MAKING YOUNG RESEARCHERS'

WOLLD COSE

HEARD FOR GENDER EQUALITY

Funded by

2023
conference
programme

Malta feb. 14-15

Voicing
young researchers
for the future
of Europe

Trends, challenges and policies

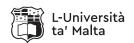




day1feb.14

Join us online here







Aula Prima 2nd floor



Welcome & Introductions

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







2nd floor near Aula Prima



Coffee break & poster presentation

11:00 11:30

Anna Hata

University College London, United Kingdom

Victoria Lisnic

Legal, Political & Sociological Research Institute, Republic of Moldova

Susana Torrado-Morales

University of Murcia, Spain

Feruni Nerajda & Ina Zela

Universiteti Mesdhetar i Shqipërisë, Albania

Leonarda García & Esperanza Herrero

University of Murcia, Spain

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

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

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

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

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







Aula Prima2nd 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 management 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 allocations: 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 13:00 Elda Xhumari & Suela Maxhelaku

University of Tirana, Albania

Panourgias Papaioannou

Technische Universität Dortmund, Germany

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

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

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







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 13:00

Omer Gurkan Dilek & 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

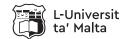
Universiteti Mesdhetar i Shqipërisë, Albania Albanian Females' Choices of University Studies: Tendencies & Drivers (online poster presentation)



LUNCH BREAK | 13:00 - 14:45

Nearby restaurants (at participants' discretion)







Aula Prima2nd 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-16:30 Burín

University of Málaga, Spain

JosAnn Cutajar & Roderick Vassallo University of Malta, Malta

Anna Moya

University Pompeu Fabra, Spain

Maria Diacon

Legal, Political and Sociological Research Institute, Republic of Moldova Analysis of Gender Policy at the University of Málaga (online)

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

An Epistemological Case Against Student Evaluations of Teaching (online)

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







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 16:30

Anneleen Mortier, Lien Wille, Katia Levecque, Eva Steenberghs

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

doctorate holders

early career researchers and

Monitoring the careers of

George Cremona & Yasmin Camilleri

University of Malta, Malta

Reactions of Maltese students towards gender inequality in Maltese books for adolescents

Mirela Tase

Aleksander Moisiu University, Albania Comparative analysis of the 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 16:30 Marian Blanco-Ruiz
Rey Juan Carlos University,

Spain

Spain

Alena Sander & Lyla Andrée

Université catholique de Louvain, Belgium

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

Eleni Meletiadou

London Metropolitan University, United Kingdom The situation of young researchers with a gender perspective: An intersectional perspective on the Spanish case

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

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

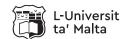
Daughters of a lesser God: The impact of Covid-19 on female early career academics' experiences of precarity regarding working and life routines



COFFEE BREAK | 16:30 - 17:00

2nd floor near Aula Prima







Aula Prima2nd 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 & Mirela Tase

Albanian University & Aleksander Moisiu University, Albania

Demirdag Seyithan

Zonguldak Bülent Ecevit University, Türkiye

Marina Garcia Castillo

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

Darragh McCashin,
Shane Galvin, Francisco
Valente Gonçalve
Dublin City University, Ireland

Analysis of Gender Policy at the University of Málaga

Examining Women's
Administrative Positions in
Turkish Education Faculties

Intersectionality in higher education

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







Meeting room 2 ground floor



18:30

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 Liudviko

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







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 &18:30 Shulamit AlmogUniversity of Haifa, Israel

Gender Equity for Early Career Researchers at the University of Haifa

Nibedita Saha, Tomas Sáha, Aleš Gregar & Petr Sáha

University Institute Tomas Bata -University in Zlín, Czech Republic HR Strategy for Enhancing Employability of Young Researchers

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)



Participants need to make their own arrangements



day2 feb. 15

Join us online here







Aula Prima2nd 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)







Meeting room 2 ground floor



PARALLEL SESSION 11 I 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 UNIVERSTY, 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









Aula Prima2nd floor



PARALLEL SESSION 13 I 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

Enis Sokoli & Holta Heba

Centre for Comparative and International Studies, Albania

Karolina Bolesta

SGH Warsaw School of Economics, Poland

Aurelija Novelskaite

Lithuanian Centre for Social Sciences, Lithuania Passing the Whiteness
Threshold is all that matters
"Experiences of UK-Based
Turkish Academics" (online)

Women in STEM, their professional status and career in Albania

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

"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







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

Lami Roland & Nevila Xhindi

Universiteti Mesdhetar i Shqipërisë, Albania

Gernot Pruschak & Christian Hopp

Bern University of Applied Sciences, Switzerland

Gülcihan Aybike, Dilek Kart & Ayşe Meydanoglu

Burdur Mehmet Akif Ersoy University, Türkiye Academic Kindness – Queerfeminist deliberations on kinder working cultures in academia

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

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

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







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 13:00

Mustafa Kart, Dilek Kart & Gülcihan Aybike

Burdur Mehmet Akif Ersoy University, Türkiye

Liva Grinevica

Latvian Council of Science, Latvia

Nicole Haring, Roberta Maierhofer & Barbara Ratzenböck

University of Graz, Austria

Rafal Majka & Justyna Struzik

Andrzej Frycz Modrzewski Krakow University & Jagiellonian University, Poland Increasing women's employment and income is key to improving Turkey's ranking (online)

Gender equality and women's empowerment in the labour market

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

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



LUNCH BREAK | 13:00 - 14:45

Nearby restaurants (at participants' discretion)







Aula Prima 2nd floor



PARALLEL SESSION 16 I WORKSHOP

Discrimination Theme

Rapporteur: YURANY MONSALVE GARCÍA

IMAESC STUDENT PROGRAMME, UNIVERSITY OF MALTA, MALTA

Fatos Ozkan Erciyas & 15:00 15:45 **Sibel Orhan**

> University of Birmingham, United Kingdom

Intersectionality Informed EDI Workshop

> Meeting room 2 ground floor



PARALLEL SESSION 17 I WORKSHOP

Intersectionality Theme

Rapporteur: PUTI ALFATH DIDI

IMAESC STUDENT PROGRAMME, UNIVERSITY OF MALTA, MALTA

15:00 Stephen Hancock

University of North Carolina 15:45 Charlotte - United States

Intersectionality: Race &

Research

Meeting room 3 ground floor



PARALLEL SESSION 18 I WORKSHOP

Precarity Theme

Rapporteur: MICHELLE ARRAUT MORA IMAESC STUDENT, UNIVERSITY OF MALTA, MALTA

Christoforos Pavlakis 15:00

Technical University of Crete, 16:00 Greece

Peer Assist': Action Learning and Collaboration amongst **VOICES Young researchers**



COFFEE BREAK | 15:45 - 16:15Group photo (conferece delegates) - 2nd floor near Aula Prima







Aula Prima2nd 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)







Aula Prima2nd 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







Aula Prima 2nd floor



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

Voicing young researchers for the future of Europe Trends, challenges and policies



Members of the scientific and organisational committees

Prof Philippe Liotard, CPED Conférence des Chargées de Mission Équalité-Diversité, France, VOICES Working Group 4 Leader – Sexual harassment, Genderbased 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, Genderbased 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

Voicing young researchers for the future of Europe Trends, challenges and policies





MAKING YOUNG RESEARCHERS' HEARD FOR GENDER EQUALITY