

Belgium's 2011 Board Gender Quota Law — Quadrupling Women's Board Seats

Gender Equality · Good practice · Belgium

Quality score: 89/100

Evidence strength: Observational / pre–post

Summary

Belgium's law of 28 July 2011 required listed and state-owned firms to reserve one-third of board seats for the under-represented gender, phased in 2017-2019. Women's board share roughly quadrupled, from about 8% (2008) to over 33% by 2020.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-10

[Belgian Federal Parliament / FSMA \(Financial Services and Markets Authority\)](#) — accessed 2026-09-10

[Eurofound - Law sets 30% quota for women on management boards](#) — accessed 2026-09-10

[Lexgo - Women's quota in Belgian Corporate Law \(2011\)](#) — accessed 2026-09-10

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