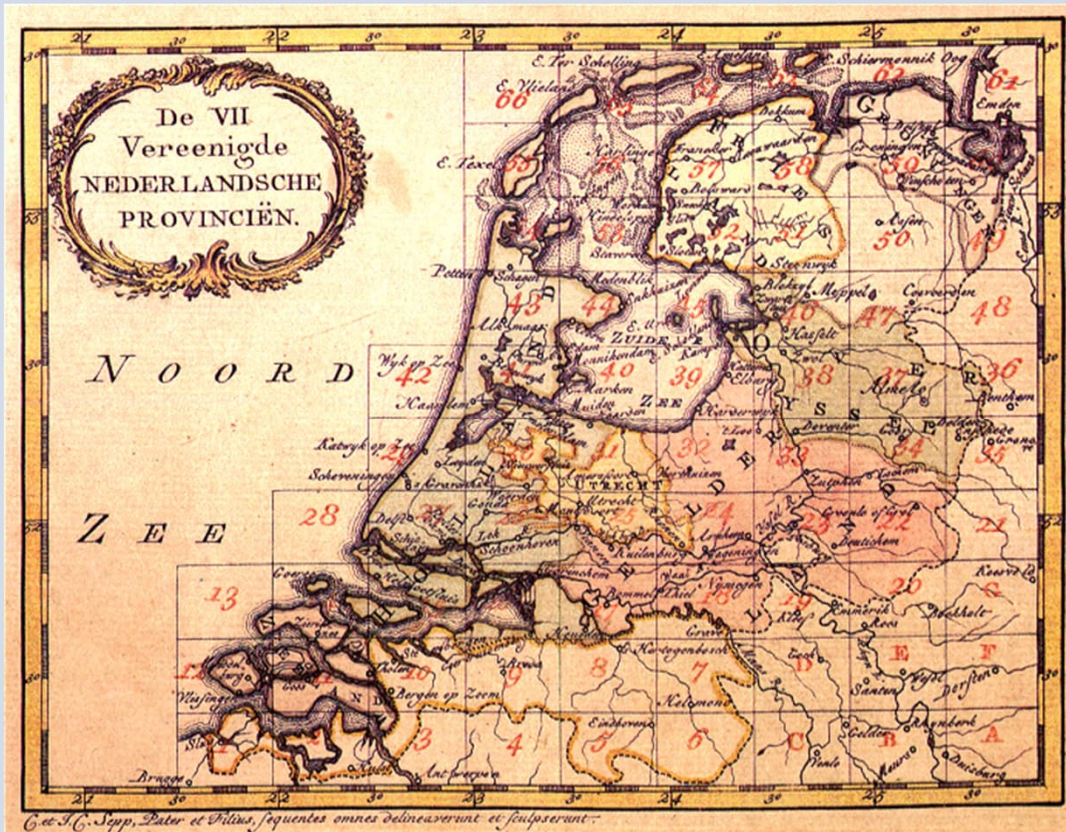


SER

Social and Economic Council of the Netherlands - SER



The Dutch consultation economy



- Rooted in a long tradition of cooperation and consultation
- An inclusive approach for 1,000 years now (Jan Luiten van Zanden)

Dutch consultation economy on 3 levels

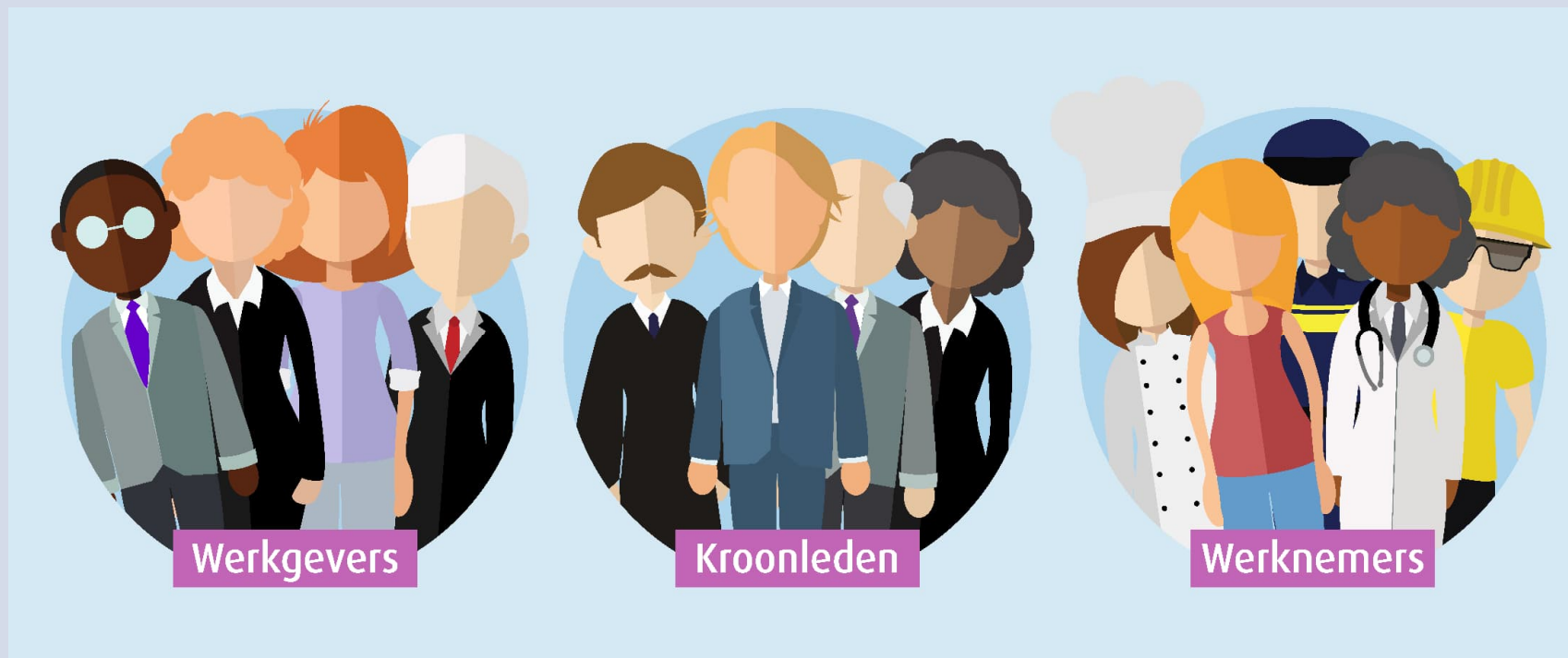


- **Companies/organisations:** Works councils
 - Advisory rights: on important economic and organisational matters
 - Ratification rights: on labour-related matters including working hours, working conditions

- **Sector/company level:** 800 collective bargaining agreements, covering about 80% of all employees (Statistics Netherlands 2020)

- **National level**
 - Labour Foundation (Stichting van de Arbeid, StvdA)
 - Social and Economic Council of the Netherlands (SER)

Members of the SER



Entrepreneurs

Crown-appointed members

Employees

SER at a glance

SER

- Established in 1950 by law, public institution
- Advisory council for government and parliament
- Three parties in SER:
 - Employers
 - Trade unions
 - Independent experts (crown-appointed members)
- SER helps contribute to political stability in a complex political landscape
- Funding provided by General Unemployment Fund (Algemeen Werkloosheidsfonds, AWF), no government funding



A selection of recent publications

- European Policy Agenda 2024 - 2029
- Leave schemes
- Sustainable manufacturing industry
- Combating social-economic differences in health
- Towards a sustainable future economy



Fostering equality in the world of work



- Occupational Safety and Health
- SER Diversity Charter
- Life long learning
- Employee participation/works councils
- SER Youth Platform
- Labor conditions in international supply chains
- Case study: SER Diversity Portal

SER Diversity Portal

Transparency on gender balance
in company boards
Dutch policy



Contents



- SER Advisory report from 2019
- Gender Quota and Targets Act (Wet ingroeiquotum en streefcijfers)
- Reporting and transparency
- Report 'Monitor Gender Balance in Dutch Companies'

SER advisory report: Diversity in the boardroom: Time to accelerate (2019) SER

Guiding question

- The Government has asked the Council to advise on the **obstacles to greater cultural and gender diversity in Dutch corporate boardrooms**. The Government has also asked the Council to recommend how best to remove these obstacles and to identify the success factors of companies that have achieved diversity in the boardroom.

Methodology

- Analysis, literature research (in collaboration with SCP & CPB), data collection, international policy comparative analysis
- Dialogue sessions about gender diversity and cultural/ethnic diversity with representatives from Dutch businesses, experts and role models.

Four guiding principles

- An inclusive labour market
- Proportional representation
- The added value of diversity and inclusion
- Integrated approach



Core findings

- The increase in the number of women directors is too slow → in 2020 12,4% of the executive board members and 20,4% of the supervisory board members were women.
- The representation of people (including women) with a non-western migration background/people of colour in the boardroom and senior management is hard to measure but appears to be low.
- Obstacles are the labour market position, organisational culture, and social capital.
- Many recommendations:
 - Reducing inequality in education and job market participation
 - Improving opportunities to combine working, learning and caring
 - Companies and organisations need to take action in their role as employers (private and public sector)
 - **More gender and cultural diversity in senior management and the boardroom**
 - Specific recommendation: quota and gender equality targets for the private sector

Gender Quota and Targets Act

- 1 January 2022 – Gender Quota and Targets Act comes into effect
- This legislation consists of three parts:

Appointment quota	Gender ratio targets	Reporting requirement
<ul style="list-style-type: none"> - for all Dutch listed companies - quota of 33% m/f for the supervisory board - sanction = empty seat 	<ul style="list-style-type: none"> - for large public and private limited liability companies (i.e. large NVs and BVs) - set own targets for executive board, supervisory board and senior management - make a plan for D&I policy to achieve targets 	<ul style="list-style-type: none"> - for large public and private limited liability companies (i.e. large NVs and BVs) - report annually to the SER about the target figures, plan and yearly gender ratio (SER Diversity Portal) - report annually about target figures, policy plan and gender ratio in annual management report

SER Diversity Portal



Two parts of the portal

- **Company dashboard:** Companies report annually about their gender ratio information.
- **Public dashboard:** The SER publishes these reports on three levels: per company, per sector and national

The screenshot shows the SER Dataverkenner website. The header includes the SER logo and 'Dataverkenner' on the left, and 'Diversiteitsportaal', 'Over de dataverkenner', and 'Login' on the right. The main heading is 'Genderbalans in het Nederlandse bedrijfsleven'. Below this is a paragraph: 'Jaarlijks rapporteren grote vennootschappen over de man-vrouwverhouding in hun bedrijfstop en subtop. Deze rapportageverplichting komt voort uit de Wet ingroeiquotum en streefcijfers. De SER Dataverkenner maakt de informatie en ontwikkeling van de Genderbalans in het Nederlandse bedrijfsleven zichtbaar.' There is a search bar with the placeholder text 'Zoek bedrijven op naam of KVK-nummer' and a 'Zoek' button. To the right is a large graphic with a circular gauge and the year '2022'. Below the search bar is a section titled 'Hoe staat het er voor?' with two dropdown menus: 'Kies bedrijfsgrootte' (set to 'Totaal') and 'Kies bedrijfstak' (set to 'Totaal'), followed by an 'Alles wissen' button.

www.diversiteitsportaal.nl

Monitor Gender balance in Dutch companies 2024

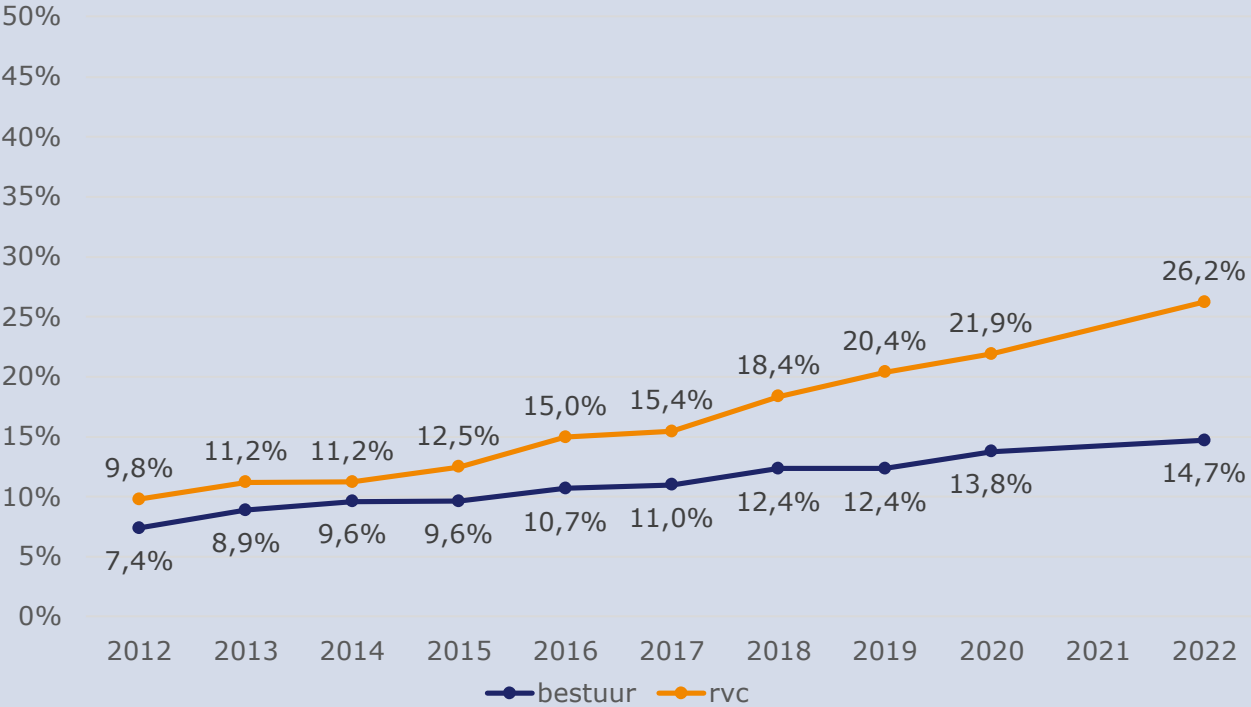
SER

Annual monitor on the results of companies that have reported in the SER Diversity Portal

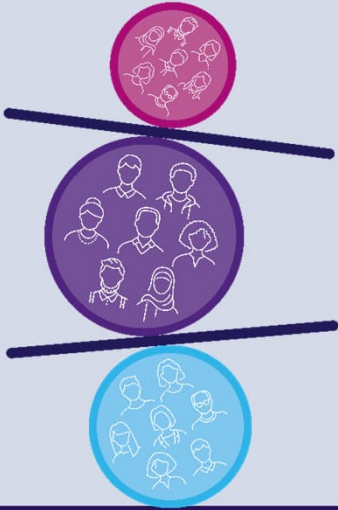
- [SER Monitor Gender Balance in Dutch Companies](#)
- Important findings in financial year 2022:
 - By January 2024, 2,394 large companies had submitted a report to the SER = a **response rate of 43%**



Percentage of women in the top 2012-2022



The average percentage of women in the executive boards of large companies is **14.7%**, for supervisory boards **26.2%**.



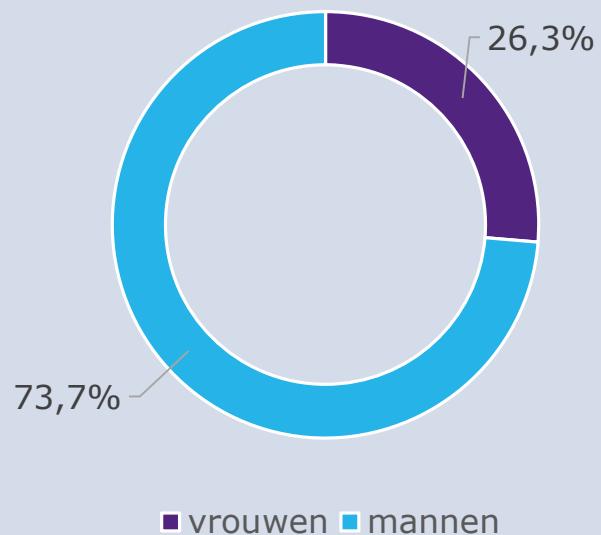
Gemiddeld percentage vrouwen in het bestuur en de rvc, 2012-2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022; Bedrijvenmonitor Topvrouwen 2012-2020

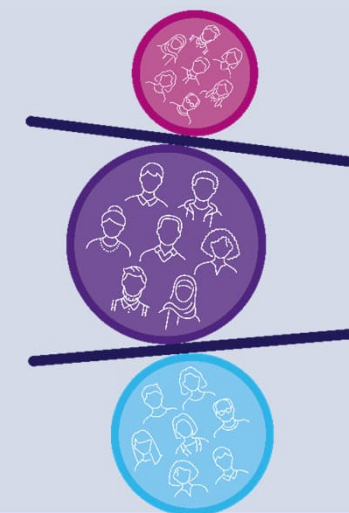
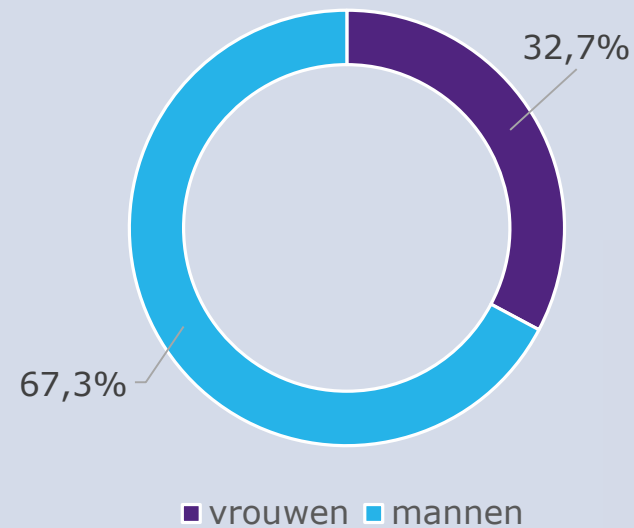
Genderbalans in the subtop and organisation, 2022



Subtop



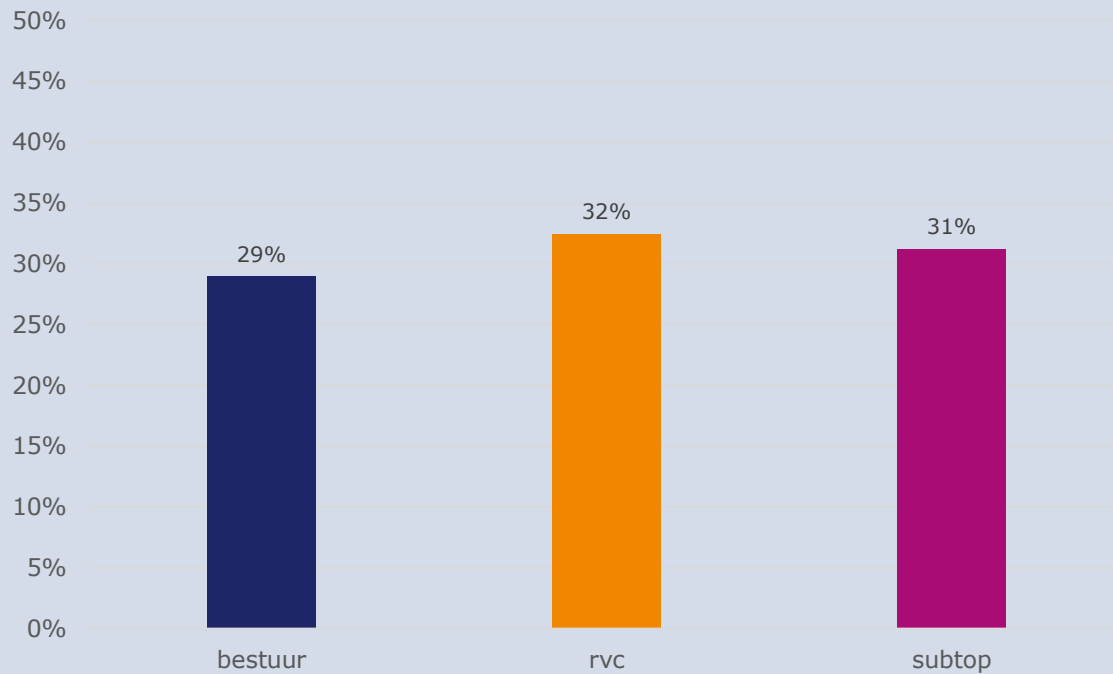
Organisation



Gemiddeld percentage vrouwen en mannen in de subtop, boekjaar 2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022

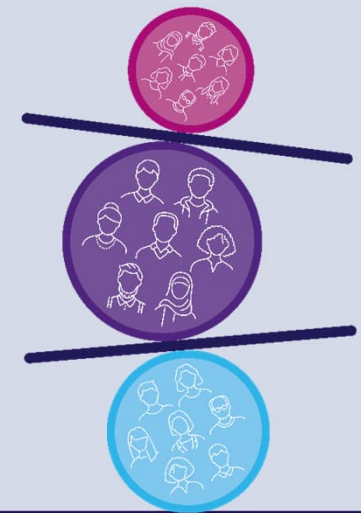
Targets for the top and subtop, 2022



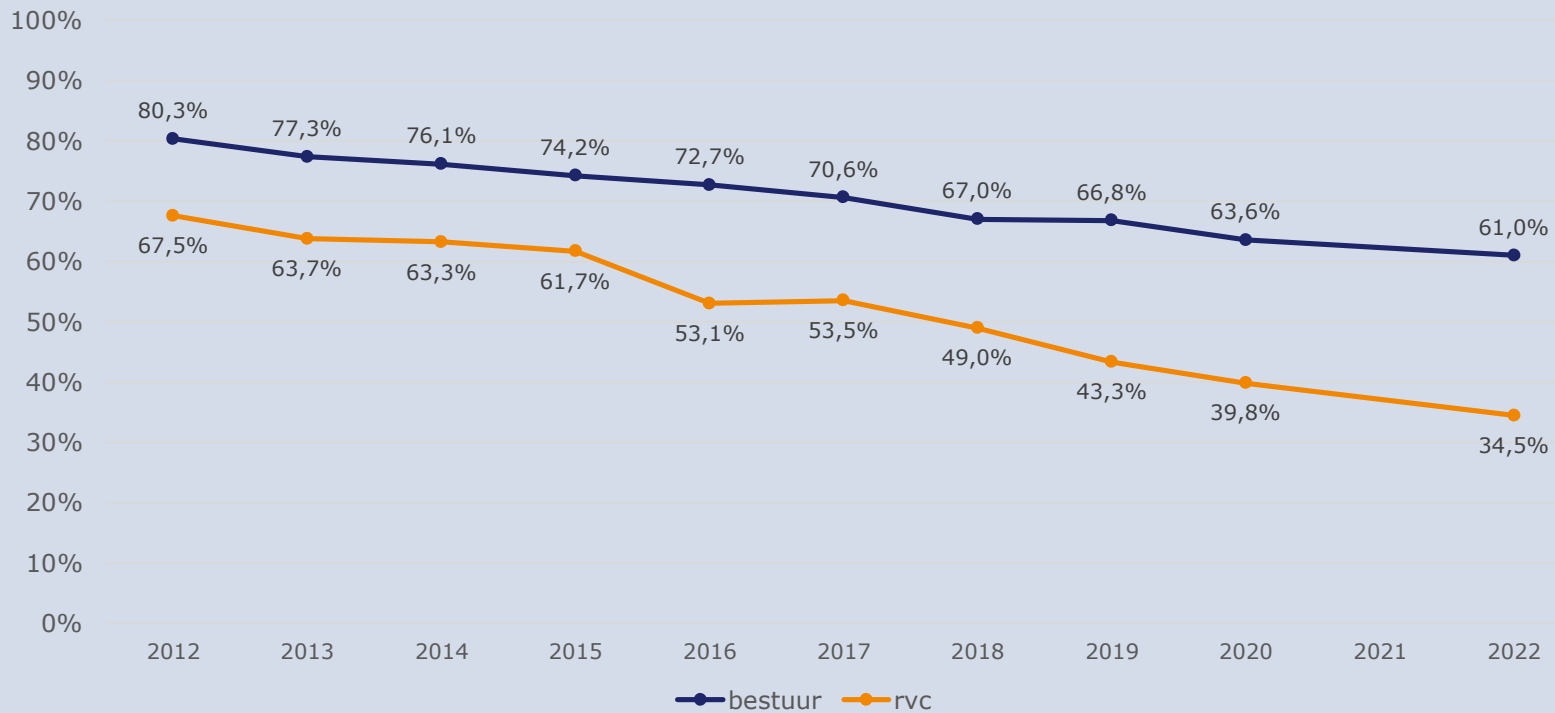
Gemiddeld streefcijfer (m/v) voor het bestuur, de rvc en de subtop, boekjaar 2022

Bron: SER Diversiteitsportaal boekjaar 2022

The average target ratio set up by companies: executive boards **29%**, supervisory boards **32%**, sub-top **31%**.

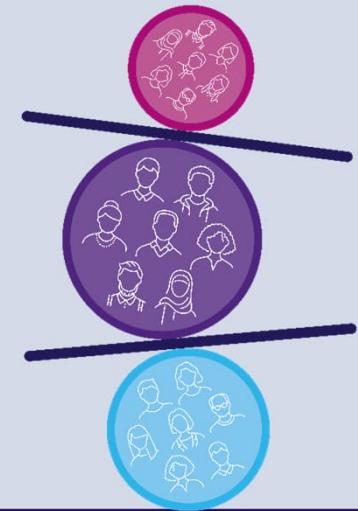


Companies without women in the top, 2022



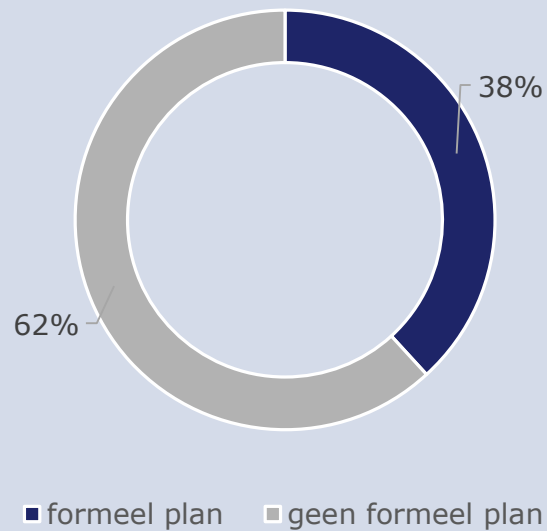
Percentage bedrijven zonder vrouwen in het bestuur en de rvc, 2012-2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022

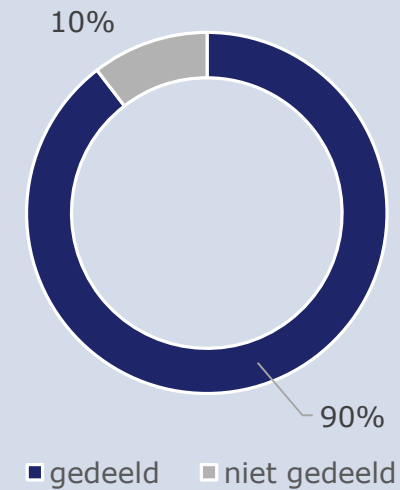


Action plan, 2022

Formal action plan



Shared action plan?



Percentage bedrijven met een plan van aanpak, boekjaar 2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022

