Germany's Gender Quota Law (FüPoG) — Mandatory 30% Female Representation on Supervisory Boards

Gender Equality · Good practice · Germany

Quality score: 89/100

Evidence strength: Strong

Summary

Germany's 2015 law set a binding 30% gender quota on the supervisory boards of listed, fully co-determined firms; a decade on, women's board share nearly doubled, though a rigorous study found no matching gain in board-chair positions.

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 2026-09-06

German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (statutory mandate); evaluated by DIW Berlin, monitored by FidAR e.V. — accessed 2026-09-06

DIW Berlin — Gender Quotas in the Boardroom: New Evidence from Germany — accessed 2026-09-06

US Library of Congress Global Legal Monitor — FüPoG II enters into force — accessed 2026-09-06

Reuters/AFP via Yahoo News — Share of women in German supervisory boards doubled since 2015 — accessed 2026-09-06

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