

Norway's Mandatory Corporate Board Gender Quota — ASA Act Amendment 2003

Gender Equality · Good practice · Norway

Quality score: 100/100

Evidence strength: Observational / pre–post

Summary

Norway's 2003 law mandates $\geq 40\%$ of each gender on ASA (publicly listed) company boards. Women's share rose from $<10\%$ in 2002 to 40% by 2008, inspiring 20+ national laws and the EU Directive 2022/2381 on gender balance on corporate boards.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
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 2026-06-21

[Government of Norway \(Storting\)](#) — accessed 2026-06-21

[OECD ECOSCOPE — Gender Quotas for Corporate Boards: Lessons from Norway \(2016\)](#) — accessed 2026-06-21

[Eckbo, Nygaard & Thorburn — Management Science 2022 \(Valuation Effects Revisited\)](#) — accessed 2026-06-21

[Eurofound — Most companies fulfil female board representation quota \(2008\)](#) — accessed 2026-06-21

[IZA World of Labor — Gender quotas on corporate boards \(2023\)](#) — accessed 2026-06-21

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