



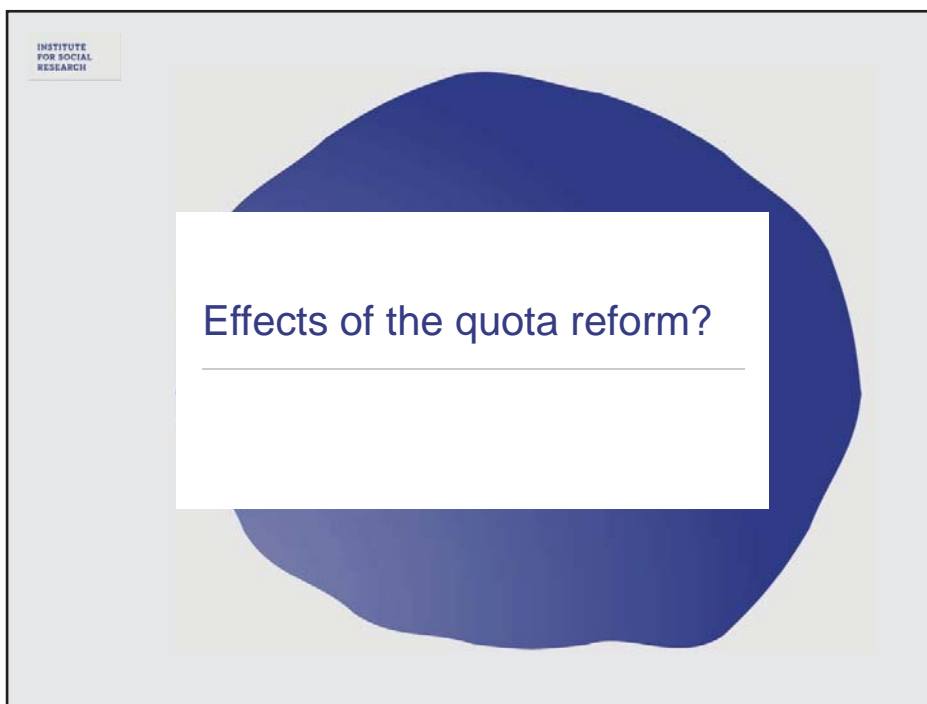
Gender quota legislation demands at least 40 percent of each gender represented on company board

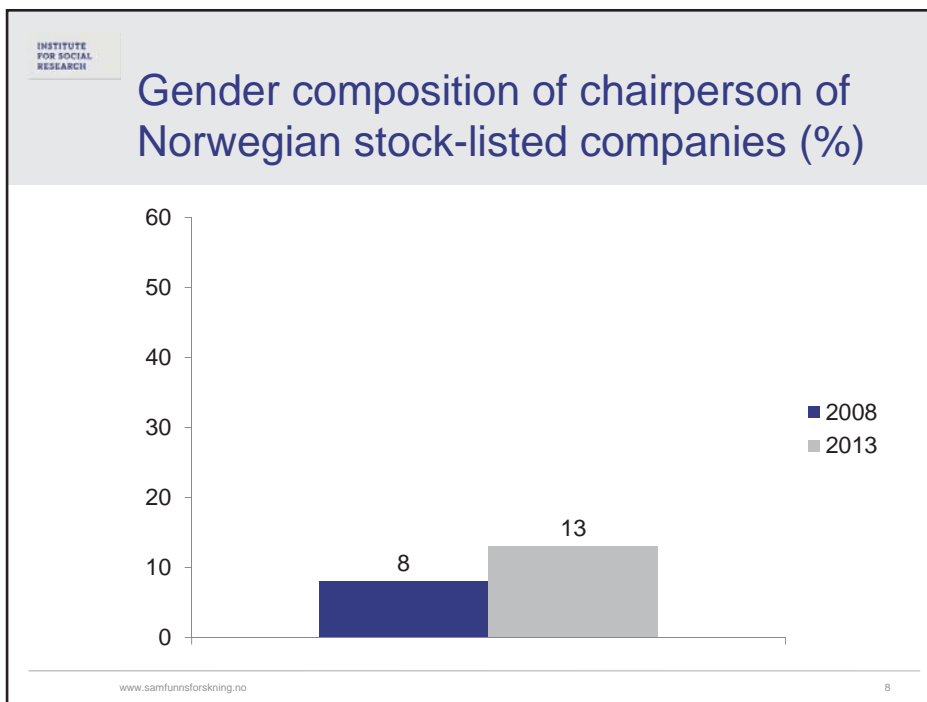
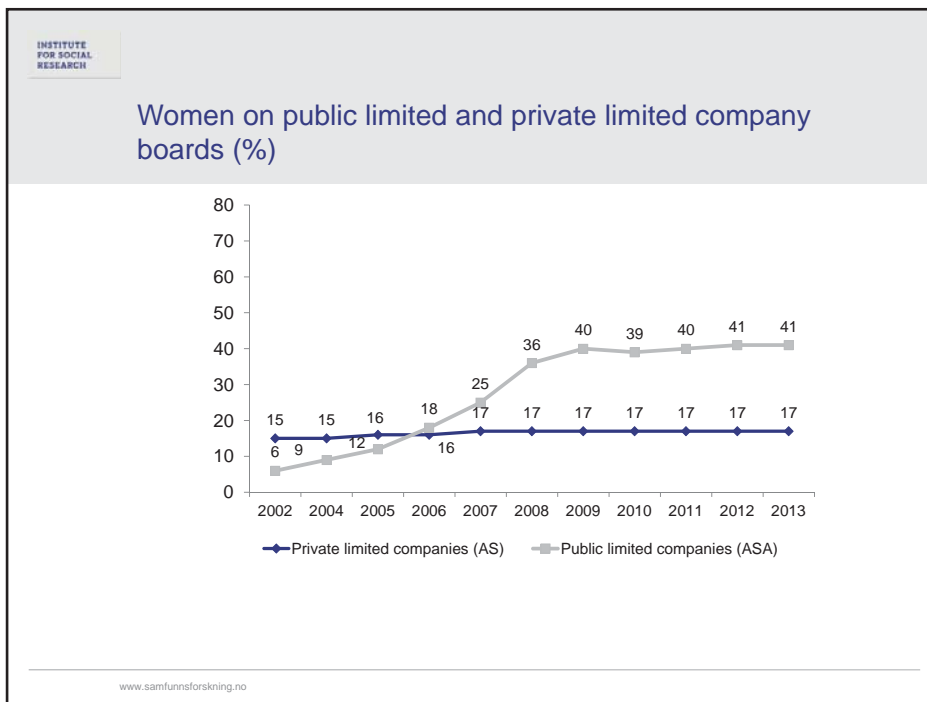
The quota legislation applies for:

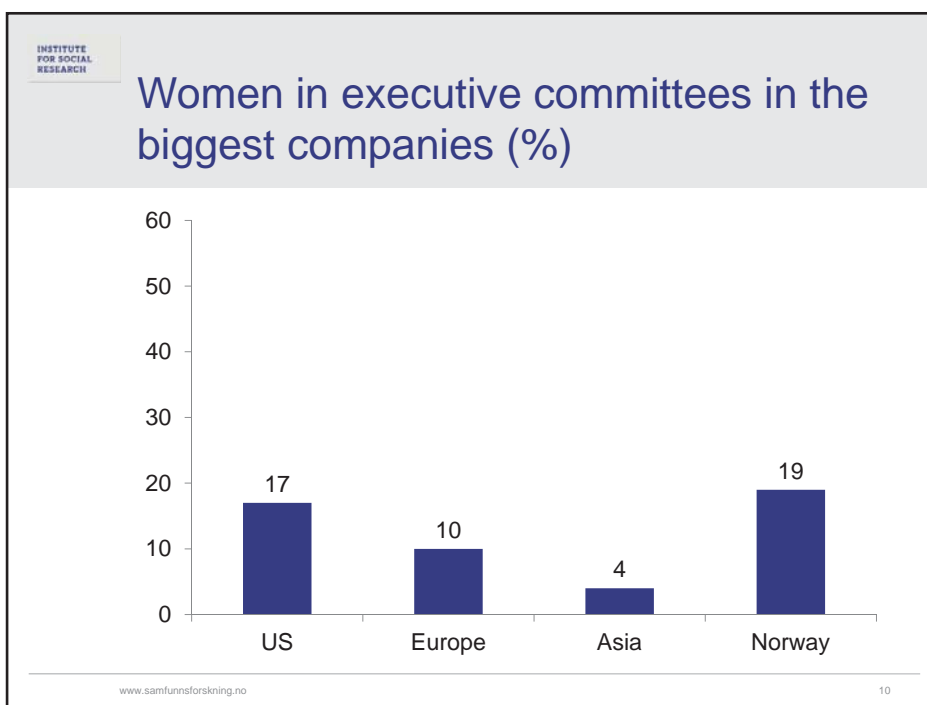
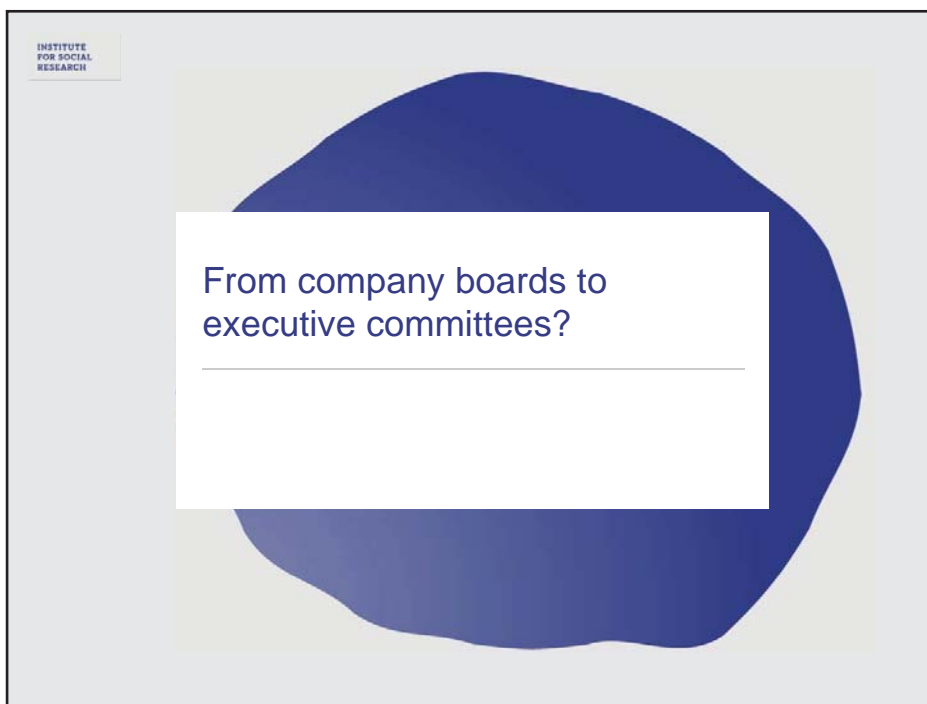
- Public limited companies (stock-listed) (2008)
- Inter-municipal companies (2004)
- State owned companies (2004)
- Municipal companies (2009)
- Co-operative companies (2009)

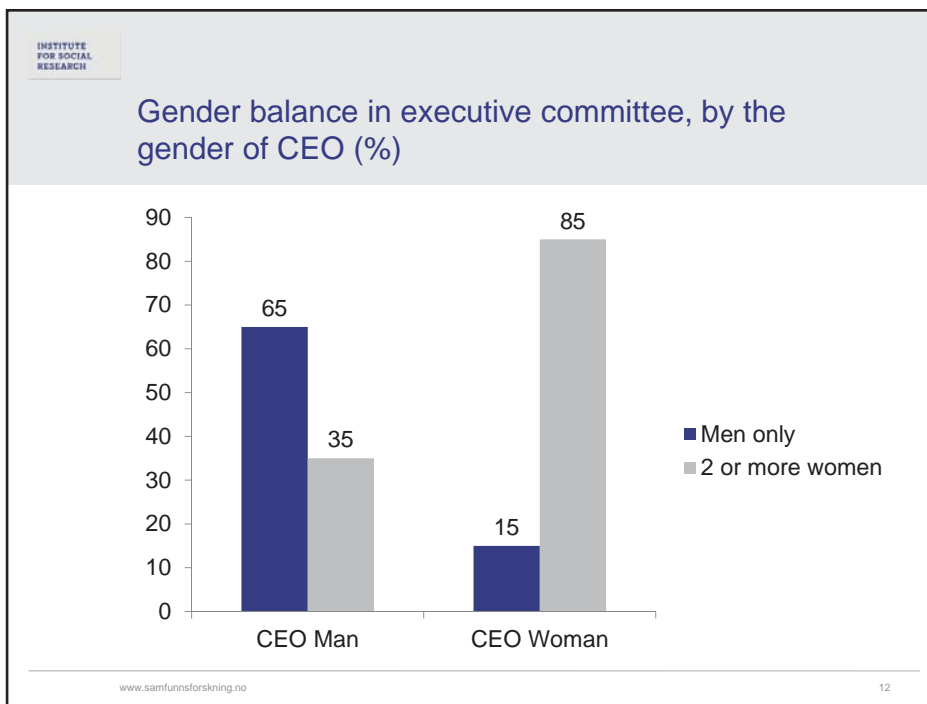
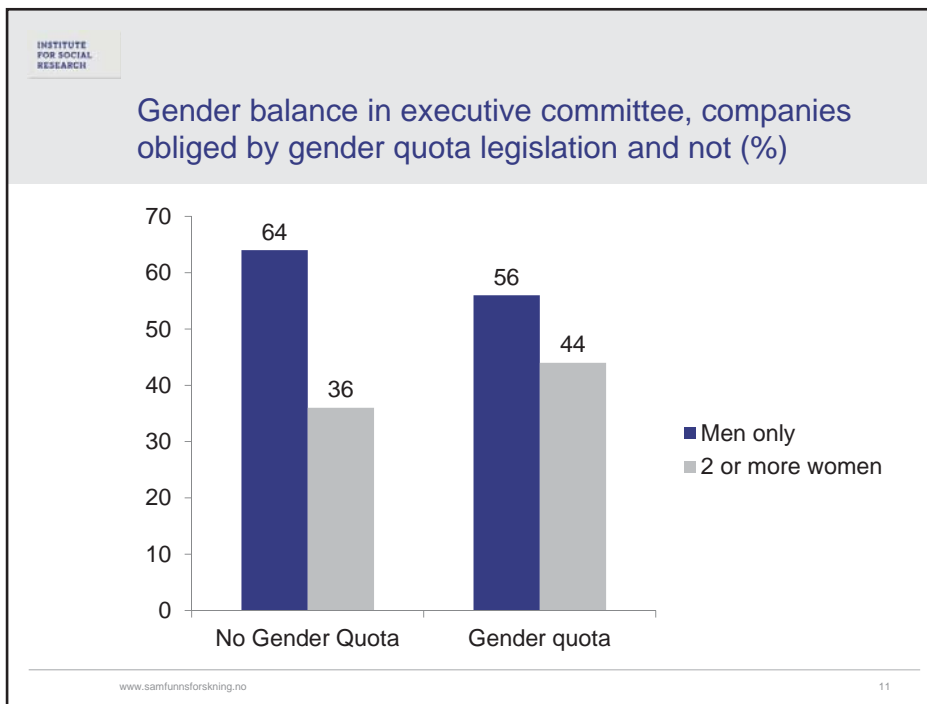
Why introduce gender quotas?

- Because of the disparity between gender equality achievements within some fields of decision-making (political) and persistent male dominance within economic decision-making
- Because the quota instrument is a continuation of regulations of gender balance in public commissions (policy tradition)
- Because quota procedures produce results









Conclusion

- Gender quotas have been successful in achieving gender balance in corporate boards
- Spill-over effects are modest –
 - Little change on company boards not applying to quota
 - Moderate, but positive change in gender balance in executive committees
- International effects significant
 - Legislation is spreading
 - Gender balance is improving

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