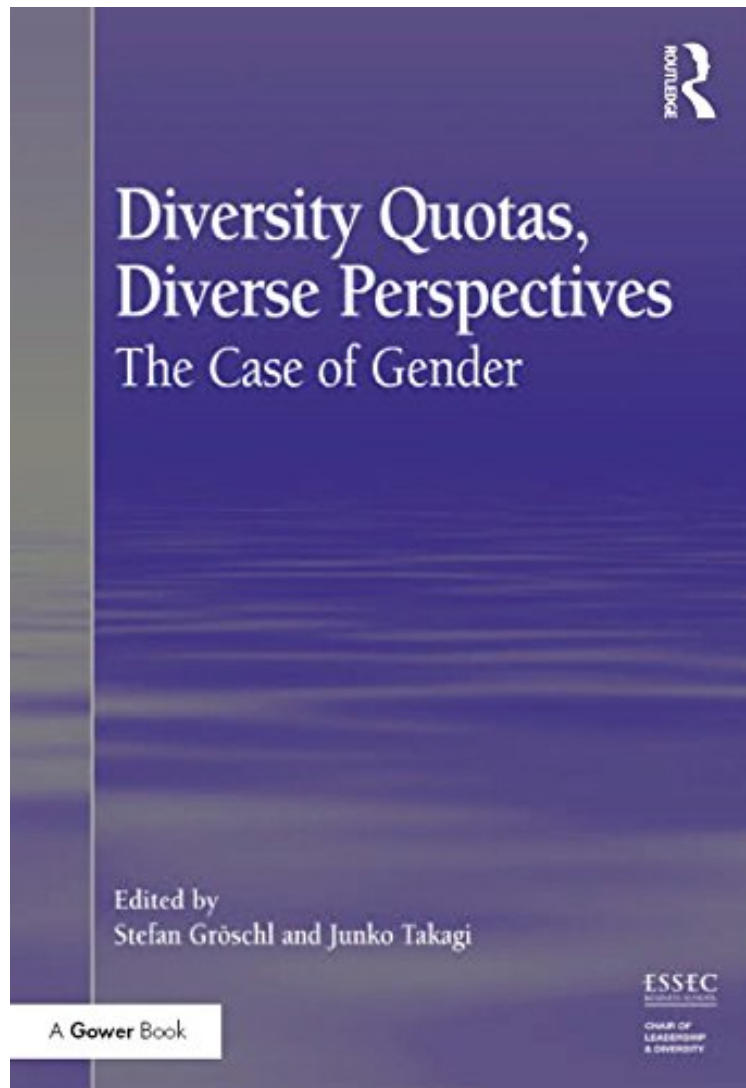


Diversity Quotas, Diverse Perspectives: The Case of Gender

Stefan Gröschl, Junko Takagi

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Stefan Gröschl, Junko Takagi : Diversity Quotas, Diverse Perspectives: The Case of Gender before purchasing it in order to gauge whether or not it would be worth my time, and all praised Diversity Quotas, Diverse Perspectives: The Case of Gender:

Legislative and institutional affirmative and positive action policies, intended to increase accessibility and the participation of historically disadvantaged groups in employment and education, have been with us for some time, particularly in Anglo Saxon countries. One of the major issues they are intended to address is gender inequality. Proponents of these policies have hailed quota initiatives as a key to promoting equal opportunities and reducing

discrimination. At the same time, affirmative action policies and processes have been challenged in courts and have caused controversy in educational establishments, highlighting the fact that these practices can have negative consequences. Exploring the application of quotas and affirmative action at an institutional or organizational level from a variety of different perspectives, the contributions in *Diversity Quotas, Diverse Perspectives* provide an understanding of the complexity and controversial nature of policies and actions in different countries. Even within Europe, implementation has varied widely from country to country. For example, while most European countries have employment quotas for people with disabilities, there is little consistency among the European Union's member states when it comes to quotas and other policies relating to ethnic minorities in employment and educational settings. Focussing here particularly on gender-related initiatives, but raising questions pertinent to other aspects of diversity, the contributions from international researchers investigate variances between and differing justifications for policies. The book offers a global perspective on the subject and expands the discussion of it beyond Anglo-Saxon contexts.

'This timely overview of the art of the question from renowned academics around the world provides an excellent contribution to the current debate on diversity quotas. Academics, business executives and anyone interested in helping to increase the number of women in positions of corporate leadership will find this book a great asset.' Celia de Anca, Director, Center for Diversity in Global Management, IE Business School 'A much needed, highly informative book on current efforts to achieve gender parity in a wide variety of national contexts. A must read for everyone interested in organizational justice and gender studies.' Anca Metiu, ESSEC Business School, France About the Author Stefan GrAtilde;para;schl and Junko Takagi are co-chairs of Leadership and Diversity at ESSEC Business School, Paris, France. Both editors are Associate Professors in the Management Department at ESSEC. Dr GrAtilde;para;schl obtained his MSc and PhD at Oxford Brookes University in the UK. GrAtilde;para;schl has been widely published in journals and conference proceedings and has contributed to three books. He has recently edited *Diversity in the Workplace* for Gower. Dr Takagi has a BA from Tokyo University of Foreign Studies; an MA from the University of British Columbia; and a PhD from Stanford University. Her current areas of interest are women on corporate boards and multicultural identities.