

Call for submissions to a *Gender, Work and Organization* Special Issue on

Gender, diversity and inclusion in professions and professional organizations

The professions have historically suffered from poor records on gender, diversity and inclusion, with many professional associations formally excluding women well into the 20th century. Of course, over the last 30 years, in the context of broader economic, social and legislative changes cross nationally, we have witnessed undoubted progress. Most notable, the participation rates of both women and minority ethnic groups in professional occupations have increased significantly in all advanced economies. Across the globe, in certain professions, such as law or medicine, women are now on course to reach numerical parity with their male colleagues. Yet numerous academic studies and governmental reports suggest that if we move on from purely quantitative indicators to consider the terms and conditions with which women and minority ethnic professionals experience inclusion a different picture begins to emerge. To this effect, we encourage theoretical and empirical contributions from a range of disciplines, including: management, sociology, social policy, gender and racial studies, law and geography, to explore these issues further and to map patterns of inequality, segregation and segmentation in professions and professional organizations. The aim of this special issue is to cross-fertilize the study of professions and professional firms/organizations with perspectives, concepts and debates on gender, diversity, inclusion and intersectionality. We would be interested to receive contributions to debates on:

- 1) The extent to which the boundaries, cultures and working practices of professional organizations affect the working lives of women, ethnic minorities and other traditionally marginalized groups of workers;
- 2) How access and promotion within professions and professional organizations create and recreate patterns of inclusion and exclusion cross nationally;
- 3) How organisational dynamics create gendered and unequal 'opportunity structures' in terms of patterns of progression, segregation and segmentation within professional occupations and organizations in different national contexts;
- 4) How forms of marginalization combine to shape the prospects and lived experiences of individual professionals.

For further information please contact:

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Full papers (not under review elsewhere), using *Gender, work & Organization* guidelines for authors, should be sent by 30 September 2010 via Manuscript Central

(<http://mc.manuscriptcentral.com/gwo>) clearly marked with the name of the special issue.

Queries to the special issue editors: Dr Daniel Muzio dm@lubs.leeds.ac.uk and Dr Jennifer Tomlinson jt@lubs.leeds.ac.uk. Submissions should be no more than 7,000 words.