Record Nr. UNINA9910254921703321 Gender Diversity in the Boardroom: Volume 2: Multiple Approaches Titolo Beyond Quotas / / edited by Cathrine Seierstad, Patricia Gabaldon, Heike Mensi-Klarbach Cham:,: Springer International Publishing:,: Imprint: Palgrave Pubbl/distr/stampa Macmillan, , 2017 **ISBN** 3-319-57273-3 Edizione [1st ed. 2017.] Descrizione fisica 1 online resource (XXIX, 295 p. 10 illus., 6 illus. in color.) Disciplina 305.3 Soggetti Diversity in the workplace Leadership Organization **Planning** Sociology Success in business Careers Social responsibility of business Diversity Management/Women in Business Business Strategy/Leadership Gender Studies Careers in Business and Management Corporate Social Responsibility Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Includes bibliographical references and index. Nota di bibliografia Nota di contenuto 1. Setting the Scene: Women on Boards: The Multiple Approaches Beyond Quotas; Cathrine Seierstad, Patricia Gabaldon and Heike Mensi-Klarbach -- 2.UK: The Merits and Shortcomings of a Voluntary Approach; Elena Doldor -- 3. Portugal: The Slow Progress of the Regulatory Framework; Sara Falcão Casaca -- 4. Gender Diversity on Boards of Directors in Slovenia: Impending Legislation to Establish

Quotas; Aleksandra Kanjuo Mrela -- 5. Austria: Gender Diversity in Austrian Boards: Combing Soft and Hard Law Regulations; Heike Mensi-

Klarbach -- 6. Sweden: Work for Change and Political Threats; Charlotte Holgersson and Anna Wahl -- 7. Women's Path to the Boardroom: The Case of Denmark; Aleksandra Gregori and Jesper Lau Hansen -- 8. Switzerland: Gender Diversity on Boards in Switzerland; Florence Villesèche and Evis Sinani -- 9. Hungary: The Downturn of Gender Diversity on Boards in Hungary; Beáta Nagy, Henriett Primecz and Péter Munkácsi -- 10. Gender Diversity on Boards in the United States, Australia and Israel; Siri Terjesen and Lauren Trombetta -- 11. Gender Diversity in the Boardroom: The Multiple Approaches Beyond Quota Regulations; Cathrine Seierstad, Patricia Gabaldon and Heike Mensi-Klarbach.

## Sommario/riassunto

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 policymakers. 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.