



A Toolkit for Gender Equality in Practice - Initiative

Essent

“Plus-één-regel” (“Plus-one-rule”)

Summary of the initiative

Essent is a power company that produces and supplies electricity, gas and heat.

Essent wants to create more gender diversity in the board and management levels, with the main goal of optimising business operations.

Currently, 34% of all employees are women. At the top of the organisation (board and two management layers beneath the board) 21% is female. In the sub-layer beneath the last one only there are only 18% women. To obtain the goal of 25% of women in the top and sub-top layers, every business unit leader and staff director has the personal goal of adding at least one woman more than in the previous year in his/her layer. It is not only about attracting women, but also about retaining women. If there is no movement in these top / (sub-top positions, the aim is not to create forced positions.

Essent wants to establish positive action, to create both awareness and movement.

Priorities

Promoting women in decision-making

Sector(s)

Manufacture of basic metals

Type

Enterprise initiative

Country

Netherlands

Model of social partnership

Unilateral / Employer

Launch date

N/A

Number of employees

>250

References

<http://www.opportunity.nl/2011/03/essent-introduceert-‘plus-één-regeling’/>





This initiative was submitted by:

VNO-NCW (BUSINESSEUROPE)

Website

<http://www.essent.nl/content/particulier/index.html>