

Könskvotering i bolagstyrelser – What's the problem?

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Gender quotas or no gender quotas, that's *not* the question.

- Frågan är
 - Vilken diagnos av problemet?
 - Vilket mål?
 - Vilken strategi, vilken typ kvotering?

Diagnosen

1. Om allt i samhället var fair, ingen diskriminering, ingen medveten eller omedveten bias mot kvinnor och minoriteter

- I så fall behövs kvotering inte som strategi

2. Rekruttering till bolagsstyrelser inom slutna nätverk, old boys' networks, "Rip-Rap-Rup effekten"

3. Könskvotering bryter inte med principen om 'merits', utan är ett sätt att säkra rekruttering efter meriter.

- "Gender quotas is a way to do justice"

(Carol Bacchi, Australian political scientist)

Defining gender quotas

- Gender quotas is an affirmative action measure to *rapidly* change an *unwanted* inequality – in terms of numbers or percentages
- – can be for women or gender neutral
- Quota regulations directly target the descriptive/numerical under-representation of women or other groups.
- Gender quotas may have indirect effects on women's *substantive representation* (changing policies) and on the *symbolic representation* of women (perception of women in politics, feeling represented).

Not discrimination of men

- The CEDAW convention, 1979:
- "Adoption by State Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention"
- Könsneutral kvotering, min-max för båda könen.
- Tx minst 40 % av båda könen i norske privata och offentliga bolagsstyrelser.
- Gender balance – 40-60 eller 45-55.

Gender quotas a global trend

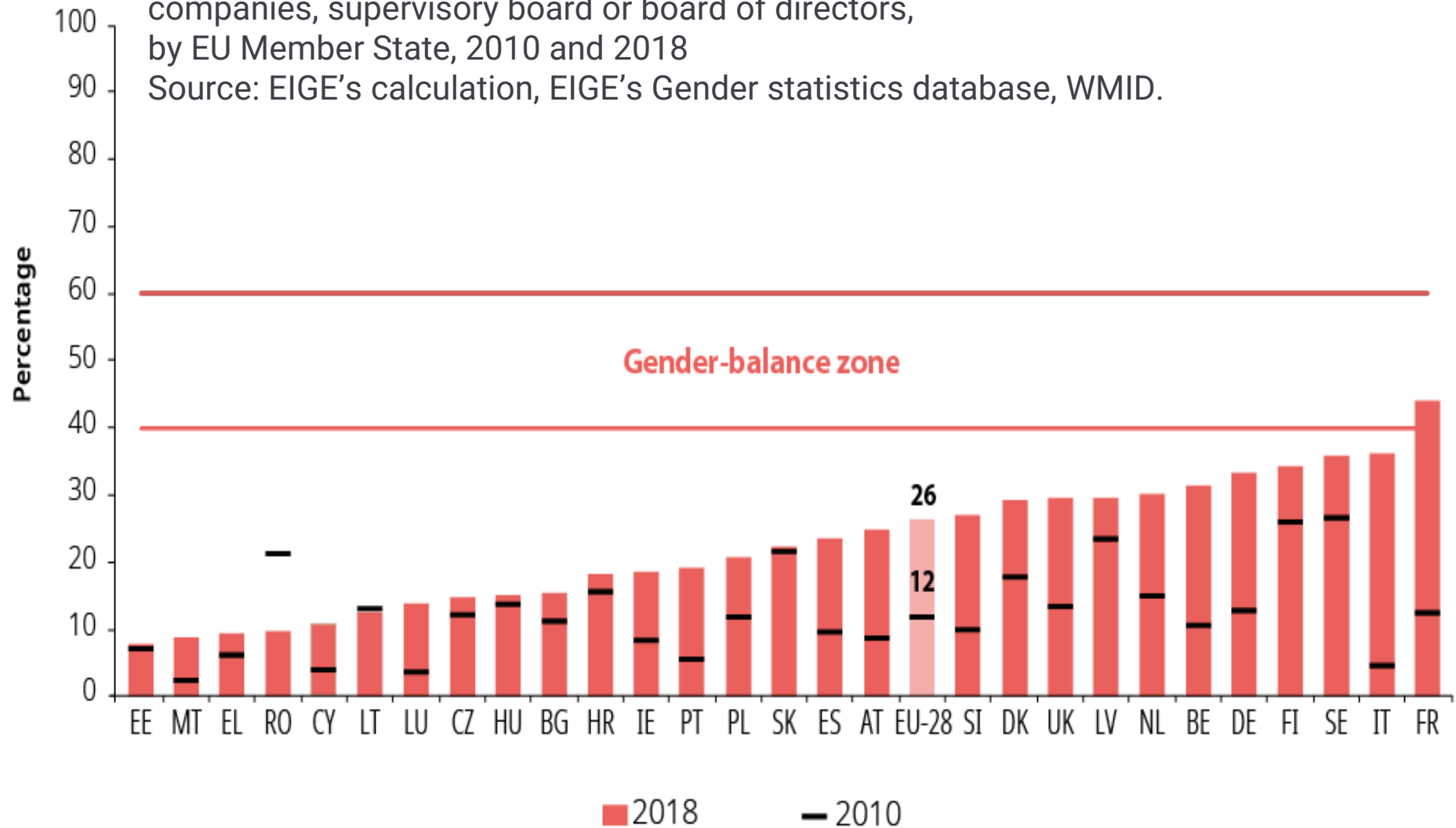
A controversial, yet popular strategy

- In 2/3 of the countries in the world, gender quotas are in use in politics.
- A spill-over from politics to other arenas of public decision-making:
 - - gender quotas in business (corporate quotas)
 - - in public administration, e.g. public commissions

Norden sedan 1980-90 talet: krav om könsbalance i statsliga myndigheters styrelser och kommissioner.

Figure 27: Percentage share of women on the boards of the largest quoted companies, supervisory board or board of directors, by EU Member State, 2010 and 2018

Source: EIGE's calculation, EIGE's Gender statistics database, WMID.



New EU-directive on “Women on Board”

- The Directive sets a target for EU companies *listed on the EU stock exchanges* to accelerate the reach of better gender balance.
- It sets a share of 40% of the underrepresented sex among non-executive directors and 33% among all directors.
- These companies must ensure that board appointments procedures are *clear and transparent*, and that applicants are assessed objectively based on their individual merits, irrespective of gender.
- *Krav om målsättning, men inget krav om implementering av målen (soft quotas).*
- *Undantag, om ett land redan har > 40% eller är gott på väg.*

What is most effective

- 1. Strong/hard quotas by law - with legal sanctions
- 2. Soft/weak quotas by law - without legal sanctions
- 3. Non-legal voluntary measures

Type of TSM: Arena:	Hard TSMs by law, including sanctions	Soft TSMs by law, no sanctions	Non-legal TSMs	Target range
Elections for parliament, regional and local councils	Candidate quotas or reserved seats quotas; legal sanctions	Candidate quotas without sanctions for non- compliance	Party quotas for electoral lists and internal party organs	15-50%
Public and/or private companies	Corporate quotas with sanctions, e.g. financial penalties or dissolution	Targets and recommendations. 'comply or explain'	Corporate codes. No sanctions, but awards or public shaming	From 'One woman' to 50% on company boards

Source: Drude Dahlerup: Temporary Special Measures, incl. Gender Quotas – types, usage, and effects. Expert report for UN Women. Nov.2021
<https://www.unwomen.org/en/csw/csw65-2021/preparations/expert-group-meeting>

Critical feminist voices: Gender quotas are not 'Transformative'?

- *"Gender quotas only target the symptoms of women's under-representation, not the causes"*
- My answer: breaking the norms and praxis of male-dominance is a transformation in its own right, but can also be a means.
- We see clear effect on the *descriptive*/numerical representation of women, if the rules are ambitious and the implementation effective.
- We find indirect effects on the *substantive* (*policy changes*) and *symbolic* representation of women.
- Feminism is no coup d'état! It is hard daily work!