



The EUI has an open vacancy for a

Research Fellow in the

Department of Political and Social Sciences

Florence, 29 May 2024

Reference: V/RF/SPS/4/2024

Who we are

The **European University Institute** (EUI) at a glance:

- an **international organisation** set up in 1972;
- a research university focusing exclusively on **postgraduate, doctoral and post-doctoral studies**, and advanced research;
- located in the hills overlooking the city of Florence, Italy.

The Institute also hosts the Historical Archives of the European Union.

The Department of Political and Social Sciences (SPS) is one of Europe's leading centres for research on comparative politics, political behaviour and political sociology, the sociology of inequality, analytic sociology, and international relations and security and is European and international in character.

Employment details

Contract type	Full-time (30/30, 40 hours/week). A part-time employment at 80% (24/30 = 32 hours/week) can also be agreed with the Project Director
Length of contract	24 months (in case of full-time employment) or up to 30 months (in case of part-time employment at 80%) Start date 1 September 2024 (negotiable) Academic contract at the EUI may be further renewed (several times and conditional to the availability of funds), leading to an extension of the period of service up to a total of 5 years, including the first contract period.
Salary indication and grade	Grade: CDR3 step 1 The basic net monthly salary after taxes is approximately 3.755 (for full-time contract) Euro, plus allowances if applicable. More information about conditions of employment is available here .

About the project

Project Director(s) Prof. Valentina Di Stasio

Project details

For an ERC-funded project ('TARGETS'), we conduct cross-nationally comparative, experimental research on ethnic discrimination in the labour market. Combining insights from sociology, social and organizational psychology, sociolegal and organizational studies, we study discrimination perceptions from a multi-actor and comparative perspective. Discrimination often manifests itself in subtle ways (e.g., through contact avoidance, backhanded compliments or nonverbal behavior) that leave victims questioning their experiences. This ambiguity can be damaging for the self and for intergroup relations. Victims of discrimination tend to ruminate on the incident for quite some time and often end up blaming themselves. Many do not report discriminatory episodes to managers or legal authorities for fear of not being believed. Unless supported by organizational allies, discrimination claims can easily be dismissed as unfounded or overreactions, which invalidates victims' experiences. Victims, perpetrators and bystanders may vary in how they perceive the same behaviour or situation. Unfortunately, empirical studies have analyzed their perceptions in isolation. In this project, we will design factorial survey experiments/conjoint experiments and study how different actors (e.g. recruiters, victims, bystanders) react to hypothetical scenarios that could be perceived as discriminatory. We will randomly vary features of the event or the actors involved (e.g. subtlety, perceived intentionality, harmful consequences) in the scenarios. We will field the factorial survey experiments in four countries characterized by very different institutional contexts and compare discrimination attributions across actors and contexts. The postdoc will have room to develop part of the survey according to their own research interests.

Job description

The research fellow will carry out research work in an independent manner and collaborate on the research work of the project. The research assistant will provide research assistance to the Project Director(s). Main tasks include:

- Carrying out sociological research on discrimination in the labour market, in collaboration with the Project Director.
- Co-designing survey experiments on perceptions of discrimination at the workplace.
- Liaising with survey agencies and monitoring the data collection.
- Analyzing data and disseminating results at conferences and impact events with stakeholders.
- Writing scientific articles on discrimination attributions, based on the newly collected data.
- Assisting the Project Director with project management tasks including attending project meetings;
- Taking part in activities (such as attending seminars) of the Comparative Life Course and Inequality Centre CLIC, at the EUI.

Qualifications and experience

Qualifications and Experience

Essential:

- PhD in Sociology or a related discipline, with demonstrated expertise relevant to the current project (*PhD students about to defend their thesis are eligible conditional on the successful thesis defence by the contract start date*);
- Demonstrated experience with advanced quantitative research methods (preferably applied to experimental research), as evidenced by research papers/articles and doctoral training.

Desirable:

- Proven experience in collecting data, designing and programming online surveys;
- Knowledge of the Diversity, Equity & Inclusion (DEI) policy landscape and anti-discrimination legislation of the Netherlands, Germany, Spain or the UK.

Languages

Excellent knowledge of English, both spoken and written ([CEFR](#) level: C1 or above). Knowledge of other languages (especially Dutch, German and Spanish) constitutes an advantage.

How to apply

Deadline

The closing date for applications is ~~12 June 2024~~ **26 June 2024** at midnight (Florence time)

Contact details

For more information contact manuela.corsini@eui.eu

How to apply

Fill in the [online application form](#) and upload documents as requested

Data Protection

The purpose of processing the data submitted by candidates is to manage their application in view of a possible pre-selection and recruitment by the EUI. The information candidates provide in their application form is collected for the purpose of the selection procedure. The EUI will ensure that candidates' personal data are processed as

required by its Data Protection Policy ([President's Decision No. 10/2019 of 18 February 2019 regarding Data Protection at the EUI](#)).

Equal opportunities

The European University Institute applies a policy of equal opportunities, which, in accordance with Article 1d of its Staff Regulations, prohibits discrimination on any grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. Any reference in this notice to a person of the male sex must be deemed also to constitute a reference to a person of the female sex.