

EOI 2009 Conference Programme

Wednesday 15 July

Recommended date of arrival at hotels. Please confirm your arrival by sending an SMS to +447904239354, containing your and your companions' names or email enquiries@eoi-conference.org

Thursday 16 July

9:00-10:00 Registration

10:00-10:15 Introduction

10:15-11:15 Keynote: Quinetta M. Roberson

11:15-11:30 Refreshment break

11:30-12:30 Parallel sessions

Stream 1: Theorising equality and diversity in crisis.

Hazel Conley, Sue Durbin

Time	Presenters	Title
11:30-12:00	Tomlinson, J. & Gardiner, J.	Flexible working, equality and diversity initiatives: the role of equality and diversity managers in organization change in the UK
12:00-12:30	Conley, H & Page, M.	Implementing the Gender Equality Duty in local government: first findings

Stream 5: Understanding the dynamics of careers and identities through multiple strands of equality.

Dorota Bourne, Gozde Inal, Mine Karataş-Özkan

Time	Presenters	Title
11:30-12:00	Newy, R.	Employment diminishes civil unrest; A4e's international perspective
12:00-12:30	Akant, A.	Questions and answers about women in law firms

Stream 7: Gender, Management and Leadership.

Olivia Kyriakidou

Time	Presenters	Title
11:30-12:00	O'Connor, P	Irish universities: male dominated? Limits and possibilities for change
12:00-12:30	Culpan, O.	IHRM and job satisfaction of expatriate women managers

Stream 9: Spirals of Silence? Tackling the invisibility of the sexual orientation strand and sexuality in academic research and in organisation equality and diversity policy and practice.

Fiona Colgan, Aidan McKearney

Time	Presenters	Title
11:30-12:00	Brower, T.	Social cognition and the visibility of sexual orientation: lessons from schema theory for employment discrimination
12:00-12:30	Danisi, D.	Discrimination on sexual orientation: the ECHR, EU directives and their application in Italy

12:30-13:30 Buffet lunch

13:30-15:30 Parallel sessions

Stream 1: Theorising equality and diversity in crisis.

Hazel Conley, Sue Durbin

Time	Presenters	Title
13:30-14:00	McPeake, S. & McCracken, M.	The business case makes no difference to my organisation: understanding the contribution of migrant workers
14:00-14:30	Adachi, S.	On the function of Britishness on social integration in Britain
14:30-15:00	Durbin, S & Conley, H.	Do networks encourage equality and diversity? A theoretical analysis of homogeneous networks
15:00-15:30	Sicca, L.M, Esposito, V. & Pezzillo, M.	Listening ability and the discourse on diversity: how to avoid the excessive power of 'the new'

Stream 3: Diversity Management in Asia and the Middle East.

Jawad Syed, Faiza Ali

Time	Presenters	Title
13:30-14:00	Soltani, E., Philips, P., & Liao, Y.	An employee view of equal opportunities in employment: A qualitative investigation of its reality in Iran
14:00-14:30	Ali, F.	A comparative study of EEO in Pakistan, India and Bangladesh
14:30-15:00	Aminudin, N.	Asian gender attitude towards quality circle and employee share ownership scheme
15:00-15:30	Haq, R.	Managing gender diversity in India: Dilemmas for women in society & organizations

Stream 4: Gender equality and career progression in Science, Engineering and Technology.

Clem Herman, Gill Kirkup

Time	Presenters	Title
13:30-14:00	Schinzel, B.	Mind the gap!
14:00-14:30	French, S.	What has mothering work got to do with anything in computing?
14:30-15:00	Wilson, R.	Blogging and other virtual activities to promote women in SET
15:00-15:30	Rommes, E	Imagine all the (engineering) people: a comparison of teenagers and popular media's images of engineers

Stream 5: Understanding the dynamics of careers and identities through multiple strands of equality.

Dorota Bourne, Gozde Inal, Mine Karataş-Özkan

Time	Presenters	Title
13:30-14:00	Ozatac, N.	Gender diversity in Turkish banks' board of directors and top management
14:00-14:30	Al Jenaibi, B.	Gender and PR in the UAE
14:30-15:00	Polydoropoulou, A., Tsirimpa and A.Lagoudis, I.,	Bridging the Gap: The effect of Information and Communication Technologies
15:00-15:30	Surgevil,O. & Mayaturk, E.	Stigmatization and discrimination against people living with HIV/AIDS in the workplace

Stream 7: Gender, Management and Leadership.

Olivia Kyriakidou

Time	Presenters	Title
13:30-14:00	Jogulu, U. and Wood, G.J.	The role of culture as a barrier to women's career progression: A contemporary analysis using the G-O-S framework
14:00-14:30	Demirer, H., Burke, R.J., Koyuncu, M. and Fiksenbaum, L.	Gender differences in work experiences, satisfactions and well-being among manufacturing managers in Turkey
14:30-15:00	Loureiro, P. C.	Reflections on individual and corporate factors for women success in management careers

Stream 9: Spirals of Silence? Tackling the invisibility of the sexual orientation strand and sexuality in academic research and in organisation equality and diversity policy and practice.

Fiona Colgan, Aidan McKearney

Time	Presenters	Title
13:30-14:00	Roberts, S.	Exploring how gay men manage their identity in the workplace
14:00-14:30	Gregory, M.	'Fags on ice'. professional work and the embodiment of hegemonic athletic masculinities
14:30-15:00	Yip, A.	Researching lesbian, gay and bisexual christians and muslims: some critical reflections
15:00-15:30	Ruggunan, S.	An investigation into the role of trade unions in servicing their gay and lesbian membership: the case of South Africa and COSATU

Stream 13: Ethnicity, Work and Organisation.

Cynthia Forson, Geraldine Healy

Time	Presenters	Title
13:30-14:00	Healy, G. and Forson, C.	Gender, ethnicity and the exclusionary organisation
14:00-14:30	Vassilopoulou, J.	Understanding the organisational habitus of managing ethnic diversity in Germany: A relational multilevel investigation
14:30-15:00	Candappa, M.	Refugee teachers, state sovereignty and politics of exclusion in the UK
15:00-15:30	Mutsaers, P.	Towards a contextual understanding of ethnic diversity in organisations: the case of police officers in the Netherlands

Stream 14: Diversity as social practice: Discussing intersectionality, multi level approaches and organizational learning.

Roswitha Hofmann, Iris Koall, Julia Nentwich

Time	Presenters	Title
13:30-14:00	Ernst, S.	Diversity und teamwork, innovation, genderequality in organizational development
14:00-14:30	Hofbauer, J.	Social homogeneity and cultural hegemony Informal barriers to diversity from a Bourdieusian point of view
14:30-15:00	Cetinkaya, N.	Gender Equality through valued diversity
15:00-15:30	Vinz, D. & Sieben, B.	Subjectivity and Diversity

15:30-15:45 Refreshment break

15:45-17:45 Parallel session

Stream 1: Theorising equality and diversity in crisis.

Hazel Conley, Sue Durbin

Time	Presenters	Title
15:45-16:15	Unal, F. G. & Rende, S.	Capital flight volatility, financial crisis and women's employment in Turkey: a gender and class analysis
16:15-16:45	Wright, T.	Gender, sexuality and class in the transport and construction industries
16:45-17:15	Sommerlad, H.	Equality and diversity in crisis: the case of the solicitors' profession in the UK
17:15- 17:45	Jones, J.	The role of European national equality bodies in effecting positive change in the EU

Stream 3: Diversity Management in Asia and the Middle East.

Jawad Syed, Faiza Ali

Time	Presenters	Title
15:45-16:05	El Abboubi, M.	Diversity management status in Morocco: An explorative study
16:05-16:25	Syed, J.	An historical perspective on Islamic modesty and its implications for female employment
16:25-16:45	Surgevil, O. & Budak, G.	An exploratory research on workforce diversity management in Aegean region, Turkey
16:45-17:05	Al Arkoubi, K.	Teaching diversity in a diverse Country: The case of the UAE
17:05- 17:25	Aminudin, N., & Abdullah, N. A.	Gender differences in career advancement

Stream 5: Understanding the dynamics of careers and identities through multiple strands of equality.

Dorota Bourne, Gozde Inal, Mine Karataş-Özkan

Time	Presenters	Title
15:45-16:15	Cleland, T.	Gendered globalized skilled work and new challenges: a transnational feminist perspective on international human management of nurses
16:15-16:45	Nicolopoulou*, K.	Knowledge transfer and learning frameworks for sustainability
16:45-17:15		* To be followed by a workshop on the topic with interested participants

Stream 7: Gender, Management and Leadership.

Olivia Kyriakidou

Time	Presenters	Title
15:45-16:15	North-Samardzic, A. and Taksa, L.	Equity, women managers and gender culture in Australia's finance sector
16:15-16:45	Ledwith, S.	Head honcho to agony aunt - doing trade union leadership
16:45-17:15	Meliou, E. and Maroudas, L.	Understanding Interprofessional teamwork. A gender perspective of co-operation and conflict management

Stream 9: Spirals of Silence? Tackling the invisibility of the sexual orientation strand and sexuality in academic research and in organisation equality and diversity policy and practice.

Fiona Colgan, Aidan McKearney

Time	Presenters	Title
15:45-16:15	Senyucel, Z. & Phillpott, S.	Equality and diversity management in UK local councils: a case study
16:15-16:45	Monro, S.; Richardson, D. & McNulty, A.	Democracy, complexity and change: LGBT initiatives in the UK
16:45-17:15	Colgan, F. & McKearney, A.	Equality and diversity which way forward on sexual orientation in the private sector?
17:15- 17:45	Martin, P. & Payne, S.	Breaking the Cycle: The first lesbian, gay, bisexual and transgender strategy for the North West of England

Stream 12: Organisational and Personal costs of Inequalities in academic career development.

Glenice Wood

Time	Presenters	Title
15:45-16:15	Marilyn Davidson	Shattering the Glass Ceiling in Academia: A personal journey
16:15-16:45	Gina Gaio Santos and Regina Leite	Try walking in my high heel shoes: (un)supportive spouses of women in academia
16:45-17:15	Kadriye Ovgu Cakmak	Pregnancy and Career Advancement in Academia: An Explanatory Research

20:00- Conference Dinner (Agac Ev)

Friday 17 July

9:00-10:30 Keynotes: Judith Pringle and [David Ruebain](#)

10:30-10:45 Refreshment break

Stream 4: Gender equality and career progression in Science, Engineering and Technology.

Clem Herman, Gill Kirkup

Time	Presenters	Title
10:45-11:15	Lewis, S., Herman, C. & Humbert, A.	Part time working as a gendered sub-culture in SET: a cross cultural study
11:15-11:45	Takruri-Rizk, H.	Women in engineering: the business case for organisational diversity
11:45-12:15	Sagebiel, F.	Masculinities in engineering in Europe
12:15-12:45	Connolly, S. & Fuchs S.	Attraction and retention of female scientists: evidence from major European private and public sector employers

Stream 5: Understanding the dynamics of careers and identities through multiple strands of equality.

Dorota Bourne, Gozde Inal, Mine Karataş-Özkan

Time	Presenters	Title
10:45-11:15	Ayala Malach-Pines, M Lerner and D Schwartz	Gender Differences in Entrepreneurship
11:15-11:45	Kiran Kalsi, F Colgan	Changing patterns of career and identity amongst a group of older women entrepreneurs
11:45-12:15	Gozde Inal, Mine Karatas-Ozkan, Cynthia Forson	Women entrepreneurs in North Cyprus
12:15-12:45	Victoria Showunmi	A Neglected issue of identity-unemployed BME women

Stream 6: Hope, Fear, Shame, Anger, Disappointment and Pride: Emotions, Diversity and In/Equalities in Organisations.

Elaine Swan

Time	Presenters	Title
10:45-11:15	Santos, G.	Emotionality of Violations in Everyday Academic Encounters
11:15-11:45	Crozier, S. and Davidson, M.	Stress and Emotion in Male and Female Temps
11:45-12:15	Swan, E.	'In the classroom people says things that... make my hands sweat, can make me feel like I can only see in a tunnel...': Feeling Rules and Self-Feeling Work in Diversity Training

Stream 8: Change agency in the field of equality and diversity.

Ahu Tatli

Time	Presenters	Title
10:45-11:05	Smykalla, S. & Nowotnick, L.	Promoting equality policies: key aspects for organisational change using the example of public administration
11:05-11:25	Güven-Uslu, P.	Diversity management as part of control framework in NHS
11:25-11:45	Tsouroufli, M.; Ozbilgin, M., Smith, M.B. & Payne, H.E.	'All for medicine?' gender, time and professional identity in hospital medicine
11:45-12:05	Nonaas, K. & Erlandsson, S.	Women as entrepreneurs
12:05-12:25	Tatli, A.	Diversity managers as change agents

Stream 12: Organisational and Personal costs of Inequalities in academic career development.

Glenice Wood

Time	Presenters	Title
10:45-11:15	Annette Chappell and Glenice Wood	Equal Opportunity but not equal outcomes for Australian women academics
11:15-11:45	Aicha Serghini Idrissi	Gendering Models of Leading Academic Performance (LAP): The role of social identity, prototypicality and social identity performance in academic careers
11:45-12:15	Glenice Wood	Wrap up of stream

Stream 13: Ethnicity, Work and Organisation.

Cynthia Forson, Geraldine Healy

Time	Presenters	Title
10:45-11:15	Forson, C.	Cultural capital, female role models and self-employment in Black women's businesses
11:15-11:45	Pswarayi, J.; Alker, L. and Lucas, R.	Intersectionality: Work experiences of ethnic minorities in employment
11:45-12:15	Kaiser, L.	New research options for the analysis of ethnicity, work and organization: The IZA-evaluation dataset

Doctoral Colloquium

Time	Presenters	Title
10:45-11:15	Al Jenaibi, B.	Social Support in the UAE: Case study: Communication techniques and social support in different P.R. companies in the UAE
11:15-11:45	Basarir, H.	On the measurement of poverty: an empirical study of South Africa
11:45-12:15	Dağlar, N.	Diversity management in foundations
12:15-12:45	Seierstad, C.	A change in representation on Norwegian boards of directors: compliance, prominence, social capital, and women's experience

12:45-13:45 Buffet lunch

13:45-15:45 Professional Development Workshops and Doctoral Colloquium:

- A. Writing for publication
- B. Careers in equality, diversity and inclusion scholarship
- C. Research ethics
- D. Doctoral colloquium

Time	Presenters	Title
13:45-14:15	Dagilyte, E.	Equal social rights at work? Third- country nationals in the European Union
14:15-14:45	Ulus, E.	Psychoanalytic considerations of emotional life at work to enhance diversity and inclusion
14:45-15:15	McPeake, S.	The approaches of organisations to the management and retention of A8 migrant workers in Northern Ireland's manufacturing industry
15:15-15:45	Stevenson, J.	Feelings of belonging or 'otherness': how academic staff influences the identity of religious students in higher education

15:45-16:45 Plenary talk - Chairs of streams to report back – Chaired by Dianah Worman, OBE, CIPD

16:45-19:00 Boat Tour

20:00 – Farewell Dinner

Programme is subject to change. A final version will be provided in the conference pack.

Notes:

1. Stream 2 is merged into other streams
2. Stream 10 is merged into Stream 5
3. Stream 11 presentations will be delivered in other sessions and workshops