

## 1: | International IDEA

*Can Gender Quotas in Candidate Lists Empower Women? Evidence from a Regression Discontinuity Design* Manuel Baquesy, Pamela Campa z October 19, Abstract We provide a comprehensive analysis of the short- and medium-term effects of gender quotas in.

For example, parties may regard women candidates as an electoral advantage, demonstrating their commitment to gender equality. However, even with candidate quotas, research on the implementation of gender quotas in different countries shows that a placement mandate is generally necessary in order to ensure that parties do not place women in unelectable positions on their candidate lists. A report by the European Commission, for example, noted that women were consistently being placed in lower positions on the list, resulting in a discrepancy between the number of women candidates and the share of women actually elected to the lower houses of parliament in European Union member states. Without strict and transparent rules on how to select women candidates, quota legislation provides no solution to the fairly undemocratic practices of candidate selection. In Ireland, for example, parties stand to lose 50 per cent of their state funding unless at least 30 per cent of their candidates are women and 30 per cent men, with the quota increasing to 40 per cent after seven years. Women tend to be more successful in societies where attitudes towards the roles of men and women are more egalitarian, while traditional roles and attitudes that differentiate the roles of women and men may serve to discourage women from pursuing careers in public life and present barriers to them seeking elected office. The former Speaker of the Swedish Parliament, for example, describes the gradual process of change undertaken in her country: One cannot deal with the problem of female representation by a quota system alone. This will take time. It will not happen overnight, or in one year or five years; it will take one or two generations to realize significant change. This is what we are working on in Sweden. We did not start with a quota system. We prepared the women to ensure they were competent to enter the field; and we prepared the system, which made it a little less shameful for men to step aside. Then we used quotas as an instrument in segments and institutions where we needed a breakthrough. The IPU has acknowledged that this is a significant issue and has recently adopted an action plan to promote parliamentary reform, including provision of gender-sensitive facilities, working conditions and recruitment into parliamentary leadership: A gender-sensitive parliament is a parliament that responds to the needs and interests of both men and women in its composition, structures, operations, methods and work. They ensure that their operations and resources are used effectively towards promoting gender equality. It is not only a place where women can work, but also one where women want to work and contribute. It was another 41 years before the first two women entered federal parliament in , but progress remained slow. Action to address the under-representation of women in public decision-making gained momentum internationally in the s, reflected in the Platform for Action adopted by the UN Fourth World Conference on Women in Beijing in . In common with other liberal democracies such as the United Kingdom, quotas remain contentious as a mechanism for addressing the continuing under-representation of women in parliament. As the Australian Bureau of Statistics notes: Although targets and quotas make a difference to the number of women in senior leadership roles, some believe quotas are wrong in principle, are tokenistic and counterproductive to changing the workplace culture . Other ways suggested for increasing the number of women in senior leadership positions include reviewing diversity policies such as recruitment practices to address barriers, implementation of family friendly policies and flexible work options, and intervention programs to foster the career development of women employees. Australian Labor Party The Australian Labor Party adopted an Affirmative Action Rule in that committed the party to achieving preselection of women for 35 per cent of winnable seats at all parliamentary elections by . In , the party endorsed a quota requiring that women hold 25 per cent of all internal party positions. Between and the preselection of women candidates increased from . The party has adopted a . The ALP is committed to men and women in the Party working in equal partnership. It is our objective to have equal numbers of men and women at all levels in the Party organisation, and in public office positions the Party holds. To achieve this the Party adopts a comprehensive affirmative action model of . The

remaining 20 per cent may be filled by candidates of either gender. There is pressure within the party to increase the quota to 50 per cent. Members have expressed a range of views about quotas, ranging from concern about tokenism and preserving the concept of merit, to those who point to the results in the number of Labor women in parliament. Coalition parties The Coalition parties, comprising the Liberal Party of Australia and the Nationals, do not formally support gender quotas on the basis that they contradict the principle of merit for political candidates. Liberal Party historian, Margaret Fitzherbert, notes that a decline in the number of Liberal women contesting seats in the federal parliament over the following decades motivated women members to mount a campaign to support more women candidates in the leadup to the federal election. Rejecting the quota approach of the ALP, the Liberals set up support structures for women in the party and argued for more women candidates. Neither party has adopted a gender quota, although each has achieved a relatively high percentage of women candidates, and both have had women as party leaders. The Australian Greens reached a record high for any party in the federal election, with women comprising They may be mandated through constitutional or legislative change to create reserved seats or legal candidate quotas, or achieved through voluntary quotas adopted by individual political parties. However, they continue to be controversial, particularly in liberal democracies where critics oppose them on the basis that they discriminate against men and undermine the selection of candidates or parliamentarians on the basis of merit. Certain factors contribute to the effectiveness of quota systems:

## 2: Gender Quotas | International IDEA

*Quotas An increasing number of countries are currently introducing various types of gender quotas for public elections: In fact, half of the countries of the world today use some type of electoral quota for their parliament.*

View the video explainer. The gender equality challenge Policy makers and organizations have been working toward achieving gender diversity for many decades, but progress has been slow and is perhaps even stagnating. Men are two to three times more likely to hold senior management positions, a figure that has stagnated for almost 30 years despite widespread efforts to remedy this imbalance. Employers still lean toward hiring men over women who have similar qualifications, and the gender wage gap persists in numerous occupations. The argument has been, if employers introduce structures and systems that focus on the objective merit of employees and job candidates, they should be able to overcome discrimination based on implicit or explicit biases. Yet, these systems seem not to have helped organizations make enough progress. Even some gender aware policies, such as requirements to fill candidate pools with underrepresented minorities without setting hard quotas, have failed to solve the key problem of female representation. Because of this sluggish progress toward gender equality, organizations and policy makers are increasingly considering the possibility of implementing quotas, particularly at the level of board directors, to achieve gender parity. Quotas, it is argued, would jump start the process of achieving equal representation. Yet, the idea of imposing quotas on employers “ even only at the level of the board of directors “ has been met with resistance. As a result, quotas have remained shrouded in controversy about their expected benefits and potential pitfalls. Recently, leading scholars gathered to debate this question during the Gender and the Economy Research Roundtable held at the Rotman School of Management at the University of Toronto. The points below are a summary of the main arguments made in the debate. Why quotas might not work Research suggests that there might be a number of reasons for being concerned about the effect of quotas. Illegal or perceived as unjust. In some jurisdictions, quotas may violate legislation. In the United States, for example, constitutional law would likely present insurmountable obstacles to the promulgation of a quota-based regime. Even where quotas are legal, people may interpret quotas as a violation of perceptions of justice at the individual level, even if they are creating more fairness in terms of gender distribution at the societal level. One risk is that those women who are included in boards due to the imposition of quotas might be stigmatized. There is a possibility that they will be seen as less qualified and only on the board because of the quotas. This may hurt their ability to contribute to board discussions and undermine their effectiveness. This is particularly true if women are added to boards at token levels. Evidence suggests that a single woman on a board will likely be marginalized or delegitimized. Perceptions of unfairness can trigger unintended negative consequences. Employers who impose quotas may become less attractive to male job applicants. Quotas may also lead to low engagement and negative job attitudes among male employees. Furthermore, this perception of unfairness may cause men to become less supportive of diversity policies than they were prior to implementing quotas. Reduced support for diversity initiatives. Research has long established that people can be motivated by intrinsic personal or extrinsic externally provided rewards. Quotas act as an extrinsic motivator because they are a rule imposed externally that forces managers to behave in a certain way. Psychological research has consistently shown that when someone else forces or rewards people for doing something, they become less motivated about the task: In the case of quotas, even if employees personally believe in working toward gender diversity, imposed quotas can make them believe that they only care about diversity because the company wants them to, not because they do personally. Indeed, research suggests that external prompts, such as mandatory diversity training or grievance systems, are associated with negative impacts on the representation of women. Much of the conversation about quotas has focused on assuring that more women are represented on corporate boards of directors. This has the effect of democratizing access to opportunities in an important area of leadership. However, there is evidence that such quotas fail to lead to broader organizational impacts. A study showed that the benefits were strictly limited to the board level, and underrepresentation and wage disparities persisted at all other levels. Evidence from Norway suggests that quotas may not change anything about the

deeper-rooted problem. For example, many Norwegian companies delisted from the stock exchange at the time quotas were imposed though some of this may have been due to a contemporaneous modification in rules that changed the requirement that financial firms had to be public. Quotas merely require a certain number of women to be present in a workplace, and this imposed number can distort the real purposes for promoting gender parity and diversity. Why quotas could work Yet, other evidence suggests that concerns about the negative impacts of quotas may be overblown. Indeed, when examining the lived experiences of board members in Norway, there was a strong narrative of change. According to these directors, their fears were unfounded, and, after a period of transition, they felt that the increased representation of women on boards actually improved overall governance and decision making. One analogy that some have made is to that of banning smoking in restaurants and bars. These policies “initially vehemently opposed by business establishments as risking financial losses” now are widely accepted and favourably viewed as a public good by almost everyone. An initial question about imposing quotas is always: A survey of more than 1, board members found that men attributed the existing imbalance to a lack of women in the candidate pools, whereas women explained it as a function of established closed male networks and biases. The imposition of quotas led boards to search more creatively and expansively for board members “beyond their Rolodexes” and this dramatically increased the candidate pool. Evidence from the Norwegian experience suggests that few female board members who had been beneficiaries of the quotas reported feeling stigmatized or isolated. Simply having enough women is a means for countering the potential negative stigma, while adding only one or two women leads to tokenization and delegitimization. Research suggests that insisting on a critical mass of women on boards can lead to several benefits in terms of board governance, including more robust deliberation, disruption of groupthink, more effective risk management, higher quality monitoring of management, and more systematic work. The new women board members introduced new viewpoints not previously considered. A useful shock to the system. As ample research has established, gender biases are built into many organizational systems and human decision making processes. Psychological research shows that we are susceptible to unconscious biases and stereotypes. Additionally, research tells us that we form networks with others who are socially similar to ourselves. As a whole, these unconscious processes are deeply embedded in individuals and organizational systems, and it is unrealistic to expect that these will disappear without an abrupt external shock. Next steps We can glean advice from this debate about what mistakes and pitfalls to avoid when enforcing quotas “or more broadly, affirmative action programs” and what some alternatives to this form of action may be. If you do impose quotas, how can you avoid the pitfalls? The debated suggested that quotas can be very effective and even well-received if implemented with care. There is evidence that how affirmative action plans are framed matters. In particular, when decision makers justify an affirmative action quota plan because of the need to remedy past discrimination or the desire to increase diversity, they reduce negative reactions to the policy. Alternatively, just saying that a certain group is underrepresented increases negative reactions. It may lead boards to make incremental progress, adding one woman at a time. Where there is low representation, then the risks of stigmatization and tokenism increase. Expand your definition of the ideal candidate. There are competent and qualified women out there, but companies must look beyond their typical circle of recruitment and reach out. Research has shown that people have prototypes about the ideal worker, or the ideal leader, which is typically male. Recruiters need to expand their idea of an ideal candidate beyond the male prototype and create a large pool of qualified female candidates. Provide support to facilitate quota implementation. Simply imposing a quota is not enough, and there should be support in the form of policies to facilitate quotas. For example, parental leave policies and work re-entry programs for both men and women should be in place to avoid potential pitfalls and help smooth out the process. Moving to quotas may not be a smooth process. Even in Norway, where there is general satisfaction with quotas now, there was a period of transition. Organizational change is never easy, but it is the price to pay for the benefits. Engage in targeted recruiting. Reach out and find women to apply for jobs and offer them resources for training, but do not impose a required number of women to be hired. Research shows that the larger number of women in your candidate pool, the higher the chance you will hire a woman. Recent research has shown that when you have just one woman in the finalist candidate pool, there is

statistically no chance that she will be hired. Voluntary diversity training for managers are programs where they can voluntarily sign up for training sessions that teach them the benefits of diversity and how to reduce unconscious bias. These programs, when voluntary, have been shown through research to increase diversity efforts and beliefs, and increase the number of women and minorities hired. Designating specific roles dedicated to creating and sustaining diversity at the workplace will signal that the organization is committed to diversity and will create more awareness about diversity issues. Research has also shown that appointing diversity managers increases social accountability, or the desire to look more fair-minded for other managers, and increases the hiring rate of women and other minorities. Effective task forces include department heads and other line executives as well as members of underrepresented groups. Task forces can analyze information on diversity for the whole company, for business units, and for departments to figure out what needs attention and then develop action plans for change. These task forces also help promote social accountability of the organization as a whole. One form of accountability is through transparency, as research shows that people monitor their own biases when they expect that others will see what decisions they make. People monitor their own biases when they expect that others will see what decisions they make. The debate helps bring research-based evidence to change the conversation about quotas. Suggested reading list for more information

Dhir, Aaron A. *Corporate law, governance, and diversity*. Cambridge University Press, Atlantic Media Company, 4 May

Dobbin, Frank, and Alexandra Kalev. *Harvard Business Publishing*, Aug. Hekman, and Elsa T. *Harvard Business Publishing*, 26 Apr. *From Myth to Reality*. Harvard Business Press, 14 Nov.

### 3: Gender quotas in Mexico not reducing quality of female candidates

*Quotas for women in politics have diffused rapidly around the globe in recent years, with political parties and national legislatures in more than a hundred countries adopting - or debating the.*

Candidate quotas Reserved seats a a Agreements among political parties reserving a certain number of seats for women like in the case of Morocco. Women, Quotas and Politics. Even if constitutional amendments and new electoral laws providing gender quotas may seem more commanding, it is not at all evident that these methods are more efficient than political party quotas when it comes to increasing the number of women in parliament. It all depends on the actual rules and the possible sanctions for non-compliance, as well as on the general opportunities that exist for quotas within the country. Concerning rules for nomination, the crucial issue is whether there are any rules concerning the rank order on the list. The crucial question is, whether the nominated women are placed in a position with a real chance of election. Gender quotas may be introduced at any level of the political system: In India, this gender quota system is combined with the older system of quotas for the scheduled castes. Quotas work differently under different electoral systems. Quotas are most easily introduced in proportional representation PR systems. However, quotas have also been implemented in some majority systems as this web site demonstrates. But even in PR-systems, some political parties and parties in some constituencies may have difficulties in implementing quotas because the quota may be viewed as interference in the usual prerogatives of the local party organization to select their own candidates. Pros and Cons Quotas are a controversial measure. Various arguments have been set forth for and against the introduction of quotas as a means to increase the political presence of women. Some of the pros and cons include: Pros Quotas for women do not discriminate, but compensate for actual barriers that prevent women from their fair share of the political seats. Quotas imply that there are several women together in a committee or assembly, thus minimizing the stress often experienced by the token women. Women have the right as citizens to equal representation. Election is about representation, not educational qualifications. Introducing quotas may cause conflicts, but may be only temporarily. Quotas can contribute to a process of democratisation by making the nomination process more transparent and formalised. Cons Quotas are against the principle of equal opportunity for all, since women are given preference over men. Quotas are undemocratic, because voters should be able to decide who is elected. Quotas imply that politicians are elected because of their gender, not because of their qualifications and that more qualified candidates are pushed aside. Many women do not want to get elected just because they are women. Introducing quotas creates significant conflicts within the party organization. Quotas violate the principles of liberal democracy. Direct discrimination and hidden barriers prevent women from getting their share of political influence. The classic liberal notion of equality was a notion of "equal opportunity" or "competitive equality". Removing the formal barriers, for example, giving women voting rights, was considered sufficient. The rest was up to the individual women. Following strong feminist pressure in the last few decades, as expressed for instance in the Beijing "Platform for Action" of , a second concept of equality is gaining increasing relevance and support: The argument is that real equal opportunity does not exist just because formal barriers are removed. Direct discrimination and a complex pattern of hidden barriers prevent women from being selected as candidates and getting their share of political influence. Quotas and other forms of positive measures are thus a means towards equality of result. The argument is based on the experience that equality as a goal cannot be reached by formal equal treatment as a means. If barriers exist, it is argued, compensatory measures must be introduced as a means to reach equality of result. From this perspective, quotas are not discrimination against men , but compensation for structural barriers that women meet in the electoral process. But further research is needed about the implementation of quotas. The web site reveals discrepancies between quota requirements and actual representation. The result of introducing quotas should be studied quantitatively as well as qualitatively. Electoral statistics on the country pages show the number of women elected at the last election. Unfortunately, official electoral statistics in many countries do not provide details of the candidates nominated for election by sex, which then must be provided through other channels, including through political parties.

The effect of quotas should also be studied in qualitative terms, looking into the intended empowerment as well as the unintended consequences e. The use of quotas is increasingly influenced by international recommendations and from cross-country inspiration. This piece is based on Drude Dahlerup: Beyond Numbers revised edition and Drude Dahlerup, ed. This is the first world-wide, comparative study of the use of different gender quota systems, written by researchers from all major regions of the world. The project was financial supported by the Swedish Research Council. Gender Equality and Comparative Constitutional Law. Cambridge University Press

## 4: Gender Quotas and Democratic Participation

*An installation of gender quotas and the associated increase in the number of female candidates certainly limits women's ability to attract votes based on gender, especially as the 'women-friendly' niches in the electorate are certainly finite.*

Oxford University Press, ; Meier, P. European Parliament, , Additional reading Meier, P. Cambridge University Press, pp. Antitrustwetgeving of aanfluiting van de democratie: Ministerie van de Vlaamse Gemeenschap. De kracht van de definitie. Het ligt niet aan de quota: Nog niet voltooid of gewoon discriminerend? Groepsvertegenwoordiging in termen van taal en sekse, Tijdschrift voor Sociologie 23 , Discrimination positive ou discrimination persistente? Positive Actions in the Belgian Parliament. Tussen wens en werkelijkheid: A Real Breakthrough for Women Politicians? Political Representation in Belgium: Research Programme on Gender, Empowerment and Politics. International Journal of Political Science, 35, no. Gender Quota and the Politics of Presence in Belgium. Deliberation, representation and association. The difficult access of women to citizenship. The Belgian law on the quota system. Analysis and revision of existing electoral laws , Madrid: Analyse van de toegang tot een parlementair mandaat. Craeghs, Jo and Wilfried Dewachter. Een eerste onderzoek naar de betekenis van de evenredige vertegenwoordiging, de hoofdvakstem en plaatsvervangende. Femmes et politique en Belgique Women and politics in Belgium. The Terms of Debate. Hedwige Peemans Pouillet ed. Van Molle, Leen and Eliane Gubin. Participation of Women in Political Life. A response to the Belgian political world. Some useful benchmarks from comparative analysis. Alisa del Re and Jacqueline Heinen eds. Jaarboek van de vrouw. Belgian Federal Parliament website, [http:](http://)

## 5: Quotas for Women in Politics - Hardcover - Mona Lena Krook - Oxford University Press

*Catherine Anderson is a Conservative activist, a member of Women2Win, and is on the approved parliamentary candidates list. She has been Chief of Staff to Rory Stewart MP since , is a.*

## 6: Electoral quotas for women: an international overview – Parliament of Australia

*Candidate gender quotas: A framework for analysis Quotas for women in politics have diffused rapidly around the globe in recent years, with political parties and national legislatures in more than a hundred countries adopting - or debating the adoption of - reserved seats, party quotas or legislative quotas to increase the selection of.*

## 7: The debate about quotas | Gender and the Economy

*Gender quotas are a growing worldwide phenomenon, yet their political implications remain under-researched. Using the prominent case study of France, which has the world's highest quota (fifty percent, or 'parity') but low proportions of women in its parliament, Rainbow Murray looks at quotas from the perspective of the key actors responsible for them - political parties.*

*The darkest and most perilous hours of our national existence : the deepening sectional crisis, 1856-1859 The visual experience third edition How to write a winning personal statement for graduate and professional school Small bronze sculpture from the ancient world The development of socialism Hypnotherapy Scripts, Vol. II (Hypnotherapy Scripts) A note about food labels Sect. II. Decision making in medical practice Smart quill seminar report Riverside guide to writing Books on jurisprudence 3.8.1 Show Me the Money! . 91 Elementary differential equations 11th edition boyce Birth of the planet At 50, Your Warranty Expires and Everything Falls Apart First debt indebted 2 The art of conversation judy apps In and out of Central America. Introductory. Costa Rica. Nicaragua. Honduras. Salvador. Guatemala. Adjusting household structure Evolution of insect mating systems Crisis intervention in residential treatment Day 19: Trusting in El Roi : He sees you The definitive guide to selling on amazon Sparkcharts chemistry lab basics 2004 Local Police Departments, 1993 Practical english usage Percy jackson 5 book set Pirates on the high seas Current issues in Chinese higher education Easy disney piano songs Akutagawa the life of a fool How to Draw Dogs N Cats Field guide to the birds of Western Australia Diesel engine parts list International Lighting Design Moral art of Philip Massinger V. 6. Greenland-Jamaica Phonics worksheets for preschool Mindfulness based stress reduction workbook Evolution and animal life*