DIVERSITY IN BOARDS A PRECONDITION OF SUSTAINABLE GOVERNANCE AND ITS IMPORTANCE FOR THE 'GREEN DEAL'

– Gender equality as main value of the EU has to be put into practice.
– Companies with more diverse boards perform better than those with less diversity.
– Capital markets call for more diversity in company boards.
– Representation of women in boards varies largely between countries in the EU as well as between executive and non-executive boards.
– Although some progress has been made when it comes to the representation of women in supervisory boards, the representation of women in executive boards remains very low.
– Representation of employees in supervisory boards led to more women in supervisory boards even before the gender quota became obligatory in Germany.
– Next to a positive influence on non-executive board members, companies with board level representation are more likely to have women in the executive board.
– European regulation regarding the obligatory representation of women in boards could lift the representation of women in boards in all European member states to a higher level.
– With quotas less than 50% there is the danger to establish new glass ceilings.
– This is why dynamic quotas should be the goal in order to establish full parity.

If you have further questions, do not hesitate to contact us?

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