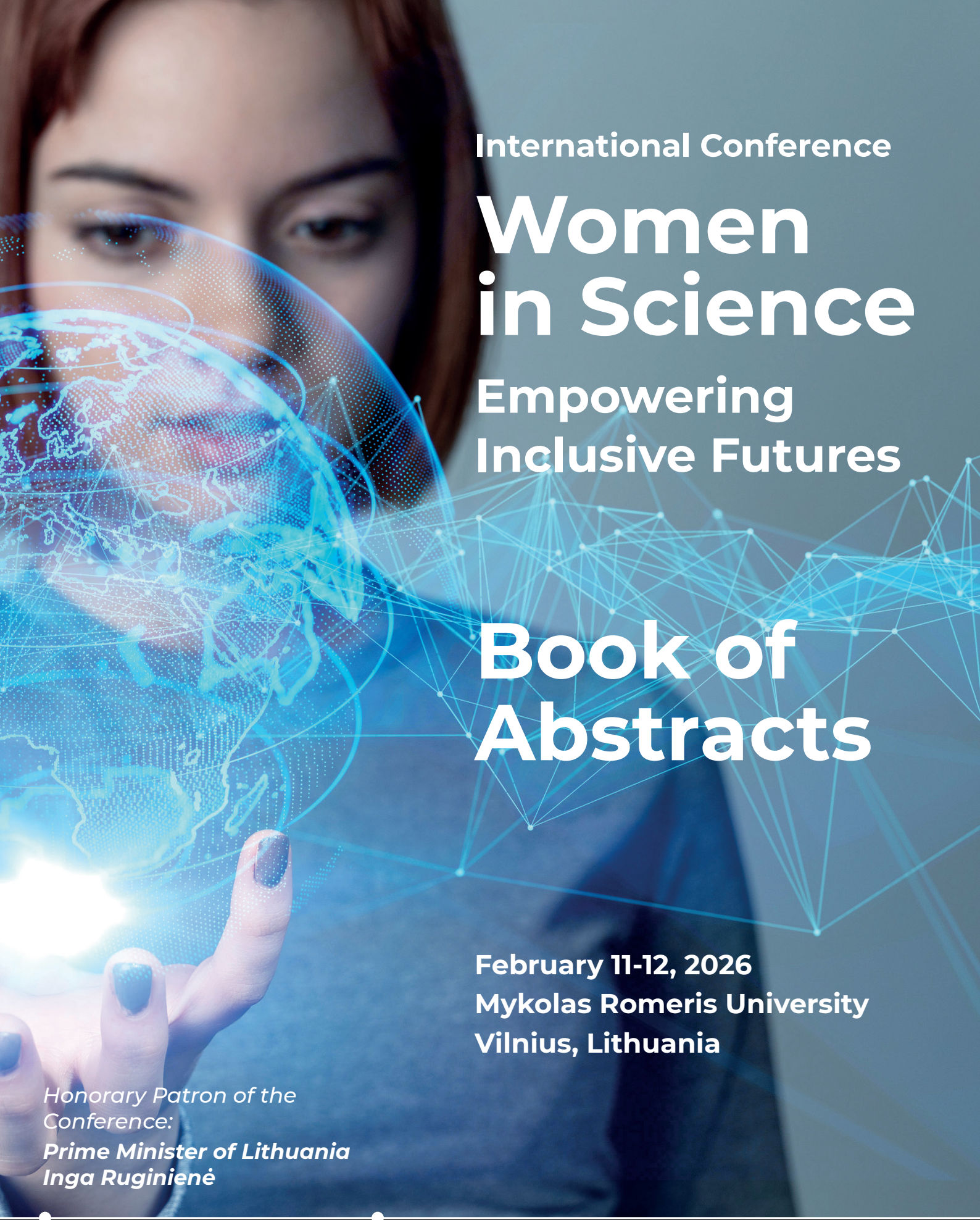


International Conference

Women in Science

Empowering Inclusive Futures

Book of Abstracts

February 11-12, 2026
Mykolas Romeris University
Vilnius, Lithuania

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Women in Science International Conference 2026: Book of Abstracts

Edited by:
Isabel Palomo-Domínguez, Rūta Tamošiūnaitė, and Ana León-Manzanero

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Conference Description

The conference took place in **Vilnius (Lithuania)**, at the premises of Mykolas Romeris University (Ateities g. 20 and Didlaukio g. 55), on **February 11–12, 2026,** in connection with the celebration of the **International Day of Women and Girls in Science.**

The event was held **primarily in an in-person format** and brought together **scientists, institutions, members of the academic community, policymakers, and society** at large. The conference was **open-access and free of charge**, reinforcing its commitment to making scientific knowledge accessible beyond academic settings and fostering dialogue between science and society.

Researchers from 18 countries participated in the conference, contributing to interdisciplinary dialogue. **Authors from more than 20 universities** and research centers presented their scientific work. In line with its inclusive approach, **two hybrid sessions** were organized to facilitate participation for scholars facing mobility or travel constraints.

Cultural diversity was fostered through a strong commitment to **multilingualism in science**. While **English served as the official language**, participants were allowed to submit abstracts in an additional language of their choice, enabling them to reflect their cultural identity or a language closely connected to their research. This resulted in a **Book of Abstracts featuring texts in 11 languages**: Dutch, English, German, Italian, Lithuanian, Macedonian, Nigerian Pidgin, Spanish, Swahili, Turkish, and Urdu.

Furthermore, the program included **a parallel session in Lithuanian and another in Spanish**, reflecting the languages of the two organizing institutions.

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Institutional Framework

The Women in Science International Conference 2026 was organized by **Mykolas Romeris University** and **ACEBaltic,** the **Association of Spanish Scientists in the Baltic Countries**.

With the support of **EWORA, the European Women Rectors Association**, the **Embassy of Spain in Lithuania**, and the **Ramón Areces Foundation**.

The conference was held under the honorary patronage of the **Prime Minister of Lithuania, Inga Ruginienė**, underscoring the public and political relevance of gender equality in science.

The Women in Science International Conference 2026 originated within the framework of the **Post-digital Storytelling for Gender Equality (PSGENEQ) Research Project.**

It was organized as part of a project funded by the State Budget titled “Establishment of Centers of Excellence at Mykolas Romeris University”, which is implemented under the “Centers of Excellence Initiative” led by the Ministry of Education, Science and Sports of the Republic of Lithuania.

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Inga Ruginienė

Prime Minister
of the Republic of Lithuania

Honorary Patron of the Conference

Dear conference participants and guests,

It is a great honour to address researchers, scientists, educators, and experts whose knowledge and abilities advance progress not only in science but also, through your example and leadership, in our societies. Their flourishing – and I sincerely believe this – is closely linked to equal opportunities, inclusion, and social justice.

It is regrettable that today, when we have sufficient reason to be concerned about how artificial intelligence will transform science, learning, and the education system, we still must deal with ages-old problems such as inequality and the empowerment of women. Remarkably, this is true even in science – a field we regard as synonymous with progress. At the same time, I have no doubt that inclusion and greater representation of women would help address many challenges, as they would allow hidden talents and potential to emerge.

For far too long, women were pushed to the margins of the academic community. In the recent past, the position of university rector was an unattainable peak for women, whereas today they lead five universities in Lithuania: Mykolas Romeris University, Lithuanian Academy of Music and Theatre, Vytautas Magnus University, Vilnius Academy of Arts, and the Lithuanian Sports University.

I am also pleased by the quite recent election of the Rector of Mykolas Romeris University, Professor Inga Žalėnienė, as President of the Conference of Rectors of Lithuanian Universities. I wish her the greatest success not only in her personal career, but also in her purposeful work for the benefit of all women in science.

The changing situation is visible not only at the highest levels of leadership. In the early years of Lithuania's restored independence, only 9% of professors were women. Today, this share has increased significantly, to 41%. This represents the largest increase compared to other spheres, such as business leadership or politics.

And as for politics and attitudes toward women within it – believe me, I could speak about this at length.

As someone working in politics, where women are often held to different expectations that go beyond competence and values alone, I understand very well what it means to sometimes face attitudes shaped by gender stereotypes and still-persistent double standards.

At the same time, as the Prime Minister of the 20th Government of the Republic of Lithuania, I feel a great responsibility, and see clear opportunities, to contribute to positive change: through the decisions we make, through personal example, and by speaking at important and much-needed conferences such as this one.

Politicians, the scientific community, societal leaders, and citizens alike still have much to do to remove barriers for women and girls who see their future in science and strive for its highest achievements. Sometimes these barriers are social – for example, related to balancing career and family life, at other times they lie in societal attitudes or in the lack of visible role models.

Men still dominate the STEM fields, but not so long-ago women were also rarely seen in the humanities and social sciences. I have no doubt that by overcoming professional segregation in the choice of fields, and by encouraging and supporting girls to choose STEM disciplines, we will see more women's leadership and high achievements here as well.

Therefore, I wish that this conference, being held for the second time, becomes a lasting tradition. I hope it will continue to grow, sail into broader waters, and become more visible and more widely heard – because your voice matters.

Thank you for your commitment to strengthening the role of women in science.
For the benefit of women and all of us.





Inga Ruginienė

Lietuvos Respublikos
Ministrė Pirmininkė

Konferencijos Globėja

Gerbiamos konferencijos dalyvės ir dalyviai bei svečiai,

Didelė garbė kreiptis į Jus, savo žiniomis ir gebėjimais kuriančius pažangą ne tik moksle, bet ir savo pavyzdžiu bei lyderyste – mūsų visuomenėse. Jų gerovė – nuoširdžiai tuo tikiu – tampriai susijusi su lygiomis galimybėmis, įtrauktimi ir socialiniu teisingumu.

Galima apgailestauti, kad šiandien, kai turime pakankamai pagrindo nerimauti ir svarstyti apie tai, kaip mokslą, mokymąsi ir švietimo sistemą keičia ir ateityje keis dirbtinis intelektas, tebeturime spręsti tokias archajiškas problemas kaip lygybės stoka ir moterų įgalinimas. Taip pat ir moksle – srityje, kurią laikome sinonimu pažangai. Bet tuo pačiu neabejoju, kad įtrauktis ir skaitlingesnė moterų reprezentacija padėtų sprendžiant daugybę problemų, nes leistų atskleisti paslėptus talentus ir potencialą.

Ilgą laiką akademinėje bendruomenėje moterys buvo nustumtos į paraštes. Dar ne taip seniai universiteto rektoriaus pareigos moterims buvo neįveikiama viršūnė, o šiuo metu jos vadovauja jau penkioms aukštojo mokslo institucijoms Lietuvoje: Mykolo Romerio universitetui, Lietuvos muzikos ir teatro akademijai, Vytauto Didžiojo universitetui, Vilniaus dailės akademijai ir Lietuvos sporto universitetui.

Džiaugiuosi ir Mykolo Romerio Universiteto Rektorės prof. dr. Ingos Žalėnienės išrinkimu Lietuvos universitetų rektorių konferencijos prezidente. Linkiu didžiausios sėkmės ne tik asmeninėje karjeroje, bet ir kryptingame darbe visų moterų moksle labui.

Pozityviai nuteikia ir besikeičianti situacija ne tik aukščiausios vadovybės grandyje. Lietuvos atkurtosios nepriklausomybės pradžioje tarp profesorių buvo tik 9% moterų. Šiuo metu dalis yra padidėjusi gerokai, iki 41%. Tai didžiausias padidėjimas, lyginant su kitomis sferomis – vadovavimu verslui ar politika.

O apie politiką ir požiūrį į moteris joje, patikėkite manimi, galėčiau kalbėti ilgai. Kaip dirbanti politikoje, kur moterims dažnai keliami kitokie lūkesčiai, neapsiribojantys tik kompetencijomis ir vertybėmis, puikiai suprantu, ką reiškia lyties stereotipų nulemtas požiūris ir vis dar išliekantys dvigubi standartai.

Tuo pačiu, kaip 20-osios Lietuvos Respublikos Vyriausybės vadovė, jaučiu didelę atsakomybę prisidėti prie teigiamo pokyčio. Tiek priimamais sprendimais, tiek asmeniniu pavyzdžiu ar kalbėjimu svarbiose konferencijose kaip ši.

Ir mokslo bendruomenė, ir politikai, ir visuomenės lyderiai bei piliečiai tebeturime ką nuveikti, kad panaikintume barjerus moterims ir mergaitėms, matančioms savo ateitį moksle ir siekiančioms jo aukštumų. Kartais šie barjerai gali būti socialiniai, pavyzdžiui, susiję su karjeros ir šeimos derinimu, kartais – glūdintys visuomenės nuostatose ar rečiau matomuose pavyzdžiuose.

STEM moksluose tebedominuoja vyrai, bet juk ne taip seniai ir humanitariniuose bei socialiniuose moksluose moterys buvo matomos retai. Neabejoju, kad įveikus profesinę segregaciją renkantis specialybes, drąsinant ir skatinant merginas rinktis STEM mokslus, matysime vis daugiau moterų lyderystės ir aukštų rezultatų ir čia.

Todėl linkiu, kad ši konferencija, rengiama antrą kartą, taptų tradicija. Linkiu šiam formatui augti, plaukti į platesnius vandenis, būti dar labiau matomam ir girdimam. **Nes patikėkite, Jūsų balsas svarbus.**





Prof. dr. Inga Žalėnienė

Rector of Mykolas Romeris University, President of the Conference of Rectors of Lithuanian Universities, Vice-President of the International Association of Universities (IAU), Board Member of the European Women Rectors Association (EWORA)

Chair of the Conference Scientific Committee

It is my great pleasure to welcome you to the Book of Abstracts for the 'Women in Science' conference.

This volume brings together an inspiring collection of research and perspectives that reflect the outstanding contributions of women across disciplines and career stages.

Scientific progress thrives on diversity of thought, experience and voice. By celebrating and supporting women in science, we can strengthen the creativity, rigour and relevance of the research needed to address the complex challenges of our time. The abstracts in this book demonstrate the range of research topics and the dedication shown by researchers who advance knowledge, mentor the next generation, and engage with society.

The conference was held on the occasion of the UNESCO-marked International Day of Women and Girls in Science. We are honoured that Ms Inga Ruginienė, Prime Minister of the Republic of Lithuania and alumna of MRU, has agreed to patronise this conference. I would also like to express my sincere gratitude to our partners – Association of Spanish Scientists in the Baltic Countries, European Women Rectors Association (EWORA) and the all sponsors and organisers of this conference.

This memorable day is an opportunity not only to celebrate the achievements of women scientists, but also to engage in meaningful dialogue about the role of women in science and about strengthening their empowerment. It is important not only to analyse the situation of women from an academic perspective, but also to eliminate any discriminatory attitudes within the academic community itself.

We must help to create a shared social atmosphere in which every member of society can breathe freely and unfold their talents without obstacles. I am convinced that only together can we build a safer, more harmonious, and more just world.

I believe that the academic community must not only carefully "take the temperature" of society, but also actively nurture democracy – one of whose key indicators is women's ability to fully exercise their rights. This is not only the responsibility of women scientists themselves, but also of men.

That is why I am particularly pleased that this year our conference discussions actively involve male colleagues as well. This demonstrates that issues of women's rights and women's participation in science matter not only to us as women, but to society as a whole.

From this perspective, Lithuania may appear a relatively comfortable country. Formal barriers preventing women from participating in political and public life, or from pursuing their desired professional careers in any field – including science – have largely disappeared.

At times, one even hears claims that equal opportunities policies are already outdated, because women have "conquered" areas traditionally dominated by men, and that it is time to return women to the traditional family hearth.

Of course, many women scientists who successfully balance professional life and family can only smile at such arguments. It is not easy, but it is not impossible – something clearly demonstrated by the experiences of many women who have chosen an academic career, including those working at our university.

And yet, even talented, ambitious, capable, and highly accomplished women acknowledge that those who dominate leadership positions – most often men, but sometimes women as well – have repeatedly judged their competence and personal qualities more strictly and more suspiciously than those of men. We still speak of "glass ceilings" that women must break through when aspiring to leadership roles. Pay inequality for the same work persists, recognition of achievements remains unequal, and gender stereotypes have not yet disappeared from public consciousness.

Statistics also speak volumes. According to She Figures 2024, Lithuania ranks among the leading EU countries in terms of women's participation in science and research publications. However, challenges related to leadership, funding, and engagement in STEM fields remain unresolved. The existence of this problem is not limited to this region; it is also present in many other parts of the world.

Women's contributions – not only in Lithuanian science, but also in politics and public life – have long been viewed through "male lenses."

I sincerely hope that we will not have to wait another millennium for women, both in Lithuania and around the world, to emerge fully from the shadows and continue to shape society in profound ways.

I would like to thank all the participants, authors, reviewers and organisers whose dedication made this conference possible. I hope that the discussions and collaborations initiated here will lead to new partnerships, fresh insights, and sustained progress towards greater inclusion and excellence in science.

Sincerely Yours,





Prof. dr. Inga Žalėnienė

Mykolo Romerio universiteto (MRU) rektorė, Lietuvos universitetų rektorių konferencijos prezidentė, Tarptautinės universitetų asociacijos (IAU) viceprezidentė, Europos moterų rektorių asociacijos (EWORA) valdybos narė

Konferencijos Mokslinio komiteto pirmininkė

Man labai malonu pristatyti tarptautinės konferencijos „Moterys moksle“ tezių rinkinį.

Šis leidinys atskleidžia įkvepiančią mokslinių tyrimų ir požiūrių įvairovę ir atspindi išskirtinį moterų indėlį įvairiose mokslo srityse ir jų karjeros kelią.

Mokslo pažanga klesti ten, kur puoselėjama minčių, patirčių ir nuomonių įvairovė. Skatindami moteris rinktis mokslą, galime stiprinti kūrybiškumą, tyrimų tikslumą ir aktualumą sprendžiant sudėtingus mūsų laikmečio iššūkius. Šiame leidinyje pateikiamos tezės atskleidžia platų tyrimų spektrą ir atsidavimą, kurį rodo mokslininkai, plečiantys žinių ribas, ugdantys naują kartą ir aktyviai dalyvaujantys visuomenės gyvenime.

Konferencija vyko UNESCO minimos Tarptautinės moterų ir mergaičių moksle dienos proga. Mums didelė garbė, kad Lietuvos Respublikos Ministrė Pirmininkė, MRU alumnė ponia Inga Ruginienė sutiko globoti šią konferenciją. Taip pat nuoširdžiai dėkoju mūsų partneriams – Ispanijos mokslininkų asociacijai Baltijos šalyse, Lietuvos moterų rektorių asociacijai (EWORA) bei visiems šios konferencijos rėmėjams ir organizatoriams.

Ši atmintina diena – tai galimybė ne tik švęsti moterų mokslininkių pasiekimus, bet ir įsitraukti į prasmingą dialogą apie moterų vaidmenį moksle bei jų įgalinimo stiprinimą. Svarbu ne tik akademiniu požiūriu analizuoti moterų padėtį, bet ir šalinti bet kokias diskriminacines nuostatas pačioje akademinėje bendruomenėje.

Turime prisidėti prie tokios socialinės atmosferos kūrimo, kurioje kiekvienas visuomenės narys galėtų laisvai kvėpuoti ir be kliūčių atskleisti savo talentus. Esu tikra, kad tik veikdami kartu galime sukurti saugesnį, darnesnį ir teisingesnį pasaulį.

Akademinė bendruomenė turi ne tik atidžiai „matuoti visuomenės temperatūrą“, bet ir aktyviai puoselėti demokratiją, kurios vienas esminių rodiklių – moterų galimybė pilnai naudotis savo teisėmis. Tai - ne tik pačių moterų mokslininkių, bet ir vyrų atsakomybė.

Todėl ypač džiaugiuosi, kad šiais metais konferencijos diskusijose aktyviai dalyvauja ir kolegos vyrai. Tai rodo, kad moterų teisių ir jų dalyvavimo moksle klausimai rūpi ne tik mums, moterims, bet ir visai visuomenei.

Žvelgiant iš šios perspektyvos, Lietuva gali pasirodyti pakankamai sėkminga šalis. Formalios kliūtys, ribojančios moterų dalyvavimą politiniame ir viešajame gyvenime ar siekiant norimos profesinės karjeros bet kurioje srityje, įskaitant mokslą, iš esmės jau yra panaikintos.

Kartais net girdime teiginių, esą lygių galimybių politika jau atgyveno, nes moterys „užkariavo“ tradiciškai vyrų dominuojamas sritis, ir kad atėjo laikas grąžinti moteris prie tradicinio šeimos židinio.

Žinoma, tokie pasisakymai daugeliui mokslininkių, sėkmingai derinančių profesinį ir šeimos gyvenimą, kelia šypseną. Mokslininkių karjera nėra lengva, bet tikrai įmanoma – tą akivaizdžiai įrodo daugelio akademinį kelią pasirinkusių moterų, taip pat ir dirbančių mūsų universitete, patirtys.

Vis dėlto net talentingos, ambicingos, kompetentingos ir itin daug pasiekusios moterys pripažįsta, kad tie, kurie užima vadovaujančias pozicijas – dažniausiai vyrai, bet kartais ir moterys, jų kompetenciją ir asmenines savybes ne kartą vertino griežčiau ir įtariau nei vyrų. Vis dar kalbame apie „stiklines lubas“, kurias moterims tenka pramušti siekiant lyderystės. Išlieka atlygio nelygybė už tą patį darbą, pasiekimų pripažinimas tebėra nevienodas, o lyčių stereotipai dar nėra išnykę iš visuomenės sąmonės.

Daug ką pasako ir statistika. Remiantis „She Figures 2024“ duomenimis, Lietuva patenka tarp pirmaujančių Europos Sąjungos šalių pagal moterų dalyvavimą moksle ir mokslinių publikacijų skaičių. Tačiau iššūkiai, susiję su lyderyste, finansavimu ir dalyvavimu STEM srityse, išliko neišspręsti. Ši problema nėra būdinga tik Lietuvai ar mūsų regionui, – ji egzistuoja ir daugelyje kitų pasaulio vietų.

Moterų indėlis – ne tik Lietuvos moksle, bet ir politikoje bei viešajame gyvenime – ilgą laiką buvo vertinamas žvelgiant per „vyriškus akinius“.

Nuoširdžiai tikiuosi, kad mums nereikės laukti dar vieno tūkstantmečio, kol moterys Lietuvoje ir visame pasaulyje galės visiškai išsivaduoti iš šešėlio ir daryti giluminį poveikį visuomenei.

Dėkoju visiems konferencijos dalyviams, pranešimų autoriams, recenzentams ir organizatoriams, kurių atsidavimas prisidėjo prie šios konferencijos sėkmės. Tikiuosi, kad jos metu užmegztos diskusijos ir bendradarbiavimas paskatins naujas partnerystes, suteiks naujų įžvalgų ir prisidės prie tvarios pažangos didinant įtrauktį ir meistriškumą moksle.

Nuoširdžiai,





Assoc. Prof. dr. Isabel Palomo-Domínguez

Leader researcher of the Post-digital Storytelling in favor of Gender Equality Project (PSGENEQ) at Mykolas Romeris University

Vice President of the Association of Spanish Scientists in the Baltic Countries (ACEBaltic)

Chair of the Conference Organizational Committee

Women in science is a topic that concerns not only women; that impacts not only science. It affects all of us, in every aspect of life, because gender imbalances have consequences for society as a whole. Discussing equality in science is a global challenge that demands a broad perspective—both for the present and the future. That gender equality is one of the Sustainable Development Goals reminds us that progress in this area is not only ethical but also essential for the advancement and long-term resilience of our societies.

Achieving equality requires collaboration. The Women in Science International Conference embodies this principle: it emerged from the cooperation between Mykolas Romeris University and the Association of Spanish Scientists in the Baltic Countries (ACEBaltic), with the support of the European Women Rectors Association, the Embassy of Spain in Lithuania, and the Ramón Areces Foundation. By connecting academia, science, and scientific diplomacy, the initiative shows that dialogue across countries, disciplines, and institutions is vital. The support of the Prime Minister of Lithuania, Inga Ruginiene, as honorary patron further highlights that gender equality is a matter of public and political concern.

Our recent story began last year when we celebrated the International Day of Women and Girls in Science at this very university, Mykolas Romeris University, also alongside ACEBaltic. Yet the history is far broader: it started with girls denied education because of their gender, with women whose curiosity was dismissed, and with brilliant scientists who, mid-career, saw their opportunities stall or were relegated to secondary roles. These experiences are not only part of the past—they persist today, and it is our shared responsibility to work together to ensure they do not continue into the future.

Scientific progress shapes society, and inequalities within science reflect broader social and cultural constraints. The PSGENEQ project, funded by the Lithuanian Ministry of Education, Science, and Sport, served as the initial scientific impetus for this conference. It investigates post-digital storytelling as a tool to promote gender equality, analyzing stereotypes and how algorithms and artificial intelligence may reinforce biases from early education, shaping perceptions of women's scientific work, academic outcomes, opportunities, and recognition.

The Women in Science International Conference does not claim to have all the answers, but it seeks to raise the essential questions that reflect diverse perspectives and experiences. The event also emphasizes reducing barriers to STEAM fields while valuing the contributions of social and human sciences, which can critically examine structural inequalities and expand the possibilities for freely chosen scientific careers.

The conference addresses women in science from several perspectives: as knowledge producers, as participants in scientific discourse, and as subjects whose insights can inform research on inclusivity. It considers the role of narratives and storytelling in influencing career choices free from gender bias and examines international, institutional, and policy frameworks that support equitable and sustainable scientific ecosystems. By integrating diversity, intersectionality, and international cooperation, the conference provides a comprehensive view of the challenges and opportunities in science today.

Participants spoke from their own backgrounds, cultures, and contexts, promoting a model of science that is diverse, globally connected, and locally grounded. To reflect this diversity, the conference supported multilingualism: although English was the official language and enabled international understanding in all plenary sessions, speakers were invited to present their research in a language of their choice alongside English. This initiative was well received, resulting in parallel sessions in Lithuanian and Spanish, as well as abstracts in other languages, including Dutch, German, Italian, Macedonian, Nigerian Pidgin, Swahili, Turkish, and Urdu.

Building on this commitment to inclusivity, the conference also showcased a wide range of topics and disciplines, attracting participants from more than 20 universities and research centers across fields such as health, education, astronomy, physics, biology, communication, computer science, the arts, engineering, pharmacy, philology, bioethics, law, and cybersecurity. Participants were united by curiosity, scientific rigor, and a shared commitment to advancing science inclusively, fostering exchanges that bridged different areas of expertise.

Indeed, women in science is a topic that concerns not only women and extends beyond the boundaries of laboratories because equality in science mirrors the equality we hope to see in society. We are grateful to all participants who, regardless of gender, advocate for an inclusive, diverse, and collaborative model of science. Thank you for sharing research, experiences, and voices from multiple cultures and disciplines, for challenging barriers, and for questioning stereotypes. May this conference inspire us to build a world in which every voice is heard, every talent nurtured, and the promise of science is fully inclusive.

Today and for generations to come.





Profesora Titular
Dra. Isabel Palomo Domínguez

Investigadora principal del proyecto Post-digital Storytelling in favor of Gender Equality Project (PSGENEQ), en la Universidad de Mykolas Romeris, Vicepresidenta de la Asociación de Científicos Españoles en los Países Bálticos (ACEBaltic)

Presidenta del Comité de Organización del congreso

Las mujeres en la ciencia es un tema que no solo concierne a las mujeres; tampoco afecta solo a la ciencia. Nos influye a todas las personas y en todos los aspectos de nuestra vida, porque los desequilibrios de género tienen consecuencias para la sociedad en su conjunto. Discutir la igualdad en la ciencia es un desafío global que requiere una perspectiva amplia, tanto para el presente como para el futuro. Que la igualdad de género sea uno de los Objetivos de Desarrollo Sostenible nos recuerda que el progreso en este ámbito no solo es ético, sino también esencial para el avance y la resiliencia a largo plazo de nuestras sociedades.

Lograr la igualdad requiere colaboración. El Congreso Internacional Women in Science encarna este principio: surgió de la cooperación entre la Universidad Mykolas Romeris y la Asociación de Científicos Españoles en los Países Bálticos (ACEBaltic), con el apoyo de la Asociación Europea de Rectoras, la Embajada de España en Lituania y la Fundación Ramón Areces. Al conectar la academia, la ciencia y la diplomacia científica, la iniciativa demuestra que el diálogo entre países, disciplinas e instituciones es vital. El apoyo de la Primera Ministra de Lituania, Inga Ruginienė, como patrona honoraria, subraya además que la igualdad de género es un asunto prioritario en el interés público y político.

Nuestra historia reciente comenzó el año pasado con la celebración del Día Internacional de la Mujer y la Niña en la Ciencia en esta misma institución, la Universidad Mykolas Romeris, también de la mano de ACEBaltic. Sin embargo, sus huellas nos remontan muy atrás en el tiempo: son las de cada niña a la que se le negó la educación por su género, son las de las mujeres cuya curiosidad fue desestimada y las de científicas brillantes que vieron estancarse sus oportunidades o fueron relegadas a roles secundarios. Estas experiencias no son solo parte del pasado: persisten hoy y es nuestra responsabilidad trabajar juntos para que no continúen en el futuro.

Abordar la igualdad de género no es únicamente un asunto académico. Exige problematizar las desigualdades que existen en la sociedad e investigar sobre ellas, como hace el proyecto PSGENEQ, financiado por el Ministerio de Educación, Ciencia y Deporte de Lituania. Este proyecto, que ha servido de impulso científico para el Congreso Internacional Women in Science, investiga la narrativa post-digital como herramienta para promover la igualdad de

género, analizando los estereotipos que persisten en el siglo XXI y cómo los algoritmos y la inteligencia artificial pueden reforzar sesgos desde la educación temprana, modelando percepciones sobre el trabajo científico de las mujeres, sus resultados académicos, oportunidades y reconocimiento.

Este congreso no pretende tener todas las respuestas, pero busca plantear preguntas esenciales y observar el papel de la mujer en la ciencia desde una perspectiva plural. Destaca la importancia de reducir las barreras en los campos STEAM al mismo tiempo que valora las contribuciones de las ciencias sociales y humanas, aplicando un enfoque interseccional para comprender cómo el género interactúa con la raza, la etnia, las responsabilidades de cuidado, la clase social, los ingresos y la diversidad funcional.

Women in Science aborda diferentes facetas de las mujeres en la ciencia: como productoras de conocimiento, como participantes en el discurso científico y como sujetos cuyas perspectivas informan investigaciones sobre inclusión. Considera el papel de las narrativas y el storytelling en la influencia sobre decisiones profesionales libres de sesgos de género y examina los marcos internacionales, institucionales y políticos que apoyan ecosistemas científicos equitativos y sostenibles.

Las personas participantes comparten sus investigaciones desde sus propias trayectorias, culturas y contextos. Para reflejar esta diversidad y promover un modelo de ciencia contectado a nivel global pero que no pierda las raíces locales, el congreso apuesta por el multilingüismo: aunque el inglés es el idioma oficial, se ha invitado a los ponentes a que compartan sus trabajos en un segundo idioma de su elección. Esto ha dado lugar a sesiones paralelas en lituano y español, y a resúmenes en idiomas como el neerlandés, alemán, italiano, macedonio, pidgin nigeriano, swahili, turco y urdu.

Basándose en este compromiso, el congreso ha reunido a ponentes de más de 20 universidades y centros de investigación que trabajan en muy diversas disciplinas: como salud, educación, astronomía, física, biología, comunicación, informática, artes, ingeniería, farmacia, derecho y ciberseguridad. Perfiles muy distintos que comparten el rigor científico, la curiosidad y un compromiso común con el avance inclusivo de la ciencia.

En efecto, las mujeres en la ciencia es un tema que no solo preocupa a las mujeres, que no solo afecta a lo que sucede dentro de los laboratorios. La igualdad en la ciencia refleja la igualdad que buscamos en la sociedad. Nuestro agradecimiento a todas las personas participantes que, independientemente de su género, defienden un modelo de ciencia inclusivo, diverso y colaborativo. Que este congreso nos inspire a construir un mundo en el que cada voz sea escuchada, cada talento cultivado, donde la ciencia sea plenamente inclusiva, **hoy y para las generaciones futuras.**



International Conference

Women in Science

Empowering Inclusive Futures

February 11-12, 2026
Mykolas Romeris University
Vilnius, Lithuania

Keynotes

Formatting note:
In this book, all Lithuanian abstracts adhere to the same convention: each paragraph begins with an indented first line, with no additional spacing between paragraphs. This format reflects the conventions established in scholarly Lithuanian writing.

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Epistemic Algorithmic Drift: Artificial Intelligence, Scientific Knowledge, and the Normalization of Gender Inequalities

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AI and machine learning systems are now embedded in everyday research practices, ranging from literature review to text writing and translation, and from editorial workflows to the assessment of scientific impact. Thus, the present study examines the growing role of advanced algorithms and artificial intelligence in the processes of production, evaluation, and circulation of scientific knowledge, with particular attention to gender dimensions.

The aim of the work is to critically examine how the integration of AI into scientific processes affects gender inequalities in the production and evaluation of knowledge, potentially contributing to the reproduction and reinforcement of pre-existing historical asymmetries.

To this end, the work offers an overview of the international literature on AI, gender, and scientific research, integrating theoretical and empirical studies read through the perspectives of Critical Algorithm Studies, Science and Technology Studies, and Feminist Studies, in dialogue with the tradition of feminist epistemology.

The findings show that AI does not operate as a neutral tool, but rather as an epistemic infrastructure capable of sedimenting and normalizing historical inequalities within a scientific field that is situated and institutionally structured. More specifically, the use of AI can generate cumulative (dis)advantages in scientific careers, in line with the 'Matthew effect' and the 'Matilda effect', reinforcing what is already central and recognized, and rendering less visible the work of women and feminist, critical, and interdisciplinary approaches.

Finally, the paper introduces the concept of epistemic algorithmic drift to describe a slow and cumulative process through which advanced algorithmic systems contribute over time to reshaping scientific knowledge and academic careers, while stabilizing and amplifying pre-existing gender inequalities.

Keywords: artificial intelligence; gender inequality; scientific knowledge production; algorithmic bias; feminist epistemology.

Deriva epistemica algoritmica: Intelligenza artificiale, conoscenza scientifica e normalizzazione delle disuguaglianze di genere

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I sistemi di IA e machine learning sono ormai integrati nelle pratiche quotidiane della ricerca: dalla revisione della letteratura alla scrittura e traduzione dei testi, dai workflow editoriali alla valutazione dell'impatto scientifico. Per questo, il presente studio analizza il ruolo crescente di algoritmi avanzati e Intelligenza Artificiale nei processi di produzione, valutazione e circolazione della conoscenza scientifica, con particolare attenzione alle dimensioni di genere.

L'obiettivo del lavoro è interrogare criticamente il modo in cui l'integrazione dell'IA nei processi scientifici incida sulle disuguaglianze di genere nella produzione e valutazione della conoscenza, contribuendo potenzialmente a riprodurre e rafforzare asimmetrie preesistenti.

A tal fine, il contributo propone un'overview della letteratura internazionale su IA, genere e ricerca scientifica, integrando studi teorici ed empirici letti dalla prospettiva dei Critical Algorithm Studies, degli Science and Technology Studies e dei Feminist Studies, in dialogo con la tradizione dell'epistemologia femminista.

I risultati mostrano come l'IA non operi come uno strumento neutro, ma come un'infrastruttura epistemica capace di sedimentare e normalizzare disuguaglianze storiche all'interno di un campo scientifico situato e istituzionalmente strutturato. In particolare, l'uso dell'IA può produrre (s) vantaggi cumulativi nelle carriere scientifiche, in linea con il 'Matthew effect' e il 'Matilda effect', rafforzando ciò che è già centrale e riconosciuto e invisibilizzando il lavoro delle donne e gli approcci femministi, critici e interdisciplinari.

Il contributo introduce infine il concetto di deriva epistemica algoritmica per descrivere un processo lento e cumulativo attraverso cui i sistemi algoritmici avanzati contribuiscono a rimodellare nel tempo la conoscenza scientifica e le carriere accademiche e a stabilizzare e amplificare disuguaglianze di genere pregresse.

Parole chiave: intelligenza artificiale; disuguaglianza di genere; produzione della conoscenza scientifica; bias algoritmico; epistemologia femminista.

Finding my Place in Quantum Science

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Quantum science is a rapidly developing field that connects fundamental research with emerging technologies across diverse physical platforms. Beyond scientific results, building a career in this area involves navigating interdisciplinarity, uncertainty, and questions of professional identity.

The objective of this keynote is to reflect on how a scientific identity in quantum science develops over time, and how theoretical research can contribute to long-term progress across different areas while shaping individual career paths.

The talk draws on my experience as a theoretical physicist working on solid-state quantum emitters and ultracold atomic systems. Selected examples illustrate how theoretical frameworks guide experiments, often with delayed validation, and how moving between subfields broadens scientific perspective. These experiences highlight that impact in quantum science is often cumulative and indirect.

Theoretical models can influence experimental advances years later, while interdisciplinary work enables the transfer of ideas between platforms such as quantum emitters and quantum-enhanced metrology. Mentorship, collaboration, and community engagement emerge as essential factors.

This keynote emphasizes that finding one's place in quantum science is an ongoing process rather than a fixed achievement. By combining scientific curiosity with openness to interdisciplinarity and active participation in the scientific community, early-career researchers can build meaningful and resilient careers in quantum science.

Keywords: quantum science; scientific identity; interdisciplinarity; theoretical research; career development.

Mano kelias kvantinėje mokslo srityje

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Kvantinės technologijos yra sparčiai besivystanti sritis, jungianti fundamentinius tyrimus ir naujas technologijas skirtingose fizinėse platformose. Be mokslinių rezultatų, karjeros kūrimas šioje srityje apima tarpdisciplinišKumą, neapibrėžtumą ir mokslinės tapatybės formavimąsi.

Šio pranešimo tikslas – apmąstyti, kaip laikui bėgant formuojasi mokslinė tapatybė kvantinėje mokslo srityje ir kaip teoriniai tyrimai gali prisidėti prie ilgalaikės pažangos skirtingose srityse, kartu formuojant asmeninį karjeros kelią.

Pranešimas remiasi mano, kaip fizikės teoretikės, patirtimi dirbant su kietakūniais kvantiniais šaltiniais ir ultrašaltųjų atomų sistemomis. Pasitelkiami atrinkti pavyzdžiai, atskleidžiantys, kaip teoriniai modeliai formuoja eksperimentinius tyrimus, neretai sulaukdami patvirtinimo tik vėlesniuose etapuose, bei kaip darbas tarp skirtingų sričių praplečia mokslinį požiūrį. Taikomas refleksinis, o ne techninis požiūris. Ši patirtis rodo, kad poveikis kvantinėje mokslo srityje dažnai yra kaupiamasis ir netiesioginis.

Teoriniai modeliai gali turėti įtakos eksperimentams tik po kelerių metų, o tarpdisciplininis darbas leidžia perkelti idėjas tarp skirtingų kvantinių platformų. Mentorystė, bendradarbiavimas ir įsitraukimas į bendruomenę yra ypač svarbūs veiksniai.

Pranešime pabrėžiama, kad savo vietos kvantinėje mokslo srityje radimas yra nuolatinis procesas, o ne galutinis pasiekimas. Mokslinis smalsumas, atvirumas tarpdisciplinišKumui ir aktyvus dalyvavimas mokslinėje bendruomenėje leidžia jauniems tyrėjams kurti prasmingą ir tvarią karjerą kvantinėje mokslo srityje.

Raktažodžiai: kvantinė mokslas; mokslinė tapatybė; tarpdisciplininis; teoriniai tyrimai; karjeros vystymas.

The Meaning of the Untold: Intersectional Stories for Making Women in Science Visible

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The communicative context of post-digital society imposes structural characteristics that profoundly shape content production. Practices such as cultural recycling, symbolic reappropriation of archives, narratives, and formats, post-production in dialogue with Bourriaud, and remediation with expanded content circulation collectively determine which stories gain visibility and which remain marginalized. Within this framework, minority narratives — particularly those of women in science— are systematically silenced, reflecting a reinterpretation of Noelle-Neumann's spiral of silence in which algorithms, rather than individuals, increasingly determine what is communicated and what is omitted. This dynamic reinforces entrenched stereotypes and constrains the construction of interpretative models, potentially exacerbating existing biases.

This study examines how intersectionality, with gender as a central axis, is represented in scientific content across post-digital knowledge society platforms. Through a review of scientific literature, case study analysis, and findings from the PSGENEQ project (Post-digital Storytelling in Favor of Gender Equality), the research identifies the persistent underrepresentation of women in science from an intersectional perspective, despite being addressed from multiple scholarly viewpoints. In practice, examples of inclusive representation remain scarce, whereas dominant narratives prioritize stereotypical success stories, overemphasizing careers associated with iconic scientific symbolism (e.g., lab coats, microscopes, hyper-sterile environments). These narratives frequently depict a narrow profile of women—typically white, young, attractive, and without visible conditions affecting physical functionality—while rendering other trajectories and identities invisible.

The findings highlight the need to present women in science beyond exemplary success models, emphasizing everyday scientific work and acknowledging diverse intersectional identities, including race, ethnicity, social class, caregiving responsibilities, functional diversity, and career stage. Based on PSGENEQ, we argue that it is essential to integrate the authentic voices of scientists from diverse contexts, enabling women to express how they wish to be represented and ensuring that their portrayal reflects the full spectrum of intersectional realities.

Keywords: post-digital Society; women in Science; intersectionality; algorithmic representation; cultural recycling.

El significado de lo no contado: historias interseccionales para visibilizar a las mujeres en la ciencia

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El contexto comunicativo de la sociedad post-digital impone características estructurales que configuran profundamente la producción contenidos. Prácticas como el reciclaje cultural, la reapropiación simbólica de archivos, narrativas y formatos, la postproducción en diálogo con Bourriaud, y la remediación con circulación ampliada de contenidos determinan colectivamente qué historias ganan visibilidad y cuáles permanecen marginadas. Dentro de este marco, las narrativas de minorías—particularmente las de mujeres en la ciencia—son sistemáticamente silenciadas, reflejando una reinterpretación de la espiral de silencio de Noelle-Neumann en la que los algoritmos, más que los individuos, determinan cada vez más qué se comunica y qué se omite. Esta dinámica refuerza estereotipos arraigados y limita la construcción de modelos interpretativos, pudiendo exacerbar sesgos existentes.

Este estudio examina cómo se representa la interseccionalidad, con el género como eje central, en los contenidos científicos de las plataformas de la sociedad del conocimiento post-digital. A través de una revisión de la literatura científica, análisis de casos y hallazgos del proyecto PSGENEQ (Post-digital Storytelling in Favor of Gender Equality), la investigación identifica la persistente subrepresentación de las mujeres en la ciencia desde una perspectiva interseccional, a pesar de haber sido abordada desde múltiples enfoques académicos. En la práctica, los ejemplos de representación inclusiva son escasos, mientras que las narrativas dominantes priorizan historias de éxito estereotipadas, sobreenfatizando carreras asociadas con simbología científica icónica (por ejemplo, batas blancas, microscopios, entornos hiperlimpios). Estas narrativas representan con frecuencia un perfil limitado de mujeres (típicamente blancas, jóvenes, atractivas y sin condiciones visibles que afecten su funcionalidad física) mientras invisibilizan otras trayectorias e identidades.

Los hallazgos resaltan la necesidad de presentar a las mujeres en la ciencia más allá de modelos de éxito ejemplares, enfatizando el trabajo científico cotidiano y reconociendo diversas identidades interseccionales, incluyendo raza, etnia, clase social, responsabilidades de cuidado, diversidad funcional y etapa de carrera. Basándonos en PSGENEQ, argumentamos que es esencial integrar las voces auténticas de científicas de contextos diversos, permitiendo que las mujeres expresen cómo desean ser representadas y asegurando que su representación refleje el espectro completo de realidades interseccionales.

Palabras clave: sociedad post-digital; mujeres en la ciencia; interseccionalidad; representación algorítmica; reciclaje cultural.

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Wandering Gazes: Drifting, Observation and Archiving in the Work of Agnès Varda and Sophie Calle

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This research proposes a cross-cutting reading of the practices of Agnès Varda and Sophie Calle, based on their shared artistic methodologies. It interprets observation as both a common method and a framework for producing knowledge in contemporary art. Rather than analysing specific works, the focus is placed on the practices developed by both artists: looking, moving, following, waiting, collecting, and archiving as forms of research.

In both cases, the act of observation is articulated through drifting and prolonged duration, which function as methodological tools that enable a sustained relationship with the environment. Observation is not presented as a neutral act, but as an engaged practice, permeated by subjectivity, the body, and lived experience. This perspective transforms everyday life into a field of experimentation, where the minimal, the marginal, or the seemingly insignificant acquires political and poetic density.

Varda and Calle also share an archival logic that is not driven by criteria of exhaustiveness, but rather by those of attention and contemplation. The compilation of images, stories, objects, or traces is organised from a viewpoint that questions conventional codes of attention and knowledge. The collection, or archive, thus becomes an open narrative space, where individual experience is held in tension with collective thought and shared experience.

From a methodological perspective, both artists blur the boundaries between art, research, fiction, and ordinary life. By positioning the gaze as a method, they introduce ways of generating knowledge grounded in the experience of walking, travelling, and extended duration, in contrast to more objective or systematic models. This mode of artistic production carries a political dimension in multiple ways: the act of observing becomes a gesture of resistance against the contemporary regimes of acceleration and spectacle, while foregrounding urgent individual and collective concerns.

Keywords: archive, contemporary art, gaze, drifting, walk.

Miradas errantes: deriva, observación y archivo en la obra de Agnés Varda y Sophie Calle

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Esta investigación propone una lectura transversal de las prácticas de Agnès Varda y Sophie Calle a partir de sus metodologías artísticas compartidas, entendiendo la observación como una metodología en común y eje central de producción de conocimiento en el arte contemporáneo. Más que analizar obras concretas, el interés se sitúa en los procedimientos que ambas desarrollan: mirar, desplazarse, seguir, esperar, recoger y archivar como formas de investigación.

En ambos casos, la observación se articula a través de la deriva y el tiempo prolongado funcionando como herramientas metodológicas que permiten una relación con el entorno. La observación no se plantea como un acto neutral, sino como una acción implicada, atravesada por una subjetividad, un cuerpo y la experiencia. Este filtro transforma lo cotidiano en un campo de experimentación donde lo mínimo, lo marginal o lo aparentemente insignificante adquiere densidad política y poética.

Varda y Calle comparten asimismo una lógica de archivo que no responde a los criterios de exhaustividad, sino de atención y contemplación. La recopilación de imágenes, relatos, objetos o restos, se organizan desde un punto de vista que cuestiona los códigos de la atención y el conocimiento. La recolecta, el archivo, se presenta así como un espacio narrativo abierto, donde la experiencia individual está en tensión con un pensamiento/experiencia colectiva.

Desde una perspectiva metodológica, ambas desdibujan las fronteras entre arte, investigación, ficción y vida cotidiana/realidad. Al situar la mirada como método, se introducen formas de generar conocimiento basadas en la experiencia del andar, recorrer y el tiempo prolongado de ellas, en contraste con modelos más objetivos y metódicos. Esta manera de producir obra artística implica una dimensión política en muchas facetas: observar se convierte en un gesto de resistencia frente a la época de la aceleración y del espectáculo, señala problemáticas contemporáneas individuales y colectivas.

Palabras clave: deriva; archivo; mirada; paseo; arte contemporáneo.

Historical Narratives and Women's Agency in Comics by Lithuanian Authors: Implications for Science Communication

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In today's information and communication ecosystem, the importance of visual storytelling is only increasing. There has been a noticeable revival of the comic genre, both among publishers and readers. Comics are rarely studied by scholars, even as more are published about historical events. In them, fiction and non-fiction narratives are intricately interwoven.

Comics based on historical themes are important in many ways. Moreover, representation of women in graphic narratives is very important because visual storytelling, no less than textual storytelling, contributes to the social construction of worldviews among comics readers, especially the younger generation. Though visual representation of women has been studied to some extent across fields, the interrelationship between comics, historical narratives, and visual storytelling, especially regarding women's capacity for individualized choice and action, is rarely researched. Even more so, the Lithuanian comics have been studied even less. Therefore, the aim of this study is to examine the representation of women in historical comics by Lithuanian authors.

In this research, comics are viewed as a form of sequential art encompassing newspaper strips, comic books, webcomics, and graphic novels. The study focuses on 11 comics based on historical themes, created by Lithuanian authors, and published in recent years. The sampling timeframe is 2018-2025. 2018 is a symbolic milestone in the Lithuanian comics publishing industry: in that year, Sibiro haiku was published and, since then, more comics have been published in Lithuania. The methodological framework for this study encompasses the Discourse-Historical Approach, the Appraisal Theory, and David Herman's narrative theory.

Preliminary findings show that women's roles still tend to be depicted as one-dimensional and more emotionally charged. But importantly, historical narratives more often include women's experiences and focus on women's agency. This has important implications, for example, in education, where comics are likely to be used more often as an effective visual tool for science communication.

Keywords: historical narrative; Lithuanian comics; agency of women; science communication.

Istoriniai naratyvai ir moterų savarankiško veikimo galimybės lietuvių autorių komiksuose: įžvalgos mokslo komunikacijai

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Šiandienos informacijos ir komunikacijos ekosistemoje vaizdinis pasakojimas tampa vis svarbesnis. Komiksų žanras pastebimai atgijo tiek tarp leidėjų, tiek tarp skaitytojų. Komiksai retai tiriami mokslininkų, nors publikuojama vis daugiau komiksų apie istorinius įvykius. Juose fikciniai ir nefikciniai pasakojimai yra sudėtingai persipynę.

Komiksai istorinėmis temomis yra svarbūs daugeliu atžvilgių. Be to, moterų vaizdavimas grafiniuose pasakojimuose yra labai svarbus, nes vaizdinis pasakojimas, ne mažiau nei tekstinis, prisideda prie komiksų skaitytojų, ypač jaunosios kartos, socialinio pasaulėžiūros konstravimo. Nors moterų atvaizdavimas tam tikru mastu buvo tiriamas įvairiose srityse, komiksų, istorinių pasakojimų ir vaizdinio pasakojimo tarpusavio ryšys, ypač susijęs su moterų galimybėmis priimti savarankiškus sprendimus ir aktyviai veikti, retai tiriamas. Dar mažiau tirti Lietuvoje publikuoti komiksai. Todėl šio tyrimo tikslas – ištirti, kaip vaizduojamos moterys lietuvių autorių komiksuose istorine tematika.

Šiame tyrime komiksai apibrėžiami kaip nuosekliosios meno formos, apimančios laikraščių komiksus, komiksų knygas, internetinius komiksus ir grafinius romanus. Tiriami 11 komiksų, sukurtų istorinėmis temomis Lietuvos autorių. Šie kūriniai buvo išleisti 2018-2025 metais. 2018-ieji yra simbolinis momentas Lietuvos komiksų leidybos industrijoje: 2018 m. buvo išleista komiksų knyga „Sibiro haiku“ ir nuo tada Lietuvoje padaugėjo komiksų leidinių. Šio tyrimo metodologinis pagrindas – istorinė diskurso analizė, lingvistinio vertinimo teorija ir Davido Hermano naratyvo teorija.

Preliminarūs rezultatai rodo, kad moterų vaidmenys vis dar linkę būti vienmačiai ir labiau emociniai. Tačiau svarbu tai, kad istoriniuose naratyvuose dažniau vaizduojama moterų patirtis ir dėmesys skiriamas moterų veiklai. Tai svarbu, pavyzdžiui, švietime, kur komiksai, regis, bus dažniau naudojami kaip veiksminga vaizdinė priemonė mokslo komunikacijai.

Raktažodžiai: istorinis naratyvas, lietuviški komiksai, moterų veikimo galimybės, mokslo komunikacija.

Len Howard and her Birds in Present-Day Feminist Ecosystems

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This work revisits the figure of Len Howard (1894–1973, Ditchling, England), a self-taught naturalist who made a revealing discovery concerning animal language and behaviour. Howard, a professional musician, left her position as a violist in Malcolm Sargent's orchestra in 1938 and moved from London to an isolated cottage in the small village of Ditchling at the age of 43. There, she lived for 30 years studying the behaviour of the wild birds with whom she coexisted.

Her research was documented in two books published as field notebooks, illustrated with drawings, infographics, photographs, and musical notation. Her main theory concerned the individuality of birds in terms of their capacities, characters, and manners, beyond species-based considerations; a pioneering claim in the ethology of the time that would only be confirmed much later by modern studies.

The reception of her discoveries within the scientific academy was limited, and her thesis was dismissed as unprovable and overly surprising. Her condition as a woman played a significant role in this, compounded by the isolation required for her research — in order not to disturb the natural behaviour of birds — which cast her as an outsider, a curious figure. It is necessary to revisit the innovative work of transdisciplinary women who developed their findings and who still remain at the margins.

Drawing on the theoretical frameworks offered today by scholars such as Anna L. Tsing, Vinciane Despret, Brigitte Baptiste, and Donna J. Haraway herself, I consider it necessary to undertake a rereading of the documentary legacy of Len Howard's work, in order to propose an epistemological alternative linked to new post-natural practices, ecofeminism, and the arts of observation as a source of feral knowledge.

Keywords: Len Howard; post-natural practices; feminist epistemologies; artistic research; practices of observation.

Len Howard y sus pájaros en los ecosistemas feministas actuales

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Mi disertación es una revisión de la figura de Len Howard (1894–1973, Ditchling, Inglaterra), naturalista autodidacta que realizó un descubrimiento revelador sobre el lenguaje y el comportamiento animal. Howard, música profesional, abandonó en 1938 su trabajo como violista en la orquesta de Malcolm Sargent y se trasladó desde Londres a una cabaña aislada en un pequeño pueblo llamado Ditchling, a los 43 años. Allí vivió durante 30 años estudiando el comportamiento de los pájaros silvestres con los que convivía.

Su investigación quedó reflejada en dos libros que publicó a modo de cuadernos de campo, ilustrados con dibujos, infografías, fotografías y notación musical. Su teoría principal versaba sobre la individualidad de los pájaros en lo que respecta a capacidades, caracteres y modales, más allá de consideraciones de especie; una afirmación pionera en la etología de la época que solo mucho más tarde sería confirmada por estudios modernos.

La acogida de su descubrimiento por parte de la academia científica fue muy parcial, calificando su tesis de indemostrable y excesivamente sorprendente. Su condición de mujer tuvo mucho que ver en ello, sumándose a las condiciones de aislamiento que requería su investigación —para no perturbar el comportamiento natural de los pájaros—, lo que arrojó sobre ella una imagen outsider, de personaje curioso. Resulta necesario revisitar el trabajo innovador de mujeres transdisciplinares que desarrollaron sus hallazgos y que aún permanecen en los márgenes.

Al abrigo teórico que hoy nos brindan los estudios de autoras como Anna L. Tsing, Vinciane Despret, Brigitte Baptiste o la propia Donna J. Haraway, considero necesario realizar una relectura del legado documental de los trabajos de Len Howard, con el fin de ofrecer una alternativa epistemológica vinculada a las nuevas prácticas postnaturales, al ecofeminismo y a las artes de la observación como fuente de conocimiento feral.

Palabras clave: Len Howard; prácticas de la postnaturaleza; epistemologías feministas; estudios artísticos; prácticas de la observación.

From María Moliner's Legacy to Today's Lithuanian Lexicographers

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One of the most important milestones in Spanish lexicography was the publication of María Moliner's Diccionario de uso del español (1966-1967), considered by many to be the best monolingual dictionary of the Spanish language. It is an essential reference for other subsequent monolingual dictionaries, as well as for successive editions of the academic dictionary, which incorporates elements from its repertoire (in its online version). This research has a dual objective: to reflect on María Moliner's legacy and to highlight the work of current female scientists in the field of lexicography.

From a methodological point of view, the first step is to analyse the process of compiling the Diccionario de uso del español, highlighting its distinctive features, its impact, and the recognition of its author as a historical reference in the discipline. Next, the contribution of women to contemporary lexicography is examined, using the Lithuanian case as an example, which is relevant to the conference's geographical context. Notable examples include Evalda Jakaitienė, co-author with Sturla Berg Olsen of the Lithuanian-Norwegian dictionary (2008, 2012, 2016); Danguolė Melnikienė, responsible for several Lithuanian-French dictionaries (the latest in 2020); Aurelija Mickūnaitė Griškevičienė, director of the Norwegian-Lithuanian dictionary (2018); Lina Plaušinaitytė, Vilma Zubaitienė and others, responsible for the Lithuanian-German online dictionary (2023); Aurelija Gritėnienė, coordinator of the Lithuanian-Ukrainian online dictionary (2024); and Danutė Liutkevičienė, director of the monolingual online dictionary of contemporary Lithuanian (since 2013).

The results of the research enable the identification and description of significant contributions made by women at different moments in the history of lexicography, both through pioneering individual works and through contemporary lexicographical projects developed in diverse contexts. Taken as a whole, the study highlights the continuity, scientific impact, and innovative capacity of women's work in the evolution of dictionary-making.

Keywords: María Moliner's dictionary; Spanish lexicography; Lithuanian lexicography; women in science.

Del legado de María Moliner a las lexicógrafas lituanas actuales

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Uno de los hitos más importantes de la lexicografía española ha sido la publicación del Diccionario de uso del español (1966-1967) de María Moliner, considerado por muchos como el mejor diccionario monolingüe de la lengua castellana. Es referencia obligada de otros diccionarios monolingües posteriores, así como de las sucesivas ediciones del diccionario académico, que está incorporando (en su versión en línea) elementos de su repertorio. La presente investigación tiene un doble objetivo: reflexionar sobre el legado de María Moliner y poner de relieve la labor de científicas actuales en el ámbito de la lexicografía.

Desde el punto de vista metodológico, en primer lugar se analiza el proceso de compilación del Diccionario de uso del español, destacando sus características distintivas, su repercusión y el reconocimiento de su autora como referente histórico en la disciplina. A continuación, se examina la contribución de las mujeres en la lexicografía contemporánea, tomando como ejemplo el caso lituano, pertinente en el contexto geográfico de la conferencia. Destacan Evalda Jakaitienė, autora junto a Sturla Berg Olsen del diccionario lituano-noruego (2008, 2012, 2016); Danguolė Melnikienė, responsable de varios diccionarios lituano-francés (el último de 2020); Aurelija Mickūnaitė Griškevičienė, directora del diccionario noruego-lituano (2018); Lina Plaušinaitytė, Vilma Zubaitienė y otras, responsables del diccionario en línea lituano-alemán (2023); Aurelija Gritėnienė, coordinadora del diccionario en línea lituano-ucraniano (2024); y Danutė Liutkevičienė, directora del diccionario monolingüe en línea del lituano actual (desde 2013).

Los resultados de la investigación permiten identificar y describir aportaciones significativas realizadas por mujeres en distintos momentos de la historia de la lexicografía, tanto a través de una obra individual de carácter pionero como mediante proyectos lexicográficos contemporáneos desarrollados en contextos diversos. En su conjunto, el estudio pone de relieve la continuidad, el impacto científico y la capacidad innovadora del trabajo de las mujeres en la evolución de la disciplina.

Palabras clave: diccionario de María Moliner; lexicografía española; lexicografía lituana; la mujer en la ciencia.

Pauline Oliveros and Deep Listening: Sound Art Strategies for an Ecofeminist Knowledge Construction

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The meditative practices based on Deep Listening, developed by Pauline Oliveros, set a precedent for contemporary sound creation. Considering its significant influence, this contribution aims to revisit this notion from an intersectional and ecofeminist perspective, focusing on specific sound creation practices that are attentive to particularly situated social contexts.

The purpose of this research is to consider the value of Deep Listening as an inclusive epistemological model from the context of artistic creation and social studies. It also aims to analyze the capacity of contemporary artistic practices based on listening to include non-hegemonic voices, paying attention to and valuing the richness of diversity and the peculiarities of their situated realities.

This study develops an approach to deep listening as a creative strategy for sociocultural action through the analysis of Oliveros's theories, as well as a review of current works in sound creation and experimentation that promote sound awareness as a tool for social transformation.

Sound art experiences aligned with these values demonstrate the importance of listening as an epistemic, artistic, and relational practice. According to Oliveros, these participatory strategies dissolve the separation between subject and object or performer and audience, recovering remote forms that precede the roles of spectator.

Therefore, it can be concluded that sound exploration grounded in this participatory practice of attentive listening recognizes the power of the pause for care, establishing a methodological model of cooperative experimentation through sound. This approach to listening reinforces social commitment aligned with an intersectional and ecofeminist perspective, allowing us to recognize the interdependence and eco-dependence of all beings as part of a reality characterized by indeterminacy.

Palabras clave: deep Listening; sound art; ecofeminism; intersectionality; participation.

Pauline Oliveros y la escucha profunda: Estrategias de arte sonoro para una construcción ecofeminista del conocimiento

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Las prácticas meditativas basadas en la escucha profunda, desarrolladas por Pauline Oliveros, sentaron un precedente para la creación sonora contemporánea. Atendiendo a su destacada influencia, esta contribución pretende revisar esta noción desde una perspectiva interseccional y ecofeminista, aterrizando en determinadas prácticas de creación sonora, atentas a contextos sociales particularmente situados.

El objetivo de esta investigación es considerar el valor de la escucha profunda como modelo epistemológico inclusivo desde el contexto de la creación artística y los estudios sociales. Asimismo, quiere analizar la capacidad de las prácticas artísticas contemporáneas basadas en la escucha para incluir voces no hegemónicas, prestando atención y valorando la riqueza de la diversidad y las peculiaridades de sus realidades situadas.

A través del análisis de las teorías desarrolladas por la propia Oliveros, así como de la revisión de otros trabajos de creación y experimentación sonora actuales que promueven la conciencia sonora como herramienta de transformación social, desarrollamos un acercamiento a la escucha profunda como estrategia creativa para la acción sociocultural.

Las experiencias de arte sonoro alineadas con estos valores demuestran la importancia de la escucha como práctica epistémica, artística y relacional. Según Oliveros, estas estrategias participativas disuelven la separación entre sujeto y objeto o intérprete y público, recuperando formas remotas que preceden a los roles de espectador.

Es posible concluir que la exploración sonora basada en esta práctica participativa de escucha atenta reconoce el poder de la pausa para el cuidado, estableciendo un modelo metodológico de experimentación cooperativa a través del sonido. Este tipo de escucha refuerza el compromiso social alineado con una perspectiva interseccional y ecofeminista, permitiéndonos reconocer la interdependencia y la eco-dependencia de todos los seres como parte de una realidad caracterizada por la indeterminación.

Palabras clave: escucha profunda; arte sonoro; ecofeminismo; interseccionalidad; participación.

Breaking Barriers Under the Stars: Lithuanian Astronomy Through Space and Time

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The development of astronomy in Lithuania is rooted in a long scientific tradition supported by institutional and community engagement. Its origins can be traced to the eighteenth century, when Elžbieta Oginskytė Puzinienė funded the construction of the Vilnius University Observatory, establishing one of the earliest academic observatories in Europe. Her patronage enabled the first systematic sky observations in Lithuania and revealed an early, though historically underacknowledged, contribution of women to scientific activity at a time of restricted educational access.

Over subsequent centuries, Lithuanian astronomy advanced through key developments, including the creation of the Vilnius Photometric System and the establishment of the Molėtai Astronomical Observatory. These milestones strengthened the national research base and facilitated Lithuania's integration into modern astronomical infrastructures.

This presentation examines Lithuania's engagement in international collaborations, including the mobility and access programmes of Europlanet 2024 RI, the Europlanet Mentorship Platform, and major spectroscopic initiatives. Contributions to the Gaia ESO Survey, the WEAVE consortium, and coordinated observing campaigns supporting Gaia, TESS, and PLATO illustrate how a small scientific community can sustain a visible presence within global research networks.

The role of women in astronomy is examined through historical and contemporary examples, such as Cecilia Payne Gaposchkin, whose work established the foundations of stellar astrophysics, and Prof. Gražina Tautvaišienė, Vice President of the International Astronomical Union, noted for leadership in stellar spectroscopy, international collaboration and community development. Archival sources shed light on the evolving visibility and participation of women in Lithuanian astronomy.

The presentation concludes by identifying conditions that support inclusive scientific ecosystems: effective mentoring, access to research infrastructure, equal opportunity mechanisms, and international partnerships. The Lithuanian case demonstrates that institutional support, strong research communities, and awareness of historical continuity can encourage women to pursue scientific careers and enable a small nation to contribute meaningfully to the global advancement of astrophysics.

Keywords: astronomy; diversity; collaboration; equality; discoveries.

Barjerų įveikimas po žvaigždėmis: Lietuvos astronomija erdvėje ir laike

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Lietuvos astronomijos raida remiasi stipria istorine tradicija ir nuosekliomis mokslininkų pastangomis. Jos ištakos siekia XVIII amžių, kai Elžbieta Oginskytė Puzinienė parėmė Vilniaus universiteto observatorijos statybą ir prisidėjo prie vienos pirmųjų akademinių observatorijų Europoje atsiradimo. Šis žingsnis pradėjo sistemingus dangaus stebėjimus Lietuvoje ir kartu išryškino ankstyvą, dažnai nutylėtą moterų indėlį mokslo raidoje, nepaisant to meto jų dalyvavimo apribojimų.

Per vėlesnius šimtmečius Lietuvos astronomija plėtojosi per reikšmingus projektus, nuo Vilniaus fotometrinės sistemos sukūrimo iki Molėtų astronomijos observatorijos įsteigimo, kurie įtvirtino šalies vietą tarptautinėje astronomijos bendruomenėje ir sudarė pagrindą šiuolaikiniams tyrimams. Šie etapai leido Lietuvos mokslininkams jungtis į globalias iniciatyvas ir prisidėti prie modernių stebėjimų bei duomenų analizės.

Pranešime bus aptartas Lietuvos dalyvavimas šiuolaikinėse tarptautinėse iniciatyvose, tokiose kaip Europlanet 2024 RI mobilumo ir prieigos programos, Europlanet mentorystės platforma ir svarbūs spektroskopiniai projektai. Bus pristatytas Lietuvos indėlis į Gaia-ESO tyrimų programą, WEAVE konsorciumą bei koordinuotus stebėjimus misijoms Gaia, TESS ir PLATO. Šie pavyzdžiai parodys, kaip net nedidelė mokslininkų bendruomenė gali išlaikyti matomą ir reikšmingą indėlį globaliuose tyrimuose.

Moterų vaidmuo astronomijoje bus analizuojamas pasitelkiant konkrečius istorinius ir šiuolaikinius pavyzdžius pasaulyje, tarp jų Cecilia Payne-Gaposchkin, padėjusi modernios žvaigždžių astrofizikos pagrindus, ir prof. Gražina Tautvaišienė, Tarptautinės astronomų sąjungos vykdomojo komiteto viceprezidentė, reikšmingai prisidedanti prie žvaigždžių spektroskopijos, tarptautinės partnerystės ir bendruomenės stiprinimo. Archyviniai šaltiniai parodys, kaip keitėsi moterų matomumas ir dalyvavimas astronomijos srityje.

Pranešimas pabrėš, kokie veiksniai padeda kurti įtraukią mokslinę bendruomenę, nuo mentorystės modelių ir prieigos prie infrastruktūros iki lygių galimybių užtikrinimo ir tarptautinio bendradarbiavimo. Lietuvos astronomijos pavyzdys rodo, kad istorinė atmintis, bendruomenės stiprinimas ir tvari institucinė parama gali ne tik įkvėpti mergaites ir moteris rinktis mokslą, bet ir leisti mažai šaliai turėti realų poveikį pasaulio astrofizikos raidai.

Raktažodžiai: astronomija; įvairovė; bendradarbiavimas; lygybė; atradimai.

Arts-Based Futures Literacy in Primary Education: A Female-Led, Practice-Oriented Positioning Study from Kochi, India

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This paper presents a conceptual and practice-based positioning of a multi-year research project exploring futures literacy in primary education (ages 6–12) through arts-based and culturally embedded practices, with a particular focus on food futures. Implemented in Kochi, Kerala, the project builds on earlier pilot workshops and collaborations with primary schools, community organisations, and teacher-educators, and marks the formal launch of a longer research and implementation trajectory.

Grounded in UNESCO's futures literacy framework, the project understands futures literacy as the capacity to engage with uncertainty, imagine multiple possible futures, and critically reflect on present assumptions. Using participatory, arts-based, and scenario-informed methods, children engage in playful activities involving drawing, storytelling, games, and food-related cultural practices to explore questions of sustainability, care, and community life. These practices are deeply rooted in local literacy traditions, everyday knowledge, and community participation.

While gender is not the project's primary analytical focus, the initiative is (un) intentionally female-led, with women researchers, artists, educators, and creative practitioners shaping its epistemic, methodological, and pedagogical foundations. This positioning is particularly significant within a socioterritorial context marked by structural gender inequalities in recognition, leadership, and knowledge production. The project therefore contributes to discussions on women as knowledge producers and mediators of scientific and futures-oriented discourse in early education.

Drawing on observations from earlier workshops and prototype toolkits, the paper reports preliminary qualitative indications of impact across cognitive, creative, and social dimensions. Rather than presenting definitive outcomes, this contribution deliberately documents situated practices, early effects, and methodological choices at an early stage, arguing that such transparent positioning is essential for culturally grounded, gender-aware futures literacy research and for supporting longitudinal inquiry.

Keywords: futures literacy; primary education; arts-based research; women-led research; India.

Kunstgebaseerde Toekomstgeletterdheid in het Lager Onderwijs: Een Vrouwelijk Geleid, Praktijkgericht Positioneringsonderzoek in Kochi, India

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Deze paper presenteert een conceptuele en praktijkgerichte positionering van een meerjarig onderzoeksproject dat toekomstgeletterdheid in het lager onderwijs (6–12 jaar) onderzoekt via kunstgebaseerde en cultureel ingebedde praktijken, met een specifieke focus op toekomsten van voeding. Het project wordt uitgevoerd in Kochi, Kerala, en bouwt voort op eerdere pilootworkshops en samenwerkingen met basisscholen, gemeenschapsorganisaties en lerarenopleiders. Het markeert het formele startpunt van een langer onderzoeks- en implementatietraject.

Vertrekkend vanuit het UNESCO-kader voor toekomstgeletterdheid benadert het project dit als het vermogen om met onzekerheid om te gaan, meerdere mogelijke toekomsten te verbeelden en kritisch te reflecteren over aannames in het heden. Via participatieve, kunstgebaseerde en scenario-geïnformeerde methoden gaan kinderen aan de slag met speelse activiteiten zoals tekenen, storytelling, spel en voedselgerelateerde culturele praktijken om vragen rond duurzaamheid, zorg en gemeenschapsleven te verkennen. Deze praktijken zijn diep verankerd in lokale geletterdheidstradities, alledaagse kennis en gemeenschapsdeelname.

Hoewel gender niet het primaire analytische focuspunt vormt, is het project (on)bedoeld vrouwelijk geleid, waarbij vrouwelijke onderzoekers, kunstenaars, educators en creatieve praktijkwerkers de epistemische, methodologische en pedagogische fundamenten vormgeven. Deze positionering is bijzonder betekenisvol binnen een socioterritoriale context die nog vaak gekenmerkt wordt door structurele genderongelijkheden in erkenning, leiderschap en kennisproductie. Het project draagt zo bij aan discussies over vrouwen als kennisproducenten en bemiddelaars van wetenschappelijke en toekomstgerichte discoursen binnen het vroeg onderwijs.

Op basis van observaties uit eerdere workshops en prototype-toolkits rapporteert deze paper voorlopige kwalitatieve indicaties van impact op cognitief, creatief en sociaal vlak. In plaats van definitieve resultaten te presenteren, documenteert deze bijdrage bewust gesitueerde praktijken, vroege effecten en methodologische keuzes in een vroeg stadium. Er wordt betoogd dat een dergelijke transparante positionering essentieel is voor cultureel verankerd en genderbewust toekomstgeletterdheidsonderzoek en voor het ondersteunen van longitudinaal onderzoek.

Trefwoorden: toekomstgeletterdheid; lager onderwijs; kunstgebaseerd onderzoek; vrouwelijk geleid onderzoek; India.

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Advancing Gender Equality at University: Insights from HELCI Project

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Despite significant progress, European societies continue to face persistent challenges related to unequal treatment, racism, xenophobia, sexist discourse, and other serious forms of discrimination. Institutions of higher education have both a legal obligation and a moral responsibility to promote and uphold equality, diversity, and inclusion; however, they are not yet free from discriminatory practices. The overarching objective of the HELCI project was to promote the principles of non-discrimination and shared European values within higher education. The research components of the project aimed to assess the needs, challenges, and potential solutions faced by university students regarding diversity, inclusion, and non-discrimination.

The MRU team focused specifically on gender equality. A mixed-methods research design was employed, combining online surveys administered to students with focus group discussions involving teaching staff, administrative personnel, and students. Although no major warning signs were identified, various forms of discrimination were found to be present within university settings, including gender-based violations such as hate speech, sexual harassment, and stalking. A key finding was that university communities demonstrate a high level of sensitivity to and intolerance of gender-based injustice. Nevertheless, these communities require greater institutional support in terms of effective communication, awareness-raising initiatives, and targeted training.

The promotion of a strong culture of gender equality, zero tolerance towards discrimination, and safe reporting mechanisms emerged as critical milestones for achieving substantive gender equality in higher education institutions. These findings informed the development of innovative and inclusive outputs, including open-access online learning and teaching tools, as well as a Manual for Non-Discrimination and Inclusive Universities.

Keywords: gender equality; higher education; human rights.

Lyčių lygybės užtikrinimas universitete: HELCI projekto įžvalgos

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Nepaisant didelės pažangos, Europos visuomenės vis dar susiduria su nuolatiniais iššūkiais, susijusiais su nevienodu asmenų traktavimu, rasizmu, ksenofobija, seksistinėmis kalbos formomis ir kitomis rimtomis diskriminacijos apraiškomis. Aukštojo mokslo įstaigos turi tiek teisinę pareigą, tiek moralinę atsakomybę skleisti ir užtikrinti lygybę, įvairovę ir įtrauktį, tačiau jos vis dar neišvengia tam tikrų diskriminacinių praktikų. Pagrindinis HELCI projekto tikslas buvo skatinti nediskriminavimo principą ir bendras Europos vertybes aukštojo mokslo srityje. Projekto mokslinių tyrimų komponentai buvo skirti įvertinti universitetų studentų poreikius, iššūkius ir galimus sprendimus, susijusius su įvairove, įtrauktimi ir nediskriminavimu.

MRU komandos dėmesys buvo sutelktas ties lyčių lygybe. Buvo taikytas mišrus tyrimo metodas, derinant studentams skirtas internetines apklausas su fokusuotų grupių diskusijomis, kuriose dalyvavo dėstytojai, administracijos darbuotojai ir studentai. Nors jokių rimtų pavojaus ženklų nebuvo nustatyta, universitetų aplinkoje buvo pastebėta įvairių diskriminacijos formų, įskaitant su lytimi susijusius pažeidimus, pvz., neapykantos kalbos, seksualinio priekabiavimo ir persekiojimo atvejus. Svarbiausia išvada buvo ta, kad universitetų bendruomenės yra jautrios ir netoleruoja diskriminacijos dėl lyties. Nepaisant to, šioms bendruomenėms reikalingas didesnis institucinis palaikymas veiksmingos komunikacijos, sąmoningumo didinimo iniciatyvų ir tikslinio mokymo srityse.

Stiprios lyčių lygybės kultūros skatinimas, nulinė tolerancija diskriminacijai ir saugūs skundų teikimo mechanizmai yra svarbiausi žingsniai siekiant esminės lyčių lygybės aukštojo mokslo įstaigose. Tuo tikslu, remiantis tyrimo rezultatais, buvo sukurtos novatoriškos ir įtraukios priemonės, įskaitant atviros prieigos internetines mokymosi ir mokymo priemones, taip pat „Nediskriminavimo ir įtraukių universitetų vadovą“ [Manual for Non-Discrimination and Inclusive Universities].

Raktažodžiai: lyčių lygybė; aukštasis mokslas; žmogaus teisės.

Recipients of Scientific Discourse: Gendered Motivations for STEM Careers in Cross-National Comparison

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Women continue to be underrepresented in Science, Technology, Engineering, and Mathematics (STEM) education and careers, yet the reasons women and men give for choosing — or avoiding — STEM pathways vary across countries. Existing research has largely focused on participation gaps, paying less attention to the motivations underlying STEM choices and to how national contexts shape those motivations. This paper shifts the focus from outcomes to meaning: how women and men understand STEM education and careers, and how these understandings differ across educational and symbolic (media) environments.

The study examines gender differences in motivations for pursuing STEM studies and careers across eleven European countries, drawing on survey data from approximately 12,000 respondents. Rather than asking who enters STEM, the analysis explores why individuals are drawn to these fields, including instrumental motivations (such as job security and income), intrinsic motivations (interest and enjoyment), and social motivations (contributing to society).

The paper advances three theoretically-grounded expectations. First, national contexts characterized by stronger commitments to gender equality may allow individuals greater freedom to express gender-typed motivations. Second, countries in which STEM is symbolically framed as socially meaningful and publicly valuable may reduce gendered differences in motivations. Third, more flexible and inclusive education systems may weaken early gendered sorting by allowing motivations to evolve over time.

Methodologically, the paper compares motivations across countries and between women and men, focusing on both convergence and divergence. The expected findings will indicate that in more gender-egalitarian educational and symbolic contexts, women's motivations for choosing STEM careers more closely resemble those of men, particularly with respect to intrinsic interest and socially oriented motivations.

The paper concludes that reducing gender gaps in STEM requires attention not only to access and participation, but also to the cultural meanings and institutional signals that shape how scientific careers are imagined and valued.

Keywords: STEM careers; professional aspiration; gender inequality; educational and symbolic contexts; cross-national comparison.

Adressaten wissenschaftlicher Diskurse: Geschlechtsspezifische Motivationen für MINT-Karrieren im länderübergreifenden Vergleich

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Frauen sind in der Ausbildung und in Berufen im Bereich Mathematik, Informatik, Naturwissenschaften und Technik (MINT) weiterhin unterrepräsentiert. Die Gründe, die Frauen und Männer für die Wahl – oder Vermeidung – eines MINT-Studiums angeben, variieren jedoch je nach Land. Die bisherige Forschung hat sich überwiegend auf Partizipationslücken konzentriert und dabei sowohl die Motivationen hinter der MINT-Wahl als auch den Einfluss nationaler Kontexte auf diese Motivationen weniger berücksichtigt. Der vorliegende Beitrag verschiebt daher den Fokus von Ergebnissen hin zu Bedeutungen: Er untersucht, wie Frauen und Männer MINT-Ausbildung und -Berufe verstehen und wie sich diese Deutungen in unterschiedlichen Bildungs- sowie symbolischen (medialen) Kontexten unterscheiden.

Die Studie analysiert geschlechtsspezifische Unterschiede in den Motivationen für ein Studium und eine Karriere in den MINT-Fächern in elf europäischen Ländern und stützt sich auf Umfragedaten von rund 12.000 Befragten. Anstatt zu fragen, wer ein MINT-Studium aufnimmt, wird untersucht, warum sich Individuen diesen Feldern zuwenden. Berücksichtigt werden dabei instrumentelle Motive (z. B. Arbeitsplatzsicherheit und Einkommen), intrinsische Motive (Interesse und Freude) sowie soziale Motive (ein Beitrag zum Gemeinwohl).

Der Beitrag formuliert drei theoretisch begründete Erwartungen. Erstens könnten nationale Kontexte mit stärkeren institutionellen Verpflichtungen zur Geschlechtergleichstellung Individuen mehr Freiheit bieten, geschlechtstypische Motivationen auszudrücken. Zweitens könnten Länder, in denen MINT symbolisch als gesellschaftlich bedeutsam und öffentlich wertvoll gerahmt wird, geschlechtsspezifische Unterschiede in den Motivationen verringern. Drittens könnten flexiblere und inklusivere Bildungssysteme eine frühe geschlechtsspezifische Sortierung abschwächen, indem sie es erlauben, dass sich Motivationen im Zeitverlauf entwickeln.

Methodisch vergleicht die Studie Motivationsmuster zwischen Ländern sowie zwischen Frauen und Männern und untersucht sowohl Konvergenzen als auch Divergenzen. Die erwarteten Ergebnisse deuten darauf hin, dass in geschlechteregalitäreren Bildungs- und symbolischen Kontexten die Motivationen von Frauen für die Wahl von MINT-Berufen stärker denen von Männern ähneln, insbesondere im Hinblick auf intrinsische Interessen und sozial orientierte Motive.

Abschließend argumentiert der Beitrag, dass die Verringerung geschlechtsspezifischer Ungleichheiten in MINT nicht nur den Zugang und die Teilnahme betreffen darf, sondern auch die kulturellen Bedeutungen und institutionellen Signale berücksichtigen muss, durch die wissenschaftliche Karrieren vorgestellt und bewertet werden.

Stichwörter: MINT-Berufe; berufliche Aspirationen; Geschlechterungleichheit; Bildungs- und symbolische Kontexte; länderübergreifender Vergleich.

Learning Science through Sustainable Fashion: The NEST Project Case

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This paper presents NEST as a qualitative practice-based case study examining how sustainable fashion can function as a pedagogical tool for science education from a gender-intersectional perspective. Developed over more than a decade (2014–2024) in southern Spain (Andalusia), specifically in the city of Málaga, the analysis focuses on its most recent implementation during the 2023–2024 academic year. The study addresses the conference theme, Women as Recipients of Scientific Discourse, by examining how girls and women engage with sustainability-related scientific concepts when embedded in creative, community-based learning environments.

The research aims to explore how participation in an intergenerational sustainable fashion project influences girls' engagement with scientific discourse, environmental awareness, and self-perception as active recipients of knowledge. It is guided by the following research question: How does a fashion-based, intergenerational learning environment shape girls' reception and appropriation of scientific knowledge on sustainability?

The study adopts a qualitative case study design grounded in action research. Participants include 24 primary school pupils (ages 8–10) from a socioeconomically disadvantaged public school, 20 undergraduate fashion design students, teachers from both educational contexts, and participating family members. Data were collected through participant observation, reflective journals, visual and material artefacts (including textile designs and a fashion film), and informal group discussions. Data were analysed using thematic analysis, with attention to patterns related to scientific understanding, agency, and gendered narratives.

Preliminary findings indicate increased engagement with sustainability-related scientific concepts, particularly among girls, alongside greater confidence in expressing environmental opinions and making consumption-related decisions. The results suggest that framing scientific content through embodied and creative practices enhances accessibility and relevance, especially for participants traditionally marginalised from scientific discourse.

The study concludes that sustainable fashion initiatives such as NEST can operate as effective mediating spaces in which girls and women become active recipients and interpreters of scientific knowledge. Although context-specific, the findings highlight the potential of interdisciplinary, gender-aware educational practices to foster more inclusive science learning.

Keywords: sustainable fashion; science education; gender perspective; intersectionality; service-learning.

Aprendiendo ciencia a través de la moda sostenible: el caso del proyecto NEST

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Este trabajo presenta el proyecto NEST como un estudio de caso cualitativo basado en la práctica que analiza cómo la moda sostenible puede funcionar como herramienta pedagógica para la educación científica desde una perspectiva de género interseccional. El proyecto se ha desarrollado durante más de diez años (2014–2024) en el sur de España (Andalucía), concretamente en la ciudad de Málaga, y el análisis se centra en su implementación más reciente durante el curso académico 2023–2024. El estudio se vincula con la temática de la conferencia 'Mujeres como receptoras del discurso científico', analizando cómo niñas y mujeres se relacionan con conceptos científicos vinculados a la sostenibilidad cuando estos se integran en contextos educativos creativos y comunitarios.

La investigación tiene como objetivo explorar cómo la participación en un proyecto intergeneracional de moda sostenible influye en la implicación de las niñas con el discurso científico, la conciencia medioambiental y la autopercepción como receptoras activas de conocimiento. El estudio se guía por la siguiente pregunta de investigación: ¿Cómo influye un entorno de aprendizaje intergeneracional basado en la moda en la recepción y apropiación por parte de las niñas del conocimiento científico sobre la sostenibilidad?

El estudio adopta un diseño cualitativo basado en la investigación-acción. Los participantes incluyen 24 alumnos de primaria (de entre 8 y 10 años) de una escuela pública en situación de desventaja socioeconómica, 20 estudiantes universitarios de diseño de moda, profesores de ambas instituciones y familiares participantes. Los datos se recopilaron mediante observación participante, diarios reflexivos, artefactos visuales y materiales (diseños textiles y películas de moda), así como debates informales en grupo. Los datos se analizaron mediante análisis temático, centrándose en patrones relacionados con la comprensión científica, la agencia y las narrativas de género.

Los resultados preliminares indican un mayor compromiso con los conceptos científicos relacionados con la sostenibilidad, especialmente entre las niñas, junto con una mayor confianza para expresar opiniones medioambientales y tomar decisiones relacionadas con el consumo. Los resultados sugieren que enmarcar el contenido científico a través de prácticas creativas y encarnadas facilita su accesibilidad y relevancia, especialmente para participantes tradicionalmente marginados del discurso científico.

El estudio concluye que proyectos de moda sostenible como NEST pueden funcionar como espacios mediadores eficaces en los que niñas y mujeres se convierten en receptoras e intérpretes activas del conocimiento científico. Aunque los resultados son contextuales, ponen de relieve el potencial de prácticas educativas interdisciplinarias y sensibles al género para fomentar un aprendizaje científico inclusivo.

Palabras clave: moda sostenible; educación científica; perspectiva de género; interseccionalidad; aprendizaje-servicio.

Linking Career Expectations and Internal Marketing: Insights from Highly Skilled Professionals

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This study examines how highly skilled professionals in Lithuania's finance and IT sectors perceive their career expectations and the extent to which organisations meet them through internal marketing practices. Drawing on the internal marketing perspective of "employees as customers", the study identifies a clear misalignment between employees' career-related expectations and the internal value organisations deliver, with this misalignment varying across gender groups. Employees place the highest value on supportive leadership, a friendly work environment, work–life balance, transparent HR processes, and job security; however, these dimensions are also those in which organisational practices are perceived as weakest, particularly among women.

Based on a survey of 302 employees, the results reveal significant differences across socio-demographic groups, including notable gender disparities in both career expectations and perceived fulfilment. Women attribute significantly higher importance than men to horizontal career opportunities, career support measures, and work–life balance, while simultaneously reporting lower perceived fulfilment of supportive leadership. From an internal marketing perspective, this indicates that career-related internal marketing practices are experienced unevenly across gender groups, reflecting persisting structural inequalities and reinforcing existing evidence on gendered career constraints. Additionally, hybrid work models are associated with more positive career perceptions than fully on-site work, suggesting that flexible work arrangements can serve as an effective internal marketing tool.

The findings contribute to internal marketing and career development theory by explicitly integrating gendered career expectations into internal marketing frameworks and by proposing a career-related internal marketing model for knowledge-intensive organisations. In practice, the study offers guidance on developing individualised, gender-responsive career support measures that enhance employee engagement, satisfaction, and retention.

Keywords: internal marketing; career expectations; employee engagement; career development; human resource management.

Karjeros lūkesčių ir vidinės rinkodaros sąsajos: aukštos kvalifikacijos specialistų požiūris

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Šiame tyrime analizuojama, kaip aukštos kvalifikacijos specialistai Lietuvos finansų ir IT sektoriuose suvokia savo karjeros lūkesčius ir kiek organizacijos juos atliepia taikydamos vidinės rinkodaros praktikas. Remiantis vidinės rinkodaros požiūriu, pagal kurį darbuotojai laikomi „vidiniais klientais“, nustatytas aiškus neatitikimas tarp darbuotojų karjeros lūkesčių ir organizacijų kuriamos vidinės vertės, o šio neatitikimo mastas skiriasi priklausomai nuo lyties. Darbuotojai didžiausią reikšmę teikia palaikančiai lyderystei, draugiškai darbo aplinkai, darbo ir asmeninio gyvenimo pusiausvyrai, skaidriems žmogiškųjų išteklių procesams ir darbo saugumui, tačiau būtent šiose srityse organizacijų praktikos vertinamos kaip silpniausios, ypač moterų.

Apklausus 302 darbuotojus, nustatyti reikšmingi skirtumai tarp socio-demografinių grupių, įskaitant ryškius lyčių skirtumus tiek karjeros lūkesčių, tiek jų įgyvendinimo suvokimo požiūriu. Moterys reikšmingai labiau nei vyrai vertina horizontalias karjeros galimybes, karjeros palaikymo priemones ir darbo bei asmeninio gyvenimo pusiausvyrą, tačiau kartu nurodo mažesnį palaikančios lyderystės įgyvendinimo lygį. Vidinės rinkodaros požiūriu tai rodo, kad su karjera susijusios vidinės rinkodaros praktikos skirtingų lyčių darbuotojų patiriamos nevienodai, atspindėdamos išliekančias struktūrines nelygybes ir patvirtindamos ankstesnius tyrimus apie lyčių nulemtus karjeros apribojimus. Be to, nustatyta, kad hibridiniai darbo modeliai siejami su pozityvesniu karjeros vertinimu nei visiškai nuotolinis darbas biure, leidžiant juos vertinti kaip veiksmingą vidinės rinkodaros priemonę.

Tyrimo rezultatai prisideda prie vidinės rinkodaros ir karjeros plėtros teorijos, aiškiai integruodami lyčių požiūriu diferencijuotus karjeros lūkesčius į vidinės rinkodaros koncepcijas ir siūlydami su karjera susijusį vidinės rinkodaros modelį žinioms imliose organizacijose. Praktiniu požiūriu tyrimas pateikia rekomendacijas individualizuotų ir lyčiai jautrių karjeros palaikymo priemonių kūrimui, siekiant didinti darbuotojų įsitraukimą, pasitenkinimą darbu ir išlaikymą.

Raktažodžiai: vidinė rinkodara; karjeros lūkesčiai; darbuotojų įsitraukimas; karjeros plėtra; žmogiškųjų išteklių valdymas.

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Gender Inequality in Healthcare: How Sexism Shapes Women's Health Outcomes in Western Healthcare Systems

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The aim of this article is to examine gender inequality in healthcare as a sociological issue, analysing how women's health has been historically marginalized and continues to be shaped by sexist practices and norms. The study explores how this historical exclusion influences contemporary Western healthcare systems and women's health outcomes.

While gender bias and health disparities are acknowledged in academic literature, in practice, they are often dismissed or addressed as technical issues rather than outcomes of sexist social structures. This study provides a sociological perspective by examining how gender inequality in healthcare is produced and sustained through gendered norms and research practices that influence the quality of women's healthcare.

Methodologically, the study combines a literature review with qualitative content and discourse analysis to examine historical and contemporary trends in women's healthcare and their impact on female patient safety and quality of care. Case-based examples documented in academic literature from multiple Western countries, including delayed diagnoses of women's pain-related and reproductive health conditions, are used to illustrate patterns of dismissal.

The research reveals that contemporary healthcare systems continue to operate on a male-default model, resulting in unequal care practices, dismissal of women's health concerns, and incorrect or delayed diagnoses. Although overt discrimination has diminished in many Western healthcare contexts, inequality persists through research practices, clinical frameworks and healthcare policy.

Among the research limitations, the study relies on secondary data and published sources. Future research could incorporate empirical qualitative data, including interviews with patients, healthcare professionals and researchers, as well as comparative analyses across healthcare systems.

The research has practical implications, as it provides insight into the sociological aspects of gender inequality in healthcare and highlights how systematic sexism affects female patient safety and quality of care.

Keywords: gender inequality; healthcare; women's health; healthcare systems; sexism.

Lyčių nelygybė sveikatos priežiūroje: kaip seksizmas veikia moterų sveikatą Vakarų sveikatos priežiūros sistemose

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Straipsnyje siekiama atskleisti, kaip istoriškai įsitvirtinusios seksistinės socialinės normos veikia moterų sveikatos priežiūros kokybę Vakarų sveikatos priežiūros sistemose.

Nors lyčių nelygybė sveikatos priežiūros srityje yra aptariama akademinėje literatūroje, praktikoje ji neretai ignoruojama arba vertinama kaip pavienių problemų visuma, o ne kaip socialinių struktūrų padarinys. Tyrimas remiasi sociologine perspektyva, kuri leidžia atskleisti, kaip lyčių nelygybė sveikatos priežiūroje formuojasi ir išlieka per įsitvirtusias seksistines normas, kurios daro įtaką moterų sveikatos priežiūros kokybei.

Tyrime taikomi metodai: mokslinės literatūros analizė ir kokybinė turinio bei diskurso analizė. Analizuojamos istorinės ir šiuolaikinės moterų sveikatos priežiūros tendencijos bei jų poveikis moterų sveikatos priežiūros kokybei. Mokslinėje literatūroje aprašyti atvejų pavyzdžiai naudojami siekiant atskleisti pasikartojančias moterų sveikatos problemų nuvertinimo tendencijas, aptinkamas Vakarų sveikatos priežiūros sistemose.

Šiuolaikinės sveikatos priežiūros sistemos orientuojasi į vyriškąją lytį, kas lemia nelygiavertes gydymo praktikas, dažnesnį moterų sveikatos nusiskundimų nuvertinimą bei neteisingas ar pavėluotas diagnozes. Nors lyčių diskriminacija daugelyje Vakarų šalių yra sumažėjusi, lyčių nelygybė pastebima mokslinių tyrimų praktikoje, klinikiniuose sprendimuose, sveikatos politikoje.

Tyrimas remiasi antriniais duomenimis ir publikuotais šaltiniais. Tolimesniuose tyrimuose būtų tikslinga atlikti empirinius kokybinius tyrimus, pavyzdžiui pasitelkiant pacienčių, sveikatos priežiūros specialistų praktines patirtis ar atliekant tarpsisteminę lyginamąją analizę.

Tyrimas atskleidžia sociologinius lyčių nelygybės sveikatos priežiūroje aspektus ir įvardija būtinybę spręsti sisteminio seksizmo problemas siekiant gerinti moterų sveikatos priežiūros kokybę.

Raktažodžiai: lyčių nelygybė; sveikatos priežiūra; moterų sveikata; sveikatos priežiūros sistemos; seksizmas.

Scientific Representation of Social Responsibility Projects for Women's Empowerment: A Bibliometric Analysis of Global Trends

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Women's empowerment and gender equality are central themes in the global research agenda. Social responsibility projects contribute significantly to women's empowerment across economic, social, and cultural domains. However, there is no systematic evaluation of how these projects are represented in international academic literature. This study aims to address this visibility gap and outline key research trends.

The literature shows that women-oriented social responsibility initiatives are mostly examined within corporate social responsibility, civil society actions, and public policy. These works usually involve conceptual or empirical analyses focused on specific countries, sectors, or intervention areas. Although there is substantial research on women's representation in scientific activity and gender equality in academia, no bibliometric mapping exists that positions women-focused social responsibility projects within the academic field. This gap restricts a full understanding of scientific representation and the contribution of these projects to inclusive futures.

This study helps fill this gap by mapping the scientific visibility of women-related social responsibility projects. Using bibliometric analysis —a method that quantitatively examines publications to identify trends, collaboration networks, citations, and clusters— the study analyzes 939 articles published in the last five years in the Web of Science Core Collection.

Findings show that research on women-related social responsibility has increased annually and is mainly addressed from a corporate perspective. Key associated concepts include women's status, corporate governance, ESG, gender dynamics, gender diversity, board gender diversity, sustainability, and gender equity. Overall, the results demonstrate growing academic attention to gender equality in corporate contexts and highlight the need for broader, interdisciplinary approaches to women-oriented social responsibility.

Keywords: women empowerment; gender equality; corporate social responsibility; public relations; bibliometric analysis.

Kadınların Güçlenmesine Yönelik Sosyal Sorumluluk Projelerinin Bilimsel Temsili: Küresel Eğilimlerin Bibliyometrik Analizi

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Kadınların güçlenmesi ve toplumsal cinsiyet eşitliği, küresel araştırma gündeminin temel başlıkları arasında yer almaktadır. Sosyal sorumluluk projeleri, ekonomik, toplumsal ve kültürel alanlarda kadınların güçlenmesine önemli katkılar sunmaktadır. Ancak bu projelerin uluslararası akademik literatürde nasıl temsil edildiğine ilişkin sistematik bir değerlendirme bulunmamaktadır. Bu çalışma, söz konusu görünürlük boşluğunu ele almayı ve başlıca araştırma eğilimlerini ortaya koymayı amaçlamaktadır.

Literatür incelendiğinde, kadın odaklı sosyal sorumluluk girişimlerinin ağırlıklı olarak kurumsal sosyal sorumluluk, sivil toplum faaliyetleri ve kamu politikaları çerçevesinde ele alındığı görülmektedir. Bu çalışmalar genellikle belirli ülkeler, sektörler ya da müdahale alanlarına odaklanan kavramsal veya ampirik analizlerden oluşmaktadır. Kadınların bilimsel üretimde temsili ve akademide toplumsal cinsiyet eşitliği üzerine önemli bir literatür bulunmasına rağmen, kadın odaklı sosyal sorumluluk projelerini akademik alan içinde konumlandıran kapsamlı bir bibliyometrik haritalama çalışması mevcut değildir. Bu durum, söz konusu projelerin bilimsel temsiline ve kapsayıcı gelecekler inşa edilmesine yönelik katkılarına ilişkin bütüncül bir değerlendirmeyi sınırlandırmaktadır.

Bu çalışma, kadınlarla ilişkili sosyal sorumluluk projelerinin bilimsel görünürlüğünü haritalayarak bu boşluğun giderilmesine katkı sağlamaktadır. Yayın eğilimlerini, iş birliği ağlarını, atıf ilişkilerini ve tematik kümeleri nicel olarak inceleyen bibliyometrik analiz yöntemi kullanılarak, Web of Science Core Collection veri tabanında son beş yıl içinde yayımlanmış 939 makale analiz edilmiştir. Bulgular, kadınlarla ilişkili sosyal sorumluluk araştırmalarının yıllık olarak arttığını ve ağırlıklı olarak kurumsal bir perspektiften ele alındığını göstermektedir. Çalışmalarla ilişkilendirilen başlıca kavramlar arasında kadınların statüsü, kurumsal yönetişim, ESG, toplumsal cinsiyet dinamikleri, toplumsal cinsiyet çeşitliliği, yönetim kurullarında toplumsal cinsiyet çeşitliliği, sürdürülebilirlik ve toplumsal cinsiyet eşitliği yer almaktadır. Genel olarak sonuçlar, kurumsal bağlamlarda toplumsal cinsiyet eşitliğine yönelik akademik ilginin giderek arttığını ortaya koymakta ve kadın odaklı sosyal sorumluluğun daha geniş ve disiplinlerarası yaklaşımlarla ele alınması gerekliliğine işaret etmektedir.

Anahtar kelimeler: kadınların güçlenmesi; toplumsal cinsiyet eşitliği; kurumsal sosyal sorumluluk; halkla ilişkiler; bibliyometrik analiz.

The Voice of Female Researchers in Sports Research: Evidence from Lithuania

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Gender equality in academia is just as prevalent a topic as in industry. Sports research is a field that has traditionally been shaped by male-dominated norms. This study aims to examine the voices of female researchers in sports research in Lithuania, focusing on the level of research, academic titles and positions, and the thematic scope of their work within sport-related research. The concept of "voice" captures the generalized expression of research shaped by female researchers in the field of sport.

This study examines the representation and contributions of female researchers in Lithuanian sport research. Drawing on a comprehensive dataset of 101 identified Lithuanian Sports University scholars, most of whom are female representatives.

The research adopts a qualitative study method. For the data analysis, a mixed-methods approach is chosen: combining quantitative analysis of academic titles, positions, and publications with qualitative interpretation of research themes.

The results reveal that female researchers at Lithuanian Sports University are not inferior to their male counterparts and that they promote the country's name through scientific publications. Female researchers are more visible in scientific reporting and dissemination formats. Despite relatively balanced representation at early-career levels, their presence declines significantly in higher academic positions.

Publication patterns show that women contribute most actively to educational and health-oriented topics, while men remain dominant in sport performance and biomedical research areas. The findings reveal gender balance in sport research and a broad thematic spectrum.

Keywords: women in sports research; gender equality; sports research; academic careers and gender; Lithuania.

Moterų tyrėjų balsas sporto srities tyrimuose: Lietuvos atvejis

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Lyčių lygybės klausimas akademinėje aplinkoje yra ne mažiau aktualus, nei pramonėje. Sporto tyrimuose tradiciškai dominuoja vyrų suformuotos normos. Šio tyrimo tikslas – ištirti moterų tyrėjų balsus sporto tyrimuose Lietuvoje, daugiausia dėmesio skiriant mokslinių tyrimų lygiui, akademiniams laipsniams bei užimamoms pareigoms ir tyrimų tematikai. „Balso“ sąvoka naudojama visuminei moterų tyrėjų sporto srityje formuojamų tyrimų raiškai apibūdinti.

Šiame tyrime nagrinėjamas moterų tyrėjų atstovavimas ir indėlis į sporto tyrimus Lietuvoje Tyrimas atliktas remiantis išsamiu duomenų rinkiniu, kuriame buvo identifikuotas 101 Lietuvos sporto universiteto mokslinis darbuotojas, iš kurių dauguma yra moterys.

Tyrimui pasirinktas kokybinis tyrimas, taikant atvejo studijos tyrimo metodą. Analizei taikomas mišrus metodas, derinant kiekybinę akademinių laipsnių, užimamų pareigų ir publikacijų tipų duomenų analizę su kokybine tyrimų temų interpretacija. Rezultatai rodo, kad Lietuvos sporto universiteto mokslininkės nenusileidžia mokslininkams vyrams ir garsina šalies vardą mokslinėmis publikacijomis. Moterys mokslininkės pasižymi geresnėmis tyrimų publikacijomis ir įvairesnėmis mokslo komunikacijos formomis. Nepaisant gana subalansuoto atstovavimo ankstyvosiose karjeros srityse, moterų dalyvavimas užimant aukštesnius akademinius postus ženkliai sumažėja. Publikacijų tematikos analizė rodo, kad moterys aktyviausiai prisideda prie švietimo ir sveikatos srities temų, o vyrai išlieka dominuojantys sportinio rezultato ir biomedicininių tyrimų srityse.

Raktažodžiai: moterys sporto tyrimuose, lyčių lygybė, sporto tyrimai, akademinė karjera ir lytis, Lietuva.

Strategies to Reduce Gender Bias and Encourage Female Participation in Engineering Workforce in Pakistan

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Pakistan faces a severe gender disparity in its engineering workforce. Pakistan ranks last globally in gender parity, 148th out of 148 countries in the 2025 World Economic Forum Global Gender Gap Report, while women represent only 28 percent of the global engineering workforce, according to the UNESCO Institute for Statistics. Despite women making up half of the population, only 33,000 are licensed engineers with the Pakistan Engineering Council. Approximately 70% of women engineering graduates remain unemployed or out of the labor force, while the remaining 30% are employed primarily in office-based or academic roles, often in low-ranked positions. Fields such as maintenance, welding, plant commissioning, inspection, civil works, and surveying remain largely male-dominated. Sexual harassment, limited institutional support, and lack of professional networks are the main barriers. Moreover, few women engineers register under contractor categories, restricting career advancement and leadership opportunities.

This study aims to identify effective strategies to reduce gender bias and increase female participation across Pakistan's engineering sector. A mixed-methods approach is adopted, combining qualitative interviews with female engineers and industry stakeholders and quantitative surveys of graduates and employers. The research also examines workplace culture, institutional frameworks, and regulatory barriers that hinder women's engagement in technical and field-based engineering roles.

Expected outcomes include a comprehensive mapping of structural and cultural barriers, identification of engineering sectors with untapped female potential, and formulation of actionable strategies. Pakneftegaz, a research and training-oriented organization in Pakistan, actively addresses the engineering gender gap by offering mentorship, professional development for women engineers and technicians, and initiatives that foster workplace inclusivity.

Creating inclusive work cultures, strengthening institutional support, and promoting women's professional growth are essential to narrowing the gender gap. Successful implementation of these strategies is expected to enhance female participation, foster innovation, and contribute to sustainable development in Pakistan's engineering workforce.

Keywords: gender disparity; women engineers; Pakistan Engineering Council; workplace barriers; female participation.

پاکستان میں انجینئرنگ ورک فورس میں صنفی تعصب کو کم کرنے اور خواتین کی شرکت کی حوصلہ افزائی کے لیے حکمت عملی

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پاکستان کو اپنی انجینئرنگ افرادی قوت میں صنفی تعصب کا سامنا ہے۔ پاکستان صنفی مساوات میں عالمی سطح پر آخری نمبر پر ہے، 2025 ورلڈ اکنامک فورم گلوبل جینڈر گیپ رپورٹ میں 148 ممالک میں 148 ویں نمبر پر ہے، جبکہ یونیسکو انسٹی ٹیوٹ برائے شماریات کے مطابق عالمی انجینئرنگ ورک فورس میں خواتین کی نمائندگی صرف 28 فیصد ہے۔ خواتین کی آبادی کا نصف ہونے کے باوجود، پاکستان انجینئرنگ کونسل کے پاس صرف 33,000 لائسنس یافتہ انجینئر ہیں۔ تقریباً 70فیصدخواتین انجینئرنگ گریجویٹس بے روزگار یا لیبر فورس سے باہر رہتی ہیں، جب کہ بقیہ 30فیصدبنیادی طور پر دفتر میں یا تعلیمی اداروں میں، اکثر کم درجہ کی پوزیشنوں پر ملازمت کرتی ہیں۔ مینٹیننس، ویلڈنگ، پلانٹ کمیشننگ، انسپکشن، سول ورکس، اور سروے جیسے شعبوں میں زیادہ تر مردوں کا غلبہ ہے۔ جنسی طور پر براساں کرنا، محدود ادارہ جاتی تعاون، اور پیشہ ورانہ نیٹ ورکس کی کمی اہم رکاوٹیں ہیں۔ مزید برآں، چند خواتین انجینئرز کنٹریکٹر کیٹیگریز کے تحت رجسٹر ہوتی ہیں، جو کیرئیر کی ترقی اور قیادت کے مواقع کو محدود کرتی ہیں۔

اس مطالعہ کا مقصد پاکستان کے انجینئرنگ سیکٹر میں صنفی تعصب کو کم کرنے اور خواتین کی شرکت کو بڑھانے کے لیے موثر حکمت عملیوں کی نشاندہی کرنا ہے۔

خواتین انجینئرز اور صنعت کے اسٹیک ہولڈرز کے ساتھ معیاری انٹرویوز، گریجویٹس اور آجروں کے کوالیٹیٹوسروے کو یکجا کرتے ہوئے ایک مخلوط طریقہ کار اپنایا جاتا ہے۔ تحقیق کام کی جگہ کی ثقافت، ادارہ جاتی فریم ورک، اور ریگولیٹری رکاوٹوں کا بھی جائزہ لیتی ہے جو تکنیکی اور فیلڈ پر مبنی انجینئرنگ کے کرداروں میں خواتین کی شمولیت کو روکتی ہیں۔

متوقع نتائج میں ساختی اور ثقافتی رکاوٹوں کی جامع نقشہ سازی، خواتین کی صلاحیت کا انجینئرنگ کے شعبوں میں استعمال نہ ہونا، اور قابل عمل حکمت عملیوں کی تشکیل شامل ہے۔

پاکستان میں ایک تحقیق اور تربیت پر مبنی تنظیم Pakneftegaz

رہنمائی، خواتین انجینئرز اور تکنیکی ماہرین کے لیے پیشہ ورانہ ترقی، اور کام کی جگہ کی اس کے علاوہ فروغ دینے کے اقدامات کی پیشکش کے ذریعے انجینئرنگ کے صنفی فرق کو فعال طور پر دور کرتی ہے۔

صنفی فرق کو کم کرنے کے لیے جامع کام کی ثقافتوں کی تشکیل، ادارہ جاتی تعاون کو مضبوط کرنا، اور خواتین کی پیشہ ورانہ ترقی کو فروغ دینا ضروری ہے۔ ان حکمت عملیوں کے کامیاب نفاذ سے خواتین کی شرکت میں اضافہ، اختراع کو فروغ دینے اور پاکستان کی انجینئرنگ افرادی قوت میں پائیدار ترقی میں تعاون کی توقع ہے۔

مطلوبہ الفاظ: صنفی تضاد؛ خواتین انجینئرز؛ پاکستان انجینئرنگ کونسل؛ کام کی جگہ رکاوٹیں؛ خواتین کی شرکت

Abortion in European News Media Discourse: A Feminist Critical Socio-Cognitive Approach

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This presentation aims to introduce and contextualise the EU-funded postdoctoral project DARE ('Abortion in European Mainstream News Media: A Feminist Critical Socio-Cognitive Discourse Study'). DARE adopts a feminist critical socio-cognitive approach to analyse how abortion has been talked about in five major European news media websites — BBC, The Guardian, Euronews, Reuters, and Politico Europe — during the pandemic and post-pandemic period (2020–2025). These outlets play an important role in shaping public opinion in Europe, as they target broad global audiences and attract millions of monthly visitors.

DARE takes the pandemic as its starting point, not only to systematically build and analyse a corpus of current news reports on abortion, but also to examine how abortion has been represented in a context of increasing polarisation. Abortion access in Europe is unequal and heterogeneous, as persistent barriers remain in many countries. Such inequality has been exacerbated by the backlash linked to the rise and normalisation of right-wing populisms and their discriminatory anti-gender discourses, which promote abortion stigma.

By merging Feminist Critical Discourse Studies and Socio-Cognitive Discourse Studies, DARE aims to bring forward the polarising potential of discourse and the influence of context and ideology in the perpetuation (and challenging) of anti-abortion attitudes and narratives sustained by the patriarchal social order.

Methodologically, this project combines quantitative corpus-based and discourse-driven text mining techniques with qualitative critical context-based analyses to identify the socially divisive representations of abortion. More specifically, it seeks to tackle the main themes and patterns of inclusion, exclusion, and evaluation of social actors related to the abortion debate. Based on the transformational power of feminist scholarship, DARE intends to achieve the overarching goal of advocating for reproductive justice and contributing to the normalisation of abortion in Europe.

Keywords: abortion; polarisation; discourse; Europe; news media.

El aborto en el discurso de medios de comunicación europeos: un enfoque feminista crítico sociocognitivo

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Esta presentación tiene como objetivo explicar y contextualizar el proyecto posdoctoral DARE ('Abortion in European Mainstream News Media: A Feminist Critical Socio-Cognitive Discourse Study'), financiado por la UE. DARE adopta un enfoque feminista crítico sociocognitivo para analizar cómo se ha tratado el tema del aborto en cinco sitios web de medios de comunicación europeos populares —BBC, The Guardian, Euronews, Reuters y Politico Europe— durante y después de la pandemia de COVID-19 (2020 – 2025). Estos medios desempeñan un papel fundamental en la formación de la opinión pública en Europa, ya que se dirigen a una amplia audiencia global y cuentan con millones de visitas mensuales.

DARE toma la pandemia como punto de partida no solo para construir y analizar sistemáticamente un corpus de noticias actuales sobre el aborto, sino también para examinar cómo se ha representado el aborto en un contexto de creciente polarización. El acceso al aborto en Europa es desigual y heterogéneo, ya que en muchos países siguen existiendo barreras persistentes. Esta desigualdad se ha visto agravada por la reacción negativa vinculada al auge y la normalización de los populismos de derecha y sus discursos discriminatorios anti-género, que promueven la estigmatización del aborto.

Al combinar los estudios críticos feministas y sociocognitivos del discurso, DARE pretende mostrar el potencial polarizador del discurso y la influencia del contexto y la ideología en la perpetuación (y cuestionamiento) de actitudes y narrativas antiabortistas sostenidas por el orden social patriarcal.

En términos metodológicos, este proyecto combina técnicas cuantitativas de análisis de datos basadas en corpus con análisis cualitativos críticos centrados en el contexto para identificar representaciones del aborto socialmente divisivas. Más concretamente, pretende abordar los principales temas y patrones de inclusión, exclusión y evaluación de los actores sociales relacionados con el debate sobre el aborto. Basándose en el poder transformador de los estudios feministas, DARE pretende alcanzar el objetivo fundamental de defender la justicia reproductiva y contribuir a la normalización del aborto en Europa.

Palabras clave: aborto; polarización; discurso; Europa; medios de comunicación.

Women as Entrepreneurs and Caregivers in Scientific Literature and the Media: A Spanish Perspective

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Female entrepreneurship is often presented as an option that offers greater flexibility and a better work-life balance. However, these representations tend to obscure persistent gender inequalities in the distribution of unpaid care work among family members, which influence women's business careers. In Spain, women assume a large part of the responsibility for caring for dependents, a factor that conditions both their access to entrepreneurship and the sustainability of the businesses they run. Despite growing academic interest in gender and entrepreneurship, the figure of the woman caregiver-entrepreneur remains conceptually underdeveloped in both scientific literature and media discourse.

The main objective of the study is to analyse assessments and trends in the scientific literature and in the media regarding the treatment of women entrepreneurs in relation to their role as caregivers. The methodology adopts a mixed-methods design: first, a bibliometric analysis of publications indexed in Web of Science is conducted using VOSviewer; and second, a thematic analysis of Spanish press headlines is conducted with automated text mining techniques in Orange Data Mining.

The results indicate that caregivers' work remains an under-researched topic in the academic literature and is often overshadowed by the broader issue of work-life balance. In the press, women caregivers are predominantly portrayed through narratives of sacrifice and resilience, with little attention to the structural or political dimensions of caregiving. The findings highlight the systematic invisibility of caregiving, which contributes to advancing the concept of women caregivers as a distinct and analytically relevant topic within research on female entrepreneurship for the future design of policies, communication strategies, and the development of more inclusive entrepreneurial ecosystems.

Keywords: female entrepreneurship; caregiving; media discourse analysis; bibliometric analysis.

Las mujeres como emprendedoras y cuidadoras en la literatura científica y los medios de comunicación: una perspectiva española

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El emprendimiento femenino a menudo se presenta como una opción que ofrece mayor flexibilidad y un mejor equilibrio entre la vida laboral y personal. Sin embargo, siguen existiendo desigualdades de género en la distribución del trabajo de cuidados no remunerado entre los miembros de la familia, lo que influye en la carrera empresarial de las mujeres. En España, las mujeres asumen gran parte de la responsabilidad del cuidado de las personas dependientes, un factor que condiciona tanto su acceso al emprendimiento como a la sostenibilidad de los negocios que dirigen. A pesar del creciente interés académico por el género y el emprendimiento, la figura de la mujer cuidadora-emprendedora sigue estando poco representada.

El objetivo principal del estudio es analizar la valoración y las tendencias en la literatura científica y en los medios de comunicación en relación con el tratamiento de las mujeres emprendedoras en su papel de cuidadoras. La metodología adopta un diseño mixto: en primer lugar, llevando a cabo un análisis bibliométrico de las publicaciones indexadas en Web of Science utilizando el software VOSviewer; y, en segundo lugar, realizando un análisis temático de los titulares de la prensa española con el apoyo de técnicas automatizadas de minería de textos utilizando Orange Data Mining.

Los resultados indican que el trabajo de las cuidadoras sigue siendo un tema poco investigado en la literatura académica y que a menudo queda eclipsado por la conciliación de la vida laboral y familiar, quedando expuesta la invisibilidad sistemática del cuidado, lo que contribuye a promover el concepto de las mujeres cuidadoras como un tema diferenciado y analíticamente relevante dentro de la investigación sobre el emprendimiento femenino para el diseño futuro de políticas, estrategias de comunicación y el desarrollo de ecosistemas emprendedores más inclusivos.

Palabras clave: investigación en comunicación; mujeres; comunicación; mujeres como objeto de estudio; estudios de igualdad de género.

Beyond the Skills Gap: How Empowering Women Can Transform the Future of Cybersecurity

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The demand for computer science professionals, particularly in cybersecurity, has grown rapidly amid accelerating digital transformation, rising cyber threats, and expanding regulatory requirements. However, the global technology sector faces a persistent and critical skills shortage, with cybersecurity roles among the hardest to fill. At the same time, women remain significantly underrepresented in computer science and cybersecurity, despite possessing skills and competencies that closely align with the demands of these fields. In 2024, women accounted for 19.5% of information and communication technology specialists in the EU. In Lithuania, the numbers were even lower – only 18.2%. This imbalance represents both a challenge and an untapped opportunity.

Women bring diverse perspectives, problem-solving approaches, communication skills, and risk awareness that are highly valuable in cybersecurity, where technical expertise must be combined with analytical thinking, ethical judgment, teamwork, and continuous learning. Greater female participation in computer science and cybersecurity has the potential to address workforce shortages and to strengthen innovation, resilience, and decision-making in technical teams.

This study aims to examine measures to increase women's participation in cybersecurity in Lithuania by identifying key challenges and mapping relevant national and international initiatives, including targeted educational programs and community outreach efforts. The methodological approach is based on a review and assessment of these initiatives, focusing on their scope, implementation, and effectiveness.

The results indicate that addressing the shortage of skilled cybersecurity professionals requires reexamining social norms, institutional practices, and career pathways. Making computer science and cybersecurity careers more attractive to women can advance gender equality while strengthening digital security capacity. The study concludes that realizing this potential requires structural and cultural changes across education, industry, and society, including early exposure to computing, inclusive curricula, visible role models, mentoring and sponsorship, unbiased recruitment, flexible working arrangements, and supportive workplace cultures.

Keywords: women in cybersecurity; digital skills shortage; computer science workforce; gender diversity in information and communication technology.

Už įgūdžių trūkumo ribų: kaip moterys gali pakeisti kibernetinio saugumo ateitį

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Informatikos specialistų paklausa, ypač kibernetinio saugumo srityje, sparčiai auga reaguojant į spartėjančią skaitmeninę transformaciją, didėjančias kibernetines grėsmes ir besiplečiančius reguliavimo reikalavimus. Tačiau pasaulinis technologijų sektorius susiduria su nuolatiniu ir kritiniu įgūdžių trūkumu, o kibernetinio saugumo pareigybės yra vienos sunkiausiai užpildomų. Tuo pačiu metu moterys vis dar yra nepakankamai atstovaujamos informatikos ir kibernetinio saugumo profesijose, nepaisant to, kad turi įgūdžių ir kompetencijų, kurios puikiai atitinka šių sričių poreikius. 2024 m. moterys sudarė 19,5 % informacinių ir ryšių technologijų specialistų Europos Sąjungoje. Lietuvoje šie skaičiai buvo dar mažesni – tik 18,2 %. Šis disbalansas yra ir iššūkis, ir neišnaudota galimybė.

Moterys pasižymi ypatingais gabumais, problemų sprendimo metodais, bendravimo įgūdžiais ir rizikų suvokimu, kurie yra labai vertingi kibernetinio saugumo srityje, kur techninės žinios turi būti derinamos su analitiniu mąstymu, etiniu vertinimu, komandiniu darbu ir nuolatiniu mokymusi. Didesnis moterų dalyvavimas informatikos ir kibernetinio saugumo srityse gali padėti spręsti darbo jėgos trūkumo problemą ir sustiprinti inovacijas, atsparumą ir sprendimų priėmimą techninėse komandose. Tyrimai rodo, kad mišrios komandos yra geriau pasirengusios numatyti grėsmes, kurti saugias sistemas ir veiksmingai reaguoti į sudėtingus incidentus.

Norint realizuoti šį potencialą, reikia struktūrinių ir kultūrinių pokyčių švietimo, pramonės ir visuomenės srityse, įskaitant ankstyvą supažindinimą su kompiuterija, įtraukias mokymo programas, mentorystę, nešališką įdarbinimą, lanksčias darbo sąlygas ir palaikančią darbo atmosferą. Šiame tyrime analizuojamos priemonės, reikalingos moterų dalyvavimui kibernetinio saugumo srityje Lietuvoje didinti, apžvelgiant pagrindinius iššūkius ir atitinkamas nacionalines bei tarptautines iniciatyvas.

Siekiant išspręsti kvalifikuotų kibernetinio saugumo specialistų trūkumo problemą, reikia iš naujo peržiūrėti socialines normas, institucines praktikas ir karjeros kelius. Sistemingas moterų įsitraukimo į informatiką ir kibernetinį saugumą gali ne tik prisidėti prie lyčių lygybės bet ir sustiprinti skaitmeninio saugumo pajėgumus.

Raktažodžiai: moterys kibernetinio saugumo srityje, skaitmeninių įgūdžių trūkumas, informatikos ir kibernetinio saugumo specialistai, lyčių įvairovė informacinių ir ryšių technologijų srityje.

Research in Communication from a Gender Perspective: Evidence from Academic Production

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Spain has a comparatively favorable position regarding the proportion of women engaged in research, exceeding the European Union average. Nevertheless, this numerical representation does not translate into a proportional integration of a gender perspective across research content, frameworks, and analytical approaches. This disparity has led to the development of specific regulatory and policy frameworks, notably the Spanish Strategy for Science, Technology and Innovation (SECTI) 2021–2027, promoted by public authorities responsible for national science policy. The SECTI establishes integrating a gender perspective into research and innovation activities as a cross-cutting strategic objective.

Against this backdrop, the present study provides a systematic analysis of the incorporation of a gender perspective in academic research within the field of communication. The study pursues two main objectives: a) to examine the extent to which women are included as an explicit object of study, and b) to identify the presence of intersectional approaches in the scientific production of the discipline.

To address these objectives, a mixed-methods research design is employed. The quantitative component is based on a systematic review of peer-reviewed articles indexed in Scopus, focusing on variables such as authorship patterns, thematic orientations, and methodological approaches. The qualitative component consists of a thematic content analysis aimed at examining the conceptual frameworks adopted, the degree of explicit engagement with gender perspectives, and the key limitations identified in the analyzed studies.

The findings indicate a high level of representation of women as an object of study, underscoring the growing academic interest in gender-related issues within communication research.

Keywords: communication research; women; communication; women as objects of study; gender equality studies.

La dimensión de género en la investigación en comunicación: evidencias de la producción académica

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España presenta una situación favorable en cuanto al porcentaje de mujeres dedicadas a la investigación, que se sitúa por encima de la media de la Unión Europea. Sin embargo, esta presencia no se traduce de manera equivalente en la incorporación de la perspectiva de género en los contenidos y enfoques de la investigación. Esta brecha ha motivado el desarrollo de marcos normativos específicos, como la Estrategia Española de Ciencia, Tecnología e Innovación (SECTI) 2021-2027, impulsada por los organismos públicos responsables de la política científica, que establece como objetivo transversal la integración del enfoque de género en la actividad investigadora.

En este contexto, el presente estudio analiza de manera sistemática la presencia de la perspectiva de género en la investigación académica en comunicación. Sus objetivos son: a) identificar la inclusión de las mujeres como objeto de estudio y b) detectar la presencia de enfoques interseccionales en la producción científica del área.

Para ello, se emplea una metodología mixta. El análisis cuantitativo se basa en la revisión de artículos científicos indexados en Scopus, atendiendo a variables como autoría, temáticas y enfoques metodológicos. El análisis cualitativo se articula mediante un análisis de contenido temático, orientado a interpretar los marcos conceptuales empleados, la explicitación del enfoque de género y las principales limitaciones de los estudios analizados.

Los resultados muestran una alta representación de las mujeres en su consideración como objeto de estudio, poniendo de relieve el interés por el tema.

Palabras clave: investigación en comunicación; mujeres; comunicación; mujeres como objeto de estudio; estudios de igualdad de género.

How Education System Structures Influence Women's Participation in STEM Fields: North Macedonia Compared with EU Trends

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Women remain underrepresented in science, technology, engineering, and mathematics (STEM) fields despite sustained global efforts to promote gender equality. This paper examines the role of education systems in shaping women's participation in STEM, with a comparative focus on women in higher education in North Macedonia and selected European Union contexts.

Using secondary statistical data for the period 2017–2024 and relevant comparative literature, the study analyzes how curriculum structures, teacher expectations, career guidance, and institutional support influence women's educational choices and long-term engagement in STEM. The analysis focuses on higher education and draws on national data from North Macedonia, complemented by comparative indicators from selected EU member states (Slovenia, Croatia, and Germany), and EU average data.

The findings indicate that women in North Macedonia participate at relatively high levels in higher education overall; however, persistent gender segregation persists within specific STEM disciplines, particularly engineering and information technology. When compared with broader European trends, similar patterns of gender segregation are observed, although socio-cultural norms and limited institutional encouragement appear to exert a stronger influence in more traditional contexts.

The study confirms that formal access to education alone is insufficient to ensure balanced representation in STEM fields. It argues that education systems play a decisive role in either reproducing or challenging gendered outcomes. The paper concludes that targeted educational reforms—such as inclusive curricula, teacher training, and structured mentorship—are essential for strengthening women's participation in STEM higher education in North Macedonia and beyond.

Keywords: women in STEM; higher education; education systems; North Macedonia; EU comparison.

Како структурите на образовниот систем влијаат врз учеството на жените во STEM областите, Северна Македонија споредено со трендовите во ЕУ

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Жените остануваат недоволно застапени во областите на науката, технологијата, инженерството и математиката (STEM) и покрај постојаните глобални напори за промовирање на родовата еднаквост. Овој труд ја испитува улогата на образовните системи во обликувањето на учеството на жените во STEM, со компаративен фокус на високото образование во Северна Македонија и одбрани контексти на ЕУ.

Користејќи секундарни статистички податоци за периодот 2017–2024 година и релевантна компаративна литература, студијата анализира како структурите на наставните програми, очекувањата на наставниците, кариерното водство и институционалната поддршка влијаат врз образовните избори на жените и долгорочното ангажирање во STEM. Анализата се потпира на национални податоци дополнети со компаративни од одбрани земји-членки на ЕУ (Словенија, Хрватска и Германија), како и просечни податоци на ЕУ.

Наодите покажуваат дека жените во Северна Македонија покажуваат релативно високо учество во високото образование во целина; сепак, постојаната родова сегрегација останува очигледна во рамките на специфичните STEM дисциплини, особено инженерството и информатичката технологија. Во споредба со пошироките европски трендови, се забележуваат слични модели на родова сегрегација, иако социо-културните норми и ограниченото институционално охрабрување се чини дека имаат посилно влијание во потрадиционалните контексти.

Студијата потврдува дека само формалниот пристап до образование е недоволен за да се обезбеди балансирана застапеност во STEM областите. Образовните системи играат одлучувачка улога или во репродукцијата или во оспорувањето на родовите резултати. Во трудот се заклучува дека образовни реформи - како што се инклузивните наставни програми, обуката на наставниците и структурираното менторство - се од суштинско значење за зајакнување на учеството на жените во STEM.

Клучни зборови: жени во STEM, високо образование, образовни системи, Северна Македонија, споредба со ЕУ.

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Social Representations of Women Entrepreneurs in Lithuanian Media

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Women's entrepreneurship has gained increasing attention in policy and academic debates; however, gender inequalities persist even in relatively dynamic entrepreneurial ecosystems. Lithuania demonstrates near gender parity in early-stage entrepreneurial activity; nevertheless, women remain underrepresented among owners of established businesses and in high-growth, technology-intensive sectors. This suggests that numerical participation does not automatically translate into equal leadership recognition or public visibility. Recent research highlights that cultural meanings and media discourse play a crucial role in shaping entrepreneurial identities and legitimacy beyond structural factors.

This study aims to examine how Lithuanian media construct social representations of women entrepreneurs and how these representations shape dominant understandings of entrepreneurship, leadership, and gender. It also seeks to identify recurring representational patterns and to assess whether media discourse reinforces or challenges gendered norms within entrepreneurship.

The research adopts a "social representations" perspective to examine the Lithuanian media content, including national online news portals, business-oriented publications, and selected social media outputs. It combines qualitative content analysis and critical discourse analysis to identify dominant themes, symbolic frames, and gendered narratives related to leadership competence, innovation, work–life balance, emotionality, and entrepreneurial legitimacy.

The study is expected to reveal ambivalent representations of women entrepreneurs, in which professional success is acknowledged but frequently framed through individualized, exceptional, or gender-stereotypical narratives. The preliminary findings suggest that entrepreneurial achievements are often personalized rather than linked to "strategic leadership" or broader economic contributions, reinforcing a symbolic distinction between "exceptional" women entrepreneurs and a masculinized entrepreneurial norm.

Keywords: social representations; women entrepreneurs; media discourse; gender and entrepreneurship; leadership representation.

Moterų verslininkų socialinis reprezentatyvumas Lietuvos žiniasklaidoje

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Moterų verslumas sulaukia vis didesnio dėmesio politinėse ir akademinėse diskusijose, tačiau lyčių nelygybė išlieka net ir palyginti dinamiškose verslumo ekosistemose. Lietuvoje moterų ir vyrų skaičius pradiniame verslumo etape yra beveik vienodas, tačiau moterys vis dar yra nepakankamai atstovaujamos tarp įsitvirtinusių verslų savininkų ir sparčiai augančiuose, technologijomis intensyviuose sektoriuose. Tai rodo, kad skaičiais išreikštas dalyvavimas automatiškai nereiškia moterų lyderystės pripažinimo. Naujausi tyrimai rodo, kad kultūrinės reikšmės ir žiniasklaidos diskursas atlieka lemiamą vaidmenį formuojant lyderio tapatybę ir teisėtumą, nepaisant struktūrinių veiksnių.

Šio tyrimo tikslas – ištirti, kaip Lietuvos žiniasklaida konstruoja moterų verslininkių socialinį įvaizdį ir kaip šis įvaizdis formuoja vyraujančias verslumo, lyderystės ir lyčių sampratas. Taip pat siekiama identifikuoti pasikartojančius moterų atvaizdavimo modelius ir įvertinti, ar žiniasklaidos diskursas stiprina ar kvestionuoja lyčių normas verslumo srityje.

Tyrime taikoma „socialinių reprezentacijų“ perspektyva, siekiant ištirti Lietuvos žiniasklaidos turinį, įskaitant nacionalinius internetinius naujienų portalus, verslui skirtus leidinius ir atrinktus socialinės žiniasklaidos pranešimus. Jame derinama kokybinė turinio analizė ir kritinė diskurso analizė, siekiant nustatyti dominuojančias temas, simbolinius rėmus ir su lytimi susijusius naratyvus, susijusius su lyderystės kompetencija, inovacijomis, darbo ir asmeninio gyvenimo pusiausvyra, emocionalumu ir verslumo teisėtumu.

Tyrimas turėtų atskleisti dviprasmiškus moterų verslininkių atvaizdus, kuriuose profesinė sėkmė yra pripažįstama, bet dažnai pateikiama individualizuotuose, išskirtiniuose arba lyčių stereotipais pagrįstuose naratyvuose. Preliminarūs rezultatai rodo, kad verslumo pasiekimai dažnai yra personalizuoti, o ne siejami su „strateginiu vadovavimu“ ar platesniu ekonominiu indėliu, taip sustiprinant simbolinį skirtumą tarp „išskirtinių“ moterų verslininkių ir vyriškos verslumo normos.

Raktažodžiai: socialinis įvaizdis; moterys verslininkės; žiniasklaidos diskursas; lytis ir verslumas; lyderystės įvaizdis.

Gender and Academic and Professional Structures in University Education in Audiovisual Communication and Advertising in Spain

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This research analyses how organisational structures in the audiovisual communication and advertising sector shape the ideation and production of audiovisual content, with particular attention to the role of women in creative and leadership positions. It is grounded in the premise that organisational culture and talent management models directly influence women's participation, professional development, and visibility within decision-making processes. The study addresses three interconnected dimensions: the professional profiles and competencies required in key creative roles, the alignment between Spanish university education and industry demands, and the persistence of structural barriers such as the glass ceiling.

Adopting a mixed-methods approach, the research examines the correspondence between competencies developed in Spanish undergraduate and postgraduate programmes in audiovisual communication and advertising and those required in professional practice. It also explores organisational constraints that hinder women's access to positions of creative authority and managerial responsibility. The methodological design is structured in three phases: a systematic documentary review following the PRISMA protocol, a content analysis of university curricula in Spain, and quantitative surveys targeting women across different hierarchical levels to assess perceptions and experiences related to the glass ceiling.

The expected findings suggest a significant mismatch between university training and the strategic, leadership, and organisational skills demanded by industry structures. Moreover, the results are likely to confirm the persistence of hierarchical organisational models that restrict women's advancement into creative leadership roles, thereby reinforcing gender inequalities within the sector. By linking education, organisational dynamics, and gender, this study aims to provide empirical evidence to inform educational reform, equality policies, and the development of more inclusive organisational models in audiovisual communication and advertising.

Keywords: advertising; audiovisual; communication; gender; professional structures; university education.

Género y estructuras académicas y empresariales en la formación universitaria de Comunicación Audiovisual y Publicidad en España

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Esta investigación examina el impacto de las estructuras organizativas del sector de la comunicación audiovisual y la publicidad en los procesos de ideación y producción de contenidos, con especial atención al papel de las mujeres en posiciones creativas y de liderazgo. Parte de la premisa de que la cultura organizativa y los modelos de gestión del talento condicionan la participación, el desarrollo profesional y la visibilidad femenina en la toma de decisiones. El estudio se articula en torno a tres dimensiones interrelacionadas: los perfiles profesionales y competencias exigidas en los roles creativos clave, la adecuación de la formación universitaria española a las demandas del sector y la persistencia de barreras estructurales como el techo de cristal.

Desde un enfoque metodológico mixto, la investigación analiza la correspondencia entre las competencias promovidas en los programas universitarios españoles de grado y posgrado en comunicación audiovisual y publicidad y aquellas requeridas en el ejercicio profesional. Asimismo, explora los obstáculos organizativos que limitan el acceso de las mujeres a puestos de responsabilidad creativa y directiva. El diseño metodológico se estructura en tres fases: una revisión documental sistemática mediante el protocolo PRISMA, un análisis de contenido de los planes de estudio universitarios en España y encuestas cuantitativas a mujeres situadas en distintos niveles jerárquicos para evaluar sus percepciones y experiencias en relación con el techo de cristal.

Los resultados esperados apuntan a un desajuste entre la formación universitaria y las competencias estratégicas, organizativas y de liderazgo demandadas por la industria, así como a la persistencia de estructuras jerárquicas que dificultan la progresión de las mujeres hacia puestos de liderazgo creativo. Al vincular educación, organización empresarial y género, el estudio busca aportar evidencia empírica para orientar reformas educativas, políticas de igualdad y el diseño de modelos organizativos más inclusivos en la comunicación audiovisual y la publicidad.

Palabras clave: publicidad; audiovisual; comunicación; género; estructura organizacional; formación universitaria.

Visible Tattoos and Academic Professionalism: Perceptions at Mykolas Romeris University

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Tattoos have become increasingly common among young adults participating in the higher education system. Previous studies show that up to 30% of the population in Western countries have tattoos. This trend is more common among younger age groups and females. This can pose a challenge for these groups in terms of social acceptance in more conservative work environments, such as universities.

Therefore, social perception of visible tattoos is becoming more relevant in the professional domain within academic communities. Despite extensive research on tattoo perceptions in professional settings, few studies examine how tolerance of visible tattoos differs by individuals' institutional role (e.g., students, academic staff), and gender. Since younger women more commonly have tattoos than men, they are potentially at higher risk of being negatively perceived in academic settings. Such studies are lacking.

Our work aims to fill this gap by quantitatively analyzing perceptions of visible tattoos within the academic setting. Our survey assesses the perception and tolerance of visible tattoos in the community of Mykolas Romeris University. A 28-item questionnaire was used for data collection. We used statistical software (JASP 0.18.3) to analyze the sample of 213 respondents (51 male and 162 female).

The results show that there is a statistically significant difference in tolerance toward visible tattoos between male and female respondents ($p<0.001$), between students and university staff ($p<0.001$), and between tattooed individuals versus people without tattoos ($p<0.001$). The findings indicate that women are more likely to be tattooed than men (40,7% vs 17,6%), and that tattooed individuals are more tolerant towards visible tattoos ($p<0.001$, Spearman's Rho=0.3). A Mann-Whitney U test showed that females report significantly higher tolerance toward visible tattoos than males ($p<0.001$). The research suggests that in academic settings, visible tattoos function as noticeable visual cues that influence levels of acceptance.

Keywords: tattoo perception; higher education; visual communication.

Matomos tatuiruotės ir akademinis profesionalumas: požiūriai Mykolo Romerio universitete

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Tatuiruotės tampa vis populiaresnės tarp jaunų suaugusiųjų, dalyvaujančių aukštojo mokslo sistemoje. Ankstesni tyrimai rodo, kad iki 30 proc. Vakarų šalių gyventojų turi tatuiruotes. Ši tendencija yra labiau paplitusi tarp jaunesnių amžiaus grupių ir moterų. Tai gali kelti iššūkį šioms grupėms socialinio priimtinumo požiūriu konservatyvesnėse darbo aplinkose, tokiose kaip universitetai.

Todėl matomų tatuiruočių suvokimas tampa vis aktualesnis akademinių bendruomenių profesinėje srityje. Nepaisant išsamių tyrimų apie tatuiruočių suvokimą profesinėje aplinkoje, trūksta tyrimų, kurie nagrinėja, kaip tolerancija matomoms tatuiruotėms skiriasi priklausomai nuo asmens institucinio vaidmens (pvz., studentai, akademinis personalas) ir lyties. Kadangi jaunos moterys dažniau turi tatuiruotes nei vyrai, jos gali būti labiau pažeidžiamos dėl neigiamo jų traktavimo akademinėje aplinkoje.

Tyrimų, kurie šią problematiką nagrinėtų - trūksta. Dėl šios priežasties mes kiekybiškai analizuojame matomų tatuiruočių suvokimą akademinėje aplinkoje (Mykolo Romerio universiteto bendruomenėje). Duomenims rinkti buvo naudojamas 28 klausimų klausimynas. Naudodami statistinę programinę įrangą (JASP 0.18.3) analizavome 213 respondentų (51 vyras ir 162 moterys) imties atsakymų. Rezultatai rodo, kad yra statistiškai reikšmingas skirtumas tarp vyrų ir moterų respondentų ($p<0,001$), studentų ir universiteto darbuotojų ($p<0,001$) bei tatuiruotų asmenų ir netatuiruotų asmenų ($p<0,001$) tolerancijos matomoms tatuiruotėms kontekste.

Rezultatai rodo, kad moterys yra labiau linkusios darytis tatuiruotes nei vyrai (40,7 proc. prieš 17,6 proc.), o tatuiruoti asmenys yra tolerantiškesni matomų tatuiruočių atžvilgiu ($p<0,001$, Spearman's Rho=0,3). Mann-Whitney U testas parodė, kad moterys yra tolerantiškesnės matomoms tatuiruotėms nei vyrai ($p<0,001$). Šie rezultatai rodo, kad akademinėje aplinkoje matomos tatuiruotės veikia kaip pastebimi vizualiniai dirgikliai, kurie gali daryti poveikį asmens priimamumui akademinėje aplinkoje.

Raktažodžiai: tatuiruočių suvokimas; aukštasis išsilavinimas, vizualinė komunikacija.

Comparing Gendered Career Narratives in Italian and Lithuanian Educational and Work Contexts

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Gender-based discrimination continues to shape educational and professional trajectories, often in subtle and normalized forms that persist even in contexts explicitly committed to equality. Social narratives circulating within educational institutions and workplaces play a crucial role in legitimising, obscuring, or challenging gendered expectations, thereby influencing career aspirations, self-perception, and participation in gender-atypical fields.

This study aims to investigate how gender-based discrimination is perceived, experienced, and interpreted within educational and work-related contexts, with a specific focus on the role of everyday narratives and interpersonal dynamics. The research seeks to: 1) identify recurring narrative patterns that sustain gendered career expectations; 2) explore how such narratives are emotionally processed by individuals; and 3) examine their potential impact on educational choices and professional positioning.

An exploratory qualitative design was adopted. Semi-structured interviews were conducted with Italian and Lithuanian participants, focusing exclusively on experiences within schools, universities, and workplaces. Interviews were conducted online, in Italian or English depending on participants' preferences, and lasted approximately 30 minutes. Data were analysed using thematic analysis, complemented by a comparative cross-national approach to identify convergences and context-specific differences.

Data analysis suggests the presence of shared narrative structures that subtly reinforce gendered norms, particularly through micro-interactions and role expectations.

The findings highlight the need to address not only overt barriers but also the narrative and symbolic dimensions of gender inequality. Interventions in education and work settings may benefit from targeting everyday storytelling practices as leverage points for promoting more gender-inclusive career pathways.

Keywords: gender-based discrimination; social narratives; education and work contexts; gendered career choices; cross-national comparison.

Confronto tra narrazioni di carriera legate al genere nei contesti educativi e lavorativi italiani e lituani

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La discriminazione basata sul genere continua a influenzare i percorsi formativi e professionali, spesso in forme sottili e normalizzate che persistono anche in contesti esplicitamente impegnati a favore dell'uguaglianza. Le narrazioni sociali che circolano all'interno delle istituzioni educative e dei luoghi di lavoro svolgono un ruolo cruciale nel legittimare, oscurare o mettere in discussione le aspettative di genere, influenzando così le aspirazioni professionali, la percezione di sé e la partecipazione a settori atipici dal punto di vista del genere.

Questo studio vuole indagare come la discriminazione di genere viene percepita, vissuta e interpretata nei contesti educativi e lavorativi, con particolare attenzione al ruolo delle narrazioni quotidiane e delle dinamiche interpersonali. La ricerca si propone di: 1) identificare modelli narrativi ricorrenti che sostengono le aspettative di carriera legate al genere; 2) esplorare come tali narrazioni vengono elaborate emotivamente dagli individui; e 3) esaminare il loro potenziale impatto sulle scelte educative e sul posizionamento professionale.

È stato adottato un disegno qualitativo esplorativo. Sono state condotte interviste semi-strutturate con partecipanti italiani e lituani, concentrandosi sulle esperienze all'interno di scuole, università e luoghi di lavoro. Le interviste sono state condotte online, in italiano o in inglese a seconda delle preferenze dei partecipanti, e hanno avuto una durata media di circa 30 minuti. I dati sono stati analizzati utilizzando l'analisi tematica, integrata da un approccio comparativo transnazionale per identificare convergenze e differenze contesto-specifiche.

L'analisi dei dati suggerisce la presenza di narrazioni condivise che rafforzano in modo implicito le norme di genere, in particolare attraverso micro-interazioni legate alle aspettative di ruolo.

I risultati evidenziano la necessità di affrontare non solo le barriere manifeste, ma anche la dimensione narrativa e simbolica della disuguaglianza di genere. Gli interventi in ambito educativo e lavorativo potrebbero trarre vantaggio dal concentrarsi sulle pratiche di narrazione quotidiana come punti di leva per promuovere percorsi di carriera più inclusivi dal punto di vista del genere.

Parole chiave: discriminazione basata sul genere; narrazioni sociali; contesti educativi e lavorativi; scelte di carriera basate sul genere; confronto multiculturale.

"Awakening Vocations in STEM": A Workshop on Gender, Language, and Role Models in Primary Education

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Children's drawings of the World of Work often reveal significant gender stereotyping. STEM (Science, Technology, Engineering, and Mathematics) jobs are no exception. Therefore, from the Wom=n Equity in Research Committee of the Society of Spanish Researchers in the UK (SRUK), we present the Children's Workshop "Awakening Vocations in STEM".

The aim is to help break down gender stereotypes and preconceptions, while children aged 5 to 12 experience the joy of science. The workshop will be developed in Primary Schools in Spain, Argentina, and the United Kingdom during the academic year 2025-2026.

The methodological design includes three activities:

During Activity 1, children will be asked to draw a scientist. Drawings will be collected and the gender(s) depicted in the drawings will be identified using common signifiers.

In Activity 2, children will enjoy a hands-on scientific activity (participating under supervision) whilst watching a previously recorded experiment conducted by a female SRUK member.

Activity 3 takes place in two different moments: directly after completing Activity 2 and a few days after. Children will create their Paper Doll Scientist by using a provided template and a set of printable scientific accessories. After dressing their favourite scientist, they will name their model, allowing us to guess the gender.

The expected results of this workshop will serve to 1) assess the stereotypes that pupils hold regarding scientists, 2) investigate whether a gendered language, such as Spanish, influences these stereotypes when compared to non-gendered languages, such as English, and 3) examine whether brief exposure to a female role model can modify initial stereotypical perceptions. Overall, these findings are expected to contribute to a better understanding of early gender bias in STEM and to inform future educational interventions aimed at promoting gender equality.

Keywords: stereotypes; STEM; primary school students; female scientist role model; influence of languages.

"Despertando vocaciones en STEM": un taller sobre género, lenguaje y referentes en la educación primaria

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Los dibujos infantiles sobre el mundo laboral suelen revelar estereotipos de género significativos. Las profesiones STEM (ciencia, tecnología, ingeniería y matemáticas) no son una excepción. Por ello, desde el Comité de Muj=r y Ciencia de la Sociedad de Científicos Españoles en Reino Unido (SRUK/CERU), presentamos el taller infantil "Despertando Vocaciones en STEM".

Su objetivo es contribuir a desmontar estereotipos y preconcepciones de género, así como ofrecer a alumnado de 5 a 12 años la experiencia de disfrutar haciendo ciencia. El taller se llevará a cabo en centros de Educación Primaria de España, Argentina y Reino Unido, durante el curso académico 2025-2026.

El diseño metodológico incluye tres actividades:

Durante la Actividad 1, el alumnado dibujará a una persona que trabaja en ciencia. Se recopilarán los dibujos y se identificará el género representado en ellos utilizando indicadores visuales comunes.

En la Actividad 2, el alumnado participará (bajo supervisión) en una actividad científica práctica mientras observa un experimento previamente grabado realizado por una investigadora de SRUK/CERU.

La Actividad 3 se desarrollará en dos momentos diferentes: inmediatamente después de completar la Actividad 2 y unos días más tarde. El alumnado creará su propio modelo de "persona que trabaja en ciencia" utilizando una plantilla proporcionada y un conjunto de accesorios científicos imprimibles. Después de "vestir" a su persona de ciencia favorita, le pondrán un nombre, lo que permitirá identificar el género representado.

Los resultados de este taller servirán para 1) evaluar los estereotipos que el alumnado tiene sobre las personas que hacen ciencia, 2) investigar si un idioma con distinción de género, como el español, influye en estos estereotipos en comparación con idiomas no marcados por el género, como el inglés, y 3) analizar si la exposición breve a una figura inspiradora femenina puede modificar las percepciones estereotipadas iniciales.

Estos hallazgos podrán contribuir a una mejor comprensión de los sesgos de género tempranos en STEM y orientar futuras intervenciones educativas para promover la igualdad de género.

Palabras clave: estereotipos; STEM; alumnado de primaria; científicas; influencia del lenguaje.

Language, Variation and Gender: A Dialectal Map of Gender-Inclusive Language in Spanish

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This paper presents a dialectal map of the most established linguistic practices in contemporary Spanish used to represent and name gender from an inclusive linguistic perspective that seeks to give greater visibility to diverse individuals and social groups in a more egalitarian manner.

The Spanish language is currently undergoing a process of grammatical evolution and large-scale linguistic change, driven by proposals that challenge the patriarchal legacy of the generic masculine as the unmarked default grammatical gender. These proposals unsettle and question normative usage in order to develop new gender morphemes and pronouns capable of addressing the linguistic and cultural limitations of a grammatical system grounded in a binary tradition.

Across geographically distant yet interconnected Spanish-speaking regions, new solutions and linguistic practices are emerging and coexisting within political, journalistic and academic discourse, as well as on social media and in everyday public usage. These developments reflect the pluricentric dynamics inherent to Spanish as a transnational and intrinsically fluid language.

This study examines inclusive language from a dialectal perspective, identifying the most widespread forms circulating in formal written contexts within political and administrative domains. Drawing on theoretical and conceptual frameworks from sociolinguistics and dialectology, we have developed a dialectal map based on a corpus compiled from diverse documentary sources. This approach allows us to situate contemporary grammatical reinterpretations of human gender across all Spanish-speaking countries.

Examining and comparing social trends related to inclusive language and its domains of use in the Spanish-speaking world enables a clearer understanding of the global scope and impact of this grammatical change. Ultimately, this analysis aims to identify those proposals that are most firmly established and most likely to gain broader acceptance in general Spanish, a language continually shaped by regional norms and local varieties.

Keywords: language and gender; inclusive language; grammar variation; dialectal map; Spanish.

Lengua, variación y género: mapa dialectal del lenguaje inclusivo en español

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En este trabajo presentaremos un mapa dialectal de los usos lingüísticos más asentados en el español actual que se utilizan para representar y nombrar el género desde una perspectiva lingüística inclusiva, que busca dar visibilidad a distintos tipos de personas y colectivos de forma más igualitaria.

La lengua española está experimentando un proceso de evolución gramatical y cambio lingüístico de gran magnitud global, a través de las propuestas que cuestionan la herencia patriarcal del masculino genérico como género gramatical no marcado, o deshaciendo y desafiando la norma para crear nuevos morfemas de género y pronombres que subsanen las limitaciones lingüísticas y culturales de un sistema lingüístico de tradición binaria. Desde varias regiones hispanohablantes distantes pero conectadas se están generando soluciones y nuevos usos que conviven y se alternan en el lenguaje político, periodístico, académico, también en las redes sociales y la calle, siguiendo las dinámicas pluricéntricas propias de la lengua, transnacional y fluida en esencia.

Este estudio aborda el análisis del lenguaje inclusivo desde una perspectiva dialectal, localizando los usos más generalizados que circulan en contextos escritos formales de ámbito político y administrativo. Para ello, partiendo de presupuestos teóricos y conceptuales propios de la sociolingüística y la dialectología, hemos elaborado un mapa dialectal basado en un corpus extraído de distintas fuentes documentales que nos han servido para situar estas reinterpretaciones gramaticales del género humano en todos los países de habla hispana.

Poder acceder y contrastar de manera crítica las tendencias sociales respecto al lenguaje inclusivo y sus ámbitos de uso hispánico nos ayudará a entender las dimensiones globales de este cambio gramatical y su impacto, con el fin de identificar aquellas propuestas más arraigadas y con visos de ocupar mayor espacio en el español general, que se nutre y se moldea desde las normas regionales y las hablas locales.

Palabras clave: lengua y género; lenguaje inclusivo; variación gramatical; mapa dialectal; español.

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Cultivating Leaders: Partnerships to Advance Leadership Pathways of Kenyan Women in Research Ecosystems

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International research partnerships shape career pathways for Kenyan women researchers. These partnerships may, however, emphasize short-term training rather than sustained leadership development. This position paper focuses on women doctoral candidates and early-to-mid-career university faculty, examining how partnership design, funding modalities, and governance arrangements influence retention, promotion, and research independence.

The paper aims to i) map the relationship between partnership features such as co-leadership clauses, co-funding, career-development budgets, mobility/return provisions and leadership outcomes for women researchers in Kenya; ii) identify partnership modalities that produce durable, gender-equitable career trajectories; iii) recommend implementable policy and institutional reforms for international funders, Kenyan institutions of higher learning and national research bodies.

It synthesizes document analysis of partnership agreements and grant terms, quantitative analyses of career outcomes, and insights from women in research i.e., doctoral candidates, faculty, institutional research managers, and international collaborators.

The findings may reveal that partnerships that embed long-term career pipelines, explicit co-leadership requirements, and dedicated career-development funding anticipate correlation with higher retention and leadership outcomes for women than short-term training models. The paper expects to surface administrative, cultural, and funding design barriers that perpetuate gendered attrition.

The paper concludes by proposing three prioritized actions: a) mandatory gender-responsive partnership clauses for international grants administered through Kenyan institutions; b) institutional approval criteria linking international collaborations to measurable culture, diversity, and inclusion plans; and c) co-funded return and retain fellowships to secure sustainable career starts for women returning from mobility placements. These recommendations are intended for immediate uptake by Kenyan universities, non-governmental bodies conducting research, national research institutions, and international funders.

Potential risks include tokenistic compliance and donor dependency, which can be mitigated through milestone-based disbursement, independent monitoring, and co-funding requirements.

Keywords: women in research; international collaboration; Kenya; research leadership; capacity strengthening.

Kukuza Viongozi: Ushirikiano Wa Kuendeleza Safari Za Uongozi Za Wanawake Wa Kenya Katika Mifumo Ya Iklojia Ya Utafiti

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Ushirika wa utafiti wa kimataifa huunda njia za kazi kwa watafiti wanawake wa Kenya. Hata hivyo, ushirikiano huu unaweza kusisitiza mafunzo ya muda mfupi badala ya maendeleo endelevu ya uongozi. Karatasi hii ya msimamo inazingatia wagombea wa udaktari wanawake na kitivo cha chuo kikuu cha mapema hadi katikati ya taaluma, ikichunguza jinsi muundo wa ushirikiano, mbinu za ufadhili, na mpangilio wa utawala unavyoathiri uhifadhi, ukuzaji na uhuru wa utafiti.

Karatasi hii inalenga i) kuorodhesha uhusiano kati ya vipengele vya ushirikiano kama vile vifungu vya uongozi mwenza, ufadhili mwenza, bajeti za maendeleo ya kazi, vifungu vya uhamaji/kurudi na matokeo ya uongozi kwa watafiti wanawake nchini Kenya; ii) kutambua mbinu za ushirikiano zinazozalisha njia za kazi za kudumu na zenye usawa wa kijinsia; iii) kupendekeza mageuzi ya sera na taasisi yanayoweza kutekelezwa kwa wafadhili wa kimataifa, taasisi za elimu ya juu za Kenya na mashirika ya utafiti ya kitaifa.

Inaunganisha uchambuzi wa hati za makubaliano ya ushirikiano na masharti ya ruzuku, uchambuzi wa kiasi wa matokeo ya kazi, na maarifa kutoka kwa wanawake katika utafiti yaani wagombea wa udaktari, kitivo, mameneja wa utafiti wa taasisi, na washirika wa kimataifa.

Matokeo yanaweza kufichua kwamba ushirikiano unaojumuisha mifumo ya kazi ya muda mrefu, mahitaji dhahiri ya uongozi mwenza, na ufadhili wa kujitolea wa maendeleo ya kazi unatarajia uhusiano na matokeo ya juu ya uhifadhi na uongozi kwa wanawake kuliko mifumo ya mafunzo ya muda mfupi. Karatasi inatarajia kuibua vikwazo vya muundo wa kiutawala, kitamaduni, na ufadhili vinavyoendeleza uachaji wa kijinsia.

Karatasi inahitimisha kwa kupendekeza hatua tatu zilizopewa kipaumbele: a) vifungu vya lazima vya ushirikiano vinavyozingatia jinsia kwa ruzuku za kimataifa zinazotolewa kupitia taasisi za Kenya; b) vigezo vya idhini ya kitaasisi vinavyounganisha ushirikiano wa kimataifa na mipango inayopimika ya utamaduni, utofauti, na ujumuishaji; na c) marejesho yanayofadhiliwa kwa pamoja na kudumisha ushirika ili kupata mwanzo endelevu wa kazi kwa wanawake wanaorudi kutoka nafasi za uhamaji. Mapendekezo haya yanajitokeza kwa matumizi ya haraka na vyuo vikuu vya Kenya, mashirika yasiyo ya kiserikali yanayofanya utafiti, taasisi za kitaifa za utafiti, na wafadhili wa kimataifa.

Hatari zinazowezekana ni utiifu wa ishara na utegemezi wa wafadhili, ambao unaweza kupunguzwa kupitia utoaji wa msingi wa hatua muhimu, ufuatiliaji huru, na mahitaji ya ufadhili mwenza.

Maneno muhimu: wanawake katika utafiti; ushirikiano wa kimataifa; Kenya; uongozi wa utafiti; uimarishaji wa uwezo.

The RAICEX Research and Gender Commission: Advancing the Visibility of Women in Science

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The Research and Gender Commission (IgR) of RAICEX (Network of Associations of Spanish Researchers and Scientists abroad) works to raise the visibility of women in science and support them, promoting outreach, international cooperation, and research on gender equality, with a particular focus on Spanish women researchers abroad. Its overarching objective is to reduce the gender gap and advance toward effective and sustainable equality in scientific and technological fields.

Methodologically, the Commission adopts a qualitative case-study approach, drawing on the experiences of Spanish women scientists working in research centers and universities across more than 20 countries on five continents. Since 2019, the Commission has developed a wide range of initiatives, including videos, international conferences, panel discussions, surveys, and thematic calendars highlighting the role of women in science worldwide.

Among its main outcomes are the international roundtable “Gender Equality Policies in Science: An International Perspective” (2021), a video campaign launched for the International Day of Women and Girls in Science (11F) in 2022, and the publication of the White Paper on Gender Equity in Science and Academia (2025). Many of these actions were carried out in connection with key international dates such as 11F and International Women’s Day (8M). These initiatives aim to make visible the structural inequalities, gender biases, and career barriers faced by women and other underrepresented groups in research careers, integrating an intersectional and international perspective.

In parallel, the Commission seeks to strengthen global networks that promote evidence-based policies and initiatives oriented toward inclusive, safe, and equitable scientific environments. Looking ahead, the Commission also aims to collaborate with Spanish government entities responsible for gender equity, fostering partnerships that integrate research insights into national policy and practice.

Keywords: gender equality; women in Science; intersectionality; research policy; international collaboration.

La Comisión de Investigación y Género de RAICEX: hacia una mayor visibilidad de las mujeres en Ciencia

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La Comisión de Investigación y Género (IgR) de RAICEX (Red de Asociaciones de Investigadores y Científicos Españoles en el Exterior) trabaja para aumentar la visibilidad y dar apoyo a las mujeres en Ciencia, promoviendo actividades de divulgación, cooperación internacional e investigación sobre igualdad de género, con un enfoque particular en las investigadoras españolas en el exterior. Su objetivo general es reducir la brecha de género y avanzar hacia una igualdad efectiva y sostenible en los ámbitos científico y tecnológico.

Desde el punto de vista metodológico, la Comisión adopta un enfoque cualitativo basado en estudios de caso, apoyándose en las experiencias de científicas españolas que trabajan en centros de investigación y universidades en más de 20 países en cinco continentes. Desde 2019, la Comisión ha desarrollado una amplia gama de iniciativas, entre ellas vídeos, congresos internacionales, mesas redondas, encuestas y calendarios temáticos que destacan el papel de las mujeres en Ciencia a nivel mundial.

Entre sus principales resultados se encuentran la mesa redonda internacional "Políticas de igualdad de género en la ciencia: una perspectiva internacional" (2021), una campaña de vídeos lanzada con motivo del Día Internacional de la Mujer y la Niña en la Ciencia (11F) en 2022, y la publicación del Libro Blanco sobre políticas de género en ciencia y academia (2025). Muchas de estas acciones se llevaron a cabo en relación con fechas internacionales clave como el 11F y el Día Internacional de la Mujer (8M). Estas iniciativas tienen como objetivo visibilizar las desigualdades estructurales, los sesgos de género y las barreras profesionales a las que se enfrentan las mujeres y otros colectivos infrarrepresentados en la carrera investigadora, integrando una perspectiva interseccional e internacional.

Paralelamente, la Comisión busca fortalecer redes globales que promuevan políticas e iniciativas basadas en la evidencia y orientadas a entornos científicos inclusivos, seguros y equitativos. De cara al futuro, la Comisión también aspira a colaborar con entidades del Gobierno de España responsables de la igualdad de género, fomentando alianzas que integren los resultados de la investigación en las políticas y prácticas nacionales.

Palabras clave: equidad de género; mujeres en Ciencia; interseccionalidad; política científica; colaboración internacional.

Empowering Women in Science Globally: Professional Association as Inclusion Infrastructure

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Women's participation in global scientific communities is largely uneven, shaped by persistent gendered, geographical, and institutional inequalities. This paper examines the role of international professional associations in bridging these gaps and how a structured internationalisation effort can be a template for women's inclusion, empowerment, participation, and visibility in science.

The primary objective of the study is to assess how structures contribute to women's access, visibility, leadership opportunities, and participation within global scientific networks. Specifically, it asks how academic professional associations can foster inclusion through regionalisation, particularly for those located outside dominant Global North knowledge centres.

Using the International Communication Association's (ICA) internationalisation programme as a case study, the paper focuses on the establishment of ICA regional chapters as a mechanism for inclusion and women's empowerment. The study adopts a qualitative case study approach, drawing on document analysis, semi-structured interviews, and the author's reflexive insights of the author's situated experience as a chair of an ICA regional chapter, to analyse how this initiative has fostered inclusion, especially in relation to women.

The expected results indicate that ICA's regional chapters enhance women's inclusion in science by expanding access to professional resources, creating more connected scholarly spaces, and presenting leadership and international collaboration opportunities that benefit women. At the same time, the study anticipates differences in outcomes due to region-specific peculiarities and institutional capacities, which can provide insights for crafting broader inclusion practices in global academic bodies.

The paper concludes by arguing that academic professional associations play an important role in bridging gaps in women's participation in science, with the capacity to create infrastructures that empower women. It highlights the importance of sustained, gender-responsive institutional strategies for a sustainable and equal future of science.

Keywords: empowering women; academic professional associations; internationalisation; ICA regional chapters.

Empower Women for Science Around the World: Professional Groups Dey Bring People Together

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Women participation for group wey dey do science for the world no balance, and partial — say person be woman, dey live for some kind place, or dey inside some group — strong. This paper look inside the way wey groups fit block this plenty partial, to fit reach everywhere for the world, make e easy to include, empower, and torchlight women.

The study check how groups fit help women for science, to enter inside well, torchlight their work, get chance to become leaders, and join do things inside. E ask how acada group fit make to include women easy for every region, especially for who no dey live for obodo oyibo country dem — Global North — wey groups plenty.

Na the program wey International Communication Association (ICA) use make their group spread everywhere for the world, we use do case study. The paper check how ICA start their regional chapters wey help them empower women. E still use wetin science call qualitative case study, check documents, talk to people, and use wetin who write this paper don experience as regional chapter leader for ICA, check as dem include women.

Results go show say ICA really include women for science as their space don big, reach more people, make more place and opportunity to lead and reach the whole world, plenty for women. The study go still look how this program dey work for different region, as all of dem dey different. The differences go help include more people for science group dem.

The paper end argue say, groups work dey important to close the gap wey dey make women no plenty for science and go still empower women. The paper also torchlight how to make better things for everybody — men and women — make science future last long without partial.

Keywords: empower women dem; school and book group dem; to reach the whole world; ICA regional chapters.

Editorial Practices in Gender Equality by the Spanish Foundation for Science and Technology (FECYT)

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In 2001, the Ministry of Science, Innovation and Universities of Spain created the FECYT (Spanish Foundation for Science and Technology) to promote open and inclusive science, as well as to evaluate the editorial and scientific quality of journals by awarding a Seal of Quality and a Honorable Mention of Good Editorial Practices in Gender Equality (HMGEPGE). It sought to eliminate structural gender gaps and consolidate equality as a standard of excellence.

This research aims to analyse the evolution of the HMGEPGE in Spanish scientific journals in the social sciences and humanities, taking into account temporal, disciplinary, and quartile positioning variables, and to evaluate the effectiveness of the procedure for assigning the HMGEPGE through a case study of the IROCAMM journal. The methodological design includes a descriptive and longitudinal analysis of the evolution (2018-2023) in obtaining the FECYT Seal and the HMGEPGE.

The results highlight that of the total number of unique journals analysed (N=581), only 36.7% had HMGEPGE. The number of journals that obtained the mention increased progressively, from 4.69% (2018) to 39.91% (2023). Differences were observed by category: Education and Communication journals had the highest number of mentions (31.5% and 29.6%), far ahead of other disciplines such as Archaeology (20.2%) and Fine Arts (18.8%). The percentage of journals with HMGEPGE is higher in the lower quartiles: 41.67% in Q3 and 39.19% in Q4.

The IROCAMM journal achieves the criteria for parity in the editorial committee (Women=52.2%; Men=47.8%), scientific committee (W=49.2%; M=50.8%), reviewers (W=60.6%; M=39.4%), and authorship (W=56%; M=44%), but does not obtain HMGEPGE in 2025.

The study concludes that the higher number of scientific journals with SQHMGEPGE among the worst-ranked journals is noteworthy. Bibliometric positioning should not be used as the sole indicator of scientific quality, and journals in the middle- and lower quartiles may exhibit levels of commitment to good practices comparable to those in the upper quartiles.

Keywords: journals; gender equality; inclusive science; public policies; scientific quality.

Prácticas editoriales en igualdad de género de la Fundación Española para la Ciencia y Tecnología (FECYT)

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El Ministerio de Ciencia, Innovación y Universidades de España creó en 2001 la FECYT (Fundación Española para la Ciencia y Tecnología) para velar por la ciencia abierta e inclusiva, así como para evaluar la calidad editorial y científica de las revistas otorgando un Sello de Calidad y una Mención de Buenas Prácticas Editoriales en Igualdad de Género (MBPEIG). Se aspiraba a eliminar las brechas de género estructurales y consolidar la igualdad como estándar de excelencia.

El objetivo de esta investigación es analizar la evolución de la MBPEIG en revistas científicas españolas de ciencias sociales y humanidades, atendiendo a variables temporales, disciplinares y de posicionamiento por cuartil y evaluar la efectividad del procedimiento para la asignación de la MBPEIG a través del estudio de caso de la revista IROCAMM. Metodológicamente, el estudio se aborda a través de un análisis descriptivo y longitudinal de la evolución (sexenio 2018-2023) en la obtención del Sello FECYT y la MBPEIG.

Los resultados muestran que del total de revistas únicas analizadas (N=581) solo un 36,7% tenían MBPEIG. Se incrementa progresivamente el número de revistas que consiguieron la mención, pasando del 4,69% (2018) a 39,91% (2023). Además, se observan diferencias por categorías: las revistas de Educación y Comunicación tenían mayor número de menciones (31,5% y 29,6%), lejos de otras disciplinas como Arqueología (20,2%) o Bellas Artes (18,8%). Asimismo, los porcentajes de revistas con MBPEIG son más altos en las revistas situadas en los cuartiles inferiores: 41,67% en C3 y 39,19% en C4.

La revista IROCAMM cumple los criterios de paridad en el comité editorial (Mujeres=52,2%; Hombres=47,8%), científico (M=49,2%; H=50,8%), personas que revisan (M=60,6%; H=39,4%) y autoría (M=56%; H=44%), pero no obtiene la MBPEIG en 2025.

El estudio concluye que hay mayor número de revistas científicas con MBPEIG entre las revistas peor posicionadas. El posicionamiento bibliométrico no debe utilizarse como indicador exclusivo de calidad científica y las revistas situadas en cuartiles intermedios-bajos pueden presentar niveles de compromiso con las buenas prácticas comparables que las revistas situadas en cuartiles superiores.

Palabras clave: revistas científicas; igualdad de género; ciencia inclusiva; políticas públicas; calidad científica.

Culture and Health: Women in 'Care' Professions for Inclusive Wellbeing and Sustainable Ecosystems

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'Care-work' professions, often culturally considered as 'feminine', manifest features of novelty, courage, risk, passion, and curiosity. Are those features in some unique ways related to women's socio-cultural position(s) or roles? How are they catalyzed in/by women? We argue that women are open, tend to take risks, are able to reflect, and experience excitement in life. The ongoing project 'Inclusive Wellbeing Through Arts and Culture in the Baltics (WITAC, 2024-2026)' contributes to debates about risks, novelty, and innovation: authors in WITAC assume the roles of experts, researchers, lecturers, mentors, and coordinators, which require tolerance for risk and uncertainty.

The study aims to highlight the unique role of women in the project, taking into account the following specific objectives: a) introduce the ideas and main activities of WITAC project; b) reflect on women's engagement and their role(s) in the project; c) discuss, how women build inclusiveness and sustainability in the ecosystem "human – culture"; and d) analyze the sociocultural phenomenon of 'vulnerability' in the context of innovations.

Through a methodological approach based on observation and (self)reflection, we find that the WITAC project represents a strategic partnership connecting the cultural and health sectors across Baltic higher education institutions (HEIs). This interdisciplinary model seeks to strengthen HEIs' role in promoting equity and inclusion through an innovative lifelong learning program for professionals in cultural, health, and social work, and fosters inclusive wellbeing for vulnerable groups via arts and cultural engagement. The WITAC case has demonstrated that women create new ecosystems at the intersection of health and culture. These innovative processes require qualities such as courage, risk-taking, passion, curiosity, and creativity.

Among the conclusions, we argue that women are often involved in vulnerable, sensitive, and innovative activities, such as social, cultural, or healthcare work. In the WITAC project, participants seek inclusive well-being for vulnerable groups via arts and cultural engagement. Women are open, (self)reflexive, goal-oriented, take risks, and demonstrate personal involvement. They participate in shaping the future of culture as a 'care' profession.

Keywords: women; projects; innovation; vulnerability; reflection.

Kultūra ir sveikata: moterys „rūpesčio“ profesijose siekiant įtraukios gerovės ir tvarių ekosistemų

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„Rūpesčio“ profesijos, paprastai kultūriškai laikomos „moteriškomis“, pasižymi naujumo, drąsos, rizikos, aistros ir smalsumo savybėmis. Ar šios savybės tam tikrais unikaliais būdais yra susijusios su moterų sociokultūrine padėtimi ir vaidmenimis? Kokiu būdu minėtosios savybės pasireiškia moterų veikloje? Teigiame, kad moterys yra atviros, linkusios rizikuoti, demonstruoja gebėjimą reflektuoti, patiria gyvenimo jaudulį. Šiuo metu vykstantis projektas „Įtrauki gerovė per meną ir kultūrą Baltijos šalyse“ (WITAC, 2024–2026) prisideda prie aukščiau išdėstytų argumentų apie riziką, naujumą, inovacijas: tezių autorės WITAC projekte prisiima eksperčių, tyrėjų, dėstytojų, mentorių ir koordinatorių vaidmenis, o tai reikalauja tolerancijos rizikai, neapibrėžtumui.

Tyrimu siekiama atkreipti dėmesį į unikalų moterų vaidmenį projekte. Tikslui pasiekti iškelti šie uždaviniai: a) pristatyti WITAC projekto idėjas ir pagrindines veiklas, b) apmąstyti moterų įsitraukimą ir vaidmenis jame, c) aptarti, kaip moterys kuria įtrauktį ir tvarumą žmogaus-kultūros ekosistemoje, d) išanalizuoti sociokultūrinį „pažeidžiamumo” reiškinį inovacijų kontekste. Atliekant tyrimą taikomi stebėjimo ir (savi)refleksijos metodai.

WITAC projektas įgyvendina strateginę partnerystę, jungiančią kultūros ir sveikatos sektorius Baltijos aukštojo mokslo institucijose. Šis tarpdisciplininis modelis siekia stiprinti aukštųjų mokyklų vaidmenį skatinant lygybę ir įtrauktį per inovatyvią visą gyvenimą trunkančio mokymosi programą kultūros, sveikatos ir socialinio darbo profesionalams bei skatina įtraukią gerovę pažeidžiamoms grupėms per meną ir kultūrinį įsitraukimą. WITAC projekto atvejis parodė, kad moterys kuria naujas ekosistemas tarp sveikatos ir kultūros. Šie inovatyvūs procesai reikalauja drąsos, rizikos, aistros, smalsumo ir kūrybiškumo savybių.

Moterys gana dažnai įsitraukia į pažeidžiamas, jautrias ir kartu novatoriškas veiklas, įskaitant socialinio darbo, kultūros ir sveikatos sektorius. WITAC projekte dalyvės siekia įtraukios gerovės pažeidžiamoms grupėms per meną ir kultūrinį įsitraukimą. Moterys yra atviros, (savi)refleksyvios, orientuotos į tikslą. Jos rizikuoja, demonstruoja asmeninį įsitraukimą. Jos dalyvauja kuriant kultūros, kaip „rūpesčio“ profesijos, ateitį.

Raktažodžiai: moterys; projektas; inovacijos; pažeidžiamumas; refleksija.

Enabling Women's Leadership in Inclusive and Green Futures: Evidence from EU Countries

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Gender equality remains a key challenge in the European Union, particularly during the transition toward a climate-neutral economy that increasingly relies on inclusive growth and structural economic transformation. Despite progress in education and employment, women continue to face barriers to leadership and decision-making. These challenges are especially relevant for inclusive and green futures, as the green transition reshapes labour markets and governance requirements. Women's leadership is therefore shaped not only by individual trajectories but also by broader economic and institutional conditions.

This study examines how structural economic and institutional conditions influence gender inequality across EU countries, with the aim of identifying environments that support women's leadership in inclusive and green futures. Inclusive futures are understood as those characterised by broad-based employment and social protection, while green futures depend on structural change rather than growth alone. The analysis focuses on how growth structures and governance quality shape gender outcomes relevant to the green transition.

The research uses an unbalanced panel of 27 EU countries covering 1990–2025, depending on data availability. Gender inequality is measured using the Gender Inequality Index (GII). Changes in gender inequality are analysed in relation to GDP per capita and growth, export intensity, labour market regulation, rule of law, and government social spending, using a two-way fixed-effects framework.

The findings suggest that economic growth and aggregate public spending alone do not reduce gender inequality. Instead, growth structure and governance quality are decisive. Export-oriented growth is associated with more favourable gender outcomes when it expands formal and inclusive employment. A stricter rule of law consistently coincides with lower gender inequality, particularly in countries with weaker institutional foundations. The study concludes that women's leadership in inclusive and green futures depends on structurally embedded economic and institutional conditions that shape how growth translates into equitable outcomes.

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Keywords: gender equality; women's leadership; inclusive growth; climate-neutral society; women's empowerment.

Moterų lyderystės stiprinimas kuriant įtraukią ir klimatui neutralią ateitį: Europos Sąjungos šalių patirtis

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Lyčių lygybė išlieka vienu esminių iššūkių Europos Sąjungoje, ypač pereinant prie klimatui neutralios ekonomikos, kuri vis labiau grindžiama įtraukiu augimu ir ilgalaike ekonomikos struktūros transformacija. Nepaisant pažangos švietimo ir užimtumo srityse, moterys ir toliau susiduria su kliūtimis siekdamos lyderystės ir dalyvavimo sprendimų priėmime. Šie iššūkiai ypač aktualūs įtraukios ir klimatui neutralios ateities kontekste, kadangi žaliasis perėjimas keičia darbo rinkų struktūrą ir kelia naujus viešojo valdymo reikalavimus. Todėl moterų lyderystę formuoja ne tik individualios karjeros trajektorijos, bet ir platesnės ekonominės bei institucinės sąlygos.

Šiame tyrime analizuojama, kaip ilgalaikės ekonominės ir institucinės sąlygos veikia lyčių nelygybę Europos Sąjungos šalyse, siekiant nustatyti aplinkas, palankias moterų lyderystei įtraukios ir klimatui neutralios ateities kūrimo kontekste. Įtrauki ateitis apibrėžiama kaip pasižyminti plačiai paskirstytomis užimtumo galimybėmis ir veiksminga socialine apsauga, o klimatui neutrali ateitis siejama su struktūriniais ekonominiais pokyčiais, o ne vien ekonomikos augimu. Analizėje daugiausia dėmesio skiriama tam, kaip augimo struktūra ir viešojo valdymo kokybė formuoja lyčių lygybės rezultatus, reikšmingus žaliosios transformacijos kontekste.

Tyrime naudojami 27-ių Europos Sąjungos šalių nesubalansuoti paneliniai duomenys, apimantys 1990–2025 m. laikotarpį, priklausomai nuo rodiklių prieinamumo. Lyčių nelygybė vertinama naudojant Lyčių nelygybės indeksą (GII). Lyčių nelygybės pokyčiai analizuojami atsižvelgiant į bendrąjį vidaus produktą vienam gyventojui ir jo augimą, eksporto intensyvumą, darbo rinkos reguliavimą, teisės viršenybę bei valdžios sektoriaus socialines išlaidas, taikant dviejų krypčių fiksuotų efektų modelį.

Tyrimo rezultatai rodo, kad vien ekonomikos augimas ir bendros viešosios išlaidos savaime nemažina lyčių nelygybės. Lemiamą reikšmę turi augimo struktūra ir viešojo valdymo kokybė. Eksportu grindžiamas augimas siejamas su palankesniais lyčių lygybės rezultatais tuomet, kai jis plečia formalaus ir įtraukaus užimtumo galimybes. Stipresnė teisės viršenybė nuosekliai siejama su mažesne lyčių nelygybe, ypač šalyse, pasižyminčiose silpnesnėmis institucinėmis struktūromis. Apibendrinant galima teigti, kad moterų lyderystė įtraukios ir klimatui neutralios ateities kontekste priklauso nuo giliai įsišaknijusių ekonominių ir institucinių sąlygų, lemiančių tai, kaip ekonomikos augimas virsta teisingesniais socialiniais rezultatais.

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Raktažodžiai: lyčių lygybė; moterų lyderystė; įtraukus augimas; klimatui neutrali visuomenė; moterų įgalinimas.

Women & Astronomy Commission: Working for a More Inclusive and Diverse Spanish Astronomical Society Since 2010

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Feminism has become increasingly relevant in today's society. New ideas on gender inequality are currently under discussion, which generate significant debates across fundamental social domains such as politics, labor regulations, and the economy. This presentation raises questions such as: How does gender inequality manifest in the field of science? To what extent are the general factors of inequality in society reflected in our professional environments? Could there also be intrinsic factors of inequality specific to scientific careers? If so, how are these evolving? Will the known issues be resolved by the measures currently in place, or are different strategies required?

This study presents a case analysis of the Women and Astronomy Committee (CMyA) of the Spanish Astronomical Society (SEA), covering the period from 2010 to the present. The results highlight a set of best practices and concrete actions to enhance the visibility of women astronomers and support their scientific careers. Notable initiatives include programs such as "Chat with an Astronomer," which has held nine editions, and the "Carousel of Women Astronomers," both linked to commemorations such as February 11th and March 8th. Measures to ensure the safety and integrity of the SEA community are also described, including the anti-harassment protocol and code of conduct, as well as the establishment of "violet contacts," developed collaboratively between the CMyA and the SEA Board of Directors.

The study emphasizes the importance of promoting equitable, diverse, and inclusive (EDI) spaces through online courses featuring speakers such as ESA reserve astronaut Sara García Alonso, as well as through roundtables and symposia that highlight the inequalities faced by women and LGBTQIA+ individuals in scientific careers. This presentation provides a comprehensive overview of the work of the CMyA, underlining the impact of its initiatives and recent studies from a gender perspective, and offering valuable lessons that can inform future research and policy development in this field.

Keywords: women & astronomy; gender perspective; EDI.

Comisión Mujeres y Astronomía: trabajando desde 2010 por una Sociedad Española de Astronomía más inclusiva y diversa

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En la sociedad actual, el feminismo ha adquirido una gran relevancia, poniendo sobre la mesa cuestiones hasta ahora poco consideradas sobre desigualdad de género y generando grandes debates que afectan de forma transversal a aspectos sociales fundamentales como la política, las regulaciones laborales o la economía. Esta presentación tiene por objetivo cuestionar preguntas como: ¿cómo se traslada la desigualdad de género al ámbito científico? ¿Hasta qué punto se reflejan en nuestro entorno laboral los factores generales de desigualdad de la sociedad? ¿Es posible que existan factores propios e intrínsecos de desigualdad relacionados con la carrera científica? Y si esto es así, ¿cómo están evolucionando? ¿Son cuestiones del pasado que desaparecerán con las medidas actuales, o aún se requieren nuevas acciones para revertirlas?

Se presenta el estudio del caso de la Comisión Mujeres y Astronomía (CMyA) de la Sociedad Española de Astronomía (SEA), considerando el período de 2010 hasta la actualidad. Los resultados muestran una serie de buenas prácticas y actuaciones concretas destinadas a mejorar la visibilización de la realidad y las carreras científicas de las astrónomas. Entre ellas destacan actividades como "Chatea con una astrónoma", con nueve ediciones, y "Carrusel de astrónomas", ambas vinculadas a celebraciones como el 11 de febrero y el 8 de marzo. También se describen medidas para proteger la seguridad e integridad de la comunidad de la SEA, incluyendo el protocolo antiacoso y código de conducta, así como la creación de los "contactos violetas", desarrollados en colaboración entre la CMyA y la junta directiva de la Sociedad.

Se subraya la importancia de fomentar espacios igualitarios, diversos e inclusivos (EDI), mediante cursos online con ponentes como Sara García Alonso, astronauta reserva de la ESA, así como mesas redondas y simposios que evidencian la desigualdad que enfrentan mujeres y personas LGTBIQA+ en las carreras científicas. Esta charla ofrece una visión integral del trabajo de la CMyA, destacando el impacto de sus iniciativas y estudios recientes desde una perspectiva de género, proporcionando lecciones valiosas que pueden orientar futuras investigaciones y políticas en este ámbito.

Palabras clave: mujer y astronomía; perspectiva de género; EDI.

International Conference

Women in Science

Empowering Inclusive Futures

February 11-12, 2026
Mykolas Romeris University
Vilnius, Lithuania

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