

From Resistance to Co-Creation: Strategic Management of Justice Systems with a Gender Perspective and a Social Base

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ABSTRACT

The current research addresses the metamorphosis of justice systems through the lens of strategic management, analyzing the transition from feminist resistance toward co-creation models with a social base. In this sense, the general description focuses on how the influence of women's movements has forced a reengineering of public administration, replacing bureaucratic rigidity with an ethics of care and territorial proximity. The fundamental objective is to evaluate the impact of integrating a gender perspective and community participation on the efficiency of judicial services. Likewise, the methodology employed is based on a qualitative-hermeneutic approach, supported by the review of the praxis of female leadership and the content analysis of horizontal governance policies. The results demonstrate that co-creation not only increases institutional legitimacy, but rather reduces the impunity gap by humanizing technical processes and optimizing the managerial skills of women in the territory. Thus, cognitive justice and relational transparency are identified as essential pillars for modern public management. Finally, the conclusions emphasize that the sustainability of judicial reform depends on a real transfer of decision-making power to organized communities. Likewise, it is established that the continuous training of operators, under principles of intersectionality, is imperative to consolidate a system that is, at the same time, efficient, democratic, and restorative of the social fabric.

Keywords: Strategic Management, Justice Systems, Gender Perspective, Co-creation, Social Base, Female Leadership, Ethics of Care.

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