



الجامعة الملكية للنساء  
ROYAL UNIVERSITY FOR WOMEN

**3WSC**

**WOMEN AND  
4<sup>TH</sup> INDUSTRIAL REVOLUTION**

RUW 3<sup>RD</sup> CONFERENCE ON WOMEN AND SOCIETY

# **WOMEN AND 4<sup>TH</sup> INDUSTRIAL REVOLUTION**

31<sup>ST</sup> MARCH - 02<sup>ND</sup> APRIL 2020

CONVENTION CENTRE, GULF HOTEL  
KINGDOM OF BAHRAIN





## Conference Announcement and Call for Papers

The worldwide growing speed towards a more digitised society and economy is predicting that we are at the beginning of a technological revolution that will fundamentally change the way we live and work. The changes brought by the 4th Industrial Revolution will bring changes in power, knowledge, and shifts in wealth. It will create enormous challenges and opportunities. New jobs will be created, new sectors, new products, new services, and new markets. By developing digital platforms, workers will be able to work from home using their working time as they wish, offering their work to different countries. This flexibility in work should be accompanied by the growing need for education, training and development of new skills and competences to meet the challenges of the new world of work. Also, this era of digitisation will strengthen the great inequality that exists today in a world where many states and regions have not yet passed through the second and/or the third industrial revolution. In this regard, it is crucial to analyse the problems arising from the 4th Industrial Revolution as well as emerging opportunities, especially regarding the existing gender inequality; because, these developments will surely have a strong impact on the global population, especially on women who represent 52% of the population. Technology has brought countless opportunities across the world in terms of progress in every possible field but is also responsible for more job destructions than globalisation itself.

The 4th industrial revolution has deeply transformed our society including the role played by women with interesting variations. Women are actively participating in higher education and undertaking scientific research,

leading to women advancement globally and in the Kingdom of Bahrain. The conference aims to highlight how the accelerating pace of technological change affects what roles women can play in the economy, politics, and society. The conference will also explore the ways to enhance the culture of STEM education in women so that these young women can use technology and entrepreneurship to create economic opportunities. The goal is to discover and share methods countries might deploy in order for women to lead rather than follow this revolution. Further, the contributions made by Bahraini women leading to women advancement will also be explored.

Royal University for Women (RUW) is the first private Higher Education Council accredited, ASEC accredited international university in the Kingdom of Bahrain that is dedicated solely to educating women. This is the third biennial event that RUW will hold following the successful 2016 and 2018 Conferences on Women and Society, attended by more than 300 delegates from over 15 countries where more than 100 research papers were presented. Student poster presentations were a highlight of the event and served to stimulate a research culture among the region's youth.

The conference is supported by gLAWcal - Global Law Initiatives for Sustainable Development (United Kingdom), the American Society of International Law (ASIL) Interest Group on International Environmental Law, the American Society of International Law (ASIL) Interest Group on Intellectual Property Law.



## Key topics to be explored in the conference

- The Digital Age and Human Creativity
- Techno-Digital Revolution: Impact on Equal Opportunities in Creative & STEM Fields
- Women and Fourth Industrial Revolution: opportunities and risks
- Women and the Fourth Industrial Revolution: economic and legal outlook
- Impact of 4th Industrial revolution on Family and Work Life Balance
- Higher education in the era of the 4th Industrial Revolution
- Role of soft skills in the new technological era
- Fourth Industrial Revolution in Non-Western Countries
- The contribution of Diversity and Gender to Emerging Technology

### Who should attend

Possible attendees include: academics from local, regional and international universities and educational institutions, research institutes and foundations, representatives from the Ministry of Education, government organisations, NGOs, researchers, consultants, professionals and graduate students.

### Conference structure

The two- day conference will comprise a combination of keynote addresses by international speakers, including academics, policy makers, private and public sector representatives, university leaders and experts/ organisations in women issues, as well as panel discussions, workshops, academic paper presentations and student poster presentations.

**Day 1:** Conference Dinner

**Day 2:** Keynote Speaker sessions, Panel discussions, Poster session, Dinner and Networking

**Day 3:** Keynote speaker sessions, Academic Research paper presentations, Networking

**The conference will not only be of benefit to those present and the institutions which they represent, in addition:**

- Proceedings will be published with ISBN on RUW website.
- Participants can network long after the event and reforms resulting can be shared so as to multiply their impact.
- A poster session is organised to encourage researchers and postgraduate students to present their research in a poster competition under a selected conference theme. The three best poster presentations will be awarded with a certificate.





# THEME ONE

## The Digital Age and Human Creativity

1

The phenomenon of digital age is commonly referred to as the “Digital Revolution”. It is a set of advances in digital technology, telecommunications, and software with profound economic, social, and cultural implications. This has led to substantial changes in society and culture as a whole, creating what is known as the Knowledge Society, where the economy runs mainly on information, knowledge, and innovation. This phenomenon impacts humans at both individual and collective levels. However, in the digital age, providing automation of mental tasks and being a source of constant distraction, digital devices and the Internet, have detrimental effects on cognition that diminish the capacity for concentration and contemplation, which might have a negative impact on human creativity. Hence, the crucial role of human creativity skill in the digital age. Thinking beyond technology in digital age is crucial in the 4th Industrial Revolution. Technology shapes our emotions in a way that we are only beginning to understand. Indeed, the digital age can be powered up by creativity that is able to touch people more deeply.

The common view that our creativity is what makes us uniquely human suggests that incorporating research on human creativity related to the 4th Industrial Revolution might be a fruitful avenue for making human outputs more compelling and more human-like. It is often said that what makes us distinctively human is our capacity for great works of art and science: in short, our creativity. However, another aspect of the debate is that now even creativity as one of the last bastions of capabilities reserved solely to humans is threatened by the evolving wave of artificial

intelligence. Another aspect of the debate is, how can women strengthen creativity skills to bridge the gender gap in the digital age.

Within this exiting debate, the present call for papers is addressed to scholars, researchers, professionals and practitioners interested in issues related to empowering human skills in parallel to the rising digital era, to share their findings in the following sub-themes which include, but are not limited to:

- Empowering women on the computational creativity through art and design
- Empowering women on the Mathematical-scientific thinking
- Women and the cognitive based human creativity
- The role of Technology in enhancing human creativity
- The role of human creativity in the digital age
- Creativity and artificial intelligence
- Where Machine Intelligence Ends and Human Creativity Begins
- Women visual and creative ability
- Interaction with information technology and human creativity
- Digital art and Design
- Contributions of Bahraini women to Digital age and Human creativity
- Creative Women leaders in the digital revolution era



# THEME TWO

## Techno-Digital Revolution: Impact on Equal Opportunities in Creative & STEM Fields

2

The world is becoming a global village as a result of the techno-digital revolution and impacting and changing all aspects of human life including Information and Communication Technology (ICT), Science, Technology, Engineering and Mathematics (STEM). It has opened new revenues and value-producing opportunities including e-governments, e-health, and e-services. However, as the women make up a smaller share of the workforce (especially under-represented in the Computer and Mathematical and Architecture and Engineering job families), so if the adequate attention is not paid now, according to The Industry Gender Gap Report (2016), then the economic gap may widen further. This also means that we are at risk of leaving a large portion of the workforce behind, particularly women, because they either can't afford training or because they cannot fit their family duties with the need to work in a flexible workplace and re-train. Therefore, it becomes pertinent that we as society should work towards creating the 'ideal worker norm' for the women where work and training find equal balance (UN Women, 2015), which in turn will narrow the digital gender gap. Now, it is an appropriate time to analyse the gender distribution of scientists and inventors in STEM in several different ways and to take advantage of the digital revolution towards better policies and opportunities, in order to build a more inclusive digital world that aims to create equal opportunities while reducing the digital and STEM gender gap. Although, bridging the gap between the participation rates of men and women will not happen overnight but with the support from the education system and organisations, women can be encouraged to engage starting from early education to tertiary level, to be creative and innovative in the STEM & creative field. Consequently, this will help build a workforce of women who are empowered to make scientifically informed decisions and take advantage of the opportunities of the jobs of the future. This change in culture will require long-

term commitment but now is the opportune time to lay the groundwork for effective action in future. Hence, the government should continue to show leadership to drive change in our systems, institutions and workplaces to encourage and enable more women to pursue STEM studies and careers.

The RUW 3rd Conference on Women and Society: "Women and the Fourth Industrial Revolution" aims to mobilise women in digital creative technologies and STEM innovation and leadership expertise from a wide range of disciplines that can contribute to achieving sustainable development goals. The conference will serve as a stocktaking and analytic exercise, as well as a platform for discussing opportunities and barriers that have influenced women's leadership and creative contributions in digital technology and STEM.

### Sub-themes:

- Women's contribution in recent technological trends and innovations.
- Optimising STEM education with advanced ICTs, simulations and creativity.
- Bridging the STEM skills gap by developing digital natives.
- Promoting female equal opportunities in economic spheres.
- Women inventors: A narrowing gap in patenting activity?
- Role of policy and practice in defining digital gender equality.
- The use of digital technology in STEM education - impacts and challenges.
- Role of policy and practice in defining digital gender equality in STEM initiatives.
- Contributions of Bahraini Women in Scientific research supporting Women advancement



# THEME THREE

## Women and the Fourth Industrial Revolution: Challenges and opportunities

3

For economists, market developments are always dynamic and can be fundamentally characterised by a basic principle that Schumpeter phrased as “creative destruction”. Innovations change economic structures and new technologies offer new profit opportunities, while business models based on replaced technologies are at a high risk to fail. While these ideas were first developed with the 2nd industrial revolution, based on mass production and assembly lines, it is assumed that these disruptions will pale in light of the 4th industrial revolution. The digitalisation, automation and connectivity of the emerging cyber physical systems will change industrial production, products and services, the work process, the structure of whole industries and markets as well as the integration of producers and consumers in the wider systems of value creation.

For the 4th industrial revolution one key element is the systemwide, interconnected dynamic, which cannot be understood anymore as just an added-up sum of individual changes. For instance, additive manufacturing (3D printing) has the potential to completely change the fashion and textile market, by selling clothes as software to be printed at home, but it will also at the same time completely transform the logistic industries with a strong reduction in transportation needs for products and therefore also impact the energy sector in the reduced demand.

With every disruption, there are short and long-term consequences, and there are winning and losing market actors and systems. This theme is focused primarily on the economic scenarios, that are in the process of becoming reality. This refers to the differential consequences for different industries, in terms of value creation, changing demands for reorganising value chains, for collaborations and for exit strategies. Right now we see the transformations already developed in the automobile industry, and with some delays in medical technology sectors, electrical engineering, mechanical and plant engineering as well as energy systems. It is also important to emphasise that the transformations are relevant as well for the service sectors, from hospitality to financial services.

As technologies are intertwined with socio-cultural systems, these technologies (from 3D organ prints to smart textiles) will be also influenced by gender differences, at the biochemical, physiological, behavioral and social level. One guiding principle of working in this theme is therefore the gender-specific aspect of such disruptions and transformations. Therefore, the suggested subthemes would be:

- Industry specific changes in business models and the potential for female entrepreneurs and employees
- Start up's and SME's role in the transformation with new potentials for female entrepreneurs.
- Case studies of female entrepreneurs in new value creation systems
- Employment effects for women in the developing digital workforce
- Best practices to support female entrepreneurs in developing adequate business models for the 4th industrial revolution
- Relevant skills for women to participate successfully in the 4th industrial revolution
- The differential regional effect of fundamental social and cultural changes of the 4th industrial e.g. in regard of gender roles in the GCC region.
- The gendered economic and social impact of the new legal frameworks for regulating the digital transformations (e.g. the EU General Data Protection Regulation, or in Bahrain the Protecting Personal Data law).
- The ethics of data and the Internet of Things: What we must, can and should do as entrepreneurs and citizens in the transformations.
- Using the new value creation systems to advance the social and environmental consequences of markets and systems (e.g. digital sustainability and resource efficiency)
- Management consequences of a reduced human sense of agency, when machines and algorithms are making central decisions in the organisation of markets
- Bahraini Women leaders in Business and Entrepreneurship



# THEME FOUR

## Women And The Fourth Industrial Revolution: Economic And Legal Outlook

4

Technology is reshaping the world we live in by progressively shifting societies from the analog era to the domain of automation. Robots, Artificial Intelligence, and Algorithms threaten to replace human beings in the way they think, decide, and behave in their private life and in the workplace. However, emerging technologies could also become a tool to overcome the gender stereotypes in the legal professions, sector which has historically been dominated by men as the key decision makers, because technology, as such, does not have any gender and can be an aid to workers of both sex on equal grounds.

Although the discussion over the role of women in the context of emerging technologies is only in its beginning stages, given that these technologies are indeed only emerging, and it is very hard to examine this topic given that the facts and the realities may change extremely fast from one day to another. Yet, it is very important to initiate the debate over these issues knowing beforehand that the expected scientific contribution is based upon the current state of emerging technologies which are constantly and rapidly evolving. Hence, the question that requires an answer in this context is the following:

How can society ensure the involvement and the contribution of women in the emerging technologies debate where the skills needed for shaping and developing these technologies are constantly evolving? Due to this uncertainty, it is important to prepare women for the different roles they might play in their future 'digital' legal careers and discuss how the legal framework can be improved to regulate phenomena connected to the digitalisation.

The call for papers is addressed to scholars, researchers, professionals and practitioners interested in issues related to the impact of technologies on the future development of the legal professions, on how the legal education can best prepare women for the challenges stemming from the digital disruption and, more generally, on the role of women in the context of emerging technologies, to share their findings in the following sub-themes which include, but are not limited to:

### Sub-themes:

- Emerging technologies and legal career choices for women.
- Emerging technologies role in the advancement of women's causes and women's rights in the society.
- Emerging technologies and balance between family and work life.
- Emerging technologies and privacy.
- Emerging technologies and the future of women in the legal professions.
- Emerging technologies and international law.
- Technology for digital-rights management, licensing, access policies and authorisation, including issues in social networks.
- Legal technology for transparency and intelligibility.
- Emerging technologies and gender equality.
- Emerging technologies and economic power.
- Role of Bahraini women in Emerging technologies



# THEME FIVE

## Impact of 4th Industrial Revolution on Family and Work Life Balance

5

As the Fourth Industrial Revolution (4IR) constitute of speed, complexity and transformative power, so does the family. The family systems and processes are especially shaped and mediated by the socio-technological aspect of this revolution where ubiquitous computing, Internet of Things (IOT) and ambient smart environments are responsive to the presence of people. In recent times, more women have entered full-time careers and there has been a dramatic increase in women's labor force participation. As a result, it has given rise to more potentialities of equal opportunities between men and women but placed greater demands on women, which according to International Labor Organisation (ILO, 2019), reflect two kinds of changes – gradual decline of 'sole male breadwinner' model and 'double burden' for women of both paid and unpaid work. Especially in the GCC region, the family is centered on the role of the woman as mother, wife, home-maker and nurturer, which implies necessary changes to assure the participation of women in the new economies. It can be through her involvement in new services, ranging from laundry to shopping, from chores to travel, or exploring the new digital world of smart phones, cars, or smart speakers. Therefore, technology of all varieties (e.g., electronic media such as cell phones, Internet, and multimedia devices) is shaping the lives of women in the way they organise and maintain many different aspects of their personal and work lives.

Moreover, within the ecology of family, a growing awareness of technology with each new generation, has placed a higher demand on parents to understand the changing elements of their children's domains such as career readiness, soft skills, the effective use of social media and the issue of privacy associated with it. Also, the fusion of language, culture, variation in families across the globe, has created a need to consider the local norms of a certain culture pertaining to women while designing and implementing new techniques and technology. It also refers to adequate adjustments by legislators and policy makers to enable access to child-care and to integrate the role of the man in the household to guarantee the integration of mothers

in the new work life. However, the question which remains to be explored is how women see themselves in these developments (i.e., self-awareness and identity in relation to others and society) and how they can be empowered in such transformative circumstances.

Therefore, this theme of 'Impact of Fourth Industrial Revolution on Family & Work Life Balance' becomes an important area to be studied to ensure that the changes happening in the realms of 4IR, must consider the dynamics of family paradigms and its association with work life balance. The call for papers is addressed to scholars, researchers, policy makers, mental health practitioners, women working in diverse settings, and even homemakers. The topics of interest for submission include, but are not limited to:

### Sub themes:

- Women as mothers, employees and entrepreneurs
- Educating and empowering women through technology
- Technological advancement in work and influence on mental health
- Psycho- socio aspects of work life balance in technological progression
- Women millennials in a VUCA world and work-life balance
- The use of social media in families.
- Parenting and the use of gadgets
- Parenthood and evolving women's role
- Career exploration: The challenges & the future ahead
- Influence of digital norms on women's socio-cultural identity
- Contributions of Bahraini Women in Gender Equality in the realms of 4IR
- Emerging technologies and economic power.
- Role of Bahraini women in Emerging technologies





# THEME SIX

## Higher Education In The Era Of The 4Th Industrial Revolution

6

The concept of 4th Industrial Revolution is widely discussed in different national and international venues such as the World Economic Forum, and the Economic Development Board Bahrain. In this regard, several studies are highlighting how the new digital era will shape the future of education, gender and work, and the societal implications of some key emerging technologies that are thought to drive the 4th Industrial Revolution.

Social and educational transformations from the first three industrial revolutions can provide a starting point in considering the potential transformations in higher education arising from the 4th Industrial Revolution. After the First Industrial Revolution, a vision for a new kind of curriculum began to form with more diverse degree options and new general education programs designed to produce breadth of study through the selection from a variety of elective courses. Then, as the Second Industrial Revolution was associated with new manufacturing technologies based on electricity, an expansion of access to higher education and the proliferation of multiple types of higher education institutions, produced a surge in discovery and helped consolidate and accelerate the growth brought about by the powerful new technologies. Most of these new institutions of higher education during the period of the Second Industrial Revolution were co-educational and helped foster an increased role for women in industrial and academic settings. Within the Third Industrial Revolution, which is generally attributed to computerisation and web-based interconnectivity, the expansion of access to higher education rose to even greater prominence with greatly increased diversity on campuses and globalisation of academic research accelerated by online technologies. One of the largest ripples from the Third Industrial Revolution was the move toward online education and expand access to university education to millions of previously unserved students across the world, as well as the proliferation of higher education activities such as coaching and mentorship. Last, within the 4th Industrial Revolution often described as the result of an integration and compounding effects of multiple “exponential technologies,” such as artificial intelligence (AI), biotechnologies and nanomaterials, will bring profound

and rapid change seems all but certain. Hence, the need for higher education to respond is urgent. Substantial changes to the science and technology curriculum will be required to allow for students to develop capacity in the rapidly emerging areas of genomics, data science, AI, robotics and nanomaterials. Such a 4th Industrial Revolution STEM curriculum would reconsider the curriculum within the traditional “primary” sciences—biology, chemistry and physics—and place a higher premium for training in computer science subjects as a form of the 4th Industrial Revolution literacy.

In this regard, the present call for papers is addressed to scholars, researchers, professionals and practitioners interested in issues related to the potential transformations in higher education arising from the 4th Industrial Revolution, to share their findings.

### Sub themes:

- The impact of the new technological era on higher education
- Types of demands for higher education in the new technological era
- life-long learning as an opportunity or barrier towards gender gap equality
- Teaching, Research, and Services in the 4th Industrial Revolution
- Embrace massive open online courses (MOOCs)
- Cultivating innovative talents
- University-as-a-Platform (UaaP)
- Education-as-a-Service (EaaS)
- Internationally-linked Programmes
- Role of Bahraini women in Scientific research supporting Women Advancement
- Women and Leadership in the Future Higher Education Systems
- Contributions of Bahraini Women in Gender Equality in the realms of 4IR
- Emerging technologies and economic power.
- Role of Bahraini women in Emerging technologies



# THEME SEVEN

## Role Of Soft Skills In The New Technological Era

7

The changes brought by the new technological era will bring changes in power, knowledge, and shifts in wealth. It will create enormous challenges and opportunities. New jobs will be created, new sectors, new products, new services, and new markets. The main features of the new technological era include Internet, computer, information technology, artificial intelligence and machine learning, advanced materials, biotechnology and genomics. Under these conditions, the skills required for professional development and survival in the present and future world seem to be engineering skills, computer skills, statistical skills, mathematical skills. Hence, a legitimate question comes. Do “soft” skills have place in a world marked by an unprecedented rapid technology development? and What is the place of soft skills in the new technological era?

In this regard, growing body of knowledge is stipulating that while hard skills are discipline specific skills needed to perform basic duties at work, soft skills are the ones that define an individual's approach towards work and life problems. soft skills are those sought out behaviors and characteristics that employees demonstrate unconsciously and routinely on the job. In the new technological era, worker will be required not only to perform a complex job compounding several tasks - programming, maintenance, monitoring and operation, he or she will be also required, to possess logical mental power, problem solving ability and adaptability to go through the changes. As an example, a survey conducted in New Zealand on the perception of employers about the most important skills and knowledge among employees emphasises communication skills, supervision skills, diagnostic skills and design ability. Another study in Australian high-tech companies emphasised the important transferable skills such as learning how to learn, discovery, analysis, problem solving, experimentation, linking new concepts with existing knowledge, relating verbal and non-verbal representations and concrete objects, analysing and interpreting, which are all soft skills.

To this end, the good news for the global aim to bridge the existing gender inequality gap, is that women have been proven to hold a key advantage in these soft skills. A study by global consulting firm Hay Group found that women outperform men in 11 of 12 key emotional intelligence competencies. Hence, the present call for papers is addressed to scholars, researchers, professionals and practitioners interested in issues related to the value and impact of soft skills on the future of employability in the new technological era, and what are the key soft skills that women should focus on, to help mitigating or bridging the existing inequality gender gap.

### Sub themes:

- Emotional intelligence in the new technological era
- The role of logical mental power in the new technological era
- Creative problem-solving and adaptability to change in the new technological era
- The role of communication & supervision skills in the new technological era
- The role of diagnostic skills and design ability in the new technological era
- Motivation and leadership in the new technological era
- Critical thinking in the new technological era
- The role of self-confidence and self-awareness in the new technological era
- The role of active listening and Interpersonal skills in the new technological era
- Ethics and loyalty in the new technological era
- The role and functions of art and design in the new technological era
- Soft Skills and the Hidden Advantage of Women in Leadership



# THEME FIGHT

## Fourth Industrial Revolution in Non-Western Countries

8

The technological changes are reshaping our economic, social, cultural and individual lives. And technologies itself are always social in the way that their development, manifestation and execution are never separated from their social context. Even the technological innovators from Silicon Valley are pushing now for an intensive integration of social and cultural issues into research on technologies (e.g. The Center for Humane Technology, founded by former Google and Facebook employees). This means that in the development of technologies in areas like HR, driverless cars or the legal system, algorithms still incorporate human biases (e.g. in the biased decisions of who will be promoted, who will be sued, who will be better recognised in face recognition systems and how will driverless units decide in risk situations). As these algorithms are developed primarily in the Anglo-American regions, further research has to look into the adaptation and consequences of system adoptions in Non-Western areas. At the same time, initiatives to develop regional technologies should be promoted. One example is the increasing relevancy of voice interfaces, which are primarily based on the English language and research projects that advance Arabic languages in voice recognition technologies are vital but sparse.

Furthermore, a wider perspective should then also focus on the differential socio-economic consequences of the new technologies in non-western regions, with diverse contexts, resources, time spans and strategic options. In western nations, the social and cultural impact of the revolution is already in the making as compared to the non-western countries, where technologies are localised and solutions must be more regional specific, to create an effective impact followed by efficient adaptation.

Most non-western/developing countries are characterised by a large population and scarce job opportunities. With the advent of this revolution, non-western societies have undergone varying influences including the conditions of work, the status of joblessness, and the ignorance of unskilled workers and artisans. Studies have shown that though the technological revolution has seen new patterns in

consumer behavior, product creation, energy saving methods and improvement of services, yet, there are many questions that are left unanswered. As many of the informal workers are women in non-western nations and their working conditions are highly influenced by the different socio-economic conditions of their country, there is a need to look into the regional specific technological and informational solutions that 4IR can bring. This can in turn help to increase the female leadership, which these nations lack.

With the dearth of studies coming from non-western countries, this theme titled 'Fourth Industrial revolution in non-western countries' will open avenues for the researchers to plan, develop and present their perspectives on what is the positioning of their country vis-a-vis this revolution. Hence, the call for papers is addressed to scholars, researchers, policy makers, practitioners and non-governmental organisations, who are interested in the exploring and presenting the existing scenario of 4IR and it's influencing role on women in non-western countries Topics of interest for submission include, but are not limited to:

### Sub themes:

- The quality, equity & sustainability of growth.
- Infrastructure and governmental policy.
- The localised effects of technology.
- The role of language in the new technologies.
- Contextual adaptations and strategies for the 4th industrial revolution
- Automation & its link to communication and risks.
- Private vs. public organisations under the technological influence
- Knowledge, awareness and preparation of 4th industrial revolution
- Women leadership amidst inequality, lack of education & resources
- Advancement of social and environmental consequences of markets and systems through new value creation systems.
- 4IR and its influencing role on women in Kingdom of Bahrain



# THEME NINE

## The Contribution Of Diversity And Gender To Emerging Technology

9

The development of science and technology coincided in the last few decades with the calls to further investigate the role and contributions of gender in technology. A common narrative tends to favor male-lead innovation and to relegate the contribution of woman to technology in a secondary place and as something exceptional. Although the situation is gradually improving in several economic sectors gender imbalances are particularly pronounced in emerging technologies not only at leadership positions but also in the total workforce. While several initiatives at the international level such as the United Nations Women Strategic Plan 2018–2021 focused on empowering woman in the economic and political sphere little attention is paid at how to improve the participation of woman to emerging technologies. Barriers to career advancement, gender pay gap, an overall mistrust in the capacity of woman in innovation and harassment are only some of the barriers faced by woman in the workplace. Women from disadvantaged background and from developing and Least Developing Countries (LDCs) are facing even greater barriers for what is concerning access to education and to work opportunities in the tech sector. In 2019 the Global Fund for Women partnered with Google for the International Women's day in order to actively reducing gender gap in the technology field. The discussion over the role of women in the context of emerging technologies is only in its beginning and requires an attentive investigation. to find innovative solutions. Law have had an essential role in increasing substantive equality and in reducing the gaps in underrepresented groups. From access to workforce to increasing female leadership positive actions have been used, experimented and implemented across the globe to promote gender equality. This call for papers invite contributions revolving around the question of how can society ensure the involvement and the contribution of women in the emerging technologies debate? We therefore invite contributions addressing but not limited to the following topics:

- Emerging technologies role in the advancement of women's causes in the society.
- Emerging technologies and equality. How emerging technologies could affect equality between women and men in the workplace and in the society.
- Emerging technologies and career choices. Are women's jobs more affected and threatened as a result of emerging technologies?
- Gender equality and Positive actions. Positive actions to guarantee gender equality should be used in the context of emerging technologies?
- Women and innovation. How to strengthen participation of women in emerging technologies? What could be the regulatory framework to boost this participation?
- Emerging technologies and privacy.
- Emerging technologies and women's economic empowerment. How emerging technologies could increase women's economic empowerment? Are there any best practices that should be followed in this regard?
- Emerging technologies and women's political empowerment. How could emerging technologies boost female leadership across the globe? What are the main challenges and barriers faced by women in politics?
- Emerging technologies and international development. How can women shape this sector by using emerging technologies?
- Emerging technologies and international law. How can women working in the legal field shape and affect the emerging technologies specially the risks associated with these technologies?
- Emerging technologies and life expectancy. How new technologies may change human lives by extending it, affecting the pension systems and the relations between women and men?

The organisers have publication plans for the presented papers. The precise format of publication will be discussed during the conference. Among the options already available at the time of the call for papers, the organisers envisage to publish a book collection in the Routledge Publishing (New-York/ London) multidisciplinary gLAWcal book series on "Transnational Law and Governance" or a special issue/symposium in relevant peer-review SSCI or US journals. The presenters, who have previous commitments with other publication outlets or prefer different journals or publishers, will of course remain free to publish their papers independently from the conference symposium/special issue/book collection.

Abstracts for this theme can be submitted to Professor Paolo Davide Farah (West Virginia University - USA and gLAWcal - Global Law Initiatives for Sustainable Development: [pdfarah@mail.wvu.edu](mailto:pdfarah@mail.wvu.edu))





## Submission Guidelines:

### Conference deadlines:

<b>15 February 2020</b>	Receipt of Abstracts
<b>22 February 2020</b>	Acceptance of Abstracts
<b>07 March 2020</b>	Receipt of Full Papers
<b>19 March 2020</b>	Registration for Speakers/Posters/Scholars
<b>30 March 2020</b>	Registration of Attendees

**Conference Dates:** 31st March - 2nd April 2020

Keynote Speaker's session shall not exceed 1:00 hrs. , Academic Papers Presentations shall not exceed 20 minutes. Poster Session by Research Scholars/ Students shall not exceed 10 minutes.

Presenting dates either on **1st or 2nd April 2020**

In addition to the panel discussion sessions, There will be 3 - 4 parallel sessions on 2nd April 2020. Where researchers will present their research

### Important Notes:

Papers and completed submission forms are accepted through:

Email: [info@womenandsociety.com](mailto:info@womenandsociety.com) - Secretary of scientific committee

Fax: (+973 17 552 890)

### Accepted Paper Presentation will be entitled to:

- Registration to the conference and side activities
- Transport and meals during conference
- Conference pack materials
- Thanks and appreciation letter
- A certificate of attendance

Papers presented at the conference can be submitted to **Professor Paolo Davide Farah** for consideration in a possible book collection to published by Routledge - (West Virginia University – USA and gLAWcal - Global Law Initiatives for Sustainable Development: [pdfarah@mail.wvu.edu](mailto:pdfarah@mail.wvu.edu))

### Scientific Committee Consists of:

Dr. Mona Suri - Academic Vice President, RUW (Chair)

Dr. Maria Casoria - RUW

Dr. Amine Moulay - RUW

Dr. Mathias Bode - RUW

Dr. Sahana Mitra - RUW

Dr. Majed Al Dodhooh - RUW

Ms. France De Leon - Origin Group

Professor Paolo Davide Farah - (West Virginia University - USA and gLAWcal - Global Law Initiatives for Sustainable Development)



## Online Registration Form

Dear Participants,

In order to register for the conference, please fill in this Online Form. If you are not able to register online, please return completed registration form by email to **Ms. France De Leon** [info@womenandsociety.com](mailto:info@womenandsociety.com) or by fax (+973 17 552 890)

### 1. Personal Information

Title [Mr., Mrs., Ms., Dr., Prof.] \_\_\_\_\_

Name \_\_\_\_\_

Surname \_\_\_\_\_

Organisation \_\_\_\_\_

Position \_\_\_\_\_

Major research area \_\_\_\_\_

Status during the conference:

**Researcher with paper**

**Attendee (without paper)**

**Student (without paper)**

Topic of your paper \_\_\_\_\_

Conference Sub Theme \_\_\_\_\_

Email address \_\_\_\_\_

Phone (with country code) \_\_\_\_\_

### 2. Important Information

Important deadlines

**Submission of Abstracts: 15th February 2020**

**Acceptance notification: 22 February 2020**

**Submission of Full Papers: 7th March 2020**

Conference Registration fees cover the following: admittance to all conference sessions; conference pack (including the conference proceedings); and tea/coffee/ lunch.



Registrant Type	Regular	Deadline
Researcher (with Research paper)	BD 130	19th March 2020 (Please register by this date, otherwise, the paper will NOT be published. A PhD student must provide a copy of his/her student ID).
Attendee (without paper)	BD 260	30th March 2020*
Student	BD 100	30th March 2020 (A student must provide a copy of his/her student ID).

\*Early Bird bookings (discount)- 25% discount if paid on or before 15h February 2020. BD.195.00

### 3. Registration Fee Payment Details

Please indicate preferred way of payment:

- Bank transfer (see bank account information below)
- Cash payment upon arrival (For Attendees & Students only)

Payment by Bank Transfer: After you wire the total registration fee to our bank account as stated below, the (scanned) proof of transfer must be sent by email with the registration form to **Ms. France De Leon** on [info@womenandsociety.com](mailto:info@womenandsociety.com)

#### For bank transfer

Beneficiary: **Royal University for Women**

Account Name: **Royal University for Women**

Bank Name: **Bahrain Islamic Bank**

Branch Code: **Main Branch**

Account No.: **100 00 00 16444**

IBAN No. **BH32BIBB00100000016444**

Swift Code: **BIBBBHBM**



#### 4. Conference accomodation

Conference organising committee is glad to recommend you some accommodation options with convenient location and infrastructure which will be available for a special rate for conference participants.

Recommended hotels:

Name	Rate	Room and rate per day	Web page
Gulf Hotel	5 Stars	Single 50++ with including breakfast	<a href="https://www.gulfhotehbahrain.com/">https://www.gulfhotehbahrain.com/</a>
		Double 55++ with including breakfast	

#### 5. Cancellation Procedure

No refunds, instead replacement allowed.

#### 6. VISA Information

For Visa Assistance, please contact

Ms. France De Leon on

Email: [france@origin.com.bh](mailto:france@origin.com.bh)

Phone: +973 17 552 078

Fax: +973 17 552 087

*Thank you for filling in the Registration Form*

*We look forward to seeing you at our conference in the Kingdom of Bahrain!*





## Abstract Submission Guidelines

All abstracts are subject to anonymous peer review and are selected solely on the basis of academic quality. Submissions must be made online at the following email address: [info@womenandsociety.com](mailto:info@womenandsociety.com)

**Theme 9 submissions:** Abstracts for this theme can be submitted to Professor Paolo Davide Farah at: [pdfarah@mail.wvu.edu](mailto:pdfarah@mail.wvu.edu)

Abstracts received after the deadline will not be included in the programme. Please see the submission criteria page for further information.

For all papers accepted, it will be assumed that the presenter(s) will attend the full conference and the Conference Team reserves the right to schedule presentations accordingly.

## Abstract Submission Criteria

Type of Abstract Submission	Maximum Number of Words	Room and rate per day
Individual Papers	500 words	Font: Candara (11 pt)
Co-authored Papers	500 words	Font: Candara (11 pt)

References are not compulsory but must be included in the word count if you choose to include them.

**Paper abstracts must report completed research or projects where there is already completed data set to discuss or scholarship that includes theory or model building or meta-analysis that already has preliminary results. Reviewers will take this into account when assessing the suitability of papers for inclusion in the conference programme.**

### How do we decide which abstract submissions get accepted?

Judgments will be made anonymously by rating each abstract submission against the criteria below. Presenters are asked to think about opportunities for discussion and interactivity.

**The Abstract will be accepted** based on relevance to Conference theme, clear research question and focus of enquiry, analytical approach or theoretical framework, adequate literature review, robustness of analytical and/or theoretical framework, appropriateness of research methodology and significance for educational practice, policy or theory.

**The Poster will be accepted** based on its ability to stimulate debate, relevance to topics of the conference and suitability for static display with author engagement.



## Questions

If you have any questions about our abstract submission criteria, please email us at: [info@womenandsociety.com](mailto:info@womenandsociety.com)

## Submission Deadline

The deadline for submitting your abstract is on 15th February 2020

## Submit Abstract

To submit your abstract, please send it in word or pdf file to the following email address:

[info@womenandsociety.com](mailto:info@womenandsociety.com)



**3WSC**

**WOMEN AND  
4<sup>TH</sup> INDUSTRIAL REVOLUTION**

RUW 3<sup>RD</sup> CONFERENCE ON WOMEN AND SOCIETY

## Application with a Paper Proposal for the RUW 2nd Conference on Women and Society

Application for Theme: .....

Paper title: .....

Author/s: .....

Presenter/s (if different from Author): .....

### ABSTRACT

*(Max. 500 words or 4000 characters including spaces)*

RUW copyright policy:

All authors submitting papers for the RUW conference agree, by checking the box below, that RUW obtains the copyright (the right of use of all accepted papers) for the following purposes and with the following limitations on both sides:

1. RUW has the right to include, publish and distribute the submitted and accepted papers in the "conference proceedings" in electronic form.
2. RUW has the right to publish the best selected articles, either in a special monograph publication volume, or to submit the best papers to relevant refereed journals. The selection is made according to peer review principles with the approval of the respective authors is required.
3. Authors maintain the right to publish (or utilise in any other way) the results of their study/research with another publisher, either in an identical or modified version but not prior to, in between, or during the period of at least 3 months after the conference.

**By submitting my paper proposal I confirm my agreement with the above RUW copyright policy.**

Date

Signature

\_\_\_\_\_

\_\_\_\_\_

*After successfully sending the application with a paper proposal you will receive a confirmation e-mail within a few days.*