



Federal Ministry
of Justice and
Consumer Protection

Gender Balance in Current German Legislation

Act on Equal Participation of Women and Men in Leading Positions in the Private Sector and in the Public Service





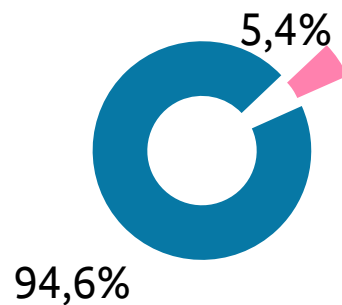
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1. Background

Percentage of Women Involved in Top-Level Business in the 200 Largest Enterprises in Germany (2014)

Executive boards



Supervisory boards



■ Men
■ Women



2. Overview of the New National Act

The act rests on three pillars:

Gender Quota

- 30 %
- supervisory boards of the biggest companies

Objectives to be set for

- supervisory boards
- boards of directors
- top management levels

Rules for Federal Public Service

- to be amended to correspond with regulations for private sector

3. Gender Quota in Supervisory Boards

30% Gender Quota	affects representatives of shareholders and employees alike
Scope of Application	stock listed and fully co-determined companies (approx. 100 companies)
Temporal Scope	1 st January 2016 whenever vacancies have to be filled
Legal Consequences	in the event of violations reserved seats will remain empty (so-called “empty chair sanction”)

4. Objectives to be Set

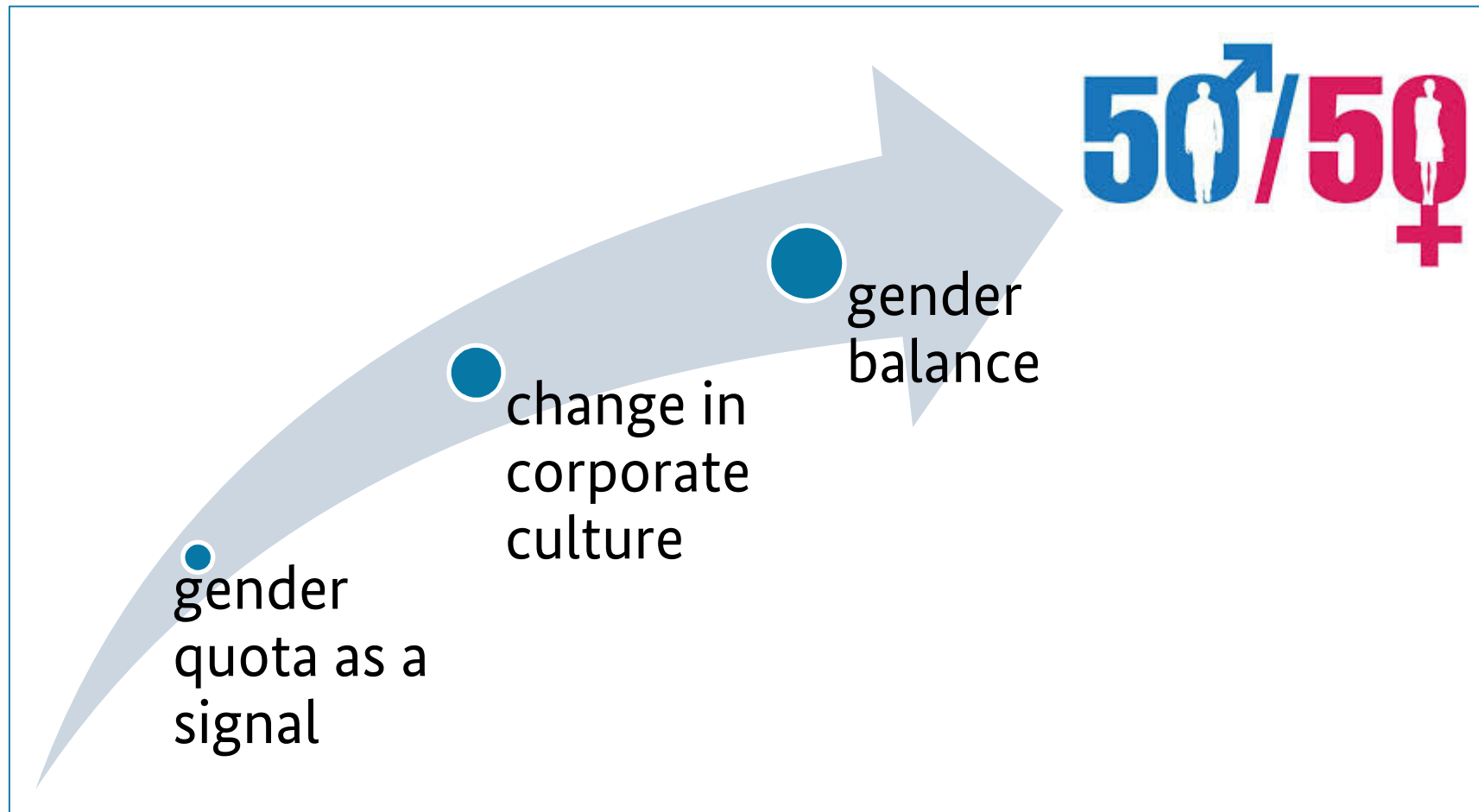
Content of Obligation

- Companies have to
 - (1) set **target numbers** for the percentage of women in supervisory bodies and management levels,
 - (2) set **deadlines** for attaining the target numbers,
 - (3) **publish** target numbers and deadlines in annual situation reports and
 - (4) **report** about successful performance or respectively about the reasons for non-achievement.
- Target numbers are defined by the companies themselves. Deadlines shall not exceed five years.

4. Objectives to be Set

Affected Boards	supervisory boards, boards of directors and two management levels below the board of directors
Scope of Application	stock listed or co-determined companies (approx. 3.500 companies)
Legal Consequences	<ul style="list-style-type: none">• no legal consequences in cases where target numbers are not achieved• companies that fail to define target numbers and deadlines or to report results may be fined

5. Expectations



Thank you for your attention!

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