

annoyed that at the shareholders meetings the Supervisory and Executive boards consisted almost exclusively of men. Being a lawyer, she looked into the Federal Companies Act (Art. 131 Aktiengesetz) and learned that it was sufficient to hold one single share in order to make use of the shareholder's right to information on company-related matters in the annual shareholders meeting. She started to ask questions to the Board on the representation of women in the Supervisory Board and in executive positions in the companies and on the related measures the company has taken or would take in order to improve the situation.

This initial idea developed into a project which was quoted by the Financial Times Germany as "the most high-profile campaign ever experienced by German attendees of shareholder meetings."

In fact, djb-members visited every year the shareholder meetings of all 30 DAX-listed companies and 45 other listed companies. Overall, during the four years of duration of the project, djb members addressed 400,000 female and male shareholders at more than 300 shareholder meetings. The results of the action – evaluation of the replies to the questionnaires – were presented in four studies of which 11,000 copies were distributed. There was a high media coverage: More than 40 press releases from our side and more than 220 media reports in the German press. Our objectives were fully achieved: First) to raise public awareness about the situation of women in leadership position in companies and, second) to force the Board of the companies to provide information and statistics on female representation in a transparent way and to justify – or better amend – their corporate policy in this field.

Myself, I have participated in a few shareholders meetings. This was a highly interesting and instructive experience and a challenge at the same time – to speak in front of the Board and of sometimes several thousand shareholders. I can tell you, it makes you strong!

Overall, the campaign has much contributed to the lively public debate in Germany about quota in the past years and

has certainly influenced the decision of the new government to go for quota legislation. It has also stimulated the discussion at European level (we presented the project several times in Brussels) and at Spanish level – it encouraged Katharina Miller to launch „Paridad en Acción“! Now, with the positive approach of the German government to quota legislation, it is to be hoped that Ms Reding's draft quota directive will be deblocked in the Council.

Inspired by the success of this now finished project, we had the idea to extend it to the European level. We therefore applied for a grant with the European Commission "European Women Shareholders Demand Gender Equality". The European project covers 12 Member States and focuses on the Euro STOXX 50 companies. Co-beneficiary partners of djb are EWLA, EWLA Bulgaria, the French and the Hungarian Women Lawyers Association, the Finland Chamber of Commerce, the Ministry of Justice and Equality of Sachsen-Anhalt, the University of West of England and the University of Magdeburg Stendal.

We are sure that the project will contribute to involve the general European public in the discussions on gender balance in the private sector to a still greater extent.

An important side effect will be the strengthening and a greater visibility of women lawyers associations in Europe, including EWLA.

Unfortunately, the decision on our application will only be taken in April, as we just learned. So, there is still suspense whether we can go forward with this project, but we hope of course that the decision will be in our favour.*

Now it is time to come to the end and let the members of this interesting panel speak about their individual experiences with the female face of Europe.

I thank you for your attention.

* Mittlerweile wurde das Projekt bewilligt. Weitere Informationen s. Seite 80 in diesem Heft.

Diskussionsrunde zum Thema Frauen in der Bundeswehr

FIM lud ein ins Bundesministerium der Verteidigung am 8. April 2014

Juliane von Friesen,

Personal- und Unternehmensberaterin, Senatorin a.D., Berlin

Bis 2001 kamen sie nur im Sanitätsdienst und im Musikcorps vor: Frauen. Inzwischen stehen ihnen alle Laufbahnen offen. Aber es wird noch einige Jahre dauern, bis wir außerhalb des Sanitätsdienstes weibliche Generale und Admirale haben. Gerade erst liegt eine Studie vor nach der Soldaten das Gefühl haben, dass die Schlagkraft der Truppe gelitten habe, weil eben auch 19.000 Soldatinnen Dienst tun. Diese wiederum beklagen sich, dass sie von ihren männlichen Kameraden belästigt und gedemütigt werden. Eigentlich noch schlimmer: Die Soldatinnen wollen die Bundeswehr nicht verändern.

Der Eindruck nach der Podiumsdiskussion, an der u.a. Gerhard Kümmer vom Zentrum für Militärgeschichte und So-

zialwissenschaften der Bundeswehr in Potsdam, Mona Stuber, Militärische Gleichstellungsbeauftragte des Bundesministeriums für Verteidigung, unter Leitung von Krisztina Berger, der Stellvertretenden Regionalleiterin von FIM, der Vereinigung von Frauen im Management, teilnahmen, war in weiten Teilen Ratlosigkeit. Weder die Präsidentin des Deutschen Juristinnenbundes, Ramona Pissal, noch FidAR-Präsidentin Monika Schulz-Strelow oder die Vizepräsidentin des Vereins der Kaufleute und Industrieller, Petra Gothe, hatten ein Patentrezept parat, wie es gelingen könnte, Frauen in der Bundeswehr schneller in Schlüssel- und Spitzenpositionen zu bringen. Diejenige, die es vielleicht hätte verraten können, fehlte leider: Ursula von der Leyen ließ sich durch ihren Staatssekretär Ralf Brauksiepe vertreten.