



# Diversity Quotas, Diverse Perspectives: The Case of Gender

*Stefan Gröschl, Junko Takagi*

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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.

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