



# EUROPEAN WOMEN SHAREHOLDERS DEMAND GENDER EQUALITY

[www.ewsdge.eu](http://www.ewsdge.eu)

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Federal Ministry for  
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Women and Youth



**SACHSEN-ANHALT**  
Ministerium für  
Justiz und Gleichstellung

**FINNCHAM**

# BACKGROUND

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Mechtild Düsing  
lawyer and notary, Münster, Germany

## Simple, but brilliant idea!

“The Supervisory and Executive Boards of companies consisted almost  
**exclusively of men**”

The German Federal Companies Act says:

it is sufficient to hold **one single share** in order to make use of the shareholder’s right to information on company–related matters in the annual general meeting (AGM).

So the next step was to:

question the Board in order **to improve the representation of women on their boards.**



# CONCEPT

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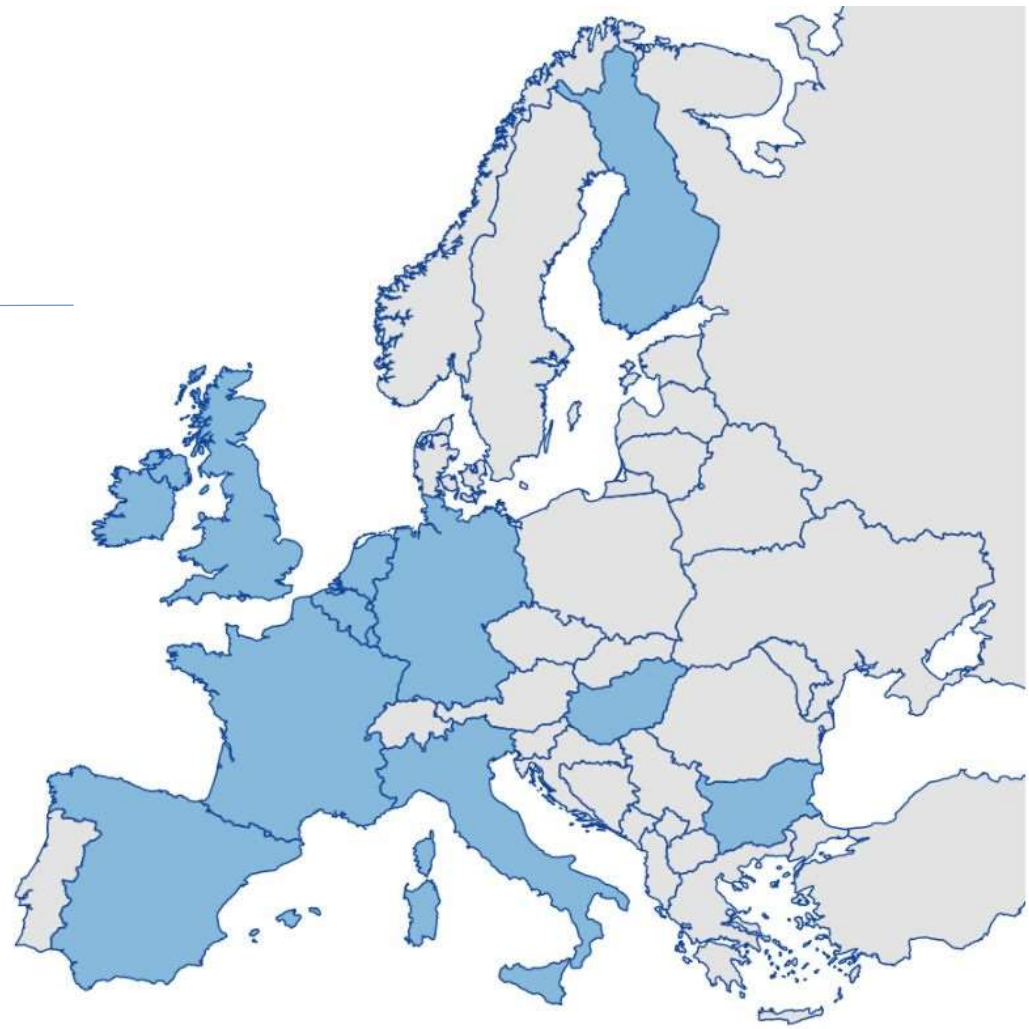
The objectives of the project are to:

- develop public awareness, strategies and measurements **for more women to be represented in economic decision-making positions** in the EU member states,
- demand gender equality by **exercising the right to information** with regard to actions taken concerning the absence or underrepresentation of women on Supervisory and/or Managing Boards and in other leadership positions,
- **put companies under pressure** concerning the representation of women in management positions.



# PROJECT PARTNERS

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**FINNCHAM**



# NATIONAL COORDINATORS

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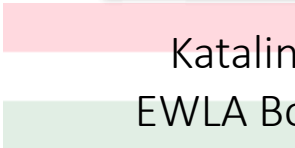
Jackie JONES  
EWLA President



Myriam VAN VARENBERGH  
EWLA Treasurer



Nathalie LEROY  
EWLA Board Member



Katalin PRANDLER  
EWLA Board Member



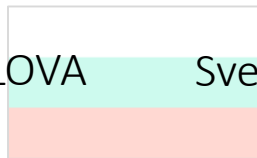
# NATIONAL COORDINATORS

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Kamelia ANGELOVA

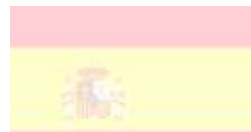
Svetlana GANEVA



EWLA BULGARIA



Leena LINNAINMAA  
EWLA Former President



Katharina MILLER



# NATIONAL COORDINATORS

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Sylvia CLEFF LE DIVELLEC

EWLA Member



Manuela CAVALLO



Birgit KERSTEN

EWLA Member



# EUROPEAN STATISTICS

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- In EU-28, 20.2 % of board members of the largest listed companies registered in the EU (614 companies covered) are women.
- The situation in the participating Member States of the EWSDGE project is as follows:

FR	32,4 %	BE	22,4 %
FI	29,2 %	BG	16,6 %
NL	24,9 %	ES	16,9 %
DE	24,4 %	HU	11,8 %
IT	24,1 %	LU	11,7 %
		IE	10,9 %

- On EU-average women represent 11.8 % of executives and 18.8% of non executives. 3.3% of CEOs are women.





# QUOTA REGULATION

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The Situation of the quota regulation is in the participating Member States of the EWSDGE not standardized:

- There is no quota regulation in FI, UK, BG, HU and IE.
- In FR there is a quota regulation in place. Until 2017 there should be 40% women executives and non-executives in listed and non-listed large companies
- In NL there is a regulated target of 30% in the executive boards and supervisory boards of large companies with a “comply or explain” mechanism.
- In BE Quotas are in place, but only for state-owned companies (35% for supervisory boards by 2018).



# QUOTA REGULATION

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- Also IT has quotas in place: 33% by 2015 for listed companies and state-owned-companies, applicable to management boards and supervisory boards (i.e. executives and non-executives).
- In ES a 30 % quota for women on Spanish boards is planned as of 2016.
- In DE quotas are in place from 2016 – 30% strict quota for supervisory boards of the listed companies that are subject to parity codetermination; a flexible quota to be defined by the company for the others.



# WOMEN IN EXECUTIVE POSITIONS-RESULTS

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- **Overly modest objectives** for more women on supervisory boards
- The higher the management level, the lower the proportion of women
- **Inadequate publication of women-related data** in the management reviews
- Too few women on appointment committees
- **Insufficient evaluation** of personnel development programs
- Bonus system incentive rarely used
- No communications strategy for corporate evolution
- **No economic calculations** for more women in executive positions



# EUROPE MATTERS FOR WOMEN

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- The **women-on-board proposal** (COM(2012) 614, 14.11.2012) that has the goal of reaching a 40 percent threshold of women among non-executive directors/ Supervisory Board members by 2020 for private listed companies.
- **Directive 2014/95/EU** on disclosure of non-financial and diversity information by large companies and groups



# ACTIVITY ROUND UP



3 months



11 EU countries



More than  
70 AGMs visits of

EURO  
STOXX  
50

BUX

SOFIX

FTSE  
100



# ATMOSPHERE DURING THE AGMs

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# CONTACT

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## EUROPEAN WOMEN SHAREHOLDERS DEMAND GENDER EQUALITY

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*"That's an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it."*

