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**INFLUENCE OF SOCIAL BELIEF AND WOMEN PARTICIPATION IN PUBLIC ADMINISTRATION POSITION**

Seifu Mutuma

Department of Gender and Development Studies, Kisii University

Corresponding Author's E-mail: [seifu@gmail.com](mailto:seifu@gmail.com)

**ABSTRACT**

**Purpose:** A lot of interventions have been formulated to enhance women participation in political leadership. Such interventions are encompassed in international instruments and interventions such as Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the Beijing Platform for Action. The general objective of the study was to establish the Influence of social belief and women participation in public administration position

**Methodology:** The paper used a desk study review methodology where relevant empirical literature was reviewed to identify main themes and to extract knowledge gaps.

**Findings:** Review of literature found out that social cultural factors, organization policies, organization culture, limited access to advanced education and discrimination in appointments inhibit the upward mobility of women to top leadership positions. Although women in the traditional set-up were to some extent subordinate to the men under the African customary Law, in many respects the roles of men and women were complementary in nature. The colonial policies, practices and missionary activities greatly affected the participation of women in political processes in the area.

**Recommendations:** The study recommended that the State, political Parties, Civil Society Organizations and other stakeholders should support capacity development for women in Parliament, for a transformative institutional change

**Keywords:** *influence, social belief, women participation, public administration position*

## 1.0 INTRODUCTION

### 1.1 Background of the Study

Traditionally, leadership carries the notion of masculinity, and the belief that men are better leaders as compared to men. Even though the number of female leaders has risen over the years, they are often considered as an after-thought. According to Bochaberi (2014), the societal beliefs and practices regarding leadership and gender traditionally exclude women, and often top leadership is considered a masculine territory. However, in the last two decades, issues related to women have taken different perspectives and received varied treatments by specialized agencies of the United Nations (Goetz, 2013). Globally, the participation of women in political leadership is still at a very low rate. At the moment, average number of women globally who are parliamentarians is 19% (United Nations Women, 2017). This falls below the target of 30% that was intended to be achieved by 2005 as set in the 1995 Beijing Platform for action. Inter-Parliamentarian Union (2012) report indicates that the global average of female parliamentary representation stood at 19.8 percent in 2011 from 19 percent in 2010. In Europe, women's parliamentary political participation has greatly increased over the past years, but gender balanced equality has not been achieved. Further, gender equality in political leadership and resources in industrialized democracies has increased tremendously in the past fifty years. More women have been elected to national parliamentary seats than ever before and a number of women hold executive positions within the national governments. Even though women have over the years benefited from the improving political influence, they still participate less in formal politics across most of the Western nations (Paxton et al. 2007; Norris 2002).

In Canada, women representation in parliament is considerably lower than that of men. Agnes Macphail was the first woman to be elected to the House of Commons in 1921. A decade after her election witnessed a steady increase in women participation in the parliament and progress indicates to have remained close to 20% level over the past decade (Cool, 2010). Currently 24.7% of the parliamentary seats of the House of Commons in Canada is made up of women and 2 this is still below 30% minimum necessary to ensure a critical mass of women in parliament (IPU 2012). In the United States of America and the United Kingdom, differences in men's and women's political engagement are persistent. Even though these two countries have long democratic histories as well as high scores on indicators of women's status, they elect relatively few women. The United States ranks 78th in the female representation in parliament, with women occupying 16.8% of the total seats in the Lower House and 17% in the Upper House. On the other hand, the United Kingdom is ranked 55th, the percentage of women in the lower house is 22% while that in the Upper House is 21.9%.

In China, Zeng (2014) indicates that the percentage of women in the Standing Committee of the National People's Congress of China (NPC) was 16.6% and the main factors affecting women participation include demographic factors, socio-cultural factors and economic factors. In Kazakhstan and Belarus, Satymbekova (2016) found that factors such as regime type, economic growth, electoral system, background of women and political style influence women participation in political leadership. In Africa, in recent years, women's political participation has increased. However, there still exists a gender disparity between men and women's level of political participation (Sirleaf 2010). It is noted that the share of Parliamentary seats held by women increased from 7 percent in 1990 to 17 percent in 2007 and 20.4% in 2011, which is more than the

global average (IPU 2012). The increase in political participation is as a result of constitutional requirements that necessitate that a particular percentage of political positions should be occupied by females (Potters 2009). At independence, most of the African countries were given the chance to rule themselves. Political parties at independence came up primarily as a way for formal transfer of power to African nationalists from the colonial rulers. The changing political power institutions tended to have the common features of reserving the executive positions for male participation and women participation to other ancillary positions (Solewone, 2006). This led to African women finding themselves marginalized when it came to be fielded for political appointments.

In Ethiopia participation of women in Regional State Councils is very low, 27.61% and Somali region women are made 3.27% of the total. The obstacles to women political participation in Somali 3 land are same as those faced the rest of the African women such as leadership is dominated by the male elders. Women have no room in clan-based politics and that women's business is to take care of the family (Adamu & Mekonnen, 2009). Further, in the Ethiopian politics women are politically underrepresented. Adamu and Mekonnen (2009) indicate that Ethiopia is one of the nations that characterized by low women participation in politics as a result of political, socio-cultural and economic factors as well as lack of political and social capacities. Nevertheless, in an effort to enhance women participation in political leadership, the Federal Government of the Democratic Republic of Ethiopia (FDRE) approved the Convention on Elimination of all kinds of Discrimination against Women. In addition, the elimination of against women was also integration in the Constitution (Adamu & Mekonnen, 2009).

Rwanda has made a mark globally in the women's parliamentary political participation. It has the highest number of women parliamentarians at 56.3 percent. Rwanda succeeded increasing the number of women in political leadership by implementing a gender quota system. With a population of 70 percent female following the 1994 genocide, women had to assume traditional male roles. Having increased their participation in the drafting of a new constitution and new legislative structures, they pushed for greater equality in politics through such initiatives as a constitutional quota and election quotas to ensure women's place at the political table. In Nigeria, Anigwe (2014) found that women are still underrepresented in political leadership and often lack political powers as they strive to achieve equality and become political leaders. The belief system that comprises of religious, norms, cultural values and ethnic beliefs contribute to women marginalization particularly in political areas.

Even though Kenya is a signatory to international conventions and agreements which persistently stresses on the role of women's equal participation in political leadership, Kenyan women still continue to be marginalized in the sphere of leadership and decision-making. The Kenyan Vision 2030, the country's development blue print that aims at developing Kenya into a newly industrialized country by the year 2030, also pointed out that sustainable development cannot be achieved without the participation of both men and women in decision-making. The new constitution of Kenya promotes women participation and men at all levels of governance and makes provisions for proportional representation. Article 81b of the Constitution provides that not more than two-thirds of the members of elective public bodies shall be of the same gender. What the constitution does not provide for is the methodology to be used to ensure implementation, although it created women representative positions. Consequently, Kenya is still grappling with the strategies of implementing the gender rule. Although Kenya is claimed to be committed to its development agenda, the government has shown minimal political will to include women and

hence they remain poorly represented in political leaders, but this is particularly factual in the rural areas. This can be best explained using the traditional rural gender regime and the ongoing dominance of males in economic citizenship and political areas. In the last one decade there have been some changes because of rural development due to the implementation of gender-sensitive projects. However, many rural areas, particularly in the agricultural practicing areas, gender roles are inflexible and firmly established. This implies that in addition to their political and professional work, women are still responsible of care work and their households. The involvement of women in politics, most of the times, depends on agreement between partners. These situations make it much more difficult for women to be active in local politics than for men. Although, different studies outline various determinants of women participation in political leadership,

### **1.2 Statement of the Problem**

A lot of interventions have been formulated to enhance women participation in political leadership (Abrams & Harvey, 2006). Such interventions are encompassed in international instruments and interventions such as Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the Beijing Platform for Action (Altius & Raveloharimisy, 2016). Despite efforts made to ensure that women ascend to elective leadership positions, women in both developed and developing countries are still underrepresented and their participation in political leadership remains low (Alzuabi, 2016).

Current gender inequalities among the African societies was due to problems caused by gender inequality in aspects existing in the society in Africa as a result of a complex set of factors. Further, she noted that whilst some of the factors are indigenous to the African cultures, others are due to existence of rules, policies and regulations designed in the colonial period. Kamau (2010) argues that in the case-of Kenya, women are marginalized in political leadership and the result of the unceasing marginalization in decision making on matters political, is a historical product of Kenya being a patriarch state, regarding both independent and colonial states. These works blame the subordination of African women in politics, not only to indigenous African cultures but also to the changes in African political systems brought about by colonialism. This paper seeks to bring to light the Influence of social belief and women participation in public administration position

### **1.3 Objectives of the Study**

The general objective of the study was to establish influence of social belief and women participation in public administration position

### **1.4 Justification and Significance of the Study**

This study is justified in several ways. First, firms will utilize the knowledge gained from the research. This would guide the firms in understanding influence of social belief and women participation in public administration position. It will also assist in formulation of gender equality policies in organizations. Moreover it would provide knowledge to the scholars since it provides important literature in development and discovery of new ideas, concept and theorems. It would assist other scholar in doing research in this area of studies. While recommendations will give information on further areas of research. The study is accessible to public which would be used by anybody in undertaking research, training, education, policy making and other tasks. Knowledge about gender influence of social belief and women participation in public administration position

will be beneficial to the scholars.

## **2.0 LITERATURE REVIEW**

### **2.1 Theoretical review**

Two theories were found to be relevant in establishing the effect of Adaptation practices to climate change and its impact on agricultural production by farming household the theories that were found to best inform the research constructs are the capability theory (Sen, 1999, 2004; Nussbaum, 2003, 2011) and random utility maximization theory (McFadden, 1974; Cascetta, 2009).

#### **2.1.1 Liberal Theory**

Liberalism is a political philosophy or worldview founded on ideas of liberty and equality. Liberals adopt a wide range of views depending on the principal understanding of these, but in general they support programmes and ideas for example the freedom of speech, press, religion, civil rights, free markets, democratic societies, international cooperation, gender equality and secular governments (Crenshaw, 2017). Gender equality, which is one of the views supported by liberals, is a state of equal access to opportunity and resources on the gender, decision-making plus participation in the economy; valuing the stature of different behaviors, equal needs and aspirations despite the gender. Equality on gender, equality in men and women, has the concept that all human beings, men and women, can without charge to develop on their personal abilities, making choices without the limitations of rigid gender roles, stereotypes as well as prejudices. Gender equality denote that the different aspirations, behavior as well as the needs of both men and women are looked in to, valued and favored in equal measures (Green, 2017). U.N agenda for 2030 on Sustainable Development Goals embrace the specific goal towards gender equality, which aims to stop on discrimination and cruelty towards girls and women in ensuring equal opportunities and participation in all the areas of life. Advancing female political participation is a means to the attainment of the SDGs. It is amongst the Targets for Goal Five that “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life” (United Nations Women, 2017). Over the years, different countries around the world have developed policies and strategies to improve women participation in politics. Some of these policies and strategies include creation of new parliamentary seats research for women (women representative) and the one third gender rule. Other strategies include advocacy and capacity building (Malongza, Apusigah & Abagre, 2017). Despite the formulation of these policies and the adoption of different strategies, women participation in political leadership remains low. This implies that strategies for improving women participation in political leadership should focus on specific factors such as cultural factors, socio-economic factors and political factors.

#### **2.1.2 Patriarchy Theory**

The patriarchy theory was advanced by Hartman (1976). Hartman pronounced two key axes towards male dominance and control over a wide range of domestic and community activities. The first one was the men's superior power. According to Hartman, the men's material power and the women's economic dependence on them is what defines men as superior and women being inferior due to their dependence on the men (Anigwe, 2014). The second part forms the basis on labour division that recognizes role of women to the domestic field while the men take charge of the modern economy in the world outside. Women's responsibilities in the domestic sphere take most

of their energy and time thus leaving them with neither much energy or much leisure and the freedom of mind to engage in the productive activities than male in the public sphere always do. Due to this, there is perpetuation of monopoly by male who hold vital socio-economic hierarchy and the related of major institutions of modern society such as law and politics (Alzuabi, 2016). Therefore, male domination and the restriction of women to domestic work is the basis for women's oppression and subordination. This concept of patriarchy will be employed in the study to demonstrate how men's material power has led to their superiority over women in the society, hence their dominance in political leadership (Almasry, 2012). Stereotypes in gender including those that portray women as incapable to lead and serve hence keeping women to be marginalized in their status by emphasizing their purported weaknesses have shaped societal attitudes towards women (Altius & Raveloharimisy, 2016). In the instances of exclusion of women from powerful positions, it there follows weakening of the principles to democratic developments, inhibiting on societal economic development. Thus, it remains imperative to adopt measures that enhance women's political participation to achieve sustainable development

## 2.2 Empirical Review

Mathenge (2020), conducted a study with the objectives of establishing bills tabled by women MPs since independence to 11th Parliament that could benefit the welfare of women in Kenya, evaluating achievements by women parliamentarians since independence to 11th parliament in delivering bills which translate into laws, examining the challenges encountered by women MPs in executing their legislative roles during the study period, and determining the best strategies and support that can enhance performance of women legislatures in delivering bills and laws that benefit women in Kenya, to bridge any knowledge gap identified in the study. The study applied the Theory of Change as expounded by Avril Blamey and Mhairi Mackenzie (Vogel, 2012), to explore new possibilities and environment for political change in order to deliver the gender agenda. Descriptive survey and interview schedules were used. The target population was 160 women MPs, elected or nominated, in Parliament during the study period. Due to the small target population, a sample size of 46 respondents were sampled by stratified random sampling and purposive sampling for the study. The sampling criteria was 10 percent sample in each strata (Mugenda, 2003). Women who had served for more than one term or held key positions in Parliament during the study period were purposively sampled for in-depth information including opinion leader in Parliament, leaders of women organizations and academia. Face to face interviews with the respondents were done. Quantitative data was analyzed using descriptive statistics that entailed mean scores and standard deviations. Quantitative data was presented in frequency distribution tables, pie charts, and bar graphs to summarize and organize it so as to explain relationships among categories. Qualitative data was categorized into common themes, presented in narrative and verbatim forms. Women did not contribute equally in Parliament with respect to moving bills that had impact on women's welfare in Kenya. This was mainly attributed to lack of experience in the legislative process and parliamentary procedures which could be addressed through capacity building and support networks. In conclusion, the performance of women in parliament since independence up to 11th parliament had an average mean score of below 3.0 (mean < 3.0). The study recommended that the State, political Parties, Civil Society Organizations and other stakeholders should support capacity development for women in Parliament, for a transformative institutional change.

Mbugua (2011), conducted a study to investigate the factors that influence the progression of women to top leadership positions in Kenya." To this end the study reviewed literature from past studies done on this area. The study also reviewed journals and articles written on this area too. The study interviewed women chief executive officers and departmental heads with a view of obtaining their opinion as to why there is gender imbalance in top leadership positions in organizations. The target population was drawn from Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenyatta University (KU), Barclays Bank of Kenya (BBK) and National Hospital Insurance Fund (NHIF). A sample population of 100 respondents was selected. The sample was selected through random sampling method. This method allowed the researcher to collect the required data with respect to objectives of the study. The data was collected using questionnaires, which was administered through personal interviews. Data was analysed using descriptive statistics and advanced statistics. Tables, bar graphs, pie charts and percentages were used in report presentation. This report consists of three chapters. Chapter one introduces the study with the background of the study, the statement of the research problem, the objectives and the research questions, significance of the study, scope and limitation of the study. Chapter two provides the literature review from various sources. The variables of the study have been thoroughly covered in this chapter. Chapter three outlines the methodology of the study with the target population for the study, the sample design, data collection instruments and data analysis techniques to be used. The study established that social cultural factors, organization policies, organization culture, limited access to advanced education and discrimination in appointments inhibit the upward mobility of women to top leadership positions.

Ndumbi 2009 conducted a study to investigate reasons for the underrepresentation of women at all levels of political leadership and decision-making, look at strategies to enhance women participation and also lack of inclusion of women in scholarly documentation necessitated this study. The study made use of five objectives; examined the place of women in Nyamira County in the pre-colonial era and during the colonial rule, assessed whether there were any political, economic or sociocultural factors that have impacted on women's political participation of Nyamira women during the reign of Jomo Kenyatta 1963-1978, investigated whether Moi's regime made any efforts to involve women in Nyamira County in political participation and finally established whether there have been any efforts made by Kibaki's government to enhance the level of political participation of women in Nyamira County. This study made use of the Marxist feminist and gender theories. The targeted population was men and women aged 18 years and above in Nyamira County. Respondents were selected from each constituency on stratified random sampling and targeted at least 10 respondents from each constituency of Nyamira County. Data collection was done through question guidelines and interviews. The study therefore, found out that although women in the traditional set-up were to some extent subordinate to the men under the African customary Law, in many respects the roles of men and women were complementary in nature. Second, the study found out that the colonial policies, practices and missionary activities greatly affected the participation of women in political processes in the area. Third, the study found out that the participation of women in political processes during Kenyatta's reign was very minimal. Fourth, the study found out that women's participation in political processes prior to 1990s remained low but with the reintroduction of multi-party politics saw an increased political participation of women in Nyamira County. Finally, the study established that Kibaki's government has made some efforts to enhance the level of political participation of women in the



area. This study was important because it sought to fill the scholarly gap that exists, for example, some women in Nyamira who have been active in the past do not seem to be included in the scholarship, hence contribute to knowledge and literature in the area. The study may also contribute a lot to the government policy-makers and help in putting strategies in place that would realize women's participation in political process.

Gladys (2009) conducted a study to establish gender disparity and status of women in leadership positions in primary and secondary schools in Naivasha Division, Naivasha District; and identify factors contributing to disparity in these positions. Descriptive survey research design was adopted because it involves collecting data in order to answer questions raised and possible solutions to constraints. This design would also help gather facts and precise information concerning the current situation. The sample size was randomly selected from a population of 100 primary and secondary schools within Naivasha division, out of which 15 primary and 15 secondary schools were used for the study. A total of 30 head teachers and 60 deputies were targeted of which at least one third were female teachers. From each school sampled, one head teacher and four assistant teachers were selected to give a sample size that is statistically representative. Interview schedules were also administered to selected male and female educational managers and leaders at Naivasha educational offices, who were systematically and randomly selected. Research instruments used included questionnaires for head teachers and assistant teachers, which consisted of open and closed ended questions. The closed ended questions were to measure the objective responses while the open ended questions measured subjective responses. The questionnaires were designed such that Part 1 contained questions on social demographic while Part 2 contained questions on employment, experience and qualifications. A pilot study was conducted in two schools in the district to measure the validity and reliability of the research instruments.

### **2.3 Research gaps**

Methodological gap is the gap that is presented as a result in limitations in the methods and techniques used in the research (explains the situation as it is, avoids bias, positivism, etc.). Gladys (2009), conducted a study to establish gender disparity and status of women in leadership positions in primary and secondary schools in Naivasha Division, Naivasha District; and identify factors contributing to disparity in these positions. Descriptive survey research design was adopted because it involves collecting data in order to answer questions raised and possible solutions to constraints. The study presented a methodological gap as it adopted descriptive research design while our study will adopt a desktop review design.

Conceptual gap arises because of some difference between the user's mental model of the application and how the application actually works. Mathenge (2020), conducted a study with the objectives of establishing bills tabled by women MPs since independence to 11th Parliament that could benefit the welfare of women in Kenya, evaluating achievements by women parliamentarians since independence to 11th parliament in delivering bills which translate into laws, examining the challenges encountered by women MPs in executing their legislative roles during the study period, and determining the best strategies and support that can enhance performance of women legislatures in delivering bills and laws that benefit women in Kenya, to bridge any knowledge gap identified in the study. Quantitative data was analyzed using descriptive statistics that entailed mean scores and standard deviations. Women did not contribute equally in Parliament with respect to moving bills that had impact on women's welfare in Kenya. The study

presented a conceptual gap as it sought to establish bills tabled by women MPs since independence to 11th Parliament that could benefit the welfare of women in Kenya, evaluating achievements by women parliamentarians since independence to 11th parliament in delivering bills which translate into laws, examining the challenges encountered by women MPs in executing their legislative roles during the study period, and determining the best strategies and support that can enhance performance of women legislatures in delivering bills and laws that benefit women in Kenya. However our study sought to establish Influence of social belief and women participation in public administration position

### 3.0 METHODOLOGY

The study adopted a desktop literature review method (desk study). This involved an in-depth review of studies related to influence of social belief and women participation in public administration position. Three sorting stages were implemented on the subject under study in order to determine the viability of the subject for research. This is the first stage that comprised the initial identification of all articles that were based on influence of social belief and women participation in public administration position from various data bases. The search was done generally by searching the articles in the Article title, abstract, keywords. A second search involved fully available publications on the subject of on influence of social belief and women participation in public administration position. The third step involved the selection of fully accessible publications. Reduction of the literature to only fully accessible publications yielded specificity and allowed the researcher to focus on the articles that related to influence of social belief and women participation in public administration position which was split into top key words. After an in-depth search into the top key words (influence, social belief, women participation, public administration position), the researcher arrived at 4 articles that were suitable for analysis. The 4 articles were findings from Mathenge (2020), who conducted a study with the objectives of establishing bills tabled by women MPs since independence to 11th Parliament that could benefit the welfare of women in Kenya, evaluating achievements by women parliamentarians since independence to 11th parliament in delivering bills which translate into laws, examining the challenges encountered by women MPs in executing their legislative roles during the study period, and determining the best strategies and support that can enhance performance of women legislatures in delivering bills and laws that benefit women in Kenya, to bridge any knowledge gap identified in the study. Quantitative data was analyzed using descriptive statistics that entailed mean scores and standard deviations. Women did not contribute equally in Parliament with respect to moving bills that had impact on women's welfare in Kenya

Mbugua (2011), who conducted a study to investigate the factors that influence the progression of women to top leadership positions in Kenya." To this end the study reviewed literature from past studies done on this area. Data was analyzed using descriptive statistics and advanced statistics. The study established that social cultural factors, organization policies, organization culture, limited access to advanced education and discrimination in appointments inhibit the upward mobility of women to top leadership positions.

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The drawing and interpretation of research findings and sense which is not a quantitative impact evaluation, was important in this context, which implies that qualitative and thematic analysis was most suitable in this study

## **SUMMARY, CONCLUSION AND POLICY IMPLICATION FOR FURTHER STUDY**

### **4.1 Summary**

Current gender inequalities among the African societies was due to problems caused by gender inequality in aspects existing in the society in Africa as a result of a complex set of factors. Further, she noted that whilst some of the factors are indigenous to the African cultures, others are due to existence of rules, policies and regulations designed in the colonial period. Kamau (2010) argues that in the case-of Kenya, women are marginalized in political leadership and the result of the unceasing marginalization in decision making on matters political, is a historical product of Kenya being a patriarch state, regarding both independent and colonial states

### **4.2 Conclusion**

. Review of literature found out that social cultural factors, organization policies, organization culture, limited access to advanced education and discrimination in appointments inhibit the upward mobility of women to top leadership positions. Moreover ,although women in the traditional set-up were to some extent subordinate to the men under the African customary Law, in many respects the roles of men and women were complementary in nature. The colonial policies, practices and missionary activities greatly affected the participation of women in political processes in the area.

### **4.2 Recommendations**

The study recommended that the State, political Parties, Civil Society Organizations and other stakeholders should support capacity development for women in Parliament, for a transformative institutional change

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