India's Companies Act Mandatory Woman Director Rule — Board Quota Without Quality Safeguards

Gender Equality · Good practice · India

Quality score: 52/100

Evidence strength: Moderate

Summary

India's 2013 company-law mandate for at least one woman director tripled boardroom representation, but studies show many firms complied by appointing promoters' own female relatives rather than independent professionals.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-06

Ministry of Corporate Affairs, Government of India (statutory mandate); monitored by PRIME Database, evaluated in academic research — accessed 2026-09-06

Sarkar & Selarka — Women on Board and Performance of Family Firms: Evidence from India (ScienceDirect) — accessed 2026-09-06

Business Standard — Top 500 NSE-listed companies have 18% women directors, reveals study — accessed 2026-09-06

The Week — Top 500 NSE-listed companies have 18 pc women directors: Study — accessed 2026-09-06

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