

Careers in Times of Crisis: Consequences on Contemporary Careers and their Context

Call for papers: Special Issue

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Information on the Special Issue

The Covid-19 crisis – the most recent example of crisis – has left its imprints on individual careers. It has accelerated a change in the context of careers that was only expected to happen in the years to come. Very abruptly, the crisis has enhanced the use and acceptance of technology to facilitate cooperation and to replace business travel. It has opened up options for more flexible work settings, where working from home or from other locations is no longer a problem. The crisis has reduced predictability in the work context, but also the visibility of individual achievements and options for supervisory control. The pressure on parents to balance work and family demands grew during times of home schooling. While some of these developments reduce social interaction, visibility and the chances to reach one's career goals, others enhance flexibility to fulfil one's work and career plans. Careers were delayed in some occupations, but advanced in large steps in occupations that were essential during the crisis or that were related to technology to alleviate the consequences of the crisis. Particularly the youngest, who were about to enter the labour market, saw themselves confronted with largely reduced opportunities of entry jobs.

We consider the Covid-19 crisis to be an example of how careers and the context of careers in terms of widely accepted forms of working can change in a short period of time. Some of the features of this crisis will disappear with the virus (e.g., home schooling), others will be integrated into common practices at work (e.g., technologically facilitated cooperation). The effect on individual careers will, however, persist beyond the end of the pandemic.

This special issue will focus on careers and their context during times of crisis. We welcome well-crafted empirical and theoretical contributions. Submitted papers can directly refer to the Covid-19 crisis, to more long-term crisis, as the climate change, or more generally refer to new developments after such a type of crisis and focus on individual careers, changes in forms of work, flexible working, development of atypical work, or the use of technology in work.

This special issue particularly invites articles that answer the following or related questions:

- How do individual careers evolve during times of crisis? What support do organizations provide and how does this support affect careers?
- How do individuals at different career stages and in different occupations experience such crises? What career paths dominate in these groups?
- How did the crisis change the use of flexible working and what forms of working persist when the effects of the crisis recede? How do such forms of working affect careers?
- How did the use of technology during the crisis influence forms of working and cooperation? How are contemporary careers influenced by this development?
- How did the crisis affect work-life balance and decisions regarding one's own career and career plans?
- How do work and social insecurity interact in times of crises?

Submission Details

Paper submission will be organized in two steps. In a first step, potential contributors are invited to email **an abstract of up to 500 words before September 30, 2021** to sabine.raeder@psykologi.uio.no.

In a second step, the authors will be invited to submit a full paper based on the evaluation of their abstract. **The deadline for submission of the full paper is February 28, 2022.**

Questions and informal enquiries about the special issue should be directed to one of the guest editors (sabine.raeder@psychologi.uio.no, jerome.rossier@unil.ch, E.Selenko@lboro.ac.uk).

Please refer to the [journal website](#) for detailed information on manuscript submission. Please note in the cover letter that you submit this paper to this special issue.

About the Journal

SPO is the new official journal of the [Swiss Psychological Society](#), which aims to advance and support best practices in psychological science and teaching. *SPO* is a general Open Access journal in the field of psychology; its vision is to serve as a forum for the scientific discussion of all areas of psychology and their applications. One of its most central concerns is the mediating function between different fields of psychology, research, and applications, and in culturally different areas.

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