



**Hadja Lahbib**

Member of the European Commission

Dina Loghin, EWL President

Anne Bergheim-Nègre, EWL Vice President in charge of the action

Mary Collins, EWL Secretary General

Brussels, 14. 04. 2028

Dear Ms Loghin, dear Ms Bergheim-Nègre, dear Ms Collins,

I would like to share my gratitude for your campaign on behalf of the European Women's Lobby (EWL) calling for gender parity in decision-making positions in Europe. Your continued advocacy on this matter is commendable.

The EU remains steadfast in its commitment to addressing and dismantling the structural and cultural barriers which impede women's participation in decision-making processes. The Roadmap for Women's Rights emphasises that equal political participation and equal representation of men and women are prerequisites for a gender-equal society. The recently adopted Gender Equality Strategy 2026-2030 announces the adoption of a Commission Recommendation on safety in politics and a mapping of legal and policy measures to promote the participation and leadership of women in politics, public administration and parliaments.

These commitments build upon previous legislative and policy actions. The Directive on Gender Balance on Corporate Boards <sup>(1)</sup>, adopted in 2022, is a pivotal measure that mandates companies to ensure that a minimum of 40% of non-executive or 33% of all director positions in listed companies are from the under-represented sex by July 2026.

Within its own administration, the Commission has taken measures to reach gender parity in management positions, resulting in 49% of management positions filled by women, up from 40% in 2019.

To improve gender balance in decision-making, the Commission's Recommendation on inclusive and resilient electoral processes <sup>(2)</sup> urges Member States and political parties to actively ensure women's equal participation and safety in political life thanks to gender-balanced governing bodies and electoral lists, and supportive electoral measures such as gender quotas, anti-hate-speech actions, and fair-campaigning standards (such as linking the allocation of public funding for political parties to the political participation of women). It calls on Member States to monitor data on women and men as candidates in elections, in elected positions, and in decision-making positions in political parties.

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<sup>(1)</sup> Directive 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures

<sup>(2)</sup> Commission Recommendation (EU) 2023/2829 of 12 December 2023 on inclusive and resilient electoral processes in the Union and enhancing the European nature and efficient conduct of the elections to the European Parliament



The EU is also committed to promoting gender-balanced leadership within European political parties and foundations. The recent recast of the regulation on the statute and funding of European political parties and foundations<sup>(3)</sup> mandates transparent reporting and active promotion of women's participation, with preventive measures against gender-based discrimination. These provisions, applicable from January 2026, aim to set a standard for gender balance in politics at the European level.

Rest assured of our ongoing dedication to enhancing gender balance in decision-making positions and recognition of your important role in advocating for gender equality across Europe. It is through collective effort that we will build a future where parity is the norm, reflecting the democratic principles and values of the EU.

Yours sincerely,



Hadja Lahbib

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<sup>(3)</sup> Regulation (EU, Euratom) 2025/2445 of the European Parliament and of the Council of 26 November 2025 on the statute and funding of European political parties and European political foundations (recast)