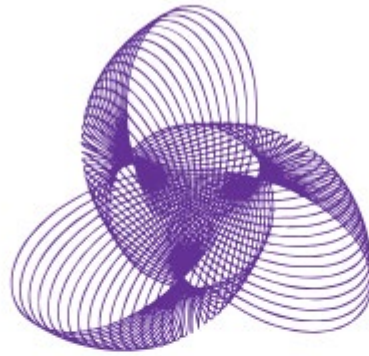
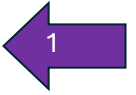


Call for Papers



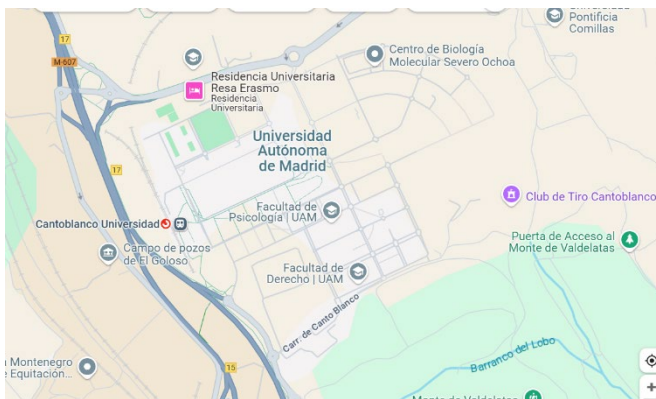
3rd INTERNATIONAL CONFERENCE
ON GENDER STUDIES

ICGS 2025

GENDER AND
LEADERSHIP IN
ACADEMIA

July 8th – 10th 2025

Madrid (Spain)



**FACULTAD DE PSICOLOGÍA
UNIVERSIDAD AUTÓNOMA DE
MADRID**



Background

In today’s rapidly evolving world, gender equality remains a cornerstone of sustainable development, especially in leadership across various sectors. While notable progress has been made, disparities in representation and empowerment persist, often limiting the full potential of women and marginalized groups. The underrepresentation of this group in leadership roles, compounded by systemic barriers, highlights the urgent need for dialogue and strategic interventions.

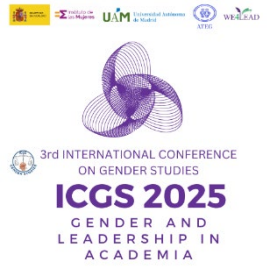
Academia is no exception to this challenge. Despite growing global commitments to equity and inclusivity, significant gender disparities continue to exist within leadership positions in universities and colleges worldwide. Women face numerous obstacles to ascending into leadership roles, from deeply ingrained cultural stereotypes and systemic biases to institutional practices that reinforce traditional power structures. As the global educational landscape continues to transform, it is essential to address these challenges to cultivate environments where diverse leadership can thrive.

The third edition of the **International Conference on Gender Studies (ICGS 2025)**, titled "**Gender and Leadership in Academia**" focuses on this critical intersection of gender and leadership within academic institutions. This year’s conference seeks to examine the complexities of achieving gender parity in leadership roles across higher education, offering a platform for dialogue, knowledge-sharing, and collaboration.

The conference will bring together scholars, practitioners, and policymakers to explore key themes such as mentorship, policy reforms, the influence of gendered organizational cultures, and the role of intersectionality in shaping leadership experiences. By showcasing successful initiatives and case studies, we aim to inspire innovative strategies and collective efforts to dismantle barriers and promote a more inclusive future for leadership in higher education.

As we gather to exchange ideas and foster meaningful discussions, we invite participants to contribute to this essential dialogue. Together, we can reimagine and enact a more equitable academic landscape where diverse voices and perspectives are not only represented but celebrated.

We look forward to your participation in this crucial conversation as we work to advance gender equity in leadership across global higher education institutions.

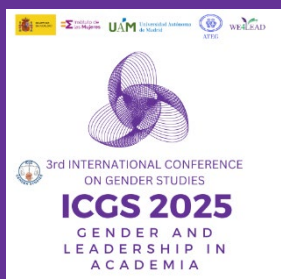


Goals

The primary goal of the third edition of the International Conference on Gender Studies, titled "Gender and Leadership in Higher Education," is to foster a global dialogue on the persistent gender disparities in leadership within academic institutions and to explore actionable strategies for promoting gender-inclusive leadership. The conference seeks to create a collaborative platform where scholars, educators, practitioners, and policymakers can exchange insights, share best practices, and identify solutions that address systemic barriers to leadership for women and marginalized genders.

The conference aims to provide a multidisciplinary platform for academics, researchers, and professionals to:

- Examine the current state of gender representation in leadership across various sectors, particularly Higher Education and Research,
- Identify key barriers that prevent gender parity in leadership and empowerment.
- Explore the role of policy, culture, and education in advancing gender equality.
- Share innovative strategies and programs that promote leadership opportunities and empowerment for women and marginalized genders.
- Develop useful strategies to assess the impact of public policies on gender gaps.
- Foster partnerships and networks to support gender-inclusive leadership development from a collaborative approach.





Why Joining the ICGS 2025?

ICGS 2025 is not simply an event. It's a platform that sparks important conversations. It's a network of scientists, researchers, PhD candidates, graduate students, civil society representatives, also followers and enthusiasts who are simply interested in knowing more about gender studies. It's an opportunity to actively participate in shaping the field and bringing it into the future.

Here are just a few of the reasons for attending the International Gender Studies Conference:

- Present your research, receive feedback from your peers.
- Improve your skills in the analysis of the impact of gender policies.
- Engage in group discussions.
- Take the next step in your academic career by identifying new research opportunities and partners.
- Join the network of academics and help define the future of the field.
- Work with members of non- and for-profit organizations and research institutions, and
- Discover the beauty of Madrid.



Topics

The conference will cover a wide range of topics, including but not limited to:

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- Gender Gaps in Leadership in sciences and Society: analyzing the representation of women in leadership roles.
- Assessing the impact of Gender Policies in HEI.
- Cultural and Structural Barriers: Addressing societal norms, stereotypes, and systemic challenges that hinder gender equality in leadership.
- Policy and Legislative Reforms: How legal frameworks and government policies can promote gender-inclusive leadership.
- Community-based Empowerment: grassroots movements and local initiatives that are driving change in gender empowerment.
- Intersectionality in Leadership: the role of race, class, and ethnicity in shaping gender experiences in leadership contexts.
- Gender-sensitive governance: theoretical frameworks and practical applications.
- Comparative studies on gender-inclusive governance models around the world.
- Economic empowerment and financial inclusion of women.
- Educational and skill-building initiatives for women's leadership and empowerment.
- Social empowerment: breaking gender stereotypes, promoting women's rights, and challenging patriarchal norms.
- Case studies of successful initiatives promoting gender equality in leadership and governance.
- Localized approaches to women's empowerment and leadership in governance structures.

Submission

We welcome submissions of abstracts and full papers that contribute to the ongoing discourse around the conference's theme. Submissions may include theoretical studies, empirical research, case studies, policy analysis, and critical essays. Contributions from early-career researchers and professionals are encouraged.

Researchers interested in participating in this international conference must first submit an abstract of 200-250 words, excluding references, setting out the interest of the research, the theoretical framework, the methodology, the anticipated results and the potential contributions. If accepted, authors will have the opportunity to submit a full extended abstract text of up to 2500 words, including references, footnotes, tables, and figures, following the conference's formatting and style guidelines.

Abstracts must be submitted exclusively to the conference site in WORD or PDF anonymous format. Please attach a separate document with the title of the proposal, the names of the authors as well as the contact details of the referring author and specify the theme to which you would like to submit.

You must submit the contributions on the conference website <https://ateg.tn/icgs-2025> before May 2nd, 2025. A response will be given within 7 to 14 days after submission and no later than May 16th, 2025, by the scientific committee. For any additional information, please contact: contact.icgs@ateg.tn.

For any additional information concerning the registration, please contact icgs2025@uam.es.

Language: English



Key dates

Registration: from February 15th, 2025

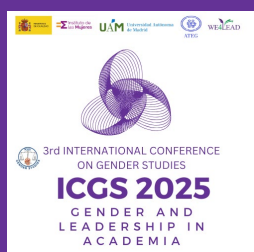
Early Registration: until May 31st, 2025

Deadline to register for the conference: June 30th, 2025

Abstract submission deadline: May 2nd, 2025

Notification of acceptance: Within 7 to 14 days after submission and no later than May 16th, 2025

Conference: July 8-10, 2025



Publication

Selected papers will be considered for publication in a special edition of [*Journal of Feminist, Gender and Women Studies*] ¹

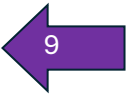
¹ For anyone interested in publishing their papers, the dates of submission will be announced in due course.

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