

Proceedings of the

**7th International Conference on
Gender Research**

ICGR 2024

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

25-26 April 2024

**Edited by
Prof Carmen-Pilar Martí Ballester**

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About the 7th International Conference on Gender Research, ICGR 2024

The International Conference on Gender Research (ICGR) is a well-established academic conference that has been held annually for seven years, bringing together scholars, practitioners, and researchers from around the world to explore diverse issues related to gender. This conference provides a multidisciplinary platform where participants are encouraged to engage in discussions and present research findings on various aspects of gender studies. The diversity of the research discussed and the participants involved in the event is an important reflection on how Gender Studies impact all corners of life.

The International Conference on Gender Research has developed into a comprehensive forum that addresses a wide range of topics related to gender, making it a key event for those engaged in gender studies and related fields. The published conference proceedings from these events serve as a valuable resource for ongoing research and scholarship in the area of gender research.

The Proceedings of the 7th International Conference on Gender Research, 2024 includes Academic research papers, PhD research papers, Masters Research papers and work-in-progress papers, which have been presented and discussed at the ICGR conference. The proceedings are of an academic level appropriate to a professional research audience, including graduates, postgraduates, doctoral and post-doctoral researchers. All papers have been double-blind peer reviewed by members of the Review Committee.

Aims and Scope

The call for papers for the ICGR conference asked for contributions that considered the following aims and scope. In addition to this, the committee welcomed papers on a number of specialist mini-tracks which can be seen at the end of this list.

1. Gender Identity and Expression:

- the experiences and challenges faced by transgender and non-binary individuals
- social, legal, and psychological aspects of gender identity
- gender beyond the traditional binary framework.

2. Gender and Education:

- the role of gender in educational settings
- gender disparities in access to education
- gendered experiences in classrooms
- the impact of educational policies on gender equality. It also delves into
- how gender influences academic and career choices, particularly in STEM fields.

3. Gender and Work:

- the intersection of gender and work
- gender wage gaps and workplace discrimination
- the representation of women and gender minorities in leadership roles
- challenges of work-life balance
- the impact of gendered expectations on career advancement
- the role of organizations in promoting gender equity.

4. Gender and Health:

- health disparities related to gender
- reproductive rights

- access to healthcare and mental health issues specific to different genders
- the impact of gender on health outcomes
- the influence of gender on health behaviour, access to services, and medical research

5. Gender, Politics, and Law:

- the intersection of gender with politics and law
- examining gender representation in political institutions
- the impact of gender on voting behavior
- the role of gender in legal systems
- gender-based violence, legal protections against discrimination, and the impact of public policy on gender equality.

6. Cultural and Media Representations of Gender:

- how gender is represented in various forms of media and culture.
- the analysis of gender stereotypes in television, film, literature, and advertising,
- the role of social media in shaping and challenging these representations.
- the impact of media on public perceptions of gender
- the role of cultural narratives in reinforcing or challenging gender norms.

7. Intersectionality:

- how gender intersects with other social categories such as race, class, ethnicity, sexuality, and disability.
- the complexities of gender experiences and the multiple forms of discrimination and privilege that individuals may encounter.

8. Gender and Technology:

- the role of technology in shaping gender experiences.
- the gendered dimensions of digital spaces,
- the impact of artificial intelligence on gender equity
- the challenges and opportunities that technology presents for advancing gender rights.

9. Gender in Global and Comparative Contexts:

- comparative studies of gender across different countries and cultures,
- global variations in gender norms, policies, and practices.
- The impact of globalization on gender roles and how transnational movements can challenge traditional gender norms.

Experts in the field proposed mini tracks on the following topics. Papers accepted on these topics after the double-blind peer review process were presented as mini tracks at the conference and are also published in these proceedings.

- Female Gender Equality and Sustainability in Higher Education
- Gender in Research Performing Organisations
- Gender Equality and Feminism in Society
- Gender, Entrepreneurship and Innovative Technologies

The programme from the 2024 conference can be downloaded from [here](#) and full details about the conference can be seen from the conference website:

<https://www.academic-conferences.org/conferences/icgr/>

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 was 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 7th year the key aim of this diverse conference is to provide an opportunity for participants from different backgrounds and cultures to share ideas and meet the people who hold them. The scope of papers ensured an interesting two days. The subjects covered in these proceedings illustrate the wide range of topics that fall into this important and ever-growing area of research.

The opening keynote presentation at the conference was 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 was opened with an address by Professor Sara Martín Alegre, Universitat Autònoma de Barcelona, Spain, who spoke about *Doing Masculinities Studies as a Feminist Woman: Aims and Gains*.

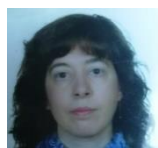
With an initial submission of 161 abstracts, after the double blind, peer review process there are 49 Academic research papers, 7 PhD research papers, 1 Masters Research paper and 3 work-in-progress papers published in these Conference Proceedings. These papers represent research from Austria, Belgium, 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 would like to thank everyone who participated in this conference.

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

Biographies of Chairs and Keynote Speakers

Conference Chair



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

Keynote Speakers



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, Spain where she has been Deputy Director (2018-2022) and Director of the *Master's 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, Italy. 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, Italy. 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 the Equality and Sustainability center (E&S center) and head of the management department at the faculty of Business administration, at the 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 a British Chevening scholarship to study for an MBA in Banking and Finance from the University of Wales, Bangor in 2002. 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, Portugal. She has coordinated the master course in Human Resource Management. Her research interests include 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, Spain. 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 research includes institutional violence against women and integrating a gender dimension in STEM research.



Dr Navjot Sandhu is an Associate Professor and currently Deputy Head of College at the Graduate School of Management within the Birmingham City Business School, UK. She has extensive research publications and conference presentations within the domain of financing marginal farmers/ small and medium enterprises microfinancing, innovative technologies, gender, entrepreneurial education. Navjot has experience of supervising and examining PhDs nationally and internationally.

ICGR Conference Committee

ICGR is fortunate to have a significant number of international experts in the field willing to review papers. Care is taken to ensure that a fully double-blind peer review process is followed.

Dr Rafidah Abd Karim, Universiti Teknologi Mara, Malaysia; Prof Laurice Alexandre, Paris Descartes University, France; Dr Reem Alkhamash, Taif University, Saudi Arabia; Professor Simona Arduini, Roma Tre University, Rome, Italy; Prof Lina Artemenko, National Technical University of Ukraine Igor Sikorsky Kyiv Polytechnic Institute, Ukraine; Prof Liz Bacon, University of Greenwich, UK; Dr Afsaneh Bagheri, Faculty of Entrepreneurship, University of Teahran, Iran; Dr Olgahan Baksi Yalcin, Istanbul Yeni Yuzyil University, Turkey; Prof Joan Ballantine, University of Ulster, UK; Dr Tommaso Beck, Rome Tre University, Italy; Dr Jagdev Bogal, Birmingham City University, 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 Sancha Campanella, Instituto Superior de administração e Linguas (ISAL), 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; Dr Carla Cerqueira, Lusófona University - CICANT, 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; Dr Sheila. Delhumeau Rivera, Universidad Autónoma de Baja California, México; 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 Sofia Gomes, Portucalense University, Portugal; Prof Shital Jayantilal, Universidade Portucalense, Portugal; 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 Pinte Lin, University of Reading, UK; Dr Maria de Lourdes Machado-Taylor, CIPES-Center for Higher Education Policies, Portugal; 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; Assc Ludmila Mladkova, University of Economics Prague, Czech Republic; Prof Nasima Mohamed Hoosen Carrim, University of Pretoria, South Africa; Dr Gunilla Myreteg, 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 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; Dr Navjot Sandhu, Birmingham City University, UK; Dr Roy Schwartzman, NC State University, USA; Dr Paola Sdao, University of Calabria, Italy; 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

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