

France's Loi Copé-Zimmermann — Mandatory Board Gender Quotas Reaching Near-Parity by 2024

Gender Equality · Good practice · France

Quality score: 89/100

Evidence strength: Observational / pre–post

Summary

France's 2011 Loi Copé-Zimmermann mandated rising board gender quotas (20% by 2014, 40% by 2017) for listed and large companies, voiding non-compliant appointments. By 2024, women held 46.7% of CAC 40 board seats, though executive roles still lag far behind.

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

[French Parliament \(Assemblée nationale\) / Ministry of Economy and Finance](#) — accessed 2026-09-10

[Glass Lewis - Update on the State of Gender Diversity Within French Boards](#) — accessed 2026-09-10

[ScienceDirect - The French approach to promoting gender diversity in corporate governance](#) — accessed 2026-09-10

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