Marc De Vos and Philippe Culliford (eds.)

# Gender Quotas for Company Boards





# **Gender Quotas For Company Boards**

Ivana Krstić, Marco Evola, Maria Isabel Ribes Moreno

#### **Gender Quotas For Company Boards:**

Gender Quotas for Company Boards Marc De Vos, Philippe Culliford, 2014 Gender quotas for company boards are becoming a totemic issue of gender diversity policy in today s labor market Throughout the Western world many countries are experimenting with compulsory gender diversity measures for board rooms. The EU as a whole is considering to make such quotas obligatory This book analyzes the EU proposal and brings together the experiences of countries that have to various degrees taken the road towards formalizing gender balance in the board room It offers a critical context to these evolutions by testing the presumptions of the quotas drive on two key fronts their relation to corporate governance and their compatibility with non discrimination law As the gender composition of company boards is gaining widespread attention the book offers a timely analysis as well as useful perspectives that will inform both proponents and opponents Blending disciplines as well as countries the book will appeal to anyone with a professional interest in the topic in particular lawyers management consultants and policy makers Firms, Boards and Gender Ouotas Mari Teigen, Fredrik Engelstad, 2012-02-10 Discusses gender quota reform from an economic political and philosophical point of view This title looks at whether the economic performance of companies is influenced positively or negatively It provides a comparative study of the access of women to top positions in business in Europe Quotas for Women on Corporate Boards: The Call for Change in **Europe** Irina Velkova, 2017-10-04 The debate for higher female representation on corporate boards has become particularly intensive during the recent financial crisis Scholars advocate that women are more risk averse more engaged with longer term issues and tend to draw more attention to governance and ethics Thus it is suggested that due to the behavioural differences between men and women more gender balanced boards would have prevented a number of financial collapses This assertion has triggered more detailed analyses of current statistics for women on boards in the European Union A number of states have implemented various non binding measures for improving female representation on boards This brought them acclaim yet no discernible results Should we indeed insist to have gender balanced boards we need quotas Evidence is of strong support Gender Quotas for Corporate Boards Anne Alstott, 2014 Recently U S activists scholars and policy makers have turned their attention to a notable effort to address the large gender gap in top business management gender quotas for corporate boards of directors Gender quotas for corporate boards represent an intriguing option even if the empirical case for quotas is not airtight Still gender quotas may seem a cultural and legal oddity in the United States a European transplant unlikely to take root here Even if a quota could survive constitutional scrutiny gender quotas for corporate boards seem to represent the kind of intrusive state regulation of business that our nation's laissez faire ideology seems to reject American ideals of free markets investor choice and employment at will sit uneasily to put it mildly with the notion that the state should dictate to investors the gender of the decisionmakers entrusted with the management of their money But a closer look at U S institutions reveals that the cultural and legal mismatch is not as severe as it may first

appear Gender quotas designed with sensitivity to exceptional U S institutions could fit comfortably with U S legal institutions For instance the federal tax code and securities law may offer stronger vehicles for implementation of a mandatory or voluntary effort than state corporate law To take another example the prominence of nonprofits in health care and education should prompt us to consider carefully whether some or all nonprofits should be subject to quotas as well and how nonprofits might be integrated into tax based initiatives Finally thoughtful transition policies could address concerns about the scarcity of women in the pool of qualified director candidates Women on Corporate Boards and in Top Management Colette Fagan, Maria González Menèndez, Silvia Gómez Ansón, 2012-05-09 This book examines the international trends and associated developments in gender equality policy including corporate governance such as gender quotas International comparative analysis is combined with detailed analysis of eight European countries with different policy regimes and trajectories **Principles of Contemporary Corporate Governance** Jean Jacques du Plessis, Anil Hargovan, Beth Nosworthy, 2024-06-30 Now in its fifth edition Principles of Contemporary Corporate Governance offers a comprehensive introduction to the rules and regulations of corporate governance systems It takes an inclusive stakeholder approach to examine how companies apply corporate governance principles in the private sector Boardroom Cathrine Seierstad, Patricia Gabaldon, Heike Mensi-Klarbach, 2017-09-18 This edited collection provides a structured and in depth analysis of the current use of multiple approaches beyond quotas for resolving the pressing issue of gender inequality and the lack of female representation on corporate boards Filling the gap in existing literature on this topic the two volumes of Gender Diversity in the Boardroom offers systematic overviews of current debates surrounding the optimisation of gender diversity and the suggested pathways for progress Focusing on sixteen European countries the skilled contributors explore the current situation in relation to women on boards debates and approaches taken They include detailed reflections from critical stakeholders such as politicians practitioners and policy makers Volume 2 focuses on eight European countries having multiple approaches beyond quotas and is a promising and highly valuable resource for academics practitioners policy makers and anyone interested in gender diversity because it examines and critiques the current corporate governance system and national strategies for increasing the share of women not only on boards but within companies beyond the boardroom Transforming Gender Citizenship Éléonore Lépinard, Ruth Rubio-Marín, 2018-07-19 Gender quotas are a controversial policy measure However over the past twenty years they have been widely adopted around the world and especially in Europe They are now used in politics corporate boards state and local public administration and even in civil society organizations. This book explores this unprecedented phenomenon providing a unique comparative perspective on gender quotas adoption across thirteen European countries It also studies resistance to gender quotas by political parties and supreme courts Providing up to date comprehensive data on gender quotas regulations Transforming Gender Citizenship proposes a typology of countries from those which have embraced

gender quotas as a new way to promote gender equality in all spheres of social life to those who have consistently refused gender quotas as a tool for gender equality Reflecting on divergences and commonalities across Europe the authors analyze how gender quotas may transform dominant conception of citizenship and gender equality Successful Public Policy in the Nordic Countries Caroline de la Porte, Guðný Björk Eydal, Jaakko Kauko, Daniel Nohrstedt, Paul 't Hart, Bent Sofus Tranøy, 2022-09-01 This is an open access title available under the terms of a CC BY NC ND 4 0 International licence It is free to read at Oxford Scholarship Online and offered as a free PDF download from OUP and selected open access locations This book presents twenty three in depth case studies of successful public policies and programs in Sweden Denmark Finland Norway and Iceland Each chapter tells the story of the policy's origins aims design decision making and implementation processes and assesses in which respects programmatically process wise politically and over time and to what extent it can be considered to have been successful It also points towards the driving forces of success and the challenges that have had to be overcome to achieve it Combined the chapters provide a resource for researchers educators and students of public policy both within and beyond the Nordic region Gender Equality and Policy Implementation in the Corporate World Isabelle Engeli, Amy Mazur, 2022 How can gender equality be successfully mainstreamed at the upper echelons of the corporate world and successfully break the glass ceiling at its apex This book takes a comparative look into this timely question through the investigation of the opportunities challenges and pitfalls in gender equality on corporate boards Women on Corporate Boards Maria Aluchna, Güler Aras, 2018-04-17 Female presence and involvement on boards improves firm performance transforms corporate governance and leads to the transition towards more responsible business Corporate boards are essential bodies for governance and management and their efficiency determines a company s performance The board is a crucial element of the corporate governance structure and its efficiency and performance determines the success of the operation and monitoring of the company The board is viewed as the liaison between providers of capital shareholders and managers who use this capital to create value The board role is to represent formulate and fulfill the interests and expectations of shareholders as the owners of the companies The discussion surrounding female participation in business inevitably needs to refer to their presence on corporate boards It is also a reliable indicator of a gender equality policy and advancement adopted by countries and companies The book traces the logic behind the decision patterns of female involvement in governance and management In particular it identifies the patterns of women's presence on corporate boards with respect to theoretical and conceptual argumentation policy and regulatory implication as well as practical adaptation The phenomenon of women on corporate boards is analyzed in the context of different political cultural and institutional environments addressing challenges in both developed and emerging economies. The role of female directors is viewed as one of the crucial aspects in corporate governance adding to the quality of control and management Getting Women on to Corporate Boards Silke Machold, Morten Huse, Katrin Hansen, Marina Brogi, 2013-10-31 Getting Women on to Corporate

Boards will prove an invaluable resource for policy makers principle setters practitioners and students interested in the international lessons from Norway as well as for current and potential female directors Introducing Board Gender Diversity to Sri Lanka Menaka Angammana, 2023-03-02 Through a socio legal lens this book focuses on the feasibility of implementing board gender diversity rules in Sri Lanka It demonstrates that board gender diversity rules could be a valuable tool for corporate governance development and to promote gender equality in society The International Financial Institutions IFIs have reasoned that good corporate governance practices can develop the economy by attracting investors and securing foreign direct investment Accordingly these IFIs have included corporate governance reform as a condition for funding to developing countries Among these reforms board gender diversity is acknowledged as a legal concept that is capable of improving corporate governance practices and promoting gender equality in society The benefits to corporate governance often referred to as the economic benefits of the concept are based on the contribution women directors can make towards advancing board effectiveness The equality benefits underpinning this strategy depict the manner in which gender equality could be promoted by board gender diversity rules Sri Lanka is thus an illustrative example of a developing country forced by IFIs to improve its corporate governance practices as a step towards advancing economic growth However the Sri Lankan legislators have not vet introduced board gender diversity rules as a measure to improve corporate governance practices within the country This book addresses some of the ways in which board gender diversity rules could be introduced to Sri The Pursuit of Gender Equality An Uphill Battle OECD, 2017-10-04 This report examines recent developments in Lanka gender equality in education employment entrepreneurship and public life It contains one overview chapter and 24 short chapters each with key findings and policy recommendations The Equal Pillars of Sustainability David Crowther, Shahla Seifi, 2022-04-18 The Equal Pillars of Sustainability investigates whether equality between environmental protection social sustainability and economic sustainability can be achieved in all circumstances or what alternatives need to be considered via the latest research on topical issues by international experts Gender Equality and Nation Branding in the Nordic Region Eirinn Larsen, Sigrun Marie Moss, Inger Skjelsbæk, 2021-05-25 This book explores how gender equality a central part of the Nordic imaginary is used in the political communication of Nordic states The analyses presented move beyond conventional images and discourses of Nordic gender and women friendliness by critically investigating how and to what extent gender equality serves nation branding in the Nordic region Nation branding is an unescapable part of globalisation which is a market oriented process dominated by the West and predicated on the creation of winners and losers Hence efforts to strengthen the national brand or reputation of specific Nordic countries with the aid of gender equality as a political and symbolic value inevitably help to reinforce already established global hierarchies where the Nordics play the role of moral superpower This book comprises scholars from various fields of specialisation and provides evidence and understanding for the growing interaction between gender equality policies and nation branding in all five Nordic countries

It does so by exploring a variety of policy fields and issues including women s rights foreign policy rape and legislation female quotas and business policies in addition to the index industry The rise of the global indexes has reproduced forceful images of the Nordic countries as frontrunners of gender equality which indeed help the Nordic countries to further position themselves as best at being good This book will be of great interest to students and scholars of Nordic gender equality in political science sociology law criminology political psychology and history as well as those interested in nation branding Nordic studies and exceptionalism The Open Access version of this book available at http www taylorfrancis com books e 9781003017134 has been made available under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license

7th International Conference on Gender Research Professor Carmen-Pilar Martí Ballester ,2024-04-25 These proceedings represent the work of contributors to the 7th International Conference on Gender Research ICGR 2024 hosted by The Universitat Autonoma de Barcelona Spain on 25 26 April 2024 The Conference Chair was Professor Carmen Pilar Mart Ballester from the Universitat Autonoma de Barcelona Spain ICGR is a well established event on the academic research calendar and now in its 7th year the key aim of this diverse conference is to provide an opportunity for participants from different backgrounds and cultures to share ideas and meet the people who hold them The scope of papers ensured an interesting two days The subjects covered in these proceedings illustrate the wide range of topics that fall into this important and ever growing area of research Research Handbook on Competition and Corporate Law Florence Thépot, Anna Tzanaki, 2025-07-15 This is an open access title available under the terms of a CC BY NC ND 4 0 License It is free to read download and share on Elgaronline thanks to generous funding support from the Lund University Library This Research Handbook adopts an interdisciplinary approach to examine the nexus between competition law and corporate law engaging with legal systems across the Americas Asia and Europe It explores topical issues at the intersection of these subjects such as the purposes underpinning competition and corporate law the boundaries of the firm corporate organisation and its effects on competition and the interplay between corporate governance compliance and antitrust enforcement Women on Boards in China and India Alice de Jonge, 2022-05-09 This book provides an in depth comparative exploration of gender diversity in corporate leadership roles in China and India Set in the context of changing corporate governance norms it utilises both quantitative and qualitative research methods to understand the key determinants of gender disparity It identifies global national and enterprise level factors shaping gender diversity in the corporate boardroom and measures their economic political and socio cultural impacts on two of the world's largest economies. The book draws upon narratives of women leaders to bridge the gap between theory and data examining possible solutions to achieve gender parity in organisational hierarchies Topical and detailed this book will be an essential read for scholars practitioners and researchers of gender studies corporate governance business studies human resource management public policy social anthropology and Asian studies Legal Issues of International Law from a Gender Perspective Ivana Krstić, Marco Evola, Maria Isabel Ribes

Moreno, 2023-02-16 This book offers a new perspective on international law which was for centuries male dominant and gender blind However this gender blindness has led to many injustices the failure to recognize certain rights and to impunity for serious crimes The book examines the development of gender perspectives in various branches of international law while also discussing and explaining certain universal standards However particular attention is paid to the European human rights system Accordingly the book provides detailed explanations of the EU s external policies in relation to sex sexual orientation and gender identity Also there is a special focus on the relevant jurisprudence of the European Court of Human Rights in relation to gender and sexual orientation female reproduction and sexuality The authors explain not only the importance of an adequate legal framework for combating gender inequality but also the detrimental effects of deeply rooted gender stereotypes and prejudices Subsequently the development of particular branches is presented such as a gender sensitive approach to the prevention of war crimes gender perspectives in refugee law and the evolution of gender sensitive environmental law In addition the problematic situation of discrimination in the workplace is addressed from various perspectives Many discussions especially among EU member states are reserved for the issue of women s participation in managerial boards while the growing awareness of gender equality in international trade agreements represents another interesting topic Lastly the book offers a historical perspective on the development of international law in the interwar period with a particular focus on the situation in Yugoslavia The book critically reconsiders the dominant molds of legal knowledge and presents innovative gender sensitive and gender competent insights on a variety of issues in international law in order to introduce readers to new research topics relevant to gender equality and to stimulate the development of an international legal and institutional framework for achieving greater gender equality in practice The collection of essays presented here will be of interest to all those working in the field of international law as well as students and academics looking to broaden and deepen their research on a range of issues in international law from gender perspectives

The book delves into Gender Quotas For Company Boards. Gender Quotas For Company Boards is a crucial topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Gender Quotas For Company Boards, encompassing both the fundamentals and more intricate discussions.

- 1. This book is structured into several chapters, namely:
  - Chapter 1: Introduction to Gender Quotas For Company Boards
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  - Chapter 3: Gender Quotas For Company Boards in Everyday Life
  - Chapter 4: Gender Quotas For Company Boards in Specific Contexts
  - ∘ Chapter 5: Conclusion
- 2. In chapter 1, this book will provide an overview of Gender Quotas For Company Boards. This chapter will explore what Gender Quotas For Company Boards is, why Gender Quotas For Company Boards is vital, and how to effectively learn about Gender Quotas For Company Boards.
- 3. In chapter 2, this book will delve into the foundational concepts of Gender Quotas For Company Boards. The second chapter will elucidate the essential principles that need to be understood to grasp Gender Quotas For Company Boards in its entirety.
- 4. In chapter 3, the author will examine the practical applications of Gender Quotas For Company Boards in daily life. The third chapter will showcase real-world examples of how Gender Quotas For Company Boards can be effectively utilized in everyday scenarios.
- 5. In chapter 4, this book will scrutinize the relevance of Gender Quotas For Company Boards in specific contexts. This chapter will explore how Gender Quotas For Company Boards is applied in specialized fields, such as education, business, and technology.
- 6. In chapter 5, the author will draw a conclusion about Gender Quotas For Company Boards. The final chapter will summarize the key points that have been discussed throughout the book.
  - The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Gender Quotas For Company Boards.

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#### **Table of Contents Gender Quotas For Company Boards**

- 1. Understanding the eBook Gender Quotas For Company Boards
  - The Rise of Digital Reading Gender Quotas For Company Boards
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Gender Quotas For Company Boards
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Gender Quotas For Company Boards
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from Gender Quotas For Company Boards
  - Personalized Recommendations
  - Gender Quotas For Company Boards User Reviews and Ratings
  - Gender Quotas For Company Boards and Bestseller Lists
- 5. Accessing Gender Quotas For Company Boards Free and Paid eBooks
  - Gender Quotas For Company Boards Public Domain eBooks
  - Gender Quotas For Company Boards eBook Subscription Services
  - Gender Quotas For Company Boards Budget-Friendly Options
- 6. Navigating Gender Quotas For Company Boards eBook Formats
  - ePub, PDF, MOBI, and More
  - Gender Quotas For Company Boards Compatibility with Devices
  - Gender Quotas For Company Boards Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Gender Quotas For Company Boards
  - Highlighting and Note-Taking Gender Quotas For Company Boards
  - Interactive Elements Gender Quotas For Company Boards

- 8. Staying Engaged with Gender Quotas For Company Boards
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Gender Quotas For Company Boards
- 9. Balancing eBooks and Physical Books Gender Quotas For Company Boards
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Gender Quotas For Company Boards
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Gender Quotas For Company Boards
  - Setting Reading Goals Gender Quotas For Company Boards
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Gender Quotas For Company Boards
  - Fact-Checking eBook Content of Gender Quotas For Company Boards
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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