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Policek, Nicoletta ORCID: https://orcid.org/0000-0002-5788-4869 (2019) Add the woman and stir: abstract masculinity in case study research. In: 2nd International Conference on Gender Research 2019, 11-12 April 2019, Roma Tre University, Rome, Italy.

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UNIVERSITÀ DEGLI STUDI

Abstracts and Conference Materials for the

2nd International Conference on Gender Research

Roma Tre University
Rome, Italy

11 - 12 April 2019

acpi

A conference managed by ACPI, UK

Abstracts of Papers Presented at the

2nd International Conference on Gender Research ICGR 2019

Hosted By

Ipazia, the Scientific Observatory on Gender Issues at Roma Tre University, Rome

11-12 April 2019

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E-Book ISBN: 978-1-912764-16-7
E-Book ISSN: 2516-2810
Print version ISBN: 978-1-912764-15-0
Print Version ISSN: 2516-2802

Published by Academic Conferences and Publishing International Limited
Reading
UK
Tel: +44-118-972-4148
www.academic-conferences.org

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Preface

These proceedings represent the work of contributors to 2nd International Conference on Gender Research (ICGR 2019), hosted by Ipazia, the Scientific Observatory on Gender Issues and Roma Tre University, Rome on 11 - 12 April 2019. The Conference Chair is Professor Paola Paoloni, La Sapienza University, and the Programme Chairs are Professor Mauro Paoloni and Professor Simona Arduini, from Roma Tre University.

Ipazia, the Scientific Observatory on Gender Issues, aims to build a comprehensive and continuously updated framework of research, services, projects, and initiatives related to women that define the feminine condition at local, national and international levels. The observatory is working towards these objectives by facilitating workshops, seminars, conferences, studies, scientific laboratories on gender studies.

ICGR is now in its 2nd year and 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 with researchers coming from a diverse range of backgrounds. 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 Karmen Jelčić, CEO, Intellectual Capital Center in Croatia - Empowering Women Through IC: A Croatian case study. The second day of the conference will open with an address by Dragana Djermanovic, CEO Pepper Consulting Group, Novi Sad, Serbia - Female Entrepreneurship in the Digital era.

With an initial submission of 235 abstracts, after the double blind, peer review process there are 83 Academic research papers, 12 PhD research papers, 3 Masters Research papers and 1 work-in-progress paper published in these Conference Proceedings. These papers represent research from Austria, Belgium, Canada, Colombia, Cyprus, Denmark, Ecuador, France, Germany, Hungary, India, Indonesia, Iran, Ireland, Israel, Italy, Kuwait, Latvia, Mexico, Morocco, Nigeria, Norway, Pakistan, Poland, Portugal, Romania, Russia, Slovakia, South Africa, Spain, Sweden, The Netherlands, Turkey, United Kingdom, United States of America, Vietnam and Zambia.

We hope you enjoy the conference.

Professor Paola Paoloni
La Sapienza University
Rome

Professor Mauro Paoloni and Professor Simona Arduini
Roma Tre University

April 2019

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Biographies

Conference and Programme Chairs

Professor Paola Paoloni, is a Full Professor at the La Sapienza University, Faculty of Economy, in Rome. She teaches Business Economics and Public management. Her main research interests include general management, financial reporting, female entrepreneurship and intellectual-based management. She is an author and co-author of several articles and books on above mentioned research areas. She is foundress and scientific director of "Ipazia" scientific observatory on gender issues.

Professor Mauro Paoloni is a Full Professor at the Roma Tre University, Faculty of Economy, in Rome, where he teaches Business Economics and corporate governance. His main research interests include reporting, corporate governance and banking systems. He has authored and co-authored several articles and books on above mentioned research areas

Professor Simona Arduini is an Associate Professor at the Roma Tre University, Department of Business Studies. She teaches Financial Accounting and Business Valuation. Her main research interests include not-for-profit organizations, accounting principles, value creation. She had been for one year the Department's delegate in the Roma Tre "Gender Equality of Opportunity" Committee and she has taught "Principles of Gender Budgeting" in several courses focused on Gender topics.

Keynote Speakers

Dr. Dragana Djermanovic is a digital transformation expert & speaker who has been proclaimed as "Woman of the Decade in Social Media and Leadership" at the international Women Economic Forum (WEF17) in New Delhi and is the only Serbian businesswoman enlisted in The Hundert's top 100 female entrepreneurs of Europe. As a representative of The European Public Relations Education and Research Association (EUPRERA) and Euroblog Association, she was an honorable jury member for the Social Media Awards and the respectable ambassador of WebIT committee of Internet Practitioners of South-Eastern Europe. Also, she was a jury member for European ICT awards in Luxembourg, as noble representative. Business Women Association of Serbia presented her "The

Flower of Success", a prestigious award for the most successful female entrepreneur in her home country.

Karmen Jelčić is CEO of the Intellectual Capital Center in Croatia, which has recently merged with the consulting firm Center of Economics. She has been active as a consultant in the IC field for twenty years. During that time, she has participated in all major IC projects in CRO, gaining practical experience, which she promoted worldwide. She is author of the Intellectual Capital Handbook, which has been written to provide IC basics to entrepreneurs and is therefore free of charge. Furthermore has she been frequent guest speaker at many national and international conferences. During the past three years she has mainly focussed her efforts in the field of women in business. She has initiated the forming of an international women task force within The New Club of Paris as well as the first IC related project in Croatia aiming at empowering women through Intellectual capital. It was carried out in several Dalmatian cities with the support of the Croatian Chamber of Commerce, The Businesswomen Association, KRUG, and The Croatian Bank for Development.

Mini Track chairs

Dr Iiris Aaltio, is a Professor of Management and Leadership at the University of Jyväskylä, Finland. Her research covers organizational culture, gender, diversity issues, and entrepreneurship, often in a cross-cultural context. She works at the editorial boards of Culture and Organization, Electronic Journal of Business Ethics and Organization Studies, and Qualitative Research in Organizations and Management. She is an author and editor of a variety of books, edited collections and journal special issues, lately in the “International Journal of Work Innovation”. Her work has been published in journals like “International Journal of Intercultural Relations”, “Equality, diversity and inclusion: An international journal”, “Technovation” and “Human Relations”.

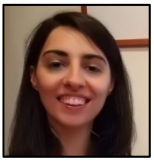
Claudia Arena is Assistant Professor of Accounting at University of Federico II, Italy. Her research interests include gender diversity, accountability and sustainability in private and public sectors.

Simona Catuogno is Associate Professor of Accounting at University of Naples Federico II, Italy. Her research interests include corporate governance, gender diversity and accountability in private and public sectors.

Francesca Maria Cesaroni is a Full Professor in Business Administration at the University of Urbino Carlo Bo. She teaches Entrepreneurship and Small Business and General and applied accounting. She is the Director of the Research Centre on Entrepreneurship and Small-medium firms – University of Urbino. She is also a member of the scientific board of Ipazia – Scientific observatory on gender issues. Her main research interests include entrepreneurship, women entrepreneurs, small business, family businesses and corporate financial communication.

Dr Alessandra Ladro is a Researcher at the University of Naples "Parthenope" (Italy) and she is Adjunct Professor of International Accounting at the University of Cassino and Southern Lazio, where she was awarded her Ph.D. in Business Administration from. Her research interests include: intellectual capital; corporate disclosure; social media management; management control systems; gender studies. She is member of the SIDREA (Italian Society of Professors of Accounting and Business Administration) and of the SIDREA Gender Group of Study.

Elisabeth T. Pereira holds a PhD and Master in the fields of Economics and Business Management. She is Assistant Professor of Economics at the University of Aveiro (Portugal), and senior researcher in the field of Competitiveness and Innovation at the Research Unit GOVCOPP-University of Aveiro. She is author of several dozen articles, books, chapter of books and communications at international conferences.



Sara Saggese is Assistant Professor of Accounting at University of Naples Federico II, Italy. Her research interests include ownership structures and gender diversity in private and public sectors.

Fabrizia Sarto is Assistant Professor of Accounting at University of Naples Federico II, Italy. Her research interests include corporate governance, hospital governance, and gender diversity in private and public sectors.

Annalisa Sentuti, PhD, is a Research Fellow in Business Administration at the University of Urbino Carlo Bo. She teaches Business Administration and Accounting. Her primary research interests include small and medium-sized businesses, family businesses, corporate governance, female entrepreneurship. She is a member of the scientific board of Ipazia – Scientific observatory on gender issues.

Maria de Lourdes Machado-Taylor is a Senior Researcher Associate at the Center for Research on Higher Education Policies (CIPES) and currently works at the Agency for Assessment and Accreditation of Higher Education (A3ES) in Portugal. Her areas of research include Management, Leadership, Strategies, Higher Education Policies and Gender Studies. She has coordinated and contributed to multi-disciplinary and multi-institutional research projects funded namely by the Foundation for Science and Technology (FCT), Gulbenkian Foundation (Portugal), Capes (Brazil) and European Commission. She has received research scholarships from Gulbenkian Foundation and Fulbright (USA). She is the author and co-author of several publications

Biographies of Contributing Authors

Abbou Fatima Zahra is a postgraduate student in the institute of education at the University of Reading. Her area of research involves women and leadership in the Algerian higher education, gender, equity and feminist perspective.

Noreen Abdullah Khan Dr has 20 years' experience in researching and teaching in Higher Education within Sociology and Criminology, specializing in Gender, Social Norms, Gender Based Violence, including Domestic Violence, Rape and Sexual Assaults. She has published her research in these areas and contributed to many reseach and policy initiatives spanning Kuwait and the UK.

Noor Abu Jbara is an Industrial Engineer, holds masters degree in Innovation and Entrepreneurship from the University of Warwick, UK. She is a Lead Consultant and Researcher and has an experience in Management Consultation and Entrepreneurship fields. Noor's main research areas are entrepreneurship and women empowerment; her dissertation's topic was "Jordanian Women Empowerment through Entrepreneurship"

Carmen Acuyo Verdejo Dr Mª is Senior Lecturer at the University of Granada, Spain. She received her European PhD in Translation Studies from the University of Granada in 2003. She is currently involved in a Research Project, funded by the Spanish Ministry of Economics and Competitiveness regarding social and legal lacks in gender training at university level. Her main lines of research are translation in legal and social settings, multicultural analysis of legal discourse, legal translation training and language in Gender Studies.

Tindara Addabbo is Associate Professor in Economic Policy at University of Modena and RE (Italy). Member of CAPP, Ciret, CRID and European Gender Budgeting Network. She publishes in the areas of gender impact of public policies, measurement of well-being, disability, employment and wage discrimination by gender, income distribution and quality of work. Website: http://personale.unimore.it/rubrica/curriculum/addabbo

Wilfried Admiraal is full professor of Educational Sciences and director of ICLON Leiden University Graduate School of Teaching (https://sites.google.com/site/wilfriedadmiraal/).All authors were involved in a national project on the use of technology in primary and secondary education to support personalized teaching. This project was funded by the Netherlands Organisation for Scientific Research.

Areej Al-Jahani *is a doctoral candidate at the University of Reading, UK, feminist writer @Okaz @SaudiGazette newspapers, and she is a lecturer in the education leadership at King Saud University, Saudi Arabia. She can be reached at* amaljuhani@ksu.edu.sa.

Nora Abdullah Aljbreen has a degree in Physics from Princess Norah University, Masters in Educational Management from KSU. Aljbreen is a PhD student in Leadership at the University of Reading and is a Lecturer in Leadership and Management, King Saud University. Aljbreen has been Educational Supervisor at Ministry of Education, for nearly 7 years (from 2003), trainer at Ministry of Education and King Saud University (since 2003), and runs Training programs such as time management, dealing with work pressures and critical thinking. Aljbreen has participated and attended conferences, forums, lectures, and courses by more than 40 programmes.

Marta Antonetti is a PhD student in Political science at Trinity College Dublin. She obtained her Bachelor's degree from the University of Milan in 2016 and her Master's degree from Trinity College University and University College Dublin in 2017. The article "Gender and Political suitability in the Irish Daìl" is part of her Master's dissertation.

Simona Arduini is Associate Professor at the Roma Tre University, Department of Business Studies. She teaches Financial Accounting and Business Valuation. Her research interests include accounting principles, value creation. She had been the Department's delegate in the Roma Tre "Gender Equality of Opportunity" Committee and she has taught "Principles of Gender Budgeting" in several courses.

Claudia Arena is Assistant Professor of Accounting. Her research interests include gender diversity, accountability and sustainability in private and public sectors.

Sameena Azhar is an Assistant Professor at the Graduate School of Social Service at Fordham University. Sameena received a PhD from the University of Chicago, Master's degrees in Public Health and Social Work from the University of Pennsylvania, and a Bachelor of Arts in Philosophy from UC Berkeley.

Olgahan Bakşi Yalçın, having studied English Language and Literature at Ankara University between 1996- 2001, she earned her M.A. in the same field and institution in 2009. She holds a doctoral degree from American Culture and Literature, Kadir has University, Istanbul. Her principal research area includes English and American Literature as well as Digital Studies, with specific interests in Gender Studies.

Rita Bencivenga Dr is a MSCA fellow at TCGEL-Trinity Centre for Gender Equality and Leadership, Trinity College Dublin, Ireland. She received her PhD in Sciences of Education from Université Parix X, Nanterre, France in 2012. Her general research interests are in gender studies, adult education, gender in higher education, and gender and technology.

Sharon Benting works in the field of Adult and Vocational Learning in South Africa. She is the Education, Training and Development Executive for OMNI HR Consulting, and has studied in the fields of Occupationally Directed Education, Training and Development Practices. Her research interests include Development in Education, Training and Development, Contact Centre Operations and Project Management.

Silvio Berardi Prof is Associate Professor of Contemporary History at the University of Rome Niccolò Cusano. His research interests focus primarily on the history of the Italian Republican Party and the reconstruction of the process of European integration in the nineteenth and twentieth centuries, and on the decolonisation of Italian Africa.

Elaine Berkery Dr is a Lecturer in Management at the University of Limerick, where she received her PhD in Business. Her research interests lie in the area of gender in management; female representation on state boards; flexible work arrangements. Elaine has presented her research to international audiences and has published in a range of International Journals.

Ewa Bogacz-Wojtanowska is an organizational and management researcher, PhD, Professor at the Institute of Public Affairs Jagiellonian University in Cracow, Poland. Her professional interests are nonprofit and social enterprise management, cooperation among public and non-governmental organization and civil society.

Mária Bohdalová, PhD. Assoc. prof. teaches mathematics and statistics at Comenius University in Bratislava, Faculty of Management. Her research focuses on the analysis of data using mathematics statistics methods with the aim of developing models suitable for managerial decision making.

Brenda Lee Bohen is a licensed tour guide in Italy. She holds a BA in the History of Art and Architecture from De Paul University and a MA in Historic Preservation from the School of the Art Institute of Chicago. She currently undertaking an advanced scholarship at the Spertus Institute for Jewish Learning & Leadership in Chicago.

Fatiha Bouanani is a sponsored third year PHD candidate at the University of Liverpool. Her research interest is mainly on African literature, particularly on gender issues, colonialism, and postcolonilism. Her current study revolves around representations of masculinity in Sub-Saharan African women's writing.

Nina Svane Bruhn is a master's student at Aalborg University, DK. She studies culture, communication & globalization with global gender studies as area specialization. Her studies are focused on international migration and ethnic relations with interest in toxic masculinity and racism. She has done research on refugees' well-being and the covering ban in Denmark.

Gloria D. Campbell-Whatley Dr is an Associate Professor at the University of North Carolina at Charlotte in the Special Education Department. Her area of research is diversity. She has written two books in leadership in special education-A school leader's guide to implementing the common core: Inclusive practices for all students. Routledge/Taylor and Francis Group: New York, NY. Leadership practices for special and general educators. Pearson: Columbus, Ohio.

Claudia Canali is an associate professor at the Department of Engineering 'Enzo Ferrari' of the University of Modena and Reggio Emilia. Her main research interests focus on online social networks, cloud computing, and gender equality in ICT. She is part of the Horizon 2020 Project EQUAL-IST.

Teresa Carvalho is Associate Professor/member of executive board of Department,Social, Political and Territorial Sciences, University of Aveiro. She is also senior researcher and board member of CIPES (Research Center in Higher Education Policies). Teresa is director of PhD programme in Public Policies at University of Aveiro, and member of ESA (European Sociological Association) Executive Committee. Participated/coordinated several European/National sponsored projects related to New Public Management, Sociology of Professions and gender studies.

Francesca Maria Cesaroni is Full Professor of Business Administration at the University of Urbino Carlo Bo. She is the Director of the Research Centre on Entrepreneurship and Small-medium firms – University of Urbino. She is also a member of the scientific board of Ipazia, the Italian Scientific Observatory on the Gender Issues. Her main research interests include entrepreneurship, women entrepreneurs, small business, family businesses and corporate financial communication.

Musa Chauke is a PhD Candidate at the University of the Witwatersrand, South Africa. Her area of speciality lies in High Growth Firms owned by women entrepreneurs' sustainably driving economic impact and enducing the need for

women entrepreneurship theory. She is also a research Assistant Director at Gauteng Provincial Treasury and has a Bachelor in Science and an MBA

Geon-ah Choi Dr is an assistant professor of Cheongju University in South Korea. Her research area includes literacy education and currently she is interested to find a way to incorporate CDA (Critical Discourse Analysis) in her teaching and research.

Mette Christensen is a master's student at Aalborg University, DK. She studies culture, communication & globalization with global gender studies as area specialization. Her studies are focused on international migration and ethnic relations with interest in minority women and intersectionality. She has done research on refugees' well-being and the covering ban in Denmark.

Mary E. Corcoran is a Professor Emerita of Political Science, Public Policy, Social Work, and Women's Studies at the University of Michigan. Her research focuses on the effects of race and gender discrimination on economic status and earnings, and on welfare and employment policies. Professor Corcoran has published articles on intergenerational mobility, the underclass, and sex-based and race-based inequality.

Jennifer Dahmen-Adkins, social scientist, is senior researcher at the Institute for Sociology, RWTH Aachen University, Germany. Her main research areas are in the field of gender and/in research performing organizations with special focus on structural change, gendered networks, change management and monitoring of gender equality projects.

Francesca Dal Mas has a master's degree in business administration from Udine University and a law degree from Bologna University. She is now finishing her Ph.D. in Management at Udine University, and she is Honorary Fellow at the University of Rome La Sapienza. She is an international member of the Most Innovative Knowledge Enterprise – MIKE Award.

Dang Thi Hoa Dr is an Associate Professor of Institute for Family and Gender Studies, Vietnam Academy of Social Sciences. She received her PhD in Anthropology in 2005 from Vietnam. She is Deputy Director of Institute for Family and Gender Studies and has been involved 6 international conferences. Her main research areas are Family culture, Gender Equality and Empowerment of women in Vietnam.

Nour Daoud is a second year Ph.D. student at the University of Padova in Italy. Her research focuses on gender-based violence and victimization against women in the migrant context. She is passionate about female professional

empowerment and dedicated to serve women's initiatives, through advocating the advancement of women in society as an integral component of any country's economic development.

Geoffrey Darnton is a multi-disciplinary solver of multi-dimensional problems. He has many years of experience in both the IS/IT and education sectors, combined with civil and human rights casework. He is author, co-author, or contributor to 14+ books in a variety of subjects, in addition to conference and journal papers.

Suzanne de Castell is Professor Emerita at Simon Fraser University, and Professor in the Faculty of Education at UOIT (the University Of Ontario Institute Of Technology). Her early work concentrated on educational philosophy and theory with a focus on literacy and new media studies. Recent/current research centers on technology, gender and digital game studies.

Susana de Juana-Espinosa is Assistant Lecturer for the Department of Business Organization (Spain) at the University of Alicante and a member of the SIRHO research group. Her research topics include e-government, HRM, and MIS. She has published her research in international conferences and journals and has participated in several private and public funded research projects.

Mara Del Baldo is Associate Prof. of Financial Accounting at the University of Urbino. Her main research interests include entrepreneurship and SMEs, CSR, non financial reporting, accounting and gender. She serves as editorial board member of several scientific journals. She authored a number of publications, including articles and book chapters.

Sheila Delhumeau Rivera Dris a professor of Communications and Sociology at Autonomous University of Baja California, Mexico. She received his PhD in Social Sciences from El Colegio de la Frontera Norte in 2004. Her main research areas are Social Movements and society-State relations.

Paola Demartini is Full Professor of Accounting at the University of Rome TRE. Her research interest includes corporate financial communication, entrepreneurship and intellectual–based management. She has published several articles in refereed journals and she is Editor of the review Small Business/Piccola Impresa and Head of the Corporate Governance Lab at Roma Tre University. She is also a member of the editorial boards and advisory boards of several national and international journals.

Sara Diogo is an invited assistant Professor at the University of Aveiro and a Post-Doc Researcher at GOVCOPP (Governance, Competitiveness and Public Policies)

Unit. She is also a researcher at CIPES (Research Centre in Higher Education Policies). Her research interests focus on higher education governance, management and internationalisation, international cooperation for development and gender studies. She collaborates with the World Bank as a consultant on higher education policies.

Dov Dvir, a Prof. Emeritus from Ben Gurion University, holds four academic degrees, B.Sc. in Electrical Engineering, M.Sc. in OR, MBA and Ph.D. in Management. He published more than 100 papers and two books in the areas of project and technology management. His book, Reinventing Project Management was published by HBS Press in 2007.

Leena Mary Eapen Dr is an associate professor of economics at Indian Institute of Management Kozhikode, India. She has received her PhD in Energy Economics from Madras University. She teaches Development Economics, Macroeconomics and Business Environment for the doctoral and postgraduate students. Her main research areas are women studies, power sector, and policy issues.

Jeanne Ellis lectures in the Department of English at the University of Stellenbosch, South Africa. She researches and teaches in the fields of Victorian, neo-Victorian and Gothic Studies, with a particular research interest in contemporary cultural revisions of former British settler colonial texts/contexts from a feminist perspective.

Marina Faďoš, PhD. is an Assistant Professor at the Comenius University in Bratislava, Faculty of Management, Department of Economics and Finance. She leads seminars of mathematics and statistics. She focuses on unemployment problem, employment, labour market in general and gender inequality. Her research in Valencia, Spain was supported by the Nippon Foundation.

Alena Fedorova is an Associate Professor of the Personnel Management and Psychology Department at the Ural Federal University. Her main areas of research and teaching include labour economics and human resource management. She has published more than 80 papers in the journals of national and international repute.

Emilia Fernandes has been working as 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.

Denisa Focaru is PhD Student at University of Bucharest, Romania. During the last three years she studied diversity management and gender equality for the Romanian companies' context. Her main research areas are Social Policy, Gender Issues, Gender Equality, and WLB.

Federica Fornaciari Dr is Assistant Professor and Academic Program Director for the MA in Strategic Communications at National University in La Jolla, California. She received a doctorate in Communication from the University of Illinois at Chicago and a Master of Arts in Journalism from Marshall University. Her research revolves around frame theory and media representation.

Tommaso Fornasari, after a Master degree in International Economics, is now attending a Phd in Business and law at Università degli Studi di Brescia where he is also a fellowship of Management. His research interests are Corporate Governance, Sustainable Development, School Evaluation and Gender Diversity.

Carol Fuller Professor is Director of Research at the Institute of Education, the University of Reading and a Professor of the sociology of education. Her primary research focus is on social inequalities, identity and aspirations

Dorottya Géczy finished the culture, behaviour and lifestyle sociology in 2016, and now she is a PhD student at the University of Pécs, Institute of Psychology, in Social Psychology Program, in Hungary. Her main research areas are prejudice, minority psychology, gender and social identity, social representation and identity threat.

Parvaneh Gelard is an associate Professor at the Islamic Azad University South Tehran branch, Iran. Where she teaches PhD & postgraduate courses in entrepreneurship & management. Her thesis subject was about women's Entrepreneurship. Her research interests include entrepreneurship, women's Entrepreneurship, entrepreneurship education and management. She authored or co- authored around forty research articles in English, Persian language.

Francesca Gennari is an Associate Professor of Business Administration at the University of Brescia. Her major fields of research are Corporate Governance and Sustainability. She has been involved in national and international research projects and she is author of books and articles.

Rassa Ghaffari- is a PhD student in Sociology at the University of Milano-Bicocca with a thesis on the transformations of gender roles among different generations in Tehran. Her research interests are youth status, intergenerational gap and

representations of gender models in the Iranian society. Parts of her research have already been presented in several national and international conferences.

Sara Giammattei, psychologist and psychoanalyst, teaches Social and Groups Psychology - Degree of Sociology and Social Services University of Urbino. In addition to clinical activity, she has been working for years on projects organized to counteract school dropout. Main topics of research activity are: Adolescence and group dynamics, Gender stereotypes and career choice of adolescents.

Cerise L. Glenn Dr is an Associate Professor of Communication Studies and the Program Director of African American and African Diaspora Studies at the University of North Carolina at Greensboro. She earned her PhD in Intercultural Communication from Howard University. She researches identity negotiation and representations of diverse groups in digital and educational contexts.

Laine Goldman Dr is Associate Professor in the Department of Arts and Humanities at National University in La Jolla, California. She received a dual master's degree in Film and Telecommunications from Ohio University and a doctorate from Tilburg University, Netherlands. Laine is a social scientist interested in media representation, the new freelance workforce, and organizational change and empowerment.

Amanda Gouws is a professor of Political Science and holds a South African Research Chair in Gender Politics at Stellenbosch University, South Africa. Her areas of specialization are women's representation, women's movements, women and citizenship and survey research. She has published widely in these areas.

Ginevra Gravili, has a PhD in Management and Organization, is Senior Researcher in Management and Organization at University of Salento (Italy). She is currently qualified to the position of Full and Associate Professor (Italian Ministry of University and Research). She is professor of Organization Theory at University of Salento, Department of Economics, Lecce, Italy, since 2002. Her researches are focused on Big Data, sme's, knowledge sharing, social recruitment, HRM of public administration, ICT, social media communication, supply chain management and sustainability in HRM. These research activities have been documented in articles and books published with national and international editors. She is a member of the Cranet Network of HRM. Across 2017 and 2018 she has been visiting researcher at the East European Center for Research in Economics and Business of Timisora and in 2018 she has been visiting researcher at the Toulouse Business School – TBS - Toulouse.

William Hart is a PhD student at Fielding Graduate University, Santa Barbara, CA, USA. His main research focuses on the intersection of inclusion and success for corporations, specifically industries considered “male-dominated.” Will currently serves as Region Training Manager for AutoNation, the largest auto retailer in the US.

Blanca Herrero de Egaña holds a Phd. in Social Anthropology (2018). Her Phd. thesis "La innovación social en España: ejes vertebradores desde la Teoría Fundamentada” and her more than 25 years of professional experience in integral, sustainable and human development, makes her a reference in social innovation in Spain.

Fatima Idrees received her BS Computer Science (2014) and MS Project Management (2018) from University of Management and Technology, Lahore, Pakistan. She has been working as a web developer for 3 years and has been in involved in various research projects as well. She made a computer vision based research publication in IEEE(2013).

Jennifer Jenson is Professor of Digital Languages, Literacies, and Cultures in the Department of Languages and Literacies at The University of British Columbia. She is the Principal Investigator of a funded Canadian Social Sciences and Humanities Research Project, “Re-Figuring Innovation in Games”.

Karen Jones Dr earned her Ph.D. from Bangor University, United Kingdom, and currently serves as Associate Professor of Educational Leadership and Management at the University of Reading’s Institute of Education in the United Kingdom. Her Area of research involves Women and leadership, gender, identity, equity, power, feminist and critical perspectives Workplace sexism, gender stereotypes.

Elsa Justino holds a PhD in Social Work by the Portuguese Catholic University. Professor at the Department of Economics, Sociology and Management at the University of Trás-os-Montes and Alto Douro (UTAD), and also Administrator of UTAD. Researcher at the Center for Evaluation in Public Policy at the University of Lisbon.

Maria Kambouri-Danos Dr is a lecturer in the Early Years and is Programme Director for the BA in Children’s Development and Learning. Her areas of interests is science in the early years, gender and partnership

Isabel Kamlongera is currently a PhD candidate at the department of International Studies and Interpreting, Oslo Metropolitan University. Her research interests are within Media, Gender and Development with a specific focus on

transformative, emancipatory and Afrocentric approaches to understanding Gender discourse.

Blair Kuntz has been the Near and Middle Eastern Studies Librarian at the University of Toronto since 2003. He is a member of the Conference Committee of both the European Conference on e-Learning and the International Conference on Gender Research. He is the author of many peer-reviewed articles and has presented papers at many international conferences.

Regina Leite in 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. She is coordinator of 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.

Helisse Levine is Professor and Director of the MPA Program at Long Island University, School of Business, Public Administration and Information Sciences, Brooklyn, NY. She earned her Ph.D. in public administration from Rutgers University, Newark, N.J. Her research interests include social inequities in public and healthcare organizations, and the role of economic constraints in nonmarket organizational sustainability.

Paula Lobo has a PhD in Communication Sciences by Universidade do Minho and is an Assistant Professor at ESEV-IPV (Portugal). Her work is published in national and international publications in the field of communication sciences. Her research interests include topics related to media and the public sphere, gender studies, advertising, marketing and media literacy. She has participated in research projects related to Communication Sciences, Gender Studies, Journalism and Human Rights.

Rosa Lombardi is an Assistant Professor of Accounting at Sapienza University of Rome (Italy). She gained her Ph.D. in Business Administration at the University of Cassino and Southern Lazio (Italy) and was visiting fellow at the University of California - Berkeley. She serves as Editor-in-Chief, Guest Editor, and Reviewer of several international peer-reviewed academic journals.

Chia Longman is Associate Professor in Gender Studies at the Dept. of Languages and Cultures at Ghent University, Belgium. She directs the Research Centre for Culture and Gender and is Programme Director of the Inter University Master Programme in Gender and Diversity.

Nadine Lybaert is Full Professor of Accountancy at Hasselt University, Belgium (Faculty of Business Economics). There, she is associated with the Research Center for Entrepreneurship and Family Firms. As such, her research interests are situated at the intersection of accountancy and private (family) firms. She is also guest professor at the University of Antwerp (Belgium).

Charmaine Lynch is an assistant headteacher within a primary education and is in her final year of studying for a EdD at Reading University, UK. She received a BA (Ed.) Hons. in 1999 and an MA in 2013. Her main research areas are gender, identity and leadership.

Maria de Lourdes Machado-Taylor holds a Bachelor's in Economics and a PhD in Business Administration. She is Senior Researcher at CIPES – Centre for Research in Higher Education Policies and works at the Agency for Assessment and Accreditation of Higher Education in Portugal. Her areas of research include Management, Leadership, Strategies, Higher Education Policies and Gender Studies. She has coordinated and contributed to multi-disciplinary and multi-institutional funded research projects.

Chantal Maillé is Professor of Women's Studies at Concordia University in Montreal (Canada).Dr Maillé conducts research in the field of feminism and women's movements. Her recent publications have explored issues of transnational feminisms, intersectionality and postcolonial theories. *Le sujet du féminisme est-il blanc? Femmes racisées et recherche féministe* addresses issues of race and intersectionality.

Brightness Mangolothi is a Director at Higher Education Resource Service South Africa (HERS-SA). HERS-SA is dedicated to the advancement and leadership development of women in the Higher Education sector. She is also a Research Associate at the Nelson Mandela University. Her research interests include workplace bullying, women in higher education, strategic communication and crisis management.

Francesca Marone is professor of General Pedagogy at the University of Naples Federico II. Her scientific interests include family relations within the framework of Feminist Critical Pedagogy and the pedagogy of art and literature. She is the head of the interdisciplinary research centre "Women, Gender and Training" at the University "Federico II"

Diane McGiffen is the Chief Operating Officer at Audit Scotland. Her role focusses on ensuring the organisation delivers effective public audit in Scotland and Diane leads their strategy to be a world class organisation. Diane has a passion for

public and social policy and she is studying for a PHD qualification at Cranfield University.

Demi Melton is the senior programme coordinator at the Omni Academy for Education, Training and Development, where she has been since June 2018. She is a Stellenbosch University graduate and has presented at the 1st ICGR conference in Portugal.

Dorota Michułka, PhD (associate professor): Head of the Department of Methodology of Teaching Language and Literature at the Institute of Polish Studies, University of Wrocław (Poland). She deals with problems related to children's literature, history, culture studies, literary education, reading literature, and theory and practice of reception. She is deputy editor-in-chief of the international journal "Filoteknos".

Giuseppe Modaffari Dr is a PhD student in Business and Administration at Niccolò Cusano University of Rome His main research areas are general management, financial reporting, female entrepreneurship and turnaround management.

Gunilla Myreteg Dr is Assistant Professor at Uppsala University, Sweden. Her research interest is the implementation and use of IT in organizations. Her current research foremost relates to healthcare: possibilities and problems regarding clinical decision support, quality records, eHealth systems and portals for patients. She also studies gendering aspects connected to technology implementation and use.

Matteo Antonio Napolitano Dr is PhD student in Geopolitics and Geoeconomics at the University of Rome Niccolò Cusano. He is Editorial Coordinator of the scientific journal «Europea». His research interests focus primarily on the history of the Italian Risorgimento, and on the Europeanism in the nineteenth and twentieth centuries.

Fabio Nappo is Professor of Financial Accounting at the University of Cassino and Southern Lazio in Italy. He had his Ph.D. in Business Administration in the same University. His research interests cover the following topics: corporate governance, accounting, intellectual property rights, intellectual asset management. He is author of books, articles and chapters of books.

Maria Nardo is Associate Professor in Public Accounting, University of Calabria, Department of Political and Social Sciences. Her main research interests are sustainability and performance reporting. She is author of several articles and books on management and accounting of public and non-profit organizations

Nguyen Huu Minh Dr is a Professor of Institute for Family and Gender Studies, Vietnam Academy of Social Sciences. He received his PhD in Sociology in 1998 from Washington University, Seattle USA. He is an editor of the Vietnam journal of Family and Gender Studies and has been involved many international conferences. His main research areas are Family, Gender Equality and Empowerment of women in Vietnam and Asian.

Nguyen Thi Tuyet Mai is a researcher in Ethnology at Graduate Academy of Social Sciences-Vietnam, where she received her MA in Ethnology in 2017. Her research fields are about Family and Gender in Ethnic groups which are concentrated in women's empowerment as well as gender issues with natural resource management. Now she is joining two national research projects.

Mary C. Noonan is an Associate Professor of Sociology at the University of Iowa. Her research explores the relationships between gender, family responsibilities, and work outcomes. Recently, Professor Noonan has published articles on the true costs of breastfeeding and on the relationship between telecommuting, overtime work, and earnings growth.

Gloria Novovic is a PhD Candidate at the University of Guelph, enrolled in the collaborative program of Political Science and International Development. Her areas of specialization are feminist political theory and public policy and governance. Her doctoral research explores gender transformative efforts of UN Agencies through the engagement of national actors in Rwanda and Uganda.

Nuran Öze is Asistant Professor Dr., Chair of Department of Public Relations and Advertising in the Faculty of Communication, Near East University, Cyprus. She especially interested in culture, communication, gender, PR and specifically social media. In recent years she has researched social media usage patterns and its effect on society, social media addiction, identity construction on social media.

Hyesun Paik Dr is an assistant professor of Kookmin University in South Korea. She received her PhD in Korean language education from Korea University in 2014. Her research areas are literacy education for adolescent and college student.

Cristina Nataly Cadena Palacios Dr is a social and financial researcher at Cooperativa de Ahorro y Crédito Mujeres Unidas -CACMU Ltda., and president of a research foundation INGENIUS. She received her Ph.D in economics from the University of Santiago de Compostela in 2017. Her main research areas are gender, entrepreneurship, well-being, development and financial inclusion.

Paola Paoloni is a Full Professor of Accounting at Sapienza University of Rome (Italy). Her research interests include general management, financial reporting, female entrepreneurship, and intellectual-based management. She is the founder and Head of the "Ipazia," a Scientific Observatory of Gender Studies. She is author and co-author of several award-winning articles and books.

Patrizia Pastore, PhD is a tenured researcher in Business Administration and Accounting Studies at University of Calabria (Italy), Department of Business Administration and Law. She is author of several articles and books on *female representation on corporate boards; s*trategic outsourcing and back-reshoring; Commons and collective action in Italian industrial districts and business networks. Pastore **is a member of:** *AIDEA, SIDREA*, EGOS.

Maria Gabriella Pediconi is Research Professor in Dynamic Psychology, University of Urbino. Her research interests include psychological aspect of family business, psychoanalysis for social sciences, the impact of social media on adolescents' daily life. She is a member of the scientific board of Società Amici del Pensiero "Sigmund Freud", a society of psychoanalysis operating in Milan under the direction of the Lacanian scholar Giacomo B. Contri.

Elisabeth T. Pereira is Assistant Professor at the Department of Economics, Management and Industrial Engineering and Tourism, at the University of Aveiro (Portugal), and senior researcher in the field of Competitiveness and Innovation at the Research Unit GOVCOPP-University of Aveiro. She holds a PhD and Master in the fields of Economics and Business Management. She is author of several dozen articles, books, chapter of books and communications at international conferences.

Francesca Picciaia, PhD is Assistant professor of Business Economics at University of Perugia (Italy). Her research fields are related to gender entrepreneurship, non profit organizations, financial statement and accounting history. She is member of SISR (the Italian national association of accounting history) and SIDREA (the Italian national association of accounting and business economics professors).

Anna Pokorska is assistant professor in Institute of Sociology at Nicolaus Copernicus Univeristy in Toruń (Poland). She did Phd in sociology, researching on e-learning in vocational education and training. Her current research interest focus on higher education governance and management, especially on women leaders in higher education.

Nicoletta Policek, PhD, is Associate Professor in Policing and Criminology at the University of Cumbria, UK.. She is interested in participatory action research

exploring the various ways in which marginalized groups such as sex workers, drug users, stateless people, individuals who are incarcerated and people living with HIV/AIDS, define (their experiences of) violence, discrimination and stigmatisation.

Elina Radionova – Girsa is currently a PhD student at the Daugavpils University from 2016. She received a Master's Degree in Law at the Moscow State Industrial University. The PhD thesis is focused on cybercrime understandings and crime against a person in the cyberspace in Latvian legislation.

Azzurra Rinaldi is a Senior Lecturer in Economics and Professor of Economics of Emerging Countries at the Unitelma Sapienza University, Rome, Italy. Working in the field of international cooperation and development economics, she has participated in many national and international projects. Since 2017, she is a member of the Minerva Laboratory on Gender and Diversity.

Fabiana Roberto is a 2nd year PhD student in Management at Department of Economics, Management, Institutions, University of Naples "Federico II". Andrea Rey is a PhD in Management, currently fellowship researcher, at Department of Economics, Management, Institutions, University of Naples "Federico II". Roberto Maglio is full professor in Business Administration at Department of Economics, Management, Institutions, University of Naples "Federico II".

Victoria Robinson Professor is Director of the Centre for Women's Studies at the University of York, UK. Her research interests are in feminist theory, masculinities, heterosexualities and women's and gender studies in the academy. With Diane Richardson, she is co-editor of Palgrave's international Genders and Sexualities series.

Savino Romani is a Psychologist and Psychoanalyst. He teaches Social and Groups Psychology - Degree of Sociology and Social Services University of Urbino; assistant in Dynamic psychology Degree of Sciences and Technique of Psychology *at* the same university. Main topics of research activity are: Sport psychology, adolescence and relational disorder; Gender stereotypes and career choice of adolescents.

Andrea Ruppert is professor of Business Law. Her main fields in teaching and research are negotiating contracts, contract drafting, data protection law and corporate law. She serves as managing director of Institute for Mixed Leadership and has professional experience as a lawyer and legal counsel as well as a trainer for negotiation.

Ana Rosser-Limiñana is PhD in Psychology and professor at the University of Alicante, Director of the Research Group on Psychosocial Intervention with families and minors and of the Social Inclusion Chair. As a member of the University Institute of Gender Studies she has participated in several projects and has publications on gender, childhood and disability.

Patricia Rowland is a biochemist by profession and a development practitioner by passion. In various projects in her native Nigeria, she has established a reputation for competence, commitment, conviction and creativity, specializing in innovative approaches to complex issues. At home, she is a mother to her own daughter and the children of her late sister.

Maria Jose Sa: Maria Jose Sa holds a Bachelor's in Education and a PhD in Higher Education Studies. She is a researcher at CIPES – Centre for Research in Higher Education Policies. Her research areas include student experience, satisfaction and success; institutional actors; and gender studies. She has several published papers in international journals, book chapters and conference proceedings.

Sara Saggese is Assistant Professor of Accounting at the University of Naples Federico II, where she received the Ph.D. Her research interests include ownership structures and gender diversity in private and public sectors. She has been visiting scholar at the University Carlos III de Madrid (Spain) and at the San Francisco State University (USA).

Irene Salerno, cultural anthropologist, is researcher at Sapienza University in Rome. Her scientific research areas are focused on the inclusion of migrants and vulnerable groups. She started deepening, since several years, the history and culture of Roma, Sinti e Camminanti, with particular reference to the theme of preservation of cultural memory, and their socio-cultural inclusion.

Gina Santos is a PhD student, and has a Master's degree in Management (UTAD). She has published some articles in international journals and international conferences. Currently her research interests include entrepreneurship, innovation and university social responsibility.

Fabrizia Sarto is Assistant Professor of Accounting at the University of Naples Federico II. She received the Ph.D. in Healthcare Management at Magna Graecia University of Catanzaro. Her research interests include corporate governance, hospital governance and gender diversity in public and private sectors. She has been visiting scholar at the Leeds University Business School (UK).

Miriam Schmitt is a research assistant at the Center for Higher Education at TU Dortmund University, Germany. She received her master`s degree in educational

studies and gender studies and is actually working at her PhD about careers of female engineers. Her main research interests are lifelong learning and gender equality.

Roy Schwartzman (Ph.D., University of Iowa) is a professor of Communication Studies and affiliate faculty in Peace and Conflict Studies at the University of North Carolina, Greensboro. Author of more than 125 scholarly articles and chapters, he has held a Holocaust Educational Foundation Fellowship and was named a USC Shoah Foundation Institute International Teaching Fellow.

Annalisa Sentuti is Research Fellow in Business Administration, University of Urbino. Her research interests include entrepreneurship, family business, women-owned firms, SMEs and gender studies. She is a member of the scientific board of Ipazia, the Italian Scientific Observatory on the Gender Issues, and a member of the Research Center on Entreprenership and Small-medium firsm (CRIMPI).

Silvia Sergiacomi is PhD Student in *Governance and Management for Business Innovation* (XXXI cycle) at Niccolò Cusano University of Rome, Italian Chartered Certified Accountant and Statutory Auditor. In addition, she is Assistant Lecturer in Business Administration, Accounting and Financial Reporting I and Accounting and Financial Reporting II at Niccolò Cusano University of Rome since 2015.

Alisa Simon After obtaining her Bachelor's degree in Art History and Sociology at the University of Trier, Germany, Alisa K. Simon is now a masters student in Gender Studies at the University of Vienna, Austria. In her master thesis she examines desire and disability* in the movie *'Thelma'* (2017). Her main research areas are Queer Studies, Disability Studies and Sociology of the body.

Jenni M. Simon (Ph.D, University of Denver) is a lecturer at the University of North Carolina, Greensboro. Simon's research focuses on gender and cultural issues, as well as the critical and rhetorical intersections that exist between culture and social movements.

Silvia Solimene She is research fellow and lecturer in Business Administration (SECS-P/07) at the University of Rome "La Sapienza". She attended international conferences and published academic papers. Her main research interests are: accounting and financial reporting; voluntary disclosure; business valuation; Corporate Social Responsibility; intellectual capital; management and corporate governance.

Deema Sonbol is a PhD student in Media and Communication at the Centre for Cultural and Media Policy Studies at Warwick University. Her research focuses on the social construction of female entrepreneurship by exploring the ways in which

women are portrayed in the Saudi Arabian media, and by revealing the strategies adopted by women to navigate structural barriers.

Bernadette Spieler has a PhD in Engineering Sciences. She is a University Assistant at Graz University of Technology, Department for Software Technology. Her work is focused on how to encourage female teenagers with playful coding activities with the Pocket Code app. Moreover, her recent work is related to gender, game based/mobile learning and constructionist gaming.

Sabina Waleria Świtała, PhD: graduate of Polish philology at the University of Wrocław (Poland) with specialization in folklore, popular literature, and children's literature. She works in the Department of Methodology of Teaching Language and Literature at the Institute of Polish Studies, University of Wrocław. She is editorial secretary of the bimonthly "Literatura Ludowa".

Anita Thaler, Dr, senior scientist at IFZ – Interdisciplinary Research Centre for Technology, Work, Culture, Graz, Austria and head of the research unit "Women* – Technology – Environment" and the working group "Queer STS". Thaler is a psychologist and education scientist, she researches and teaches gender and queer-feminist perspectives in science and technology studies.

Silvia Tommaso, PhD Tenured researcher in Business Administration and Accounting Studies at University of Calabria (Italy), Department of Business Administration and Law. Her research interests concern industrial districts and business networks; financial statements analysis; governance model and economic-financial performance of the Italian Industrial districts; *female representation on corporate boards*. **Member of** *AIDEA, SIDREA, EGOS*.

Noluthando M Toni Dr (co-author and presenter) is the Director of the Centre for Teaching, Learning and Media at the Nelson Mandela University, South Africa. She has occupied leadership and management positions in higher education at various levels. Her research areas are leadership in higher education, the scholarship of teaching and learning, transforming teaching and learning in higher education and academic development.

Natalia Tonkikh is an Associate Professor of the Labour Economics and Personnel Management Department at the Ural State University of Economics. Her main scientific interests cover labour economics and human resource management. She has published 96 papers and 5 monographs.

Hong Thi Tran Dr is a Sociologist at Institute for Family and Gender Studies, Vietnam Academy of Social Sciences. She received her PhD in Sociology in 2013 from Vietnam. She is a Head of Department of Women and Gender Equality

Studies and has been involved in 4 International Conferences. Her main research areas are Gender Equality and empowerment of women in Vietnam.

Lorna Treanor Dr is Assistant Professor of Entrepreneurship at Nottingham University Business School, UK. Lorna's research interests include gender and entrepreneurship and entrepreneurship education. Lorna co-founded the Gender and Enterprise Network, a special interest group of the Institute for Small Business and Entrepreneurship, and is an editorial Board member of the International Small Business Journal.

Diane-Gabrielle Tremblay is professor of innovation and human resources management at Téluq University of Québec, Canada. She was appointed Canada Research Chair on the challenges of the Knowledge Economy in 2002 (http://www.teluq.uqam.ca/chaireecosavoir/) and again in 2009-2016, and appointed director of a Community-University Research Alliance (CURA) on the management of social times and work-life balance in 2009 (www.teluq.uqam.ca/aruc-gats).

Giovanna Vingelli is researcher of Sociology at the University of Calabria, where she teaches 'Gender and Development'. Since 2011, she is Director of the Interdepartmental Centre of Women's Studies 'Milly Villa'

Martina Voigt is a professor of Management Skills. Her main fields of teaching and research are communication, negotiation, presentation, coaching, conflict resolution, self-management, leadership, change management and empirical research. She has professional experience as a project manager in the field of human resources development and as a trainer.

Marquita Walker, Dr, an associate professor with the Indiana University Purdue University Indianapolis School of Social Work, Department of Labor Studies has a Ph.D. in Educational Leadership and Policy Analysis, an MA in Public Affairs, and a MA and BS in English; her research interests include workers' education and workforce reintegration.

Malte Wattenberg is a Research assistant at the "Denkfabrik Digitalisierte Arbeitswelt" at the Bielefeld University of Applied Sciences, Germany. Wattenberg's work and research focuses in particular on digital business models as well as the requirements of industry 4.0 in companies and teaches a module on "Communication and Management Competencies" and in various modules of business informatics.

Johanna M. Werz is a research assistant at the Cybernetics Lab IMA & IfU at RWTH Aachen University. Her expertise includes data science in the fields of

gender equality, social psychology and engineering education. Johanna M. Werz studied psychology in Heidelberg and Cologne. Besides, she has working experience in service design and innovation research.

Andrea Wolffram Dr is sociologist and senior researcher at RWTH Aachen University, Germany. She received her doctorate in philosophy from the University of Brunswig. She is currently leading the project GenderNetz (www.gendernetz.de) on research careers in science and industry. Her main research areas are gender equality in higher education and gender in technology.

Sylwia Wrona is a doctoral student in the Department of Management and Social Communication at Jagiellonian University and Assistant at the Institute of Public Affairs Jagiellonian University in Cracow, Poland. Her research interests are focused on rural non-governmental organizations and qualitative research methods.

Meilun Yan is a 3rd year PhD student from the institute of education of University of Reading, UK. Her research is about the differences between left-behind girls and boys in terms of the levels of psychological and social well-being. She will present a poster related to my research at the conference.

Jiayi Zhao's aim of the research is going to present the experiences and perceptions of women in the exercise of leadership in Higher Education in China. This study will explore the barriers and challenges that mid-career female academics experience in their career path and will propose some strategies of resolving the mid-career dilemma.

Keynote Outlines

Keynote Outlines

The following are outlines for the Keynote Speeches which will take place at ICGR 2019.

Female entrepreneurship in the digital era

Dr Dragana Djermanovic

Digital Transformation Expert, Serbia

Entrepreneurs are empowered to test, ask, explore and to change the world with their ideas. We all have the means, tools, and opportunities to make an impact but are those means truly equal for all? What are the main differences, what are the most challenging obstacles and what are the most valuable advantages for female entrepreneurs in the digital era and what can we learn from global best practices? This presentation will tackle the issue of business equality, shedding light on financial, educational, legal and other formal preconditions that can affect the starting and up-scaling of female business ventures.

Development of Women's Entrepreneurship through Intellectual Capital as a Potential: A Croatian Case Study

Karmen Jelčić

Intellectual Capital Center, Croatia / Centar za Ekonomiku d.o.o

Intellectual capital as a powerful corporate resource still remains unrecognised or underutilised although it has tremendous potential for creating value and raise of productivity. The project named "Development of Women's Entrepreneurship through Intellectual Capital as a Potential" was initiated to change that. It targeted women entrepreneurs and had several components: awareness creation with regard to the new and intangible economy (known as knowledge, smart, innovative or creative economy), the phenomenon of tourism of experience and emotions and the role of Intellectual capital as a key resource in that context. Furthermore there was IC related education, practical work, networking and exchange of knowledge and experience.

Initiators and Partners:

The Croatian Businesswomen Association KRUG (The Split branch) together with the IC Centre/Centre of Economics initiated the project in collaboration with the Split Chamber of Commerce (HGK). The Split Chamber of Commerce, headed by a female president, was an excellent choice of a business partner due to its long-standing tradition of promoting and

supporting women entrepreneurs. The project was sponsored by the County of Split-Dalmatia (SDC) and the Croatian Bank for Reconstruction and Development (HBOR).

Goal:
The main goal of this project has been to empower women entrepreneurs through Intellectual Capital. Both, women and IC represent an underused potential of Croatian economy. Intellectual capital is still an area mainly reserved for academia and management of larger companies. However, SME's would also benefit from it. Therefore, it was our goal to provide IC related insights and knowledge to women who own or hold a key position in a SME. The logic was the following: If women entrepreneurs became aware of the value of their intangible capital and understood its future value creating potential, they would obtain a new business advantage.

The project was supposed to motivate women entrepreneurs to start seeing their business from a different angle and to explore new ways of becoming more knowable innovative and creative and thus more competitive.

It was a women focused project (women 4 women), where all the women involved were eager to do something good and useful for fellow businesswomen. Many did it free of charge.

Why women and IC?
In the South of Croatia, Dalmatia, women have traditionally had less access to money than men. However, as they tend to be the keepers of traditional recipes, skills and unique stories, they inherently own non-material capital. Often, this does not seem important or valuable to them or their environment. Women are more open to embracing new ideas in creating positive experiences for customers or tourists. They also care more about satisfying customer needs and exceeding expectations than men. Furthermore, they usually aim at establishing fair, "win-win based", relationships with other providers of local products and services and pursue a "value for money" strategy in a local environment, where cheating on customers is part of local folklore. Making money is usually not a goal per se but a means to ensure the survival and well- being of the family and the community. Nevertheless, due to a less tangible nature of the above mentioned, women are all too often perceived to be less successful in creating wealth. In a society where money, physical assets, land and connections play the main role, brain power is marginalised. The popular saying: "You are paid to work, not to think." is proof of that.

Timeline:
2016: Project documentation was prepared, and application for funding sent to local Government authorities and the Croatian Bank for Reconstruction and Development (HBOR). Due to downsizing and limited funds, the project was initially not accepted. It had to be altered in order to meet budget requirements.

2017: In this altered and shortened form, the IC project was accepted in March, project preparations were made in April 2017 and the project was implemented in June 2017.

Programme Content:

a. **Introductory lectures**:
They were held in two cities, in Split, which is the economic center of the County and in the highly popular tourist destination of Makarska. The basics of Intellectual Capital were presented in a simple and comprehensive manner, with a number of real life examples from the Croatian/Dalmatian business practice. The non-tangibles were set against the backdrop of present economy (the so called knowledge, smart, innovative or creative economy). In the tourist region the phenomena of the so called "tourism of experience and emotion" was discussed, and the need to extend the focus of interest from monuments, apartment houses and parking spaces to human senses, emotions, intangible cultural heritage and interesting stories.

It was important to send out the message that contemporary value creation is closely linked to intellectual input (talent, knowledge, skills, innovativeness, creativity etc.). The desired outcomes would be increased attractiveness and competitiveness of products & services as well as improved business organisation, resource management and customer satisfaction.

b. **Workshops on IC related issues held by Croatian experts:**
"Materialising the non-material and intangible"
"Creative techniques and the innovation process"
"CRM - How to satisfy loyal customers?"
" Synergy of competition and co-operation in tourism"

c. **Individual consulting**
Upon being offered, a fish/seafood manufacturer graciously accepted a free consultation. Other women enterpreneurs felt reluctant to disclose firm specific information to strangers.

d. **Measurement**: Information on the business productivity of the Split-Dalmatia County was provided through the VAIC™ monitor, since it had been used by the Croatian Chamber of Commerce in previous years to analyse the business performance in all Croatian counties. Analysis indicates that there was a drop of both, the value addedd as well as the value creation efficiency of human capital in the analysed period (2012 – 2015).

e. **Closing conference:** Project summary, conclusions and networking during business Lunch. **Gala dinner:** closing the project in style and celebrating the strenght, persistance and capability of all the women, who were closely invoved in the planning and realisation of the project.

Materials provided to participants:

- IC basics: after the introductory presentation, where the concept of IC and its related terminology were presented, the participants received a free e-version of

the "Intellectual Capital Handbook for IC Management in Companies". A two page summary was provided as well to make it easier for them to share their knowledge later on.

- An IC-chart proved helpful with the visualisation of the non-material and intangible business factors.
- Most PowerPoint Presentations, which had been presented during the project, became available for further educing of business partners or colleagues.
- A two paged IC assessment template was distributed during a workshop in order to provide a kick-start for self-analysis and discussion.

Press:
The event was very well covered by the media – which announced the project to the public, did extensive reporting while it was taking place and also hosted a TV show on the topic of IC.

Role of the NCP Women Taskforce:
The government officials, working for the institutions we had turned to regarding project funding, showed only limited knowledge of IC and its relevance for contemporary business. Therefore, the support, received from a renowned expert group, such as the NCP, was instrumental in establishing the credibility of the main theme of this project – the Intellectual Capital as a key resource.
As for the participating women, they were highly appreciative that an international expert group of women took interest in a local Croatian project and provided moral support. Some of them commented that it made them feel important and worthy.

Financing: The Croatian Bank for Reconstruction and Development (HBOR) and the Split-Dalmatia County sponsored the project with approximated Euro 5000. The Croatian Chamber of Commerce (HGK) provided free logistical support as well as conference venues and hosted business lunches and coffee breaks. The members of the Businesswomen association KRUG volunteered.

Summary:
This has been a challenging project as it addressed women entrepreneurs, who do not only manage their businesses, but in addition often have to take care of household, children and their elderly parents. Participating at the project meant additional workload for them. Although it was free of charge, it was not easy to convince the women to invest their time in getting educated on a topic that was not material and the benefits were not immediately obvious. An additional issue were the different educational backgrounds ranging from high school to university degrees.

Although tourism is Dalmatia's main business sector, it is still lagging behind the continental capital of Zagreb, and the northern seaside Counties of Istria and Kvarner. Business is done in a more relaxed way, where family connections and a dash of tribal mentality co-exist and seem to be on equal footing with modern business rules and ethics. In such an environment it can happen that talent, competences, innovativeness and creativity may succumb to connections and political interests.

This makes it hard to make a point regarding the relevance and value of intangibles (the exception is social capital). There is another duality.

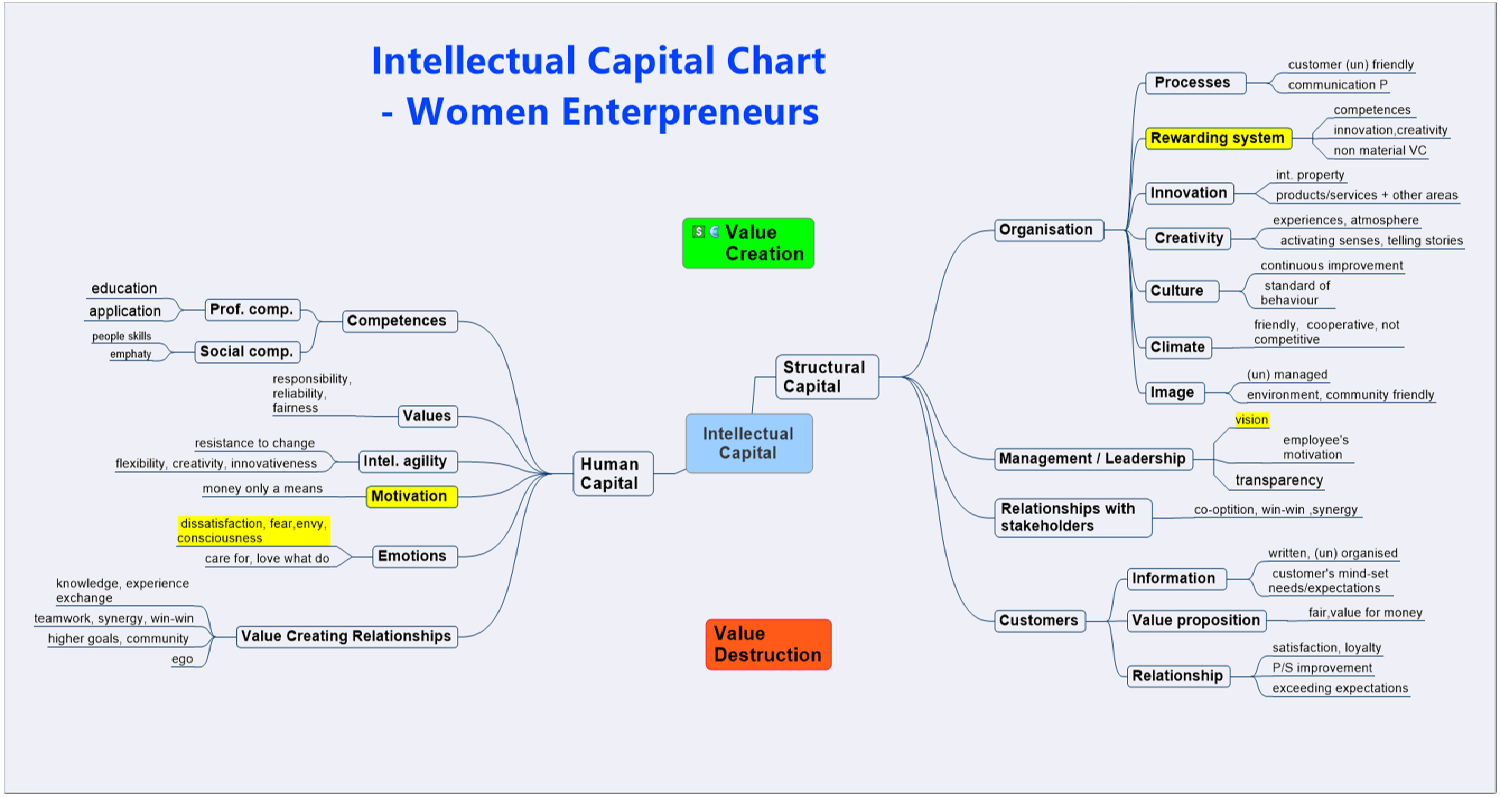
Although in present day Dalmatia many women hold high ranking positions in academia or local government, Dalmatia is still steeped in traditional culture, which is particularly palpable in a male dominated business environment, where a male mindset and a male value system prevails.

From the 2000 addressed invitees, only 85 women entrepreneurs were able to attend. Twenty came without invitation, thanks to word of mouth promotion. It would have been much more fortunate, had this project started before tourist season (January through March) as many potential participants were unable to attend the seminar or managed only partly to attend.

In the poll conducted by the Croatian Chamber of Commerce most of the participating women had found the program to be interesting, fun and very useful. A number of comments were centred around the theme that the seminar was a living proof of the fact that their female intuition had been right all along: that non-material factors do matter, that it makes a lot of sense to pay attention to it and that it could be used to their competitive advantage. All women felt empowered by the knowledge they had obtained, by the possibility to visualize and structure their businessess' intangible capital and by the acquisition of relevant terminology, which allows them to articulate their arguments pertaining to IC. It is worth noting that all the lectures and workshops received high ratings.

Although the project "Development of Women's Entrepreneurship through Intellectual Capital as a Potential" might be considered modest in terms of size and funding, it was nevertheless quite a significant one. It was exemplary for raising awareness of what might become the key competitive factor for women entrepreneurs in modern economy – **the creation of value, based on women's intellect and their heart**.

Intellectual Capital Chart
- Women Enterpreneurs



Research Paper Abstracts

Changing Gender Norms by Applying a Relevant Theoretical Discourse for Ending Violence Against Women in Kuwait

Noreen Abdullah-Khan
Gulf University for Science and Technology, Kuwait

Abstract: Whilst the issue of Gender Based Violence and specifically violence against women has received widespread global attention in recent years, research and policy development in Kuwait has been lagging behind. The secrecy in which it is shrouded is heavily influenced by similar factors evident in other countries. There are also notable differences, primarily in the cultural differences that prevail in a conservative Muslim country, which give way to analysing the issue of violence against women using theories applicable within a Kuwaiti context. The present paper explores the importance of perceptions of gender and gender roles among Kuwaiti's to the experiences of violence against female survivors. The paper maintains that improved knowledge alone does not change attitudes and behaviours and so proposes a deeper change in Kuwait's social norms. It does this by also demonstrating the importance and usefulness of applying a theoretical framework which is compatible to the dominant cultural lifestyle in Kuwait and concludes that social change in attitudes can only truly be achieved if it is proposed within this framework.

Keywords: gender, Kuwait, violence against women, attitudes, social change

Training in Gender-Based Violence: Perceptions From University Students

Mª Carmen Acuyo Verdejo
Department of translation and interpreting, University of Granada, Spain

Abstract: The role of translators and interpreters as socializing agents and linguistic and cultural mediators in situations of violence and conflict is paramount. Thus, with the aim of identifying, from third-year undergraduate translation students' perspective, the main training needs for translators to cope with this particular social phenomenon. To this end, a 14-item questionnaire was administered among 87 students. The quantitative analysis is complemented by a qualitative analysis through an additional open-ended question. The results obtained reveal that knowlegde about key legal concepts, synonymy and polysemy adquire a especial importance for the training of future translators.

Keywords: translation studies, domestic violence, gender-based violence, translator's training, university students

Gender Budgeting From a Capability Approach Perspective: Evidences From Senegal

Tindara Addabbo,[1] Caterina Arciprete,[2] Mario Biggeri,[3] and Antonella Picchio[1]

[1]University of Modena and Reggio Emilia - CAPP (Centro di Analisi delle Politiche Pubbliche), Italy

[2]ARCO (Action Research for CO-development) - PIN Scrl, University of Florence), Italy

[3]University of Florence, Italy

Abstract: The capability approach has been extensively used to measure well-being recognizing its complexity and the interaction of different dimensions of well-being. Its setting with a focus on the individual and his/her agency in the construction of well-being without being subsumed within the family, makes it suitable to measure well-being in a gender perspective and it is at the basis of well-being gender budgeting (GB^{wb}). The objective of this paper is to show how the application of the capability approach to gender budgeting can lead to policies that are more effective in improving well-being and gender equity. The case study is the analysis of the forecast 2017 budget of the Municipality of Kaolack and its impact on education and health. Context analysis is carried out by using qualitative and quantitative data. Context analysis shows a high degree of deprivation in health and education achievements especially for girls and women. Budget analysis detects programmes that are directly or indirectly related to the development of the two dimensions and policies suggestions are provided. The paper shows that GB^{wb} can help policymakers to better finetune policies in order to reduce gender inequalities and lead to better achievements in well-being.

Keywords: gender budgeting, public administration, gender inequalities, capability approach, policy

Mission (Almost) Impossible: Becoming a Female University Rector in Poland

Dominik Antonowicz and Anna Pokorska
Nicolaus Copernicus University, Toruń, Poland

Abstract: The world of academia is considered to be a symbol of openness, transparency and inclusiveness. In Poland, however, this seems not to be the case when we look at the extreme gender imbalance in rectorship positions. In this paper, we look for explanations for what is so peculiar about the Polish governance model of public universities, academic culture and the process of rectors' election that prevent women from being elected to rectorship positions. We examine legal foundations of academic leadership in Polish universities, and on the basis of qualitative research, try to reconstruct the trajectory of careers of female academic leaders. By doing so, we explore formal and informal selection mechanisms for leadership positions, paying special attention to various ways of earning 'trust' as a key asset for career advancement, then converting trust into organizational visibility. In the analysis, we focus specifically on performing vice-rectorship, which was identified as a critical stage in a long and rocky path to be elected to the rector position. By doing so, we will distinguish three models of performing vice-rector roles (stewardship, partnership and leadership). Each model embraces and reflects different organizational and professional assets being at the disposal of individual academics.

Keywords: female university rector, gender balance, higher education governance, Poland

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The Digital Communication in Fashion Companies: Is it a Gender Affair?

Simona Arduini[1] and Paola Paoloni[2]
[1]Department of Business Studies, Roma Tre University, Rome, Italy
[2]Faculty of Economy, La Sapienza University, Roma, Italy

Abstract: The goal of the paper is to investigate the connections between the prevailing gender of top management in a fashion company and the use of social networks and digital media. Particularly, the main research question is "how does gender affect the relevance of Information and Communication Technologies in the Italian luxury fashion companies?". For centuries, Italy has been the benchmark for the high fashion and luxury sector and while the ownership of the firms is often longer totally Italian, the majority of the production is still "made in

Italy". During the financial crisis, the luxury industry has not been affected by downturn much, also thanks to "Millennials", who assign a symbolic meaning to luxury goods as they endow relevance to virtual windows created by social networks. The brands capable of seizing the opportunity of digital communication (i.e.: e-commerce; social network pages; sponsorships and commercial agreements with "influencers"; etc.) have overcome the adverse economic cycle rapidly. As digital communication is a resource for the future, is it a male or a female affair in the luxury fashion world? Is gender relevant for the development of social media? To answer to the above questions, we set a data sample of Italian fashion firms, operating in the luxury segment and equipped with one or more famous brands. For each firm, we collected, in addition to the main financial and economic ratios, some "digital" indicators (such as the number of followers or number of "likes", usage of e-commerce, partnership with famous "fashion bloggers", etc.) and some governance and management gender indicators. Applying statistical techniques to the data set, we demonstrated that the use of technology is not a male prerogative and that even if the use of ICT may positively affect the economic performances of a luxury brand, the management's gender is not decisive in a firm's choice to develop revenues through digital communication.

Keywords: fashion companies, gender and ICT, gender in luxury firms, social media and luxury sector, top management gender in fashion industry

Gender Diversity in Public Hospitals' TMT: The Impact on Financial and Non-Financial Performance

Claudia Arena, Simona Catuogno, Sara Saggese and Fabrizia Sarto
University of Naples Federico II, Naples, Italy

Abstract: Several public reforms have tried to ensure the involvement of women in hospital governance to encourage their career advancement and their representation in top management positions. However, literature suggests that women are still under-represented in global health leadership and highlights a strong gender discrimination in the healthcare sector due to the barriers that limit their career advancement. Despite the evidence shows that women are still under-represented as leaders, there are many reasons to believe that including women in the top management team (hereafter TMT) may be beneficial for hospital outcomes. Relying on various gender theories, previous corporate governance research has extensively shown that board gender diversity fosters the close monitoring of the strategic decisions, brings to the boardroom critical resources, and stimulates the debate among directors enhancing the exchange of

ideas. However, limited efforts have been made with regard to the performance effects of women involvement in hospital governance. The article investigates the effect of women in TMT on hospital performance. To this aim, it examines a sample of 102 Italian public hospitals, including general, teaching and research hospitals. We collect information on hospital performance and composition of TMTs from multiple data sources (i.e. NHS databases, hospital reports, and hospital websites). We capture hospital performance with reference to both financial and non-financial outcomes. Indeed, much of the criticism of focusing only on the impact of women on financial performance stems from the idea that it may diminish prospects for overall improvement due to the complex and multifaceted purposes of healthcare organizations. Findings document that the presence of women in hospital TMT does not affect the financial performance, while it has a negative effect on non-financial dimensions. The paper has contributions for theory and practices. From a theoretical standpoint, analyzing financial and non-financial performance implications of women in hospital governance, our results contributes to the existing empirical research on women in governance by providing insight into the healthcare sector that is still under-explored. From a practical standpoint, our research suggests the importance of fostering the participation of women on TMT to bring hospital governance with values, backgrounds and skills able to improve organizational results. Thus, it calls for proper normative actions aiming to foster a higher participation of women at apical positions in hospital governance.

Keywords: public hospitals, women, financial and non-financial performance, TMT

Recent Changes in Gender and Sexuality Policy in India: A Postcolonial Analysis

Sameena Azhar
Fordham University, Graduate School of Social Service, USA

Abstract: In the past few years, several important policy changes regarding gender and sexuality have occurred in India. In the month of September 2018, two pivotal rulings were made by the Supreme Court of India. (1) On September 15, 2018, the Supreme Court overturned Section 377 of the Indian Penal Code (IPC), a relic of the British Penal Code that had outlawed sexual activities deemed to be “acts against the order of nature.” Previously, this had ostensibly criminalized both homosexuality and gender nonconformity. (2) On September 26, 2018, the Supreme Court decriminalized adultery by overturning Section 497 of the IPC. (3) In July 2018, the Lok Sabha, the lower house of the Indian

Parliament, passed the Trafficking of Persons bill. If passed in the Rajya Sabha, the upper house of the Indian Parliament, and signed into law, the bill would define new offenses under Section 31 of the IPC as "aggravated forms of trafficking," punishable with imprisonment for 10 years to life, plus fines of a minimum of 100,000 Rupees. (4) In August 2018, the Transgender Persons Bill passed in the Lok Sabha, but has not yet passed in the Rajya Sabha. This bill would introduce regulations where individuals would need to be medically screened in order to be legally recognized as a third gender person in India. In 2005, India created a new third gender designation (E), distinct from males (M) and females (F), opening the option for people to register under this designation on their passports, voting registration cards, and other legal documents. Taken together, these policy changes mark significant shifts to the ways in which the State in the Indian context regulates gender and sexuality. This paper seeks to review these current policy changes in light of the history of how sex work and gender nonconformity have been regulated in the historical periods before, during and following colonialism.

Keywords: India, gender, sexuality, adultery, Section 377, homosexuality, South Asia

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The Effects of Digital Storytelling on the Creative Writing Skills of Literature Students Based on their Gender

Olgahan Bakşi Yalçin and Ebru Öztürk
Biruni University, Istanbul, Turkey

Abstract: Creative Writing in the education of English Language and Literature is a crucial skill yet difficult to acquire. For this reason, various methods and techniques have been tested to enhance the efficiency of this learning process. One of the technological tools used in the field of education in the last decade is digital storytelling. Due to current advances in digital tools and techniques as 21st-century basic skills, digital storytelling has emerged as an art that combines images, audio and video to tell a story sometimes using a narration overlay, and sometimes a musical background (Frazel, 2010). With the help of these emerging technologies, the students create their story in which many skills like decision-making, critical and creative thinking are effectively employed. Research shows that in the process of creating their own digital stories, the motivation, as well as the participation of the students, has increased; in line with their success in this process, their problem-solving skills, as well as creativity, have also improved. The aim of this study is to analyse the effect of digital storytelling on creative writing

skills based on student gender. This study also seeks to determine whether there is a remarkable difference between male and female students' creative writing skills when they are introduced to certain technological tools. The course was designed with a blended learning approach; the stories of the students created by suitable programs and applications were shared on Google-classroom, an open source learning management system. In order to evaluate the digital stories created by the students, the researchers formulated a rubric including a list of criteria related to the field of creative writing, and the students' stories were assessed by five English Literature Professors. Qualitative Approach was utilized in this research. This study was carried out with 3rd-year undergraduate students in the department of English Language and Literature in a foundation university in Turkey.

Keywords: digital storytelling, creative writing skills, blended learning, gender

Gender Equality in Academia: Comparative Perspectives From Feminist Institutionalism

Rita Bencivenga
Trinity College Dublin, The University of Dublin, Ireland

Abstract: New Institutionalism (NI) explores how institutional rules, norms, and cultures constrain the choices and actions of individuals when they are part of an institution. Feminist Institutionalism (FI) applies NI through a gendered lens, starting from the premise that institutions are highly gendered, and considers how they constrain and/or enable gendered change. In their approach to institutional analysis and understanding of underlying mechanisms, NI and FI share common assumptions and concerns, such as institutional creation, continuity and change, structure and agency, and power. At a European level, the EU through its Research and Development programme, Horizon 2020, considers gender as a cross-cutting issue to be mainstreamed. Specific EU initiatives to support Research Performing Organisations (RPO) in implementing gender equality strategies seek to removing those barriers that generate gender discrimination in scientific careers. There are dedicated calls, targeted at research performing and financing organisations, to implement gender equality plans. RPOs promote gender equality and diversity through initiatives coordinated at national level. This study compares two of these initiatives: the Athena SWAN Charter in Ireland and the Italian "Comitati Unici di Garanzia" (CUG). It uses a qualitative exploratory approach, based on desk research, drawing upon scholarly research and grey literature in Ireland (and UK) and Italy. The paper examines the

impact of these gender equality strategies and their implications for institutions across the EU.

Keywords: feminist institutionalism, academia, gender equality, Athena Swan Charter, CUG – Comitato Unico di Garanzia, Horizon 2020

Mary Tibaldi Chiesa, the United States of Europe and the European Movements

Silvio Berardi
Niccolò Cusano University, Rome, Italy

Abstract: This essay aims to highlight, within the context of the Europeanist movements after the second world war, how the idea of the United States of Europe, as a geo-political and geo-cultural concept, was received and perceived in the institutional project of the federalist Mary Tibaldi Chiesa. A federalist who also placed Eastern Europe in a supranational setting, that is the United States of Europe, hoping for a configuration similar to the United States of America. If the priority was the foundation of the United States of Italy, the birth of a united Europe would have been of paramount importance, condicio sine qua non for the formation of a global federation. For the federalist, not only did Europe encompass the Western States of the old continent, but also the Eastern ones. In such perspective, it was necessary to consider Russia an integral part of the European project, linked to Europe by Christian civilization. According to Tibaldi, it was indispensable to overcome the divisions of the Cold war, entrusting, in this regard, a role of primary importance to the United Nations. For many European movements, the implementation of Tibaldi's project could have synthesized the desire for peace of European nations contributing to build a new order and thus eliminating imperialism, already considered by the Italian federalist the most dangerous mechanism in the framework of relations among the European States.

Keywords: Mary Tibaldi Chiesa, United States of Europe, European integration, European movements, federalism

An Organisational Structure Approach to Gender Differences in Career Progression Experiences in an Academic Setting

Elaine Berkery
University of Limerick, Ireland

Abstract: This study is currently a work in progress. The overall aim of this study is to explore similarities and differences in career progression experiences of men and women in an Irish University. The study uses the organisational structure approach as a theoretical lens to examine a range of factors that can facilitate and impede career progression. To date data has been collected through online surveys. The next phase of the research will be data analysis before presenting the results to reflect career progression experiences based on gender, focusing specifically on differences in the patterns of results recorded between the genders.

Keywords: organisational structure approach, career progression, gender differences, mentoring, networking, family friendly work policies

Condemned to Manage: Women Managing Cooperative Stores in Poland in the Period of Socialism (1945 – 1989)

Ewa Bogacz-Wojtanowska and Sylwia Wrona
Jagiellonian University, Cracow, Poland

Abstract: The purpose of this comparative case study is to gain understanding and to explain the organizational role of women working in organizations typical for the Communist period in Poland, in particular administrative functions and dysfunctions of management positions. For the study, we selected food cooperatives (i.e. grocery shops) typical for this time. The studied period covers the years 1974-1989 when cooperative shops were in operation, under the supervision of women managers who fulfilled that function when no management principles known nowadays were in place. We selected the method of a comparative and retrospective case study with the study area covering the work of two women in management positions in two cooperatives operating in the Communist era: one located in the countryside and the other in the city.

Keywords: cooperative stores, management in socialism, women managers

Oppressed men: Representations of Masculinity in Buchi Emecheta's *The Joys of Motherhood*

Fatiha Bouanani
University of Liverpool, UK

Abstract: Masculinity studies is a growing body of scholarship that has influenced literary studies, particularly in the interpretation of male characters as presented in literary works. The representation of the male characters in Emecheta' s *The Joys of Motherhood* (1979) has attracted the attention of scholars who have examined the hegemonic construction of masculinity and its changing conceptions. However, most critics' interpretation of the male character Nnaife is disconcertingly negative, considering him as deficient, irresponsible, and responsible for the gender oppression faced by the female characters, Nnu Ego and Adaku. Using a close reading approach, this paper provides an alternative interpretation of Nnaife's character; one that seeks to examine the novel's representation of male oppression in both colonial and traditional contexts and reflects the role colonialism plays in the reformulation of traditional conceptions of African masculinity. More specifically, through the lens of masculinity studies, it makes visible the fractured perceptions of the colonized self because of intersections of gender, tradition, colonialism, and power as they are presented in the novel. It argues that the male character Nnaife is torn between his traditional duties as a husband and father and his situation as a colonized, which leads him to experience a double consciousness by performing a dual identity as an African and colonized man.

Keywords: masculinity, male oppression, tradition, colonialism, power, double-consciousness

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Gender Differences Over Decision-Making in the Work-Family Interface of Microentrepreneurs in Ecuador

Cristina Nataly Cadena-Palacios
Cooperativa de Ahorro y Crédito Mujeres Unidas - Tantanakushka Warmikunapac – CACMU Ltda., Ibarra, Ecuador
Fundación de Emprendimiento, Género y Desarrollo en el Ecuador INGENIUS, Ibarra, Ecuador

Abstract: Drawing upon the family embeddedness perspective in entrepreneurship, this paper makes two contributions to the literature on gender and entrepreneurship. First, I incorporate the role of the family into the analysis

of entrepreneurs' decision-making using micro-enterprises as a unit of analysis to show differences under both assumptions: the presence and absence of the work-family interface in entrepreneurship. Second, I used gender as a category and provide empirical evidence on gender differences on the determinants and factors at the individual, household, institutional and enterprise levels that differentially influence the decision-making of male and female entrepreneurs. The empirical analysis includes multi-group multiple-indicator multiple causes (MIMIC) models with categorical variables. Results suggest that considering the enterprise as an isolated sphere conceals several determinants of decision-making that are overshadowed mainly for female entrepreneurs. Indeed, females that own a microenterprise in Ecuador participate actively on entrepreneurial decision-making as well as male entrepreneurs, but the gendered division of labour and gender roles and perceptions emerges when the family is included in the analysis.

Keywords: work-family interface, decision-making, entrepreneurship, structural equation modelling, MIMIC model, bi-factor model

Working From Barriers to Strategies: Career Advancement for Women Administrators

Myrtle Campbell[1] and Gloria Campbell-Whatley[2]

[1]Gary Community Schools, Gary, Indiana, USA

[2]University of North Carolina at Charlotte, USA

Abstract: Only 24% of superintendents are women in K-12 districts in the United States, though women outnumber men in these settings. There are barriers that prevent career advancement and equal rewards for women. These barriers can be internal, such as lack of confidence, low aspirations or duties in the home environment and/or external barriers such as discriminatory practices or systems and structures of society. The purpose of this study was to examine survey data on 88 women administrators (i.e., assistant principals, principals, central office administrators) regarding the internal and external barriers and strategies to career advancement that would lead to a superintendency in a Midwestern state. Participants completed a 53 item questionnaire. An Analysis of Variance (ANOVA) was used to analyze the data on perceptions of barriers, effects of barriers, and strategies by marital status, ethnicity, age, position, and level of education. The Pearson product moment was used to show the magnitude or strength of the relation between variables. Barriers, effects and strategies were rank ordered according to perceived significance of barriers for respondents. The results of the

study added to the accumulating data on female administrators and the factors which create barriers to their full participation in educational administration.

Keywords: external barriers, internal barriers, women administrators, strategies for advancement, women superintendents, career advancement

A Best Practice for Attracting Female Students to Enrol in ICT Studies

Claudia Canali[1], Tindara Addabbo[1] and Vasiliki Moumtzi[2]
[1]University of Modena and Reggio Emilia, Modena, Italy
[2]ViLabs OE, Thessaloniki, Greece

Abstract: The extremely low rates of females compared to men, enrolled at Computer Sciences (CS) and Information Systems Universities result not only in a massive loss of talent for companies and economies but also perpetuate gaps in gender inequality in the ICT field. To face this, Universities and Research Organizations are gradually taking initiatives to address such gender imbalance, trying to intervene and raise the awareness on a complex set of rooted cultural/societal gender stereotypes, including gender bias and linking ICT with masculinity that are permeating early school education, STEM teaching practices and parents' attitudes. This approach is based on several studies on the current students that highlight how female bachelor students in CS have lower levels of self-confidence compared to their male counterparts which can negatively impact on their plans to continue their studies. Towards this direction, the Horizon 2020 EQUAL-IST (Gender Equality Plans for Information Sciences and Technology Research Institutions) project supports six Universities across Europe (Italy, Lithuania, Germany, Ukraine, Finland, Portugal) to design and implement actions towards gender equality, with a specific focus on the ICT/IST area. The Universities have settled up several concrete initiatives to attract female students towards ICT studies. Specifically, this paper presents the best practice implemented at the University of Modena and Reggio Emilia, (UniMORE) the Summer Camp namely *Ragazze Digitali* (Digital Girls). The summer camp offers to female students of third and fourth grade of the high schools a first-hand experience based on a learn-by-doing approach to coding applied to creative and innovative fields, as well as inspiring female role models from the academia and the industry. For its scope, nature (free for the girls to participate) and duration (four entire weeks), the Summer Camp Ragazze Digitali represents a unique experience not only in Italy but also in Europe and, at the best of our knowledge, in the world. The paper describes the Summer Camp experience, highlighting the

impacts of this experience on the female students, with particular attention to changed attitudes and plans for their future studies and careers.

Keywords: gender segregation, ICT summer camp, gender stereotypes, learn-by-doing approach

Women in Higher Education top Positions: The Relevance of Field Dynamics

Teresa Carvalho
University of Aveiro/CIPES, Aveiro, Portugal

Abstract: In the last decades, women's participation in higher education has increased in most western countries (Bartelse and Huisman, 2008; Evans et al., 2014; Nerad, Trzyna, and Heggelund, 2008), but the well-known phenomena of horizontal and vertical segregation still persist (O'Connor et al, 2017). There are a significant number of empirical studies evidencing that the positions in top decision-making bodies are not representative of the gender composition of academic staff (She Figures, 2015; OECD, 2017). Different theoretical perspectives have been created to help explain this phenomenon, framed under the glass ceiling framework (Acker 1990; Kanter 1993; Ridgeway and Correll 2004; Ridgeway, 2011; Sommerlad and Ashley 2015; Pearce, Wald, and Ballakrishnen 2015; Rhode 2016). Nevertheless, and despite the political and institutional initiatives taken to improve the situation, there has been little sign of significant changes. This paper explores how social and cultural capital can help explain the inclusion of some women in top decision-making bodies taking the specific case of a Portuguese university. The empirical work is based on the content analysis of the curriculum of all the members of the rector's team since the emergence of this university in the 1970s and on life story interviews with three previous rectors. Employing a Bourdieusian perspective, it was possible to conclude that rectors tend to choose to their teams academics who have the same forms of cultural capital. Confirming previous studies in the context of elite professions (Ballakrishnen, 2017), this study concludes that while gendered meaning and hierarchies are still present in this institution, not all trajectories for women in this university are equally or similarly disadvantaged. The research reveals that there is a small segment of women in new universities whose socio-cultural background is more valuable than their gendered characteristics. It is argued that these women's successes can be better explained as a strategy to achieve legitimacy in the specific field of higher education.

Keywords: glass ceiling, university, Bourdieu, leadership, Portugal

How Women Entrepreneurs Manage Multiple Social Identities

Francesca Maria Cesaroni, Maria Gabriella Pediconi and Annalisa Sentuti
Department of Economics, Society and Politics, University of Urbino Carlo Bo, Urbino (PU), Italy

Abstract: This paper aims to analyse how women entrepreneurs manage their multiple identities, and how these identities interplay through their life and their business life cycle from the start-up to the disengagement phase. Based on a longitudinal case study in which a woman founded a small business and passed the leadership to her son, findings suggest that enrichment between multiple identities is possible if women entrepreneurs are able to modulate, adapt and continuously redefine the relationship between being a woman, being an entrepreneur and being satisfied. This result contradicts those of other research, which underlined that women very often experience conflicts between different identities and difficulties in find a balance between them compatible.

Keywords: women entrepreneurs, women-owned family businesses, multiple identities, business life cycle, entrepreneur life cycle, succession mother-son.

Gender and Emotional Work: The Case of Women Geriatric Social Workers

Ana Sofia Costa, Emília Fernandes and Regina Leite
University of Minho, Braga, Portugal

Abstract: This study aims to explore the gender meanings associated to the relationship among female geriatric social workers and the interaction with the elderly. In this sense, it is important to understand how emotions in interaction are understood and displayed in a context predominantly feminized and characterized by highly social and physical demanding tasks. The social work has been culturally naturalized as feminine and women are considered as having the ideal profile to perform caring and nurturing roles associated to this kind of work. However, most of these women workers do not have any kind of specific professional and institutional training having to resort to the support of their teams to carry out their professional roles. So it is of most relevance to understand the dynamics among the women workers teams, how women interactions affect their work with elderly, and how gender norms and meanings are implied, promoting or constraining these interactions and the social work they

perform. This exploratory and qualitative study is based on 13 interviews with women geriatric social workers from seven Portuguese Private Institutions of Social Solidarity. The results suggest that the experience of emotions influence and interfere with interpersonal relationships within the teams of women workers. The interactions among women seem to be affected by negative feminine stereotypes that jeopardizes the team trust and the team ability to share learning experiences and to provide emotional support. However, such effect does not happen between dyadic women work relations, which tend to develop personal friendship and conceal the negative effect of feminine stereotypes. Moreover, women tend to search for a constant (re)emotional balance in the relationship with the elderly resorting to a symbolic ideal of feminine caring. Paradoxically, gender feminine meanings seems to vary according to relations and situations, either helping or making it more difficult for these women to manage their emotional work. This study hopes to contribute to a better understanding of the relations between gender and emotional work in highly feminized and demanding work contexts.

Keywords: gender, emotional work, women social workers, team interactions, and geriatric context

Most Significant Change: Closing the Gender Gap in Research

Jennifer Dahmen-Adkins[1] and Helen Peterson[2]

[1]Institute for Sociology, RWTH Aachen University, Aachen, Germany
[2]Department of Sociology and Work Science, University of Gothenburg, Sweden

Abstract: In this paper we elaborate on the most significant changes reported on at the end of a four-year long European gender equality change project. During these four years more than 20 change agents actively worked to implement gender equality action plans in seven different research institutions. During the final months of the project, monitoring data was collected from these change agents, and from stakeholders and beneficiaries from the project, regarding their experiences of the most significant changes in their institutions. The stories about most significant change was collected by means of a questionnaire/interview guide that asked the participants to reflect over, and share, the most significant change during the project from both a personal and an institutional perspective. The personal stories submitted were categorized into three different types of changes: changes in knowledge/awareness, changes in behaviour and changes in daily lives. In addition, stories about three different types of institutional changes

were also collected: changes in culture, changes in practices/policies and changes in structures/management. Some of the changes described involved increased influence in the decision-making processes, the realisation of a new, gender equal, salary system, gender budgeting, improved gender balance in boards and committees, gender networks and improved communications. The paper explains in detail how the change stories were collected and argues for the importance of collecting such stories to understand how the implementation of action plans can contribute to the closing of the gender gap in academia.

Keywords: action plans, change agents, change projects, gender equality, implementation, monitoring

Gender and Games, Space and Time: Doing Feminist Research

Suzanne de Castell and Jennifer Jenson
The University of British Columbia, Vancouver, Canada

Abstract: An empirically grounded feminist perspective on research into gender and spatial abilities, and on the related and more recent question of why women are so greatly under-represented in STEM (Science, Technology and Engineering) fields are this paper's aspirations. To that end, we first share the results, as well as details the processes of their production, of three studies conducted over 5 years into gender and spatial condition. All used a "Virtual Morris Water Maze", (a virtual experimental laboratory of sorts), in concert with participant interviews and a standard test of "mental rotation" (the ability to "mentally" rotate a 3-D figure), to understand the basis of this well-established sex difference, and then illustrates specific areas in which critical questions of structural bias arise in paradigmatic research on gender and spatial ability. We then consider and illustrate how the same data on sex-linked differences in spatial ability might be reassembled, not to validate the existing gender-inequitable order represented in studies of STEM programs and occupations, but instead to show how an inability to recognize that sex, not spatial or any other 'ability', might be the primary confounding variable---and not because of immutable sex-linked cognitive abilities but principally because of mutable systems and structures of gender discrimination that continue to drive the research protocols through which these empirical findings have been arrived at.

Keywords: gender, spatial abilities, experimental methodologies

Social Technologies for Empowerment and Success: Beliefs and Perceptions of Spanish Women

Susana De Juan-Espinosa[1], Ana Rosser-Limiñana[2] and Joanna Paliszkiewicz[3]

[1]Business Organization Department, University of Alicante, Spain
[2]Social Communication and Psychology Department, University of Alicante, Spain
[3]Faculty of Economic Sciences Warsaw, University fo Life Scienes, Poland

Abstract: Social technologies can empower women by enabling informed decision-making, establishing networks, facilitating communication, and accruing social capital, all of these being key competencies for social and economic development. However, not all women are cognizant of this potential, especially where there is a large gender digital divide. This study, part of a global-wide research project, shows the results of a study aimed to explore how social technologies may assist women in enhancing their empowerment and success, as well as to identify any misgivings or areas of unfamiliarity in the use of these technologies. A total of 102 working women were interviewed to determine the beliefs and perceptions of Spanish women in regards to the role of social technologies in achieving their personal and professional goals. The results may add to the theoretical corpus of critical success factors for women empowerment through technology by addressing these perceptions.

Keywords: social technology, women, empowerment, qualitative research, Spain

The Governance of Chartered Accounting Associations: Does Gender Matter? The Case of Italy

Mara Del Baldo

Department of Economics, Society and Politics, University of Urbino Carlo Bo, Italy

Abstract: Both international literature findings and recent surveys suggest that the under-representation of women in senior roles in the accounting profession continues to be a challenge because it has traditionally been dominated by established male power structures. Starting from this premise the purpose of this work is to analyse the degree of representativeness of women in the accounting profession in Italy, paying particular attention to both their presence within the National Order of Public Chartered Accountants and the governance bodies at a

local and national level. Drawing from a critical analysis of the surveys issued by the Italian Order and the Italian Foundation of Chartered Accountants we addressed the attention on the gender equality issues, as well as the professional equality initiatives developed in the latest years. Findings show a significant gender gap in the governance of the national accountancy profession, allowing us to suggest a research agenda aimed at further enhancing this research stream both in practice and theory and pointing out the possible actions to enhance women's representativeness and gender balance.

Keywords: accounting profession, public chartered accountants, gender, Italy, women

Each one of us is all: Gender Rights Mobilizations in Northwestern Mexico

Sheila Delhumeau Rivera
Universidad Autónoma de Baja California, Ensenada, México

Abstract: In 2015 there was an increase in violent crimes against women in Baja California and organizations and social activists marched to make visible gender violence in several cities of the state. Since then, a movement has been articulated, seeking to influence citizen awareness and public policies. Through the theory of social movements we analyze the process of construction of identity and collective action agenda around gender rights in Ensenada, with a qualitative methodology based on interviews with key social actors, participant observation and the review from secondary sources. Our findings regard the novelties in the composition and the transformation of the self-perception of these new social movements, with more flexible ways and benefiting from social networks to communicate their agendas.

Keywords: social movements, activism, gender rights, gender violence

Does Nomination Influence Women's Access to Institutional Decision-Making Bodies?

Sara Diogo[1, 2, 3], Teresa Carvalho[1, 2] and Zélia Breda[3, 4]
[1]Department of Social, Political and Territorial Sciences, University of Aveiro, Portugal
[2]CIPES – Research Center on Higher Education Policies, Matosinhos, Portugal
[3]GOVCOPP – Research Center on Governance, Competitiveness and Public Policies, University of Aveiro, Portugal
[4]Department of Economics, Industrial Management and Tourism, University of Aveiro, Portugal

Abstract: Based in the CHANGE (H2020 funded) project, this paper puts in perspective the reality of a Portuguese university in terms of gender representation in its governance and management bodies. Portuguese higher education institutions (HEI) are excellent case-studies of women representation in academia, considering their significant presence and rapid growth in HEI. As the system expanded, and democratised it also became more feminised. Nevertheless, and despite efforts to minimise gender gaps, women are still underrepresented in top management and leading positions, contributing to increment the phenomenon of vertical segregation. Recently, within the NPM and managerialism context, HEI have been subjected to external pressures to create a new institutional and organisational environment aimed at substituting the collegial model with a managerial one. In this context, there is also a trend to replace the election by the nomination as the dominant process to occupy decision-making positions. In this paper, the authors discuss if and how the way decision-making bodies are constituted, influence the gender balance of their members. Both quantitative and qualitative data are analysed. Quantitative data result from the analysis of the gender constitution of the decision-making bodies of the university. Qualitative data focus on the content analysis of legal documents describing the mission of the decision-making bodies and in 12 interviews with institutional key-actors. The authors conclude that the gender balance decreases with the increasing importance of the decision-making body. Nevertheless, it is not possible to say that there is a direct relation between the way actors are chosen to these bodies and its gender balance. By other words, the way actors are chosen can not be seen as the only factor influencing the gender constitution of decision-making bodies. Furthermore, interviewees do not perceive the way actors are chosen as a relevant mechanism to improve gender equality and neither actions in this domain were identified to be included in Gender Equality Plans. This study provides a relevant contribution to the

literature on mechanisms and strategies to improve gender equality in institutional decision-making processes and bodies.

Keywords: glass ceiling, universities, gender balance, decision-making bodies

Do Indian Women Have Decision Making Power in the Family? A Study in Kerala Context

Leena Mary Eapen
Indian Institute of Management Kozhikode, Kerala, India

Abstract: Women's empowerment is important both as "an end" and "means" for economic development. Having a voice in intra household decision making can be considered as one of the meaningful dimension of empowerment, since it may be desirable in its own right and also determine directly how resources are allocated within the household. Decision-making takes place in public and private spheres and can be at the individual level, in relationships or collectively in the state, markets or community. According to the latest National Family Health Survey 2015-16 released by Ministry of Health and Family Welfare, India two-thirds (63%) of women participate in household decisions alone or jointly with their husband and 16 percent do not participate. Participating, influencing and making final decisions are interrelated but distinct parts of decision-making. Yet simply participating in decision-making processes is different from controlling them. Decision-making is thus concerned with bargaining power and entails a women's ability to make decisions and act, particularly in shaping her life and world, and possibly affecting that of others and making choices and taking action with self-confidence and on her own behalf. In this context, the objective of this paper is to test whether women gained more decision-making paper at the household level by working outside the home. The study is conducted in a city in the state of Kerala, India by circulating questionnaire among the married women aged between 18 to 50 years. A sample of 100 working women is included in the study using stratified random sampling. The study uses a pre-tested structured questionnaire. The study reveals that all most all the decisions related to children are collectively undertaken and almost all educated working women participate in all decision making at home. The most interesting finding of this study is that less than 10 percent of the women reported that husbands dominate in decision making except in four major decisions like large purchases, buying property, house construction and transfer of ownership. But the most disturbing findings of this study is that 15 percent reported that in-laws have still a major say in decisions regarding daily diet, religious beliefs, festival celebrations, selection of gifts to relatives and most importantly on children's marriage. Moreover, only a

few women have control over economic resources and freedom on mobility even after gaining income and employment and high social status in the society.

Keywords: bargaining power, decision making, intra-household, working women, freedom of mobility, empowerment

Bodies (Dis)Possessed and the Poethics of Improper Speech: A Theoretical Preamble

Jeanne Ellis
Stellenbosch University, South Africa

Abstract: Margaret Atwood's *Alias Grace* (1996) and Yvette Christiansë's *Unconfessed: A Novel* (2006) are revisionist narrative experiments that attempt to find a form and language adequate to the portrayal and expression of an interiority fractured by recurrent trauma. Based on archival traces and contradictory second-hand accounts from the margins of British settler colonial history, Atwood's and Christiansë's fictional restoration of their protagonists' "wounded histories" – a term Nancy K. Petersen uses to describe contemporary women's writing "against amnesia" which "exceed[s] normative narrative expectations" – refuses the coherent linearity associated with the realist conventions of historical fiction (Petersen 2001: 7). Instead, they incorporate stream-of-consciousness or interior monologue to convey the improper speech of the body and the voices of the dead that inhabit or haunt these lives. While there is no simple equivalence to be drawn between the lives of the Irish servant Grace and the Mozambican slave Sila, both novels portray their female bodies as sites where the institutional dynamics of nineteenth-century patriarchy and settler colonialism intersect in acts of physical and psychic violence. In this convergence of the politics of the body and the poetics of the body, *Alias Grace* and *Unconfessed* are, in their different revisionary modes, examples of "narrative as embodied theory," a notion central to Margaret E. Toye's "poethics of love" (2010: 50) which I explore in this paper by tracing approximations and convergences in aspects of Luce Irigaray's ethics of love, Judith Butler's psychic life of power, Julia Kristeva's poetic language and Adrienna Cavarero's narratable selves as a theoretical preamble to my reading of the novels.

Keywords: Alias Grace, poethics, improper speech of the body, re-storying settler colonial histories, trauma, unconfessed

Labour Market of the 28 EU Countries by Gender

Marina Faďoš[1] and Mária Bohdalová[2]

[1]Department of Economics and Finance, Faculty of Management, Comenius University in Bratislava, Slovakia

[2]Department of Information Systems, Faculty of Management, Comenius University in Bratislava, Slovakia

Abstract: The paper describes gender inequality in employment across 28 EU countries. Gender inequality in employment persists despite European commission is focused on decreasing it. Gender equality is guaranteed by the Charter of Fundamental Rights and supported by the Strategy for equality between women and men and also by the Europe 2020 Employment Strategy. However, women are still in a worse position on the labour market compared with men. Therefore, European Commission (EC) focused mostly on achieving lower disparities between genders by encouraging women to participate on the labour market. EC guarantees the same working rights for both genders with the aim of preventing discrimination. Gender inequality differs depending on the analysed sector. Therefore, the paper focuses on the analysis of the employment gender inequality across sectors since 2000 until 2017. Gender inequality indicator was calculated as a ratio between the lower and upper gender rates minus one to assess the severity of the inequality. Further, we have compared gender inequality indicators in employment and the labour force participation. Positive linear correlation was determined too. Gender inequality indicator for employment was always higher than gender inequality indicator of labour force participation, and it was more susceptible to structural changes. Gender inequality in employment did not depend on time, but it has depended on country and employment sectors. The highest gender inequality value was reported in southern countries such as Malta, Italy and Greece, while the lowest one was reported in northern countries, such as Sweden and Finland. When it comes to sectors, men were employed more than women in agriculture and industry sector, while women were employed more than men in services sector. However, when gender inequality indicators across sectors were compared, higher gender inequality was reported when women were worse off on the labour market. The crisis in the year 2008 had substantial impact on the employment gender inequality and it led to its decrease on panel level. The consequences of this impact were permanent, and it set the new, lower equilibrium of the employment gender inequality.

Keywords: gender inequality, labour market, employment, labour force, sector

Experience of Women Faced With Toxic Labour Relations: A Narrative Study

Alena Fedorova[1], Olga Koropets[2], Natalia Tonkikh[2] and Maria Menshikova[3]

[1]Ural Federal University named after the first President of Russia B.N. Yeltsin, Yekaterinburg, Russia

[2]Ural State University of Economics, Russia

Abstract: The empirical study focuses on the issue of gender inequality in the workplace and aims to examine the specifics of toxic human resources management practices applied to women. The authors argue that managers in a number of companies make managerial decisions related to women based on the gender factor and toxic leadership in relation to women has certain features. The theoretical basis for the research is the concept of social pollution of labour relations and the psychological theory of gender differences within the framework of the socio-cultural approach. The authors use narrative interviews as a qualitative research method to examine the peculiarities of women's perception of toxic labour relations with managers and their experience of unfavourable working situations. The results of monitoring changes in the labour sphere, conducted annually in certain countries, confirm the high degree of women's involvement in toxic labour relations in various branches of economic activity. The analysis of the obtained narratives allowed us to study the individual experiences of women faced with toxic labour relations and to identify common parameters and patterns directly related to gender. The results of the narrative study allow us to assess the factors and the degree of impact of toxic relations in the workplace on women's career advancement, on the effective implementation of professional duties, as well as on their physical and psycho-social well-being. Overcoming the negative consequences of toxic human resources management practices affecting women in a number of companies should be carried out at the state, organizational and individual levels. The authors suggest practical solutions aimed at increasing the communicative competence of female employees and managers with female subordinates as an effective way to reduce the toxicity of destructive labour relations.

Keywords: toxic labour relations, gender factor, narrative analysis, communicative competence

The Gender Work Identities of Timorese Professional Women in a Public Portuguese Bank Institution

Emília Fernandes and Regina Leite
Universidade do Minho, Braga, Portugal

Abstract: Drawing on a feminist and postcolonial background we aim to study the work identity of Timorese women professionals working in a bank institution in order to explore how they construct their gender work identity in a masculine and inherited colonial work context. In the last years, East Timor has undergone several contradictory transformations with implications for gender and old colonial arrangements. Before the independency, the patriarchal Timorese society was challenged to allow women's involvement in the resistance fight against colonial countries: first, Portugal (1596-1975); then, Indonesia (1975-1999). Despite the East Timor sovereignty in 2002, women professionals are still a minority in the formal economy and work, and persist as exceptions, "escaping" to the usual and traditional feminine family roles in Timorese society. This study explores the gender identity of professional women departing from their daily experiences in a predominantly male work context with a Portuguese culture. 21 in-depth interviews were conducted with professional women working in a public Portuguese bank institution, operating in Timor, a former colony of Portugal. Following these interviews, three narratives were selected in order to explore those women experiences in their private and professional micro-contexts. The findings show a growing awareness of the gender inequality in the Timorese society and the participants' need to make changes in their daily lives, especially in their relationships with family members, and through the economic and social power that they have achieved as professionals. However, when questioned about their workplace relationships, interviewees tend to depreciate gender issues and focus on the relevance of their national identity when working with a non-Timorese Direction. Women tend, as well, to soften or even deny the gender inequality in the professional context when they describe the relationships with their male Timorese co-workers or managers. In this paper, we explore the paradoxical relation between these subversive, although not conscious, identity meanings and their implications for the emancipation of Timorese professional women in their particular contexts.

Keywords: gender work identity, colonialism, professional Timorese women, public bank institution

The History of a Profession: Practicing the law in Romania

Denisa Focaru
University of Bucharest, Romania

Abstract: To be a lawyer means to express power and influence in the social, economic and political circles. The law is also known to be a male-dominated action, such as academics, accounting, architecture and management consulting. Despite the increase representation of women in law faculties and their access to entry-level legal positions during the last decades, structural segregation within this male-dominated profession perpetuates lots of differences for the career paths of women and men. Women's position in the legal field has seen many changes in recent years, from a better situation to a more inexplicable and complicated one. We propose this paper in order to analyse the evolution of an old liberal profession in Romania, and its changes over the time. Our focus will be on the interaction between the lawyers and the pre-existing external constraints, for instance: norms and procedures for the practice of law, level of education, level of experience, challenges of this profession, work-life balance etc. In addition, this research is focused on the gender as a factor that has determined the opportunities and professional choices of the female lawyers.

Keywords: post-communism, gender, feminizing, profession, lawyer

The Quality of Diversity Policy Disclosure in the European Public Utility Sector: A Comparative Cross-Country Analysis

Fabio Fortuna, Silva Testarmata and Silva Sergiacomi
Department of Business and Economics, Niccolò Cusano University, Rome, Italy

Abstract: In recent years, there has been an increased awareness that a greater role for women in management and governance is an essential precursor for creating gender equality in the workplace and more generally for promoting economic and social development. Indeed, there has been a growing consensus that gender diversity could improve the corporate performance. The disclosure of diversity information by organisations is crucial for reducing information asymmetry, discharging accountability, signalling legitimacy and achieving corporate excellence. Nevertheless the disclosure of diversity information seems to be a relevant and current issue due to the fact that it has become mandatory

for leading companies in 2017, according to the Directive 2014/95/EU, to the best knowledge of the authors, it seems to be an under investigated topic by scholars. Therefore, the purpose of the research is to investigate the current extent of Diversity Policy Disclosure (DPD) of the leading public utilities operating in the energy sector in the European Union. The research method is a comparative cross-country analysis, based on a multiple case study. Thus, the research analyses the management report's corporate governance statement of the main companies operating in Germany, France, Italy and Spain through a content analysis. The study analyses the European energy sector because it is one of the most active in the disclosure of non-financial information due to the considerable impacts of this industry on the environment and social communities. The research findings assess whether the role of regulation improve the quality of DPD or not. Thus, the study represents a preliminary critical analysis of the impact of the Directive 2014/95/EU as far as DPD is concerned. It seems that DPD has a positive effect on corporate performance by enhancing transparency, reducing information asymmetry, discharging accountability, signalling legitimacy and achieving excellence.

Keywords: diversity policy disclosure, disclosure quality, EU directive on non-financial and diversity information, public utilities, content analysis

Digital Gender Parity? Gender-Specific Attitudes and Competencies of Young Professionals in Germany

Swetlana Franken and Malte Wattenberg
Bielefeld University of Applied Sciences, Bielefeld, Germany

Abstract: Digitalization has not only affected production conditions but also gender relations by creating favourable conditions that promote gender equality in companies and make use of female resources and competencies. To seize this opportunity, the digital work environment must be collaboratively designed. Currently, in the predominantly male world of IT and engineering, women are still outnumbered. A quantitative online-study with 28 closed questions on the attitudes and competencies of Young Professionals regarding digitalization was conducted from July to September 2017 in Germany. Results were analysed for trends in gender and generations. The participants (n=400, thereof female=273, male=127, in employment=221) consisted mostly of Generations Y and Z, who are at the beginning of their working lives. Several causes of the ongoing gender disparity were confirmed during analysis. While Young Professionals of both genders show interest in digital technologies, this interest was more pronounced among male respondents. Moreover, compared to men of the same age, young

female respondents more intensively use the internet and social media while being less interested in technical functioning. Regarding necessary competencies in the digitalized world, male respondents were particularly interested in the importance of problem solving, optimization skills, and interdisciplinary cooperation. Female respondents placed more value on media, social, and communication competencies, as well as personal responsibility. Since leadership roles are traditionally associated with problem solving and decisiveness instead of social competence, these differences could represent barriers in women's careers. However, these discrepancies also indicate that qualified women have more opportunity to become supporters and role models for new participatory leadership. Additionally, this study reveals clear stereotypes regarding women's competencies. Male respondents generally believed that female IT and media competence, as well as their interest in technology are still less compared to men. These study results indicate that future measures should strive to sensitize managers and provide targeted training and support for women. Furthermore, these results contribute to the broad public and scientific discussion concerning the issue of gender parity in the context of digitalization.

Keywords: gender-specific attitudes and competencies, young professionals, digitalization, digitalized working world, digital and media competencies, digital literacy

Gender Representation and Gender Identity Threat: An Explorative Study From Hungary

Dorottya Géczy, Zsófia Varga and Sara Bigazzi
Department of Psychology, University of Pécs, Hungary

Abstract: This research paper is to introduce the results of that 2018 exploratory study carried out to give a new perspective on the issue of gender roles with the help of the relevant viewpoints of social psychology, such as the social representation (Moscovici, 1961), the identity process theory (Breakwell, 2015), and the threatened identity study (Breakwell, 1986). The starting point of this study is that gender is understood as a social representation, hence as a social construct, which is defined and which gains value through the process of interaction between members of society (Moscovici, 1961; Jovchelovich, 1996; Wagner, 2003). With the help of the Multiple Threat Prejudice Questionnaire (Siegler et al, 2017) the threats to identity by gender of respondents was measured. Subsequently, using the association task, the associations relating their own gender of respondents with high and low levels of threat to identity by gender were measured. Threats to identity according to Breakwell (1986; 1993;

2010; 2015) are understood in a way in which the ideal processes (assimilation, adaptation, and evaluation), due to a given reason, cannot adapt to the guiding principles of identity (continuity, originality, self-efficacy, and self-respect). Given that associations were recorded instead of in-depth interviews being conducted, answers were given to external threats such as changes in one's social context (for example a change of roles due to obligations, or the re-evaluation of a social role already taken demands such change of identity, which contradicts several fundamental principles), or a dominant social representation defining an individual or a group with such qualities and values which individual or group cannot identify with. 152 people participated in the research, the gender and age distribution of whom was the following: 45 men with the average age of 31.7 years (SD=16.56), and 107 women whose average age was 40.5 years (SD=20.58). The research was carried out between December 2017 and February 2018.

Keywords: social representation, gender identity, identity threat, identity process theory, association

Family and Development of Iranian Women's Entrepreneurship in Achieving the Objectives of Iran's 20-Year Perspective Document, Opportunities and Threats

Parvaneh Gelard [1], Arezoosadat Hashemiamin[2] Mohammad Hossein Zeinalabedinzadeh Mashhadi[3] and Nasim Roustapisheh[4]

[1]Public Administration, Faculty of Management, Islamic Azad University, South Tehran Branch, Tehran, Iran

[2]Public Administration. Ferdowsi University of Mashhad, Mashhad, Iran

[3]Public Administration Islamic Azad University, international branch of Kish, Iran

[4]Technology Entrepreneurship, Islamic Azad University, Science and Research Branch, Tehran, Iran

Abstract: The issue of entrepreneurship is growing rapidly and the subject of women's entrepreneurship in being significantly considered by countries all over the world. Many of researchers believe that women's entrepreneurship activities have a direct and positive effect on social, cultural, health condition of women and their families in developing and developed countries. It is essential to consider the women's talents and their roles in countries development in order to realize the objectives of Iran's 20-Year Perspective Document in 2025. Social theories state that work environment, families and social life structure are

effective on women's access to career opportunities and their performance. Families can create opportunities or constraints as inhibitor or reinforcing factors which can influence the individual attempts by women in business. This paper evaluates these factors influence on Iranian women's entrepreneurship activities. The results of this study indicated that economical requirement of families is the most important factor in encouraging Iranian women to entrepreneurship; the effects of entrepreneur's family, emotional support from family (spouse, children and parents), unexpected family events (spouse death, divorce), and finally, getting financial support and the support of a family network are the second most important factors in reinforcing the Iranian women's entrepreneurship development. Although the results of this study indicated that the marital statue is one of the constraining factors for women in entrepreneurship activities, entrepreneur women in our society could enjoy emotional and even financial support from their spouses with their high flexibility, creativity and Perseverance.

Keywords: Iranian entrepreneur women, family, entrepreneurship activities, entrepreneurship development, Iran's 20-Year Perspective Document

Gender Diversity in Nomination Committee: A way to Promote Gender Balance on Board?

Francesca Gennari and Tommaso Fornasari
Department of Economics and Management, University of Brescia, Italy

Abstract: The promotion of gender balance within corporate boards is considered one of the tools to support the gender diversity in the society as a whole. Women in directorial positions generally perform as independent directors considering that the independence must or can be the criteria for the members of special board's committees. This paper, by means of a descriptive analysis, would be a first step of a research project giving a picture of the situation of women on committee boards within the Italian listed companies, with a particular focus on nomination committee. This last assesses and considers the composition of the board and helps to prepare the list of candidates for board positions, according both with the 'voting list' rule (L.262/2005), and the gender quotas (L.120/2011). The research, considering 264 listed Italian companies, will focus on the gender composition of the nomination committee, in relation with gender composition of the board, and regarding different industries. Basing on the results, the paper aims at being the base for a future research aimed at highlighting a possible relation between the number of women in nomination committee and the gender composition of board, starting from the next boards' appointments, which will occur with the L.120/2011 expired. This paper intends to fill the existing gap in the

literature about women on board, emphasizing the role of nomination committee. Furthermore, this paper is a starting point for future researches extended to other countries, with potential practical implications, suggesting regulators to focus attention on committees' composition, not only with regard to number and status of independence, but also with regard to gender.

Keywords: nomination committee, women on board, gender diversity, voting list, industry, L.120/2011

Gender Stereotypes and Career Choices: How Altruism Affects the Professional Aspirations of Adolescents

Sara Giammattei[1], Maria Gabriella Pediconi[2] and Savino Romani[1]
[1]DESP Department of Economics Society Politics, University of Urbino, Italy
[2]Dinamyc and Clinical Psychology, University of Urbino, Italy

Abstract: This paper intends to explore the aspects related to the gender stereotypes, altruism and career choices among adolescents and young adults coming from different education paths. The sample involved three groups: one from high professional school, one from university and one from the high school of humanities. We've considered how gender stereotypes affect task performances and economic subjective preferences when judging men and women. It is career choices that reveal in a very impressive way the professional aspirations of young people. The aims of this study concern the possibility to explore the bond between the subjective traits of altruism, the gender stereotypes and the professional choices as relevant key factors in understanding the aspirations and career orientation of young generations. A *survey* investigates gender stereotypes of our sample; an *objective personality test* measures altruism; a *careers inquiry technique* used in qualitative research investigated the subjective experience of participants in depth. Qualitative research about social gendered representations of some professional aspirations allows us (1) to define career profiles used by participants and (2) to predict their interests in male and female professions affected by gender stereotypes. The results show that most altruistic young people tend to be less influenced by gender stereotypes in the evaluation of career choices. Moreover, altruists prefer more relational professions, thus confirming altruism as a favorable dimension for a pro-social working life. Furthermore, the altruistic personality shows a more integrated perception between sexes and professional aspirations as well as being less affected by gender stereotypes. The implications of this article will serve as a resource for educational programs to promote altruism as a way of thinking and to prevent gender stereotypes.

Keywords: adolescents, altruism, gender stereotypes, career choice, professional aspirations

An Intersectional Analysis of African-American Females at Historically Black Colleges and Universities

Cerise Glenn
University of North Carolina at Greensboro, USA

Abstract: This study utilizes an intersectional approach to examine how African-American women negotiate their cultural identities at Historically Black Colleges and Universities (HBCUs) primarily located in the Southeastern United States. More specifically the intersections of gender, race, and socio-economic status serve as a springboard for understanding the experiences of the participants centering communicative, discursive practices. HBCUs were selected since they aim, as their mission, to socialize underrepresented group members into careers, social networks, and community engagement. With this aim to empower marginalized populations, generally defined by racial cultural categorizations, this addresses a gap in current research that primarily focuses on racial aspects of culture and identity at HBCUs, as well as highlights how gender influences identity negotiation in these specific contexts. Since members of underrepresented groups often utilize education to increase their upward social mobility and socio-economic status, HBCUs offer a rich context for exploring the diverse ways whereby race/ethnicity, class/socioeconomic status, and gender intersect. Tenets of Black feminist thought are used to analyze 50 participants' in-depth interviews. Black feminism centers the lived experiences of African American women and other women of color. It allows for examining tensions between gendered, raced, and classed forms of marginalization alongside the call for self-definition and agency. Participants find HBCUs empowering, especially because African-American women comprise the majority of the student population at HBCUs (although not in all departments) and have a strong representation as faculty and staff. Although empowerment is highly associated with their experiences, the participants also discuss the following dialectical tensions as they engage in cultural identity negotiation: A) tensions between gender empowerment and marginalization and B) tensions between racialized social scripts and identity development. Implications for theory and application are also discussed.

Keywords: intersectionality, Black feminist thought, communication studies, identity negotiation, Historically Black Colleges and Universities (HBCUs)

Understanding the Gender gap: Results of an Attitude Survey of Gender, Culture and Women's Representation in South Africa

Amanda Gouws
SARChI Chair in Gender Politics, Stellenbosch University, South Africa

Abstract: This paper is an investigation into the gender gap between men and women with regards to attitudes on participation, gender equality, culture, women's representation in government. The descriptive analysis of survey data of a random, stratified sample of 1300 South Africans, analysed with SPSS, shows gender gaps that vary from 5% to 14%. We also found important difference between the World Value Survey's operationalization of culture/gender equality and our own operationalization of culture.

Keywords: gender gap, South Africa, women's representation, culture, voting behaviour of women

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Gender Equality and Firm Financial Performance: The Case of Central and Eastern Europe Financial and IT&C Sectors

Ginevra Gravili[1], Alexandru Avram[2] and Ana-Cristina Nicolescu[2]
[1]Department of Economics, University of Salento, Lecce, Italy
[2]West University of Timisoara, Romania

Abstract: Today, there is a growing interest on the influence of gender equality on firm performance. This paper examines if the gender equality is influencing the firm performance, comparing two dynamic sectors, Information and Communications Technology (IT&C) and Financial, in Central and Eastern Europe (CEE) countries. This study aims to fill a gap existing in the international debate about the development of comparable studies in European Countries. In order to examine the implications of gender equality on financial performance we have used a balanced panel VAR where we have analysed the dynamics of gender equality in CEE countries and its impact on IT&C and financial companies' performance. Understanding the impact of gender inequality in firm performance IT&C and finance sector in EU countries, this study may help management to accelerate the longer term investment in Human Resources offering countries interesting opportunities to enhance cultural systems, improve economic policies and widen the opportunities for States business.

Keywords: gender equality, turnover, performance, IT&C sector, finance sector

Social Innovation, Social Entrepreneurship and Gender: Women Approach to Facing Relevant Social Challenges

Blanca Herrero de Egaña
Universidad Pontificia de Comillas, Madrid,Spain

Abstract: This article presents the perspective of women facing the social challenges relevant to our society. Through the analysis of case studies of social innovation and social entrepreneurship in Spain and using the Grounded Theory, I will show not only the women vision on the global problems of humanity, the priorities on the challenges of our society for a better, more just and more human world, but also the distinctive features of innovative and enterprising women. I will finally show how women design and implement innovative solutions for a better world. I can, in short, reveal to what extent social innovation has a woman's soul.

Keywords: gender approach, social innovation, social development, grounded theory, women and human development

Women Empowerment in Household Economic Development: Lessons From Poverty Reduction for Ethnic Minorities in Vietnam

Dang Thi Hoa[1], Nguyen Huu Minh[1],Tran Thi Hong[1] and Nguyen Thi Tuyet Mai[2]
[1]Institute for Family and Gender Studies, Vietnam Academy of Social Sciences, Hanoi, Vietnam
[2]Graduate Academy of Social Sciences, Vietnam Academy of Social Sciences, Hanoi, Vietnam

Abstract: This paper reviews the poverty reduction process in Vietnam and experiences of decision-making empowerment in household economic activities for ethnic minority women in their efforts to reduce poverty. The study analyses data from the Gender Equality Survey, covering 950 households in matrilineal ethnic groups (in the South of Vietnam) in 2018 and life stories of women from Hmong, Tay, Khmer and Xo Dang ethnicities. The analysis reveals a strong engagement of ethnic minority women (both matrilineal and patriarchal groups) in household economic decisions. They have overcome various cultural barriers to

take initiatives in accessing to bank credit, which has been used for developing household livelihood. Thanks to their own efforts and supports from the Women's Union, many ethnic minority households have escaped from poverty, ended food shortage and started commercial production. As a result, ethnic minority women have been increasingly active in both their family and community.

Keywords: women empowerment, developing countries, gender and development, identity and culture

A Practical Approach for Measuring Women's Empowerment

Noor Abu Jbara and Geoffrey Darnton
WMG, University of Warwick, UK

Abstract: Women empowerment is an emerging concept that became a core and essential goal for any development initiative in most countries. Consequently, many scholars have studied the definition of women empowerment and much effort is made by private, public and third sectors to support and empower women. However, there is no unified definition for women empowerment until now. Also, there are no defined measurements that measure the effectiveness of such effort. Accordingly, this paper focuses on women empowerment measurement and how can concerned parties figure out if women are empowered or not. Some researchers argue that women empowerment can be measured through women's control of their income and decision-making process. On the other hand, some link it with women's rights for education, political participation, healthy life and gender equality. Consequently, the paper suggests a new approach for empowerment measurement, which depends on the assessment of personal skills and Key Performance Indicators (women empowerment indicators - WEI's) that measure women empowerment before and after receiving an empowerment activity, based on a pre-defined reference (targets) for each WEI. Where the skills assessment focuses on assessing the personal skills needed for women to be empowered, such as self-confidence. On the other hand, the WEI's are divided into personal, social and technical WEI's that measure the level of women empowerment in terms of these three aspects. The paper uses primary and secondary data, where the first author collects primary data from the field and explores the literature to find studies related to women empowerment measurement. Hence, primary data collection and analysis follows qualitative data collection and analysis techniques, since the first author has interviewed a group of decision makers who work on women empowerment programs. The main output of this paper is proposing an approach for measuring

women empowerment, which has the value of maximizing the benefits of women empowerment and ensuring that women have received the right services, which enable them to be empowered. Accordingly, these measurements can be used as a tool for all individuals or entities that are providing women empowerment activities.

Keywords: women empowerment, women empowerment indicators, assessment of women's personal skills, women empowerment measurement and women empowerment definition

Re-Figuring Innovation in Games: A Feminist Interventionist Project

Jennifer Jenson and Suzanne de Castell
The University of British Columbia, Vancouver, Canada

Abstract: This paper reports on an ongoing, 5-year, international feminist intervention research project funded by the Social Sciences and Humanities Research Council of Canada, "Re-Figuring Innovation in Games". The project includes researchers, students, game designers, community members, and video game companies in Canada, the U.S., and the U.K. Its most fundamental goal has been to build an explicitly feminist coalition to intervene in the habitually hostile and misogynist cultures of making and playing digital games. To date, our collective work has involved examining the structural and cultural issues in play that continue to successfully marginalize, harass and exclude women and others from a highly lucrative technology industry. The paper will also focus on describing some of the interventions that effectively interrupt and reconfigure persistent patterns of inequality and will demonstrate how the international network is striving to realize local, and extra-local change.

Keywords: gender, video games, inequity, feminism, video game industry, interventionist research

Tackling Sexism, Gender Stereotyping and Unconscious Bias in Education

Karen Jones
University of Reading, UK

Abstract: This paper discusses a research informed project that set out to tackle sexism, gender stereotyping and unconscious bias in education. It reports findings

from a pilot study of the project, conducted with 19 trainee teachers (practicing early years' practitioners) in the UK. Data were collected via surveys, audio recordings of the sessions and participant's action plans and session notes. The findings indicate that many participants (but not all) subscribed to an ideology of gender-blindness, not only by viewing education as gender neutral, but colluding in concealing its gendered nature, for example by normalising sexism in non-gendered and non-sexist terms. Other participants could be categorised as the 'enlightened'. All participants claimed to gain a greater awareness of sexism, gender stereotypes and unconscious bias in education, but not all felt confident that they could address these problems. The shift in their awareness, however, marks a significant change in mindset for those previously subscribing to gender blindness.

Keywords: gender, sexism, stereotypes, unconsious bias, education

Gay Girl in Damascus: Saving Brown Women From Brown Men in Syria

Blair Kuntz
University of Toronto, Canada

Abstract: This paper extracts the phrase "white women saving brown women from brown men" from Gita Spivak's celebrated essay " Can the Subaltern Speak?" and applies it to the various Western interventions that have used "crisis initiation" (i.e. false flags) using the theme of gender injustice to initiate "humanitarian interventions" in the Middle East, Libya and the Former Yugoslavia. The paper analyzes the hoax of the social media blog "Gay Girl of Damascus", which appeared at the beginning of the so-called "Syrian Uprising" of 2011 and examines how the hoax advanced the Western project for regime change in Syria. The blog purported to record the experiences of Amina Arraf who described herself as a Syrian-American lesbian living in Damascus. Eventually, on June 6, 2011, Amina's cousin claimed that Amina had been abducted by the Syrian government, sparking popular outrage in the Western LGBT community and widespread coverage within the Western mainstream media. In the end, the blog post was revealed to be a complete hoax and "Amina" was revealed to be Tom McMaster, a heterosexual American man living in Edinburgh. The paper discusses how Western "humanitarian interventions" have been used as a cynical justification for war and the theft of resources and how Western "imperial feminists" (who in turn transform into "white women saving brown women from brown men") have colluded in the endeavor. Rather than improving the circumstances for women and sexual minorities in the region, Western

governments and their allies have worsened the situation as they have nurtured, encouraged and supported various jihadist rebels. The jihadist victims include the Yezidi women of Iraq taken as sex slaves; women killed for adultery; and gay men thrown off tall buildings, stoned to death or shot for allegedly practicing same-sex relations.

Keywords: imperial feminism, humanitarian intervention, sexual minorities, Middle East, Arab Spring

Women on the Board of Directors: Linked to a More Transparent Policy?

Nadine Lybaert[1, 2] and Naomi Creemers[3]

[1]UHasselt, Research Center for Entrepreneurship and Family Firms, Diepenbeek, Belgium

[2]University of Antwerp, Belgium

[3]KPMG, Hasselt, Belgium

Abstract: The gender quota has supporters and opponents, but it is undoubtedly an effective way to increase the number of women on boards of directors (BOD). Much research has already been carried out into the functioning of women on the BOD and the consequences for the working of this body and for the performance of the company. An aspect that has hardly been investigated is the relation between the presence of these women and the disclosure of information. However, the BOD plays an important role in the reporting behavior of a company, since it is responsible for what information is disclosed to the outside world. In this study, we investigate whether more women on the BOD provide more transparency and a more truthful image of a company by voluntarily providing more information. In doing so, we focus on the voluntary release of both strategic, financial and non-financial information. Based on the 2011 and 2015 annual reports of 60 Belgian listed companies, we found no support that the presence of women on the BOD has a positive effect on the degree of voluntary reporting of information, not even when these women are independent or sit on the audit committee. Additional analyses show that a negative and statistically significant effect on the voluntary reporting of financial information can be observed. We also find some evidence of tokenism, since the negative effect on relation with the financial reporting manifests itself from two women. Altogether, it therefore seems that a more transparent communication is based on the personality of the members of the board rather than on their gender.

Keywords: gender quota, board of directors, voluntary reporting, transparency, tokenism

Intersectionality, Gender-Based Analysis and Francophonie: A Complex Relationship

Chantal Maillé
Concordia University, Montreal, Canada

Abstract: This paper presents the results of an ongoing government-funded research project on gender-based analysis (GBA) and intersectionality, using a qualitative methodology based on policy analysis and interviews. It develops a comparative perspective between three governmantal policies adopted in Quebec and in Canada: gender-based analysis, gender-based analysis plus and equal access to employment programs. Gender-based analysis is a gender policy used to assess the impact of policies and programs for men and women. In the 1990s, intersectionality emerged as one of the essential paradigms for Anglo-Saxon feminisms. The intersectional approach is now seen as an important turning point in feminist practices in Francophonie but there is resistance as the figure of the universal woman is still present in francophone feminisms. I identify some of the problems related to the development of an intersectional gender-based analysis in a francophone context and more specifically the problem of categories. My analysis exposes some of the resistance found towards an analysis decentered from a universal subject-woman. Concepts and categories of differences that are predominant in francophone feminisms reveal specific forms of theorization of differences. French feminist theories that give precedence to gender in their analysis of women's oppression have had some influence on feminist debates in Francophonie and might explain current resistances to the project of intersectionalizing GBA. Despite these obstacles, there are many interesting examples of intersectional GBA projects conducted within Francophonie. These projects are innovative in their methodologies and their approaches to categories of difference. Findings show that challenges regarding the enrichment of the GBA in francophone states are complex. Reflection must continue on the categories and terms that make sense for this specific context, an exercise eminently political that is situated beyond the logic of public administrations. It is important that women and feminists of all origins participate in the conversation around gender-based analysis to improve its efficiency.

Keywords: gender-based analysis, intersectionality, public policies, Francophonie, feminism

Mothers, Fathers the Formation of Daughters in Ivy Compton-Burnett: A Literary and Pedagogic Analysis

Francesca Marone and Cesare Pozzuoli
University of Naples Federico II, Italy

Abstract: Family relations within late Victorian/Edwardian bourgeois family represent the core of the vast majority of the novels by Ivy Compton-Burnett. This author managed to put in evidence all the contradictions and the hypocrisy which constituted the inner nature of Victorian and Edwardian family. From this perspective, the main topic approached in this paper will be the relationship between dysfunctional parents, especially mothers, and their daughters in a small yet representative corpus of works by Ivy Compton-Burnett including some of her most prominent novels: Brothers and Sisters (1929), A House and its Head (1935) and Parents and Children (1941). As has been argued, in several works by Burnett, great importance is given to the figure of the governess who usually tends to act as a replacement for an absent or not loving mother. Furthermore, in Parents and Children, the figure of the eldest daughter who acts as a mother for her younger siblings and is in competition with her own mother is displayed. As has been pointed out by several scholars, the distance between mothers and daughters represents one of the pivotal issues of Victorian educational system and, generally speaking, the role of the mother is of crucial importance for the development of the subject formation of daughters. This leads us to the aim of this paper, which is the analysis, both from a literal a psychoanalytic and pedagogical standpoint, with particular reference to feminist critical pedagogy, of the role of the mother and of family relations on the personal developments of daughters during the Victorian age through the lens of Ivy Compton-Burnett's novels. To this purpose, we will associate the close reading of the texts giving also great importance to the style, a crucial feature in Compton-Burnett's works, supported by gender-oriented literary criticism and a pedagogical perspective.

Keywords: family, literary criticism, maternity, modernist literature, pedagogy

Women Entrepreneurs in Cape Town, South Africa: Challenges and Opportunities

Demi Melton[1], Sharon Benting[1], Greg Beyer[1] and Joseph Venables[2]

[1]Faculty of Retail Leadership, Omni Academy for Education Training and Development, Cape Town, South Africa

[2]Department of English Language and Literature, Hansung University, South Korea

Abstract: The dynamic for women entrepreneurs in South Africa is one that offers many opportunities. As a developing nation, the field provides many niches that represent opportunities within the sphere of small-and-medium enterprise (SME) business endeavours. There are challenges as well as opportunities in various fields of entrepreneurship. Some challenges and opportunities are unique to specific fields and others are more general. The scope of this paper involves investigating women entrepreneurs' dynamic through introductory interviews of success in the field of women's entrepreneurship in Cape Town. The study intends to highlight the issue by way of quantitative analysis. In doing so, an exploration of case studies is necessary to achieve perspectives on the relationships between women entrepreneurs and the environment in which they operate. SME's are the main focus in this study, especially those enterprises operating in areas inhabited by people on the lower end of the income spectrum. Urban and rural settings are also taken into consideration as important environmental factors that have profound effects in a number of different ways such as access to resources and support structures. The scope also extends to analysing general trends inherent in the process of setting up and executing entrepreneurial enterprises. Included in these trends are the challenges perceived and challenges dealt with by women entrepreneurs. How these challenges have been met is an important aspect to this analysis. These challenges are noted as issues that are easily or not easily resolved, and whether they are dealt with by the individual entrepreneur or with help from external sources, as in many cases, the problems are outside the control of the individual entrepreneur and as such, may require governmental responses.

Keywords: women entrepreneurs, interagents, small and medium enterprises (SMEs)

Women in the Labor Market in the City of Manizales, Caldas, Colombia

Juan Nicolás Montoya Monsalve and Ana Sabrina Moguel Salina
National University Of Colombia, Columbia

Abstract: In Latin America, women face discrimination at all levels of employment and management. Some studies have concluded that Latin Americans, as compared to Europeans and North Americans, are more likely to put up with the fact that power is unequally distributed within companies. This creates an environment that encourages the acceptance of labor inequality between genders (Vergara, 2011). This research project attempts to understand women and their inclusion in the workplace, as well as the ways they are limited within the labor market. Understanding and characterizing the limiting factors of women and analyzing their behavior in the labor market can help to identify appropriate actions that will lead to greater equity for women. The problem of the gender gap, which has been debated in many circles, is the result of cultural traditions and ideologies. Women have often not been allowed to develop the necessary skills to advance in life or to preserve their liberties and opportunities as people, and are not offered the same opportunities as men to take part in economic and political spheres (Vázques-Parra, 2016). "The presence of socioeconomic and cultural factors that limit the competitive development of women has been well studied. Several of these limitations are related to the reproductive role of the female sex, the lack of access to educational preparation, and the lack of economic rights, among others" (Vázquez Parra, Arrendondo Trapero, & de la Garza, 2016, translated from Spanish). This leads to an understanding that, in general, is already accepted, but that has not been given adequate attention or analysis. As Charlo Molina and Núñez Torrado (2012) argue, it is society that gives value to both male and female roles—this has brought about a discriminatory socioeconomic position against women, just as it has brought power and respect to men. The term diversity refers to the interaction of different individuals with different cultures, ages, genders, education levels, development, life experiences, abilities, talents, functional and organizational differences, etc. In other words, according to the European Institute for the Management of Diversity, "diversity is understood as profiles that differentiate people and have an impact on group behavior" (Abay Analistas Económicos y Sociales, 2012, translated from Spanish). "Organization is defined as the interaction of multiple actors and processes that respond to the pressures of the environment in which they operate, from which a high capacity for self-organization emerges and develops" (Lowendahl and Revang, cited by Torres and Mejía, 2006, pp. 125, translated from Spanish).

Keywords: women, the labor market

Intrinsic and Extrinsic Factors in Empowerment of Women Towards Leadership: A Study in Higher Education (South Africa)

Adele Moodly[1] and Noluthando Toni[2]

[1]Rhodes University, Makhanda/Grahamstown, South Africa

[2]Nelson Mandela University, Port Elizabeth, South Africa

Abstract: Women's positions in society at large, have been within a context of cultures where patriarchy is the dominant culture and in which the glass ceiling is reached in attaining positions of leadership. The inequality in gender and leadership filters through all sectors of society, and manifests in the gendered cultures in which men are the voices of influence. Internationally, and nationally within South Africa, equity in representation of women in leadership has been acknowledged as part of transformation towards sustainable leadership. South Africa has focused in the past few decades post-democracy (1994), on gender inequality across sectors of society, and has focused on policy to address such inequities. The dearth of women in higher education (HE) leadership despite policy imperatives, as well as forming the majority in the field of HE, has put the focus quite sharply on inequities and professional support to address such inequalities**.** The scarcity has been attributed to a number of factors, including perceptions that there is a limited number of women applying for senior and leadership positions, insufficient support for professional effectiveness and career progression, and institutional cultures that favour men. Research also reflects that men tend to blame women themselves, saying that women do not apply to a sufficient degree. This paper focuses on an empirical study done in the South African higher education environment, to ascertain what motivates women towards taking up leadership positions. Factors, as identified through literature and qualitative empirical studies, formed part of the research instrument. A questionnaire was designed targeting women within South African Higher Education Institutions. Hypotheses were tested in terms of intrinsic and extrinsic factors that determine women's access to leadership positions. The data was analysed according to descriptive and inferential statistics. Findings indicated that though extrinsic factors impact on women's access to leadership positions, intrinsic factors, inclusive of vision, aspiration towards leadership and research, impact positively. The results may have significance in that they indicate that though extrinsic factors impact on empowerment of women to leadership, intrinsic motivation may be more influential than considered, to women's empowerment and leadership career-pathing decisions.

Keywords: intrinsic and extrinsic factors, women's access to leadership positions, quantitative study

Management Controls and Gendering: The Case of eHealth Projects in Sweden

Gunilla Myreteg
Department of Business Studies at Uppsala University, Sweden

Abstract: The paper reports a qualitative study regarding the possibilities and roles for men and women to participate in the project group when a county council develops and implements eHealth services for citizens in Sweden. We know from previous feminist studies that there are inequalities in the work place. We need to know more about the relationship between management controls and these inequalities. The present paper explores, on a foundation of feminist theory and the notion of the gendered workplace, through a lens of management controls (direct, indirect, and internalized controls), what happens with gender at work, and the inequalities between sexes, when the involvement of women increases in IT based implementation projects. Research questions: How are participants' activities and roles (re-) produced and explained as gendered practice, and how are organizational controls involved in these processes, in eHealth projects in healthcare? Eight interviews were performed with three men and five women coming from three separate eHealth project groups, each from its own county council in Sweden. The study uses qualitative content analysis to explore and interpret the processes. Findings show that since respondents regarded healthcare hierarchy to be the only source for inequalities, gender inequalities were deemed irrelevant. However, respondents experienced that men in search of challenges in healthcare become managers, but that this path was less open to women. Women instead can get involved in development projects, sometimes in the role of project leader. The high complexity of the projects made all three types of management controls unclear and fuzzy. Actors were mainly guided by their curiosity (internalized controls). Rules (direct controls) played less role than recruitment of appropriate project members (indirect controls). Women project members generally contributed with internal healthcare expertise. IT experts were foremost male recruits. To avoid conflicts, county councils adopted variations of a cooperative implementation strategy. Together with the mode of recruitment, this kept back individual female opposition. Despite a big number of participating women, the feminine identity, gendered practices and power relations were reproduced. To reduce gender inequalities, it is important to actively make use of management controls in support of women agency. More research is needed in this field.

Keywords: eHealth implementation, gender, healthcare, implementation projects, inequalities

Jessie White Mario: Between Female Emancipation, Social Question and Europeanism

Matteo Antonio Napolitano
Niccolò Cusano University, Rome, Italy

Abstract: The proposal aims to deep analyse both the multifaceted work and the numerous fields of research of the Anglo-Italian Journalist and Patriot Jessie White Mario. The research will focus on her engagement in women's emancipation and on her attention on social issues relating to weaker categories – in particular women and children – working life. This study also investigates White Mario's attempts to fulfil the ideal of a united Europe proposed by Giuseppe Mazzini. Following a path already tracked by Mazzini and Mill, Jessie White Mario considered the re-acknowledgement of equality between men and women a fundamental step in the history of humanity, to be joined to the full enjoyment of political rights and the improvement of degrading – when present – working conditions. White Mario's studies on social questions focused on the poorest realities of the South of Italy such as Naples and Sicily, and therefore on those realities that, immersed in illegality and away from government control, lived the daily need for a positive economic transformation. She was married with Alberto Mario, great name of the Italian Risorgimento. On a more ideal level and even though she understood, in a realistic way, the difficulties of Mazzini's project, she saw in the union of the European peoples the only hope for peace and progress. However, Italian politics did not have the necessary strength to guide the process of European unification: authoritarian centralism, unfinished unity according to the Mazzini's model and the lack of organization of the democratic forces represented, for Jessie White Mario, the major limits to the possibility of making Italian aims supranational. Through consultation of the main existing bibliographical sources on the subject, this research will attempt to contextualise, in the historical framework, all these important aspects.

Keywords: Jessie White Mario, female emancipation, female labour, social question, European unity

The Impact of Gender Capital in the Music Industry

Fabio Nappo, Ester Monica Letterese, Martina Fusco and Federico Schimperna

Department of Economics and Law, University of Cassino and Southern Lazio, Italy

Abstract: *Purpose* – In recent years, studies on gender capital (Ephraim A. I., 2018; Paoloni, P, 2016; Atkinson, C., 2009; Robinson et al., 2009) have shown considerable interest (Martìn-Santana et al., 2015; Pernille K. A., et al.,2012; Benschop, Y., 2011), especially when someone asks what the impact of diversity is from an economic point of view. In particular, some scholars refer to Gender capital as "*the knowledge, resources and aspects of identity available, within a given context, that permit access to specific regime gendered identities*" (Bridges, T. S., 2009).Hence, it is possible to consider gender as a dynamic product resulting from culture and the social context (Bruni A. et al., 2005), in which females and males identities insist. While sex refers to the biological differences between males and females, gender capital defines the differences between men and women considering: particular roles and relationships, personality traits, attitudes, behaviors and values that society attributes to them. In this way, this research work aims to investigate the existence of gender discrimination in the perception of copyright (Christoffel J., 2017; Guedes, M. G. et al., 2018; Kravchenko, L.A.), therefore, the impact of the "gender" factor on the number of plays. The choice of the entertainment sector and, in particular of the music sector, is due to the fact that, in recent years, the same has seen the emergence of new business models linked above all to technological developments of the pay-for-download and subscription services such as "Spotify "and Apple Music. *Design/methodology/approach* – The research proposes a quali-quantitative method with an empirical application based on the study of gender phenomenon in the panorama of Italian singers. In the first phase of the analysis, data concerning male and female singers were collected. In the second phase the factors linked to the individual characteristics are identified. Finally, in the last phase of the research, the impact of the capital of gender was assessed (Yin, R.K., 2013). *Originality/value* – The originality of this research is related to investigate the discrimination in the music sector through the collection of a data set from the Spotify's platform and social media. Practical implications – The outcomes of the application of this research contribute to expanding the existing literature on gender studies. The study proposes an analysis of the concept of gender capital in the field of musical entertainment, with the intention of bridging the emerging cultural and social gap in relations between men and women.

Keywords: gender capital, discrimination, remuneration, woman, music, digital

Gender Composition of Boards of Directors and Sensitivity to Gender Issues in Italian University Strategic Plans

Maria Teresa Nardo[1], Romilda Mazzotta[2], Patrizia Pastore[2] and Giovanna Vingelli[1]

[1]University of Calabria, Department of Political and Social Sciences, Italy
[2]University of Calabria, Department of Business Administration and Law, Italy

Abstract: In the recent Italian regulatory framework, planning is the main point in to the effective accomplishment of the mission of universities. Among the planning tools envisaged by the legislator there are the strategic plan, which outlines mission, strategic guidelines and objectives of the University, and the integrated plan, which includes shorter-term objectives and strategies. These documents, as provided for by the legislator and by university regulations, are prepared and approved by specific body. The objective of the paper is to verify if the board gender composition affects the sensitivity to gender issue in defining the University's strategies and therefore strategic plan. We measure the sensitivity to gender issue in defining university' strategies through a synthetic indicator calculated on the basis of the content analysis conducted on the strategic plans of the University.

Keywords: gender equality, Italian university, strategic plans, boards of directors

Gender and Media: Under the men Management: The Case of Northern Cyprus

Nuran Öze

Department of Public Relations and Advertising, Faculty of Communication, Near East University, Nicosia, Cyprus

Abstract: The most obvious gender inequality around the world is at the ownership of the land. Women's only own 20% of the land in the world. If we look at gender differences on key decision-making levels such as business ownerships, senior management positions, national and international administrative positions, in most of the cases in order to take place in the decision-making positions people tempt to be in a high income level. In other words, it's very difficult to take part in the decision making mechanisms if a person is financially weak. Especially in this point, like many other areas, gender differences in the field of media ownership

and management are striking. In the twenty first sentry media is the most important source of information for people. Media is a kind of social power in domain of power sphere. The mass communication tools that have evolved over time continue to function as information transportation tools. As in all societies, there is a growing media usage in the Turkish Cypriot community in line with the growing need for information. In this study, ownership of newspapers and executive positions who has decision making power have been analyzed by the consideration of gender equality. Newspaper tags have examined by content analysis method. The interviews have conducted by using semi-structured interview method with the executives of top two newspapers which have the most circulation in Northern Cyprus. (Yenidüzen's General Director; Kıbrıs's Editor-in-Chief; Yenidüzen's News Manager) Other two interviews have been conducted with the President of Cyprus Turkish Journalists Association and with the BRTK's first women general manager. In this study, it is claimed that the Northern Cyprus newspapers have a male-dominated structure and this is consciously protected. Women would be expected to assigned tasks in more passive areas in newspapers because of gender issues. Advertising department is thought to be the area where women works in newspapers are more visible.

Keywords: gender, media, management, Northern Cyprus, newspaper

Women's Businesses Around Europe and Extra-Europe Countries: Emerging Issues

Paola Paoloni[1], Aino Kianto[2], Lombardi Rosa[1] and Cabrilo Sladjana[3]

[1]Sapienza University of Rome, Italy

[2]Lappeenranta University of Technology, Finland

[3]I-Shou University, Taiwan

Abstract: This paper aims at analysing women's business around Europe and Extra-Europe countries to draw the current scenario and to create a theoretical background to investigate in our future research which is the contribution of relational dimension as intangible asset to the born of small and medium women's businesses. Building similarities, differences and changes, this analysis has been conducted in Southern European Country (Italy), Nordic country (Finland) and Southern-eastern Balkan country (Serbia) and in a relevant country not included in the European Union. Theoretical and practical implications of this paper derive from the central rule of female entrepreneurship in developing welfare and economies.

Keywords: women enterprises, business strategy, relational dimension, entrepreneurship, Italy, Finland, Serbia

Crowdfunding and SME's: A Gender Analysis

Paola Paoloni[1], Niccolò Paoloni[2] and Giuseppe Modaffari[3]

[1]Department of law and Economics of productive activities, Sapienza University of Rome, Rome Italy

[2]Engineering Department, Roma Tre University, Rome, Italy

[3]Department UNISU, Niccolò Cusano University of Rome, Italy

Abstract: The aim of this paper is to analyze the phenomenon of crowdfunding and specifically focus is the SME's dimension, typical in female entrepreneurship. The main questions research are: what are the main thematic areas in the scientific literature on the phenomenon of crowdfunding? (RQ1); how is crowdfunding treated in the SME's dimension? (RQ2); is there a specific treatment of crowdfunding in female entrepreneurship? (RQ3). To analyze the literature, we uses the SLR. For the development the (RQ1), the articles in the SCOPUS database on the theme of crowdfunding were surveyed. To develop the (RQ2) the analysis focused on the combined theme between the crowdfunding phenomenon and the SME's dimension. Finally, for the (RQ3) we have combined the research between what emerged from the results of the RQ2 and the specific focus on female businesses. The finding show that from the scientific point of view the treatment of the crowdfunding phenomenon is strongly developing in many research areas. The most recurrent are those that deal with context studies linked to socio-geographical, institutional, and those that analyze individual behavior of investors and crowdfunders. Residual area remains the one dedicated to SME's where our research has led to poor results. Totally non-existent is the treatment of the crowdfunding phenomenon in women's businesses. This work implements the studies on crowdfunding, a phenomenon that is rapidly expanding worldwide. Particular attention is paid to the gender context. Furthermore, the study of the business dimension for which it was initially conceived was further investigated: the SME's. Our next work will try, through a case study, to fill the gap in literature between the crowdfunding phenomenon and women's businesses, found in our current research.

Keywords: crowdfunding, SME, female entrepreneurship, literature

Gender Inequalities in the Workplace: The Effects on Wages in European Member States

Elisabeth Pereira
Research Unit in Governance, Competitiveness, and Politic Policies (GOVCOPP) and
Department of Economics, Management, Industrial Engineering and Tourism (DEGEIT), University of Aveiro, Portugal

Abstract: In the last century, gender inequalities have decreased in most of the developed countries, but gender inequalities still persist in the XXI century. Once the stereotypes related to gender gap are hard to break in societies and especially in the labour market, many efforts have been done in recent years by governments (through laws, incentives, public and organizational policies, and others), national and international institutions to decrease the gender gap in the workplace, but much more has to continue to be done. This paper has as the main goal to investigate the effects of gender inequalities in the workplace at the level of the specific outcome, based on the study of the effects on wages and gender pay gap in European member states. The analysed outcome effects of gender inequalities at the workplace, based on wages and on the gender pay gap in European member states, allow to conclude that, besides the positive evolution in the last decades of women labour force participation rate, the inequalities still persist. The differences traduced in average wage gap differences can be based, according to several analyzed authors, on specific factors, which reflect on the labour outcomes. These differences in gender wage gap vary across countries, being in 2016 the women's gross hourly earnings, on average, 16.3 % below those of men; and varying by 20 percentage points, ranging from 5.2 % in Romania to 25.3 % in Estonia. According to the working profile, the gender pay gap for part-time workers ranges from -0.5 % in Germany to 26.7 % in Portugal and for full-time workers ranging from 0.1 % in Italy to 18.7 % in Latvia. For the gender pay gap in public versus private sector, most of the EU countries verify a higher gender pay gap in the private sector than in the public sector, varied in the private sector from 6.8 % in Romania to 24.0 % in Germany, and in the public sector from -6.6 % in Cyprus to 24.4 % in the United Kingdom, which may be justified by the fact that within the public sector, in most European Union member states, employees are protected by collective pay agreements and other similar contracts.

Keywords: gender inequalities, gender gap, workplace, wages, education, work performance, productivity, gender pay gap

Female Entrepreneurial Networks in a Historical Perspective: The Case of *Industrie Femminili Italiane* (I.F.I.) at the Beginning of 20th Century

Francesca Picciaia and Simone Terzani
University of Perugia, Italy

Abstract: Studies on female businesses in a historical perspective has developed in recent times, but, with some exceptions, the international panorama of studies on businesswomen in non-Anglo-Saxon nations remains hidden. Moreover, in the analysis of the history of businesswomen, emerges the necessity of understanding the historical context within which the phenomenon developed. Recent studies has highlighted that to measure the success of a female entrepreneurship initiative it is central the influence of personal perceptions. This is not only required to get over "self-imposed barriers" or recognize opportunities, but also to model rules. So, developing skills and knowledge seems to be essential to support female businesses and to increase women's personal awareness, and the presence of a network could significantly affect the success of female business experiences. This paper has the aim to analyse the role of a network in the development of female business experiences through the study of the Industrie Femminili Italiane (I.F.I.) (Italian Women's Cooperative Enterprise), founded in 1903 in Rome to promote women's work and their economic conditions. It was established as a cooperative enterprise, operating in the lace-manufacturing sector. At the beginning of twentieth century, I.F.I. included 24 Italian enterprises located in different regions. Manufactured products were delivered to Rome headquarters and then distributed all over the world. This paper is based on social capital theory and on the role of knowledge of network in facilitating female entrepreneurship. This study focuses on the impact that social relationship between the cooperatives belonging to I.F.I. has on the acquisition of an awareness of entrepreneurial talent for Italian businesswomen at the beginning of the twentieth century. This study is based on the historical analysis of collected data and sources. The analysis of the context also adopts a historicist approach, which suggests that every treatment accounts for culture, events and practices of the period under examination.

Keywords: historical approach, female network, Italy, 20th century, gender entrepreneurship

Add the Woman and Stir: Abstract Masculinity in Case Study Research

Nicoletta Policek
University of Cumbria, UK

Abstract: Case study research has a practical versatility in its agnostic approach (Rosenberg and Yates, 2007). Philosophically, it can be orientated from a realist or positivist perspective where the researcher holds the view that there is one single reality, which is independent of the individual and can be apprehended, studied and measured, through to a relativist or interpretivist perspective. Such philosophical versatility provides the researcher with the opportunity to decide the methodological orientation used in the conduct of the case study. Yet within such versatility, the assumption of objectivity, defined as the separation between knower and known, speaks of an "abstract masculinity". Case study research, this contribution contends, even when about women, obviates the experience of women, an experience that is always situated, relational, and engaged. In other words, ontologically, it is argued here, the lived reality of women's lives is absent from the domain of case study research because the language adopted when framing case study research is still very much a language that talks about women, but it does not allow women to speak. This contribution emphasises the multiplicity of female expressions and preoccupations so that from the intersection of these differences is possible to discover a standpoint for women that does not collapse the differences among women into the "Universal Woman" (Kristeva, 1981). Of course, any such program of action will not get very far unless the differences among women are fully explored. And, as Tong (1992) put it, because feminist thought is kaleidoscopic, a closer inspection will always reveal new visions, new structures, new relationships for personal and political life, all of which will be different tomorrow than today. These are the strengths and the value of challenging the 'add the woman and stir' approach in case study research. Feminist's contribution to case study research goes further than highlighting the woman's perspective as it helps to promote case study research as a distinctive form of empirical enquiry by challenging the common claim that case study research provides little basis for scientific research (Simons, 2009).

Keywords: feminist scholarship, generalization, research strategy, research design

Roma Socio-Economic Development and Inclusion: The Gender Perspective

Azzurra Rinaldi[1] and Irene Salerno[2]
[1]Unitelma Sapienza, Rome, Italy
[2]Sapienza Università di Roma, Italy

Abstract: This paper focuses on the cultural and socio-economic inclusion of the Romani population, with particular attention to the Roma women conditions. The Romani population is the largest European minority – it is estimated to be of about 12 millions - and the most vulnerable ethnic group in Europe. Refused by all the European societies, Roma have suffered historical persecutions, ostracism and violence and still today they live at the margins of societies. Roma women experience of double exclusion, being marginal both respect to the mainstream societies and respect to their group. Nevertheless, as we will argue, women can play a key role in the development and inclusion of Romani population.

Keywords: Roma women, Romani communities, Roma women inclusion

The Gendered Nature of Academic Institutions: Gender-Analysis of Italian Universities

Fabiana Roberto, Andrea Rey and Roberto Maglio
Department of Economics, Management, Institutions, University of Naples Federico II, Naples, Italy

Abstract. The academic fields are highly gendered, with men being overrepresented in the highest academic positions, while women tend to occupy the lower and more precarious positions, which indicates the existence of an academic 'glass ceiling'. Most Italian academic institutions have policies on gender equality and/or diversity, but a common problem is a lack of transparency and gender-disaggregated data. Information such as sex-disaggregated data is essential to carry out gender-equality analysis and to analyse important decision-making processes from a gender perspective. In this paper, we assess the gendered nature of Italian universities by investigating the structure of academic positions by gender at both public and private universities from 2011 to 2017, with the help of gender-disaggregated statistics. Furthermore, we also analyse the gender segregation patterns in the data by geographical area. We document the persistence of a gender gap in a typical Italian academic career. Indeed, the empirical investigation finds that in 2017, while the proportion of women academic staff was 40.2%, women made up only 37.5% of associate professors

and 23% of full professors. The results indicate that gender segregation in Italian universities has been reduced over time but is far from eliminated. Despite positive changes achieved in recent years, the study reveals a prevailing vertical segregation in Italian universities, i.e., a significant under-representation of women in the higher ranks of academia.

Keywords: gender equality, gender segregation, university, Italy

Does Gender Matter When Defining Higher Education Student Success? Evidence From Portugal

Maria José Sá[1], Maria de Lourdes Machado-Taylor[1,2] and Elisabete Sá[3]

[1]CIPES – Centre for Research in Higher Education Policies, Matosinhos, Portugal

[2]A3ES – Agency for Assessment and Accreditation of Higher Education, Lisbon, Portugal

[3]University of Minho, School of Economics and Management, Braga, Portugal

Abstract: There is, in the literature, a considerable array of studies on academic engagement and success. Several studies have explored the factors predicting students' success, mostly using performance indicators such as assessment scores and persistence, some of them considering the gender variable. However, little attention has been paid so far to the students' subjective views of academic success. Moreover, little is known about the different meanings ascribed by male and female students to this concept. Thus, the aim of this paper is to uncover the differences in the perceptions of the success of male and female higher education students and institutional leaders. Given the purpose of the investigation, a qualitative approach was adopted, involving in-depth interviews with 40 higher education students enrolled in Portuguese public higher education. Using qualitative content analysis, the study explores the categories of meaning that compose the male and female students' perceptions and definitions of success at this educational level. The paper complements these perceptions with the ones of the 18 institutional leaders also interviewed, that is, institutional actors with some degree of influence in the decision-making process. Results allow concluding that, although "grades and completion of the study programme" are also present in the perceived definition of success for both male and female students, male students tend to emphasise this measure more than their female counterparts. Additionally, other indicators are considered constituents of academic success,

such as “obtaining a job” and “happiness and well-being”, which are equally perceived as important by male and female students. However, the “effective preparation for professional practice” is valued by more male than female students, whereas “personal enhancement and overall human development” are valued by more female than male students. These results may suggest that male students are more focused on becoming future excellent professionals, while female students perceive the overall preparation for life as a whole as the ultimate indicator that a student attained success in higher education.

Keywords: student success, higher education, students, gender, success perceptions, success definition

Women Leadership Style, The Type of Projects They Manage and Their Success

Arik Sadeh[1] and Dov Dvir[2]

[1]Technology Management Faculty, Holon Institute of Technology, Department of Environmental Economics and Management. Hebrew University of, Israel

[2]Management Faculty, Ben Gurion University of the Negev, Israel

Abstract As women increasingly enter leadership roles that traditionally have been occupied mainly by men, the possibility that the leadership styles of women and men differ continues to attract attention (Eagly and Johannesen-Schmidt, 2001). The paper analyses the effect of the Leadership Style of women who manage projects on the Success of projects they manage. We use the framework of the Five Big Factors of Leadership to determine the leadership style of each woman project manager. To evaluate the success of various types of projects, the Diamond Model (Shenhar and Dvir, 2007) is used to classify the various projects into three types of projects, simple projects, moderately complex projects and complex projects. Women managers who achieve higher levels on the first four leadership factors (i.e. assertive managers) are inclined to choose to manage more complex projects and are achieving better results in managing projects, no matter what kind of project they manage. Women managers with lower leadership qualifications have no preference about the type of project they prefer to manage. The findings show that, Openness and Conscientiousness have a much stronger effect on the success of projects, especially on complex projects. Extraversion and Agreeableness have an impact on the success of moderately complex projects, and Openness has an impact on the creation of new infrastructure (technological and organizational) of simple projects. Similar to Judge et al. (2002), the study also shows that Neuroticism is negatively related to

leadership, except in two cases were the correlations between Neuroticism and Creating a New Technological Infrastructure and Creating a New Organizational Infrastructure, in moderately complex projects are high and significant. The paper is based on data collected on 90 woman project managers from various fields, construction, technological innovation, information systems, acquisition and logistics, marketing and military aviation. All projects were managed by women.

Keywords: big five factors model of leadership, women leadership styles, project manager, complexity level of projects, project success measures

Lessons Learned From Tailored Gender Equality Plans: Classification and Analysis of Actions Implemented Within the EQUAL-IST Project

Maria Sangiuliano[1], Claudia Canali[2] and Elena Gorbacheva[3]

[1]University of Ca' Foscari, Venezia, Italy

[2]University of Modena and Reggio Emilia, Modena, Italy

[3]University of Muenster - ERCIS, Muenster, Germany

Abstract: Gender Equality Plans (GEPs) represent a comprehensive tool to promote structural change for gender equality in research institutions. The Horizon 2020 EQUAL-IST project ("Gender Equality Plans for Information Sciences and Technology Research Institutions") supports six Informatics and Information Systems Departments at universities across Europe to initiate the design and implementation of GEPs. This paper is focused on project outcomes of the first iteration of GEP implementation (October 2017 - May 2018). Based on the internal reports provided by the involved research institutions, we classified the implemented actions as 'structural change actions' or 'preparatory actions' (following the study by Sangiuliano, Canali & Madesi, 2018) and as 'internally-oriented actions' or 'externally-oriented actions'. The implemented actions were analyzed across such intervention areas as Institutional Communication, Human Resources and Management Practices, and Teaching and Services for (Potential) Students. The conducted study addresses the need to investigate the peculiarities of GEP implementation in the Information Sciences and Technology (IST) and Information and Communications Technology (ICT) disciplines, where the gender leak in the recruitment pipeline often starts at universities already, with extremely low numbers of enrolled female students. We therefore aim at understanding if the notable amount of actions to attract more female students, which were initiated within the EQUAL-IST project during the first iteration of GEP implementation, implies a risk to bend the process towards more externally-oriented actions, which are less likely to impact internal power structures, at least

in the short run. The second purpose of the paper is to explore, whether structural change actions, which have the potential to go beyond mere raising awareness on the topics at stake, tend to be concentrated in the Human Resources and Management Practices area.

Keywords: gender equality plans (GEPs), structural changes, research organizations, implementation, information sciences and technology, sustainability

Students' Perceptions and Expectations of University Social Responsibility and Service Quality: A Gender Perspective

Gina Santos,[1] Elsa Justino,[2] Carla Susana Marques[3] and Maria de Lourdes Machado Taylor[4]

[1]Centre for Transdisciplinary Development Studies (CETRAD) Research Unity Centre and University of Trás-os-Montes and Alto Douro (UTAD), Vila Real, Portugal

[2]Centre for Public Administration and Public Policies/University of Lisbon and UTAD, Vila Real, Portugal

[3]CETRAD Research Unity Centre and UTAD, Vila Real, Portugal

[4]Centre for Research on Higher Education Policies Research Unity Centre and University of Porto, Oporto, Portugal

Abstract: This study focused on students' perceptions and expectations of university social responsibility (USR) and service quality from a gender perspective. The research used a semi-structured, self-reported questionnaire administered on an online platform to first and second cycle degree programme students in order to cover different perceptions and visions of USR in a Portuguese higher education institution. The data were analysed using partial least squares structural equation modelling to test the proposed research model. The results show that gender has a direct impact on students' expectations of USR. In addition, gender has an impact through the mediation of the respondents' overall perception of USR. Universities thus need to pay more attention to USR, concentrating on having sustainable and/or responsible campuses, publishing institutional reports on USR and trying to relate academic education and research with social participation in order to support more humane, inclusive and sustainable development.

Keywords: university social responsibility, service quality, gender, students' perceptions, students' expectations

Key Success Factors for Women's Career Paths in Engineering: A Qualitative Study

Miriam Schmitt
Center for Higher Education, TU Dortmund University, Germany

Abstract: Although the number of women in higher management levels has been steadily growing over the last decades, women in such positions are still under-represented in Germany. This especially applies to women in the engineering fields. Extant studies about the under-representation of women in leadership positions focus on structural and individual barriers that prevent the ascension of women in engineering fields. In these traditionally male-dominated professions, women face diverse challenges. One major challenge is the presence of unconscious bias that can lead to discrimination. Thus, less technical competence and less leadership competence are attributed to women. As a consequence, women consider themselves being less qualified. Particularly in technical fields, gender stereotypes are identified as one main reason for the small number of female managers. This paper focuses on success factors of female careers at the individual level. Therefore, women have been investigated who, nevertheless, have managed to pursue a successful career in technical professions. The study explores the question of how women can transcend gender norms of leadership in technical fields. In this regard qualitative, semi-structured interviews were conducted during February to April 2018. The sample comprises female engineers purposively drawn from German industrial companies and who hold leadership positions in the engineering profession. The interviewees were interrogated about their career paths. The study results suggest that the interviewees need a high degree of self-directed competencies such as self-reflection and self-confidence, as well as micro-political competencies such as self-marketing and networking. The engineers create individual career strategies and pass through a learning process to deal with their female identity in male-dominated professions. However, because of their minority status, female engineers have the chance to define their idea of career and success. The paper concludes that it is important to support women in their careers in order to overcome gender stereotypes and to make professional success possible for everyone.

Keywords: women in leadership, career, engineering, gender stereotypes, professional success

How Informal Processes and Relationships Shape Gendered Careers in STEM

Astrid Schulz, Matthias Dorgeist, Christoph Heckwolf, Andrea Wolffram, Jennifer Dahmen-Adkins and Anne Göttgens
Institute of Sociology, Aachen, RWTH Aachen University, Germany

Abstract: The number of women in the STEM sciences decreases the higher you look up the career ladder. Although the number of female university entrants reached 22% fifteen years ago, the percentage of female professors at universities and universities of applied sciences in this subject group in Germany is currently around 12%. Universities and other science and research organizations react to this problem by introducing new policies, which aim to 'fixing the women' by conveying relevant career skills to them. Such measures are based on the assumption that a successful career depends first and foremost on the decisions and properties of the individual. In this article, we address the problem of this actor-oriented perspective, which disregards the fact that gender-specific barriers in the field of STEM sciences do not only result from supposedly different behaviour of women that could be 'retrained' or simply adapted. Rather, we focus on hurdles, which arise from the influence of informal relationship networks, which are embedded in the structural and cultural context of the scientific field. We refer to contributions from research literature on gender, work, and organisation as well as social network analysis in order to problematize and expand the actor-oriented perspective. Using the network practice of 'creating visibility', which is described in two case studies in the field of STEM sciences as career-relevant, it is shown how specific cultural and structural framework conditions influence informal networks. The success of network practices depends, among other things, on the perception and recognition of peers, which is influenced by gender- and field-specific stereotypes. In order to propose a more differentiated analysis of gender-specific barriers in STEM careers in higher education, we draw our attention to the multi-layered conditions of informal network and relationship constellations.

Keywords: informal networks, women in STEM, scientific careers, gender equality policies, gendered careers, organisational studies

Beyond Survival: Navigating Women's Personal Narratives of Sexual Violence in the Holocaust

Roy Schwartzman
University of North Carolina at Greensboro, North Carolina, USA

Abstract: During the Holocaust and the subsequent process of what has become known as liberation, women constantly confronted convergent oppressive forces. Under the Nazi regime and its cohorts as well as during the liberation process, Jews faced torture and genocide. Jewish women constantly lived with an additional layer of oppression: threatened or actual sexual violence. Positioned at the vortex of intersecting oppressions, how can the identities of these women transcend their stature as victims? How do women creatively reposition themselves vis-à-vis the perpetrators and the traumatic events so they can maintain or reclaim their agency and dignity? Centering on narrative analysis of first-person testimony gleaned from memoirs and from the USC Shoah Foundation's Visual History Archive (VHA), this investigation covers four narratively sustained modes of comportment toward sexual violence. First, mutual aid demonstrates an ethic of care. Second, degrading or minimizing the perpetrator or the sexual act retains the narrator's dignity. The final two angles offer complementary ways to avoid or repel assault: distracting an assailant by directing him toward more attractive targets, and rendering oneself repellent. Departing from the prevailing approach of treating Holocaust survivor testimonies primarily as responses to trauma, this project reveals how the narrators actively craft their identities through the storytelling process. This creative molding of identity through narrative, a process called autopoeisis, recasts survivors of these and other traumas as dynamically (re)negotiating their understanding of self and their relationship to lived experiences. Trauma stories thereby further *tikkun olam*—repair of a fractured world.

Keywords: Holocaust, sexual violence, trauma studies, narrative, rape

Formula for Success: Dueling Discourses in the Breastfeeding Battle

Jenni Simon and Loreen Olson
University of North Carolina, Greensboro, USA

Abstract: In 1974, Mark Muller published *The Baby Killer*, a salacious exposé that revealed Nestlé Incorporated's targeted marketing of western style infant formula to what was then referred to as "Third World" countries. Lack of adequate water

supplies, money, and education contributed to an epidemic of malnutrition, particularly amongst African babies. The ensuing scandal led to a worldwide boycott of Nestle infant formula and created new, global debates on infant feeding. Formula had mutated from a nutritious, time-saving alternative that subsequently provided women more autonomy, into a poison that unnaturally separated women from their children. In the United States, the scandal contributed to escalating political tensions between women of competing ideological commitments. Later hailed in popular media as "The Mommy Wars," these conflicts over what constitutes true womanhood and proper mothering began to coalesce along cultural and liberal feminist lines, as breastfeeding versus bottle-feeding was acutely difficult for feminists to address. Specifically, breastfeeding promoted the de-sexualization of the breast and the importance of the feminine body, while bottle feeding allowed for more autonomy and agency. Through a critical rhetorical analysis of public discourses surrounding breastfeeding, this essay examines how breastfeeding discourses in the United States contribute to a war of friend-enemy politics between women and mothers. Our paper examines infant feeding in the United States through an analysis of popular breastfeeding websites, as well as blogs and social media sites. The essay exposes the discursive struggle to fix definitions of womanhood, even amongst women. This research aims to continue feminist conversations that challenge traditional constructions of gender while concomitantly uniting multiple feminist voices to expose the realities of motherhood. It also unmasks the true beneficiaries of feminine competition, who are very rarely women, but instead, large corporations and organizations who market along ideological lines.

Keywords: feminism, breastfeeding, hegemonic femininity

A Customised app to Attract Female Teenagers to Coding

Bernadette Spieler and Wolfgang Slany
Graz University of Technology, Graz, Austria

Abstract: The number of women in IT-related disciplines is far below the number of men, especially in developed countries. Middle-school girls appear to be engaged in coding courses, but when they choose academic majors relevant to their future careers, only few pursue computer science as a major. In order to show students a new way of learning and to engage them with coding activities, we used the learning app Pocket Code. In the "No One Left Behind" H2020 European project, the app was evaluated in several school subjects. An evaluation of the attractiveness of the app shows that students were motivated by Pocket

Code's ease of use and its appealing design; however, girls rated the app less enthusiastically. To appeal to female teenagers in particular, a tailored version of the app "Luna&Cat" has been developed. This customised version stands in contrast to the "one size fits all" solution Pocket Code, which may discourage certain user groups. For apps to have a higher chance to appeal to a specific target group, it is, among many other points, necessary to optimise their store listing on app stores, especially as we found that app stores are the most effective way to reach teenagers. Thus, this paper covers the following research question: What customizations are necessary in Pocket Code to reinforce female teenagers in their coding activities? To answer this question, a focus group discussion was performed. This discussion first brought insights about our target group and suggested names and designs for the new app; and second, allowed each student to make proposals for their desired games. Later, these game ideas were analysed, graphically designed, and further developed together with university design students. By showing female teenagers games designed by other young women in their age group, we help them to get ideas and inspiration to code their own programs. This is important because most girls have the feeling that the games they play are not created for them. With this customised app, our aim is to reach and build a user base of interested female teenagers who want to learn how to code.

Keywords: gender, gendered tools, coding, social inclusion, learning environments

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Polish war Herstories in Literature for Children

Sabina Świtała and Dorota Michułka

Univeristy of Wrocław, Poland

Abstract: In recent years, Polish literature for children and young adults has been enriched by numerous works referring to the Second World War. The reader learns the stories of direct participants in the events (e.g. Asiuniaby Joanna Papuzińska) or post-memory narratives of the descendants (e.g. Rutkaby Joanna Fabicka). This article analyses texts addressed to the youngest audience that have appeared in the series Wojnydorosłych – historiedzieci, published since 2011 under the auspices of the Warsaw Uprising Museum by Literatura Publishing House from Łódź. The authors of the paper propose a reading of some works for non-adults (including Ostatniepiętroby Irena Landau, BezsennośćJutki by Dorota Combrzyńska-Nogala, WojnanaPięknymBrzeguby Andrzej Grabowski) from a feminist perspective. The purpose of the speech will be to present images of herstories embroiled in war. Herstory, understood in terms of saving women's stories and experiences from oblivion, present in the book series Wojnydorosłych

– historiedzieci, has an elliptical character; it is not a monolith but, due to the dramatic times, it has a certain homogeneity stemming from shared female experiences.

Keywords: herstory, literature for children, war, Holocaust

Gender Aspects Based on Anthropometric Norms at the Traditional House of Karampuang

Wasilah Syahabuddin, Andi Hildayanti and Aisyah Kara
State Islamic University Alauddin, Makassar, South Sulawesi, Indonesia

Abstract: In the development of traditional architecture, the size of a woman's body has been used as a basis for determining the room size in a building. Existing forms of appreciation are manifested in the form of domains, functions, materials, and ornaments. Gender elements of female both in terms of body anatomy, and special spaces for women that are applied as a reflection the identity of traditional houses. One of the traditional houses that applies gender roles as the architectural philosophy is the Karampuang Traditional House located in Sinjai Regency, South Sulawesi. In the view of Islam, women hold great beauty potential from men, and have great potential for human survival on earth. The women are given a uterus to conceive, breasts for breastfeeding, and other hormones that function to support the role of women as mothers and wives, which is evidence of the high degree of a woman. This study discusses the gender roles as the basis philosophy and symbolism of the Karampuang Traditional House architecture in Islamic perspective. The analytical method used is the interpretation of descriptive analysis that refers to the rules of anthropometry in architecture. Anthropometry relates to measurements the dimensions of the human body. The field of anthropometry such as weight, position when standing, when stretching out your arms, body circumference, limb length, and so on. The results of this study are expected to show the size and proportion of space based on anthropometric principles of women's bodies, as well as the many aspects and symbols based on female are cannot be separated from the nature of women in the Islamic point of view and the history of Karampuang where the first person to build and prosper Karampuang is a woman. The use and placement of symbols on parts and ornaments of the house represent the anatomy of a woman's body. While matters relating to architectural aspects that are influenced by male are in terms of the development process which includes the procurement of materials / materials and Maddui rituals. Whereas aspects of ceremonial activities of male and female roles are comparable.

Keywords: traditional architecture, gender roles, philosophy, symbolism, the nature of women, Karampuang

The Academic Feminist Fight Club

Anita Thaler
IFZ – Interdisciplinary Research Centre for Technology, Work, Culture, Graz, Austria

Abstract: Why has gender equality still not been accomplished in academia? Studies and experiences from gender equality practitioners have pointed towards several problems like resistance, power issues and the knowledge-to-action gap (Karner et al. 2017). Additionally, another cause could be identified: conflicts of feminist actors who share a common goal, but differ in their 'gender knowledges' (Albenga 2016, Wetterer 2009), and in their status. In European gender equality projects often three prototypes of feminist actors are working together: the feminist engineer/scientist, the gender equality officer and the gender scholar. Prototypically, all three of them are using their 'everyday gender knowledge', the gender equality officers draw additionally their expertise on practical 'gender expert knowledge', while gender scholars debate 'scientific gender knowledge' (Wetterer 2009). These three types of knowledges can lead to a "conflict of knowledges" (Albenga 2016, p.140). This is the first arena of the feminist conflict in academia. The second arena of the feminist conflict can be explained with a concept of 'outsiders' and 'insiders' (Laube 2017). While feminist engineers/scientists, gender equality officers and gender scholars with permanent positions at universities are in fact in an 'outside' position because of their feminist commitment, they are because of their permanent positions, 'within' the university, that is why Heather Laube (ibid.) calls them 'outsiders within'. Contrary to this 'within' position, project-based gender scholars are 'outsiders' (ibid.), who share the feminist idea of gender equality in academia with all the other mentioned actors, and also bring in scientific and often also gender expert knowledge, but their status in the academic hierarchy is lower. he aim of this paper is to show that gender equality in academia could be reached more efficiently, if feminists of all backgrounds and with different knowledges would join a 'Feminist Fight Club' (Bennett 2016), which not only aims at fighting sexism, discrimination and inequalities without fighting each other ('rule number three', Bennett 2016). The innovative element of the proposed 'Academic Feminist Fight Club' is the method of co-producing gender equality knowledge with different actors, which is key to overcome knowledge conflicts (Karner et al. 2017).

Keywords: gender equality, feminist knowledge, gender knowledges, situated knowledges, knowledge-to-action-gap, co-production of knowledge

Strategic Governance and Gender Budgeting of Local Governments: Paths and Experiences in Italy

Silvia Tommaso[1], Patrizia Pastore[1] and Monica Andriolo[2]

[1]Department of Business Administration and Law-University of Calabria, Rende (CS), Italy

[2]S.&T. società cooperativa, Torino, Italy

Abstract: Through a qualitative approach and an empirical analysis, this study aims to investigate the most significant gender budgeting initiatives implemented by Italian local Governments. The study has analyzed twenty-seven gender budgets carried out in Regions, Provinces and Municipalities beyond the nine laws enacted by eight Regions (Piedmont, Liguria, Friuli Venezia Giulia, Emilia Romagna, Tuscany, Umbria, Calabria, Puglia) and one Autonomous Province (Trento). The analysis of the legislation underlines modalities and measures for the adoption of the gender budget that the Regions adopt internally or promote on their territory. The analysis of the laws and gender budgets carried out has allowed underlining indicators/methodologies of gender budgeting processes. With respect to the approaches adopted, a recurrent element and therefore to be highlighted is the widespread methodological homogeneity on a regional scale or the acquisition on a local scale (provincial and municipal) of the settings that have been adopted by the Region to which the Province or the Municipality refer. Currently, available evidence suggests to public authorities the need to go further than the sporadic implementation of gender budgeting, systematizing a gender-based analysis and a gender-equality-oriented evaluation with regard to the distribution of resources and the explanation of budgets. Gender Budgeting has multiple purposes: it promotes accountability and transparency of local Governments; increases gender responsive participation in the budgeting process; and advances gender equality and women's rights. Moreover, the gender budget report plays a particularly important role in the improvement of governance: it is a tool available to public administration for self-evaluation and therefore defines increasingly effective and fair administration methods. In this perspective, the emerging key point is, perhaps, the need to find incentives and motivations for the application of the gender budget report which, although starting from the legislation, are supported by practice and by the search for a concrete useful return of the instrument. Integrating a gender budgeting methodology into the ordinary budgetary processes allows governments to better understand the

different effects that policies and actions, revenue and expenditure, can have on women and men.

Keywords: gender budgeting, gender mainstreaming, public governance

Female Distance Employment: Opportunities and Challenges

Natalia Tonkikh[1], Alena Fedorova[2] and Olga Koropets[1]

[1]Ural State University of Economics, Russia

[2]Ural Federal University named after the first President of Russia B.N. Yeltsin, Yekaterinburg, Russia

Abstract: This paper presents the results of a study of topical gender-related social and economic issues in the development of distance forms of employment. One of the research aims is to identify women's attitude to distance employment, and to confirm the presence or absence of a connection between distance employment and the basic socio-economic parameters of the quality of life. The collection and processing of empirical information was carried out according to the authors' sociological survey programme that involved women looking for jobs in the regional labour market. The study was held in April-July 2018 in one of the largest Russian cities with a population of over a million. We interviewed more than 10% of the average annual number of women seeking assistance in finding a job in employment agencies. The analysis of the empirical data made it possible to conclude that distance employment continues to spread, and it is one of the most effective forms of labour relations. Distance employment can be seen as a factor in improving the quality of women's life in socio-cultural, family, parental, and reproductive terms. The evaluation of women's attitude to distance work revealed that the majority perceive its conditions positively. For the majority of the examined parameters, more than 20% of the female respondents report an increase in social efficiency as a result of this type of employment. The highest probability of women's lives improving as a result of their transition to distance employment is observed in such areas as: children development and education; home comfort; healthy diet; attending social functions with children. The great readiness of women in search of work to find distance employment has been empirically confirmed: 36% prefer the remote format to traditional employment. The results of the research are of practical importance and can be used in the development of territorial and organizational programmes to promote women's employment.

Keywords: distance employment, female employment, motivation of women's labour, labour market, work-life balance

Can Entrepreneurship Education Bridge the gap? STEMM Women's Entrepreneurial and Commercialisation Activity

Lorna Treanor
Nottingham University Business School, UK

Abstract: The deficit between academic research and its commercialisation has been lamented for some time. To address this deficit, there have been many calls for entrepreneurship education (EE) interventions to be delivered to Science, Technology, Engineering, Mathematics and Medical (STEMM) students and early-career researchers (ECRs). This is because STEMM students and ECRs are considered most likely to have research outputs that can be translated into mainstream, commercial products and processes. Given that short-term entrepreneurship education interventions have been shown to impact upon entrepreneurial intentions and competence development among students, enhancing the likelihood of STEMM student and ECR commercialisation could be achieved through such short-term, extra-curricular offerings. This paper draws upon data from a short-term, UK-wide, National entrepreneurship education intervention targeting STEMM ECRs, which has run for twenty-three years. An independent evaluation has shown this initiative assists entrepreneurial competence development among participants. However, research shows that women in STEMM are less likely than their male counterparts to engage in commercialisation or spin-out activities and that the benefit of EE for women has also been questioned. While this national best-practice exemplar of targeted STEM entrepreneurship education has been shown to positively influence entrepreneurial competence development, this finding was not gender disaggregated. From a critical feminist perspective, this paper explores if the outcomes of this programme may be gendered and, if so, seeks to identify such differences and the ensuing implications for using EE to promote STEMM women's commercialisation propensity. We undertook an online survey of former participants to identify whether the perceived benefits and impact of the programme differed by gender, prior to undertaking personal interviews with women who had previously participated in the scheme and a focus group with young women currently participating in the programme. We find evidence of gendered barriers and outcomes and conclude with recommendations for further research and considerations for those seeking to support commercialisation activity among STEMM women.

Keywords: STEMM, entrepreneurship education, gender, commercialisation, academic entrepreneurship

Salary Negotiations: Highlights and Surprises From 10 Years of Research

Martina Voigt and Andrea Ruppert
Frankfurt University of Applied Sciences, Germany

Abstract: In this paper, we present the results from three major research projects we conducted between 2007 and 2017. The first project "Gender-Specific Negotiation Skills and Their Impact on Salary and Promotion Negotiations" (2007–2009) focused on the preparation, performance, and success of the last salary negotiation conducted by male and female managers. The research method was an online survey. The second project "Successfully Negotiating Salary –Strategies of Female and Male Executives" (2011–2015) focused on the effectiveness of negotiation strategies. The research method here was an experiment. For this purpose, we produced four video clips each with an approximately five-minute sequence of a salary negotiation. We varied two variables: the gender of the person who asks for a salary increase and the negotiation strategy (win-win strategy vs. win-lose strategy). These video clips were shown to executives who filled out a questionnaire after seeing only one of the four short films. The third project "Follow-up study: Gender-Specific Negotiation Skills and Their Impact on Salary and Promotion Negotiations" (2017) was a follow-up project to the first one. It had been conducted to see if there would be modified results ten years after the first survey. The research method of this project also was an online survey. The purpose of this paper is to give an overview of the most interesting and surprising findings that we have achieved in this long-time research process. These can be briefly summarized as follows: First, changes happen very slowly. In 2017, just as what happened ten years before, female executives are still less successful in salary negotiations than male executives. Second, a variation of the research method (experiment instead of online-questioning) delivers conflicting results. Third, the success factors of salary negotiations are contradictory to what the guidebooks say. Neither the usual ways of preparing for a salary negotiation proved to be success factors, nor did the selection of a strategy. Instead, the sympathy for the negotiation partner and a self-confident and self-conscious attitude seem to be crucial. Fourth, there are gender differences in the definition of success in negotiations and gender-typical success factors that require further research.

Keywords: gender, gender pay gap, negotiation, negotiation skills, salary negotiation

Implicit Bias: Root Cause of Discrimination Against Women in Construction

Marquita Walker
Indiana University Purdue University, Indianapolis, USA

Abstract: This article focuses on indirect bias as the root cause of historically generated gendered oppression which leads to the marginalization and underrepresentation of women in construction. Covert and gatekeeping institutional and social bias leads to discrimination from governments, markets, employers, and unions even though anti-discrimination policies are structurally embedded in the policies/customs/rules which regulate these institutions' behaviours. Implicit bias is problematic because it produces behaviour different from an individual's espoused beliefs, values, and principles and makes identifying discrimination, which by law must be intentional against a protected group, difficult to expose. Within an employment context, implicit bias affects how outreach, hiring, and retention policies are fashioned and the way employees are treated. Implicit bias's effect on policies relating to gender discrimination should be exposed and mediated because it negatively affects workers' job opportunities, earning ability, and job security and satisfaction. Situated in political economy theory which posits past influences contribute to the oppression of equity-seeking groups in the absence of collective action, implicit bias fosters gender discrimination, the historic marginalization of women, and the hiring and retention of women in construction. Addressing these deficiencies through strategies which encourage the inclusion of women in construction, strengthen legislative and workplace policies promoting women, and decrease masculine dominance in the workplace is necessary. The past's influence on the present and the unequal power relations and unequal access to resources between and among social groups/organizations is a component of a system of racial and gender oppression which historically marginalizes and disenfranchises equity-seeking groups and persists in institutional discrimination in the absence of collective action (Albelda, 2001). Using groups as a basic unit of analysis and assuming external influences (religions, economic systems, and social institutions) shape contextual relationships such as social experiences, situations, and circumstances which drive group behaviour, political economy theory defines groups as some set of individuals who share some interest and have a social relationship to other groups with which they share commonalities or compete for scarce resources. The nature of the group then is explored through "context,

collective behaviour, conflicting interest, and change" (Albelda, 2013). Implicit bias contributes to present day gender oppression and discrimination as the result of past influences on women's place in society and roles in institutional and cultural environments.

Keywords: implicit bias, construction, institutional and social discrimination, women, construction

Promoting Women in STEM: Requirements for an Automated Career-Development Recommender

Johanna Werz, Valerie Stehling, Max Haberstroh and Ingrid Isenhardt

IMA, RWTH Aachen University, Aachen, Germany

Abstract: Despite a variety of initiatives and promises, the lack of women on management levels and in executive boards is hardly diminishing. Besides undermining equality, this fact entails a shortcoming for the whole economy. To handle the current skilled worker shortage, consequent consideration of the female workforce is necessary. The worker shortage is especially remarkable in the STEM (science, technology, engineering, mathematics) sector – in Germany this is one of the sectors with the lowest share of employed women. There are many reasons for the *leaky pipeline*, a metaphor illustrating the loss of women with increasing hierarchy. Besides multiple socio-structural factors, actor-oriented factors (due to society, upbringing or else) play a role, too (Ceci et al, 2009). Many women still consider themselves less competent, they lack self-esteem and self-marketing skills needed to promote themselves on the way up the ladder. With the cooperative project CHEFIN funded by the German Federal Ministry of Education and Research, the authors aim at supporting women on their career paths to leadership positions by tackling these individual factors. The goal of the project is to develop an automated recommender system that both improves women's self-esteem and gives their career plans an ambitious push. The tool is based on the results of three analyses: (a) a currently running data-mining study of 100.000 online CVs, (b) the results of qualitative focus groups and (c) interviews with successful women and men. This paper considers these analyses together with an inquiry of young women to shed light on the question which features does an ideal career development tool require. All involved parties mentioned strict transparency regarding the results of the recommender and put greater emphasize on career reflection than career planning. Apart from that, the data basis of online CVs bears limitations concerning the possible predictions, the type of careers and the factors that can or cannot be considered in the analysis of

career paths. In this paper, we bring together those requirements and limitations and discuss their implications for the set-up of the Competence Development Recommender.

Keywords: gender equality, career development, CV analysis, data mining, STEM sector, leadership

PhD Research Papers

Algerian Female Educational Leaders: Narratives, Struggles and Success

Fatima Zahra Abbou and Karen Jones
Reading University, UK

Abstract: Making our societies more gender equitable is vital for the success of any society that is why, it is important to investigate and study the participation and integration of women in the social, political and economic sectors. According to John Dewey, "education is not preparation for life, education is life itself" (1916, p. 239). Consequently, in order to reach that stage in which young girls can choose the careers that suit their abilities and potentials without being afraid of the cultural barriers, they need to see role models to look up to them especially in leadership positions in educational institutions. In Algeria, despite the fact that women constitute 38% of teachers in higher education (the World Economic Forum,2015), women have only 5% chance of holding leadership positions according to the World Economic Forum. For this reason, it is important to investigate women's current educational leadership roles and participation in decision making in order to help to achieve gender equity in the Algerian educational institutions and then in the society as a whole. Moreover, this study will also focus on the barriers and constraints that prevent women's access to promotions and the cultural influences on their leadership identity construction through sharing personal narratives of female educational leaders. This study will follow a qualitative approach which is appropriate because it investigates the dominant culture in the Algerian educational institutions in addition to their organizational systems and structures, as well as the female educational leaders' growth and development through reporting their narratives. The result of this study will serve as a platform for female educational leaders to share their stories to motivate each other first and to help young girls to be more flexible in pursuing their future careers. Moreover, the role of Algerian women is undoubtedly central to addressing the challenges faced by the Algerian economy. Even though they have achieved a high level of education, this has not been translated into economic outcomes. By raising awareness about the status of females in educational institutions, it will help to investigate the status of women in other sectors.

Keywords: identity construction, cultural barriers, gender equitable environment, Algerian higher education

A Review of Women Identity and Empowerment

Areej Al-Jahani and Karen Jones
Institute of Education, University of Reading, UK

Abstract: The issue addressed this review paper is about how women can develop their gendered identities and then further their professional identity and then further their professional identity which at core is defined by women psychologically or say, based on their personal experiences such as life stories. The overall and influencing culture worldwide is still largely based on patriarchy and there is a repressed, integral experience appropriate to women's bodies and lives which is no less powerful because of its invisibility and marginality due to the patriarchal culture. It is revealed that commitments of society, relationship and religious issues are actually less identity forming as compared to the women's own sense of effect upon the world. This own world of ambitions and desire to make it to the top level of leadership is affected by gender biases or gender power conflicts. It is found from the review of literature that identity development process begins during early age upbringing where in society and family influences are vital in the form of social and cultural factors shaping the identity and igniting the identity development process. Identity thus developed enables women to start their journey of achieving leadership and overall empowerment. There is an overlap between concepts of identity and leadership as to which leads to empowerment. The current stage of this study is at the completion of review of literature and further stages will include qualitative analyses of narratives of identity, leadership and empowerment journeys of female academics working in six selected universities of higher education in the Kingdom of Saudi Arabia. Main aim of this research study is to find out relationships between identity, leadership and empowerment and how women can achieve either individual or collective empowerment in the long term.

Keywords: women empowerment, identity development

Gender and Political Suitability in the Irish Daìl: A Comparative Experiment on the Perception of Legislators' Suitability for Office

Marta Antonetti
Trinity College Dublin, Ireland

Abstract: Historically, politics is conceived as an area of male dominance. Today, the normalization of female presence in the political arena is actively sought

through plans of affirmative action, such as gender quotas. When normalization takes place, women are perceived to be as suitable as men to political careers, reflecting a change in social norms; the public opinion does not perceive politics as an area of male dominance anymore and potential female leaders face fewer obstacles, aiming to the political career more oGen. Nowadays, despite the increase of female representation over the last decades, the percentage of women in high-profile political positions still does not represent the female population. Is the female presence in politics still opposing social norms/not normalized? In many countries (e.g. Ireland), the increase of women in high-profile political positions is slower than expected. At the same time, measures of overt prejudice can't find an overt preference in regards to female politicians anymore. Nevertheless, the literature exploring the relationship among normalization, public perceptions and missing numbers of women in politics is scant and vague. By using an experimental design this paper aims to access hidden beliefs of the public opinion, in regard to women's suitability for high-profile offices. By way of Goldberg Paradigm, this study prevents the formation of Social Desirability Bias (SDB), as I argue this bias is the reason why contemporary literature can't find overt prejudices in regards to female politician anymore. To support the claim that previous literature based its finding on biased data, I also compare the result of this experiment with an overt questionnaire to explore the effect of Social Desirability on direct questionnaires. Using the Irish Parliament (Dáil Éireann) as my research context, I found that men are perceived as more suitable legislators than women. As a secondary finding, results show that there is a lack of trust in actual career chances for women. Comparing this result with an overt questionnaire that do not control for SDB, this study found that when the interest for the gender dimension is revealed, suitability scores are distorted and women show stronger support for female politicians; on the contrary, they support men when the gender dimension is hidden with proper measurements. Similarly, male participants show their preference for male politicians only when this is addressed indirectly, while overt measurements report their preference to be neutral. I conclude that normalization has not yet happened and social barriers still prevent women's access to politics, especially in high-profile positions.

Keywords: gender prejudices, political participation, hidden prejudices, social desirability bias, Irish Parliament

Gender and Research Productivity of Academics in South India's Higher Education Institutions

Venkat Bakthavatchaalam[1], Mike Miles[1], Maria Jose Sa[2], Maria de Lourdes Machado-Taylor[2] and Joachim Gingele[1]

[1]Faculty of Science and Technology, University of Plymouth, UK

[2]Centre for Research in Higher Education Policies, U. Porto, Portugal

Abstract: Conducting and publishing research is a very important aspect of any Higher Education System. In India, despite the rapid increase in the number of Higher Education Institutions (HEIs), students and staff, very few studies have been conducted investigating how various factors influence academics' Research Productivity (RP), especially exploring the gender differences in RP. Thus, this research aims to quantitatively and qualitatively explore the gender differences in RP and the factors influencing them. The quantitative results showed overall little differences in RP based on gender, whereas the interviews revealed a rich data on the various issues and the pressures female academics are under whilst conducting research. The inequity in terms of opportunities, ability and resources available were seen to be the major influencing factors. The research will be useful in formulating policies to decrease the inequities and increase the opportunities for the female academics to conduct research, especially considering the rapidly changing academic environment and the increasingly important role female academics play in Higher Education (HE) in India.

Keywords: research productivity, higher education, gender, research policies, cultural factors

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High Growth Women Entrepreneurs Induces Women Entrepreneurship Theory

Musa Chauke and Zanele Ndaba

Wits University, Johannesburg, South Africa

Abstract: This conceptual paper argues the need for a theory that is specific for women entrepreneurship. Women are under-researched in the entrepreneurship literature because most studies within the literature use gender neutral conceptualization theories. The ignorance is brought about assumptions from prior research that classify men and women to have similar attributes such as demographic characteristic, business skills, and some psychological traits amongst others, thus clouding the importance of women in entrepreneurship. Women entrepreneurs face unique challenges because of their gender. Such challenges

include lack of education, financial support, family support and the entrepreneurial ability to grow their businesses successfully from a necessity driven enterprise to growth driven enterprise. Even though women in recent times are better educated, skilled and start businesses that have growth potential, they are still challenged by stereo types that want women to prove themselves. Contrary to women's challenges, men tend to have easy access to education, business, family and financial support and their businesses are growth driven and perform very well financially. As indicated by various scholars, women have distinctive characteristics that define them as entrepreneurs. However, the conceptualization of them is still within the male perspective, and not unique to their specific needs. Some research has challenged the necessity to have a separate theory for women. However, most of their arguments are based on a theory that is tested on samples of men. We argue that these debates are based on masculine frameworks and do not cater for feminine experiences. From a practical view, most governments focus on entrepreneurship to stimulate their economies, particularly in emerging contexts. However, they fail to implement entrepreneurship policies that conceptualize women as sustainable drivers of the economy.

Keywords: women entrepreneurship, high growth women, high growth firms, women entrepreneurship theory, women entrepreneurship policy, sustainable development

From the Burnt to the Uncertain Generation: Transformations of Gender Roles Among two Generations in Tehran

Rassa Ghaffari
University of Milano-Bicocca, Milan, Italy

Abstract: This research considers two different generations of Tehran's middle class to understand whether and how their representations, ideals and behaviours regarding gender roles are changing. The first sample, defined as "Generation X", is made up of men and women born in the 1960s, who spent their childhood during the monarchical period and later experienced the 1979 Islamic Revolution and the eight years of war against Iraq. The second one consists of university students born in the 1990s, that have thus not experience of the above-mentioned events. We define them "Millennials". Through a statistical analysis of population demographic data and a series of in-depth interviews conducted on the field, I tried to understand what factors could have affected the transformation of masculinity and femininity's representations among these

subjects, focusing particularly on youths born after the Islamic Revolution of 1979. If the so-called Generation X has lived the first phase of its life in a partially de-secularized monarchy, the Millennial Generation has grown in a nearly forty years-old Islamic Republic; however, a preliminary analysis of data and interviews' outcomes show how this new under 30 generation is slowly but decisively changing its trajectory regarding its gender models, relative attitudes and behaviours towards to the other gender. A greater openness towards gender issues, relationships and the usage of public space along with an ever-growing education and the tendency to postpone marriage and procreation are some of the trends that have emerged. But there still are other phenomena such as the persistence of stereotypes and a double behavioural standard for boys and girls, especially concerning sexuality. The outcome is what they themselves define as a yet incomplete transition from tradition to modernity where they lack strong and lasting reference models from which draw inspiration. An in-between state where norms, values, ideals and behaviours related to masculinity and femininity are integral components that come into play in a transition that struggles to find its own direction.

Keywords: Iran, generations, genders, transformations, youth

Isolation and Onboarding: Gender Bias in Aviation Training Documents

William Hart
Fielding Graduate University, Santa Barbara, USA

Abstract: There is growing interest in male-dominated industries and the challenges women face finding their place within the workplace community. Yet, there seems to be little research on how training documents, generally created by technical communicators, may isolate and limit women who seek to pursue careers in these fields. Technical communication and gender scholars have examined women in the technical communication field and gender bias in male-dominated industries but there has been limited examination of gender stereotypes in training documents. Training documents are designed to provide written instructions and a reference guide for job functions, workplace rules, orientation, and company policies. This is sometimes the first opportunity for an employee to better understand the culture of the company and what it offers. Technical communicators, such as instructional designers, generally create the training material based on the goals of an organization with input from subject matter experts. This study examines FAA (Federal Aviation Administration) technical training documents, specifically focusing on manuals, handbooks, and

guides found on the FAA website. The documents analysed were published between the years of 1941 and 2017 and were all accessible on the FAA website at the time the documents were chosen. Factual and implied gender reference categories emerged from the data. A number of biased gender references were prevalent in documents created as recent as 2017. Gender bias was not only isolated to the role of the pilot but was also present in the description of other roles, including examples of professions outside the field of aviation. Qualitative analysis further revealed complex and frequently stereotypical portrayals of aviation roles and examples found in curriculum. The results highlight how technical writing functions as gender bias and serves as the basis for further investigative studies of gender bias in technical documents.

Keywords: gender stereotypes, technical writing, technical communication, aviation, gender bias, curriculum

Women School Leaders: Gender and Identity

Charmaine Lynch

University of Reading, UK

Abstract: Gender and leadership within educational leadership in England has previously had a greater lens focussed upon secondary education. With a critical shortage of primary headteachers this research aims to investigate the impact of gender and identity on female deputy/assistant headteachers within primary schools, when deciding upon whether to consider take up a headship role. This paper will set out an exploratory and qualitative approach to research using an epistemological approach, in which narratives surrounding school leadership are explored. Social identity theory will be used as a theoretical framework for the study, with a focus upon gender and identity. Research questions will seek to gain greater understanding on how deputy and assistant heads identify as leaders and how gender has and continues to shape their career path. The examination and analysis of the concept of gender and identity amongst women school leaders and identification of emergent themes uses a post positivist reflexive stance. Interviews for this study followed the Biographical Narrative Interpretive Method (BNIM) and this specific narrative approach sought to engage the participant in sharing their experiences rather than their position and to facilitate both the expression and sharing of previously forgotten perspectives, forming a rich narrative for interpretation. The structure of the BNIM enables the researcher to have a dual focus: the personal meaning behind the biography and the wider context of socio-cultural processes. There is a need to use this knowledge to build our capacity for female leadership in schools, if we are to meet the demand for headship and sustain it within the longer term.

Keywords: gender, identity, biographical narrative interpretive method, deputy/assistant headteachers, primary education

Don't Leave me This way: Retaining Older Women Care Workers in Scotland

Diane McGiffen
Cranfield University, Milton Keynes, UK

Abstract: Why do so many women over 50 leave health and social care work? Government policy pension rules and employers want women to stay in work longer, but turnover in health and social care is high – 12 % in Scotland and 30% in England. Women dominate public sector employment in the UK and are 75% of the health workforce. Demand for health and social care services is increasing as populations age. However, the care workforce is also aging, many women over 50 are leaving care roles and turnover has consequences for the quality and cost of care. This doctoral study considers the retention of women workers through the lens of gendered organisation theory and will use urban and rural case studies in Scotland. The research will explore the experiences of women currently or recently working in low-paid, demanding and often precarious work in health and social care to help inform policy and practice. It will consider how retention rates and working lives could be improved. Much of what we know about the careers and barriers facing women at work over 50 is based on research with professional career women. The research will seek to generate new insights into the impact of the intersections of gender, age and class on work and retention. This paper presents work in progress from a systematic literature review of 116 articles. Research questions to be explored include: what influences women's decisions to leave or stay; do theories about older women's careers apply across occupations; why do women leave health and social care work and how can employers influence retention rates?

Keywords: retention, women, gender, gendered organizations, age, Acker, Britton, inequality, intersectionality, health and social care, retirement, extended working lives, systematic literature review

Everybody's Game: Aligning Feminist Approaches to 2030 Agenda for Sustainable Development

Gloria Novovic
University of Guelph, Ontario, Canada

Abstract: The current context of feminist paradox calls for feminist strategic re-orientation towards Sustainable Development Goals (SDGs). Despite the proliferation of feminist scholarship, activism, and gender mainstreaming policies, progress on gender equality is underwhelming, while dominant discourses define feminism as fragmented and ineffective. This article draws parallels between feminism and international development, asserting that scholars and activists should resist temptations to embrace single definitions of feminist concepts and strategies in the name of disciplinary cohesion. Instead, much like international development, feminism should nurture its diversity of thought, insisting on strategic feminist solidarity and social justice objectives. Synergies between feminism and the 2030 Agenda for Sustainable Development (Agenda 2030) are highlighted while arguing for contextualized, locally-rooted feminist action. This strategic alignment offers tools of feminist empowerment including platforms for feminist exchange of expertise, flexible and long-term funding for local movements, and greater institutional accountability for gender-transformative policies. On the other end, feminist interventions and activism are needed to supplement Agenda 2030's limited definition of inclusivity, counter its tendencies of feminist de-politicization, and integrate a reflexive approach to the translation of global commitments to national initiatives. This article affirms that diverse, locally-interpreted, and globally coordinated feminist efforts are needed to ensure truly inclusive, economically fair, and environmentally responsible future envisioned by Agenda 2030, but also strengthen linkages between feminist theories and their effective political and social applications.

Keywords: gender mainstreaming, international development, feminist empowerment, Agenda 2030, SDGs

The Spectrum of Fatherhood in Latin American men

Carolina Olvera and María Gabriela Luna
Universidad de Guanajuato, México

Abstract: Latin America is a region in which families have adapted to a restructuring of their contexts and the evolution of the economy, including the diversification of activities that were previously considered strictly the domain of

either men or women. On the one hand, the percentage of women who have precariously integrated themselves into the labour market has increased. Consequently, these women have a double workday. Meanwhile, the men haven't necessarily integrated themselves into the sphere of unpaid domestic labour. Fathers, to some extent, have become involved in the care of their children, albeit in an uncomfortable manner. Taking into consideration that public policies and practices oriented toward fatherhood are emerging, it seems there is an invisible yet palpable wave that is upsetting the definitions of fatherhood in Latin America, where the monolithic figure of the father is, in some cases, a mere memory, now being replaced by newer models of paternity. These are manifesting due to government promotion, or in response to contextual needs. The aim of this work is to examine the following question: How have the different versions of fatherhood in Latin America changed? To this end, texts pertaining to the issue were reviewed through the lens of gender and the study of masculinities. As a result, the text focuses on the contemporary currents through which the forms of fatherhood, their characteristics, and their implications have been framed. This work can be useful to students, researchers, or professionals in the social sciences who are interested in interrogating the subjects of fatherhood and masculinity in Latin America, either to contrast them with other regions, or to further relevant proposals.

Keywords: fatherhoods, Latin America, masculinities, new fatherhoods, emerging fatherhoods

Threats for Women in Cyberspace: Be Protected Using Internet

Elina Radionova-Girsa
Daugavpils University, Latvia

Abstract: Often, women are vulnerable in their daily lives, so many activists nowadays are trying to influence the society in order to understand how to deal with different situations and how to deal with women in those situations. However, it should not be forgotten that additional threats and problems appeared with the advent of technology. It's hard to trace criminals and perpetrators in cyberspace, because there is no border here, and it takes just a few clicks to reach the victim. On a daily basis using the Internet, various websites and social networks are faced with various threats, such as cyberbullying, sexting, bossing, etc. Especially vulnerable are women here. Often women are shy to reveal to others that there is something bad or has already occurred, they do not want to be publicly embarrassed, so still a very large number of women who are

subject to attacks in cyberspace are unidentified. The author wants to see various cyber threats and crimes happening in the Internet environment both in the world and in Europe. Preventive measures that will allow women and Internet users to feel safe in this environment will also be addressed. The article is to present the main threats to the Internet among women and to offer opportunities for how to be safe. The main tasks are to identify among all threats in cyberspace direct threats against women, to find the opportunity to protect women and raise their awareness of issues. The paper mainly uses empirical methods, as well as analysis of literature and scientific research, legal aspects of different countries. The results can be used both theoretically and practically. They will help women around the world become aware of the dangers of cyberspace and protect themselves.

Keywords: cyberspace, cybercrime, women protection

Masters Research Papers

Forced Freedom and Veiled Values

Nina Svane Bruhn and Mette Christensen
University of Aalborg, Denmark

Abstract: This paper examines femonationalism and female agency in Danish policy making, through policy analysis of the covering ban law (CBLP) published by the Danish government. Using Carol Bacchi's approach for policy analysis 'What's the Problem Represented to Be?' as inspiration as well as narrative interviews with four Danish women wearing the niqab, this research paper examines the following research question: *How is the covering of the face is problematized in the CBLP? What does it fail to problematize? How does this ban affect women wearing the niqab?* The analysis shows that while the CBLP and the surrounding debate draws on discourse of gender equality, the CBLP has negative effects on the interviewees' well-being, resulting in aspersion, mental health issues, victimization, and alienation. This shows a discrepancy between the CBLP and the everyday lives of the women who are affected by it, as the liberation of women is a central argument for the implementation of the CBLP. This is found to be a sign of femonationalism. Thus, this paper concludes that covering of the face is problematized through femonationalist assumptions, and the CBLP fails to problematize that it will force women to undress based on Western ideas of female liberation.

Keywords: femonationalism, female agency, covering ban law, policy analysis, intersectionality

Exploring the Glass Ceiling Factors for Females in the IT Industry of Pakistan

Fatima Idrees
University of Management and Technology, Lahore, Pakistan

Abstract: Despite making up 48% of the population, women in Pakistan represent only 24% of the workforce. Only 3% of these form the top management according to World Bank's report of 2014. The problem studied in this paper revolves around lack of female participation in the management sector of the IT industry, less space for growth of female managers, prevalence of discriminatory practices in organizations. The research aims to explore the factors of the glass ceiling phenomenon and gender discrimination at workplaces in Pakistan. The organizations and the society as a whole is suffering from a lack of potential growth and success as females stay under-utilized as a resource despite having

the required skill set and qualifications. A sample of 50 females working in the IT sector from various cities of Pakistan was collected using purposive sampling. A focus group discussion was conducted to gain insights that were used to form a questionnaire survey answered by the 50 respondents. In addition, 3 male CEOs were also interviewed for cross checking of the gathered data. Results are discussed under three categories i.e. the individual/personal, cultural and organizational issues acting as deterrents for females' professional advancement in the IT sector. The most commonly identified barrier is the mindset of the male members of the society that impedes females from progressing smoothly. Discrimination in the organization and lack of opportunities follow as the second most common. Lack of confidence and emotional stability of the female form the personal barriers. The research objective is to help diminish the problem by enumerating factors leading to less participation and issues in career progression, serve as a guide in workplaces to help reduce discrimination and help in empowerment of women and ultimately help create more opportunities for female career growth. It will also facilitate the organizations in devising relevant policies and make changes in system. Moreover the females will be assisted in identifying their shortcomings and guide them how to overcome them in order to succeed in their professional life.

Keywords: glass ceiling, women in management, glass ceiling in Pakistan, female managers, IT female managers, women's career progression

The Dynamics and Intersections of Gender, Disability* and Queerness in Thelma

Alisa Simon
University of Vienna, Austria

Abstract: This paper examines the dynamics and intersections of gender, disability* (the '*' sign marks disability* as an ever fluid term, which finds itself in a constant political and social change) and queerness in the movie 'Thelma' (2017), shot by Norwegian director Joachim Trier. Theoretically it is based on Gender – and Queer Studies, Disability - and Crip Theory as well as Intersectionality. Drawing on a combination of Werner Faulstich's filmanalytical method with Anja Peltzer's and Angela Keppler's sociological filmanalysis and Jens Eder's character-analysis, this study will especially focus on the main character Thelma, her queer desires for fellow student Anja and the other female gendered characters in the movie. This paper aims to outline the importance of mass media, when it comes to the representation of gender, disability and non-heterosexual

desire in societies worldwide and how intersectional research can be a very helpful tool to investigate different perspectives and power structures.

Keywords: intersectionality, gender, disability, queer(-ness), desire, agency

Work in Progress Paper

Female Teachers and Sexual Harassment at School: Cases From South Korea

Geon-ah Choi[1], Hyesun Paik[2] and Soojin Lee[3]

[1]Cheongju University, South Korea

[2]Kookmin University, Seoul, South Korea

[3]University of North Carolina at Chapel Hill, USA

Abstract: Several female teachers from South Korea have reported verbal and physical sexual harassment at school and even more cases have been revealed due to the recent #MeToo movement. Sexual harassers in these reported cases include school administrators, colleagues, and students—surprisingly, even early elementary students have participated in sexually harassing their female teachers. However, schools and educational research have yet to actively address female teachers' struggles with being sexually harassed and objectified, even by their students. No related policy currently exists that could provide a safety net for female teachers. This collective case study focuses on experiences shared by female teachers in South Korean schools, and what should be done to support them by sharing female teachers' own voices. In-depth, one-on-one interviews with four female teachers working in an elementary and middle school in South Korea were analyzed to focus on the gender-based violence the participants have experienced and how they perceived, understood, resisted, and accepted the situations. The present paper argues that (a) female teachers have clearly experienced gender biases and sexual violence in schools; (b) gender privilege is even greater than teacher-student power relationships, so it disrupts power dynamics in the classroom; (c) teachers and school administrators attempt to avoid any (potential) conflicts; (d) female teachers are asked to take responsibility throughout all related processes (which often includes victim-blaming and perception of opposing women as "incompetent"); and (e) all stakeholders lack gender sensitivity. The experience of being sexually harassed in school has arguably changed female teachers' gender sensitivity; they are also socially forced to remain silent; those experiences have affected their teaching practices, often in negative ways including being passive in teaching and caring for students. By closely analyzing female teachers' voices and their experiences, new light can be shed on the neglected issue of female teachers being sexually harassed in schools.

Keywords: female teacher, sexual harassment in school, sexual objectification of women teachers, gender discrimination, gender and education

Abstracts Only

Lived Experience of Women Faculty of Their Professional Life

Fariba Adli
Alzahra University, Tehran, Iran

Abstract: Despite the importance of human capital in development, in Iran, there is still a gender view on the workforce and less attention is paid to individual characteristics and competencies. While from the 1990s, women's enrolment rate in higher education has increased however, the share of women in teaching positions at the university remains low (24%). Although different studies have been conducted on gender inequalities, but often, these studies are based on statistics for example the level of education of women to men or compare their employment ratio. While gender inequalities are beyond and deeper than these numbers, rarely has the research narrated the experience of women in the workplace. So, this research sought to answer this question: How do women faculty experience their workplace? This research was done using qualitative content analysis method. 25 women faculty from public and private universities were interviewed. Several themes are emerged: Second grade professors: women more teach and men more do research at universities. Professors of housewife: women faculty have lower position among their students than male and experience division of gender labor. Powerless Scientists: none of these women participate in policy making and the number of full professor women is very low (7.5%). Although higher education institutions are considered as the platform for achieving social qualities, combating gender inequalities, and theoreticians discuss literacy and education as a tool for society change and renewal, in our society, higher education institutions encourage gender inequalities and university women experience gender inequalities, as in other parts of society. Therefore, to realize gender equality it is necessary to re-write the policies of the university.

Keywords: women in scientific board, professional life, structural reconstruction, gender inequalities, Iranian universities

Tablets in Secondary Schools: Supporting Learning of Both Boys and Girls?

Wilfried Admiraal
Leiden University, Leiden, The Netherlands

Abstract: In present-day Dutch secondary education, teaching with tablets is common practice. Although many teachers teach with technology as they always did, tablets give the opportunity to do it more flexible with respect to location and more personalized with respect to the student. However, the use of technology in teaching might not be equally effective for all students, depending on their learning and technology preference. Boys and girls generally seem to differ in their learning preference (Arnup et al., 2013), as well as in the technology they like to use (Luik, 2011). In a study in secondary schools, Heemskerk et al.(2012) showed that –compared to boys- girls preferred more applications that deal with an interesting subject, are easy to work with and provide good support. In a quasi-experimental study with a secret-trail game (Admiraal et al., 2014) both boys and girls of the game-intervention group showed a higher test performance, but girls seemed to profit more from searching the Internet to complete assignments and boys from competing with others. In the current quasi-experimental study, differential effects of the implementation of tablets in school for boys and girls were examined. Data about the implementation and evaluation of 35 interventions in 27 secondary schools in the Netherlands were gathered by interviews with teachers and students, teacher logbooks and teacher and student questionnaires. Moreover, test and questionnaire data were collected on achievement, school motivation and self-regulation of more than 4800 students. Analyses of the main effects of the tablet interventions with tablets show mixed results with positive, negative and zero-effects on students' achievement, school motivation or self-regulation. Preliminary follow-up analyses of interaction effects with students' gender suggest differential effects of teaching with tablets for boys and girls. This would imply that in both practice and research on teaching with tablets more attention should be paid to gender differences.

Keywords: gender differences, teaching with tablets, learning, motivation, self-regulation

Female Academic Leaders at King Saud University and Their Role in Quality Departments

Nora Aljbreen

University of Reading, UK

Abstract: Women's empowerment is a concept that has gained considerable recognition in many countries in the civilized world in the last decade. However, women's empowerment or gender equality in higher leadership positions is one of the topics that are discussed conservatively in traditional societies in the Middle Eastern. The purpose of study 'Female Academic Leaders at King Saud University and Their Role in Quality Departments' is to contribute to closing the existing gaps in literature in the topic of women empowerment in Saudi Arabia and achieve gender equality through identify the roles that are played by female leaders in the quality sectors at King Saud University from the perspectives of females' leaders. This research also aims to reveal the dynamic social and cultural factors that affect women work in Saudi Arabia that promote the value of religions and traditions about women by influencing public opinion. In this regard, the study centers on the roles of academic female leaders, how they can achieve their roles and prove themselves, their efforts in quality assurance department at King Saud University (the reality of empowering them under social and cultural factors). Under the shadow of the new government in Saudi Arabia that has tried to make many radical changes in different aspects by using vision 2030. It is a plan to integrate with the world trend. The positive thing, Women's rights are one of the aspects that are referred to in this future document. Therefore, under the new vision of the Kingdom of Saudi Arabia 2030, It is hoped that this research will be important for the Saudi government and particularly policymakers in the universities as an important reference on gender equality in Saudi Arabia and the rest of the world. The student believes that education is the real starting point to most powerful arguments that assist to convince societies about modern ideas. Achieving gender equity in leadership positions in the education sector and universities will be the window for Saudi women to achieve justice in the workplace in other sectors.

Keywords: women's empowerment, gender equality

A Mitvah in Historic Preservation: The Need for the Conservation of Stone Epitaphs Dedicated to Jewish Women in Ancient Rome

Brenda Lee Bohen
Department of Historic Preservation at The School of the Art Institute of Chicago and The Spertus Insitute of Jewish Learning and Leadership, Chicago, USA

Abstract: Before time and earthquakes threaten more Italian museums, such as the Roman National Museum of the Baths of Diocletian and the National Naples Archaeological Museum storage facilities, we need to save the Roman Jewish stone epitaphs, those dedicated to women, still remaining to be re-investigated. It is incumbent upon us to accurately revise the outdated and biased Corpus of Jewish Inscriptions, spanning the sixteenth through the early twenty-first centuries. These records continue to be used as original primary sources for archaeological works. The conservation of those Roman Jewish stone epitaphs which memorialize women, and are now in museum storage, is a subject of great magnitude. This paper is not intended to be a comprehensive guide to their conservation. Rather, this paper intends to demonstrate how select distinct nuances, gathered through my continuous research, yield a different way of reading, understanding, and interpreting sacred tombstones inscribed in honor of women. For, this is a particularly praiseworthy undertaking, not to be overlooked. The historic preservationist has the duty of drawing international attention to the awareness of scholars, in particular to female Torah scholars, who can provide insights into women's Jewish history which others will less easily be able to provide. Otherwise, in the event of another earthquake, these precious stone epitaphs, dedicated to Jewish women in ancient Rome, risk total destruction.

Keywords: historic preservation, women Torah scholars

Factors Affecting Women on Corporate Boards: An Institutional/Cultural Perspective

Daniela Coluccia, Antonietta Cosentino, Stefano Fontana and Silvia Solimene

Sapienza University of Rome, Italy

Abstract: Purpose: Our aim is to study if the degree of cultural/institutional openess among different countries can affect the presence of women on boards. The analysis is focused on year 2016 and on a sample of OECD area listed companies belonging to MSCI World Index. Grounding on Insitutional Theory, we select several variables representing cultural, legal and insitutional contexts, that extant prevailent literature has already linked to female presence on board. Design/Methodology/Approach: To study the relationship between institutional factors and female presence on board, we use Principal Component Analysis (PCA). This methodology allows to obtain several clusters which are the expression of the degree of openess of institutional contexts among countries. To collect these insititutional data we use well aknowledged sources (Polity IV Project, PRS Group, World Bank). Our hypothesis is that among context variables, the most important one is the legislation on gender (a law which oblige the appointment of women by firms). Moreover, PCA will return the most relevant insitutional variables which explain the variability of the presence of women. Once we obtained such a regressor (the degreee of openess measured by clusters), we will perform an OLS regression, also using control variables selected from extant literature on this topic (i.e., financial, dimension, age variables). Originality/value: Our first contribution is to do a descriptive analysis of the presence of female directors in the sample. We want to provide a picture for the year 2016 of the OECD situation regarding gender distribution on boards. The second contribution is to verify if the female presence is affected by the above mentioned level of cultural/institutional openess degree. We contribute to literature by providing a new insight on this topic, by matching in only one variable different characteristic which explain institutional and cultural context among countries. Implications: This project is just a first and preliminary step in order to assess if female presence on boards is influenced by cultural and environmental contexts. We launch the challenge for future research to enlarge the observations among countries over a long lasting period of time, considering that the presence of women has been growing over time.

Keywords: gender, companies' board, female presence, cultural factors, OECD

Implicit Gender Bias in the U.S. Public Sector Workplace

Maria DAgostino[1], Helisse Levine[2] and Meghan Sabharwal[3]

[1]John Jay College, City University of New York, USA

[2]School of Business, Public Administration and Information Sciences LIU Brooklyn, USA

[3]The University of Texas at Dallas School of Economic, Political, and Policy Sciences, USA

Abstract: Gender issues continue to be a global discussion, including the lack of women in leadership positions. According to the World Economic Forum's 2017 Global Gender Gap Report, not until a century from now will men and women achieve equality in health, education, economics and politics, and it will take 217 years to achieve workplace equality. In the U.S. public sector, for example, only 14% of congressional representatives are women, and females represent only 1 in 5 of the 100 state senators in the U.S. Congress. Instead of leadership positions, women in the workforce continue to be minimized to lower levels of the organizational hierarchy, which has broad social equity and diversity implications such as the gender pay gap. Most recently, the #Metoo movement has brought attention to the concept of "implicit bias" defined as the unconscious bias that is associated with exposure to cultural stereotypes, and its broader social equity implications. Although implicit gender bias research has been prominent in many fields, including psychology, sociology, and economics, it has been nearly absent from public administration scholarship. The purpose of this research is to conduct an empirical, mixed method analysis to understand implicit gender bias in the U.S. public sector workplace. Using an electronic survey of state government officials and follow up interviews, questions around which this research is organized are: 1) Do public administrators perceive implicit bias in the workplace setting across gender? 2) What is the impact of implicit bias on turnover and retention in the public sector workforce? 3) How does implicit bias impact public administrators perception of women's advancement to leadership positions? 4) What structural/institutional changes are public administrators implementing to address underlying workplace biases in order to create an equitable workplace? Findings of this research will advance the field by examining biases that affect public sector decision makers in an unconscious manner. Understanding implicit gender biases and identifying the structural and/or institutional changes needed to break down gender advancement barriers will contribute to building a just and equitable workplace.

Keywords: diversity, public sector, implicit bias, gender bias, social equity

Female Entrepreneurship in Italy: A Relational Capital Perspective

Francesca Dal Mas, Paola Paoloni and Rosa Lombardi
Dipartimento di Diritto ed Economia delle Attività Produttive, Università degli Studi di Roma La Sapienza, Rome, Italy

Abstract: Relational capital is a vital asset of the contemporary economy, and it refers to the sum of relations between companies and the external environment and stakeholders to create value. Relational capital is particularly relevant when it comes to start-ups as well as female entrepreneurship. We aim to analyze the role of relational capital in female entrepreneurship, especially start-ups, taking into consideration the Italian context during the financial crisis (years 2011-2012). Our study employs a mixed-method approach analyzing first data from a regional program to enhance the creation of new companies, trying to understand the issues of potential entrepreneurs in general and women in particular. Then, a specific single case is investigated using the CAOS model of micro-entrepreneurship by Paoloni (2011). The purpose of the study is to contribute to the debate regarding the link between relational capital and female start-ups, understanding the wellbeing issues.

Keywords: entrepreneurship, Italy, relational capital, intellectual capital, caos

Intimate Partner Violence in Syrian Refugee Communities in Jordan: A Triangulated Study

Nour Daoud
University of Padova, Italy

Abstract: This poster presents the work in progress of a Ph.D. study that focuses on understanding the Intimate Partner Violence (IPV) experiences of Syrian Refugee Women in Jordan. This study is underpinned by a triangulated theoretical framework that considers the feminist post-structuralism epistemology, the intersectionality and the ecological model to holistically analyze this complex and sensitive phenomenon. Narrative interviews are conducted with Syrian refugee women who live in Al Zaatari camp in Jordan to encourage and stimulate them to tell their stories about IPV as part of their life and their social context. The analysis of data lends itself to types of examination: Foucauldian discourse analysis and thematic analysis. This study aims at investigating discourses Syrian women draw on to understand their experiences of IPV and their practices of help-seeking and disclosure. Furthermore, it sheds light on the relationship between IPV and other

types of outsider violence such as structural and political violence. It directs its attention to apprehend the impact of IPV at a comprehensive level and explore how the intersection of gender, class and refugee identification increases the prospect of women's distress and anguish. Finally, this interview-based study scrutinizes the level and quality of services provided to address and combat IPV in Syrian refugee communities in Jordan.

Keywords: political violence, feminism, structural violence, Middle-East, crisis

Staying Alive! Overcoming the Gender gap in Innovative Startups

Paola Demartini and Sabrina Pucci

Department of Business Studies, Roma TRE University, Roma, Italy

Abstract: Studies on the way female entrepreneurs running an innovative start-up face new business challenges can contribute to understand the new drivers affecting value creation dynamics in our knowledge-based society. A prolific stream of research has been tackling the issues of female venturing in innovative sectors, and of the relation between female venturing and technological innovation. A recent literature review confirms that the last decades marked an exponential growth of women's participation in entrepreneurship activity, but the amount of scholarly research and information about the participation of women in new high-technology ventures is still extremely limited (Kuschel and Lepeley, 2016). Focusing on a sample of Italian female innovative start-ups, we attempt at answering to the following research questions: Do female high-technology ventures underperform in comparison to male ones? Is there a gender gap as stated in the mainstream literature? (Fairlie & Robb, 2009). Data have been gathered from the Italian Chamber of Commerce, and downloaded on February 2018. The Italian female start-ups, object of our survey, amount at no. 1,114 companies and count for 13.14% of the whole sample of companies registered in a specific section of the Italian Register of Companies. Financial data have been gathered the Aida database from Bureau Van Dijk and a performance analysis has been conducted on no 220 available financial reporting. Afterward, the quantitative inquiry was complemented with the analysis of soft variables by no 11 deep interviews to female start-uppers with the aim to gather data on personnel characteristics and management behaviour of female start-uppers. Our findings reveal that as far as financial performance are concerned female start-ups do not lag behind male ones in terms of profitability and other financial key indicators (i.e. EBITDA/Sales; ROI; etc.) The high level of education and the high professional profile of innovative start-ups, have created a fundamental

prerequisite to make the phenomenon significant also in technologically advanced sectors, where the percentage of female start-ups does not differ from that of the sample as a whole (75%).

Keywords: startups, innovation, gender, performance

Female Presidents in Sports Federations in Europe: A Comparative Study

Luisa Esteban-Salvador[1], Tiziana Di Cimbrini[2], Emília Fernandes[3] and Gonca Güngör[4]

[1]University of Zaragoza, Teruel, Spain
[2]University of Terano, Italy
[3]University of Minho, Portugal
[4]Sakarya University, Turkey

Abstract: This paper aims to examine the role of women in the most visible position of sports federations, that of presidents or chairwomen in five countries: Italy, Portugal, Spain, Turkey, and the United Kingdom. For this purpose, we seek evidence of female representation in decision-making spaces in all sports bodies of the countries under study. Besides, we review the female representation in corporate boards of national federations, and also will explore the characteristics of federations chaired by women. Subsequently, we will try to confirm if those entities with a woman as head of the federation are those that represent traditionally female sports or, on the contrary, the presence of women is reserved to positions historically occupied by men, which would mean an essential step in the breaking of the glass ceiling in the field of sport. It would also be interesting to see if the countries that have the most significant number of women presidents have any specific regulations on corporate governance gender balance regarding participation on boards of directors. The study is part of an Erasmus + project of the European Union in which the studied countries participate and aims to strengthen the equality between men and women in the areas of decision-making in sports federations in Europe. The project aims to empower women in their career advancement in sports federations. We believe that by knowing the gender representative situation of national federations we can understand better gender discrimination in these particular contexts, and some of the barriers women face in their attempt to overcome the hierarchy of sports federations and contribute to understanding gender and representations in comparative research on sports federations led by male and females.

Keywords: equality, gender, presidents, sport, chairwoman

Empowering Women From the Bottom to the top

Carol Fuller, Maria Danos and Cecilia Muldoon
University of Reading, UK

Abstract: Focus on aspiration raising amongst students from under-represented communities fails to address the significant importance of trust in Higher Educational Institutions as well as the role of parents in shaping and supporting the aspirations of their children (Fuller, 2009; 2014, 2017). Yet, if parents are omitted from initiatives, a significant hurdle to raising aspirations is not addressed. Failing to understand self-identity and confidence and how these interact with symbolic and cultural notions of gender identity for particular groups of women is also a significant oversight: research shows that it is mothers who are most influential to the aspirations of their children within socially disadvantaged groups. In this paper we present data collected from interviews with women from lower socio-economic groups in England - all of whom report very low levels of self-confidence, and took part in a research informed 'empowering women' programme. Building on previous work, we consider their aspirations and how these link to their previous and current sense of a gendered self. In doing so we hope to raise important questions about persisting cultural hegemony that promotes equality yet, continues to position women as 'mother' and 'homemaker' and in seeing these roles as low status and value. Our findings show how educational success and failure are intrinsically connected to these perceptions. On the one hand, education is seen as providing the means to renegotiate and redefine who one wants to be yet, on the other, does so at what appears be a very clear sense of gendered existential angst for those for who the educational system has not been successful. In doing so, we highlight the importance of self-identity and self-confidence in the empowerment of women as well as the importance of the academic communities investment in this.

Keywords: empowerment, self-confidence, women, angst, aspiration

The Sound of Leadership

Laine Goldman and Federica Fornaciari
National University, La Jolla, USA

Abstract: The Sound of Women in Leadership This is not a musical but an open discussion of new ways of thinking about the embodied female leadership voice. Women in leadership have been accused at times of being hysterical, strident, bitchy, confrontational, timid, direct, bossy, manly, girly, cheerleader, not critical enough, tough, apologetic, unapologetic, maternal or unapproachable. When all

the stars and planet line up, the winsome sounds of our inspirational fire-power are reminiscent of Michelle Obama or Oprah Winfrey. The above mentioned are just some of the low and high notes when describing speech, tone, and voices that can empower or weaken women's leadership. The good news is that we've witnessed lots of leadership styles, both good and bad, and finally we get to claim our own authentic voice. The "me too" movement is a pivotal moment for women who are not only reclaiming their voices but also recognizing that they can do it on their own terms without sounding like men -- or is that true? This roundtable starts with a short presentation to provide context about the dilemmas women face on the leadership front; and then the conversation begins with our peers at the 2nd International Conference on Gender Research imagining what an authentic voice of leadership has the potential to become, and as a group discuss the core question guiding our research -- What does the voice of a powerful female leader sound like?

Keywords: gender, diversity, leadership, voice

Analyzing the Impact of Edutainment on Perceptions of Power: An Africana-Womanist Study

Mtisunge Isabel Kamlongera
Oslo Metropolitan University, Norway

Abstract: One of the mandates for the Malawi government is to educate women and girls including creating increased opportunities for female participation in leadership roles. Radio (educational entertainment programs) has been used by many organizations to fill the gap left by a suffering formal education system, this is done by being a sphere for enlisting participatory change. Through edutainment programs, public education effort has been utilized to target and engage communities and learners on a more critical level. There is limited understanding of the impact of educational radio programs and their role in delivering a critical public education. Furthermore, there is limited systematic inquiry that has sought to understand the extent to which critical educational radio programs fulfil the role of educating and emancipating women listeners as social change agents who aspire and take on leadership roles. The proposed is a qualitative study that ventures to address these weaknesses and explore the possibilities critical edutainment offers for social justice and gender equity in leadership. Specifically, the study explores the educational value and subsequent implications on listener's personal and social interactions and whether said 'empowerment' occurs resulting from the listening process. The study will be contextualized and guided by the Africana Womanist theoretical framework as a means for

highlighting the different experiences that uniquely affect the women in Malawi. Africana Womanism is defined as “Neither an outgrowth nor an addendum to feminism…. Africana Womanism is an ideology created and designed for all women of African descent. It is grounded in African culture, and therefore, it necessarily focuses on the unique experiences, struggles, needs, and desires of Africana women. . .” (Hudson-Weems,1993). The study will contribute towards the realm of gendered social research by offering a departure from research rooted in criticized Gender and Development frameworks as well as by adding knowledge opposing mainstream (or global feminist) perceptions of where power occurs within African communities. Specifically, an Africana womanist study would afford Malawian women the opportunity for “self-naming” and “self-definition”, rather than being portrayed in the universal manner as oppressed and to an extent automatically in need of empowerment.

Keywords: gender and education, Afrocentric gender research, Africana Womanism, women and power, gender and media

Gender Perspectives on Media Discourses on Decreasing Birth Rates: A Literature Review

Paula Lobo
ESEV - Instituto Politécnico de Viseu, Portugal

Abstract: In recent decades a gradual and persistent decrease in the number of births in the Portuguese context has been observed. Currently, Portugal has the lowest birth rate in the European Union (INE, 2017) and this decrease is expected to be maintained. These findings have been subject of concern by the current and precedent Portuguese governments and have been the focus of numerous news stories and controversial public debates in different media formats. The V Plan for Gender Equality considers that media play a key role in the construction of more balanced gender narratives, thus contributing to a more egalitarian society (DR, 2013:7047). On the other hand, Santos (2013) and Weeks (2007) consider that narratives about the so-called "demographic winter" should be confronted with current media discourses in the context of the changes that have been transforming the perceptions of family and family roles. Previous studies show that media discourses on family policies designed to reverse this demographic problem are based on two distinct social models: a family model in which there is a ‘male bread-winner’ and a caring mother – according to this model, family policies should create favorable conditions for women to play the role of full-time mothers; and a family model of corresponsibility, in which both parents are expected to support and care for children – in this last perspective, family policies

should grant parental licenses to both parents encouraging a gender balanced participation in both private and public spheres. The results of the ISSP Family and Changing Gender Roles (2014) survey concerning the prevailing attitudes in Portuguese society towards family life and gender roles revealed an increase in the intensification of parents working routines and also highlighted the fact that Portuguese parents often have two jobs in order to provide the finantial support that they need for their families. The same survey has also shown the persistence of a public perception that children care and domestic activities are mainly seen as female responsibilities. These data suggest an unbalanced gender work division in the public sphere and private spheres. We will present a literature review in order to confront studies about media discourses on decreasing birthrates in Portugal and across Europe, and the economical consequences of the demographic ageing, with the analysis of the current Family-Work policies in Northern and Southern European countries.

Keywords: gender, media representations, population ageing, work-family policies

Spiritual Entrepreneurship and Women's Work

Chia Longman
Ghent University, Ghent, Belgium

Abstract: This paper critically analyses the realm of 'spiritual entrepreneurship' among women in Europe and transnationally. It draws on ethnographic fieldwork, including in-depth interviews with women active as life-coaches and ritual workers and document analysis of a growing market of popular literature and websites on personal and spiritual growth specifically geared to the self-empowerment women. On the one hand the contemporary Mind-Body-Spirit, happiness and self-improvement industry has been critiqued for the way it might re-affirm class and gender inequalities rather than challenging the dominant post-feminist neo-liberal ethos. However, my fieldwork among a diversity of female spiritual practitioners reveals a more complex and nuanced picture: (a) their motivations for 'opting' out of their former regular employment or businesses can potentially be understood in terms of a feminist rejection of the neo-liberal work-ethos which is viewed as 'masculine'; (b) despite their attempts at changing their relationship to money and building a spiritual business, for a majority, their labour leads to more personal fulfilment or a more liveable life, but remains financially challenging; (c) the contemporary field of feminine spiritual entrepreneurship in many ways involves the reproductive, relational, and semi-therapeutic work for society, that women have historically always had to perform, yet remains underpaid and under-acknowledged.

Keywords: spirituality, religion, entrepreneurship, gender

South African Women Academics' Experiences of Workplace Bullying

Brightness Mangolothi and Mnguni Peliwe
University of South Africa, Midrand, South Africa

Abstract: This study examines women academics' experiences of workplace bullying within three South African universities. It uses the ecological model and intersectionality theory as key conceptual frameworks for making sense of participants' experiences and perceptions of workplace bullying. Qualitative, in-depth, semi-structured interviews were conducted with 25 women academics. For data triangulation, four union representatives and three HR representatives were also interviewed, because they handle cases of workplace bullying and are involved in the formulation and implementation of relevant policies. Secondary data was obtained through the analysis of grievance policies at different universities. The primary data analysis method used in the study is thematic analysis. The findings show that women academics' workplace bullying experiences, which included the causes, mediators, outcomes as well as coping strategies, differ according to race, age, tenure and nationality. Further, showing that White men were the main perpetrators of bullying, followed by White women, Indians and Blacks. Blacks were more likely to be bullied by all races and gender. Also, they were bullied at multi-levels, which were supervisors, colleagues, students and administrators, compared to other races who were mainly bullied by White supervisors and colleagues. The participants proposed various interventions, mainly, the introduction of workplace bullying policy, awareness on workplace bullying, training, mentorship and therapy. Whilst the union believed the case management process needed to be reviewed and training should be provided for HR representatives. A key contribution of the study derives from the fact that it combines the ecological model and Intersectionality. This provides a holistic and rich view of women academics' experiences of workplace bullying.

Keywords: workplace bullying, women, race, intersectionality, higher education

Does Having an Early Birth Still Hurt Women Lawyers' Careers?

Mary Noonan[1] and Mary Corcoran[2]
[1]University of Iowa, USA
[2]University of Michegan, USA

Abstract: A number of studies show that highly-educated professional women who have children early in their careers experience lower earnings growth than similar women who delay childbearing. Most of these studies use samples of mothers working during the 1980s and early 1990s. Since then, women have substantially increased their representation in professional occupations. If women professionals and their employers learned from the experiences of the pioneer cohort of women professionals, then relationships between birth timing, labor supply, and wage growth may be different for them. We address these issues using 15 year longitudinal data on two cohorts of women lawyers who graduated from the University of Michigan Law School: the pioneer cohort graduated in the 1970s and the second generation cohort graduated in the 1980s. Graduates were surveyed at 1, 5, and 15 years after graduation. We define early career mothers as those who had their first child before the fifth year interview and late career mothers as those who had their first birth between the fifth and fifteenth year after graduation. We estimate models predicting earnings change between years 1 and 15 as a function of birth timing, labor supply cutbacks, academic performance (law school GPA and LSAT score), and demographics at law school graduation (marital status and age). Results show that, in the pioneer cohort, having a child early depresses wage growth even among those who do not take any time out of the labor force. This suggests that employers see early career mothers as less committed workers regardless of their labor supply. In the second generation cohort, we find no association between birth timing and earnings after controlling for time out of the work force. Time out depresses earnings growth for both early and late mothers. This suggests "learning" on the part of employers: earnings growth penalties are confined to women who take time out for childbearing, and are no longer associated with birth timing per se.

Keywords: women professionals, fertility timing, earnings

Re-Imagining Theoretical Debates and Activist Approaches to Gender Inequality

Victoria Robinson
University of York, UK

Abstract: This theoretical paper will critically discuss different feminist perspectives, which argue for the clear existence of continued international gendered power relations between women and men, by using global empirical research from a number of substantive areas. These arguments suggest that gendered inequality is visible across different spheres; including the cultural, social, economic and political and furthermore, they provide evidence detailing some of the most pressing examples of gendered inequalities. The validity of such arguments that gender inequalities are still entrenched and persist over time, place and culture, will be contrasted to alternative claims that inequalities are gradually being eroded. I argue that to progress theoretical debate in this area further, we need to avoid the current tendency to take up a somewhat dichotomous position on whether gendered inequalities are lessening or not. I also contend here, that part of the solution to more nuanced debates on gendered inequalities, is to re-imagine how three key issues have been debated theoretically and applied to women's (and men's) everyday lives. Thus, given the current academic focus on the concept of intersectionality, that is, how the variables of class, sexuality and race and ethnicity, for example, intersect in relation to people's gendered experiences, this concept is both problematised and utilised here to further the debates in question. In addition, I argue that the study of inequality in relation to gender should be more systematically informed than has hitherto been the case, by the relatively recent exploration of the study of men and masculinities. I also consider how recent forms of international gender activism, aided by rapid, if uneven, developments in the use of social media, can allow us to re- think established relationships, or lack of them, between the academy and activism. In this way, the paper seeks to take forward theoretical debates on gender inequality, and questions the current adequacy of links with academia and the 'outside' world, arguing the need for a new dialogue and relationship.

Keywords: theories of gender inequality, intersectionality, men and masculinity, global activism and the academy

Working With the Grain: Non-Confrontational Pathways to Normative Change

Patricia Rowland
BreakthroughAction-Nigeria, Abuja, Nigeria

Abstract: Conventional approaches to social transformation posit that normative change involves challenging the status quo and power relations. Work carried out by the DFID funded Mobilising for Development (M4D) programme in three states of Northern Nigeria suggests that another pathway to change: working with socially and legally legitimate structures within the cultural milieu, rather than confrontation, can prove effective in addressing gender-based issues, without risking the rejection of externally supported progressive interventions. For instance, work done through Islamic religious mediation councils known as Sulhu committees, of which traditionally, women are primary beneficiaries, served as a discreet, oblique and practical approach to addressing child marriage. Sulhu means mediation in Arabic, and by extension in Islam, Sulhu has come to mean conflict resolution under Sharia Law. One striking finding from the Sulhu work was that, while early marriage is acceptable in Islam, forced marriage, isn't. For this reason, Adolescent Girls were encouraged to make complaints to Sulhu Committees within their communities if they were being "forced" into marriage. Within, a six-month time frame, 102 Adolescent Girls had made use of Sulhu Committees to halt marriages they were being forced into and enrol into schools. This intervention brings to light a different approach to potentially achieving social transformation in relation to contentious gender based issues, which involves leveraging already existing positive social and moral norms.

Keywords: non-confrontational pathways, normative change

The Role of Female Human Capital for Entrepreneurial Orientation

Fabrizia Sarto and Sara Saggese
University of Naples Federico II, Naples, Italy

Abstract: Fueled by the strong pressures of scholars and policy makers to their involvement in managerial activities, women have recently broken the "glass ceiling" and reached positions that require behavior and competences previously related to men (Morrison et al., 2004). Data indicates that women represent nearly half of worldwide entrepreneurs (Global Entrepreneurship Monitor, 2013) and a number of companies have recently tapped female managers to lead their

organization (Catalyst, 1995; 2015). These circumstances have placed the implications of women for the entrepreneurial orientation (i.e. EO) at the centre of the debate. By defining the EO as "processes, practices, and decision-making activities that lead to new entry" (Lumpkin and Dess, 1996: 136), recent research has investigated the development of EO by approaching the concept from a gender perspective (Lim and Envick, 2013). While studies have advanced the knowledge on gender differences, it is still an open issue what factors might drive the EO in the presence of women entrepreneurs/managers. It is worth noting that women differ from their male counterparts in terms of expertise and experience (i.e. human capital). Indeed, they are more likely to present non-business backgrounds, hold advanced degrees and possess international work experience (Hillman et al., 2002; Singh et al., 2008). Moreover, they present expertise in "soft" managerial issues (such as human resources, CSR, marketing and advertisement) (Zelechowski and Bilimoria, 2004), while rarely hold executive positions in financial/accounting functions (Ruigrok et al., 2007). Since previous research suggests that the human capital of entrepreneurs/managers is able to increase the firm capabilities to discover and exploit new business opportunities (Davidsson and Honig, 2003; Dimov, 2010), it is interesting to explore whether the women's expertise and experience has implications for the EO. Our study aims to address this research question by following a multiple case study approach. Moreover, it inductively develops a conceptual model that incorporates our key findings and describes the implications of women's (entrepreneurs/managers) human capital (generic and specific) for EO in terms of innovativeness, risk-taking propensity and proactiveness (Rauch et al., 2009).

Keywords: women, entrepreneurial orientation, human capital

The Social Construction of Female Entrepreneurship in Saudi Arabia: A Discourse Analysis of Female Entrepreneurs' Media Representation

Deema Sonbol
The University of Warwick, Coventry, UK

Abstract: This research aims to reveal the ways in which female entrepreneurs in Saudi Arabia are socially constructed by investigating contextual and personal factors affecting this construction. The focus is particularly upon analysing the ways in which they are depicted in Saudi discourses, such as media representations. It also sheds the light on how the conceptualisation of female entrepreneurship affects female's entrepreneurial identities and practices, and how women themselves conceive of and enact entrepreneurship in relations to

the endemic discourses revolving around entrepreneurship. The study utilises a mixture of discourse analysis and in-depth interviews to make the construction of female entrepreneurship more intelligible.

Keywords: social constructionism, female entrepreneurship, gender, identity, media representation

Fathers and the use of Paternity and Parental Leave: The Case of Québec (Canada)

Diane-Gabrielle Tremblay
University of Quebec, Montreal, Canada

Abstract: Canada and the province of Québec have revised their policies on parental leave, Canada in 2001, and Québec in 2006. Quebec implemented its own program, the Quebec Parental Insurance Plan (QPIP). This plan differs clearly from the federal program. Indeed, QPIP offers a paternity leave, which is non transferable to the mother, something which to this day is mainly found in the Nordic countries. Quebec fathers can now take 3 or 5 weeks of paternity leave (3 weeks with higher wage replacement rate, or 5 with lower benefits). Also, self-employed have access to benefits since 2006, a characteristic which was been added to the federal scheme in 2011. Fathers are thus entitled to a paternity leave of 5 weeks which can be added to all or part of the 32 weeks that parents can share according to their preferences. In our paper, we present first the Québec Parental Insurance Plan (level of wage replacement, the maximum insurable earnings, number of weeks, etc.), as well as some statistics about its use by parents and particularly fathers. We then present a brief review of the literature on the question of fatherhood in Quebec and specifically on the social changes that lead fathers to become more involved with their families by sharing family responsibilities with mothers. We turn next to the portrait of respondents and we focus on the experience of fathers who took paternity / parental leave, mostly alone with the child, on their relations with the very young children and family relationships, family division of labor between spouses as well as the emotions experienced during this period. Finally, we discuss the impact for mothers.

Keywords: paternity leave, parental leave, Quebec, fathers, childcare

What is the Impact of Parental Migration on Left-Behind Children's Psychological and Social Well-Being?

Meilun Yan and Carol Fuller
University of Reading, UK

Abstract: In Asia, political stability, economic development and the increasing integration of pan-Asian countries into the world economy has resulted in increased trade and enhanced flows of capital, labor, raw materials and technology (Toyota et al., 2007). However, the rapid economic development and labor movement have resulted in some important problems, a large number of left-behind children being one of them. In recent years, left-behind children have received attention. However, not enough is known, both theoretically and empirically, about the impacts of gender on children. Are the experiences of left-behind boys different from those of left-behind girls in terms of psychological well-being? In this paper, survey and interview data from 128 left-behind children in a rural school in Sichuan province will be presented. Comparing with previous studies, results will consider the link to the level of psychological well-being (Including 6 perspectives: Self-acceptance, Positive relations with others, Autonomy, Environmental Mastery, Purpose of life, and Personal Growth) based on the gender of the child and that of their migrating parent. The paper will conclude by considering how government and academic communities can best support left-behind children. In doing so, the paper will highlight the importance of high levels of psychological well-being of left-behind children for educational success if cycles of deprivation are not to be repeated.

Keywords: left-behind children, psychological well-being, gender differences

Women of a Patriarchal Minority Group Entering Academia: Case of Jewish Ultra-Orthodox Women

Sara Zalcberg and Sima ZalcbergBlock
Tel Aviv University, Jerusalem, Israel

Abstract: The Jewish ultra-Orthodox is a minority group in Israeli society and in the world. It is characterized by a strict interpretation of the Jewish law and men's commitment to study of holy books. The purpose of women, on the other hand, is to raise a family and provide a living to enable the husband to study. In addition, the ultra-Orthodox advocate social and cultural isolation from majority society, and gender segregation in most spheres of life. Accordingly, the ultra-Orthodox express a principle opposition to academic studies which involves either co-

educational classes or the inclusion of contents perceived to be opposed to their beliefs. However, recently, there is an increased integration of ultra-Orthodox population into majority Israeli society. As a result, we can see a trend of ultra-Orthodox women entering higher education and acquiring a profession. Although only a small percentage of ultra-Orthodox women are applying for academic education, this trend is a significant process, because these women are major change agents in ultra-Orthodox society as a whole and regarding women status and empowerment, in particular. In this lecture, we wish to address: the process undergone by ultra-Orthodox women that engage in academic studies and their personal challenges in doing so; the challenges faced by academic institutions where ultra-Orthodox women study; the contentions which arise from gaps between academic institutions requirements and requirements of the ultra-Orthodox population; and the implications that changes in ultra-Orthodox women's education have on the personal, family and community level of ultra-Orthodox women. The lecture sheds light on experiences of women from patriarchal minority groups, struggling to get education and integrate in the majority society, and provide insights into how the majority society copes with issues related to the integration of women from minority groups in institutions of higher education and in the labor market. The lecture based on interviews with ultra-Orthodox women studying in college and with the staff accompanying these women during their studies, and on our personal experiences as faculty members in a college where such women study.

Keywords: Jewish ultra-Orthodox, higher education, minority group, women status

Mid-Career Academic Women in Higher Education in China: Barriers and Strategies

Jiayi Zhao
University of Reading, UK

Abstract: Mid-career Academic Women in Higher Education in China: Barriers and Strategies. Women's employment rates in China are amongst the highest in the world, however, a relatively small proportion of these women ever rise to senior and executive leadership positions (Attane, 2012). A similar pattern can be seen in higher education (HE). Although nowadays women serve as president and senior managers at universities and many women have played management roles, relatively few make a break through the so-called 'glass ceiling' into senior leadership (Sheng, 2009). From past decades, China has gone through radical social change and scholars have begun to draw attention to female leadership in

the Chinese context, but there is limited research on women and leadership in HE. Therefore, this research seeks to contribute to closing the gap. More specifically, the research seeks to examine the career paths, experiences and aspirations of women in mid-career academic roles, since that is a career stage where the 'glass ceiling' appears to present a barrier to further career progression. It will analyse the barriers and difficulties, both internal and external, that present obstacles to their progression to senior leadership positions in higher education. Underpinning the study is an analytical framework which incorporates theories of gender and culture, women and leadership and women's careers. Following a sequential mixed methods design, both quantitative and qualitative methods will be adopted in this research. A questionnaire will be distributed to participants who are mid-career academic women in Chinese higher education as the first phrase and then interviewees will be undertaken with participants who consent to in-depth semi structured interviews. The findings from this study will contribute to the field of women's leadership studies and should be of interest to scholars in that field. The findings will have important implications for education policy makers and University leaders. It is anticipated that the findings from this study will also resonate with female academics in China and elsewhere and it may help them to make sense of their lived experience and career aspirations.

Keywords: leadership, higher education, female, China

Additional Materials

Participant List

Surname	First Name	Institution	Email address
Aaltio	Iiris	University of Jyväskylä, Finland	iiris.aaltio@jyu.fi
Abbou	Fatima Zahra	Reading University, Reading, UK	f.abbou@pgr.reading.ac.uk
Abdullah-Khan	Noreen	Gulf University of Science and Technology, Kuwait	abdullah-khan.n@gust.edu.kw
Abu Jbara	Noor	University of Warwick, Coventry, UK	noorabujbara@gmail.com
Acuyo-Verdejo	Mcarmen	University of Granada, Spain	mcacuyo@ugr.es
Addabbo	Tindara	University of Modena and Reggio Emilia, Modena, Italy	tindara.addabbo@unimore.it
Adli	Fariba	Alzahra University, Tehran, Iran	faradli@alzahra.ac.ir
Admiraal	Wilfried	Leiden University, The Netherlands	w.f.admiraal@iclon.leidenuniv.nl
Aljahani	Areej	University of Reading, UK	areejaljahani@gmail.com
Aljbreen	Nora	University of Reading, UK	naljebreen3@gmail.com
Antonetti	Marta	Trinity College Dublin, Ireland	antonetti.marta@gmail.com
Arduini	Simona	Roma Tre University, Rome, Italy	simona.arduini@uniroma3.it
Arena	Claudia	University of Naples Federico II, Italy	claudia.arena@unina.it
Avram	Alexandru	West University of Timisoara, Romania	alexandru.avram@e-uvt.ro
Azhar	Sameena	Fordham University, New York, USA	sazhar@fordham.edu
Aziz	Abdul	Pakistan International Human Rights Organization, Islamabad, Pakistan	coordinator@pihro.org
Baksi Yalcın	Olgahan	Biruni University, Zeytinburnu, Turkey	oyalcin@biruni.edu.tr
Bencivenga	Rita	Trinty College Dublin, Ireland	rita.bencivenga@tcd.ie

Surname	First Name	Institution	Email address
Benting	Sharon	OMNI Academy for Education Training and Development, Cape Town, South Africa	sharon@omnihrc.com
Berardi	Silvio	"Niccole Cusano" University, Rome, Italy	silvio.berardi@unicusano.it
Berkery	Elaine	University of Limerick, Ireland	Elaine.Berkery@ul.ie
Bogacz-Wojtanowska	Ewa	Institute of Public Affairs, Kraków, Poland	ewa.bogacz-wojtanowska@uj.edu.pl
Bohdalova	Maria	Comenius University, Bratislava, Slovakia	maria.bohdalova@fm.uniba.sk
Bouanani	Fatiha	University of Liverpool, UK	fatibnn@liverpool.ac.uk
Brouckaert	Tine	Ghent University, Belgium	tine.brouckaert@ugent.be
Bruhn	Nina Svane	Aalborg University , Denmark	nbruhn17@student.aau.dk
Cabrilo	Sladjana	I-Shou University, Kaohsiung, Taiwan.	sladjanacabrilo@gmail.com
Campbell-Whatley	Gloria	The University of North Carolina at Charlotte, USA	gcampbe1@uncc.edu
Canali	Claudia	University of Modena and Reggio Emilia, Modena, Italy	claudia.canali@unimore.it
Carvalho	Teresa	University of Aveiro/CIPES, Portugal	teresa.carvalho@ua.pt
Catuogno	Simona	University of Naples Federico II, Italy	simona.catuogno@unina.it
Cesaroni	Francesca	University of Urbino Carlo Bo, Italy	francesca.cesaroni@uniurb.it
Chauke	Musa	University of the Witwatersrand (Wits), Johannesburg, South Africa	chalksis@yahoo.com
Chiara Elmo	Grazia	Niccole Cusano University of Rome, Italy	graziachiara.elmo@unicusano.it
Choi	Geon-ah	Cheongju Univeristy, Cheongju, South Korea	nickswings@naver.com
Christensen	Mette	Aalborg University, Denmark	mc17@student.aau.dk
Cinquini	Lino	Sant'Anna University , Pisa, Italy	lino.cinquini@santannapisa.it
Corcoran	Mary	University of Michegan, USA	marycor@umich.edu

Surname	First Name	Institution	Email address
Cosentino	Antonietta	Sapienza University of Rome, Italy	antonietta.cosentino@uniroma1.it
Cristina Nataly	Cadena Palacios	Cooperativa de Ahorro y Cr dito Mujeres Unidas, Ibarra, Ecuador	nattycadena@yahoo.com
DAgostino	Maria	City University of New York, USA	mariadagostino@hotmail.com
Dahmen-Adkin	Jennifer	RWTH Aachen University, Germany	jdahmen@soziologie.rwth-aachen.de
Dal Mas	Francesca	Università degli Studi di Roma "La Sapienza", Rome, Italy	dalmas.francesca@spes.uniud.it
Dang	Hoa	Institute for Family and Gender studies, HaNoi, Vietnam	danghoa.ifgs69@gmail.com
Daoud	Nour	University of Padova, Italy	nour.daoud@studenti.unipd.it
Darnton	Geoffrey	WMG, University of Warwick, Coventry, UK	gdarnton@darnton.info
De Angelis	Cinzia	Niccole Cusano University of Rome, Italy	cinzia.deangelis@unicusano.it
de Castell	Suzanne	University of Ontario Institute of Technology, Oshawa, Canada	decaste@gmail.com
de Juana-Espinosa	Susana	Universidad de Alicante, Spain	susana.espinosa@ua.es
Del Baldo	Mara	University of Urbino Carlo Bo, Montegridolfo, Italia	mara.delbaldo@uniurb.it
Delhumeau	Sheila	Universidad Autónoma de Baja California, Ensenada, México	sheila@uabc.edu.mx
Demartini	Paola	Roma TRE University, Italy	paola.demartini@uniroma3.it
Diogo	Sarah	University of Aveiro, Portugal	sara.diogo@ua.pt
Dvir	Dov	Ben Gurion University of the Negev, Beer Sheva, Israel	d-dvir@zahav.net.il
Eapen	Leena Mary	Indian Institute of Management Kozhikode, Kerala, India	leenaeapen@iimk.ac.in
Ellis	Jeanne	Stellenbosch University, South Africa	jellis@sun.ac.za
Fados	Marina	Comenius University, Bratislava, Slovakia	marina.fados@fm.uniba.sk
Fedorova	Alena	Ural Federal University, Ekaterinburg, Russia	dekan_2002@mail.ru

Surname	First Name	Institution	Email address
Fernandes	Emilia	University of MInho, Braga, Portugal	mifernandes@eeg.uminho.pt
Focaru	Denisa	Bucharest University, Romania	focaruelena@yahoo.com
Fornaciari	Federica	National University, La Jolla, USA	ffornaciari@nu.edu
Fornasari	Tommaso	Universit degli Studi di Brescia, Italy	tommaso.fornasari@unibs.it
Fuller	Carol	University of Reading, UK	c.l.fuller@reading.ac.uk
Fusco	Germana	Niccole Cusano University of Rome, Italy	germana.fusco@unicusano.it
Géczy	Dorottya	University of Pecs Institute of Psychology, Hungary	diobelhajos@gmail.com
Gelard	Parvaneh	Islamic Azad University,South Tehran Branch, Iran	P_Gelard@Azad.ac.ir
Gennari	Francesca	Universit degli Studi di Brescia, Italy	francesca.gennari@unibs.it
Ghaffari	Rassa	University of Milano-Bicocca, Genova, Italy	r.ghaffari@campus.unimib.it
Giammattei	Sara	University of Urbino, Italy	sara.giammattei@uniurb.it
Glenn	Cerise	University of North Carolina at Greensboro, USA	clglenn@uncg.edu
Goldman	Elaine	National University, La Jolla, USA	lgoldman@nu.edu
Gouws	Amanda	Stellenbosch University, South Africa	ag1@sun.ac.za
Grass	Marta	Niccole Cusano University of Rome, Italy	marta.grasso@unicusano.it
Gravili	Ginevra	University of Salento, Lecce, Italy	ginevra.gravili@unisalento.it
Hart	William	Fielding Graduate University, Phoenix, USA	whart1984@gmail.com
Hashemiamin	Arezoosadat	Ferdowsi University of Mashhad , Iran	P_Gelard@Azad.ac.ir
Herrero de Egaña	Blanca	Universidad Pontificia de Comillas, Madrid, Spain	Blanca.hmc@benefactor.es
Idrees	Fatima	University of Management and Technology, Lahore, Pakistan	fatimaidrees992@gmail.com
Jaffer	Roz	Michigan State University, East Lansing, USA	roz.jaffer@gmail.com

Surname	First Name	Institution	Email address
Jenson	Jennifer	York University, Toronto, Canada	jjjenson@gmail.com
Jones	Karen	University of Reading, UK	karen.jones@reading.ac.uk
Justino	Elsa	University of Trás-os-Montes e Alto Douro, Vila Real, Portugal	ejustino@utad.pt
Kambouri-Danos	Maria	University of Reading, UK	m.danos@reading.ac.uk
Kamlongera	Mtisunge Isabel	Oslo Metropolitan University, Norway	mtisung@oslomet.no
Kianto	Aino	Lappeenranta University of Technology, Finland	aino.kianto@lut.fi
Kuntz	Blair	University of Toronto, Canada	blair.kuntz@utoronto.ca
Lardo	Alessandra	University Parthenope, Naples, Italy	alessandra.lardo@uniparthenope.it
Leite	Regina	University of MInho, Braga, Portugal	rleite@eeg.uminho.pt
Levine	Helissa	Long Island University , New York, USA	Helisse.Levine@liu.edu
Lobo	Paula	ESEV - Instituto Politécnico de Viseu, Portugal	paulaalobo@gmail.com
Lombardi	Rosa	La Sapienza University , Rome, Italy	rosa.lombardi@uniroma1.it
Longman	Chia	Ghent University, Belgium	Chia.Longman@UGent.be
Lybaert	Nadine	Hasselt University, Diepenbeek, Belgium	nadine.lybaert@uhasselt.be
Lynch	Charmaine	University of Reading, UK	charmainelynch@hotmail.com
Machado-Taylor	Maria de Lourdes	A3ES- Agency for Assessement and Accreditation of Higher Education, Lisboa, Portugal	lmachado@cipes.up.pt
Maille	Chantal	Concordia University, Montreal, Canada	chantal.maille@concordia.ca
Mangolothi	Brightness	University of South Africa, Midrand, South Africa	mangolothibs@gmail.com
Marone	Francesca	University of Naples "Federico II", Italy	fmarone@unina.it
McGiffen	Diane	Audit Scotland, Edinburgh, UK	diane.mcgiffen@cranfield.ac.uk

Surname	First Name	Institution	Email address
Melton	Demi	OMNI Academy for Education Training and Development, Cape Town, South Africa	demi@omnihrc.com
Michułka	Dorota	University of Wroclaw, Poland	dorota.michulka@uwr.edu.pl
Modaffari	Giuseppe	Niccolò Cusano University of Rome, Italia	giuseppe.modaffari@unicusano.it
Montoya Monsalve	Juan Nicolas	National University of Colonbia, Manizales, Colombia	nmontoyamo@unal.edu.co
Müller	Axia	Universidad de Guanajuato, Mexico	kro.axis@gmail.com
Myreteg	Gunilla	Uppsala University, Uppsala, Sweden	gunilla.myreteg@fek.uu.se
Napolitano	Matteo Antonio	"Niccole Cusano" University of Rome, Italy	matteo.napolitano@unicusano.it
Nappo	Fabio	University of Cassino and Southern Lazio, Cassino, Italy	f.nappo@unicas.it
Nardo	Maria Teresa	Università della Calabria, Cosenza, Italy	maria.nardo@unical.it
Nguyen Huu	Minh	Institute for Family and Gender studies, HaNoi, Vietnam	minhngaanh@yahoo.com
Nguyen Thi Tuyet	Mai	Academy of Social Sciences, HaNoi, Vietnam	tuyetmai307@gmail.com
Noonan	Mary	University of Iowa, Iowa City, USA	mary-noonan-1@uiowa.edu
Novovic	Gloria	University of Guelph, Canada	gnovovic@uoguelph.ca
Öze	Nuran	Near East University, Nicosia, Cyprus	nuran.oze@neu.edu.tr
Paesano	Andrea	Niccole Cusano University of Rome, Italy	andrea.paesano@unicusano.it
Paik	Hyesun	Kookmin Univ., Seoul, South Korea	hyesun100@kookmin.ac.kr
Paoloni	Paolo	La Sapienza University, Rome, Italy	paolapaoloni11@gmail.com
Paoloni	Mauro	Roma Tre University, Rome, Italy	mauro.paoloni@uniroma3.it and Si
Pastore	Patrizia	University of Calabria, Rende CS, Italy	patrizia.pastore@unical.it
Pediconi	Maria	University of Urbino Carlo Bo, Italy	maria.pediconi@uniurb.it

Surname	First Name	Institution	Email address
Pereira	Elisabeth T.	DEGEIT & GOVCOPP - University of Aveiro, Portugal	melisa@ua.pt
Picciaia	Francesca	University of Perugia, Italy	francesca.picciaia@unipg.it
Pokorska	Anna	Nicolaus Copernicus University, Toruń, Poland	anna.pokorska@umk.pl
Policek	Nicoletta	University of Cumbria, Carlisle, UK	nicoletta.policek@cumbria.ac.uk
Radionova Girsa	Elina	Daugavpils University, Daugavpils, Latvia	Elinaradionova@gmail.com
Rinaldi	Azzurra	University of Rome Unitelma Sapienza, Italy	azzurra.rinaldi@unitelmasapienza.it
Roberto	Fabiana	University of Naples "Federico II", Italy	fabiana.roberto@unina.it
Robinson	Victoria	University of York, UK	vicki.robinson@york.ac.uk
Romani	Savino	Universitïe di Urbino, Italy	savino.romani@uniurb.it
Rosser Limiana	Ana	Universidad de Alicante, Spain	ana.rosser@gcloud.ua.es
Rowland	Patricia	BreakthroughAction-Nigeria, Abuja, Nigeria	patricialolarowland@gmail.com
Ruppert	Andrea	Frankfurt University of Applied Sciences, Germany	ruppert@fb3.fra-uas.de
S. Sá	Maria José	CIPES - Centre for Research in Higher Education Policies, Matosinhos, Portugal	mjsa@cipes.up.pt
Saggese	Sara	University of Naples Federico II, Italy	sara.saggese@unina.it
Salaris	Stefano	University of Sassari, Italy	stefano.salaris@unica.it
Salerno	Irene	Sapienza University of Rome, Italy	irene.salerno74@gmail.com
Salerno	Fabrizio	Niccole Cusano University of Rome, Italy	fabrizio.salerno@unicusano.it
Santos	Gina	CETRAD Research Unity Center/ University of Trás-os-Montes e Alto Douro, Vila Real, Portugal	gina.santos@utad.pt
Sarto	Fabrizia	University of Naples Federico II, Italy	fabrizia.sarto@unina.it

Surname	First Name	Institution	Email address
Schmitt	Miriam	TU Dortmund, Germany	miriam.schmitt@tu-dortmund.de
Schoeppl	Birgit	Management Center Innsbruck , Austria	birgit_schoeppl@gmx.at
Schwartzman	Roy	University of North Carolina, Greensboro, USA	roypoet@gmail.com
Sentuti	Annalisa	University of Urbino Carlo Bo, Italy	annalisa.sentuti@uniurb.it
Sergiacomi	Silvia	Niccolò Cusano University, Rome, Italy	sil.sergiacomi@gmail.com
Simon	Alisa	University of Vienna, Austria	alisa.simon.as@gmail.com
Simon	Jenni	University of North Carolina, USA	jmsimon@uncg.edu
Solimene	Silvia	Sapienza University of Rome, Italy	silvia.solimene@uniroma1.it
Sonbol	Deema	The University of Warwick, Coventry, UK	D.Sonbol@warwick.ac.uk
Spieler	Bernadette	Graz University of Technology, Graz, Austria	bspieler@ist.tugraz.at
Switala	Sabina	University of Wroclaw, Poland	sabina.switala@uwr.edu.pl
Syahabuddin	Wasilah	Islamic State of Alauddin University, Makassar, Indoensia	wasilah@uin-alauddin.ac.id
Tavino	Susanna	Niccole Cusano University of Rome, Italy	susanna.tavino@unicusano.it
Thaler	Anita	IFZ - Interdisciplinary Research Centre for Technology, Work and Culture, Graz, Austria	anita.thaler@ifz.at
Tommaso	Silvia	University of Calabria, Rende CS, Italy	silvia.tommaso@unical.it
Toni	Noluthando	Nelson Mandela University, Port Elizabeth, South Africa	noluthando.toni@mandela.ac.za
Tonkikh	Natalia	Ural State University of Economics , Yekaterinburg, Russia	nvvorob1@mail.ru
Tran	Hong	Institute for Family and Gender studies, HaNoi, Vietnam	hong_xhh@yahoo.com
Treanor	Lorna	University of Nottingham, UK	lorna.treanor@nottingham.ac.uk
Tremblay	Diane-Gabrielle	University of Quebec, Montreal, Canada	dgtrembl@teluq.ca

Surname	First Name	Institution	Email address
Vingelli	Giovanna	Università della Calabria, Cosenza, Italy	giovanna.vingelli@unical.it
Voigt	Martina	Frankfurt University of Applied Sciences, Germany	drmartinavoigt@t-online.de
Walker	Marquita	Indiana University, Indianapolis, USA	marqwalk@iupui.edu
Wattenberg	Malte	Bielefeld University of Applied Sciences, Germany	malte.wattenberg@fh-bielefeld.de
Werz	Johanna M.	IMA RWTH Aachen University, Germany	johanna.werz@ima-ifu.rwth-aachen.de
Wolffram	Andrea	RWTH Aachen University, Germany	awolffram@soziologie.rwth-aachen.de
Wrona	Sylwia	Institute of Public Affairs, Kraków, Poland	sylwia.wrona@doctoral.uj.edu.pl
Yan	Meilun	University of Reading, UK	Meilun.Yan@pgr.reading.ac.uk
Zalcberg	Sara	Tel Aviv University, Jerusalem, Israel	sarazalcberg@gmail.com
Zhao	Jiayi	University of Reading, UK	j.zhao3@pgr.reading.ac.uk
Zinalabedinza dehmashhadi	Mohammad hossein	Islamic Azad University, Mashhad, Iran	P_Gelard@Azad.ac.ir

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Ipazia, the Scientific Observatory on Gender Issues, has the aim of building a comprehensive and continuously updated framework of research, services, projects, and initiatives related to women that define the feminine condition at local, national and international level.

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Ipazia aims to be an international entity, which organizes events and has members and followers everywhere in the world. Its founder and Scientific Director is Prof. Paola Paoloni, who is a full Professor at Rome La Sapienza University, Italy. Prof. Paola Paoloni is a known scholar in the field of Gender Research. Her award-winning research is mainly devoted to Gender Issues, and she has developed several theoretical models, like the CAOS model of micro-entrepreneurship. Thanks to the active role of Prof. Paoloni, Ipazia is leading two working groups within the scientific associations AIDEA and SIDREA in Italy.

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Email: info@ipaziaobservatory.com
Facebook Page: www.facebook.com/pg/IpaziaGenderResearch/
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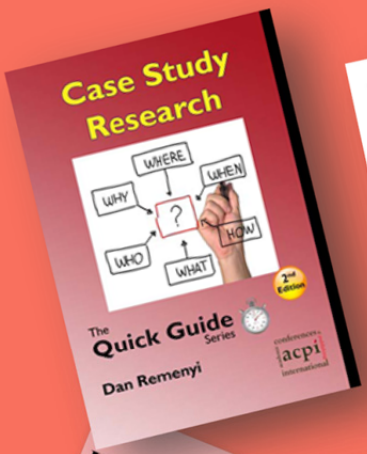

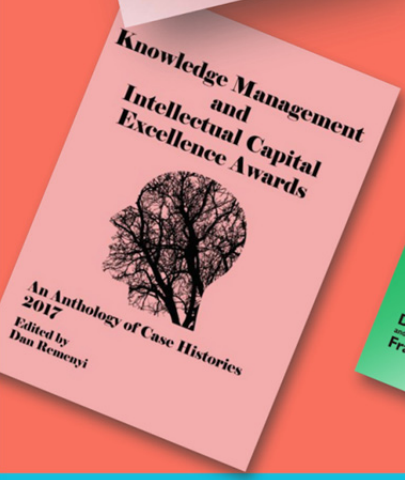

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