

# The Quota Legislative Strategy for Women Directors – Global Overview


## Countries with Quotas for Publicly-Listed Companies


|   |   |   |  |
|---|---|---|--|
|  Israel *<br>(1999 – 1 woman) |  France *<br>(2010)  |  Netherlands<br>(2012)    |  Austria *<br>(2017)          |
|  Norway *<br>(2003)           |  Belgium *<br>(2011) |  Denmark *<br>(2013)      |  Pakistan<br>(2017 – 1 woman) |
|  Spain<br>(2007)              |  Malaysia<br>(2011)  |  India<br>(2013 -1 woman) |  Portugal *<br>(2017)         |
|  Iceland *<br>(2010)          |  Italy<br>(2011)     |  Germany *<br>(2014)      |  Panama *<br>(2018)           |

## Countries with Quotas for State-Owned Companies Only

|   |  |  |   |
|---|--|--|---|
|  South Africa<br>(1993) |  Kenya<br>(2010)      |  Croatia<br>(2011)     |  UAE<br>(2012 – 1 woman) |
|  Finland<br>(2004)      |  Luxembourg<br>(2011) |  Switzerland<br>(2011) |  Greece<br>(2012)        |
|  Ireland<br>(2004)     |  Slovenia<br>(2011)  |  Poland<br>(2012)     |  Chile<br>(2015)        |

## Municipal and Provincial Quotas

 Quebec, Canada  
(2006)

 California USA  
(2018)

## Proposed Quotas

 European Union

 Mexico

 Slovenia

 Brazil  
(State-Owned)

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