

Special Issue Call for Papers –Women’s Careers in the 21st Century: New Perspectives and Insights

Special issue call for papers from Career Development International

Guest Editors (By Alphabetical order)

Fida Afiouni, Olayan School of Business, American University of Beirut, Lebanon, fa16@aub.edu.lb

Eleni Apospori, Athens University of Economics and Business, apospori@aueb.gr

Bert Schreurs, Faculty of Social Sciences & Solvay Business School, Vrije Universiteit Brussel, Belgium, bert.schreurs@vub.be

Current literature on women’s careers, work opportunities and experiences has examined diverse individual and contextual factors that enable or hinder their respective career progression and access to leadership positions. Building on and extending those themes, this Special Issue invites authors to adopt a multi-layered approach/lens to examine women’s career opportunities and leadership experiences in diverse organizational, professional, national and regional settings. Incorporating theoretical, ontological and epistemological diversity and drawing on empirical evidence the collection of papers will showcase innovative insights into women’s career opportunities and experiences over time, including their access to and experience of leadership roles.

While inviting explorations of the barriers that some women encounter, we also welcome contributions that explore and signal their positive career experiences including the power of developmental networks, institutional support systems, mentors, role models and employment and governmental policy changes. We also call for papers that cross disciplinary boundaries and utilize innovative research designs and particularly those that draw on feminist and critical epistemologies and that adopt an intersectional lens to explore overlapping identities of individual career actors, and power relationships within and between groups. Papers exploring inequity and privilege are also welcome as are contributions showcasing women’s career successes in different contexts and that those address formal/informal career experiences, the future of work and technological advancements, self-employment and entrepreneurship.

We expect manuscripts to bring strong empirical contributions that develop and extend theory as well as more conceptual papers that integrate, critique and expand existing theory, and/or that suggest requisite social action and policy-making. We encourage the use of methods that are appropriate to both the research context and related research questions, welcoming both qualitative and quantitative designs. We also welcome papers that explore multi-level analyses and that compare and contrast the experiences of women and men in different contexts.

We welcome papers covering questions including, but not limited to, the following:

- How can adopting an intersectional lens allow us to understand how social, economic and racial injustice/inequality regimes shape women's career identities? How do those identities impact on women's career experiences and leadership opportunities?
- In what ways are new technological advancements and the changing nature of work hindering and/or facilitating women's career advancement and opportunities? To what extent can social/political structures intensify or alleviate barriers to career success for women?
- To what extent are self-employment and entrepreneurship emancipating women within patriarchal societal structures and cultures/unequal regimes and/or to what extent are they operating as apparatus of reinforcement?
- How can we strengthen women's career outcomes by improving the quality of employment opportunities in the informal economy?
- How can inclusive HR policies and practices (i.e. mentoring, training and development, job roles, task assignments, affirmative action, etc.) enhance women's leadership opportunities?
- To what extent do women's career experiences differ in female dominated versus male dominated industries?
- How can career resilience among women leaders be understood?
- How can women's career successes/achievements in different professional and national contexts be showcased and adapted in other contexts?

Contributions should report original research that is not under consideration at any other journal. This call for papers is open and competitive, and all submitted papers undergo anonymous review by referees with expertise in the field.

Review process for the selection and rejection of papers

Submitted papers will be subject to a double-blind review process and will be evaluated by the special issue editors. Authors should prepare their manuscripts for blind review.

The deadline for submissions of full papers is March 31, 2022. Submissions should be made through ScholarOne Manuscripts. <http://mc.manuscriptcentral.com/cdi>

Authors are invited to submit a three-page proposal by October 29, 2021 to receive feedback from the Guest Editors. Please submit the three-page proposal or other special issue related inquiries to fa16@aub.edu.lb

Specific details on the format for submitted manuscripts can be found at the journal's website <http://www.emeraldinsight.com/info/journals/cdi/cdi.jsp>

Please direct any general questions about the journal or any administrative matters to the Editor, Professor Jim Jawahar (jimoham@ilstu.edu)