

6TH INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN 2023

“Empowering Women,
Powering the Future”



MARCH 13

THKM

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Conference Report

The 6th International Conference on Future of Women
(FOW 2023)

“Empowering Women, Powering the Future”
23rd – 24th February 2023, Colombo, Sri Lanka



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TIKM also recognized the collaboration of Chokolaate and the Sri Lankan Convention Bureau as the Strategic Partners worked for the success of the event. On a special note, TIKM recognizes the key roles played by the Advisers, and the Conference Chair, Prof. Anita Singh, before and during the conduct of this Conference. The Institute also acknowledges Prof. Melissa Steyn and Dr. Rosaline Govender as Keynote Speakers. Warm appreciation is also due to the Plenary Speakers, Dr. Pratibha Jolly and Prof. Anoosh W. Khan. TIKM also warmly recalls the moderators of the special workshops – Ms. Lauren Sweeny, Ms. Becca Powers, and Prof. Barbara Risman – for their enthusiasm to share their knowledge in their specific fields. The Institute is equally thankful to Ms. Meshair Szpala and Ms. Amy Wheeler for the interactive storytelling session.

We also commend the support and effort of all the technical session chairs, evaluators, invited speakers, and presenters, who joined virtually and for coming all the way to Colombo, Sri Lanka to share their knowledge and expertise on the topic. A big thanks is also extended to all the 80+ participants from 23+ different countries for their support and active participation. Our partnerships with the following agencies are also acknowledged: Globeenjoy Tours – Tour and Accommodation Partner; and TIKM Events – Event Partner. Finally, yet importantly, the Institute applauds the members of the organizing committee for their efforts in the fulfillment of FOW 2023.

This report was prepared by the conference rapporteur, Mr. Gayan De Silva from the University of Colombo, Sri Lanka, together with the support of Ms. Maheesha Dilshani of TIKM. Further updates are available on the website: <https://futurewomenconference.com/>

INTRODUCTION

The 6th International Conference on Future of Women (FOW 2023) was held from the 23rd - 24th February 2023 at Hotel Taj Samudra, Colombo, Sri Lanka under the theme “Empowering Women, Powering the Future”. The Conference was attended by more than 80 participants representing more than 23 different countries. It was organized by The International Institute of Knowledge Management (TIKM), Sri Lanka.

The Conference was envisioned to bridge the gap between researchers, innovators, and knowledge seekers providing a common platform to tackle significant issues on the future of women, sharing the latest research findings, knowledge, opinions, suggestions, and vision while offering a gamut of interactive platforms, ranging from specific individual research presentations to panels, keynote presentations by prominent researchers in the field, group discussions, storytelling, workshops, networking, and many exciting experiences. FOW 2023 was also a moment to unite diverse research, stories, and case studies from all over the world, in parallel sessions while offering many networking and publishing opportunities.

The Conference was chaired by Prof. Anita Singh from Banaras Hindu University, India. Prof. Melissa Steyn from the University of Witwatersrand, South Africa, and Dr. Rosaline Govender from the Durban University of Technology (DUT), South Africa were the two keynote speakers of the conference. Plenary Speeches were delivered by Dr. Pratibha Jolly from the University of Delhi, India, and Prof. Anoosh W. Khan from the University of Peshawar, Pakistan. The two-day Conference had special events which included special workshops happening simultaneously in physical sessions as well as virtual platforms. A publication workshop was facilitated by Prof. Barbara Risman of the University of Illinois, USA, on Strategies for Publishing in English Language Gender Journal. An inspiring storytelling session was also conducted. A networking lunch was hosted by TIKM to allow participants to interact with each other and make new contacts.

A total of sixteen technical sessions were organized for researchers to present their work and share their knowledge. The following were the technical sessions:

01	Gender Equality and Empowerment I
02	Gender-Based Violence I
03	Representation/Misinterpretation of Women in the Media, Movies, and Literature I
04	Gender Equality and Empowerment II
05	Women, Workplace, and Sustainable Development I
06	Gender-Based Violence II
07	Women in Health I

08	Representation/Misinterpretation of Women in the Media, Movies, and Literature III
09	Gender Equality and Empowerment III
10	Gender-Based Violence and Women in Health
11	Representation/Misinterpretation of Women in the Media, Movies, and Literature II
12	Women, Workplace, and Sustainable Development II
13	Gender Equality and Empowerment IV
14	Women in Health II
15	Representation/Misinterpretation of Women in the Media, Movies, and Literature IV
16	Gender Equality and Empowerment V

INAUGURAL SESSION

The 6th International Conference on Future of Women (FOW 2023) commenced with an Inaugural Session at Gregory Hall, on 23rd February 2023. The Conference Convener, Mr. Isanka P. Gamage, Co-Founder and Managing Director of TIIKM, started the program by delivering his Welcome Address. Mr. Gamage welcomed everyone to the gathering and thanked all the partners and collaborators of FOW 2023. He introduced to the audience the mission and vision of TIIKM as well as the aim of the event. He also gave an overview of the activities of the 2-day Conference. It was then followed by speeches from the Conference Chair, Co-Hosting Partners, Academic Partners, and Strategic Partners. The 7th International Conference of Future of Women 2024 trailer was then launched that will be held on 22nd – 23rd February 2024, India. The conference group photograph followed by morning refreshments capped the session.

Speech by the Conference Chair

Prof. Anita Singh - Banaras Hindu University, India

Prof. Anita Singh, an academic and researcher of the Center for Women's Studies and Development, at Banaras Hindu University, India, welcomed the audience to FOW 2023 and expressed her gratitude and gladness to be a part of the said event since 2018. Prof. Singh highlighted some of the unnoticed aspects of uplifting women through rethinking and reconsidering women's rights agendas to bring empowerment to women.

The Chair expounded on the Conference theme which is “Empowering Women, Powering the Future”, raising the question of ‘who are the women whose future we explore?’ and addressing it in the context of women’s rights and the roadmap of women’s equality movements. To quote Prof. Singh, “Disparity and discrimination remain deeply entrenched in every society, wherever you are coming from, while significant gains have been made to empower women worldwide, great challenges still remain”. She explained that we have to build equality through multilateralism by recognizing the role of women and making them a source of inspiration as quoted by Audrey Azoulay, the Director-General of UNESCO. She urged everyone to be sensitive to the difference between women’s power and privilege in different geographical contexts. In the end, Prof. Singh talked about the future in terms of women as women’s equality, a sure way to raise people and nations out of poverty, tackle climate change, and fulfill sustainable development goals.

Speech by the Co-Hosting Partner

Prof. Alkaa Singh – Vasanta College for Women, affiliated with the Banaras Hindu University, India

As the Conference Chair and Academic Partner have already explained the problems and challenges posed on the future of women, Prof. Alka Singh highlighted the establishment of Vasanta College, its vision, and its mission. The way founders believed that education and management among women is the only means to social reform. Prof. Alka stated their belief that women’s wisdom as well as men’s is needed to dig deep and build strongly the foundations of a new India. She explained how the college strives to work in an atmosphere where there is no fear, no authority, and only love, affection, and a good relationship. Prof. Alka finally showed how the college is built including its infrastructure in an eco-friendly manner and the scholarships offered by the school, which are meant for an inclusive education where all categories of students can take education including but not limited to differently-abled children as well. As an end note, she elaborated on why Vasanta College is an institute that caters to the mental as well as physical health of the students equipped in every way to have a holistic group in terms of sports, education, and co-curricular activities. Moreover, how the ICT-enabled classes help students to work well in the digital world while open-air classrooms allow the students to interact with nature and grow in a neutral environment. She concluded her speech by welcoming the participants to the conference.

Speech by the Academic Partner

Dr. Verena Tandrayen-Ragoobur – Associate Professor, University of Mauritius, Mauritius.

Dr. Verena Tandrayen-Ragoobur extended her warmest welcome to the delegates of the 2-day event and hoped that everyone will have a very productive and meaningful conference. She stressed that empowering women is key to development and essential for sustainable development. She brought out attention to key problems regarding gender equality and explained

how empowering girls will lead to a proper society. She explained that proper change in the system requires policy and program functions that would include women's access to secure language and economic resources. Dr. Verena also mentioned, as an academic institute, how the University of Mauritius, has contributed to supporting gender equality and addressing the raised questions. The university offers degree programs aimed at providing students with critical thinking and skills to analyze social behavior. She finally called out the need for a world without gender inequalities, free of stereotypes, and a world thriving with empowered women supported by gender equality and gender inclusive society.

Speech by the Academic Partner

Prof. Bijayalaxmi Nanda – Miranda House, University of Delhi, India

Prof. Bijayalaxmi Nanda is an academic and researcher of the Miranda House at the University of Delhi, India. She warmly welcomed the audience to FOW 2023. Prof. Nanda also explained in detail about her esteemed institution which was established during the time of national freedom and thus its distinctiveness being about empowering women. One of her opening lines was to stress the fact that 'Women's rights are human rights' and reiterate the concept. Prof. Nanda stressed the need to bring about women's full participation, based on equality, in all spheres of society, as a non-negotiable, fundamental right, for the achievement of equality, development, and peace. She brought forward her own concept developed through her understanding of the disclosure of rights and her work with the Women's rights movements, 'the syncretic per feminist perspective with an intersectionality approach. Prof. Nanda discussed in detail the strategic essentialism, uniting under one banner, perspective dualism, 3As introduced by UNEP; Assets, Autonomy, and Aging linked with 3Es; Engagement, Emancipating, and Empathy. She ended her speech by introducing the 'Curb Cut Feminism' concept.

Speech by the Academic Partner

Prof. K. Manimekalai - Alagappa University, India

Prof. Manimekalai, an academic and researcher at the Department of Women's Studies of Alagappa University, India, happily welcomed the participants to FOW 2023 and expressed her gratitude for being able to join the said event. She expressed the different aspects regarding the future of women she and her institute observed during the course of time to address them. Prof. Manimekalai said her department strives to act as a catalyst in not only empowering women but also elevating women's studies. She stressed the fact that when the whole society is sensitized about gender equality the productivity of the society as a whole will improve significantly. Thus a gender-neutral society can easily be created and once women are mainstreamed their potential and intelligence

will be utilized in every aspect of society, especially in the context of the economy which will eventually be reflected in the GDP of the country.

Speech by the Strategic Partner

Ms. Michelle Gunasekara - Managing Director of Chokolaate Magazine

Ms. Michelle Gunasekara, an entrepreneur and the founder and managing director of Chokolaate Magazine, briefly described the work of the said magazine. Ms. Michelle explained how they provide a platform for young designers to showcase their talents based on the theme of 'Mother and Daughter'. Thus she stated how it provides a great opportunity for young women to get together, and showcase their talents and creativity through many aspects of life. Ms. Michelle addressed the gathering on how the team behind the magazine is predominantly female-oriented without being a bias simply attracting young women through the opportunities provided by the magazine for the uplifting and the boost to start their career. She ended the speech by revealing their wish to expand the brand beyond the scope of Sri Lanka into international platforms.

KEYNOTE FORUM

Title: "To Know Where We Are Going We Have To Know Where We Have Been"

By Prof. Melissa Steyn

University of Witwatersrand, Johannesburg, South Africa

Prof. Melissa Steyn who is a sociologist, the South African National Research Chair in Critical Diversity Studies, and the director & chair of Wits Center for Diversity Studies, University of Witwatersrand, Johannesburg, South Africa, delivered the first keynote speech of the FOW 2023 conference, 23rd February 2023. Prof. Steyn began her speech with some shocking facts she learned through her experience, about how women have been positioned, how they have been thought about, and the challenges they face. Beginning with the story of Adam and Eve, Prof. Steyn discussed the power held by men over women whom they desire. She suggests that sexuality has been right at the heart of patriarchy and is what needs to be controlled to control women. She pointed out the extraordinary amount of energy that has been used to discipline and create discourse, creating social orders that would control, curtail, and discipline women so they couldn't challenge the patriarchy.

Prof. Steyn stresses the shifting of blame to women and turning around responsibility by men which is fundamentally misogynist. She spoke on how misogyny gets mixed into the construction of gender, sexuality, and religion. She again highlighted the fact that things that cannot be classified as normal are labeled to being monstrous, by bringing how Aristotle regarded the birth of a girl as monstrous, into the attention of the audience. Also, she mentioned how slaves were recognized as a group of people who are dependent and cannot make informed decisions for themselves. Which caused for creating second-classness for women. She disregarded the way Aristotle stated that women are biologically suited for domestication and the nuclear family concept where one man controls one woman.

Prof. Steyn focused on how women were deprived of knowledge how whoever pursued knowledge was discriminated against as witches and how women were seen as failed males starting with biologically. She described how the future of women relies on changing the misconceptions in every aspect including but not limited to gender, sexuality, family, economy, religion, and political systems. She stressed the fact that how each of those challenges measured the enormity of the task of creating a non-sexist world. Finally, she urged everyone to take the positive things out of the misbeliefs such as women's ability in multitasking, and get the ambivalent constructions out of it. Prof. Steyn concluded her speech by suggesting looking at the scientific constructions of gender, very closely because the fields are still dominated by patriarchy.

Title: “Flipping the Script on Women in the Workplace “

By Dr. Rosaline Govender

Durban University of Technology (DUT), South Africa

Dr. Rosaline Govender, chairperson of the Gender Forum of GUT, Secretary of the Institutional Forum, and an Academic Development Petitioner, from the Durban University of Technology (DUT), South Africa delivered the second keynote speech of the FOW 2023. In the first part of her speech, Dr. Govender gave a snapshot of the latest data on the State of Gender Equality with the aid of the World Women's Report prepared by the Statistics Division of the United Nations Department of Economic and Social Affairs. She brought attention to facts including; less than 50% of working-age women are in the labor market, despite it has been more than 25 years since Beijing Declaration and Platform for Action was adopted, no country has still achieved gender equality, and women are being held back by unpaid domestic and care work. Dr. Govender believes that attention should be paid to facts like, only around 28% of women are involved in managerial positions in society, and challenges faced by women such as; misogyny, blurring of boundaries, harassment, and gender inequality.

During her speech, Dr. Govender talked about how to flip the script of women in the workplace. One way she proposed to challenge the gendered rhetoric of success. Changing the masculine norm

of what should be. She stressed that the presence of said masculinist standards makes gender inequality hard for many people to recognize. The male definition of success is linked to money, status, and power. Women, on the other hand, have been categorized into caregiving roles which created conflicts when entered the working world. Women's definition of success includes life balance, career-professional achievement, and personal relations. Dr. Govender suggested as the way we view success, impacts the choices that are made both personally and professionally, the definition of success should be made multi-dimensional. One of the highlights of her speech was the idea that if success is viewed from a traditional male-dominated viewpoint, then women get captured in the dreams of men, as prisoners. She addressed that women's decisions tend to be more democratic, participative, and collaborative. She urged women to be authentic in leadership and not to copy the norms which are projected by males.

Dr. Govender also defined the leadership style of women as a transformational type that engages with others in such a way that leaders and followers raise one another to higher levels of motivation and morality. According to her, during the past years, the concept of transformational leadership has evolved to include, "live, optimistic, moral, and equitable leaders" who provide others inspirational motivation, intellectual stimulation, individual consideration, and a higher purpose in life. Dr. Govender insisted that the transformational type of leadership contrasts with transactional leadership based on males. She said mentorship of women is an excellent way for empowering women. She quoted that "women need to be agents of change both at work, home, and society. At ending her speech, Dr. Govender encouraged the audience to challenge practices and norms, that force women to submit, endure, and suffocate so that maybe the world will be much more equitable.

PLENARY SPEECH

Title: "Gender Advancement for Transforming Institutions (GATI): Fostering Equality, Catalyzing Change"

By Dr. Prathibha Jolly

Miranda House, University of Delhi, India

Dr. Prathibha Jolly gave a plenary speech on the topic *Gender Advancement for Transforming Institutions (GATI): Fostering Equality, Catalyzing Change*. Dr. Jolly began the speech by giving tribute to women scientists at the forefront of fighting COVID-19. In the first part of her presentation, she talked about 'Moonshot Thinking'. The megatrends; Equity, Excellence, and Expansion in changing demographics and changing vocabulary were laid down. In the next part of her presentation, she addressed the persisting glass ceiling in higher academia, the cultural barrier

on ‘women as a thinker’, Ima Keithal as the world’s largest female market, and the demography of startup female founders. Towards the end, Dr. Jolly shared information on GATI as a strategic intent to nudge institutions towards supporting diversity, inclusion, and the full spectrum of talent for success and progress for all while joining other international gender equality charters as well. She explained the GATI charter in the context of 10 key principles along with the GATI Model and Process. She ended her presentation by urging all women to rise above the stereotypes they have.

Title: “Subversive Symphonies and Revolutionary Fervor”

Prof. Anoosh W. Khan

University of Peshawar, Pakistan

Prof. Anoosh W. Khan who is a professor & chair of the Department of Gender Studies of the University of Peshawar, Pakistan, gave a plenary speech on the topic of *Subversive Symphonies and Revolutionary Fervor*. Prof. Khan began the speech by giving a brief introduction to her paper where she looked at revolution from an anthropological perspective as opposed to concentrating on the violent aspects. She stated that revolution shouldn’t be understood in a narrow sense and there are several ways of being revolutionary. In the next part of her presentation, she addressed the need to redefine the word ‘revolution’ for the lack of better meaning and for being understood as binary. Towards the end, Dr. Jolly shared information on revolutionary fervor and she quote “If young men don’t succeed in winning over the country, girls will not stay behind and they will ensure they win over boys”.

SPECIAL WORKSHOPS

Ms. Becca Powers: “Why the Current Conversation Surrounding Work/Life Balance is Doing More Harm than Good?”

Ms. Becca Powers, the founder and CEO of Powers Peak Potential, USA, talked about “Balance”. She gave a brief introduction about herself. She explained herself as becoming the CEO of her own life. Ms. Powers explained 3 myth related to balance; balance is happiness, balance reduce stress, and balance is obtainable. She did an interactive activity with the audience asking them to decide whether the 3 questions; prepping meals on Sundays, accepting a board position interrupting a consistent workout, and breaking a meditation, bring harmony or disharmony to the life. Ms. Powers then addressed 3 steps to thrive; permission to prioritize self-wellbeing first, setting boundaries, and creating self-support. She urged to swap balance with harmony. Ms. Powers concluded her speech by stating that; “Choice has two paths, they either empower us or sabotage us, help us or hurt us, whether it is for personal life or professional life”. She finally answered a

few questions raised by the audience regarding harmony and acceptance before concluding the workshop.

Ms. Lauren Sweeny: “Lead with Influence; Workshop on Values-based Leadership”

In this workshop, Ms. Lauren Sweeny, branding expert, PIHRA board member, corporate trainer, and leadership & confidence coach at *Rise Up for You, USA*, introduced what the term ‘Branding’ means. She quoted, “Best time to create a brand is when you don’t need it”. Ms. Sweeny then explained how to navigate branding, why we need to create one, how to create one, and what are the non-negotiable. She also explained adding values, the mission, quality, and being specific. In the later part, Ms. Sweeny addressed how to make the brand visible among thousand of others. She addressed the audience with the golden points of her speech; that we are our brand, the person is the professional, lead through our values, spark connections, relatability, and most importantly get started. Ms. Sweeny concluded her speech by quoting “be intentional” in order to make the brand a success.

PUBLICATION WORKSHOP

Strategies for Publishing in ‘Gender & Society’ and Other English Language Gender Journals

Prof. Barbara Risman

College of Liberal Arts & Sciences, University of Illinois, Chicago, USA

The workshop was led by Prof. Barbara Risman College of Liberal Arts & Sciences, University of Illinois, Chicago, USA on Strategies for Publishing in ‘Gender & Society’ and Other English Language Gender Journals. Prof. Risman first introduced the basic concepts of choosing the most suitable journal by using a list of examples. After that, she explained how to be determining fit to avoid desk rejections. Next, Prof. Risman elaborated on the submission and review process. She focused on what to do if the publication got rejected so that it can be addressed critically without being discouraged. Toward the end of her speech, she answered some frequently asked questions about submissions at *Gender & Society*, followed by what type of articles and research are published by them. Finally, she instructed the audience on what should be done after getting acceptance for the paper. Prof. Risman was generous to share her knowledge on how to get a paper successfully published in a well-recognized journal.

STORYTELLING SESSION

Title: “Feminist Issues and Religious Violence Against Women”

By Ms. Meshair (An author, France)

Ms. Meshair started her story by giving a brief introduction about herself, where she was born, and from there onwards how she got an education. She continued to give examples so that the audience could follow the flow of her story. She talked about child marriages and marrying a man who was selected by his parents. Ms. Meshair also said how she earn her job, and how women were forced to depend on men even at getting a job and thrive at the job. She emphasized the idea of principles and responsibility. She revealed how she was wrongly accused of misdoings and got arrested. Finally, she explained how she overcame the challenges, how she figured out who she is, and how she found her life and happiness.

Title: “Inspire-Achieve-Empower: Find Your Inner Power, Achieve Your Goals, and Inspire Others Along the Way”

BMs. Amy Wheeler (Educator, Marathoner, Endurance Athlete, USA)

Ms. Wheeler started the session with a small introduction about her as a 2-time winner in high endurance triathlon. She identified herself as a lotus flower. Ms. Wheeler explained how faced a dark childhood with divorced parents, how she tried to end her life, and various drugs & alcohol-induced attempts to escape the darkness. Then she talked about how she became a mother at 19 and how having a child changed her life for her. How she worked hard and kept from quitting, and how she entered into a marriage without love. Finally, she revealed the way her marriage counselor helped her, how she as a divorced mother brought her child, and how she became a strong & healthy woman for her daughter. She asked the women to tear the script, find themselves, and believe that they are enough. Ms. Wheeler addressed the audience about the way running changed her life for good. How it helped to find herself, quit smoking, her goals, feeling her purpose. Ms. Wheeler ended with a quote she adopted to her life, “No mud, No lotus”.

TECHNICAL SESSIONS

Technical Session 1: Gender Equality and Empowerment I

Chaired and Evaluated By: Prof. Anita Singh (Banaras Hindu University, India)

Author/s	Topic
Ozdil Gumus E. (<i>The Ataturk Institute for Modern Turkish History, Bogazici University, Turkey</i>)	Fatherhood and the Wellbeing of the Family: Research by Kadem
Valentza E. (<i>Graduate School of Business, University of Cape Town, South Africa</i>)	Inclusion Challenges of Black, Migrant Women in South Africa: An Inductive Study using Hermeneutic Phenomenology
Kirk P. A. (<i>Founder Femvestors Global, Singapore</i>)	Women and the Reality of Our Financial Future
Thavarasa Tharshan, Dr. S. Jeevasuthan (<i>University of Jaffna, Sri Lanka</i>)	Sustainable Livelihood Empowerment of Women-Headed Households (WHH): A Study Based on Karachchi Divisional Secretariat, Kilinochchi
Velu Udhayseger, Shanmuganathan Helanjanani (<i>University of Peradeniya, Sri Lanka</i>)	Challenges Faced by Women in Establishing Leadership (A Sociological Study Based on Women of Tea Plantation Sector, Maskeliya Tea Plantation - Nuwaraeliya 2022)

The session concentrated on gender equality and women's empowerment within society. E. Ozdil Gumus revealed through her study regarding the investigation of the 'new fatherhood' practices and behaviors that emerge with social changes in Turkey. The study reflected meanings attributed to fatherhood as well. The study concluded the role of a father in a family undergoes changes followed by the transformation of social structure. Meanwhile, E. Valentza indicated her study moved beyond the intersection of gender, race, and class and investigated the intersection of visible and invisible identities, to nuance theoretical contribution added with the black social psychological lens. P. A. Kirk stated the idea, 'Financial future is women' through her study regarding fractional share, financial security, financial education, and femvestors. The session committee was highly impressed with the presentation and recommended continuing the good work. Tharshan Thavarasa has researched the women-headed household in the context of the final phase of the war and post-war period which faced great social, economic, and psychological challenges. The study suggested creating a data bank of WHH and providing necessary aid. Velu Udhayseger has done research work in finding challenges faced by women in assuming leadership in socio-economic roles in society, even though they have been the backbone of the economy. Their study explained the importance of understanding leadership roles among women with a special

focus on the upcountry of Sri Lanka. They suggested providing financial support, alternate livelihoods, and provide non-formal education to bring out the leadership qualities.

Technical Session 2: Gender-Based Violence I

Chaired By: Dr. Momina Zahan (Banasthali Vidyapith, India)

Evaluated By: Dr. Bhushan Sharma (An independent researcher from India)

Author/s	Topic
Radosveta Ivanova Giuleva (Univeristy FBU, Bulgaria)	Domestic Violence as a Factor in the Formation of Destructive Attitudes in Children Aged 5-7 Years – A Comparative Analysis
Qaisar Mehreen (Allama Iqbal Open University, Pakistan)	Cyber Harassment Against Professional Women on LinkedIn in Pakistan
Moksha Singh (National Institute of Technology, Raipur, India)	Adolescent Female in Conflict and Resilience: An Analysis Through the Capabilities Approach
S. Poulpunitha (Alagappa University, India)	Cyber Crime Against Women and Girls: Perception and Attitude
Ndhlovu G. N. (University of Fort Hare, South Africa)	Men Behaving Badly: The Construction of Masculinity Among Youth Gangs from Entabeni in the Vaal Area of South Africa

The highlight of this session was gender-based violence. S. Poulpunitha presented her research on cyber crimes and online platforms where women's dignity, privacy, and security are being increasingly challenged. Through her study, she has concluded that awareness is significantly important as a tool to decrease/prevent cyber crimes. Next, G. N. Ndhlovu talked about her research in investigating the concepts and construction of masculinity that young men are exposed to, how marginalized young men practice masculinity, and how said concepts and constructions of manhood intersect with the use of violence. Evaluators congratulated the participant by concluding the session.

Technical Session 3: Representation/Misinterpretation of Women in the Media, Movies, and Literature I

Chaired and Evaluated By: Prof. Alka Singh (Vasanta College for Women, India)

Author/s	Topic
Pradhan Ipsita, Bhutia Ugen, Bikku, Singh Maanvender, Dar Aehsan Ahmad (SRM-AP University, India)	The afterlife of Martyrdom: Obscure Narratives of Surviving Families in Hindi Cinema
Bodrik M. M., Almutairi M. B., Alsolamy F. S., Alfayyadh H. M. (health Academy, Saudi Commission for Health Specialties, Saudi Arabia; King Saud University, Saudi Arabia; MASHA University, Malaysia; John Hopkins University, USA; King Fahad Medical City, Ministry of Health, Saudi Arabia; Islamic Sciences and Literature, Jeddah University, Saudi Arabia)	Empowered Woman's Voice and Legacy Rediscovered: First Muslim Nurse, Rufaidah Al-Aslamiah (620 A.D.)
Livaha P. (Erasmus University College, Netherlands)	Intersectionality in Women's Empowerment: Participatory Action, Research in Kisii, Kenya and Why What Rural Women Do Matters?
Manjari Shukla (Vasanta College for Women, India)	A Woman's Uprising in a Patriarchal World: Manal al-Sharif's Daring to Drive in Context
Bhattacharyya M. (Vasanta College for Women, India)	'Facing the Mirror': Studying Shame, Embodiment and Crisis of Self in Autobiographical Breast Cancer Narratives

The session focused on the representation/misinterpretation of women in the media, movies, and literature. Ipsita Pradhan presented their study that investigated the nature of the feminine docility in Hindi cinema on war, any identifiable pattern of translocated patriotism in Hindi cinema, and do female-led characters signal a drastic shift in representational docility translocated patriotism. Manjari Shukla presented her study on 'Manal Al-Sharif' who led a successful campaign for Muslim women to be able to drive their own vehicles. M. Bhattacharyya revealed through her study of studying shame and embodiment in the context of breast cancer, that there is a significant role of the body in shaping and conditioning our identities. She stated the future scope of her study lies in the attempt to understand how breast cancer patient-narrators create empathic bonds with their readers by sharing their stories of shame and thus empower not only themselves but also their readers. P. Livaha presented her study of intersectionality in women's empowerment, in the context of female circumcision, laws & mechanisms of the practice, and Participatory Action Research (PAR). She

proposed that the best method to solve the issue is to create significant awareness among women about the said topic.

Technical Session 4: Gender Equality and Empowerment II

Chaired and Evaluated By: Dr. Amber Raza (Institute of Business Management, Pakistan)

Author/s	Topic
Krivobokova T. (<i>University of Padova, Italy</i>)	New Iconography of Women's Pro-Democracy Protest. Case Study of Belarus
Verma M. (<i>Vasanta College for Women, India</i>)	Highlighting the Struggles and Power Dynamics of Indian Women in Sports
Tanti Widia Nurdiani (<i>Smart Indonesia Academy, Indonesia</i>)	Female Leaders in Implementing Risk Appetite on the Performance Implications of Implementing Risk Management in Banking
Trisha Khatuya (<i>Vasanta College for Women, India</i>)	Exploring Gynocentric Spaces, and the Intertwined Relationship Between the Female Gaze and Queer Love in Céline Sciamma's "Portrait of a Lady on Fire"
Manimekalai Kalidasan (<i>Alagappa University, India</i>)	Promoting Women's Reproductive Health in India

This session focused on gender equality and empowerment. M. Verma presented their work on difficulties women athletes encounter in the context of women's cricket, wrestling & boxing, common problems that exist in the said fields, measures that can be taken, and power dynamics of women in sports. Tanti Widia Nurdiani's work on female leaders in implementing risk appetite concluded that women risk leaders must also have a high sense of self-awareness, character, integrity, and courage. Trisha Khatuya reported their work on undoing male narrative, how the female gaze is not objectifying in Céline Sciamma's "Portrait of a Lady on Fire". She narrated the end of the work as a beautiful elegy. On a separate note, Manimekalai Kalidasan presented their study which focused on defending and promoting reproductive health without discrimination or violence while acknowledging that reproductive rights include the right to the highest standard of sexual and reproductive health as well as the right of everyone to make an informed decision regarding the number, spacing, and timing of children. Their findings showed that reproductive health improvements extend the life expectancy of mothers and children, create opportunities for participation in the labor market, and lead to higher income as well as higher levels of asset accumulation.

Technical Session 5: Women, Workplace, and Sustainable Development I

Chaired By: Dr. Rachana Pandey (Vasanta College for Women, India)

Evaluated By: Dr. Shyamkiran Kaur (National Institute of Technology, Jalandhar, India) and Dr. Geeta Paravin (Gandhi College of Law, India)

Author/s	Topic
Naito T. (<i>Seikei university, Japan</i>)	Intergenerational Linkage Between Women and Their Mothers' Employment
Dagmar Preissing (<i>Fulda University of Applied Sciences, Germany</i>)	Underrepresentation of Women in Management Positions – Still a Phenomenon of the Digitized Working World?

The session focused on women, the workplace, and sustainable development. T. Naito presented a study conducted to examine the impact of a mother's employment type when a daughter is young enough to need generous care on her actual career course selection when the daughter grows up to be a mother. According to her study, the empirical pieces of evidence suggest that a mother's employment status in childhood of women affects women as a work role model. Session suggested incorporating the effect of the male parent taking leave into the study as well. Dagmar Preissing has investigated the underrepresentation of women in management positions will still be a phenomenon in the digitized working world. Her research revealed that the proportion of senior management roles held by women is increasing. However, progress is affected by the concept of the 'Glass Ceiling'; invisible barriers prevent women from advancing to higher managerial positions due to structural, cultural, and personal barriers. The presentation focused on each aforementioned barrier individually and on ways to break them. The study concluded that a technology-driven working world can help to break down the glass ceiling.

Technical Session 6: Gender-Based Violence II

Chaired By: Dr. S. Poulpunitha (Alagappa University, India)

Evaluated By: Dr. Bhushan Sharma (An independent researcher from India)

Author/s	Topic
Zahan M. (<i>Banasthali Vidyapith, India</i>)	The trend of Reporting Cases of Sexual Violence Against Women with Special Reference to Rajasthan & Meghalaya
Moksha Singh (<i>National Institute of Technology, Raipur, India</i>)	Impact of Armed Conflict on Adolescent Females and Their Rehabilitation in the Global South

Anggi Khairina Hanum Hasibuan (<i>Republic Indonesia Defense University, Indonesia</i>)	Women in Chemical Warfare Yesterday, Now and in the Future: Studies Based on Humanitarian Law
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Session 6 focused more on gender-based violence. M. Zahan did pioneering work on understanding the trend of reporting by analyzing; the type and nature of SVAW, relationship with the perpetrator, time of reporting, and awareness about the rights of the victim, using the information from the reported crimes. The findings suggested working out better and victim-friendly reporting mechanisms, creating awareness about the crimes as well as the rights of victims to sensitize the families, creating better-supporting systems, and empowering victims. Moksha Singh presented her successful work on investigating existing structural, social, and cultural biases with the ensuing armed conflicts heightening women's vulnerabilities, missing voices of female adolescents, and rehabilitation. The study concluded that the post-conflict contexts differ significantly and are influenced by the social, cultural, and political environments that constrain adolescent females. The session concluded with the session chair congratulating the participants.

Technical Session 7: Women in Health I

Chaired By: Dr. Shyamkiran Kaur (National Institute of Technology, Jalandhar, India)

Evaluated By: Dr. Sarwat Nauman (Institute of Business Management, Pakistan)

Author/s	Topic
Bilgilisoy U. T. (<i>Mugla Training and Research Hospital, Turkey</i>)	The Negative Effect of Smart Phone Addiction on Female Sexual Function Index
Kencanawati D. A. P. M. K., Martha E. M., Barbual B. B., Orpa Diana Suek (<i>Politekink Kesehatan Kemenkes Kupang, Indonesia; Universitas Indonesia, Indonesia; Universitas Airlangga, Indonesia</i>)	Adverse Outcome of Pregnant Women Who Live in High Endemic Malaria in Eastern Indonesia
Oyinlola O. A., Sunmola A. M. (<i>Chrisland University, Abeokuta, Nigeria; University of Ibadan, Ibadan, Nigeria</i>)	Psychosocial Factors as Predictors on Early Antenatal Care Initiation Among Pregnant Women in Ibadan, Nigeria

The highlight of the session is women in health. U. T. Bilgilisoy illustrated his study on the negative effects of smartphone addiction on FSFI where the study revealed, that smartphone addiction has a strong correlation with female sexual dysfunction and should be considered in treating sexual

dysfunction among females. D. A. P. M. K. Kenanawati through her study done with pregnant women living in areas with high endemic malaria revealed that all pregnant women who have a history of malaria in their pregnancies have experienced complications during pregnancy mostly the prolongation of latent phase, abortion, premature delivery, etc. On another note, O. A. Oyinlola worked on early antenatal care among pregnant women in Nigeria. The study expressed that 6 out of 10 women are liable for complications leading to death, and salient dependence on husbands by pregnant women is a strong cultural factor for reaching SDG.

Technical Session 8: Representation/Misinterpretation of Women in the Media, Movies, and Literature III

Chaired By: Ms. Pauline Kirk (Founder of Femvestors Global, Singapore)

Evaluated By: Prof. Anita Singh (Banaras Hindu University, India)

Author/s	Topic
Fernando W. S. L. (University of Colombo, Sri Lanka)	Women and Work Place, Gender Pay Gap, Glass Ceiling, and Sticky Floors

The session highlighted the representation/misinterpretation of women in the media, movies, and literature. W. S. L. Fernando presented in detail through her research, the topics of; the glass ceiling, sticky floors, workplaces, gaps such as; the gender pay gap, gender leadership gap, and gender promotion gap, and also a framework for workplace along with several recommendations to bridge the gap between glass ceiling s and sticky floors. The session committee appreciated the timely topic and requested an explanation of 'Glass Cliff' which the presenter explained.

Technical Session 9: Gender Equality and Empowerment III

Chaired By: Dr. Reema Bhatia (Miranda House, University of Delhi, India)

Evaluated By: Dr. Bhushan Sharma (An independent researcher from India) and Dr. Geeta Paravin (Gandhi College of Law, India)

Author/s	Topic
Endang Susilowati, Erwin Susanto Sadirsan (University of Indonesia, Indonesia; Pertamina University, Indonesia)	Encouraging Women Leadership & Women Empowerment in SOE's Environment as Implementation of SOE's Core Value AKHLAK
Adesemowo M. M., Olayinka E. B.	Interrogating Gender Spaces in the Professional Arena

(Chrisland University, Nigeria; University of Ibadan, Nigeria)	
Martin, Jamie (University of the Witwatersrand, South Africa)	Troubling the White Habitus of Johannesburg LGBTQ+ Pride

The session focused further on gender equality and empowerment. Endang Susilowati has explored how to encourage women's leadership and to empower women in the State-Owned Enterprises environment. Her study has concluded that as a road map to gender equality companies should focus on the board goals, to get more women into leadership as well as to retain already present female leaders, the organizations support, resilience, and self-efficacy, and separate strategies for company, leaders, and women employees. M. M. Adesemowo has experimented in her study on the effect of gender stereotypes on the job satisfaction of professional accountants in the context of; any effect of unconscious bias and underrepresentation on job satisfaction.

Technical Session 10: Gender-Based Violence and Women in Health

Chaired By: Mr. Asrani Gopaul (University of Mauritius, Mauritius)

Evaluated By: Prof. Anita Singh (Banaras Hindu University, India)

Author/s	Topic
Raha Sabet Sarvestany (Turku University, Finland)	Women, Life, Freedom: Reading the Reflection of Iranian Women Movement Through Social Media
Pruthi M., Manjula V. (Christ University, India)	Invisible Wounds: An Exploratory Study of Women's Experiences of Emotional Abuse
Kassa Maksudi (University of Cape Town, South Africa)	Intergenerational Transmission of Domestic Violence in Refugee Families in Durban, South Africa
Ioana Constantin-Bercean (Institute of Political Science and International Relations, Romanian Academy, Romania)	Women in Nuclear Security – From Myth to Reality
Grace Wickramasinghe (LLB, University of London, UK)	A Legal Analysis of LGBTQIA+ Community in Sri Lanka in a Post-British Era and its Victorian Values

Session 10 focused more on gender-based violence and women in health. Raha Sabet Sarvestany talked about women, life, and freedom in the context of Iranian women as well as how they show

protest and what needed to be done especially on governments to ensure freedom. M. Pruthi presented her work on investigating what are the experiences of women in an emotionally abusive relationship, how is emotional abuse understood in the patriarchy-driven Indian context, women's perception of emotional abuse, and why women stay in emotionally abusive relationships. Kassa Maksudi presented her study which concluded that there are high levels of violence perpetrated against women and girls, risk factors for violence, and a great need for awareness regarding domestic violence within the community. Grace Wickramasinghe addressed the session regarding her study on the LGBTQIA+ community suggesting a reformation in law and legal system to support them as well as to stop discrimination against them using the legal system and existing laws. Finally, Ioana Constantin-Bercean presented her work stating persistent gender inequality in the world means that women, men, and gender non-conforming individuals still have unequal access to economic, political, social, and health resources & opportunities, and therefore be affected differently by certain policies and programs. The session concluded with the session chair congratulating the participants.

Technical Session 11: Representation/Misinterpretation of Women in the Media, Movies, and Literature II

Chaired By: Dr. Ipsita Pradhan (SRM-AP University, India)

Evaluated By: Dr. Rachana Pandey (Vasanta College for Women, India) and Dr. Reema Bhatia (Miranda House, University of Delhi, India)

Author/s	Topic
Smita Sahgal, Vinita Malik (<i>University of Delhi, India</i>)	Ruptures in the Divine Household: Pārvati's 'Playful' Subversion of Perfect Wifehood
Tafita F. M., Olude I. O., Adetoye F. A., Adeyanju O. A. (<i>Chrisland University, Nigeria</i>)	"No Ladies at the Bar": Equality in Gender as a Basis for Complementarity and Not Oppositionality
Moonasamy A. R., Sitshaka A. B., Naidoo G. M. (<i>University of Zululand, South Africa</i>)	The Role of Social Media in Perpetuating Gender-Based Violence Among Female Students During the COVID-19 Lockdown
Alka Singh, Rachana Pandey (<i>Vasanta College for Women, India</i>)	Evolution of Sita and the Subversion of Myth: A Study of Selected Texts and Performances
Kilepak Gertrude Palako'ou (<i>Department of National Planning and Monitoring, Papua New Guinea</i>)	Gender Equity and Social Inclusion Branch, Department of National Planning and Monitoring, Papua New Guinea
Sivakumar Iyyanar (<i>Alagappa University, India</i>)	Representation of Gender, Caste, and Class in Contemporary Tamil Films

This session focused further on the representation/misinterpretation of women in the media, movies, and literature. Smita Sahgal presented their work on the divine lore of Pārvatī. Their findings showed that Rachana Pandey's work on the evolution of Sita and the subversion of myth showed that retelling and experiential learning are a constant process of learning and unlearning. I. O. Olude reported their work on the first theory of complementarianism is that both sexes are equal in personhood and there is no difference in worth but in roles. On a separate note, Sivakumar Iyyanar presented his study investigating gender caste, and class system in Tamil films and analyzing the social stigma and how they illustrate, objectification, exclusion, and silence, all contribute to the maintenance of dominant structures. Gertrude Kilepak presented on gender equity and social inclusion in the context of the Department of National Planning and Monitoring, Papua New Guinea.

Technical Session 12: Women, Workplace, and Sustainable Development II

Chaired By: Dr. Radha Thevannoor (SCMS Cochin School of Business, India)

Evaluated By: Dr. Shyamkiran Kaur (National Institute of Technology, Jalandhar, India) and Dr. P. Pratheeba (Eastern University, Sri Lanka)

Author/s	Topic
Dabee V. (University of Mauritius, Mauritius)	Does Minimum Wage Promote Equity and Social Justice? Evidence From Africa
Karki R. D. (Tribhuvan University, Nepal)	Women's Autonomy in Nepal: Use of own Earrings and Inherited Property
Nurnita Yanuaris, Aryati Sulistiyo Ningsih (Institute of Social Science and Management STIAMI Jakarta, Indonesia)	Multi Roles and Mental Health of Career Women During the COVID-19 Pandemic (Phenomenological Studies at the Port Directorate of the Ministry of Transportation)
Kayode A. E.*, Anwana E. (Durban University of Technology, South Africa; University of Ibadan, Nigeria)	Gender Comparison in the Usage of ICT Facilities Among Students in Higher Institutions as Educational Sustainable Development: A Case Study of AFE Babalola University (Abuad), Nigeria
Padmapriya Raghavan (DIVINE INDIA, France)	The AI Era and the Technology Gender Gap Closure
Francesca Brunetti (Xiamen University, China)	Women, Fungi, and Other Dirty Beings

The session concentrated on Women, the Workplace, and Sustainable Development. A. E. Kayode and E. Anwana revealed through their study to investigate the availability of ICT resources to male & female students, their level of skills in using ICT, and the challenges faced doing so. Meanwhile, V. Dabee indicated that her study was done to explore the effectiveness of the application of minimum wages in meeting its social justice and equity roles. R. D. Karki attempted to examine women's autonomy in their earning and inherited property, through her study. Padmapriya Raghavan presented about the AI era, and technology gender gap and concluded her research presentation with several suggestions including but not limited to; a holistic approach using AI, mentorship & techno awareness among women, and professional pause without creating a gender gap. Next, Francesca Brunetti spoke on Plato-philosophy, and Plato's 'Myth by the cave' book in the context of the patriarchal approach to reality.

Technical Session 13: Gender Equality and Empowerment IV

Chaired By: Dr. Raha Sabet Sarvestany (Turku Institute for Advanced Studies, Finland)

Evaluated By: Prof. Anita Singh (Banaras Hindu University, India)

Author/s	Topic
Gopaul Asrani (<i>University of Mauritius, Mauritius</i>)	Impact and Importance of Social Protection System on Poor Single Women-Headed Households During COVID-19 in Small State Mauritius
Khanna Aarushi (<i>Equal Measures 2023, India</i>)	Back to Normal is not Enough: Findings From the 2022 SDS Gender Index on Gender Equality Progress
Oluwatobi Mary Owojori, Emem O Anwana (<i>University of Johannesburg, South Africa; Durban University, South Africa</i>)	Women in Waste Management: Their Challenges and Way Forward for Sustainable Development
Alan Berchmans, Dr. Sony Jose*, Babita Miriam Jacob (<i>Loyola College of Social Sciences, Kerala, India; Trivandrum Social Service Society, Kerala, India</i>)	Women Empowerment: Through Income Generation Activities

The highlight of the session was also gender equality and empowerment. Asrani Gopaul illustrated his study on the impact and importance of the social protection system on poor single women-headed households during COVID-19 in the small state of Mauritius. Khanna Aarushi through her study discussed SDS Gender Index, its definition, how can we use it, etc. On another note, Emem O Anwana has worked on investigating the relationship between gender and waste management to enhance the process of waste management by empowering women in the industry. Babita Miriam

Jacob addresses the gathering about the invisibility of women regardless their contribution where the study proposed to empower women to generate knowledge by creating awareness, developing skills, and making new habits.

Technical Session 14: Women in Health II

Chaired By: Dr. I Sivakumar (Alagappa University, India)

Evaluated By: Dr. P. Pratheeba (Eastern University, Sri Lanka)

Author/s	Topic
Sedova P., Zibrova E. (<i>University of Padua, Italy; University of the Witwatersrand, South Africa</i>)	The Role of Diversity Literacy in the Protection of the Rights of Women With Disabilities
Dr. Radha Thevannoor (<i>SCMS Cochin School of Business, India</i>)	The Killer B, Be Aware - Gleanings of Survivors and Footprints of Few
Taka A., Dr. Tandrayen-Ragoobur V. (<i>University of Mauritius, Mauritius</i>)	Women's Empowerment and Women's Health in Sub-Saharan Africa
Wickramarathna E. A. A. M. (<i>Wayamba University of Sri Lanka, Sri Lanka</i>)	Awareness of Congenital Neural Tube Defects and Their Preventive Strategies Among the Sri Lankan Females Entering the Reproductive Age

The session highlighted further women in health. E. Zibrova presented their study and concluded CDL criteria appear more clearly in the written comments than the court decision and court decision has very specific functions and language making the visibility of criteria almost impossible. Radha Thevannoor revealed through her study identified the first 5 factors that contributed to anxiety among breast cancer survivors and the role of support groups in reducing anxiety among survivors & caregivers. Meanwhile, A. Taka indicated the causal relationship between women's empowerment and women's health through her study. Finally, E. A. A. M. Wickramarathna presented her study on congenital neural tube defects and concluded that awareness among the females entering the reproductive group in Sri Lanka is still inadequate and it would be beneficial to explore causes for this lack of awareness as well as factors limiting the optimal folic acid supplementation.

Technical Session 15: Representation/Misinterpretation of Women in the Media, Movies, and Literature IV

Chaired and Evaluated By: Prof. Sharifa Nurul Huda Alkaff (University Brunei Darussalam, Brunei)

Author/s	Topic
Wijayawardhana W. M. P. M.*, Chaminda J. W. D., Siriwardhane D. R. J. (<i>University of Sri Jayewardenepura, Sri Lanka</i>)	The Tragedy of Transphobia: Can Being Transgender be a Barrier in Sri Lanka's Labor Market?
Bhumika Sharma (<i>Vasanta College for Women, India</i>)	Mirror Mirror on the Wall, Who's the Perfect Woman of Them All?
Ritika Nayan (<i>Vasanta College for Women, India</i>)	Moving Beyond the Stereotype: Exploring the Idea of Women Empowerment Through Daily Soaps of India
Prachi Jaiswal (<i>Vasanta College for Women, India</i>)	Representation of Women in Cinema

This session also concentrated on the representation/misinterpretation of women in the media, movies, and literature. W. M. P. M. Wijayawardhana revealed through their study about recognizing the barriers faced by transgender people in the Sri Lankan labor market at the 3 stages of employment namely; pre-working, working, and post-working stages. The study recommended adopting basic trans-inclusive policies, gender transition support within the workplace, and gender-based quotas of employment. Meanwhile, Bhumika Sharma talked about the portrayal of women in Disney movies. Ritika Nayan investigated women's empowerment through soap operas in the context of the Imlie soap opera. Prachi Jaiswal discussed female representation in cinema with an emphasis on proactive audience, patriarchal undertone, escape from realities, etc.

Technical Session 16: Gender Equality and Empowerment V

Chaired By: Dr. Nokukhanya Ndhlovu (University of Fort Hare, South Africa)

Evaluated By: Dr. Shyamkiran Kaur (National Institute of Technology, Jalandhar, India) and Dr. Manjari Shukla (Vasanta College for Women, India)

Author/s	Topic
Angmo Kunzang (<i>Ambedkar University, Delhi, India</i>)	Exploring Ideas of Women Empowerment: Through the Lens of Ladakhi Women

Sudesh D. (<i>University of Sri Jayewardenepura, Sri Lanka</i>)	Closing the Technology-Entrepreneurship Gender Gap: A Framework for Technology-Enabled Gender Inclusive Entrepreneurship Education
Olutayo M. A. S., Olayinka E. B. (<i>University of Ibadan, Nigeria</i>)	Post 2015 Agenda and Monolithic Academia in Nigeria: A Need for a Paradigm Shift
Sudiksha Chatterji (<i>Vasanta College for Women, India</i>)	Clinical Narratives of Trans-Women: From Misrepresentation to Representation
Reema Bhatia, Snigdha Singh, Balwant Kaur (<i>Miranda House, University of Delhi, India</i>)	Gender and Humor in Indian Folk Literature: An Interdisciplinary Perspective

The session focused on Gender Equality and Empowerment. Angmo Kunzang has investigated women empowerment in Ladakhi women and concluded that although the process of women empowerment has been continuous and better than before, there is still more space for further development. M. A. S. Olutayo did a presentation on their study regarding the post-2015 agenda and addressed how feasible the goals including gender equality to be achieved by 2030. Sudiksha Chatterji investigated trans-women to essentialize the inclusion of trans-women in mainstream feminism. Reema Bhatia evaluated Pañchatantra in the context of gender and humor and concluded that the world of Pañchatantra is predominantly a male domain where women were seen as adjuncts and known for treachery and adulterous nature meanwhile stating it as a timeless world that temporally and spatially extends across time.

Special Session

Chaired By: Dr. Rachana Pandey (Vasanta College for Women, India)

Evaluated By: Dr. Bhushan Sharma (An independent researcher from India)

Author/s	Topic
Banti Deori (<i>University of Science and Technology, India</i>)	Negotiating Gender in Informal Labor Market: Empowerment for Indigenous Northeastern Women's Street Vendors in Guwahati, India.
Canta A. F. (<i>University of Rome Three, Italy</i>)	A Ri-Generative Empowerment: From Mothers to Children
Raza A. (<i>Institute of Business Management, Pakistan</i>)	Robbing Saleema to Pay Saleem - The Wage Gap, a Survey Conducted via LinkedIn

The session included several special presentations regarding a variety of topics including gender equality, empowerment, misrepresentation, etc. A. F. Canta presented on ri-generative

empowerment and concluded it is necessary to have social and cultural education by including all the people in the process. Banti Deori has analyzed how the process of feminization in the street vendors' work results in the negotiation of marginalized Indigenous women in urban centers of India and examined how street vending generates them for empowerment by analyzing legal and social constrain in market structure. A. Raza described that following a mass layoff, women's earning losses are approximately 35% more than men's well as the disparity persist after 5 years of job displacement. She concluded the presentation with her study indicating that parenting dramatically widens the gender gap.

CONFERENCE CLOSURE AND AWARDS CEREMONY

Prof. Anita Singh, Conference Chair of FOW 2023, extended her gratitude to the participants and organizers of the conference for the successful 2-day event. Compliments, recommendations, and comments were heard as well from the audience. It was then followed by the giving of tokens of appreciation to the contributors of the conference and the awarding of certificates and gifts to the outstanding presenters.

The Future of Women 2023 AWARDEES

BEST STUDENT PRESENTATION (VIRTUAL)

Adedoyin Oyinlola (Chrisland University, Abeokuta, Nigeria)
Bhumika Sharma (Vasanta College for Women, India)

OVERALL BEST VIRTUAL PRESENTER

Dr. Momina Zahan (Banasthali Vidyapith, India)
Molatokunbo Olutayo (University of Ibadan, Nigeria)
Kayode Aderinsolae (Durban University of Technology, South Africa)

BEST PHYSICAL STUDENT PRESENTATION

Kassa Maksudi (University of Cape Town, South Africa)

OVERALL BEST PHYSICAL PRESENTER

Elena Valentza (University of Cape Town, South Africa)

BEST SOCIAL MEDIA INFLUENCER

Meher Pruthi (Christ University, India)

SECOND-BEST SOCIAL MEDIA INFLUENCER

Grace Wickramasinghe (Supreme Court, Sri Lanka)

THIRD-BEST SOCIAL MEDIA INFLUENCER

Elena Valentza (University of Cape Town, South Africa)