



**Thank you for being a part
of the 2nd Gender School**



GENDER SCHOOL 2
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AIB Research Centre on Inclusive and Equitable Cultures

RINCE Newsletter, June-October 2022



1 - Dr. Sara Clavero, Research Fellow, Deputy Director of RINCE

Dear colleagues, affiliates and friends of the AIB Research Centre on Inclusive and Equitable Cultures (RINCE).

Hello to a new academic year and welcome to our third quarterly newsletter.

First, a quick reminder that our [seminar series](#) for the 2022/2023 academic year will kick-off on 6th October and will run monthly. This year, seminars will adopt a hybrid format, and we are looking forward to seeing some of you in person. Entitled “Understanding challenges to equity, diversity and inclusion in Higher Education, Research & Innovation”, we have prepared a programme with wonderful speakers. We hope you will enjoy it.

Second, it is my pleasure to announce RINCE’s partnership in a new project funded by the EU under Horizon Europe. You will find more information about the EDIRE project in this newsletter and on our [website](#).

The front cover to this edition of RINCE’s newsletter features photographs from the very successful 2nd interdisciplinary gender School organised under the GenderEX project. This provided an excellent opportunity to Early Career Researchers to meet each other, learn about how to integrate a gender+ perspective in their research projects and also have lots of fun in the enchanted city of Istanbul. In this issue we report on progress on RINCE’s research projects.

Dr. Sara Clavero, Research Fellow, Deputy Director of RINCE

... RINCE is a centre of excellence in innovative research and practice on equality, diversity and inclusion. It provides a TU Dublin-wide focus for interdisciplinary research in the EDI field. Its core aim is to generate a transformative impact in and beyond higher education, addressing persistent inequalities from an intersectionality perspective.

Research Projects

RESISTIRÉ



In May 2022, Sara Clavero and Caitriona Delaney from RINCE, attended the first RESISTIRÉ team in person meeting in Prague for a set of meetings that were hosted by our colleagues from the Institute of Sociology of the Academy of Sciences in the Czech Republic.



2 - RESISTIRE Team members at the meeting in Prague May 2022

While in Prague, we co-designed the project's second set of policy recommendations on post-crisis recovery. This process took place with our RESISTIRÉ consortium partners and eight external experts representing policymakers, researchers and members of civil society organisations. Education and Gender Based Violence were amongst the topics discussed. The in-person meeting was extremely interesting, and the input of external experts led to the development of new ideas which were integrated into [our second set of factsheets](#).



3 - Co design in practice with RESISTIRE consortium members and external experts

We also attended an internal RESISTIRE workshop during which we focused on the project's research agenda for the third and final cycle of the project. The research agenda aims to identify knowledge gaps and at formulating future research needs to understand, mitigate and eradicate inequalities produced by emergency policies. As part of this, themes and questions to be investigated in the project's third cycle were identified based on the results from the second cycle. The workshop was based on the world café format – a structured conversational process engaging collective intelligence in which participants discuss specific topics in small groups. This reflection led to a selection of suggested research themes relating to inclusive recovery, education, care, work, gender-based violence and intersectional data collection (<https://resistire-project.eu/research-agendas/>).



4 - Co-creation in action

While the current social and political context is shifting from a global pandemic to the Ukrainian conflict and consequential rises in energy prices, food shortages and a refugee crisis, it is crucial to identify how to achieve transformational change and build resilience in times of crisis and beyond. More information about the project can be found on the RESISTIRÉ website: <https://resistire-project.eu/>.

'Caring Workspaces' onsite visit.

The RESISTIRÉ (Responding to outbreaks through co-creative inclusive equality strategies and collaboration) project at RINCE, along with its partners across Europe, is now conducting the third cycle of the study. Our team will continue to explore enabling and constraining factors for recovery and for improving resilience to meet future crisis. In this cycle, the notion of 'better stories', borrowed from Gina Georgis (2013), also a key element for the RESISTIRÉ conceptual framework, will be the even more central to our fieldwork.

In June this year, two members of our RESISTIRÉ team at RINCE, Sara Clavero and Alicja Bobek also conducted an on-site visit to Caring Workspaces Pilot Project based in Istanbul. Caring Workspaces is one the four pilot projects funded after the first cycle of the RESISTIRÉ project. The aim of these projects

is to reduce the impact of the pandemic on vulnerable groups in three specific domains. [More details about the pilot projects can be found on the RESISTIRÉ website.](#)



[Caring Workspaces Project](#) is designed and delivered by two partner organisations: [Postane](#) and [Hafiza Merkezi](#). It specifically aims at co-creating caring workspaces which promote inclusiveness, diversity, safety, and care for employees at all levels. It also responds to the new challenges posed by the pandemic and the increase of teleworking. The two implementing organisations work together to complement each other to achieve project objectives. More specifically, Postane provides a friendly, accessible public space while Hafiza Merkezi is in a unique position to assess, co-design and adopt principles of caring workplaces in human rights NGOs and activists' organisations.

During the onsite visit, our RINCE team members had an opportunity to learn about the details of the Caring Workspaces Project. The visit included a tour of Postane open space, which consists of a zero-waste healthy food café, a shop promoting products produced by social enterprises and cooperatives, podcast production studio, a library, and the rooftop city garden. During the visit, members of the TU Dublin team, together with other project partners, also discussed various aspects of the Caring Workspaces Project with the members of the implementing team. Among other issues, challenges related to the design and adaptation of caring employment policies in the context of NGOs and human rights organisations were explored.

RESISTIRÉ is an EU-funded project with ten European partners and a network of researchers to analyse the impact of COVID-19 policies on gendered inequalities. Informed by a gender+ approach, the intersections of gender with age, race/ethnicity, class, disability and sexuality are recognised as significant in analysing the impact of policy responses to COVID-19 on inequalities. More information about the project can be found on the RESISTIRÉ website: <https://resistire-project.eu/>.

Gender EX



GenderEX is a project funded by the European Union's Horizon 2020 research and innovation programme. The project aims to further and stimulate the integration of the sex and gender dimension in research content through an intersectional approach. The GenderEx consortium includes Gender and Women's Studies Research Center, Kadir Has University (GWSRC-KHAS), Technological University Dublin (TU Dublin), Lund University (ULUND) and Università Degli Studi di Genova (UNIGE). GenderEx recently hosted two major events: the 1st International Gender for Excellence in Research Conference and the 2nd Interdisciplinary GenderEX School.

1st International Gender for Excellence in Research Conference

On June 18–19, 2022, occurred the first International Gender for Excellence in Research Conference. The Conference was hosted at Kadir Has University (Istanbul, Turkey) and held by the Gender and Women's Studies Research Center at Kadir Has University (GWSRC-KHAS), Technological University Dublin (TU Dublin), Lund University (ULUND) and Università Degli Studi di Genova (UNIGE).

For its 1st Conference, the project invited Early Stage Researchers (ESRs) to present their recent work and emphasise how they had considered and incorporated the elements of sex and gender into its content. The focus of the Conference was to underline how taking such factors into account is crucial to the success of the research itself.



5 - Gender Ex Gender School June 2022

Professor Yvonne Galligan, Professor of Comparative Politics and Director for Equality, Diversity and Inclusion at TU Dublin, introduced the Conference by providing a broad overview of the current state of sex and gender integration in scientific and social research. She provided insight into strategies and policies for equality giving concrete examples of how taking into account or ignoring these factors may have led research in different directions.

the presentations of papers and posters followed Prof. Galligan's keynote speech. The papers were divided into topics. The first session was dedicated to papers focusing on Health, Intersectionality and Masculinities. The second session focused on Culture and Society. The third session addressed the inclusion of sex and gender factors in Technological Research, Economics and Architecture. Each session was followed by a Q&A during which speakers received feedback and advice on their work.

The Conference was a unique opportunity for the ESRs to present their investigation to a broad audience of established scholars and network with early-career researchers in their same field. At the end of the presentations, prizes were awarded for the papers that stood out for their originality and showed how incorporating sex and gender guided their research.

Conference Awards:

Best paper: Mariko Takedomi Karlsson

Winner of Session I: Deniz Altuntaş

Winner of Session II: İlyas Deniz Çınar

Winner of Session III: İnci Bilgin

2nd Interdisciplinary GenderEX School

The 2nd Interdisciplinary GenderEX School was held in Istanbul, Turkey, from the 7th to the 11th of September, 2022.

The project invited Early Stage/Early Career Researchers that are integrating, or planning to integrate, an EDI perspective in their research.

The GenderEX School was designed to facilitate participation through various interactive sessions. It included a mixed format of keynotes, seminars, workshops and case studies. The students could attend lectures from experts in different fields on what it means to integrate a gender perspective and the implications of undertaking gender-sensitive research for science and society.

Professor Tomas Brage (Lund University, Norway) discussed the relationship between Gender and Quantum Physics (video below), while the architect Inés Novella (Universidad Politécnica de Madrid, Spain) presented a case study regarding gender-sensitive architectural and planning design. Two further case studies were presented by Professor Jennie Stephens (Northeastern University, MA USA) and Professor Friederike Eyssel (Universidad Bielefeld, Germany) on integrating social justice, feminist, and anti-racist perspectives into climate and energy and on the relation between gender and robot.



6 - Gender Ex Gender School September 2022

The programme not only provided concrete examples of what it means to integrate a gender perspective and the reasons for integrating a gender perspective into research. The School aimed to help students familiarise themselves with the EU policy framework concerning the integration of gender perspectives in research. For this reason, the participation of experts in the field, such as the Advisor to the President of the Scientific and Technological Research Council of Türkiye (TUBİTAK), Duygu Celik, the Head of the European Research Office at the University of Genoa, Claudia Sanguineti and the Research Funding Advisor at Lund University, Rickard Eksten allowed the students to become aware of the relationship between gender and research funding.

In addition to the experts' lectures, students participated in three workshops during which they were challenged to develop an individual research proposal. During the workshops, they designed research ideas/concepts with an insight into identifying gendered assumptions/biases. They had the chance to confront and ask for pieces of advice from the experts and presented their work and their improvements to the other students.

The School provided participants with the tools to incorporate sophisticated gender analysis into their research projects and let them explore how gender and other equality grounds are relevant to their research. It was an excellent opportunity to develop a multidisciplinary network of Early Career Researchers and a great occasion to challenge the participants to develop or improve researches that are gender-sensitive.



EDIRE

EDiRE

EDIRE project kicked-off, 20-21 September 2022, University of Sarajevo School of Science and Technology

In the first day of KoM, the management and communication infrastructure were presented, and the members of each planned board were appointed. The logo of the project was launched and social media accounts set-up. Work package leaders presented the project workplan including critical tasks.



The second day of the KOM was a public event for partners, university representatives, SSST staff, government representatives, students, and other stakeholders. This event aimed to present the EDIRE project to stakeholders in the research ecosystem, with the attendance of vice-rectors for research in Bosnia-Herzegovina and representatives from a variety of research organisations in the country. The event was organized at SSST, and live streamed on the SSST's Facebook page. **30 people attended the event in person**, whereas the live stream on Facebook has **367 views** (on September 28th 2022).

For this project introducing event, two panel discussions were organized.



The first panelists were EDIRE partners including: Angela Celeste Taramasso and Cinzia Leone from the University of Genoa, Italy; and Yvonne Galligan and Sara Clavero from the Technological University Dublin, Ireland. They shared their successful project initiatives that incorporated EDI principles in the core of their academic activities. The discussion was led in the English language.

The second panel discussion gathered people from Bosnia and Herzegovina, including Prof. Dr. Aleksandra Nikolić, the Minister of Science, Higher Education and Youth of Sarajevo Canton (Research Funding Organization, Government); Prof. Dr. Jasmina Husanović from the University of Tuzla (Research Performing Organization); academician Prof. Dr. Mirsada Hukić from the Academy of Sciences and Art of Bosnia-Herzegovina (Research Performing Organization, Government).

The press coverage and posts about the event are shared in the Appendix of this document.



RINCE Affiliates

Collaborating to increase inclusive culture in TU Dublin

-Melody Chinenyanga, Rince Affiliate, Library service, TUDublin

EDI and Inclusive culture are terms that have become buzz words in institutions especially universities recently. Responding to the need to engage students in this monumental work Zuzana Tesarova and Melody Chinenyanga decided to take a multi-layered approach; Race equity reading group for students, Inclusive library collection and diversification of the curriculum. To achieve anti-racist campus we believe that racial literacies must be developed simultaneously within the staff and the student community. The collaboration between an academic lecturer and a librarian ensured students got training in diverse resources information literacy session. This ensured that students developed skills of the terms and mindset they need to have to be inclusive in their research. During the pilot only students from one campus (Tallaght) were invited to participate. After the process we carried an evaluation of the process – what worked and what didn't. An invitation was sent university wide, and 35 students signed up. Attendance was not great, and facilitators are still working out the best times that allow maximum attendance.



Some of the feedback: The facilitators did everything they could to engage with the students. I believe every course needs to have these sessions as a mandatory module ..there was critical and anecdotal conversation, both of which broaden my knowledge on racism Through the resources my self-awareness and cultural awareness has increased substantially. This module and readings have helped me understand the history of our past e.g., the Travelling community. There was a general thirst for more knowledge which encouraged facilitators to refer students to more resources which are now available as

an Inclusive collection in the university library. Students were also calling to have these skills taught to all students and all disciplines within the university



Students have started taking their learning and incorporating into their own courses. This semester student in a Strategic planning course is doing her project about inclusive design in her discipline. She is collaborating with Zuzana and Melody to take her colleagues through some of the benefits and advantages of Inclusive planning and where to find resources that help students to achieve that. As another academic year begins, they continue to iterate by taking another group through the Readings group from 14 October to 18 November 2022.

-Dr Aoife Connolly (Language Studies), Rince Affiliate , TUDublin

Conference

Dr Aoife Connolly (French) attended the 63rd annual conference of the Society for French Studies (27-29 June 2022) at Queen's University Belfast, where she presented her research as part of a panel reflecting on the 60th anniversary of Algerian independence in 1962 and titled: "Algeria in France: (re)visitations and returns."

Book Re-released

In August 2022, Lexington Books re-released a monograph by Dr Aoife Connolly (French). *Performing the Pied-Noir Family: Constructing Narratives of Settler Memory and Identity in Literature and On-Screen* was originally published in 2020 but is now available in paperback format for the first time. The book sheds new light on the mass migration of a million European settlers (now known as the *pieds-noirs*) to France towards the end of the Algerian War (1954-1962).

<https://rowman.com/ISBN/9781498537353/Performing-the-Pied-Noir-Family-Constructing-Narratives-of-Settler-Memory-and-Identity-in-Literature-and-On-Screen>



7 - Algeria – Ireland: Resistance Cultures Festival (16-18 September 2022, The Sugar Club, Dublin)

Algeria – Ireland: Resistance Cultures Festival (16-18 September 2022, The Sugar Club, Dublin)

2022 marks one hundred years since the independence of the Irish State and sixty years since Algerian independence. The intersection of these anniversaries was marked in Dublin recently at the Algeria – Ireland: Resistance Cultures Festival (16-18 September 2022, The Sugar Club, Dublin). For the first time, this festival brought together Algerian and Irish photographers, filmmakers, musicians, dancers, scholars and writers in order to explore the common anti-colonial resistance histories across these two key moments in the global end of European Empires. Dr Aoife Connolly (French, TU Dublin) co-curated the event, along with Professor Martin Evans (Sussex University), Dr Mairéad Ní Bhriain (MIC, Limerick) and Dr Dónal Hassett (UCC). Examining identities, violence, memory, futures, and women’s histories, this unique cross-cultural conversation of rare screenings and performances was accompanied by two live cine-concerts by renowned band *Asian Dub Foundation* who, for the first time in Ireland, fused their original music with Gillo Pontecorvo’s iconic film *The Battle of Algiers*. Among the highlights of the festival was a live interview with anti-imperialist, anti-racist activist Elaine Mokhtefi (born 1928), who flew in from New York to discuss her astonishing life as described in her book, *Algiers, Third World Capital: Freedom Fighters, Revolutionaries, Black Panthers* (Verso, 2020). This event was supported by University of Sussex (UK), University of Oran 2 (Algeria), Southern Regional College, Newry, Irish Centre For Transnational Studies, Mary Immaculate College, Limerick, Technological University Dublin, University College Cork, Other Press, Algerian Embassy, Ireland.



8 - Aoife Connolly with Elaine Mokhtefi, a 93 year-old anti-imperialist and anti-racist activist who flew in from New York to speak at the festival!

Journal Publication

Dr Aoife Connolly, along with Dr Barry Nevin (both in the discipline of French at TU Dublin), and Dr Clóna Hensey (French, University of Limerick) co-edited a special issue of *Contemporary French Civilization* (Liverpool University Press), which was published in September 2022. The volume coincides with the 60th anniversary of Algerian independence and includes Dr Connolly's article examining attitudes to (un)veiling in colonial Algeria and modern-day France. The issue can be accessed in print or online at: <https://www.liverpooluniversitypress.co.uk/journals/id/45/volume/47/issue/6712/>

Smashed the Glass Ceiling: be on the Glass Cliff now!

-Bhuvan Israni, PhD Student & Assistant Lecturer at TU Dublin, Rince Affiliate

The glass cliff refers to women, particularly women of colour being more likely to rise to positions of organisational leadership in times of crisis than in times of success. It is observed that in the business world, women are elevated to positions of power when things are going badly which put women leaders in precarious positions and therefore, they have a higher possibility of failure, meaning there's a greater risk for them to fall. For the women who are able to break the glass ceiling, it is not all onwards and upwards. Research suggests that all too often when they break the glass ceiling, they find themselves

wobbling on the edge of the glass cliff. Researchers Michelle and Alexander examined the performance of Financial Times Stock Exchange (FTSE) 100 companies before and after the nomination of a male or female board member. The study showed that during a period of overall stock-market decrease those companies who hired women to their boards were more prone to have experienced consistently bad performance in the past five months than those who appointed men.



Research by Kristin J. Anderson establishes that the reason behind appointing a woman leader for a company in red could be to make them good scapegoats.

If the newly appointed women leader is able to turn around the business, then that's great for the business but if not then all of the blame can be put onto her shoulders, and she can very conveniently be pushed over the glass cliff. On a more positive note, researchers at the University of Geneva noted that the motivation of an organisation to change can be signalled by choosing a non-traditional person (i.e., a woman). Referring to the appointments of Angela Merkel, Marissa Mayer, and Karin Bergmann (who were all appointed during crisis to replace men) to their respective positions, they concluded that the motivation to select these women leaders was probably not hostility against women, but was more likely subtle gender biases that portrayed these women as most suitable leaders. In these cases, the initial aim may have been to signal change, but these women leaders went on to provide good examples of effective leadership. Now some people may argue that if women are good leaders and they are getting an opportunity to reach the top, why should it matter to them if the business isn't in a good shape. The counter argument is that it is an uphill task to turn around a business whose performance is taking a nosedive. No leader whether male or female can transform a company unless given the tools and the time necessary to make the transformation. One research suggest that women are not given the tools necessary to bring about the change and so her chances of falling off the glass cliff are increased before she even begins. When Carol Bartz became the chief executive of Yahoo in 2009, the company was struggling to grow and diversify, its stock price was suffering. Many see her appointment by the Yahoo board as a classic example of the "glass cliff." Many analysts have deduced that she was neither given the proper tools nor the time to transform Yahoo.



A very interesting research suggests that although women are generally more risk averse than men, women who scored low on career self-efficacy were more prone to perceive a risky job as a promotional prospect and were therefore more inclined to accept such a job. Glass Cliff is not a spot restricted and reserved for women, many other racially marginalized people may also find themselves standing on a glass cliff. With more and more businesses accepting the model of EGS (Ethics, Governance and Sustainability) it can only be hoped that corporates/polices will ensure that no women/ racially marginalized person finds herself/himself standing on a glass cliff.

After #MeToo

-Caoimhe Kiernan, Assistant Lecturer in Law, Rince Affiliante, TUDublin

On the 1st and 2nd of June 2022, Université de Genève and the University of Strasbourg hosted the third LERU Equality, Diversity and Inclusion (EDI) Conference in Geneva. This year, the theme of the event was "sexism and sexual harassment in academia". This two-day conference was split into two themes: what has already been done, and what can still be done.

I attended this conference on behalf of the Equality, Diversity and Inclusion Directorate in TU Dublin and joined decision-makers, practitioners, academics, and students to discuss sexism and sexual harassment in academia.

After #MeToo
Sexism and sexual harassment in academia

This conference brings together decision-makers, practitioners, academics, and students for an exploration on how to prevent sexism and sexual harassment in academia. The main goal is to contribute to creating a secure study and work environment by sharing the state of the art, best practices, and diverse perspectives on this topic.

The 3rd EDI (Equality, Diversity and Inclusion) policy group LERU conference is organised by the universities of Geneva and Strasbourg

Day 1

The first day of the conference focused on what has already been done. Keynote speakers included Professor Brigitte Tag who discussed dealing with sexism and sexual harassment in the University of Zurich. Professor Anette Agardh spoke about the University of Lund, and the research conducted on sexual harassment in academia, as well as the supports offered to students.

In a large panel discussion, perspectives from the University of Geneva, the University of Southern Denmark, the University of Barcelona and the University of Strasbourg on this topic were all shared.

The economic cost of sexual harassment to universities was examined by Bettina Palazzo, followed by an engaging panel discussion on the wider costs of sexual harassment to universities, such as personnel loss and damage to morale.

The last topic examined on day one was how sexual harassment and sexism has been communicated in several universities, and information campaigns run about these topics. Brigitte Mantilleri discussed campaigns run in Switzerland, while the panel discussion focussed on lessons learned in Geneva and the University of Neuchâtel.

Day one ended with a dynamic theatre experience provided by Nyan Storey, a Theatre Forum Practitioner, which encouraged and included conference participants in a simulation of an academic workplace, showing examples of situations where sexism or sexual harassment may occur.



Day 2

The topic of day two centred around what can still be done in this field, building from lessons already learned. Dr Isabelle Kraus examined lessons learned during campaigns run in The University of Strasbourg. This was followed by a panel discussion on how to incorporate theories from research into best practice in this field, including submissions from CERN, the University of Geneva, and the University of Oxford.

Professor Lilsa Husu from the University of Örebro discussed how research can help the field in the future, and this topic was then also discussed by a wider panel which examined perspectives from several institutions including Trinity College Dublin, the University of Leiden, and University of Heidelberg.

Students involvement in preventing sexism and sexual harassment was a broadly debated topic throughout the two days, and was discussed in detail in a panel involving students and stakeholders from the University of Geneva, University of Helsinki and University of Strasbourg. Powerful testimonials from students who experienced sexism and sexual harassment were read out by a Ph.D. student and a professor from the University of Strasbourg.

The final part of the conference was reflecting on the agenda of tomorrow. Eve Ballorain and Alessandra Fascianai from the University of Strasbourg and the University of Geneva collated and synthesised the issues and discussions from the previous two days. Conference participants were then invited to provide insights and comments on the issues. A final agenda for the future was examined as an output from the conference and included the following:

- More research on this topic is required in order to tackle the issues of sexism and harassment
- Research on the ethical implications, witnesses and bystander reporting need to be prioritised.
- There needs to be an Increase in senior management training and education on this topic, as the agenda is set from the top down.
- Universities need to openly call out sexism and sexual harassment and create zero-tolerance policies.
- By providing training and running campaigns, entire institutions would understand the impact and trauma of sexual harassment on victims
- Sharing lessons learned from cases of sexism and sexual harassment between institutions needs to be encouraged and normalised.

LERU plans to publish an agenda for the future based on the results from this discussion later in 2022.

This conference brought together stakeholders from academic institutions across Europe and the wider world, and encouraged discussions and debates around topics that are still so prevalent in academia. It is the hope of the conference participants and organisers that the lessons shared throughout this conference will help develop policies and strategies for the prevention of sexism and sexual harassment.



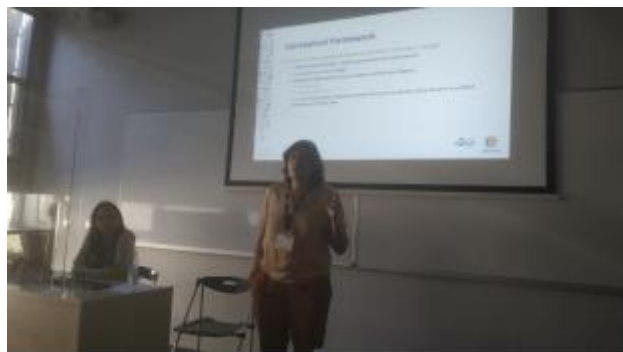
Dissemination Events

ECPG Conference

Members of our RINCE team attended the European Conference on Politics and Gender (ECPG). This year the conference took place from 6 to 8th of July in Ljubljana. As part of the RESISTIRE Project, along with our colleagues from the Deusto University, our team co-organised a panel entitled “COVID-19 and care: state responses and the impact of policy”. The panel explored different aspects of care and state policies during the COVID-19 crisis. These included the undervalued care provided by care workers, the informal care provided within households, and the extent to which COVID-19 policy responses have exacerbated existing intersecting inequalities related to care work. Alicja Bobek and Sara Clavero presented a paper entitled “COVID-19 pandemic in Ireland and the gendered division of care work: the impact of public policy on unpaid work and female employment”. The panel was chaired by Elena Ghidoni from the Deusto University and co-chaired by Alicja Bobek. Alba Alonso from University of Santiago de Compostela acted as a discussant.



We were also involved in a roundtable discussion on “Resisting Institutions: Debating the Future of Gender Quotas in European National Parliaments”. Sabine Lang of Washington State University, Petra Meier of University of Antwerp and Birgit Sauer from the University of Vienna co-chaired a lively session exploring the opportunities and resistances to gender quotas in parliaments. Each panellist was given two questions to respond to, prompting a rich exchange of analysis and reflection on the topic. Yvonne Galligan discussed a contribution from Ireland on behalf of her co-authors Fiona Buckley (UCC) and Mary Brennan (UCD). We look forward to the publication of *Party Politics and the Implementation of Gender Quotas* by Palgrave Macmillan in 2022. The link to pre-order is <https://link.springer.com/book/9783031089305>



NERI Conference

On the 14th of June, Alicja Bobek and Caitriona Delaney from the RINCE team presented at the 10th Annual NERI Labour Market Conference. The conference was held in association with UCD and the Geray Institute and took place at the University College Dublin campus. The conference included research papers on various aspects of the labour market and labour market policy. Our team presented at the ‘Pandemic Experiences’ session. The panel explored the various impacts of the Covid-19 pandemic on Irish society across various sectors including healthcare, social care and the labour market. There was also a focus on care and women’s employment. Alicja Bobek presented ‘Blurring boundaries of care work: the impact of COVID-19 on care work and women’s employment in Ireland’. This was co-authored by Caitriona Delaney and Sara Clavero. Caitriona Delaney presented ‘Women, Work, Emotional Labour and Wellbeing during the Covid-19 pandemic and beyond’, which was co-authored by Alicja Bobek and Sara Clavero. The panel was chaired by Laura Foley from UCD

