

About the 8th International Conference on Gender Research, ICGR 2025

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 8th International Conference on Gender Research, 2025 includes Academic research papers, PhD research papers, Masters 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.

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.

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.

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.

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

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.

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.

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.

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.

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.

Full details about the conference can be seen from the conference website:

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

ICGR 2025 Editorial

These proceedings represent the work of contributors to the 8th International Conference on Gender Research (ICGR 2025), hosted by ISCAP, Porto, Portugal on 10-11 April 2025. The Conference Co-Chairs are Dr Ana Isabel Azevedo and Dr José Manuel Azevedo, and the Programme chair is Dr. Anabela Mesquita all from the ISCAP, Porto, Portugal.

ICGR is a well-established event on the academic research calendar and now in its 8th 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 ensures 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 is given by Joana Castro Fernandes and Susana Bernardino, from ISCAP, Porto, Portugal on the topic of *A Model for the Integration of International Women in the Labour Market- Evidence Findings from the ENFEM Project*. The second day of the conference will be opened with an address by Joan Ballantine, Fellow of the Association of Chartered Certified Accountants, UK, who will speak about *Gender Responsive Budgeting: Key Research Directions and Opportunities*.

With an initial submission of 152 abstracts, after the double blind, peer review process there are 54 Academic research papers, 3 PhD research papers, x and 7 work-in-progress papers published in these Conference Proceedings. These papers represent research from Austria, Belgium, Canada, China, Czechia, Estonia, Finland, Germany, Greece, Iceland, India, Ireland, Italy, Lithuania, México, Poland, Portugal, Romania, South Africa, Spain, Sri Lanka, Sweden, Türkiye, UK, USA and Vietnam.

We would like to thank everyone who participated in this conference.

Dr Ana Isabel Azevedo, Dr José Manuel Azevedo, and Dr. Anabela Mesquita

ISCAP, Porto,
Portugal
April 2025

Biographies of Chairs and Keynote Speakers

Conference and Programme Chairs



Dr Ana Isabel Azevedo has been a director of CEOS.PP since March 2023 and a member of its Directive Board for 4 years since its foundation in 2017. She holds a PhD in Information Systems and Technologies. She is a member of the Scientific Board of the Master in E-Business, a member of the Scientific Council, and senior lecturer at ISCAP. She is editor-in-chief of IJBIR; associate editor of IJTHI, IJDSST, and EJBRM; member of the Editorial Advisory Board of IJILT; member of the Editorial Review Board of IJGUC, EJEL, and Future Internet. She serves as chair for several conferences and as guest editor for several books and special issues in journals. Regularly publishes articles in journals, conferences, and other sources. Her research interest includes Business Intelligence, Analytics, Decision Support Systems, E-Business and Digital Transformation, and Research Methodologies.



Dr José Manuel Azevedo has been a Lecturer in the Mathematics Department of ISCAP/ Polytechnic Institute of Porto (P.PORTO) since 1998. He obtained his PhD in Education (Mathematics) at the University of Beira Interior, Covilhã, Portugal. He published several articles in conferences and journals. He is a member of the program committee of some conferences in his areas of research. In addition, he also serves as a reviewer for some conferences. He supervises master students in related areas of his research interests. Researcher at CEOS.PP Research Center. His research interests are Analytics, Mathematics Education, E-Assessment, Financial Mathematics, Financial Time Series, Data Mining and E-Learning.

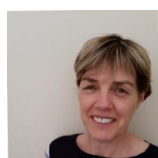


Dr. Anabela Mesquita has a PhD in Technologies and Information Systems, she is a Professor at the ISCAP / IPP since 1990 where she was the Vice Dean between 2007 - 2018. Anabela is involved in many European and National research projects both as a researcher and as a coordinator. She has published numerous papers in various international journals and conference proceedings. Anabela is an Associate Editor of the Information Resources Management Journal and co-Editor-in-Chief of the International Journal of Technology and Human Interaction and Associate Editor of Helyion. Evaluator and reviewer for Erasmus+ National Agency and European Commission projects. She has been teaching research methodologies (undergraduate and master level) for the last 15 years.

Keynote Speakers



Dr. Joana Castro Fernandes is a Senior Lecturer in the Language Department of ISCAP, Portugal. She lectures on Portuguese Linguistics, Semiotics and Communication Theory and coordinates the Portuguese group. She is vice-chair of the Scientific Technical Council. She holds a PhD in Linguistics from the University of Lisbon (Faculdade de Ciências Sociais e Humanas). Her main research interests include Linguistics, Terminology, Communication, Portuguese as a Second Language and Blended Learning as a learning model. She regularly participates in national and international conferences and collaborates as a peer reviewer for Linguistics and Communication journals.



Joan Ballantine is a Fellow of the Association of Chartered Certified Accountants. Joan has worked for Warwick University, Queen's University and Ulster University. She is an active researcher in the areas of education and gender equality and has worked on various research funded projects (£600k Principal Investigator and £4.2M as co-investigator), She has examined numerous doctorates and is on the editorial board of several journals.



Dr. Susana Bernardino is Professor of Management at the Polytechnic of Porto - Institute of Accounting and Administration (ISCAP), Portugal. She is a researcher at CEOS.PP - Centre for Social and Organisational Studies at the Polytechnic of Porto. Her research interests focus on social entrepreneurship, entrepreneurship, social and solidarity economy, smart cities, gender and crowdfunding. She is director of the Postgraduate Course in Innovation and Management of Social Organisations and co-coordinator of the Masters in Business and Legal Practices in the Social Economy.

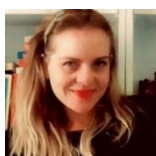
Mini-Track Chairs



Dr Frances Hamilton is an Associate Professor in the School of Law at the University of Reading UK. She teaches Gender and Law, EU law and Law and Society courses and researches in related areas. In 2023 as lead editor she published through Routledge a book on the gender pay gap (Hamilton and Griffiths ed 2023 'The Evolution of the Gender Pay Gap: A Comparative Perspective).



Prof. Dr. Claudia Hess is a professor of Digital Transformation at IU International University of Applied Sciences. She teaches various distance learning courses on the application of artificial intelligence and data science, including their societal and ethical implications, as well as courses on digital transformation projects. Her research interests include ethical issues in using AI tools and increasing participation of girls and women in STEM fields. In addition to her teaching and research activities, she also works in industry as a consultant and coach.



Prof. R. Arzu Kalemci received her B.S. degree in Economics from Bilkent University and PhD degree in Management and Organization from Baskent University, Türkiye. She made her post-doctorate at Duisburg-Essen University, Department of Sociology in Germany. She is working as a Professor and a Chair of the Department of Management at Cankaya University. Her research interests include organizational behavior, organizational theory, gender equality in organizations, and business ethics.



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



Prof. Dr. Sibylle Kunz is a professor and head of study program of Media Computer Science at IU International University of Applied Sciences. She teaches various distance learning courses on digital media formats and augmented, mixed and virtual realities and is also co-author of IU's XR Development & Design Study Program. Her research interests include ethical issues in using augmented and virtual environments as well as raising the number of girls and women in computer science.

ICGR Review 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 and reviewers are not selected if they have any research or organisational connection to the author/s.

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 Tehran, Iran; Dr Olgahan Baksi Yalcin, Istanbul Yeni Yuzyl University, Turkey; Prof Joan Ballantine, University of Ulster, UK; Dr Tommaso Beck, Roma Tre University, Italy; Dr Jagdev Bogal, Birmingham City University, UK; Dr Zélia Breda, University of Aveiro, Portugal; Prof Sladjana Cabrilo, I-Shou University, Taiwan (R.O.C.); 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 - CISCANT, 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; 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; Assoc 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; 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 of North Carolina Greensboro, USA; Prof Vlatka Skokic, University of Split, Croatia; Prof Vera Teixeira Vale, Aveiro University, Portugal; 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 USA; Yu Zhang, Luxshare ICT, China.