

3rd International Conference on Gender Research (ICGR 2020)

Held 2020 (Virtual)

Editors:

**Karen Jones
Claire Collins
Madeleine Davies**

**Marina Della Giust
Grace James**

ISBN: 978-1-7138-0950-0

Printed from e-media with permission by:

Curran Associates, Inc.
57 Morehouse Lane
Red Hook, NY 12571



Some format issues inherent in the e-media version may also appear in this print version.

Copyright The Authors, (2020). All Rights Reserved. No reproduction, copy or transmission may be made without written permission from the individual authors.

Printed with permission by Curran Associates, Inc. (2022)

Review Process

Papers submitted to this conference have been double-blind peer reviewed before final acceptance to the conference. Initially, abstracts were reviewed for relevance and accessibility and successful authors were invited to submit full papers. Many thanks to the reviewers who helped ensure the quality of all the submissions.

Ethics and Publication Malpractice Policy

ACPIL adheres to a strict ethics and publication malpractice policy for all publications – details of which can be found here:

<http://www.academic-conferences.org/policies/ethics-policy-for-publishing-in-the-conference-proceedings-of-academicconferences-and-publishing-international-limited/>

Conference Proceedings

The Conference Proceedings is a book published with an ISBN and ISSN. The proceedings have been submitted to a number of accreditation, citation and indexing bodies including Thomson ISI Web of Science and Elsevier Scopus.

Author affiliation details in these proceedings have been reproduced as supplied by the authors themselves.

Published by Academic Conferences and Publishing International Ltd.
33 Wood Lane
Sonning Common RG4 9SJ UK

Phone: 441 189 724 148
Fax: 441 189 724 691
info@academic-conferences.org

Additional copies of this publication are available from:

Curran Associates, Inc.
57 Morehouse Lane
Red Hook, NY 12571 USA
Phone: 845-758-0400
Fax: 845-758-2633
Email: curran@proceedings.com
Web: www.proceedings.com

Contents

Paper Title	Author(s)	Page no
Preface		
Committee		
Biographies		
Keynote Paper		1
Parenthood and Paid Work: Conflict, Compromise and Compatibility	Heather Joshi	3
Research papers		13
Doing Gender in the Classroom: Gender Transformative Change as Illustrated Through Attitudes on Gender Equity	Noreen Abdullah-Khan	15
A Battle towards Academic Ladder: An Exploratory Study on Women Faculty of Marketing in Nigerian Higher Education Institutions	Joy Eghonghon Akahome, Mohsin Abdur Rehman and Mamorena Lucia Matsoso	25
Young Men's Concept of Parenthood: Evidence from Russia	Anna Bagirova and Maxim Oshergin	32
"Now we are Independent": Female Online Freelancers in India and Sri Lanka	Ramathi Bandaranayake, Tahani Iqbal, Helani Galpaya, Laleema Senanayake and Suthaharan Perampalam	40
Gender Equality in Academia and ICT Companies: Still Doing or Undoing Gender?	Rita Bencivenga	48
Determinants of Intimate Partner Violence in Pakistan: National and Provincial Level Analysis	Navera Burki and Huma Ali Meer	57
One Hundred Years of Women in the Law: Do Gender Differences in Classroom Participation Exist?	Elizabeth Conaghan	67
Son Preference in India: Is it a Cultural Bequest?	Leena Mary Eapen	76
An Apartheid History Impacts Gender Inequality	Penelope Engel-Hills and Hilde Ibsen	85
Leadership Competences in the Digitalised World of Work: A Question of Gender and Culture?	Swetlana Franken, Malte Wattenberg and Victoria Herr	91
Female Audit Partners Remain few and far Between	Jurika Groenewald	101
Barriers to Advancement of Mid-Career Women in India: Implications for Women Leadership	Shivani Inamdar, Sushama Chaudhari and Asha Nagendra	108
Polish Women Networking Practices Initiated by Non-Governmental Organisations: Comparative Case Study	Aleksandra Jędrzejczyk-Kozioł, Ewa Bogacz-Wojtanowska and Beata Jałocha	116
Gender In/Equality in Men Wor(l)d's: Perceptions on the Construction of a Gender Equal and Inclusive Portuguese University	Carina Jordão, Teresa Carvalho, Sara Diogo and Zélia Breda	123
The Influence of Employment Precarization on the Women's Psychological Safety in the Workplace	Olga Koropets and Mariia Plutova	131

Paper Title	Author(s)	Page no
Does Gender Influence Leadership Style to Aid Performance in Organizations? A Literature Review	Victor Kwarteng Owusu and Ales Gregar	138
Differences of Gender in Communication Apprehension of University Students	Marlene Loureiro, Rui Silva and Norberto Loureiro	146
Digitalisation, Outsourcing and Gender	Nadine Lybaert	157
Diversity and Gender Quotas in Politics: International Trends and the Canadian Case	Chantal Maillé	165
Behavior of Women and Men during Mediation and Family Coaching	Anna Mitrega and Mirosława Wawrzak-Chodaczek	171
Gender Inequality and Poverty Menace: The Challenges of Achieving Shared Prosperity in Nigeria	Oluwatayo Olabanji	179
Leadership Stories: Being an 'Alpha Women'	Nuran Öze	187
Relational Capital and Crowdfunding: An Italian Woman Startup Case Study	Paola Paoloni, Giuseppe Modaffari and Niccolò Paoloni	195
Gender Gap in the Workplace: A Systematic Literature Review	Elisabeth T. Pereira	204
Perceptive Differences between Mothers and Non-Mothers in Managing Projects	Arik Sadeh, Dov Dvir and Cristina Feniser	214
Women Leaders in Engineering: The Role of Career Orientation and Work Environment	Miriam Schmitt	220
Feminizing Resilience: Transcending Toughness in Testimonies of Jewish Holocaust Survivors	Roy Schwartzman and Doris Wesley	228
The Impact of Professional Development Conditions on Maternity Employment: A Russian Case	Natalia Tonkikh and Tatiana Markova	235
Feminist Epistemology Matters! Making the Case for Feminist Educational Research	Valerija Vendramin	243
Phd Research Papers		249
Standardization or Adaptation of Marketing Communication in Islamic Countries Clothing Market? Case Study on Iranian Women	Ewelina Góral	251
Gendering Disability. Women with Disability: An Italian Daily Living Framework	Cinzia Leone	259
Invisible Working Women and Idealised Male Workers: Time for HRM to Respond?	Diane McGiffen	266
Women and Leadership: High-Growth Women Score Higher Than Men in Most Leadership-Skills	Musa Chauke and Zanele Ndaba	269
Does Girls' Education Lead to Gender Equality? Qualitative Evidence from Post-Genocide Rwanda	Sangwon Park	277
Gender in Japan: The Unseen Aspect of Natural Disaster Risks	Irene Petraroli and Jane Singer	284
The Power and the Passion: Representation of Single Motherhood in Contemporary Australian Literature	Jane Scerri	294

Paper Title	Author(s)	Page no
Victimhood and Agency: Gender Strategies by Chinese Women in Light of their Husband's Homosexuality	Nina Sun	301
Factors that Affect Relationships at Workplace with Supervisors: Perception of Young Female Faculty Members from Kazakhstan	Moldir Yelibay	309
Work In Progress Papers		319
Black Women in Leadership: The Complexity of Intersectionality	Marcia Morgan	321
Board Diversity, Corporate Value and the Glass Cliff	Carol Padgett	326
Evaluation of the Key: Lessons from a Gender Specific Educational Programme	Louise Warwick-Booth and Susan Coan	330