



EUROPEAN WOMEN SHAREHOLDERS
DEMAND GENDER EQUALITY

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ATMOSPHERE DURING THE AGM OF CARREFOUR

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Carrefour has been engaged in gender policies for almost 8 years. It is one of the biggest retailer/distribution company employing 57% women in France, but only 37 % women are in a management position. Only one woman and four men were promoted in 2014 on a higher management position in France. Interestingly, Carrefour, as a global player has much better results in women leadership positions in Asia than in France/Europe. Several prizes and awards recognize in the last years the positive implication of the company to increase women leadership. Two women (and four men) take part of the Directors board (HR and Marketing). With the last election of new board members in the AGM, women represent almost 30% in the supervisory board, more than the quota legislation in France demands this year (20%), but less than the average of 35% women in French listed companies after the elections of 2015.

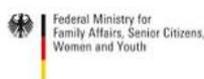
The glass ceiling still exists also at Carrefour, but awareness about the link between performance and gender equality and consciousness seems credible. Asked in the AGM about the strategy on gender and management, the CEO Monsieur George Plassat recognizes the need to go further but also proudly underlines the progress done in the last two years: two young female Directors nominated in few years, mentoring and sponsorship programs in place, trainings in leadership and confidence are in place. Indeed, in 2014 Carrefour was the first retailer to be certified at international level for its efforts to promote equal opportunities in the workplace. The CEO explains that he is personally against any quota legislation but prefers to create a culture of gender equality, producing naturally gender balance.

Interestingly, our speaker was identified in the AGM and the head of department of Social Responsibility and the international gender/diversity officer looked for the dialogue with us to learn more about the project and the EWSdGE initiative. They invited us to visit the headquarters and to learn more about their gender programs.

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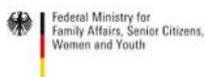


There were no significant reactions in the Assembly when the question was raised and the answer given. Trade union members discussed with us after the meeting and underlined the importance of the gender topic with regard to low qualified jobs, imposed part time, and low salaries especially for women.

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