



**The Social and Economic Council
(SER) of the Netherlands
CESALC, 19 – 21 February 2020
Danielle Haenen**



Gender Equality

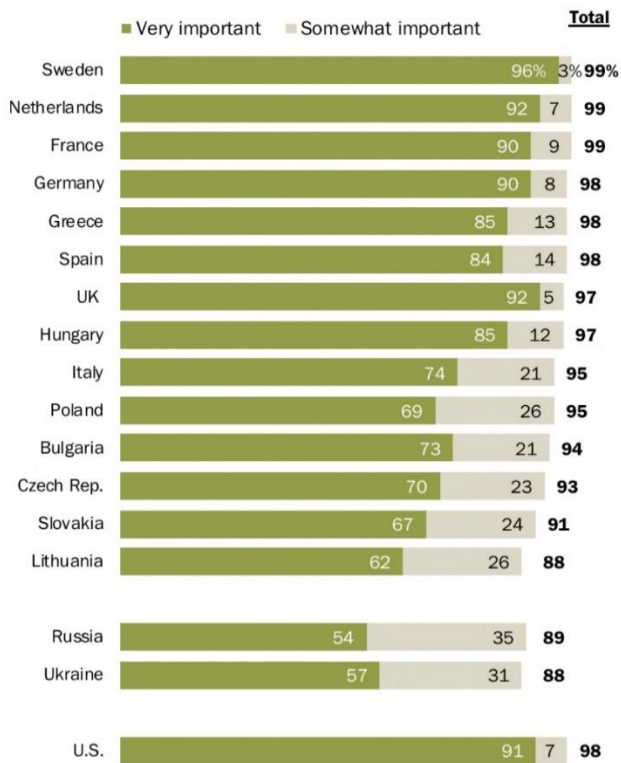
20 February 2020, 10.30 - 11.00

Widespread belief, facts



Widespread belief that gender equality is important

% who say it is ___ that women have the same rights as men in their country

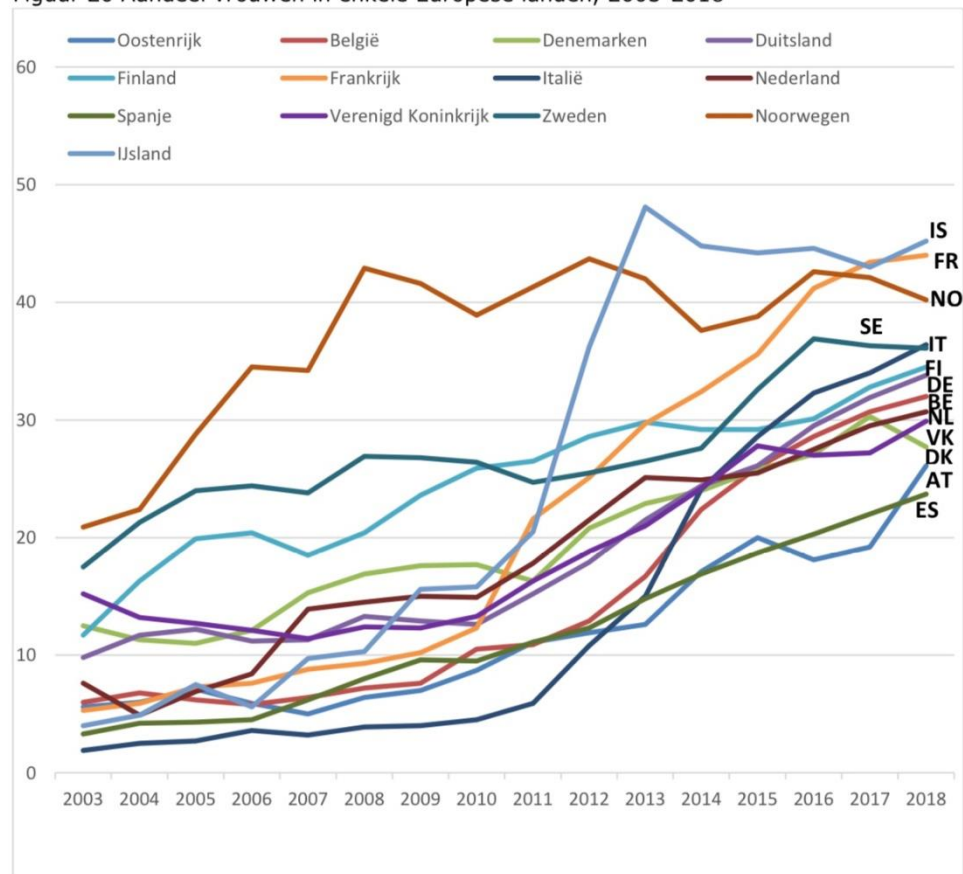


Source: Spring 2019 Global Attitudes Survey, Q55c.

PEW RESEARCH CENTER

Women and men in Decision Making

Figuur 20 Aandeel vrouwen in enkele Europese landen, 2003-2018

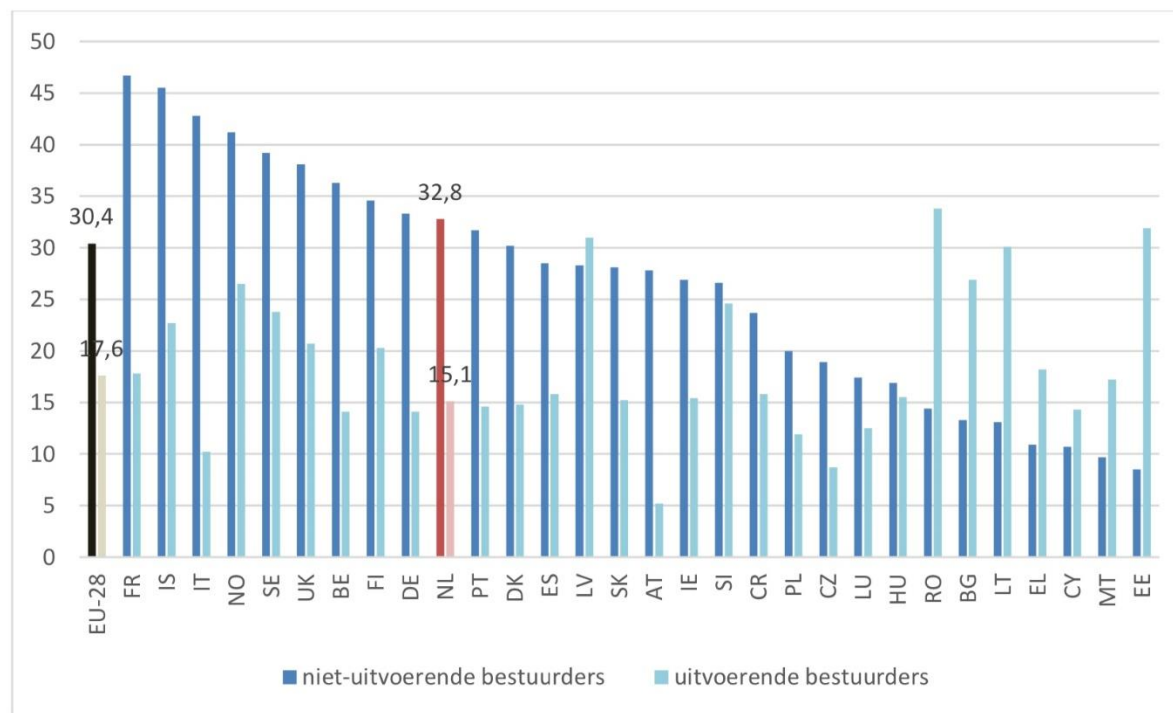


Bron: EIGE Database Women and Men in Decision Making, december 2018

Little progress

- The Netherlands has fewer women in management positions than many other European countries
- Non-western migration background
- The Netherlands has a good track record on gender equality in many respects
- When it comes to the world of work, however, a gender gap is visible.

Figuur 9 Aandeel vrouwen onder uitvoerende (RvB) en niet-uitvoerende (RvC) bestuurders in de top in Europa; EU-28, Noorwegen en IJsland, 2019^a



Bron: EIGE Database Women and Men in Decision Making, april 2019

^aBedrijven: de grootste beursgenoteerde ondernemingen (max. 50); voor Nederland gaan de gegevens over 19 van de top 24 beursgenoteerde ondernemingen (AEX).

Gender and culture diversity



Gender diversity

- Since 2013 large Dutch companies have been obliged by government to appoint women to at least 30 percent of the seats on their management and supervisory boards
- Only about one out of twelve of the companies is managing to meet this target

Culture diversity

- Total population of more than 17 million
- 2,2 million people have an migration background (more than twice as many as twenty years ago).

Questions for the Council



The Government has asked the Council to advise on the obstacles to greater cultural and gender diversity in Dutch corporate boardrooms.

The Government has also asked the Council to recommend how best to remove these obstacles and to identify the success factors of companies that have achieved diversity in the boardroom.

Obstacles to gender & cultural diversity



An inclusion labour market means the Council wants to see more women and people with a non-western migration background in employment, including in boardroom positions.

Obstacles to gender diversity:

- Labour market position: 7 out of 10 women work part-time
- Organisational culture: creating opportunities for women
- Lack of social capital: women often have less experience in executive positions than men.

Obstacles to cultural diversity:

- Labour market position and society
- Organisational culture
- Personal factors

How to increase diversity

- Reduce inequality in education and job market
- Improve opportunities to combine working, learning and care tasks
- The role of companies and organisations
- More gender diversity in senior management and the boardroom



Recommendations



- The Council would like to see the introduction of a 30 percent quota for both women and men, to be complemented in stages.
- If a man is appointed to a vacancy on a supervisory board where less than 30 percent of the seats are occupied by women, the appointment would be declared invalid and the vacancy would remain open (the 'empty' seat principle).
- The Government has asked the Council to advise on the obstacles to greater cultural and gender diversity in Dutch corporate boardrooms.
- Government will implement it!