

BOOK OF ABSTRACTS



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WOMEN'S
Studies Conference



THE 9TH WORLD CONFERENCE ON
WOMEN'S STUDIES 2023
"GENDER JUSTICE AND THE POWER OF FEMINISMS: DISMANTLING PATRIARCHY, BUILDING EQUITY"

11TH – 12TH MAY 2023
BANGKOK, THAILAND



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11th – 12th May, 2023

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WELCOME MESSAGE FROM THE CONFERENCE CHAIR – WCWS 2023

GENDER JUSTICE AND THE POWER OF FEMINISMS: DISMANTLING PATRIARCHY, BUILDING EQUITY

Greetings to all conference participants: organizers, plenary and keynote speakers, workshop organizers and all delegates. After three long years of Covid-19, we are finally moving toward greater normalcy with a hybrid format. It is such a great pleasure and an honor to be with you and welcome you to the 9th World Conference on Women's Studies!



This is my 8th year with the WCWS; in its second year of existence, I gave a keynote address, and for seven years since, I've been serving as conference chair. I have promised the stellar teams from the Asian-African Association for Women's, Gender, and Sexuality Studies and The International Institute of Knowledge Management to serve for 10 years, and so once again, I renew my commitment to this platform. The WCWS is an enriching event on so many levels—a true transnational feminist space where participants from dozens of countries join each year from scholar, activists, artistic, policy and legislative backgrounds--many overlapping. This coming together offers us a wide lens into the many challenges that we face as we work assiduously to dismantle patriarchies and build equity from our various standpoints.

This year's conference theme allows us to reflect on the power of feminisms. There are countless challenges we face, yet it's crucial that we also pause and reflect on the gains we have made, and the ways in which feminist scholar-activism-artivism-policies-laws have transformed so many of our lives, institutions, and even some profoundly powerful systems. Yet, patriarchies, which permeate and interact with so many other inequitable, violent interlocking systems across the globe—economic, religious, social, political, cultural—seem forever to push back in a cycle of backlash against gains.

Still, there is much to celebrate, much to hope for. Feminisms globally are vibrant, responsive, willing to take on painful conversations. Those who are not will be deservingly critiqued as liberal white feminism has been for its collusion with neoliberal ideologies and praxis. Our willingness to broaden our scope to greater inclusivity offers hope for the future, as we cheer on and join with activist youth and rising Indigenous Peoples' movements, in coalitions across multiple forms of organizing—labor, environment, gender, caste and class, race, and so many other arenas. We increasingly realizing that we must work across our differences to break down rising militancy, cultural nationalisms, panicked fear mongering over borders as climate refugees grow, escaping drowning communities and drought-ridden barren lands. Even in the most entrenched spaces of authoritarian rule bolstered by ideologically destructive narratives, human critical capacity finds voice. May these voices grow in power as we move the line forward, as my late mother-in-law, the Black lesbian feminist, Dr. Angela Bowen would say. Move the line forward.

The challenges can be overwhelming, and the future is frightening in so many ways, but we cannot be stymied by spiraling into apathetic hopelessness--for our children and their children, and for the other beings who share this planet with us, who, we are learning more and more,

have consciousness, emotions, intelligence as STEM disciplines catch up with the knowledge that Indigenous Peoples have long possessed. We must live our lives with the purpose of transformation, taking our inspiration from those who suffer the most yet do not cede in struggle. And we must do so with big hearts, love, and joy, those of us privileged to join conferences and discuss and debate.

And we must not forget to celebrate what we strive to protect. This is the promise of a Women's Studies theorizing and praxis that is inclusive, compassionate and ever self-reflexive.

Let's take a quick look at the year in gender justice:

- In response to the rollbacks in women's and pregnant persons' reproductive rights, we see growing solidarity for abortion rights;
- There is a growing awareness of the nexus among climate, gender and economic justice;
- we look with awe on Iranians still mobilized against oppression as protesters continue to chant, "Women, Life, Freedom!" demanding justice despite escalating brutality;
- there is growing momentum for worker's rights—in the US, where capitalist tentacles reach the farthest, labor is winning one battle at a time, rising up, not dead!
- And this is true globally, there is a movement for domestic workers rights in India building intersectional public awareness against the travesty of caste discrimination.
- Dalits in Nepal and India chant Dalit Lives Matter, not in the cynical ignorance of the All Lives Matter chant emanating from Republican white ignorance in the US, but in solidarity and empowerment.
- In the tragic face of the millions of persons displaced from war in Ukraine the women's groups globally, aligned with others continue to raise funds and distribute basic needs. We must do the same for Sudan—the world's deadliest war, which has been submerged in global public consciousness because of persistent racism and the marginalization of Africa undergoing a neocolonial wave from corporate GMO agri-giants and Chinese expansionism.
- Indigenous women in Guatemala have won a battle that began in the 1980s during that country's 36-year civil war, fueled CIA and agribusiness funded elites, with the sentencing of five former paramilitary soldiers to 30 years in prison—they will end their lives there.
- New progressive leadership is taking root in Latin America.
- Indigenous land-back struggles in North America are gaining ground.

And this is a mere sliver. In my own work, taking on a new interim position as University Director of the Institute for Gender and Development Studies at the University of the West Indies, Regional Coordinating Office in Jamaica we work daily, across the region on so many of these intersectional issues, building awareness of existing laws that tackle the scourge of gender-based violence, for instance, challenging the invisibilizing narratives of Indigenous Peoples' extinction and encouraging communities to raise their voices. Gender and climate are high on our agenda along with daily battles such as period poverty.

In last year's remarks, I closed with a quote from legal scholars Anna Akbar, Sameer Ashar and Jocelyn Simomson which remains deeply relevant: (see <https://portside.org/2022-05-01/what-movements-do-law>), "The greatest hope of achieving the large-scale legal change needed to build a robust democracy lies in today's left social movements—their imaginations,

tactics, and strategies for political, economic, and social change...*it is only through organizing from below that we might transform the antidemocratic structures that constrain emancipatory change*".

In our few days together, let us build bonds, forge budding friendships, learn, and listen carefully to one another, explore possible collaborations, and most of all, appreciate that we have come together from across the globe in shared struggle. Please reach out to one another, introduce yourselves to each other, to me. The friendships and connections I've made from this conference have uplifted me, shaped aspects of my career, and led to adventures beyond my imagination. Let us make the most of our time together.

Have an inspirational conference!

Diana J. Fox, 9 WCWS Conference Chair

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[01]

GENDER BASED VIOLENCE AND VIOLENCE AGAINST WOMEN

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ABSTRACT

The prevailing patriarchal culture in people's lives around the world, especially in Indonesia, is thought to be at the basis of all problems relating to gender-based violence and violence against women. To protect and flourish its people, a government must take intentional actions to minimize gender-based violence including violence against women. This obligation in government administration is strengthened by commitments made both internationally and domestically. Nonetheless, the evidence revealing the reality of gender-based violence and violence against women in Indonesia is concerning. Even though the Government of Indonesia's 2021 National Women's Life Experience Survey (SPHPN) results revealed a drop in prevalence from the 2016 SPHPN results, the number of cases is still very high. Affirmative action and strong political will are required to overcome it. The Indonesian government's attempts to reduce gender-based violence and violence against women have been extremely successful. Gender-sensitive laws and regulations, as well as anti-violence campaigns against women and community involvement (including men) in preventing gender-based violence, must continue to be complemented by the participation of women as decision makers. Such awareness must be complemented by women's efforts to gain crucial positions in parliament and government, resulting in legislation that promote gender equality. Gender equality is essential for economic progress in Indonesia. Gender-based violence and violence against women arise as a result of unequal relationships. This must be overcome in order to achieve the goal of Golden Indonesia 2045.

ORAL PRESENTATIONS

A1

[02]

**BEAUTIFULLY ILLUMINATED NEIGHBORHOODS: THE ROLE OF WELL-LIT
STREETS AND PUBLIC SPACES FOR WOMEN'S RIGHTS**

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ABSTRACT

Lighting in public spaces has been identified as one of the main factors in promoting women's safety in our neighborhoods. Studies show a decrease in perceived risk to violence against women and sexual harassment in public areas when streets have sufficient lighting. However, there is a lack of literature on the profound role and effect of well-lit streets and public spaces as an aspect of meeting women's rights. If women have a right to safety, does this mean that women should have a right to safe and well-lit spaces? What kind of urban lighting is required for women's needs? Does lighting for women only apply to urban spaces at night, and not during the day? In the search for the role of urban lighting, several research methods were undertaken from surveys, mapping, networks analysis, light audits, women's safety audits and comparative analysis of the light-space-women interface of identified cases. The study focused on three streets in Metro Manila as case studies: (1) Ongpin St, Binondo, Manila City; (2) J.P. Rizal, Poblacion, Makati; (2) Maginhawa St., Teacher's, Quezon City. Research found that lighting in these public spaces plays an important role in psychological and aesthetic functions. Urban lighting performs multiple roles for women's rights: admittance, accountability, agency, evocation, beautification, and assertion. Well-lit streets should be considered as part of a dialogue into realizing gender equality in our neighborhoods.

Keywords: urban lighting, urban design, safety, women's rights

A2

[03]

**A STUDY OF GENDER INCOME INEQUALITY FROM THE PERSPECTIVE OF
REGIONAL CULTURAL INFLUENCE : BASED ON THE CHINA LABOR FORCE
DYNAMICS SURVEY (CLDS) 2018 DATA**

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ABSTRACT

Previous studies have shown that regional cultural environments greatly influence individual income inequality, particularly with regards to gender. Using data from the 2018 China Labor Force Dynamics Survey (CLFDS), this study uses a multi-layer mixed-effects model for analysis to explore whether and how regional gender considerations affect income inequality. Strongly patriarchal cultures determine any intergender income gap among individuals in that region. Regional gender disparities also influence individual human capital, such as education acquisition and labor force participation. Taken together, these findings have important implications for understanding the mechanics of gender gap formation in the labor market.

Keywords: gender inequality, regional culture, education, labor participation

A3

[04]

**THE MIGRATION CRISIS AND REFUGEE STATUS IN RELATION TO THE
PROTECTION OF WOMEN'S RIGHTS: THE EXAMPLE OF THE REPUBLIC OF
ITALY**

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ABSTRACT

Migration crises and the granting of refugee status have a significant impact on the protection of women's rights. Thousands of people, mostly from African countries, arrive in Italy every year, storming the borders (both land and sea) in search of a better life. Women, especially those who are refugees or migrants, are often at increased risk of gender-based violence, including sexual exploitation, trafficking, and abuse. Granting refugee status should not compromise the protection of women's rights. The international legal framework for the protection of refugees, including the 1951 Refugee Convention, recognizes the specific needs of female refugees and requires that they be given equal access to protection and assistance offered to their male counterparts. International human rights law, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), requires that States take measures to eliminate discrimination against women in all areas, including migration and refugee protection. Nations have an obligation to ensure that their policies and practices related to the migration crisis and refugee status emphasize respect and protect the rights of women. This includes providing women with access to gender-sensitive protection and assistance programs, ensuring that they are not subjected to discrimination or gender-based violence and taking steps to ensure that their voices and concerns are taken into account in decision-making processes. Improving conditions for gender-sensitive refugee status and enforcing protection and human rights for women requires a multi-faceted approach that involves various actors, including government agencies, civil society organizations and international organizations.

Keywords: women's rights, refugee status, migration crisis, European Union law, international law

A4

[05]

**AUNTIE TIM: THAI ANGEL OF CATS AND DOGS HONORED BY HERSHEY'S
'SHE CARES'**

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ABSTRACT

The SHE CARES campaign was created by Hershey's, one of the largest chocolate manufacturers in the world, to celebrate the central role women and girls play in our lives, especially those who dedicate themselves to the betterment of all kinds of social living in the community. Kawiporn Winichthaoprathom, or Auntie Tim, a 73-year-old Thai lady, is honored by the campaign due to her protection of over two thousand cats and dogs since December 2003. Addressing a vital part of the campaign, Hershey's displays an illustration of Auntie Tim printed on its product cases, with a QR Code specially designed for accessing further information about the lady who is referred to as a 'SHERO.' This article explores Auntie Tim's strategy for carrying out her merciful mission and analyzes the interaction between the campaign run by Auntie Tim and that run by Hershey's. Textual analysis is the key methodology for this study. The main data has been collected from news reports and internet video clips featuring interviews with Auntie Tim and celebrations of her achievement subsequently lauded by Hershey's. Narrative practice and gender development theory are applied to the data analysis. The results show how Auntie Tim's mission is guided by her attitudes towards adhering to Thai spiritual beliefs; through this process, her heroic acts achieve essential recognition via Hershey's campaign which empowers individuals in many parts of the world, especially women. It also generates commercial profits provided by consumers from around the world. Significantly, this study highlights the campaigns run locally by Auntie Tim as well as that managed by a global company of more than 125 years standing in response to the United Nations 2030 agenda on Sustainable Development Goals, which include erasing hunger, advancing life on land, reducing inequality, and enforcing gender equality.

Keywords: activist, capitalization, SDG, women

A5

[06]

**WHAT IMPACT DOES INSTITUTIONAL RACISM, HIV STIGMA, POVERTY,
AND BARRIERS TO HEALTHCARE HAVE ON AFRICAN AMERICAN WOMEN
WITH THE HIV VIRUS?**

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ABSTRACT

Antiretroviral treatment and access to care improved, diagnosis of Human Immunodeficiency Virus (HIV) in the U.S. have declined. Important developments of antiretroviral treatment include the fact that one's viral load is subject to becoming undetectable meaning there is so little virus in the blood that a lab test can't measure it. An undetectable viral load can also reduce the damage HIV does inside the body. Equally important is the fact that being undetectable prevents the transmission of HIV to others through sex. While antiretroviral treatment has been helpful in the fight for improved outcomes among people with the virus, racial and gender disparities persist. Between 2015 and 2019, for example, there was a 13% decrease in new HIV diagnosis among African American women. Nevertheless, in 2020, the rate of Black women living with an HIV diagnosis was 17 times higher than that of white women. Utilizing data collected from organizations that provide data on and services for people living with the HIV/AIDS, this paper examines the ways in which institutional racism, HIV stigma, poverty, and barriers to healthcare impact disparities among African American women. It is part of an ongoing research project that I began in 1992 to increase knowledge in the field of HIV/AIDS about the impact of the disease on the lives of African American women with the virus.

Keywords: Human Immunodeficiency Virus (HIV), African American, women, stigma, poverty

A6

[07]

**ECONOMIC POLITICS AND THE REGRESSION OF DEMOCRACY: WOMEN
VOTERS' VULNERABILITY IN TRANSACTIONAL POLITICS (A CASE STUDY
OF THE 2020 REGIONAL ELECTIONS IN INDONESIA)**

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ABSTRACT

Financial fraud is a controversial issue in politics, including in Indonesia. Indonesian law has set legal consequences for those involved in this type of fraud both as subjects and objects, as clearly stated in the point 187A verse of 2 Regional Election Laws. However, it is still widely practiced. Moreover, it became more prolific during the pandemic. In most situations the victims were women. The pandemic was seen as an opportunity by perpetrators introduce the practice of vote buying. This study reveals the dynamics of the political communications of female voters investigating the factors leading them to be become trapped in these situations. This study employs a qualitative method with a case study approach. It shows that women voters have been objects of financial fraud by both legislative and executive candidates. Money politics has effectively motivated female voters to participate in elections more actively. Consequently, women voters are subject to legal disputes. This study also underlines some fundamental factors of vote buying among female voters including: lack of knowledge and political education, ineffective government rules and the violation of ethics in political communication. The combination of these factors has contributed to the vulnerability of women as the object of money politics.

Keywords: money-politics, vote-buying, female voters, vulnerability

A7

[08]

**WOMENS' RIGHTS IN ISLAM: WHY MUSLIM WOMEN ARE STILL FIGHTING
FOR THEIR RIGHTS**

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ABSTRACT

The fight for women's rights has taken place in various forms for decades, from the right to vote to the right of having an abortion. However, in Islam the rights of women were determined by the holy *Quran* 1400 years ago. In spite of this Muslim women today are struggling to attain the rights granted to them by God in the *Quran*. This study pursues the possible reasons for this struggle by implementing a comparative case study method. The subconscious embedding of religious and cultural beliefs is considered as one of the main issues leading to the deep-rooted problems of Islamic communities. By recognizing the distinction between cultural beliefs and religion there is the potential for accommodating solutions beneficial to all sectors of society. This paper also emphasizes women's rights as delineated in the *Quran* in order to provide women with the freedom to enjoy their legal rights both nationally and internationally.

Keywords: women artists, Manipur, visual culture

A8

[09]

**THE EFFICACY OF PRE-TRIAL PROCEDURES – THE NEED FOR AN
IMPROVED PROSECUTION PROCESS IN CRIMES OF SEXUAL VIOLENCE
AGAINST WOMEN**

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ABSTRACT

The foundation of any prosecution mechanism is the pre-trial process which is carried out by the police for any offence. This is initiated after a formal complaint or a registered FIR. Pre-trial procedures take place prior to the official court trial and include recourse to all relevant documentation, the collection of evidence, recording statements from every individual linked with the crime including the victim, the accused and witnesses. It is worth noting that the fairness and the success of the trial depends entirely on the investigation reports; the Malimath Committee Report (2003) has acknowledged that the non-fulfilment of any procedural obligations or inadequacies of evidence such as non-examination of material witnesses and mistakes during the investigation have led to the acquittal of offenders of various crimes, resulting in a miscarriage of justice. These pre-trial procedures are particularly critical in cases of sexual violence against women. Unless the victims voluntarily come forward to report and prosecute the offender, such crimes are not investigated. Reporting of such crimes depends upon various considerations including the efficiency and sensitivity of the prosecution officials, particularly the police and medical officials. This research investigates the efficacy of the pre-trial processes in India (specifically in Meghalaya and Rajasthan), including the efficiency of the prosecution officials. The paper uses as a base mixed method research: quantitative and qualitative methods. The rationale behind the selection of the States is that they belong to two different socio-cultural backgrounds – Rajasthan is a patriarchal society while Meghalaya is a matrilineal society.

Keywords: medical officers, police, pre-trial procedures, SVAW, victims, women

B1

[10]

**WOMEN AND RELIGION IN THE NOMADIC NAT COMMUNITY: A VIEW
FROM WITHIN**

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ABSTRACT

Women and religion have a complex and multifaceted relationship that has evolved throughout history. While some religions may promote gender equality and empower women, others reinforce patriarchal norms and restrict women's opportunities and freedoms. Despite the abundance of research to date, many women who are members of unique collectives have been omitted from the narrative. Among women in nomadic societies, for instance, religion significantly influences their social, cultural, economic and political status in specific ways. However, sufficient knowledge of these women is not currently available. This study, therefore, explores both the empowering and constraining roles of religion among Nat women (Natanis). Nat is a nomadic tribe that sustains through acrobatic performances; they live a peripatetic life. A narrative case study method was applied in developing an understanding of their situation. A total of 30 Nat households and five Nat community heads were interviewed from the Gariyaband district in the state of Chhattisgarh in India. Data was analyzed using narrative analysis. It was observed that the members of the nomadic tribe practice both Hinduism and Islam. While religion brings structure to their daily lives, it is restrictive to the women in various ways. Hindu Natanis also participate in acrobatics; however, this does not empower them in making domestic or professional decisions. Muslim Natanis, on the other hand, experience greater levels of exclusion. Their religious practice excludes them from livelihood opportunities outside of the home which puts a major check on their socioeconomic mobility. Thus, women from either religion lack decision-making freedoms. Their capabilities are further compromised as the community remains relatively invisible and is excluded from mainstream social networks and policies. To improve the quality of life of the Natanis, policy initiatives are needed that specifically address their issues.

Keywords: nomads, women, religion, gender inequality

B2

[11]

**THE ROLE OF SOCIAL MEDIA IN PERPETUATING GENDER-BASED
VIOLENCE AMONG FEMALE STUDENTS DURING THE COVID-19 LOCKDOWN**

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ABSTRACT

Although the COVID-19 lockdown was put into place to combat the outbreak of the Coronavirus, it aided in fuelling another social pandemic - gender-based violence (GBV) - which continues to scourge the country. The statistics of gender-based violence rose at an alarming rate in South Africa due to the confinement of women and girls in their homes. This brought about many social issues, and dependency on alcohol and drugs also contributed to GBV. Social media became the only connector people had recourse to during this period. This medium also provided a platform for causing discomfort through online harassment, cyberbullying, and cyber-sexism. Due to the rise in the number of incidents among female university students during lockdown, this research focused specifically on the impact of social media on GBV among females in higher education. The study utilized an online survey to investigate the perpetuation of gender-based violence among female students during the COVID-19 lockdown. This paper was conceptualized using Uses and Gratification Theory (UGT) and Media Dependency Theory (MDT). A quantitative research method was employed with a sample size of 350 respondents constituting undergraduate University of Zululand students. The findings of this study highlight the interplay of power, gender, culture and sexuality within social media spaces. Social media posts can influence how one perceives certain situations and that is where the perpetuation of gender-based violence through this platform originates. This study recommends that along with implementing GBV policies introduced by the government to tackle this issue, society also needs to become aware enough to challenge online gender stereotypes and to address unequal gendered power relations. Primary intervention is required utilising communication strategies from both the government and private sectors in actively educating society and eradicating gender and cultural stereotypes. GBV is not an issue to be addressed by women and girls only; men and boys must also act as agents for change in the promotion of gender equality and eliminating instances of GBV.

Keywords: social media, gender-based violence, COVID-19, communication strategies

B3

[12]

**MARRIAGE OF THE MIGHT: ARTICULATING THE INDIAN CONDITIONING
TOWARDS MARRIAGE THROUGH ISMAT CHUGHTAI'S *SHAHUHAR KE
KHATIR AND CHAUTHI KA JODA***

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ABSTRACT

Indian Society has existed for centuries as a socio-sexually patriarchal society where marriage features as one of the major facets of building a family structure. What functions as an aside to this exchange is the perpetual subjugation of women on the pretext of providing them with a 'respectable' social status. This paper focuses on two stories by Ismat Chughtai: 'Shahuhar ke Khatir' and 'Chauthi ka Joda', which provide a stark commentary on marriage rituals in India by exposing the sexual discrimination, torture and oppression that accompanies it. As one of the most famous feminist writers of the subcontinent, Chughtai (1915-1991) wrote with panache and effectively depicted the tyrannies of contemporary society. This paper raises questions regarding the Indian tradition of marriage and the sexual commercialisation behind it. These stories throw light upon the duplicity of society and how women are subjected to constant ostracization when failing to match to the standards set by their society. The paper takes into account ideas put forward by cultural theorists such as Sigmund Freud, Michel Foucault and Karl Marx, and sexuality scholars including Rita Banerji, Madhavi Menon and Sudhir Kakar in order to understand Indian social conditioning towards marriage and procreation. By focusing on various traditional Indian cultural treatises on sexuality and marriage, Chughtai's stories are positioned in the signifying of marriage as an emblem of Indian culture.

Keywords: sexual commercialisation, duplicity, procreation, heteronormativity

B4

[13]

**STATUS OF WOMEN AND CHILDREN WITH SEPARATION FROM MARRIAGE:
A LIFE WITH CHALLENGES**

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ABSTRACT

Women are the key to sustainable development, quality of life and pioneers of the Indian nation and should be at the center of community. Women have a strong ability to contribute to decision-making at family, societal and nation levels. Marriage for many is a happy moment in life because of its association with emotions of wellbeing, compatibility, and survival. A cessation of marriage, however, either by judicial or non-judicial means completely transforms the status of women and their children. Women live with their attitudes, confidence, strengths and dedication; yet, society has made women dependent through customs and traditions. Women separated from marriage experience various challenges including isolation from society and family, leading to loneliness, anger and ultimately depression. Yet, the impact of social, psychological and financial challenges can also build strength. This paper explores the status of women and children who have undergone separation and its impact on survival of life with various challenges. The analysis of the impact is based on data from primary and secondary sources, concluding with interpretation and observations.

Keyword: marriage separation, women's challenges, children's well-being, women's struggles, judicial separation

C1

[14]

**FEMINISM IN PRACTICE: LEARNINGS FROM THE BAREFOOT 'SOLAR
MAMAS'**

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ABSTRACT

This paper is an in-depth study of the Barefoot College Solar Electrification Programme to understand how it empowers illiterate and semi-literate women from remote rural areas around the world to become solar engineers. Founded by Bunker Roy in 1972, the Barefoot College in Tilonia, Rajasthan (India) is an NGO working in the fields of education, skills development, health, drinking water, and solar power mainly to train older rural women through simple and sustainable teaching methods. Influenced by the Gandhian philosophy of each village being self-reliant, the Barefoot College teaches women (who come from villages that do not have electricity and who have little to no formal education) skills such as installing, building, and repairing solar lamps, without requiring them to read or write. The women return to their respective villages after a 6-month intensive training programme as solar engineers who install, maintain, and repair solar panels and electrify their villages while also training other women to do the same. Since its inception, the NGO has trained over 2,000 rural women as solar engineers across 93 countries worldwide and has brought electricity to over 18,000 homes. To cater to its diverse range of students, Barefoot trainers employ non-normative methods of sharing knowledge such as colour coding, sign language and practical experience. The organisation is funded by the UNDP program of the Ministry of External Affairs (MEA), Government of India. It became the first NGO partner with UNESCO's Global Partnership for Girls' and Women's Education in 2012. This paper utilises qualitative research methods to analyse the Barefoot 'solar mama' women's empowerment project as a landmark practical application of decolonial feminist theory - an ideology that propagates expansive and inclusive feminism that is attentive to borders while also learning to transcend them.

Keywords: solar, barefoot, women, feminism, empowerment

C2

[15]

GENDER DISPARITY IN HIGHER EDUCATION IN INDIA

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ABSTRACT

Education has been universally accepted as an enabler of female empowerment. Over seventy years ago the Universal Declaration of Human Rights (1948) emphasised every person's right to a basic education. The World Conference on Education for All, held in March 1990 at Jomtien, Thailand, the Millennium Development Goals and the Sustainable Development Goals were all important markers in addressing gender disparity at various levels of education. Unfortunately, many countries, including India, did not achieve the stipulated targets, especially in higher education. The principal objective of this paper is to analyse the patterns of gender disparity in higher education in India with the help of secondary data available in the public domain. In order to enable triangulation of the findings, the researcher conducted a case study of 50 female students undertaking higher education at present, or who have just left various institutions in Varanasi, India. The sample respondents were chosen based on the Snowball sampling method and the data was analysed with the help of appropriate econometric tools. Responses enabled the researcher to identify the challenges faced by female students, firstly in entering the higher education stream and, secondly, in continuing. A wide range of barriers have emerged including economic constraints, safety and uncertainty regarding subsequent unemployment. A significant takeaway from this study is that educational policies have tended to follow a one size fits all approach. However, women do not constitute a monolithic, homogeneous group. Public policy regarding education should thus be tuned to the particular needs of different social groups.

Keywords: gender disparity, higher education, India, Varanasi

C3

[16]

GENDER INEQUALITIES AND EDUCATION SYSTEM

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ABSTRACT

Gender inequality in education refers to the ways in which girls, boys, women and men are treated differently within the education system. It includes discrepancies in enrolment rates, educational attainment and access, the lack of an essential infrastructure and sanitary services and many other factors. The central aim of this research paper is to examine the ways in which gender inequalities are manifested within the education system, specifically in terms of access to education and its outcomes. Differences in enrolment rates are one of the key ways that gender inequality in education takes place. In low-income and rural areas especially, the female enrolment rate in schools is very low compared to that of boys. Additionally, girls are more likely than boys to drop out of school, frequently as a result of early marriage, pregnancy or domestic duties. Disparities in the treatment of gender also have an impact on access to education since both girls and women may encounter additional obstacles such as poverty, prejudice, and abuse. These disparities are caused by a number of factors such as cultural standards, traditional gender roles and a lack of government support for female education. There is still a long way to go until gender parity is achieved, despite the fact that the government has implemented a number of programmes and policies to improve the situation, including *Sarva Shikshan Abhiyan*, *Beti Bachao* and *Beti Padhao*. Lockdown aggravated the situation in that many more girls than usual were at risk of child marriage due to the restrictions of proximity, resulting in negative lifelong consequences for these girls, society and ultimately the country. This research is based on existing literature and empirical research conducted previously by other research scholars. In conclusion, gender inequality in education is a complicated and multifaceted issue that calls for addressing a number of underlying social, cultural and economic issues, as well as putting in place specific policies and initiatives in order to advance gender equality in education.

Keywords: gender, inequalities, educational attainment, child marriage, policies

C4

[17]

**ASSESSMENT OF GENDER EQUITY AND MAINSTREAMING IN THE FGN-IFAD
VALUE CHAIN DEVELOPMENT PROGRAMME, NIGER STATE, NIGERIA**

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ABSTRACT

The issue of gender equity and mainstreaming has gradually gained the attention of stakeholders in the agricultural sector. IFAD is one such agency. In order to tap into gender equality and mainstreaming, the IFAD/FGN/VCDP has, as one of its important performance indicator goals, a reduction in rural poverty. This study was therefore carried out in order to assess gender equity and mainstreaming in FGN-IFAD VCDP. Primary data was obtained from 142 respondents using a specifically structured questionnaire alongside focus group discussions. The analyses were carried out using simple descriptive statistics, The Likert rating scale of 5 – points, was used to determine the perception of gender equity of the respondents. Gini – coefficient analysis was also used. The results from the perception analyses reveal that men and women have equal access to extension services ($\bar{X}= 4.29$) and access to credit facilities ($\bar{X}= 3.85$). The results show that there is a moderate distribution of income among females and that women's and men's concerns were an integral part of the VCDP plan. This study concludes that gender equity and mainstreaming has been achieved to a large extent. It recommends that the VCDP and NGOs should educate women on increasing their savings. Men should be advised on group dynamics.

Keywords: gender, mainstreaming, equity, IFAD/FGN/VCDP

C5

[18]

**‘WOMEN, LIFE, FREEDOM’- IRAN’S PROTEST OF CHALLENGING THE
GENDER CONSTRUCTION AND INSURGENCE FOR BODILY AUTONOMY: AN
UNDERSTANDING FROM JUDITH BUTLER’S PERSPECTIVE**

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ABSTRACT

The uprising taking place in Iran led by women, chanting *Jin, Jiyan, Azadi* (Women, Life, Freedom) is not only an expression of the instant anger due to the death of Mahsa Amini (22); rather, it is an intersectional movement to challenge Iran’s misogynistic laws and structural violence; a resistance against the decades of discrimination and suppression; a voice over the state imposed image of women; control over the professional and personal life of women; a rise against state-executed violence and harassment through morality policing; and lastly, a rebellion for the autonomy of body. The paper will underline and understand the oppression of Iranian women and their suppressed marginalized bodies from intersectional perspectives. The research focuses on reading and interpreting this brave counter to this *capitalist-religio-patriarchal* oppression from the perspective of Butler’s idea of ‘embodied demand for a livable life’ as well as the forms and expressions of resistance from the concept of ‘performativity’, and the uprising and challenge against the archaic image of women and control from the notion of ‘gender construction’. The study uses feminist experience and observation techniques by incorporating and interpreting secondary data (academic/nonacademic), composed from diverse spaces. Above all, the paper is vital to identifying and understanding the intersectionality and the possibilities for emancipation through resistance in Iran.

Keywords: intersectional movement, autonomy, gender construction, performativity, state imposed image, resistance, feminist experience, observation technique

D1

[19]

GENDERED ECONOMIC AND SOCIAL STRESSES: EXPLORING THE CASES OF WORKING WOMEN IN THE EASTERN CAPE (EAST LONDON), SOUTH AFRICA

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ABSTRACT

The city of East London is situated on the southeast coast of South Africa in the Buffalo City Metropolitan. It is the second biggest city in the province of the Eastern Cape and plays a significant role in the urban, cultural, and social dynamics of the province. The Eastern Cape is one of the poorest in South Africa and primarily relies on agriculture and automotive industries. The province features a commercial and industrialized scene but also a traditional and informal economic make-up. The justification for investigating the women of East London is to look into these formal and informal links; to investigate the ways in which women counteract gendered economic and social stresses in a country that is itself economically distressed. This study focuses on how these women used traditional forms of cooking or the selling of aesthetic products to generate a livelihood for themselves. The study of these working women in the Eastern Cape looks at the diverse occupations that 20+ women perform in East London. The research wanted to investigate the issues that the participants faced as women and as workers. The research is derived from the author's Master's thesis which collects detailed 20-minute long semi-structured interviews delineating the narratives of the women concerned. These narratives allow us access to dialogues involving working women as it explores issues of entrepreneurship, household responsibilities and social conventions. These cases explore how women who work for themselves are able to deal with the economic and social stresses of everyday life. This study highlights the issues the women of this city face through unemployment and rising poverty. It emphasizes how women navigate self-preservation tools for coping with life.

Keywords: women; entrepreneurship; social conventions; stress

D2

[20]

THE DOCTRINE OF MATRIMONY: TRACING MEMORABLE MATING AND PARTING IN SHASHI DESHPANDE'S FICTION

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ABSTRACT

Matrimony promises to expand the lives of men and women both personally and intellectually. Hegemonic matrimony is usually indoctrinated with specific dictated principles to ensure compatibility between the sexes. This paper focuses on the chaos involved in the search for a lifetime partner through an analysis of Shashi Deshpande's *The Binding Vine* (1992). It argues that matrimony is motivated by both the powerful desire for happiness and procreation. The analysis utilizes Adrienne Rich's theories on marriage and motherhood. In the selected text, the couple Urmi and Kishore play the roles of symbolic partners in each other's lives and the novel explores mating and parting as a strategic device of memory and excitement. The characters explore the power of sexuality in an unconventional way. Deshpande also portrays the death of their second-born in childbirth, making Urmi more vulnerable with regards to her maternal expectations. During her on-and-off relationship with her husband Kishore, Urmi starts dating a friend to meet her urgent need for communication, catharsis, and survival.

Keywords: Matrimony, women's needs, Shashi Deshpande, narcissist, memory, intercourse

D3

[21]

**GRADUATE SCHOOL STUDENT-MOTHERS: THE *DARNA* OF THE 21ST
CENTURY**

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ABSTRACT

Darna, the heroine of the Philippines, exemplifies graduate school student-mothers who have undergone many challenges to accommodate their conflicting roles. These roles include being a 'good mother,' a 'good graduate student' and a 'good teacher.' This study investigates the three conflicting roles of graduate school students: studentship, motherhood and teaching, and looks at how a balance may be found and what roles support systems play in successes and struggles. Five participants were involved in the study, each a graduate student undertaking Education Management while being a mother and teaching in a public school. The study employs an interpretative phenomenological analysis. Through in-depth structured intensive interviews with the five participants the following themes emerge: 1. Cultural Expectations – workloads, relationships, guilt, compliance, patience, management; 2. Balance – self-care, health, optimism; 3. Support System – childcare, gender roles, family; 4. Experiences Shaped by Policies – attendance, policies, modality, superwomen. Despite the multiple roles undertaken by each of the participants, they were able to cope due to a dogged persistence to finish their degree with the aim of elevating their living conditions. This is why this research considers such women the Darna of the 21st century. The research recommends that legislation for student mothers should be created addressing the following issues: parental leave whenever a child is sick; free childcare; and scholarship grants. The state should erect childcare centers that cater to the children of student-mothers, when attending classes. Distance learning should be offered to help support student mothers finish their schooling with greater ease.

Keywords: conflicting roles, motherhood, studentship, teaching, lived experiences

E1

[22]

HOW UNSAFE ABORTION THREATENS THE HEALTH AND WELL-BEING OF INDONESIAN WOMEN

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ABSTRACT

This paper aims to explain how unsafe abortion practices threaten the health and well-being of Indonesian women. Abortion in Indonesia is currently prohibited, it is taboo. However, these acts are nevertheless carried out secretly. Based on annual data 1,698,230 women have undergone abortions. As this is a criminal act there may very well be many more cases that have not been documented. Unwanted pregnancies can result from contraception failure and rape. Such pregnancies significantly limit opportunities in life, such as education and career opportunities. Making abortion illegal means that women do not have reproductive health rights, or access to any existing resources which may help them. The following research comprises a literature review which focuses on the abortion issue, principally in Indonesia from 2000-2020. Current research indicates that in Indonesia for every 100,000 live births 177 mothers die. In 2017 around 295,000 women died during childbirth. There were 24,786 cases of sexual violence recorded between 2016 - 2020. These included 7,344 cases of rape. There were 147 cases recorded of women being pressured into undergoing an abortion by parents, husband, or boyfriend. Women being unable to access to safe abortion practices will result in a higher mortality rate.

Keyword: unsafe abortion, women, criminality, unwanted pregnancies

E2

[23]

**GIRLS NOT BRIDES: PERSPECTIVES OF ATA-MANABO YOUNG WOMEN ON
RA 11596, THE CRIMINALIZATION OF CHILD MARRIAGE LAW**

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ABSTRACT

The Philippines has banned child marriage by adopting RA 11596, which criminalizes the practice. While some boys are affected by child marriage, the issue impacts girls in far more significant numbers and with more intensity. This study explores the perspectives of Ata-Manobo young women on RA 11596. It applies a descriptive qualitative research methodology and utilizes focus group discussions and in-depth interviews to collate narratives of Ata-Manobo young women. These young women recognize women's familial social roles as a patriarchal system that still prevails in their community. Marriage is seen as a tradition for socio-cultural and economic reasons, due to the lack of access to quality education and limited decision-making powers among young girls. These concerns continue to contribute to the now-illegal practice of child marriage. In implementing RA 11596, young Ata-Manobo women may have recourse to a solution to the long-standing tradition of child marriage. Moreover, it is hoped that educating elders in the community will help towards a communally recognised understanding of the law.

Keywords: child marriage, Ata-Manobo, young women, RA 11596

E3

[24]

**WORK, WOUND AND WISDOM: LIVED EXPERIENCES OF HOMECARING AND
TEACHING DURING THE PANDEMIC**

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ABSTRACT

How do academic women negotiate a work/life balance? More particularly, how did women in Philippine Higher Education balance the demands of home-caring with teaching during the pandemic? This qualitative study uses a narrative inquiry approach involving in-depth interviews with academic women from various faculties and ranks at a number of Philippine Higher Education Institutions. This approach explores the complex and often contradictory discourses surrounding the tension between the polarizing models of the ideal caring woman and the ideal academic who tried to excel in both roles during the pandemic. This paper begins with a literature review of pre-pandemic women academics. It then reflects on eight female college professors who balanced their careers with caring at home, some of whom were caring for other adults. The Covid-19 pandemic amplified already deeply ingrained traditional social norms perpetuating social inequities. It is concluded that the two spheres - academia and family—remain inhospitable to professional women in the Philippines, emphasizing a work, wound and wisdom trichotomy. This study proposes that care work should be valorized, work–family narratives normalized and mainstreamed, and the rethinking of public and educational policies to support home-caring while teaching.

Keywords: work-life balance, COVID-19 pandemic, academic women, narrative inquiry, gender norms

E4

[25]

**MENOPAUSAL PROBLEMS - A POSSIBLE WAY FOR VULNERABILITY TO
STRESS**

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ABSTRACT

Menopause is A universal and irreversible phenomenon when a woman's reproductive system no longer menstruates. It is the turning point in the mature life of a woman but issues regarding menopause are not often discussed and are generally ignored in North-East Indian contexts. There is an urgent need for awareness of post-reproductive health among women between 40 to 60 years. There is a shortage of information and very few studies have been undertaken in North-East India. The present study was carried out to identify menopausal problems and to assess menopausal stress among the women of Manipur. A total of 384 women who had reached menopause were selected. For conducting the quantitative phase Cochran's formula for infinite population was used, while the principle of saturation and maximum variation sampling was used for the qualitative phase. This self-designed schedule was deployed to collect background information and the Menopausal problems scale along with the Menopausal stress scale as outlined by Tiwari and Sahoo (2016). An open-ended questionnaire was used for qualitative interviews, results or which indicated that 29.43% of women experience moderately severe menopausal problems and 24.74% mild menopausal problems. In the case of menopausal stress: 64.58% have stress sometimes, while 33.34% experience it rarely and 2.08% fairly often. Thematic analysis for qualitative studies revealed that adopting a healthy lifestyle was believed to control the effects of menopausal problems. Findings reveal that stress may worsen if not addressed early and contribute to menopausal problems. Therefore, orientation and awareness of menopause is the need of an hour for every woman.

Keywords: women, menopause, menopausal problems, menopausal stress

E5

[26]

**THE MENTAL AND REPRODUCTIVE HEALTH OF ADOLESCENT GIRLS, WITH
SPECIAL REFERENCE TO THE TIWAS OF INDIA**

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ABSTRACT

Adolescence is a critical period in everyone's life, but it becomes particularly significant for an adolescent girl reaching childbearing age. The following research investigates the issues concerned in enhancing the reproductive and mental health education of adolescent girls of the Tiwas of West Karbi Anglong district in Assam, India. According to UNICEF data (n.d.), India comprises one-third of the world's child bride population. However, unlike the tribes of Odisha, India (Pradhan, 2022) where child marriages are prevalent, there is no forced child marriage among the tribes of Assam. In contrast, the choice of marriage is usually made by the Tiwa adolescent girl herself. Early pregnancy in developed countries such as the United States and the United Kingdom is equally alarming. An adolescent girl who reaches puberty undergoes the same physical changes, fear, anxiety, and excitement when entering adulthood regardless of socioeconomic status. There is currently a lack of research into the reproductive and mental health of Tiwa adolescent girls in Assam. Therefore, this paper investigates the issues of reproductive and mental health faced by adolescent girls in the Tiwa community by collecting primary data from the field. The best practises of industrialised nations will be studied from secondary data, in order to educate Tiwa adolescents about individual rights, marriage age, domestic violence and the dangers of early pregnancy. Finally, the findings will provide a counter-narrative to the common notion that child marriage is enforced in India; instead, it is chosen by the adolescent herself in many tribes of northeast India.

Keywords: female adolescent health, early pregnancy, child marriage

E6

[27]

**POLICING THE UTERUS: A CRITICAL ANALYSIS OF CRIMINALIZED
ABORTION IN SRI LANKA**

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ABSTRACT

The notion of abortion for many falls within a morally grey ambit and is still a relatively a taboo topic despite many years of existence as a medical procedure. In Sri Lanka S.303 - s.307 of the Penal Code only allows abortion for the purpose of saving the life of the mother – meaning only if there is a threat to the life of the pregnant woman. Abortion for any other reason, including cases of rape, incest, fetal impairment, economic or social reasons or request with no requirement for justification, is a criminal offense that may result in three years imprisonment. Despite these legal ramifications, back-alley abortions continue to be rampant. It is in fact a shining example of the real and pertinent need for safe access to abortion as a basic medical right for any woman. This paper conducts a systematic review of the peer-reviewed literature on changes in abortion laws and their effectiveness, on women's health services and various case studies, intercepting through the lens of forensic medicine and science as well as legal, socio-cultural, and economic aspects, the barriers to safe access to of a potentially life-threatening medical procedure. This paper aims to improve access to reproductive rights of women and to influence legislative reforms in the legalization of abortion in Sri Lanka, while also addressing gaps in existing research. The impact of legislative reforms and an exposition of the circumstances that could affect diverse groups of women differently will demonstrate how post-abortion law reforms must be addressed. Quasi-experimental studies assessing the effectiveness of abortion law reforms in some countries will be utilized to draw comparisons and propose recommendations with regards to the Sri Lankan context.

Keywords: reproductive rights, abortion, Sri Lanka, autonomy

E7

[28]

**HEALTH COMMUNICATION CAMPAIGNS TO ADDRESS TEENAGE
PREGNANCY IN SOUTH AFRICA**

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ABSTRACT

Teenage pregnancy remains a significant health concern and social problem in South Africa. According to the Western Cape government (2022), not only does teenage pregnancy pose a health risk to both mother and child, it also has social consequences such as continuing the cycle of poverty, instigated by the cutting short of education. Through identifying and exploring South African health communication campaigns focused on teenage pregnancy, this paper aims to identify areas of improvement that can ensure more positive health communication outcomes. The study has applied the theory of reasoned action and planned behaviour to examine the extent to which teenage pregnancy is motivated by individuals' intentions to become pregnant at a young age and their attitude towards pregnancy. Descriptive analysis of South African health communication campaigns that address teenage pregnancy were identified. A literature review along with South African news reports (June to December 2022) on teenage pregnancy is included for analysis. After a thorough analysis of the data, the study recommends that to change attitudes toward teenage pregnancy successfully, health communication interventions must involve young parents in the early stages of campaign development to identify their normative beliefs and thus align education efforts accordingly.

Keywords: health communication campaigns, teenage pregnancy, theory of reasoned action and planned behaviour

E8

[29]

**EMPIRICAL ANALYSIS OF EMPLOYMENT AMONG BREAST AND
GYNAECOLOGICAL CANCER SURVIVORS**

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ABSTRACT

In Japan the mortality rates of female cancers such as breast and cervical cancer are increasing, while the screening rates remain low compared to other developed countries. Since these cancers tend to be contracted during a person's prime working years, the number of women who continue to work while undergoing cancer treatment is increasing. This study focuses upon this situation and discusses the employment status of those who have suffered from breast cancer and gynecological cancers such as endometrial cancer, cervical cancer and ovarian cancers. It discusses these phenomena using a statistical analysis that is based on an original survey. The analysis results show that laparotomies, which place a large physical burden on the patient, and complications from surgery prevented patients from continuing to work for the same company; and that the understanding of the workplace and family support had a positive effect on the continuation of employment. This study also confirms the possibility that the annual income of working women who have overcome some cancers and treatments is relatively high.

Keywords: female cancer survivor, workplace and family support, physical burden

E9

[30]

**NGOS IN PROMOTING A GENDER APPROACH TO MARGINALIZED WOMEN'S
HEALTH CARE IN SECUNDERABAD**

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ABSTRACT

This paper examines NGOs' roles in promoting gender awareness for marginalized women's health care in Ranigunj, Secunderabad. Firstly, it will investigate how marginalized women are deterred from mainstream health privileges. Secondly, it will examine how selected NGOs address the need for health interventions for women at the margins of society. Finally, this study highlights women's reproductive health experiences to understand reproductive care functionality from a feminist perspective. The research methodology employed in this study includes focus group discussions, case studies and individual face-to-face interviews with the selected respondents. Feminist intersectionality theory has been used in interrogating variables in women's health and corresponding relevant factors. The cause for the suppression of, and discrimination against, women is deeply rooted in a patriarchal society. The factors governing gender roles are intrinsically linked to an individual's economic position. Overall, this has impacted and marginalized women's health care which has been hampered by the double marginalization of women based on gender and poverty.

Keywords: health care, intersectionality, vulnerabilities, tradition, poverty

E10

[31]

**PROCEEDING WITH CAUTION: AN ANALYSIS OF WOMEN IN TENNESSEE
WITHOUT ROE V. WADE**

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ABSTRACT

This research applies a rhetorical, legal and socio-economic analysis to the abortion laws in the state of Tennessee, which are the strictest laws in the United States as of August 25, 2022. Tennessee abortions laws have no exceptions for cases of rape, incest or maternal health, and the laws have a disproportionate impact on women living in poverty or as members of marginalized communities. This paper proposes a communication strategy for empowering women via information dissemination to state representatives of reproductive freedom organizations and other women's groups serving the community. Background research for this paper includes a review of Feminist rhetoric for analysis of historical and current strategies and core messaging regarding women's voices and an interview with Tennessee criminal defense attorney Chloe Akers on November 18, 2022. Akers is the most well-known vocal opponent of Tennessee's abortion law, and counsels medical professionals on how to continue their practice without facing criminal prosecution. She is the founder of Standing Together, a website devoted to assisting women affected by the law. Research on socio-economic information was based on a review of materials from the Economic Policy Institute, the Centers for Disease Control and the March of Dimes-Surgo Ventures organizations on maternal health and well-being. The communication plan combines rhetorical strategies emphasizing women's health as the primary concern, providing all necessary information for operating within the law and a socio-economic strategy revising existing dialogues between the medical community and marginalized women.

Keywords: reproductive freedom, abortion, women's health

E11

[32]

**FROM PRO-LIFE TO PRO CHOICE – ABORTION LAWS IN INDIA VIS-À-VIS
SUSTAINABLE DEVELOPMENT GOALS**

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ABSTRACT

The mores of populations within nations impact whether they lean pro-life or pro-choice. From Don Marquis's to Mary Anne Warren, various scholars have expressed moral and philosophical concerns either towards mother or the child pertaining to abortion access. The question remains – Are we balancing the rights? Are we giving serious consideration to possible conflicting rights? Changes in the law will reflect on changing mores. This paper rests on an exploratory study of Indian laws which have shown a shift of the policy from pro- life to pro-choice. In this process the Constitution of India and legislative enactments, the executive policies and the judicial pronouncements are analysed to understand the process of social change and its impact on law at a normative level. Due to this shift of law, many potential questions arise: with new developments in technology, till how many weeks abortion can be allowed? Can we treat the situation of married and unmarried women equally? What should be the consideration in case of a pregnant minors, rape victims, or fetuses' abnormalities? Indian law has an answer to all these questions in the recent amendment to Medical Termination of Pregnancy Act in 2021 and judicial pronouncements by the Supreme Court, X v. Principal Secretary, Health and Family Welfare Department, Govt. of NCT of Delhi in 2022. The substantial efforts of both the legislative and judicial wing of the government and able policies of the executive have assured that India paves into an era wherein, Sustainable Development Goals number 3.1, 3.7 and 5.6 are achieved.

Keywords: abortion, pro-life, pro-choice, Indian law

E12

[33]

THE FEMININE IN *WUTHERING HEIGHTS* ADAPTATIONS

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ABSTRACT

The intention of the paper is to demonstrate the way in which the feminine in *Wuthering Heights* films is rendered on screen, in consideration of the historical, cultural and socio-economical context of the adaptations, but also on whether the director of the film was a woman or a man. This particular issue is of interest to me, as the feminine in the *Wuthering Heights* screenings I shall consider overtly speaks for the role of the women and the way in which they were perceived by the societies of those times. In my endeavour, I shall focus on adapting a written text into a film, bearing in mind the setting, the characters, and the scene selection (extracting and / or inserting extra elements, apart from the action within the covers of the book). So far, I have drawn a parallel between some of the most representative *Wuthering Heights* reworkings, in terms of similarities and differences among themselves and in their relation to the source text. I contemplate that my project contributes to the field of adaptive studies, while also addressing instances of cinematic depictions, especially as regards the way in which the feminine is delivered to the public.

Keywords: the feminine, adaptation, *Wuthering Heights*

E13

[34]

RE-ENVISIONING COMMUNITY ENGAGED HEALING FOR BLACK WOMEN

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ABSTRACT

Due to the current backlash of anti-Black gendered oppression and the severe health disparities and inequities, the need to attend to Black women's health and healing has become an urgent concern. In this paper the objective is to call for the creation of sacred spaces for Black women to engage in embodied communal healing. Inspiration originates in Black feminist bell hook's "Healing is an act of communion" (215) and Audre Lorde's "Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare" (130). This paper combines both health and healing narratives. We apply and integrate the fields of Black Psychology, Public Health, Gender, Women's Studies and Sexuality Studies, as well as Africana Studies. Utilizing research methods grounded in an interdisciplinary approach the following considerations are applied: Black feminist/womanist frameworks, historical archival analysis, Indigenous African wisdom systems and Afro Indigenous wisdom systems from Turtle Island. Using the cultural concept "Black Girl Magic" as a medicinal approach to reinforce resiliency in Black women in order to reclaim the right to heal, we address the themes of social injustices, stereotypes, hypervisibility/invisibility, isolation, and (dis)ease. Connecting historical to present-day medical/mental health encounters, we also draw attention to inhumane and racist-sexist pseudosciences, medical treatment and research experiments on Black women's bodies. This research offers the following conclusions: (1) ways that radical healing can be achieved to repair the impact of social injustices; (2) ways intergenerational gendered stories can contribute to radical healing; and (3) ways health and healing narratives assist in growing resiliency in communities. The project's contribution to the field(s) include addressing real-world problems via Black women's health/healing through transdisciplinary research.

Keywords: black women, healing, black womanist/feminist traditions

E14

[35]

**UNDERSTANDING WOMEN'S VULNERABILITY TO SEXUAL ABUSE
BETWEEN CHILDHOOD AND ADULTHOOD: THE IMPACT ON
INTERPERSONAL RELATIONSHIPS**

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ABSTRACT

Childhood sexual abuse (CSA) has serious long-term impacts on women upon achieving adulthood. Typical of these experiences are complex effects on interpersonal relationships alongside a wide range of further problems and vulnerabilities. CSA also links women's early sexual experiences to later vulnerability and victimization. Girls are more vulnerable to childhood sexual abuse with the figure for boys estimated at 10% as opposed to girls at 12.5%. The true number is undoubtedly much higher. After a girl has been abused by an individual whom they previously trusted, the trauma of CSA is exponentially increased. When compared to non-abused peers, women who reported experiencing CSA experienced much higher instances of marital separation. There is a paucity of research on CSA and interpersonal relationships with regards to certain parts of the world. The purpose of this quantitative survey study is to examine the correspondence between CSA and the resulting interpersonal relationship problems in a sample of women from two communities in Trinidad. A cross-sectional descriptive design was chosen as the basis for this study. Multiple regression factors allowed for the examination of unique variables to explain the variance in the outcome when the effects of other important factors such as demographics are related to sexual abuse. The study shows that women who reported intrafamilial abuse experienced more interpersonal problems, as well as other forms of vulnerability. Thus, finding safe spaces for girls who report abuse is of great importance. Implications for social change rely on the development of educational programs to increase the awareness of CSA among girls in order to stop the abuse.

Keywords: women, childhood sexual abuse, interpersonal relationships, Trinidad, victimization

E15

[36]

**‘JOGGING, IT’S NOT FOR BLACK PEOPLE’ – INTERSECTIONAL DISCURSIVE
ANALYSIS OF SOUTH AFRICAN WOMEN’S FITNESS PRACTICES**

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ABSTRACT

The paper presents a discursive, intersectional analysis of women’s workout practices. These practices are contextualized within both the culture of accepted beauty standards and that of neoliberal fitness culture. With regards to qualitative research on women’s relationships with their bodywork, a significant number of analyses have been conducted among white, able-bodied, middle-class, heterosexual cis women, but no study has brought into a single unified focus accounts from white and black participants who share the rest of the above-mentioned identity categories. Also, the intersections of fitness with these categories have yet to be discussed with reference to postcolonial Africa. In this paper these gaps in research are addressed accordingly, in a discursive analysis of interview data. Participants’ self-accounts are examined by means of critical psychological methodology. This methodology provides insight into both the embodied and the ideological aspects of fitness. Examining the psychological, somatic and ideological implications of fitness practices among black and white South African women, this paper argues against universalizing knowledge about the gendered (and racialized) experience of bodywork from the limited positioning of the Global North-West. At the same time, it presents potential similarities in how women around the world may experience fitness and the surveillance of their bodies. The study compels reflection upon the intersectional complexity of women’s relationship with fitness and with their bodies and health in general. As such, it seeks to encourage more research on how western, neoliberal fitness and postfeminist appearance in modern cultures are negotiated beyond the Global North-West.

Keywords: body, discourse analysis, fitness, intersectionality

E16

[37]

**PORNTREPRENEUR: A PHENOMENOLOGICAL STUDY ON THE NARRATIVES
OF WOMEN REGARDING PORNOGRAPHY AS A SOURCE OF INCOME IN SAN
JOSE DE BUENAVISTA, ANTIQUE**

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ABSTRACT

Pornography as a business industry in the Philippines persists despite legal restrictions. This research maps the narratives of selected Catholic women and gender advocates in San Jose de Buenavista, Antique regarding pornography as an ideology and as a source of income. Various themes are explored including views of sex work as an occupation, and perceptions of government policies in addressing issues surrounding pornography. This study utilizes data from two separate Focus Group Discussions (FGDs) with eight women who are members of the Lay Organization Movement Association (LOMAS) and the Marian Movement Organizations (MaMOs), five gender advocates, three of whom are government workers and two NGO representatives and sexual violence-related national legislations. The Moustakastranscendental phenomenology framework was employed, and data was analyzed through the lens of conservative and feminist theories. Results revealed that women view pornography as exploitative yet bound by moral dimensions. As an industry, it is easily accessible to the public, a business involving money, profit and income. Catholic women argue that pornography should be exclusive to married couples and should be restricted from children, while gender advocates do not wish for severe restrictions but are concerned about women's rights. These women articulate the driving forces leading people to engage themselves in such work, such as poverty and survival.

Keywords: pornography, sex work, income, Catholic women, gender advocates, government policies

F1

[38]

DALIT FEMINIST LITERATURE FROM SOUTH INDIA: NEW MODELS AND PERSPECTIVES

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ABSTRACT

Regional literatures published in their original languages and in translation have come to dominate twenty-first century literature in India. In the last two decades there has been a rise in Dalit regional writings that are beginning to transform the literary scene. These works represent the predicament of Dalits in fictionalized and realistic contexts with their main purpose being to document the oppressive conditions these people are subjected to. Dalit writings from across the country, including significant works by women, are now being added to college syllabi, and are becoming a part of the canon of feminist literature. Despite these developments, caste, class and gender discrimination continue to impact the status accorded to Dalit writings both in literature and mainstream feminism. In some instances, these writings are not even accorded to the status of literature. This presentation analyses the representation of Dalit women in selected South Indian literary works such as Bama's *Karukku*, Gogu Shyamala's *Father Maybe an Elephant* and Joopika Subhadra's *How are you, Veg?* It uses an intersectional approach to investigating the systems of oppression still affecting Dalit women. Their marginalized status is also examined within this literature, in order to demonstrate that Dalit women's writings are redefining the image of women in twenty-first century Indian literature. Borrowing the metaphor of the sharp double-edged palm frond from Bama's *Karukku*, it is argued that the oppression suffered by Dalit women on the one hand, and their strength and assertiveness as represented in these writings on the other hand, not only transcend simplistic feminist narratives concerning heroes and victims but defy traditional representations of gender and women's agency in contemporary Indian literature.

Keywords: Dalit, women, literature, India, patriarchy

F2

[39]

**INTERSECTIONALITY AND IDENTITY POLITICS: MAPPING THE
MARGINALIZATION OF FEMALE VICTIMS OF ENFORCED DISAPPEARANCE
IN KASHMIR**

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ABSTRACT

Armed conflict is a form of war that is predominantly gendered male. Human rights abuses and enforced disappearances can be viewed as new types of war. Societies featuring gender equality are considered to be more peaceful. This paper discusses the intersection of armed conflict and gender, gender and religion, and identity politics in Jammu & Kashmir. Further, it maps vulnerability and victimhood through the intersection of gender and conflict focusing upon a class of Kashmiri women who became victims of the enforced disappearance phenomenon in Kashmir. The paper investigates the transverse role of women, social negotiation for recognition and social intelligence for survival. The article is derived from doctoral research comprising interviews conducted in 2021 in the Srinagar district of Kashmir division, India. The findings support the central research question. This research has implications for the fields of gender studies, social work, social sciences, Women's Studies and Media Studies.

Keywords: armed conflict, enforced disappearances, intersectionality, identity politics, marginalization

F3

[40]

THE CATCH-22 OF CAREER RE-ENTRY: EXPLORING THE REASONS AND INFLUENCE OF IMPOSTER SYNDROME AMONG WOMEN RE-ENTERING TECHNOLOGY CAREERS

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ABSTRACT

Re-entry into technology careers after a break is difficult. It is onerous for women professionals who have temporarily paused their careers due to personal reasons including marriage, motherhood, relocation and elderly care. Research pertaining to women's careers in the technology sector has primarily focused on the issues and challenges faced by women during their re-entry into the workforce. However, the psychological issues relating to career breaks and subsequent career re-entry need to be explored in more detail than it has to date. More specifically, the issue of self-doubt is pervasive among this sector. Building on this premise, this study explores the reasons and influence of imposter syndrome among women returning to work after a career break in the IT sector in India. Based on qualitative study (n=32), this paper focuses on exploring when, why and how women taking a career break experience imposter syndrome. The study also explores how imposter syndrome influences career re-entry among women professionals and how they navigate this issue. The findings reveal that participants doubt their skills, achievements and competency. Further, a longer career break exacerbates self-doubt. Women who actively engage themselves in learning, networking and re-skilling for career re-entry manage to combat imposter syndrome better than those who lack active agency. Furthermore, the findings reveal that women professionals who connect with other women taking a career break in the technology sector combat imposter syndrome through vicarious learning. The theoretical, managerial and policy implications of the study are discussed, and future research directions presented.

Keywords: women in technology careers, career break, career re-entry, imposter syndrome, self-esteem, self-efficacy

F4

[41]

**TOWARDS AN UNDERSTANDING OF CONTEMPORARY DALIT REALITIES IN
WEST BENGAL: CRITICAL REFLECTIONS ON THE DALIT NARRATIVES OF
MAHASWETA DEVI**

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ABSTRACT

The word 'Dalit' has gained specific connotations over time to identify traditionally oppressed and disadvantaged low caste minorities in India, including indigenous tribes. Significantly, in its most "inclusive meaning" (Savyasaachi 2004: 1659), the term encompasses any individual who is deprived, oppressed or exploited, irrespective of caste, gender and religion. Mahasweta Devi's fiction portrays anguish, sorrow, slavery, degradation and other forms of the lived experiences of Dalits. These stories break the silence surrounding such issues; they feature complaint, resistance, protest, subversion and identity formation; and a politics of 'differences'. This paper has three objectives: first, it studies the socio-economic realities of the Dalits by analysing collected data based on a survey conducted in the village of Dalit tribes in West Bengal, a state in Eastern India. The study includes variables related to atrocities committed against Dalits. Next, the paper analyses the concurrency of the local data against a specific reference frame, macro data at a national level. The final objective is to compare the present social realities of Dalits and the misery of marginalised Dalit existence with their representation in the short stories of Devi. These texts include: "Dhouli", "Shanichari", "Doulati", "Rudali", "Draupadi", "Breast Giver" and "Behind the Bodice". An important finding of the study is that at present Government welfare schemes and development plans are creating a significant impact in diminishing vulnerability and thus increasing resilience among tribal Dalits of West Bengal.

Keywords: Dalits, tribes, oppression, resistance, welfare schemes, West Bengal

G1

[42]

**SOCIO-CULTURAL IMPEDIMENTS TO THE ECONOMIC EMPOWERMENT OF
WOMEN: AN ANALYSIS OF THE TOY INDUSTRY IN ETIKOPPAKA**

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ABSTRACT

Research suggests that economically empowered women are enabled to exercise their rights to economic resources and make choices that can aid in their equal representation in society. However, it is also observed that women's participation in the livelihoods of others does not always ensure gender equality. This qualitative study explores the socio-economic transition that the internationally acclaimed toy industry in Etikoppaka, a village in India, has brought to the female workforce. An exploratory research design was applied. Interviews were conducted with forty females actively involved in the industry. Two focus group discussions with major stakeholders also provided useful empirical data. This data was analyzed using Huis's three-dimensional model of economic empowerment and Malhotra's multiple-dimensional model of empowerment. Results show that women constitute the majority of the workforce in this specific field. However, this has not ensured their socio-economic empowerment. Women lack control over economic resources as well as decision-making within the domestic set-up also. This influences their choices in the public sphere. The intergenerational transmission of gender attitudes and norms over control of resources by men has inhibited socio-economic mobility and the empowerment of women in Etikoppaka. Even if women are earning money this may not guarantee empowerment of any kind. Socio-cultural demands often overpower the opportunities that economic activity may bring to women. Empowerment programs may therefore only work when the local culture is understood and an engagement with civil society organizations is initiated. A focus on improving women's educational status and introducing financial education among them will further help their situation.

Keywords: women, economic empowerment, social mobility, financial education

G2

[43]

DOWRY AS A CIVIL OBLIGATION: THE MONTI DOTALI

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ABSTRACT

During the Middle Ages, the evolution of law and inheritance practices in Europe suggests a push towards the concentration of female wealth, especially in dowries. This is evident in central and northern Italy, where the dowry partly allowed women to choose their destinies. While it was certainly not a free and autonomous choice, there were simply two choices: marriage or monastery. Medieval statutes tell us about wives and husbands, dowries and inheritances, marriages and separations, in an interweaving of family interests and domestic affections that is not difficult to understand even today (Chabot, 2005). Many women were unable to make this choice due to a lack of financial means. This paper attempts to trace a path from the use of the dowry in medieval Italy to the need to ensure the dowry for all young women in various Italian cities. It also seeks to enrich the existing literature on the development of the dowry institution in the Italian social context from the late Middle Ages to the Renaissance by examining dowry assistance institutions, particularly the *Monti Dotali*. The paper focuses on the case study of the *Monte del Matrimonio* in Bologna, founded in 1583 and currently operating as a family assistance institution.

Keywords: women, dotal assistance institutes, Monti Dotali, savings

G3

[44]

**ECONOMIC EMPOWERMENT OF WOMEN IN THE ECONOMIC COMMUNITY
OF WEST AFRICAN STATES (ECOWAS)**

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ABSTRACT

Notions of gender are intrinsic to every aspect of the economic, social, daily and private lives of individuals and societies. Thus, growth and development can only be fully achieved if the resources and talents utilized include those of women. However, across the world women are still faced with laws and regulations that restrict their economic opportunities. This case study analyses the trends in the economic empowerment of women in ECOWAS. The study utilizes the Women in Business and the Law Index Score from 1970 to 2021 of 15 member countries of the Economic Community of West African States (ECOWAS), sourced from the World Bank's data on gender. Secondary Data have been collated to demonstrate mean, maximum, and minimum variables of interest. The results are presented in the form of graphs. The results show that many ECOWAS countries have made some advancement in the empowerment of women between the pre-1970-1974, and post-1990-2021, ECOWAS era. However, only Burkina Faso and Cape Verde have made serious advancements, moving from an average score of 51 and 49 respectively, to 74, while Nigeria and Gambia showed the least advancement in the empowerment of women during this time. Overall, ECOWAS countries did not show any advancement where parenthood is concerned (mean score = 42.9) as only six countries employed women in positions of power after they had had children. This study recommends that policies are implemented enabling the empowerment of women who have become mothers, such as maternity leave of adequate length, and pay levels should increase in order to encourage women into the workforce.

Keywords: ECOWAS, women, business, law, empowerment

G4

[45]

DYNAMICS OF INTRA-HOUSEHOLD LABOUR SUPPLY DECISIONS AND FEMALE EMPLOYMENT IN THE AGRICULTURAL SECTOR IN NIGERIA

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ABSTRACT

This study assesses the dynamics of intra-household labour supply decisions and female employment in the agricultural sector in Niger state, Nigeria. Primary data was collected from 281 respondents selected through a multi-staged sampling procedure. The data collected was analyzed using descriptive statistics (frequency counts, percentages and means) and inferential statistics (collective supply models and Khandels of concordance). The mean age of the respondents is 45 years while 89.68% are married, with an average of seven persons per household. 37.37% of respondents had received a post-secondary education. The study reveals that cultural factors inhibit the participation of women in the rural labour market and 53.38% of household decisions regarding labour supply are made by the husband. The results of regression analysis indicate that wage rate for skilled women (0.6222) and unskilled men and women (0.4106), non-labour income (0.6186), and age of employment, directly influenced womens engagement in the rural labour market. In addition, wages at maternity leave (-0.7594) inversely influence the engagement of women in these rural labour markets. Finally, the most pressing problem that women farmers face in agricultural labour decisions regard the inadequate access to capital/production resources, lack of entrepreneurial skills and gender discrimination in resource accessibility. Thus, this study recommends that employers should allow working mothers to take paid maternity leave while safeguarding their jobs, and that the government should establish micro-finance institutions to encourage the use of agricultural credit given at low interest rates. Alongside this, policies aimed at ensuring equality in the distribution of production resources should be implemented.

Keywords: women, Nigeria, labour, wage, decision, employment

G5

[46]

DEALING WITH BARRIERS THAT HINDER YOUR FULL POTENTIALS

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ABSTRACT

The Athena Doctrine research was a cross cultural study of qualities and traits that were coded with feminine traits such as empathy, relatedness, creating success and leading to better decisions at every single level, such that the creators of that research declared that feminine qualities be the essential operating system of the 21st century to step into a higher human potential. Our potentials and what is possible for lives are so much greater than we can feel and sense. The problem is that for most of us, our expectations and our sense of what is possible is only a fraction of what actually is possible for us. We tend to see ourselves as very small and not having any influence. This presentation aims to provide the deepest, most cutting-edge and comprehensive information about identifying the primary barrier to success in life, intervening to breakthrough your glass ceilings, to become more authentic confident, contribute your talents and achieve success on your own terms.

Keywords: visionary, blocks, self-confidence, create, fears

G6

[47]

**WOMEN'S EMPOWERMENT IN THE PROMOTION AND MANAGEMENT
OF ECO-TOURISM: THE EXAMPLE OF THE ILIGAN CITY WATERFALLS**

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ABSTRACT

Ecotourism is currently a trend in many countries. Concurrently, there has been a dramatic rise in the number of local communities seeking to benefit from the booming ecotourism trade. Ecotourism is being embraced as a potential economic saviour by many rural communities. It can empower local communities by giving them a sense of pride in and awareness of the importance of their natural resources and control over their own sustainable development. The influx of thousands of people into Iligan City, as a consequence of the numerous waterfalls in the hinterland barangays, has soared in the past decade. It provided ample opportunities for growth and development. A cogent concern is that many ventures have progressed with scant regard for the changes they may provoke in gender roles. In recent years, gender analyses have played an important role in deepening our understanding of the tourism industry in general. Women's involvement in tourism activities builds their confidence and skills. However, stereotyping rather than empowerment among women was observed at the *barangay* level in Iligan City—the smallest Filipino political unit. The introduction of Gender and Development framework nationwide provides an avenue to minimize such stereotyping, but some local government units have not complied with the provisions of the law to empower unemployed women at the *barangay* level. The objective of this study was to identify the reasons for women's unemployment in the waterfalls area. The focus group discussion (FGD) revealed that these women lack the knowledge and skills to make souvenirs and food delicacies. Thus, the fifty-five (55) purposively sampled women were empowered through activities such as Food Delicacies and Souvenir Item Making. The respondents maintained that they could both learn the activities and make a living from them. Some tried to translate the learning they acquired to other members of their households and to their friends. The presentation concludes that unemployed women in Barangay Digkilaan-Bonbonon and Barangay Buruun-Fuentes appreciated and were satisfied with the project as a strategic pathway and springboard in developing tourism businesses to produce incomes, job opportunities, capacity building and livelihoods.

Keywords: women's empowerment, ecotourism, capacity building, Philippines

G7

[48]

**THE EMPOWERMENT OF WOMEN IS INEVITABLE TO TRANSFORM THE
CASTE-PATRIARCHAL INDIAN SOCIETY**

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ABSTRACT

The future of Indian rural society is in the hands of women. A qualitative research study based on interviews and focus group discussions in the villages of Almora district in Uttarakhand, India for instance, shows that women are emerging as the central players in social transformation. The application of French sociologist Pierre Bourdieu's 'thinking tools': habitus, field and capitals and their interplay prove the argument that 'Pahari women' are emerging as influential agents for change and transformation. Due to the geopolitical scenario the plight of the productive men seeking jobs outside the state creates a unique social trajectory in village relations and structure. It is now necessary for women to leave the domestic sphere to shoulder more responsibility in the public sphere. The Self-Help Group process initiated by the government and translated by NGOs to empower women, creates a perfect space for them to accumulate various forms of capital. Thus, these women are advancing as the leading players in the rural context - empowering themselves with all the accessible resources in terms of having greater access to material goods, decision-making processes, social networks, adequate freedom, self-respect and confidence. In a patriarchal Hindu society, a woman's role is now visible in terms of participation in daily life as the de facto head of a family and forerunners in the political process. This practice has triggered a habitus transformation; in other words, gradual but observable changes in gender and caste relations.

Keywords: caste, gender, habitus, field, capital

G8

[49]

AGING AND GENDER: THE STORIES OF ATA-MANOBO WOMEN AND OLDER PERSONS IN TALAINGOD, DAVAO DEL NORTE

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ABSTRACT

Women are among the most vulnerable members of society; this is compounded by indigeneity and age. This study aims to examine the lived experiences of older women and members of the Ata-Manobo tribe, geriatric care practices based on gender and accessibility to government programs and services. The study utilizes a qualitative design approach with a phenomenological approach. In-depth interviews were conducted to collect the data, while a thematic analysis was used for analysis. The following themes are addressed: where respondents positively refer to aging in their tribe as a symbol of respect and accepting the inevitable and where aging is a period of attaining physical and psychological self-actualization. Furthermore, when questioned about accessibility to government programs and services, all respondents unanimously cited the social pension they received every three months. However, they expressed that there is a great inadequacy in existing programs and services for the elderly in the Philippines.

Keywords: aging, gerontology, women, Ata-Manobo, elderly care

G9

[50]

**AGRICULTURAL CHALLENGES: RURAL WOMEN'S EMPOWERMENT,
PRODUCTIVITY AND SOCIAL CHANGES IN UPPER ASSAM, INDIA**

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ABSTRACT

The growth of agricultural productivity plays an imperative role in any development strategy. 'New India' is led by rural women who are torchbearers of social, economic, and environmental change. Thus, the study aims to analyze agricultural productivity reflecting rural women's empowerment and social changes. This study was carried out using random sampling in upper Assam, India. Rural women were empowered with traditional Assamese food, handlooms and weaving, and livestock farming, including 30 women entrepreneurs as respondents. The study used a mixed method approach; primary and secondary sources of information consulted included printed books, journals, newspapers, periodicals, websites, and Ph.D. theses. The majority (94%) of rural women said they needed education, technology, training, awareness raising, self-confidence building and actions to transform their structures and institutions. In rural areas of many districts like Nalbari, Lakhimpur, Dhemaji, Jorhat and Shivsagar women actively participate in agricultural work, but in many places in Upper Assam like Dangori, Dhola, Sadiya, Chapakhowa, Kakopothar, Dirak, Kakajan, Nepali Siring, Lawpati Gaon, many women still are unaware of their empowerment potential, the productivity and social changes taking place elsewhere. One of the major disadvantages for rural women is a lack of access to information and communication technologies. A majority of the economically productive activities performed by women go unrecorded as such or are subsumed in the category of 'domestic work'. Hence, there is a need to create awareness regarding the goal of empowering women in this state (Upper Assam), increasing productivity and bringing about positive social change.

Keywords: rural women, women's empowerment, productivity, social changes

G10

[51]

**REWORKING VULNERABILITIES: LINGUISTIC RESURRECTIONS OF
FEMININE IDENTITY**

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ABSTRACT

Language and linguistics are critical for exploring the ways in which society tends to perpetuate discrimination against women. The primary concern of this study is to analyze how female respondents understand oppressive patriarchal practices that they encounter in real life and how their language reflects their own orientation to their vulnerable position. In particular, it seeks to discover how language, as deeply embedded in the social construction of reality, helps women to mitigate patriarchal assumptions and practices thereby establishing a more egalitarian social standing. This study analyzes three narratives by female respondents from different socio-economic strata and occupations. The experiences they describe range from dress codes at work to reproductive rights and vulnerability associated with being in the public sphere. Their life experiences capture various facets of oppression including cultural imperialism, powerlessness and exploitation, but the way they use language to navigate this oppression helps with resurrecting feminine identity. The data for this study has been collected from 3 female Hindi/Assamese respondents (aged between early twenties to mid-forties for a representative sample of issues faced by women in adult life). The study uses a discourse analysis framework within a qualitative approach to explore women's lived experiences both in the private and the public sphere. The analysis shows that women's resurrection of their social standing is made possible by their use of language, which can mitigate their vulnerabilities thereby redefining their identities in more positive light.

Keywords: patriarchal oppression, feminine identity, vulnerabilities, resurrection, language, discourse

G11

[52]

**SURGERY IN PATIENTS WITH NON-SMALL CELL LUNG CANCER:
SURVIVAL DIFFERENCES BY GENDER**

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ABSTRACT

There are well-known differences in gender outcome in non-small cell lung cancer (NSCLC) and other cancers. Female sex has been shown consistently to be a favorable prognostic factor in NSCLC. In this retrospective study, we evaluated gender influence in the outcome of patients with NSCLC underwent surgery. This was a sex-based retrospective analysis of patients with NSCLC underwent resection for primary lung cancer during 2003 -2012 at Karolinska University Hospital, Solna – Sweden. Patients with NSCLC were analyzed in terms of gender differences in prognosis and clinicopathologic features. There were 359 (61.0%) male and 231 (39.0%) female with a mean age at surgery of 67.2 and 64.1 years, respectively ($p < 0.01$). More male patients smoked and were heavier smokers than female. Female patient had a higher incidence of adenocarcinoma ($p < 0.001$) than male. Significant differences in performance status between the genders ($p < 0.013$). There was no significant differences in staging between the genders. The overall survival was significantly better in female than male. Male with weight loss had shorter survival than female with weight loss ($P < 0.001$). Female with PS 0-1 had longer survival compare with male ($p < 0.05$). Male gender is confirmed to be an independent unfavorable prognostic indicator for NSCLC survival. Significant difference in performance status between the genders. The overall survival was significantly better in female than male patients. Higher incidence of squamous cell carcinoma in male patients but on the other hand higher adenocarcinoma in female patients.

Keywords: lung cancer, gender, surgery, survival

H1

[53]

**THE INCENDIARY CARTOGRAPHY OF CAMP ISAROG IN WWII:
SIGNIFICANT WOMENS' ENGAGEMENTS**

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ABSTRACT

The main goal of this study is to create a cartographic sketch that will serve as an incendiary map focusing on Second World War accounts; one of the significant incidents uncovered was that a number of women played important roles in the warfare engagement between Japanese Imperial soldiers and Guerrillas in Camp Isarog. Women's accounts, whether written or oral, played important roles in local history and the resulting social and cultural knowledge. According to this analysis certain women during 1942 were active participants in the war and were empowered with inclusivity. In order to end the conflict, Japanese military leaders deployed women as messengers. These women even captured female family members of Guerrilla soldiers, forcing the Guerrillas to surrender. The data has been analysed using descriptive analysis based in Derridean Deconstruction Theory, Feminist sociological theory and the theory of social geography as propounded by Moodie and Lehr (1975). This serves as the foundation for the empirical data used in the declassified historical incidents and engagements of Camp Isarog during WWII. The cartography of Partido's women at guerrilla warfare sites at Camp Isarog has not previously been documented. The key informants' narrated incidents about women living with enemies is recorded, and the experiences of women during WW2 is included to encourage engagement with these narratives.

Keywords: incendiary, cartography, engagements, women, collaboration, WWII, Camp Isarog

H2

[54]

A GENDERED APPROACH TO REPARATIONS AT THE INTERNATIONAL CRIMINAL COURT

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ABSTRACT

Including victim-centered provisions in the Rome Statute of the International Criminal Court (ICC) and establishing a Trust Fund of Victims (TFV) represent a significant breakthrough in the supranational criminal law field regarding reparations. On the other hand, there is still no common understanding of how reparations should be provided at the ICC. Especially in the case of widespread and systematic sexual and gender-based violence (SGBV), a key issue is how to meet the specific needs of these victims since the number of victims is often enormous, and they generally suffer the long-term effects of armed conflicts. In recent years, the ICC has been striving for the transformative value of reparation measures as can be seen in a reparation order in the *Ntaganda* case to address the institutional discrimination that enables SGBV and justify gender inequality, however, transformative reparations have been rarely realised. In this article, therefore, I will examine how reparations can be made more gender-sensitive to victims of SGBV both procedurally and substantively at the ICC and whether transformative reparation can contribute to this matter. To this end, I analyse the empirical cases of the ICC, the ongoing controversy over the ICC reparations regime for victims of SGBV, and the development of international law on the right to reparation. I argue that comprehensive reparations should be provided for victims of SGBV, including material, collective and symbolic benefits, to maximise the possibilities of redress for a larger number of victims. Striving for a transformative approach to reparations is crucial; however, its effectiveness at the ICC can be limited because it requires an inclusive process with victims and their communities, while, on the other hand, the mandate of the ICC is restricted.

Keywords: reparations, victims' rights, gender-sensitive, international criminal court, sexual and gender-based violence

H3

[55]

GENDER AND FORCED MIGRATION: THE PRECARIOUS LIVES OF MIGRANT WOMEN IN JAMMU AND KASHMIR IN KULVIR GUPTA'S *EMBERS THE BEGINNING AND EMBERS THE END OF MIRPUR*

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ABSTRACT

This paper explores the lost stories of the precarious lives of thousands of migrant women belonging to the community of what the Indian government officially terms as Displaced Persons of Pakistan Occupied Jammu and Kashmir (DPs of PoJK). These are the stories of those who survived the horrors of painful migration journeys following tribal raids in the western parts of the kingdom of Jammu and Kashmir, which ceased to exist after its accession with the Union of India on October 26, 1947. Drawing on the concept of precarity as propounded by Judith Butler, this paper undertakes a critical examination of the torturous experiences of women in Kulvir Gupta's autobiography *Embers the Beginning and Embers the End of Mirpur* (2018). The paper also employs Agamben's conception of "camp" to analyze the unlawful and inhumane treatment these women received in the migrant camps such as Kalghar and Alibegh. It shows how their lives were relegated to a "bare life", while being differentially subjected to marked gender-based violence amidst the territorial conquest in the region.

Keywords: gender, precarity, forced migration, migrant women, biopolitics, bare life

H4

[56]

THE RIGHTS OF WOMEN LABOURERS IN THE INDIAN LEGAL SYSTEM

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ABSTRACT

Industries and factories are not the principal employers of workers in India; rather, a major economic sector of Indian society is comprised of unskilled labour. The Equal Remuneration Act of 1972 clearly states that persons doing the “same work or work of a similar nature” are not to be discriminated against on the basis of gender. The Factories Act of 1948 has special provisions for women workers pertaining to washrooms, changing rooms, creches and flexibility of work hours. The Maternity Benefit Act entitles a woman inter alia to twenty-six weeks of paid maternity leave. On the surface such laws seem to be adequately protecting the rights of women workers. However, is the “woman question” really being addressed? Are the concerns and predicaments of the female labour force in India limited to the above issues addressed by the laws concerned? This paper addresses the issue outside of the aforementioned laws and investigates the position of women labourers in India working in various spheres in multiple capacities. The research analyses labour legislation in India from the perspective of women and their rights by directly addressing the ‘woman question’. This is a feminist analysis of the labour legislations affecting women labourers in India. The research methodology used is a combination of analytical and critical research. Recourse is made to various field studies in the area and the relevant international legal standards. The goal is to address the issues which need to be resolved in order for women workers to exercise their rights on a par with other labour forces.

Keywords: women, labourers, equality, law, rights, India

J1

[57]

**FROM DUSK TO DAWN: THE VIVIFICATION OF ABUSED TEENS IN
TOWARDS SELF-FULFILMENT**

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ABSTRACT

Abuse appears in many forms throughout society, manifested by the growth of a machismo mentality, and includes physical, emotional, financial, social and sexual abuses. This abuse is aggravated by societal discrimination such as stereotyping, subordination, marginalization and exclusion. Unfortunately, females form the majority of victims. The purpose of this study is to assess the effectiveness of activities conducted for the residents of Bahay Pangarap and how these activities benefited girls during their stay at the center. Presented are the responses of the fourteen young residents via an assessment form. The findings are as follows: the respondents' level of competency in dealing with colleagues registered favorably, impacted by the enhancement qualities of the activities and personal growth. The respondents agreed that activities concerning personal development helped in rebuilding self-confidence, and that sadness at the temporary loss of communication with relatives was balanced by the presence of new friends and house parents. Bahay Pangarap aided the girls in adapting to their new situation with a sense of security, safety and being valued. Furthermore, residents became more emotionally stable, self-aware, particularly with regards to their bodies. A positive relationship between the residents and the trainers was achieved through the respectful exchange of ideas. Recommendations are as follows: use of other modalities in the delivery of service, renewal of the Memorandum of Understanding and the involvement of other partners in order to widen the scope of services.

Keywords: abuse, machismo mentality, discrimination, personal growth, self-confidence

J2

[58]

WOMEN IN AGRICULTURE: IRRIGATION AS AN EMPOWERMENT TOOL

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ABSTRACT

Promoting women's empowerment in agriculture is vital since efforts towards ensuring food security have identified women farmers as key role players in many agricultural contexts. This study identifies the significant factors responsible in empowering women in smallholder irrigation schemes which play a crucial role in poverty reduction among women farmers. 174 women were selected randomly from eight irrigation schemes across Vhembe and Sekhukhune districts. Primary data was collected on demographics and empowerment using a modified Woman Empowerment Agriculture Index developed by IFPRI. This index concludes that women remain disempowered. The determinants of empowerment were estimated using a multiple linear regression analysis. The results show that the independent variables were significantly related and that there was a strong correlation between socio-economic characteristics and empowerment; however, only four out of eleven independent variables were significant. The study provides policy suggestions to improve female empowerment across this geopolitical sector.

Keywords: empowerment, irrigation, limpopo, poverty reduction, small hold farmers

J3

[59]

RESISTING PATRIARCHY TO OVERCOME CULTURAL, GENDER AND SELF-DEVELOPMENT BARRIERS: PROFESSIONAL BLACK WOMEN SPEAK OUT

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ABSTRACT

The professional spaces currently occupied by black females are embedded with challenges and struggles on multiple levels. This study seeks to establish how Professional Black Women (PBW) resist patriarchy in order to overcome cultural, gender and self-development barriers. Qualitative research utilises an Interpretative Phenomenological Approach to facilitate an understanding of professional black women's lived experiences in addressing such barriers. Intersectional Theory underpins the study, highlighting the inter-dependability of each hurdle encountered. Purposive sampling of three professional black females currently undertaking PhDs and working in higher education was deployed, and a qualitative approach employing structured scheduled interviews was carried out. Interview transcripts were analyzed using Van Manens's (1997) data coding and analysis framework. The Intersectional Theory is further extended where themes are inextricably linked. The findings indicate that professional black women are able to resist patriarchy as oppressive self-development. This study contributes to the existing body of knowledge by depicting the intra-cultural patriarchal oppression PBWs endure in their pursuit of self-development. Resistance to, or rejection of, patriarchal norms is a positive step towards self-development and establishing an identity.

Keywords: professional black women, intersectional theory, patriarchy, culture, gender, self-development

K1

[60]

WOMEN SEAFARERS: SHARING THEIR TRIANGLE OF SUCCESS

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ABSTRACT

The entry of women into the seafaring trade is a small but growing phenomenon. According to research, few studies on success stories of seafarers are written as aspirational texts. The following research will share stories of women who ventured into the seafaring profession. Their being successful entailed many diverse experiences. These successful endeavors need to be shared to potential women seafarers as well as midshipwomen currently enrolled in maritime institutions. This study aims to determine the reasons why women seafarers are successful in their careers. This is a qualitative study anchored in Gerrit Pelzer's *The Careers Success Triangle - Passion, Skills and Value*. Results show that being passionate in one's job contributes to success. These women seafarers exemplify values such as hard work, perseverance, respect, patience, peacemaking and most of all, the desire to communicate that they are just as capable as men. It is recommended that there is a need to show shipping companies that women have adequate worth and that they are capable of playing important roles in the shipping industry. From these stories of passion, skill and value a book was conceptualized by the researcher entitled *Women at the Helm of the Seafaring Profession: on Passion, Skills and Value*. Women shouldered all kinds of responsibilities with great success.

Keywords: women seafarers, triangle of success, passion, skills, value

K2

[61]

**TERESINA NEGRI: A SUCCESS STORY OF WOMENS' EMPOWERMENT AND
ENTREPRENEURSHIP BETWEEN THE 19th AND 20th CENTURIES**

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ABSTRACT

This original research focuses upon the story of Teresina Negri (1879-1974), a woman, dancer, entrepreneur and fashion designer who was able to combine inventiveness and entrepreneurial skills to achieve socio-economic affirmation. The research methodology is divided into three phases: the first consists of an acknowledgement of the documentary, bibliographic and iconographic sources related to the case study found in archives, libraries and both private and family collections in France, Italy, UK and Monaco. Next, the data obtained is structured into a narrative highlighting the various personality traits of the subject. The third phase concludes the summation of this study. Born in Italy, at sixteen years old, Teresina ran away from home to devote herself to dance. In this way she was able to gain an independence that would not have been possible for a young woman in late 19th-century Italian society. She took charge of her life, never afraid to reinvent herself and possessing the audacity to turn difficulties into opportunities. She performed for a Lumière Brothers film and then became a successful dance étoile in Belle Époque Paris. In 1920 she became a fashion designer under the pseudonym Madame GRISINA; the invisible bra she invented and patented quickly spread across international fashion, anticipating modern styles and modes of use. Negri was a business executive, she never took second place to anyone; in both public and private life she enacted the tenets of emancipation and continuously sought recognition of her rights, demanding a premarital contract based on principles of social equality. She was also a family woman: while not seeking personal fulfillment in motherhood, she cared for her sister and for her nephews as if they were her own children, providing them with the opportunity for a better life. The discovery and research about the historical figure of Teresina Negri thus offer an original contribution to the role of women in design and business, as well as being emblematic of a spirit of female emancipation and creative fervor that over almost a century stands as a unicum in women's history.

Keywords: women's entrepreneurship, socio-economic affirmation, empowerment, women inventors, women designers, equal marriage

K3

[62]

**ENCOURAGING FEMALE LEADERSHIP AND EMPOWERMENT IN MSME
BUSINESS IN THE SOE ENVIRONMENT AS AN IMPLEMENTATION OF CORE
VALUES IN AKHLAK**

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ABSTRACT

Indonesia's SOE Companies have the potential to increase USD 135 billion in Gross Domestic Product by 2025 if they can improve the status of gender equality in the world of work. The Ministry of SOEs is attempting to increase the representation of women in the ranks of the Board of Commissions, Board of Executives and one level below the Board of Executives, with a target of 15% in 2021 and 25% in 2023. There is also an increased focus on the representation of younger people within the Board of Directors, and the level below it, of state-owned enterprises to 5% in 2021 and 10% in 2023. A survey conducted by McKinsey in 2021 regarding women in the workplace stated that female leaders produce more beneficial outcomes as women are proficient in navigating the work/life balance, ensuring that workloads are manageable. This paper explores how to encourage female leadership and how to empower women in MSME business in SOE environment. This will achieve improved results in MSME business performance, a more conducive and productive work environment and the prioritizing of respect free from gender discrimination in order to create gender equality and maintain human rights. The methodology comprises a literature review, while primary data is obtained through the dissemination of questionnaires with female leaders.

Keywords: women in leadership, female empowerment, gender equality, respect in the workplace

L1

[63]

**CYBER FEMINISM AND DIGITAL SPACE: DISMANTLING PATRIARCHY AND
EMPOWERING WOMEN- A STUDY IN THE POST-PANDEMIC INDIAN
CONTEXT**

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ABSTRACT

With the impact of globalization, feminism is gaining new currency in the current digital world. Digital space is another buzz word in today's post pandemic society which has provided scope to explore the significance of feminism, particularly in a country like India. India is gradually emerging as a superpower in the South Asian region, and it is also known for its rich cultural heritage and numerous customs which have often attracted outsiders to investigate its complexities. Feminism in India has highlighted many interrelated issues for academic discussion and has also provided a platform from which to point out concerns and challenges. Cyber feminism is an alternative discourse within feminism which emphasizes the potential of digital spaces wherein women may develop their identity and individuality in a traditionally patriarchal system. Lockdown brought families together in closer proximity, enabling women's occupations to move online. Women of all sections of society embraced these new challenges and the potential for professional development and financial gain. Social media recorded the many instances of homemakers becoming online entrepreneurs through various means. This paper identifies the numerous forms of digital space explored by women in India which in turn empowered them to negotiate a patriarchal and subjugating society via the internet. Artificial intelligence and its significance in bringing new developments also overshadow women's issues and their contributions; this will also be discussed in this paper. The intersection of cyberspace, traditional gender roles and patriarchy which complicates the path of progress in the digital world and presents a doubtful picture of cyberfeminism was investigated via a survey of women in urban India. The collected data also helps to validate the concerns and hypotheses of this paper. The research brings out the experiential narratives of women in post-pandemic times in creating their own space on digital platforms to strengthen their identity and manifest self-esteem with stronger mental health in the time of "the new normal". Theoretical aspects of Hartmann's theory of patriarchy and Jasbir Jain's views on Indian feminism support the analyses 'to claim a room of one's own.'

Keywords: cyber-feminism, patriarchy, digital space, women, India, empowerment

L2

[64]

ARTIVISM FOR A FEMINIST TERRITORIAL CITIZENSHIP

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ABSTRACT

Through the presentation and analysis of a series of interventions and artistic practices as a form of activism, this paper reflects on the notion of body-space-time. It addresses female relations and intersectionality in a society structured by a tripartite patriarchal articulation consisting of ecclesiastical, administrative, and juridical discourses. These have previously remained unquestioned, relegating poorer women to territorial citizenship. The work presented addresses the female body and its relationship to nature, and how both are objectified and consumed. The selected artworks represent a composition of a political body, which through narratives of action reflect awareness regarding the historical and continuous objectification and sexualization of the female body. A woman's body has often been viewed in terms of merchandise, perpetuating multiple forms of violence and abuse against women. This paper highlights body-territory relations between that which is external and that which is internal. There is still a great need for education, social recognition, and cultural adjustments in order to improve general knowledge and daily practices. This research questions to what extent we are culturally and socially conditioned by modes of perception and experience, as outlined by Lefebvre in "The social production of space", and by feminist critical reviews from various international publications. We observe that in the present day most women still lack autonomy, decision-making power and control over their own bodies; and there is still a lack of focus on women's physiological, spiritual, intellectual, economic and mental needs, at the expense of capitalist logic. The artworks in this paper seek to spread and resonate feminist narratives and activism to contribute to a broadening and strengthening of ongoing debates.

Keywords: artivism, activist art, territorial citizenship, feminism, critical regionalism

L3

[65]

**EGYPTIAN WOMEN'S CYBERACTIVISM: THE ONGOING BATTLE AGAINST
SEXUAL HARASSMENT AND VIOLENCE**

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ABSTRACT

Gender-based violence and sexual harassment have plagued Egyptian society for decades (Sadek 2016). Yet Egyptian women's active participation in the Arab uprisings of 2011 has encouraged many women, who once accepted humiliating and painful experiences with shame and self-blame, to increasingly find their voice and stand up to their perpetrators (Eltantawy 2017; Ibrahim 2019). Today a growing number of female activists continue to combat violence and sexual harassment via social media activism alongside other forms of political action. This chapter applies discourse analysis to the Instagram account of the Egyptian feminist activist group Assault Police, in order to identify dominant themes within all posts that relate to the case studies of Ahmed Bassam Zaki and the Fairmont Hotel rape case. The chapter is grounded in theories of collective action and empowerment so as to analyze the impact and effectiveness of @assaultpolice's cyberactivism.

Keywords: cyberactivism, social media, empowerment, collective action, Egyptian women, gender-based violence

L4

[66]

DIGITAL GENDER INEQUALITY IN THE EU: FROM ACCESS TO SKILLS

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ABSTRACT

Modern society is currently undergoing a process of digital transformation in which certain technologies are becoming essential elements of an individual's daily life. However, the new digital society breeds digital inequalities among certain populations. These digital inequalities stem directly from traditional divides based on socio-demographic and socio-economic characteristics. In this context, the analysis of how digital inequalities impact upon notions of gender is of special interest; many women are unable to fully participate in increasingly digital societies which in turn exacerbates already existing inequalities. Although awareness of gender inequality and its negative impact has been highlighted, it remains deeply rooted in society, even in the more supposedly developed European countries. Within this context this paper analyses gender differences with regards to access and use of digital technologies in European countries. To this purpose data provided by the European Social Survey (ESS) is utilised, in particular that from Round 10 (2020-2022) which contains rich microdata on the frequency of internet use, the intensity of use and digital skills displayed. The results show that after controlling for socio-economic and socio-demographic variables, there is no gender gap as regards the frequency of internet use. However, a noticeable gap appears in the intensity of use. Moreover, the results evidence that women display significantly fewer digital skills than men. These results are of great interest for the implementation of European public policies aimed at reducing digital inequalities.

Keywords: digital inequalities, Europe, digital transition, gender divide

L5

[67]

**COMPARATIVE JURISPRUDENCE ON GENDER EQUALITY: EXPLORING
INNOVATION AND TECHNOLOGY**

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ABSTRACT

Gender inequality has been a long-standing issue that has persisted for centuries, and the legal system has been instrumental in perpetuating and addressing it. Despite legal reforms that have been made, gender equality remains elusive. This paper aims to explore the potential of innovation and technology in advancing gender equality through comparative jurisprudence. The paper provides an overview of gender equality and the law and discusses the role of comparative jurisprudence in promoting gender equality. It then delves into the potential of innovation and technology, specifically examining gender-inclusive design, the use of mobile technology, and artificial intelligence. By identifying opportunities and challenges in implementing innovative approaches to gender equality, the paper sheds light on the crucial role that technology can play in bridging the gender gap. The paper also highlights ethical considerations that must be taken into account when using technology for gender equality. The paper concludes with a summary of the key findings of the research and provides viable recommendations.

Keywords: gender inequality, innovation, technology, comparative jurisprudence and gender inclusive

L6

[68]

**A DECADE OF EXPERIENCE IN LEADING STATE-FUNDED UNIVERSITIES:
PRIORITIES IN TRANSFORMATION**

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ABSTRACT

The emergence of women leaders in Philippine Higher Education marks significant shift towards gender equality and empowerment. However, it is imperative to acknowledge the pivotal role played by early Filipino women who shaped their status and impact in the revolutionary affairs dominated by men that paved way for next generations to break through societal norms and barriers. The study intended to develop a deeper understanding of the significant impact of women's leadership in higher education that enabled them to rise, ultimately challenging the entrenched power dynamics which have long been dominated by men, through their immense capacity to effect transformative changes within state-funded universities. This paper examines the impact of gender equality and cultural modernity on Filipina leaders in senior management positions. Through compelling narratives, this paper identifies determinant influences that shaped values increasing the number of successful women leaders in Central Luzon higher education. The study utilized semi-structured and open-ended instruments to gain comprehensive understanding of their leadership experiences and showed that several inherent characteristics in women played a pivotal role in their success. The findings also revealed a shift away from traditional notions of gender-based leadership competency towards an emphasis on merits and capability. The cross-analysis of the ten female HEI leaders revealed that they prioritized organizational transformation centered around capacity-building, infrastructure development, and quality assurance – all based on traits attributed to women such as being gentle, nurturing, patient, yet organized coupled with clear vision, capability, and commitment. Moreover, this reflected that the permissive and supportive Filipino society helped them advancing in their leadership positions.

Keywords: women, transformational leadership, women in education

L7

[69]

SHIFTING GENDER LANDSCAPES: SOCIAL MEDIA PLATFORMS, CARIBBEAN FEMINISM AND DIGITAL PRACTICES AMONG THE CARIBBEAN PUBLIC

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ABSTRACT

Shifting Gender Landscapes is a qualitative study that explores how Caribbean feminists utilize digital platforms as sites that may extend their political aims of advocacy and activism. Feminist discursive practices that simultaneously engage with and focalize shifts in gender ideals, community-building, and justice-oriented political practices are examined. Social media combines space-time dynamics and lived reality with virtual environments. This paper investigates modes of sexism and violence that pervade digital public spaces which are intrinsic to the cultural experiences of Caribbean women, and associated ramifications of this issue. Close analysis foregrounds how Caribbean women engage in online and offline public spaces on their terms and resist acts of violence in the face of social expectations, given historical underpinnings and structured axes of power that are specific to the geopolitics of the Caribbean. Social media platforms such as Facebook, Twitter and Instagram are focused upon with regards to private affairs, various mainstream public sectors, networked publics, and counter-publics which are characteristic of Caribbean cultural dynamics. Empirically, publics, counter-publics and private spaces convene around digital focal points. Digital social spaces are fluid, transient, divergent, conflicting, unstable and diffuse power in a dynamic but ambivalent society. This framework offers an insight into how discourses emerge, circulate and take precedence in the digital age, and how they run parallel with, and disrupt, mainstream knowledge as women's vulnerabilities are made visible. The arguments presented offer a nuanced, interconnected view of the importance of digital spaces to Caribbean feminist activism and to consciousness-raising around women's issues.

Keywords: publics, social media, digital platforms, Caribbean culture, violence

L8

[70]

TWITTER ACTIVISM IN THE GAMBIA: ANALYSING THE ROLE OF GAMBIAN FEMINISTS AND ACTIVISTS DURING THE #IAMTOUFAH CAMPAIGN

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ABSTRACT

In The Gambia, rape and sexual assault are considered taboo topics for discussion, and the victims are often blamed and shamed for their experiences. As a result, their stories largely remain untold, perpetuating a culture of silence, fear and victimisation (Hunt, 2020). Fatoumata Toufah Jallow accused former president Yahya Jammeh of rape in 2019, sparking the #IamToufah campaign and challenging the culture of silence surrounding sexual violence. This study analyses how feminist activists used Twitter to drive the campaign to bring awareness to the hashtag. It also identifies the various strategies used during the movement to spread the message of solidarity. Additionally, it assesses whether the hashtag encouraged other women who had had similar experiences in the region to share their stories and if this led to any action on behalf of the government. A qualitative method of inquiry was chosen to capture the detailed stories and experiences of feminist activists. The researcher facilitated focus groups to gather multiple perspectives and nuances provided by different viewpoints in order to better understand the motivations behind, and impact of, the protests. Using a thematic analysis method, patterns were identified, analysed, interpreted and categorised; the results were summarised and presented in narrative form. This paper found that feminist activists' coalitions and networks have the power to provide an influential platform for collective action, create visibility and challenge existing power structures in ways that are beneficial to all social movements. However, this has far-reaching implications, both positive and negative. Such efforts have drawn attention to pertinent issues, sparked public debate and mobilised people toward a common goal. Despite its efficiency, this process is often emotionally and physically draining due to unregulated online presence, making feminist activists vulnerable to bullying, threats and other abuse.

Keywords: feminist activists, social movements, hashtag activism, Twitter strategies, coalition networks, sexual violence

L9

[71]

**INDIGENOUS FEMINISM, GENDER EQUALITY, AND LANGUAGES IN MAH
MERI TRIBE OF MALAYSIA**

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ABSTRACT

The Orang Asli, the Indigenous people of Peninsular Malaysia, have witnessed various changes in their marginalized community over time. The culture of the Orang Asli is traditionally negative towards the advancement of women; hence, Orang Asli women should be exposed to their rights to be able to empower themselves. The main purpose of this paper is to explore Indigenous feminism, gender equality and language among the Orang Asli women of the Mah Meri tribe. This study utilizes a qualitative case study as the main research design and the data for the study have been collected through the semi-structured interviews with five women from the Mah Meri tribe. All collected data were analyzed using thematic analysis and Atlas.ti software to facilitate the data analysis process. The research study is grounded in feminist theory for an assessment of gender equality among Orang Asli women. The findings of the study show that Mah Meri women realize the need for empowering themselves in order to improve their way of living, and thus become involved in the local weaving industry. It is also emphasized that Mah Meri women use language to pass down their traditions to the younger generation. The findings of this study may benefit us in understanding and recognizing the issues faced by Orang Asli women, subsequently providing insights into initiatives to be taken by relevant authorities in order to help improve the lives of Orang Asli women.

Keywords: indigenous, Orang Asli, feminism, gender equality, languages

L10

[72]

**EPISTEMIC INJUSTICE TOWARDS INDIGENOUS WOMEN - KROTOA AS A
UNIVERSAL FOR 'COLOURED' AFRICAN MATRIARCHAL LEADERSHIP**

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ABSTRACT

Epistemic injustice towards Indigenous women is a global reality. In South Africa and beyond, 'Black pain' is a recognised space. 'Coloured pain' is less familiar terrain. Coloured identity is a highly contested space. This term, given to people of 'mixed-race' descent in South Africa, is understood by historians as an Apartheid-era identity-imposition that divided Black South Africans into different racial categories. Racial identities, however, often manifest as a material reality in society, shaping the life possibilities and potentialities of people. Coloured women have experienced limited upward mobility in post-Apartheid South Africa, and experiences of shame accompany Coloured consciousness, collectively and individually. Claims attached to Khoi heritage are growing more assertive in the current body politic and more concentrated in provinces like the Western Cape in South Africa. The patriarchal impulses underlying these claims have an instrumental and pragmatic character. Once again, hidden by patriarchal concerns, are the voices and politics of women of Khoi lineage. Many different stigmas attach to such women, a terrain that is insufficiently explored and analysed. How much of this 'Coloured' condition entails a peculiar experience of pain and deprivation? How do we access Khoi and San lineage with a fragmented and absent archival political history, and do personal auto-ethnographies provide a way into a deeper understanding of these socio-cultural identities? As women of Khoi and San descent, we need to begin by claiming space, by countering our invisibility, but not on the same terms as the patriarchs. Drawing on the experience of a herstorical figure, Krotoa, this paper argues that the Coloured African matriarch is an African Universal in the making.

Keywords: women's leadership, feminism and decolonial praxis, female empowerment, South Africa, social change

M1

[73]

**TRANSPHOBIC CYBERBULLYING: EXAMINING ANTI-TRANSGENDER
COMMENTS AND POSTS ON SOCIAL MEDIA PLATFORMS**

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ABSTRACT

The impact of the Covid-19 pandemic resulted in major changes in peoples' lives including the way they use the internet. Studies found that the pandemic led to a noticeably increased use of the internet. This significant digital evolution encouraged more members of the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) community to access social media platforms to share their experiences and to interact with others. While transgender people find social media to be a more way for them to share their experiences with regards to 'coming out', they have also become vulnerable to online victimisation due to their gender identity. This study examines anti-transgender comments and posts on social media platforms. In exploring this context, the authors utilised a mixed method and collected secondary data with a total number of 644 public posts and comments from three social media platforms: Facebook (272), TikTok (158) and Twitter (214) between May 2020 and December 2022. In searching for data the researchers used key words and hashtags including: “transgender”, “transphobia”, “transphobic”, “transwoman” and “transman”. The study was guided by three research questions: (1) what forms of online victimisation are perpetrated against transgender people on social media platforms? (2) what kind of comments do transgender people receive when sharing their content on social media platforms? (3) how do anti-transgender comments impact transgender people? The study found that transgender people have experienced a great deal of cyberbullying through comments, posts, tweets and memes. Most content posted in relation to transgender issues is extremely negative. The hate comments targeting transgender people on social media include insults, ridiculing and being told to not change their “original gender”. The major finding was that the perpetrators of anti-transgender comments and content use falsified accounts created specifically to post content that victimises transgender people. Transgender people also experience online threats and harassment due to their gender identity. While more victim-focused strategies in preventing cyberbullying have been developed, this study suggests that more practical strategies are implemented focusing on the perpetrators of cyberbullying. There should be international cyber laws that protect all human rights online. Future research needs to address cyberbullying by focusing on the perpetrators as well as the responses to cyberbullying against people due to their gender identity.

Keywords: transgender, social media, anti-transgender, cyberbullying, transphobia

M2

[74]

**CREATING QUEER LIVABLE SPACES: QUEER MUSLIMS' USE OF
EDUCATION AS A MIGRATION STRATEGY**

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ABSTRACT

This research explores the link between queer education and migration and how queer Muslims negotiate livable spaces for themselves through this link. Thus far, research on queer migration has been heavily centered on asylum policies and practices with little attention paid to alternative methods of migration. Based on 14 in-depth interviews and autoethnographic reflections and centering the concepts of livability and queer livable space, this paper fills the gap in queer migration studies. It highlights the use of educational opportunities for queer Muslims to migrate from their countries of origin where they face homophobia and/or fear of prosecution, to queer-friendly locations in order to create queer livable spaces for themselves. This also allows queer Muslims financial stability and social standing which makes it easier for them to navigate and defy traditional expectations of marriage and heteronormativity imposed on them by their biological families. Restrictions are also experienced through Islamophobia, xenophobia, homophobia and heteronormativity in the countries of destination. In a queer space, subjects are able to maintain biological familial ties if they wish, while also creating new communities with chosen families, producing a sense of belonging. This paper argues that the space queer Muslims create through educational migration is not only an alternative lifestyle but also a resistance to Western notions of queerness and visibility.

Keywords: livable spaces, queer migration, educational migration

M3

[75]

**QUEER PERFORMATIVITY IN INDONESIA-ISLAMIC CULTURE: A STUDY
TOWARDS INDONESIAN LITERATURE**

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ABSTRACT

Indonesia has always been a multicultural society. Before Islam came to Indonesia, Indigenous people already had their own belief systems. Acculturation between local belief systems and Islamic culture has thus been ongoing, causing many instances of conflict. Bissu negotiates a queer identity which has a sacred role in Buginese's traditional belief system. A short story cycle entitled *Sala Dewi* (2020) and the novel *Calabai* (2016) capture Bissu's complexity correlated with traditional Indonesian and Islamic culture. The background stories take place in Segeri, South Sulawesi, where most inhabitants are Muslim. The Bissu faces discrimination and oppression because his gender does not adhere to traditional Islamic societal conventions. The following research comprises a literature review grounded in descriptive-qualitative methods, and the data is gathered from Indonesian literature such as *Sala Dewi* and *Calabai*. Recourse is made to Judith Butler's queer performativity theory. Butler describes gender as not determined by biological conditions but in various instances based on performative actions. Gender is fluid; it adapts to the specific concerns of its environment. The results of this study indicate that queer performativity is manifested in the main characters of both 'Sala Dewi' and *Calabai*. The Bissu's gender is referred to as *calabai* (a woman trapped in a man's body) in Buginese culture. The Bissu plays a significant role in Buginese traditional belief systems as a connector between Dewata (God) and humankind. Conversely, this figure suffers oppression and sexual harassment because of his non-specific gender in a modern society. This study illustrates that there is still a clash between traditional Buginese belief systems and Islamic culture, as represented in Indonesian literature studies.

Keyword: queer, performativity, Indonesia, Islamic, bissu

M4

[76]

**HOMOPHOBIA OVER TIME: A STUDY OF PESANTREN WARIA AL-FATTAH
YOGYAKARTA AND THEIR STRUGGLE**

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ABSTRACT

The spread of discriminatory behavior and negative stigma against homosexuals, especially after the reformation, is increasing in Indonesia at an alarming rate. Despite mainstream societal beliefs, homosexual behavior is a necessity as well as a historical reality in this country. The stigma that continues to be echoed by denying homosexuality has its roots in the colonial period, when morality and modernity were standards of the colonial mindset. The persecution that occurred during the colonial era against homosexuals caused them to hide their true identity. In the midst of this stigma and discrimination homosexuals continue to struggle for solidarity amongst themselves. A growing sense of confidence amid this minority group eventually encouraged individuals to create their own value systems and social spaces such as the Pesantren Waria Al-Fattah Yogyakarta. This Islamic boarding school provides a safe space and a place of empowerment for homosexuals in the community. This research focuses on the emergence of homophobia over time by focusing on the story of the Pesantren Waria Al-Fattah. This research is based on field observations and relevant literature and aims to explore the struggles of sexual minority groups against repression and persecution.

Keywords: homosexuality, persecution, pesantren, homophobia

M5

[77]

JUGGLING CHAOS: GENDER ISSUES IN NAVIGATING DEMANDS, FAMILY ROUTINES AND STRESS DURING THE PANDEMIC

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ABSTRACT

Traditionally, family matters have always been regarded as a gender-based issue. The spread of COVID-19 disrupted established practices and dramatically increased the demand for female contributions to society (Andrew et al., 2020). Using sociological and bio-ecological (Bronfenbrenner, 2006) frameworks, the multidimensional context of female identity is studied in this paper, in order to promote a more nuanced understanding of the resultant behavioral and mental health outcomes. The primary objective of this presentation is to explore gender differences with regards to economic demands, family routines, coping and stress throughout 2020 and 2021: are factors in stress gendered and can such variables be predicted? A web-based survey comprising 814 individuals in 2020 and 2021 was undertaken to determine the influence of gender on stress. Data was collected on demographic variables, family routines and individual perceptions of stress. Multiple linear regression was used to analyze the resulting data. Preliminary findings show that demand for female economic contributions significantly increased in 2021 as compared with 2020 ($t = -6.6(812)$, $p = 0.0$). Additionally, the findings indicate the significant effects of gender considerations ($F(2) = 21.4$, $p = .00$) each year (i.e., 2020 vs. 2021) ($F(1) = 16.87$, $p = .00$), but no interaction effects. The intersection of gender, education and income is significant. The financially vulnerable are more concerned with essentials and face more serious financial challenges. The findings also suggest that women tended to be more adversely affected by the pandemic than men (Croda & Grossbard, 2021). Therefore, women would benefit from community programs and interventions to maintain their contributions to the family environment.

Keywords: demand, family routines, coping, stress

N1

[78]

**DETERMINANTS OF DOMESTIC VIOLENCE AMONG EVER-MARRIED
WOMEN IN INDONESIA: ANALYSIS OF THE 2021 NATIONAL WOMEN'S LIFE
EXPERIENCE SURVEY**

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ABSTRACT

The prevalence of domestic violence in Indonesia is relatively high. The Indonesian National Commission on Violence Against Women records that 49.7% of are victims of domestic violence. This study examines the variables that influence domestic violence among married women aged 15-64 in Indonesia. Binary logistic regression was applied to obtain variables that significantly influence domestic violence based on data from the 2021 National Womens' Life Experience Survey (SPHPN 2021). The incidents of domestic violence included in this study encompass physical, sexual, emotional and economic violence. The sample for this study consists of 8,721 married women, of which 9.4% experienced domestic violence. The hypothesis tested in this study is that specific background characteristics have a significant effect on the occurrence of domestic violence against women. The results show that several background characteristics such as the husband's age, his alcohol consumption, sexual affairs, the mother-in-law's history of violence, the husband's childhood experience of violence, household welfare levels, the age ratio of husband to wife, quarrel frequency and area of residence have a significant effect on the incidence of domestic violence at a significance level of 5%. Based on these results the Indonesia Government needs to implement a national strategy to reduce the prevalence of violence against women.

Keywords: domestic violence, Indonesia, logistic regression

N2

[79]

**POSTFEMINISM VS INTERSECTIONAL FEMINISM: THE CHOICE OF INDIAN
LESBIANS**

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ABSTRACT

Postfeminism emphasizes individualism, choice and empowerment. Despite the pro-female images it celebrates, the deliberate erasure of politics from the movement limits its capacity for deep rootedness in the hierarchy of women's issues. Intersectional feminism addresses this problem, acknowledging power-plays and voicing the injustices encountered by intersecting identities. The diverse social system of India demands an intersectional approach to women's movements. It is only within these spaces that the Indian lesbian community found visible representation and space. The lesbian community is now engaging with the wave of postfeminism that has lately entered this complex Indian socio-political scenario. This paper explores the idea of Indian lesbian youth and whether it aligns with postfeminism or intersectional feminism. It further discusses which ideology is more useful when challenging the notion of body politics. Finally, the findings of this research ascertains whether postfeminism or intersectional feminism is the natural progression for the Indian lesbian political movement. The research employs qualitative as well as quantitative study, including structured and semi-structured questionnaires for primary data collection. The collected data is analyzed using simple statistical methods to study the political position occupied by Indian lesbian youth. It is then examined through the theoretical lens of biopolitics in order to summarize the findings. These findings clarify Indian lesbians' political position with regards to postfeminism and contributes to the wider debate about postfeminism being the possible future for the Indian women's movement.

Keywords: postfeminism, intersectional feminism, biopolitics, lesbians, women's bodies

N3

[80]

**BEYOND DISABILITY: EXPLORING MARGINS AND IDENTITY IN SELECT
AUTOBIOGRAPHIES**

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ABSTRACT

Human beings have always tried to express their feelings, cravings, desires and aspirations through the medium of art. During the 2020s people feel impelled to indulge in the act of self-creation as well as to leave behind some testimony of their existence. As a genre, autobiography can be considered an important source for understanding societal conventions and offers a privileged insight into an individual's life that no other genre can achieve. The writing of disability autobiography has emerged as a field of inquiry (especially for women with disabilities) in the humanities in the last two decades. The impetus for exploring the personal histories of disabled women is that the sexual identity of a woman with a disability is almost never discussed in Indian society. This paper closely examines the autobiographies of women with disabilities viz. Preeti Monga's *The Other Senses: An Inspiring True Story of the Visually Impaired* (2012) and *Flight Without Sight* (2018), and Reshma Quereshi's *Being Reshma: An Extraordinary Story of an Acid Attack Survivor Who Took the World by Storm* (2019). These autobiographies present the journeys of these women from their cocooned existence to active participation in the struggle for women with disabilities. This paper looks at the yearnings of these women to gain an identity of their own. Disability identity is defined against the world of normalcy and ableism. The study carried out explores the present scenario of disabled women in India and foregrounds the need to reconceptualize the relationship between gender and disability. It also examines disability as a social, cultural and political phenomenon; and the need for a shift from 'charity' to 'rights.'

Keywords: gender, equality, violence, rights, self

N4

[81]

**FEMALE ACADEMCIANS' SUSTAINABLE FLOURISHING WITH THE
MEDIATION OF ORGANIZATIONAL IDENTIFICATION IN THE UNIVERSITIES
OF PAKISTAN**

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ABSTRACT

This study examines the results of social support factors within the female university academic environment. PLS-SEM was used to evaluate the mediating influence of organizational identity in this sector of the business community. Female academics at Pakistan Universities were the focus of the survey. Based on social exchange and social identity theories, four research hypotheses examined the direct and indirect effects of social support and organizational identification in the teaching profession. The results indicated that supervisory and organizational support were of sufficient levels at higher education institutions in Sindh, Pakistan, to significantly encourage female academic success. However, colleague support proved to be lacking. Thus, coaching plans, discussion forums, orientation and learning programs should be implemented in Pakistani higher education institutions to foster long-term success for female academics.

Keywords: social support, sustainable progression, university teachers, organizational identification

Q1

[82]

**RECONCEPTUALIZING MICROFINANCE AS A TOOL FOR EDUCATION FOR
WOMEN AND KHAWAJA SARAS (THIRD GENDER) IN PAKISTAN**

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ABSTRACT

With their origin in Islamic banking, microfinance has the potential to challenge the banking system and capitalism while relying on the communal power of people. Microfinance has been increasingly recognized as an important tool for poverty alleviation and economic development in developing countries. The current research on microfinance focusses essentially on women; however, microfinance has enhanced its reach to other minority communities such as transgender people in Pakistan—a third gender known as Khawaja Saras. In this study, I aim to explore the contribution of microfinance in the lives of women and Khawaja Saras in Pakistan. To achieve this, I have conducted 14 semi-structured interviews in which 7 identified as women; five were from Multan, three from Khewara, and eight identified as Khawaja Saras from Lahore. I also conducted two focus groups, one consisted of three women from Multan and the other of three Khwaja Saras from Lahore. My key finding is that microfinance contributes to the lives of women and Khawaja Saras in a limited manner. I argue that marginalized communities of women and Khwaja Saras, via microfinance, create resistance and agency, built skill-sets, and relationship that support their lives; however, the contribution is limited by the stigma due to patriarchal norms, gender and a colonial past, religious preferences, qualifications and timing.

Keywords: women, Khawaja Saras, microfinance, entrepreneurship, empowerment, education

Q2

[83]

**THE SUSTAINABILITY OF EDUCATIONAL INITIATIVES TO EMPOWER
FEMALE LEADERSHIP IN SIERRA LEONE**

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ABSTRACT

Following the 1991 civil war in Sierra Leone, research indicates that a whole generation of Sierra Leonean girls have become assimilated into a culture of violence, becoming victims of various atrocities, with no opportunity to obtain even the most basic elementary literacy skills. Due to a lasting legacy of colonialism, slave re-settlement and autonomous post-independence governance that left the nation economically stagnant, Sierra Leone has struggled to adequately rebuild its educational infrastructure, impairing girls' access to education. The objective of this paper is to examine two organizations: Forum for African Women Educationalists (FAWE) and The 50/50 Group, to assess the sustainability of their efforts to integrate educational initiatives leading to the enhancement of leadership qualities in women and young girls in Sierra Leone. Through qualitative studies conducted by these organizations, community-wide focus group discussions and one-to-one interviews, data collection and analytical understanding of the success of the efforts of these organizations is ascertained. This paper makes the case for inclusivity and intersectionality in educational and policy recommendations that will modify the education system and target the prioritization of training young girls in Sierra Leone. The conclusion of this paper indicates that when women's organizations exercise agency to advance female education and to stimulate innovative methods of engagement, girls have the potential to propose novel solutions and to become leaders within their societies.

Keywords: education, war, women, sustainability, violence

Q3

[84]

**THE INTERCONNECTION BETWEEN YOUTH GANGS AND TOXIC
MASCULINITY IN MARGINALISED SOUTH AFRICAN TOWNSHIPS**

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ABSTRACT

Research suggests that the toxic constructions and performances of masculinity are some of the drivers of violence in South Africa- as practices on what it means to be a 'real' men are linked to power and dominance. The focus of this study was to explore the intricate link between youth gangs and toxic masculinity among marginalised African township young men in South Africa. The research objectives were 1) to examine how youth gangs in both communities use extreme levels of violence to prove their manhood 2) to explore the impact of this violence on the gangs themselves and the communities they come from and 3) to investigate the intricate link between youth gangs, toxic masculinity and gender based violence. The study was conducted in Bophelong in Gauteng and Nyanya in the Western Cape and adopted an exploratory qualitative approach. 36 youths and 36 informants were interviewed. Data were collected through focus group discussions and face to face interviews. Tesch (1990)'s approach to data analysis was used. My research found that some young men find their masculine identities in gangs - in the absence of socio-economic opportunities, joining a gang is an important way of constructing and performing masculinity. These men use violence to display power and to prove their masculinity - and this is done through the subordination of women and 'weak' men. It is therefore concluded that relevant government and civil society actors should work together to address the toxic concepts and constructions of masculinity that young men and boys are socialised and exposed to.

Keywords: African townships, African gangs, toxic masculinity, gender-based violence, South Africa

Q4

[85]

**AN INDIAN URBAN DOMESTIC KITCHEN SPACE ANALYSIS FOR ELDERLY
WOMEN USERS: THE CASE OF PUNE CITY**

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ABSTRACT

The kitchen is the central focus of many homes, serving both functional and social requirements. It needs to be both a practical and a comfortable space. Indian women spend on average 3-4 hours a day in kitchen. The aim of this study is to analyze the kitchen space within the urban environment and to explore methods which enable proactive ageing. The planning of the kitchen area in the house must be considered of prime importance in order to facilitate the negotiating of daily activities by reducing the effects of fatigue and occupational hazards. This study has been conducted in Pune city to provide an urban context, focusing on the kitchen spaces utilized in apartments within multistory building units. It deploys qualitative research through the use of surveys and structured questionnaires along with focus-group interviews. The methodology incorporates non-probability quota sampling, and 36 samples were selected. The respondents comprise an age group between 55 and 85, all of whom are dependent upon their kitchen spaces in daily life. The questionnaire and data analysis are based on descriptive statistical methods. At the second stage scheduled interviews were conducted in the respondent's home environment relying on field observations. Both qualitative and quantitative data is analyzed. Design guidelines are suggested using extant literature and standardized and established design solutions. As the elderly population is growing exponentially in urban areas in India it is vital that viable solutions are found for the problems faced within these unique environments. Ergonomic considerations combined with appropriate spatial planning will make a marked difference to the well-being of women occupying this particular domestic space.

Keywords: Indian kitchen, urban homes, modular kitchen, elderly population, active ageing, ergonomic design

R1

[86]

**A DIALOGUE ON GENDER ROLES BASED ON TRADITIONAL PRACTICE OF
FASTING IN INDIAN CULTURE**

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ABSTRACT

Indian culture is specifically known for its diverse and rich traditions. However, these traditions impose a burden on many Indian women. This research paper investigates the tradition of fasting, a very common practice among Indian women. Annually, on average an Indian woman undergoes 90-100 fasts. The purpose of these fasts is to please God for the well-being of a son or husband. The fasting tradition is passed down from mother to daughter and daughters-in-law. Even educated and modern women living in urban areas follow this tradition. The following research focuses on two central questions: do traditional expectations have a deep impact in shaping gender roles and do cultural customs become a barrier to the personal choices of Indian women? A survey was conducted to understand the commonly accepted views of women living in the city of Pune, their personal thoughts on the tradition of fasting and how it can be seen in the context of gender inequality. The survey provides an insight into the fasting tradition as a burden and the limitations it imposes on personal choice for women. This socio-cultural aspect is significant as it identifies and emphasizes how women have been experiencing gender disparity due to traditional expectations.

Keywords: Indian women, fasting, traditional expectations, gender roles

R2

[87]

WOMEN ARTIST OF MANIPUR: A SELECT STUDY

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ABSTRACT

Manipur, a small state that lies in the northeastern part of India, is also known as the Jewel of India. Like any other field, the fine arts have played a vital role in preserving and shaping the history and culture of Manipur. In this state, where headlines regarding female empowerment are common, there is very little reference to women artists occupying positions in fields such as painting, drawing, sculpture, and graphics. A female artist was among three artists to receive awards in the category of fine arts from the State Kala Akademi in Manipur for the first time in 1972. Though the number of contemporary female artists are less than their male counterparts, it is important to allow a space for their contributions to the artistic community. The present paper will study three women artists from Manipur, and they are M.K. Binodini, Rani Khidir Devi, and Chandrika Subba. The methodology for this paper is based on both primary/secondary sources and interviews with experts. The purpose of this paper is to give a voice to the voiceless and to highlight the contributions of Indian women to the history of art.

Keywords: woman artists, Manipur, visual culture

R3

[88]

**INVESTIGATING LEADERSHIP ATTRIBUTES OF WOMEN ADMINISTRATORS
IN PUBLIC SCHOOLS**

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ABSTRACT

This study was undertaken to investigate the leadership attributes of women administrators in public schools in the Schools Division of Isabela City, Basilan, Philippines. It explores the leadership attributes of women as school leaders when certain moderating variables are considered. The context of women leaders running institutions is also explored, particularly with regards to curriculum and instruction. The opportunities earned by women as school leaders were also given emphasis in the study. Employing quanti-quali sequential research design with 22 respondents, results show that women school administrators are flexible, perseverant and transparent risk-takers, and they are committed. It further shows that length of service is also significantly related to leadership attributes while educational attainment and age do not imply any positive correlation. Furthermore, women school leaders view managing institutions in terms of curriculum and instruction with adherence, adaptability and implementation, and govern with flexibility, responsiveness and transparency. Exposure to public service, realisation of one's own strengths and weaknesses, ability to inspire others and the chance for furtherment are among opportunities related by women leaders in public institutions.

Keywords: leadership attributes, school administrators, public schools

R4

[89]

**A QUANTITATIVE AND QUALITATIVE CONTENT ANALYSIS OF INTERNET
ROMANCE SCAM NEWS IN TAIWAN: IMPLICATION FOR GENDER AND
AFFECTIVE EDUCATION**

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ABSTRACT

This research paper explores internet romance scams in Taiwan. Online romance scams affect thousands of victims globally, yet this has received very little attention in Taiwan. It is arguably one of the most distressing forms of fraud as victims suffer both financially and emotionally. Romance fraudsters prey upon the emotions of their victims by cultivating a relationship which is then exploited for personal gain. Such scams prey upon the victim's sense of loneliness. This is a growing practice in Taiwan today. This issue would benefit from more attention within academic research. In this study the research investigates online romance frauds via internet media in terms of quantitative as well as qualitative analysis. It is hoped that the findings will provide relevant materials for teaching which focuses on issues of gender equality and its effectiveness in education. Examining a decade's worth of collected data, this research will illustrate how the ideology of romantic love and consumerism is deeply embedded in cultivating romantic relationships today. This study provides some useful suggestions for protecting potential victims from financial loss and psychological harm. Additionally, the findings will highlight the extent of this online scam in Taiwan and thus contribute to gender education and general awareness.

Keywords: internet romance scams, gender, romance ideology, romantic relationships

S1

[90]

**HOW DOES LACK/HIGH LEVELS OF SELF-ESTEEM INFLUENCE WOMEN IN
HEAD OF HR POSITIONS TO THRIVE OR FAIL IN THEIR CHOSEN
ORGANISATION IN THE UK?**

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ABSTRACT

There is a need to take action when addressing how a lack of self-esteem places challenges on an individual and their career choices. This is particularly relevant to the manufacturing industry in the UK. Organisations have invested in budgets for well-being, away days for team building exercises and equality, diversity and inclusion practices to influence business culture and day-to-day challenges. Individual behaviour is the driving force behind self-esteem and influences decision-making and challenging the status quo. Buy-in from stakeholders adds value to one's confidence while working as a Head of HR. Usually it can be difficult to persuade stakeholders to implement change. Very little research focuses on women in important HR roles and the challenges they face regarding organisational and cultural opposition. This research aims to extend previous findings using Perception theory as a framework for self-esteem issues regarding women in HR management positions. Such women have to be strategic and manage finances; if the working environment is toxic, it will affect self-esteem and strategic creativeness. Women in management need to appraise themselves, self-regulate and be proactive in implementing change. The methodology employed for this research is a literature review of previous research with a critical approach towards the issues that professional women face in the manufacturing sector in the UK. The conclusion will include detailed recommendations.

Keywords: HR, Career, diversity, equity and self-esteem

S2

[91]

**WOMEN, SOCIAL ENTREPRENEURSHIP AND THE IMPLICATIONS OF
PATRIARCHY**

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ABSTRACT

Social entrepreneurship comprises best business practice, standards and operational values. This research paper demonstrates such practices from the perspective of women entrepreneurs in the area of Pune, and how they are addressing issues arising from a traditionally patriarchal society and gender biasedness. In parallel with the discipline of business studies this paper covers the subjects of women's' financial independence, structure and ownership with respect to micro-finance and its benefits for society. The women entrepreneurs and social entrepreneurs based in Pune; workers were interviewed for the following research. The research findings will also offer valuable insights through interviews of women entrepreneurs to create an inclusive and better startup environment that benefits women entrepreneurs and society as a whole.

Keywords: social entrepreneurship, empowerment, patriarchy, finance, gender bias

S3

[92]

**SLIPPERY TERRAINS OF SCIENCE AND SEXUAL MORALITY: EXPLORING
THE FREQUENT DEPARTURES FROM 'MEDICO TO SOCIO-CULTURAL
MORAL GROUNDS' IN HIGHER-SECONDARY BIOLOGY CLASSROOM
DISCOURSE**

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ABSTRACT

This paper argues that the discourse of science and morality are not distinct; rather, they are intrinsically linked, informing each other in order to regulate sexualities. Our examination of a medico-moral discourse of sexuality within the specific space occupied by science classrooms indicates that this discourse reinforces a romanticized ideal of sex confined to a committed, faithful, monogamous heterosexual relationship. The first section analyses how Biology textbooks discuss safe sex in the context of sexually transmitted diseases and how scientific knowledge produces specific sexual subjectivities and categories. The portrayal of 'normal sex' is innocent and value-neutral. How the discursive devices utilized by the textbook fit the scientific claims in a culturally appropriate value framework are examined. We argue that 'scientific facts' are presented as going hand in hand with moral sensibilities. The textbook puts forth a morality that is shaped by Science, Technology and Medicine and conforms to socio-cultural norms. The latter part of the paper focuses on the classroom facilitation of chapters on reproductive health and follow-up interviews with three biology teachers from Keralam, India. Discourse analysis provides a framework for illustrating how teachers use scientific and socio-cultural moral arguments interchangeably. The paper will discuss examples where teachers use cultural and moral ideals to justify the scientific claims in the textbooks and to justify cultural practices. For instance, when textbooks focus on how 'promiscuity' produces diseases, teachers emphasise how it can lead to sexual anarchy, fatherless children, unsatisfied spouses and broken relationships.

Keywords: biology classrooms, heteronormativity, monogamy, scientific argument, teacher beliefs

S4

[93]

GENDER ANALYSIS OF LOCAL GOVERNANCE IN A PHILIPPINE SUB-NATIONAL SETTING

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ABSTRACT

The importance of gender in governance has long been emphasized in the Philippine political systems and structures. With the Philippine Commission on Women's (PCW) mandate, government agencies and political units in the country are tasked to mainstream gender and development (GAD) in all programs, projects and activities (PPAs). Although there are established mechanisms to monitor the gender mainstreaming of PPAs, the factors influencing the success of various initiatives remain qualitatively underexplored, specifically in the aspect of local governance. This study utilizes the Harvard Analytical Framework to explore and investigate activity, access, control and influence underlying GAD implementation in 26 villages in the City of Mati, Davao Oriental, Philippines. Key informant interviews (KII) were undertaken with 26 local executives and legislators. It was found that men dominate local governance. They act as decision-makers and resource managers, while most women are assigned to reproductive and community managing roles. Thus, there is a need to establish appropriate learning platforms to enable both men and women in the implementation of GAD in local governance. Specific mechanisms are proposed and are carried out in order to encourage and enable womens' participation.

Keywords: gender analysis, local governance, gender mainstreaming, Davao Oriental

S5

[94]

**EMPOWERING THE UNIVERSE: THE VISION OF ANNE JAKRAJUTATIP, THE
TRANS WOMAN WHO OWNS THE MISS UNIVERSE ORGANIZATION**

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ABSTRACT

Having been raised by a Thai-Chinese middle-class family whose parents ran a video rental store, Anne Jakkaphong Jakrajutatip, who attended university in Australia, went on to become one of the world's wealthiest trans businesswomen. Among her remarkable achievements she acquired ownership of the Miss Universe Organization, establishing Jakrajutatip as the first woman to fully own this organization. This is a source of pride not only for herself but also for her homeland. This article explores her vision as the supreme chief of an international organization centred on principles of gender, and her life experiences as a trans woman. Textual analysis is the key method utilized in this study. The data has been gathered from YouTube video clips which present Anne's brief biography along with interviews concerning her administration of the organization. Narrative practice and gender development theory are applied to this data analysis. The author of this article, who himself lives openly as a gay man, learned how Anne had survived significant trauma as a trans woman and turned those sufferings into a strategy for running the Miss Universe Organization. This study reveals how Jakrajutatip's life experiences have the potential to empower women and the sexually marginalized around the world; moreover, her inspiring vision as a businesswoman significantly impacts the United Nations 2030 agenda on Sustainable Development Goals, especially those enforcing gender equality and creating positive work and economic growth outcomes.

Keywords: gender, leadership, survivor, SDG, transwomen, business

S6

[95]

**GENDERING DECOLONIZATION: ANDROCENTRISM IN MODERN INDIAN
PHILOSOPHY**

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ABSTRACT

This paper studies the decolonialisation knowledge process in modern Indian Philosophy through a gendered lens. The aim of the paper is to gender decolonization by exposing the androcentrism in decolonialist thinking in India by analyzing decolonial thinkers, especially M K Gandhi, K C Bhattacharya and Dr. B R Ambedkar. The paper also focuses on decolonizing gender in Indian thought by highlighting the overrepresentation of cis/heteronormative male voices over 'othered' genders which relegates these voices to the margins. The purpose is to expose the absence of gender diversity in modern Indian philosophy, which is centered around nationalist ideologies, ergo, the decolonization of India. The question this paper asks is how Indian philosophy dealt with gender at the vertices between nationalism and colonialism, tradition and modernity. The silence surrounding the subject of gender, including gendered violence and the colonial impact on considerations of gender in modern Indian thought, is alarming. The framework used in this research is grounded in decolonial feminism. In conclusion, the androcentric gaze in modern Indian philosophy is hindering the decolonization of India by promoting the traditional gender dichotomy and ignoring marginalized voices. It is essential to bring in more inclusive voices, indigenous knowledge from the margins and to provide an alternative understanding of gender that is not dominated by colonialism. This paper studies the cis/heteronormative voices that substitute for other voices which misinterpret, misrepresent and misplace unique voices as supposedly non-canonical.

Keywords: gender, androcentrism, Indian philosophy, decolonization, marginalized voices

POSTER PRESENTATIONS

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**PROBLEMS OF EQUALITY FOR FISHERWOMEN IN INDONESIA: A POLICY
REVIEW**

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ABSTRACT

Possessing an Indonesian National Fisherman's Card is important because apart from being a fisherman's professional identity, it is also the basis for providing insurance. It cannot be denied that the value of fisherman's insurance under the Indonesian National Fisherman's Card benefit is beneficial amid the fluctuating financial conditions of coastal communities, especially in times of environmental or financial crisis. However, the Government seems to only acknowledge male fishermen, and not the fisherwomen who perform the pre-production activities related to the fisheries industry. Under Indonesian Law number 7 of 2016 concerning Protection and Empowerment of Fishermen, Fish Farmers and Salt Farmers, it is stated that fisherwomen are only considered as part of the household. Such discrimination within the maritime professions is an obstacle for Indonesia in meeting international maritime requirements. A literature review and field research has been conducted in the East Nusa Tenggara maritime province of Central Indonesia, and the Maluku maritime province in Eastern Indonesia in order to address this issue. The wives of fishermen are in fact responsible for preparing equipment, often accompanying their husbands at sea, and processing all products upon each boat's return to land. Although the men and women both undertake the same hard work and confront the same risks, only fishermen are privileged with access to the facilities of an Indonesian national fisherman's card. This demonstrates a remarkable gender equality gap. Thus, it is important to evaluate and amend the practices of issuing Indonesian National fishermen's cards. Reformulating the definition of 'fishermen' in Indonesian policy is the main solution for this problem, which shall be "a fisherman is any person, regardless of gender, who depends on the sea and the coast for their livelihood".

Keywords: fisherwoman, gender equality, female maritime profession



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