



Call for contributions for a special issue for Journal Community, Work & Family

## Theme: Women, work and wellbeing

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This special issue aims to gather an interdisciplinary overview of research on the employment of women, the constraints and opportunities for their engagement in decent work that gives stability and prospects, and possible implications for their wellbeing and health. It covers both long-standing themes such as the gender-pay-gap and the motherhood penalty, as well as more recently established topics for instance those as they relate to the interaction between female hormones and work, such as menstruation, the pre and postpartum period, and menopause that impact women's wellbeing at work. Within this special issue, we are not only interested in the job characteristics or life phases that impact wellbeing, we also welcome contributions that analyze community-based support women may get, such as child care arrangements via the state, or support from their spouse within households, and how this support might constrain or improve women's health and wellbeing at work. We welcome contributions on contemporary developments, but also on historical cases.

In the past decades, many important steps have been taken to tackle inequality on the labour market. In 2023, the European Union's employment rate of women surpassed the 70% mark for the first time (European Commission, 2024). As a result of these increasing employment rates of woman, citizens increasingly (>60%) believe that children's wellbeing is not negatively affected when mothers work (European Commission, 2024). This could be seen as the achievements of long-term efforts to advance gender equality in the workplace (Bailey, 2024; Earle e.a. 2023), which in the EU are backed by legislation on gender pay equality and sex discrimination and policy efforts to halve the gender employment gap by 2030 (Fagan & Rubery, 2018; Bekker & Ghailani, 2019; European Commission, 2021). While fundamental rights provide a normative basis for these goals, economic realities additionally stress the need to boost women's labour participation, especially in sectors with staffing shortages (European Commission, 2023).

However, alongside the stimulating factors of woman's labour participation, persistent challenges still hinder the optimal inclusion of women in the workforce. For instance, the

recognition of EU citizens that it is important to share household tasks has remained stable at a relatively low rate of 40% since the 1990s (European Commission, 2024). Furthermore, women are overrepresented in part-time work and temporary jobs with lower income and less access to social security entitlements (Nicolaisen et al., 2019; Larsen et al., forthcoming 2026). The European Commission (2024) found that gender gaps in employment and earnings are linked to parenthood and partly caused by unequal division of unpaid work, limited access to formal childcare services for very young children, family leave policies and high taxation of second earners. Moreover, certain deeply impactful yet historically ignored issues are finally entering the conversation. Among these are emerging discussions around previously neglected areas such as hormonal health, which significantly shape women's experiences in the workplace (Grandey et al., 2020). Hormonal health may fuel inequality within organizations, yet may also pose obstacle to becoming or remaining employed. For example, one in three women experience heavy bleeding during menstruation (RCOG, 2011; Reavey et al., 2021), and between 45-91% experience menstrual pain (Ju et al., 2014), both significantly impacting occupational functioning (Liu et al., 2007). These symptoms are more common and impactful than generally assumed (Grandey et al., 2020). For instance, absenteeism due to menstrual pain (13.8% of women report calling in sick during menstruation), and decreased productivity while at work due to menstrual pain and discomfort impact organizational functioning (80.7% of menstruating women report reduced productivity while experiencing menstrual pain at work, corresponding to an average loss of 23.2 days of productivity per year, Schoep et al., 2019). Whereas it is known that menstruation and menopause impact many women's working lives, the topic is still shrouded in taboo. For example, menstruation is not discussed in the context of work, and there is a lack of policies or action perspectives to support women who menstruate. This lack of workplace understanding and policies most likely impact women's health and well-being, as well as their ability to fully participate in work.

The special issue welcomes three types of research (see below) on women in general, as well as research on women of different age groups who may face particular challenges as they go through different phases in their working lives. Moreover, the special welcomes social policies, laws and employment practices, to demonstrate how these encourage or hinder the well-being of women at work. It also invites studies that explore psychological, sociological, and human resource management factors that support women's professional functioning and may mitigate the impact of hormonal health-related challenges across the life span (e.g., menstruation, motherhood, menopause). In addition, studies that look at any of these topics in historical perspective, or trace the long-term roots of contemporary issues surrounding women's engagement with the labour market are invited to submit.

Possible topics include:

- Job characteristics and the influence women's health and wellbeing.
- The role of government policies to further the access of women to decent jobs, both policies at work and social policies such as child care.

- The role of women's' direct community, such as local relationships, local policies, support within the household, by family or the municipality, to enable inflow into decent jobs that safeguard women's wellbeing.
- New policies to account for hormonal differences between men and women within professional settings, such as particular leave policies in collective labour agreements.
- The impact of digitalization on jobs and the degree of wellbeing.
- Psychological, organizational, and HRM practices that facilitate women's professional functioning, particularly across hormonal transitions such as menstruation, motherhood, and menopause.

#### Anticipated Content:

**Regular article.** Standard articles can be empirical or theoretical and should be between 8000-10000 words inclusive of tables, references, figure captions, footnotes, and endnotes.

**Voices article, visual essay or historic research note.** For this special issue, contributions other than regular articles are welcome that can address the issue of women, work and well-being in alternative ways. They should be between 2000-4000 words inclusive of tables, references, figure captions, footnotes, and endnotes.

When submitting, you will be able to indicate that your paper should be considered for the special issue Women work and wellbeing. Detailed submission guidelines and author instructions can be found here:

<https://www.tandfonline.com/action/authorSubmission?show=instructions&journalCode=ccwf20>

#### Timeframe:

- The deadline for submissions is January 31<sup>st</sup>, 2026.
- We anticipate completing the initial review of manuscripts by June 1<sup>st</sup>, 2026.
- Revised manuscripts must be resubmitted by August 30<sup>th</sup>, 2026.
- We anticipate completing the second review of manuscripts by December 1<sup>st</sup>, 2026.
- Revised manuscripts must be resubmitted by: January 1<sup>st</sup> 2027.
- All manuscripts must be ready for publication by February 1st, 2027.
- Publication of special issue: 2027, issue x (and published online earlier as manuscripts become available)

#### Inquiries:

Questions about the special issue can be directed to the special issue editors:

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General inquiries about submissions and the journal can be made via

<https://www.tandfonline.com/journals/ccwf20>

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