



## Solutions in different countries

*Examples and benchmarking*

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## European network of women in decision-making in politics and the economy

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European network set to boost women in power

*Female decision-makers from around Europe will today meet for the launch of a new EU-level network of women in power. The group aims to promote women in decision-making positions in politics and the economy across Europe. The inaugural meeting will be opened by Equal Opportunities Commissioner Vladimír Špidla and by Zita Gurmai, Vice-Chairwoman of the European Parliament's Committee on Women's Rights and Gender Equality. Commission Vice-President Margot Wallström and Budget Commissioner Dalia Grybauskaitė will join the network for a discussion over lunch.*



## Overcoming obstacles for women in decision-making in corporations

Countries are choosing their own models:

- Private initiatives and joint public/private initiatives, like charters, websites
- Corporate governance codes (Finland)
- Legislation (Norway, Spain, France)

## Key elements of Norway's approach

- History of quota-setting
- Initiative of Minister of Trade and Industry
- Legislation part of Companies' Act
- Violations carry penalties
- Preparatory activities and involvement

## Key elements of Finland's approach

- Comply or explain principle
- Applicable to listed companies
- Gender-neutral
- Linked to competency of individuals and teams

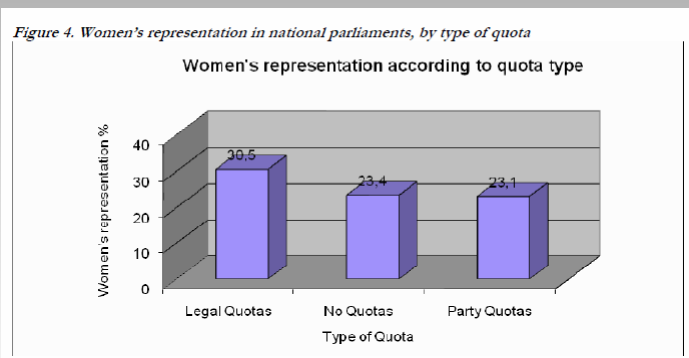
### Recommendation 9 – Number, composition and competence of the directors

The number of the directors and the composition of the board shall make it possible for the board to discharge its duties in an efficient manner. The composition shall take into account the needs of the company operations and the development stage of the company. A person to be elected to the board shall have the qualifications required by the duties and the possibility to devote a sufficient amount of time to the work. Both genders shall be represented on the board.

## Companies' policies

- Diversity and inclusion framework
- Mentoring programs
- In-company women's networks (Employee Resource Groups)
- Intra-company networks
- External activities

## Legal quotas more effective than party quotas



Source: European Parliament study, Sept 2008

Table 1. Women's representation in national parliaments in the EU/EEA countries: level of representation, quota type and electoral system (lower house or unicameral parliament)

Country	Women's representation (latest election)	Type of quota	Electoral system
<b>Above 40%</b>			
Sweden	47.3% (2006)	Party quotas	List PR
Finland	42.0% (2007)	No quotas	List PR
<b>30-39%</b>			
Norway	37.9% (2005)	Party quotas	List PR
Denmark	37.4% (2007)	No quotas	List PR
Netherlands	36.7% (2006)	Party quotas	List PR
Belgium	36.7% (2007)	Legislated quotas	List PR
Spain	36.3% (2008)	Legislated quotas	List PR
Austria	32.2% (2006)	Party quotas	List PR
Germany	31.8% (2005)	Party quotas	MMP
Iceland	31.7% (2007)	Party quotas	List PR
<b>20-29%</b>			
Liechtenstein	24.0% (2005)	No quotas	List PR
Estonia	23.8% (2007)	No quotas	List PR
Portugal	21.3% (2005)	Legislated quotas	List PR
Italy	21.1% (2008)	Party quotas	List PR
Bulgaria	20.8% (2005)	No quotas	List PR
Lithuania	20.6% (2004)	Party quotas	Parallel
Poland	20.4% (2007)	Party quotas	List PR
Luxembourg	20.0% (2004)	Party quotas	List PR
<b>10-19%</b>			
United Kingdom	19.8% (2005)	Party quotas	FPTP
Latvia	19.0% (2006)	No quotas	List PR
France	18.5% (2007)	Legislated quotas	TRS
Greece	16.0% (2007)	Party quotas	List PR
Slovakia	16.0% (2006)	No quotas	List PR
Czech Republic	15.5% (2006)	Party quotas	List PR
Cyprus	14.6% (2006)	No quotas	List PR
Ireland	13.3% (2007)	No quotas	STV
Slovenia	12.2% (2004)	Legislated quotas	List PR
Romania	11.5% (2004)	Party quotas	List PR
Hungary	10.4% (2006)	Party quotas	MMP
<b>Below 10%</b>			
Malta	8.7% (2008)	Party quotas	List PR

Source: European Parliament study, Sept 2008