

# **Proceedings of the**

**7th International Conference on  
Gender Research**

**ICGR 2024**

**hosted by  
The Universitat Autònoma de  
Barcelona  
Spain**

**25-26 April 2024**

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# ICGR 2024 Contents Page

**Preface**      v

**Committee**    vi

**Biographies**    vii

## **Academic Papers**

*Indigenous Women Perspectives on Gender Equality and Feminism: A Case Study of Jahai Women in Peninsular Malaysia*

Rafidah Abd Karim, Ramlee Mustapha, Norwaliza Abdul Wahab, Mohd Hasrol Haffiz Aliasak, Nurul Farhani Che Ghani, Nurul Shatirah Zainol      1-9

*Gender Differentials for Participation in Producer Organization Among Smallholder Farmers: Evidence from Nigeria*

Oluwatosin Adewusi, Prof. V.O Okoruwa, Prof. K.K Salman, Dr O. Alawode, Oluwafemi Adewusi      10-18

*Implementation Research with Expressive Arts Therapy (EAT) to Support the Newcomer Survivors of Gender-based Domestic Violence (GBDV) in Toronto*

Akm Alamgir, Christen Kong      19-26

*Gender Diversity: An Empirical Study on 4.151 US Investment Funds*

Simona Arduini, TOMMASO BECK      27-35

*Artificial Intelligence – Gender-Specific Differences in Perception, Understanding, and Training Interest*

Sascha Armutat, Malte Wattenberg, Nina Mauritz      36-43

*The Precarious Existence of Jane Austen’s Charlotte Lucas Across Time and Text*

Olgahan Baksi Yalcin      44-50

*How Much Does Gender Affect the Behaviour of Using Renewable Energy Resources?*

Victoria Bogdan, Olimpia Iuliana Ban, Adrian Gheorghe Florea, Jozsef Gonczi      51-60

*Feminism and Entrepreneurship in Prestigious Management Journals: A Critical Analysis*

Chiara Leggerini, Mariasole Bannò, Camilla Federici      61-70

*Participatory Strategies to Integrate Gender+ Into Teaching and Research*

Fernanda Campanini Vilhena, Rita Bencivenga, María López Belloso, Cinzia Leone, Angela Celeste Taramasso      71-78

*Barriers to Women Professionals’ Career Growth during Covid-19 in India*

Sushama Chaudhari, Shivani Inamdar      79-86

*Situation Analysis of Female Academics’ Career Advancement in Higher Education in Syria*

Serene Dalati, Rim Omar, Hala Alchach, Rewa Alkhatib      87-96

*Filipino Hospitality Industry Gender Disparities: Hiring Practices, Salary Levels, and Promotional Opportunities*

Jeanneth Darroca, Tadema Formarejo, Leizl Alfonso, Mary Cosette Corbo      97-106

*Gaming Equity: Women, Videogame Companies, and Public Discourse*

Jennifer Jenson, Suzanne de Castell, Olga Kanapelka, Karen Skardzius      107-115

*Up-Cycling Barbie: “Bad Feminism” for Mixed-Up Times*

Suzanne de Castell, Jennifer Jenson      116-124

<i>From Norm and Theory to Practice: a Tailor-made GEP for the Institut de Ciències del Mar</i> Silvia Donoso Lopez, Esther Garcés, Elena Torrecilla	125-134
<i>The Territorial Planning Process of the Fez-Meknes Region from a Gender Perspective: An Exploratory Study</i> Kaoutar El-Ouali, Amina Magdoud	135-143
<i>External Return-To-Work Programs Impact On Women Relaunching Their Careers</i> Karen Ferrez Frisch, Sandra Costa, Florinda Matos	144-151
<i>Transgender Men and Non-Binary Individuals' Right to Pregnancy</i> Sebastian Gaskarth, Sarah Reddington	152-157
<i>The Soccer-Playing Unicorn – Mitigating Gender Bias in AI-Created STEM Teaching Materials</i> Claudia Hess, Sibylle Kunz	158-166
<i>Gendered Perspectives on Sustainable Entrepreneurship: A Study of Finnish SMEs</i> Sanna Joensuu-Salo, Emilia Kangas, Laura Könönen, Annukka Koivuranta	167-174
<i>Effectiveness of Gender Equality Policies in G20 Parliaments: A Fuzzy Logic Analysis</i> R. Arzu Kalemci, Ela Ozkan-Canbolat , Ipek Kalemci-Tuzun	175-181
<i>Discover and Dream: Appreciating Women Entrepreneurs' Innovation</i> Emilia Kangas, Anmari Viljamaa, Sanna Joensuu-Salo	182-189
<i>Gender as a Moderator of the Double Bias of Mistakes – Knowledge Culture and Knowledge Sharing Effects</i> Wioleta Kucharska, Aleksandra Kopytko	190-199
<i>Criticize my Code, not me: Using AI-generated Feedback in Computer Science Teaching</i> Sibylle Kunz, Adrienne Steffen	200-207
<i>The Growing Importance of Women in Portuguese Football and in the Sports Press</i> Marlene Loureiro, Joana Alves	208-217
<i>Experiences and Perceptions of Menstrual Hygiene Management (MHM) Among Homeless Women in Cape Town</i> Ayanda Mhlongo	218-223
<i>Qualitative Assessment of Resilience: Lessons from Rural Women in South India</i> Ms. Radhika Mohan, Dr. Preetha Menon, Ms. Anjana J.S., Ms. Aswathy J	224-231
<i>Resilience Amidst Adversity: Exploring Gender Disparities and Psychosocial Factors in Kerala</i> Ms. Radhika Mohan, Dr. Preetha Menon, Ms. Neethu P. Rajan, Ms. Adithya M.S.	232-241
<i>Malaysia's Orang Asli Women Roles in Indigenous Community</i> Ramlee Mustapha, Rafidah Abd Karim, Mohd Hasrol Haffiz Aliasak, Norwaliza Abdul Wahab, Nurul Farhani Che Ghani, Nurul Shatirah Zainol	243-250
<i>Empowering Women for Technology Entrepreneurship: Opportunities and Challenges</i> Valentina NDOU, Gioconda MELE, Eglantina HYSA, Eglá MANSI	251-261
<i>Adapting Organizational Inclusivity Through Empowering Gender-Diversity</i> Colton Nguyen	262-269
<i>Gender Through Media: Images of Contemporary Masculinity in Two Pakistani Movies</i> Sara Noor	269-275

<i>Attitudes Toward Gender Quota Legislation on TMT-level Positions: Men Believe That Gender Balance Will Sort Itself Out in Due Course</i>	
Asta Dis Oladottir, Thora H Christiansen, Haukur Freyr Gylfason, Haukur C. Benediktsson	276-283
<i>The Future of Women in Technology : Challenges and Recommendations</i>	
Dr Marie Oldfield	284-292
<i>Gender Equality in ASDC: Unravelling Societal Challenge in Educational Attainment and Economic Empowerment, Inheritance Access, and Workplace Dynamics in Malaysia</i>	
Othman, Norashiken, U.N.N Abdulah, Abdullah, Nazmin, G.K.Ganesan, Bakar, Roshidi	293-302
<i>The Education Impact on the Innovativeness of Female Entrepreneurship: A Systematic Literature Review</i>	
Elisabeth T. Pereira, Martina Manzo	303-311
<i>Pedagogical Strategies for Female Students in IT Disciplines to Promote Gender Equality: The Case of Five European Universities</i>	
Elisabeth T. Pereira, Ana Vukičević , Frane Urem, Diogo Gomes	312-320
<i>My Perfect Partner: Using Creative Methods to Address Gender Based Violence</i>	
Janette Porter, Kay Standing	321-330
<i>Exploring Gender Dynamics and Environmental Sustainability in Family Firms</i>	
Adelinda Ramos, Shital Jayantilal, Filipe Sardo	331-338
<i>Essential Aspects of Gender-inclusive Computer Science Education</i>	
Lisa Sällvin, Lena-Maria Öberg, Peter Mozelius	339-346
<i>Role of Education and Training to Make Agritourism A Success Story in India</i>	
Navjot Sandhu	347-355
<i>Confronting Conundrums of Care in College Student Advising</i>	
Roy Schwartzman, Jenni Simon, Cynthia Zuckerman Hyman	356-363
<i>Evaluating Women's Economic Empowerment During COVID-19 Pandemic in South Sulawesi, Indonesia</i>	
Rina Shahrullah, Elza Syarief, Okky Chahyo Nugroho, Firdaus Firdaus, Penny Naluria Utami, Ulang Mangun Sosiawan, Djoko Waluyo, Ahmad Sanusi	364-369
<i>Exploration of Girls' Role Models: Are there Female STEM Role Models in Sight?</i>	
Adrienne Steffen, Claudia Hess	370-377
<i>Can Participatory Action Research Deepen the Understanding of Intersectionality in the Field of Biodiversity Research?</i>	
Anita Thaler, Sandra Karner	378-387
<i>Gender Bias in Succession in Family Companies: Theoretical Analysis With Application to a Portuguese Region</i>	
Eduardo Tomé, Elizaveta Gromova, José Campos	388-394
<i>CEO Gender and Family Business Performance: The Moderating Role of Socio-Emotional Wealth</i>	
Nadine Lybaert, Ine Umans	395-402
<i>Is Artificial Intelligence Gender-Free? What Does Feminist Epistemology Say About That?</i>	
Valerija Vendramin	403-407
<i>Attracting Female Engineers: A Qualitative Analysis in Mechanical Engineering in Germany</i>	
Johanna M. Werz, Lea M. Daling, Lisa Brueggemann, Esther Borowksi, Ingrid Isenhardt	408-415

## **PhD Papers**

- Critical Race Feminism and the Counterterrorism Strategy 'Prevent'*  
Lilly Barker 417-423
- The Power of Knowledge in Combat Sports Coaching*  
Sanna Erdogan 424-430
- The Educational Potential of Cyberfeminisms: An Intersectional Analysis of @coletivoandorinha, @feministasemmovimento and @feministas.pt profiles*  
Clarissa Godoy, Maria João Cunha 431-439
- Awareness of Women's Inclusion in STEM: Twitter Data in Italy*  
Chiara Leggerini, Mariasole Bannò 440-448
- Enhancing Workplace Inclusivity for TGNC (Transgender/Nonconforming) Communities: "A Path to Psychological-Safety"*  
Colton Nguyen 449-457
- The Vulva Dialogues: The Sexual-Bodily Experience of Cisgender Women*  
Adriana Maria Penna Quintão 458-465
- Diversity and inclusion in the South African telecommunications industry: An LGBTQIA+ employee perspective*  
Xolile Sibande, Jenika Gobind 466-471

## **Masters Papers**

- Wonder Woman on Screen: From Feminist Symbol to Stereotypical Figure*  
Ruo Chen Zhang 473-479

## **Work in Progress**

- How to Measure the Impact Generated by the Gender Equality Plan?*  
Anna Brescianini, Mariasole Bannò, Camilla Federici 481-484
- Emotion Work of Paid and Unpaid Caregivers of the Elderly in Chile*  
Catalina Ganga-León 485-487
- "STEM in Genere": an impact evaluation*  
Giovanni Maria Abbiati, Chiara Leggerini, Mariasole Bannò 488-492

## **Late Submission**

- Women and STEM skills for innovation and technological entrepreneurship*  
Antonia Terán-Bustamante, Antonieta Martínez-Velasco, Lorena de La Torre-Díaz 494-503

## ICGR Preface

These proceedings represent the work of contributors to the 7th International Conference on Gender Research (ICGR 2024), hosted by The Universitat Autònoma de Barcelona, Spain on 25-26 April 2024. The Conference Chair is Professor Carmen-Pilar Martí Ballester, from the Universitat Autònoma de Barcelona, Spain.

ICGR is a well-established event on the academic research calendar and now in its 7<sup>th</sup> year the key aim remains the opportunity for participants to share ideas and meet the people who hold them. The scope of papers will ensure an interesting two days. 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 Professor Olga Salido, from Complutense University of Madrid, Spain, on the topic of *The Third Puzzle of Gender and Science: Gendering Knowledge Transfer*. The second day of the conference will open with an address by Professor Sara Martín Alegre, Universitat Autònoma de Barcelona, Spain, who will talk about *Doing Masculinities Studies as a Feminist Woman: Aims and Gains*.

With an initial submission of 161 abstracts, after the double blind, peer review process there are 49 Academic research papers, 7 PhD research papers, 1 Masters Research paper and 3 work-in-progress papers published in these Conference Proceedings. These papers represent research from Austria, Belgium, Canada, China, Egypt, Ethiopia, Finland, Germany, Iceland, India, Indonesia, Ireland, Italy, Kazakhstan, Kenya, Lebanon, Malaysia, México, Morocco, Netherlands, Nigeria, Pakistan, Philippines, Poland, Portugal, Riyadh, Romania, Slovenia, South Africa, Spain, Sweden, Syria, Turkiye, UK, and USA.

We hope you enjoy the conference.

Professor Carmen-Pilar Martí Ballester  
The Universitat Autònoma de Barcelona  
Spain  
April 2024

## ICGR Conference Committee

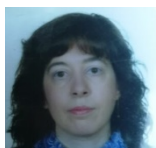
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## Biographies

### Conference Chair



**Carmen-Pilar Martí Ballester** (PhD) is an associate professor in the Business Department of the Universitat Autònoma de Barcelona. Her research focuses on (1) analysing the financial and social performance of thematic mutual funds taking into account gender issues, and (2) examining investor behaviour in the thematic mutual funds industry. She is an active reviewer in a range of international journals and also has published research papers in many other international journals.

### Keynote Speaker



**Professor Sara Martín Alegre** is Senior Lecturer at the Department of English and German, Universitat Autònoma de Barcelona (Spain), where she teaches English Literature and Cultural Studies. Martín's research focuses on Gender Studies mainly applied to popular fictions, with a special emphasis on Critical Studies of Men and Masculinities. She is at work currently on a volume on masculinity in science fiction authored by men.



**Olga Salido** holds a PhD in Political Science and Sociology and is Professor of Sociology at the Department of Applied Sociology, Complutense University of Madrid, where she has been Deputy Director (2018-2022) and Director of the *Master in Applied Sociology*. Salido's research interests focus on the study of socio-economic inequalities and social mobility as well as the analysis of family and gender equality policies in comparative perspective.

### Mini-Track Chairs



**Tindara Addabbo** is a full Professor in Economic Policy at the University of Modena and Reggio Emilia. Her current main research areas include wage discrimination by gender, well-being, gender budgeting, gender gap in education, gender equity firm's certification. She is the coordinator of Leading Towards Sustainable Gender Equality Plans in research institutions – (H2020-SwafS-2019 –873072).



**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. She is responsible for her university in the Horizon 2020 Project EQUAL-IST Gender Equality Plans for Information Sciences and Technology Research Institutions and for the 'Ragazze Digitali' Summer Camp project.



**Dr Serene Dalati** is director of Equality and Sustainability center ( E&S center) and head of management department at the faculty of Business administration, at Arab International University, Syria (<https://www.aiu.edu.sy/>). Serene 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. She teaches for areas in Organizational Behavior, 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.



**Dr Rafidah Abd Karim** is a Senior Lecturer at Universiti Teknologi MARA, Malaysia. She is also a research fellow at Anadolu University, Turkey. She serves an editorial board, and she is also an active and reviewer for more than 10 numerous distinguished international journals. She has published more than 70 academic articles mainly in digital mind mapping, mobile technology, language learning, and multiple fields in both national and international journals published by various publishers. Her current research projects include gender studies, women studies and indigenous studies funded by Ministry of Higher Education and UiTM, Malaysia.



**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.



**Dr. Sílvia Donoso López** is a gender expert at Institut de Ciències del Mar (ICM/CSIC) in Barcelona. She holds a PhD in Social Anthropology and a Master in Gender and Equality Policies. She has wide experience as a consultant in gender and diversity, formulating and monitoring Equality Public Policies. Her main research interests are institutional violence against women and integrating a gender dimension in STEM research.



**Dr Navjot Sandhu** an Associate Professor is a currently Deputy Head of College at the Graduate School of Management within the Birmingham City Business School. She has extensive research publication and conference presentations within the domain of financing marginal farmers/ small and medium enterprises microfinancing, innovative technologies, gender, entrepreneurial education. Dr Navjot has experience of supervising and examining PhDs nationally and internationally. Dr Sandhu also completed certifications on Fintech and disruptive technologies from Said Business School, University of Oxford.