



WOMEN AT THE TOP

by Marita Neher



SYNOPSIS

Equal opportunities and the distribution of power – what is the reality in European boardrooms today? In in-depth interviews, we look at the careers of three top female managers from Germany, France and Spain.

Do women need a gender quota to achieve greater professional success? In Germany, legislation was passed in 2015 requiring 30% of top management positions to be filled by women. In France, a 40% quota has been legal reality since 2011 with fines of up to € 90,000 imposed for non-compliance. In the quota-resistant country of Spain, on the other hand, career women are still something of a rarity. Even now, there is no political party that would have introduced quota legislation. Quality, it is claimed, is what counts – not quotas. Clichés are rife: women lack ambition and drive and as a result fail to break through the notorious glass ceiling to reach the male-dominated executive floors. Three senior-level managers Anka Wittenberg, Senior Vice President of SAP Germany,...

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