

Oxford Women's Leadership Symposium
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Conference Proceedings

Symposium Coordinator: **Lydia Allen**

Symposium Facilitator: **David Martin**

Keynote Speaker: **Oriel Sullivan**, Professor of Sociology, University of Oxford, and a Fellow, St High's College, University of Oxford

Session 1: December 7, 2016 **Margaret Thatcher Centre Lecture Room**

Who Broke Feminism? The Obligation of Privilege

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Is feminism broken? And how might we mend it? The term itself has an image problem at a time when the idea is needed more than ever. Why do people denounce the word while swearing by the very same phrases that so often follow the claim: "I'm not a feminist, but..."? This paper addresses some of the myths about feminism and answers the crucial question: "Why 'feminism' and not 'equality'?" I explore how women are systematically exploited and abused, from Kensington to Kigali, because they are women. I conclude by discussing ideas of "choice feminism," and "feminism lite," considering the feminist continuum, and demonstrating how the "personal" is, in fact, decidedly "political," even a generation after second-wave feminism. This is a paper about the virtues of feminist anger; of acknowledging economic and cultural privilege; and of thinking globally, acting locally, and agitating politically.

Life Lessons for Meaningful Women's Leadership

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As the founder in 1973 of the Women's Campaign Fund (WCF), and longtime chair of this political action committee (PAC) created to elect more women leaders in the US, and through my work over the years with a number of 20th and 21st century women leaders – including Betty Friedan, Bella Abzug, and Gloria Steinem – I have a substantial history of the so-called Second Wave US feminism engagement. Then more than 20 years ago, I brought my Women's Center for Ethics in Action (WCEIA) public policy center to the University of New England and have mounted a number of programs for women ever since. Because I have also been the Director of the University's Art Gallery almost as long, I have learned the importance of an interdisciplinary focus in the nurturing of women's leadership. The arts inform and enhance creativity and achievement across disciplines. I have mounted two exhibitions of women's art works at the United Nations and one at UNESCO in Paris. My traveling exhibition, *Women on War*, created after the US invasion of Iraq in 2003, has been viewed in nine venues across the US. As a practitioner more than an academic in the women's movement, my many experiences have taught me useful lessons. This paper describes Life Lessons to achieve meaningful women's leadership in our world.

Women and Environmental Activism in Latin America: A Dangerous Cause to Advocate

Carlos Hernandez

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In a region of the world where generalized violence is making way to narcoviolence, individuals face a new challenge: how to protect their land and natural resources. This is no easy task, specially when one takes into consideration traditional gender roles. In Latin America, environmental activism has proven to be a dangerous cause to advocate. The region has the dubious distinction of being the world's deadliest region for environmental activists. Indigenous individuals that inhabit remote rural areas are facing a two-prong attack from Transnational corporations and Drug Trafficking Organizations. Transnational corporations seek to exploit the natural resources found in areas inhabited by mostly indigenous communities. Also, Drug Trafficking Organizations are attempting to gain access to these areas in an effort to clear the land to launder their drug money and continue with the production of heroin and synthetic drugs. Led by women, these rural indigenous communities are organizing in order to defend their land and resources. Through an analysis of Non-Governmental Organization Reports, Governmental Reports, newspaper articles, and other reliable contemporary sources, this paper will examine the cases of Berta Cáceres in Honduras and Juventina Villa Mojica in Mexico, as painful and courageous examples of two women committed to the defense of their people and their natural resources, and a dangerous case study of the perilous intersection of environmental activism and violence in Latin America.

From Victim to Survivor: An Examination of the U-Visa's Potential for Empowerment of Undocumented Women who Experience Domestic Violence in the United States

Julia Vazquez

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This paper examines a unique area of US immigration law known as the “U-visa” and its potential for empowerment of female victims of domestic violence in a transition from victim to survivor. This relatively new “humanitarian” immigration law is meant to encourage cooperation between undocumented communities with law enforcement. Undocumented communities in the United States are not only over-represented as crime victims but also under-report crimes committed against them. As a tool for encouraging undocumented victims to report crime, the U-visa creates an avenue for certain crime victims who have cooperated with law enforcement to gain lawful status in the country. This paper examines the impact of the U-visa on female victims of domestic violence—who have uniquely intersecting identities as undocumented female immigrants—and highlights how the process can serve a potential for empowerment. In part I of this paper, I present the legal framework of the U-visa, as well as discuss the policy and underpinnings of the passage of this legislation. This section also presents a discussion of the increased cooperation between local law enforcement and US federal immigration enforcement, further blurring the lines between these agencies and creating a fear and mistrust in the undocumented community. In part II of this paper, I present the unique challenges facing the female undocumented domestic violence victim in the United States. Through highlighting case studies from former clients represented through the Southwestern Law School Immigration Clinic, I present the intersections of identity where the undocumented female victim of domestic violence finds herself. This section demonstrates how these intersecting identities often serve as an increased barrier to reporting the crime of domestic violence. In this section, the reader is introduced to case studies that highlight the powerful narratives behind the U-visa applicant. Part III of this paper follows the case studies through the U-visa application process and how the victim's cooperation with local law enforcement and sister agencies can serve as vehicles of empowerment and aid the transition toward survivorship. The final section of the paper presents the inherent tensions in the law and presents models for best practice in representing undocumented women victims of domestic violence and the implementation of the U-visa at the local level, with the goal of aiding the victim's transition toward survivorship.

An Analysis of Media's Role and Women Rights in Pakistan

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The right to self expression and determination has been enshrined in our constitution and women have been long denied this right in Pakistan. This paper is a content analysis of a popular Pakistani drama Udaari on Hum T.V. This study explores the

state of women's rights in Pakistan and analyzes the changing narrative about representation of Pakistani women in media. It also emphasizes the role of media in a socio-political context, empowering women and their overlooked rights against any form of violence. As Rosemary Okello-Orlale describes the power of media, "the media is seen as a powerful tool and an agent for change, which can play a great role in influencing the direction of development. For women's development to take place, the role of the media therefore is critical." Udaari highlights the psychological and emotional trauma of sexual violence victims. It gives a very powerful message of awareness, and urgency to address taboos attached to reporting about rape and sexual violence against women in Pakistan. The methodology applied is a qualitative study approach. The research identifies the increase in cases of violence against women in Pakistan by 20 percent.

Obstacles Women in the United States Face Due to Gender

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Women in the United States are faced with obstacles, such as glass ceilings and ageism, which men do not encounter. Women have been successful at attaining college degrees and becoming part of the workforce; however, the number of women in leadership positions is still not representative of the number of women in the workforce. Some studies have found that women are effective leaders, indicating that factors other than women's abilities are keeping them from formal leadership roles in organizations.

This paper examines the obstacles women face in organizations and society due to gender and age. It discusses women's career values, society's expectations of women, and how age impacts women's careers. Information is presented from previous studies as well as results of the researcher's primary research involving university students' career expectations. This research sought to identify gender differences regarding career goals and perceptions of career obstacles. Results from two studies conducted three years apart are presented and contrasted.

Advancing the Equality Doctrine on Women's Property and Inheritance Rights with Reference to Disinheritance of a Spouse Through a Will

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My research objective is to compare women's inheritance rights in relation to disinheritance rights before and after the current Constitution came into force in 2013. The methodology that I will use will be case studies on the issue. Basically there are three major decisions that have come before the courts in Zimbabwe. The first case was in 2008, where the court stated that due to the doctrine of freedom of testation, a husband was at liberty to write a will leaving out his spouse as a beneficiary. The court held that it would be absurd to give the testator liberty to sell or dispose of his property whilst he is still alive and take away that right at death. What is interesting is that the Wills Act in Zimbabwe has a provision that allows a testator to disinherit everyone else except the surviving spouse. However, the courts have not been consistent in the interpretation of those rights of a surviving spouse. Since 2013, there have been two major decisions in relation to disinheritance of a spouse. In the first case, the testator had bequeathed immovable property to his grandson, which would have left the widow homeless. The court set aside the will on the basis that it infringed the rights of the widow. The court also used constitutional provisions to safeguard the rights of the widow. In the second case, a 2016 decision, the testator had given his half share in a house to his son, who is a stepson to the widow. Again the court referred to the provisions of the new Constitution in setting aside the will. Of note is the fact that the same Constitution gives everyone the right to own immovable property, and therefore, what are the implications in relation to bequeathing that property to someone else, as happened in the first case. The question to consider is whether there is tension or conflict between the equality doctrine, as enunciated in section 26 of the Constitution, that there should be equality of rights and obligations between spouses at death or divorce and the right to own property and do as one pleases with it. In Zimbabwe, the major finding is that although property is mostly registered in the names of husbands, it does not mean that they would have solely contributed to its acquisition. Even women who are seemingly educated and well off are not protected from the dictates of customary law, which entail that immovable property is registered in the name of the husband. The situation is that of a mixed pot or bag of competing interests. The conclusion is that the decisions made after the promulgation of the new Constitution reflect equality principles and protect better women's rights

to inheritance. They also ensure that Zimbabwe fulfills her international obligations as specified in CEDAW, the AU Protocol to the Rights of Women in Africa, and the revised SADC Protocol on gender and development.

The Disabled Female Academic Creative by Necessity

Nancy Hansen

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My arrival on the academic research and teaching scene is often unexpected. The presence of non-conformist physicality often disrupts established practices of the academy simply by being present. Often, I find myself adapting on the fly. Similarly, the work and level of creativity required simply to be “at work” remains largely invisible and unrecognised. Speed, space, time, and energy realities can be different from my non-disabled colleagues, which may necessitate organizing daily life and work activities in different ways. However, these efforts remain largely unknown in striving to pass, minimize, and make it look seamless.

The reality of disability is shifting and reshaping research and teaching perspectives of disability and impairment on both sides of the desk, in both form and content. The presence of disability and impairment challenges the comfort zones of established patterns and practices. The traditional dynamic is slowly within and outwith the academy. As we embrace non-conformity in all its forms, places and spaces of knowledge-production and in particular “valued” knowledge are changing. Academic teaching, research, approach, subject, and methodology are adapting. Areas are examined that until recently have had limited analysis. Long-established fixed physical and attitudinal boundaries are slowly becoming more fluid, even in the face of neoliberalism.

This paper documents the creativity needed to navigate these unexpected places through the front-line experiences as a disabled academic, community research partners, and the shifting nature of disability research, with particular emphasis on two research projects on adult literacy and disability and disabled people’s access to primary healthcare.

Decentralisation and Distributed Leadership in Tatweer Schools: From the Perspective of Female Leaders

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Although much has been written about women leadership in education elsewhere, little is known about the perspective of Saudi female leaders in Saudi Arabia. Contributions to this study examine the experiences and perceptions of females on leading educational change in Saudi Arabia, to provide the silenced voice a chance to be heard in a society where males are dominant in many aspects of life.

Saudi Arabia has a centralised single-sex educational system. The Tatweer Project is aimed at transforming the educational system from a centralised system to a decentralised one, and from working individually to working collaboratively and sharing responsibilities.

This paper uses interviews, focus groups and documentary analysis of three Tatweer schools, one Tatweer Unit, and Tatweer Project, to examine the level of decision-making and the type of leadership. It is hoped that the perspectives of the participants will lead to an understanding of how they experience change within Tatweer schools.

The findings of this study identified the level of autonomy in managing the school; the Tatweer schools’ system is semi-autonomous when it comes to the internal management, but it lacks autonomy when it comes to staff appointment, student assessment, and curriculum development. In addition, the managerial work has been distributed through teams and members; the Excellence Team plays a critical role in school effectiveness leading an efficient change.

Finally the findings show that there have been major shifts in the Tatweer schools’ system as a result of implementing the scheme of Tatweer Project; the shifting from centralisation to semi-decentralisation; from the culture of the individual to the culture of community; from the traditional school to one focused on self-evaluation and planning; from management to leadership; and from an isolated school being open to society. These shifts have had a positive impact on the attitudes of students, parents and staff.

Education and Gender in Authority in Selected African Countries

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Over the past two decades the Southern African Development Community (SADC) countries, in line with the international community, have increased their efforts to promote women's participation in higher levels of decision making. The SADC countries have targeted increased school enrollment rates for all children and sought to increase women's representation in parliament through quota systems. The effectiveness of the quota system and education in promoting gender equality is increasingly debated, and extant literature uses factors such as women's poor response to competition compared to men to explain the existing inequality gap. Expectations about the effect of experience through exposure and education in empowering women still dominate gender equality policies in the SADC, but the impact of these policies is limited. The aim of this study is to examine the trend and the factors that are influencing women's access to parliamentary seats in the SADC countries. We use proportional change and panel regression techniques to examine the relationships between education, female labour force participation, women's access to parliamentary positions, and economic growth in selected African countries. We present evidence that education may increase women's income, by providing women the opportunity to engage in the labour force but it has not yet given women competitive and sustainable access to higher levels of decision making positions in the countries studied. We explained the lack of association between education and political leadership with the concept of aspirational trap, a notion of choice problem that can be overcome by experience. We recommend more investment and attention to women's levels of education beyond primary grades, as well as active involvement of women in the 2016-2030 Sustainable Development Strategies, since increased individual and/or collective experience of participating in higher economic and leadership roles has the potential to induce a change in the capacity to aspire.

2030 Vision: Saudi Female Economic Participation

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Alawiya Allui

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The purpose of this paper is to discuss the enablers and challenges facing Saudi women in the workforce, from a Saudi national perspective. More so that, Saudi Arabia women's participation in higher education is at par with their male counterpart, yet their participation in the workforce is low.

The paper explores themes that may enhance female development in the Saudi workforce from a Saudi perspective. Moreover, challenges that limit women's choices are examined, as well as the enablers that may help and support Saudi women's participation in the workforce. The study adopted a qualitative research strategy and the opinions, thoughts, experiences, and expressions of the participants were gauged through in-depth, semi-structured interviews and focus groups to conceptualize the social reality of the females' professional careers.

The study indicates that Islamic principles must be considered in any discussion of feminism in the Saudi context. Some of the important themes arising from the respondents include socio-culture constraints and systemic obstacles. On the other hand, important enablers that may support the increase of female participation in the Saudi workforce include: (i) Islam, as a social guide, (ii) segregation, as a social preference, and (iii) education as a platform for the enhancement of the Saudi women participation in the workforce.

The paper contributes to the limited knowledge concerning the issues faced by Saudi women attempting to enter and progress in the Saudi workforce from a Saudi woman perspective. While literature suggests that other Middle Eastern women also face the same challenges in the workforce, the unique characteristics of Saudi socio-cultural and religious context calls for separate analysis of these barriers and enablers in the Saudi context. A clear understanding from a Saudi perspective of the obstacles that stand in the way of female participation is an important first step in the realisation of the Saudi government Vision 2030. In addition, the study acknowledges that successful changes in the equal opportunities for women should be

gradual and should take into account societal discourses to allow women to gain opportunities in the workforce, while not becoming alienated from their society.

Child Care Policies in Turkey: Europeanization or Ottomanization?

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Over the last two to three decades, an increased number of middle class women's entrance in higher education, the technological transformation, the increased gap between the prices and income, as well as the increased dominance of service employment have paved the way to an increase in female labour market participation among the European states. Although this transformation might be considered a solution to problems such as poverty, economic dependency and economic stagnation, it has brought about new social inequalities and risks. Double burden of family and job responsibilities on women's shoulders and their low job commitment might be shown as most important ones. Because the main aim of social policy making is to provide human wellbeing and increase a person's quality of life, these transformations have successfully reverberated to the formulation of laws and policies. Child care and early childhood education have become more prominent than ever before, especially at the EU level, and particularly from the 2000s documents started to require a convergence from member and candidate states, though there is considerable variation from one country to another in terms of adaptation and implementation. This paper therefore examines the Europeanization patterns of a longstanding candidate state, Turkey, whose Europeanization process has been subject to various ebbs and flows, in the area of childcare and early childhood education policies. Departing from the legislative developments in Turkey under the influence of official EU candidacy, the paper maps out the levels of fit and misfit between Turkey and the EU regarding childcare and early childhood services, as well as the underlying reasons behind them. In doing so, it bears in mind that the government is the main actor in this process and decides whether to take or not take action. Hence, it gives a particular attention to the role of the government in this process and reveals the interest and ideology-related explanations of why the traditional work and care dualism survived in Turkey.

Session 2: December 8, 2016

Women in Higher Education Management in Zimbabwe: Contemporary Reflections for Educational Leadership and Management

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This paper investigates gendered views of different levels of staff in selected Zimbabwean universities on the progression, role, and acceptance of women in higher education management in Zimbabwe's universities. This study emanates from the assumption that there is paucity in female representation in the management of Zimbabwe's Higher Education Institutions (HEI's). The study was carried out by way of a questionnaire using purposive sampling. This study was carried out with the intent to contribute to debates on women's leadership, particularly in African HEI's. The study concludes that there is need for perception management and change in order to improve female representation in Zimbabwe's higher education system. It is hoped that by stirring the debate more, an exposition may be made of perceptions of staff employed at different levels in universities, an improvement in perceptions about women in leadership may be achieved, that more women may consider taking up managerial and leadership positions, and that staff in Zimbabwean universities may become more receptive of female leadership.

Findings of a Longitudinal Study: Investigating Self-Efficacy of Women Engineering Students and their Perceived Obstacles, Motivation and Expectations

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In 2013, a longitudinal study to investigate the self-efficacy of engineering students at University was initiated. A specific aim of the study was to establish if participation in a Women Engineering Leadership Association's (WELA) Leadership Development Programme (LDP) improved women engineering students' (WES) feelings of self-efficacy. In 2013, the study utilised a research instrument (LAESE) developed in the United States of America. Subsequent to the 2013 study results and based on the specific needs of the researchers, a new research instrument was developed that would provide different sets of data relating to self-efficacy. Consequently, the Self-Efficacy Instrument for Engineering Students (SEIES), consisting of nine sub-scales was developed and used for the first time in 2014. Data from both instruments, (LAESE in 2013, and SEIES in 2014) revealed no statistically significant differences between male and women engineering students' self-efficacy scores. The 2014 results did however reveal that women engineering students displayed higher levels of motivation in most of the instrument's nine sub-scales. The 2014 results also revealed that participation in the WELA LDP has had a positive effect on participants' feelings of self-efficacy. This aim of this paper is to briefly discuss the design of the WELA LDP and the development of SEIES. Furthermore, the results of the 2013 and 2014 studies, as it relates to the self-efficacy of engineering students, will be discussed in terms of the perceived obstacles, motivation, and expectations of WES who joined WELA. The findings of this study will be relevant to organisations and individuals concerned with developing women students, especially WES, and those operating in traditional male career fields. The findings of the study can also contribute towards retention of women students and women working in STEM fields.

Perceived Availability and Impact of the Role Models to Life-Choices of Women Students: A Sense-Making Perspective

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The research is undertaken from a sense-making perspective, thus presenting with a novel and uncommon exploration on how university students perceive an influence of role-models on their choices.

Sense-making is understood as a directed, intentional mental framing, in order to build up meaning of the situations in which women find themselves. Unlike mere perceptual processes, sense-making implies active and conscious ownership of own thought processes by individuals (Maitlis and Christianson, 2014; Weick et al, 2005). Role models are defined as mental construction, based on the attributes of people in social roles, which women identify as relevant to themselves and attempt to emulate (Gibson, 2003:136).

The research tested two sense-making strategies, such as referring to total role models and composite role models (Singh et al, 2006; Shapiro et al, 1978) in relation to four types of role models such as distal, proximal (Higgins and Kram, 2001; Singh et al, 2006), professional, and holistic (Hennekam, 2016), which were further analyzed in terms of availability and same-gender/different-gender sub-classes. Eventually, perceived influence by types of role models to student choices was conceptualized as impact, reference, or no influence; followed by discussion of the domains of influence.

One hundred structured interviews were carried out with a mixed sample of women and men university students aged 18-21. The design of interview tool allowed for combination of quantitative and qualitative data analysis. In the first place, various correlation tests were carried out between sense-making strategies and typology of role models; sense-making strategies and perceived influence; typology of role models and perceived influence. Qualitative data was also used to explain and reflect on the results of correlation analysis.

The paper discusses multiple findings as women's sense-making of role models appeared complex. The implications were further discussed about the role of students themselves, factors of individual differences, student closest environment, teachers, and wider societal and media representations.

Effects of Individual Values on Career Values: A Study on Female University Students

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Neriman Kara

Specialist, Republic of Turkey Ministry of Justice

The aim of this study is to investigate the effect of individual values on career values of female university students.

In the study, surveys were applied to 100 female students chosen from each of the seven universities in Turkey by easy access sampling, for a total of 700 students. In the study, three inferential statistics methods were employed. One-way ANOVA was conducted in order to determine whether the scores of Individual Values Scale (IVS) and Career Values Scale (CVS) differ significantly according to demographic qualities. Correlation Analysis was conducted in order to find out the strength and direction of the relationship between IVS and CVS scores. Simple Linear Regression was conducted to discover the cause-effect relationship between IVS and CVS scores and demographic qualities.

The results of the study indicate that there is a statistically significant relationship between the sub-dimensions of individual values and the sub-dimensions of career values. Students, families, and education specialists can be recommended to take individual values into consideration during the process of career planning.

Informal Negotiation Processes at Work Shaping Men's and Women's Careers

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Alyson Gounden Rock

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In this proposal, we aim to extend the literature on gender in negotiation and leadership advancement by examining how informal negotiation processes in work teams influence men's and women's leadership emergence. We propose a mixed-method, longitudinal field study of 60 teams in two organizations in Israel, complemented by qualitative data collection with executives in the United States. We propose to study the interactive effects of gender and status on informal negotiation processes in work teams employing surveys, interviews, and event-sampling methods to test our research questions and develop new theory. We will employ measures from network analysis and LMX theory to assess the influence of social capital on informal negotiation and leadership emergence, and will incorporate organizational measures of performance.

The proposed research makes three potential contributions. First, we aspire to open the theoretical black box on how informal negotiations contribute to leadership emergence and the roles of gender and status in those informal processes. Second, we aim to make an important empirical contribution by gaining an organizationally grounded perspective on gender in negotiation, a subject that has overwhelmingly been studied in the laboratory or through field surveys. This is also an area of study in need of greater international collaboration to test the external validity of largely U.S.-based findings. Finally, we are pleased that this proposal will enable new research collaborations between scholars in the United States (Harvard University) and Israel (Universities of Haifa and Tel Aviv) in the conduct of research and dissemination of research insights for practice.

Corporate Governance and Gender Balance on Boards: A Comparative Legal Approach

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The objective of increasing the proportion of women at all levels in a company seems generally shared by stockholders and governments. Studies and reports recognize that a gender diverse board structure reflects a company's customer base more accurately, and, as it embraces the economic potential of qualified women who constitute half of the talent pool, is a key for innovation and good corporate governance. However, views still diverge on how the objective can be achieved, namely through regulation following the example of Norway and other countries, or through self-regulatory or corporate initiatives, which is the way preferred by companies overall.

My research explores recent legal measures adopted in some countries in Europe to improve gender balance amongst directors of companies. It considers the Proposal for a European Directive on female board members, and it refers to different legal measures adopted at national level in many States, such as France, Italy, Spain, or Germany. In different ways, many countries are acting in order to improve gender balance among directors of companies. United Kingdom has repeatedly expressed its preference for a system without mandatory quotas and sanctions.

The research analyzes the different legal approaches and argues that the consequence of not taking advantage of the skills of highly qualified women is a waste of talent that we can no longer afford.

Understanding and Promoting Women's Economic Empowerment in the Private Sector

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Kellie McElhaney

Professor, University of California Berkeley, US

Our research explores the theoretical backings of women's empowerment, and specifically women's economic empowerment. Through an analysis of secondary and primary research, we translate women's empowerment theory into practical strategies for private sector players who understand the human rights, business, and economic cases for enhancing women's economic empowerment within their value chain.

Women's empowerment is the expansion in one's ability to make strategic life choices in a context where this ability was previously denied to him/her. The concept is inextricably linked with power and impacting women's empowerment requires a deep understanding of the particular context and culture. There are three levels at which power dynamics operate and sculpt women's ability to exercise agency: individual (micro) level, community (meso) level, and national/international (macro) level. These three levels operate in each of the six empowerment domains: economic, legal, political, psychological, socio-cultural, and familial/interpersonal. "Women's economic empowerment" (approaching women's empowerment through the economic domain) is believed to be one of the most powerful routes for women to achieve their potential and advance their rights. There is an immense opportunity for shared value by companies implementing women's economic empowerment strategies through the value chain by employing identified "levers" (or actions). Strategies must also take into consideration the cross-cutting elements that impact women's economic empowerment. A company can develop a women's economic empowerment strategy through three steps: (1) Focus on a value chain segment; (2) Ground in an understanding of women in this value chain segment and women's economic empowerment theory; and (3) Strategize the appropriate company departments, assets, and partner with which to implement.

The presentation will delve into business strategy and a participatory tool that companies can use to identify actions for women's economic empowerment that have positive impacts for their bottom lines and for women in their value chains.

Sexism in Today's Workplace (In Indian Context)

Richa Singh

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Research Objective: Study nuances of sexism at workplace in the Indian context.

- Explore the manifestation of sexism and its impact in specific context of Women Field Staff.
- Identify contributing factors towards sexism at workplace.
- Identify factors enabling empowerment of women at workplace within the specific context of India.
- Identify role of men as allies in managing sexism.

Research Methodology: The study is exploratory in nature and aims to identify the existing underlying patterns of behavior contributing to gender bias at workplace (for Women Field Staff).

The first phase of the study is being carried out at Hindustan Petroleum Corporation Limited (HPCL), a state run oil marketing firm in India (annual turnover: US \$31 billion).

Context at HPCL: Due to government intervention in matters of compensation, benefits, and even recruitment at senior levels (director and chairman positions), HPCL has a very unique environment. Overt sexism is often regulated by structural setups, senior leadership, and statutory compliance.

Nine percent of the organization's employees are women, with fewer in field positions. Considering the nature of its operations, the field positions carry a legacy of male dominance, hence placement of women in field positions is a relatively new phenomenon at HPCL.

As a part of the research, organizational profiling has been carried out to assess the women representation at strategic junctions of an employee's life cycle. Further, semi structured interviews would be administered on the selected sample.

Sample Size: 150 Women and 350 Men (with 95% of confidence level) through random sampling.

Findings and Conclusions: Due to organizational constraints, I am still in the process of collating information and administering interviews. The analysis of the same would be carried out subsequently and submitted.

Women's Leadership Development

Temesgen Dobbo

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Leadership development programs are designed for male leaders. Literature concerning women's career development and leadership development are reviewed. Session participants will discuss the need for leadership development programs designed specifically for women.

Hopkins, O'Neil, Passarelli, and Bilimoria (2008) noted that women face different barriers than men in their career development, and using evidence from over 150 studies, they showed that men and women have different leadership styles. Men tend to have autocratic leadership styles, while women possess democratic leadership styles. In addition to having different leadership styles, those women who obtain leadership positions in the workforce are faced with challenges that men do not experience in leadership roles. Therefore, leadership development programs for both men and women leaders would fail to focus on the challenges that are specific to women leaders.

Day (2001) defines leadership development as "expanding the collective capacity of organizational members to engage effectively in leadership roles and processes" (Day, 2001, p. 582). A group of individuals at the University of Cincinnati developed the Women's Leadership Program (WLP) to give women who were in lower-level leadership roles at the university an opportunity to go through a year-long leadership program. The goal was to develop a group of women who would be prepared to move into full-time administrator positions at the culmination of the year long program (Berryman Fink, LeMaster, and Nelson, 2003). The design of the WLP can serve as a model in discussing the need for leadership development programs designed specifically for women.

Purpose of Roundtable: In referring to women being aware of discriminatory practices and career barriers, Thomas, Biere-ma, and Landau (2004) state, "awareness is the first step toward meaningful change" (p.73). The purpose of this roundtable is to raise awareness of discriminatory practices and career barriers impacting women and use this information to support the need for leadership development programs designed specifically for women.

Roundtable Activities: By discussing pertinent literature on women's leadership development programs, participants will discuss the need for leadership development programs designed specifically for women, determine ways to implement such programs, and outline important knowledge and skills that should be addressed in the leadership development programs.

A Myth of Leadership among Dalit Women: A Case Study of Dalit Women Sarpanches in Andhra Pradesh-India

Venkata Kiran Kuma Akula

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Dalit women had occupied the lowest position in the caste based hierarchy of Indian society. She is the victim amongst the victims. She is subjected to triple burden of caste, class, and gender. When compared with the status of upper-caste women and Dalit women, her status is lowest, she is the worst victim. She is denied respect and minimum amenities. Dalit women have participated in the workforce at both domestic level and outside very effectively. Very often she is the only bread earner of her family, but was denied in decision-making power.

The constitution of India provides some safe guards for women, including women from downtrodden sections of the society. As per the 73rd amendment act of Indian constitution, women, including those in marginalized communities, such as Schedule Castes, Schedule Tribes, Backward Communities are provided with reservations in political systems at local levels. Thirty-three percent of seats in local bodies, including village panchayats, are reserved for women from the above marginalised sections. These reservations have been implemented for two decades in Andhra Pradesh. It is interesting to note that the seats reserved for the women from above marginalised are filled. However, the power is being exercised by others, hence these women are being alienated from the power. The powers attested to the women sarpanches of other women from upper strata of the society are also alienated, but by the men of their own families. But in the case of Dalit women, their power is being exercised by the men of upper castes who are supposed to be their masters.

Present paper is aimed at focusing the gaps and alienation of leadership among the women from Dalit communities of present Andhra Pradesh.

With or Without – Women with Muslim Migration Background in the German Employment Sector

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Unveiled or Unemployed – that's the ultimatum for many "veiled" women with Muslim migration background in the German employment sector. Since the 1998 Ludin trial, institutional actions by the legislature and the judiciary on religiously affiliated clothing, such as the headscarf, have framed debates on gender, immigration, and employment in the country. To analyze the intersection of these debates, and in conjunction with the receipt of the UNHATE Foundation and UN Academic Impact Global Diversity Contest Award for my WoW Project, I have been conducting ethnographic research (interviews) on the employment integration of women with Muslim migration background with or without the headscarf in Germany.

The aim of the study is to identify factors that comprise this employment integration, to reexamine existing integration policies and to make suggestions for their optimization. The subjects of the study are women with Muslim migration background and employers in the region of Stuttgart, Germany. I have completed the interviews with the women and have analyzed preliminary findings within a historical-institutional discussion on employment regulations.

Three main research questions guide my analysis: How has the integration of women with Muslim migration background in the German employment sector been organized? How do the factors involved in this process interact with each other? How can the integration be optimized? My hypothesis is that the employment integration of women with Muslim migration background is organized by structural factors and proximate idiosyncratic factors. Structural factors include regulations on immigration, employment, and state-religion relations, while proximate idiosyncratic factors include aspects such as the headscarf and family history of employment for the women, and a particular corporate identity and customer preferences for the employers. I suggest that the structural factors and the proximate idiosyncratic factors interact in a reciprocal manner.

Conflicting Accounts: How Couples Conceptualise and Justify their Understandings of How Domestic Labour is Divided within their Households

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Social research on the domestic division of labour has used various qualitative and quantitative techniques to explore changes in time allocation, task distribution, and responsibilities. Despite women's increased participation in the paid workforce, changes in the gendered division of labour have been gradual, and a considerable amount of household work and childcare continues to be divided along gendered lines. In order to explore the reasons behind this continuity, it is important to consider how alternative methodologies may further reveal the complexity in how couples discuss their domestic division of labour. This paper draws on a UK study conducted in 2014-15, based on qualitative interviews with 25 working-parent heterosexual couples on their domestic division of labour. This paper concentrates on examining the gendered process through which couples recall and report on their domestic division of labour within the interview context. The use of Doucet's (1996) interactive methodology tool, the "Household Portrait" makes visible the conflicting accounts offered by couples concerning who does what and why. Their contradictory and observable dialogues reveal the gendered and diverse ways in which couples interpret the meaning of domestic tasks, the varying temporal scopes that couples draw on to evaluate their contribution or non-contribution, and conflicting understandings of what it means to "share" household work. This paper shows that as a methodology the "Household Portrait" not only provides data on the distribution of labour within households, but also makes visible complex gender differences in how domestic labour is conceptualised.

Film: *Red Moon Diaries* – A Participatory Arts Research Project on Female Identity and Sexuality During the Menopause, Using Personal Testimony Through Film

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Red Moon Diaries is an arts research project funded by the Centre of Moving Image at the University of the West of England. The project uses artist's research methods and moving image to explore and reveal women's thoughts and feelings around their changing identity during the menopausal years.

The final artwork, a film, is drawn from the experiences of 15 women from various social and ethnic backgrounds across Bristol. It was created through workshop participation, personal diary writing, performance and photography, and was exhibited at the Centrespace Gallery in April 2016, along with talks from leading academics around ageing femininity. The interest and turnout for the event was far greater than expected, and many people left feeling all the more empowered after having engaged with the public in discussion that followed. It seems there is still much to be explored and shared around this still rather taboo subject.

From the workshop and diary entries submitted, the findings show that many women can feel lonely, isolated, and depressed with low self-esteem during menopause. The workshop and diary writing has been a way of sharing and feeling more positive about themselves and their identity and the process has been somewhat cathartic, positive, and healing. Furthermore, the film reaches out to the wider world through an online presence, enabling more women to feel positive about ageing and their place in the world.

Infertility and its Challenges for African Women: A Gender Asymmetry in African Norms

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This article from a gender-sensitive perspective is critical of patriarchal values that are harmful to women's well-being and dignity. From the African context, the essence of womanhood is mostly defined by her capacity to be a mother (i.e. to bear a child of her own). From the above point of view, many Africans place their argument in that; marriage and procreation are a link that determines the future of women in their marriages. Because she is defined by her fertility, it can then be assumed that a woman internalizes the motherhood role to the extent that if she is infertile or childless, she is regarded as worthless in that marriage and subsequently be seen as a "thing." This article therefore, focuses on three issues concerning the nature of women, namely that: (1) women's sexuality is viewed with patriarchal prejudice, (2) the referral of childless woman as a "thing," which in essence discloses the quality of their intersubjective relationship, depicts men as the agents and women as the object in marriage, and (3) that the order and stability of the African family unit is fundamentally built on gender asymmetry.

Film: *Birth Professionals Make Art*

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Midwifery and obstetric practices, within a stressful period of austerity for the NHS with litigation fears and pressure from the media, have an impact on the experience of all those involved: women giving birth and birthing professionals. In *The Birth Project*, the arts are being used to interrogate this complex topic. Obstetricians, midwives, and new mothers have been given the opportunity to explore their experiences of compassion fatigue, stress, birth suffering, and post-natal readjustments, using the arts. These different groups have joined together in "mutual recovery" events in which perspectives have been shared, primarily through elucidation of the art works produced, captured using documentary filmmaking. The *raison d'être* of this project is to create dialogue between different communities of interest and experience, to use the arts to interrogate discourses, to challenge embedded assumptions, and in this process, to stimulate mutual recovery between all those who experience and are affected by birth. We situate this endeavour in the context of an emerging practice of health humanities (Crawford et al. 2014).

A series of workshops with birth professionals, including professional doulas, who may have experienced vicarious trauma, whose traumatising experience is often overlooked, have used the arts to explore their experiences. This film narrates their concerns and reveals their artistic engagement.

On the Shoulders of Giants: Revisiting Judy Chicago's 'Dinner Party'

Mark Hager

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"Women's contributions to European intellectual history? They made none." (Male UCLA History professor cited in Chicago, 2014). Set in a small business college with a mission to prepare future leaders, this paper reports on project design and ongoing assessment of an undergraduate psychology course that takes as its point of departure Judy Chicago's landmark installation, "The Dinner Party." Premised on that inflammatory comment Chicago and other UCLA undergraduates heard in 1970, this course examines psychosocial, cultural, and historical research to explore women's experiences of the glass ceiling; formal and informal limitations on women's education and professional growth; and organizational challenges women leaders face. Against the backdrop of President Obama's (2014) call to action on gender imbalances in Silicon Valley, Canadian Prime Minister Trudeau's gender-balanced cabinet (2015) and Hillary Clinton's historic US presidential candidacy (2016), we apply a systematic eclecticism to very real barriers of discrimination and biases couched in a masculine embodiment of

voice, physical, social and cultural capital. Across the term students analyze a wide range of strategies women have adopted to achieve both professional success and personal fulfillment. They further integrate scholarship with contemporary societal examples of women changing today's world – or being challenged trying to do so.

The course culminates in a student-designed 21st century dinner party for internationally influential contemporary women who are inspiring them to change the world. Students study their lives, challenges and successes against the theoretical backdrop of physical, social and cultural capital. They design table settings – plates, runners, inspirational influences – and share why their guests deserve a seat at Chicago's august table. Students work with librarians in both social sciences and fine arts to guide their research and visual interpretations. Now in its second iteration, the most powerful topics guiding both scholarship and choice of guests continue to be concepts of voice and embodiment as they relate to power and access.

Attendees will discuss project design, ongoing assessment and the impact this course is having on discussions of gender in one college community. "A man teaching a women's psych course?" (Female management consultant, 2015).

María Zambrano's Poetic (Historical) Reason and Women's Life Narratives under Francoism

Aurora Morcillo

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Departing from the Orteguian "raciovitalismo" ("I am my circumstance") and his "Historical Reason" to the analysis of oral histories, I propose to embrace poetry as a means to capture the invisible acts of self-empowerment revealed in the conversations between informants and oral historian. This approach is inspired by the concept of "Poetic Reason" developed by María Zambrano (1904–1991), renowned philosopher and José Ortega y Gasset's pupil. It is the architecture of a poem that allows us to explore chronological dilemmas that feminist scholars have discussed over the last four decades. Questioning the traditional periodization in historiographical analysis illuminates the dark side of history. Also, poetry allows us to explore how the experience of those placed outside of history illuminates alternative acts of agency. Theirs are invisible acts of self-empowerment that might be rooted in the desire to better the odds of their offspring. The informants emotionally tell us about something we might think is insignificant, but if we amplify its resonance in the conversation, it will allow us to gain understanding of the actions and choices made by these ordinary women (or any other subaltern), and therefore bestowed them with number, weight, and size. If we dwell in the small fleeting moment, a conscious course of action reveals itself and turns something invisible and regarded as insignificant into something visibly powerful. A haiku, or a free verse short poem allows us to make a complete stop of time in a detail. I believe this analysis technique promises useful in interpreting women's lives through oral testimonies. Their vulnerability and self-effacement turns into courage and resistance for the sake of the next generation.

The World of the Cloister: Alternative Spiritual Culture in Late Medieval England

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For many, the image of the medieval world conjures images of damsels in distress, silent and inhibited nuns, and overall attitudes of misogyny. The general impression of the period is that of a religious patriarchal society, one that viewed women as inferior and devalued their contributions through law, custom, and doctrine. At the same time, however, there are dozens of examples of famous religious women, revered for their piety or even canonized by the same Church that seemed so suspicious of them. How could this be possible?

This thesis aims to examine women's spiritual culture among late medieval English nuns and anchoresses, detailing their specifically monastic practices and experiences that contributed to the formation of an alternative spiritual culture. The three aspects most emblematic of medieval monasticism and thus the ones that will be analyzed are cloistering, learning, and contemplation, each of which enabled women to articulate and validate their own spiritual worth and experience.

Aside from historical contributions, this thesis also aims to alter the historiographical language used in medieval and gender histories. While some scholars have recognized the validating aspects of religious experience, most of the discussion is framed in binary terms, with the patriarchal medieval religious culture viewed as the default and the feminine culture viewed as the aberration. This thesis will challenge this bias, speaking of women's religious culture as a separate, valid alternative culture and not a mutation.

Deconstructing Subaltern Speaking: Borderlands of Female Identity and Representability in Magic Realist Literature

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Drawing on a critical deconstructive reading against the grain, I problematize the traditional conceptualization of female identity and representability in subaltern studies. Gayatri Spivak's supposedly uncompromising uprooting of any positivism notwithstanding, I see the discussion on female subalternity and speaking more than ever affected by "repetitions-in-rupture" – tacit metaphysical recourses to binary noncontradiction and strategic essentialism.

In my approach I refer to the negotiation of spectral identity and representability by female writers in Magic Realism in order to put the term "subalternity" under erasure. According to the idea of deconstruction, I do not want to do away with the concept of subalternity, but to supplement it by a new focus on catachrestic thresholds of female transformation and survival. In contrast to the so far most significant question in subaltern studies, the question "Can the subaltern speak?" my focus does not subscribe to unambiguous demarcation lines of inclusion and exclusion. Instead it is concerned with catachrestic interstices of speaking and nonspeaking, subalternity and nonsubalternity; in short, with traces of contradictory discontinuities in irreducible in between spaces of identity and representability.

Thus, the overall aim in my investigation is to supplement the abstract and simplifying approach to female identity and representability in subaltern studies by an approach that – apart from providing crucial insights into the (non)identity and (non)representability of Magic Realism as a genre – allows for a more differentiated and pragmatic dealing with the dilemma of justice.

My Fitness Pal? Calorie Counting in an Age of Self-Surveillance

Amelia Morris

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Using Foucault's theory of self-surveillance, this paper will argue that fitness monitoring applications are designed to unlock self-destructive tendencies within women by providing them with a constant awareness of their calorie consumption and exercise routines, as well as the feeling of being "watched" by other members of the online fitness community. With a focus on MyFitnessPal, the paper will suggest that the smartphone fitness application acts as a less extreme example of practices such as corset wearing and foot-binding for women; both are based on the premise that women should monitor and restrict their bodies in order to meet cultural representations of beauty and femininity. Using a Foucauldian discourse analysis, the paper will conclude that applications such as MyFitnessPal combine idealized notions of female beauty with self-surveillance to play into the pervasive fear of female fat and the widespread theme throughout the wider media that restricting one's eating habits is an example of willpower and control as opposed to the "out of control" fat female body.

'Widows Move On': Facebook Support Group For Widows

Orna Raz

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Once a woman becomes a widow she loses much more than her husband. As the hierarchy within the family shifts, her position often weakens. The new circumstances could affect the widow's public status, especially if she is left with limited resources.

As a widow and a researcher, I started, six months ago, a group on Facebook for Israeli widows: "Widows Move On." It was an experiment since I wasn't sure that a Facebook group could work as a support group. But as there are so many thriving feminist groups on Facebook, which often serve as spontaneous support groups, I decided to create a safe place where widows could deal with issues relating to the loss, the changes, and the family, and share their difficulties and their success. Today we have more than 70 members in the group.

Although there are studies about real life support group for widows and widowers, so far nothing has been published about virtual groups for widows. My presentation will describe the objectives of the group and compare it with a "real life" support group. It will explore the nature of interaction between the members and the role of the group administrator.

Facebook is usually used as a place to present one's public persona through photos and texts, and it is not a natural venue for private feelings. Moreover, I don't believe that a virtual community on Facebook could, or should, replace professional help. But I do believe that if handled carefully, the social media could be a perfect place for a safe community for widows and widowers, and a useful addition in the support available for those who experienced loss.

Assessment of Leadership Features of Women Leaders Based on their Signatures

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Neriman Kara

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There is a common consensus that national leadership is a duty mainly carried out by men. However, many countries have been and are still lead by female leaders. The purpose of this study is to find if the leadership skills and qualities of women leaders such as Angela Merkel, Hillary Clinton, Tansu Çiller, and Margaret Thatcher are reflected in their signatures.

Leadership is defined as the actions taken by an individual to direct a group to a common goal/objective. A leader should have certain mental, physical, emotional, and personal skills. If a person has or obtains these sets of skills, he/she may be a successful leader. Studies have been undertaken to see if the sets of skills held by leaders are reflected in their signatures. Signatures have been adopted as legal representatives of their holders in many countries. The selection of signature by an individual usually starts in teenages, where the individual also develops their own personality. Hence, signatures are seen as a reflection of the holders personality. Although signatures can change overtime, the changes seen in an adult's signature after a certain age are usually very limited. When the signatures of individuals who carry leadership skills are analysed, it is seen that those qualities are reflected in their signatures and it is thought that signature analysis can play a great role in leader selection.

After analysing the signatures of the aforementioned female leaders and others, it is seen that the skills and qualities held by those individuals are clearly reflected in their signatures. In conclusion, we can say that there is a correlation between the female leaders' attributes and their signature styles.

A Study to Understand the Psychology for Indian Solo Female Travelers

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India as a whole has been developing at a very high speed, but the mentality of people is still stagnant. A study shows the gender inequality from the view point of tourism. Being a girl, I have travelled alone since I was seven years old but now being 20 years old, my parents are not allowing me to travel alone. That is the reason my topic is related to psychology in the context of tourism in Indian culture.

In this paper we argue about why are Indian women are not allowed to travel alone when there are no such barriers for a male. The study was conducted with the help of the questionnaire method, which was filled by the women and their parents, so that it supports the study with the psychological differences among the daughters and their parents.

This paper debates on the varying mentality in the Indian culture. Why don't men have to face any barriers if they want to travel alone? And why in the 21st century does a lady have to face such consequences in India for traveling alone?

Therefore, the paper justifies the issue faced by the Indian women in this century. The paper consists of the reasons why are the women not allowed to travel alone, and what can I do as individual in encouraging women to travel alone.