

### Registration

The symposium is free of charge. Since space is limited, please register as soon as possible via [boardroom@ser.nl](mailto:boardroom@ser.nl).

Registration will take place on a first come, first serve basis.

For further information please contact Ella van Zaal, SER

E: [boardroom@ser.nl](mailto:boardroom@ser.nl)

T: + 31 (0)70 3 499 511

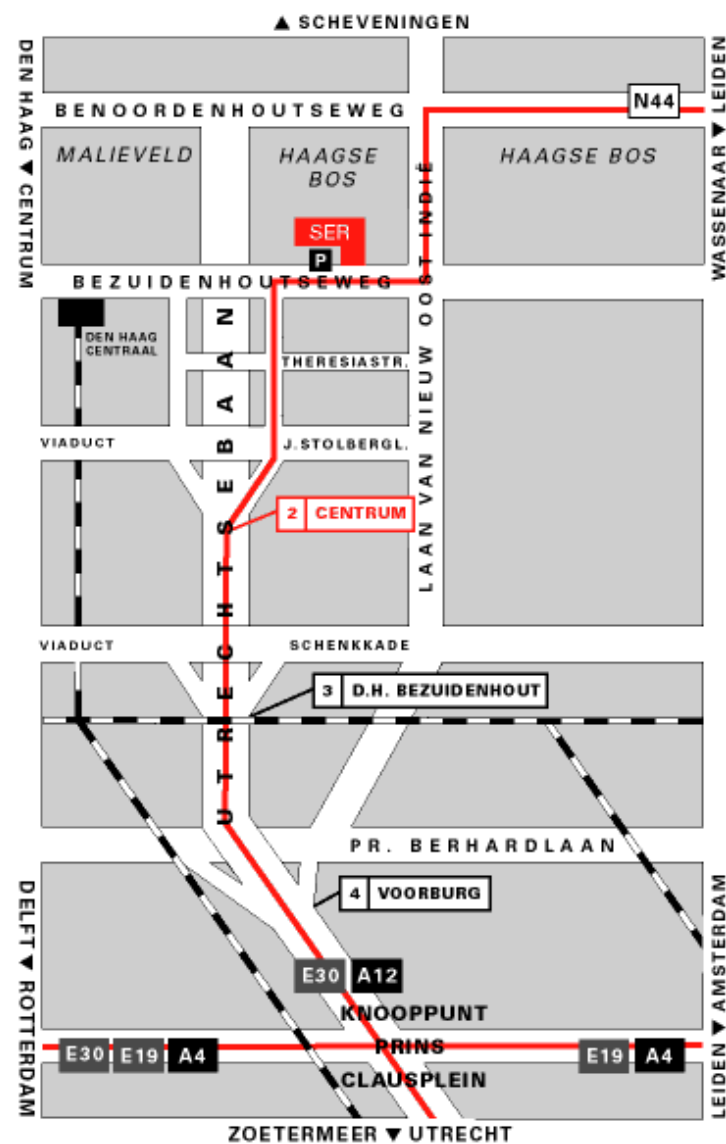
### Location of the symposium

SER

Bezuidenhoutseweg 60

2594 AW Den Haag

[www.ser.nl](http://www.ser.nl)



# Balancing the Boardroom

Symposium on balanced gender representation

Wednesday, 21 November 2007

## Balancing the Boardroom

*A symposium on balanced gender representation on boards of directors, organised jointly by the Social and Economic Council of the Netherlands (SER) and the Dutch NGO Vrouwen in beeld.*

There is much public debate about the lack of women on the boards of directors of Dutch companies. Despite several policy initiatives during the past decade, the share of women on these boards is still falling short of the targets set by the Dutch government for its private sector. There have been multiple calls for new policies that will increase the number of women on these boards, such as a (voluntary) code of conduct or (enforced) gender quota, the latter being similar to the legislation recently introduced in Norway.

In order to inform the discussion in the Netherlands, the Social and Economic Council of the Netherlands (SER) and the Dutch NGO Vrouwen in beeld are jointly organising a symposium on balanced gender representation on boards of directors. It will examine the theory and practice of the Norwegian gender quota and the potential relevance of soft law (code of conduct) or hard law (gender quota) for the Dutch context.

The symposium is chaired by **Louise O. Fresco**, member of the Social and Economic Council, professor at the Universities of Amsterdam and Wageningen and member of the supervisory board of Rabobank Group.

We welcome your contribution to the discussion and hope you will be able to join us at this symposium!

## Programme

### 13.30 Registration, coffee

### 14.00 Welcome

Alexander Rinnooy Kan

*Chair, Social and Economic Council of the Netherlands (SER)*

### 14.10 Balanced gender representation on company boards; recent policy developments in Norway and several EU countries

Morten Huse

*Professor, Norwegian School of Management BI*

### 14.30 Interview: gender quota in Norway

Knut Sørli

*Assistant Director Trade Policy, Confederation of Norwegian Enterprise (NHO)*

Karin Enodd

*Research Manager, International Department, Norwegian Confederation of Trade Unions (LO)*

### 14.50 Discussion – panel and audience

The panel will consist of:

– Lutgart Van den Berghe

*Board member, SHV and CSM and Director, Belgian Governance Institute*

– Paul van den Hoek

*Chair, multiple supervisory boards including ASMI, Robeco and Wavin*

– Klaas Westdijk

*Board member, multiple supervisory boards including Fortis, Connexion and Eneco*

– Olaf Smits van Waesberghe

*Director, National Register of members of supervisory boards in the Netherlands*

### 15.30 Break

### 16.00 The Dutch context

Jos Streppel

*Member, Corporate Governance Monitoring Committee of the Netherlands (Commissie Frijns); CFO, Aegon N.V.*

### 16.15 Discussion – panel and audience

In addition to Jos Streppel, the panel will consist of:

– Loes van Embden Andres

*Director International Social Affairs, Confederation of Netherlands Industry and Employers VNO-NCW*

– Agnes Jongerius

*President, Confederation of Dutch Trade Unions (FNV)*

– Heleen Mees

*Journalist, initiator Dutch NGO Women on top*

### 16.55 Response

Ronald Plasterk

*Minister of Education, Culture and Science in the Netherlands*

### 17.05 Concluding remarks

Jorien Crol

*Chair, Vrouwen in beeld*

### 17.15 Drinks