

Thursday March 23, 2023

Time	Conference room 1	Parallel session 1 (Sitzungssaal 1/Conference room 1, AD building)	Time Conference room 2	Parallel session 2 (Sitzungssaal 2/Conference room 2, AD building)	Time Conference room 6	Parallel session 3 (Sitzungssaal 6/Conference room 6, AD building) track 1 in German language!
9:00-09:45	Conference registration (open to all participants) in Sitzungssaal 1/Conference room 1!					
09:45-10:30	Welcome remarks and opening by Prof. Dr. Marie Therese Claes Keynote Speaker session (open to all participants) "Anti- Discrimination –Equal Gender Treatment in Austria and the European Union – Legislation, Reality and Practice in the Professional World" Alix Frank-Thomasser To be held in Sitzungssaal 1/Conference room 1!					
10:45-12:15 Uhr	10:45 <i>Session Opening</i> . Chair: Marie Therese Claes 10:50 Presentation 1: Patriarchy Power and Gender Politics examining D&I in the legal sector: case of Pakistan (online) Nida Usman Chaudhary	10:45 - 12:15	10:45 (On campus) <i>Session Opening</i> . Chair: Regine Bendl 10:50 Presentation 1: Studying Paternity Leave through a Systematic Literature Review Jon Pizarro & Leire Gartzia	14:00 - 14:30	14:00 Opening of the German language tracks Marie Therese Claes, Anett Hermann & Isabelle Jänchen	
	11:10 Presentation 2: Evading the Law: Gender-Stereotyped Discrimination in Post-Socialist Central Asian Private Organizations (online) Anastasiya Lipovka		11:10 Presentation 2: Advancing gender equity in organizations and society through greater sharing of parental responsibilities Paula Tavares			
	11:30 Presentation 3: The DEI organizational transformation journey in the UAE private sector: input from transnational organizations (online) Magdalena Karolak & Hannah Sidiqui		11:30 Presentation 3: The Gendered Paradox of Individualization in Telework: Simultaneously Helpful and Harmful in the Context of Parenting Maria Clar-Novak			
	11:50 Discussion		11:50 Discussion			
12:15 – 13:15	Lunch break		12:15 - 13:15	Lunch break		
13:15 - 14:45	13:15 (On-campus) <i>Session Opening</i> . Chair: Regine Bendl 13:20 Presentation 4: Multinational organisations' DEI challenges in Asia Zsuzsanna Tungli	13:15 - 14:45	13:15 (On-campus) <i>Session Opening</i> . Chair: Maria Clar-Novak 13:20 Presentation 4: Tackling drivers and barriers of DEI in the regional HEI context: A case study of the Intercultural Management Study Program in Carinthia Svetlana Buko & Janet Brown	14:45 - 15:00	14:45 <i>Session Opening</i> Themenblock 1: Diversität in der Gesellschaft – Abbild in der Verwaltung? Chair: Anett Hermann	
	13:40 Presentation 5: Unlocking engagement, collaboration and inclusion in hybrid and remote organizations through cognitive diversity Priya E. Abraham		13:40 Presentation 5: Victimization, tolerance and involvement in deviant workplace behavior. Supervisor and subordinate perspectives Andrea Romo Perez and David Anrango			
	14:00 Presentation 6: Racism and ethno-religious intolerance in public and organizational spaces Ana Nestorovic		14:00 Presentation 6: "Family is a man and a woman and children": semantic struggles on gender identity and queerness in contemporary diplomacy Daniel Green			
	14:20 Discussion		14:20 Discussion			
14:45 - 15:00	Short break		14:45 - 15:00	Short break		
15:00 - 16:30	15:00 <i>Session Opening</i> . Chair: Andrea Romo Perez 15:05 Presentation 7: Exploring Gender Differences in Network Relations on Top Executive Level (Online) Sonja Sperber	15:00 - 16:45	15:00 (hybrid) <i>Session Opening</i> . Chair: Marie-Therese Claes 15:05 Presentation 7: Inclusive Intelligence: How to be a Role Model for Diversity and Inclusion in the Workplace (online) Furkan Karayel	14:45 - 16:30	14:50 Presentation 1: Digitalisierung, Disruption und Diversität in der Verwaltung Isabelle Jänchen	
	15:25 Presentation 8: Making ESG work for Equity, Diversity and Inclusion through enhanced focus on social standards (online) Cristina Castro Lucas de Souza, João Gustavo Alcântara Guimarães, Paula Tavares		15:25 Presentation 8: Challenges and successes of implementing a Gender Equality Plan (KUGEP) at a Turkish University (online) Behice Pehlivan		15:10 Presentation 2: Digitalisierung, Disruption und Diversität im Kontext nachhaltiger Steuerung einer Justizvollzugsanstalt Franziska Säring	
	15:45 Presentation 9: Low-quality leader-member exchanges and organizational resistance to diversity management (online) Rosemary Vito and Bharati Sethi		15:45 Presentation 9: The Nonprofit Sense of Inclusion. A research proposal Berta Terzieva & Lela Cornips		15:30 Presentation 3: Das Geschlecht macht einen relevanten Unterschied: Herausforderungen und Ansätze zur Gleichstellung Herausforderungen und Ansätze zur Gleichstellung Martina Maurer, AMS Österreich	
	16:05 Discussion		16:05 Presentation 10: Gender and diversity in the legal professions – changing the professions through intergenerational dialogue Frauz J. Heidinger & Jasmin Malekpour-Augustin		15:50 Presentation 4: Förderung von Diversität, Antidiskriminierung und Antirassismus in den Bereichen Öffentlicher Dienst, Sport, Kunst und Kultur sowie in der Ausbildung des öffentlichen Dienstes Azra Dizdarevic & Monika Ritter	
	16:25 Discussion		16:25 Discussion		16:10 Discussion	
16:30 - 17:00	Networking coffee and end of first day		16:45- 17:00	Networking coffee		
				16:30 - 16:45	16:45 <i>Session Opening</i> Themenblock 2: Berufliche Diversität in der Verwaltung – Realität und Anspruch? Chair: Isabelle Jänchen	
					16:50 Presentation 5: Differenzsetzung beim flexiblen Arbeiten in bürokratischen Strukturen Anett Hermann, Maria Clar -Novak & Marie Therese Claes	
					17:10 Presentation 6: Berufliche Diversität in der Verwaltung im Status-quo Isabelle Jänchen und Karin Wagner	
					17:30 Presentation 7: Berufliche Diversität als Konfliktpotential in der Digitalen Transformation der Verwaltung Ute Enderlein	
					17:50 Presentation 8: Integrating Ukrainian women in the labour market in Austria: privilege and pressure Almina Besic, Henriette Primecz, Johannes Brandstetter	
			18:10 Discussion			
			18:30	End of first day		

Friday March 24, 2023								
Time	Conference room 1	Parallel session 1 (Sitzungssaal 1/Conference room 1, AD building)	Time	Conference room 2	Parallel session 2 (Sitzungssaal 2/Conference room 2, AD building)	Time	Conference room 6	Parallel session 3 (Sitzungssaal 6/Conference room 6, AD building)
						9:00 - 9:10		9:00 Zusammenfassung 1. Tag generell – Themen, die in den anderen Tracks diskutiert wurden - und Ausblick 2. Tag Marie Therese Claes
						9:10 - 10:40		9:10 Session Opening Themenblock 3: Diversität in der öffentlichen Verwaltung Chair: Anett Hermann 9:15 Presentation 1: Kulturelle Vielfalt in der öffentlichen Verwaltung in Deutschland (Online) Martin Weinmann – Vorstellung der deutschen Studie „Kulturellen Diversität und Chancengleichheit in der Bundesverwaltung“ 9:35 Presentation 2: Diversität im Justizministerium in Österreich Michael Stadlmann 09:55 Presentation 3: Diversität und Gleichstellung beim im Bundesministerium für Landesverteidigung, Johanna Barbara Gruber 10:15 Discussion
10:15 - 12:00		10:15 (hybrid) <i>Session Opening</i> , Chair: Marie-Therese Claes 10:20 Presentation 1: Gender-based economic violence and ineffective legal remedy (online) Tanya Jha 10:40 Presentation 2: Beyond coercive labor control: Examining labor control regimes in Ethiopian Industrial Parks Wogene Berhanu Mena 11:00 Presentation 3: Accommodating religious needs. Preliminary findings of a research project about cultural and religious diversity in Italian SMEs (online) Viviana Premazzi & Stella Pinna Pintor 11:20 Presentation 4: The Role of Line Managers in the Implementation of Diversity and Inclusion Strategies: A systematic Literature Review Johannes Brandstetter 11:40 Discussion	10:30 - 12:00		Workshop 1 (on campus) Diversity training with a virtual reality tool Julia Hahn, BrückenBauen gUG	10:40 - 11:00		Break/Pause
						11:00 - 12:00		Podiumsdiskussion <i>Ressourcennutzung und Diskriminierung aufgrund von Vielfalt in der öffentl. Verwaltung: aktuelle Herausforderungen aufgrund von Digitalisierung, Globalisierung und Veränderung der Bevölkerungsstruktur</i> Moderation: Ute Enderlein, HSF Meiblen Teilnehmerinnen: Isabelle Jänchen (Verwaltungshochschule Sachsen); Tilay Tuncel (Startup Services / Diversity, Wirtschaftsuniversität Wien); Heidrun Strohmeyer (Bundesministerium für Finanzen, Sektion V, Digitalisierung und E-Government); Ursula Struppe (Head of MA 17 – Integration and Diversity) & Christoph Moser (Gender Mainstreaming Beauftragter im Verteidigungsministerium)
12:00 - 13:00		Lunch break	12:00 - 13:00		Lunch break	12:00 - 13:00		Lunch break/Mittagspause
13:00 - 14:30		13:00 (hybrid) <i>Session Opening</i> , Chair: Marie Therese Claes 13:05 Presentation 5: Fluid or entrenched inequalities? Dilemmas of tackling disadvantages in migrant support work Laura Kangas-Müller 13:25 Presentation 6: Behind the scenes: culture and careers – examining gender equality in the South Korean film industry (online) Eun Sun Godwin & Paul Sissons 13:45 Presentation 8: How to identify needs for diversity management within identity work Katharina Musil & Barbara Müller 14:05 Discussion	13:15 - 14:45		Workshop 2 (on campus) Inclusive Communication ‘Cultures don’t meet people do.’ Edwin Hoffman	13:00 - 14:45		13:00 <i>Session opening</i> Themenblock 4: Spezifische Themen: Diversität und Inklusion in ausgewählten Bereichen Chair: Anett Hermann 13:05 Presentation 3: The impact of new public management and ongoing transformation processes on female physicians’ careers in hospitals Lea Zindel & Maximiliane Wilkesmann 13:25 Presentation 4: Diversität und Inklusion bei der Landespolizeidirektion in Niederösterreich Vanessa Scherleitner 13:45 Presentation 5: HR 4.0 - Zwischen Diskriminierungs- und Datenschutz: Zur Erhebung des Migrations* im organisationalen Raum (Online) Katja Dill, Helena Mihaljević, Ivana Müller, Aysel Yollu-Tok 14:05 Presentation 6: Religiöse Diversität im Elementarpädagogikbereich (Online) Julia Gellis 14:25 Discussion
14:30 - 15:00		Networking coffee	14:45 - 15:00		Networking coffee	14:45 - 15:15		Networking coffee
15:00 - 16:45		15:00 (hybrid) <i>Session Opening</i> , Chair: Andrea Romo Perez 15:05 Presentation 9: Creating diversity & inclusion by implementing challenge-based learning in Higher Education Vincent Merk 15:25 Presentation 10: Borrowed plumes: the gender gap in taking credit for teamwork Klara Kinnl, Jakob Moeller & Anna Walter 15:45 Presentation 11: Toxic Masculinity Bias: Let’s trail the frail tale in vogue to Ail, flail, derail, nail and jail the pale male (online) George Smons 16:05 Presentation 12: Tackling gender-based violence through AI-led development of public policies for gender equity Cristina Castro Lucas de Souza & Paula Tavares 16:25 Discussion				15:15 - 16:25		15:15 <i>Session opening (Session in English)</i> Themenblock 5: Bedeutung des Kontextes auf Gender, Diversität und Inklusion/Importance of context on gender, diversity and inclusion Chair: Ute Enderlein/Isabelle Jänchen 15:20 Presentation 7: Do firms respond to the mandated disclosure of target gender quotas for top executive positions? Isabella Grabner, Zoltán Novotny-Farkas, Mariana Sailer 15:40 Presentation 8: Attracting and Retaining Women into Masculine Corporate Sectors Maura Di Mauro (Online) 16:00 Discussion
16:45 - 17:00					Farewell and closing remarks by Marie Therese Claes (to be held in Sitzungssaal 1/Conference room 1)			

Zoom sessions - meeting IDs and passcodes

Participants attending online

Please identify the room where the session of your interest is scheduled. Next and based on that information you will be able to identify below the Zoom meeting ID and passcode you will need to access the session. Each parallel session or conference room has its own Zoom ID and passcode, and this will always be the same during the two conference days.

Sessions in *Parallel session 1 (Sitzungssaal 1/Conference room 1, AD building)*

Meeting ID: 671 5855 2430

Passcode: 398758

Sessions in *Parallel session 2 (Sitzungssaal 2/Conference room 2, AD building)*

Meeting ID: 640 8813 7890

Passcode: 461571

Session in Parallel session 3 (Sitzungssaal 6/Conference room 6, AD building)

Meeting ID: 667 6246 0897

Passcode: 938516