

2nd International Conference on Gender Research - ICGR 2019
School of Economics and Business Studies, University of Roma Tre
via Silvio D'Amico, 77 (at the corner with Via Leonardo Da Vinci)
11-12 April 2019

Wednesday 10 April 2019

10:00-12:00	Pre-conference workshop: Mastering the Publication Process Led by Dr. Aino Kianto, Lappeenranta University of Technology, Finland - Room: Aula Tesi
14:00-16:00	Pre-conference workshop: Open innovation Enablers and Ecosystems Associate Professor Sladjana Cabrilo, I-Shou University, Taiwan, RoC - Room: Aula Tesi
18:30	Welcome drinks and pre-conference registration at the School of Economics and Business Studies, University of Roma Tre

Thursday 11 April 2019

08:30	Registration and coffee		
09:00	Welcome and Opening of the Conference: Paola Paoloni, Mauro Paoloni, Simona Arduini Room: Ground Floor, Room 1		
09:20	Keynote Presentation: Karmen Jelčić, CEO, Intellectual Capital Center in Croatia <i>Empowering Women Through IC: A Croatian case study</i>		
10:00	Conference splits into streams on the second floor		
	Stream A: Feminist scholarship Chair: Karen Jones Room: 16	Stream B: Mini Track on Gender Diversity in the Public Sector Chair: Claudia Arena Room: 17	Stream C: STEMM Education Chair: Bernadette Spieler Room: 18
10:15	Re-Figuring Innovation in Games: A Feminist Interventionist Project Jenson Jennifer and Suzanne de Castell , University of British Columbia, Vancouver, Canada	Gender Diversity in Public Hospitals' TMT: The impact on Financial and Non-Financial Performance Arena Claudia, Simona Catuogno , Sara Saggese and Fabrizia Sarto , University of Naples Federico II, Italy	How Informal Processes and Relationships shape Gendered Careers in STEM Schulz Astrid, Matthias Dorgeist , Christoph Heckwolf , Andrea Wolffram , Jennifer Dahmen-Adkins , Anne Göttgens RWTH Aachen University, Germany
10:45	Formula for Success: Dualing Discourses in the Breastfeeding Battle Simon Jenni and Loreen Olson , University of North Carolina, Greensboro, USA	Gender Representation and Gender Identity Threat: An Explorative Study from Hungary. Geczy Dorottya, Zsafia Varga and Sara Bigazzi , University of Pécs, Hungary	Can Entrepreneurship Education bridge the gap? STEMM Women's Entrepreneurial and Commercialisation Activity Treanor Lorna, University of Nottingham, UK
11:15	Re-imagining Theoretical Debates and Activist Approaches to Gender Inequality Robinson Victoria, University of York, UK (Presentation Only)	Strategic Governance and Gender Budgeting of Local Governments: Paths and Experiences in Italy Tommaso Silvia, Patrizia Pastore , University of Calabria, Rende, Italy and Monica Andriolo , S.&T. società cooperativa, Torino, Italy	Lessons Learned from tailored Gender Equality Plans: Classification and Analysis of Actions Implemented within the EQUAL-IST Project Sangiuliano Maria, Università Ca' Foscari, Venezia, Claudia Canali , Università di Modena e Reggio Emilia, Italy and Elena Gorbacheva , Westfälische Wilhelms-Universität Münster, Germany
11:45	Mary Tibaldi Chiesa, the United States of Europe and the European Movements Berardi Silvio, "Niccolò Cusano" University, Rome, Italy	The Gender Work Identities of Timorese Professional Women in a Public Portuguese Bank Institution Fernandes Emilia and Regina Leite , University of Minho, Braga, Portugal	Gender and Games, Space and Time: Doing Feminist Research de Castell Suzanne and Jennifer Jenson , University of British Columbia, Vancouver, Canada
12:15	Lunch		

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10:00	Conference splits into streams on the second floor	
	Stream D: Mini Track on the Gender Gap in Management and in the Workplace Chair: Elisabeth Pereira Room: 19	Stream E: Entrepreneurship Chair: Tindara Addabbo Room: 20
		Stream F: The Gender Gap Chair: Mary Noonan Room: 21
10:15	Intrinsic and Extrinsic Factors in Women Empowerment Towards Leadership: A Study in Higher Education (South Africa) Moodly Adele , Rhodes University, Grahamstown and Nolutando Toni , Nelson Mandela University, Port Elizabeth, South Africa	The Social Construction of Female Entrepreneurship in Saudi Arabia: A Discourse Analysis of Female Entrepreneurs' Media Representation. Sonbol Deema , University of Warwick, Coventry, UK (Presentation Only)
10:45	Gender Diversity in Nomination Committees: A way to Promote Gender Balance on Board? Gennari Francesca and Tommaso Fornasari , University of Brescia, Italy	Spiritual Entrepreneurship and Women's work Longman Chia , Ghent University, Belgium (Presentation Only)
11:15	Gender and Emotional work: The case of Women Geriatric Social Workers Costa Ana Sofia , Regina Leite , and Emilia Fernandes , University of Minho, Braga, Portugal	Social Innovation, Social Entrepreneurship and Gender: Women's Approach to facing Relevant Social Challenges Herrero de Egaña Blanca , Universidad Pontificia de Comillas, Madrid, Spain
11:45	Condemned to Manage. Women Managing Cooperative Stores in Poland in the Period of Socialism (1945 – 1989) Bogacz-Wojtanowska Ewa and Sylwia Wrona , Jagiellonian University, Kraków, Poland (Presented by Ewelina Góral)	Female Entrepreneurial Networks in a Historical Perspective: The Case of Industrie Femminili Italiane (I.F.I.) at the Beginning of the 20th Century Picciaia Francesca and Simone Terzani , University of Perugia, Italy
12:15	Lunch	

	Stream A: Mini Track on Gender Equality in Education Chair: Maria de Lourdes Machado-Taylor Room: 16	Stream B: Mini Track on Gender Diversity in the Public Sector Chair: Sara Saggese Room: 17	Stream C: Mini Track on Gender in the Media and Entertainment Chair: Chantal Maille Room: 18
13:15	Does Gender Matter when Defining Higher Education Student Success? Evidence from Portugal Sá Maria José and Maria de Lourdes Machado-Taylor , CIPES - Centre for Research in Higher Education Policies, Matosinhos, Portugal	Implicit Gender Bias in the U.S. Public Sector Workplace D'Agostino Maria, City University of New York, USA, Helisse Levine , LIU Brooklyn, USA and Meghan Sabharwal , The University of Texas, Dallas, USA (Presentation Only)	Analyzing the Impact of Edutainment on Perceptions of Power: An Africana-Womanist Study Kamlongera Mtisunge Isabel, Oslo Metropolitan University, Norway (Presentation Only)
13:45	A Best Practice for Attracting Female Students to Enrol in ICT Studies Canali Claudia and Tindara Addabbo, University of Modena Reggio Emilia, Italy and Vasiliki Mountzi , Vilabs OE, Thesoloniki, Greece	Working from Barriers to Strategies: Career Advancement for Women Administrators Campbell Myrtle, Gary Community School, Indiana and Gloria Campbell-Whately , The University of North Carolina at Charlotte, USA	The Impact of Gender Capital in the Music Industry Nappo Fabio, Letterese Ester Monica, Federico Schinperna and Martina Fusco , University of Cassino and Southern Lazio, Italy
14:15	South African Women Academics' Experiences of Workplace Bullying Mangolothi Brightness and Mnguni Peliwe , University of South Africa, Midrand, South Africa	Gender Composition of Boards of Directors and Sensitivity to Gender Issues in Italian University Strategic Plans Nardo Maria Teresa, Romilda Mazzotta , Giovanna Vingelli and Patrizia Pastore , Università della Calabria, Cosenza, Italy	Gender Perspectives on Media Discourses on Decreasing birth rates: A Literature Review Lobo Paula, ESEV - Instituto Politécnico de Viseu, Portugal (Presentation only)
14:45	Tackling Sexism, Gender Stereotyping and Unconscious bias in Education Jones Karen, University of Reading, UK		Digital Communication in Fashion Companies: is it a Gender Affair? Arduini Simona, Roma Tre University, Rome, Italy and Paola Paoloni , "La Sapienza" University of Rome, Italy
15:15	<i>Refreshments</i>	<i>Refreshments</i>	<i>Refreshments</i>
	Stream A: Mini Track on Gender Equality in Education Chair: Maria de Lourdes Machado-Taylor Room: 16	Stream B: Mini Track Gender Diversity in the Public Sector Chair: Simona Catuogno & Fabrizia Sarto Room: 17	Stream C: Mini Track on Gender, Media and Entertainment Chair: Jeanne Ellis Room: 18
15:45	An Organisational Structure Approach to Gender Differences in Career Progression Experiences in an Academic Setting Berkery Elaine, University of Limerick, Ireland	The Sound of Leadership Goldman Laine and Federica Fornaciari , National University, La Jolla, USA (Round Table)	Gender and Media: Under the Men Management: The Case of Northern Cyprus Öze Nuran, Near East University, Nicosia, Cyprus
16:15	Women in Higher Education Top Positions: the Relevance of Field Dynamics Carvalho Teresa, University of Aveiro, Portugal	Gender Budgeting from a Capability Approach Perspective: Evidences from Senegal Addabbo Tindara, Antonella Picchio , University of Modena and Reggio Emilia, Caterina Arciprete , Mario Biggeri , University of Florence, Italy	The Effect of Digital Storytelling on the Creative Writing Skills of Literature students Based on their Gender Baksi Yalcin Olgahan and Ebru Öztürk , Biruni University, Istanbul, Turkey
16:45	Women of a Patriarchal Minority Group Entering Academia: Case of Jewish Ultra-Orthodox Women. Zalberg Sara, Tel Aviv University, Jerusalem, Israel and Sima Zalberg Block , Tel Aviv University, Israel (Presentation Only)	Intersectionality, Gender-Based Analysis and Francophonie: A Complex Relationship Maille Chantal, Concordia University, Montreal, Canada	Jessie White Mario: Between Female Emancipation, Social question and Europeanism Napolitano Matteo Antonio, University "Niccolò Cusano", Rome, Italy
17:15	<i>Close of Conference Day</i>	<i>Close of Conference Day</i>	<i>Close of Conference Day</i>
18:30	Bus leaves from BV OLY Hotel		
19:30	Conference dinner at Restaurant Romeo Chef & Baker		
22:00	Bus leaves from Restaurant Romeo Chef & Baker		

	Stream D: Mini Track on the Gender Gap in Management and in the Workplace Chair: Elisabeth Pereira Room: 19	Stream E: European Viewpoint Chair: Wilfried Admiraal Room: 20	Stream F: PhD Colloquium Chair: Paola Paoloni Room: 21
13:15	Gender Inequalities in the Workplace: The Effects on Wages in European Member States Pereira Elisabeth T. , University of Aveiro, Portugal	Roma Socio-Economic Development and Inclusion: The Gender Perspective Rinaldi Azzurra , University of Rome Unitelma Sapienze, Rome Italy and Irene Salerno , Sapienza University of Rome, Italy	13:15 - 13:25 Isolation and Onboarding: Gender bias in Aviation Training Documents Hart William , Fielding Graduate University, California, USA 13:30 - 13:40 The Spectrum of Fatherhood in Latin American men Olvera Carolina and María Gabriela Luna , Universidad de Guanajuato, México 13:45 - 13:55 Gender and Political Suitability in the Irish Dáil: A Comparative Experiment on the Perception of Legislators' Suitability for Office Antonetti Marta , Trinity College Dublin, Ireland 14:00 - 14:10 Algerian Female Educational Leaders: Narratives, Struggles and Success Abbou Fatima Zahra and Karen Jones , Reading University, UK 14:15 - 14:25 Key Success Factors for Women's Career paths in Engineering: A Qualitative study Schmitt Miriam , Center for Higher Education, TU Dortmund University, Germany 14:30 - 14:40 From the Burnt to the Uncertain Generation: Transformations of Gender Roles Among Two Generations in Tehran Ghaffari Rassa , University of Milano Bicocca, Genova, Italia 14:45 - 14:55 High Growth Women Entrepreneurs Induces Women Entrepreneurship Theory Chauke Musa and Zanele Ndaba , University of the Witwatersrand, Johannesburg, South Africa 15:00 - 15:15 - Discussion and Feedback
13:45	Experience of Women Faced with Toxic Labour Relations: A Narrative Study Fedorova Alena , Olga Koropets , Natalia Tonkikh , Ural State University of Economics, Yekaterinburg, Russia and Maria Menshikova , Sapienza University of Rome, Italy	Female Presidents in Sports Federations in Europe: A Comparative Study Esteban-Salvador Luisa , University of Zaragoza, Teruel, Spain, Tiziana Di Cimbrini , University of Teramo, Italy, Emília Fernandes , University of Minho, Portugal and Gonca Güngör , Sakarya University, Turkey	
14:15	Female Distance Employment: Opportunities and Challenges Tonkikh Natalia , Alena Fedorova and Olga Koropets , Ural State University of Economics, Yekaterinburg, Russia	Labour Market of the 28 EU Countries by Gender Fados Marina and Mária Bohdalová , Comenius University in Bratislava, Slovakia	
14:45	Does Having an Early Birth still hurt Women Lawyers' Careers? Noonan Mary , University of Iowa and Mary Corcoran, University of Michigan, USA (Presentation Only)	Gender Equality and Firm Financial Performance: The Case Of Central and Eastern Europe Financial And IT&C Sectors Gravili Ginevra , University of Salento, Lecce, Italy, Alexandru Avram and Ana-Cristina Nicolescu , West University of Timisoara, Romania	
15:15	Refreshments	Refreshments	Refreshments
	Stream D: Empowerment Chair: Rita Bencivenga Room: 19	Stream E: Gender Bias and Norms Chair: Anna Pokorska Room: 20	Stream F: PhD Colloquium Chair: Simona Arduini Room: 21
15:45	Women Empowerment in Household Economic Development: Lessons from Poverty Reduction for Ethnic Minorities in Vietnam Hoa Dang , Nguyen Huu Minh , Tran Thi Hong & Nguyen Thi Tuyet Mai , Vietnam Academy of Social Sciences, Hanoi, Vietnam	Women's Businesses around Europe and Extra-Europe Countries: Emerging Issues Paoloni Paola , Lombardi Rosa , , Sapienza University of Rome, Italy, Sladjana Cabrilo , I-Shou University, Taiwan, and Aino Kianto , Lappeenranta University of Technology, Finland	15:45 - 15:55 Women School Leaders: Gender and Identity Lynch Charmaine , University of Reading, UK 16:00 - 16:10 Everybody's Game: Aligning Feminist Approaches to 2030 Agenda for Sustainable Development Novovic Gloria , University of Guelph, Canada 16:15 - 16:25 A Review of Women's Identity and Empowerment Aljahani Areej , University of Reading, UK 16:30-16:40 Don't leave me this way: Retaining Older Women Care Workers in Scotland McGiffen Diane , Cranfield University, Milton Keynes, UK 16:45-16:55 Promoting Women in STEM: Requirements for an Automated Career-Development Recommender Werz Johanna M , Valerie Stehling, Max Haberstroh and Ingrid Isenhardt , IMA RWTH Aachen University, Germany 17:00-17:15 - Discussion and Feedback
16:15	A Practical Approach for Measuring Women's Empowerment Abu Jbara Noor and Geoffrey Darnton , University of Warwick, Coventry, UK	Gender Aspects Based on Anthropometric Norms at The Traditional House of Karampuang Sahabuddin Wasilah , Wasilah Sahabuddin , Andi Hildayanti and Aisyah Kara , State Islamic University of Alauddin, Makassar, Indonesia	
16:45	Empowering Women from the Bottom to the top Fuller Carol , Maria Danos and Cecila Muldoon , University of Reading, UK (Presentation Only)		
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	Friday 12 April 2019		
09:00	Opening Messages Room: Ground Floor, Room 1		
09:05	Keynote Presentation: Dragana Djermanovic, CEO Pepper Consulting Group, Novi Sad, Serbia <i>Female Entrepreneurship in the Digital era</i>		
09:50	Introduction to ICGR 2020		
10:00	<i>Refreshments</i> <i>Poster contributors stand by their posters for others to discuss the research</i>		
	Stream A: Mini Track on Social Capital and Gender in Business Chair: Iiris Aaltio Room: 16	Stream B: Violence Chair: Gina Santos Room: 17	Stream C: Everyday Life Issues Chair: Anita Thaler Room: 18
10:45	Crowdfunding & SME's : A Gender Analysis Paoloni Paola, University "La Sapienza" of Rome, Italia, Niccolò Paoloni, University "Roma 3" of Rome, and Giuseppe Modaffari, Niccolò Cusano University of Rome, Italy	Beyond Survival: Navigating Women's Personal Narratives of Sexual Violence in the Holocaust Schwartzman Roy, University of North Carolina at Greensboro, USA	Fathers and the use of Paternity and Parental leave: The case of Québec (Canada) Tremblay Diane-Gabrielle, University of Quebec, Montreal, Canada (Presentation only)
11:15	Gender Equality in Academia: Comparative Perspectives from Feminist Institutionalism Bencivenga Rita, Trinity College Dublin, Ireland	Bodies (Dis)Possessed and the Poethics of Improper Speech: A Theoretical Preamble Ellis Jeanne, Stellenbosch University, South Africa	Each one of us is all: Gender rights Mobilizations in Northwestern Mexico Delhumeau Sheila, Universidad Autónoma de Baja California, Ensenada, México
11:45	Female Entrepreneurship in Italy: A Relational Capital Perspective. Dal Mas Francesca, Paola Paoloni and Rosa Lombardi, Università degli Studi di Roma "La Sapienza", Rome, Italy (Presentation only)	Changing Gender Norms by Applying a Relevant Theoretical Discourse for Ending Violence Against Women in Kuwait Abdullah-Khan Noreen, Gulf University of Science and Technology, Kuwait	Do Indian Women have Decision Making Power in the family? A Study in the Context of Kerala Eapen Leena Mary, Indian Institute of Management Kozhikode, Kerala, India
12:15	Social Technologies for Empowerment and Success: Beliefs and Perceptions of Spanish women de Juana-Espinosa Susana, Ana Rosser-Limiñana, University of Alicante, Spain and Joanna Paliszkiewicz, University of Life Sciences, Warsaw, Poland	Training in Gender-Based Violence: Perceptions from University Students Acuyo-Verdejo Ma Carmen, University of Granada, Spain	Working with the Grain: Non-confrontational pathways to Normative Change Rowland Patricia, BreakthroughAction-Nigeria (Presentation only)
12:50	Panel: The Path of the Publication Process Led by: Prof. Paola Paoloni, Prof. Simona Arduini, Prof. Lino Cinquini, Prof. Aino Kianto, Prof. Rosa Lombardi, Prof. Sladjana Cabrilo and Prof. Giovanni Schiuma Room: Ground Floor, Room 1		
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	Stream D: Young People Chair: Nuran Öze Room: 19	Stream E: Leadership Chair: Blair Kuntz Room: 20	Stream F: Masters Colloquium Chair: Aino Kianto Room: 21
10:45	A Customized App to Reinforce Female Teenagers to Coding Spieler Bernadette , University of Technology Graz, Austria	Does Nomination Influence Women's Access to Institutional Decision-Making Bodies? Diogo Sara , Zélia Breda and Teresa Carvalho , University of Aveiro, Portugal	10:45 - 10:55 Threats for Women in Cyberspace: Be Protected using the Internet Radionova-Girsa Elina , Daugavpils University, Daugavpils, Latvia (PhD) 11:00 - 11:10 Forced Freedom & Veiled Values Bruhn Nina Svane and Mette Christensen , Aalborg University, Denmark 11:15 - 11:25 Exploring the Glass Ceiling Factors in the IT Industry of Pakistan Idrees Fatima , University of Management and Technology, Lahore, Pakistan 11:30 - 11:40 The Dynamics and Intersections of Gender, Disability and Queerness in 'Thelma' Simon Alisa , University of Vienna, Austria 11:45-12:00 - Discussion and Feedback
11:15	Gender Stereotypes and Career Choices: How Altruism Affects the Professional Aspirations of Adolescents Giammattei Sara , Maria Gabriella Pediconi and Savino Romani , University of Urbino, Italy	Mission (almost) Impossible: Becoming a Female University Rector in Poland Antonowicz Dominik and Anna Pokorska , Nicolaus Copernicus University, Toruń, Poland	
11:45	Tablets in Secondary Schools: Supporting Learning of both boys and girls? Admiraal Wilfried , Leiden University, The Netherlands (Presentation only)	Management Controls and Gender: The Case of eHealth Projects in Sweden. Myreteg Gunilla , Uppsala University, Sweden	
12:15	Digital gender parity? Gender-Specific Attitudes and Competencies of Young Professionals in Germany Swetlana Franken and Wattenberg Malte , Bielefeld University of Applied Sciences, Germany	The Governance of Chartered Accounting Associations: Does Gender Matter? The Case of Italy Del Baldo Mara , University of Urbino Carlo Bo, Italy	
12:50	Panel: The Path of the Publication Process Led by: Prof. Paola Paoloni, Prof. Simona Arduini, Prof. Lino Cinquini, Prof. Aino Kianto, Prof. Rosa Lombardi, Prof. Sladjana Cabrilo and Prof. Giovanni Schiuma Room: Ground Floor, Room 1		
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14:30	An Intersectional Analysis of African-American Females at Historically Black Colleges and Universities Glenn Cerise , University of North Carolina at Greensboro, USA	Gay Girl in Damascus: Saving Brown Women from Brown men in Syria Kuntz Blair , University of Toronto, Canada	Gender Differences over Decision-Making in the Work-Family Interface of Microentrepreneurs in Ecuador Cadena Palacios Cristina Nataly, Cooperativa de Ahorro y Crédito Mujeres Unidas - CACMU, Ibarra, Ecuador
15:00	Women Entrepreneurs in Cape Town, South Africa: Challenges and Opportunities Melton Demi , Greg Beyer and Sharon Benting OMNI Academy for Education Training and Development, Cape Town, South Africa and Joseph Venables , Hansung University, South Korea	Recent Changes in Gender & Sexuality Policies in India: a Postcolonial Analysis Azhar Sameena , Fordham University, New York, USA	How Women Entrepreneurs Manage Multiple Social Identities Cesaroni Maria Francesca, Annalisa Sentuti and Maria Gabriella Pediconi , University of Urbino Carlo Bo, Italy
15:30		Students' Perceptions and Expectations of University Social Responsibility and Service Quality: A Gender Perspective Santos Gina, Elsa Justino and Carla Marques , University of Trás-os-Montes e Alto Douro and Maria de Lourdes Machado Taylor , University of Porto, Portugal	Family and Development of Iranian Women's Entrepreneurship in achieving the objectives of Iran's 20-Year Perspective Document, "Opportunities and Threats" Parvaneh Gelard, Mohammad Hossein Zeinalabedinzadeh Mashhadi , Nasm Roustapisheh , Islamic Azad University, Tehran, Iran, Arezoo sadat Hashemiamin , Ferdowsi University of Mashhad, Iran
16:05	Room: Ground Floor, Room 1 Summary of the Conference and Award to the Winner of the Best PhD Paper & Best Poster		
16:15	<i>Close of Conference</i>		
	Posters be Displayed from Thursday afternoon until Friday Afternoon Poster Presenters will stand by their posters to discuss their work at 10:00 on Friday Morning		
	Poster with a WIP Paper	Poster Only	
	Female Teachers and Sexual Harassment at School: Cases from South Korea Choi Geon-ah, Cheongju University, South Korea, Soojin Lee , University of North Carolina at Chapel Hill, USA and Hyesun Paik , Kookmin University, South Korea	The Role of Female Human Capital for Entrepreneurial Orientation Sarto Fabrizia and Sara Saggese , University of Naples Federico II, Italy	A narrative study of leadership identity and empowerment of female academics in the Kingdom of Saudi Arabia Al-Jahani Areej, Karen Jones and Chris Turner , Reading University UK
	Female Academic Leaders at King Saud University and Their Role in Quality Departments Aljbreem Nora, University of Reading, UK	What is the Impact of Parental Migration on left-behind children's psychological and social well-being? Yan Meilun, Reading University, UK	Don't leave me this way: retaining older women care workers in Scotland McGiffen Diane, Cranfield University, Milton Keynes, UK
		Factors Affecting Women on Corporate Boards: An Institutional/Cultural Perspective Coluccia Daniela, Antonietta Cosentino , Stefano Fontana and Silvia Solimene , Sapienza University of Rome, Italy,	Protecting the Public from Wayward Wombs: Eugenic Sterilization in North Carolina and Nazi Germany Schwartzman Roy, University of North Carolina at Greensboro, NC, USA
		Intimate Partner Violence in Syrian Refugee Communities in Jordan: A Triangulated Study Daoud Nour, University of Padova, Italy	

	Stream D: The Academic Expericne Chair: Roy Schwartzman Room: 19	Stream E: Leadership and Literature Chair: Geoffrey Darnton Room: 20	Stream F: Diversity and the Pay Gap Chair: Elaine Berkery Room: 21
14:30	Gender and Research Productivity of Academics in South India's Higher Education Institutions Bakthavatchalam Venkat, Joachim Gingele , Mike Miles , University of Plymouth, UK, Maria de Lourdes Machado-Taylor and Maria Jose Sa , Centre for Research in Higher Education Policies (CIPES), Portugal	Women's Leadership Style: the Type of Projects they Manage and their Success Sadeh Arik, HIT Holon Institute of Technology and Dov Dvir , Ben Gurion University of the Negev, Israel	The Quality of Diversity Policy Disclosure in the European Public Utility Sector: A Comparative Cross-Country Analysis Fortuna Fabio, Silvia Sergiacomi and Silvia Testarmata , Niccolò Cusano University, Rome, Italy
15:00	The Academic Feminist Fight Club Thaler Anita, IFZ - Interdisciplinary Research Centre for Technology, Work and Culture, Graz, Austria	Women on the Board of Directors: Linked to a more Transparent Policy? Lybaert Nadine, Hasselt University, Diepenbeek and Naomi Creemers , KPMG, Brussels Belgium	Salary Negotiations: Highlights and Surprises from 10 Years of Research Voigt Martina and Andrea Ruppert , Frankfurt University of Applied Sciences, Germany
15:30	The Gendered Nature of Academic Institutions: Gender-Analysis of Italian Universities Roberto Fabiana, Andrea Rey and Roberto Maglio , University of Naples "Federico II", Italy	Polish War Herstories in Literature for Children Świtata Sabina and Dorota Michułka , University of Wroclaw, Poland	Women in the Labor Market in the City of Manizales, Caldas, Colombia Montoya Monsalve Juan Nicolas, Ana Sabrina Moguel Salina , National University of Colombia, Manizales, Colombia
16:05	Room: Ground Floor, Room 1 Summary of the Conference		
16:15	<i>Close of Conference</i>	<i>Close of Conference</i>	<i>Close of Conference</i>
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Invited Posters			
	Mid-career Academic Women in Higher Education in China: Barriers and Strategies. Zhao Jiayi, University of Reading, UK	Can She Run Antonetti Marta, Trinity College Dublin, Ireland	More women = Less corruption. What about Universities? Nardo Maria Teresa, Romilda Mazzotta , Giovanna Vingelli and Carmela Guarascio , Università della Calabria, Cosenza, Italy
	Differences on gender stereotyping among microentrepreneurs in Ecuador Palacios Cristina Nataly Cadena, Cooperativa de Ahorro y Crédito Mujeres Unidas - Tantanakushka Warmikunapak - CACMU, Ibarra, Ecuador	Gender perceptions of initiation rituals in Portuguese higher education institutions Sá Maria José, CIPES, Matosinhos, Portugal, Maria de Lourdes Machado-Taylor , CIPES, Matosinhos, Portugal and A3ES, Lisbon, Portugal, and Elisabete Sá , University of Minho, Braga, Portugal	Do Gender Quotas Lead to Gender Equality? Salaris Stefano, University of Sassari, Italy
	Inequalities, Gender and Culture. A cross-countries Context. Tomos Florica, University of South Wales, Pontypridd, UK	Female Directors and Digital Innovation in Public Hospitals. The Moderating Effect of Line Managers Arena Claudia, Simona Catuogno , Sara Saggese and Fabrizia Sarto , University of Naples Federico II, Italy	Culture, Gender and Research Productivity: A quantitative study Bakthavatchalam Venkat, University of Plymouth, UK, Maria Jose Sa , Centre for Research in Higher Education Policies, Portugal and E. Baburaj , Karpagam College of Engineering, India.
	Women or Men are suitable for Leadership roles Dang Hoa , Nguyen Huu Minh , Tran Thi Hong and Nguyen Thi Tuyet Mai , Vietnam Academy of Social Sciences, Hanoi, Vietnam	Volunteering Against Gender Violence Based at the University. Objectives of training and profile from participants Rosser-Limiñana Ana, University of Alicante, Spain	The Code'n'Stitch Project Spieler Bernadette and Vesna Krnjic , Graz University of Technology, Austria