



The EUI has an open vacancy for a

## Research Fellow in the

# Department of Political and Social Sciences

Florence, 05 September 2024

Reference: V/RF/SPS/8/2024

### 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 December 2024** (negotiable)

Academic contracts 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 3750 Euro, plus allowances if applicable (for a full-time employment).

More information about conditions of employment is available [here](#).

**Place of work**

To be agreed with Project Director (salary simulation based on place of work Florence, Italy)

## About the project

**Project Director**

Prof. Valentina Di Stasio

**Project details**

For an ERC-funded project ([‘TARGETS’](#)), we conduct research on ethnic discrimination in the labour market. Combining insights from sociology, sociolegal and organizational studies, social and organizational psychology, we study how workplace discrimination is established in the courts and by equality bodies. Although victims of discrimination can seek redress through the legal system, very few turn to legal authorities. Barriers to legal rights mobilization are both structural (e.g., the cost of litigation, limited legal consciousness, the complexity of the litigation process) and psychological (e.g. fear of retaliation or the social cost of being seen as troublemakers). Moreover, research has shown that organizational policies and structures – such as diversity management, formalized personnel practices or internal grievance procedures – may paradoxically weaken the credibility of discrimination claims. The postdoc will conduct expert interviews to probe whether organizational structures and policies are taken into account in discrimination cases. The qualitative analysis will be supplemented with a detailed coding of discrimination jurisprudence. We will code the structures and policies of the organizations, and trace how employers’ compliance with non-discrimination law is established in litigation (preferably, the research will focus on the Dutch context, but candidates with the required experience in other contexts are invited to apply).

**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:

- Conducting expert interviews;
- Analyzing relevant legal frameworks and case studies;
- Coding decisions on relevant discrimination cases;
- Analyzing data and disseminating results at conferences and impact events with stakeholders;
- Writing peer-reviewed scientific articles;
- 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, Law or a related discipline, with a profile in socio-legal studies and/or legal sociology and 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 socio-legal research methods and empirical research.

#### Desirable:

- Demonstrated knowledge of and experience with qualitative and quantitative research;
- Proven knowledge of the equality and non-discrimination legislative frameworks of specific countries (knowledge of the Dutch context is an asset).

### Languages

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

## How to apply

### Deadline

The closing date for applications is ~~30 September 2024~~ **15 October 2024** at midnight (Florence time)

### Contact details

For more information contact Manuela CORSINI ([manuela.corsini@eui.eu](mailto:manuela.corsini@eui.eu)), adding the reference to the vacancy notice

### 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.