

MAKING YOUNG RESEARCHERS'
VOICES
HEARD FOR GENDER EQUALITY



2023
conference
programme

Malta feb. 14-15

**Voicing
young researchers
for the future
of Europe**

Trends, challenges
and policies



day1 feb. 14

Join us online [here](#)



day1 feb. 14

Aula Prima
2nd floor



Welcome & Introductions

09:30	Dr Maria Brown	Attendee reception
09:35	VOICES WORKING GROUP 6	
09:35	Dr Roberta Metsola	Recorded message
09:40	PRESIDENT OF THE EUROPEAN PARLIAMENT	
09:40	Prof Anne-Sophie Godfoy	Welcome and Presentation of the Action
09:50	VOICES ACTION CHAIR	
09:50	Dr Ronald de Bruin	Online, live opening speech
10:00	COST DIRECTOR	VOICES in the broader context of COST
10:00	Dr Jolanta Reingarde	Keynote Speaker
11:00	EUROPEAN INSTITUTE FOR GENDER EQUALITY (EIGE), LITHUANIA	Gender Equality in Europe, EIGE & VOICES

day1 feb. 14

2nd floor
near Aula Prima



Coffee break & poster presentation

11:00
11:30

Anna Hata

University College London,
United Kingdom

An intersectional analysis of
inclusion in education with
youth in the Global South

Victoria Lisnic

Legal, Political & Sociological
Research Institute, Republic of
Moldova

Gender dimension in the deci-
sion-making process in the
Republic of Moldova

Susana Torrado-Morales

University of Murcia, Spain

Women's Roles in Film Studies
Research (recorded
presentation at Aula Prima)

Feruni Nerajda & Ina Zela

Universiteti Mesdhetar i
Shqipërisë, Albania

Albanian Females' Choices of
University Studies: Tendencies
& Drivers (self-explanatory
poster presentation)

Leonarda García & Esperanza Herrero

University of Murcia, Spain

Roles and experiences of
women in academia: the case
of communication research
(recorded presentation at
Aula Prima)

day1 feb. 14

Aula Prima
2nd floor



PARALLEL SESSION 1 | PAPERS

Female and minority researchers and faculty:
(In)Visibility in data and untold stories

Chair: ANNELEEN MORTIER

CENTRE FOR RESEARCH & DEVELOPMENT MONITORING (ECOOM)
AND GHENT UNIVERSITY, BELGIUM

11:30
13:00

**Kosjenka Dumancic &
Ivana Načinović Braje**
University of Zagreb, Croatia

Gender balance in the man-
agement boards of the higher
education institutions – a
case study of Croatia

Antonio Nadal Masegosa
University of Málaga, Spain

Education, inbreeding, and
Making Early Career
Investigators' Voices Heard for
Gender Equality (online)

**Eneli Kinsdsiko, Kärt
Rõigas & Ülo Niinemets**
University of Tartu, Estonia

National research grant allo-
cations: How do females
stand out compared to male,
and whether age, discipline
and previous research track
really matter or is it bound to
luck?

**Araceli Rojo Gallego-
Bulin**
University of Granada –
Campus of Cartuja, Spain

Gender promotion policies
and the invisibility of ECRs at
the University of Granada
(Spain) (online)

day1 feb. 14

Meeting room 2
ground floor



PARALLEL SESSION 2, PAPERS & POSTERS

Female and minority researchers and faculty:
(In)Visibility in data and untold stories

Chair: LIUDVIKA LEISYTE

TWENTE UNIVERSITY, NETHERLANDS

11:30

Elda Xhumari & Suela

13:00

Maxhelaku

University of Tirana, Albania

Albanian universities' early-career researchers' perspectives: an analysis of the University of Tirana's career counselling system (online)

Panourgias

Papaioannou

Technische Universität
Dortmund, Germany

The participation of ECRs in the decision-making bodies of the German Universities. The case of the Technical University of Dortmund

**Julie Batut, Gwenaëlle
André, Jessica Andreani,
Karima Boudaoud,
Camille Douillet,
Géraldine Liot, Sandrine
Morin, Véronique
Pierron-Bohnes, May C.
Morris (presenter)**

F&S (Toulouse, Nice, Paris-
Saclay, Bordeaux,
Normandie, Strasbourg,
and Montpellier)

When mentoring matters in France and in science: A French Mentoring Programme for Female PhD students (online)

day1 feb. 14

Meeting room 3
ground floor



PARALLEL SESSION 3, PAPERS & POSTERS

Broader contexts 1: Inequalities in societies

Chair: MARIAN BLANCO-RUIZ

REY JUAN CARLOS UNIVERSITY, SPAIN

11:30

Omer Gurkan Dilek &

13:00

Fedan Durna Dilek

University of Mehmet Akif Ersoy,
Türkiye

Why Turkey's Gender
Inequality Matters (online)

Gülcihan Aybike, Dilek

Kart & Ayşe Meydanoglu

Burdur Mehmet Akif Ersoy
University, Türkiye

Determining The Relationship
Between Sociodemographic
Variables Of Women And
Perceptions Of Gender: An
Example From Burdur, Turkey

Jowita Radzińska

SWPS University, Poland

Ebbs and flows of social
solidarity: Findings from a
Polish qualitative longitudinal
study

Feruni Nerajda & Ina Zela

Universiteti Mesdhetar i
Shqipërisë, Albania

Albanian Females' Choices of
University Studies: Tendencies
& Drivers (online poster
presentation)



LUNCH BREAK | 13:00 - 14:45

Nearby restaurants (at participants' discretion)

day1 feb. 14

Aula Prima
2nd floor



PARALLEL SESSION 4, PAPERS

Discrimination and gender-based violence in higher education

Chair: PHILIPPE LIOTARD

CPED CONFÉRENCE DES CHARGÉES DE MISSION ÉGALITÉ-DIVERSITÉ, FRANCE

15:00

**Marina Rojo Gallego-
Burín**

University of Málaga, Spain

Analysis of Gender Policy at
the University of Málaga
(online)

16:30

**JosAnn Cutajar &
Roderick Vassallo**

University of Malta, Malta

How can universities protect
young researchers from
gender-based violence?

Anna Moya

University Pompeu Fabra, Spain

An Epistemological Case
Against Student Evaluations
of Teaching (online)

Maria Diacon

Legal, Political and Sociological
Research Institute, Republic of
Moldova

Girls and Women in the field
of research in the Republic of
Moldova: challenges and
trends (online)

day1 feb. 14

Meeting room 2
ground floor



PARALLEL SESSION 5, PAPERS

Female and minority researchers and faculty:
(In)Visibility in data and untold stories

Chair: GILDA HOXHA

UNIVERSITETI MESDHETAR I SHQIPËRISË, ALBANIA

15:00

Anneleen Mortier, Lien

Monitoring the careers of

16:30

Wille, Katia Levecque,

early career researchers and

Eva Steenberghs

doctorate holders

Centre for Research &
Development Monitoring
(ECOOM) and Ghent University,
Belgium

George Cremona &

Reactions of Maltese students

Yasmin Camilleri

towards gender inequality in

University of Malta, Malta

Maltese books for adolescents

Mirela Tase

Comparative analysis of the

Aleksander Moisiu University,
Albania

female role during the
communist and post-
communist period in academic
achievements: An Albanian
case study (online)

day1 feb. 14

Meeting room 3
ground floor



PARALLEL SESSION 6, PAPERS & POSTERS

Precarity in academia: intersectional perspectives

Chair: MICHELLE ARRAUT MORA

IMAESC PROGRAMME, UNIVERSITY OF MALTA, MALTA

15:00

Marian Blanco-Ruiz

16:30

Rey Juan Carlos University,
Spain

The situation of young researchers with a gender perspective: An intersectional perspective on the Spanish case

**Alena Sander & Lyla
Andrée**

Université catholique de
Louvain, Belgium

Resisting the Leaky Pipeline -
ECR-mothers' battle to remain
in academia (online)

**Rakibe Külcür, Maria
Brown, Victoria
Showunmi, Dalia
Šatkovskienė, Aurelija
Novelskaite & Krista**

Bonello Rutter Giappone
UNSA, Austria; University of Malta,
Malta; University College London,
UK; Vilnius University, Lithuania; &
Lithuanian Centre for Social
Sciences & Vilnius University,
Lithuania

VOICES in academia and
beyond: a narrative-based
demystification of the 'public-
private divide'

Eleni Meletiadou

London Metropolitan University,
United Kingdom

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



COFFEE BREAK | 16:30 - 17:00

2nd floor near Aula Prima

day1 feb. 14

Aula Prima
2nd floor



PARALLEL SESSION 7, PAPERS

Discrimination and gender-based violence in higher education

Chair: ELIF KAYA

KILIS 7 ARALIK UNIVERSITY, TÜRKIYE

17:00

Ermelinda Mango &

18:30

Mirela Tase

Albanian University &
Aleksander Moisiu University,
Albania

Analysis of Gender Policy at
the University of Málaga

Demirdag Seyithan

Zonguldak Bülent Ecevit
University, Türkiye

Examining Women's
Administrative Positions in
Turkish Education Faculties

Marina Garcia Castillo

Centre for Interdisciplinary
Gender Studies, University of
Vic-University of Central
Catalonia, Spain

Intersectionality in higher
education

**Darragh McCashin,
Shane Galvin, Francisco
Valente Gonçalves**

Dublin City University, Ireland

Sexual offending in university
staff settings – a systematic
review and critique (online)

day1 feb. 14

Meeting room 2
ground floor



PARALLEL SESSION 8, PAPERS

Precarity in academia: intersectional perspectives

Chairs: MARTA WARAT & PUTI ALFATH DID

JAGIELLONIAN UNIVERSITY, POLAND & IMAESC PROGRAMME, UNIVERSITY OF MALTA, MALTA

17:00
18:30

Liudvika Leisyte

Twente University, Netherlands

Academic working conditions in the Netherlands and Lithuanian higher education system – country comparison by academic rank

Ana Maria Preoteasa

Research Institute for Quality of Life, Romania

Academic career trajectories. In between precariousness and vocation (online)

Fatos Ozkan Erciyas & Sibel Orhan

University of Birmingham, United Kingdom

Quit or Survive: Academia under the shadow of the Great Resignation

day1 feb. 14

Meeting room 2
ground floor



PARALLEL SESSION 9, PAPERS & POSTERS

Early career researchers' voices in universities and research performing institutions

Chair: PANOURGIAS PAPAIOANNOU

TECHNISCHE UNIVERSITÄT DORTMUND, GERMANY

17:00

Shlomit Feldman &

Gender Equity for Early Career Researchers at the University of Haifa

18:30

Shulamit Almog

University of Haifa, Israel

Nibedita Saha, Tomas Sáha, Aleš Gregar & Petr Sáha

HR Strategy for Enhancing Employability of Young Researchers

University Institute Tomas Bata – University in Zlín, Czech Republic

Gilda Hoxha

Universiteti Mesdhetar i Shqipërisë, Albania

Power in Higher Education: Challenges and inequalities among academics

Milosh Raykov

University of Malta, Malta

Employee interest and membership in labour unions and professional associations (online)



DINNER | 18:30

Participants need to make their own arrangements

day2 feb. 15

Join us online [here](#)



day2 feb. 15

Aula Prima
2nd floor



PARALLEL SESSION 10 | PAPERS

Early career researchers' voices in universities and research performing institutions

Chair: LIUDVIKA LEISTYE
TWENTE UNIVERSITY, NETHERLANDS

09:30
11:00

**Magdalena Bielenia-
Grajewska**
University of Gdansk, Poland

Increasing the number of young researchers in modern academia—selected examples from different countries

Eda Çela & Eriona Çela
University of Elbasan, Albania

Self-empowerment of young female researchers within higher education institutions. The case of University of Elbasan, Albania

Esther Martinez Pastor
University Rey Juan Carlos,
Spain

Young researchers in Institutional Advertising Campaigns: Analysis of the Spanish government's institutional advertising (online poster presentation)

day2 feb. 15

Meeting room 2
ground floor



PARALLEL SESSION 11 | PAPERS

Precarity Theme

Rapporteur: MARIAN BLANCO-RUIZ

REY JUAN CARLOS UNIVERSITY, SPAIN

09:30

Claudia Schwarz-

11:00

Plaschg

University of Edinburgh,
Scotland (UK)

Playing a mapping game for
imagining alternative
academic future

Meeting room 3
ground floor



PARALLEL SESSION 12 | PAPERS

Young Researchers Theme

Rapporteur: ANNELEEN MORTIER

CENTRE FOR RESEARCH & DEVELOPMENT MONITORING (ECOOM) & GHENT
UNIVERSITY, BELGIUM

09:30

Sara Pilia

11:00

European Council of Doctoral
Candidates and Junior
Researchers (Eurodoc)

How to develop your career
(and change the system) in
unpredictable ways



COFFEE BREAK | 11:00 - 11:30

2nd floor near Aula Prima

day2 feb. 15

Aula Prima
2nd floor



PARALLEL SESSION 13 | PAPERS

Early career researchers' voices in universities and research performing institutions

Chair: MARIA BROWN
UNIVERSITY OF MALTA, MALTA

11:30
13:00

Tugay Durak

University College London,
United Kingdom

Passing the Whiteness
Threshold is all that matters
"Experiences of UK-Based
Turkish Academics" (online)

Enis Sokoli & Holta Heba

Centre for Comparative and
International Studies, Albania

Women in STEM, their
professional status and career
in Albania

Karolina Bolesta

SGH Warsaw School of
Economics, Poland

Mind the gap: Improving
gender balance in the society
(online)

Aurelija Novelskaite

Lithuanian Centre for Social
Sciences, Lithuania

"If you are young, ambitious
and accomplished female
PhD student, you are treated
negatively, because you are a
woman, and PhD student, and
young" – early career
researchers' experiences in
Lithuanian academia

day2 feb. 15

Meeting Room 2
ground floor



PARALLEL SESSION 14 | PAPERS

Precarity in academia: intersectional perspectives

Chair: MARTA WARAT

JAGIELLONIAN UNIVERSITY, POLAND

11:30
13:00

**Anita Thaler & Jauk-
Ajamie**

Interdisziplinäres
Forschungszentrum für
Technik, Arbeit und Kultur,
Austria

Academic Kindness – Queer-
feminist deliberations on
kinder working cultures in
academia

**Lami Roland & Nevila
Xhindi**

Universiteti Mesdhetar i
Shqipërisë, Albania

University program "crisis" and
academic staff vulnerability in
perspective of market
demands

**Gernot Pruschak &
Christian Hopp**

Bern University of Applied
Sciences, Switzerland

Job Stage and Gender Bias in
Social Scientific Authorship: An
Experimental Study Assessing
Authorship Assignments in
PhD Student – Supervisor
Collaborations (online)

**Gülcihan Aybike, Dilek
Kart & Ayşe
Meydanoglu**

Burdur Mehmet Akif Ersoy
University, Türkiye

Determining The Relationship
Between Sociodemographic
Variables Of Women And
Perceptions Of Gender: An
Example From Burdur, Turkey
(online)

day2 feb. 15

Meeting Room 3
ground floor



PARALLEL SESSION 15 | PAPERS

Broader contexts 2: Inequalities in societies

Chair: COLETTE GUILLOPÉ

EUROPEAN PLATFORM OF WOMEN SCIENTISTS, BELGIUM

11:30

**Mustafa Kart, Dilek Kart
& Gülcihan Aybike**

Burdur Mehmet Akif Ersoy
University, Türkiye

Increasing women's
employment and income is
key to improving Turkey's
ranking (online)

13:00

Liva Grinevica

Latvian Council of Science,
Latvia

Gender equality and women's
empowerment in the labour
market

**Nicole Haring, Roberta
Maierhofer & Barbara
Ratzenböck**

University of Graz, Austria

Intergenerational
Collaborations
in the Academy: An
Intersectional Discussion of
Gender and Generations

**Rafal Majka & Justyna
Struzik**

Andrzej Frycz Modrzewski
Krakow University &
Jagiellonian University,
Poland

Outside Looking in: Substance
Use, Harm Reduction and
Vulnerable Communities



LUNCH BREAK | 13:00 - 14:45

Nearby restaurants (at participants' discretion)

day2 feb. 15

Aula Prima
2nd floor



PARALLEL SESSION 16 | WORKSHOP

Discrimination Theme

Rapporteur: YURANY MONSALVE GARCÍA

IMAESC STUDENT PROGRAMME, UNIVERSITY OF MALTA, MALTA

15:00

Fatos Ozkan Erciyas &

Intersectionality Informed EDI

15:45

Sibel Orhan

Workshop

University of Birmingham,
United Kingdom

Meeting room 2
ground floor



PARALLEL SESSION 17 | WORKSHOP

Intersectionality Theme

Rapporteur: PUTI ALFATH DIDI

IMAESC STUDENT PROGRAMME, UNIVERSITY OF MALTA, MALTA

15:00

Stephen Hancock

Intersectionality: Race &

15:45

University of North Carolina
Charlotte - United States

Research

Meeting room 3
ground floor



PARALLEL SESSION 18 | WORKSHOP

Precarity Theme

Rapporteur: MICHELLE ARRAUT MORA

IMAESC STUDENT, UNIVERSITY OF MALTA, MALTA

15:00

Christoforos Pavlakis

Peer Assist': Action Learning

16:00

Technical University of Crete,
Greece

and Collaboration amongst
VOICES Young researchers



COFFEE BREAK | 15:45 - 16:15

Group photo (conference delegates) - 2nd floor near Aula Prima

day2 feb. 15

Aula Prima
2nd floor



CONCLUDING PLENARIES

16:15 16:20	Dr Helena Dalli Commissioner for Equality	Recorded message
16:20 16:40	Prof Carmel Borg Head of the Department of Arts, Communities & Adult Education, Faculty of Education, University of Malta	Interrogating the Self: Intersectionality and social transgression as an academic possibility
16:40 16:50	Prof Carmen Sammut Pro-Rector Student and Staff Affairs, University of Malta	Mind the gap: Improving gender balance in the society (online)

day2 feb. 15

Aula Prima
2nd floor



ROUNDTABLE WITH STAKEHOLDERS

with questions and comments from the audience

Moderator: DR ANNELEEN MORTIER

ECOOM & GHENT UNIVERSITY, BELGIUM; VOICES WORKING GROUP 6 CO-LEADER
MONITORING AND EVALUATION

Topic:

Supporting the Development of Sustainable Research Careers

16:50

Anne-Sophie Godfroy

18:05

VOICES Action Chair & École Normale Supérieure, CNRS & Collège de France - PSL, France

Stephen Borg

COST National Contact Point for Malta

Jacqueline Fenech

Director of Human Resources, University of Malta, Malta

Colette Guillopé

VOICES Grant Awarding Co-coordinator, Vice-President of the European Platform of Women Scientists, Belgium

Eneli Kindsiko

Researcher on Careers of Doctorate Holders, University of Tartu, Estonia

Luciano Mulè Stagno

Chair of COST Scientific Committee & President, University of Malta Academic Staff Association, Malta

Sara Pilia

European Council of Doctoral Candidates and Junior Researchers (Eurodoc), Belgium

day2 feb. 15

Aula Prima
2nd floor



CLOSING SPEECHES

18:05

Dr Maria Brown

18:20

Leader of VOICES Working Group 6 Monitoring & Evaluation, University of Malta, Malta

Prof Anne-Sophie Godfroy

VOICES Action Chair & École Normale Supérieure, CNRS & Collège de France – PSL, France



CONFERENCE DINNER | 19:00

Subject to minimum number of bookings, at additional payment – register and pre-pay by 8 February 2023

Convenors

Prof Anne-Sophie Godfroy
École Normale Supérieure, CNRS & Collège de France – PSL, France
VOICES Action Chair, President of the Scientific Committee.

Dr Maria Brown, University of Malta, Malta,
VOICES Working Group 6 Leader – Monitoring and Evaluation,
Local Organiser.

Members of the scientific and organisational committees

Dr Anneleen Mortier, ECOOM & Ghent University, Belgium,
VOICES Working Group 6 Co-leader – Monitoring and Evaluation

Dr Areti Damala, École Normale Supérieure, CNRS, France

Dr Gilda Hoxa, Universiteti Mesdhetar i Shqipërisë (UMSH), Albania

Prof Nevilla Xhindi, Universiteti Mesdhetar i Shqipërisë (UMSH), Albania

Dr Marian Blanco-Ruiz, Rey Juan Carlos University, Spain,
VOICES Science Communication Officer

Dr María Del Mar Cobeña Ruiz-Lopera, Universidad de Sevilla, Spain

Prof Dalia Stakovskiene, Vilnius University, Lithuania
VOICES Grant Awarding Coordinator

Dr Marta Warat, Jagiellonian University, Poland
VOICES Working Group 1 Leader – Employment Career Development
& Mobilities

Prof Christine Cross, University of Limerick, Ireland
VOICES Working Group 2 Leader – Leadership & Decision making

Dr Clemens Striebing, Fraunhofer Institute for Industrial Engineering,
Germany
VOICES Working Group 3 Leader – Gender as a Research Dimension

Members of the scientific and organisational committees

Prof Philippe Liotard, CPED Conférence des Chargées de Mission
Égalité-Diversité, France,
VOICES Working Group 4 Leader – Sexual harassment, Gender-
based violence, Institutional Culture

Prof Victoria Showunmi, University College London, UK,
VOICES Working Group 5 Leader – Intersectionality

Dr Maria López, University of Deusto, Portugal,
VOICES Working Group 1 Co-leader – Employment Career Development
& Mobilities

Prof Liudvika Leisyte, Twente University, Netherlands,
VOICES Working Group 2 Co-leader – Leadership & Decision making

Dr Anita Thaler, IFZ – Interdisciplinary Research Centre for Technology,
Work and Culture, Austria,
VOICES Working Group 3 Co-leader – Gender as a Research Dimension

Dr Elif Kaya, Aralik University, Türkiye,
VOICES Working Group 4 Co-leader – Sexual harassment, Gender-
based violence, Institutional Culture

Jennifer Dahmen-Adkins, RWTH Aachen University, Germany,
VOICES Working group 5 Co-leader – Intersectionality

Prof Colette Guillopé, European Platform of Women Scientists, Belgium,
VOICES Grant Awarding Co-coordinator

Puti Alfath Didi, IMAESC student, University of Malta, Malta

Michelle Arraut Mora, IMAESC student, University of Malta, Malta

Yurany Monsalve García, IMAESC student, University of Malta, Malta

David Briguglio Brown, St Nicholas College – Dingli Secondary School,
Malta

MAKING YOUNG RESEARCHERS'
VOICES
HEARD FOR GENDER EQUALITY