Special Issue Journal of Gender Studies

Professions and professionalism from a gendered perspective in the Global North and South

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Scope of the Special Issue

This Special Issue aims to explore the relationship between gender and professions, going beyond the mere study of professions to offer a broader and more ambitious contribution to understandings of gender. By inviting scholars to submit papers, we seek to highlight the gender barriers and boundaries within professions and professionalism. We also aim to critically discuss the assumption that profession is not a generic concept but rather a 'gendered project' existing within masculine/feminine relations (Kanter, 1977; Acker, 1990; Benschop & Doorewaard, 1998; Britton, 2000). From this perspective, we believe this proposal aligns well with the aims and scope of the Journal of Gender Studies.

Our goal is to present the gendered divisions manifested through exclusion, inclusion, demarcation, segregation, and closure in the public sphere, within organizations, and from subjective perspectives. We encourage submissions rooted in various scientific debates, particularly relational theory, neo-institutionalism, labor process theory, feminist studies, and research on inequalities and stratification (Charles & Grusky, 2004; Ridgeway & Correll, 2004; Connell, 2005). By discussing these perspectives, we aim to foster a deeper understanding of how gender shapes and is shaped by professional domains (Hearn & Collinson, 1994; Simpson, 2004; Williams, 1995; Adams, 2010).

Specifically (but not exclusively), we encourage the intersectional perspective. Intersectionality as a paradigm of "a cohesive set of theoretical concepts, method of analysis, and belief system" (Hulko 2009) enhances analytical sophistication and provides theoretical explanations of how diverse members of specific groups might experience their work differently based on their ethnicity, sexual orientation, class, and other social locations. The advantages or disadvantages attributed to these social locations are highly context-dependent (cultural, organizational, geo-political) at multiple levels (micro and macro-social). However, some authors argue that this context creates a "gendered

and ethnicized occupational hierarchy"(Bradley & Healy 2008). Gender and ethnicity are central variables, as well as class, whose positioning has undergone transformations in social systems, but their intersections are quite overlooked in the current scientific debate. The scope of this special issue is to collect contributions aiming at studying recent developmentsin the labour market, focusing on professional and occupational groups, and the role of their within-group differentiation in creating social cleavages among them. The growing social polarization between the "winner" and "loser" (Milanovic 2018) of major socio-economic transformations – both in the global North and South- has contributed to increasing the distance between social groups, with a significant resurgence of cleavages in the labour market as a determining factor of advantage. This has also led to greater disparities within groups in access to social, cultural, and economic capital (e.g., from men/women to upper-class women/working-class women). To analyse them, the heuristic capacity of intersectionality is crucial. In this redefinition, people with multiple subordinate-group identities (e.g., ethnic minority women) do not fit the prototypes of their respective identity groups (e.g., ethnic minorities, women), leading to what has been termed "intersectional invisibility" (Purdie-Vaughns and Eibach 2008). This is particularly interesting considering the labour market significant dualisation and the fragmentation of working conditions, which depend more on the type of organisation (private, public, small, large, etc.) for the same skills and qualifications, as well as cultural norms regarding the "ideal worker" – normally gendered and ethnicised.

Anchoring essay

A comprehensive introductory essay will delve into how gender dynamics within professions have evolved over the last half-century, with a specific focus on the intersection of global feminism and significant advances in the field of gender studies (England, 2010; Williams, 2000). It will capture significant changes in the gendering of professions, offering a detailed statement on the current status of the debate and the intended contribution of this proposal (Martin, 2003; Kelan, 2009). It will contextualize the different national settings of the papers included in this issue, examining how these settings have been shaped by global feminist movements and advances in gender studies. As such, it will serve as a cornerstone, offering readers a strong foundation to understand the contributions of the subsequent articles.

Manuscript Submission Information

All submissions will undergo the same strict double-blind peer-review process applied to the journal. Accepted papers will be published continuously in the journal (as soon as accepted).

To submit a manuscript, please register and submit your paper online at: https://rp.tandfonline.com/submission/create?journalCode=CJGS. When submitting, please

choose the Special Issue entitled " Professions and professionalism from a gendered perspective in the Global North and South". A guide for authors and other relevant information for submission of manuscripts is available on the Journal Homepage. Manuscripts can be submitted until the deadline. Submitted manuscripts should not have been published previously nor be under consideration for publication elsewhere.

The submission portal opens on **Sep 1st, 2024**. The deadline for submissions is **March 1st, 2025.**

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