

7th International Conference on Gender Research - ICGR 2024
The Universitat Autònoma de Barcelona, Spain
25 - 26 April 2024
ALL CONFERENCE TIMES ARE SPAIN TIME (GMT+2)

Wednesday 24 April 2024			
18:00-19:00	Pre-conference Registration and Welcome Drinks Hotel Exe Campus, Edifici Blanc -Vila, Campus de la Universitat Autònoma de, 08193 Cerdanyola del Vallès, Barcelona, Spain		
Thursday 25 April 2024			
08:30	Registration and Coffee: Economics and Business Studies Faculty, Building-B ICGR Zoom Room Opens		
09:00	Welcome and Opening of the Conference: Prof. Judith Panadés Martí, Dean of the Faculty of Economics and Business Studies, The Universitat Autònoma de Barcelona, Spain Salo d'Actes and ICGR Zoom Room		
09:15	Keynote Presentation: Olga Salido, University of Madrid, Spain <i>The Third Puzzle of Gender and Science: Gendering Knowledge Transfer</i>		
10:00	Conference Splits into parallel sessions		
	Topic: Gender in the Workplace Chair: Marie Oldfield Room: Seminari B PHYSICAL	Topic: Role Models, STEM and Tech Chair: Ellen Bomasang Room: Seminari C PHYSICAL	Topic: Mini-Track on Research Performing Organisations Chair: Silvia Donoso López Room: Seminari D PHYSICAL
10:20	Evaluating Women's Economic Empowerment During COVID-19 Pandemic in in South Sulawesi, Indonesia Rina Shahrullah , Elza Syarief , Universitas Internasional Batam, Indonesia, Okky Chahyo Nugroho , Firdaus Firdaus , Penny Naluria Utami , Ulang Mangun Sosiawan , Djoko Waluyo , and Ahmad Sanusi , National Research and Innovation Agency, Indonesia	The Soccer-Playing Unicorn: Mitigating Gender Bias in AI-Created STEM Teaching Materials Claudia Hess , and Sibylle Kunz , IU International University of Applied Sciences, Erfurt, Germany	Effectiveness of Gender Equality Policies in G20 Parliaments: A Fuzzy Logic Analysis R. Arzu Kalemci , Ela Canbolat Özkan , Cankaya University, Ankara, Turkey, and İpek Kaemci Tuzun , Başkent University, Turkey
10:40	The Gender Pay Gap and a Revitalised Concept of the Ideal Worker Frances Hamilton , University of Reading, UK (Presentation only)	Criticise my Code, not me: Using AI-generated Feedback in Computer Science Teaching Sibylle Kunz , and Adrienne Steffen , IU International University of Applied Sciences, Erfurt, Germany	From Norm and Theory to Practice: a Tailor-made GEP for the Institut de Ciències del Mar Silvia Donoso López , Esther Garcés , and Elena Torrecilla , Institut de Ciències del Mar (ICM), Spain
11:00	Beyond 'Fixing Women': A Systematic Review of Transformative Strategies for Women's Workplace Representation Devran Gulel , Karen Johnston , Panos Kapotas , and Federica Alberti , University of Portsmouth, UK (Presentation only)	Exploration of Girls' Role Models: Are there Female STEM Role Models in Sight? Adrienne Steffen , and Claudia Hess , IU International University of Applied Sciences, Erfurt, Germany	Implementation Research with Expressive Arts Therapy (EAT) to Support the Newcomer Survivors of Gender-based Domestic Violence (GBDV) in Toronto Akm Alamgir , Access Alliance Multicultural Health and Community Services, Toronto, Canada and Christen Kong , York University, Toronto, Canada
11:20	Gender Diversity: An Empirical Study on 4.151 US Investment Funds Simona Arduini , and Tommaso Beck , Roma Tre University, Italy	Gaming Equity: Women, Videogame Companies and Public Discourse Suzanne de Castell , Simon Fraser University, Vancouver, Canada, Karen Skardzius , Vancouver Island University, Canada, Olga Kanapelka , and Jen Jenson , University of British Columbia, Canada	Pedagogical Strategies for Female Students in IT Disciplines to Promote Gender Equality: The case of five European Universities Elisabeth Pereira , Diogo Gomes , University of Aveiro, Portugal, Frane Urem and Ana Vukičević , University of Sibenik, Croatia
11:40	Shattering the Myth: Exploring Beauty Standards and their Role in Perpetuating Gender Inequality Dana Cole , Harold Washington College, Chicago, USA (Presentation only)	UpCycling Barbie: 'Bad Feminism' for Mixed-up Times Suzanne de Castell , Simon Fraser University, Vancouver, Canada and Jen Jenson , University of British Columbia, Canada	
12:00	Lunch Break	Lunch Break	Lunch Break

	Topic: PhD session Chair: Serene Dalati Room: Seminari B PHYSICAL	Topic: Healthcare, Biodiversity and Crisis Chair: Christen Kong Room: Seminari C PHYSICAL	Topic: Chair: Sanna Joensuu-Salo Room: Seminari D PHYSICAL
13:00	Diversity and Inclusion in the South African Telecommunications Industry: An LGBTQIA+ Employee Perspective Xolile Sibande and Jenika Gobind , Wits Business School, Johannesburg, South Africa	Transgender Men and Non-Binary Individuals' Rights to Pregnancy Sebastian Gaskarth , and Sarah Reddington , Mount Saint Vincent University, Halifax, Canada	Gendered Perspectives on Sustainable Entrepreneurship: A Study of Finnish SMEs Sanna Joensuu-Salo , Laura Könönen , Annukka Koivuranta , and Emilia Kangas , Seinäjoki University of Applied Sciences, Finland
13:20	The Power of Knowledge in Combat Sports Coaching Sanna Erdogan , University of Lapland, Rovaniemi, Finland	"In some ways, I'm glad I got to Experience it": The Positive Construction of Masculinities in men's Breast Cancer Survivor Stories Tracy Darch-Hall , and Matthew Hall , KIMEP University, Almaty, Kazakhstan (Presentation only)	Role of Education and Training to make Agritourism a Success Story in India Navjot Sandhu , Birmingham City University, UK
13:40	Awareness about Women's Inclusion in STEM: Twitter data in Italy Chiara Leggerini and Mariasole Banno , Univeristy of Brescia, Italy The Vulva Dialogues: The Sexual Bodily Experience of Cisgender Women Adriana Quintão , Iscte - University Institute of Lisbon, Portugal	Can Participatory Action Research Deepen the Understanding of Intersectionality in the Field of Biodiversity Research? Anita Thaler , and Sandra Karner , IFZ - Interdisciplinary Research Centre for Technology, Work and Culture, Graz, Austria	Rereading "The Normal Heart": The 21st Century Response to the 20th Century Text Shaheena Bhatti , Maham Michelle Gill , Sara Noor , Fatima Jinnah Women University, Pakistan, and Shazia Rose Kiran Nathaniel , National University of Modern Languages, Islamabad, (Presentation Only)
14:00	Critical Race Feminism and the Counterterrorism Strategy 'Prevent' Lilly Barker , Nottingham Trent University, UK	(Un)expected Paths: Female Leadership Narratives in Portuguese Higher Education José Nuno Teixeira , University of Minho, Braga, Portugal, Emília Fernandes , Regina Leite , University of Minho/CICS.Nova, Braga, Portugal, and Marisa Ferreira , Polytechnic Institute of Porto, Felgueiras, Portugal (Presentaion Only)	Gender through Media: Images of Contemporary Masculinity in Two Pakistani Movies Sara Noor , Fatima Jinnah Women University, Rawalpindi, Pakistan
14:20	The Educational Potential of Cyberfeminisms: An Intersectional Analysis of @coletivoandorinha, @feministasemmovimento and @feministas.pt profiles Clarissa Godoy and Maria João Cunha , ISCSP - CIEG - University of Lisbon, Portugal	Gender and Unpaid Work: Perceptions of Immigrants women and men in Portugal Estefânia Silva , Universidade da Maia, Cláudia Casimiro , ULisboa, Cristina Pereira Vieira , Open University and Janete Borges , Polytechnic of Porto, Portugal (Presentation only)	Precarious Existence of Austen's Charlotte Lucas Across Time and Text Olgahan Bakşi Yalçın , Bolu Abant İzzet Baysal University, Bolu, Türkiye
14:40	Break	Break	Break
	Topic: Mini-Track on Female Gender Equality and Sustainability in Higher Education Chair: Serene Dalati Room: Seminari B PHYSICAL	Topic: Gender Issues Chair: Claudia Hess Room: Seminari C PHYSICAL	
15:00	Barriers to Change: Creating Gender Equality in Higher Education in Sweden Marie Wannberg , and Linda Borglund , University of Borås, Sweden (Presentation only)	Artificial Intelligence: Gender Specific Differences in Perception, Understanding, and Training Interests Sascha Armutat , Malte Wattenberg , and Nina Mauritz , Bielefeld University of Applied Sciences and Arts, Germany	
15:20	Gender Equality and Career Progression for Female Academics in the Context of Pakistan Higher Education Zainab Fakhr , London Metropolitan University, UK (Presentation only)	Gender as a Moderator of the Double Bias of Mistakes: Knowledge Culture and Sharing Effects Wioleta Kucharska , and Aleksandra Kopytko , Gdansk University of Technology, Poland	
15:40	Essential Aspects of Gender-inclusive Computer Science Education Lisa Sällvin , Lena-Maria Öberg , and Peter Mozelius , Mid Sweden University, Östersund, Sweden	Discursive Archetypes: Kamala Harris and Repositioning Stepmotherhood Kirsti Cole , North Carolina State University, Raleigh, USA and Valerie Renegar , Southwestern University, USA (Presentation only)	
16:00	Situation Analysis of Female Academics Career Advancement in Higher Education in Syria Serene Dalati , Hala Alchach , Rim Omar and Rewa Alkhatib , Arab International University, Ghabagheb, Syria	Attitudes Toward Gender Quota Legislation on TMT-level Positions: Men Believe that Gender Balance will sort Itself out in due Course Asta Dis Oladottir , Thora Christiansen , Haukur Freyr Gylfason , and Haukur Benediktsson , University of Iceland, Reykjavik, Iceland	
16:20	Compliant and its Discontents. For a critique of institutional systems of antidiscrimination in academia Ewa Majewska, Uniwersytet SWPS, Warszawa, Poland (Presentation only)	Getting in Touch with and Celebrating Y/Our Feminine Strengths: A Critical Exploration of Langley's You are Divine Shazia Rose Kiran Nathaniel , National University of Modern Languages, Rawalpindi/Islamabad, Pakistan, Shaheena Ayub Bhatti , Maham Michelle Gill , and Sara Noor , Fatima Jinnah Women University, Pakistan (Presentation Only, Main)	
16:40	Close of Conference Day	Close of Conference Day	
19:30	Conference Dinner Umami Bellaterra, Av. Josep M Marçet, 3, 08193 Bellaterra, Barcelona		

Friday 26 April 2024	
Topic: Mini-Track on Gender, Entrepreneurship, and Innovative Technologies Chair: Navjot Sandhu Room: Seminari B PHYSICAL	Topic: Gender Policies Chair: Sandra Karner Room: Seminari C PHYSICAL
09:00 Feminism and Entrepreneurship in Prestigious Management Journals: A Critical Analysis Mariasole Bannò , Chiara Leggerini , and Camilla Federici , University of Brescia, Italy	Gender in a Stereo- (gender)Typical EU Law: A Feminist-Queer Reading of the EU AI Law Anastasia Karagianni , VUB, Brussels, Belgium (Presentation only)
09:20 Women and STEM Skills for Innovation and Technological Entrepreneurship Antonia Terán-Bustamante , Antonieta Martínez-Velaco , and Lorena De la Torre-Díaz , Universidad Panamericana, México	Is Artificial Intelligence Gender-Free? What does Feminist Epistemology say about that? Valerija Vendramin , Educational Research Institute, Ljubljana, Slovenia
09:40 The Education Impact on the Innovativeness of Female Entrepreneurship: a Systematic Literature Review Elisabeth Pereira , University of Aveiro, Portuguese and Martina Manzo , University of Rome Tre, Rome, Italy	How much does Gender Affect the Behavior of Using Renewable Energy Resources? Olimpia-Iuliana Ban , Victoria Bogdan , Adrian Florea , and Jozsef Gonczi , University of Oradea, Romania
10:05 Salo d'Actes & ICGR Zoom Room Opening Messages: Mrs. Maria Prats Ferret, director, Observatory for Equality, The Universitat Autònoma de Barcelona, Spain	
10:10 Keynote Presentation: Professor Sara Martin Alegre Doing Masculinities Studies as a Feminist Woman: Aims and Gains	
10:50 Introduction to ICGR 2025	
11:00 Coffee Break and Poster Presentations	
Topic: Mini-Track on Gender, Entrepreneurship, and Innovative Technologies Chair: Navjot Sandhu Room: Seminari B PHYSICAL	Topic: Gender Policies Chair: Sandra Karner Room: Seminari C PHYSICAL
11:30 Discover and Dream: Appreciating Women Entrepreneurs' Innovation Emilia Kangas , Sanna Joensuu-Salo , and Anmari Viljamaa , Seinäjoki University of Applied Sciences, Finland	The role of Women During the She-cession Giulia Napolitano , University of Naples Federico II, Naples, Italy (Presentation only)
11:50 The Future of Women in Technology: Challenges and Recommendations Marie Oldfield , LSE, London, UK, Jan Brett , University of Liverpool, UK, Lynne Baxter , University of Sheffield, UK and Liz Bacon , Abertay University, UK	Should gender decide on rights? - de_gendering the language of Polish labour law Barbara Godlewska-Bujok , University of Warsaw, Poland (Presentation Only)
12:10 Empowering Women for Technology Entrepreneurship: Opportunities and Challenges Valentina Ndou , Gioconda Mele , University of Salento, Lecce, Italy, Eglantina Hysa ,	
12:30 Lunch Break	Lunch Break
Topic: Mini-Track on Gender Equality and Feminism in Society Chair: Rafidah Abd Karim Room: Seminari B PHYSICAL	Topic: Relationships Chair: Devran Gulel Room: Seminari C PHYSICAL
13:30 Gender Equality in ASD: Unravelling Societal Challenge in Educational Attainment and Economic Empowerment, Inheritance Access, and Workplace Dynamics in Malaysia Norashiken Othman , Gogulasanti K Ganesan , Wan Nor Fatimah W Mahmod , Ummi Noor Nazahiah Abdullah , Universiti Malaysia Perlis, Malaysia and Roshidi Bakar ,	My Perfect Partner: Using Creative Methods to Address Gender Based Violence Janette Porter and Kay Standing , Liverpool John Moores University, UK
13:50 Indigenous Women Perspectives on Gender Equality and Feminism: A Case Study of Jahai Women in Peninsular Malaysia Rafidah Abd Karim , Mohd Hasrol Hafiz Aliasak , Nurul Farhani Che Ghani , Nurul Shatirah Zainol , Universiti Teknologi MARA, Tapah Road, Malaysia, Ramlee Mustapha , and Norwaliza Abdul Wahab , Sultan Idris Education University, Malaysia	Be Gay, Do Crime: How Different Epistemologies Shape Deviant Subjects Ori Morales Hernández , Utrecht University, Netherlands (Presentation only)
14:10 Malaysia's Orang Asli Women Roles in Indigenous Community Ramlee Mustapha , Sultan Idris Education University, Malaysia, Rafidah Abd Karim , Norwaliza Abdul Wahab , Nurul Farhani Che Ghani , Nurul Shatirah Zainol , Universiti Teknologi MARA Perak Branch Tapah Campus, Malaysia, and Mohd Hasrol Hafiz Aliasak , Universiti Teknologi MARA Perak Branch Seri Iskandar Campus, Malaysia	Exploring Gender Dynamics and Environmental Sustainability in Family Firms Adelinda Ramos , Shital Jayantilal , Universidade Portucalense - REMIT, Porto, Portugal and Filipe Sardo , Universidade da Beira Interior, Portugal
14:30 External Return-to-Work Programs Impact on Women Relaunching their Careers Karen Ferrez Frisch , Sandra Costa , and Florinda Matos , Instituto Universitário de Lisboa (ISCTE-IUL), Centro de Estudos sobre a Mudança Socioeconómica e o Território (DINÂMIA'CET), Portugal	CEO Gender and Family Business Performance: The Moderating role of Socio-emotional Wealth Ine Umans , and Nadine Lybaert , Hasselt University, Belgium
14:50 Summary of the Conference Award to the winner of the Best Poster	
15:00 Close of Conference	Close of Conference
Posters will be presented by those attending in person during the coffee break	
Physical Posters	
Driving Gender Equality: The Impact at University of Brescia Anna Brescianini , and Mariasole Bannò , University of Brescia, Italy (WIP)	How To Measure The Impact Generated By The Gender Equality Plan? Anna Brescianini , Mariasole Bannò and Camilla Federici University of Brescia, Italy (invited Poster)
"STEM in Genere": An Impact Evaluation Maria Giovanni Abbiati , Chiara Leggerini , and Mariasole Bannò , University of Brescia, Italy (WIP)	From micro to macro: unraveling the nexus of diversity and ESG performance in European Listed Firms Chiara Leggerini , and Prof. Mariasole Bannò , University of Brescia, Italy (Invited)
Exploring the Complexities of Intersectionality in the International Development Sector Ellen Bomasang , University of Birmingham, Silver Spring, MD, USA (Poster Only)	The Role of Gender in Internet and Social Media Addiction Ahmet Burhan Çakıcı and Mehmet Ali Canbolat , Karamanoglu Mehmetbey University, Turkey
Doing Intersectionality in Academia: Theoretical and Practical Challenges of a Controversial tool Giulia Arena , Carla Maria Reale , Cinzia Leone , University of Genoa, Italy and Jasminka Hasic , Sarajevo School of Science and Technology, Bosnia Herzegovina	

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09:15	Keynote Presentation: Olga Salido, University of Madrid, Spain The Third Puzzle of Gender and Science: Gendering Knowledge Transfer
10:00	Short Break
	Topic: Gender Issues Chair: Jeanneth Darroca ICGR Zoom Room VIRTUAL
10:20	Constructing heroism in the gendered world of VET Jo Burgess , Leeds University Business School, Leeds, UK (Presentation only)
10:40	Filipino Hospitality Industry Gender Disparities: Hiring Practices, Salary Levels, and Promotional Opportunities Jeanneth Darroca , Tadena Formarejo , Iloilo Science and Technology University, Iloilo City, Philippines, Leizl Alfonso , Capiz State University-Sigma, Philippines and Mary Cosette Corbo , West Visayas State University-Pototan, Philippines
11:00	Gender Bias in Succession in Portuguese Family Companies: Theoretical Analysis Eduardo Tome , Universidade Lusófona, Lisbon, Portugal, Jose de Campos , Universidade Europeia, Portugal, Elizabeta Gromova , Independent Researcher
11:20	Wonder Woman on Screen: From Feminist Symbol to Stereotypical Figure Ruo Chen Zhang , University College London, UK (Masters Research)
11:40	Barriers to Women Professionals' Career Growth during Covid-19 in India Dr. Sushama Chaudhari , National Insurance Academy, Pune, India and Dr. Shivani Chetan Inamdar , Visiting Faculty Symbiosis Centre for Management Studies,
12:00	Participatory Strategies to Integrate Gender+ into Teaching and Research Fernanda Campanini Vilhena , María López Belloso , University of Deusto, Bilbao, Spain, Rita Bencivenga , Angela Celeste Taramasso , University of Genoa, Italy, and Cinzia Leone , IIT, Italy
12:20	Lunch Break
	Topic: Pastoral & Healthcare and Inclusivity Chair: Roy Schwartzman ICGR Zoom Room VIRTUAL
13:00	Confronting Conundrums of Care in College Student Advising Roy Schwartzman , Jenni Simon and Cynthia Zuckerman Hyman , North Carolina State University, USA
13:20	Bodies Without Subjectivity: Obstetric Violence in Portugal with Racialized Brazilian Women Mariana Rusu , Conceição Nogueira , Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto, Portugal and Joana Topa , Universidade de Maia - UMAIA, Portugal (Presentation only)
13:40	Experiences and Perceptions of Menstrual Hygiene Management (MHM) Among Homeless Women in Cape Town Ayanda Mhlongo , University of Cambridge, UK
14:00	A Typology of Experiences of Women who Involved in Compensated Dating Cassini Sai Kwan Chu , Hong Kong Metropolitan University, Hong Kong, China (Presentation only)
14:20	The Growing Importance of Women in Portuguese Football and in the Sports Press Marlene Loureiro and Joana Alves , University of Trás-os-Montes and Alto Douro, Portugal
14:40	Break
	Topic: Crisis and Inclusivity Chair: Regina Leite and Emília Fernandes ICGR Zoom Room VIRTUAL
15:00	Qualitative Assessment of Resilience: Lessons from Rural Women in South India Radhika Mohan , Dr. Preetha Menon , Anjana J.S., and Aswathy J. , Amrita Vishwa Vidyapeetham (Amrita University), Kollam, Kerala, India
15:20	Resilience amidst Adversity: Exploring Gender Disparities and Psychosocial Factors in Kerala Radhika Mohan , Dr. Preetha Menon , Neethu P. Rajan , and Adithya M.S. , Amrita Vishwa Vidyapeetham (Amrita University), Kollam, Kerala, India
15:40	Women Leadership in Disaster Management: The Case of the Beirut Blast _ Award Winning Thesis Fatima Nasser , American University of Beirut, Lebanon (Presentation Only)
16:00	Enhancing Workplace Inclusivity for TGNC (Transgender/Nonconforming) Communities: A Path to "Psychological-Safety" Colton Nguyen , The Chicago School, Miami, USA (PhD, Main)
16:20	Adapting Organizational Inclusivity Through Empowering Gender-diversity Colton Nguyen , The Chicago School, Miami, USA
16:40	Gender and immigration goals achievement in Canada Veronika Makarova , Fatemeh Davoodizadeh and Uliana Morozovskaia , University of Saskatchewan, Saskatoon, Canada (Presentation only)
17:00	Close of Conference Day

	Friday 26 April 2024
	Topic: Planning, Engineering and Farming Chair: Radhika Mohan ICGR Zoom Room VIRTUAL
09:00	The Territorial Planning Process of the Fez-Meknes Region from a Gender Perspective: An Exploratory Study Kaoutar El Ouali , and Amina Magdoud , Faculty of Legal, Economic, and Social Sciences, Fez-Morocco, Morocco
09:20	Attracting female engineers: A qualitative analysis of machinery engineering Johanna M. Werz , Lea M. Daling , Lisa Brüggemann and Esther Borowski , RWTH Aachen University, Germany
09:40	Gender Differentials for Participation in Producer Organization Among Smallholder Farmers: Evidence from Nigeria Oluwatosin A. Adewusi , Victor O. Okoruwa , Kabir K. Salman , Olubunmi O Alawode , University of Ibadan, Nigeria and Oluwafemi J. Adewusi , University of Kent, Canterbury, UK
10:05	Salo d'Actes & ICGR Zoom Room Opening Messages: Prof. Alberta Toniolo, The Universitat Autònoma de Barcelona, Spain
10:10	Keynote Presentation: Professor Sara Martin Alegre <i>Doing Masculinities Studies as a Feminist Woman: Aims and Gains</i>
10:50	Introduction to ICGR 2025
	11:00-12:00 Virtual Poster Session Chair: Eduardo Tome ICGR Zoom Room 5 minute poster presentations followed by time to discuss the research
	The Information Worlds of Non-Binary and Genderqueer People in Ireland Faye Carrie, University College Dublin, Ireland Combating Sexual Violence against Women: A Workshop by KADEM Sare Rabia Öztürk, and Büşra Karasakal, KADEM (Women and Democracy Foundation), Istanbul, Turkey The Emotional Work of Paid and Unpaid Caregivers for the Elderly in Chile Catalina Ganga León, Bremen International Graduate School of Social Sciences (BIGSSS), Bremen, Germany Filipino Hospitality Industry Gender Disparity Jeanneth Darroca, Iloilo Science and Technology University, Iloilo City, Philippines It's a Man's World: Gender (De)Faults in AI Image Generators Roy Schwartzman and Kirsti Cole, North Carolina State University, USA (Invited Poster)
12:30	Close of Virtual Conference