

# Mary Honeyball MEP

## Improving gender balance: government initiatives



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# Introduction

- Current situation across the EU
- The case for gender diversity – political, social and economic
- Gender equality is not just a problem for industry



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# Quotas – what works?



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# France

- Copé Zimmerman law, 2011
- Phased target of 20% then 40% by 2017
- Since 2014 applies to all companies with 250+ employees



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# Iceland

- Since 2010, all companies with 50+ employees must have 40% of each gender
- 46% women on boards
- No penalties



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# Italy

- Previously one of the lowest proportions in Europe at just 6%
- Now at 19%
- Strict sanctions including fines



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# The UK

- The Davies Review target of 25%
- Possibility of legally binding measures
- Range of sanctions would be available
- Other inequalities



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# EU Directive on Women on Boards



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# Quotas – are they enough?

- We need to address the root causes of underrepresentation
- Other policy measures must also be adopted to enlarge the talent pipeline



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# Family policies

- Childcare
- Parental Leave
- Flexible working



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# Conclusions and discussion



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