

**Question for written answer E-000445/2016  
to the Council**

Rule 130

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Subject: 2020 gender equality objective for company management in the EU

In those countries in the EU where mandatory quotas have been introduced for women in management in companies, including penalties for those that do not comply, this has resulted in an exponential rise in gender equality. Norway has moved from 3 % in 2013, when laws were brought in, to 40 % nowadays. In France figures have risen from 20 % in 2011 to 32 % now and Italy has moved from 5 % to 26 % in less than four years. Similar results have been seen in countries such as Belgium, the Netherlands and Sweden.

When quotas are not compulsory and nor are there any penalties, as is the case in Spain, figures for women in management stagnate at around 17 %.

Bearing in mind that Parliament has approved the objective of women being in 40 % of management positions by 2020, that the Women on Board Directive is currently blocked, and that the Treaties give the EU powers to act to eradicate this discrimination (Articles 19, 153 and 157 of the Treaty on the Functioning of the European Union), could the Council answer the following questions:

1. What plans are there in the current policy agenda to ensure this objective is achieved, taking the successful model in the countries mentioned as a guide?
2. Will the Dutch Presidency tackle the problem of unblocking the Women on Board Directive in line with the recommendations of the Luxembourg Presidency?