

About the 9th International Conference on Gender Research, ICGR 2026

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 9th International Conference on Gender Research, 2026 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.

The programme from the 2026 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 9th International Conference on Gender Research (ICGR 2026), hosted by Gdańsk University of Technology, Poland on 7-8 May 2026. The Conference Co-Chairs are Wioleta Kucharska, Ewa Lechman, and Julita Wasilczuk, from the Gdańsk University of Technology, Poland.

ICGR is a well-established event on the academic research calendar and now in its 9th year the key aim remains the opportunity for participants to share ideas and meet the people who hold them. The scope of papers will ensure an interesting two days. 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 Bianka Siwińska, from Perspektywy Education Foundation, on the topic of *Transformative Experience of WOMEN in TECH SUMMIT*, and the second keynote presentation will be delivered by Dariusz Jemielniak, Kozminski University, Poland, *Gender and Technology: where No One has Gone Before*. The afternoon keynote presentation will be delivered by the second day of the conference will open with an address by Ewa Łojkowska, on *How we are Implementing an Inclusive Gender Equality Plan at University of Gdańsk* and Natasza Kosakowska-Berezecka on *Why and When do Everybody (all genders) Profit from Gender Equality?*

With an initial submission of 150 abstracts, after the double blind, peer review process there are 37 Academic research papers, 2 PhD research papers, 3 Masters Research papers, 2 Non-Academic papers and 2 work-in-progress papers published in these Conference Proceedings. These papers represent research from Armenia, Austria, Brazil, Canada, Catalonia, China, Finland, France, Germany, Greece, India, Ireland, Italy, Japan, Lithuania, Luxembourg, Malaysia, Mexico, Netherlands, Nigeria, Pakistan, Peru, Poland, Portugal, Singapore, Slovenia, South Africa, Spain, Türkiye, United Kingdom, and the United States.

We hope you enjoy the conference.

Wioleta Kucharska, Ewa Lechman, and Julita Wasilczuk
Gdańsk University of Technology
Poland
May 2026

Biographies of Chairs and Keynote Speakers

Conference Co- Chairs



Wioleta Kucharska is Associate Professor at the Faculty of Management and Economics of the Gdansk University of Technology, Fahrenheit Universities Union, Poland. Her research recently focuses on agile mindset, leadership, and gender studies. She is also deeply scientifically involved in tacit knowledge and company culture studies. She recently introduced the Knowledge, Learning, and Collaboration cultures synergy (the KLC approach) and proved its impact on organizational intelligence. Recently, she also discovered the double bias of the mistakes phenomenon (the DBM) impact on organizational intelligence and noted that it is firmly gender related. Along with scientific achievements, she has 12 years of intensive managerial experience. Therefore, her work, in addition to theoretical foundations, actively refers to management practice. She was awarded the Scholarship of the Polish Ministry of Higher Education for the Best Young Scientists (2022-2025). She gained recognition from Elsevier, Wiley, Emerald, and Taylor & Francis for her publishing and reviewing activities. Recently, she was distinguished among the world's TOP 2% SCIENTISTS in her field, according to Elsevier & Stanford University 2023 ranking released in 2024 (<https://topresearcherslist.com>). of the world's Top 2% Scientists in her field, according to the esteemed ranking released by Elsevier and Stanford University in 2023.



Ewa Lechman is a Professor of Economics, employed at Faculty of Management and Economics Gdańsk University of Technology / Fahrenheit Universities Union. Her research interests concentrate on economic development, digital technologies and technological progress, and its role in reshaping social and economic systems, as well as economics of network and innovative financial instruments. Serves as permanent referee in more than 35 highly ranked academic journals. In 2013 Emerald Literati Network Award for Excellence winner; in 2017-2019 nominated by Elsevier as outstanding reviewer. In several years her academic track records contributed to University's Elsevier Research Impact Leaders Award. Co-ordinated and participated in multiple research grants on digital technologies, social and economic development awarded by, inter alia, National Science Centre, CERGE-Global Development Network, National Bank of Poland, Stockholm Business School, United Nations for Development Program, EU-funds. An author and co-author of more than 120 papers and books. Serves as editor in Telecommunication Policy journal (Elsevier). A former Vice-Dean for development and PhD Program Director. Co-operated with ECSB, CEEMAN, BMDA, AMBA and Eurostat. Served on the Advisory Board of the Gdansk Business Club. Currently co-director of Doctoral School at Gdansk University of Technology.

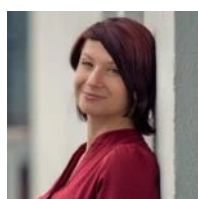


Julita Wasilczuk holds the associate professor of Entrepreneurship position at Gdańsk University of Technology / Fahrenheit Universities Union, Faculty of Management and Economics Poland. She is a member of international scientific associations: USASBE (in 2007-2008), since 2015: European Council of Small Business, where she serves as vice president for Poland. Since 2008, she has led the SEAS project (Survey on Entrepreneurial Attitudes of Students). She is a member of many scientific editorial boards of national and international journals, councils, and scientific committees of conferences. Author and co-author of more than 100 scientific publications, mainly in entrepreneurship (female entrepreneurship, Individual Entrepreneurial Orientation, non-productive entrepreneurship). She is a former Dean of the Faculty of Management and Economics in the terms of office: 2012-2016 and 2016-2020. Organiser and chairperson of the ENTIME international conference scientific council, which is organised frequently at the Faculty of Management.

Keynote Speakers



Dariusz Jemielniak is a Full Professor and head of the Management in Networked and Digital Environments (MINDS) department, Kozminski University, and faculty associate at Berkman-Klein Center for Internet and Society, Harvard University. He serves as a vice president of the Polish Academy of Sciences and on the board of the EIT (European Institute of Innovation and Technology). He conducted research at Cornell University, the University of California, Berkeley, and MIT, resulting in numerous prestigious publications on technology development-related topics, including the strategic application of AI in business and education, the Collaborative Society, disinformation, AI bias, and many others. He is an enthusiast for ethics and equality. He has recently published a comprehensive analysis of the Gender Gap in all academic fields over time, which will form the basis of his speech. Apart from his excellence in science, he is famous as a fantastic speaker. Please don't miss the opportunity to meet him in Gdańsk!



Natasza Kosakowska-Berezecka is a Full Professor and Head of the Division of Cross-Cultural and Gender Psychology and co-head of the Protest Lab at the University of Gdańsk (Poland). Her primary area of research focuses on cultural cues that foster gender equality within societies worldwide. She also conducts research on the backlash against communal men and the universality of precarious manhood. Her work has been published in leading journals such as *Social Psychological and Personality Science*, *European Journal of Social Psychology*, *Psychology of Men and Masculinities*, and *Journal of Cross-Cultural Psychology*. Currently she is a Principal Investigator in two international projects: *Towards Gender Harmony*, in which more than 160 scholars from 62 countries have built a global consortium that collected data from over 30,000 participants across six continents to analyze contemporary understandings of masculinity and femininity (<https://towardsgenderharmony.ug.edu.pl>) and *EQUAMAN* – project investigating the relationship between masculine norms & adolescent and adult men's well-being. As a diversity & inclusion expert, she co-authored the Integrative Model for Migrants for the City of Gdańsk, Poland. In 2017, her research and scientific accomplishments have been acknowledged "as of unique value for social innovations, forward thinking in building diversity within business" by the jury of the *Success Written with a Lipstick* – competition awarding Polish women for their merits in building an innovative environment in different areas of business. In 2022, she was nominated as one of the most influential people in the Pomeranian region for her scientific contributions in the field of gender equality.



Ewa Łojkowska is a full professor since 2001, Head of Department of Plant Protection and Biotechnology, Intercollegiate Faculty of Biotechnology University of Gdansk & Medical University of Gdańsk, since 1994. Dean of Intercollegiate Faculty of Biotechnology UG & MUG, 2005-2012; vice-Dean 1996- 2002. Principal investigator in 12 international and 27 national grants, supervisor of 22 finished PhD theses. Ewa has been involved in several EU projects: EU FP 5 Centre of Excellence in Bio-safety and Molecular Biomedicine (BIOMOBIL, 2003-2006), Co-organizer and partner of the ERA-NET EUPHRESKO Project on Pectinolytic Plant Pathogenic Bacteria (from 2005-), Co-coordinator of EU FP7 Molecular biotechnology for healthy life – Biotech solutions bringing health to living organisms and environment supported by mass spec-focused research platform (MOBI4HEALTH 2013-2016), Polish coordinator of the EU Horizon2020 project *Modifying institution by developing Gender Equality Plans (MINDtheGEPs 2021-2024)*, EC Expert and panel evaluator in 5FP, 6FP and 7FP and HORIZON 2020. President of the Committee of Biotechnology Polish Academy of Sciences (from 2020-2023 and 2024-2007), President of Polish Jury for the Award L'Oreal UNESCO for Women in Science (from 2005 -); President of the Professor Wacław Szybalski Foundation (from 2008 -) and Head of the University of Gdansk Senate Commission for Responsible Sciences (from 2019-).r. 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.



Bianka Siwińska, PhD – a scientist, activist, and manager, is the President of the Perspektywy Education Foundation which is dedicated to supporting women in new technologies. She is the creator of the Perspektywy Women in Tech Summit – the largest event for women in STEM in Europe and Asia, with 10,000 participants annually. It is international climate-positive event supporting equity, inclusiveness and the overall collaboration. “What’s the most powerful tool in tech? And so enjoyable to use? Collaboration. The most beautiful things are built with it, aren’t they? Collaboration fosters mentorship, knowledge sharing, and inclusive spaces where everyone can thrive. It transforms personal ambition into collective IMPACT. “The Power of Collaboration” – the motto of Summit 2025 – envisions a future where every idea is valued, women are empowered to lead and excel, and the boundaries of technology are redefined. Collaboration brings JOY and MEANING. It makes your place in the world truly worthwhile. Let’s make it happen. You & ME” – Bianka says <https://womenintechsummit.pl/>

Mini-Track Chairs



Dr Frances Hamilton is an Associate Professor at the University of Reading Law School where she researches and teaches around the area of Gender Sexuality and the Law. She has a particular interest in tackling gender pay gaps and in this respect acted as lead editor in a recent book Hamilton, F. and Griffiths, E., eds. (2023) *The evolution of the gender pay gap: a comparative perspective*. Routledge.



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. 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.



Dr. Sílvia Donoso López is a gender expert at the Institut de Ciències del Mar (ICM/CSIC) in Barcelona. She holds a PhD in Social Anthropology and a master’s degree in Gender and Equality Policies. She has extensive experience as a consultant on gender issues, and formulating and supervising public policies on equality. Among her main research interests, the integration of the gender dimension into research content (STEM).



Isabel Palomo-Domínguez holds a PhD in Communication from the University of Seville, distinguished with the Extraordinary Doctorate Award. She is an Associate Professor and senior researcher at Mykolas Romeris University, leading the “Post-digital Storytelling in favour of Gender Equality” (PSGENEQ) project. She is also Vice President of the Association of Spanish Scientists in the Baltics (ACEBaltic).



María Gracia Puga, is a Lawyer and DEI Consultant at the Barcelona Supercomputing Center. She holds a Master’s Degree in Gender Studies and Citizenship, with a special mention in Public Policies. Since 2014, she has been working towards integrating gender mainstreaming into public policies, particularly through an intersectional approach. Among her main research interests, is the design and implementation of measures and strategies against gender-based violence in research environments.

Rūta Tamošiūnaitė holds a doctorate in Management, she is a faculty member at the Institute of Communication, Mykolas Romeris University. Rūta is a member of the International Communication Association (ICA), a leading academic association for communication research. Her research focus: technology-mediated communication.

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, Prof 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 Yuzyil University, Turkey, Dr Olgahan Bakşı Yalçın, Bolu Abant İzzet Baysal University, Türkiye, Prof Joan Ballantine, University of Ulster, UK, Dr Tommaso Beck, Roma Tre University, Italy, Prof Susana Bernardino, Instituto Superior de Contabilidade e Administração do Porto, Polytechnic of Porto, Portugal, Prof Shaheena Bhatti, Foundation University School of Science and Technology, Rawalpindi, Pakistan, Dr Jagdev Bogal, Birmingham City University, UK, Ellen Bomasang, University of Birmingham, UK, Dr Zélia Breda, University of Aveiro, Portugal, Prof Sladjana Cabrilo, I-Shou University, Department of International Business Administration, Taiwan (R.O.C.), Dr 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 Martha Lucia Cano Morales, Pontificia Universidad Javeriana, Colombia, 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, Dr Serene Dalati, Arab International University, Syria, Geoffrey Darnton, WMG, UK, Dr Suzanne de Castell, Simon Fraser University, Canada, Dr Sheila Delhumeau Rivera, Universidad Autónoma de Baja California, México, Prof Sara Diogo, University of Aveiro, Portugal, Dr Silvia Donoso Lopez, Institut de Ciències del Mar (ICM-CSIC), Spain, Dr Kaoutar El Ouali, Faculty of Economics Science, Morocco, 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, Dr Emilia Fernandes, University of Minho, Portugal, Prof Pedro Ferreira, University of Aveiro (Agueda School of Technology and Management), Portugal, Rachel Fisher Ingraham, n/a, United States, Dr Valerie Priscilla Goby, Zayed University, UAE, Dr Barbara Godlewska-Bujok, University of Warsaw, Poland, Prof Sofia Gomes, Portucalense University, Portugal, Dr Devran Gulel, Faculty of Business and Law, University of Portsmouth, United Kingdom, Dr Frances Hamilton, University of Reading, UK, Prof Claudia Hess, IU International University of Applied Sciences, Germany, Prof Shital Jayantilal, Universidade Portucalense, Portugal, Prof R. Arzu Kalemci, Cankaya University, Türkiye, Dr Emilia Kangas, Seinäjoki University of Applied Sciences, Finland, Prof Mortaza Kokabi, Shahid Chamran University of Ahvaz, Iran, Dr Ewa Kraska, Jan Kochanowski University of Kielce, Department of Economics and Finance, Poland, Associate Professor Wioleta Kucharska, Gdansk University of Technology, Poland, Prof Sibylle Kunz, International University of Applied Sciences, Germany, Dr Alessandra Lardo, University of Naples Parthenope, Italy, Prof Ewa Lechman, Gdańsk Tech, Poland, Prof Lorraine Leeson, Trinity College Dublin, Ireland, 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 Cinzia Leone, Italian Institute of Technology, Italy, Dr Pinte Lin, University of Reading, UK, Dr Marcela Linková, Institute of

Sociology, Czech Academy of Sciences, Czech Republic, Dr Maria de Lourdes Machado-Taylor, CIPES-Center for Higher Education Policies, Portugal, Prof Veronika Makarova, University of Saskatchewan, Canada, Dr Carmen-Pilar Martí-Ballester, Universitat Autònoma de Barcelona, Spain, Dr Zamokuhle Mbandlwa, Durban University of Technology, South Africa, Prof Lorraine McIlrath, Mary Immaculate College, Ireland, Dr Fikret Mehdi, Dar Aluloom University (DAU), Saudi Arabia, Prof Petra Merenheimo, IU International University of Applied Sciences, Germany, Dr Anabela Mesquita, School of Accounting and Administration of Porto (ISCAP) / Polytechnic 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, Assc Isabel Palomo Dominguez, Institute of Communication, Mykolas Romeris University, Lithuania, Prof Paola Paoloni, La Sapienza University, Rome, Italy, Dr Stamatis Papadakis, Department of Education, University of Crete, Greece, Dr Kati Peltonen, LAB University of Applied Sciences, Finland, 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 Cátia Pontedeira, University of Maia/Interdisciplinary Centre for Gender Studies, Portugal, María Gracia Puga, Barcelona Supercomputing Center, Spain, Dr Adelinda Ramos, Universidade Portucalense Infante D. Henrique, Portugal, Dr Sarah Reddington, Mount Saint Vincent University, Canada, Prof Cristina Rodrigues, University of Minho, Portugal, Dr Beata Rogowska, Department of Economic and Finances, Poland, 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 Estefânia Silva, University of Maia and Instituto Superior de Ciências Sociais e Políticas/Centro Interdisciplinar de Estudos de Género, Portugal, 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 Adrienne Steffen, IU International University of Applied Sciences, Germany, Dr Rūta Tamošiūnaitė, Institute of Communication, Lithuania, Dr Lay Hong Tan, Universiti Teknikal Malaysia Melaka, Malaysia, Prof Vera Teixeira Vale, Aveiro University, Portugal, Dr Trancoso Tiago, IPVC, Portugal, Dr Joana Topa, University of Maia; ISCSP-ULisbon & CIEG/ISCSP-ULisbon, Portugal, Prof Nachiketa Tripathi, Indian Institute of Technology Guwahati, India, Dr Nuray Turan, Karamanoglu Mehmetbey University, Türkiye, Dr Valerija Vendramin, Educational Research Institute, Slovenia, Dr Anmari Viljamaa, Seinäjoki University of Applied Sciences, Finland, Dr Sonia Vivona, Institute for Agricultural and Forest Systems in the Mediterranean, National Research Council, Italy, Doris Wesley, North Carolina State University (previously University of North Carolina, Greensboro), USA, Yu Zhang, LuxshareICT, China, Dr Beata Rogowska, Department of Economic and Finance, Poland, Prof Joana Castro Fernandes, ISCAP P.PORTO, Portugal, Dr Vuyiwe Marambana, North West University, South Africa