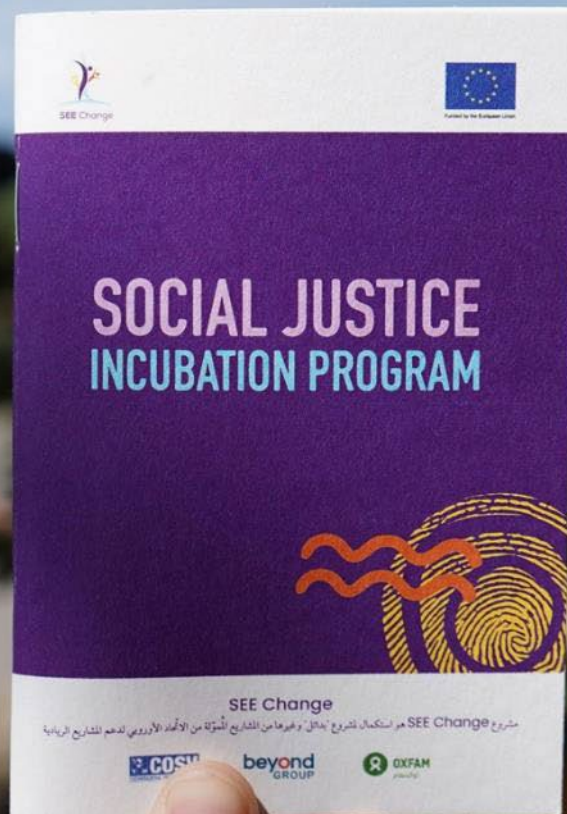
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The official recognition of COSV as an NGO in Syria and the projects currently underway in the area

Projects in Middle East

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- Social Entrepreneurship Ecosystem (SEE) Change
- Haretna: Community-Driven Urban Recovery Of Neighborhoods In Lebanon



| Middle East

Differences: development factors and common problems

We have been in the Middle East since 2003 to contribute to the construction of more inclusive and cohesive societies, enhancing cultural differences and focusing on innovative business and networking models. We work as a stimulus and support for the use of opportunities and for the reconnection between young people, communities, businesses, markets and institutions. An area often affected by crises, with an undeniable high degree of instability and which too often comes to the public's attention exclusively due to incidents of violence, terrorism and war. It is almost natural to feel feelings of indignation, sadness: feeling different, feeling distant. It is almost immediate to focus on the differences, averting our gaze from what is instead, for an organization like COSV, the concrete meaning of working in the Middle East, and that is the possibility of actively cooperating alongside realities that share many of our challenges. The Middle East is a differently structured context, but still connected to us for historical, economic, cultural, political and social reasons, much more than we are used to thinking. For us, cultural differences are a stimulus and a resource for working together to resolve similar problems, sometimes with profoundly common roots. Being in the Middle East and working with and for civil societies, for the promotion of common socioeconomic growth, means working to promote shared values of civilization and cohesion, mixed with cultural diversity, for a future that speaks of cooperation and sharing, which is then the only one that is sustainable.

COSV Program in Middle East

In 2023, COSV operated from its office in Beirut to continue its programs and projects to support local communities and civil society, while also supporting inclusive and sustainable economic and social development. Through programs financed by the European Union and Italian cooperation, COSV has tried to develop models of social innovation that can be a reference for dealing with the dynamics of the country and the region. COSV has favored at different levels the search for forms of economic development, which despite the crisis could respond to problems at a local level, but with at least a national if not regional perspective.

Through the support of initiatives and entrepreneurial ideas of young people and students of the universities we work with, we have tried to give impetus to potential innovations that could have implications at community level.

We also worked to support service providers and actors who, in the social economy system, can promote local development, therefore trying not to focus only on individual initiatives, but ensuring that the overall ecosystem can also grow and mature in order to support the development of the sector. In this sense, the work of the COSV also focused on advocacy actions carried out with local, strategic and project partners, in order to outline a legislative and regulatory framework for the sector, which was however born from the awareness of the various actors of those which are the challenges and needs for an evolution of the sector.

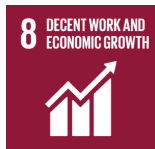
Our sustainable objectives in the Area



To reduce poverty levels to zero, we work together with beneficiaries and partners to create new jobs and activities that generate economic and social value, through the social enterprise model. We also carry out training courses to transfer skills and work skills.



To achieve gender equality, we involve women in training and development activities, enhancing their work and transmitting to them the skills and competences to occupy important roles within the communities and find employment.



To promote sustainable and inclusive economic growth, we create economic and/or job opportunities for aspiring entrepreneurs, through the social enterprise model, which will allow 20 aspiring entrepreneurs to create their business.



To reduce inequalities, we work together with the poorest and most marginalized members of society to transfer skills and abilities to them to find employment. A key part of our work is building connections between minority and community members.



To make cities and communities sustainable, we work for the empowerment of the most vulnerable groups, fighting against stereotypes. We support social enterprises, which enable the socio-economic and also environmental development of cities.



For a climate of peace and justice, managed by strong institutions, we work with local authorities and institutions, transferring skills, new expertise and management skills to them. We are in close contact with the institutions to protect the heritage of the social economy together and to enhance it through the development of favorable policies.



We collaborate together with our partners to achieve greater objectives, developing strategic partnerships, which support and strengthen networks within countries, thanks to the sharing of experiences, skills and expertise gained over the years.

| Our presence in Syria

Officially recognized as NGO in Syria

To officially operate in Syria, NGOs are required to register with the Syrian Ministry of Foreign Affairs and collaborate with the Syrian Arab Red Crescent (SARC) or the Syria Trust For Development, or enter into memorandums of understanding with ministries competent.

The agreement stipulated by COSV for its registration in Syria provides for the carrying out of activities under the supervision of the SARC and the Ministry of Foreign Affairs. Since 2022 we are therefore officially registered as an NGO in Syria, which allowed us to officially start operations in 2023. 2023 was the year of the PEER project, in the city of Palmyra, and the project "Work Based Learning through Apprenticeships in Aleppo", developed together with ILO, as well as the start of work on the various projects that we will conduct in Syria during 2024.

The PEER Project - For the Reconstruction of Palmyra

In recent years, with the spread of the conflict in Syria, the city of Palmyra has suffered devastating consequences, especially during the occupation of ISIS which left half of its archaeological sites decimated, in addition to the almost complete isolation of the city, while the people were fleeing for their lives. Regarding the PEER project, the objective was to contribute to the economic rebirth of Palmyra by involving the local community in the reconstruction. Through the organization of three community-wide workshops, the need to focus on the development of community resilience emerged.

The activities planned for this purpose therefore included the rehabilitation of the community engagement center and the conduct of several training sessions on topics such as bullying, gender violence, non-conflictual communication and the protection and conservation of cultural heritage.

At the center of the project was Palmyra House, a rehabilitated space that serves as a hub for community activities, a place for storytelling on vital community discussions, and professional training for essential jobs, such as electricians, plumbers and tailors. Not an ordinary building, but a symbol of hope, resilience and community spirit, stewarded by 15 members of the local community.

Future Plans

During 2023 we undertook work on the construction of three new projects which will officially begin in 2024.

The first of these, entitled "Agribusiness in Hama, Homs, Aleppo and Rural Damascus", is carried out by COSV in collaboration with FAO. The project aims to improve livelihood opportunities in Syria, with a particular focus on agribusiness and startups in the agricultural sector. It involves 1500 beneficiaries, who will receive specific training, with the aim of then selecting 120 of them to provide initial funding to start their agricultural startups. The areas affected by the project are the four governorates: the rural areas of Damascus, Hama, Homs and Aleppo.

The other two projects are carried out by COSV in collaboration with UNDP, where UNDP is the donor and COSV is the implementing partner. The first, entitled "Digi-EYE" focuses on the digital empowerment of young Syrians, with the creation of digital startups in rural areas of Damascus and Damascus governorates. The second one, called "Revamping Defunct TVET centers in Aleppo", takes place in the governorate of Aleppo and aims to strengthen the technical and professional training centers (TVET), with the redevelopment of two centres: one for public works and one for the Ministry of Labour.



| SEE CHANGE



Funded by
the European Union



SEE Change

| Purpose:

The Social Entrepreneurship Ecosystem (SEE) CHANGE project, also called SEE CHANGE, aims to contribute to the improvement of the social economy in Lebanon, particularly in the Bekaa and Mount Lebanon region, through a systematic approach to supporting the ecosystem of Social Enterprises.

| Activities:

- Increase the effectiveness and efficiency of community members and Social Enterprises in responding to the social and economic situation in Lebanon.
- Establishment of a system dedicated to Social Enterprises, for the development of tailored capabilities and for the transfer of skills between local and international SESOs
- Support social entrepreneurship support organizations (SESOs) in providing accessible, coordinated and quality services

| **Starting Date: 15/09/2020** | **End Date: 14/03/2024** | **Budget: 2.317.826,00 €**

Partner:



beyond
GROUP

SDGs:



| Results of 2023:

- The SEE Change project created the Social Justice Incubation Program (SJIP) which aims to promote diversity and collaboration among stakeholders in Lebanon to improve social justice, stability and socioeconomic development. It emphasized inclusion, with the participation of women, youth, elderly, minorities and vulnerable groups across Lebanon. During 2023, through the Social Justice Incubation Program we supported 21 initiatives, of which 57% were co-led by women, distributed across all 6 governorates of Lebanon and focused on various sectors such as agriculture, circular economy, skills development and empowerment projects. Two initiatives promoted by the program are noteworthy: the "Community-Led Skills Development for Migrant Domestic Workers in Lebanon" and the "Agricultural Revival Program", which stood out for their collaborative efforts and significant impact. These initiatives, while not part of specific grant programs, have been recognized as accelerators of social justice and demonstrate the impact of the contributions of self-organizing communities. Each of the 21 ventures underwent a tailored incubation program, which lasted from May 2022 to August 2023, and received support from designated coaches regarding technical assistance and financial resources.
- We created the observatory for the Lebanese Labor Market, called Marqab. An Observatory dedicated to supporting the strategic transformation of the Lebanese labor and skills market. It provides a wide range of reliable and up-to-date data, reports, articles and infographics that enable informed decision-making for local stakeholders, contributing to a sustainable future

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| HARETNA



| Obiettivo:

Il progetto HARETNA si pone l'obiettivo di promuovere la ripresa economica dei quartieri Greater Beirut, Tripoli e Sidon, e ridurre le disuguaglianze di genere attraverso il rafforzamento della coesione sociale, un migliore accesso ai servizi essenziali, la tutela dei diritti e il miglioramento dei mezzi di sussistenza. Lo scopo del progetto è sostenere la ripresa socioeconomica dei quartieri, riducendo le disuguaglianze di genere e le tensioni.

| Attività:

- Migliorare le condizioni di vita dei residenti più vulnerabili (libanesi e comunità di rifugiati, soprattutto siriani) rafforzando il loro accesso ai servizi e alle infrastrutture urbane essenziali in modo inclusivo.
- Rafforzare la coesione sociale tra i membri delle diverse comunità, consentendo alle famiglie di rivendicare i propri diritti.
- Migliorare l'inclusione socioeconomica attraverso il sostegno alla creazione di posti di lavoro e alle attività generatrici di reddito.

| Data di inizio: 14/02/2023 | Data di fine: 30/06/2027 | Budget: 12.001.688,00 €

Partner:



SDGs:



| Results of 2023:

- A sustainable recovery plan is currently being developed in each of the affected neighborhoods, with the participation of residents and representatives of civil society and in close collaboration with the municipalities. It will help improve the quality of life of 40,000 people, of which 61% are women and girls and 13% children.

Mozambique

A map of the African continent is shown in a light gray color. The country of Mozambique is highlighted in a bright yellow color. The map includes outlines of other African countries and some major bodies of water like the Indian Ocean to the east and the Atlantic Ocean to the west.

4

Projects

24

operators
considering only
our local staff

| Mozambique

○ Being in Mozambique

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The COSV Program in Mozambique, between the fight against climate change, Eco-Governance and our sustainable development objectives in the Area

○ Projects in Mozambique

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- My School is Blue
- Bajone Community Sanctuary
- Boundaries of growth
- MuL<->ER Zambezia - Local change through renewable energy



| Mozambique

Fight against climate change

We are in Mozambique to help create an inclusive mechanism for sustainable development and resilience to Climate Change. Resilience and sustainability were our watchwords, both during the implementation of activities and in the planning of new interventions. Mozambique is an area particularly subject to adverse atmospheric phenomena and in recent years there have been several episodes of tropical disasters, which are increasingly on the increase due to climate change. For this reason our efforts have focused on increasing the resilience of local activities, with the aim of making them resistant to climate shocks.

Our activity has particularly focused on strengthening the commercial offering capacity of producers, through the creation of multi-service centers and community warehouses, equipped with mechanized equipment which have increased the negotiating power of producers during the sales phase.

We have also strengthened farmers' cultivation and production through the development of improved cereal and legume seeds that are better able to withstand climate shocks. The beneficiary communities learned Climate Smart Agriculture techniques, which will allow them to multiply the results obtained from crops. Furthermore, we have made considerable efforts in the Renewable Energy sector and have strengthened our gender mainstream perspective, which cuts across all our projects.

Eco-governance

The COSV program in Mozambique focuses on one objective in particular: Eco-Governance, or the need to find a balance between the socio-economic development of our beneficiaries and the conservation of the environment and ecosystems in which they live. Eco-Governance therefore means balancing the increase in agricultural production, product conservation and the installation of new irrigation systems, with the conservation of ecosystems and natural environments.

Through the AgriSMART project we have introduced innovative systems regarding Climate SMART Agriculture, an approach promoted by FAO in recent years, at the basis of which there is precisely the balance between the increase in production, with the opening of new fields, and the preservation of the environment, with the reforestation of new areas. Furthermore, through the CLIMA project, with the collaboration of La Sapienza University of Rome, we are developing a proposal for the management of natural disasters and the impacts on farmers, through early warning systems and rural micro-insurance.

Renewable Energies

Mozambique suffers from a lack of adequate infrastructure and electrical systems, especially in rural areas, due to prohibitive costs and long distances. Throughout the country, access to energy covers only 24.2% of the population without providing an adequate service: blackouts are frequent and tariffs are fixed, regardless of consumption. This limitation constitutes a very powerful brake on the development possibilities of the area, and is combined with a marked gender disparity: women living in rural areas are tied to agricultural work - the only source of subsistence, from which they derive no economic value additional – they have no decision-making power, nor equality of rights compared to men.

For the entire duration of 2021 and 2022, with the support of the Italian Agency for Development Cooperation within our "Ilumina Mulher" project, we have begun to intervene on each of these elements, with the introduction of irrigation and production conservation powered by solar energy in the Zambezia region, among the poorest in the country. Two rural areas have seen the introduction of drip water systems, as well as solar panel-powered refrigerators, mills and egg incubators. We also supported the formation of two cooperatives, which took charge of the infrastructure. Particular attention was given to the female component, both in the training part and in participation in community decision-making processes.

Completing our action was the introduction of other development factors, such as improved stoves for saving wood consumption and reducing carbon emissions (ICS), solar panels for domestic use (SHS), training on climate smart agriculture and training courses in resource management, to strengthen the resistance and resilience of communities to the arrival of external shocks.

Our sustainable development goals



To improve the quality of education, we create innovative study paths for Namanjavira schools, improving the health of children at school and positively influencing their family environment.



To achieve gender equality, we involve women in training and development activities, enhancing their work and transmitting to them the knowledge and knowledge to occupy important roles within communities, in particular in the use of renewable energy.



To make clean water available to all and improve hygienic conditions, we work with local technicians to improve the provision of basic services and promote development through the supply and good management of water resources.



To use clean and accessible energy, we install solar panel systems and solar energy irrigation systems, to replace obsolete and polluting machinery and to produce energy autonomously.



For decent work and to ensure sustainable and inclusive economic growth, we transfer skills to farmers to increase production and resist climate shocks. Furthermore, we work to ensure that the correct price is recognized for the marketing of their products and we educate them to obtain the best quality products that can be sold at a higher price.



To make communities sustainable, we work with them to introduce sustainable agricultural systems, powered by solar energy, which replace obsolete means and instruments with high pollution.



For climate change, we install solar panel systems and solar energy irrigation systems, to replace obsolete and polluting machinery and to produce energy autonomously. We practice the Smart Agriculture approach, increasing agricultural production but balancing it with the reforestation of the most degraded areas. We protect biodiversity and the natural components of ecosystems.



To respect marine fauna and flora, we work together with institutions to create protected areas and areas with conservative fishing regimes, which allow sustainable use of natural resources.



To respect marine fauna and flora, we work together with institutions to create protected areas. We also work to ensure that agricultural communities use land sustainably.



For peace, justice and strong institutions, we work with local authorities and the government of Mozambique, transferring to them skills, new expertise and management skills. We are in close contact with the institutions to jointly protect Mozambique's natural heritage, its natural resources and its biodiversity.

| My school is Blue



Unione
Buddhista
Italiana

| Purpose:

My School is Blue wants to create an innovative path to discover the relationship between water and the environment in Namanjavira, improving the health of children in the school environment and positively influencing their family environment. The project aims to raise awareness among children, teachers and parents on environmental and health issues related to water, sanitation, hygiene and nutrition, improving teaching methods.

| Activities:

- Improve the health of children in school and influence their family environment
- Raise awareness among children, teachers and parents on environmental and health issues related to water, sanitation, hygiene and nutrition, improving teaching methods in schools.

| **Starting Date:** 01/11/2022 | **End Date:** 30/10/2023 | **Budget:** 121.480,00 €

SDGs:



| Results of 2023:

- In 2023 we defined the school path of the "My School is Blue" project, designed for the Namanjavira secondary school. To define the educational program we conducted various workshops together with the project stakeholders, which led to the creation of the "Blu School Kit". The Kit consists of a selection of 6 topics and educational themes, including: 1. Drinking water; 2. Sanitation and hygiene; 3. Growth and change; 4. From waste to resources; 5. From soil to food; 6. The surrounding environment. The layout and adaptation of the Kit were handled by a local graphic design company in the Mocuba District, with illustrations depicting the local context and habits, while the translation into Portuguese was entrusted to an external translator. Thanks to the lessons conducted by the project, we recorded an increase in student attendance and a decrease in cases of school dropouts.
- Another great achievement of the project consists in the creation of a school garden, for the production of local vegetables. At the start of activities for the school garden, 130 pupils from different classes participated, including 38 girls and 92 boys, who plowed the school garden field. Once the plowing was completed, 65 pupils, including 36 girls and 29 boys, worked on preparing the land for sowing seeds (Alfobre). The students were taught the procedures to consider when setting up an alfobra and were very satisfied with the lessons learned. Subsequently, the students monitored the development of the seeds until their transplantation, with the constant supervision of our technicians and teachers.

| MuL<->ER Zambezia



| Purpose:

The MuL<->ER Zambezia Project aims to improve the living conditions and strengthen the resilience to natural shocks and atmospheric phenomena of the vulnerable populations of the Provinces of Zambezia and Cabo Delgado, through access to energy. The project also promotes local development and women's empowerment by improving access to renewable energy sources.

| Activities:

- Introduction of an efficient and sustainable solar energy system
- Enhancement of the technical capabilities of the associations, which will have the opportunity to improve their specific technical skills, with particular attention to the female component.
- Introduction of improved carbon reduction cookstoves (ICS), irrigation installations and resource management training to strengthen community resistance and resilience.

| **Starting date: 01/11/2018** | **End Date: 30/09/2023** | **Budget: 2.365.000,00 €**

Partner:



People for development

SDGs:



| Results of 2023:

- The project involved the construction of two Casas das Raparigas, one in Namanjavira and the other in Alto Benfica, gender responsive places for the girls of the two localities, where they can socialize in peace and learn the basics of some trades that they allow you to find work or start self-employed income-generating activities..
- Based on these premises, various meetings were held with the beneficiaries to understand the level of knowledge acquired in the literacy and financial education classes in the localities of Alto Benfica and Namanjavira; Over 325 beneficiaries participated in these meetings. During the meetings, sessions were organized to listen to the beneficiaries, in which it emerged that they have little knowledge of their rights, not even of the fundamental ones relating to gender issues. Based on this information, various trainings were held: in the first phase, simple contents on rights, the concept of human rights and the typology of rights were prepared. A booklet was also produced that addresses gender issues, from the concept of role differentiation to gender violence and more, with distribution of an illustrative booklet on gender and rights. Kits of irrigation tools and seeds were also delivered.
- In order to increase women's empowerment activities and their ability to generate income, we asked the IFPELAC – Fundação Alberto Cassimo body to provide certified professional training courses, with legal value in the Mozambican state and criteria adequate to ILO standards . These courses saw the participation of 14 girls in total, including 7 members of the Casa das Raparigas de Namanjavira and 7 members of the Casas das Raparigas do Alto Benfica.

| Bajone Community Sanctuary



| Purpose:

The Bajone Community Sanctuary Project aims to develop an analytical document, complete with guidelines, for the establishment of a sanctuary area (art. 24 of the 2014 conservation law) with a no-fishing zone and a T.U.R.F. area, in the estuary of the Moniga river, in particular in the communities of Barrada, Gurae, Ilha de Idugo and in the locality of Nacuda.

| Activities:

- Strengthen and build capacity of local organizations for the implementation of the co-management framework;
- Raise awareness among local communities on the importance of conserving natural resources;
- Create a sanctuary area for the protection of the ecosystem of the Moniga river estuary.

| **Starting Date: 15/03/2023** | **End Date: 30/06/2024** | **Budget: 141.025, 00 €**

Partner:



SDGs:



| Results of 2023:

- We worked for the drafting of the analytical document complete with guidelines for the establishment of a sanctuary area with a no-fishing zone and a T.U.R.F. area, in the Moniga river estuary, in particular in the communities of Barrada, Gurae and Ilha de Idugo.
- COSV contributed to strengthening the capacities of an environmental association, affiliated to the UniLicungo University, with the aim of supporting natural resource co-management initiatives and presenting proposals to donors.
- During the course of 2023 we involved 30 people from the coastal villages of Zambezia, around Mocubela, in training regarding the sustainable management of natural resources and the conservation of biodiversity, with the assistance of the US government.
- Additionally, 2739 hectares of biologically significant areas have been subjected to treatments for better management of natural resources, following assistance from the US government.

| Boundaries of Growth



Unione
Buddhista
Italiana

| Purpose:

The “Boundaries of Growth” project aims to encourage marine repopulation and greater productivity of fishing activity in the locality of Nacuda, through the delimitation and co-management by the three Community Fisheries Councils (CCP) of Barrada , Gurae and Ilha de Idugo of two new fishing reserve areas, identified in collaboration with local authorities

| Activities:

- Delimit the area of fishing activity in the locality of Nacuda to allow the repopulation of marine fauna.
- Creation of Community Fisheries Councils which will deal with the co-management of fishing reserves.

| **Starting Date: 01/11/2023** | **End Date: 31/10/2024** | **Budget: 126.319,00 €**

SDGs:



| Results of 2023:

- Members of the Community Fisheries Councils of Barrada, Ilha de Idugo and Gurae have begun to develop the knowledge and skills needed to co-manage the fishing reserve areas of their district
- Work has started for the creation of a no-fishing zone and an area with exclusive rights for the local communities of the Moniga estuary.

| Our Privacy policy

EU Regulation 2016/679, which came into force on 25 May 2018, has profoundly innovated the management of people's data, forcing all organizations operating in the European Union to review their working methods.

The purposes are clear: to ensure that the data of natural persons, especially "sensitive" data, are protected and protected. The objective is to protect people, not only from the "intemperances" of call centers, but also from more dangerous and criminal uses of personal data: identity theft, the uncontrolled dissemination of sensitive personal data, computer scams, computer theft.

Therefore it is important for everyone, but especially for those who for work or for a voluntary service access people's sensitive data, to know the rules well and adopt all possible protection measures.

For this reason, COSV has included in the training path of its staff, also a session on Procedures for correct data processing, in addition to having complied with all the legal obligations. No incorrect behavior or complaints have been found so far.

Discover our data management regulations

Regolamento UE 2016/679

Procedure per un corretto trattamento dei dati

G D P R



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| Security

To adequately respond to the provisions of Italian legislation, COSV has equipped itself with a system that guarantees the health and safety of its operators, making use of a specialized external company. The planned «Risk assessment and improvement plan» document is continuously updated to adequately respond to the most diverse needs (e.g. the COVID pandemic). It should be noted that, given the configuration of its office and the roles of the office operators, the COSV has been included in the low risk band. All site operators obtained the training certificate, after having followed the required courses and having undergone the necessary medical examinations. Furthermore, after a specific course, the Workers' Safety Representative, the Fire Prevention Officer and the First Aid Officer were appointed. Although not mandatory by law, we have tried, as far as possible, to maintain an acceptable level of safety even in offices abroad, even if we often encounter a lack of local skills and equipment capable of maintaining the standard applied in Italy.

Security in the countries where we work

Much more important for the work that COSV carries out is the security of the "context". To achieve the highest possible level of protection for your operators it is necessary to have a safety "system" and not just formalized rules. This is the case of countries in situations of conflict or particular instability, in which International Organisations, the European Union or embassies have prepared alert or evacuation plans which must be adhered to. The COSV Secretariat registers all expatriates and operators even on short missions in the portal of the Ministry of Foreign Affairs and International Cooperation Where we are in the world, in the specific section dedicated to NGOs. Finally, COSV has adopted its own safety regulations. The protection of the health and well-being of its operators is of particular concern to COSV: in addition to respecting national collective agreements and taking out adequate insurance, a large part of the pre-departure training is dedicated to the topic of health. For this reason, a specific Manual has been prepared in collaboration with SISCOS and Link2007.

| Anticorruption Policy

COSV is committed to the fight against fraud and corruption. In particular, it uses every means to ensure that the resources at its disposal for the implementation of development cooperation and humanitarian aid activities, coming from public or private funds, are used to achieve the aims and objectives of the association. Acts contrary to this commitment are not permitted under any circumstances. Fraudulent behavior or attempted corruption, of which the organization becomes aware, and which refers to COSV resources, carried out by members of its own staff, partner organizations, suppliers or local or international public institutions will not be tolerated because:

- they divert resources intended for project beneficiaries;
- contribute to undermining the reference values and ethical content of public offices
- seriously damage the organisation's reputation, and in particular:
- undermine its credibility and reliability towards the stakeholders to which explicit reference is made in the code of ethics and conduct.

[Read our Anticorruption Policy](#)

CONTACTS



COSV

COOPERAZIONE PER LO SVILUPPO



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financial standing 2023

	31/12/2023	31/12/2022	difference
assets	11.411.029,93	16.263.676,30	-4.852.646,37
A) Credits with members for payment of shares			
B) Immobilizations	139.126,43	140.201,04	-1.074,61
I - Intangible assets	367,02	475,84	-108,82
7) Other			0,00
- Software	367,02	475,84	-108,82
II - Tangible assets	110.049,92	111.865,70	-1.815,78
3) Equipment			0,00
- furniture, machinery and Equipment	5.356,64	4.038,20	1.318,44
- (amortization fund)	-2.301,99	-1.315,40	-986,59
4) Other goods			
- motor vehicles	122.086,30	122.086,30	0,00
- (amortization fund)	-120.091,66	-117.944,03	-2.147,63
- Movable	105.000,63	105.000,63	0,00
III - Investments	28.709,49	27.859,50	849,99
1) Holdings	9.471,40	9.471,40	0,00
-- affiliated companies	4.500,00	4.500,00	0,00
-- other companies	4.971,40	4.971,40	0,00
2) Credits	19.238,09	18.388,10	849,99
- Deposits	19.238,09	18.388,10	849,99
3) Other shares	0,00	0,00	0,00
C) Current assets	11.271.903,50	16.123.475,26	-4.851.571,76
I - Stocks:			
II - Debtors:	10.044.311,40	13.456.836,32	3.412.524,92
3) Donors	10.019.517,18	13.433.011,63	-3.413.494,45
- within the financial period:			0,00
- beyond the financial period	10.019.517,18	13.433.011,63	-3.413.494,45
4) Privates	0,00	0,00	0,00
- within the financial period:			0,00
- beyond the financial period			0,00
6) to other non-profit entities	0,00	0,00	0,00
- within the financial period:			0,00
- beyond the financial period			0,00
8) Affiliated enterprises	0,00	0,00	0,00
- within the financial period:			0,00
- beyond the financial period			0,00
9) tax receivables	4.613,10	4.233,93	379,17
- within the financial period:			0,00
- beyond the financial period	4.613,10	4.233,93	379,17
10) Italian governemtn (5 per mille)	0,00	0,00	0,00
- within the financial period:			0,00
- beyond the financial period			0,00
11) Deferred tax	0,00	0,00	0,00
- within the financial period:		0,00	0,00
- beyond the financial period			0,00
12) Others	20.181,12	19.590,76	590,36
- within the financial period:	20.181,12	19.590,76	590,36
- beyond the financial period			0,00
III - Financial assets	527.631,03	1.154.978,82	-627.347,79
1) Holdings			0,00
2) Other shares			0,00
3) partner and other non-profit entities	527.631,03	1.154.978,82	-627.347,79
- Amounts owed by partner to be reported	527.631,03	1.154.978,82	-627.347,79
IV - Liquid availabilities	699.961,07	1.511.660,12	-811.699,05
1) Banking and postal deposits	468.572,57	1.157.474,00	-688.901,43
2) Cheques			0,00
3) Cash money and values	1.499,75	1.473,06	26,69
4) Banking deposits and cash values local units	189.567,34	300.857,14	-111.289,80
5) Field money transfer (to be reported)		0,00	0,00
6) Money transfer to local unit received following year	40.321,41	51.855,92	-11.534,51

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financial standing 2023

	31/12/2023	31/12/2022	difference
liabilities	11.411.029,93	16.263.676,30	-4.852.646,37
A) Net Patrimony	433.806,96	432.015,23	1.791,73
<i>I - Fund of the organization</i>			0,00
III - Available capital share	433.806,96	432.015,23	1.791,73
1) Result for the financial year	1.791,73	5.429,79	-3.638,06
2) Result for the previous financial year	432.015,23	426.585,44	5.429,79
3) Statutory reserves			0,00
B) Provision for liabilities and charges	352.544,24	352.544,24	0,00
3) Others	352.544,24	352.544,24	0,00
- Donors Financing Risk Fund	352.544,24	352.544,24	0,00
			0,00
C) Fund for employee Severance pay	105.880,72	120.791,18	-14.910,46
D) Creditors	10.464.461,85	15.318.214,02	-4.712.024,86
1) Bank loans	1.277.918,83	1.600.000,00	-322.081,17
- within the financial period:			
bank loan on donors'receivable	1.277.918,83	1.600.000,00	-322.081,17
- beyond the financial period			
medium term bank loan			0,00
2) Amounts owned to other donors	8.927.492,66	13.128.592,75	-4.059.372,78
- within the financial period:			
Other funds for projects	0,00	141.727,31	
- beyond the financial period			
Others	163.000,00	163.000,00	0,00
Donors	8.764.492,66	12.823.865,44	-4.059.372,78
6) Payments received on account			
7) Amounts owed to suppliers	174.838,40	522.155,21	-347.316,81
9) Tax debits	11.488,81	12.084,77	-595,96
10) Social security debits	16.555,18	10.714,56	5.840,62
11) Other debits (debts with other agencies)	90,38	0,00	90,38
12) Other creditors (staff, colaborator, ..)	56.077,59	44.666,73	11.410,86
E) Accruals and deferred income	54.336,16	40.111,62	14.224,54
Accruals and deferred income	54.336,16	40.111,62	14.224,54

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Managerial Statement - year 2023

charges	31/12/2023	31/12/2022	difference	proceeds	31/12/2023	31/12/2022	difference
A) Charges from principal activities	5.948.597,65	4.914.306,32	1.034.291,33	A) Proceeds from principal activities	5.893.059,63	4.859.035,99	1.034.023,64
1) Raw materials, consumables, goods	291423,09	911018,19	- 619.595,10	1) Membership fees	110,00	110,00	-
2) Services	3243580,57	1603714,27	1.639.866,30	2) Membership mutual activities	-	-	-
3) Possession of third parties' goods	138853,46	128706,84	10.146,62	3) Services and transfers to associates	-	-	-
4) Personnel	1899913,5	1783348,35	116.565,15	4) Donations	-	-	-
5) Amortization	0	0	-	5) 5x1000 contribution	1.069,67	1.390,93	- 321,26
6) Provision for risk	0	115000	- 115.000,00	6) contribution from Privates	-	-	-
7) Other management charges	374827,03	372518,67	2.308,36	7) Services and transfers to third parties	-	-	-
8) initial inventories	0	-	-	8) Contribution from public bodies	10.093,07	23.280,00	- 13.186,93
				9) From contracts with public bodies	5.829.859,46	4.738.025,43	1.091.834,03
				9.a) From contracts with privates	14.941,23	-	14.941,23
				9.b) Partners' contributions	36.710,60	85.856,48	- 49.145,88
				10) Other proceeds	275,60	10.373,15	- 10.097,55
				11) final inventories	-	-	-
B) Charges from secondary activities	-	-	-	B) Proceeds from secondary activities	-	-	-
1) Raw materials, consumables, goods	-	-	-	1) Services and transfers to associates	-	-	-
2) Services	-	-	-	2) contribution from Privates	-	-	-
3) Possession of third parties' goods	-	-	-	3) Services and transfers to third parties	-	-	-
4) Personnel	-	-	-	4) Contribution from public bodies	-	-	-
5) Amortization	-	-	-	5) From contracts with public bodies	-	-	-
6) Provision for risk	-	-	-	6) Other proceeds	-	-	-
7) Other management charges	-	-	-	11) final inventories	-	-	-
8) initial inventories	-	-	-				
C) Charges from Promotion and fundraising				C) Proceeds from fundraising			
D) Financial and patrimonial charges	96.613,22	176.211,41	- 79.598,19	D) Financial and patrimonial proceeds	53.808,52	226.013,31	- 172.204,79
1) with bank institutions	-	-	-	1) From banking deposits	-	-	-
1.a) Interest on banking loans	54.399,69	24.818,50	29.581,19	2) From other financial investments	-	-	-
1.a) bank charges	12.513,25	17.735,83	- 5.222,58	3)	-	-	-
2) On other loans	-	-	-	4) From other patrimonial goods	-	-	-
3) From building property	-	-	-	5) Other proceeds (exchange difference)	53.808,52	226.013,31	- 172.204,79
4) From other patrimonial goods	-	-	-				
5) Provision for risk	-	-	-				
6) Other charges (exchange difference)	29.700,28	133.657,08	- 103.956,80				
E) General support charges	335.969,58	356.617,73	- 20.648,15	E) General support proceeds	436.104,03	367.515,95	68.588,08
1) Raw materials, consumables, goods	7.303,91	3.295,63	4.008,28	1) Secondment of staff	-	-	-
2) Services	30.455,65	38.464,01	- 8.008,36	2) other General support proceeds	-	-	-
3) Possession of third parties' goods	52.691,57	46.824,57	5.867,00	2.a) Private funds	7.400,93	9.688,66	- 2.287,73
4) Personnel	235.217,29	260.292,07	- 25.074,78	2.b) Other revenues	-	-	-
5) Amortization	3.243,03	2.939,22	303,81	2.c) from Indirect cost	363.939,61	326.884,69	37.054,92
6) Provision for risk	-	-	-	2.d) HQ cost recovery	64.763,49	30.942,60	33.820,89
7) Other management charges	7.058,13	4.802,23	2.255,90				
8) initial inventories	-	-	-				
TOTAL CHARGES	6.381.180,45	5.447.135,46	934.044,99	TOTAL PROCEEDS	6.382.972,18	5.452.565,25	930.406,93
Positive managerial account	1.791,73	5.429,79		Negative managerial account			

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REPORT FROM THE BOARD OF AUDITORS
CLOSED AT 31st DECEMBER 2023

To the kind attention of the members of the assembly of COSV – “Coordinamento delle Organizzazioni per il Servizio Volontario”

The financial statements of COSV closed on the 31st December 2023, made up of the balance sheet, the income statement and the notes to the financial statements, has been voluntarily submitted to the Board of Auditors.

The examination was carried out in accordance with the established auditing standards referring to the correct accounting principles set out by the National Councils of Certified Public Accountants and Accounting Experts and, where lacking, by the relevant international professional bodies, and in compliance with the document entitled "The independent control in non-profit entities and the professional contribution of the Certified Public Accountant and Accounting Expert" adopted on 16 February 2011 by the National Council of Certified Public Accountants and Accounting Experts, as well as subsequent revisions or additions.

The financial statements present for comparative purposes the values of the previous financial year. The aforementioned financial statements as a whole have been drawn up clearly and give a true and fair view of the financial position and results of operations of COSV - Coordinamento delle Organizzazioni per il Servizio Volontario, for the financial year as at 31 December 2023, in accordance with correct accounting principles.

The auditing body certifies that the social budget 2023 has been prepared in accordance with the guidelines under Article 14 of Legislative Decree 117/2017.

Milan, June 13, 2024

The Auditor

