

Biographical data form of candidates to the Committee on the Elimination of Discrimination against Women

Name (family name, first name): CHINCHILLA, Nuria

Nationality: Spanish

Date and place of birth: 26th September 1960, Barcelona, SPAIN

Working languages: Spanish, English, French, Russian, Italian, German

Current position/function:

- Full Professor of Organizational Behavior at IESE Business School (since 1984). Expert and Academic Director on “Women and Leadership” and “Women on Boards”.
- Founder and Director of the International Research Center for Work and Family at IESE Business School (since 2001. Multidisciplinary research fields: *Women’s Human Rights, Gender Equality and Discrimination, Work-life Balance*.
- Founder and President of several NGOs for the Advancement of Women’s Rights, and the NGO *Action for Democracy*.

Main professional activities:

- *Visiting Professor* at IPADE (México), ISE (Brazil), INALDE (Colombia), IDE (Ecuador), PAD (Peru), ESE (Chile), IAE (Argentina), IEEM (Uruguay), Lagos Business School (Nigeria), Strathmore University (Kenya), Trinity College (Dublin), AESE (Portugal), University of Asia and the Pacific (Philippines), and University Monteavila (Venezuela).
- *Launch and development of IFREI* (International Family Responsible Employer Index) which monitors international indicators on business flexibility, family responsible policies, management styles, and business culture in 27 countries to promote gender equality. Another line of research is “Inhibitors and enablers of Women’s careers” (since 2007).
- *Founder and President* of NCH&Partners. Consultant and assessor on gender and work-life balance for business and governments at regional, national and international level since 1994, i.e. “Compartamos Banco”, Microcredit for women (Mexico) and many Governments.
- *Member of Advisory Boards* of Women’s NGO: WIN (Women International Networking); EPWN (European Professional Women’s Network); EWMD (Women Management Development); CWDI (Corporate Women’s Directors International)
- *Member of the Board of Directors* of “Women Rural Schools of Catalonia”, since 1998.

Educational background:

- Ph.D. in Economics. University of Navarre (1994).
- Ph.D. in Business Administration. IESE Business School (1993).
- MBA, Master in Business Administration. IESE Business School (1984).
- Degree in Law, University of Barcelona, (1982).
- Strategic Perspectives in Non-profit Management. Harvard Business School (1995).
- Executive Program in Organizational Change. The Graduate School of Business, Stanford University (1986).
- International Law. City of London Polytechnic (1981)

Other main activities in the field relevant to the mandate of the CEDAW:

- Expert in EGM in the UN DESA-ECOSOC, *Focal Point on the Family* (NYHQ, 2012).
- Consultant at the *Focal Point for Women* in UN, (NYHQ, 2011).
- Member of the Committee “Call for action” EU’s Human rights Commissioner, Viviane Reding on Women’s Rights and Gender Equality (2011)
- Keynote Speaker in “Women in the XXI century: our golden age”, IWEC-International Women Entrepreneurial Challenge, Chambers of Commerce from: Barcelona, Cape Town, New Delhi, and Manhattan (USA, 2011).
- Guest speaker for the European Parliament, invited by the Gender Equality Committee, (Brussels, 2008).
- Speaker in: “Legacy for Women, in the Global Summit”, (Spain, 2012); “The Global Summit of Women” (Spain, 2002); in the 10.000 Women of Goldman Sachs “The leadership curve: Empowering Women leaders” (Philippines, 2010); in “The first Latin-American Congress of Women in Business” (Ecuador, 1990, 2004); in “Women’s rights” (UN HQ, 2004).
- Organization and Academic Director of Women’s International biannual conferences at IESE since 1994, the 2008, under the presidency of the Princess of Spain.
- Delegate and speaker to the IV UN World Conference on Women (Beijing, 1994).
- Guest speaker on women’s issues in more than 60 cities all over the world.

List of most recent publications in the field of discrimination against women and advancement of their human rights:

- Business-case written by Prof. Jeffrey Pfeffer on her work: “Nuria Chinchilla: The power to change workplaces” (Stanford University, 2008).

Books:

- “Work and Family in the World. Best practices” (HRD Press, Massachusetts, 2010). Editor and coauthor.
- “Guide of Best practices and Equal Opportunities in Spanish Companies” (Comunidad de Madrid, 2004-2009), and in Catalan Organizations (2006, 2010).
- “Masters of our destiny: how to balance work and family”, with M. Moragas (Ariel, 2007).
- “Family Responsible Companies, luxury or need?” (Pearson Prentice Hall, 2006).
- “Female ambition”, with C. León, (Aguilar, 2004).
- “Labor contracts: Discrimination against Women?” (Adecco Foundation, 2003).
- “Leadership paradigms”, (McGraw-Hill, 2002).
- “Feminine Entrepreneurship”, with A. Mercadé and P.García (Gestión 2000, 1999).
- “Woman and her Success, with J.A Pérez López (Eunsa, 1995).
- *Chapter*: “Women and Business in the 21st Century”, in *The Golden Age for Women*. Ed. Universitas (2011).