The task: Write an ESSAY of 2000 words (+/- 10%) excluding bibliography on the following topic: Critique the usefulness of setting quotas in improving gender diversity in leadership positions Essay topic background: Studies have shown that gender diversity in organisational leadership benefits organisations and societies from various perspectives. These studies have, however, underlined that despite significant shifts towards greater acceptance of women in leadership roles over the last 50 years, women are still underrepresented in organisational leadership (to varying degrees) everywhere in the world. To tackle this issue some countries have set quotas for women on companies’ boards. You task is to critique the usefulness of setting quotas in improving gender diversity in leadership positions. Important points to note: • You should refer to company/ country illustrative examples in your essay. • Your essay should adopt a conventional essay structure [i.e](https://i.e).: introduction, main body of essay and discussion followed by conclusion. • A few headings can be used in your essay if necessary but, remember this is an ‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌essay and NOT a report style. • You must indicate the word count on your essay. • Please use the Harvard internal citation style. For example, (Ehsani 2010, [p.135](https://p.135)). • In addition to the textbook and the lecture materials, you can use the following references as guidance. However, you are strongly recommended to use other resources which would help you further develop a convincing and strong argument. Please see the below articles to begin your research, and consult the resources available at the link below. Ely, R. J. and Thomas, D. J. (2001) ‘Cultural diversity at work: The effects of diversity perspectives on work group diversity and outcomes’, Administrative Science Quarterly, vol. 46, pp. 229-273. Hoyt, C. L. (2010) ‘Women, men, and leadership: Exploring the gender gap at the top’, Social and Personality Psychology Compass, vol. 4, no. 7, pp. 474-498. Schwindt-Bayer, L. A. (2009) ‘Making quotas work: The effect of gender quota laws on the election of women’, Legislative Studies Quarterly, vol. 34, no. 1, pp. 5-28. Sojo, V. E., Wood, R. E., Sally, A., Wood, S. A. and Wheeler M. A. (2016) ‘Reporting requirements, targets, and quotas for women in leadership’, Leadership Quarterl‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌y, vol. 27, no. 3, pp. 519-536.