***ex æquo***

A bi-annual interdisciplinary journal in the area of Women’s, Gender and Feminist Studies (<http://www.apem-estudos.org/en/page/apresentacao-da-revista>)

***ex æquo*** invites submissions of original papers, both to the thematic dossiers and the studies and essays caption, and book reviews. The Journal is edited by the Portuguese Association of Women’s Studies (APEM) and is directed to an international audience, accepting manuscripts submitted in Portuguese, English, French and Spanish, from various countries. It aims to ensure that the articles published make a significant contribution to the advance of knowledge. Articles submitted for publication undergo a blind independent review by at least two recognised specialists drawn from a range of countries. It is indexed in the **Scientific Electronic Library Online** (SCIELO) (http://www.scielo.gpeari.mctes.pt/scielo.php?script=sci\_serial&pid=0874-5560&lng=en&nrm=iso), which has recently joined the **Web of Science-Thomson Reuters SciELO Citation Index** (http://thomsonreuters.com/scielo-citation-index/; <http://blog.scielo.org/en/2014/02/28/scielo-citation-index-in-the-web-of-science/#.VIA15DGsURo>)

**The call for non-themed submissions (articles and reviews) is continuously open.**

\*CALL FOR THE ISSUE 33: \***GENDER, PROFESSIONS AND CAREERS: OPPORTUNITIES, CONSTRAINTS AND CHALLENGES** \*

Deadline: September 30 (for publication in April 2016)  
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*Call for papers:*

Professions and professional groups are exposed in contemporary societies to a set of different challenges. First of all, the role played by the State in society has changed dramatically with the weakening of its welfare function and the replacement of traditional modes of regulation. No less important are the effects of the globalization processes, reflected in the existence of an increasingly international labour market. Secondly, changes in the social organization of work, which are being enhanced by an increasingly complex division of labour, have been translated in the proliferation of new professions with entangled rules of subordination and co-dependency between the different professional groups. Simultaneously, the increasing dissemination and use of new information technologies has often resulted in the devaluation of the professionals’ credentials and qualifications and even in their proletarization and deskilling (Carvalho, 2012, 2014; Carvalho *et al.*, 2013; Evetts, 2003; Freidon, 2001; Kirkpatrick *et al.*, 2005; Kuhlmann and Saks, 2008).

The emergence of these trends is also enhanced by the growing massification and feminization of higher education. The Bologna reforms implemented in European higher education system and institutions, despite its focus on graduates’ employability, can potentially result in a devaluation of academic credentials in the labour market; while the employability discourse continues to ignore the persistence of gender inequalities in the so-called knowledge society that increasingly emphasizes individual responsibility in career self-management and employability (Brown, Hesketh, and Williams, 2003; Moreau and Leathwood, 2006).

The concepts of professions and careers are intertwined. Traditionally, the concept of career was used to describe an individuals’ linear progression within an organization or profession, with an increase in rewards and responsibilities to the extent that he/she progressed in the organizational or professional hierarchy (Schein, 1971). Nevertheless, the professional careers of women have unfolded in many specific ways; and have known a more fragmented and less linear development, with the literature on careers describing them as more diversified and multifaceted in comparison to men’s careers (Guest and Sturges, 2007; Roberts, 2008). Despite all the changes in the last decades, the care for the family is still regarded as a woman’s primary responsibility; even in very demanding professional careers such as the academic (Santos, 2015). But the growing participation of women in the world of professions and particularly in the highly qualified ones, remains under-researched with few studies addressing the changes in career patterns and the influence of contextual and cultural forces in career choices and women’s professional paths (Evetts, 2000; Mayrhofer, Meyer e Steyrer; 2007).

This *call for papers* invites the submission of empirical papers that use national or international data or intercultural comparative data, and from different research traditions (e.g., management, sociology, psychology, and economics, amongst others). With this special issue, *ex æquo* aims to fulfil the lack of multidisciplinary approaches in research on how gender structures influence the way professionals and careers are moulded by the sociocultural context in which they are embedded.

The following research questions are indicative of the research topics considered for publication in this special issue, but they are not exhaustive:

- As happened in other professional fields, medicine is currently a highly feminized profession. What changes can we expect regarding the symbolic and material rewards offered to the medical profession? What gender inequalities still prevail between the different professional groups inside a specific professional field? (e.g. health, higher education, amongst others).

- Currently, we also see an increase in unemployment rates including of highly trained and qualified professionals in professional fields such as architecture or nursing (to name only a few). Thus, are there gender differences in the access to employment opportunities in the labour market? Are structural and contextual factors affecting differently men and women?

- The boundaryless career (Arthur, 1994) designates a career that unfolds outside of traditional organizational boundaries, and that emphasizes the importance of individual agency and career self-development. Are there gender differences concerning the adoption of new career models, such as the boundaryless one? Are women contemplating self-employment as a career model that allows them to achieve a better work-life balance? What challenges and constraints are they facing in self-employment?

- Concurrently, how are new information technologies reshaping the ways that work tasks are organized or the ways professionals are managing their time and space boundaries between work and life, particularly in knowledge-driven professions and in the case of architects, physicians, nurses, managers, public servants, third sector professionals, journalists, lawyers, judges and academics, amongst other professionals.

- How has new public management affected the career outcomes and career advancement opportunities for men and women in public sector organizations, such as higher education or health institutions? How are career transitions being made within those organizations? Is there any internal or external career mobility? What resistance strategies are being deployed by men and women?

In this special issue we adopt a generic approach to the study of professions and careers. Thus we also include as professions those work fields that do not necessarily require academic qualifications. Amongst others, we contemplate the following professional groups:

- architects

- physicians

- nurses

- pharmacists

- house workers

- hairdressers

- academics

- public servants

- technicians of different sectors

- journalists

- magistrates

- lawyers

- computer professionals

- engineers

- office workers/clerks

- accountants

- call-center workers

- militaries

Deadline and guidelines for submission

All submissions have to abide by the publication guidelines of *ex æquo*, which are available at <http://www.apem-estudos.org/en/page/apresentacao-da-revista>, and the papers should be sent until **30 of September of 2015** to the guest editors for this thematic dossier: Gina Santos (University of Minho) and Teresa Carvalho (University of Aveiro) for the e-mail (apem1991@gmail.com)

The submissions that do not abide by the publication guidelines of *ex æquo* (e.g. references, tables and figures, article length) will be immediately excluded from the arbitrage process. Within four weeks after submission, the authors will receive an email informing of the decision to send the paper for peer review or the exclusion from the arbitrage process. The date due for publication of this special number is April of 2016.

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