

DOI: <https://doi.org/10.57125/FEL.2024.12.25.18>

How to cite: Telman, A. (2024). Organisational and Methodological Guidelines for the Questionnaire "Gender Dimensions in Legal Practice". *Futurity Economics&Law*, 4(4). 311-325.
<https://doi.org/10.57125/FEL.2024.12.25.18>

Organisational and Methodological Guidelines for the Questionnaire "Gender Dimensions in Legal Practice"

Anatoliy Telman

Head of the Committee on Gender Policy of the National Bar Association of Ukraine, Ukraine,
<https://orcid.org/0009-0008-5448-9637>

Corresponding author: *fildoc@ukr.net*.

Received: September 23, 2024 | **Accepted:** November 28, 2024 | **Available online:** December 12, 2024

Abstract: The gender dimensions within the modern legal system focus on two key approaches: institutional-conceptual and human-oriented. This article examines gender aspects in legal practice through the development of the questionnaire "Gender Dimensions in Legal Practice," aiming to provide a methodological framework for analysing gender policy outcomes in the legal community. The study employs general scientific methods and comparative analysis of similar surveys to address current demands and model appropriate organisational tools. Key findings highlight institutional and functional characteristics of gender dimensions in legal practice. The Gender Policy Committee of the National Bar Association of Ukraine plays a crucial role in advancing gender policy strategies aligned with equality and justice. The study details the organisational and methodological specifics of creating a gender-oriented questionnaire, including developing a respondent profile that captures legal practitioners' personal and professional characteristics. The questionnaire groups gender-related questions into three clusters: understanding gender issues within the legal system, perceptions of gender aspects in legal practice, and the role of legal professionals in cases involving gender components. The article's practical significance lies in structuring elements to identify gender-related challenges faced by legal professionals. By proposing professional-conceptual and human-oriented characteristics, the study lays the groundwork for surveys addressing gender dimensions in legal practice. Future research includes large-scale surveys and analyses to inform strategies for advancing gender policy.

Keywords: questionnaire, gender dimensions, advocacy, gender issues in jurisprudence, Committee of the National Bar Association of Ukraine on Gender Policy.

Introduction

Gender policy within the modern legal paradigm shifts profoundly from declarative intentions to tangible procedural dimensions. The issue of gender has become increasingly pertinent for all participants in the legal process. This is particularly evident in legal practice, where both conceptual legal frameworks and personal-mental characteristics intersect across various types of cases, such as criminal, administrative (Fine, Sojo & Lawford-Smith, 2020), commercial (Bennedsen et al., 2022), and civil (Nekhili et al., 2020). The scientific and legal discourse has actively contributed to developing strategies for the theoretical and methodological framework of gender policy.

The principal driver of gender-related discourse in the legal field has been the question of equality between women and men (Jamshed, 2021) in all aspects of socio-cultural life (Antić & Radačić, 2020). Issues of gender equality and adherence to gender rights (Korolczuk, 2020) have gained global societal resonance (Sullivan, 2020), necessitating practical solutions at all levels of the legal system. Within the legal practice cluster, the issue of gender equality has underscored the need for mechanisms that uphold fundamental legal principles—justice (Svensson, 2016) and equality.

International law and national judicial systems adopt highly divergent strategies on gender-related issues. The aspects of gender equality and identity lack uniform standards in jurisprudence, leading to inconsistencies and uncertainties at a global level. Under these conditions, national legal systems must develop effective mechanisms to support gender policy (Bohrer, 2021). Such progress requires implementing or planning practical tools to analyse gender dimensions.

For the legal community, supporting gender policy within the legal system entails internalising and promoting gender equality, identity, and activism. For legal practitioners, gender dimensions are equally significant at institutional-conceptual and functional-organisational levels. In contemporary scientific and legal discourse, there is an apparent demand for data characterising gender aspects in legal practice. Consequently, empirical studies have become critical to providing a comprehensive information base for further analysis of gender-related challenges in the legal system.

The involvement of civil society and professional-legal institutions is crucial in addressing this issue. The Gender Policy Committee of the National Bar Association of Ukraine has actively organised and supported research on gender-related issues in jurisprudence. Preparing a questionnaire to collect information and analyse legal practitioners' experiences is a pivotal step towards investigating gender issues within the legal system and, specifically, within the sphere of legal practice.

Research Problem

The urgency of this research topic is driven by the rapidly increasing socio-cultural demand for addressing gender equality in Ukrainian society. As a cornerstone of societal development, the legal system must ensure sustainability and stability by providing precise mechanisms for resolving gender-related conflicts.

Scientific inquiry enables the development of relevant and practical interdisciplinary tools that can serve as professional and ideological elements within the legal framework. Simultaneously, a structured legal approach to gender-related issues allows local and national communities to formulate an effective gender policy strategy. The legal community, mainly through empirical data from legal practitioners, can significantly contribute to this discourse by forming universal principles for the legal system that align with socio-cultural trends in gender policy.

Given the high relevance of gender issues in Western societies, the development of this field is robust and supported by comprehensive organisational and methodological frameworks for similar research. However, a research gap exists in Ukrainian academic literature. While the problem of gender is addressed in general terms within the Ukrainian legal system, specific aspects remain underexplored.

This study aims to bridge this research gap by incorporating insights from distinct clusters of the legal system. Legal practice, in particular, serves as a valuable source of information and data that can improve understanding and awareness of gender issues in legal and socio-cultural contexts. A questionnaire designed to collect data from the legal community focuses primarily on gathering information from legal practitioners. This specialised legal characterisation of gender issues requires appropriate organisational and methodological support for the research process.

Research Focus

The article focuses on institutional-legal and theoretical-mental guidelines integrated into the questionnaire's questions. These questions are designed to gather critical information about gender aspects in legal practice. Their multidimensional orientation provides a comprehensive view of gender manifestations in legal work and identifies pathways for improving these aspects within the profession.

Research Aim and Research Questions

The article aims to establish organisational and methodological frameworks for conducting empirical research on gender issues in legal practice.

The research objectives are focused on identifying key characteristics of the gender dimension in legal practice, as outlined in the questionnaire:

1. Profiling legal practitioners with experience applying gender policy principles in legal cases.
2. Highlighting strategic and operational characteristics of gender dimensions in legal practice, ensuring their holistic representation.
3. Exploring gender-oriented meanings from an institutional perspective (legal nuances in case organisation and consideration) and a human dimension (mental perception of legislative norms).

Literature Review

The literature review is a crucial component of this study as it facilitates the generalisation of specific features related to applying lawyers' professional expertise in handling gender-related cases. Comparative and synthesised analyses of ideas derived from scientific and practical experiences aid in refining relevant aspects of the proposed questionnaire.

The late 20th century witnessed a significant surge in scholarly works on gender-oriented topics within the legal discourse. Gender equality emerged as a central theme in the development of international law (Vijayarasa, 2021) and national (Scotti & Roma, 2021) legal systems, encompassing nearly all domains of societal activity (Marchini et al., 2023). Scholarly investigations have explored theoretical and practical dimensions of gender issues within the legal paradigm, ranging from broad legal frameworks (Clavero & Galligan, 2021) to specific legal intricacies (Rocha, 2020).

A robust organisational and methodological framework is essential to examine the integration of gender policy principles into the legal sphere. This framework should comprehensively address the issues of gender dimensions within legal systems. Consequently, some studies focus on the organisation of such research within specific clusters of legal practice while also considering the experiences of gender policies in distinct national or international legal models, including the American (De Britto Pereira, 2023) and European (Kwiatkowski, 2023) contexts.

It is critical to highlight the methodologies employed in resolving contentious issues associated with gender dimensions in the legal domain. Notably, debates persist regarding the organisational and methodological support for empirical studies on gender issues within the legal paradigm. A key source of contention is the lack of unified international standardisation for gender aspects in the legal field. This deficiency leads to varying interpretations of institutional and functional dimensions in organising

gender-oriented research. On the one hand, emphasis is traditionally placed on conceptual dimensions aimed at upholding the rule of law (Sarang, Aubert & Hollandts, 2024); on the other hand, there is a focus on the socio-cultural perception (Yarram & Adapa, 2021) and understanding (Neschen & Hügelschäfer, 2021) of gender dimensions.

Gaps remain in the legal scholarship concerning gender policy, particularly in overlooking the experiences of specific clusters within the legal domain (Conde-Ruiz, García & Yanez, 2020). Therefore, surveying practising lawyers on gender issues in professional activities (Kay & Hagan, 2023) can contribute to developing a contemporary understanding of gender equality and justice within the legal framework. Notably, insufficient attention has been paid to data derived from gender-oriented cases, and the lack of systematic statistical representation of such data exacerbates the issue. This underscores the need for an organised study to collect and systematise information directly from practising lawyers to establish essential quantitative characteristics of the gender dimension.

Materials and Methods

The methodological arsenal of this research combines theoretical and empirical elements of practical investigation. Since the primary data collection method is surveying the legal community, the key organisational and methodological aspect of conducting this empirical study is structuring the questionnaire, which will serve as its foundation.

The organisational aspects are provided at the institutional level and are conducted under the initiative and support of the Gender Policy Committee of the National Association of Lawyers of Ukraine. As a responsible and proactive structure within the legal community, this institution can unify the legal profession at the national level for a comprehensive study of gender issues in the legal field. The organisation of the empirical research ensures:

- Correlation of questions with the current principles of the functioning of the legal system;
- Actualisation of individual lawyer practice experience (the ability to identify gender-related aspects encountered in practical legal work).

The study's methodological cluster is oriented towards a synergistic strategy grounded in interdisciplinary activity. This strategy manifests in the interaction of the professional-legal aspects of a lawyer's work with their mental and worldview understanding of gender issues in contemporary society (with corresponding awareness of client issues and preferences). Consequently, the questions proposed in the questionnaire provide a characterisation of the gender dimension in institutional-conceptual, functional, and human-centred understandings.

The methodological foundations of the research lie in the synergy between empirical approaches and theories, which are employed to ensure the organisation and quality of the research activity. Sociological methodology serves as the fundamental basis for conducting the survey, thus guiding the organisation of structural and content elements within the questionnaire. The survey methodology, the primary data collection source in the proposed empirical study, is structured in line with standards for question organisation in surveys. The approach to composing the questionnaire includes simple question-answer formats and incorporating other formats, such as scales and categories, to increase the informational variability of the research themes. Gender theory acts as a theoretical benchmark, serving as a filter for the questions regarding their semantic guidance and value-driven relevance for the current type of study.

The data sources used for the organisational and methodological structuring of the questionnaire correlate with the following:

- Normative legal documents regulating the legal profession about gender norms and laws, in particular: the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" (2023); the Decree of the Cabinet of Ministers of Ukraine "On Approval of the Action Plan

for Implementing the Government of Ukraine's Commitments under the International Initiative 'Biarritz Partnership' for Gender Equality" (2020); the Law of Ukraine "On Advocacy and Legal Practice" (2013);

- Previous research on gender issues in the legal sphere in Ukraine and the European Union, as highlighted in the literature review.

The research methods rely on content analysis, which defines the specific features of scientific works, legislative documents, and prior gender-related research; the validation method, which ensures the reliability (professional correspondence and content relevance) and clarity (correlation with actual trends in the legal profession) of the questions proposed in the questionnaire; and the expert evaluation method, involving specialists to ensure the appropriate level of relevance of the questions and to reduce the dispersion in the results.

The procedure for developing the questionnaire consists of several key steps:

- Defining the topic and objectives of the empirical study;
- Choosing a survey as the research format;
- Methodologically organising the format of questions in the questionnaire;
- Organisational support for conducting the survey.

Sample and Participants

Considering that the sample is a key factor in the success and effectiveness of the survey, it is essential to define its participants' characteristics clearly. The survey will cover the legal community in regional, institutional, and individual dimensions to achieve appropriate representativeness in the research results. Surveying with a balanced distribution of participants across regional, age, and gender characteristics will help avoid biased responses and prevent the potential stereotyping of gender issues in legal practice. Involving lawyers with varying experience levels will contribute to a deeper understanding of gender issues within the professional-legal dimension.

The Gender Policy Committee of the National Association of Lawyers of Ukraine, as the research organiser, initiates the involvement of the legal community's self-regulatory system. Using available communication channels, the survey will be offered to the legal community through the self-regulatory network, specifically the Council of Lawyers of Ukraine and the Regional Council of Lawyers. This approach will engage more participants in addressing gender issues in legal practice and improve feedback.

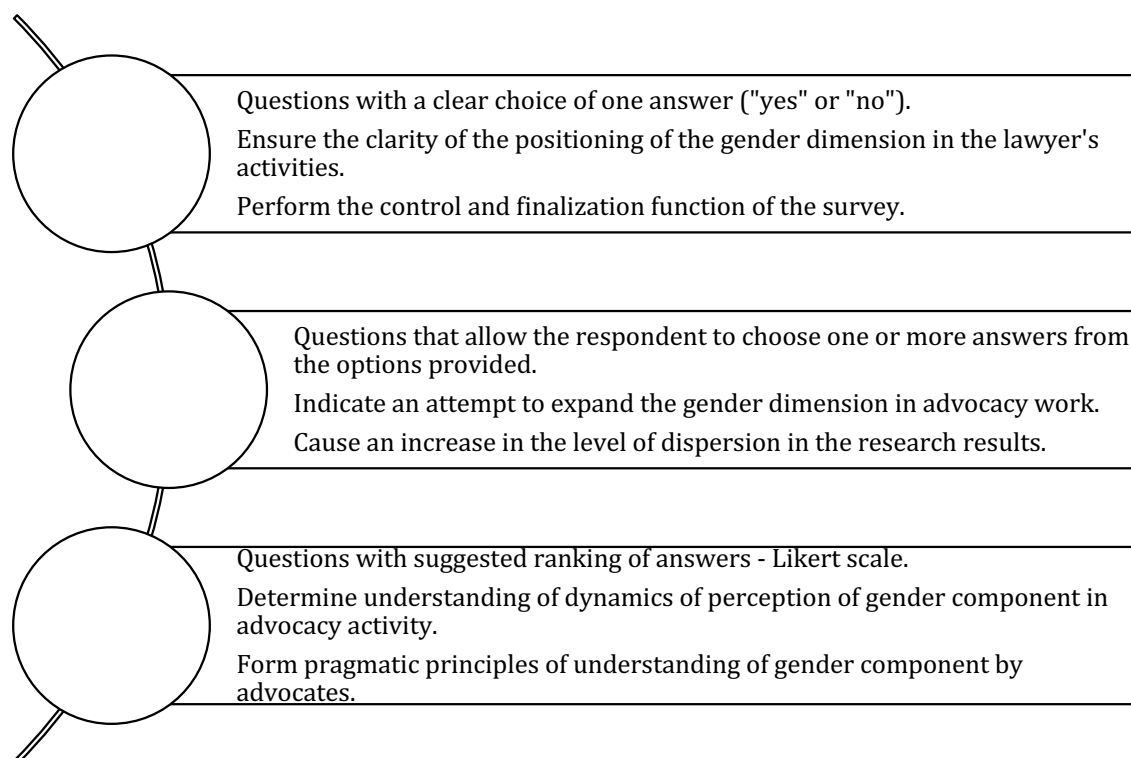
Instruments and Procedures

The main instrument of the study is the questionnaire "Gender Dimensions in Legal Practice." Therefore, it is imperative to structure it properly to obtain a comprehensive picture of the issue and achieve the research objectives. The questionnaire consists of questions organised into four blocks, each aimed at revealing different factors related to the gender dimension in legal practice. There are no organisational restrictions planned for involving lawyers in the survey.

The questionnaire's differentiation of question formats ensures the exploration of lawyers' functionally oriented experience in gender matters. It forms an interdisciplinary scientific-legal paradigm for addressing this issue (see Figure 1).

Figure 1

Proposed Variations of Questions in Terms of their Professional and Legal Content



Source: Author's development.

Collecting information on gender manifestations in practical legal work only from the legal community allows us to reduce the dispersion of research results due to the concentration of data in a highly specialised cluster of professional activity.

Results

The issue of the gender dimension within the Ukrainian legal system has had a delayed process of actualisation due to the specificity of socio-cultural circumstances. As a result, the question of gender equality gradually entered the practical realm of jurisprudence, considering the time needed to overcome stereotypes and prejudices present in societal consciousness. However, recent years have marked a breakthrough in the gender policy of the Ukrainian legal system (Lukianets-Shakhova et al., 2023). This is primarily related to the integration into the European model of legal relations.

These realities have prompted the legal community to self-organise in addressing gender policy within the legal field and the specifics of handling cases where the gender factor is relevant. The Gender Policy Committee of the National Association of Lawyers of Ukraine has initiated an empirical study by surveying lawyers to gather information regarding their experience in gender-oriented cases.

The basis of the survey is the "Gender Dimensions in Legal Practice" questionnaire, which focuses on aspects that allow:

- Assessing the current state of the implementation of gender policy principles within the legal system;
- Forming a set of issues that hinder the enforcement of fundamental legal principles — equality and justice;
- Identifying proposals for improving the effectiveness of legal practice about gender aspects.

The questionnaire must be appropriately structured to achieve these goals while ensuring the required level of representativeness in the study. Particular attention should be paid to the research's

methodological support for the project's successful implementation. Specifically, it is crucial to employ an interdisciplinary toolkit to achieve the principle of the integrity of the gender dimension in legal practice.

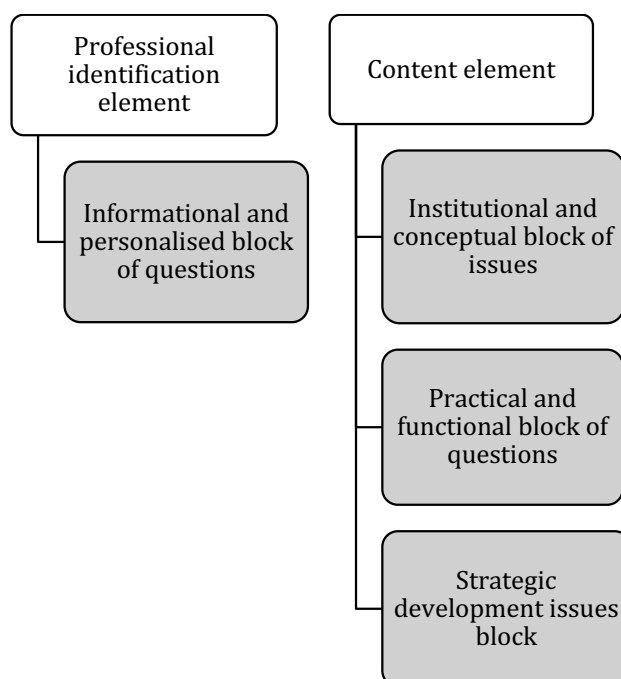
The organisational and methodological structure of the questionnaire consists of two main parts, which align the fundamental dimensions of content and format:

- Organisational definition of the characteristics of the respondent sample that will participate in the survey;
- Conceptual focus on gender-related issues within legal practice.

The conceptual structure of the questionnaire is designed to ensure two key functional characteristics of the empirical study (see Figure 2).

Figure 2

Conceptual Structure of the Questionnaire "Gender Dimensions in Legal Practice"

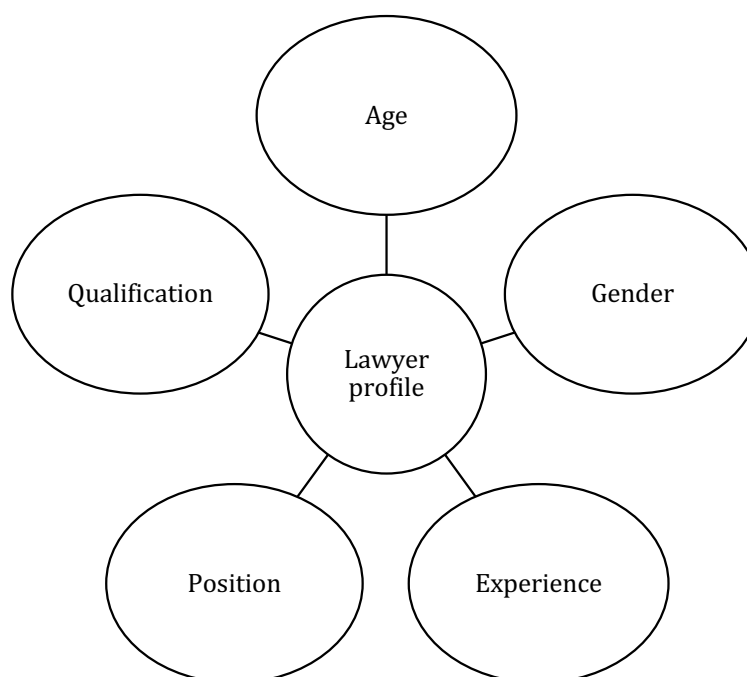


Source: Author's development.

The information-personalised section of the questionnaire creates a generalised lawyer profile based on the respondents' characteristics. The professional identification cluster includes the key aspects of the lawyer's persona (see Figure 3).

Figure 3

Professional-Personalised Characteristics of a Lawyer Participating in a Gender-Related Questionnaire



Source: Author's development.

The content segment of the questionnaire consists of three main sections, in which questions related to the issues and prospects of the gender dimension in legal practice and the legal system are grouped (see Table 1).

Table 1

Tables and Figures Should be Valuable, Relevant, and Visually Attractive

Cluster of issues	The content of gender expression in legal practice
Gender Dimensions in the Normative-Legal Space: - Is there a problem of gender equality in professional development within the legal system of Ukraine? - Is there a problem of gender equality in professional development within the legal profession in Ukraine? - Is there an issue with adherence to subordination and professional ethics in the context of gender aspects within the legal system of Ukraine?	The positioning of gender-oriented principles in the general paradigm of the legal system (normative block) is determined.
The Gender Factor in the Functional-Practical Dimension of Cases: - Have you Encountered instances of gender-based discrimination in your professional practice? - Have you observed gender as a marker of heightened sensitivity in specific categories of court cases?	It indicates lawyers' experience in cases of various natures, considering the gender aspect (procedural block).

-
- Have you noted instances of bias from judiciary representatives concerning the gender identity of case participants in your practice?

Prospects for the Development of Gender Policy in the Context of Equality and Justice Principles:

- To what extent is the issue of gender legally regulated within the legal system of Ukraine?
- Does the issue of gender within the legal system align with socio-cultural realities?

A gender policy strategy is outlined, which determines the feasibility of actualising the gender aspect in the legal and socio-cultural sphere.

Source: Author's development.

The synergy between the lawyer and the client shapes the overall defence strategy in legal cases. This fact contributes to another powerful aspect of legal practice – the human-oriented dimension of the gender factor. In the content blocks of the questionnaire, questions of a personal and interpersonal nature are posed to assess the positioning of the gender dimension in legal practice:

- Does the lawyer's gender influence the client's choice of defence counsel in legal proceedings?
- Have you observed instances of potential manipulation through the gender dimension by participants in legal proceedings?

One crucial aspect is the questionnaire's use of question-proposal formats, which actively involve the lawyers in expressing their views on the development of gender policy in jurisprudence. Specifically, the questionnaire includes a question aimed at identifying practical steps for ensuring equality and justice within the legal system in the context of gender identity.

When the question does not offer a pre-determined answer option but instead allows for the actualisation of the lawyer's subjectively oriented professional opinion, it fosters positive transformations in the principles of gender policy rather than merely stating existing realities.

Discussion

In legal literature, there remain certain research-based contradictions concerning gender policy, characterised by two key issues:

- excessive generalisation of gender expression within legal dimensions;
- eliminating specific legal clusters (normative, protective) or sociocultural elements (stereotypes and biases) from the broader gender paradigm.

The proposed questionnaire focuses on avoiding negative manifestations of the gender factor in legal practice. Specifically, respondents are allowed to acknowledge the existence of such issues, either based on their own experience or that of the legal system. Another set of questions enables identifying practical solutions to avoid legal conflicts or interpersonal disputes (primarily at the "lawyer-client" level) arising from gender influences. This approach combines traditional academic principles (Lauren et al., 2024) with innovative, dynamic methodologies (Flood, Dragiewi & Pease, 2021) in the organisation of gender-focused research.

This study seeks to synergise gender principles in the context of collecting data on the implementation of gender policy in legal practice. Such an approach aligns with the ideas of Jain & DasGupta (2021), who identify gender identity as one of the fundamental norms of human rights on a global scale. Essentially, it realises the "human right to depathologise gender identity" (Castro-Peraza et al., 2019), during which the legal paradigm sheds traditional gender or sex-based biases (Stephenson, Dzubinski & Diehl, 2023). Over time, this process evolves, questioning the efficacy of the currently

popular gender quota system (Casaca et al., 2022), often regarded as a discriminatory practice (Wroblewski, 2021).

The principles guiding the "Gender Dimensions in Legal Practice" questionnaire aim to eliminate constraints imposed by the gender factor, reflecting the broader trend in modern legal-scientific discourse (Ono & Zilis, 2022). Traditionally, gender imbalances in the legal system manifest in the following ways:

- systemic and organisational inequalities in male and female representation across specific legal clusters (Choroszewicz & Kay, 2022);
- cases involving gender-based violence (Sidayang et al., 2023);
- gender identity as a factor in non-compliance with global sustainable development goals (Logie, Perez-Brumer & Parker, 2021), such as healthcare (Flanagin et al., 2024), education (Setiawan et al., 2023), the right to work (Nguyen, 2022), financial literacy and freedom (Alhababsah & Yekini, 2021), self-development (Patel, 2021), and gender diversity (Aboim, 2020).

The findings of this study resonate with similar works addressing the organisation of gender research in other legal clusters, such as among judges (Voeten, 2020) and police officers (Bocar et al., 2021). A comparative analysis was used in structuring the "Gender Dimensions in Legal Practice" questionnaire, considering the experience of similar studies in other pressing socio-cultural issues, such as egalitarianism (Martin & North, 2022).

It is worth noting that interdisciplinary research proposing an intersectional model (Kosciesza, 2022) to characterise gender dimensions in the legal system is gaining traction in contemporary legal-scientific discourse. Such an approach should not be considered contradictory to the current study, as interdisciplinary research may adopt both a holistic and a narrowly specialised structure with active synergistic links.

Specific works differ in their target or substantive characteristics from the organisational-methodological guidelines of the current study. For example, data is collected on gender dimensions in legal practice with the specific aim of identifying discriminatory features (Azmat, Cunat & Henry, 2020), assessing the effective implementation of gender quotas in the judiciary (Mazzotta & Ferraro, 2020), or lobbying for gender dominance in specific types of cases (Junk, Romeijn & Rasmussen, 2020).

Unified standards for gender research in the legal system remain undefined, contributing to uncertainty in the scientific discourse. The informational-communicative component remains a crucial element in the organisational-methodological framework of empirical research. The transmission of gender policy (Bak-McKenna & Grasten, 2021) requires highlighting critical issues related to the gender factor in the legal system. This transmission is further complicated by the evolving positioning of biological and gender status: binary categories (Clavero & Galligan, 2021). It is evident that, in the short term, these definitions will gain relevance in systemic empirical studies on gender dimensions.

The prospects for continued discourse on gender issues in legal practice lie in aligning legal norms with the socio-cultural worldview. As intermediaries between the legal system and societal relations, lawyers effectively become key agents in shaping gender legal awareness (Jaunait, 2022). Adopting "gender-fair language" (De Benedetto, 2020) is also a strategic goal of gender policy at both global and national levels.

Limitations

Considering that the survey of the legal community regarding gender dimensions in their practice was conducted voluntarily, it is essential to eliminate any administrative influence on the organisation or results of the questionnaire. The analysis of the informational and personalised section of the questionnaire confirms that no restrictions were imposed on respondents concerning age, gender, experience, academic titles, or professional positions. The questionnaire was distributed uniformly

across all regions of Ukraine and among legal organisations, irrespective of whether they were state-owned or privately operated. It is important to note that the survey questions lacked discriminatory elements. In analysing responses to the final question regarding legal professionals' perceptions of gender policy prospects, any data reflecting inhumane or discriminatory views will be excluded from the results.

Conclusions and Implications

The development of the questionnaire "Gender Dimensions in Legal Practice" represents a critical step in researching gender issues within the legal profession in Ukraine. Initiating a systematic examination of legal activity through the lens of gender influence not only highlights the challenges of gender identity and equality but also assesses the professional and psychological readiness of the legal protection system within the broader legal paradigm. Proper organisational and methodological support in designing the questionnaire and conducting the survey ensures the transparency and comprehensiveness of this research into gender dimensions in legal practice.

The questions presented in the survey aim to analyse several dimensions: the individual understanding of gender policy principles by legal professionals, the normative elements of the legal system related to the regulation of gender aspects, the functional peculiarities of cases involving gender components, and the mental perception and comprehension of the gender factor by all participants in the legal field.

Overall, the structure and format of the questionnaire facilitate a comprehensive investigation into the institutional, conceptual, functional, and human-centred characteristics of the gender factor in legal practice.

Suggestions for Future Research

Future research prospects are closely linked to further analysis of the data collected through the survey. The study's organisational and methodological framework is designed to achieve the targeted objectives and substantive characteristics outlined in the questionnaire's planned outcomes. Such studies open a new chapter in gender research within Ukraine's legal system.

The efforts of the Gender Policy Committee of the Ukrainian National Bar Association align with the global trend of transitioning from gender advocacy to gender policy (Mahapatro, 2014). Developing the "Gender Dimensions in Legal Practice" questionnaire marks the initial step towards examining the current state of gender-related issues in legal practice. Analysing the collected data will help identify key problematic aspects highlighted by legal professionals in their work.

In the future, integrating interdisciplinary potential and adopting a synergistic model for studying gender dimensions in the legal system will be crucial. This will necessitate ensuring methodological compatibility of data obtained from various sources within different clusters of legal activity. These prospects require incorporating interdisciplinary and pluralistic approaches when developing future surveys on gender dimensions in legal practice. The issue of gender, structured within the survey questions, should consider not only the isolated experiences of legal professionals but also the level of interaction among all participants in the legal system within the context of contemporary gender realities and prospects.

Acknowledgements

None.

Conflict of Interest

None.

Funding

The Author received no funding for this research.

References

- Aboim, S. (2020). Gender in a Box? The Paradoxes of Recognition beyond the Gender Binary. *Politics and Governance*, 8(3), 231–241. <https://doi.org/10.17645/pag.v8i3.2820>
- Alhababsah, S., & Yekini, S. (2021). Audit committee and audit quality: An empirical analysis considering industry expertise, legal expertise and gender diversity. *Journal of International Accounting, Auditing and Taxation*, 42, 100377. <https://doi.org/10.1016/j.intaccaudtax.2021.100377>
- Antić, M., & Radačić, I. (2020). The evolving understanding of gender in international law and gender ideology pushback 25 years since the Beijing conference on women. *Women's Studies International Forum*, 83, 102421. <https://doi.org/10.1016/j.wsif.2020.102421>
- Azmat, G., Cunat, V., & Henry, E. (2020). Gender Promotion Gaps: Career Aspirations and Workplace Discrimination. *SSRN Journal*. <http://dx.doi.org/10.2139/ssrn.3518420>
- Bak-McKenna, M., & Grasten, M. (2021). Law and Gender in Translation. *Australian Feminist Law Journal*, 47(2), 143–162. <https://doi.org/10.1080/13200968.2022.2105006>
- Bennedsen, M., Simintzi, E., Tsoutsoura, M., & Wolfenzon, D. (2022). Do Firms Respond to Gender Pay Gap Transparency? *The Journal of Finance*, 77, 2051–2091. <https://doi.org/10.1111/jofi.13136>
- Bocar A., Knox, D., Mummolo, J., & Rivera, R. (2021). The role of officer race and gender in police-civilian interactions in Chicago. *Science*, 371, 696–702. <https://doi.org/10.1126/science.abd8694>
- Bohrer, A. J. (2021). Gender Policing the Poor: Toward a Conceptual Apparatus. *Feminist Formations*, 33(1), 74–95. <https://dx.doi.org/10.1353/ff.2021.0004>
- Casaca, S. F., Guedes, M. J., Marques, S. R., & Paço, N. (2022). Shedding light on the gender quota law debate: board members profiles before and after legally binding quotas in Portugal. *Gender in Management*, 37(8), 1026–1044. <https://doi.org/10.1108/GM-10-2020-0302>
- Castro-Peraza, M. E., García-Acosta, J. M., Delgado, N., Perdomo-Hernández, A. M., Sosa-Alvarez, M. I., Llabrés-Solé, R., & Lorenzo-Rocha, N. D. (2019). Gender Identity: The Human Right of Depathologization. *International Journal of Environmental Research and Public Health*, 16(6), 978. <https://doi.org/10.3390/ijerph16060978>
- Choroszewicz, M., & Kay, F. (2022). Understanding Gender Inequality in the Legal Profession. *Lawyers in 21st-Century Societies: Comparisons and Theories*, 127–150. <https://doi.org/10.5040/9781509931248.ch-006>
- Clavero, S., & Galligan, Y. (2021). Delivering gender justice in academia through gender equality plans? Normative and practical challenges. *Gender Work Organ*, 28, 1115–1132. <https://doi.org/10.1111/gwao.12658>
- Conde-Ruiz, J. I., García, M., & Yanez, M. (2020). Does a soft board gender quotas policy work? *Applied Economic Analysis*, 28(82), 46–68. <https://doi.org/10.1108/AEA-09-2019-0029>
- De Benedetto, M. (2020). Gender and language. A public law perspective. *European Journal of Law Reform*, 1. <https://doi.org/10.5553/EJLR/138723702020022001004>
- De Britto Pereira, R. J. M. (2023). The Interpretation of the Inter-American Court of Human Rights on Labor Collective Rights from a Gender Perspective. *International Labor Rights Case Law*, 9(1), 15–19. <https://doi.org/10.1163/24056901-09010005>
- Fine, C., Sojo, V., & Lawford-Smith, H. (2020). Why Does Workplace Gender Diversity Matter? Justice, Organizational Benefits, and Policy. *Social Issues and Policy Review*, 14, 36–72. <https://doi.org/10.1111/sipr.12064>

- Flanagin, A., Frey, T., Christiansen, S., & Bibbins-Domingo, K. (2024). Draft Guidance on Reporting Gender, Sex, Gender Identity, Sexual Orientation, and Age in Medical and Scientific Publication – Call for Review and Comment. *JAMA*, 332(8), e2416646. <https://doi.org/10.1001/jama.2024.16646>
- Flood, M., & Dragiewicz, M., Pease, B. (2021). Resistance and backlash to gender equality. *Australian Journal of Social Issues*, 56, 393–408. <https://doi.org/10.1002/ajs4.137>
- Jain, D., & DasGupta, D. (2021). Law, gender identity, and the uses of human rights: The paradox of recognition in South Asia. *Journal of Human Rights*, 20(1), 110–126. <https://doi.org/10.1080/14754835.2020.1845129>
- Jamshed, J. (2021). Gender Discrimination and Sexual Harassment in the Legal Profession: A Perspective from Patriarchal Society. *Women & Criminal Justice*, 34(4), 244–256. <https://doi.org/10.1080/08974454.2021.1973942>
- Jaunait, A. (2022). Investigating gender in a world of gender consciousness. *Bulletin of Sociological Methodology/Bulletin de Méthodologie Sociologique*, 153(1), 8–45. <https://doi.org/10.1177/07591063211061759>
- Junk, W. M., Romeijn, J., & Rasmussen, A. (2020). Is this a men's world? On the need to study descriptive representation of women in lobbying and policy advocacy. *Journal of European Public Policy*, 28(6), 943–957. <https://doi.org/10.1080/13501763.2020.1767179>
- Kay, F., & Hagan, J. (2023). *Gender in Practice: A Study of Lawyers' Lives*. Oxford Scholarship Online. <https://doi.org/10.1093/oso/9780195092820.001.0001>
- Korolczuk, E. (2020). Counteracting Challenges to Gender Equality in the Era of Anti-Gender Campaigns: Competing Gender Knowledges and Affective Solidarity. *Social Politics: International Studies in Gender, State & Society*, 27(4), 694–717. <https://doi.org/10.1093/sp/jxaa021>
- Kosciesza, A. J. (2022). Intersectional gender measurement: proposing a new metric for gender identity and gender experience. *Feminist Media Studies*, 23(3), 750–765. <https://doi.org/10.1080/14680777.2021.2018008>
- Kwiatkowski, P. (2023). The European Standard of Legal Gender Recognition. *Teka Komisji Prawniczej PAN Oddział W Lublinie*, 16(1), 155–168. <https://doi.org/10.32084/tkp.5463>
- Lauren, G., Prothero, A., Bettany, S., Dobscha, S., Drenten, J., Ferguson, S., & Finkelstein, S. (2024). Feminist Academic Organizations: Challenging Sexism Through Collective Mobilizing Across Research, Support, and Advocacy. *Gender, Work & Organization*, 31(5), 2158–2179. <https://doi.org/10.1111/gwao.12912>
- Logie, C. H., Perez-Brumer, A., & Parker, R. (2021). The contested global politics of pleasure and danger: Sexuality, gender, health and human rights. *Global Public Health*, 16(5), 651–663. <https://doi.org/10.1080/17441692.2021.1893373>
- Lukianets-Shakhova, V., Ganus, L., Bryl, K., Nehoda, Y., & Rega, I. (2023). The Gender Policy of Ukraine: Considering the EU Experience. *Revista De Gestão Social E Ambiental*, 17(4), e03403. <https://doi.org/10.24857/rgsa.v17n4-030>
- Mahapatro, M. (2014). Mainstreaming Gender: Shift from Advocacy to Policy. *Vision*, 18(4), 309–315. <https://doi.org/10.1177/0972262914551663>
- Marchini, P. L., Tibiletti, V., Mazza, T., & Gabrielli, G. (2022). Gender quotas and the environment: Environmental performance and enforcement. *Corporate Social Responsibility and Environmental Management*, 29(1), 256–272. <https://doi.org/10.1002/csr.2200>

- Martin, A. E., & North, M. S. (2022). Equality for (almost) all: Egalitarian advocacy predicts lower endorsement of sexism and racism, but not ageism. *Journal of Personality and Social Psychology*, 123(2), 373–399. <https://doi.org/10.1037/pspi0000262>
- Mazzotta, R., & Ferraro, O. (2020). Does the gender quota law affect bank performances? Evidence from Italy. *Corporate Governance*, 20(6), 1135–1158. <https://doi.org/10.1108/CG-08-2019-0252>
- Nekhili, M., Gull, A. A., Chtioui, T., & Radhouane, I. (2020). Gender-diverse boards and audit fees: What difference does gender quota legislation make? *Journal of Business Finance & Accounting*, 47, 52–99. <https://doi.org/10.1111/jbfa.12409>
- Neschen, A., & Hügelschäfer, S. (2021). Gender bias in performance evaluations: The impact of gender quotas. *Journal of Economic Psychology*, 85, 102383. <https://doi.org/10.1016/j.joep.2021.102383>
- Nguyen, C. P. (2022). Uncertainty and gender inequality: A global investigation. *The Quarterly Review of Economics and Finance*, 86, 31–47. <https://doi.org/10.1016/j.qref.2022.06.003>
- Ono, Y. and Zilis, M.A. (2022), Ascriptive Characteristics and Perceptions of Impropriety in the Rule of Law: Race, Gender, and Public Assessments of Whether Judges Can Be Impartial. *American Journal of Political Science*, 66, 43–58. <https://doi.org/10.1111/ajps.12599>
- Patel, S. (2021). Gaps in the protection of athletes gender rights in sport – A regulatory riddle. *The International Sports Law Journal*, 21, 257–275. <https://doi.org/10.1007/s40318-021-00182-2>
- Rocha, M. (2020). Promoting gender equality through regulation: the case of parental leave. *The Theory and Practice of Legislation*, 9(1), 35–57. <https://doi.org/10.1080/20508840.2020.1830565>
- Sarang, A. A. A., Aubert, N., & Hollandts, X. (2024). Board gender diversity and the cost of equity: What difference does gender quota legislation make? *International Journal of Finance & Economics*, 29(2), 2193–2213. <https://doi.org/10.1002/ijfe.2774>
- Scotti, V., & Roma, M. (2021). The European standard of gender equality in Turkey: Harmonization, cross-fertilization or reputational reforms? *Women's Studies International Forum*, 86, 102475. <https://doi.org/10.1016/j.wsif.2021.102475>
- Setiawan, A., Pangaribuan, S. D., Chastine, G. H., Nurfebriyanti, S., & Noviatantri, S. H. (2023). Gender Based Violence in Higher Education: A Model of Protection and Law Enforcement. *Indonesian Journal of Advocacy and Legal Services*, 5(1), 65–80. <https://doi.org/10.15294/ijals.v5i1.74131>
- Sidayang, S., Sumanta, M. J., Calya, C. K. P., & Mokodenseho, S. (2023). Addressing Gender-Based Violence: Comparative Analysis of International Legal Frameworks and Practices. *The Easta Journal Law and Human Rights*, 1(03), 147–157. <https://doi.org/10.58812/eslhr.v1i03.91>
- Stephenson, A. L., Dzubinski, L. M., & Diehl, A.B. (2023). A cross-industry comparison of how women leaders experience gender bias. *Personnel Review*, 52(1), 145–165. <https://doi.org/10.1108/PR-02-2021-0091>
- Sullivan, A. (2020). Sex and the census: why surveys should not conflate sex and gender identity. *International Journal of Social Research Methodology*, 23(5), 517–524. <https://doi.org/10.1080/13645579.2020.1768346>
- Svensson, E.-M. (2016). Gender Justice. In A. Wong, M. Wickramasinghe, R. Hoogland, N. Naples (Eds.), *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies*. Wiley. <https://doi.org/10.1002/9781118663219.wbegss192>
- Vijayarasa, R. (2021). Women's movements under women presidents: bringing a gender perspective to the legal system. *Gender & Development*, 29(2–3), 569–591. <https://doi.org/10.1080/13552074.2021.1978736>

- Voeten, E. (2020). Gender and judging: evidence from the European Court of human rights. *Journal of European Public Policy*, 28(9), 1453–1473. <https://doi.org/10.1080/13501763.2020.1786146>
- Wroblewski, A. (2021). Quotas and Gender Competence: Independent or Complementary Approaches to Gender Equality? *Frontiers in Sociology*, 6, 740462. <https://doi.org/10.3389/fsoc.2021.740462>
- Yarram, S. R., & Adapa, S. (2021). Board gender diversity and corporate social responsibility: Is there a case for critical mass? *Journal of Cleaner Production*, 278, 123319. <https://doi.org/10.1016/j.jclepro.2020.123319>