



# Achieving gender equality on corporate boardrooms

Brussels 14 May 2019



# EIGE's Gender Statistics Database



National data



is a one-stop source  
for gender statistics  
and information  
on various aspects of  
(in)equality between  
women and men



# EIGE's Gender Statistics Database

**EU policies and strategies**



**Thematic areas**



**Beijing Platform for Action**



**Gender Equality Index**



**Women and men in decision making**



**Gender-based violence**



Data cover main  
gender-related topics

You can browse the database  
using six predefined entry  
points or search function.

# The purpose

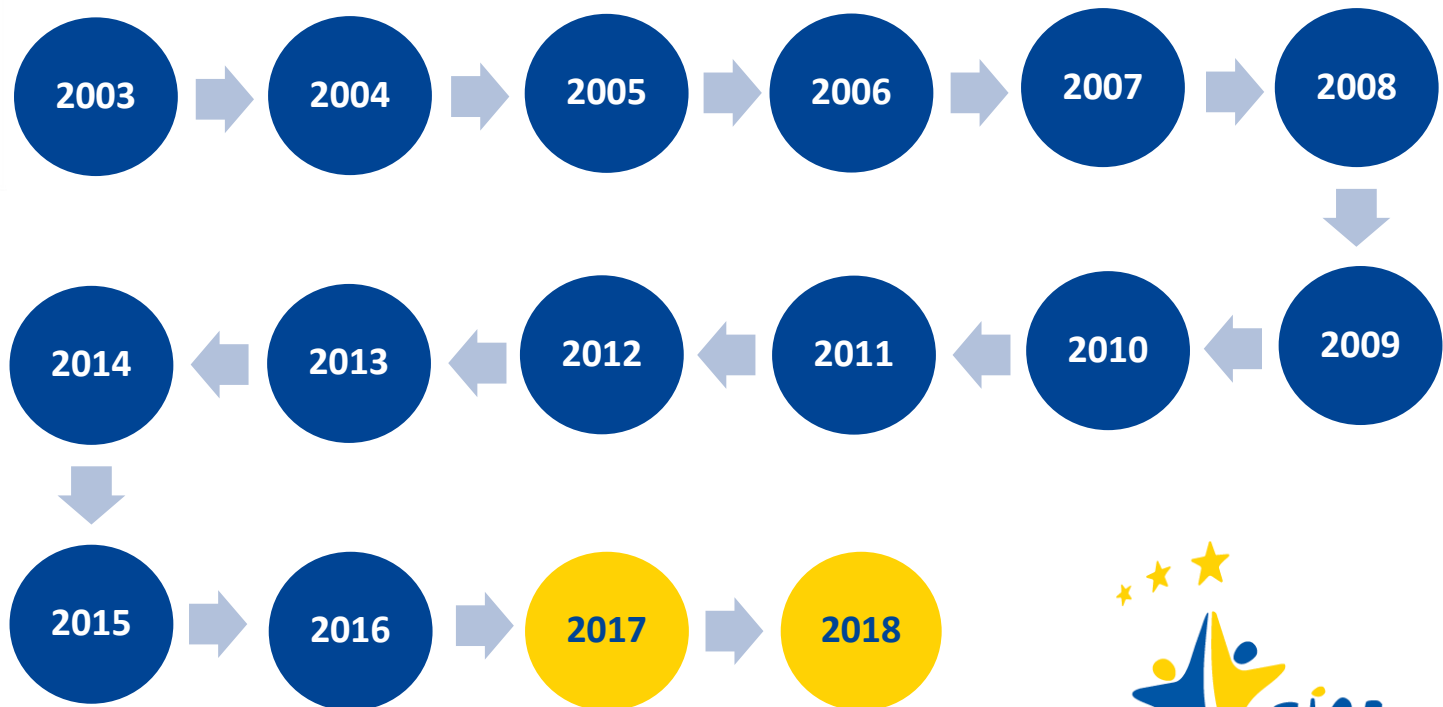


**1 OVERVIEW**  
Provide a broad overview  
of statistics on gender.

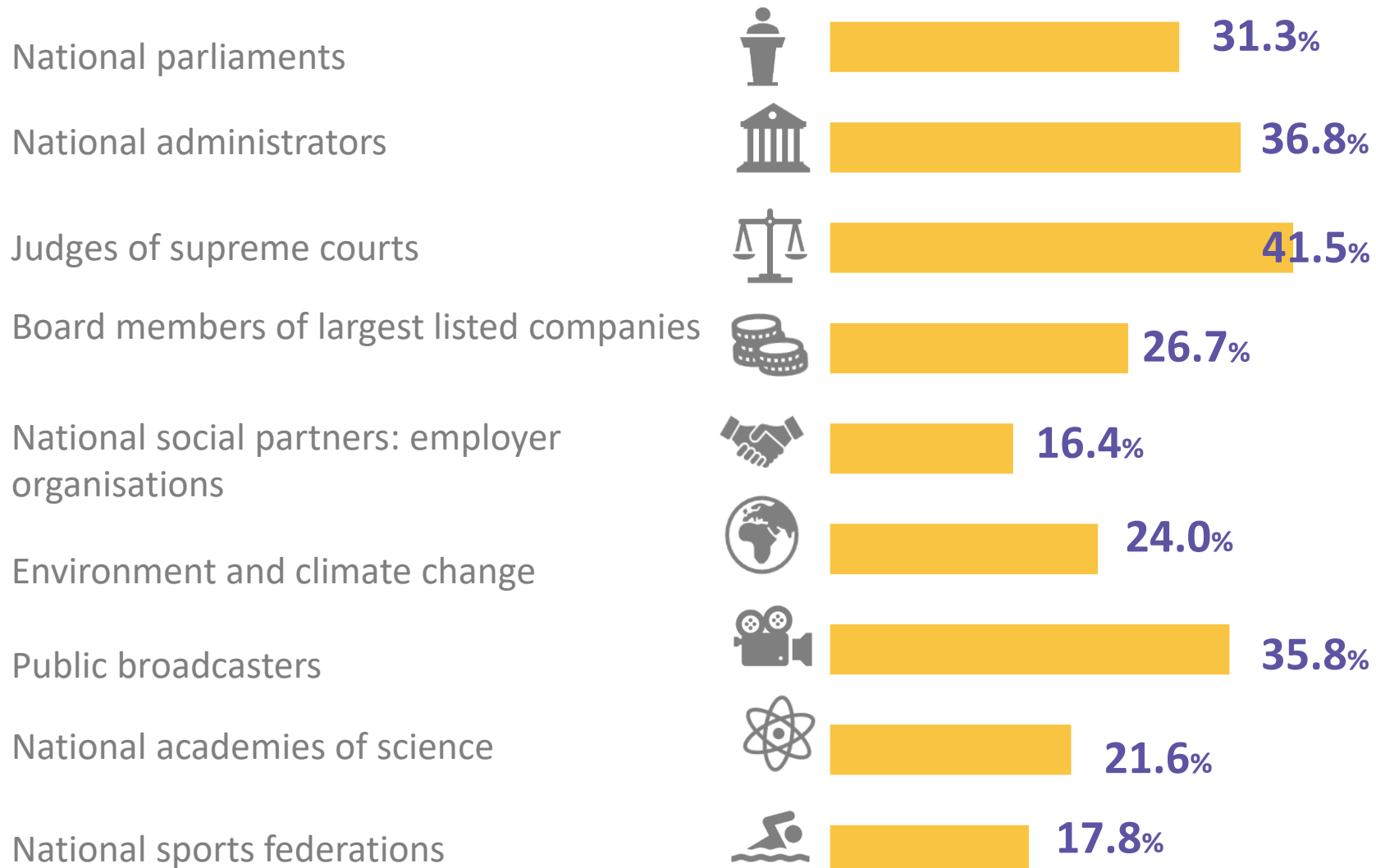
**2 MONITOR**  
Monitor whether equality  
is being achieved.

**3 INFORM**  
Provide information to support  
policy making process.

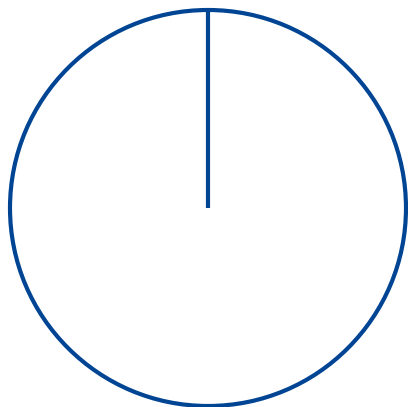
# EIGE is now the primary source of data on decision-making in the EU



# Women in decision-making



# How often are data on women and men in decision-making updated?



**Annually**  
Most data



**Biannually**  
Data on large  
companies



**Quarterly**  
Data on national  
and European  
politics

# Largest listed companies

## Positions covered



### **Board members:**

- President: Chairperson
- Board members: All members of the highest decision-making body

### **Executives and non-executives:**

- Executives: Senior executives in the two highest decision-making bodies in a company.
- Non-executives: Non-executive members of the two highest decision-making bodies in a company, also including employee representatives
- CEOs: Chief Executive Officer or equivalent position.



# How many women and men are in corporate boardrooms?



Women account for just over a quarter of board members in the EU Member States – 27.7%

**FR**

Only Member State above 40% women at board level

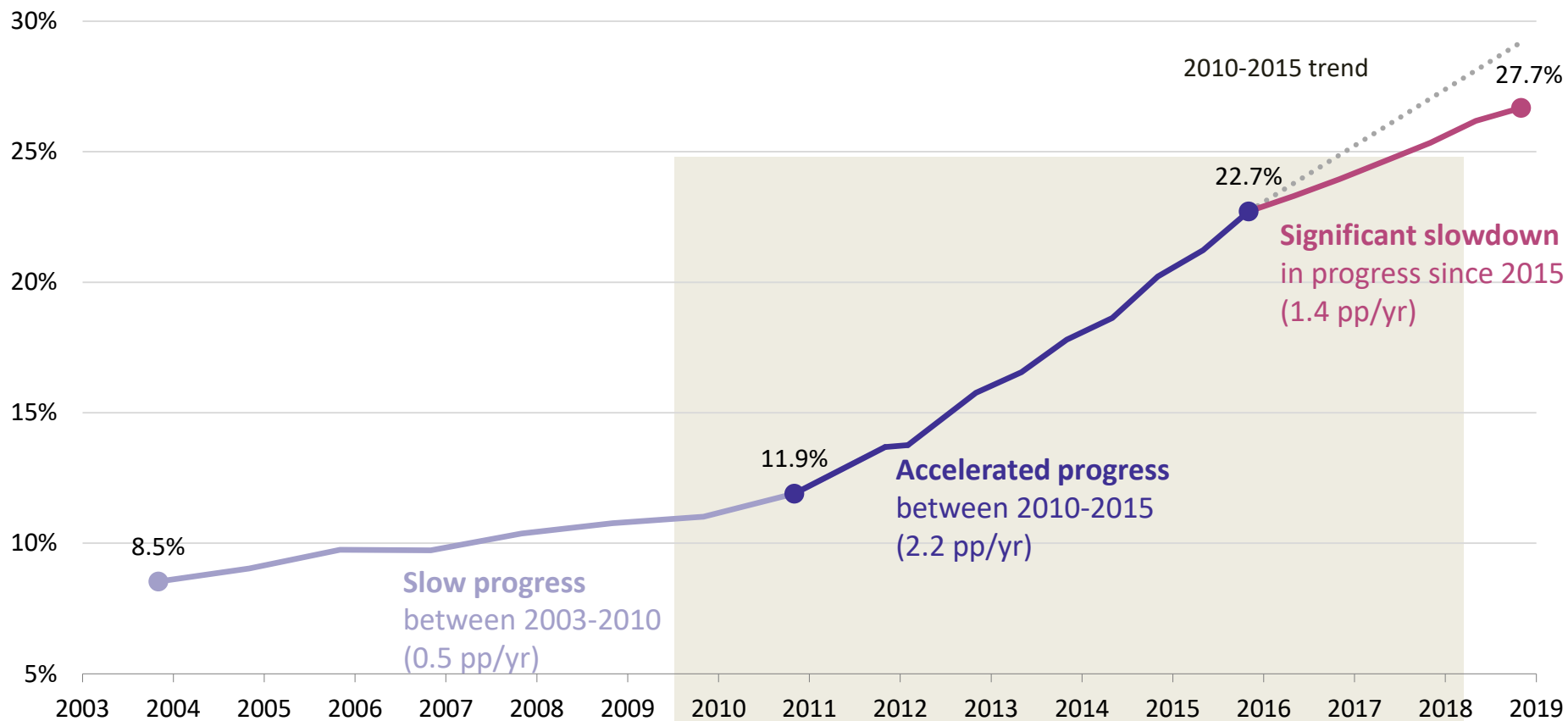
**IT; SE; FI;  
BE; DE**

At least a third of board members are women

**MT; EE; LT**

Less than 10% of board members are women

# Another 9 years to achieve gender balance in boardrooms



Source: EIGE's Gender Statistics Database (2019)

# Women on company boards

11.9%

2010

27.7%

2019

Share of women on the boards of large companies across the EU **has more than doubled** since October 2010

Source: EIGE's Gender Statistics Database (2019)

# What could bring change?

**Legislative  
action**

BE

IT

PT

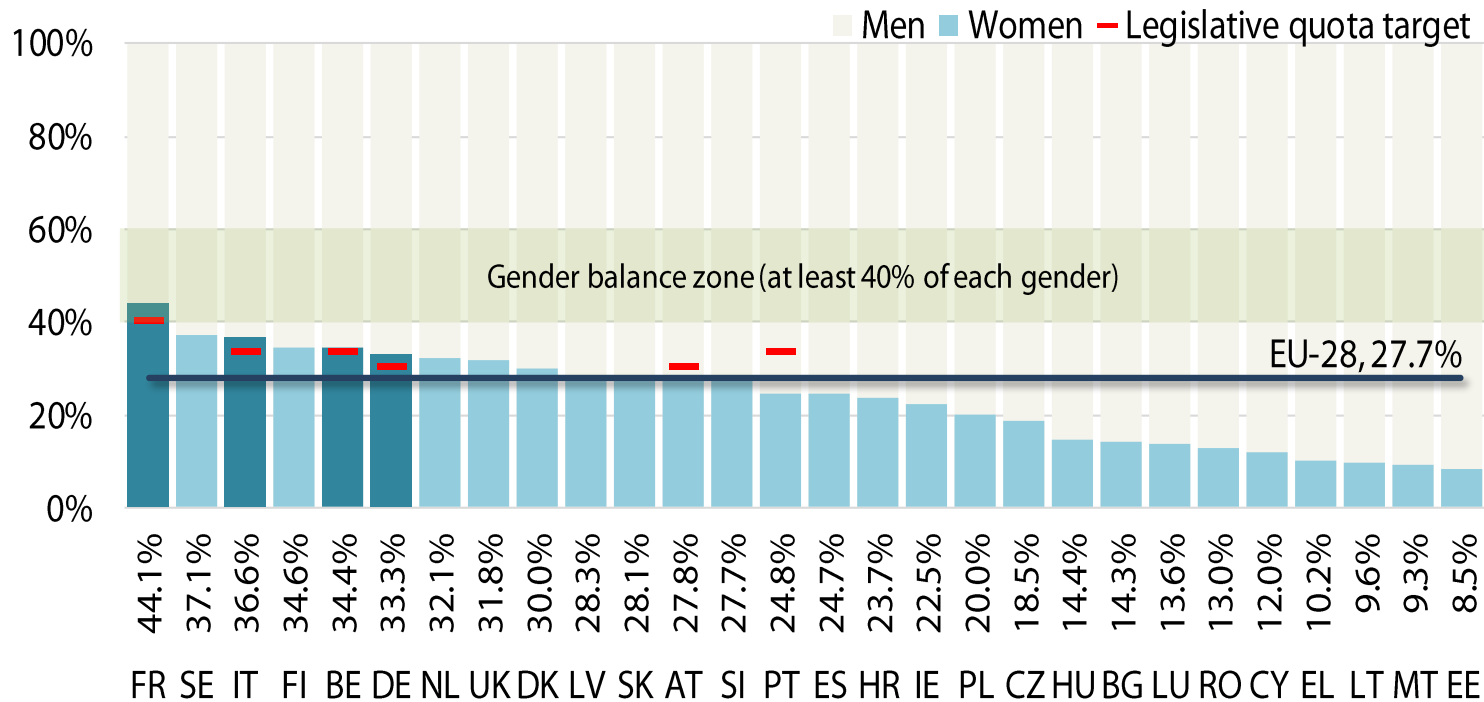
DE

AT

FR

Out of the six EU Member States that have introduced legislative gender quotas, **four fulfilled the respective targets** in boardrooms.

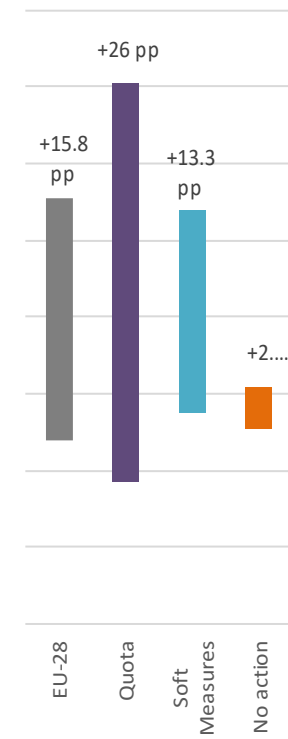
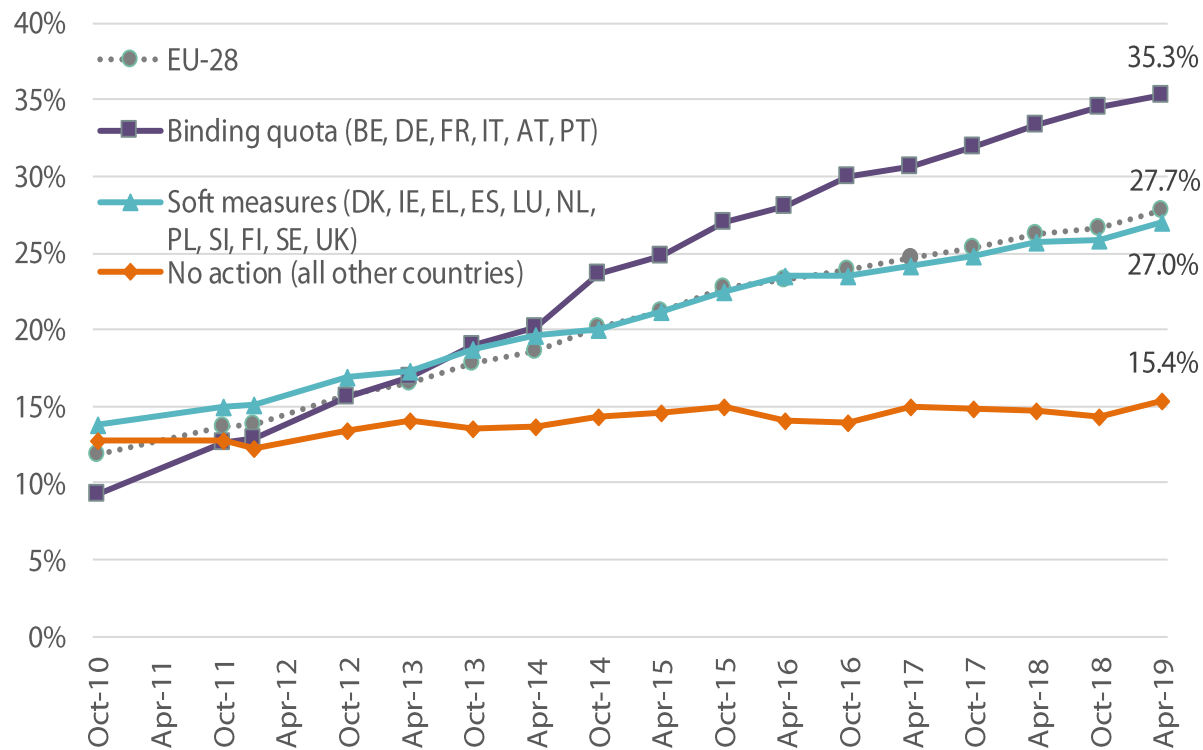
# What could bring change?



Legislative gender quota targets: FR (40%), BE, IT & PT (33%), DE & AT (30%)

Source: EIGE's Gender Statistics Database (April/2019)

# Legislative and other government action drives progress



Source: European Institute for Gender Equality, Gender Statistics Database (April/2019)

## Data show that

- The differences between action and inaction is striking.
- Countries that have contributed the most have achieved their legislative targets (FR, IT, DE).
- Change required in Member States with no-action.

# Fewer women executives than non-executives

**30.3%**

Share of women in non-executives in the EU

**17.5%**

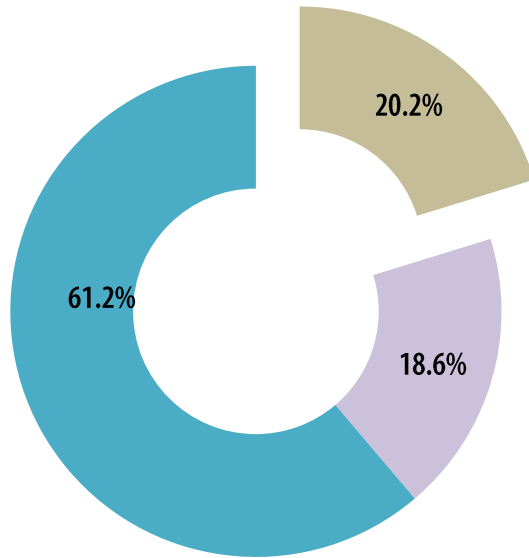
Member State senior executives are **women**

Sources: EIGE's Gender Statistics Database, April/2019



# What's holding us back?

## Non-executives

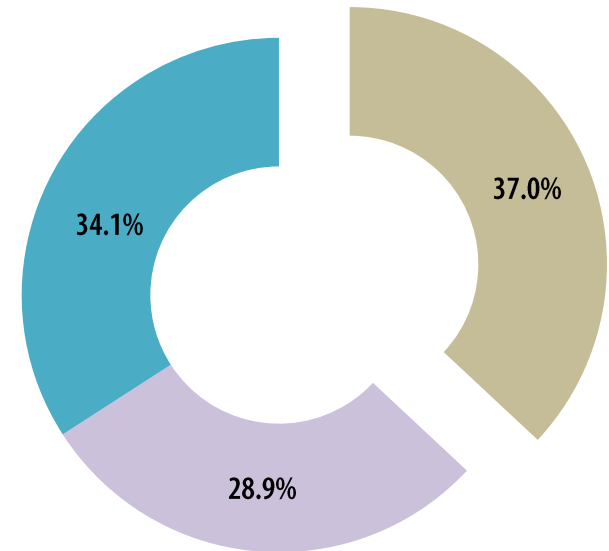


**366** companies with more than 1 woman non-executive

**121** companies with all-male non-executives

**111** companies with 1 woman non-executive

## Executives

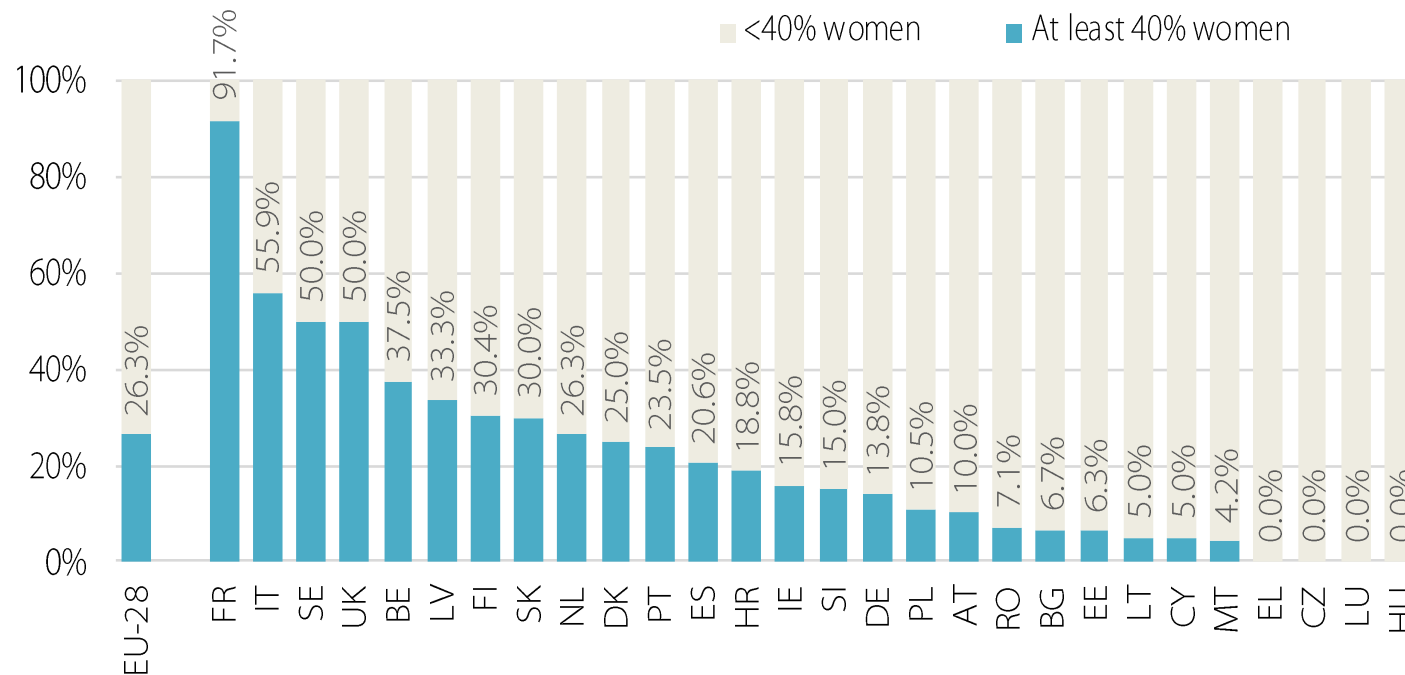


**204** companies with more than 1 woman executive

**221** companies without a woman executive

**173** companies with 1 woman

# Less than a quarter of companies meet the Commission's 40% target



Source: EIGE's Gender Statistics Database, April/2019

# Less than 1 in 10 companies has a female chair or CEO

**7.2%**

**Women occupying board  
chair**

**7.0%**

**Of CEOs are women**

# EIGE's research shows

**Gender equality has strong, positive impacts on Gross Domestic Product (GDP) per capita which grow over time.**

# World-wide research

Companies with **higher representation of women at the most senior levels deliver better** organizational and financial performance and achieve higher returns.

Source: Citywire Alpha Female 2018



# Let's talk

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**Gedimino pr. 16,  
LT-01103 Vilnius,  
Lithuania**