



LUMS

Centre for
Business and Society



Suleman Dawood
School of Business



AACSB
ACCREDITED



3rd INTERNATIONAL INTERDISCIPLINARY CONFERENCE *on* GENDER, WORK AND SOCIETY



21 - 22 MAY, 2022

[CONFERENCE SCHEDULE]



TIME	ICGWS 2022 PROGRAMME SCHEDULE	
	Saturday, May 21, 2022	
08.30-09.30	Registration Venue: SDSB Ground Floor	
09.30-10.00	Inauguration Venue: B-1 (SDSB – Basement)	
10.00-11.00	Keynote Speech: Justice Ayesha A. Malik Venue: B-1 (SDSB – Basement)	
11.00-11.30	Tea Break Venue: Foyer (SDSB – Basement)	
11.30-13.00	Session 1 (P1, P2)	
	P1	P2
	(a). Gender Identity and Expression Session Chair: Dr. Hadia Majid	(b). Diversity and Inclusion Session Chair: Dr. Shehla Arifeen
	Venue: A-303 (SDSB – 3 rd Floor)	Venue: A-304 (SDSB – 3 rd Floor)
	Title: Socio- economics determinants of girl child marriages in Lahore, Pakistan Author(s): Rania Masood, Farhat Iqbal Awan	Title: Work from home; East vs West Author(s): Ishrat Aziz, Saadat Ali
	Title: Socio-cultural theory of homosexuality; Process of coming out, Challenges of Identity Synthesis and Identity Pride in Pakistani Societal Context Author(s): Hadiyya tur Rehman, Prof. Dr. Anila Kamal	Title: With the margins: Writing subaltern resistance and social transformation Author(s): Devi Vijay, Shalini Gupta, Pavni Kaushiva [Online]
	Title: Investigating nonhuman queer identities; Queer Landscape and Body Politics in Carolina De Robertis' Cantoras (2019) Author: Ifrah Ishaq	Title: Intangible resources and social value creation: Understanding the moderating effects of entrepreneurial alertness and perceived gender discrimination Author(s): Dr. Javeria Abbass, Zainab Shahid, Raza Ali, Shahbano Saeed
	Title: The nexus of rigidity and adaptivity of masculinities in a non-western prison Author: Dr. Anton Symkovych	Title: Female entrepreneurship: A solution to perceived gender discrimination, empowerment and socio-economic development

	Author(s): Nisar Ahmed, Altaf Hussain Samo	
13.00-14.00	Lunch and Prayer Break Venue: Executive Dining Hall (EDH)	
TIME	ICGWS 2022 PROGRAMME SCHEDULE	
	Day 1	
14.00-15.20	Session 2 (P1, P2)	
	P1	P2
	(a) Gender Identity and Expression Session Chair: Dr. Amani Moazzam	(b) Religion and Ethnic Minorities Session Chair: Dr. Faiza Ali
	Venue: A-304 (SDSB –3 rd Floor)	Venue: A-303 (SDSB – 3 rd Floor)
	Title: Where is South Asia's Transmasculine? Author: Mishal Birgees [Online]	Title: Polygamy in Islam: Cultural pressures and religious justifications in Pakistan Author: Farooq Azam
	Title: Glass-ceiling and women career advancement in Pakistan; A mediated-moderate model Author(s): Dr. Adeeba Khan, Dr. Naveed [Online]	Title: Workplace ethnic diversity and discrimination in Pakistan Author(s): Saadat Ullah, Rubina Hanif [Online]
	Title: The expression of gender in the language of Pashto folk proverbs (A case study of district Dir Lower and Upper, Khyber Pakhtunkhwa, Pakistan) Author(s): Mohsin Ullah, Dr. Sadia Saeed	Title: Double discrimination in the workplaces: A case of minority women in Pakistan Author: Dr. Ayra Indrias Patras
	Title: Complete overview of acceptance towards homosexuality in Pakistani society; people's perspective Author(s): Hadiyya tur Rehman, Prof. Dr. Anila Kamal	Title: Efficacy of work from home as a viable strategy for female labor force participation in Pakistan; A socio-cultural perspective Author(s): Sadia Khan, Kanza Faisal, Attiya Khan Title: The unpaid, unaccounted and undervalued labor: An analysis of women's role in the care economy of Pakistan

		Author(s): Ayesha Mansoor, Isbah Premjee, Markhan Mushtaque
15.20-16.40	Session 3 (P1, P2)	
	P1	P2
	(a) Diversity and Inclusion Session Chair: Dr. Faiza Ali	(b) GWS and Beyond Session Chair: Dr. Anton Symkovych
	Venue: A-304 (SDSB – 3 rd Floor)	Venue: A-303 (SDSB – 3 rd Floor)
	Title: Board gender diversity and tax avoidance: Evidence from KSE-100 Index Author(s): Sara Zahid Hamid, Fareeha Waseem, Syeda Fizza Abbas [Online]	Title: Corruptive translation to global HRM practices: Performance appraisal and wasta logic in global PSFs operating in the Middle East Author(s): Dr. Abdullah Iqbal, Muntaser Melhem, Tamer Darwish, May Seitani
	Title: Influence of stigma on employee's self-efficacy and performance at workplace in public education sector of Pakistan Author(s): Fatima Tanveer Iqbal, Dr. Kashif Rathore	Title: Sex and Struggle in the Soviet Union: The Life and Legacy of Alexandra Kollontai (1872 – 1952) Author(s): Nighat Rasool, Raza Naeem
	Title: Diversity management and inclusive leadership: Moderating roles of gender and ethnicity Author(s): M. Naeem Ahmed, Dr. Muhammad Azeem Qureshi, Dr. Syed Muhammad Fahim	Title: Constructive Trusts under Muslim Family Law in Pakistan: Protecting Women's Rights to Matrimonial Property Author: Dr. Zubair Abbasi
	Title: The Dark side of Workplace Diversity: What is the Way Forward? Author(s): Dr. Sana Aroos Khatakk, Dr. Muhammad Irshad Burki, Dr. Mubbashar Hassan, Dr. Saba Ahmed	Title: Small but Beautiful – A Case to Search for a Viable Development Model Which Ensures Growth for Local Human Resources Author: Ibrahim Noorani

16.40-17.00	<p>Tea and Prayer Break Venue: Foyer (SDSB – 3rd Floor)</p>
17.00-18.30	<p>Workplace Diversity and Inclusion</p> <p>(a) Menstruation is Normal, Period: Launch of Hygiene Products Vending Machine at LUMS</p> <p>(b) Panel Discussion on Menstruation and Menopause in Different Workplaces Panelists: Farah Ahamed, Radha Paudel, Dr. Ayra Indrias Patras, Amna Mawaz Khan</p> <p>Venue: A-304 (SDSB – 3rd Floor)</p>
18.30-19.00	<p>Prayer Break</p>
19.00-20.30	<p>Networking Dinner Venue: Executive Dining Hall (EDH)</p>

ICGWS 2022 | PROGRAMME SCHEDULE

TIME

Sunday, May 22, 2022

09.30-11.00

Session 4 (P1, P2)

P1

P2

(a) Gender, Money & Management
Session Chair: Dr. Abdullah Iqbal

(b) Diversity and Inclusion
Session Chair: Dr. Jawad Syed

Venue: A-203 (SDSB – 2nd Floor)Venue: A-204 (SDSB – 2nd Floor)

Title: Financial outreach of female entrepreneurs in Pakistan
Author(s): Kinza Younas, Abdul Rafay

Title: Will (Modern/Neoliberal) Education bring Class Equality and Inclusivity for all Pakistani Women? Implementation of Global Idea in a Local Postcolonial-Society
Author: Saima Khan

Title: Does gender diversity on board promote corporate social responsibility in religion adhering firms? Evidence from shariah compliant firms of Pakistan
Author(s): Danial Hashmi, Saqib Gulzar

Title: Dynamics of Women Empowerment: A Qualitative Investigation of Gender-based Discriminatory Practices in Punjab, Pakistan
Author: Dr. Hina Rashid

Title: Is gender quota legislation successful in the breaking glass ceiling for female directors: The French case
Author(s): Nargis Akhtar, Dr. Fahim Javed

Title: Social exclusion of male domestic workers in affluent neighborhoods in the peripheries of Lahore-considerations for policy
Author: Dr. Rahla Rahat

Title: Balancing Hypermasculinity and Patriarchal Complaints in the Engineering Industry of Pakistan
Author: Zainab Amir

11.00-11.30

Tea Break

Venue: Foyer (SDSB – 2nd Floor)

11.30-12.30

Keynote Speech: Prof. Dr. Asghar Zaidi
Venue: B-1 (SDSB – Basement)

12.30-14.00

Lunch and Prayer Break
Venue: Executive Dining Hall (EDH)

TIME	ICGWS 2022 PROGRAMME SCHEDULE	
14.00-15.30	Session 5 (P1, P2)	
	P1	P2
	(a) Education and Employment Session Chair: Dr. Ahsan Rana	(b) Gender Identity and Expression Session Chair: Dr. Ghazal Mir Zulfiqar
	Venue: A-303 (SDSB – 3 rd Floor)	Venue: A-304 (SDSB – 3 rd Floor)
	Title: Determinants of labor force participation of married women Author(s): Mariam Ahmad, Farhat Iqbal Awan	Title: Fight or flight response? How do developmental challenges impact the future of females in male-dominated top management teams? Author(s): Sana Mumtaz, Tanzeela Aqif [Online]
	Title: Information Technology: Is it an equalizer for Women? Author(s): Fauzia Viqar, Saniya Jilani	Title: "The Poetess of 'No': 50 Years of Kishwar Naheed's 'Lab-e-Goya" Author: Raza Naeem
	Title: Factors affecting the choice of female career for teaching as a profession in the colleges of Pakistan Author: Haleema Bibi	Title: Brand social powers in luxury brand purchase: A female consumer identity & lifestyle Author(s): Dr. Saima Hussain, Dr. Sarah Wali Qazi
	Title: Measuring Effects of Automation on Female Workers' Across Developed and Developing World Author: Sana Younas	Title: Ignorance is not a blessing! The link between education and iniquitous gender norm Author: Umaad Mazhar
	Title: Work Decision and Job Performance of Mothers with kids having an Autism Diagnosis Author: Dr. Verda Salman, Saira Bibi [Online]	
15.30-17.00	Session 6 (P1, P2)	
	P1	P2
	(a) Gender and Space Session Chair: Dr. Ghulam Ali Arain	(b) Harassment and Violence Session Chair: Ms. Fauzia Viqar
	Venue: A-303 (SDSB – 3 rd Floor)	Venue: A-304 (SDSB – 3 rd Floor)

	<p>Title: Empowering Women through Inheritance: Governmental Initiatives and Institutional Impediments in Punjab, Pakistan Author: Dr. Iram Rubab</p>	<p>Title: Slandering, perceptions and women at workplace: reminiscences of societal biases Author: Dr. Beenish Sultan [Online]</p>
	<p>Title: Emergent Gender Bias in Undergraduate Engineering Education Author(s): Ifrah Jamil, Ms. Tehreem Ali</p>	<p>Title: Exploring the women awareness about sexual harassment, legislation regarding it and problems in reporting this crime Author(s): M. Bilal Nasir Bajwa, Syeda Sidra Qazmi</p>
	<p>Title: Gendered Departmental Analysis: a case of Khyber Pakhtunkhwa (KP) Civil Secretariat, Pakistan Author(s): Shabana Gul, Waseef Jamal, Javed Iqbal</p>	<p>Title: Queen bee syndrome a part of sexual politics? Author(s): Ramish Mufti, Amani Moazzam</p>
	<p>Title: Does Covid-19 Workplace Policies Impacts on Employee Work-Life Balance? A Case Study on Banking Sector of Pakistan Author(s): Madiha sheikh, Raveena Ghansham Das, Maneesha Lohano [Online]</p>	<p>Title: A study on child labour as a form of child abuse in district Sargodha Author(s): Syeda Sidra Qazmi, M. Bilal</p>
17.00-17.30	<p>Closing Ceremony and Best Paper Award Venue: A-304 (SDSB – 3rd Floor)</p>	
17.30-18.00	<p>Refreshments Venue: Foyer (SDSB – 3rd Floor)</p>	







SULEMAN DAWOOD
SCHOOL OF BUSINESS



LUMS

Centre for
Business and Society

Lahore University of Management Sciences

DHA, Lahore Cantt. 54792, Lahore, Pakistan

Phone: +92 42 3560 8000

Email: cbs@lums.edu.pk

