

Call for Papers:**Caring Masculinities at Work: Theoretical and Empirical Perspectives across Europe****Guest Editors:**

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Feminist critique and gender research (Moss Kanter 1977, Hearn & Parkin 1987, Cockburn 1991, Acker 1992) demythologized the 'bodyless worker' and revealed androcentric patterns as well as men's dominance in management and workplace cultures. While Connell (1995) confirmed this perspective, she shifted research to multiple masculinities competing and forming around hegemonic masculinity, which are also at work (and contested) in organizations. Related approaches confirmed this plurality, focusing on men's shifting attitudes – and sometimes practices – towards more open, egalitarian and care-oriented patterns (Fthenakis & Minsel, 2002; Holter, 2003; Puchert et al., 2005; Scholz & Heilmann, 2019). From the 1980s, European research investigated the gap between men's attitudes and practices regarding care and gender equality (Jalmer, 1984). Over the last decades, European research has shown empirical evidence of men's increased activity in some areas of (un)paid care work and care jobs, while the care-gap remains and regional differences are significant (Scambor et al. 2014, 2019; EIGE data). Men's care (for children, partners, elderly and sick, for friends, society, for their own emotions, health etc.) has sometimes been driven by more gender-equal attitudes, sometimes by circumstances and outside demands. The caring tendencies among have so far been more evident in private than in public, as a general tendency. The caring tendency is a broad pattern related to several trends, including family orientation and gender roles, as well as increased gender equality. It occurs e.g. in a context of the economic shift from heavy industry and manufacturing to knowledge- and service-based sectors as well as the policy developments aimed at supporting men's caring roles. Since the mid-2000s, Caring Masculinity (CM) became a heuristic, normative-political concept and a research paradigm (namely in EU-Research like Work Changes Gender, FOCUS, Culture of Care, Boys in Care, Men in Care, but also in studies like GEQ - Gender equality and quality of life study, etc.) with increasing global evidence (e.g. IMAGES - International Men and Gender Equality Survey). The European study The Role of Men in Gender Equality (31 countries) traced different forces for change as well as barriers among men, including caring masculinities and gender equality policies. The concept was described as kind of alternative masculinity which involves "values derived from feminist ethics of care such as interdependence, support, empathy, attention and co-responsibility" (Hrženjak & Scambor, 2019). While Elliott (2015) describes CM as a gender-equality intervention, researchers have also noted that CM and gender equality don't always overlap, and that family orientation and gender roles are significant factors too (see Study on the Role of men in Gender Equality). This question becomes even more important in a context of the current pandemic that has intensified the debate on gender aspects of care. On the one hand, institutions seem to need new regulations and measures to enable their employees to combine work and care; on the other hand, the current discourses surface a turn towards recognition and a broader meaning of care.

This special issue provides a much needed theoretical and empirical analysis of CM in the context of changes in men's attitudinal patterns related to care as well as institutional change as we see unfolding.

The editors call for papers that ideally focus on the following main topics:

- New theory development. What new perspective does the concept of CM provide and how can it be understood in the context of other perspectives in masculinities and gender research? In which way do new studies about gender equality, social development and quality of life pay attention to caring masculinities?
- Men & care in Europe – empirical perspectives and transnational comparisons: How do gender policies and welfare regulations (like leave or working time regulations, tax systems, etc.) shape men's involvement in the different fields of care in different countries? What are opportunities and challenges (also) for men under changing economies and new work patterns (e.g. less job continuity, digitalization)? Moreover, if the rise of the 'adult worker' model in Europe "... is becoming a gender-transcending norm of lifestyle" (Meuser 2016), how is care work (de-)commodified and allocated between the gender? How do migration/ethnicity and other intersectional categories interplay with new allocations of care work?
- Men in Care Occupations. Hanlon (2012) has argued that – based on ongoing tensions between hegemonic masculinity and prevailing gender norms – men in care work are confronted with normative concepts of a more feminized and subordinated masculinity in societies. New research also shows the issue of sexualisation of men in caring professions (Hrženjak 2019) as well as costs of care and men's willingness to take career risks. Do norms of masculinity change if men enter care jobs, and how? What are the effects on gender equality and career paths in these jobs, and beyond?
- Caring Masculinities in Organisations. Do organisations and institutions expect and want men to care? How do organisations challenge gender traditional distribution of work? What is the role of men's care in organizational equality (e.g. in academia)? This may also refer to interpersonal relations and systemic or structural models of organizational change. We want contributions that can help our understanding of organizations that are "low" on care, including "elite" types of work, as well as "best practices" and ways forward. Is a caring men reform viable, for example, in academia?
- Challenges and perspectives. How do the concept of CM, care and institutions change in the context of current political and societal crises in Europe (e.g. COVID-19 pandemic, climate change)? How can we apply the concept of CM to provide a better understanding of changes, their consequences and new perspectives? How does gender balance affect men's care in the future?

The approach of CM adds new perspectives on the area of work and gender equality in organizations as it is still insufficiently systematically studied; this is even more true on men's care work and caring potential. The approach of CM focusses on relevant discussions in terms of power and the allocation of work and resources. Submitted papers should provide a focused analysis of the empirical material included, and – as far as possible - intersectional (class, race/ethnicity, sexual orientation, age,...), transnational (EU and beyond, incl. international comparison) and multi-dimensional approach (professions, workplace, organisations, men and unpaid care).

Please indicate your interest by sending an abstract of 250 words before **15 January 2021** indicating a preliminary research question, methodology and (theoretical and/or empirical) contribution.

> For special issue enquiries and to indicate your interest, please contact Elli Scambor (elli.scambor@gmx.net) and Marc Gärtner (marc.dissens@gmx.net).

Deadline for submission of abstracts: 15 January 2021

Submission Instructions

Submissions should be made electronically through the Scholar One submission system: <https://mc.manuscriptcentral.com/gwo>. Please refer to the Author Guidelines at <https://onlinelibrary.wiley.com/page/journal/14680432/homepage/forauthors.html> prior to submission.

Please select the 'Special Issue' article type on submission and select the relevant Special Issue title from the dropdown list where prompted.

For questions about the submission system please contact the Editorial Office at gwooffice@wiley.com.

For enquiries about the scope of the Special Issue and article suitability, please contact Elli Scambor (scambore@genderforschung.at) directly.

Deadline for submission of full papers: 30 June 2021

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