

1. Scope and Theme

The special issue will focus on the intersection of ergonomics, gender, and social sustainability¹. The *Gender and Work Technical Committee* (<https://iea.cc/member/gender-and-work/>), with its 20-year history and ongoing activities within the International Ergonomics Association (IEA), aims to promote research that addresses gender-related issues in the workplace. The TC objectives, established in 2006, are:

- 1) To advance understanding of the interactions between gender, sex and the science and practice of ergonomics.
- 2) To advance understanding of gender issues in the context of work, in relation to the science and practice of ergonomics.
- 3) To enhance the contribution of the science and practice of ergonomics to equal access of men and women to economic, physical and psychological well-being.

Focussing on work, the fields of interest of ergonomists expand as work evolves. Currently, global conflicts, widespread neoliberal policies and climate change are accentuating social discrimination and exclusion, gender inequality, and are shaping power dynamics at work. These societal and environmental changes generate new sources of pain, suffering and inequities in the workplace that ergonomists cannot ignore. Ergonomists have a crucial role in fostering inclusive work environments and ensuring that interventions consider the diverse needs of all workers, particularly those who are marginalized. We also have responsibilities that go beyond local employers and include the wider social and physical environment. This Special Issue aims to highlight the importance of studying women's and men's work and the unique challenges faced by each gender, contributing to more equitable and supportive workplaces. The scope of this special issue will be broad, welcoming a variety of topics that align with the central theme. Some examples of relevant topics include, but are not limited to:

- Gender, intersectionality, power issues, and harmful working conditions: Exploring how the intersections of gender with other social categories influence power dynamics and exposure to harmful working conditions.
- The impact of climate change on women's work and the gendered division of work: Examining how environmental changes are reshaping occupational roles and responsibilities, particularly for women.
- Gender and atypical work schedules: Investigating the impact of non-standard work hours on gender roles and workers well-being.

These examples illustrate the type of research we aim to showcase, but we encourage submissions on any topic that advances our understanding of ergonomics, gender, and social sustainability. This flexibility allows us to capture a wide range of innovative and impactful studies that will contribute significantly to the field.

¹ According to NATO, *social sustainability* is about identifying and managing business impacts, both positive and negative, on people. The quality of a company's relationships and engagement with its stakeholders is critical. Directly or indirectly, companies affect what happens to employees, workers in the value chain, customers and local communities, and it is important to manage impacts proactively

2. Objectives of the Special Issue

- To advance the understanding of gender-related issues in the workplace through ergonomics research.
- To highlight the role of ergonomists in promoting social sustainability and inclusivity.
- To provide practical recommendations for creating equitable work environments.

3. Managing Guest Editor and Co-guest Editors

Marie Laberge, PhD, Full professor, School of Rehabilitation, Faculty of Medicine, University of Montreal. I am the current chair of the *Gender and Work* Technical Committee of the International Ergonomics Association. My area of expertise is work disability prevention among adolescents. My theoretical / methodological approaches are centred on work activity analysis, sex-gender based analysis and developmental ergonomics. Web sites:

Other Guest Editors:

- **Christelle Casse**: PhD, Associate Professor, Institute of Work and Labour Studies of Lyon, Université Lumière Lyon2, UMR 5600 Environnement Ville Société. I am the current co-chair of the Gender Activity and Health research group in France, with expertise in sensitive approaches to work, professional transitions and organizational innovation in connection with ecological and societal transitions including gender-sex issues.
- **Mélanie Lefrançois**, Associate Professor, University of Quebec at Montreal Management School (ESG UQAM). Expertise in occupational health and safety, organizational communication and activity-centered ergonomics.
- **Fabienne Goutille**, PhD, assistant professor, Université Clermont Auvergne, France. Emerging leader in the domain of gender and work in Ergonomics; she is a newly appointed professor and will be mentored by the rest of the team.

4. Criteria and Guidelines for Paper Submissions

We will be seeking contributions in the form of:

Original research articles

Literature Reviews

Case studies

Submission Timeline

Call for Papers Announced: September 30, 2024

Initial submission Deadline: January 31, 2025

PROLONGED submission Deadline: October, 1st 2025

Review Process Period: Until March 2026

Notification of Acceptance: ~ January to March 2026

Final Manuscripts Due: ~ April 2026

Publication Date: Summer 2026

Submission Guidelines

The peer review process for special issues and article collections follows the same process as outlined above for regular submissions, except that the guest editors will send the submissions out to the reviewers and recommend a decision to the journal editor. The journal editor oversees the peer review process of all special issues and article collections to ensure that high standards of publishing ethics and responsiveness are respected and is responsible for the final decision regarding acceptance or rejection of articles. Manuscripts should follow the same journal's standard submission guidelines, available [here](#).

Note: when submitting, under "Article Type", please select "Special Issue" instead of "Research Paper" so that it is directed to our editorial committee.

Here you will find the official call for contribution: [Ergonomics, gender, and Social Sustainability - Special Issue](#)