



G W O
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Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa



Stellenbosch
Business School

GENDER · WORK · ORGANIZATION



National
Research
Foundation

Programme

By Stream

Stream 1 - Activist shareholders as change agents: Enhancing corporate sustainability and board inclusivity



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

The association between gender and executive remuneration in South Africa

Sonja Cilliers & Bradley Meyer

Abstract 1.1

Van Der Sterr 1032



PRESENTATION 2

Corporate social responsibility and board gender diversity: A meta-analysis and future research directions

Bilal, Muhammad Mubeen, Songshen Chen & Hafiz M Arslan

Abstract 1.4

Van Der Sterr 1032



PRESENTATION 3

Do female CEOs moderate the association between earnings management and carbon emission disclosures – Insights from China

Bilal, Ali Abbas, Shahid Manzoor & Songshen Chen

Abstract 1.6

Van Der Sterr 1032



Stream 1 - Activist shareholders as change agents: Enhancing corporate sustainability and board inclusivity



Hybrid Session



In-person
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THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Catalyst for good: An ecosystem management approach to shareholder activism

Andres Merino & Nicholas Schwenke

Abstract 1.2

CGW Schumann 225



PRESENTATION 2

Linking board gender diversity and multi-boardedness to capital structure: A pre-pandemic South African perspective

Nadia Mans-Kemp, Suzette Viviers, Charl Du Toit & Adrian Forssman

Abstract 1.9

CGW Schumann 225



PRESENTATION 3

Towards a leadership framework for women board members in the petrochemical industry to enhance business sustainability

Dibuseng Maduane-Makobe, Elriza Esterhuyzen & Leonie Louw

Abstract 1.3

CGW Schumann 225



PRESENTATION 4

Board gender diversity and female chairs appointments in crises – Is there a glass cliff

Rita Goyal, Mehtap Hisarciklilar & Jagvir Sangha

Abstract 1.7

CGW Schumann 225



Stream 1 - Activist shareholders as change agents: Enhancing corporate sustainability and board inclusivity



Hybrid Session



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Session



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presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Sixth global congress of accounting and finance

*Geraldine Stephania Contreras Cano & Sofia Ortiz
Tinoco*

Abstract 1.5

Van Der Sterr 1033



PRESENTATION 6

Board gender diversity and climate change action

Lee-Ann Steenkamp & Nicolene Wesson

Abstract 1.8

Van Der Sterr 1033



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



Hybrid Session



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WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Effects of the glass ceiling on the management functions of female senior managers in selected South African sports organisations

Anza Ramatsia, Simeon Davies, Janice Hemmonsby-Lodewyk & Jacob J. Moroe

Abstract 2.16

Van Der Sterr 1033



PRESENTATION 2

Can returner programs deliver on their promise – Insights into women returners experiences

Cécile Guillaume, Gill Kirton & Carole Elliott

Abstract 2.17

Van Der Sterr 1033



PRESENTATION 3

Insights into remote working implementation in French workplaces during the pandemic – what lessons for the future

Pochic Sophie & Cécile Guillaume

Abstract 2.18

Van Der Sterr 1033



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



Hybrid Session



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WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Exploring the turnover of Black Africans and women from an inclusive organisation in South Africa

Mncedisi Taala & Preeya Daya

Abstract 2.6

CGW Schumann 107



PRESENTATION 5

Fathering, feminism, and the future of work: Unpacking the gendered implications of the remote-first model of work organisation

Lauren Ryan

Abstract 2.20

CGW Schumann 107



13:30 – 15:00

PRESENTATION 4

Using flexible work arrangements in the post covid world of work – opportunity or threat for diversity, equity and inclusion

Maria Simosi & Maria Daskalaki

Abstract 2.1

CGW Schumann 230



PRESENTATION 5

Do staff networks provide a voice mechanism for under-represented employees?

Isabel Távora, Saleema Kauser, Imran Saqib

Abstract 2.2

CGW Schumann 230



PRESENTATION 6

The gendered experience of working through the pandemic and beyond

Samantha Hawtin

Abstract 2.24

CGW Schumann 230



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



Hybrid Session



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THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Exploring the link between organizational culture and gendered promotion patterns

Charlotte Holgersson, Anders Broström, Ali Mohammadi & Karl Wennberg

Abstract 2.4

CGW Schumann 107



PRESENTATION 2

Inclusion challenges of black migrant women in South Africa – An inductive study using hermeneutic phenomenology

Eleana Velentza

Abstract 2.5

CGW Schumann 107



PRESENTATION 3

Moving beyond Covid-19 – Flexible working arrangements for all or for just for some

Nina Teasdale & Dominic Lo

Abstract 2.19

CGW Schumann 107



PRESENTATION 4

Exploring the effects of menstruation leave (Mother's Day) on the representation and retention of women in Zambian organizations

Bwalya Chirwa & Preeya Daya

Abstract 2.9

CGW Schumann 107



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



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PRESENTATION 5

Gender main Abstracting in talent management –
An intersectional investigation into Northern Irish
SME's within male-dominated industries

Grainne Kelly, Saija Ferdous & Hugh Scullion

Abstract 2.3

Van Der Sterr 1032



PRESENTATION 7

Understanding the experience and influence of
microaggressions among working professionals in
South Africa

Lily Kachere & Preeya Daya

Abstract 2.26

Van Der Sterr 1032



PRESENTATION 8

Exploring the phenomenon of the women's
personal brand in top managerial positions

Zuzanna Staniszewska

Abstract 2.23

Van Der Sterr 1032



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



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THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

What is holding gender inclusive innovation back in the Oxfordshire region?

Hannah Isabelle Tornow

Abstract 2.7

CWG Schumann 230



PRESENTATION 10

Workplace diversity and inclusion in the Kenyan context

Kenneth Kungu

Abstract 2.12

CWG Schumann 230



PRESENTATION 11

Digital technology enabled pseudonymity - Mechanisms to advance DEI in the software development context

Grace Walsh

Abstract 2.21

CWG Schumann 230



Stream 2 - Challenges and opportunities: DEI regression/s and the new world of work



Hybrid Session



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FRI 30 JUNE 2023

10:30-12:00

PRESENTATION 1

Black women in leadership remain invisible in mainAbstract diversity, equity, and inclusion research literature, and practice

Pamela J. Viscione

Abstract 2.10

CGW Schumann 221



PRESENTATION 2

"When they say diversity, they mean women": Localising DEI in East Bangalore's Information Technology Sector

Charis Idicheria Nogosse

Abstract 2.11

CGW Schumann 221



PRESENTATION 3

Experiences of EDI policies among new entrants to Irish media work

Anne O'Brien & Sarah Arnold

Abstract 2.14

CGW Schumann 221



PRESENTATION 4

A conceptualisation of the nexus between flexibility and the future of inclusive workplace: rethinking the notion of flexibility from an intersectionality angle

Priscilla Eke, Samia Mahmood & Eun Sun Godwin

Abstract 2.15

CGW Schumann 221



Stream 4 - Exploring leadership through the lens of 'whiteness' and intersectionality



Hybrid Session



In-person
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WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

The appropriation of the religious discourse in the 2022 presidential election in Brazil: the contraposition between Christianity and religions from African origin in the social construction of political leaderships

Adriana Vinholi Rampazo, Priscila Lopes Bertolino & Isabela Carletto Carvalho

Abstract 4.10

Van Der Sterr 1003



PRESENTATION 5

When leaders are men and women play second fiddle: An intersectional perspective on STEM leadership in Botswana

Sandra Bongani Tshenyego & Peliwe Pelisa Mnguni

Abstract 4.1

Van Der Sterr 1003



PRESENTATION 6

Women's entrepreneurial leadership competencies: A cross-cultural comparison of SMEs in Africa

Beldina Owalla, Philasande Sokhela, David Pickernell & Karen Johnston

Abstract 4.11

Van Der Sterr 1003



Stream 4 - Exploring leadership through the lens of 'whiteness' and intersectionality



Hybrid Session



In-person Session



Presenter online



Presenter in-person



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THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Intersectionally situated atypical leader – Collective feminist reflections on aesthetic and emotional labour in higher education

Rafia Faiz & Jason Walker

Abstract 4.12

Van Der Sterr 1032



PRESENTATION 2

The absence of black leaders gender, racism and leadership

Catherine Dietsch

Abstract 4.4

Van Der Sterr 1032



PRESENTATION 3

Shattering the myths – Investigating female leaders crisis management skills and reliance on inclusive leadership during and after the Covid-19 pandemic in Higher Education Institutions in the UK

Eleni Meletiadou

Abstract 4.9

Van Der Sterr 1032



PRESENTATION 4

Leadership trajectories of minoritized groups in the context of the modern careers

Ana Clara da Silva Pinto, Anderson de Souza Sant'Anna & Daniela Martins Diniz

Abstract 4.2

Van Der Sterr 1032



Stream 4 - Exploring leadership through the lens of 'whiteness' and intersectionality



Hybrid Session



In-person Session



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Presenter in-person



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THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Above the glass ceiling: Narratives from women CEOs about being the target of anger

Samantha E. Erskine

Abstract 4.5

CGW Schumann 104



PRESENTATION 2

Intersectional experiences of African Black female leaders in public & private organizations in South Africa

Anita Maharaj

Abstract 4.6

CGW Schumann 104



PRESENTATION 3

A decolonized discussion of an afrocentric performance of leadership by African diasporic women

Sharon Wamble-King

Abstract 4.7

CGW Schumann 104



PRESENTATION 4

JEDIs - The struggle against apartheid by black women and lessons in leadership

Karen Johnston

Abstract 4.8

CGW Schumann 104



Stream 4 - Exploring leadership through the lens of 'whiteness' and intersectionality



Hybrid Session



In-person Session



Presenter online



Presenter in-person



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THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Leadership reimagined: Striking from the margins

Shweta Kushal

Abstract 4.13

Van Der Sterr 1046



PRESENTATION 10

Neither black enough nor white enough: an intersectional perspective on the lived experiences of Coloured women leaders in post-apartheid South Africa

Trudy Forbay & Peliwe Pelisa Mnguni

Abstract 4.14

Van Der Sterr 1046



PRESENTATION 11

Hispanic serving institutions, social justice education, & intersectionality

Erika Sylvia Nacim & Mario A. Aguilar Buenrostro

Abstract 4.15

Van Der Sterr 1046



PRESENTATION 12

Female managers' perspectives on work-life balance in a state-owned enterprise: A Q methodological approach

Erich Weber & Kgope Moalusi

Abstract 4.16

Van Der Sterr 1046



Stream 4 - Exploring leadership through the lens of 'whiteness' and intersectionality



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FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Queer leaders navigating spaces working within the finance and professional services industries in Australia

Nicholas Mills

Abstract 4.17

Van Der Sterr 1033



PRESENTATION 2

Implicit gender self-bias - Women's leader identity construction

Christina Gossayn & Anne Crafford

Abstract 4.3

Van Der Sterr 1033



Stream 5 - Decolonial activism: Pluriversal strategies and possibilities for organizing/strategizing/alliancing 'otherwise' in work and organizations



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 4

The power of the ancestral philosophy in the indigenous movements of Colombia

Eduardo Erazo Acosta

Abstract 5.1

Van Der Sterr 1032



PRESENTATION 5

Perils of performative decolonisation in academia & status quo of institutional racism – Reflections from South Asian academics in UK

Musharrat J. Ahmed-Landeryou & Megha Kashyap

Abstract 5.9

Van Der Sterr 1032



PRESENTATION 6

Anticolonial solidarity and decolonial social leadership: African-centered strategies for reparation, restitution, and decolonial healing of black employees and communities

Jacobs Sihela & Kurt April

Abstract 5.6

Van Der Sterr 1032



Stream 5 - Decolonial activism: Pluriversal strategies and possibilities for organizing/strategizing/alliancing 'otherwise' in work and organizations



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Linguistic activism: why intersectionality matters?

Celine Berrier-Lucas, Lovasoa Ramboarisata & Dimbi Ramonjy

Abstract 5.3

CWG Schumann 225



PRESENTATION 6

Healing through affections on digital communities

Adriana Palencia & Valentina Alcalde Gómez

Abstract 5.12

CWG Schumann 225



PRESENTATION 7

African matriarchal identity and students' conscientisation: Towards critical personal branding for students' developments as critical agents

Sadi Seyama

Abstract 5.5

CWG Schumann 225



Stream 5 - Decolonial activism: Pluriversal strategies and possibilities for organizing/strategizing/alliancing 'otherwise' in work and organizations



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Conflicting views on sustainability - A North-South divide

Adrián Zicari

Abstract 5.11

Van Der Sterr 1032



PRESENTATION 10

En búsqueda de un pluriverso - Justicia ambiental y Agroecología

Geraldine Stephania Contreras Cano & Jhoan Sebastián Herrán Sanabria

Abstract 5.8

Van Der Sterr 1032



PRESENTATION 11

Accounting knowledge as an argumentative tool and power instrument: A study in a public policy management council in the Global South

Manuela Ferreira, Cleia Maria da Silva & Fernanda Sauerbronn

Abstract 5.4

Van Der Sterr 1032



PRESENTATION 12

Let's make standing against racism a lifestyle and not a trend: Reflexivity in activist research

Hellen Cordeiro Alves Marquezini

Abstract 5.2

Van Der Sterr 1032



Stream 5 - Decolonial activism: Pluriversal strategies and possibilities for organizing/strategizing/alliancing 'otherwise' in work and organizations



Hybrid Session



In-person Session



Presenter online



Presenter in-person



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FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

The decolonial self and it's potential for rehumanising interactions in academia

Mukuka Kasonde

Abstract 5.13

Van Der Sterr 1046



PRESENTATION 2

Daily Concerns

Sadhvi Dar & Alex Faria

Abstract 5.4

Van Der Sterr 1046



Stream 6 - Feminisms from the margins in work and organizations: Intellectual insurgencies to achieve social justice




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

15:30 – 17:00

PRESENTATION 1

The Xakriabás indigenous women and their role in protecting the Cerrado

*Julia Íris Silva de Faria, Hellen Cordeiro Alves
Marquezini & Ludmila de Vasconcelos Machado
Guimarães*

Abstract 6.4

Van Der Sterr 1010



PRESENTATION 2

Autobiographical research as a feminist and decolonial epistemological path in researching violence against immigrant women

Stefânia de Castro Helmold, Carolina Maria Mota Santos & Alice de Freitas Oleto

Abstract 6.6

Van Der Sterr 1010



PRESENTATION 3

In search of the light at the end of the tunnel – The impact of involuntary bogus self-employment on female Greek-Cypriot educators job satisfaction and subjective well-being

Eleni Meletiadou

Abstract 6.17

Van Der Sterr 1010



15:30 – 17:00

PRESENTATION 7

Stigmatization of vulnerable women within labour market activation policy – A critical case study

Annelies Scheers, Anneleen Forrier & Nele De Cuyper

Abstract 6.9

Van Der Sterr 2121



PRESENTATION 8

The methodological (epistemic-theoretical-political) proposal of *falavivência* to lull Black women to rest in the field of organizational studies

Juliana Cristina Teixeira, Luana Sodré da Silva Santos, Annelise Passos & Juliana Schneider Mesquita

Abstract 6.14

Van Der Sterr 2121



Stream 6 - Feminisms from the margins in work and organizations: Intellectual insurgencies to achieve social justice




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Labour protections and the precariousness of domestic work – A thorny gendered issue

Filmon Berhane

Abstract 6.2

Van Der Sterr 1033



PRESENTATION 6

Locked in intersecting symbiosis of gendered narratives

Marcia Dlanjwa

Abstract 6.19

Van Der Sterr 1033



PRESENTATION 7

Troubling men's presence in Early Childhood Education: Upholding provider masculinity and reinforcing gendered notions of care

Shaaista Moosa & Deevia Bhana

Abstract 6.15

Van Der Sterr 1033



PRESENTATION 8

Writing about/with the subaltern women: Is reflexivity enough?

Amira Benali

Abstract 6.24

Van Der Sterr 1033



Stream 6 - Feminisms from the margins in work and organizations: Intellectual insurgencies to achieve social justice




Hybrid Session


In-person Session


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Presenter in-person


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THU 29 JUNE 2023

16:00 – 17:30

PRESENTATION 9

The afrocentricity paradigm for organisational studies

Juliana Schneider Mesquita

Abstract 6.27

CGW Schumann 104



PRESENTATION 10

Women intellectual insurgencies and social justice in the public space in muslim majority countries and the West

Ibrahim Olatunde Uthman

Abstract 6.7

CGW Schumann 104



PRESENTATION 11

Muslim women's intersecting oppressions in combining breastfeeding and employment: A systematic review

Feranaaz Farista & Ameeta Jaga

Abstract 6.10

CGW Schumann 104



PRESENTATION 12

Feminist organizing for political participation in protest from an intersectional perspective

Leila Cornips & Lea Katharina Reiss

Abstract 6.5

CGW Schumann 104



Stream 6 - Feminisms from the margins in work and organizations: Intellectual insurgencies to achieve social justice



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

11:00 – 12:30

PRESENTATION 1

A postcolonial feminist methodology of reading up and otherwise women's circumstances in work and organisation

Amira Rahmat

Abstract 6.8

CGW Schumann 104



PRESENTATION 2

The pandemic's impact on female employment and paid domestic labor sector in Türkiye

Ulaş Sunata

Abstract 6.12

CGW Schumann 104



PRESENTATION 3

What we can learn from oppressed groups to adapt 'Master's Tools' in Academic Settings

Sabah Boufkhed

Abstract 6.1

CGW Schumann 104



14:00 – 15:30

PRESENTATION 6

Applying a Mana wāhine methodology to make sense of work and career

Nimbus Awhina Staniland

Abstract 6.18

Van Der Sterr 1003



PRESENTATION 7

"It takes a village": value conflicts and fear at the beginning of an auditing career

Liege Moraes do Carmo & Silvia Pereira de Castro Casa Nova

Abstract 6.25

Van Der Sterr 1003



Stream 6 - Feminisms from the margins in work and organizations: Intellectual insurgencies to achieve social justice




Hybrid Session


In-person Session


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FRI 30 JUNE 2023

11:00 – 12:30

PRESENTATION 5

Intersectional unions – A challenging objective for intellectual activists

Lucia Amarosi

Abstract 6.3

CGW Schumann 237



PRESENTATION 6

Marginalised gender identities- how can intellectual activism transform work and organisation

Adrija Dey & Jessica Wild

Abstract 6.20

CGW Schumann 237



PRESENTATION 7

Intersectional interpretive communities – Voices and agendas of the subalternized

Caroline Rodrigues Silva

Abstract 6.23

CGW Schumann 237



Stream 7 - Feminist intersectional entrepreneurship: Marginalized identities in post-pandemic times



Hybrid Session



In-person
Session



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WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Decreasing domestic violence against women in Mozambique through women's entrepreneurship training – A postcolonial and feminist critique

Tania Efigenia Chissano

Abstract 7.6

Van Der Sterr 1046



PRESENTATION 2

Women entrepreneurship, intersectionality, and networks on firm performance

Imaobong James & Tolulope Ibukun

Abstract 7.7

Van Der Sterr 1046



PRESENTATION 3

Women small-business owners in the informal economy – Is the way women do prices a competitive advantage

Luisa Moraes

Abstract 7.8

Van Der Sterr 1046



Stream 7 - Feminist intersectional entrepreneurship: Marginalized identities in post-pandemic times



Hybrid Session



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Session



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WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 7

Entrepreneurial identity construction, sensemaking and resilience in 'Covid Times': The lived experiences of women entrepreneurs in digital spaces

Grainne Kelly & Maura McAdam

Abstract 7.3

Van Der Sterr 1003



PRESENTATION 8

Empreendedorismo feminino: O que a literatura trata sobre práticas contábeis?

Ana Carolina Costa & Silvia Casa Nova

Abstract 7.10

Van Der Sterr 1003



Stream 7 - Feminist intersectional entrepreneurship: Marginalized identities in post-pandemic times



Hybrid Session



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THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Disempowerment from within: The perpetuation of othering at the intersection of entrepreneurship, gender and ethnicity

Sarah De Smet, Smaranda Boros, Claire Marechal & Karijn Bonne

Abstract 7.1

CGW Schumann 101



PRESENTATION 6

Motherhood and career transition in times of crisis: exploring narratives of mother's engagement with entrepreneurship in Brazilian Podcasts

Priscila Lopes Bertolino, Adriana Vinholi Rampazo & Isabela Carletto Carvalho

Abstract 7.4

CGW Schumann 101



PRESENTATION 7

The Gendered Impact of COVID-19 on Women-Led Businesses: Empirical Evidence from Uganda

Ruth Namara

Abstract 7.9

CGW Schumann 101



PRESENTATION 8

Fair Play? Effectuation, gender and entrepreneurial intentions in maritime

George Acheampong

Abstract 7.5

CGW Schumann 101



Stream 7 - Feminist intersectional entrepreneurship: Marginalized identities in post-pandemic times



Hybrid Session



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FRI 30 JUNE 2023

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PRESENTATION 1

Revealing gendered nature of entrepreneurship
during an autoethnographic entrepreneurial
journey

Anna Elkina

Abstract 7.2

CGW Schumann 101



PRESENTATION 2

The queering of cannabis entrepreneurship

*Heatherjean MacNeil, Maura McAdam & Susan
Dobsha*

Abstract 7.12

CGW Schumann 101



Stream 8 - From Africa to Latin America Women Entrepreneurship Nervous Condition: The feminist challenge of colonialism, poverty & freedom in the developing world, a new movement?



Hybrid Session



In-person Session



Presenter online



Presenter in-person



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WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 7

Rebellious entrepreneurship Chile youth

J. M. Imas & Guillermo Rivera

Abstract 8.6

Van Der Sterr 1033



PRESENTATION 8

How African female entrepreneurship can change leadership stereotypes of females and improve the status of women in Africa - Lessons from mothers and daughters in Kenya

Catherine Chege

Abstract 8.7

Van Der Sterr 1033



Stream 8 - From Africa to Latin America Women Entrepreneurship Nervous Condition: The feminist challenge of colonialism, poverty & freedom in the developing world, a new movement?




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PRESENTATION 5

Building activist identity: Exploring the narratives of women social entrepreneurs in post-revolution Tunisia

Amira Benali & Florence Villesèche

Abstract 8.1

Van Der Sterr 2118



PRESENTATION 6

Entrepreneurship - a mother-led mainAbstract development program for Africa

Catherine Chege

Abstract 8.2

Van Der Sterr 2118



Stream 8 - From Africa to Latin America Women Entrepreneurship Nervous Condition: The feminist challenge of colonialism, poverty & freedom in the developing world, a new movement?




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FRI 30 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Entrepreneurship and practices of freedom – self-problematizations and self-affirmations of black Brazilian women entrepreneurs in male-dominated ventures

Amanda Zambelli Ferretti & Eloisio Moulin de Souza

Abstract 8.4

Van Der Sterr 1003



PRESENTATION 2

A case illustration of capacity building projects for women microenterprises in Rwanda

Jeanne D'arc Musabeyezu & Nnamdi O. Madichie

Abstract 8.3

Van Der Sterr 1003



PRESENTATION 3

Poor women's entrepreneurship in rural India – From social restriction to colonial imposition – Comparing different microstories

Manan Tusharkumar Pathak

Abstract 8.8

Van Der Sterr 1003



PRESENTATION 4

Repoliticizing rights – Gender development and rights discourse in impact investing

Lauren Kaufmann & Helet Botha

Abstract 8.5

Van Der Sterr 1003



Stream 9 - Gender and health at work




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

It's just so all-consuming – How menopause interacts with other gendered health issues at work

Belinda Steffan, Laura Airey & Wendy Loretto

Abstract 9.26

CGW Schumann 237



PRESENTATION 2

Voicing the non-reproductive body – a poetic analysis of the embodied workplace experiences of childfree workers

Anne Theunissen

Abstract 9.19

CGW Schumann 237



PRESENTATION 3

Work-family and family-work enrichment in female academics: which resources matter?

Petro van Zyl & Gina Görgens-Ekermans

Abstract 9.11

CGW Schumann 237



15:30 – 17:00

PRESENTATION 7

Perinatal mental health and police life

Krystal Wilkinson, Sarah-Jane Lennie & Keely Duddin

Abstract 9.24

CGW Schumann 107



PRESENTATION 8

Early insights from a women's health survey in the UK healthcare context – Employee experience and line manager challenges

Krystal Wilkinson, Carol Atkinson, Katy Schnitzler & Sarah Crozier

Abstract 9.25

CGW Schumann 107



PRESENTATION 9

The dreamed body: a study on the bodily experience of trans* and gender non-conforming people gender non-conforming people (TGNC)

Claudio Martínez, Maria Isabel Gaete, Luis Felipe Concha, Alemka Tomicic, Mariana Castillo-Hermosilla & Isidora Paiva-Mack

Abstract 9.32

CGW Schumann 107



Stream 9 - Gender and health at work



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

When cloud nine hits bottom rock: A new materialist perspective on the grieving maternal body in organizations

Marjan De Coster

Abstract 9.18

Van der Sterr 2121



PRESENTATION 2

Pregnancy, birth and motherhood in the Australian Army: Disrupting the discourse of hegemonic masculinity in the military

Maureen Montalban

Abstract 9.21

Van der Sterr 2121



PRESENTATION 3

Inequality in the online retail warehouse

Kristina Johansson & Tiziana Sardiello

Abstract 9.22

Van der Sterr 2121



Stream 9 - Gender and health at work



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Double Shift – Double Burden: A study of South African women manufacturing managers' experience of stress relating to work family conflict

Lisa Kinnear & Alicia Naidoo

Abstract 9.14

Van der Sterr 1046



PRESENTATION 6

Everyday on the highway – climate change, inequality in access to healthcare and well-being of female sweepers

Rasheed Olawale Azeez, Abimbola Foluso Ojapinwa & Enitan Mariam Lawrence

Abstract 9.15

Van der Sterr 1046



PRESENTATION 7

A systematic literature review on female employees with ADHD

Ciarán McFadden

Abstract 9.16

Van der Sterr 1046



Stream 9 - Gender and health at work



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 – 15:30

PRESENTATION 6

Theorising a context-sensitive model of family supportive supervisor behaviours for breastfeeding at work from the global South

Bongekile P. Mabaso, Ameeta Jaga & Tanya Doherty

Abstract 9.29

Van der Sterr 2121



PRESENTATION 7

The workplace experiences of transgender and non-conforming employees - A systematic literature review using the minority stress model (2000 - 2020)

Daniel Cancela, Sarah E. Stutterheim & Sjir Uitdewilligen

Abstract 9.3

Van der Sterr 2121



Stream 9 - Gender and health at work



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

How can predominantly female jobs harm health – A cross-sectional study on the mediating role of work organization conditions

Annick Parent-Lamarche, Yves Hallée, Isabelle Ekani Onambele y Ewondo & Florence Côté

Abstract 9.8

Van Der Sterr 1010



PRESENTATION 10

Crisis of care in the Finnish public healthcare sector – who cares for/of the carers?

Anna-Liisa Kaasila-Pakanen & Kaisu Jansson

Abstract 9.28

Van Der Sterr 1010



PRESENTATION 11

"We Are More Than Just Nurses": Working Mothers in Nursing and the Effects of COVID-19

Autumn Martin

Abstract 9.36

Van Der Sterr 1010



Stream 9 - Gender and health at work



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Embodied view autism employment

Justin Carrero, Charmine Hartel & Anna Krzeminska

Abstract 9.35

Van der Sterr 2121



PRESENTATION 11

Barriers and facilitators to become a medical physicist in Bangladesh: A gender perspective

Fatima Kanis Nayan, Taskin Dilshad & Jennifer Egbunike

Abstract 9.4

Van der Sterr 2121



PRESENTATION 12

Being a trans young adult and (re)negotiating vocational identity

Sara Corlett, Sarah Stutterheim & Lilith Whiley

Abstract 9.6

Van der Sterr 2121



Stream 9 - Gender and health at work



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

The other in academia - Experiences of women in masculine institutions

Anna Górska

Abstract 9.7

Van der Sterr 2121



PRESENTATION 2

Managing PCOS in Academia: An Intersectional Analysis of the Experiences of First-Generation Immigrant Female Academics with PCOS

Adesola Akomolafe

Abstract 9.9

Van der Sterr 2121



Stream 10 - Gender and Higher Education management in times of crisis



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

13:30 - 15:00

PRESENTATION 4

Feminist academic sociologists navigating crisis in
U.S. Higher Ed

Heather Laube

Abstract 10.19

CGW Schumann 101



PRESENTATION 5

Gender mainAbstracting in the international
context of academia - The organizational change
perspective

*Eugenia Segerstedt, Kristina Johansson & Klara
Rydstrom*

Abstract 10.20

CGW Schumann 101



15:30 - 17:00

PRESENTATION 7

Association of Covid - 19 with mental health of the
university students and its impact on their studying
practices

Fatima Islam

Abstract 10.9

CGW Schumann 230



PRESENTATION 8

Deconstructing COVID-19 institutional initiatives -
Where do women academics fit

Rita Daniels

Abstract 10.8

CGW Schumann 230



PRESENTATION 9

A comparative account of women academics
navigation of crisis - reflections on covid as career
shock

Sarah Barnard & Shan Simmonds

Abstract 10.14

CGW Schumann 230



Stream 10 - Gender and Higher Education management in times of crisis



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Daughters of a lesser God: The impact of Covid-19 on female early career migrant academics' experiences of precarity regarding working and life routines when living in transnational families

Eleni Meletiadou

Abstract 10.12

Van Der Sterr 1003



PRESENTATION 2

Crisis in higher education - What crisis?

Pat O'Connor & Teresa Carvalho

Abstract 10.2

Van Der Sterr 1003



PRESENTATION 3

Changes in the gender profile of Presidents/Rectors? Institutional transformation or business as usual....

Pat O'Connor

Abstract 10.1

Van Der Sterr 1003



PRESENTATION 4

On gender and racial inequality as a non-crisis

Dounia Bourabain

Abstract 10.5

Van Der Sterr 1003



Stream 10 - Gender and Higher Education management in times of crisis



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Pulling through in an Icelandic way: Acceleration and gendered messages as core of the University of Iceland's Covid-19 announcements

Thamar Melanie Heijstra & Gyða Margrét Pétursdóttir

Abstract 10.15

CGW Schumann 107



PRESENTATION 6

Are the consequences of the pandemic gendered in HE? If so, how does the management respond?

Gudbjörg Linda Rafnsdóttir, Soffia Baragar & Andrea Sigrun Hjamsdóttir

Abstract 10.2

CGW Schumann 107



PRESENTATION 7

How gendered is the response of Austrian universities to multiple crisis?

Angela Wroblewski

Abstract 10.17

CGW Schumann 107



PRESENTATION 8

Who Cares? Contingent academic work and the ethics of care during the Covid-19 crisis

Elina Meliou & Ana Lopes

Abstract 10.7

CGW Schumann 107



Stream 10 - Gender and Higher Education management in times of crisis



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Crisis management discourses in academia
through a gender lens

Helen Peterson

Abstract 10.10

Van Der Sterr 1010



PRESENTATION 3

Gender and Turkish higher education management
before and after COVID-19 crisis

Özlem Atay & Nedim Emre Gürgen

Abstract 10.13

Van Der Sterr 1010



Stream 10 - Gender and Higher Education management in times of crisis



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

How does gender balance in leadership teams and essentialist gender beliefs in research performing organizations affect the prevalence of gender-based violence among staff?

Anke Lipinsky & Claudia Schredl

Abstract 10.22

Van Der Sterr 1046



PRESENTATION 6

Gender equality in top positions in African universities: an initial reflexive approach

Maria de Lourdes & Arlinda Cabral

Abstract 10.23

Van Der Sterr 1046



PRESENTATION 7

THIS TOO SHALL PASS: The impact of COVID-19 on the design and implementation of Gender Equality Plans in higher education and research

Anell Roos & Inge Bleijenbergh

Abstract 10.25

Van Der Sterr 1046



PRESENTATION 8

Queen bees and 'Alpha wolfs'? : Senior women's view of leadership stereotypes and practice in UK business schools

Malgorzata Ciesielska, Kate Black & Dawn Whitton

Abstract 10.26

Van Der Sterr 1046



Stream II – Gendered visible and invisible inequalities in the Middle East




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Impact of mental toughness on tackling gender inequality: A study on expatriate women professionals in Dubai

Prabha Subramanian, Monica Gallant & Pranab Kumar Pani

Abstract 11.6

PRESENTATION 2

Partners in marginalisation: The state and religiously motivated organisations in pious women employment

Ayse Zeynep Nayir

Abstract 11.4

PRESENTATION 3

Violence against female healthcare workers: Gender and tribal powers in bedouin nations

Radi Haloub

Abstract 11.16

Van Der Sterr 1010



Van Der Sterr 1010



Van Der Sterr 1010



Stream II – Gendered visible and invisible inequalities in the Middle East



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Military, LGBTQI+ and state violence in Azerbaijan

Ramil Zamanov

Abstract 11.8

Van Der Sterr 1046



PRESENTATION 5

Henna artists – mobility, livelihood and labor among Sudanese women in Cairo

Gehad Abaza

Abstract 11.1

Van Der Sterr 1046



PRESENTATION 6

A content and discourse analysis of the gendered language used in online recruitment in Egypt

Farida Soliman

Abstract 11.17

Van Der Sterr 1046



15:30 – 17:00

PRESENTATION 7

When Trance-national becomes Trans-local – the Israeli Velvet Triangle and the Adoption of the End-Demand policy in Israel

Yeela Lahav-Raz

Abstract 11.3

CGW Schumann 101



PRESENTATION 8

How did gender segregated public sphere construct collective memory in Azerbaijan?

Husniyya Hashimova

Abstract 11.11

CGW Schumann 101



Stream II – Gendered visible and invisible inequalities in the Middle East



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 – 17:30

PRESENTATION 9

Heteronormativity and same-sex marriages in Armenia

Lidia Talalyan

Abstract 11.13

CGW Schumann 107



PRESENTATION 10

The role of transience in understanding disparities within organisations – gender in the Saudi context

Faisal Alkadi

Abstract 11.2

CGW Schumann 107



PRESENTATION 11

Context and inequalities: the intersectional experiences of women in the technology industry in Egypt, Germany, and the United Kingdom

Fatima Maatwk

Abstract 11.9

CGW Schumann 107



PRESENTATION 12

COVID-19 – Who will wash the dishes and change the diapers – Evidence from a post COVID-19 time use survey on Egypt

Rana Hendy & Shaimaa Yassin

Abstract 11.14

CGW Schumann 107



Stream II – Gendered visible and invisible inequalities in the Middle East



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Motherhood – Subjectives of care work and higher education in a traditional occupied context

Mira T. El-Far, Natalia A. Vershinina & Shireen Kanji

Abstract 11.15

CGW Schumann 225



PRESENTATION 2

Why are so few women employed in Iran?
Unravelling the puzzle

Massoud Karshenas & Valentine M. Moghadam

Abstract 11.18

CGW Schumann 225



PRESENTATION 3

An exploration of the lived experiences of black female self-initiated expatriates the UAE

Milena Tekeste

Abstract 11.19

CGW Schumann 225



PRESENTATION 4

Women on boards: How the legal system embedded in Islamic Sharia law influence gender (in)equalities in Egypt's corporate boards?

Amal Abdellatif

Abstract 11.10

CGW Schumann 225



Stream II – Gendered visible and invisible inequalities in the Middle East



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Family formation and occupational status – Penalties for women

Maye Ehab

Abstract 11.5

CGW Schumann 107



PRESENTATION 6

Perceiving diverse groups as entitative – The importance of group members individualism-collectivism

Nefide Dindar & Feride Pinar Acar

Abstract 11.7

CGW Schumann 107



PRESENTATION 7

Men's support groups as an intervention to toxic masculinity work contexts

Chiara Trombini

Abstract 11-16.6

CGW Schumann 107



Stream 13 - Intersectional equality in academia: Voice and silence



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Harassment in Brazilian higher education institutions: Portraits of a dynamics of violence

*Stefânia de Castro Helmold, Cristiana Trindade
Ituassu & Alice de Freitas Oleto*

Abstract 13.4

Van Der Sterr 1010



PRESENTATION 5

No time for losers: The price of being “the best little boy” amidst a neoliberal academia

*João Paulo Resende de Lima & Silvia Pereira de
Castro Casa Nova*

Abstract 13.18

Van Der Sterr 1010



PRESENTATION 6

“It costs me being the other!”: Sexism in the early stages of accounting academic careers

*João Paulo Resende de Lima, Elisabeth de Oliveira
Ven amin & Silvia Pereira de Castro Casa Nova*

Abstract 13.8

Van Der Sterr 1010



Stream 13 - Intersectional equality in academia: Voice and silence




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Affective temporalities of making it to academia –
Experiences of early career women scholars in
STEM

Mante Vertelyte

Abstract 13.5

Van Der Sterr 2121



PRESENTATION 5

Gender, Race and Academia – Exploring
international academic careers through standpoint
theory

*Marian Crowley-Henry, Shamika Almeida, Santina
Bertone & Asanka Gunasekara*

Abstract 13.9

Van Der Sterr 2121



PRESENTATION 6

The intersectionality of gender and race/ethnicity
in Institutional responses to gender-based violence

Bruna Cristina Jaquette Pereira & María Bustelo

Abstract 13.15

Van Der Sterr 2121



15:30 – 17:00

PRESENTATION 7

The intersectional experiences of women of colour
in STEMM in Australia

Meredith Nash & Robyn Moore

Abstract 13.10

Van Der Sterr 1046



PRESENTATION 8

Voices from the margins, silences from the core –
Complicating intersectionality, feminist solidarity
and democratic paideia in higher education in
India

*Maria Tsuroufli, Anagha Tambe, Ourania Filippakou
& Sayali Shankar*

Abstract 13.7

Van Der Sterr 1046



PRESENTATION 9

Being single in a mobile academia

Dr Ea Høg Utoft, Dr Mante Vertelyte & Dr Grace Gao

Abstract 13.12

Van Der Sterr 1046



Stream 13 - Intersectional equality in academia: Voice and silence




Hybrid Session


In-person
Session


Presenter online


Presenter in-person


Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Dear Vulnerability - On being lost and found in
academic writing

Ellen Nathues, Milena Leybold & Monica Nadegger

Abstract 13.16

Van Der Sterr 1033



PRESENTATION 2

Rethinking digital spaces: Overcoming the gender
bias in Hebrew Wikipedia

Shlomit Aharoni Lir

Abstract 13.17

Van Der Sterr 1033



Stream 13 - Intersectional equality in academia: Voice and silence




Hybrid Session


In-person
Session


Presenter online


Presenter in-person


Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Spaces of gendered dynamics of power and the underlying patterns of social structure in higher learning institutions

Lucy Pius Kyauke

Abstract 13.3

Van Der Sterr 1032



PRESENTATION 6

Say no more - autoethnographic exploration of gendered work in academia

Petra Paasonen

Abstract 13.23

Van Der Sterr 1032



PRESENTATION 7

Intersectionality in research - Implications for gender transformative practice

Nazeema Isaacs, Roshin Essop, Lyn Middleton, Heidi van Rooyen, Lorenza Fluks & Ingrid Lynch

Abstract 13.22

Van Der Sterr 1032



Stream 14 - Leading meaningful social change



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Theoretical and empirical analysis of hope as a line of intensity in the lives and work of sustainability leaders

Lydia Martin & Brigid Carroll

Abstract 14.9

PRESENTATION 2

Women at the great war at work: Landing meaningful change in Engineering in Scotland

Katarzyna Kosmala & Katherine Kirk

Abstract 14.1

PRESENTATION 3

Managing vulnerabilities at work – insights and learnings from professional dancers

Suvi Satama

Abstract 14.11

Van Der Sterr 1003



Van Der Sterr 1003



Van Der Sterr 1003



Stream 14 - Leading meaningful social change



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

You just have to be there – Using the body to confront and navigate resistance against gender equality work in international missions

Sara Bondesson & Arita Holmberg

Abstract 14.12

Van Der Sterr 2121



PRESENTATION 2

Challenging the devaluing of care and support through distributed leadership

Christina Schwabenland & Alison Hirst

Abstract 14.6

Van Der Sterr 2121



Stream 14 - Leading meaningful social change



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Feminist social movement for change in the
devolved English regions – One Day in Liverpool

Fiona Armstrong-Gibbs

Abstract 14.10

CGW Schumann 101



PRESENTATION 2

Leadership to resist vampirism: A Gothic Marxist
study of landlord-tenant struggle

*Owain Smolović Jones, Nela Smolović Jones & Thomas
Morton*

Abstract 14.13

CGW Schumann 101



PRESENTATION 4

Grounding to lead – Connecting with embodied
divine femininity to transform leadership in the
climate crisis

George Ferns & Aliette Lambert

Abstract 14.15

CGW Schumann 101



Stream 14 - Leading meaningful social change



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Affect and Solidarity through Platform Spaces—
Leadership in the 2022 Iranian Protests

Winuss Azizi, Marilyn Poon & Daniela Kranzlmüller

Abstract 14.5

PRESENTATION 10

Gender race and corruption - A South African
study

Howard Jean-Denis

Abstract 14.7

Van Der Sterr 2118



Van Der Sterr 2118



Stream 14 - Leading meaningful social change



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Regenerative leadership and the climate crisis:
theorizing a 'care for the earth ethic'

George Ferns & Aliette Lambert

Abstract 14.14

Van Der Sterr 3124



PRESENTATION 6

Leadership education for women – Incorporating
Occupational Health and Safety (OHS) principles
in adult learning to enhance sustainable
development goals in Africa

Elriza Esterhuyzen & Leonie Louw

Abstract 14.3

Van Der Sterr 3124



Stream 15 - Let's do THIS for Inclusion: Transformation, Humanistic management, Intellectual activism, Social sustainability




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 5

Gendered experiences perception and conceptualisation of success in UKAF women veterans

Andreana Glendinning

Abstract 15.3

CGW Schumann 104



PRESENTATION 6

Leader political skill and employee reactions – A gendered-political perspective

Baphiwe Daweti

Abstract 15.5

CGW Schumann 104



Stream 15 - Let's do THIS for Inclusion: Transformation, Humanistic management, Intellectual activism, Social sustainability



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Conceptualising what work identity means to and for domestic workers in South Africa

Bronwyn Menne & Anne Crafford

Abstract 15.6

Van Der Sterr 1032



PRESENTATION 2

Towards the next level in feminist action and interactive research - Opportunities and challenges in feminist research with the aim to promote learning and innovation in and beyond organizations

Anne-Charlott Callerstig & Dag Balkmar

Abstract 15.2

Van Der Sterr 1032



PRESENTATION 3

An intersectional feminist praxis for THIS (Transformation, Humanistic management, Intellectual activism, Social sustainability)

Cinzia Priola

Abstract 15.4

Van Der Sterr 1032



PRESENTATION 4

Let's do THIS for inclusion: Transformation, Humanistic Management, Intellectual Activism and Social Sustainability (THIS) in Corporate South Africa. Case Study: The National Business Initiative

Bridgette Mdangayi

Abstract 15.8

Van Der Sterr 1032



14:00 - 15:30

PRESENTATION 8

The nonprofit of sense and inclusion - A work in progress

Berta Terzieva & Leila Cornips

Abstract 15.7

Van Der Sterr 1010



PRESENTATION 9

Women addressing challenges of COVID-19 through humanistic management and self-transformation

Claude-Hélène Mayer & Elisabeth Vanderheiden

Abstract 15.1

Van Der Sterr 1010



Stream 16 - Men in focus – exploring homosocial cultures and sexual harassment in organizations



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Interpersonal deviant workplace behaviour and police sexual misconduct

An ea Romo Pérez

Abstract 16.9

CGW Schumann 104



PRESENTATION 2

Smashing backdoors in and the wandering eye – An introduction to the bartenders experiences with unwanted sexual attention while working in the UK

James Green

Abstract 16.1

CGW Schumann 104



PRESENTATION 3

What is zero tolerance in practice – homosocial processes in the handling of sexual harassment cases in Swedish academia

Britt-Inger Keisu & Klara Regnö

Abstract 16.15

CGW Schumann 104



Stream 16 - Men in focus – exploring homosocial cultures and sexual harassment in organizations




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

“Deep throat” and “easy parking”: How punters’ comments illustrate that women’s freedom to say “no” is unreconcilable with men’s fantasies in the sex industry

Alessia Tranchese

Abstract 16.3

Van Der Sterr 1046



PRESENTATION 2

Geologists doing gender – masculinities in spatial contexts.

Samuel Heimann

Abstract 16.12

Van Der Sterr 1046



PRESENTATION 3

Exploring homosocial cultures and gender-based harassment in Swedish forestry organization

Elias Andersson, Maria Johansson & Kristina Johansson

Abstract 16.13

Van Der Sterr 1046



Stream 16 - Men in focus – exploring homosocial cultures and sexual harassment in organizations



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Men in focus – Exploring homosocial cultures and sexual harassment in organisations

Hauwa Cathy Dowyaro

Abstract 16.4

CGW Schumann 230



PRESENTATION 6

Tackling homosocial cultures and sexual harassment through noetic propaedeutic

Oko Jerome Alex-Hounnouve

Abstract 16.5

CGW Schumann 230



PRESENTATION 7

Gender work and technology in male dominated organizations

Wilhelm Tosser Franklin

Abstract 16.7

CGW Schumann 230



PRESENTATION 8

Hiding behind the screen – Homosociality and online sexual harassment in the gay male tourism industry

Anastasios Hadjisolomou, Dennis Nickson & Kyla Walters

Abstract 16.14

CGW Schumann 230



Stream 16 - Men in focus – exploring homosocial cultures and sexual harassment in organizations



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 – 15:30

PRESENTATION 5

Exploring the relational elements of homosociality and marginalised gendered identities in the mining industry in South Africa.

Rolean Godfrey, Smaranda Boros & Anita Bosch

Abstract 16.8

CGW Schumann 101



PRESENTATION 6

Union membership and men's participation in unpaid social reproduction in the United States

Sarah F Small

Abstract 16.2

CGW Schumann 101



Stream 17 - Queer(ing) activism in organizations: Voicing experiences of queer bodies, allyship, and alliances across intersectional marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

"The soup" a short story on queer (dis)orientations

Ana Paula Lafaire

Abstract 17.15

CGW Schumann 107



PRESENTATION 2

Queer diversity work and emotions: An ethnographic study of LGBTQI+ inclusion

Olle Jilkén

Abstract 17.9

CGW Schumann 107



PRESENTATION 3

Reimagining sexuality freedom – The quest for "nine freedoms" for black bisexual women in South Africa

Gillian Samukezi Mrubula-Ngwenya

Abstract 17.13

CGW Schumann 107



Stream 17 - Queer(ing) activism in organizations: Voicing experiences of queer bodies, allyship, and alliances across intersectional marginalization



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 5

Re-enacting queer artistic activism with Felix Gonzalez-Torres' 'inventory of shimmers'

Chris Steyaert

Abstract 17.16

Van Der Sterr 1032



PRESENTATION 5

Teaching differently with film: Queering the business school pedagogy

Brigitte Biehl

Abstract 17.5

Van Der Sterr 1032



PRESENTATION 1

This is also important – LGBTQ+ care and community within English higher education

Pippa Sterk

Abstract 17.11

Van Der Sterr 1032



15:30 – 17:00

PRESENTATION 6

Transcending intersectional boundaries through social mobility: A relational view on transitioning between gendered, classed, and sexualized spaces

Sarah Angela Steiner

Abstract 17.4

Van Der Sterr 2118



PRESENTATION 9

Hairy tales and gender trouble: Rebellious reflections on cutting hair from intersectional feminist perspectives

Behnoosh Lahooti, Lea Katharina Reiss, Emmanouela Mandalaki

Abstract 17.14 (b)

Van Der Sterr 2118



PRESENTATION 2

Violence based on gender identity in Ivory Coast – Experiences of transgender and perspectives for social inclusion

isidore Kouakou, Georges Gaulithy & Edwige Kouame

Abstract 17-14.2

Van Der Sterr 2118



Stream 17 - Queer(ing) activism in organizations: Voicing experiences of queer bodies, allyship, and alliances across intersectional marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 6

Non-recognition of trans people in organizations –
Why is it so hard to do transgender and why do
wannabe allies fail in their efforts to support trans
and non-binary gender people

Inkeri Tanhua

Abstract 17.2

Van Der Sterr 1010



PRESENTATION 3

Hiring interviews as a space for sexual harassment
– The experience of prospective transgender
workers

Ignacio J. Duran

Abstract 17.17

Van Der Sterr 1010



Stream 17 - Queer(ing) activism in organizations: Voicing experiences of queer bodies, allyship, and alliances across intersectional marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Giving free rein to our queer professional imaginaries: An auto-ethnographic exploration of collective queer spaces in women's football

Lea Katharina Reiss & Anna Stöber

Abstract 17.8

Van Der Sterr 1003



PRESENTATION 10

Intersectional (in)visibility of transgender individuals with an ethnic minority background throughout a gender transition: Four longitudinal case studies

Sophie Hennekam

Abstract 17.12

Van Der Sterr 1003



PRESENTATION 11

Ethically important moments and reflectivity in trans inclusion research

Rosa Marvell & Luke Fletcher

Abstract 17.6

Van Der Sterr 1003



PRESENTATION 12

Activism and the experience of LGBTQ+ participants in sport

Scott Lawley

Abstract 17.19

Van Der Sterr 1003



Stream 17 - Queer(ing) activism in organizations: Voicing experiences of queer bodies, allyship, and alliances across intersectional marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 7

Abject orientations and other others: Exploring barriers to career among heterosexual and LGBTQ+ professionals of faith

Ebru Calin

Abstract 17.7

CGW Schumann 221



PRESENTATION 8

Queering finance - Coming out and professionalism of the financial services industry

Pierre Lescoat & Sebastien Stenger

Abstract 17.3

CGW Schumann 221



Stream i8 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 - 12:30

PRESENTATION 1

Voice in themselves/Voice for themselves: The double-sided vulnerability of women in academia

Damla Topbaş

Abstract 18.20

CGW Schumann 221



PRESENTATION 2

Navigating gendered and racialized-gendered dynamics in entering public Education Executive Leadership: Lessons from women seeking the Public School superintendency in the United States

Rachel M. Roberts

Abstract 18.14

CGW Schumann 221



PRESENTATION 3

Feminizing academic freedom: Anti-gender attack against women's and gender studies in Turkey and feminist resistances

Aynur Ozugurlu

Abstract 18.9

CGW Schumann 221



13:30 - 15:00

PRESENTATION 4

Let's break the mold, let's shake the world - Why are there so few women academics in Finance

Eleni Meletiadou

Abstract 18.13

CGW Schumann 221



PRESENTATION 5

Resisting sexism, aggression and burnout in academic leadership

Kathryn Haynes

Abstract 18.3

CGW Schumann 221



Stream 18 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 7

Higher education through the prism of gender stereotypes and sexism – exploratory study among students of two grandes ecoles

Christine Naschberger & Yasmine Fouin

Abstract 18.11

CGW Schumann 221



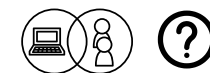
PRESENTATION 8

The Cycle of silence and voice: Review and agenda for future research

Panos Papantoniou Marianna Fotaki & Innan Sasaki

Abstract 18.21

CGW Schumann 221



PRESENTATION 9

(Not) Your productive good girl

Petya Burneva

Abstract 18.22

CGW Schumann 221



Stream i8 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

The silencing of black people operated by the white walls of the Brazilian university: The sophistication of the discursive practices of the whiteness machinery

Caroline Nayara Marilac Flor & Adriana Vinholi Rampazo

Abstract 18.7

CGW Schumann 221



PRESENTATION 2

Understanding, exploring and challenging gender-washing and silencing in organizations

Wendy Fox-Kirk, Carole Elliott, Valerie Stread & Rita Gardiner

Abstract 18.12

CGW Schumann 221



PRESENTATION 3

"It will be easier for you to get a grant, because you're a woman": Breaking the silence on microaggressions experienced in academia

Delia Mensitieri

Abstract 18.2

CGW Schumann 221



Stream 18 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Is it transformation or reform - The lived experiences of African women doctoral students in STEM disciplines in South African universities

Zamambo Mkhize

Abstract 18.1

Van Der Sterr 3124



PRESENTATION 6

In the footsteps of the pioneers

Gyða Margrét Pétursdóttir & Thamar Melanie Heijstra

Abstract 18.15

Van Der Sterr 3124



PRESENTATION 8

Flying monkeys and silence practices in academia

Paola Pallavicini, Laura Lucia Parolin & Carmen Pellegrinelli

Abstract 18.17

Van Der Sterr 3124



Stream i8 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 – 17:30

PRESENTATION 9

Research networks as strategy to address the challenges faced by women in the Colombian accounting academy: a case study

Mary A. Vera-Colina, Ruth Alejandra Patiño-Jacinto, Zuray Melgarejo Molina & Geraldine Stephania Contreras.

Abstract 18.6

CGW Schumann 221



PRESENTATION 10

The invisible academic: A reflection on silent sexism in motherhood

Aliette Lambert & Alexana Rome

Abstract 18.24

CGW Schumann 221



PRESENTATION 11

Silence and vulnerability – experiences of sexual harassment in academia

Britt-Inger Keisu & Klara Regnö

Abstract 18.16

CGW Schumann 221



PRESENTATION 12

Voice and Resistance x Silencing and Absences in Accounting – How do relationships and their intertwining welcome our permanence in the academic environment?

Janaina Rute da Silva Dourado Jana

Abstract 18.27

CGW Schumann 221



Stream i8 - Silence, sexism, and gender-washing in academia and beyond



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Gendered universities and inequality in academic working lives

Thandi Lewin

Abstract 18.4

Van Der Sterr 3124



PRESENTATION 2

A European higher education institution's progression to a more gender inclusive language

Tzeni Melachroinou, Eleni Apospori & Maria-Angeliki Trompeta

Abstract 18.18

Van Der Sterr 3124



PRESENTATION 3

Feminist academic sociologists illuminating and challenging sexism in academia

Heather Laube

Abstract 18.19

Van Der Sterr 3124



Stream 19 - Tensions in technology: Solutions for marginalized work-life issues



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 7

More than marketplace - female creativity and digital labour on Etsy

Mira Dobрева & Vassil Kirov

Abstract 19.1

Van Der Sterr 1033



PRESENTATION 8

Gendered social recruiting in the gig economy - The case of the network marketing industry

Daria Kosinova

Abstract 19.2

Van Der Sterr 1033



PRESENTATION 9

Do foreign direct investment and FinTech help gender equality

Fairouz Mustafa

Abstract 19.3

Van Der Sterr 1033



Stream 19 - Tensions in technology: Solutions for marginalized work-life issues



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Reconfiguring the IT community outside of the workplace: Exploring the performative potentials of the (self-organized) social networks

Grace Gao

Abstract 19.4

CGW Schumann 230



PRESENTATION 2

Cyberdeviance as disorientation - Relational practices of orientation during hybrid working among tech employees

Elina Meliou & Kani Narayanan

Abstract 19.5

CGW Schumann 230



PRESENTATION 3

Building towards intersectional digital social economies - A critical diversity perspective

Magdalena Oldziejewska & Peter Bloom

Abstract 19.6

CGW Schumann 230



PRESENTATION 4

Fractious connections and feminist solidarities

Jacqueline O'Reilly

Abstract 19.7

CGW Schumann 230



Stream 20 - The impact of algorithmic decision-making on marginalized gender identities



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 - 12:30

PRESENTATION 1

Algorithmic decision-making in organisations

Jiahao Zhao

Abstract 20.3

CGW Schumann 101



PRESENTATION 2

The digital transformation of work and associated risks of algorithmic decision making

Jacqueline O'Reilly, Rachel Verdin & Ann McDonnell

Abstract 20.6

CGW Schumann 101



Stream 20 - The impact of algorithmic decision-making on marginalized gender identities



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Gendering the jobseeker - Applications, questions and the labour market

Adrienne Blythe Hawley

Abstract 20.2

CGW Schumann 107



PRESENTATION 2

The Tinder logic - How gig-economy matchmaking websites promote lookism, objectification of domestic workers and sexual entitlement of male clients

Laura Wiesböck

Abstract 20.1

CGW Schumann 107



Stream 21 - Vibrant matter for un-doing marginalization




Hybrid Session


In-person
Session


Presenter online


Presenter in-person


Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Countering gendered marginalization within craft:
A generational study of tradeswomen's stories of
craftwork and discrimination in male-dominated
Naval Dockyards.

George Ackers

Abstract 21.1

Van Der Sterr 2118



PRESENTATION 2

The materialities of arts-based solidarity and
resistance to femicide in México

Ana Paula Lafaie & Lynne Baxter

Abstract 21.4

Van Der Sterr 2118



PRESENTATION 3

Vibrant books - Entanglements of materiality,
memory and childhood

Nina Kivinen & Carolyn Hunter

Abstract 21.5

Van Der Sterr 2118



Stream 21 - Vibrant matter for un-doing marginalization



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Generative 'in-between' spaces of feminism: Feminist organization, conflict & recognition in epistemic space

Magdalena Oldziejewska

Abstract 21.2

CGW Schumann 237



PRESENTATION 5

Building agonistic solidarity – Campaigning against misogyny

Anne Steinhoff & Rebecca Warren

Abstract 21.3

CGW Schumann 237



PRESENTATION 6

My kind of woman – Femininity as a tactic for success in the male dominated context of STEM

Alejandra Moreno-López & Kelly Thomson

Abstract 21.7

CGW Schumann 237



13:30 – 15:00

PRESENTATION 7

Cutting lines through melting lands – Diffractive patterns of alpine skiing in the Anthropocene

Monica Nadegger

Abstract 21.6

CGW Schumann 104



PRESENTATION 8

Vibrant cartographies – Undoing the non-performative and haunted archive of diversity work in academia

Dorthe Staunæs & Pil Mengel

Abstract 21.8

CGW Schumann 104



PRESENTATION 9

Vibrant matter of film – Applying cinematographic material in pedagogy for undoing marginalization

Pauliina Jääskeläinen, Pikka-Maaria Laine, Susan Meriläinen & Joonas Vola

Abstract 21.9

CGW Schumann 104



Stream 21 - Vibrant matter for un-doing marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Mobilizing rage as a cathartic activist praxis:
Towards a feminist 'vibrant' methodology in
researching differently

*Ea Høg Utoft, Amal Abdellatif, Rima Hussein,
Emmanouela Mandalaki & Ilaria Boncori*

Abstract 21.10

CGW Schumann 101



PRESENTATION 10

When sensory bodies turn gender into an 'oeuvre
d'art'

Marie Holm & Kamila Moulai

Abstract 21.11

CGW Schumann 101



PRESENTATION 11

'The pink professor' - A new materialist reading of
the co-constitution of 'professional' academic,
gender and moving dress in the Finnish academic
context

Astrid Huopalaainen

Abstract 21.12

CGW Schumann 101



PRESENTATION 12

Marginalizing women in railway spaces

Nicola Forsdike & Lynne Baxter

Abstract 21.13

CGW Schumann 101



Stream 21 - Vibrant matter for un-doing marginalization



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

The material-discursive apparatuses of rape

Saija Katila

Abstract 21.14

Van Der Sterr 2121



PRESENTATION 6

The agency of assemblage and emancipatory
entrepreneuring in the case of gender-based
violence

Mollie Painter, Marta Gasparin & Daniel Hjorth

Abstract 21.15

Van Der Sterr 2121



PRESENTATION 7

Learning through craft: The role of creative
intuition

Alexia Panayiotou & Maria Nestorides

Abstract 21.16

Van Der Sterr 2121



PRESENTATION 8

Uncrafting worth: Using crafty labour to
renegotiate worth

Andrea van der Kuil

Abstract 21.17

Van Der Sterr 2121



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

WED 28 JUNE 2023

11:00 - 12:30

PRESENTATION 1

Spousal support in emancipation of refugee women entrepreneurs in practice during the pandemic: From support to control - the case of Syrian women refugee entrepreneurship in Lebanon

Rola ElAli, Severine Le Loarne-Lemaire & Colette Henry

Abstract 22.4

CGW Schumann 230



PRESENTATION 2

Innovation and flexibility - Nigerian women in Durban's informal economy

Sunday Israel Oyebamiji & Adedamola Temitope Akinlade

Abstract 22.5

CGW Schumann 230



PRESENTATION 3

The role of education in promoting female entrepreneurship for the alleviation of poverty

Leonie Barbara Louw

Abstract 22.8

CGW Schumann 230



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic




Hybrid Session


In-person Session


Presenter online


Presenter in-person


Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

A multi-nation study on women entrepreneurs response to crisis in the global South

Bridget Irene, Joan Lockye, Charlotte Felix-Faure, Dina Nziku, Chioma Onoshakpor & James Okrah

Abstract 22.1

Van Der Sterr 2118



PRESENTATION 5

From obviously to luckily - female entrepreneurship balancing between perpetuation and disruption of patriarchal systems

Sarah De Smet, Smaranda Boros & Bindu Gupta

Abstract 22.2

Van Der Sterr 2118



PRESENTATION 6

In pursuit of sustainable economic growth - a talent development ecosystem for women entrepreneurs

Nicolene Barkhuizen, Nico Schutte, Natanya Meyer & Daniel Meyer

Abstract 22.3

Van Der Sterr 2118



15:30 – 17:00

PRESENTATION 7

Socioeconomic hardships

Kutisha T. Ebron

Abstract 22.7

CGW Schumann 237



PRESENTATION 8

Insecurity in slums spaces and its effect on women pursuing livelihoods in the informal sector

Carolyn Njihia, Daniel Nzengya & Silvia Vundi

Abstract 22.9

CGW Schumann 237



PRESENTATION 9

The digital gender gap and entrepreneurship in emerging market countries

Zuzana Brixiova & Marián Genčev

Abstract 22.11

CGW Schumann 237



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 6

Examining the everyday entrepreneurial experiences of 'Jua Kali' women entrepreneurs in rural Kenya.

Tabitha Sindani

Abstract 22.17

Van Der Sterr 1010



PRESENTATION 7

Women's enterprise policy effects on women entrepreneurs in the informal sector in rural Kenya.

Tabitha Sindani

Abstract 22.18

Van Der Sterr 1010



PRESENTATION 8

Gender Equality and Social Inclusion: Cost-effective aquaponic solutions for developing farmers in Rwanda

Dina Nziku

Abstract 22.23

Van Der Sterr 1010



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

With Plough in Hand - The Power behind the Mask - What life as women owned cooperatives can teach us about entrepreneurship, empowerment and feminine organising post COVID-19 pandemic and new forms of leadership experienced by a marginalised society. The Eikenhoff Cooperative Farm Project, in South Africa

Lalane Janse van Rensburg, Smaranda Boros & Anita Bosch

Abstract 22.15

CGW Schumann 104



PRESENTATION 6

Covid 19 as an opportunity for better workplace relationship building - Stories of single woman professionals

Anna Lewandowska & Malgorzata Ciesielska

Abstract 22.20

CGW Schumann 104



PRESENTATION 7

The resilience of female entrepreneurs in emerging economies during crisis

Ngozichukwuka Eneh Ojo, Oluwasoye P. Mafimisebi & David Rae

Abstract 22.21

CGW Schumann 104



PRESENTATION 8

Re-thinking paid work: The everyday lives of women workers in Bangladesh's readymade garments industry

Deepa Joshi & Amit Mitra

Abstract 22.22

CGW Schumann 104



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 – 17:30

PRESENTATION 9

Drivers and challenges to female entrepreneurship

*Eno Amasi Maycock, Anvita Kumar, Deneise Dadd,
Njaimeh Mboge, Leila Seidu & Abasifreke Mbede*

Abstract 22.10

CGW Schumann 225



PRESENTATION 10

Gender marginalization and entrepreneurial
motivation in the global South

*Chioma Onoshakpor, Imaobong James, Tolulope
Ibukun & Bridget Irene*

Abstract 22.12

CGW Schumann 225



Stream 22 - Women Entrepreneurship: Sustainable and inclusive economic growth in the Global South post-Covid-19 pandemic



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Marginalized or not - The impact of gender inequality in the ability of women entrepreneurs in Nigeria to access finance

Chioma Onoshakpor, James Cunningham & Elizabeth Gammie

Abstract 22.16

CGW Schumann 225



PRESENTATION 6

Micro-finance, women and entrepreneurship - The roles of women in the informal economy in northern Nigeria

Comfort Davis

Abstract 22.19

CGW Schumann 225



PRESENTATION 7

"I had to unlearn all I was taught to relearn what it means to be an entrepreneur with them!" - Dialogical pedagogy in bridging female entrepreneurship from suburbs and business academia in Brazil

Ana Carolina Oliviera Roigues Costa, Silvia Casa Nova & Felipe Maragni

Abstract 22-6.26

CGW Schumann 225



PRESENTATION 8

Well-being of women entrepreneurs in practice: What time management is saying

Stacy Brecht & Séverine Le Loarne - Lemaire

Abstract 22-9.31

CGW Schumann 225



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

11:00 – 12:30

PRESENTATION 1

Labour transformation across space and time: A case study of two villages in South India

C.R. Yadu, Kerala, India

Abstract 23.30

Van Der Sterr 3124



PRESENTATION 2

Political leadership of two women leaders during Covid-19: A systems psychodynamic perspective

Michelle S May & Claude-Hélène Mayer

Abstract 23.1

Van Der Sterr 3124



13:30 – 15:00

PRESENTATION 4

Entrepreneurial Intention: A Comparative Study between Traditional Markets and LGBT Markets

André Cavalcanti, João J. Ferreira, Pedro Mota Veiga, Marina Dabic & Natanya Meyer

Abstract 23.48

Van Der Sterr 3124



PRESENTATION 5

Intersectional transformation of science organisations through GEPs?

Jennifer Dahmen-Adkins

Abstract 23.34

Van Der Sterr 3124



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

11:00 - 12:30

PRESENTATION 1

Employees perceptions of gender equality policies in organizations – What are the gender differences

Joseph Mumbanza Ngeke, Laurent Licata & Claudia Toma

Abstract 23-9.34

CGS Schumann 225



PRESENTATION 2

Women networks – Is there still a few hurdles women have to overcome

Lara Bertola & Claudia Jonczyk

Abstract 23-9.10

CGS Schumann 225



PRESENTATION 3

Soldiering and mothering: Identity and role expectation

Maureen Montalban

Abstract 23-9.20

CGS Schumann 225



11:00 - 12:30

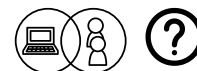
PRESENTATION 1

Building inclusiveness in the context of the digital transformation of European entrepreneurial ecosystems

Vassil Kirov

Abstract 23.59

CGS Schumann 229



PRESENTATION 2

The nature of microinequities within the workplace

Ashika Maharaj & Liza Murugas

Abstract 23.38

CGS Schumann 229



PRESENTATION 3

Gender longevity and educational involvement in the interactions of employment in Nigeria

Abel Inabo Obaka & James Lalu

Abstract 23.60

CGS Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Entrepreneurial Intention: A Comparative Study between Traditional Markets and LGBT Markets

Andre Cavalcanti, João J. Ferreira, Pedro Mota Veiga, Marina Dabic & Natanya Meyer

Abstract 23.48

Van Der Sterr 3124



PRESENTATION 5

Inclusive Cultures, Gender-Diversity and innovation Output in Organisations

Sonja Swanepole, Natasha Winkler-Titus & Mark Smith

Abstract 23.28

Van Der Sterr 3124



PRESENTATION 6

Intersectional transformation of science organisations through GEPs?

Jennifer Dahmen-Adkins

Abstract 23.34

Van Der Sterr 3124



13:30 – 15:00

PRESENTATION 4

Gender wage gap and discrimination – The conceptual framework

Frans Maloo

Abstract 23-20.4

CGW Schumann 225



PRESENTATION 5

Non-human animals as refugees: Political, legal, organizational and empathetic encounters

Anna Hammarstedt & Arita Holmberg

Abstract 23-12.2

CGW Schumann 225



PRESENTATION 6

Exploring identity work strategies adopted by women in blue-collar roles in male-dominated industries in South Africa

Obaa Akua Konadu-Osei

Abstract 23.17

CGW Schumann 225



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

13:30 – 15:00

PRESENTATION 4

Disrupting heteronormative white colonial governance

Willow Samara Allen & Nisha Nath

Abstract 23.61

CGS Schumann 229



PRESENTATION 5

Fundamentals of technological knowledge structures in university educational management

Jose Alexander Velasquez Ochoa & Orlando Carmelo Castellanos Polo

Abstract 23.50

CGS Schumann 229



PRESENTATION 6

Structural change and gender sectoral segregation in selected African countries

Izaskun Zuazu

Abstract 23.42

CGS Schumann 229



15:30 – 17:00

PRESENTATION 7

Listening to unheard voices of women from the maoist insurgency of India : Some reflections from the field

Bijayani Mishra

Abstract 23.29

Van Der Sterr 3124



PRESENTATION 8

Women's careers in medicine: creating real and enduring change

Carol Atkinson & Carol Woodhams

Abstract 23.31

Van Der Sterr 3124



PRESENTATION 9

They made it to the top, but at what price? The case of female journalists in France

Zannad Hedia & Clavijo Nathalie

Abstract 23.20

Van Der Sterr 3124



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

WED 28 JUNE 2023

15:30 - 17:00

PRESENTATION 7

Tackling sexual harassment in the workplace – lessons to be learnt

Jessica Lichy, Carole Bousquet & Karen Middleton

Abstract 23-9.1

PRESENTATION 9

Do women in family businesses enhance non-financial performance – a FSQCA approach

Carmen Paz-Aparicio, Marta Elvira & Maria Rodriguez-Garcia

Abstract 23-9.33

CGW Schumann 225



CGW Schumann 225



15:30 - 17:00

PRESENTATION 7

Crossing the border of the artist's identity – Exploring the transformation of professional identities of Ukrainian women artists

Agata Stępień, Zuzanna Staniszevska & Anna Górska

Abstract 23.53

CGW Schumann 229



PRESENTATION 8

Domestic violence against women in Bangladesh – An intersectional analysis

Sabikun Naher

Abstract 23.18

CGW Schumann 229



PRESENTATION 9

How does board gender diversity affect credit risk? Evidence from listed US commercial banks

Asad Mehmood, Francesco De Luca & Hao Quach

Abstract 23.7

CGW Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

From Fatima Bibi to factory girl - a decolonial
critique of gender and work

Shoaib Ul Haq & Thelma Akaeze

Abstract 23.2

Van Der Sterr 3124



PRESENTATION 2

Navigating marginalisation - A feminist perspective

Nora N. Musyoka

Abstract 23.35

Van Der Sterr 3124



Stream 23 - Open/General Stream



Hybrid Session



In-person
Session



Presenter online



Presenter in-person

Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Blurring the voices of the working migrants: Media influence on migration in South Africa

Alice Ncube, Olivia Kunguma & Akani Baloyi

Abstract 23.41

CGW Schumann 237



PRESENTATION 2

Does women's empowerment matter for household food security? Evidence from northern Ghana

Gloria Essilfie, Joshua Sebu & Josephine Baako-Amponsah

Abstract 23.13

CGW Schumann 237



PRESENTATION 3

"Have you tried doing yoga?" Troubling encounters with mental health and (un)wellness in the PhD experience

Amira Rahmat, Emily Cook-Lundgren, M. Winter & Mally Hudson Smith

Abstract 23.45

CGW Schumann 237



Stream 23 - Open/General Stream



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Learning to be a Brazilian auditor: an auto-ethnography from an early career stage professional

Liege Moraes do Carmo & Silvia Pereira de Castro
Casa Nova

Abstract 23-18.26

CGW Schumann 229



PRESENTATION 2

LIBRA - Future proofing gender equality in higher education institutions - Experiential learning in simulation for students leaders

Claire Condron, Siobhán Lucey, Patrick Henn, Michelle Scott, Avril Hutch, Tanya Dean & Míde Power

Abstract 23-18.10

CGW Schumann 229



PRESENTATION 3

Structured discrimination and quality of work in the South African labour market

Odile Mackett

Abstract 23-18.23

CGW Schumann 229



PRESENTATION 3

Exploring alternative forms of social cared delivery in tackling structural gender inequalities

Judith Watson, Sara Zaeemdar, Ana Lopes & Victoria Pagan

Abstract 23.27

CGW Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Where passion alone does not put food on the table - Gendered experiences of women academics in Uganda

Hannah Muzee

Abstract 23-10.3

Van Der Sterr 1003



PRESENTATION 6

The representation of women among South African publishing academics

Heidi Prozesky & Milandr  Van Lill

Abstract 23-13.2

Van Der Sterr 1003



PRESENTATION 7

When an over investment in creating 'safe spaces' gets in the way of transformative research

Peliwe Pelisa Mnguni

Abstract 23-13.6

Van Der Sterr 1003



PRESENTATION 8

A well-being framework for startup companies in Finland

Katri P  ll  nen

Abstract 23-16.11

Van Der Sterr 1003



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Imagining diversity - An Irish case study of graduates perceptions of inequality in media work

Anne O'Brien & Sarah Arnold

Abstract 23.46

CGW Schumann 237



PRESENTATION 6

Where them trans* at? Gender (non-)binarism in Spanish progressive-alternative newsrooms and press content

Laura Martínez-Jiménez

Abstract 23.16

CGW Schumann 237



PRESENTATION 7

Deinstitutionalized careers for women doing knowledge work - The curious case of intersectionality of gender pay gap

Büşra Saraç & Ozan Ağlargöz

Abstract 23.32

CGW Schumann 237



PRESENTATION 8

Liminality of professional identity and caregiving identity among women professionals working in the rural development sector in India

Manan Tusharkumar Pathak, Poonam Barhoi & Ranjeet Nambudiri

Abstract 23.52

CGW Schumann 237



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Gendered management and the marginalised women workforce in theory and practice: experience from the Bangladesh Ready-Made Garments (RMG) Industry

Rahima Akter, Julian Teicher & Quamrul Alam

Abstract 23.51

CGW Schumann 221



PRESENTATION 6

Exploring the identity work of Chinese women in family business entrepreneurship - from the perspective of leader identity development

Nan Jiang & Huiping Xian

Abstract 23.24

CGW Schumann 221



PRESENTATION 7

Gender and participatory design of AI solutions

Mumin Abubakre

Abstract 23.22

CGW Schumann 221



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Gendered microaggression en route to leadership positions in the Nordic finance landscape

Ece Gürsoy

Abstract 23-18.8

CGW Schumann 229



PRESENTATION 6

Gender differences in discrimination at work, social support and work-family spillover

Kimani Kungu

Abstract 23.4

CGW Schumann 229



PRESENTATION 7

Inclusive Cultures, Gender-Diversity and innovation Output in Organisations

Sonja Swanepoel, Natasha Winkler-Titus & Mark Smith

Abstract 23.28

CGW Schumann 229



PRESENTATION 8

Curricular implications of inclusive language in the context of the Universidad Adolfo Ibáñez, today

Isidora Paiva-Mack, Adolfo Ibáñez, Victoria Valdebenito & Viviana Ávila

Abstract 23-9.13

CGW Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Here comes Gina: Reproducing the menopausal body

Daniela Pirani & Ella Fegitz

Abstract 23.33

Van Der Sterr 3124



PRESENTATION 10

Gender diversity in the port industry - Nature, determinants and performance implications - evidence from the Team port of Ghana

Vera Ogeh Fiador, Martin Arvad Nicolaisen, Jonas Aryee & Annette Skovsted Hansen

Abstract 23.10

Van Der Sterr 3124



PRESENTATION 12

Gender, caste and environmental injustices - Intersectional perspectives and decolonial praxis from India's urban female waste workers

Devrim Eren

Abstract 23.15

Van Der Sterr 3124



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Understanding role of power in commonly shared space through phenomenology

N G Yamini

Abstract 23.47

CGW Schumann 237



PRESENTATION 10

Being seen as the origin of our discontent - Perspectives and perceptions from dominant group members

Kabelo Gildenhuys, Smaranda Boros & Anita Bosch

Abstract 23.44

CGW Schumann 237



PRESENTATION 11

Female representation and financial inclusion in sub-Saharan Africa - The role of institutional quality

Giftly Ewurama Enchill, Elikplimi Komla Agbloyor & Michael Graham

Abstract 23.25

CGW Schumann 237



PRESENTATION 12

How single women experienced singlism

Nikelwa Tengimfene

Abstract 23.58

CGW Schumann 237



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

THU 29 JUNE 2023

16:00 - 17:30

PRESENTATION 9

Impediments and facilitators to professional accounting qualification testing and membership in Nigeria: Perspectives of Nigerian qualified female accountants

Adesola (Sola) Akomolafe

Abstract 23.19

CGW Schumann 229



PRESENTATION 10

Gender and monetary policy - Labour impacts of exchange rate shocks

Louisa Roos

Abstract 23.6

CGW Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person
Session



Presenter online



Presenter in-person



Presenter to
confirm mode of
presentation

FRI 30 JUNE 2023

10:30 – 12:00

PRESENTATION 1

Metaphors as entry points to emotions in gender equality work in organizations

Maja Herstad

Abstract 23.9

CGW Schumann 237



PRESENTATION 2

Gender stereotyping in appointment of school management teams in secondary schools – A case of King Cetshwayo district research

Nomcebo Agrineth Ntshangase

Abstract 23.55

CGW Schumann 237



PRESENTATION 3

Artificial intelligence in talent management – a help or hindrance for equality

Charmaine Wellington

Abstract 23.56

CGW Schumann 237



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

10:30 - 12:00

PRESENTATION 1

Working women from slavery to emancipation – Creating a visual history of Cape Town's washerwomen within river and washhouse economies

Hayley Hayes-Roberts

Abstract 23.12

CGW Schumann 229



PRESENTATION 2

Self-affirmation increases men's openness to woman's dominance behaviours

Chiara Trombini & Hannah Riley Bowles

Abstract 23.3

CGW Schumann 229



PRESENTATION 3

Moving from domestic to public sphere – Dalit women's political participation in Kerala

Nithya Kothenmaril

Abstract 23.37

CGW Schumann 229



PRESENTATION 4

The legitimacy of HR

Catherine Berrington

Abstract 23.26

CGW Schumann 229



Stream 23 - Open/General Stream



Hybrid Session



In-person Session



Presenter online



Presenter in-person



Presenter to confirm mode of presentation

FRI 30 JUNE 2023

14:00 - 15:30

PRESENTATION 5

Made in Ethiopia - at whose expense - Examining labour control regimes in Ethiopian industrial parks

Wogene Berhanu Mena

Abstract 23.11

CGW Schumann 229



PRESENTATION 6

Financial literacy - A barrier to women empowerment?

Fatima Atif & Amani Moazzam

Abstract 23.21

CGW Schumann 229



PRESENTATION 7

"The ideal woman in India is the mother, the mother first, and the mother last": working mothers' positioning and identity at work

Sunrita Dhar-Bhattacharjee & Priyanka Dwivedi

Abstract 23.39

CGW Schumann 229



PRESENTATION 8

Women's participation in trade unions in Namibia - A historical perspective

Kletus Likuwa, Michael Shirungu, Kudzai Chireka, Sophia Isala & Michael Akuupa

Abstract 23.40

CGW Schumann 229

