

**5th International Conference on Gender Research - ICGR 2022**  
**University of Aveiro, Portugal**  
**28 - 29 April 2022 - All timings are GMT+1 - UK/Portugal Time**

<b>Thursday 28 April 2022</b>	
<b>08:30 Registration at University of Aveiro, Portugal</b>	
<b>08:30 Zoom Room 1 Opens</b>	
<b>09:00 Welcome and Opening of the Conference from the Vice-rector Prof. Dr. Alexandra Queirós</b>	
<b>09:15 Keynote Presentation:</b> Prof. Dr. Katharina Wrohlich, German Institute for Economic Research (DIW Berlin), Germany <i>The Interrelation of Different Gender Gaps on the Labor Market - A European Comparative Perspective</i>	
<b>10:00 Conference Splits into two parallel sessions</b>	
<b>Stream A: Women in STEM</b> <b>Chair: Elisabeth Pereira</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: Women in Business and Entrepreneurship</b> <b>Chair: Elizabeth Conaghan</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
<b>10:10</b> How Identity Informs the Bicultural Context of South African Indian Women Engineers Vanishree Pillay <b>Nundagopaul</b> , University of Johannesburg, Zanele <b>Ndaba</b> and Jenika <b>Gobind</b> , University of the Witwatersrand, South Africa	Gender Board Composition and Performance in Italian Start-Ups Sofia <b>Bacchin</b> , Lorena <b>D'Agostino</b> , Francesca <b>Capo</b> , University of Milano-Bicocca, Italy (virtual)
<b>10:30</b> Inequalities for Women in Science, Technology and Innovation Sarina <b>Gursch</b> , Katja <b>Urak</b> , Graz University of Technology, Austria, Silvia <b>de los Rios Perez</b> , Life Supporting Technologies, Spain and Rebeca <b>García-Betances</b> , ETSI Telecomunicaciones, Spain et al (virtual)	Gender and Entrepreneurship: Exploring High Growth Women Entrepreneurs Socio-Economic Myth and Gender Stereo-Types Musa <b>Chauke</b> , Wits University, Johannesburg, South Africa (virtual)
<b>10:50</b> Resisting, Accepting and Supporting Gender Equality in Portuguese Higher Education Institutions: Leadership Profiles Anália <b>Torres</b> , Paula Campos <b>Pinto</b> , Fátima <b>Assunção</b> , Sara <b>Merlini</b> , Diana <b>Maciel</b> and Bernardo Coelho and Filipa <b>Godinho</b> , CIEG-ISCSP-ULisboa, Portugal	A Holistic and Integrated Framework to Examine Formal Women Business Networks (FWBNs) Deborah <b>Ajumobi</b> and Michael <b>Kyobe</b> , University of Cape Town, South Africa (virtual)
<b>11:10</b> Learning From an Empowerment/Educational Programme for Young Women Experiencing Domestic Abuse Susan <b>Coan</b> and Louise <b>Warwick-Booth</b> , Leeds Beckett University, UK (Presentation only)	Emotions as a Lasting Leadership Learning in High-Potential Female Students Mónica <b>Segovia-Pérez</b> , Pilar <b>Laguna-Sánchez</b> , Ana M. <b>Vargas-Pérez</b> , and Concepción <b>de la Fuente-Cabrero</b> , King Juan Carlos University, Madrid, Spain (virtual)
<b>11:30</b> <b>Short Break</b>	<b>Short Break</b>
<b>Stream A: Gender issues and the media</b> <b>Chair: Nuran Öze</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: MT on Gender in Research Performing Organizations</b> <b>Chair: Stefania Marcassa</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
<b>11:40</b> Is it a WoMan's World? Gender Stereotypes and Social Role Inequalities in Advertisements Kincsó <b>Szabó</b> , Corvinus University of Budapest, Hungary (virtual)	Project Gender Action Plans in Academia Rita <b>Bencivenga</b> , Anna <b>Siri</b> and Cinzia <b>Leone</b> , University of Genoa, Italy (virtual)
<b>12:00</b> Kitchen Connection: The Women of Chef's Table Laine <b>Goldman</b> and Federica <b>Fornaciari</b> , National University, La Jolla, USA (Presentation only)	Gender Quota Legislation has no Spillover Effect on Hiring of Female CEOs Thora <b>Christiansen</b> and Ásta Dís <b>Óladóttir</b> , University of Iceland, Iceland (virtual)
<b>12:20</b> Social Network Dynamics in Transmission of HIV by Sexual Contact Nuran <b>Öze</b> , Arkin Creative Arts and Design University, Kyrenia, Cyprus and Murat <b>Sayan</b> , Kocaeli University, Turkey (virtual)	Gender Differences in Burnout Syndrome and Perceptions of Gender Equality in Research Organisations Stefania <b>Marcassa</b> , CY Cergy Paris University, Cergy-Pontoise, France
<b>12:40</b> An Analysis of Vulva Appearance in Mainstream vs. Made-for-Women Pornography Samantha <b>Maki</b> and Jan <b>Cioe</b> , University of British Columbia, Okanagan, Kelowna, Canada	Designing Indicators for the Gender Equality Plan of a Research Center: the case of the Institute of Marine Sciences (ICM) Silvia Donoso <b>López</b> , Esther <b>Garcés</b> , and María <b>Gracia Puga</b> , Institut de Ciències del Mar (ICM-CSIC), Spain (Presentation only)
<b>13:00 Lunch Break at Crasto Restaurant</b>	
<b>Stream A: Politics</b> <b>Chair: Regina Frey</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: Work Rights Chair:</b> <b>Andrea Ruppert</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
<b>14:00</b> Performativity in politics: Understanding the Role of Affect in Political News Coverage Isabel <b>Krakoff</b> , York University, Toronto, Canada (virtual)	The Future of UK Work-Family Rights: The Case for more Flexible Working Michelle <b>Weldon-Johns</b> , Abertay University, Dundee, UK (virtual)
<b>14:20</b> Womxn as Agents of Change to Transform the Post-Apartheid City Francine <b>van Tonder</b> and Luthando <b>Thomas</b> , Tshwane University of Technology, Pretoria, South Africa (virtual)	Parental and Grandparental Labour in Russia: Gender Perspective Natalia <b>Blednova</b> and Anna <b>Bagirova</b> , Ural Federal University, Ekaterinburg, Russia (virtual)
<b>14:40</b> A Future Without Legal Gender? Findings from a UK Survey and Interview Study Elizabeth <b>Peel</b> and Hannah <b>Newman</b> , Loughborough University, UK (Presentation only - virtual)	How does the Institutional context affect the risk of Substitution Faced by Women and Men? Mariasole <b>Bannò</b> , University of Brescia, Italy and Emilia <b>Filippi</b> , Sandro <b>Trento</b> , University of Trento, Italy (virtual)
<b>15:00</b> Improving Democracy : Gender Quotas and Diversity Chantal <b>Maille</b> , Concordia University, Montreal, Canada (virtual)	Invisible Barriers: Societal Norms versus Female Workplace Progression Dominique <b>Nupen</b> and Jayseema <b>Jagernath</b> , IIE's Varsity College, South Africa
<b>15:20 Break - Refreshments available in Room 10.2.5</b>	
<b>Stream A: MT on Female Academics Empowerment, Equality and Sustainability in Higher Education</b> <b>Chair: Serene Dalati</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: PhD Presentations</b> <b>Chair: Zélia Breda</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
<b>15:40</b> Reflections on Racism Against Women of Color Faculty in Academia Sameena <b>Azhar</b> , Fordham University Graduate School of Social Service, New York and Kendra DeLoach <b>McCutcheon</b> , Syracuse University, USA (virtual)	Micro Level Factors that Affect Female's Decisions Towards Leadership in Higher Education: A Literature Review Moldir <b>Yelibay</b> , Eotvos Lorand University, Budapest, Hungary
<b>16:00</b> Understanding the Factors Influencing Women's Career Trajectories in STEM Education in Kazakhstan Mariza <b>Tsakalerou</b> , Asma <b>Perveen</b> , Aida <b>Rysbekova</b> and Alibek <b>Ayapbergenov</b> , Nazarbayev University, Nur-Sultan, Kazakhstan	Framing Terrorism Survivors: Visual Representation of Boko Haram Survivors in Inter(national) News Media Doris <b>Wesley</b> , North Carolina State University (NCSU), Raleigh, USA (Presentation only - virtual)
<b>16:20</b> Resistance(s) to Gender Equality in Higher Education and Science Institutions Sara <b>Diogo</b> , Carina <b>Jordão</b> and Teresa <b>Carvalho</b> , University of Aveiro, Portugal, Sandra <b>Karner</b> and Julian <b>Anslinger</b> , IFZ - Interdisciplinary Research centre for Technology, Work and Culture, Austria, Hana <b>Himi</b> and Maya <b>Ashkenazi</b> , Beit Berl Academic College, Israel (Round Table)	Rhetorical space and the virality of the Bring Back Our Girls campaign Folasewa <b>Olatunde</b> , North Carolina State University, Raleigh, USA (virtual)
<b>16:40 Virtual Participants Networking in Small Groups to Catch up with Colleagues and build New Connections for Future Collaboration</b>	
<b>17:00 Close of Conference Day</b>	
<b>19:30 In Person Participants: Conference Dinner at Sal Poente, Rua Canal de S. Roque, 83, 3800-256 Aveiro</b>	

	<b>Friday 29 April 2022</b>	
09:00	<b>Opening Messages</b>	
09:05	<b>Keynote Presentation:</b> Professor Emeritus Pat O'Connor, University of Limerick and Visiting Professor, Geary Institute, University College Dublin, Ireland <i>Gendered Power is Irrelevant in Higher Educational Institutions?</i>	
09:50	<b>Coffee Break and Poster Presentations Room 10.1.16 and Zoom Room 3 (see separate programme)</b>	
	<b>Stream A: Health and Community</b> <b>Chair: Elisabeth Pereira</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: MT on Gender in Research Performing Organizations</b> <b>Chair: Tindara Addabbo</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
10:30	A Partnership Approach: Supporting and Empowering Vulnerable Women within one UK city Louise <b>Warwick-Booth</b> and Susan <b>Coan</b> , Leeds Beckett University, UK	Saving Lives with Gender Studies? Putting Technofeminism into Practice Anita <b>Thaler</b> , Interdisciplinary Research Centre for Technology, Work and Culture, Graz, Austria
10:50	Secondary End-Users' Perspectives on Gender Differences in the Use of eHealth Applications in Older Adults Yvonne <b>Prinzellner</b> and Alisa <b>Simon</b> , Johanniter Ausbildung und Forschung gemeinnützige GmbH, Austria (virtual)	The Connection Between Gender Budgeting and Academic Housekeeping in RPOs Tindara <b>Addabbo</b> , Giovanna <b>Badalassi</b> , University of Modena and Reggio Emilia, Italia, Corinna <b>Pusch</b> , Max-Planck-Gesellschaft zur Förderung der Wissenschaften, Germany (virtual/physical)
11:10	Effects of Gender Composition in Committees Erika Christie <b>Berle</b> , Yuko <b>Onozaka</b> , University of Stavanger - UiS Business School, Stavanger, Norway, Kenneth <b>Kavajecz</b> , Edgewood College and Phoenix Rising Advisory, USA (Presentation Only - virtual)	Advanced Strategic Platform for Inclusive Research Environments (ASPIRE): A Tool for Change Mariana <b>Pinho</b> , Belinda <b>Colston</b> , Alison <b>Mitchell</b> , Julie <b>Bayley</b> and Udeni <b>Salmon</b> , Eleanor Glanville Centre, University of Lincoln, UK
11:30	Stereotyping and Gender Gap During COVID-19: Backlash or Gender Convergence? A Systematic Literature Review Regine <b>Graml</b> , Yvonne <b>Ziegler</b> and Vincenzo <b>Uli</b> , Frankfurt University of Applied Sciences, Germany (virtual)	Fostering Participation In Gender Budgeting: a Proposal for an Online System to Enhance Citizens' Engagement in Gender-Responsive Budgeting Giorgia <b>Mattei</b> , Valentina <b>Santolamazza</b> and Beatrice <b>Elia</b> , University of Roma Tre, Rome, Italy
11:50	<b>Short Break</b>	
	<b>Stream A: Community</b> <b>Chair: Dan Remenyi</b> <b>Zoom Room 1 &amp; Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: MT on Gender in Research Performing Organizations</b> <b>Chair: Rita Bencivenga</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
12:00	The Functionality of Gender: With Special Reference to the Global South Colette <b>Harris</b> , SOAS University of London, UK (virtual)	Institut de Ciències del Mar as case study for the Gender Equality Plan: An instrument to advance equality in research Esther <b>Garces</b> , Sílvia <b>Donoso</b> and Maria Gracia <b>Puga</b> , Institut de Ciències del Mar (ICM-CSIC), Barcelona, Spain
12:20	Conferencing as (Gendered) Networking Practice Jennifer <b>Dahmen-Adkins</b> and Andrea <b>Wolfram</b> , RWTH Aachen University, Germany (Presentation only)	MILIEU H2020 Project "Women, Disability and Inclusion": Introducing the Project Lyuba <b>Spasova</b> , Institute of Philosophy and Sociology at Bulgarian Academy of Sciences, Sofia, Bulgaria and Rita <b>Bencivenga</b> and Cinzia <b>Leone</b> , University of Genova, Italy (non-academic) (virtual)
12:40	How Can Gender Smart Mobility Become A More Intersectional Form of Mobility Justice Jacquie <b>Bridgeman</b> , Northampton University, Andree <b>Woodcock</b> , Katarzyna <b>Gut</b> , Coventry University, Coventry, UK	Formation of Human Capital in the Digital Era: Gender Specifics Lucia <b>Kochnová</b> and Ján <b>Papula</b> , Comenius University, Bratislava, Slovakia
13:00	<b>Lunch Break at Crasto Restaurant</b>	
	<b>Stream A: Gender Issues</b> <b>Chair: Chantal Maille</b> <b>Room: Sala Perfichapa - Room 10.1.6</b>	<b>Stream B: MT on Gender in Times of Crisis</b> <b>Chair: Regina Leite and Emilia Fernandes</b> <b>Zoom Room 2 &amp; Room 10.1.7</b>
14:00	Examining the Effect of Gender Equality on Thematic Mutual Fund Financial Performance Carmen-Pilar <b>Martí-Ballester</b> , Universitat Autònoma de Barcelona, Bellaterra, Spain (virtual)	Representations of Fatherhood and Pre-colonial Masculine Otherness in Flora Nwapa's <i>Idu</i> (1970) <b>Fatiha Bouanani</b> , University of Liverpool, UK (virtual)
14:20	Increasing Gender Sensitivity with Codesign Andree <b>Woodcock</b> , Katarzyna <b>Gut</b> , Paul <b>Magee</b> , Sinead <b>Ouillon</b> , Janet <b>Saunders</b> , Coventry University, UK, Jacquie <b>Bridgman</b> , University of Northampton, UK and Nicola <b>York</b> , Neo Intricate Design, UK	Innovation Against Gender Inequalities in Agri-Food Industry Giuseppe <b>Modaffari</b> , La Sapienza University, Rome, Italy and Martina <b>Manzo</b> , University of Roma TRE, Italy
14:40	Factors affecting the mobility of breastfeeding mums in public spaces Katarzyna <b>Gut</b> , Adrienne <b>Evans</b> , Andree <b>Woodcock</b> and Ann Marie <b>Nienaber</b> , Coventry University, UK (Presentation only - virtual)	A Secondary Analysis of Sex Work Activism and the Caste System in India Akanghya <b>Bordoloi</b> , Maynooth University, Ireland, (Presentation only - virtual)
15:00	<b>Summary of the Conference Award to the winner of the Best PhD Paper and Best Poster</b>	
15:15	<b>Close of Conference</b>	

<b>Posters</b>	
<b>Posters will be presented by those attending in person during the coffee break and online in a dedicated session for those attending virtually</b>	
<b>Friday 29th April 9:50-10:30 Zoom Room 3</b> <b>Virtual Poster Only Presentations</b> <b>Chaired by</b> <b>5 minute presentations with time for discussion</b>	
Office Gossip Among Dog Trainers Nasima Mohamed <b>Hoosen Carrim</b> and Lebogang Mongale, University of Pretoria, South Africa (virtual)	Embedding employability skills in higher education: are gender and intersectionality biases overlooked? Elizabeth <b>Conaghan</b> , Frances <b>Hamilton</b> , Amanda <b>Millmore</b> , and Annika <b>Newnham</b> , University of Reading, UK (virtual)
Corporate Board Gender in National Sport Federations: An exploratory Study of the Gender Quota in Italy, Portugal, Spain, Turkey and the UK Emilia <b>Fernandes</b> , University of Minho, Braga, Portugal, Luisa <b>Esteban</b> , University of Zaragoza, Spain, Tiziana <b>Di Cimbrini</b> , University of Teramo, Italy and Gonca Gungör, Sakarya University, Turkey (virtual)	Female Brazilian Migrants Experiences in the Portuguese Labour Market Maria Emilia <b>Fernandes</b> , Maria Lígia <b>Melo</b> and Regina <b>Leite</b> , University of Minho, Portugal (virtual)
From Public to Private: the Gendered Impact of COVID-19 on Working Women Hind <b>Elhinnawy</b> , Morag <b>Kennedy</b> and Silvia <b>Gomes</b> , Nottingham Trent University, UK (virtual)	The Hidden Lessons in European School Textbooks: Gender and Sexuality Stereotypes Astrid <b>Jehle</b> , Marleen <b>Groeneveld</b> , Tessa van de <b>Rozenberg</b> and Judi <b>Mesman</b> , Leiden University, the Netherlands (virtual)
Impact of COVID-19 on Khwaja Sira/Third Gender Communities in Swat, Pakistan Sameena <b>Azhar</b> , Jason <b>Vaudrey</b> , Fordham University, New York, USA and Imtyaz <b>Ahmed</b> , Hazara University, Pakistan (virtual)	
<b>Poster Presentations at University of Aveiro</b> <b>9:50-10:30 Friday 29th April</b> <b>Room 10.1.16</b>	
<b>Poster with a WIP Paper</b>	<b>Poster Only</b>
Success Factor Negotiation: The Corona Pandemic as an Opportunity Structure Veronika <b>Kneip</b> , Martina <b>Voigt</b> and Andrea <b>Ruppert</b> , Frankfurt University of Applied Sciences, Germany	Creating Male Gender Equity Advocates: Addressing Sexual Violence on University Campuses Diana <b>Parry</b> and Corey <b>Johnson</b> , University of Waterloo, Canada
When Gender Equality in Academia takes a toll on Agency and well-being Giulia <b>Arena</b> , University of Genoa, Italy	Queering Research on Geo-Social Networking Applications (aka: Dating/Hook-up Apps): Ethics for sex positive research Corey <b>Johnson</b> and Diana <b>Parry</b> , University of Waterloo, Canada
Gender Stereotype and Influencers' Role in Genderless Fashion Barbara <b>Kulaga</b> , Marche Polytechnic University, Ancona, Italy and Elena <b>Cedrola</b> , University of Macerata, Italy	Gendered Perspectives on Dick Pics Across GSNAs Needham <b>Gulley</b> , Western Carolina University, Cullowhee, USA, Corey <b>Johnson</b> and Diana <b>Parry</b> , University of Waterloo, Canada
<b>Poster Only</b>	
Parents' Gender Stereotypes in Relation to Adolescents' STEM Self-Efficacy and Occupational Interests Stefanie <b>van Esveld</b> , Marleen <b>Groeneveld</b> , Tessa <b>van de Rozenberg</b> and Lotte <b>van der Pol</b> , Leiden University, The Netherlands	Understanding Gender Grading Bias: the Role of Implicit Gender Stereotypes Laura <b>Doornkamp</b> , Lotte <b>Van der Pol</b> and Marleen <b>Groeneveld</b> , Leiden University, The Netherlands
Gender based Violence in times of Crisis: The increase of SGBV and IPV in Greece during the COVID- 19 pandemic. Emmanouela <b>Niraki</b> , Scuola Superiore Sant'Anna, Pisa, Italy	Men, Masculinities and Factors that Contribute in a Bad Behavior of Men Against Women Zamokuhle <b>Mbandlwa</b> , Durban University of Technology, South Africa
Nursing and Teaching: Not for 'real' men? Tessa <b>Rozenberg</b> , Lotte <b>Pol</b> , Marleen <b>Groeneveld</b> and Stefanie <b>van Esveld</b> , Leiden University, Netherlands	Enablers to Women's Participation in Decision-Making Processes and Positions: a Systematic Literature Review Carina <b>Jordão</b> , Sara <b>Diogo</b> and Teresa <b>Carvalho</b> , University of Aveiro, Portugal