

Editorial

These proceedings represent the work of contributors to the 5th 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 5th 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

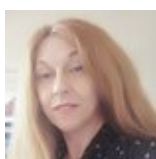
Ms Noor Abu Jbara, Freelance Work, Jordan; Prof Tindara Addabbo, Department of Economics Marco Biagi University of Modena & Reggio Emilia, Italy; Prof Laurice Alexandre, Paris Descartes university, France; Dr Reem Alkhamash, Taif University, Saudi Arabia; Professor Simona Arduini, Roma Tre University, Rome, Italy; Prof Liz Bacon, University of Greenwich, UK; Dr Afsaneh Bagheri, Faculty of Entrepreneurship, University of Tehran, Iran; Dr Olgahan Baksi Yalcin, Istanbul Yeni Yuzyil University , Turkey; Prof Joan Ballantine, University of Ulster, UK; Dr Zélia Breda, University of Aveiro, Portugal; Prof Sladjana Cabrilo, I-Shou University, Department of International Business Administration, Taiwan (R.O.C.); Senior Lecturer, Phd Ana Paula Camarinha Teixeira, IPP - Iscap, Portugal; Dr Claudia Canali, University of Modena and Reggio Emilia, Italy; Prof Luísa Carvalho, University of Évora, Portugal; Prof Teresa Carvalho, University of Aveiro, Portugal; Prof Francesca Maria Cesaroni, University of Urbino Carlo Bo, Italy; Prof Mary Corcoran, University of Michigan, USA; Francesca Dal Mas, Università degli Studi di Udine, Italy; Dr Serene Dalati, Arab International University, Syria; Geoffrey Darnton, WMG, UK; Prof Sara Diogo, University of Aveiro, Portugal; Assc John Dumay, Macquarie University, Australia; Dr Jeanne Ellis, University of Stellenbosch, South Africa; Prof Turan Erman Erkan, Atilim University, Turkey; Dr José Esteves, IE business school, Spain; Prof Elisabete G. S. Félix, University of Évora, Portugal; Prof Emilia Fernandes , Universidade do Minho, Portugal; Dr Ana Freire, Universitat Pompeu Fabra, Barcelona, Spain; Dr Valerie Priscilla Goby, Zayed University, UAE; Prof Mortaza kokabi, Shahid Chamran University of Ahvaz, Iran; Blair Kuntz, University of Toronto, Canada; Dr Alessandra Lardo, University of Naples Parthenope, Italy; Dr Regina Leite, University of Minho - School of Economics and Management, Portugal; Assc Jeanette Lemmergaard, University of Southern Denmark, Dept. of Marketing & Management, Denmark; Dr Maria de Lourdes Machado-Taylor, CIPES-Center for Higher Education Policies, Portugal; Dr Jolanta Maj, Opole University of Technology, Poland; Dr Carmen-Pilar Martí-Ballester, Universitat Autònoma de Barcelona, Spain; Dr Zamokuhle Mbandlwa, Durban University of Technology, South Africa; Dr. Anabela Mesquita, School of Accounting and Administration of Porto (ISCAP) / Politechnic Institute of Porto (IPP), Portugal; Professor Dorata Michulka, University of Wrocław, Poland; Assc Ludmila Mladkova, University of Economics Prague, Czech Republic; Prof Nasima Mohamed Hoosen Carrim, University of Pretoria, South Africa; Dr Gunilla Myretog, Örebro University School of Business, Sweden; Prof Alcina Nunes, Polytechnic Institute of Bragança, Portugal; Assoc Prof Dr Nuran Öze, Arkin University of Creative Arts and Design (ARUCAD), Northern Cyprus; Prof Inna Sousa Paiva, Instituto Universitário de Lisboa ISCTE-IUL, Portugal; Prof Paola Paoloni, La Sapienza University, Rome, Italy; Dr Stamatis Papadakis, Department of Education, University of Crete, Greece; Prof Elisabeth T. Pereira, Department of Economics, Management, Industrial Engineering and Tourism - University of Aveiro, Portugal; Dr francesca picciaia, Department of Economics, University of Perugia, Italy; Prof Maryna Pichugina, National Technical University of Ukraine, Ukraine; Prof Cristina Rodrigues, University of Minho, Portugal; Prof Agnieszka Rzepka, Lublin University of Technology, , Poland; Dr navjot Sandhu, Birmingham city university, UK; Dr Roy Schwartzman, University of North Carolina at Greensboro, USA; Dr paola Sdao, University of Calabria, Italia; Dr Annalisa Sentuti, University of Urbino Carlo Bo, Italy; Prof Susana Silva, School of Hospitality and Tourism, Institute Polytechnic of Porto, Portugal; Dr Jenni Simon, University of North Carolina Greensboro , USA; Prof Nachiketa Tripathi, Indian Institute of Technology Guwahati, India; Dr Annelien van Rooyen, University of South Africa, South Africa; Dr Sonia Vivona, Institute for Agricultural and Forest Systems in the Mediterranean, National Research Council, Italy; Doris Wesley, North Carolina State University (known previously to be affiliated with the University of North Carolina, Greensboro), USA; Yu Zhang, LuxshareICT, China.

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.

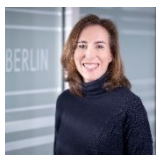


Zélia Breda Assistant Professor and Director of MA in Tourism Management and Planning, University of Aveiro. Member of Research Unit Governance, Competitiveness and Public Policies (GOVCOPP); founding member/vice-president of Observatory of China and Portuguese Institute of Sinology. Authored/co-authored 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>

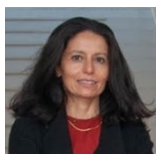


Claudia Canali is Associate Professor in Information Engineering at the University of Modena and Reggio Emilia. Her research interests focus on cloud/fog computing systems and gender equality in ICT. Scientific responsible for her university in the Horizon 2020 Project EQUAL-IST Gender Equality Plans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

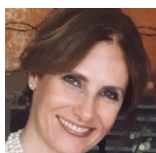
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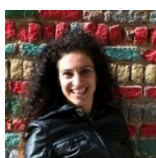
Dr Serene Dalati is a senior lecturer at the faculty of Business administration at the Arab International University, Syria. Serene has obtained a PhD in Leadership, Organizational Culture and Job satisfaction in 2008 which was preceded by British Chevening scholarship to study for an MBA in Banking 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 Ulysseus 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 Garces 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 3rd 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 Mbandiwa 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 in 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.

Roy Schwartzman (Ph.D., University of Iowa) is a professor in the Department of Communication Studies, University of North Carolina at Greensboro. He also is a faculty affiliate with the Department of Peace and Conflict Studies as well as the Women's Gender, and Sexuality Studies program. He has published more than 150 scholarly articles and chapters.

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.

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