

8th International Conference on Gender Research ICGR
2025 Physical Timetable
ISCAP, Porto, Portugal
10-11 April 2025

The programme runs to Portugal Summer Time (UTC+1)

Address: R. Jaime Lopes Amorim s/n, 4465-004 São Mamede de Infesta, Portugal

Wednesday 9th April 2025

18:00 Pre-conference Registration and Welcome Drinks (until 19:00)
Address: Axis Hotel, R. Maria Feliciana 100, 4465-283 São Mamede de Infesta

Thursday 10th April 2025

08:30 Conference Registration and coffee

09:00 Room: Main Auditorium
Welcome and Opening of the Conference

09:15 Keynote Presentation: Joana Castro Fernandes and Susana Bernardino, Polytechnic of Porto (ISCAP), Portugal
A Model for the Integration of International Women in the Labour Market- Evidence Findings from the ENFEM Project

10:00 Conference splits into streams

Room: 013-1
Stream A: Female Gender Equality and Sustainability in Higher Education
Chair: Yvonne Galligan

Room: 013-2
Stream B: Entrepreneurship
Chair: Wioleta Kucharska

Room: 1015
Stream C: the Workplace
Chair: Petra Merenheimo

10:20 Uncovering Female Academics Unmet Needs in Starting their Journey Towards Entrepreneurship Through a Participatory Workshop
Zsofia **Hacsek**, Andree **Woodcock** and Heather **Sears**, Coventry University, UK

Why Aren't Women Interested in Entrepreneurship? Exploring the Impact of Social Support and Perceived Entrepreneurship Competence
Sanna **Joensuu-Salo**, Anmari **Viljamaa**, Emilia **Kangas** and Elina **Varamäki**, Seinäjoki University of Applied Sciences, Finland

Re-Wiring Gender Power Hierarchies: Perspectives from Trade Unions in the Finance, Healthcare and Sustainability sectors
Devran **Gulel** and Karen **Johnston**, University of Portsmouth, UK (Presentation only)

10:40 Gender equality work as a gendered performance? Examples from a Swedish University
Marie **Wannberg** and Linda Borglund, University of Borås, Sweden (Presentation only)

Towards the Journey of Women Empowerment: The Development of a Digital Platform for Women Entrepreneurs
Thilini **De Silva**, B L Sachin Pamuditha **Dewantha**, NSBM Green University, Sri Lanka and Henrik **Hansson**, Stockholm University, Sweden

Succession Planning to Address the Gender Gap in Executive Positions: Insights from Iceland
Ásta **Dís Óladóttir**, Thora H. **Christiansen** and Hrefna **Guðmundsdóttir**, University of Iceland, Reykjavik, Iceland

11:00 Empowering Girls in CS: The Impact of Digital Girls Camp
Diletta **Maniglia**, Francesco **Faenza** and Claudia **Canali**, University of Modena and Reggio Emilia, Italy

Reframing Women Entrepreneurship: Unpacking Gender Roles, Balance, and Empowerment
Emilia **Kangas**, Sanna **Joensuu-Salod** and Anmari **Viljamaa**, Seinäjoki University of Applied Sciences, Finland

Assessing Support for Gender Equality Certification in Italian Lombard Companies
Chiara **Leggerini**, Letizia Lo **Preiato** and Mariasole **Bannò**, University of Brescia, Italy

11:20 Gender Gap in IT and Computer Science: Nip the Evil in the Bud
Mariana Rosa and Elisabeth **Pereira**, University of Aveiro, Portugal

Challenging the Discourse: Scoping Survey on the Needs and Motivations of Female Silver Entrepreneurs
Andree **Woodcock**, Coventry University, Coventry, UK and Matthew **Hoult**, Coventry University, UK

Barriers Contributing to the Under-representation of Women in the Construction Industry
Ye **Wang**, Erika **Aminian** and Ian **Stewart**, University of Manchester, UK

11:40 Ombudspersons on a Glass Cliff: Addressing Gender-based Violence in Czech Higher Education
Marcela **Linková**, Zuzana **Andreska** and Michaela **Fikejzova**, Institute of Sociology, Czech Academy of Sciences, Czech Republic (Presentation only)

Making Virtue out of a Necessity: Women's entrepreneurial Motivation in Disadvantaged Areas. An Investigation Based on Generations
Francesca **Rivetti** and Carla **Rossi**, University of Basilicata, Potenza, Italy

Recruiting Leaders: Headhunters' Role in Addressing Gender Bias and Board Expectations
Thora **Christiansen**, Ásta **Dís Óladóttir** and Hrefna **Guðmundsdóttir**, University of Iceland School of Business, Iceland

12:00 Lunch

Lunch

Lunch

	Room: 013-1 Stream A: Gender-Related Organizational Issues Chair: Devran Gulel	Room: 013-2 Stream B: Gender and Research in Performing Organisations Chair: Sílvia Donoso López	Room: 1015 Stream C: Gender-based Violence, Bullying, International Development and Activism Chair: Sioban O'Brien Green
13:00	Gendered Barriers and Opportunities in Entrepreneurship and Innovation Alena Křížková , Marie Pospíšilová , Romana Marková Volejníčková and Markéta Švarcová , Institute of Sociology, Czech Academy of Sciences, Czechia	Gender Dimension in Research: Bridging Gender and Science Sílvia Donoso López , Institut de Ciències del Mar, Barcelona, Spain	Silent Harm: Evidence-informed Training for Stakeholders Working in Interpreter-mediated Gender-based Violence Settings Lorraine Leeson , Lianne Quigley , Trinity College Dublin, Ireland, Jemina Napier , Heriot Watt University, Scotland, and Caitriona Freir , Dublin Rape Crisis Centre, Ireland
13:20	Creating Organisational Changes to Support Gender-Responsive Innovation: Implementing GILL Tools for Organisational Change Andree Woodcock , Ann-Marie Nienaber , Coventry University, Coventry, UK, Hayley Morris , The NIHR Health Tech Research Centre in Long Term Conditions (Devices for Dignity), Sheffield, UK and Sheena Laursen , Experimentarium, Copenhagen, Denmark	Transforming Gender Equality and Inclusion in Higher Education in Irish Yvonne Galligan , Technological University Dublin, Marie Connolly , University of Limerick, Ireland, Lorraine Leeson , Trinity College Dublin, Ireland, Helen Maher , University of Galway, Ireland and Lorraine McIlrath , Mary Immaculate College, Limerick, Ireland	Investigating Cyberbullying among Female Social Media Users to Identify Potential Reporting Barriers Irsa Batool, Northumbria University, Newcastle Upon Tyne, United Kingdom, Mahmood Shah, Northumbria University, United Kingdom and Sinan Gonul, Northumbria University, United Kingdom (Presentation Only)
13:40	Rethinking Gender in Entrepreneurship: The Impact of Social Constructs: A Fuzzy Logic Approach Julita Wasilczuk and Jakub Golik , Gdansk University of Technology, Poland (Presentation only)	Co-creative and Co-participatory Methods to Promote Equality, Diversity and Inclusion: A Case Study in the Open Labs of The Italian Institute of Technology Cinzia Leone , Vanessa De Luca , and Lina Donnarumma , Istituto Italiano di Tecnologia, Genoa, Italy	Gender, Race, and Class in International Development: Exploring Counternarratives of Women of Color Ellen Bomasang , University of Birmingham, UK
14:00	Gender Inequality in the Financial Sector in Portugal Beatriz Reis , Susana Bernardino and J. Freitas Santos , CEOS.PP/ISCAP/P.Porto, Portugal	Making Young Researchers' Voices Heard for Gender Equality Anne-Sophie Godfroy , Ecole Normale Supérieure - PSL University, Paris, France, Jennifer Dahmen-Adkins , RWTH Aachen University, Germany, and Victoria Showunmi , University College London, United Kingdom (Round Table)	Art and Activism, Challenging the Manosphere Janette Porter and Kay Standing , Liverpool John Moores University, UK
14:20	Challenges for Women Entrepreneurs in times of Crisis and Tools for Overcoming Them Marie Pospíšilová , Alena Křížková and Markéta Švarcová , Institute of Sociology of the Czech Academy of Sciences, Prague, Czech Republic		Invisible Victims of Femicide: Lived-Experiences of Pain an Injustice in the Criminal Justice System Cátia Pontedeira , University of Maia/CIEG, Porto, Portugal, Marceline Naudi , University of Malta, Malta, Camila Iglesias , University of Porto, Portugal and Lara Dimitrijevic , Womens Rights Foundation, Malta (Presentation Only)
14:40	Coffee Break	Coffee Break	Coffee Break
	Room: 013-1 Stream A: Gender Challenges in AI and XR: Stereotypes, Harassment & Ambiguity Chair: Claudia Hess & Sibylle Kunz	Room: 013-2 Stream B: Gender and Research in Performing Organisations Chair: Sílvia Donoso López	Room: 1015 Stream C: PhD Colloquium (10 minute presentations with time for discussion) Chair: Ana Azevedo & Jose Azevedo
15:00	It's NOT "only a game"! Strategies against sexual harassment in immersive VR-Environments Sibylle Kunz , Claudia Hess , Adrienne Steffen and Cornelia Heinisch , IU International University, Erfurt, Germany (WIP)	A Quantitative Perspective of Sex Imbalance in Biological Research: from Genomic Databases to Literature Analysis Victoria Ruiz-Serra , European Commission, Joint Research Centre (JRC), Geel, Belgium, Beatriz Urda , Olivier Philippe and Victoria Ruiz-Serra , European Commission, Joint Research Centre (JRC), Belgium (Presentation only)	Exploring Financial Inclusion and Gender: A Structured Literature Review Alejandra Sevilla-Guzman and Paola Paoloni , Sapienza University of Rome, Italy
15:20	AI and Gender Equality: One step Forward or Two Steps Back? Ricardo M. Rodrigues , Maria João Guedes and Dinis Macedo , ISEG - Lisbon School of Economics and Management, Portugal	GreenTEC as a Catalyst for Change? Empowering Female Students in STEM through Sustainability and Gender Equity Jennifer Dahmen-Adkins and Andrea Wolffram , RWTH Aachen University, Germany (Presentation only)	Women on the Range: Gendered Adaptation Strategies for Resilience in Kenyan Pastoralism Waithira A.C Dormal , Universidad de Oviedo, Spain
15:40	Psychological Mechanisms and Impact of Gender Bias in AI Communication on Judgment and Decision Making Christine Flaßbeck , IU International University of Applied Sciences, Hamburg, Germany (Presentation only)	Gender-based Violence in Research: From Political Discourse to Action Maria Gracia Puga , Barcelona Supercomputing Center, Spain (Presentation only)	Liminality in the Rehabilitation Process of Victims of Human Trafficking for Sex Work in India Kristýna Čanigová , Palacky University in Olomouc, Prague, Czech Republic (Presentation only)
16:00	Close of Conference Day	Close of Conference Day	Close of Conference Day
19:00	Conference Dinner at Chez Lapin - R. dos Canasteiros 40 42, 4050-149 Porto		

	Friday 11th April 2025		
09:00	Room: Main Auditorium Opening Messages		
09:05	Keynote Presentation: Joan Ballantine , Professor of Accounting, Ulster University, UK <i>Gender Responsive Budgeting: Key Research Directions and Opportunities</i>		
09:50	Introduction to ICGR 2026		
10:00	Refreshments and Poster presentations		
	<i>Conference splits into streams</i>		
	Room: 013-1 Stream A: Gender-Related Organizational Issues Chair: Anne-Sophie Godfroy	Room: 013-2 Stream B: Food and Healthcare Chair: Lorraine McIlrath	Room: 1015 Stream C: Investigating the causes of Gender Pay gaps and Routes to Tackle this: A Comparative Perspective Chair: Frances Hamilton
10:40	Agile Mindset, Technological vs. Non-technological Mindset, and Gender: Are they Related? Wioleta Kucharska and Maciej Kucharski , Gdansk University of Technology, Poland	Gender Justice and Food security in Cape Town, South Africa Hilde Ibsen , Karlstad University, Sweden and Penelope Engel-Hills , Cape Peninsula University of Technology, South Africa	Overcoming gender bias in the digital economy. Empirical evidence for European countries Ewa Lechman and Piotr Platkowski , Gdańsk University of Technology, Poland (Presentation only)
11:00	Exploring Gender Stereotypes in the Labour Market: An Overview of Digital Tools in European Countries Marlene Amorim , Lorena Bastos , Fatemeh Saghezchi and Mário Rodrigues , University of Aveiro, Portugal	Obstacles to Accessing Health Care and Safety for Ethnic Minority Women and Girls in Vietnam in Relation to the Sustainable Development Goals Hoa Dang Thi , Mai Nguyen Thi Tuyet , Dan Nguyen Ngoc Linh , Tram Bui Thi Huong , Vietnam Academy of Social Sciences, Ha Noi, Viet Nam and Oanh Pham Thi Kim , Academy of Journalism and Communication, Hoi An, Viet Nam	After the Sex Disqualification (Removal) Act 1919, how did Feminist Campaigning Groups in the in the 1920s Continue to Affect the Existence of Marriage Bars and other Barriers to Women's Participation in the Labour Market? Frances Hamilton , University of Reading, UK (Presentation only)
11:20	Women and Relationship Conflict: Effect of Leadership Preferences, LMX, and Organization Justice Ruchika Yadav , and Sushama Chaudhari , National Insurance Academy, India	Reimagining the Cyborg: How Queer-Feminist STS can Contribute to Prostheses Research Anita Thaler , IFZ - Interdisciplinary Research Centre for Technology, Work and Culture, Graz, Austria	The Impact of Gender in the Context of Performance Feedback and Business Risk Nadine Lybaert and Ine Umans , Hasselt University, Belgium
11:40	Adapting Psychosocial Scales to Measure Career Exit Factors in Colombian Women Engineers Martha L Cano-Morales , Justin C Major , Rowan University, Glassboro, USA, and Andrea Velandia-Morales , Universidad Santiago de Compostela, Spain	The Role of Relational Capital in the Innovativeness of Women-Led Startups: Case Studies From Italian Food & Beverage Sector Elisabeth T. Pereira , University of Aveiro, Portugal and Martina Manzo , University of Turin, Italy	Understanding Gender Pay Inequalities: A Comparative Analysis of Women and Male Salaries Emilia Filippi , Scuola Superiore Sant'Anna di Pisa, Italy, Letizia Lo Preiato , Chiara Leggerini and Mariasole Bannò , University of Brescia, Italy
12:00	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>
	Room: 013-1 Stream A: Teaching and Education Chair: Rachel Ingraham	Room: 013-2 Stream B: Gender in Academe Chair: Lorraine Leeson	Room: 1015 Stream C: Immigrant Perspective Chair: Penelope Engel-Hills
13:00	Learning in a Database course: The Same way Regardless of Gender? Piret Luik , University of Tartu, Estonia	Female Academics' Perception of Gender Roles in Working Life: A Qualitative Research Example in Türkiye Nuray Turan , Karamanoglu Mehmetbey University, Karaman, Türkiye	Navigating Law and Vulnerability: African Women, Legal Consciousness and Intimate Partner Violence in the UK Yemisi Sloane , Anglia Ruskin University, Cambridge, UK
13:20	Gender and Performance in Computer Science Curricula Courses Marina Lepp and Anne-Mari Kasemetsa , University of Tartu, Estonia	Media Representation of Women in Science: Storytelling Strategies Against Gender Stereotypes Isabel Palomo-Domínguez , Jesús Segarra-Saavedra and Rūta Tamošiūnaitė , Mykolas Romeris University, Vilnius, Lithuania	Gender Equality: Recent Reactions from the the CJEU in the Context of the Right to Asylum – Afghan Women's Case law and the new Taliban Regime Fátima Pacheco , ISCAP, Porto and Dora Alves , Universidade Portucalense, Portugal
13:40	Gendered Teaching: Do Men Teachers Implement Entrepreneurship Education more? Minna Hämäläinen , LUT University, Lappeenranta, Sanna Joensuu-Salo , Seinäjoki University of Applied Sciences and Kati Peltonen , LAB University of Applied Sciences, Finland (Presentation only)	Embedding Inclusive Gender Quality in an Academic Institution Over Time: A Case Study Sioban O'Brien Green , Sam Williams and Lorraine Leeson , Trinity College Dublin, the University of Dublin, Ireland	Unveiling the Life Journeys of Newly Arrived Immigrant Women in Porto Joana Topa , UMAIA & CIEG/ISCSP_Ulisboa, Porto, Portugal et al
14:00	Summary of the Conference with the Awards to the winner of the Best PhD Paper and Best Poster		
14:15	<i>Close of Conference</i>	<i>Close of Conference</i>	<i>Close of Conference</i>

	Poster Presentations Friday 11th April - 10:00		
	Posters will be presented on Friday morning during the coffee break. Please give your poster to the registration desk on arrival and we will display it for you.		
	Posters with a Work in Progress Paper	Poster Only	Invited Posters
	Exploring Workplace Mental Health: Burnout, Self-Efficacy, and Organizational Commitment Among Female Executives in Financial Sector Brissette Rojas , Universidad de Lima, Peru (WIP)	Assessing Gender Bias in Medical Image Classification with Explainable AI Valentin Comte , Victoria Ruiz Serra , Joint Research Centre, European Commission, Geel, Belgium, Mario Ceresa and Lorenzo Bertolini , Joint Research Centre, European Commission, Italy (Poster Only)	Giving Birth in Ireland: From Deaf Women's Experience to Better Interpreting and Maternity Care Service Delivery Lorraine Leeson , Teresa Lynch , Deirdre Daly , Gráinne Meehan and Haaris Sheikh , Trinity College Dublin, the University of Dublin, Ireland
	PHANTOMATRIX: Explainability for detecting gender bias in Affective Computing Anne Schwerk and Armin Grasnick , IU International University, Berlin, Germany (WIP)	The impact of China's three-child policy on gender equality aspects of working mothers in Chinese banking sectors Meng Huang , University of York, Leeds, the UK (Poster Only)	Gender Equality: Recent Reactions From the CJEU in the Context of the Right to Asylum – Afghan women's Case law and the new Taliban Regime Fátima Pacheco and Dora Alves , ISCAP (Politécnico do Porto), Universidade Portucalense Infante D. Henrique (UPT), Porto, Portugal
	AI biases in Marketing Practice: Perception and Action Strategies Caterina Fox and Gabriele Schuster , IU Internationale Hochschule, Germany (WIP)	Parental Influence on IT Careers: How Family Shapes Children's Perception of IT Adrienne Steffen and Cornelia Heinisch , IU International University of Applied Sciences, Erfurt, Germany (Poster Only)	An overview of the work of the Gender Innovation project Andre Woodcock , Coventry University, UK
	Intersectional Gender Budgeting Petra Merenheimo , IU Internationale Hochschule, Cologne, Germany (WIP)	Transnational representation of women in water policies. Bonita Sharma , University of Texas at San Antonio, San Antonio, TX, USA, and Rachel Ingraham , Independent Gender Consultant, USA(Poster Only)	How Coventry University researchers working towards removing the gender biases in entrepreneurship and innovation Andre Woodcock , Coventry University, UK
	At the Frontline of Climate Activism: An Ethnographic Exploration of the Gendered Dynamics within Contemporary Climate Activists Movements in Ireland Edith Busteed , University College Cork, Ireland (WIP)	Computer Science Career and Study Choices of Young Adults in Germany Claudia Hess , Cornelia Heinisch , Sibylle Kunz and Adrienne Steffen , IU International University of Applied Sciences, Erfurt, Germany (Poster Only)	Echoes of Empowerment: A Generational Insight into Sri Lankan Working Women Thilini De Silva
	Eyes Open: Black Women's Fight Against (in)visibilities Victoria Showunmi , UCL, London, UK (WIP)		

	8th International Conference on Gender Research ICGR 2025 Virtual Timetable - ISCAP, Porto, Portugal 10-11 April 2025 The programme runs to Portugal Summer Time (UTC+1)	
	Thursday 10th April 2025	
08:30	Zoom Room 1 Opens	
09:00	Zoom Room 1	
	Welcome and Opening of the Conference	
09:15	Keynote Presentation: Joana Castro Fernandes and Susana Bernardino, Polytechnic of Porto (ISCAP), Portugal A Model for the Integration of International Women in the Labour Market- Evidence Findings from the ENFEM Project	
10:00	Conference splits into streams	
	Zoom Room 1 Stream A: Gender-Related Organizational Issues Chair: Federico De Andreis	Zoom Room 2 Stream B: Gender Issues Chair: Marcelo Pimentel
10:20	Remote Work, Job Quality and Work-life Balance: A Comparative Study of European Men and Women Pedro Ferreira, GOVCOPP and University of Aveiro, Portugal, Sofia Gomes, REMIT and University Portucalense, Portugal and Carla Gabriel, Higher Istitue Miguel	Gender Diversity in Internal Auditing: A Catalyst for Sustainability Dana Simona Gherai, Victoria Bogdan, Olimpia Iuliana Ban and Maria Ursu, University of Oradea, Romania (Academic Paper, Main conference)
10:40	Exploring the Gendered Effect of Perceived Organisation Support on Self-Efficacy Sumita Datta, S.P. Jain Institute of Management and Research, and Shivganesb Bhargava, SRM Institute of Science & Management, India	Obstetric Violence: Inequalities and Vulnerabilities of Being a Racialised Brazilian Woman During Pregnancy in Portugal Mariana Holanda Rusu, Maria Conceição Nogueira, University of Porto and Joana Topa, University of Maia, Portugal
11:00	Pull Factors Driving Female Immigrant Entrepreneurship in Italy Federico De Andreis, Università Giustino Fortunato, Benevento, Italy and Paola Paoloni, Sapienza, Rome, Italy	Theoretical Framework of Measures of Resilience: A Gender-focused Critical Review Radhika Mohan, Preetha Menon, Shasiya Shajahan and Keerthana Kalesh, Centre for Women's Empowerment and Gender Equality, Amrita Vishwa Vidyapeetham,
11:20	Representation of "Women" in Science Damla Bellikli and Aylin Yalin, Başkent University, Türkiye	Feminists in Democratization: A Comparison of Three Asian Countries Yin Ru Chen, Washington State University, Pullman, USA
11:40	Leadership Mentoring Programme for Women: Framing Leader Identity through Dialoguing and Relating Patricia Ganly, Serge Basini and Ashley O'Donoghue, Technological University Dublin, Ireland	Constructing Gender Identities: Distinctions Between Gender-inclusive and Gender-neutral Translation Through Genre-based Corpora Vasiliki Chelidoni, Ionian University, Corfu, Greece (Presentation only)
12:00	Lunch	Lunch
	Zoom Room 1 Stream B: Gender Issues in Educational Settings Chair: Sumita Datta	Zoom Room 2 Stream B: PhD and Masters Session & Poster Session Chair: Ana Azevedo & Jose Azevedo 13:00-14:00
13:00	Diversity, Endowments and Inclusion: Pay-for-Performance and Gender Differences in University Presidents Base Salaries Daniel Barkley, Economics On The Move, Washington DC, USA	PhD & Masters papers - 10 minute presentations. Posters - 5 minute presentations. Time for Discussion Presenters should attend entire session.
13:20	The Gender of the "Ideal" Manager Profile: A Longitudinal Study in Higher Education Emília Fernandes, Regina Leite, Ana Paula Ferreira and Beniilde Oliveira, University of Minho, Portugal (Presentation only)	Perception of Engineering Among Girls in India: Implications on Career Decisions Geethalakshmi PM, Vinod Thomas, Manipal Institute of Technology, MAHE, Manipal, India and Sumam David, National Institute of Technology Karnataka, India (PhD)
13:40	Gender Shapes Experience: Key Insights into Gender Disparities in Distance Education Verena Karlsdottir, University of Akureyri, Reykjavik, Iceland (Presentation only)	From Silence to Presence: An Exploration of Gender Issues in Cyberspace TianYi Shen and Jia Yu, Zhejiang University Of Technology, China (Presentation only, PhD)
14:00	A Critique of Normative Play Constructs and their Impact on Gender Diverse Children Sarah Reddington, Mount Saint Vincent University, Hantsport, Canada	Exploring Gender-Specific Spatial Dynamics in Philippine Higher-Education Classrooms Marie Danielle Magtibay, and Jonathan Macayan, Mapua University, Philippines (Masters)
14:20	Break	Considering Adult Family Violence as a Form of Gender-based Violence Through a Complex Methodological Framework Lily Graham, University of Central Lancashire,UK (Poster Only)
	Zoom Room 1 Stream A: Gender Issues Chair: Regina Leite	Gender Bias in GenAI: A Literature Review on Perspectives and Implications Marcelo Pimentel, Universidad de Lima, Peru and Jose Veliz, CENTRUM PUCP Escuela de Negocios, Perú (WIP)
14:40	Trans Identity in Italian TV Shows: A "Prisma" Case Study Gulio Enea Bevione, University of Bari, Italy (Case Study, Main)	
15:00	Gender Division of Unpaid Domestic And Care Work: The Reality of Immigrant people in Portugal Estefânia Silva, Cláudia Casimiro, Sofia Neves, University of Maia and Interdisciplinary Center for Gender Studies (CIEG/ISCSP-ULisboa) and Janete Borges, Polytechnic of Porto, Portugal (Presentation only)	
15:20	The Most Relevant Factors in the Gender Gap in European Countries Antonieta Martínez-Velasco, Antonia Terán-Bustamante and Lorena de la Torre-Díaz, Universidad Panamericana, México	
15:40	Close of Conference Day	Close of Conference Day
	Friday 11th April 2025	
09:00	Opening Messages	
09:05	Keynote Presentation: Joan Ballantine, Professor of Accounting, Ulster University, UK	
09:50	Introduction to ICGR 2026	
10:00	Close of Virtual Conference	