

Review of: "Sustaining Gender Parity in Corporate Leadership Roles by Means of Random Selection"

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Potential competing interests: No potential competing interests to declare.

Dear Author,

the topic addressed in your article is very interesting and challenging.

I have a few suggestions that I hope you will find useful.

1. The topic is relatively new, in any case, I think you should enrich the literature review with (I think) the first study on focal random selection to overcome the gender gap in competitiveness. The research is as follows:

Joël Berger, Margit Osterloh, And Katja Rost (2020), Focal random selection closes the gender gap in competitiveness, Science Advances, Vol 6, Issue 47, DOI: 10.1126/sciadv.abb2142

In my opinion, the following articles should also be illustrated and cited, so that you can provide a more comprehensive overview of the studies conducted on the topic of your interest:

Tomas Chamorro-Premuzic, What if recruitment was random? People management, 14 July 2022

Liu, C. In luck we trust: Capturing the diversity bonus through random selection. Journal of Organization Design volume 10, pages 85–91 (2021)10, 85–91 (2021). <https://doi.org/10.1007/s41469-021-00100-8>

In this way, readers can better understand the contribution of your research within an emerging strand of studies.

2. I have a doubt. You state:

“One method of making commitments to hire more female corporate leaders credible would be passage of a law mandating a quota. Such a law, however, would likely be struck down as unconstitutional.....”.

What compulsory quota are you referring to?

In many countries there is a mandatory quota on the presence of women directors. Even the European Parliament has adopted the new EU law on gender balance on corporate boards.

Perhaps you are talking about women in leadership roles other than board members?

3. I think it would be interesting to make some observations on whether and how the recruitment approach you propose

could coexist with other emerging ways of recruitment (such as name-blind assessment of candidates' applications) and career advancement (e.g., incorporating gender equality targets into staff advancement paths).

4. Some considerations on the applicability of your proposal in different institutional and cultural contexts would be useful. See for instance this interesting article on gender discrimination:

Gunn Elisabeth Birkelund and others, Gender Discrimination in Hiring: Evidence from a Cross-National Harmonized Field Experiment, *European Sociological Review*, Volume 38, Issue 3, June 2022, Pages 337–354, <https://doi.org/10.1093/esr/jcab043>

5. Your proposal has, in my opinion, numerous policy implications. The orientation nowadays is towards setting internal targets for career advancement and ways of selecting directors on boards based on pink quotas. That is why I would emphasise the implications for policymakers and regulators.

My final suggestion is that you go ahead in your research, you will find more and more food for thought. Good luck.