

Prof. Yasuko, Sasaki Vice President for International Affairs, Ochanomizu University Japan and Mr Derek Kenji Pinillos Matsuda, Lecturer, Japan

A Study of the Women's Leadership Journey in Japanese Society

It is not unrealistic to state that Japan's economic achievement is high. Moreover, life expectancy in Japan, which is partly due to a high level of health consciousness as well as a well-balanced Japanese Food, leads the world. In stark contrast to these achievements is Japan's underwhelming performance on the Gender Gap Index (GGI), which clearly shows a significant delay in women's social advancement.

From a social policy point of view, it is natural to focus on women's education for the future so more women will be motivated to advance into diverse fields such as politics, business, and scientific research. Indeed, in recent years, as the expression Rikejo (women with a scientific background) has become popularized in contemporary society, an increasing number of females now pursue university degrees in science. In line with this trend, it is expected that a greater number of female leaders will appear in the future.

Unfortunately, however, things have not worked out so easily. This is because many of the "women's leadership theories" that are discussed in Japan are conceptual and do not provide female graduates with a clear and practical direction. Even if we look at the recommendations of the governmental councils and private organizations that formulate the national policy and policy guidelines, many of them are still entrenched with paternalistic viewpoints. They seek not to change society, but to use women simply as numbers to make Japan's GGI comparable with that of other nations. On top of this, in educational institutions such as universities, the introductory consciousness leadership theory is the main thesis taught to women about how to deal with the modern world. However, this theory lacks grounding and does not provide any real-world steps or actions women can take towards finding their own place in the digital-age.

In rethinking Japan's women's leadership program, we think that as a first step we must be student-focused. Therefore, we interviewed 20 Japanese female college students and clarified their image of leadership by qualitative analysis. This may seem to be a small step, but we feel it is a crucial one towards improving women's progress in the future.

Mrs Abaida Mahmood, Administrator, Qurban & Surraya Educational Trust, UK

Mind the Gap- Men vs Women in Leadership

The world of work is changing, with significant implications for women. On one hand, we have globalization, technological & digital revolution and the opportunities they bring, and on the other hand, the growing informality of labour, unstable livelihoods and incomes, new fiscal and trade policies and environmental impacts—all of which must be addressed in the context of women's economic empowerment.

2016 wasn't a good news year for gender equality. We learned that gender inequality could cost the global economy a potential \$12tn by 2025 unless rectified.

The good news is that leaders can improve equality at their business and reap the manifold rewards of diversity, if they are willing to walk the talk.

This paper looks at the measures that are key to ensuring women's economic empowerment in the changing world of work must include bridging the gender pay gap, which stands at 24 per cent globally; addressing the gender gaps in leadership, challenging the barriers that prevent women from progressing and ensuring gender-responsive economic policies for job creation, poverty reduction and sustainable, inclusive growth.

Dr Amanda Koontz, Professor, and Dr Linda Walters, Professor University of Central Florida, US

Definitions of Success among Women Faculty at a Striving University: How Collaborative Mentoring Model Reveals Resources and Obstacles

Women in academia frequently try to “do it all” in achieving success within and beyond the ivory tower. Women faculty are often too busy “doing” to reflexively critically define long-term success for themselves; when challenged, they typically connect success with short-term career goals (e.g. publications, grants, next promotion), while overlooking “life” goals. Past research reveals that women's career paths often shift between “career” and “life,” and that retention in academia is based on both career and socio-cultural support. Therefore, we looked to develop a program addressing known issues of retention and space for women to develop their own definitions of success. We examined ways in which our innovative women's faculty collaborative mentoring model fostered networking and career-life balance to assist women faculty across career stages to achieve success on their own terms; in turn, better understanding the factors influencing retention. We adopted a mixed-method research approach focused on four key issues related to success and retention: mentor experiences, gender-based obstacles, sense of support/community, and goal attainment. In addition to quantitatively examining shifts in perceptions between pre- and post-survey Likert scale questions, we performed qualitative analyses of focus group transcriptions and supplemental open-ended questions, utilizing a social constructionist lens to further understand negotiations of success. Our findings revealed qualitatively important shifts in awareness surrounding mentoring, gender-based obstacles, interpersonal support, and career-life choices, offering critical insight into the intangible, and often difficult to capture, forms of support collaborative mentoring can offer women faculty. Our findings contribute to: (1) holistic understandings of the forms of support and struggles that women faculty face in negotiating success on their terms; (2) advancement of mentoring models for all professional women, including understanding how sharing concerns can empower women in their decision-making; and (3) insight into ways in which collaborative mentoring addresses retention.

Dr Robin Muhammad, Department Chair and Associate Professor, Ohio University, US

Gender and Academic Incivility: An Examination of Women's Role in Activism and the Professoriate

Over the past decade more women are in positions of academic leadership than ever before. Although many fields are still male-dominated, women are found in all areas of leadership in the academy and continue to make strides as well-regarded researchers, educators, and

administrators. Many women leaders in the academy are vocal on political and other issues; this is not a new trend. However, as the use of social media on and off campus has blurred the lines between academic and civic venues of discourse, women leaders have to defend their right to speak freely about their scholarship as well as their political views. When the discourses become heated then some women have chosen to step away from the controversy. However, a large number of academic women have used the occasion to discuss the pressure to remain silent. Tone policing, “mansplaining,” and extramural speech have emerged as topics in both the critical research of women academics as well as their professional engagement in their institutions. Examples will be drawn from North America, Europe, Asia, and Africa.

This paper will show the linkages between women’s leadership and the advancing debates around academic freedom, the role of social media in higher education, and the erosion of tenure, especially for women of color. Gender inequality remains present in how colleagues and administration respond to activist-professors and has a direct impact on the retention of women generally in the academy. The levels of personal and professional risk can vary widely depending on the political climate surrounding a given institution of higher learning but preliminary findings indicate that women’s leadership is consistently undermined.

Ms Nazia Saeed, Ph. D Research Scholar, Amity Business School, Amity University, Gurgaon, India

Challenges Faced by Women Managers-A Study of Glass Ceiling Practices in Indian IT Sector

The Indian IT and ITES sector recognizes as an attractive employment destination for women workforce to participate due to overall environment it offers to these employees in terms of nature of job, high salary, flexible working hours and overall work comfort. As a result, this sector currently employs highest women representation of about 36 percent in total workforce. However, the percentage of women progressing to senior positions is less than 10 percent and to the C-Suite level, it is even less than 5 percent of total workforce employ in this sector. In spite of having good scholastics achievements, knowledge and skills, the low level of representation of women at senior managerial positions posed a question mark to gender equality and equal opportunity of growth to women managers which may eventually reflects the existence of mental barriers or prejudices and presence of glass ceiling in this sector.

The present study attempts to discuss and analyse the various issues and constraints which women managers face in the IT/ITES sector in India and proposes to examine the existence of ‘glass ceiling’ in this sector. Besides secondary data, the study will also consider the primary data of women managers and senior HR executives to examine research problem. The proposed study is expected to gain a useful insight about the extent of gender equality in the IT/ITeS sector and various barriers faced by women managers at the workplace. Further, the study will also help the organizations in this sector to develop a culture of equality by dismantling the ‘glass ceiling’ practices.

Keywords: Glass Ceiling, Gender Diversity, Women Equality, Women managers in IT sector etc.

Prof. Nwamaegwu Duru Professor of Law American University - Washington College of Law, US

Hoop Dreams Deferred: The WNBA, the NBA, and the Long-Standing Gender Inequity at the Game's Highest Level

Just a few years ago, the Women's National Basketball Association's top three draft picks – Brittney Griner, Elena Delle Donne, and Skylar Diggins – were perhaps the most talented top three picks in league history, and they were certainly the most celebrated. Each could likely have competed in the WNBA straight out of high school, and after their first collegiate seasons – during which Griner led the nation in blocked shots, Delle Donne was third in the nation in scoring average, and Diggins led her team in scoring, steals, and assists – each was clearly WNBA ready. All three women, however, were prohibited from entering the league under a rule that restricts WNBA eligibility to women four years removed from high school. Male collegiate basketball players are eligible to declare for the draft in the WNBA's brother league, the NBA, after their freshman year (when they are one year removed from high school), and many of Griner's, Delle Donne's, and Diggins' fellow rising sophomores did just that. Were the NBA and WNBA distinct, unaffiliated organizations, their disparate age eligibility rules would be an unfortunate but unactionable gender-based reality. However, in that the NBA founded the WNBA as a subsidiary corporation, has long funded the WNBA, instituted the WNBA's age eligibility rule, and has generally exercised control over the WNBA throughout the great bulk of the WNBA's existence, the disparate age eligibility rules raise sex discrimination concerns. This paper explores these concerns and concludes that because of the NBA's involvement in and dominance over the WNBA, the NBA is potentially liable for Title VII sex discrimination caused by the WNBA's age eligibility rule.

Professor Guida Man, Associate Professor, York University, Canada

Transnational Migration, Gender, and Mobility: Examining Immigrant Women Professionals in Canada

Based on empirical data from a Social Science and Humanities Research Council (SSHRC) funded research project, this paper focuses on education migration as a process of geographical/physical, social, and economic mobility. It examines the experience of highly educated immigrant women who were professionals in their home country, and who have immigrated to Canada with their children, for the purpose of securing a Canadian education for their children as well as for themselves. These women developed strategies to sustain short or long-term transnational familial arrangements with their spouse and/or extended family members, drawing on transnational networks of support in their everyday lives. Utilizing an intersectional analysis, the paper explores how education migration is informed not only by the individual women's agency in shaping their children's and their own future aspirations, but are also situated within broader social, economic, political and cultural structures in both China and Canada. In particular, the paper focuses on how migration

policies and practices in the context of neoliberal restructuring, shape education migration and mobility.

Dr Mohini Vidwans, Lecturer and Researcher, Lincoln University, New Zealand

I Am Not That Woman Anymore...Reinventing Life with Career Crafting

Gender roles are not innate; they are acquired. Butler (1990, p.33) upheld that woman itself is a term in process, a becoming, a constructing that is open to intervention and re-signification. This research examined this process of becoming with regard to reinvention of career and life; inspired from my own experience of rediscovering myself. After a challenging life, I left India in 2012 to pursue my second PhD in New Zealand. As a researcher, my quest was to develop career crafting framework that can guide women in reinventing their careers to achieve personal success.

Hence, with the key objective of testing the new concept of career crafting and with a focus on gender, this qualitative study examined career progression of 36 accounting professionals in New Zealand. Drawing on the in-depth interviews, thematic analysis led to the new paradigm of career crafting involving cognitive, relational and task crafting to understand how women achieved career success. This research focused on individual agency while acknowledging that external factors play a vital role in the shaping of career pathways, either by offering support and facilitating growth, or by creating and imposing constraints. The central principle is individuals can utilize invention strategy to create new opportunities or adaptation strategy to mitigate the negative impact of an adverse situation. With career crafting, participant women gained career success by garnering family and organizational support within and outside of the box. The eventual outcome of career crafting is that it helps women redefine their possible selves and build capabilities to achieve personal success. While this study focused on the accounting profession, the awareness of career crafting practices would benefit women in general to chart their life pathways. For example, my daughter has validated the model by using it for her engineering career successfully.

Ms Phebe G., Assistant Professor, Madras Christian College, India

The Politics of BEing- Narratives of Abandoned Women

History is strewn with abandoned women who have had no choice in the decisions made by others about their life. Caught in the net of cause and effect, of actions and transactions in a patriarchal system, abandoned women were at the receiving end of things that they were not entirely responsible for. This paper is a study of the Narratives of Abandoned Women in mythology, Literature and Biblical Literature. It seeks to explore the contexts where the women were abandoned and critically looks at the repercussions that the abandoned women have had to face. It uses Feminist Critical Theory, as methodology, in order to locate the abandoned women in the framework of patriarchy. It is evident that conditioning of women is an act of control that makes women lose their inherent powers thus rendering them weak and gullible in the powerful systems that they are a part of. When patriarchy is successful at conditioning women it achieves control over her faculties and women in an act of surrender

are led to believe in their subjugation. This is evident from narratives where abandoned women have shown a tendency towards suicide. But there are also narratives where a woman is bold and courageous to retaliate. The conclusion explains how education and empowerment are tools that may assist the abandoned woman to rewrite history, unlearn and relearn, remodel value systems in the present context and question practices that have for centuries discriminated her. Through her abandonment a woman discovers her 'self' and in the end asserts that 'self' in a system that has been trying to enforce an identity upon her. Thus, Abandoned Women have, despite their challenges, asserted their independence and have pitched their self at significant moments through the narratives and thus have made a difference in the world.

Dr Deepika Rupert Gardner, Associate Professor, BVRIT Hyderabad College of Engineering for Women, India

Emotional Intelligence: The Tool for Transformational Leadership in Women

This paper aims to identify the impact of emotional intelligence as a tool for transformational leadership in women. First, the paper will analyze the definition of emotional intelligence and transformative leadership, its elements and positive effects. In the second half, it will throw light on how EI is a learnable skill and could be used to bring change. Effective leadership is of vital significance and the dearth of women in leadership positions looms large in today's corporate world. It is time to create dynamic women leaders with the value-added tool of emotional intelligence to transform the myriad world of governance; to see its impact on effective leadership per se. The concept of EI has gained prominence in the present day scenario as it has become a necessary skill along with one's IQ. EI is the new yardstick, just intellectual excellence and technical prowess are not enough to thrive in these turbulent times where change is the only constant. Effective transformational leadership can be learned with the tool of EI and young women can be groomed to take up challenging leadership roles.

Keywords: Emotional intelligence, transformational leadership, learnable skill, effective, dynamic women leaders, tool.

Dr Kalyani Vallath Director, Total English Solutions, Trivandrum, Kerala, India

Social Empowerment through Edupreneurship: An Action Research Project

In a developing country like India, social entrepreneurship of women holds tremendous promise for economic growth and prosperity. In the hands of women, businesses develop into extended social service, with focus on women empowerment, education and the needs of children, the disabled and the needy. I have been an edupreneur for twenty years, teaching English Language and Literature to adults, mostly women, from across India, and pioneering educational and entrepreneurial innovations.

While running a finishing school for university students, I have merged my teaching with associated business ventures such as a literature merchandise shop, a book publishing company, a gaming club, and a travel company through which my students have found exposure, training and employment. My belief in the study of literature as a comprehensive life activity prompted me to launch Q-Shop, an online shop for literary merchandise. The

publishing company Bodhi Tree Books explores the possibilities of web-based innovation in print media through collective writing and research-oriented hyper-linking of information. To equip my students in a variety of careers and enhance their employability, I have started the English Literature Professionals Forum. The E-ProF Team, where my students are trainees, has organized numerous programs in editing, writing, teacher training and resource development. Ace of Clubs is our literature gaming club that conducts literature-based Game Fests. Our tour company Literary Trails organizes literary tours to different parts of the globe to give the participants cultural exposure as well as training in professions related to media, publishing, tourism and business.

Through my edu-preneurial ventures, I have thus developed my own model of social entrepreneurship through which my female students get life counseling, employment training and empowerment. My paper examines the opportunities and challenges of women social entrepreneurs in India, based on a review of my own career.

Dr Suriyani Muhamad, Senior Lecturer, University of Malaysia Terengganu, Malaysia

Empowering Rural Women Through E-Business Application: A Case Study

Empowering rural women through entrepreneurship is a practical approach to improve the living standard of the rural communities. This paper describes a case study in Setiu Wetlands located in Terengganu, Malaysia that aims at empowering rural women using a social media for e-business. This study adopted an in-depth interview and a focus group approach in choosing the respondents. The preliminary findings of this study conclude that there are substantial interests among rural women to become entrepreneurs through e-business applications. The final results of this study have successfully produced ten rural women entrepreneurs. In conclusion, the implications of this study are pertinent towards ensuring sustainability of livelihood in the rural areas for women as well as the community.

Dr Joyce Wu, Research Fellow, Australian National University, Australia

It's Our Fight: Why We need Feminists to Involve Men in Ending Violence Against Women

In this momentum of #MeToo where women and girls are standing up against sexual and gender-based violence, there is also much a push for men to be involved and take their share of responsibility. In this paper, I argue that whilst men have an important role working with women and girls to stop SGBV, the process and leadership need to be guided by feminist and social justice principles. To do otherwise risks creating the “men as heroes” mentality, and entrenching the stereotype of women and girls waiting to be rescued.

This talk will be based on my recently published book, *Involving Men in Ending Violence against Women: Development, Gender and VAW in Times of Conflict*, which offers a critical feminist analysis about the challenges of men as activists within the context of Afghanistan, Pakistan and Timor Leste. Using qualitative research methods, I had conducted in-depth interviews and group discussions with local communities, NGOs, government agencies, UN and bilateral donor agencies on ground. Drawing on case studies from the three countries, I argue that in the current trend of “instant activism” and social media of applauding men for

doing too little and too late, we are diluting the meaning of feminism as well as not fully realising the potential of what men can genuinely bring to the anti-SGBV movement.

Dr Catherine Cerulli, and Dr Ellen Poleshuck, Directors, Susan B. Anthony Center and the Laboratory for Violence and Victimization, University of Rochester, US

Addressing Intimate Partner Violence by Breaking Down Siloes

Objective: For decades, communities have tried to resolve domestic violence (DV) against children, intimate partners and elders. Often, these typologies come in clusters: individuals exposed to violence as children experience increased rates of violence as adults. Elders face “DV grown old”, where abuse and neglect can include being locked in homes, having medications withheld or financial abuse. Methodology: Our community came together and decided that criminalizing DV hadn’t resulted in enough changes we wanted to see. While holding perpetrators accountable is important, many victims don’t want to call the police. Thus Healing through Education, Advocacy and Law (HEAL) was born. HEAL is a collaborative that began in 2016 at an R01 research medical center. Community agencies offer survivors medical, psychological and safety under one roof. An interdisciplinary clinic offers protection orders via skype, and survivors can meet with a team of lawyers who specialize in violence prevention. We believe HEAL is the first program of its kind, offering holistic and complete care. Findings: This presentation provides an overview of the barriers and facilitators to starting HEAL, our findings a year out regarding service utilization, and how we have created a clinical setting in which rigorous research is occurring in partnership with the community and practitioners. The HEAL model developed as a result of community based participatory research principles. We now have a seven year history of securing funding to “do different”, and test interventions in a unique setting. The presentation will also share results from a study which examined the use of a community health worker versus screening, assessment and referral for victims, frequently done for patients with violence, in OB/Gyn settings. Conclusion: The data shows the dramatic decline in self-reported IPV for victims (n=223) 10 months after the intervention. Implications for sustainability and policy will be discussed.

Cerulli, C., Wittink, M., Crean, H., Nichols-Hadeed, C., Morse, D., Cruz, G., Bell, E., ReQua, M., Poleshuck, E.

Ms Nilhan Algan Student, Istanbul Kültür University, Turkey

Is Woman Still the “Other”: The Effect of Dominant Culture on the Plight of Women in Contemporary Turkey

Even in 21st century, women do not have the right to comment on their own life, they maintain their life depending on patriarchy. Even after the radicalism of 1960s, women are still lack of egalitarianism and independence, thus women face with discrimination in work life like the glass ceiling and also, they are expected to take care of all domestic duties and children at home. Even worse, today violence and murder towards women gradually increase in Turkey.

This paper aims to examine how men blame women for their own violence towards them by mentioning women as their objects through analysing local news and newspapers. Also, punishments and precautions are not disincentive for the violence and murder towards

women, thus women become scapegoat. Starting from this point of view, second part of the paper explores how patriarchal discourse supports the women violence through directed by dominant culture by means of traditions, proverbs, gender attitudes and general atmosphere in Turkey.

Miss Maria Viglasova, Graduate Student of International Relations King's College London, UK

Conceptualising Algerian Revolutionary Woman: What is the Relevance of Women's Participation in the Algerian War and how was it Translated into the Nationalist Politics?

Despite the impression of being relatively well-off regarding their political representation and rights, Algerian women are still struggling to acquire a real equality with men. Instead of providing yet another criticism of this inequality, this paper attempts to find out where it originated and how it evolved to the present state. Why did the Algerian women, revolutionaries celebrated for the subversion of patriarchal gender norms through their heroic actions, not continue this revolutionary path which they set off for by taking an active part in Algerian War of National Liberation (1954-1962)?

Given the nationalist underpinning of this decolonization conflict, methods addressing identity making were used. I took a critical, poststructuralist strategy to retrieve the image of Algerian female militant as portrayed by the war-leading socialist front – the FLN. The method of discourse analysis was necessary to uncover and analyse the representations of women in the core FLN's documents, since they allowed me to reconstruct the discourse and politics of women's participation in Algerian War.

I found FLN's discourse around women crucial to predict and understand the future course of failed women's emancipation. Specifically, visible tensions emerged between two different representations of Algerian revolutionary woman: the socialist portrayal of female revolutionary as a valued human resource to win the war and then reconstruct the country through her work, versus the image of a faithful Muslim woman, bound by Islamic laws which limit women's agency. The result of this never-resolved tension is a theoretical equality on the socialist grounds which nevertheless does not translate into reality due to the argument that the Muslim woman is the last bastion of Algerian Islamic identity. In conclusion, paying serious attention to identity making in discourse was proved to be an effective strategy to predict the implications of nationalist politics on the emancipation of women.

Dr Molly Mayhead, Professor of Communication Studies, Western Oregon University, US

Giving the People 'a Fighting Chance': The Discourse and Ideology of Senator Elizabeth Warren

Many people have been quick to classify U.S. Senator, Elizabeth Warren. Pundits call her the frontrunner in the Democratic presidential race of 2020; others tag her as a grandma; a news reporter stated she's one strand of pearls short of a PTA mom; and Donald Trump derisively calls her as Pocahontas. As a law professor, Warren focused on bankruptcy law and published

more articles on commercial law than any other scholar. Her expertise in the field led to many prominent appointments, including the Oversight Panel that investigated the Troubled Asset Relief Program. It is rare that bankruptcy law professors leap into the limelight, but her appearances on programs like The Daily Show, her fiery speech at the Democratic National Convention, and her ability to champion the importance of financial reform, caused Warren's fame and popularity to skyrocket. She successfully beat incumbent Scott Brown in the Massachusetts senatorial campaign in 2012, seeks re-election in 2018, and is frequently mentioned on the "short list" of presidential candidates. No matter what she is called, Elizabeth Warren is undeniably a "leader" in her party and as an advocate for economic reform for the middle class.

Framed within the perspectives of feminist standpoint theory and Walter Fisher's narrative paradigm, this paper offers an analysis of Warren's autobiography and select public statements. It evaluates the relationship between her personal lived experiences and the public political causes she advocates. The paper will demonstrate the importance of autobiographies in explaining an individual's ideology as well as providing justification for political action. Elizabeth Warren's autobiography not only underscores an understanding of the link between the personal and political, it also serves as a clarion call to future generations of women to lead.

Ms Charlotte Dahin, PhD student, University of Ottawa, Canada

Gendered Representations: UNHCR Canada and the Resettlement of Syrian Refugees in the Country

Visual representations used by international organisations to represent refugee women and men are powerful communication tools (Johnson, 2011). Amongst the related growing literature, very few studies have looked at the representations used specifically to illustrate the reinstallation of refugees in the global North, and almost none have adopted a feminist perspective to do so. This study has the objective to fill in the gap by analysing the purposive use of specific (gendered) images of men, women and children by UNHCR Canada to illustrate the reinstallation of Syrian refugees in the country in the context of the 2015-16 Syrian Refugee Initiative, which aimed to reinstall 25.000 Syrian refugees in the country between November 2015 and March 2016.

The research is centred around a content analysis of visual representations used online by UNHCR Canada in articles about the resettlement of Syrian refugees published between December 2015 and July 2017, i.e. at the time of the Initiative and during its early implementation. This study found that UNHCR Canada multiplies the visual strategies to support reinstallation in the country, by, for example, over-representing women and girls, reproducing traditional roles of men and women and using "familiar" Christian iconography. I argue that, in addition to hiding the accountability of the West in the situations where refugees have fled and reproducing a divide between the representation of refugees arriving at the borders and that of those being reinstalled through a governmental programme, these strategies invisibilise the life experiences considered as non-traditional in the West, idealise reinstallation in Canada and reproduce gendered stereotypes.

Ms Catherine Faurot, Visiting Scholar and Dr Catherine Cerulli, Director Susan B. Anthony Center and the Laboratory for Violence and Victimization, University of Rochester, US

The Ideology of Domination: Gender, Propaganda, and Injustice in Aeschylus' Oresteia

As the only surviving trilogy among Ancient Greek tragedies, Aeschylus' Oresteia holds a central place in the Western canon. Although celebrated as a prototypical representation of justice, in fact the trilogy portrays the conscious orchestration and projection of male values at the expense of female values. This example of state sanctioned, religiously reinforced, and publicly disseminated propaganda ultimately judges male life to be more valuable than female life, while presenting itself as a model of divinely endorsed justice. The continued use of the Oresteia as a symbol of legal justice reinforces gender bias in Western thought.

The Oresteia was presented in 458 BCE at the City Dionysia, a religious festival sponsored by the Athenian city-state. Its central theme is the emergence of a state-organized legal system in place of a kin-based vendetta tradition. In the first play, Agamemnon returns home from the Trojan war, while his wife Clytemnestra waits to kill him in revenge for his sacrificial murder of their daughter Iphigenia. This murder is followed by another in the second play, in which Clytemnestra's son Orestes kills her in revenge for his father's death. The final play presents the trial of Orestes for his mother's murder, and takes place in the first court. Ultimately Orestes is found not guilty, the deciding vote cast by Athena herself. The cycle of murders has ended and justice—apparently—upheld.

However, the outcome is explicitly based on gender bias. The trilogy represents political propaganda to suppress female voices, mirroring legal sanctions to prevent women's funeral displays from impeding the Athenian war machine; religious propaganda to limit the influence of female-centric deities and rituals; and artistic propaganda to publicly and ritually incorporate women into less powerful status. The talk will include examples of how this tragedy plays out in courtrooms today.

Sabrina Strings, Assistant Professor of Sociology, University of California, Irvine, US,

Lady Mary and the Birth of the Anglo-Saxon Slender Ideal

Lady Mary Wortley Montagu, the 18th century poet and essayist, has been revered for her characteristic verve in describing the aristocratic social scene of her time. While much has been made of her place in the English feminist canon, few have appreciated her significance in shaping notions of womanhood in America. Indeed, though it has often been overlooked by existing scholarship, Lady Mary's understandings of feminine propriety, specifically in terms of diet and aesthetics, were mainstreamed in 19th century U.S. In this paper, I detail the impact of Lady Mary on American women's diet, and the development of the slender aesthetic. I show that her ideals—transmitted via Godey's Lady's Book, the top women's magazine of the era—came to capture the popular imagination for American women who identified as elite "Anglo-Saxons," and the distant relatives of Lady Mary, the English aristocrat considered their foremother.

Minjoo Koo, Independent Researcher, Western Reserve Academy, US

Changing the Public Sentiment toward Women's Fashion through and after the American Dress Reform Movement

From the mid-1800s to the early 1900s, the American Dress Reform Movement occurred in order to liberate the female body from constricting garments of the Victorian era, such as tight corsets and long, heavy skirts that limited women's mobility. Initiated by Elizabeth Cady Stanton, Amelia Bloomer, and other notable suffragettes, this social movement mustered support from people of diverse backgrounds, from the advocates of other social reforms to the doctors and hygienists who rallied against the adverse health effects of the Victorian garments. Yet the public's negative reaction to the radicalism of the Bloomer costume, the first reform dress that involved trousers, led the movement to an ultimate failure. Many historians, therefore, highlight the demise of the movement in their studies, while its historical impacts eclipsed. In contrast, this article examines the movement's significance on alerting the public to the problems of then traditional women's clothes regarding women's health and social status. The article first discusses the inception and diffusion of the movement. The article then explains how the female designers of the mid-20th century continued the attempt to free the female body by prioritizing comfort when designing women's clothes. Lastly, drawing upon scholarly journals and manuscript sources, the article investigates how the movement influenced later generations to adopt advanced attitudes toward women's fashion. The movement's struggles exemplify the ones often faced by fights for gender equality, especially in that the movement suffers from the contemporary society's bitter response to its radicalism. Nonetheless, the movement established a clear, unprecedented feminist statement that a woman herself is the only one that possesses the control over her body.

Dr Anuradha R Tiwary, Assistant Professor School of Humanities & Social Sciences (Economics), GD Goenka University, India

Do Marital Status Decides Women's Autonomy –A Glimpse from an Indian State

This study examines the status of women's autonomy in household decision making by analysing the situation in Haryana, using data from the 2015-2016 Indian Demographic and National Family Health Survey statistics.

Using multivariate regression techniques, women's autonomy is compared across marital status, age at marriage, and duration of marriage, and outcomes of the marriage(children) with particular attention to social context. Contrary to expectations, most women do not experience complete male domination over household decisions. Education and urban setup, religious inclination and societal norms determine the amount of autonomy an Indian woman enjoys, and here we examine these patterns in a state having the most unfavourable sex ratio in the nation. We will see how age and singledom combine for more power to women in contrast to a married, young woman. Regardless of marital status, women who live with their parents are often not even consulted in major household decisions. Apart from marital status being a key predictor of decision making, the number of sons she has also determines how many incentives she can have to alter her marital status and improve the degree of control over her own life and the lives of people around her.

Ms Shulamite Ezechi, Founder, ANYiSO, Scotland, UK

The Impact of Girl child Marriage; the Effect on Economic Growth of Developing Countries; and the Role of Stake Holders

Child marriage is a global problem, especially in Africa, Latin America, South Asian to Europe. Although it affects both sexes, the girl child are more affected as they are mostly, the victims. The consequences are too numerous and some of the sufferings to the victims are yet untold. Child marriage affects their general health both mentally, psychologically, and emotionally, with their education being curtailed. Cultural practices, conflicts, failure to enforce laws, poverty and many more continues to entrench and prolongs child marriage practices in most countries. To achieve the target for Sustainable development goal – to end child marriage practices by 2030, accelerated progress is needed. This paper discusses the health implications, cultural practices. and importance of ending child marriage. This study examines the strategies put in place by stakeholders to end child marriage practices. It also discusses the effects of child marriages on economic growth of developing countries and suggests ways of ending child marriage.

Miss. Linda Serkizyan, Student, Istanbul Kültür University, Turkey

An Ottoman Women's Rights Advocate: Sırpuhi Düsap

Being a multicultural country, Turkey has been home to many different cultures, one of which is the Armenians. Armenians have lived in Turkey since time immemorial. In the 19th century, women had no far-reaching rights in the Ottoman Empire or the Western World. Women could not get much education and could not realize themselves. Although there are several other women writers who have tried to advocate their rights, Sırpuhi Düsap is the first determined Armenian feminist writer from the West of the Empire, Istanbul. In this paper the life story of Sırpuhi Düsap, what she has experienced throughout her struggle to obtain her sense of self and her works, which has influenced many other following women writers, will be examined. Mrs. Düsap is an avid proponent of the rights of not only the Armenian but all women of the Empire. Her ground-breaking works were widely read and supported by both the Armenian community and also the more liberal thinking Ottomans. The first objective of this paper is to remind and respectfully memorialize one of the most archaic nations of Turkey's, the Armenians and their peacefully amalgamated cooperation with the Turkish people, and emphasize one more time that Turkey is a multinational host for many cultures and creates her own harmony to live amicably. The second objective is to analyze Sırpuhi Düsap's works and how her works impacted the struggle for women rights.

Prof. Candice Shelby, Professor of Philosophy University of Colorado Denver, US

Women, Power, and Addiction

Studies have repeatedly shown that political and personal isolation, alienation, and exclusion exacerbate tendencies to addiction, and render recovery less likely. The problem is particularly bad for women, who not only enjoy less political and economic power than men, but also suffer greater personal isolation and alienation when involved in addictive cycles. Factors that are most associated with increased vulnerability to addiction, such as

trauma, loss, anxiety, and depression affect women differently than they do men, but this is rarely discussed. Stress, for example, which results from not only traumatic events, extra responsibilities, and economic and political disenfranchisement, affects drug and alcohol use differently in women and in men: whereas men are more cue-driven to use substances, women are more stress-driven. What is more, because of the stigma disproportionately attending women's addictive issues relative to men's, women are less likely to seek treatment when they are suffering. Although women experience addictive cycles as much as men do, treatment centers admit twice as many men as women. This creates a cycle of increasing stress, and vulnerability to yet more addictive behavior. On the other hand, numerous examples show that when individuals are empowered and included, addictive patterns can be avoided, and when they do occur, that they can be mitigated. Employing results of psychological and sociological studies within the framework of the analytic and argumentative methods of philosophy, this paper makes the case that, given the fact that women are largely responsible for the care of children and the elderly, the body politic would be much better served if the distinct nature of women's addictive patterns were more fully understood, and if we all worked harder to create greater equity in political, economic, and personal power.

Miss Mariam Negm, Student, The American University in Cairo, Egypt

Women's Health Policies in Egypt: The Good, the Bad and the Ugly

To date, there have been few studies that examine gendered health patterns and policies that target Egyptian women, their underlying causes and the consequent realities of the many women who are affected by them.

This paper aims to answer the question of how gender and Egyptian sociocultural norms influence health policies and the disparities that exist within them. It tackles gender roles and its effect on public health, menstrual health, maternal and sexual health and mental health. For example, since periods are still considered extremely taboo in Egypt, 83.6% of the girls in one of the few community-studies on menstrual health mentioned that they needed more information about menstrual hygiene; this lack of information translates to harmful myths being propagated within close female circles regarding menstrual hygiene, such as the dangerousness of bathing while menstruating, all which contribute to a myriad of health issues.

The paper also provides suggestions to strengthen advocacy for better policies and more inclusive healthcare programs and services that could enrich the lives of women in Egypt and allow them to reach their full potential.

Dr Darya Maoz, Senior Lecturer, Hadassah Academic College, Israel

The Backpacking Journey of Women in Mid-life

Tourists engage in diverse behaviors or tourist roles and show varying needs, wants, and expectations. Touristic behavior is related to characteristics such as life stage, gender, education, income, culture, nationality, and marital status. There is a growing body of

research on women travelers, but critical questions remain about how women's journeys are experienced and constructed, especially in older age.

My paper is based on a study of a relatively new phenomenon – backpacking journeys by women in mid-life. Studies of backpackers have usually focused on travelers in their twenties, and the general assumption has been that this is the most suitable age for journeys of this kind. The women studied here were all Israelis in their forties to mid-fifties who traveled in India as backpackers for more than one month. The study is based on 35 semi-structured in-depth interviews, as well as participant observation in India.

Journeying is considered an ideal way in which to achieve distance from the old and exposure to the new. It offers a period during which it is possible to self-consciously remove the signs of one's old identity. This is particularly true in rite-of-passage tourism, undertaken during transitions in life. India was chosen as the travel destination because of its image as a place that enables the tourist to go through spiritual experiences.

The study examines if and in what way this journey reflects how these women deal with issues arising in the mid-life passage. One of the main findings is that the journey plays a central and crucial role in establishing a new identity, constructed according to needs arising in that passage. Most of the women travelers experienced a “mid-life crisis,” and the journey is perceived as a chance for transformation, overcoming fears and difficulties, and finding new meaning in life.

Dr Rivka Maoz, Senior Lecturer, Rothberg International School, The Hebrew University of Jerusalem, Israel

To be an Oxonian Woman - a Story of Empowerment

It is now 55 years since I had been accepted at St. Anne's College to read towards Doctoral Degree (D. Phil.)

I had worked as a High School teacher before I came in 1962 to Oxford. I had B.A Degree with distinction and a High School Teachers' Diploma from the Hebrew University of Jerusalem. Now I had to forsake my career as befitting a dutiful wife and accompany my husband to pursue his academic career. We landed in Oxford with a 14 months toddler just learning to walk. It turned to be the coldest winter in 70 years. I ended up being locked at home at Hill Top Road with my partner riding daily to St. Antony's college to conduct his research towards doctoral degree. At the time it was all men graduates College with a monthly event ladies' night when women could join at dinner. My salvation and empowerment was due to two wonderful Oxonian women mentors:

1. Patricia Knapp, who volunteered in Oxford University Newcomers Club and turned one day at my doorstep extending help and telling me I could leave my daughter for 3 hours twice a week at a play school run by women volunteers.
2. The Middle East Historian Elisabeth Monroe a fellow at St. Antony's whom I met through my husband. She immediately took interest in me, and promptly set about establishing me as a member of St. Anne's as a student reading for a doctoral degree. She also instructed me how

to apply for scholarships, and once I obtained the first one from the Hebrew University, it enabled me to put my daughter at a Nursery School and entitled me to few hours a day to delve in the material available at the Old Bodleian. Now for the first time I had an academic status in Oxford of my own. From there I embarked on an academic career at the Hebrew University of Jerusalem. My experience at Oxford has had a lasting impact on my daughters. My daughter, with whom we arrived at Oxford at the time, is now a professor at the Hebrew University and a member of the Board of Governors there. My younger daughter is a scholar and a writer who participates in this Symposium today.

Miss Avni Agarwal, M.Phil. Research Scholar, Ambedkar University Delhi, India

Mapping the politics of Urban Night Landscape: Spatialization of Women & their Mobility in Delhi

Understanding the urban landscape is a prerequisite for engaging with the prevailing issues which tends to control women's access to space. One such issue is of temporality which further controls women's mobility. The urban night landscape are the spaces of the day which are reproduced at night in juxtaposition to the spaces of the day such that the functionality, sociality and politics of the space completely changes. Thus, the paper attempts to map the night spatially and temporally through a gendered lens to understand the politics of presence and absence of women in the urban night landscape. Delving in to understand the spatialization of women in the night landscape, the paper first tries to understand the nature of spaces that are re-produced in the urban night landscape as occupied by women occupants and also the manner in which places are being made by them. It then tries to bring forth what and how the (re)construction of counter spaces and alternative spaces cater to women's access in urban night. Further it attempts to unravel the idea of mobility in the night spaces as fabricated by women. The qualitative study was contextualised in the urban night landscape of Delhi, India while drawing from the everyday experiences of the women accessing and wishing to access the night space for leisure and work through an in-depth engagement with them. The study undertaken thus helps in understanding the reproduction of urban night landscape as largely masculine and where women are seen making a 'purposive movement'. It also throws light on how the process of gendering as well as the production of gendered spaces operates in the night spaces through the practices of pleasure and leisure.

Dr Linda Lawyer, Senior Lecturer, University of Yaounde 1 Cameroon

Disengaging the Women Docility Theory in the Cameroon Grassfields: A Chronicle of Kom Women and Development since the Pre-colonial

Many schools of thought qualify the Cameroon Grassfields as a strong hierarchical patriarchy, where men wield expandable powers on the society's creation and operational values. This situation confines the value and actions of the women to domestic companions with the tasks of child bearing, subsistence farming, trading and basic manufacturing related issues. When they traversed such limits, they ran into conflicts with patriarchal dictates. But history has recorded and daily accounts have brought to book the fact that the woman has played far complicated political and other social roles than just these. This of course aligns with the current debates and theoretical search for a wider and more appropriate

interpretation of the place of the woman in the development of both private and public spaces in a dynamic society. This book corroborates this thought and uses the Kom Kingdom as a case study to question the sustaining patriarchal perception of this changing society and the docility theory of women by penetrating the dominant practices, ideology, and organization of the society. It argues that since the establishment of the Kom society, the woman has been the brain behind its political, economic and socio-cultural development. While her actions became more and more perceptible, those of the man remained indiscernible. This work, therefore, evaluates the women's animation of the society, in terms of development promoters. However, far from only answering the obvious question of how women succeeded in imposing themselves in a "male dominated" environment, the work examines the predicament and recounts the history of the Kom woman's activism. It concludes with specific pragmatic issues that require the attention of researchers and scholars in History and Gender studies.

Keywords: Disengagement, Woman, Docility theory, Chronicle, Development, Cameroon Grassfields.

Miss Shrutika Lakshmi, Research Scholar, Ambedkar University, India,

Gendered Pattern of Time Use in Hinduism and its Implication in Contemporary Times

The gendered pattern of time use which deprives women of their certain socio-political and economic rights is deeply engraved in the Indian philosophy propounded by Manu. Manava-Dharmasastra lays down the duties and responsibilities for women which is a tool to restrict their mobility and other endeavors like reading and learning Vedas. This had direct implication for them as women could never attain salvation due to lack of their knowledge.

My paper will, through the methodology of textual analysis by reading of Manava-Dharmasastra by Manu, the highest Hindu legal jurisprudence, will try to look into this issue if this gendered pattern of time use and its relevance in contemporary society. Along with textual analysis, semi-structured interview with young married women to understand their household responsibilities and what is the area of their maximum time use.

The theme and methodology will be used to prove the point that time use has had a very gendered nature and its implications are quite visible in our contemporary times. This had deprived women of their other rights and leisure by engaging them in mundane household and care responsibilities which makes them the 'second sex'.