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**Abstracts  
and  
Conference Materials  
for the  
5th International Conference  
on Gender Research**

**University of Aveiro  
Portugal**



**28-29 April 2022**

A conference managed by ACI, UK

**aci**

**Abstracts of Papers  
Presented at the**

**5th International Conference on  
Gender Research**

**ICGR 2022**

**hosted by  
University of Aveiro, Portugal**

**28-29 April 2022**

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## Contents

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
<b>Preface</b>		vi	ix
<b>Committee</b>		vii	x
<b>Biographies</b>		viii	xii
<b>Keynote Outlines</b>			xxvii
<b>Research papers</b>			
The Connection Between Gender Budgeting and Academic Housekeeping in RPOs	Tindara Addabbo, Giovanna Badalassi and Corinna Pusch	1	1
A Holistic and Integrated Framework to Examine Formal Women Business Networks (FWBNs)	Deborah Ajumobi and Michael Kyobe	11	2
Reflections on Racism Against Women of Color Faculty in Academia	Sameena Azhar and Kendra DeLoach McCutcheon	20	3
Gender Board Composition and Performance in Italian Start-Ups	Sofia Bacchin, Francesca Capo and Lorena Maria D'Agostino	28	4
How Does the Institutional Context Affect the Risk of Substitution Faced by Women and men?	Mariasole Bannò, Emilia Filippi and Sandro Trento	36	5
Project_Gender Action Plans in Academia	Rita Bencivenga, Anna Siri and Cinzia Leone	43	5
Parental and Grandparental Labour in Russia: Gender Perspective	Natalia Blednova and Anna Bagirova	52	7
Representations of Fatherhood and Pre-Colonial Masculine Otherness in Flora Nwapa's Idu (1970)	Fatiha Bouanani	59	8

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
How can Gender Smart Mobility Become a More Intersectional Form of Mobility Justice	Jacquie Bridgman Andree Woodcock and Kat Gu	65	9
Gender and Entrepreneurship: Exploring High Growth WomEntrepreneurs Socio-Economic myth and Gender Stereotypes	Musa Chauke	72	10
Gender Quota Legislation has no Spillover Effect on Hiring of Female CEOs	Thora Christiansen and Ásta Dís Óladóttir	80	11
Inequalities for Women in Science, Technology and Innovation	Sarina Gursch, Katja Urak, Michael Herold, Stefan Kutschera, Silvia de los Rios Perez, Rebeca García-Betances, Maria Fernanda Cabrera-Umpierrez, Yolanda Ursa, Wolfgang Slany and Vesna Krnjic	88	12
The Functioning of Gender, With Special Reference to the Global South	Colette Harris	97	13
Formation of Human Capital in the Digital era: Gender Specifics	Lucia Kohnová and Ján Papula	105	14
Performativity in Politics: Understanding the Role of Affect in Political News Coverage	Isabel Krakoff	114	15
Improving Democracy: Gender Quotas and Diversity in Canada	Chantal Maillé	123	16
Gender Differences in Burnout Syndrome and Perceptions of Gender Equality in Research Organisations	Stefania Marcassa	130	17

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
Examining the Effect of Gender Leadership and Workforce Equality on Thematic Mutual Funds Financial Performance	Carmen-Pilar Martí-Ballester	139	18
Fostering Participation in Gender Budgeting: A Proposal for an Online System to Enhance Citizens' Engagement in Gender-Responsive Budgeting	Giorgia Mattei, Valentina Santolamazza and Beatrice Elia	148	19
Innovation Against Gender Inequalities in Agri-Food Industry	Giuseppe Modaffari and Martina Manzo	155	20
Invisible Barriers: Societal Norms Versus Female Workplace Progression	Dominique Marié Nupen and Jayseema Jagernath	163	21
Social Network Dynamics in Transmission of HIV by Sexual Contact	Nuran Öze and Murat Sayan	171	22
How Identity Informs the Bicultural Context of South African Indian Women Engineers	Vanishree Nundagopaul Pillay, Zanele Ndaba, and Jenika Gobind	179	23
Advanced Strategic Platform for Inclusive Research Environments (ASPIRE): A Tool for Change	Mariana Pinho, Belinda Colston, Alison Mitchell, Julie Bayley and Udeni Salmon	186	24
Secondary End-Users' Perspectives on Gender Differences in the use of eHealth Applications in Older Adults	Yvonne Prinzellner and Alisa Simon	193	25
Emotions as a Lasting Leadership Learning in High-Potential Female Students	Mónica Segovia-Pérez, Pilar Laguna-Sánchez, Ana M. Vargas-Pérez and Concepción de la Fuente-Cabrero	200	26

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
Is it a WoMan's World? Gender Stereotypes and Social Role Inequalities in Advertisements	Kincsó Szabó	208	27
Saving Lives With Gender Studies? Putting Technofeminism Into Practice	Anita Thaler	215	28
Resisting, Accepting and Supporting Gender Equality in Portuguese Higher Education Institutions: Leadership Profiles	Anália Torres, Paula Campos Pinto, Fátima Assunção, Sara Merlini, Diana Maciel and Bernardo Coelho e Filipa Godinho	222	29
Understanding the Factors Influencing Women's Career Trajectories in STEM Education in Kazakhstan	Mariza Tsakalerou, Asma Perveen, Alibek Ayapbergenov, Aida Rysbekova and Askar Bakytzhanuly	230	30
Womxn as Agents of Change to Transform the Post-Apartheid City	Francine van Tonder and Luthando Thomas	240	31
A Partnership Approach: Supporting and Empowering Vulnerable Women Within one UK city	Louise Warwick-Booth and Susan Coan	250	32
The Future of UK Work-Family Rights: The Case for More Flexible Working	Michelle Weldon-Johns	259	33
Increasing Gender Sensitivity With Codesign	Andree Woodcock, Jacquie Bridgman, Kat Gut, Paul Magee, Sinead Ouillon, Janet Saunders and Nicola York	266	34
Stereotyping and Gender gap During COVID-19: Backlash or Gender Convergence? A Systematic Literature Review	Yvonne Ziegler, Regine Graml and Vincenzo Uli	274	35

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
<b>Phd Research Papers</b>		281	37
Rhetorical Space and the Virality of the Bring Back Our Girls Campaign	Folasewa Olatunde	282	39
Micro-Level Factors that Affect Females' Decisions Towards Leadership in Higher Education: A Literature Review	Moldir Yelibay	292	40
<b>Non Academic Paper</b>		300	41
MILIEU H2020 Project 'Women, Disability and Inclusion': Introducing the Project	Lyuba Spasova, Cinzia Leone and Rita Bencivenga	301	43
<b>Work In Progress Papers</b>		309	45
When Gender Equality in Academia Takes a Toll on Agency and Well-Being	Giulia Arena	310	47
Success Factor Negotiation: The Covid-19 Pandemic as an Opportunity Structure	Veronika Kneip, Andrea Ruppert and Martina Voigt	313	48
Gender Stereotype and Influencers' Role in Genderless Fashion	Barbara Kulaga and Elena Cedrola	317	49
<b>Abstracts Only</b>			51
Impact of COVID-19 on Khwaja Sira/Third Gender Communities in Swat, Pakistan	Sameena Azhar, Jason Vaudrey and Imtyaz Ahmed		53
Effects of Gender Composition in Committees	Erika Christie Berle, Yuko Onozaka and Kenneth Kavajecz		54
A Secondary Analysis of Sex Work Activism and the Caste System in India	Akanghya Bordoloi		54



<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
Learning From an Empowerment/Educational Programme for Young Women Experiencing Domestic Abuse	Susan Coan and Louise Warwick-Booth		55
Embedding Employability Skills in Higher Education: Are Gender and Intersectionality Biases Overlooked?	Elizabeth Conaghan, Frances Hamilton, Amanda Millmore and Annika Newnham		56
Conferencing as (Gendered) Networking Practice	Jennifer Dahmen-Adkins and Andrea Wolfram		57
Resistance(s) to Gender Equality in Higher Education and Science Institutions	Sara Diogo, Carina Jordão, Teresa Carvalho and Sandra Karner, Sara Diogo, Carina Jordão, Teresa Carvalho, Sandra Karner, Julian Anslinger, Hana Himi and Maya Ashkenazi,		59
From Public to Private: The Gendered Impact of COVID-19 on Working Women	Hind Elhinawy, Morag Kennedy and Silvia Gomes		60
Corporate Board Gender in National Sport Federations: An Exploratory Study of the Gender Quota in Italy, Portugal, Spain, Turkey and the United Kingdom	Emilia Fernandes, Luisa Esteban, Tiziana Di Cimbrini and Gonca Güngör		61
Kitchen Connection: The Women of Chef's Table	Laine Goldman and Federica Fornaciari		62
Gendered Perspectives on Dick Pics Across GSNAs	Needham Gullely, Corey Johnson and Diana Parry		63
Factors Affecting the Mobility of Breastfeeding Mums in Public Spaces	Katarzyna Gut, Adrienne Evans, Andree Woodcock and Ann Marie Nienaber		64

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
Office Gossip Among dog Trainers	Nasima Mohamed Hoosen Carrim and Lebogang Mongale		65
The Hidden Lessons in European School Textbooks: Gender and Sexuality Stereotypes	Astrid Jehle, Marleen Groeneveld, Tessa van de Rozenberg and Judi Mesman		66
Research on Geo-Social Networking Applications (aka: Dating/Hook-Up Apps): Ethics for sex Positive Research	Corey Johnson and Diana Parry		67
An Analysis of Vulva Appearance in Mainstream vs. Made-for-Women Pornography	Samantha Maki and Jan Cloe		68
Gender Based Violence in Times of Crisis: The Increase of SGBV and IPV in Greece During the COVID- 19 Pandemic	Emmanouela Niraki		69
A Future Without Legal Gender? Findings From a UK survey and Interview Study	Elizabeth Peel and Hannah Newman		70
Parents' Gender Stereotypes in Relation to Adolescents' STEM Self-Efficacy and Occupational Interests	Stefanie van Esveld, Marleen Groeneveld, Tessa van de Rozenberg and Lotte van der Pol		71
Framing Terrorism Survivors: Visual Representation of Boko Haram Survivors in Inter(national) News Media	Doris Wesley		71
Designing Indicators for the Gender Equality Plan of a Research Center: The case of the Institute of Marine Sciences (ICM)	Silvia Donoso López, Esther Garcés and Maria Gracia Puga		72

<b>Paper Title</b>	<b>Author(s)</b>	<b>Page No</b>	<b>Guide No</b>
Institut de Ciències del Mar as case study for the Gender Equality Plan: An Instrument to Advance Equality in Research	Esther Garces, Silvia Donoso and Maria Garcia ICM		73
Men, Masculinities and Factors that Contribute in a bad Behavior of Men Against Women	Zamokuhle Mbandlwa		74
Creating Male Gender Equity Advocates: Addressing Sexual Violence on University Campuses	Diana Parry and Cory Johnson		75
Nursing and Teaching: not for 'real' men?	Tessa Rozenberg, Lotte Pol, Marleen Groeneveld and Stefanie van Esveld		76
Understanding Gender Grading Bias: the Role of Implicit Gender Stereotypes	Laura Doornkamp, Lotte Van der Pol, Marleen Groeneveld and Sandra Groeneveld		77
Enablers to Women's Participation in Decision-making Processes and Positions: A Systematic Literature Review	Carina Jordão, Sara Diogo and Teresa Carvalho		78
<b>Additional Materials</b>			81
<b>Participant List</b>			83
<b>Google Scholar</b>	<b>The Importance of Paper citations and Google Scholar</b>		89
<b>About ACI</b>			91

## Preface

These proceedings represent the work of contributors to the 5<sup>th</sup> International Conference on Gender Research (ICGR 2022), hosted by the University of Aveiro, Portugal, on 28-29 April 2022. The Conference Co-Chairs are Professor Elisabeth T. Pereira and Professor Carlos Costa, and the Programme Chair is Professor Zélia Breda, all from the University of Aveiro, Portugal.

ICGR is a well-established event on the academic research calendar, and it is now in its 5<sup>th</sup> edition. The key aim of the conference is to provide the opportunity for participants to share ideas and cutting edge gender research. This edition aims to promote new insights and discussion about the current global scenario and present different perspectives on how to overcome gender-related unbalances exacerbated by the COVID-19 pandemic. The scope of papers will ensure an interesting two-day event of presentations and debate with researchers from diverse backgrounds from around the world. The subjects covered illustrate the wide range of topics that fall into this important and ever-growing area of research.

The opening keynote presentation is given by Prof. Dr. Katharina Wrohlich, from the German Institute for Economic Research (DIW Berlin), Germany, on *The Interrelation of Different Gender Gaps on the Labor Market - A European Comparative Perspective*. The second day of the conference will open with an address by Professor Emeritus Pat O'Connor, from the University of Limerick, and Visiting Professor at the Geary Institute, University College Dublin, Ireland, who will discuss whether *Gendered Power is Irrelevant in Higher Educational Institutions*.

With an initial submission of 108 abstracts, after the double-blind peer-review process, there are 35 Academic research papers, 2 PhD research papers, 1 Non Academic paper and 3 work-in-progress papers published in these Conference Proceedings. These papers represent research from academics worldwide, namely from Austria, Bulgaria, Canada, Cyprus, Finland, France, Germany, Hungary, Iceland, Ireland, Italy, Kazakhstan, Netherlands, Norway, Portugal, Russia, Slovakia, South Africa, Spain, The Netherlands, the United Kingdom and USA.

We hope you enjoy the conference!

Professor Elisabeth T. Pereira, Professor Carlos Costa and Professor Zélia Breda  
University of Aveiro  
Portugal  
April 2022

## ICGR Conference Committee

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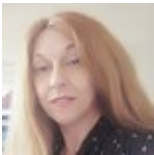
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# Biographies

## Conference and Programme Chairs



**Professor Carlos Costa** is a full professor and entrepreneur based at the University of Aveiro, Portugal. Carlos started out doing an undergraduate degree in regional and urban planning (University of Aveiro). This was followed by a specialization in tourism, at the master's and doctoral level, at the University of Surrey, in the UK. Carlos is now Head of Department, at DEGEIT – the largest department of the University of Aveiro. With publications at the highest level, Carlos also enjoys writing down-to-earth articles for the media and for the general public. As the Director of the PhD in Marketing and Strategy, as well as of the PhD in Tourism, both at the University of Aveiro, Carlos is an inspiration to colleagues and students alike – to perform beyond their dreams and achieve new entrepreneurial heights, whatever the domain may be.



**Professor Elisabeth T. Pereira** holds a PhD and Master in the fields of Economics and Business Management. She is Assistant Professor of Economics at the University of Aveiro (Portugal), and senior researcher in the field of Competitiveness and Innovation at the Research Unit GOVCOPP-University of Aveiro. She is author of several dozen articles, books, chapter of books and communications at international conferences.



**Zélia Breda Assistant Professor** and Director of MA in Tourism Management and Planning, University of Aveiro. Member of Research Unit Governance, Competitiveness and Public Policies (GOVCOPP); founding member/vice-president of Observatory of China and Portuguese Institute of Sinology. Authored/co-authored national/international papers/communications on tourism development, networks, tourism in China and Goa (India), gender and tourism, and internationalisation of tourism economy.

## Keynote Speakers



**Pat O'Connor** is Professor Emeritus of Sociology and Social Policy at the University of Limerick and Visiting Professor, Geary Institute, University College Dublin, Ireland. Her 120 publications include eight books, 30 chapters and 80 peer-reviewed journal articles. Her research focuses on gendered power, leadership, excellence, micropolitics and organizational culture. She is on the Advisory Boards of TARGET, CHANGE and RESET and was visiting professor at London, Aveiro, Linköping, Deakin and Melbourne. She is co-editor of *Gender Power and Higher Education in a Globalised World*.



**Katharina Wrohlich** is Head of the Gender Economics Research Group at the German Institute for Economic Research (DIW Berlin) and Professor of Public Finance, Gender and Family Economics at the University of Potsdam. Her research focuses on the evaluation of labor market, family and tax policy on employment and wages of women. Moreover, she is working on the issue of gender gaps in the labor market, in particular in terms of wages and leadership positions. Before joining the gender economics research group at DIW, Katharina was a research associate at and deputy head of the public economics department at DIW Berlin. She finished her PhD at the Free University of Berlin in 2007. Prior to her doctoral studies, she studied at the University of Vienna and at Georgetown University in Washington, D.C.

## Mini Track Chairs



**Tindara Addabbo** is Full Professor in Economic Policy at the University of Modena and; Reggio Emilia. Current main research areas: wage discrimination by gender, well-being,; gender budgeting, gender gap in education, gender equity firms certification. Coordinator of *Leading Towards Sustainable Gender Equality Plans in research institutions* – (H2020-SwafS-2019 – 873072). web site: <http://personale.unimore.it/rubrica/curriculum/addabbo>

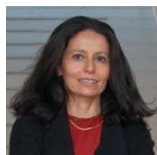


**Claudia Canali** is Associate Professor in Information Engineering at the University of Modena and Reggio Emilia. Her research interests focus on cloud/fog computing systems and gender equality in ICT. Scientific responsible for her university in the Horizon 2020 Project EQUAL-IST Gender Equality Plans for Information Sciences and Technology Research Institutions (2016-2019). Web site: <https://weblab.ing.unimore.it/people/canali/>

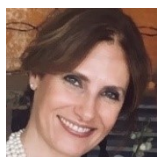




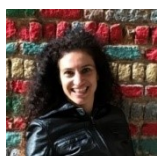
**Dr Serene Dalati** is a senior lecturer at the faculty of Business administration at the Arab International University, Syria. Serene has obtained a PhD in Leadership, Organizational Culture and Job satisfaction in 2008 which was preceded by British Chevening scholarship to study for an MBA in Banking and Finance from University of Wales, Bangor in 2002. Serene teaches for areas in Organizational Behaviour, Leadership, Culture and Job satisfaction. Serene has also established experience in Erasmus+ Capacity Building in Higher Education and developed a project application with acronym FREE which has a scope of Female Resilience and Empowerment in Higher Education in the South Mediterranean Region.



**Emília Fernandes** is an Assistant Professor in the School of Economics and Management of the University of Minho, Portugal, lecturing at undergraduate and post-graduate levels in courses of Management, Human Resources Management. Her publications have been in research areas related to gender discourses and identities, practices of resistance, entrepreneurship and small and medium enterprises, and professional embodiment.



**Regina Leite** is an Assistant Professor in Organizational Behaviour and HRM in the Department of Management of the School of Economics and Management at the University of Minho. Former coordinator of the master course in Human Resource Management. Research interests: Work and non-work spheres, privacy in the workplace, sexual and moral harassment, and gender issues.



**Nuran Öze** is Assoc. Prof. Dr., Acting Dean of Faculty of Communication, Head of Institute of Graduate Studies and Research, Chair of Department of Visual Communication Design in Arkin University of Creative Arts and Design (ARUCAD), Northern Cyprus. She is especially interested in culture, communication, gender, PR and specifically with social media. In recent years she has researched social media usage patterns and its effect on society, social media addiction, identity construction on social media.

## Biographies of Contributing Authors

**Deborah Ajumobi** is currently a lecturer at IIE Varsity College in Cape Town, South Africa. She holds a doctorate and master's degree from University of Cape Town. Her research interests include, women entrepreneurship, emerging ICT usage, student learning and educational innovations. She also serves as a research and postgraduate mentor/coach for Your Postgrad Buddies

**Giulia Arena** is a PhD candidate at the University of Genoa, her research project about gender budgets in academia is situated at the intersection of law, sociology, and feminism. Writing the UniGe gender budgets she fell in love with data feminism. Her main research topics are gender public policies, gender mainstreaming, reproductive and productive work.

**Sameena Azhar, PhD, LCSW, MPH**, is an Assistant Professor at the Graduate School of Social Service at Fordham University. Her areas of research interest are HIV, gender, sex work, and addiction.

**Rita Bencivenga** is member of the Ulyseus Team at the University of Genoa, Italy, Visiting Research Fellow at the Trinity Centre for Gender Equality and Leadership (TCGEL), Trinity College Dublin and member of LEGS - Laboratoire d'études de genre et de sexualité, CNRS/Université Paris. Main research areas: gender studies, adult non formal and informal education, gender in higher education, and gender and technology.

**Erika Christie Berle** is a Ph.D. Candidate at the Uis Business School at the University of Stavanger. Erika specializes in applied econometrics focusing on machine learning and text. Her research applies to different areas within economics - such as behavioral, financial, and environmental economics. Before starting the Ph.D., Erika worked as a management consultant.

**Natalia Blednova** is an analyst at the Center for Regional Economic Research of Ural Federal University (Russia). Her research interests include balancing professional and parental labour. Specialities: Demographic policy, balancing professional and parental labour.

**Akangshya Bordoloi**, 26-year-old Assamese, Indian from Department of Sociology Maynooth University, Ireland. I was awarded the NUI Travelling Scholarship for my PhD on 'A Comparative Analysis of Sex Work Activism between Dublin and Delhi'. I am a tutor for undergraduate sociology students and Secretary for Sibeal Network. I have also published three journal articles.

**Fatiha Bouanani** I am from Algeria and started my PhD in October 2016 at the University of Liverpool. I am also an associate fellow in higher education. I have attended and presented conferences in Leeds, Chester, and Liverpool University. I am currently preparing for my viva while working as an English tutor.

**Nasima M.H. Carrim** is an Associate Professor at the Department of Human Resource Management at the University of Pretoria. Her research focuses on gender in management, culture, religion and minorities in the workplace from an intersectionality and identity perspective. She has authored many articles in international journals and books related to diversity management.

**Teresa Carvalho** is an Associate Professor at University of Aveiro, Department of Social, Political and Territorial Sciences and senior researcher at CIPES – Research Center on Higher Education Policies. She is the coordinator of the H2020 CHANGE project – CHAlleNging Gender (In)Equality in Science and Research.

**Musa Chauke** completed is a PhD candidate at the University of the Witwatersrand, South Africa. Her area of speciality lies in Entrepreneurship, High Growth Firms, Innovation, Leadership, Sustainability and theory formulation.

**Susan Coan** is a Research Officer in Health Promotion, with expertise in gathering data creatively with a range of vulnerable community members, including women and the homeless. Susan is also part of the CommUNity team, supporting the development of sustainable community partnerships between third sector organisations, local government and Leeds Beckett University.

**Elizabeth Conaghan** is an Associate Professor at the School of Law, University of Reading, England. Prior to joining the University, she worked as a barrister in independent practice. She has conducted the current project on student experiences of assessed group work with a team of fellow researchers at the School of Law.

**Lorena M. D’Agostino** is Assistant Professor of Management at the Department of Economics, Management and Statistics, University of Milano-Bicocca, Italy. She received a Ph.D. in *Economics* at Marche Polytechnic University, Italy, in 2011. Her current research interests are *firm innovation, data-driven decision making, new venture strategy*.

**Jennifer Dahmen-Adkins**, social scientist, senior researcher at the Institute for Sociology, RWTH Aachen University, Germany. Her main research areas are in the field of gender and/in research performing organizations with special focus on

structural change, gendered networks, change management and monitoring of gender equality projects.

**Sara Diogo** is a guest Assistant Professor at University of Aveiro in Portugal. She holds a joint-PhD from the University of Jyväskylä (Finland) and the University of Aveiro, comparing policy changes in Portuguese and Finnish higher education systems. Her interests focus on comparative higher education research, governance, internationalisation, public policy, applying a gender lens to her research.

**Silvia Donoso:** Ph.D. in Social Anthropology and master in Gender and Equality Public Policies. I am currently working as gender expert for the European SwafS project LeTSGEPs at Institut de Ciències del Mar (CSIC). I have a strong experience in the design, implementation and monitoring and evaluation of GEPs in companies and public administrations.

**Linh Duong** is a doctoral candidate at Åbo Akademi University. I work on the research topic of gender construction in entrepreneurship, taking start-up pitches as the central context. In my research, I apply qualitative methodologies to explore different perspectives, interactions, and narratives. The topic of gender in start-up pitches has won the best doctoral proposal at the RENT Conference 2021.

**Hind Elhinnawy** . A dedicated feminist/activist academic with an interdisciplinary research agenda focused on gender activism, intersectionality and social change. Hind's work for over a decade has led to law and policy reform in Egypt. Her current projects include the publishing of a monograph entitled; *The Secular Muslim Woman: An Alternative Voice in the War of Ideas* (Bloomsbury).

**Emilia Filippi** is a PhD student in Economics and Management at the University of Trento, Italy. Her research interests concern technological change, innovation and the impact on work.

**Esther Garcés** Ph.D. in Biology. I am currently a senior researcher at Institut de Ciències del Mar (CSIC), leading a research group. Parallel to my scientific activity, I am highly involved in Gender Equality, leading the European SwafS project LeTSGEPs for my institution. I am also a member of a CSIC Women and Science Committee.

**Laine Goldman**, Department of Arts and Humanities, National University in La Jolla, California. Received a dual master's in Film and Telecommunications from Ohio University and a doctorate in Social Sciences from Tilburg University, Netherlands.

Laine is a social scientist interested in media representation, the new freelance workforce, and organizational change and empowerment.

**Needham Yancey Gulley** (he/him/his) is an associate professor in the Higher Education Student Affairs program at Western Carolina University. Dr. Gulley has a long history of advocating for social justice within educational contexts through his scholarship, teaching, publications, presentations, trainings, and volunteer endeavours. In 2019 he was inducted as a Diamond Honoree by ACPA College Student Educators International.

**Sarina Gursch** holds a master's in industrial mathematics. She currently works as a PhD student at the Institute of Software Technology at Graz University of Technology. The topic of her doctoral thesis is gender equality in technology. FFG project Code'n'Stitch, EU Project Gender STI and the annual Girls Coding Week enriches her knowledge in this field.

**Katarzyna Gut.** Mentor at Centre for Trust, Peace and Social Relations at Coventry University. Previously Kat worked on Horizon 2020 TInnGO Project concentrated on gender and smart mobility by building the capacity to generate and apply evidence on issues relating to gender equality and transport.

**Colette Harris** is Reader in gender and development at SOAS University of London. As gender trainer, community educator and development specialist she has worked with rural and poor urban communities in Sub-Saharan Africa, Latin America, Central and South Asia. Her research focuses on gender norms and improving pedagogies for grass-roots social and public-health education.

**Jayseema Jagernath** Master of Commerce degree from University of KwaZulu Natal. Career commenced in industry, thereafter academia, Worked for NGO, assisting those in rural area across the country to develop and manage resources. Currently Deputy Head of School of Management at IIE's Varsity college, a brand of Independent Institution of Education. Responsible for academic management running across all campuses nationally. Specialised in Finance, Investments, Banking and Management; shares a passion for women's empowerment.

**Astrid Jehle** holds a Research Master degree from the University of Amsterdam and was awarded an ISS teaching innovation grant. Astrid is currently a PhD student at the Societal Challenges Lab at Leiden University, where she works in an ERC-funded project. Her research focus is on the development of gender stereotypes and cross-cultural gender stereotypes.

**Corey W. Johnson** is a Professor at the University of Waterloo. His inquiry focuses attention on power relations between dominant (white, male, etc.) and non-dominant populations in leisure and in qualitative research methodologies. He co-authored *Fostering Social Justice for Qualitative Inquiry, Sex and Leisure*, among others. His current funded projects focus attention on technologically-mediated social relations.

**Carina Jordão** is a researcher at University of Aveiro, Department of Social, Political and Territorial Sciences. She is a research member of the H2020 CHANGE project – CHALlENging Gender (In)Equality in Science and Research.

**Veronika Kneip** is professor of Organisation and Human Resource Management. Her main fields in teaching and research are leadership and communication with a focus on gender and digitalisation. She has professional experience in management and leadership and serves as the academic director of the MBA Leadership at Frankfurt UAS.

**Lucia Kohnová**, Ph.D. is an academic at the Faculty of Management at Comenius University in Bratislava. As part of her research, she participates in 4 domestic and international projects and focuses mainly on innovation, business development and Industry 4.0, intellectual capital and future of work regarding digitalization, new skills and Generation Z.

**Isabel Krakoff** is a 3<sup>rd</sup> year PhD candidate in the Department of Sociology at York University in Toronto, Ontario. Her research interests include the study of race and racism, critical sexuality studies, political sociology, global gender policy, and mixed methods research.

**Barbara Kulaga**, PhD in Management and Law, deals with European Funds, Tourism and Fashion Marketing. Currently Research Fellow at Marche Polytechnic University and Contract Lecturer of Territorial Marketing Lab at University of Macerata. She is in the research staff of several European Projects.

**Pilar Laguna Sánchez**. PhD in Finance at Universidad Complutense de Madrid (Spain). She is Associate Professor at Rey Juan Carlos University in Madrid (Spain). She has had a long professional career as university manager (Dean and Vice-Chancellor). Her main research areas are applied entrepreneurship, small business finance, female leadership and teacher innovation.

**Chantal Maillé** – Professor of Women's Studies at Concordia University in Montreal (Canada). She conducts research on feminisms, women's movements, politics and

francophonie. She has published books and scientific articles in many international journals, including *Women: A Cultural Review*, *European Journal of American Studies*, *American Journal of Québec Studies* and *Zeitschrift für Kanada-Studien*.

**Samantha Maki** is a graduate from The University of British Columbia with an Honours degree in Psychology. She is an advocate for sex positive research and education. Samantha intends to pursue her advocacy through clinical practice, policy change, and future research. When she isn't researching or studying, Samantha spends her time hiking with her two dogs.

**Martina Manzo** is a PHD student in Business Administration at the Business Studies Department of the University of Roma Tre (Italy). Her research interests are: financial strategies and economic performance in Small and Medium Enterprises; digital economy and the implementation of innovative elements in the productive process; relational capital and female entrepreneurship.

**Stefania Marcassa** is an associate professor of Economics at CY Cergy Paris University, France. She earned her Ph.D in Economics at the University of Minnesota in 2009. Her main research areas are gender and family economics. She is the Gender Equality Officer of CY, and the scientific coordinator of the LeTSGEPs project.

**Carmen-Pilar Martí-Ballester** is an associate professor in the Business Department at the Universitat Autònoma de Barcelona. Her research focuses on analysing the financial and social performance of pension and mutual funds and examining the investor behaviour in the pension and mutual funds industry.

**Sara Merlini** is a Sociologist, Researcher at CIEG (University of Lisbon) since 2021. She has a PhD in Sociology from ICS (University of Lisbon) and has been contributing to many different and remarkable projects. She is author and co-author of 1 book, 2 book chapters and 6 scientific articles in international journals with peer review.

**Zamokuhle Mbandlwa** holds a PhD in Public Administration, Master's degree in Public Management, Bachelor of Technology in Public Management, National Diploma in Public Management (Durban University of Technology), Bachelor of Social Sciences degree, University of KwaZulu Natal and Nated Diploma in Public Management (Coastal College). Fundamentals of Leadership Certificate, North-West University). Political and Social Development Diploma, published 29 articles.

**Melina Niraki** is a Social Psychologist focusing on Social Psychology and Psychosocial Interventions, currently specialising in Human Rights and Conflict Management at Scuola Superiore Sant'Anna. Her major interests are HRs protection, advocacy,

social justice, gender and LGBTQIA+ related matters. At the moment she is working on GBV & Projects related to Women's Rights and Empowerment.

**Dominique Nupen** completed undergraduate and postgraduate studies in Business Management at University of Pretoria, working in academia before moving into industry. 12 devoted years to business pursuits before returning to academia, bringing these areas of expertise together. Currently Head of School of Management for Varsity College, a brand of Independent Institute of Education (IIE). Responsible for academic management of Management qualifications across campuses, where intersection between tertiary education and rapidly changing industry requirements presents students with exciting, dynamic opportunities.

**Asta Dis Oladottir**, associate professor at School of business at University of Iceland. She earned her Ph.D at Copenhagen Business School, and has over 20 years of management experience, including as a CEO and chairman of the board in several companies. Her main research focus and publication is in international management and gender equality.

**Folasewa Olatunde** is a PhD student at North Carolina State University, Raleigh, NC studying Communication, Rhetoric and Digital Media. She received a Master of Science in Communication Studies from University of Lagos. Fola' is interested in researching topics at the intersection of framing, usability, gender, rhetoric and technology for social good especially in sub-Saharan Africa.

**Diana Parry** Professor in Health Sciences at University of Waterloo, Canada. Research focuses on personal and political links between women's leisure and women's health, including exploring medicalization of women's health and prevailing assumption that health experiences can be understood solely through documentation of physiological causes and technological solutions. Research spans gender ideologies and roles, navigating concept of leisure within a social and cultural context.

**Elizabeth Peel** is a Professor of Communication and Social Interaction at Loughborough University, UK. She has published widely in critical social and health psychology, and was a co-investigator on the ESRC-funded Future of Legal Gender project.

**Vanishree Nundagopaul Pillay** completed her PhD at the School of Business, University of the Witwatersrand, South Africa in 2021. She is currently working on various articles focused on gender issues for submission to academic journals for



publication. Dr Pillay recently joined the School of Sociology at the University of Johannesburg as a Research Associate.

**Mariana Pinho** is a Research Fellow at the Eleanor Glanville Centre, University of Lincoln, UK. She holds a PhD in Psychology and her research applies a social psychological approach to the study of gender, families and inclusive working environments. She has consulted on policy analysis and impact assessment for projects appointed by the EC.

**Yvonne Prinzellner** is a senior researcher at the Research and Innovation Centre at Johanniter Österreich Ausbildung und Forschung GmbH as well as a lecturer and thesis supervisor at post-secondary institutions in Austria. Her expertise and research interests include health communication, gender and sexuality studies and social media.

**María Gracia Puga:** Master n Women, Gender and Citizenship Studies. I am currently working as gender expert for the European SwafS project LeTSGEPs at Institut de Ciències del Mar (CSIC). I have experience as a legal scholar in gender and my professional objective is to contribute to the development of initiatives that empower women.

**Corinna Pusch** is LeTSGEPs project manager at Max Planck Society (MPG). With years of; previous experience in gender equality work at the Office for Equal Opportunities,; University of Augsburg and her background in women’s rights activism, her main fields; of interest are intersectional approaches to gender equality, prevention of and; intervention in cases of sexualized violence and gender monitoring. web site;; <https://www.linkedin.com/in/corinna-pusch-020945183>

**Andrea Ruppert** is professor of Business Law. Her main fields in teaching and research are negotiating contracts, contract drafting, data protection law and corporate law. She serves as managing director of Institute for Mixed Leadership and has professional experience as a lawyer and legal counsel as well as a trainer for negotiation.

**Valentina Santolamazza** is PhD student in Business Administration at University of Roma Tre (Italy). Her main research topics are: bank-business relationship; Public Administration management, with a specific focus on collaborative governance; financial strategies and performance; accounting.

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**Mónica Segovia-Pérez** is Associate Professor and Course Manager of the Sociology Degree at Rey Juan Carlos University (Madrid-Spain). Her PhD in Sociology (Universidad Complutense de Madrid) was obtained in 1999. Her main research area is Gender (glass ceiling, leadership, wage gap, working conditions and entrepreneurship), tourism and the social impact of technology.

**Lyuba Spasova**, Ph.D., is an Associate Professor at the Institute of Philosophy and Sociology at the Bulgarian Academy of Sciences. Her principal research interests are: sociology of deviance, hate crimes, political studies, gender studies. Her current most important projects are the MILIEU H2020 project (Project coordinator), and the HUMCORE AMIF project (BG team leader).

**Kincső Szabó** is a Communication Science PhD student and university teacher at Corvinus University of Budapest, Hungary. She holds a background in International Relations (BA) and Media Communication (MA). Her main field of research focuses on gender stereotypes, visual rhetorical devices of marketing images, advertising rhetoric, brand communication and consumer psychology.

**Anita Thaler** heads the research area Gender, Science & Technology and the working group Queer STS at the Interdisciplinary Research Centre for Technology, Work and Culture. She is coopted board member of the Austrian Association for Gender Research. Her research analyses interactions of science, technology and society, with a focus on social gender justice.

**Luthando Thomas** holds a MArch Masters of Architecture from the Tshwane University of Technology. He is an Candidate Architect and works as a professional fiction writer, storyteller, and researcher. He has a socialist disposition, and regards himself as non binary. He puts above all else a dedication to progressing Africa and it's people.

**Joana Topa** Assistant Professor at the University of Maia and Researcher at CIEG/ISCSP-ULisboa. Author of the book "Maternal and Child Health Care of Immigrants in the Greater Porto Region", financed by ACM, she has a vast academic background within migration studies. She participates on Women on the Move Network financed by European Cooperation in Science and Technology.

**Anália Torres** is a Full Professor at ISCSP (University of Lisbon), where she coordinates the Sociology Unit. She is founder and coordinator of CIEG and was the proponent of the first Portuguese PhD in Gender Studies. She was President of the European Sociological Association (2009-2011). She is author and co-author of many publications.

**Mariza Tsakalerou** Assistant Professor at Nazarbayev University. School of Engineering and Digital Sciences. PhD (2015) in Greece focused on innovation networks and intellectual capital. Research interests are in areas of innovation management, business networks and gender and science. Served as Senior Ministerial Advisor to Ministry of Administrative Reform & e-Governance in Greece, as fellow with KMIRC of Hong Kong Polytechnic University and as visiting scholar at George Washington University and National University of Singapore.

**Vincenzo Uli** is a research associate at the Frankfurt University of Applied Sciences. His research interests include gender studies, supply chain management and innovation.

**Tessa van de Rozenberg** is a PhD-candidate at the research project 'Girls in Science' from Leiden University in The Netherlands. She graduated in Sociology at the Radboud University of Nijmegen. She is particularly interested in how children and adults are socialized with gender norms and heteronormativity.

**Stefanie van Esveld** is a PhD-candidate at the research project 'Girls in Science' from Leiden University in The Netherlands. She graduated in Social Psychology. She is particularly interested in parents' gender stereotypes and modeling in relation to boys' and girls' career ambitions and expectations for work-family balance.

**Martina Voigt** is a professor of Management Skills. Her main fields of teaching and research are communication, negotiation, presentation, coaching, conflict resolution, self-management, leadership, change management and empirical research. She has professional experience as a project manager in the field of human resources development and as a trainer and facilitator.

**Louise Warwick-Booth** is a Reader in Health Promotion and has conducted several research projects with vulnerable women, drawing upon feminist participatory approaches to data collection to capture their views and experiences. Her research has been used to improve interventions during their delivery period.

**Michelle Weldon-Johns** is a Senior lecturer in Law at Abertay University. Her research interest is the boundaries between work and family life in employment and

equality law, particularly working fathers, atypical working families and emerging boundaries of work-life conflict. She is currently writing *Regulating the Boundaries of Work-life Conflict* (Edinburgh University Press, expected 2024).

**Doris Wesley** is a communication instructor and doctoral student at the Communication, Rhetoric, and Digital Media (CRDM) program at North Carolina State University, USA. Her research interests include counterterrorism, organizational and government conflict transformation, digital archive and storytelling, terrorist and trauma survivors' testimonies, African feminism, non-violent communication, and communication pedagogy.

**Andrea Wolfram** is a Senior Researcher at the Department of Sociology at the RWTH Aachen University, Germany. Her research interests include gender relations and careers in engineering and science, gender technology studies, gender and diversity policies in organisations, and organisational change. She is co-editor of *Inequalities and the Paradigm of Excellence in Academia* (2022 forthcoming.)

**Andree Woodcock** is professor of Educational Ergonomics and Design at Centre of Arts, Memory and Communities at Coventry University. She has recently completed a number of transport and mobility related EU projects in particular looking at quality of user experience, local authorities and sustainable transport and gender transport poverty.

**Moldir Yelibay** is a Ph.D. candidate at Eotvos Lorand University at the Faculty of Education and Psychology in the Teacher and Higher Education Program, Budapest, Hungary. She holds MSc in Educational Leadership and BSc in Mathematics from Nazarbayev University, Nur-Sultan, Kazakhstan.



# **Keynote Outlines**



## **Keynote Outlines**

*The following are outlines for the Keynote Presentations which will take place at ICGR 2022.*

### **Gendered Power is Irrelevant in Higher Educational Institutions?**

**Pat O'Connor**

This keynote will open up the question of power in general and gendered power in particular. Focusing on higher educational organisations where male dominance is the norm, it will identify the manifestations of structural and cultural gendered power and the legitimating discourses that obscure it. It will explore institutional resistance to change in these contexts. It will ask whether organisational change in gendered power is possible and suggest some of the ways of tackling it. Finally, it will identify the indicators that change is happening and the challenges that persist.

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### **The Interrelation of Different Gender Gaps on the Labor Market - A European Comparative Perspective**

**Katharina Wrohlich**

All European countries still face many gender inequalities on the labor market, most importantly inequalities in wages, working hours, and representation in top executive positions. However, some European countries show small gender gaps in some dimensions and higher gaps in others. For example, a comparison across countries shows that a lower female labor force participation rate is associated with a smaller gender pay gap. This keynote will show some empirical findings on the interrelations of different gender gaps on the labor market and will point to policies that could increase gender equality.

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# **Research Paper Abstracts**



# The Connection Between Gender Budgeting and Academic Housekeeping in RPOs

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**Abstract:** Gender Budgeting is a tool to apply the gender mainstreaming perspective to the accountability process in order to give evidence of the unequal distribution of public resources between women and men. Academic Housekeeping is any task “low-status, time-consuming, largely invisible, and that nevertheless needs to be done” (Kalm, 2019) in the academic daily business. It is a source of gender inequality since it is largely ascribed to women. Money and time are two sides of the same coin of Gender Inequality in Academia and therefore need to be identified and managed with an holistic approach that recognizes the interconnections between them. The results chain of the Performance-Oriented budgeting approach is therefore used to describe the transformation of the budget for salaries into the value of researchers’ work through time, activities, products and results. In this process, Academic Housekeeping emerges as a matter of Gender Budgeting, too. Literature describes Academic Housekeeping as an inequality regime echoing the domestic sphere and bringing its biases and limitations to the scientific race of competitiveness. The Housekeeping tasks are assigned largely arbitrarily and with unintentional side-effects. Its negative gender impact on women’s career is also clearly recognized by four main studies, in every field and with further intersectional spill overs. Gender Budgeting reports in Academia therefore do need to embed a Gender impact assessment of Academic Housekeeping in every step of the main methodologies adopted: Identity, Context Analysis, Planning Analysis, Budget Reclassification, Implementation and Performance Audit. The conceptual framework that emerges from the paper confirms the benefits that might arise from further researches on this field. The paper stems from the LeTSGEPs European Horizon Project (Leading Towards Sustainable Gender Equality Plans RPOs)

**Keywords:** gender budgeting, academic housekeeping, women’s academic career, gender equality

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# A Holistic and Integrated Framework to Examine Formal Women Business Networks (FWBNs)

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**Abstract:** Research about women entrepreneurs is not new. In addition to the body of work on women entrepreneurship, networks and businesses, several resources, assistance, and support have been provided through various channels to assist women in their business and entrepreneurial pursuits. Although, research in these areas is popular, there is an aspect that has not gained as much attention – formal women business networks (FWBNs). FWBNs are networks that run like organisations and provide a way for women to network and pursue shared interests while gaining business benefits. These networks provide benefits such as funding, trainings, access to business resource, and are funded by various organisations as well as patronized by several women seeking the benefits they provide. Hence, there is a high expectation on these networks to not only deliver on the very much needed support for women entrepreneurs, but also, to deliver on the ROI to groups, organizations, bodies, and women that give to these networks. Furthermore, recent environmental/external influences like a pandemic have impacted the way entrepreneurs do business and increased the need for support and networks. Thus, it is important that FWBNs that serve to help women businesses be examined more closely and holistically. While literature provides some evidence of the importance of FWBNs, there is limited research about these FWBNs. This could be due to the limited number of frameworks, models or theories that holistically examines all the various possible elements in these networks, as well as the relationships between them. Therefore, a holistic and integrated framework that draws from existing frameworks and provides a lens to measure and explore all possible elements that impact a FWBN, can help provide better insights and understanding in several aspects. This paper is an attempt to provide a holistic and integrated framework that draws from different theories and literature concepts to examine the nature of FWBNs and how they contribute to the success of women entrepreneurs.

**Keywords:** women entrepreneurs, business networks, women networks, formal women networks, technology, network theory

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# Reflections on Racism Against Women of Color Faculty in Academia

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**Abstract:** In this article, we utilize autoethnographic methods and a literature review to report on themes regarding female social work faculty members who identify as women of Color (WOC) and their experiences with racism and White supremacy within predominantly White institutions in the United States. These experiences are not unique to any particular institution or university, but rather reflect systemic racism and the upholding of White supremacy in higher education throughout the United States. We highlight the differential vulnerability faced by WOC women in academia, which are often unaddressed in the pursuit of what is seen to be an egalitarian or colorblind merit review. Utilizing autoethnographic techniques and bearing in mind our own positionalities, we share personal narratives regarding our own marginalization within White spaces and the emotional labor that we are often asked to carry for the institutions within which we work. Themes include experiences of tokenization or assumed intellectual inferiority. Given the current sociopolitical moment and the heightened awareness of diversity, equity and inclusion efforts within universities, institutions of higher education must move beyond simply hiring more people of color or conducting diversity trainings to ensuring that WOC are more fully included in their roles within universities as faculty, administrators, staff and students.

**Keywords:** racism, academia, faculty, women of color, tenure, promotion

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# Gender Board Composition and Performance in Italian Start-Ups

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**Abstract:** Literature on start-ups has mainly involved functional and education diversity of top teams; gender has been neglected, most likely because of the low presence of women in technological firms. Also, extant research has overlooked the role of female representation in start-ups' boards, despite boards represent a key piece in the puzzle that enables the functioning and survival of new firms. Building on this gap, we aim to investigate the following research question: *are gender-related variables in the board of innovative start-ups correlated with better performance?* We employ a novel dataset of 3,257 Italian innovative start-ups founded between 2012 and 2018, and we run eight OLS regressions to estimate performance as a function of measures of female representation. Our results provide evidence of a positive relation of gender-related variables with performance. Specifically, we find that gender diversity is related to an efficient use of assets (ROA), while the shares and the number of females are related to an efficient use of capital (ROE). We also detect a non-linear exponential relation between the number of females in the board and ROE: as more women serve in the board, returns on equity grow more than proportionally. Our paper contributes to the literature on board composition and start-up performance by providing new evidence on the role of female representation.

**Keywords:** start-ups, firm performance, gender diversity, board, Italy

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# How Does the Institutional Context Affect the Risk of Substitution Faced by Women and men?

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**Abstract:** This paper aims to investigate how the institutional context considered in light of the level of gender equality explains the difference in the risk of substitution faced by men and women. To this end, the probability of automation of European occupation is estimated and it is analysed how it is influenced by the gender of the worker. We found that in contexts where gender equality is higher, female workers face a lower risk compared to contexts with a lower gender equality. However, the protection enjoyed by female workers is reduced in less egalitarian contexts because, due to barriers regarding the participation in formal and non-formal education and training, women are not able to acquire the necessary skills to protect themselves from the risk of substitution.

**Keywords:** automation of occupations, technological change, unemployment, institutional context, gender

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## Project\_Gender Action Plans in Academia

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**Abstract:** Research on the implementation of positive actions and gender mainstreaming in academia reveals a fragmented patchwork in adopting strategies and policies. Even when national policies guarantee uniformity in adopting Gender Equality Plans (GEPs), this does not always lead to substantial changes in research



and innovation teams and management structures. Our study was inspired by the EU's requirement that research and innovation projects submitted to calls for proposal in the Sixth Framework Program (2002-2006) include a Gender Action Plan (GAP), covering all measures and activities promoting gender equality within each project and explaining gender issues associated with the project's subject matter. Although the requirement has been discontinued in the following Framework Programmes, the idea of a GAP at the project level raised interest in the scientific community. Our article reports on the roadmap and the construction phases to implement a Gender Action Plan at the project level (P-GAP). A new European project funded under the Erasmus+ European Universities initiative has been identified as a case study for its characteristic of involving different institutional areas: teaching, research and third mission. The P-GAP addresses all project activities, thus escaping the boundaries set by the siloed work package structure. By focusing on micro-actions at the project level, the P-GAP mirrors macro-actions at the organisational level. The purpose of the initiative was to understand whether activities inspired by GEPs but implemented at the project level encounter obstacles and resistance similar to those challenging the implementation of GEPs at the institutional level. By stimulating faculty, research, management, and administrative staff to promote gender equality and diversity, it can test challenges and difficulties, leading those involved in the micro-actions to become more assertive and proactive in transferring equality, diversity, and inclusion methods and strategies to institutional GEPs and academia at large. Partners' attitudes toward building the P-GAP were positive: they showed interest in the idea, contributed actively to plan several micro-actions and saw the potential to influence existing or new institutional GEPs indirectly.

**Keywords:** gender equality plan, Horizon Europe, positive actions, gender mainstreaming, gender action plan, project gender action plan P\_GAP

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# Parental and Grandparental Labour in Russia: Gender Perspective

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**Abstract:** Similar to most of the advanced economies, Russia has seen a rapid change of social values, proactive engagement of women in the labour activity, the transition from the authoritarian to egalitarian model of family relationships. In a number of Russian regions, men and women increasingly believe that they have to take an equal part in housekeeping and childcare. We study parental responsibilities associated with raising, developing children and taking care of them as a particular type of labour—parental labour. Parents may delegate these functions to other actors—for example, to family members; therefore, we can look into not only parental, but also grandparental labour. The paper aims to analyse gender aspects of the parental and grandparental labour in Russia. We used a series of qualitative and quantitative research methods. To examine gender aspects of parental labour, we conducted in-depth interviews with 7 mothers employed (residents of the Sverdlovsk Region). To examine the nature of grandparental labour in 2021, we surveyed 500 parents – the residents of the Sverdlovsk Region; filter questions were to control that the respondents have both under-age children and their currently living parents and/or those of the spouse (i.e., grandparents). For the analysis, we selected questions aimed to study the content, forms, and the scope of grandparental labour. We processed and analysed data using IBM SPSS Statistics 23.0. For the analysis, we also used descriptive statistics, frequency analysis, and non-parametric statistics (Mann–Whitney U-test). According to the in-depth interviews, women are overstressed about their burden of parental responsibilities. With that, they still stereotypically believe that raising children is predominantly a woman’s job. Parents argued that grandparental labour is also highly gendered; most often, it is exercised by grandmothers. In particular, maternal grandparents fulfil parental labour functions more frequently than paternal ones. Evaluations of help differ most prominently in those cases when parents estimated paternal grandparents’ help. Our results may be of use when designing new mechanisms for the family and demographic policies in Russia, which aim to ensure gender equality and the proactive involvement of men in parental and grandparental labour.

**Keywords:** parental labour, grandparental labour, gender aspects, demographic policy

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# Representations of Fatherhood and Pre-Colonial Masculine Otherness in Flora Nwapa's *Idu* (1970)

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**Abstract:** Drawing on Nwapa's representations of pre-colonial definitions of West African manhood, I will examine the interrelated ways of the male characters' perception and yet distinctive ways of responding to pre-colonial hegemonic masculinity represented in *Idu*. Moreover, this chapter explores the narrative irony used by Nwapa to redefine notions of producing children, contest polygamy, and interrogate indigenous pre-colonial constructions of manhood in the novel. Her interrogation of indigenous masculinity constructions encourages us to recognize that representations of contemporary masculinities are constantly linked to pre-colonial patriarchal definitions of manhood, as will be shown throughout the following chapters. Using a qualitative research approach, my research paper argues that Nwapa, in *Idu*, exposes that the Nigerian pre-colonial association of hegemonic masculinity with 'virility' proves to be harmful, too powerful to be resisted, dehumanizing, and tragic. I contend that although a woman's childlessness is presented to be equally painful, the novel sheds more light on the complexity of male infertility, and uses the ironic narrative as a mechanism to contest pre-colonial indigenous constructions of manhood in the Igbo society, redefining the Igbo's attachment to producing children.

**Keywords:** masculinities, crisis, oppressed, patriarchy

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# How can Gender Smart Mobility Become a More Intersectional Form of Mobility Justice

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**Abstract:** This paper discusses ethical issues relating to equity in smart mobility (SM) with a focus on the intersections of gender, race and class. The H2020 TInnGO (Transport and Innovation Gender Observatory) project, in which this work was undertaken, was built around the concept that Gender Smart Mobility (GSM) requires not just the development of smart mobility but the application of gender and diversity mainstreaming. The paper is set against a background of slow but steady progress towards gender equality in transport, where women in the EU now account for between 22-27% of the transport workforce, and their multimodal journeys are underserved by current transport provision. Gender and diversity mainstreaming recognises the importance of applying intersectionality in creating fair and equitable transport services which can reduce the vulnerability of certain groups to social-exclusion related transport poverty. Although championed by the EU as an objective of transport policy, Gender Mainstreaming (GM) has had limited uptake at national level and has been criticised for its oversimplification of gender, and prioritisation of gender over other factors. Incorporating intersectionality into transport policy can build on advances already made by GM. However little work has been conducted in this area. Therefore, we have discussed how an intersectionality-based policy analysis framework used in health can be applied to this area. The paper argues for wider use of intersectionality (i.e., gender and diversity mainstreaming) in the SM sector and how it can be operationalised to create more equitable transport and societies. The discussion is timely given the disproportionate impact of COVID-19.

**Keywords:** intersectionality, mobility justice, transport poverty, smart mobility, social exclusion

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# Gender and Entrepreneurship: Exploring High Growth WomEntrepreneurs Socio-Economic myth and Gender Stereotypes

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**Abstract:** The rise of women entrepreneurship as an economic stimulator globally as seen recently is not only heard in social or economic debates, but also in gender related issues. Thus, this paper argues the need for WomEntrepreneurs contribution to the economy and society in general to be recognized and at the forefront. Women are one of the groups that are underrepresented and under-researched in entrepreneurship studies. They are classified and treated under the same umbrella of beings with no capability of managing and growing a business beyond profit making with employees than their male counter-parts. Even though, they have different backgrounds, are brought up differently, accessed opportunities (including their access to different market) and resources differently. Research indicate, women are better educated, skilled and start businesses that have growth potential. That is, there are a select few High-Growth and Impact WomEntrepreneurs among the female population. These High Growth and Impact WomEntrepreneurs, even strive under great resource scarcity and high uncertainty. This is despite the challenges of stereo types that want women to constantly prove themselves. The word “WomEntrepreneur, High Growth and Impact WomEntrepreneur and WomEntrepreneurship” has been coined by the researcher to identify opportunity driven women entrepreneurs within the “high growth” women entrepreneurship space which adds as a contribution, and might also prove useful in entrepreneurship studies. Gender plays a huge role in society, as men tend to have easy access to education, business, family and financial support and their businesses are growth driven and perform very well financially. While on the other hand, data indicate that, women find it difficult to secure financial resources. Hence, the aim of this paper is to discuss High-Growth and Impact WomEntrepreneurs, as a recognized gender of recent times in growing global economies and the individual factors (tested: confidence and risk-taker, reliability and determination) that drive this phenomenon. The paucity of studies addressing women theories and individual WomEntrepreneurs entrepreneurial attributes has led the call for incorporating the validated SIGMO Model, which considers the individual, the firm and the environment, as tested in South Africa

which is considered as an economy that is still developing, using data collected from WomEntrepreneurs. WomEntrepreneurs are identified as highly educated than their male counter-parts. The paper addresses High Growth and Impact WomEntrepreneurship as a gender issue and also looks at the individual factors that influence and propel WomEntrepreneurs into High-Growth and Impact WomEntrepreneurs. Thus, in order to answer the research question of this study: How High-growth and Impact WomEntrepreneurs contribute to economic growth? The study undertook a quantitative research method, where online surveys were undertaken to access High Growth and Impact WomEntrepreneurs individual factors that positively contribute to High Growth Formation in firms managed by High Growth and Impact WomEntrepreneurs. Recommendations to policy makers have been drafted, which will encourage and support such an activity to sustain, grow and remove stereo types.

**Keywords:** high growth and impact womentrepreneurship, high growth and impact womentrepreneurs and gender

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## **Gender Quota Legislation has no Spillover Effect on Hiring of Female CEOs**

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**Abstract:** Iceland is a global leader in gender equality. Nevertheless, women face apparent exclusion from senior executive positions, and men hold 19 out of 20 CEO positions at listed companies. This study sheds light on the hiring process for CEOs of listed companies and on why the increased number of female board members has not led to an increased number of female CEOs. The research question is as follows: How do women on boards of listed companies experience the CEO hiring process with regard to equality of opportunity for male and female candidates? The study reports findings from interviews with 22 women who collectively sit on the boards of all of the listed companies in Iceland. Findings reveal a deep dissatisfaction with the prevailing CEO hiring practices, which they experience as a fast-paced and closed process, heavily reliant on board members' networks and headhunters' lists. The interviewees find that the outcomes exclude women, and they are conflicted about their own participation in the process. They voice the

need for inclusion and call for disruptive tactics, more courage and gender quotas at the executive level. The main contribution of this research is that for the first time, female board members of all listed companies in one country have been interviewed to shed light on their experiences of the hiring process for senior management positions.

**Keywords:** CEO hiring, exclusion, gender equality, women on boards.

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## **Inequalities for Women in Science, Technology and Innovation**

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**Abstract:** There is still a tangible inequality between men and women in many areas of daily life around the world, including professional fields and educational careers. The objective of this study was to analyze the different inequalities in Europe and third countries in America, Asia and Africa regarding the involvement of women and men in education and employment. This study focused on the areas related to Science, Technology and Innovation (STI), three of the most relevant and important areas for the future development of society. The study presented in this paper started with the initial question: "Are there inequalities between women and men in the fields of Science, Technology and Innovation?" This question was followed by an in-depth examination of datasets and studies on women and men who are learning, working, or hold leadership positions in the STI fields. Data and numbers

were collected on the workforce, students in higher education, and professional fields. These served to determine and verify the state of the art for women in the fields of STI. Based on the results, presented in the paper, statements can be made regarding inequalities for women in the field of STI. Several efforts are being made in order to promote gender equality in STI. In fact, this has become a strategic issue in Europe, since the Council of the European Union, in its conclusions, invited the Commission and the Member States to consider including the gender perspective within the policy dialogues in bilateral and multilateral agreements with third countries in the STI area. Moreover, several initiatives have been implemented in recent years as part of the strategy for the European Research Area to promote gender equality in research and innovation. One of these initiatives is the Gender STI project, a European research-funded project that aims to integrate gender perspectives in STI into dialogues between Europe and third countries. As part of the initial activities of the project, this study aims to build a deep understanding on the current status of gender equality in STI in these regions and how the gender perspective is currently addressed in policy dialogues.

**Keywords:** gender, women in STI, higher education, profession, STI

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## **The Functioning of Gender, With Special Reference to the Global South**

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**Abstract:** This paper proposes theorising gender through complementary sets of behavioural prescriptions or norms rather than by a focus on women (and men). It posits the idea that gender is integral to a disciplinary regime aimed at producing social order, with masculinity at its centre. What appear as advantages to men simultaneously pressure them into conforming to their cultural and socio-economic group's notions of masculinity including exerting control over wives and offspring. Four complementary foundational norms for both sexes are identified. They evolved during the nineteenth-century in industrialised Europe and were spread to the global south first through Christianisation and colonialism and later through gender and development programmes and mass/social media. These norms are first economic support for sustaining material life versus social reproduction and caring; secondly, male disciplining of (submissive) wives and children; thirdly heterosexuality, marriage and the biological production of children; and fourthly



men's protection of vulnerable women and their ascriptive (ethnic/religious) group for the context, as also the state. These do not determine behaviour but oblige everyone to consider them in negotiating their own conduct, with the most insecure interpreting them most narrowly. The ideology of masculinity supports the regime at the macro level, while also influencing individual behaviour at grassroots. Drawing on cases from my work in Latin America and Sub-Saharan Africa, I show how this functions in practice in relation to how men treat each other and how it impinges on familial gender relations, with particular emphasis on Sub-Saharan Africa, and especially Kaduna, Nigeria. I also discuss how supporting men to delink their behaviour from the norms of masculinity (thus defying masculinity) can make a positive contribution to family life and I posit the importance of further research on the effects of the norms for both sexes to improve our understanding of the functioning of gender.

**Keywords:** gender norms, masculinity, masculinism, coloniality of gender, Sub-Saharan Africa

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## Formation of Human Capital in the Digital era: Gender Specifics

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**Abstract:** Under the influence of the Fourth Industrial Revolution, the skills need of current and future employees are also changing. In an environment where people work with machines and digital technologies, it is essential to develop the organization's new skills and competencies in order to remain competitive. Terms such as eskills, digital skills, or technological skills are often used in the context of human capital formation, and become an important part of it for organizations in the digital technology environment. The European Commission, which evaluates the DESI index every year, includes a human capital dimension, where according to the digital skills ranking, many European countries do not even reach 50 points out of 100. From the perspective of companies, jobs require a certain type of technical and digital skills. Gender research points to a significant gap between men and women in the field of IT, as well as in the current level of skills. However, the theory lacks more insight into gender specifics in a generation that will only come to the

labour market in the coming period. In our original research, we decided to examine a selected generation Z, young people who are in their final years of high school and are considering the future direction of their education and potential career. This generation, unlike the previous ones, is specific in that it has grown up in many new technologies and encountered them in recent years. The aim of the research was therefore to examine gender differences in generation Z in terms of the perception of different types of skills as an important part of the human capital formation for future. And further take a deeper look at their behaviour in terms of education and career decision-making impulses. The research was conducted on 755 students in Slovakia and Czech Republic and pointed to a significant difference in the perception of the importance of technological and ICT skills between men and women, as well as their external influence on decision-making. The results of the unique research provide basis for the possibilities of setting up education and development of young women in the topic of digital skills, through which it would be possible to reduce this significant gap between men and women in the researched area.

**Keywords:** human capital, digital skills, technology, gender gap, Generation Z, future work

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## **Performativity in Politics: Understanding the Role of Affect in Political News Coverage**

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**Abstract:** The United States Democratic primaries for the 2020 election kicked off with an incredibly diverse pool of candidates with regards to gender, race, age, and socioeconomic status. However, as the primaries progressed and the pool of candidates narrowed, voters elected to nominate Joe Biden—a white man in his late seventies—to take on Donald Trump in November, 2020. Given the similarity between Elizabeth Warren’s platform and Bernie Sanders’, the purpose of this paper is to explore how news-media coverage contributes to the role of gender in campaigns for president in the United States. Grounded in a theoretical understanding of gender performativity in politics, this study uses a quantitative sentiment analysis of newspaper articles about both candidates to understand whether reporters expressed underlying sentiments differing based on the candidates’ gender. Articles were selected from The New York Times (NYT), The

Washington Post (WaPo), National Public Radio (NPR), The Associated Press (AP), and the Wall Street Journal (WSJ) to represent the diversity of reputable, mainstream news outlets considered to have minimal partisan bias available to the American public. Though the sentiment analysis revealed no significant difference in reporting across the different sources by candidate, factors such as rules for news publications and the nuances in political orientation of the two candidates may have limited the role of sentiment in contributing to political gender bias in this case study. This research is of broad interest as it sheds light on the current gendered political landscape in the United States, where a female president has yet to be elected. Furthermore, this study explores the within-party gender dynamics in reporting, in contrast to the myriad studies published in the aftermath of the 2016 presidential election in which Hillary Clinton lost to Donald Trump.

**Keywords:** gender performativity; politics; affect; sentiment analysis; elections; news media

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## Improving Democracy: Gender Quotas and Diversity in Canada

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**Abstract:** The adoption of quotas for the election of women is a worldwide trend that is changing the face of national politics in many countries. Research shows that such measures are successful. First, this text reviews international literature on the adoption of gender quotas for electing women and their impact on minority women. What are the processes leading to the adoption of gender quotas in different contexts? Who initiates the process? How do quota campaigns get started? In the second section, the text uses Canada as a case study to understand the starting point for gender and/or diversity quota campaigns. In Canada, the idea of quotas for women and for minorities is on the agenda of many political organizations, but although there seems to be a new symbolic opening for having gender quotas at some levels of Canadian political institutions, popular support is still low. What about quotas for other groups such as minorities? A survey conducted in 2016 found that a majority of Canadians are open to designating seats for the country's Indigenous peoples to boost their representation in Parliament and on the Supreme Court. Another study conducted on existing affirmative action programs provides insight on how quotas are perceived. These programs, in

operation since the 1980s, are aimed at redressing past inequities and promoting the hiring of five designated groups. The survey indicates that no one is in favour of discriminating against marginalized groups; nevertheless, a large majority of respondents supported meritocracy and resisted affirmative action. In the 2021 Canadian federal election, there were no gender quotas and the number of women elected at the Canadian Parliament was 30% percent, a 1% increase from the 2019 election. In Quebec, one of the thirteen provinces and territories of Canada, an informal campaign for gender quotas in the 2018 provincial election has led to the election of 41% of women. Gender quota campaigns create openings to introduce diversity into the conversation. More research is needed to explain why there is still resistance to certain types of quotas such as gender quotas in the specific context of Canada. Overall, bringing a more diversified body of representatives to parliaments contributes to the revitalization of electoral politics and can improve democracy.

**Keywords:** Democracy; quotas; gender; Canada; diversity

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## **Gender Differences in Burnout Syndrome and Perceptions of Gender Equality in Research Organisations**

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**Abstract:** We present the results of a survey which was distributed to six research performing organisations in Albania, France, Germany, Italy, Serbia, and Spain. We found that both academic and non-academic women perceive 1) a greater degree of work pressure than men; and, 2) a greater degree of gender inequality than men. These results are consistent across countries. The fact that women occupy a lower percentage of senior positions than men and do not share the same perception of inequality, may be critical to the resolution of the *leaky pipeline* phenomenon. These results have provided incentives to the six organisations to implement measures that address gender biases to ensure a balanced gender representation at decision-making levels, and that improve work-life balance to reduce burnout syndrome and positively affect career satisfaction.

**Keywords:** gender bias, gender perception, gender inequality, burnout syndrome, leaky pipeline, survey, research organisations

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# Examining the Effect of Gender Leadership and Workforce Equality on Thematic Mutual Funds Financial Performance

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**Abstract:** This study examines the relationship between gender equality scores for leadership and workforce dimension and financial performance of 554 US thematic mutual funds and 2,140 US conventional mutual funds investing globally or in the United States stock markets from January 2015 to May 2021. To this end, we implement the new Fama and French six-factor model and the Student's t-parametric tests for the independent samples. Our results indicate that, in general, gender equality for leadership and workforce does not affect the financial performance of mutual funds focused on one sector related to sustainable development goals that invest in the United States market. However, we find that infrastructure mutual funds with higher levels of gender leadership and workforce equality that invest in the global market perform better than their counterparts with lower levels of gender equality. On the contrary, healthcare, water, information technology and gold and precious metals mutual funds with higher levels of gender equality for leadership and workforce dimension that invest in the global market underperform their counterparts with lower levels of gender leadership and workforce equality. Similarly, we find a negative relationship between gender equality level for leadership and workforce dimension and the financial performance of mutual funds diversified across sectors such as conventional and ethical mutual funds investing globally or in the United States market.

**Keywords:** thematic mutual funds, financial performance, sustainable development goals, gender equality

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# Fostering Participation in Gender Budgeting: A Proposal for an Online System to Enhance Citizens' Engagement in Gender-Responsive Budgeting

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**Abstract:** A controversial issue in the public management literature is the role attributed to women. Analyzing the existing literature, few works have been written about how the presence of women is valued in the public sector. From this analysis, several discriminatory elements are still present, and gender equality seems to be far away. However, this objective must continue to be pursued, also considering the relevance given to the gender equality issue by the United Nations in the Sustainable Development Goals. To achieve this goal, it is necessary to implement political, economic and societal legislation, programs and policies to minimize the differences between men and women. In this perspective, Gender Budgeting (GB) could be an interesting field of research. It consists of a systematic review about how women benefit from public sector expenditures, an adjustment of budgets to ensure equality of access to public sector expenditures, enhancing productive capacity and meeting social needs. However, GB could be adopted differently and could produce several results. In particular, the implementation of GB as a participatory tool is still nowadays a challenge and could be fascinating to analyze, considering the various benefits that a participatory approach could imply. One of the main reasons for the lack of direct citizens involvement in GB is that it was initially developed from a macro-perspective at the national budget. On the other hand, other participatory tools, such as the participatory budget, originate at the local level. Therefore, examining the existing literature and focusing on two different processes, but with some overlapping characteristics elements, namely participatory budgeting and gender budgeting, the present research aims to create a participatory GB framework, investigating the insertion of a participatory perspective in the process, specifically women's engagement, not neglecting the relevance of digitalization to this end.

**Keywords:** gender equality, budget cycle, participatory governance, gender responsive budgeting, women's empowerment

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# Innovation Against Gender Inequalities in Agri-Food Industry

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**Abstract:** In recent years, industrialization and globalization have prompted small and medium-sized enterprises (SMEs) to implement a significant technological and managerial innovation process. In Italy, it leads to new entrepreneurial pathways, such as innovative start-ups. The new solutions' implementation becomes even more crucial for a company's sustainability during crises since it improves the organization's flexibility and encourages the development of new tools and techniques. Previous research recognized the intangible assets' relevance in the innovation's creation process, mainly referring to Intellectual Capital (IC) and its components. In particular, Relational Capital (RC) fosters reactive firms' resilience, whereas Structural Capital (SC) helps SMEs respond to challenges proactively. Focusing on the agri-food sector, it has recently reached considerable results in terms of innovation, but it still appears insufficient to stimulate female entrepreneurship. Recent data confirm a remarkable gender gap: for 107 innovative agri-food start-ups in Italy, only 14 are led by women. Given all this, the paper aims to answer the following Research Questions (RQ). RQ1: How could RC and SC promote women innovative start-ups in agri-food? RQ2: How did these factors foster proactive and reactive firms' resilience during the pandemic? The work uses an exploratory, descriptive qualitative analysis performed during the pandemic emergency and applies the CAOS model, an interpretative model widely used in SMEs' studies since it allows a deep analysis of relational capital. Moreover, the CAOS model can be helpful to observe the SC's innovation. From a theoretical point of view, the research contributes to gender studies, identifying critical, innovative elements that similar women start-ups could implement. From a managerial perspective, findings could increase the firms' competitiveness in the current crisis period and reduce gender inequality. The application of a single case study could represent a research's limit. Thus, in the future, the authors aim at replicating the analysis considering a more comprehensive sample.

**Keywords:** innovative start-ups, female enterprises, CAOS model, resilience, relational capital, woman entrepreneurship

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# Invisible Barriers: Societal Norms Versus Female Workplace Progression

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**Abstract:** Cultural and societal norms constantly assign different family and religious expectations to women as compared to men. Therefore, this research paper seeks to provide insight into the effects of prevalent cultural and societal norms on the progression of lower-level female managers. It examines the impact of these norms on the fulfilment of work-related duties and the resultant implications for the success of a female within their professional role. The research integrated qualitative and quantitative approaches and was carried out within the culturally diverse province of KwaZulu-Natal, in South Africa. Primary data was gathered using a quantitative questionnaire distributed to thirty-five lower-level female managers, typically fulfilling an entry-level supervisory role, within two separate private organisations. The research was independent of race and age. The findings of the study indicate that respondents face societal and cultural norms that adversely affect progression. These include assumptions of weaker and more emotional management styles, lack of support in meeting family and work obligations, and gender biases impacting access to opportunities for progression. The findings also include women from many cultures by virtue of the diverse cultures within the KwaZulu-Natal region. This paper will therefore be of value to female managers from diverse backgrounds in developed and developing countries. Specifically, female managers encountering invisible barriers to breaking through the glass ceiling and progressing to higher levels of management due to their own cultural and societal norms will benefit from insights delivered. The findings will also be of value to mentors of aspiring female managers, male senior managers with female subordinates, and human resources departments. The research paper will commence with a literature review that examines the relevance of cultural and societal norms in the progression of female managers. The research methods and results of the study will then be described, and findings discussed. The paper will conclude with final insights and recommendations for further research.

**Keywords:** family obligations; gender equity; glass ceiling; invisible barriers; leadership; organisational culture

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# Social Network Dynamics in Transmission of HIV by Sexual Contact

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**Abstract:** According to statistics published by the Joint United Nations Programme on HIV/AIDS (UNAIDS), by the end of 2019, 38 million people were living with HIV. Hornet is the most frequently-used gay-oriented social network worldwide, especially in France, Russia, Brazil, Turkey, and Taiwan. In this study, we focused on the correlation between the route of transmission for the HIV-1 virus and social media application usage in terms of sexual contact according to the generation category in Turkey. The study included 280 heterosexual, bisexual, and men who have sex with men (MSM) who were newly diagnosed and antiretroviral treatment-naïve HIV-1 patients from cities located in the Marmara region in Turkey. Face-to-face interviews were conducted with each patient between 2015 and 2020. As key populations of the study, bisexuals and MSMs were counted together in the MSMs category because in both sexual preferences, MSM. HIV-1 subtypes and circulating recombinant forms (CRFs) were identified by phylogenetic analysis. Subtype B (80%, 224/280), non-subtype B (7.5%, 21/280), and CRFs (12.5%, 35/280) were identified as the most commonly occurring HIV-1 subtypes. HIV-1 acquisition route was found to be largely through MSM contact (67.9%, 190/280) compared to heterosexual contact (32.1%, 90/280). We have analysed the role of sex-oriented social media applications in HIV transmission among different sexual contacts. The study results showed that sex-oriented social media applications play a facilitator role in HIV transmission between key populations. This study may be useful for developing policies to prevent HIV transmission.

**Keywords:** HIV, Hornet, MSM, sexually transmitted Infections, social network

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# How Identity Informs the Bicultural Context of South African Indian Women Engineers

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**Abstract:** This qualitative study articulated the voices of 25 South African Indian women engineers through the exploration of their identities in a bicultural context. Data extracted from their life stories provided elucidation of participants' bicultural identity navigation. This applied firstly in a personal context, historically known for its culturally driven patriarchal undertones. Secondly, their professional context, in a career dominated by men and deeply rooted in gender partiality against women engineers. Findings of this research indicated the transformed application of Indian cultural norms evidenced by (a) growing family support of a career that would – under Indian culture – be deemed unsuitable for an Indian female, and (b) an unexpected finding: the rise of a paternal motivator that contributed to positive socialisation informing autonomous career decision-making by participants. The continued dominance of men in the profession presented as a strong negative indicator adversely impacting fluid navigation. This article contributed to the literature on identity and biculturalism by considering an insufficiently studied sample of women. The findings and recommendations of this article provided previously untapped information about the identity challenges faced by bicultural female engineers in a male-dominated profession.

**Keywords:** socialisation, gender, bicultural identity, engineering, Indian women, male dominance

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# Advanced Strategic Platform for Inclusive Research Environments (ASPIRE): A Tool for Change

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**Abstract:** In recent years, organisations have been striving to adopt a proactive approach towards reducing discrimination and enhancing inclusion. Research performing organisations, in particular, have made substantial investments and adopted a number of policies, programmes and interventions to combat gender inequality. Despite the progress achieved, gender equality in research and higher education institutions deems to be particularly difficult to attain, with the same challenges remaining prevalent for decades. Among the contributors to the perpetuation of gender inequality in academia, is the inability of gender equality initiatives to challenge gendered norms. Partly because the focus of such initiatives remains on normative constructions of gender, and their implementation is based on the assumption of culture change through instrumental drivers. Consequently, as long as success and impact of equality initiatives remains solely associated with the introduction of new policies, rather than the transformation of entrenched behavioural and culturally-prescribed norms, significant, continuous and integrated change is unlikely to occur. To address these issues, the Advanced Strategic Platform for Inclusive Research Environments (ASPIRE) offers an innovative and evidence-based framework aimed at accelerating meaningful change in attitude and behaviour towards diversity and facilitating inclusive research environments. ASPIRE encourages the focus of enquiry to expand from the (re)production of inequalities and adoption of solutions that centre on improving staff statistics and performance metrics, to long-term interactive processes of change that can generate structural and embedded impact on organisational culture. ASPIRE provides a dynamic web-based platform for implementation, adoption and sustained Equality, Diversity and Inclusion (EDI) practice. It goes beyond the current EDI approaches by taking a holistic and intersectional perspective, that does not only address issues of gender, but accounts for other personal characteristics that contribute to unique experiences of discrimination. It appropriately guides and measures the implementation of EDI initiatives across institutions, linking such measurement with indicators of change

in attitudes and culture, and providing recommendations for future and further action.

**Keywords:** equality, diversity, inclusion, web-based platform, culture change

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## **Secondary End-Users' Perspectives on Gender Differences in the use of eHealth Applications in Older Adults**

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**Abstract:** In the digital age, people with low digital skills and low digital literacy face marginalization. Here, the area of healthcare and its rapid digitalization deserves special attention, as the risks of health disparities increase for people with a low eHealth literacy. Within the AAL-funded project 'Got-IT: a toolkit for inclusive and understandable lifestyle data visualizations in eHealth solutions' (AAL-2020-7-51-SCP), we therefore aim to create an online toolkit to assist the design of inclusive eHealth solutions. As there already exists a large body of literature regarding (e)Health literacy in older adults that focuses on them as end-users of tools, apps etc. this study specifically focuses on secondary end-users of health applications in the field of healthcare. In this context, we conducted three focus group discussions with secondary end-users such as nurses, physiotherapists, psychologists, neurologists as well as social workers. As a result, it was noted that gender turned out to be an issue in terms of the familiarity and use of eHealth applications. The secondary end-users reported that the focus - when trying to be as inclusive as possible in familiarizing users with low eHealth literacy with health applications - should be on gender-sensitive use of language and gender-sensitive display of medical information. The results of our qualitative study give insights to gender-specific use of eHealth applications for older adults with low eHealth literacy, as well as recommendations of secondary end-users on how to take a more gender-balanced approach when developing, and familiarizing users with eHealth applications.

**Keywords:** gender, health applications, secondary end-user, digital divide, older adults

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# Emotions as a Lasting Leadership Learning in High-Potential Female Students

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**Abstract:** Women's underrepresentation in leadership positions is a well-known problem. The lack of self-confidence and training in leadership is highlighted in the literature as the two main barriers to women seeking managerial positions. Educational organizations have to provide leadership skills development and gain-oriented personal resources through women's leadership programs. Research demonstrates that emotions improve the learning process in educational activities. Nevertheless, to our knowledge, there has been little feminist research focused on how emotions modulate the learning process in educational leadership programs and how they promote students' personal change, which needs to last in time. To fill this gap, the objective of this study is to present an evaluation of the impact of emotions on a leadership program for female undergraduates, using a multi-source program assessment based on triangulation. The study analyzes the students' emotions during and after the university Women's Leadership Program (WLP), exploring their learning processes in the acquisition of formal leadership skills, personal resources, and personal inner transformation as a fusion of their emotions. The Achievement Emotions Questionnaire (AEQ) scale was applied including 9 items ( $\alpha = 0.72$ ). Bivariate analyses were conducted using an analysis of variance (ANOVA) and exploratory factor analysis. Additionally, focus groups were carried out at the end of the course, two weeks after, to allow time for reflection by the participants. The analysis was carried out as a conventional content analysis (inductive). The results of an online survey and focus groups with the students and the perceptions of the lecturers suggest that emotions contributed to fostering the learning of leadership skills and triggering deep inner personal development. The findings indicate that i) positive and negative valence contributes to the appraisal process, helping them to be self-reflective about their personal leadership qualities, ii) reinforcing their own shortcomings and improving self-skills such as confidence,

building leadership fluidly. In addition, the emotional state of the trainers who accompanied the students during the sessions of the program was highly significant, becoming emotional triggers. Furthermore, trainers also become role models. Practical implications for the future are provided for the educational institutions and business managers to improve women leadership programs.

**Keywords:** emotions, leadership skills, self-confidence, women leader, female barriers

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## **Is it a WoMan's World? Gender Stereotypes and Social Role Inequalities in Advertisements**

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**Abstract:** Gender representation is a very complex system, which, according to a wide body of research, is never static, but rather ever-changing, due to the mediated visual artefacts channelled through advertisements. Research has shown that marketers most often prefer to show females as desirable creatures in decorative roles, while men are typically featured as authoritarian and independent (Reichert & Carpenter, 2004). A growing interest in 'non-stereotypical gender role representation' placed gender under a different light (Chu et al., 2016). The intention of the present paper is to contribute to the enrichment of the identified gap by identifying the expected gender inequalities, the illusionary visual portrayals, and the possible negative effects that can come into existence in society. Therefore, the present research aims to explore the changing frequency of male and female presence and the gender role representation with a special focus on the various trait descriptors, physical characteristics, and clothing styles, all of which either strengthen or break stereotypes. Focusing on the interval between 2015 and 2019, the aim is to contrast two main pillars: the first pillar represents six randomly selected commercial advertisements of different international product brands (Audi car, Ariel detergent, Johnson and Johnson's Baby products, Activia yoghurt, Nike sports accessories and Advil painkiller medicine), while the second pillar is based on the five latest Epica Award-winning Grand Prix Films, juried by two hundred international journalists. The research hypothesis suggests that mass-targeted commercial advertisements are more likely to be stereotype-consistent, while jury-targeted commercials, which compete for a professional creative prize, are rather stereotype-inconsistent. The proper operationalization of the collected

data required a descriptive method, which offered enough room for the characterization of actions, stylistic features and body language featured in the commercials. Therefore, the qualitative research is built on Charteris-Black's (2019) visual rhetorical content analysis. Results indicate that while the award-winning commercials are more likely to be stereotype-inconsistent, those commercials that are presented for the mass are rather stereotype-consistent.

**Keywords:** stereotype; gender role; advertising; visual representation; rhetoric

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## **Saving Lives With Gender Studies? Putting Technofeminism Into Practice**

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**Abstract:** Although cardiovascular disease (CVD) is a major cause of morbidity and death for all humans, measurable differences can be observed as a function of both sex (e.g. in risk factors and clinical presentation, based on biological factors such as hormone levels or tissue structure) and gender (e.g. diagnosis, treatment, and clinical outcomes based on sociocultural factors such as roles, norms, behaviour; Kentner & Grace, 2017). Cardiovascular rehabilitation (CR) is known to significantly reduce CVD mortality and re-hospitalization rates, and increases quality of life for all genders. Nevertheless, women are less often referred to CR by physicians, which could be explained by multiple reasons, one of them unconscious sex and gender biases. Additionally, women face family responsibilities and lack of transportation options as greater hindering factors than men (ibid.). Those facts made CR a logical target for a medicine technology project, which developed (between 2018 and 2021) a multifunctional data patch for monitoring of vital signs and movements. These patches with printed ECG sensors can be worn on the skin for several weeks and thus can be used to support cardiovascular tele-rehabilitation. However, the use case of cardiovascular disease and the motivation to close the gender gap in its rehabilitation found its way into the technology design process only because the project received funding for implementing a gender perspective in an interdisciplinary team. The Austrian FEMtech research funding programme is an example of implementing a gender policy into practice by integrating gender as a cross-cutting issue in science and research as well as promoting gender equality in

the research team itself. This paper analyses the application of a technofeminist approach (Wajcman 2004) in a project and outlines its implications. This started by raising awareness on the concept of “configuring the user as ‘everybody’ and the use of the ‘I-methodology’” (Oudshoorn et al. 2004, p.30). It consequently followed a participatory technology design path, involving stakeholders from the very beginning. Thus, instead of only sticking to mandatory tasks of reflecting gender in meetings, the project team expanded their methodology and interdisciplinary setup into a transdisciplinary undertaking drawing on the RRI (responsible research and innovation) values of reflexivity, responsiveness, anticipation and deliberation (Stilgoe et al. 2013). In the long run, a gender-sensitive – technofeminist – research and design process should result in better and more comprehensive routines and products, thus, regarding medical and safety issues, potentially saving lives.

**Keywords:** technofeminism, feminist STS, medicine technology, participatory technology, cardio rehabilitation

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## **Resisting, Accepting and Supporting Gender Equality in Portuguese Higher Education Institutions: Leadership Profiles**

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**Abstract:** In the European context, Portugal is the country with the lowest number of women (1.9% in 2016) at the top of the academic career and just 30% of women in the leadership of HEIs (*She Figures 2018*; Elsevier, 2021; Cabrera, 2019; Carvalho and Diogo, 2018). Paradoxically, it is also one of the European countries where female academics have the highest publishing productivity (Elsevier, 2021) and make up most of the doctorates (55% in 2016). Only very recently, however, these inequalities began to receive attention. In 2019, for example, women's participation in academic decision-making and leadership became required by law (National Law 26/2019) in all Portuguese public higher education institutions. And



levelling effects of this law are soon expected since human resources management in the public HE institutions in Portugal is a centralised system (OECD, 2021). In this context it also becomes interesting to understand what academic leaders think about the promotion of gender equality in HEIs. This paper seeks to address this question. As part of a larger research project exploring gender equality issues in HEIs in Portugal we dethatched qualitative interviews conducted with HEIs leaders throughout the country. The project also involved secondary analyses of national and international data on gender equality and four case studies in HEIs with an action research approach. The outcome of the analysis was an exploratory typology identifying three specific profiles among interviewees – *Resisting, Accepting, and Supporting* – conveying different ways of understanding and dealing with gender equality issues in HEIs. Overall, this qualitative analysis found a greater awareness about Gender Equality than what has been reported in previous research (e.g. Carvalho, White and Machado-Taylor 2013; Carvalho, Özkanli and Machado-Taylor, 2012; Carvalho and Machado-Taylor, 2010). The paper describes and illustrates each of these profiles and discusses implications of these findings for promoting gender equality in HEIs in Portugal and beyond.

**Keywords:** gender equality in higher education institutions, HEIs leaders' perceptions about gender equality, willingness for change in HEIs

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## **Understanding the Factors Influencing Women's Career Trajectories in STEM Education in Kazakhstan**

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**Abstract:** Although female researchers in Kazakhstan account for 53% of the total, those engaged in science, engineering, and technology fields (STEM) account for less than 45% of the STEM total. A similar pattern is experienced with respect to tertiary education students in Kazakhstan with the percentage of undergraduate

women being 58% of the total, but only 32% of the undergraduate students in STEM. Thus, the phenomenon of "leakage" from the STEM educational pipeline starts early and persists, albeit ameliorated with advanced degrees. This study seeks to identify the barriers that deter Kazakhstani women from entering STEM disciplines, from persisting through their studies, and from pursuing successful academic careers. Specifically, the purpose of this study is to identify the extent to which various socioeconomic and institutional factors shape the perception of women towards STEM fields. The major methodological instrument employed is a set of qualitative interviews of female faculty in STEM, designed and calibrated for the local context. The interviewees were randomly selected from one of the largest local universities with a broad spectrum of STEM disciplines. The proportion of indigenous female faculty members in STEM disciplines in this university is less than 25%. The preliminary results reveal that the key barriers are disrupted work-life balance, cultural stereotypes, poor self-assessment, and gender-based discrimination on an institutional level. In addition, factors such as availability of research facilities, job autonomy, involvement in decision-making procedures, and encouragement from the institution emerge as critical facilitators for effective female careers in STEM. The conclusions of this study are expected to inform the development of appropriate questionnaire instruments towards a larger study across a section of tertiary education institutions in Kazakhstan.

**Keywords:** STEM career, Kazakhstan, cultural stereotypes, gender gap, female faculty

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## **Womxn as Agents of Change to Transform the Post-Apartheid City**

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**Abstract:** The built form of South Africa's post-apartheid city perpetuates the perception that a heteronormative, protestant, white, masculine, binary norm is the societally preferred perspective. This perpetuation means that queerness, spirituality, womxnness – and all those included within this community, are pushed down by this perceived preferred type of person. This paper presents secondary data on the current social and cultural milieu that restricts womxn from being

agents of change in transforming the post-apartheid city. Architecture is complicit in what drives the masculinity that manifests itself in built form. Consequently, existing and future architectural interventions within the post-apartheid city fall short in their attempts to transform the city. Anecdotally, this failure is due to the reluctance to include womxn in the architectural programme of these interventions. This lack of transformation results in the phenomenon that the subdued group at the bottom of the social hierarchy remains silent, as they are left without adequate room to act, be seen, or establish their voice. This paper theorises how this zeitgeist perpetuates post-colonial capitalist industrial linear economy thinking or the masculine approach. The approach vested in profiteering from natural resources and an oppressed labour force. As a result, there may be a connection between the successful implementation of this masculine thinking approach and the global ecological breakdown, proven to be due to the human-caused climate emergency. Finally, this paper argues for a newly established agenda that will inform architectural interventions for programmes that encourage a balanced (feminine and masculine) approach as a contributing solution.

**Keywords:** heteronormative, post-apartheid city, queerness, transformation, womxn

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## **A Partnership Approach: Supporting and Empowering Vulnerable Women Within one UK city**

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**Abstract:** This paper draws upon a three-year longitudinal qualitative evaluation of a voluntary sector strategic partnership and delivery project involving eleven women-centred organisations. The consortium, funded by the Big Lottery (charity), worked together to support the most vulnerable women and girls across a city in the north of England 2017-2021. The partnership of eleven female led organisations delivered front-line services which aimed to enable women and girls to lead safer and healthier lives. Partners combined their expertise to support women with multiple needs including: mental health, domestic abuse, sexual violence and exploitation, experience of the criminal justice system, sex work, and substance misuse. The project aimed to achieve 3 outcomes: *Outcome 1:* Improved and extended access for vulnerable women and girls in Leeds to the services and

support they want when they choose; *Outcome 2*: A holistic response to ensure that the needs of women and girls with multiple and complex issues are better supported; *Outcome 3*: Women and girls will be empowered to support their peers and influence service delivery, development and design across the city. Our evaluation placed the project staff, partners, stakeholders and service users at the centre of qualitative data collection, using a co-produced Theory of Change approach to data collection. Our sample of 34 service users, 35 professionals (19 interviewed twice) and monitoring data shows that the project successfully met its objectives and developed a model of practice that could be used in other contexts to support and empower vulnerable women.

**Keywords:** evaluation, domestic abuse, women, peer support, partnership, model of support

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## The Future of UK Work-Family Rights: The Case for More Flexible Working

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**Abstract:** The Covid-19 pandemic has highlighted both the significant impacts that the UK lockdown rules have had for working women with caring responsibilities, and the potential of flexible working practices to redefine the ways in which people work. This paper will first examine the current UK right to request flexible working and its limitations particularly: the requirement for 26 weeks continuity of employment; the wide discretion that employers have to refuse such requests; the lack of ability to challenge employer's decisions; and the limited ability to make subsequent requests and/or to make temporary changes. The paper will then critically examine the UK Department for Business, Energy & Industrial Strategy's consultation 'Making Flexible Work the Default', which addresses the some of these concerns, namely, to change it to a day-one right to request. This examination will consider whether a greater shift to flexible working as the default position, and a redefining of working practices and the work-life paradigm, can have a positive impact for working persons, especially those with caring responsibilities and/or other work-life conflicts. In particular, the paper will critically analyse whether a societal shift to more flexible working can redress the impact of the pandemic for working women with caring responsibilities. In doing so, the paper will reflect on whether this shift represents a challenge to the traditional unburdened worker

norm or whether it will continue to reinforce traditional gender roles. Further areas for reform and development will also be identified, including enhanced rights for working fathers and a recognition of new and emerging areas of work-life conflict, such as Menopause in the Workplace, as highlighted by the Women and Equalities Commission's inquiry on this topic.

**Keywords:** flexible working, work-family rights, Covid-19, working mothers, care

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## Increasing Gender Sensitivity With Codesign

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**Abstract:** The Horizon Europe 2020 TinnGO (Transport Innovation Gender Observatory) project aimed to facilitate and empower the inclusion of underrepresented and diverse groups in smart mobility. Women are still considered to be an underrepresented group across the transport sector, forming less than 30% of all employees in the sector. Significantly women's travel needs are not met by current transport provision, despite widespread evidence that they make different types of journeys and have different mobility concerns. It may be hypothesised that even less is known about other minority groups (such as those from the BAME (Black, Asian, Minority and Ethnic community and those with disabilities). The design of future transport services and products is further skewed by the predominance of male undergraduate transport designers and engineers. While there are many noteworthy attempts to attract young women into STEM (Science, Technology, Engineering and Mathematics) careers and provide support for them in the male dominated sector, the work conducted by TinnGO's Coventry team focussed on developing gender and diversity sensitive smart mobility solutions to highlight everyday mobility issues for women. These have been termed 'Design provocations,' 50 such designs were produced over 18 months in conjunction with 4 undergraduate design interns and are available for comment on

our Open Innovation Platform. From this experience, the team have produced a series of design tools to facilitate undergraduate student's empathy and awareness when designing gender and diversity sensitive smart mobility products.

**Keywords:** empathy, undergraduate designers, journey mapping, hexagon spindle model of ergonomics, sustainability, concept design, smart mobility

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## **Stereotyping and Gender gap During COVID-19: Backlash or Gender Convergence? A Systematic Literature Review**

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**Abstract:** What have been the short- and medium-term net effects of the pandemic on working mothers, both in the early stages and over the course of the pandemic? The goal of this paper, positioned within the research field of stereotyping and gender discrimination, is to provide an updated view of academic studies investigating the dichotomy “backlash vs gender convergence” in the wake of the COVID-19 pandemic shock. The paper has been structured as a systematic literature review based on the PRISMA Statement approach. We found a complex but, to a certain extent, predictable picture, with COVID-19 unable to produce strong and consistent macrodynamic changes on gender gap. Ultimately, therefore, the existing research seems to conclude that there is no support for either the backlash or the gender convergence notions; rather, there seems to be an equilibrium characterised by stability in gender roles, especially medium-to-long term. Other major findings include i) There seems to have been a general increase in equal childcare responsibilities even though, on average, mothers still carry the heavier load; ii) Mothers in dual-career couples were more exposed to work-hour reductions or losing their job completely; iii) Temporary gender convergence shifts were largely motivated by female working arrangements and/or necessity; iv) A new gap in psychological distress emerged for working mothers compared to both men and childless women.

**Keywords:** stereotyping, gender gap, COVID-19, systematic literature review, PRISMA

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# Rhetorical Space and the Virality of the Bring Back Our Girls Campaign

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**Abstract:** On April 14th, 2014, at about 11:35pm, 276 girls were abducted by the insurgent group Boko Haram from their boarding house in Government Girls College, Chibok in Northeast Nigeria. Nigerians, joined by the rest of the world, began to demand that the Nigerian government rescue the abducted girls. This agitation birthed the tagline Bring Back Our Girls. What started as a simple hashtag on Twitter would later become a global campaign tagged Bring Back Our Girls. Rhetorical spaces—virtual, material, and agential— have contributed to the escalation, amplification, and sustenance of the Bring Back Our Girls campaign. In this paper, I argue that social campaigns connect disparate spaces, virtual, material, and agential to propel, amplify and sustain conversations about their causes. This paper looks at the different spaces that added and continue to add agency to the Bring Back Our Girls movement. I conceptualize rhetorical space by drawing upon divergent views from rhetorical scholars and social scientists. To answer the research question—how did rhetorical spaces lend credence to the virality and sustenance of the Bring Back Our Girls movement? — the paper looks at Twitter, the media, public personalities and groups, and offline demonstrations as virtual, material, and agential spaces. This paper concludes that the 'spaces' examined gave credence to the virality of the Bring Back Our Girls campaign by using platforms, positions, and features as social capital to influence the conversation about the campaign. Twitter has been the most fundamental agential and virtual space in the virality and sustenance of the campaign.

**Keywords:** social campaigns, rhetorical space, virality, social media, Bring Back Our Girls, rhetoric

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# Micro-Level Factors that Affect Females' Decisions Towards Leadership in Higher Education: A Literature Review

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**Abstract:** This paper is based on an ongoing PhD research named “Understanding the Lack of Female Leadership in Higher Education of Kazakhstan”. The aim of this study is to identify empirical studies that explored micro-level factors affecting female leadership in higher education. Thus, a systematic literature review technique was used to synthesise research from a gender perspective of leadership in higher education. An initial screening process resulted in a final sample of 37 appropriate studies. The synthesis of these empirical studies revealed that there are different leadership domains in higher education: academic and professional. Therefore, the micro-level factors that affect these domains include the purpose of doctoral studies, the change of interests, identity and gender, self-awareness, self-management, self esteem, self efficacy and work-life balance. This study contributes to the development of female leadership in higher education.

**Keywords:** female leadership, higher education, systematic literature review

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# **Non-academic paper**



# MILIEU H2020 Project ‘Women, Disability and Inclusion’: Introducing the Project

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**Abstract:** The paper introduces the MILIEU H2020 Project ‘Women, disability and inclusion – scientific excellence in Bulgaria’ – a Coordination and Support Action (CSA) project funded under the Horizon 2020 Programme, ‘Spreading excellence and widening participation – Twinning’ Call. The project aims to unlock, foster and sustain high-quality research at the intersection of studies on women, disability and inclusion by promoting collaboration, networking and an intensive exchange of research between partners. As a project to widen participation, MILIEU is specifically focused on driving excellence and enhancing the research-related fundraising and management competencies of the scholars and staff of the coordinating partner from the target country – in this case, the Institute of Philosophy and Sociology at the Bulgarian Academy of Sciences. The paper introduces MILIEU’s goals, methods and expected impact and presents the principal tasks and activities in implementing a project related to fostering research in the areas of women, disabilities and inclusion. It also describes the risks and challenges faced by MILIEU and the consortium and how they were overcome and turned into success stories.

**Keywords:** H2020, MILIEU, women, disability, inclusion

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# **Work in Progress Papers**





# When Gender Equality in Academia Takes a Toll on Agency and Well-Being

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**Abstract:** The present paper aims to investigate the limits surrounding the implementation of gender equality in academia and the correlation between gender measures and the consequences on personal well-being. Despite the efforts to build more inclusive and equal environments, fatigue seems to affect all the university's components, especially regarding the uncertainties of an academic career, seen as stressful, delusional, impossible to conciliate with motherhood. Even appropriate measures cannot deal with the fatigue of what is considered a "double presence": they only allow complying with those standards. Moreover, emotional issues are deriving from choices seen as gender deviant, like not being the major caregiver in the family, and the personal agency is often diminished. The purpose of this study is to show how gender measures in universities are not as neutral and unambiguous as they may seem, but rather fall into one of four approaches to gender inequality itself. These four approaches can be identified as neoliberalism, gender mainstreaming, work-life balance, and the capabilities approach. Agency and well-being could be seen as pivotal aspects and the mix of those elements in each approach results in a different level of fatigue, which, along with stress and mental charge, could play a major role in diminishing the effectiveness of gender equality measures. The significance of this four-sided framework lies in the possibility to reclassify every single gender equality measure and the data collected to support it into one of the four approaches, alongside the opportunity to acknowledge fatigue and evaluate university politics like gender-responsive budgets and gender equality plans.

**Keywords:** gender equality in academia, work-life balance, gender equality plan, choice feminism, leaking pipeline

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# Success Factor Negotiation: The Covid-19 Pandemic as an Opportunity Structure

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**Abstract:** This work-in-progress paper provides insight into the conception and the empirical procedure within the project "Success Factor Negotiation – The Covid-19 pandemic as an Opportunity Structure for (Re)Shaping the Negotiation Culture in Couple Relationships." The project analyses couple relationships in Germany with regard to techniques of negotiation established during the pandemic and their impact on participation and career opportunities for women. The crisis in the field of (institutional) childcare that accompanied the pandemic has created a special situation in which everyday practices, routines, and rituals that often prevailed in everyday life had to be radically changed or redesigned. This in turn created an "opportunity structure" for negotiation in the private sphere of couple relationships. The negotiation skills developed and negotiation strategies and techniques practiced during this period of upheaval can become a decisive lever for the "post-Corona period" in order to question existing role models and the social orders associated with them. Studies dealing with conflict of compatibility in the Covid-19 pandemic to date have been primarily based on quantitative methods and paint a contradictory picture of how couples have dealt with the tension between family work and employment. This is where the project comes in, using a qualitative approach to investigate the role that negotiations played in dealing with the changed conditions in the wake of the Covid-19 pandemic. In doing so, we add a new dimension to previous studies by not only examining the results of conflict of compatibility and role distribution, but also shedding light on how these conflicts have been resolved. Thereby, we identify negotiation patterns that influence the extent of egalitarian distribution of family work on the one hand and the assertion of career ambitions on the other hand.

**Keywords:** negotiation, couple relationships, conflicts of compatibility, Covid-19

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# Gender Stereotype and Influencers' Role in Genderless Fashion

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**Abstract:** This paper aims to investigate the role of gender segmentation in the fashion industry through the generations, particularly among the Millennials and Z Generation. Although, in fact, it has been stated that the perception of gender roles and gender stereotypes are less strong for these generations, contributions regarding the fashion sector are still few. For this purpose, focus groups were conducted with young Italian fashion consumers who contributed to a discussion on gender stereotype in fashion, genderless fashion, and the role of Instagram influencers in the genderless fashion. Research is currently ongoing, but results are expected in line with Laughlin (2016) who affirmed that these generations are less sensitive to gender segmentation and with De Veirman (De Veirman et al., 2017) to the extent that influencers can raise awareness much more than other forms of persuasion. This study provides a guidance for scholars about consumer perception of genderless fashion and current findings provide brand managers and advertising practitioners with empirical data about the role of social media influencers in genderless fashion and Instagram marketing.

**Keywords:** genderless, genderless fashion, fashion marketing, influencers marketing, brand management.

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# **Abstracts Only**



# Impact of COVID-19 on Khwaja Sira/Third Gender Communities in Swat, Pakistan

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**Abstract:** According to the World Health Organization, as of Sept. 13, 2021, there have been more than 1.2 million cases of COVID-19 and 26,720 deaths in Pakistan. The northwestern state of Khyber Pakhtunkhwa (KP), the first South Asian province to have a third gender rights policy, has had 169,040 COVID-19 cases and 5,290 deaths. In this paper, we sought to understand how khwaja sira/third gender communities of Swat, KP were impacted by the ongoing COVID-19 pandemic, particularly as they related to their livelihoods. We completed 45 interviews in Pashto with individuals who identify as khwaja sira/third gender on their experiences during the COVID-19 pandemic. Convenience sampling was used to recruit study participants from six major deras (communal homes), each housing between 8-20 residents. From each of the six deras, approximately 5-8 third gender people were recruited for study participation. Interviews were conducted in Mingora, Swat in Pashto; audio recorded with the participant's permission; and directly translated/transcribed into English. Interviews lasted about 90 minutes. Open-ended questions were utilized to elicit the lived experiences of third gender communities in the participants' own words. Applying thematic content analysis, a team of evaluators—the principal investigator, a graduate research assistant in Pakistan, and a U.S.-based research assistant—developed a codebook of themes. Relevant chunks from transcribed data were assigned codes. Identified codes were placed in broad groupings. The codes under each heading were clubbed together and the content analyzed for common themes. In this paper, we focus on two main themes related to the COVID-19 pandemic: (1) loss of income and financial stress and (2) increased vulnerability from engagement in sex work. Khwaja sira often earn their income by performing dances at parties and weddings, especially in the summer months. In the absence of the ability to perform at public events during the pandemic, third gender people have increasingly relied on panhandling and sex work for survival. However, engagement in sex work also increases vulnerability for COVID-19 exposure. We explore these complex intersections between social



marginalization, disease risk and economic livelihood for khwaja sira/third gender communities in Khyber Pakhtunkhwa in this paper.

**Keywords:** COVID-19, Pakistan, khwaja sira, third gender; transgender

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## Effects of Gender Composition in Committees

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**Abstract:** We investigate if, and how, the gender composition of a committee affects its decisions and dynamics, using meeting transcripts of the Federal Reserve's Federal Open Market Committee (FOMC) from 1978 to 2014, wherein the committee's decisions, deliberations and individual voting patterns are observable. We find that higher female representation does not significantly affect the committee's decisions, when accounting for the individual characteristics and contextual factors. However, meetings with a higher ratio of women covered a broader set of topics and more active dialogues from male members, potentially leading to more thorough discussions and increased legitimacy of the committee's decisions.

**Keywords:** group dynamics, decision making, text mining

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## A Secondary Analysis of Sex Work Activism and the Caste System in India

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**Abstract:** Women all over the world have always struggled to make their voices heard and believed in the public sphere. With a traditionalist diverse and yet one of the largest democratic country like India; the nexus of patriarchy, religious institution and the caste-system have always stood the test of time. The Indian sex

work activism debate is an ideal culmination of this nexus. It follows the ideology and strategies of the global 'third wave' of feminist activism by being less reliant on non-governmental organisations or leaders to tell their stories and communicate directly often through the digital platforms. But it strategically moulds it in its own unique ways to address the inevitable horrors of the caste system that has infested the Indian sex work industry since the colonial times. Using this framework, this project is trying to conceptualise the contemporary gendered knowledge surrounding sex work and sex work activism in India. Through a secondary analysis of the literature present, I would like to tabulate the methods, strategies and tools that are used by the 'third wave' sex workers and the sex work activists for the upliftment of their community while still maintaining their own unique voice and identity. Often infantilised as objects of rescue, it explores the impact of this stigma on their access to health and justice, while analysing the impact of caste system on Indian sex work activism scenario and the forms of gendered knowledge that is produced at the front line of activism. This then will contribute to understanding the issues surrounding sex work activism and the caste system of India while, allowing for the formulation of new forms of gendered knowledge and alternative strategies to address the issues.

**Keywords:** sex work, Covid, Nordic model of sex work

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## **Learning From an Empowerment/Educational Programme for Young Women Experiencing Domestic Abuse**

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**Abstract:** This presentation describes a qualitative evaluation of a gender-specific (women only) intervention that aimed to identify and engage with girls and young women across a city in the north of England, who were experiencing domestic abuse, witnessing abuse in their home or identified as being at high risk of abuse. The project received funding from the Big Lottery Fund for three years (2017-2020). The programme aimed to provide support to 324 young women and girls aged 13-25 for a time-limited period of 6-8 weeks. The young women attended weekly group sessions with additional one-to-one support available when required. This

evaluation investigated how and in what ways the intervention made a difference to the young women across three outcome areas: 1) Were young women and girls who were experiencing abuse more able to identify and respond appropriately to abusive relationships? 2) Were young women and girls less lonely, did they report increased self-confidence and improved mental wellbeing? 3) Did the young women have an increased understanding of abuse and report improved skills to keep themselves safe? The programme sought to empower and educate young women around healthy relationships and measures to stay safe. The evaluation involved focus group discussions with young women using creative methods, individual interviews with key stakeholders such as social workers, safeguarding officers and project staff, and desk-based analysis of internally collected monitoring data. This presentation will share learning from the evaluation as well as assessing the outcomes for the participants and reflecting on how the support needs of young women experiencing/at risk of domestic abuse can best be met and how evaluations can best capture the changes that take place. The presentation will discuss the findings from the evaluation in the context of other prevention programmes where the focus is on young women to manage risk and emotions as opposed to tackling perpetrators' behaviour and challenging the normalisation of sexual harassment and abuse in schools and colleges.

**Keywords:** domestic abuse, women, empowerment, healthy relationships, evaluation

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## **Embedding Employability Skills in Higher Education: Are Gender and Intersectionality Biases Overlooked?**

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**Abstract:** Students graduating from higher education today are likely to be employed in environments where teamwork is an integral part of their role. Employers seek to recruit staff who can collaborate effectively with their colleagues; increasingly there is an expectation that graduates will have acquired

teamwork skills during their undergraduate studies. In recent decades both employer groups and governments have actively called on higher education institutions to equip students with employability skills. The development of these graduate attributes has led to a departure from traditional forms of assessment in favour of the adoption of authentic and future-orientated design principles, including group-based learning. Authentic assessments aim to offer real world relevance and to foster learning and personal development beyond the classroom. They should also model students' future work environments. There is, however, cause for concern, not least in relation to the protected characteristics under the Equality Act 2010 when the integration of this kind of sustainable assessment as a core component of curriculum design fails to recognise potential gender and intersectionality biases. Previous studies on diversity of the student population within group assessments in higher education settings have demonstrated that some students with particular protected characteristics are at a disadvantage compared to others in the group. The present study is investigating students' experience of assessed group work at an English law school. The project is currently surveying over 300 first year undergraduates using a questionnaire that employs both quantitative and qualitative methods; this is because the analysis of group work processes is likely to be enriched by a mixed methods design which can generate more detailed and nuanced insights of student perspectives. It is intended that the quantitative data will be subjected to statistical analysis and these results will then be triangulated with the quantitative responses. This work in progress is novel in that it affords us the opportunity to explore the student voice and intersectionality factors with a large cohort of students. It is anticipated that a full set of results will be available by December 2021.

**Keywords:** intersectionality, gender, employability skills, non-discrimination, student voice

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## **Conferencing as (Gendered) Networking Practice**

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**Abstract:** Gender research on networking practices in academia have shown that these practices are gendered and produce inequalities. Missing awareness of the routinized gender practices in accounts of networking is seen as an important

explanation for the persistence of structural gender inequalities (Van den Brink & Benschop 2014). Against that background, in our GenderNetz project, which based on qualitative approaches, we investigated to what extent careers of postdocs in the engineering sciences and information technology are influenced by relationships and network contacts. We wanted to gain insights in micro-level activities of postdocs and gatekeepers in a scientific field where women are structural and cultural in a marginalized position. Our findings revealed that conferences are in particular important places for junior researchers developing their careers. Participation in and presenting papers at conferences are an integral part of the professional socialization of researchers. They are places of networking, knowledge exchange and establishing and maintaining one's own visibility within the scientific community; thus, they provide the opportunity to increase one's social capital and related potential resources. In this presentation networking practices of postdocs and gatekeepers, like professors, are going to be discussed with a special focus on their descriptions of conferences as opportunity structures for developing connections with relevant actors for supporting their career advancement. The utterances of younger researchers reflect the importance of such practices not only for their careers, but also describe the significance of informal moments like conference dinners, coffee breaks and casual get togethers. But what does it need to be included in such occasions, what role do their superiors play in introducing them to the community and in sharing relevant tacit knowledge? The statements of both interviewed groups offer the possibility to draw conclusions about the extent to which conferences as a scientific practice besides offering potential opportunities also can represent spaces of exclusion and (gendered) injustice. The paper will close with recommendations for institutional measures, which can support more just opportunities of conference attendances especially for young researchers in depending positions.

**Keywords:** gender equality, networking, conferences, academia, belonging

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# Resistance(s) to Gender Equality in Higher Education and Science Institutions

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**Abstract:** An important step towards the promotion of a gender equality culture in Higher Education and Science (HESIs) lies in European Union inputs and targets to increase women participation in industrial research and technology and to significantly increase the number of women in leading positions. In this sense, gender equality within the European Research ERA (ERA) encompasses gender balance in research teams at all levels, gender balance in decision-making, and the integration of the gender dimension in the content of research and innovation proposals and procedures. Since gender equality and gender mainstreaming in research has been identified as one of the key priorities for the ERA and a key requirement for HESIs to maximise their potential, specific funding was assigned to researchers to promote gender equality in institutions. Along these efforts, several projects have been approved to design and implement Gender Equality Plans (GEPs) in HESI, with many European organisations taking initiatives to develop and implement GEPs. However, despite evidence of positive results of GEPs implementation, progress has been slow and uneven as there are barriers and resistance when trying to implement human resources practices that aim for more gender equal and more inclusive working environments. Based on the Horizon 2020 programme, the CHANGE project –Challenging Gender (In)Equality in Science and Research– which aims to create and implement tailor-made GEP in HESI, this roundtable aims to reflect on the organizational paths that are being made to stimulate institutional cultural change towards gender equal work environments and foster the gender dimension and inclusive research and innovation programmes in HESIs: Short elevator pitches based on experiences will introduce the session. Potential topics for discussion include, but are not limited to: •

Sociopolitical and institutional barriers that similar individuals, teams, practitioners face in implementing GEP or to the promotion of change towards gender equal work environments • Individual barriers that constrain women's participation in organizational decision-making processes and positions and/or positions of power and leadership • Measures/actions to create gender equal decision-making bodies and processes; • Resistances to (more) inclusive recruitment and career progression; • Actions promoting gender benchmarking and awareness raising; • Co-creative approaches to anticipate and undermine resistances.

**Keywords:** resistance, gender equality, higher education and science institutions, organizational and individual barriers, science

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## **From Public to Private: The Gendered Impact of COVID-19 on Working Women**

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**Abstract:** For the first time, COVID-19 has elevated the importance of the physical dimension of work. During the pandemic, the virus most severely disturbed arenas with the highest levels of physical proximity; medical care, personal care, on-site customer service, and leisure and travel (Lund, et al., 2021). But for those with lower physical proximity, COVID-19 may have been a blessing. This study explores the impact flexible and hybrid work has had on 10 women who switched to work-from-home during three COVID-19 lockdowns in the UK. Based on in-depth interviews, this study found that despite heightened care needs and the additional burdens women faced during the pandemic, one silver lining was that flexible and hybrid work has positively impacted some women. And despite stress, and overwork, women still want to work from home (Molla, 2021). Of 10 participants interviewed for this research, all spoke about how the pandemic and associated restrictions have impacted their conceptualisation of space in both positive and negative ways. Life during the pandemic gave participants extra care needs and additional burdens, but it also gave them more space to be with family and to manage their lives more effectively. This sense of increased space for social and family bonding and life and time management was reduced after the pandemic due

to the difficulties women had to face (again) in balancing the demands of work and family obligations. The question now is how to make flexible and hybrid-work more equitable for women?

**Keywords:** gender, work, COVID-19, work-from-home, workplace, gender inequalities

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## **Corporate Board Gender in National Sport Federations: An Exploratory Study of the Gender Quota in Italy, Portugal, Spain, Turkey and the United Kingdom**

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**Abstract:** Research developed to explore the feminine representativeness on power and decision-making seats are mainly focused on corporate governance. Likewise, the affirmative gender policies promoted by the European Union are particularly centred on private and public-state companies and not on the sport context. The adoption of mandatory quotas for women on boards of directors in the European Union has raised an intense debate with several arguments in favor or counter such policies and about its effects on financial outputs, social and ethical values, and firm performance. Nevertheless, the few research that explored gender in sport governing boards argued that gender compulsory quotes will work in favor of gender equity on sport boards. This paper seeks to contribute to understanding gender equality between men and women in sport corporate governance and the impact of different approaches to gender quotas in the national sports federations of five countries: Italy, Portugal, Spain, Turkey and the United Kingdom. The study first investigates the existence of quota regulations to balance gender distribution in the governing bodies of the sports organizations in the countries under review.



Second, explores the positions of women on corporate boards of the federations regarding men to verify if parity is implanted on the high spheres of decision making of the world of sport. The research shows evidence about the position of women in the policymaking domains of the national federations relating it to the type and gender of sport activity.

**Keywords:** corporate governance, female directors, gender quotas, sport

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## **Kitchen Connection: The Women of Chef's Table**

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**Abstract:** Kitchen Connection: The Women of “Chef’s Table” This presentation explores the narratives of renowned female chefs on the Netflix show Chef’s Table, now in its sixth season. Chef’s Table features worldwide culinary phenoms including Mashama Bailey who rediscovered her history and Southern cuisine roots (Savannah, Georgia). Asma Khan who found solace with other Southeast Asian women in her female-run kitchen creating opportunities and connections (from Calcutta to London). Christina Martinez, an undocumented immigrant escaping an abusive marriage, is a voice for social change and community-building through her restaurant welcoming all with the traditional, rich flavors of barbacoa (from Mexico to Philadelphia). Bo Songvisava revives authentic Thai cuisine and traditional sourcing of sustainable, local natural foods (Bangkok, Thailand). Christina Tosi who built a successful dessert cult following, based on instinct and a passion for creating innovative sweet treats, at the famed Milk Bar hotspot (NYC). Jeong Kwan, a Buddhist monk, who has elevated temple food to an art form that is infused with nature (South Korea). Nancy Silverton, chef and baker extraordinaire, built a pioneering bread-making empire and continues creating culinary magic (Los Angeles, California). French-born Dominique Crenn is the first female two-star Michelin chef in America, and creates food that tells a story, serves conversations, and triggers memories (San Francisco, California). The narrative themes are examined through the lens of Discourse Analysis (Fairclough 2011, Tonkiss 2004), Frame Theory (Goffman, 1974), and grounded with an Appreciative Inquiry (Cooperrider & Whitney, 2005 ) approach that examines what’s working in these women’s lives to catapult them to the forefront of imaginative cuisine. The analysis revolves around the question, “How does a top chefs’ creative kitchen life intersect

with her culture, community, and family?” What are the predominant themes surfacing when these creative and talented female chefs discuss their success? Are there any common threads to their narratives? Profiled chefs offer a world perspective that examines their struggles and journey while celebrating the joy and camaraderie of being at home in the kitchen.

**Keywords:** gender representation, discourse analysis, food culture, appreciative inquiry, and frame theory

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## Gendered Perspectives on Dick Pics Across GSNAs

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**Abstract:** In the proposed poster, we theorize the many roles of sending dick pics across geosocial networking apps (GSNAs) contexts (i.e., GSNAs targeting different sexualities or sexuality sub-cultures) with specific focus on gendered responses to solicited and unsolicited photos of male genitalia. Adopting a queer theory lens, we trouble the current notions in the literature of dick pics as inherently and necessarily emblematic of sexual risk, predation, or power relationships. We draw on stories from participants in a larger research project from CODER looking at usage of various GSNAs to suggest ways in which dick pics: are seen as a highlight of GSNA use (e.g., as evidenced by the libraries of dick pics that some gay men keep on their phone); enable the mitigation of sexual risk in certain contexts (e.g., ensuring a potential sexual partner’s penis is compatible with one’s sexual preferences or limitations); and their more obvious role in flirtation, seeking sex, and sexual fantasy across the gender spectrum. We especially draw on the theoretically rich consideration of how GSNA contexts question the symbolic (and heteronormative) power of the dick pic. By considering multiple GSNA contexts and a variety of gendered responses, we demonstrate the rich opportunities for theorizing dick pics as leisure practices versus sexual harassment and everything in between depending on factors inclusive of the gender of those receiving the pics. In doing so we generate suggestions for future research.

**Keywords:** geo-social networking apps, dick pics, flirtation, sexual harassment

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# Factors Affecting the Mobility of Breastfeeding Mums in Public Spaces

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**Abstract:** The UK has some of the lowest breastfeeding duration rates in the industrialised world. In the 2010 UK Infant Feeding Survey, 81% of mothers in the UK initiated breastfeeding, but only 34% and 0.5% were breastfeeding at 6 and 12 months respectively. The prevalence of breastfeeding is particularly low among very young mothers and disadvantaged socio-economic groups, potentially widening existing health inequalities and contributing further to the cycle of deprivation (Burdette, 2013). Thus, the main aim of the research was to investigate infrastructural and environmental barriers to breastfeeding in the public and in public transportation and to identify needs for products or designs solutions, which would encourage breastfeeding. Method A qualitative mixed method design has been adopted. The data discussed comprises of: • Visual analysis of over 100 images from Instagram; #breastfeedingjourney (140,368 posts) and #breastfeedingmoms (64,191 posts). • Thematic analysis of stories from Mumsnet Forum; threads containing: `breastfeeding`, `public`. The first 100 stories were used. • In-depth interviews with 8 breastfeeding women from UK cities, and 3 interviews with community-based practitioners Results Despite many other researchers noting the heteronormativity of pregnancy on Instagram and similar social media platforms, the content in relation to breastfeeding primarily focuses on the relationship between mother and child – with little mention of significant others in the texts. Thus, design solutions should protect an intense moment of intimacy between mother and child. Additionally, variation of approaches to breastfeeding in the public space amongst interviewed mothers calls for intersectional lenses in future design concepts. Data shows that more vulnerable migrant mothers need more environmental support to breastfeed in public. Vulnerable mothers were also more like to feel pressure to shield, cover, leave the space or change everyday mobility behaviours to facilitate breastfeeding. Discussion The findings will extend conceptual design work in product, urban and transport research informed design more broadly through an analysis of the relationships between breastfeeding behaviours, acculturation, embodiment and urban subjectivity. This has implications in practice, policy and design.

**Keywords:** breastfeeding, mobility, public, intimacy, design

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# Office Gossip Among dog Trainers

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**Abstract:** Orientation: This study focused on dog trainers as a minority group to explore office gossip in their setting, within a specific organisation and how this group of employees worked and reworked their professional identities. Research purpose: The purpose of this qualitative study was to investigate how employees experience office gossip within the dog unit environment. Research Motivation The dog-training unit, forms an integral part of the company under investigation and employees working in this area are viewed as being minority employees compared to staff working in other units of the organisation. Not much research has been conducted in this area to ascertain how dog trainers who work outdoors and not in an office environment engage in workplace gossip. Research design: A qualitative interpretivist paradigm was employed in response to the research questions, and thematic analysis was conducted to identify themes and patterns. Main Findings: The study found that employees are exposed to both positive and negative gossip at the workplace. Women and younger employees working in the dog unit were perceived to be more prone to gossiping. Also, gossip negatively impacted the targeted individuals within the dog unit who felt isolated and discouraged. These feelings were also found to negatively affect both the dog trainers and their dogs' performance at work. Practical and managerial implications: The results of this study should assist organisations with strategies in managing negative gossip with staff who operate outside the conventional office setup. The study also advises managers on how to utilize gossip constructively so that dog trainers do not feel isolated from their colleagues who work in an office environment. Furthermore, from a practical perspective the study makes organisations aware of how to prevent and remedy workplace gossip against dog trainers. Originality: This paper makes a contribution both to the study of gossip in the workplace and to the field of animal trainers as this study is not commonly researched in South Africa or globally within organisations that have dog units

**Keywords:** workplace gossip, dog unit, dog trainer, South Africa, interpretivist

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# The Hidden Lessons in European School Textbooks: Gender and Sexuality Stereotypes

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**Abstract:** Previous studies have found that it matters whether girls and boys feel represented when learning, because gender representation influences educational performance and choices. One way that adolescents learn about gender is from their school textbooks. In this cross-national study we compared gender messages in a mathematics and a language textbook from five European countries; Germany, the Netherlands, Italy, Lithuania and Romania. These countries vary on economic, social, and cultural factors that are related to gender equality. We compared the number of male and female characters and the different roles that these characters perform in school textbooks. We looked into whether male or female characters play a main role in the stories and exercises throughout the textbooks, what their occupational status is, as well as the type of occupations that these characters have. We also coded gender non-conform behavior. Furthermore, we looked into ethnic and non-heterosexual representation in these textbooks. Lastly we compared these indices between countries high in gender equality (Germany, the Netherlands) and countries in the middle to lower range (Italy, Lithuania and Romania). We found that there were more male characters than female characters in European school textbooks, male characters were not more often mentioned nor more often the main character, but they were more often described independently of other people than female characters. Furthermore, male characters more often had a job than female characters. Both male and female characters performed gender non-conform behavior. Only very few characters of non-white ethnicity were represented. There was not a single example of a non-heterosexual preference or relationship in the school textbooks. We conclude that men are still overrepresented in European school textbooks and ethnic and sexual minorities are underrepresented.

**Keywords:** gender, prejudice, diversity, mathematics, language

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# Research on Geo-Social Networking Applications (aka: Dating/Hook-Up Apps): Ethics for sex Positive Research

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**Abstract:** One of the easiest ways to recruit participants for research on dating/hook-up apps, or what we prefer to call geo-social networking apps (GSNAs), is through the apps themselves. Researchers can easily download the app, create a profile, and access a wide pool of potential interviewees. While this may be the easiest way to recruit participants, unique methodological and ethical questions about relationships with participants materialize. As we looked to the methodological scholarship on these issues, we discovered that most discussions have explored the dynamics that occur when different genders interview each other. This research tends to assume and reproduce heteronormativity in power dynamics that do not always account for queer sexualities, which have more complicated relationships to power. Our theorizing emerges from appnographic (Cousineau, Oakes, & Johnson, 2018) interviews with 45 GSNA users across the spectrum of gender/sexual identities and narrative-based interviews with the seven research assistants who collected the data. Specifically, we matched interviewers' gender and sexual identities up with those of interviewees speculating these shared identities might encourage insider knowledge. However, because this matching process produced scenarios in which, for example, a gay male research assistant would have a relatively intimate conversation about sex with a gay male participant, several short-term romantic and sexual relationships were formed between some of our queer research assistants and their participants. Given the recent and rapid growth of scholarship on GSNAs, as well as the role of social media generally in producing divisions, promoting harassment, and producing inequalities, we argue that these questions generated from our findings deserve our attention as we seek ways to build inclusive, respectful, and reciprocal participatory communication research. Cousineau, L. S., Oakes, H., & Johnson, C. W. (2018). Appnography: Modifying ethnography for app-based culture. In D.C. Parry, C.W. Johnson, & S. Fullagar (Eds.) *Digital Dilemmas: Transforming gender identities and power relations in everyday life*. Basingstoke: Palgrave Press.

**Keywords:** geo-social networking apps, qualitative research, interviewing, ethics

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# An Analysis of Vulva Appearance in Mainstream vs. Made-for-Women Pornography

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**Abstract:** Media uses implicit imagery to tell women which genital standards are deemed acceptable by society. Explicit depictions of genitals are usually reserved for pornographic materials, which women often describe as depicting uniform vulva appearance. It is possible that viewing invariable images of vulvas could have a negative impact on women's self-perceptions. To better understand the vulva representations women are exposed to, the current study collected images (N = 743) of vulvas from a large sample of video pornography via two websites: Pornhub.com and Bellesa.co. We categorized images based on the level of pubic hair grooming and labia minora protrusion. Contrary to our hypotheses, Bellesa did not differ from Pornhub for the labia minora feature. We found that the majority of images from both websites had barely any protrusion of the labia minora past the labia majora—slit like vulva appearance. Images collected from Pornhub most often showed vulvas with no hair, whereas Bellesa had slightly more variation in level of pubic hair grooming. While Bellesa did show some variation, the majority of Bellesa's images fell into the no hair or highly groomed categories. It is evident that both websites are depicting mostly uniform vulvas—small, groomed, and tidy. Undeviating depictions could influence women's genital ideals, pushing them to seek out extreme surgeries to alter their level of labial protrusion. Women may also participate in extraordinary, and costly, beauty measures in order to adhere to the standards presented. Much like clothing advertisements, which now present a range of body shapes and sizes, presenting a diverse set of images of vulvas could be beneficial to viewers. Future researchers should consider exploring genital image internalization amongst women who view pornography. Makers of pornography should consider diversifying their search and hiring criteria when selecting actresses, while also providing image disclaimers for their viewers.

**Keywords:** pornography, pubic hair, labia, vulva appearance, women

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# Gender Based Violence in Times of Crisis: The Increase of SGBV and IPV in Greece During the COVID- 19 Pandemic

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**Abstract:** Since the beginning of the COVID-19 pandemic there has been an increase in the cases of Gender based Violence (GBV), Intimate Partner Violence (IPV) and Domestic Violence (DV) globally. This increase has been characterised as a “shadow pandemic” or a “second pandemic”. While previous works have shown correlation between violence against women and times of crisis, little attention has been paid to the Greek context which has revealed a worrying increase in femicides within 2021. In particular, civil organisations, women’s rights activists, and the metooGR social movement, introduced to the public several GBV cases triggering social mobilisation towards the fight for gender equality, elimination of GBV and social justice. This early-stage research (Master’s dissertation) focuses on Greece as a case study. It investigates: a) to what extent the lockdowns had an effect in terms of increasing cases of GBV and whether the applicable legal framework is adequate to address the challenges posed by pandemic outbreaks and related public health measures; b) the unique protection challenges faced during the pandemic, combined with the newly invented ways for fighting GBV and IPV through Focus Group Discussions or interviews with members of the civil society, women’s protection organisations and women’s rights activists. This paper focuses on unpacking the first part (a). To theoretically ground my investigation I have been conducting a literature review on the topic which I will be complementing with statistics from annual reports on GBV and IPV of the years 2020-2021. These annual reports, is a newly formed initiative established by the greek government as a response to the worrying number of GBV incidents during the pandemic. Concluding, this work raises awareness towards such phenomena and highlights the urgent need of protecting women from violence in all contexts, by placing Greece in the epicentre of attention as an example of the European South.

**Keywords:** GBV, Greece, COVID-19, international law, women’s rights

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# A Future Without Legal Gender? Findings From a UK survey and Interview Study

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**Abstract:** Currently in the UK everyone has a legal gender which starts with either female or male sex being registered at birth. This presentation reports findings from the ESRC-funded Future of Legal Gender (FLaG) project 2018-2022, which focused on understanding what abolishing (decertifying) gender as a formal legal status would mean for equality law and societal understandings of gender. We focus in this presentation on exploring lay participants' perspectives about the salience, or otherwise, of legal gender in everyday life. Drawing on the FLaG Attitudes to Gender survey data (n= 3101) and forty-four semi-structured interviews (mean age 42.7 years, range 20-77) with cisgender women (n= 27) and men (n= 8) and trans and gender diverse people (n= 9) we examine participants' perspectives using legal consciousness studies and discursive psychology. Less than half (41.6%, n= 1291) of all survey respondents agreed or strongly agreed that their legal gender affects their everyday experiences. Agreement with this statement was higher amongst those whose gender did not match the sex assigned at birth (63.6%, n= 300), compared to those whose did (37.7%, n= 991), and amongst those whose gender lay outside of the female/male binary (65.3%, n= 126) compared to female and male respondents (40.1%, n= 1165). The analysis focuses on three forms of legal consciousness: 1) 'Before legal gender' discourse is anti-decertification as it would be problematic for natal females; 2) 'With legal gender' is neither for nor against decertification but creates space where it could occur though its impact would be limited; and 3) 'Against legal gender' is pro-decertification as not to do so is harmful for already marginalised groups such as non-binary people. Overall, on the one hand, participants expressed a large amount of ambivalence about legal gender and relegated law's influence to 'documents' and 'forms' which minimally influence day-to-day lives. On the other, decertified gender was not typically an imagined future. Therein lies the paradox of legal gender which we discuss with reference to the current 'gender wars' in the UK and elsewhere.

**Keywords:** gender, law, feminism, attitudes, psychology

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# Parents' Gender Stereotypes in Relation to Adolescents' STEM Self-Efficacy and Occupational Interests

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**Abstract:** Women remain underrepresented in science, technology, engineering, and mathematics (STEM) fields. These gender differences may be best explained by stereotypes about appropriate career paths for men and women. In this research we examine to what extent parents' perceptions, gender stereotypes, and modelling relate to their children's self-efficacy in STEM subjects, and interests in STEM professions. We collected data of 511 Dutch families, examining both mothers, fathers, and one of their adolescent children (10-16 years old). We are currently in the process of analysing the data.

**Keywords:** STEM, adolescence, gender-stereotypes, self-efficacy, occupations

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# Framing Terrorism Survivors: Visual Representation of Boko Haram Survivors in Inter(national) News Media

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**Abstract:** The media as a vehicle produces reductionist portrayals of Terrorism survivors and represents them in ways entirely different from their dominant reality (Berents, 2016; Cruise, 2016; Presa & Ruiz, 2021). Images of terrorist survivors - such as the individuals who survived the attacks of Boko Haram terrorist groups - have become multi-framed and somewhat misrepresented across the media. Boko Haram terrorist survivors are often portrayed as helpless victims who lack agency, and understanding their representation in the media remains under-researched. Such portrayals of Boko Haram survivors call forth every possible

means to examine how various intercontinental online news media depict Boko Haram survivors - both women and men - through the distributed images and written captions they communicate about them. Using the visual (quantitative) content analysis framework, through the lens of agenda-setting and framing, this research seeks to understand how Boko Haram survivors are visually gendered and constructed across African, American, and British online mainstream news media by asking: How do these online news media visually portray Boko Haram survivors individually or as a collective? How are the depictions of Boko Haram survivors different or similar in these online news media? What do the images and captions communicate about Boko Haram survivors? A longitudinal study from 2014 to 2021 was carried out through a purposive sampling method to analyze 187 news media photographs with captions published in *The Punch*, *The New York Times*, and *The Guardian*. Findings reveal that all three online news media portray Boko Haram survivors differently with a slight degree of similarity. This research expands the scope of gender representation, visual communication, media representation, and the discourse on terrorism survivors. It helps identify the factors featured when displaying survivors' images and captions, enhances how online news media visually communicate about terrorist survivors, and suggests future research ideas.

**Keywords:** visual content analysis, Boko Haram survivors, agenda-setting, representation, media

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## **Designing Indicators for the Gender Equality Plan of a Research Center: The case of the Institute of Marine Sciences (ICM)**

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**Abstract:** In the framework of the Project Leading Towards Sustainable Gender Equality Plans in research performing organisations (LeTsGEPs), (EU, Horizon 2020) a group of Research Performing Organizations (RPOs) are seeking to design Gender Equality Plans (GEPs) leading to produce systemic institutional change for advancing in effective equality between women and men and addressing gender bias. As noted by European Institute for Gender Equality, a GEP is a set of actions

aiming at conducting assessment of procedures and practices to identify gender bias, identifying and implementing innovative strategies to correct any bias, and setting targets and monitoring progress via indicators. Within the framework of our GEP, the ICM team has formulated a set of output and outcome indicators (including gender sensitive indicators) that has allowed: a) During previous diagnosis, establishing the concrete reality of the situation of women and men in relation to the equality of treatment and opportunities, identifying the possible inequalities, discriminations, and gender bias, and determining the factors or conditions that propitiate them (baseline); and b) During the formulation of the GEP, establishing the expected scope of results and guiding the design of measures to achieve these results. Indicators, when monitoring or evaluating the GEP, will enable us assessing whether activities and processes have been implemented as planned, and whether progress towards gender equality objectives and results have been achieved. The collection of data according to EU standards will allow an important exercise of comparison amongst LeTSGEPs RPO's sharing some common indicators to detect the degree of progress in the direction of gender equality across institutions. ICM wants to share this creative process in which multiple indicators have been articulated.

**Keywords:** Gender Equality Plan, Research organizations, monitoring&evaluation, gender indicators

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## **Institut de Ciències del Mar as case study for the Gender Equality Plan: An Instrument to Advance Equality in Research**

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**Abstract:** The Institut de Ciències del Mar (ICM) has recently begun the development of its Gender Equality Plan, as part of the project “Leading Towards Sustainable Gender Equality Plans” in research performing organizations (LeTSGEPs), funded by the European Commission’s Horizon2020 Program. This project aims to design and implement actions that will address gender biases in the participating organizations and ultimately lead to systemic institutional change.

The project proposes the articulated use of two tools in the development of Equality Plans: the Gender Equality in Academia and Research (GEAR) tool, developed by the European Institute for Gender Equality (EIGE, 2016), and Gender Budgeting (GB). The formulation of ICM's Gender Equality Plan, however, implies a much broader challenge as it must comply with a large regulatory framework stemming from the Spanish Organic Law 3/2007 for effective equality between women and men (hereinafter, Equality Law), and its necessary articulation with the Plan for Equality between women and men of the Spanish Research Council (CSIC), the umbrella institution for research centers in Spain and to which ICM belongs. The disparity of reference frameworks, instruments and approaches must not, in any case, constrain the aspiration to develop a Gender Equality Plan that is fully consistent with, and responds to, the reality at ICM. This challenge requires promoting institutional change that will gradually eliminate barriers to gender equality, both those that are inherent to the research system, and also those that result from biased institutional practices in human resources management, financing, decision-making and research programs management. In addition, this commitment to gender equality must go beyond the domain of research and researchers, and globally cover the entire staff and all institutional practices.

**Keywords:** Gender Equality Plans, Gender Equality in Academia and Research, Gender Budgeting

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## **Men, Masculinities and Factors that Contribute in a bad Behavior of Men Against Women**

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**Abstract:** The fight against women perpetuated by men in the society has been overrated without looking at factors that contribute. Naturally, men and women are not the same in many aspects but the most important aspect that contribute in the behavior is the emotions and emotional intelligent. Men mostly don't talk about how they feel while women are able to talk. The things that women say to their partners spark an anger which could have been avoided if women were able to control their anger. Statistics have shown that most women who have been abused by men have a direct relationship. There are few women who have been abused, raped and killed by men that they do not know or never met before. Therefore, ending the violence against women and women abuse is not a

responsibility of one gender but a collective responsibility for both genders. Women deliberately provoke men with the intention to force men to act and get them arrested. This article is presenting a view that the issue of gender based violence should be looked at a microscopic sense that will be objective. Men and women have different ways of showing anger. Women shout when angry while men act physically and the society look mostly at how men act. The objective of this article was to find ways to address the women abuse and gender based violence. The purpose of this article was to create an awareness to the society of the contributing factors to women abuse and gender based violence. The research methodology applied in this study is the secondary research methodology. This study found that the law in many countries favour women more than men, this also contribute on how women behave around men, knowing that the law is favouring them.

**Keywords:** Men, Masculinities, Behaviour, Gender Base Violence, Abuse.

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## **Creating Male Gender Equity Advocates: Addressing Sexual Violence on University Campuses**

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**Abstract:** At Canadian universities student leaders organize activities to introduce incoming students to campus. In 2013, a chant was heard during orientation at two Canadian universities -- St. Mary's and the University of British Columbia: "Y-O-U-N-G, we like 'em young, Y is for your sister, O is for oh so tight, U is for underage, N is for no consent, G is for go to jail." A video of this chant being delivered by male student leaders at SMU was uploaded to Instagram and went viral. Highlighting the normalization of sexual violence on campuses, these lyrics were written down and passed, without issue or intervention, from leader to leader since 2009 (Taber, 2013). At UBC, an internal investigation revealed that over the past two decades a similar chant became an "oral tradition" during orientation (Hume, 2013). These incidents are emblematic of the broader rape culture that exists on Canadian university campuses. Walsh (2015) argued, "while girls are told to empower themselves and to voice their concerns, the surrounding cultural environment often reinforces silence, dismissal, and retribution towards women who speak out.

Men and boys need to be part of the solution” (p. 134). There is a gap in how we proactively engage male students in discussion and solutions about gender equity and sexual violence on university campuses around the world. Using feminist theory and qualitative interviews this study examined mobilizing male students as gender equity advocates. Two questions guided the study: (1) how do socio-cultural contexts of masculinities relate to sexual violence on Canadian campuses and (2) what kinds of relationships, connections, and communities are necessary to establish a campus-based male allies program? The findings identify the components of mobilizing male students as advocates through a publicly accessible/free toolkit that can be implemented on a local, national and international scale.

**Keywords:** masculinity, sexual violence, intersectional feminism, campus toolkit

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## **Nursing and Teaching: not for 'real' men?**

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**Abstract:** Communal roles in HEED (Health Care, Early Education, Domestic) are heavily dominated by women. In the Netherlands, between 70 and 80 percent of these professionals in the Netherlands are women. Whereas there has been substantial research on the reasons why women are underrepresented in STEM professions, studies on the reasons why men do not aspire to a career in HEED are scarce. The fact that men still shy away from these domains is alarming, as there is a shortage of professionals and this occupational segregation hampers both men and women to develop their talents in counter-stereotypic fields. Studies that did examine gender stereotypic interest in HEED domains focused on individual characteristics of young adults. We aim to add to this literature by examining to what extent parental gender stereotypes, behaviour, and values can predict gender stereotypical attitudes and interest in HEED domains among adolescents (aged 10-17). We collected data of 495 Dutch families, examining both mothers, fathers, and

their two adolescent children, and we examine the entire adolescent age range (10-18 years old). We are currently in the process of analysing the results.

**Keywords:** Adolescence, Occupational Segregation, Parents, Stereotypes, Masculinity

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## Understanding Gender Grading Bias: The Role of Implicit Gender Stereotypes

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**Abstract:** Previous research on gender grading bias shows that boys are systematically assessed more strictly than girls, regardless of their level of performance, a phenomenon known as 'the gender grading bias against boys' (e.g., Protivinsky & München, 2018). Although research on the topic of gender grading bias has expanded the past few decades, mechanisms that can explain gender grading bias still remain speculative. In our study we examined gender grading bias among teachers in training in the Netherlands in the subjects Dutch language (N = 131) and math (N = 227). We assessed the role of teachers' characteristics (gender, age, and experience) and implicit gender stereotypes in teachers' evaluations of male and female students. By manipulating the names above tests in a grading experiment, we empirically tested the influence of students' gender on the grading behaviour. The role of implicit gender stereotypes in gender grading bias is assessed through the implicit associations test (IAT) and additional questionnaires. Our findings show that on average teachers' evaluations are not gender biased in either Dutch language or math. Nevertheless, on the individual level, a large variation in gender grading bias is found, both against male students and against female students in both subjects. Our results reveal that the variation in gender grading bias is associated with the variation in teachers' implicit gender-typed expectations of male and female students. Furthermore, in math, we find evidence for the hypothesis that differences between male and female teachers in gender grading bias can be explained by their implicit gender stereotypes. The findings contribute to the understanding of gender grading bias and the role of implicit gender stereotypes in teachers' behaviours.



**Keywords:** Gender grading bias, implicit gender stereotypes, implicit association test, field experiment, teachers in training

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## **Enablers to Women’s Participation in Decision-making Processes and Positions: A Systematic Literature Review**

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**Abstract :** The under-representation of women in decision-making processes and positions is a persistent phenomenon in all European Union countries. Despite improvements over the last decades and efforts to reduce gender gaps, women are still under-represented in top management and leadership positions in various sectors, contributing to the continuity of vertical segregation and gender inequality. Solving this problem implies know the barriers women face, but also the factors that enable their career progression at different levels (macro, meso and micro). At the meso level, the role that institutional factors may play in women's representation in decision-making processes and bodies is a subject that is still scarcely explored and on which further studies need to be developed. Thus, this paper intends to enrich the current discussion and improve knowledge on these topics by seeking to understand how the literature approaches this issue, namely on HEIs. Specifically, it aims to identify the mechanisms and strategies, formal and informal, that may improve gender equality in decision-making positions. To reach this purpose one of the largest abstracts and citation database of peer-reviewed literature was used (Elsevier’s Scopus) to extract documents with the combined words/expressions “women”, “gender”, “leadership”, “decision-making” and “higher education institutions” in title, abstract and keywords . English articles-only were extracted from the database. After the first search and the reading of abstracts, articles outside the scope of the analysis were excluded. The remaining documents were then analyzed and an in-depth analysis was performed. Although this study is still ongoing, one can observe an increase in literature addressing this subject in more recent years. Preliminary results indicate that this is a complex and intersectional issue and that further studies in this field are needed to better

understand the institutional enablers of women's career advancement and participation in decision-making positions.

**Keywords:** Decision-making, Gender, Higher Education Institutions, Leadership, Women

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# **Additional Materials**



## Participant List

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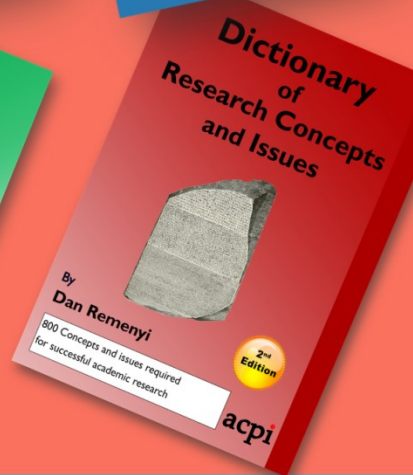
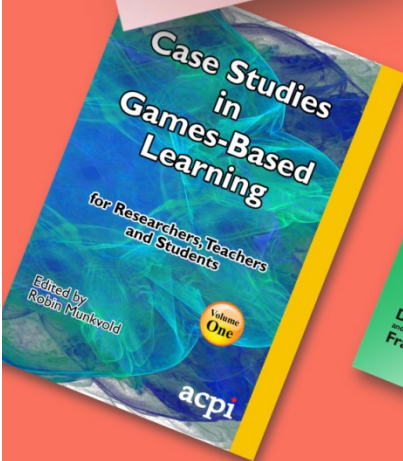
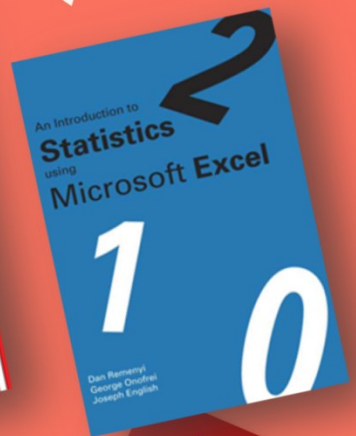
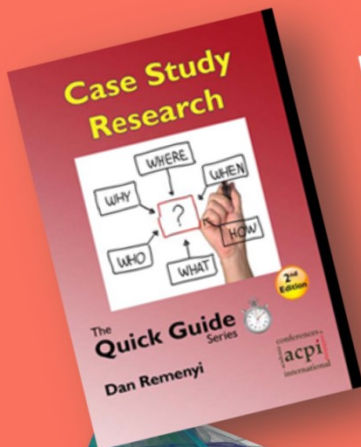
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