

Spain's Mandatory 40% Board Gender Quota for Listed Companies (Ley Orgánica 2/2024)

Gender Equality · Good practice · Spain

Quality score: 67/100

Evidence strength: Moderate

Summary

Spain's Ley Orgánica 2/2024 legally requires listed companies to reach 40% board representation of the underrepresented sex by 2026–2027. IBEX 35 boards crossed 41% in 2024, ahead of deadline, though the wider listed-company average trails at 36.6%.

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	0/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-28

[Cortes Generales \(legislature\) / Comisión Nacional del Mercado de Valores \(CNMV\)](#) — supervision and reporting — accessed 2026-09-28

[CNMV](#) — official corporate governance data — accessed 2026-09-28

[IESE Insight](#) — women on IBEX boards — accessed 2026-09-28

[Devesa.law](#) — analysis of Ley Orgánica 2/2024 — accessed 2026-09-28

Cite this — Evidoria. *Spain's Mandatory 40% Board Gender Quota for Listed Companies (Ley Orgánica 2/2024)*. Persistent ID: 7abd8a2e-bf57-4588-9024-920832eb6f6b.