

*Universitat Pompeu Fabra
Department of Political and Social Sciences
Ramon Trias Fargas, 25-27
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One Fully-Funded PhD Researcher Vacancy (for 4 years) in the HARDSOCIOGENDER research project, at the Sociodemography Research Group, Pompeu Fabra University

The [Sociodemography Research Group](#) seeks applications from students with a strong interest in research of gender and social labour market inequalities. We offer a 4-year predoctoral fellowship to develop a doctoral research as part of the team of the research project “Gender and Social-Origin Determinants of Early Labour Market Performance in Hard Times” (HARDSOCIOGENDER) headed by Prof. Luis Ortiz-Gervasi, and funded by the Spanish Research Agency (PID2020-119800RB-I00). The doctoral research should focus on the empirical investigation of a specific topic related to the link between gender, ethnic and/or social origin and performance at entry into the labour market to be agreed with the principal researcher of the project.

The successful applicant will join the [PhD Program in Political and Social Sciences](#) of the Department of Political and Social Sciences, Universitat Pompeu Fabra, Barcelona. The PhD researcher will get the opportunity to participate in the Department’s training program for PhD students and will draw up a personal training and supervision plan. He/she will be supervised by the principal researcher of the project. The PhD will write a dissertation based on a set of research articles publishable in international refereed journals.

Duration of the fellowship: Four years.

Starting date: Summer 2022

Qualifications

We are looking for a candidate with:

- * a Master degree in sociology, demography, economics or another relevant social science, to be completed before September 2022;
- * excellent study results and CV;
- * excellent quantitative research skills and proven experience in multivariate statistical analyses of large survey or register data sets;
- * good writing skills and fluency in written and spoken English; experience in academic writing in English;

- * a keen interest in undertaking research in labour market research, with specific focus on labour market inequalities.
- * a great curiosity and enthusiasm for scientific research.

Application Process

We ask you to submit:

- a motivation letter, including your preliminary ideas about your intended topic of research (see below about the HARDSOCIOGENDER project).
- a detailed CV including a list of academic output, and the study results of your master and Bachelor programs.
- a written sample of your work, such as your master thesis.
- names and contact details of two referees.

Documents should be sent to the principal investigator of the project: Dr. Luis Ortiz-Gervasi (luis.ortiz@upf.edu) before **November 11th**, 2021.

Shortlisted candidates may be asked to attend an interview (by Zoom)

Simultaneously we also ask you to submit an application to the call for PhD scholarships of the Spanish Research Agency (Agencia Estatal de Investigación, AEI). Once the AEI has received all the applications, the principal investigators of the project will communicate to the AEI our decision about the selected candidate. This call is expected to be open in early November 2021. More details here: <http://www.aei.gob.es/>

Project description

The PhD researcher will work in the project “Gender and Social-Origin Determinants of Early Labour Market Performance in Hard Times” (HARDSOCIOGENDER), led by Luis Ortiz-Gervasi and funded by the Spanish Research Agency. The PhD research proposal should be at least in part connected with the topics stated below (see project summary) although it is not necessary to exploit the same databases.

Project summary:

The research aims to contribute to the academic knowledge on inequalities derived from employee’s social-origin and gender and supervisor’s gender in the employee’s early labour market trajectory, and the role economic crises play in aggravating them. For this purpose, the project pays special attention to three different outcomes that somehow constitute different stages along the worker’s early labour market trajectory: job match, training and promotion.

With regard to job match, our research aims to clarify the role of gender and social-origin in the risk of overeducation in early occupational attainment. First, we want to cast light to the association between gender and overeducation by looking at (a) changes in this

association over time; (b) the role of family structure and relative educational attainment of the members of the couple and, finally, (c) by exploring the role the economic crisis plays in increasing female graduates' risk of overeducation. Second, we will further explore a negative association between social origin and overeducation by testing a possible increase of such association in times of sluggish labour demand.

With regard to training and promotion, the project aims at further exploring gender's disadvantage in access to training and promotion. Due to gender occupational and sectoral segregation and employer's statistical discrimination, female disadvantage in access to training and promotion may be aggravated in times of economic crisis. We will also look at the role played by supervisor's gender.

For testing our hypotheses about overeducation, multilevel modelling will be applied to data drawn from two unique series of surveys generated by the Catalanian Agency of Higher Education: the series on Graduates' Transition from University to Work carried out on a three-year basis from 2001 to 2020, and the series of University Graduates Gender Surveys carried out in 2008 and 2020. The first series of surveys covers periods of economic growth and crisis, and is rich in information on graduates' educational performance, grade at entry into university, social origin, occupation and subjective perception of the fit between occupation and education. The second series of surveys has also information on family structure, number of children and partner's educational attainment.

For testing our hypotheses on training and promotion, and the role of employees' and supervisor's gender, we will rely on the long series of European Working Conditions Surveys carried out by Eurofund from 1990 to 2020. These surveys provide information on jobs and company characteristics, work intensity and time, physical and social environments, skills and cognitive factors, prospects and perspectives. This dataset also allows extending the analysis beyond Spain and comparing the situation in Spain with other European countries.

Sociodemography Research Group

The Department of Political and Social Sciences (DCPIS), and more specifically the Sociology and Demography research group (DEMOSOC), offers a stimulating environment for research. On one side, the DEMOSOC is an interdisciplinary research group specialized in demographic and sociological analysis, as well as labour market and criminology studies. The group is oriented towards quantitative and comparative research across populations. On the other side, the DCPIS comprises currently 34 permanent professors and 56 PhD students, actively researching on a wide variety of social science topics. It stands out for its strong international focus, its dynamic research, the cross-disciplinary nature of its teaching, the quality of its graduate programme and its support for student mobility. The DCPIS belongs to [Pompeu Fabra University](#) (UPF), a leading Spanish University, recently recognized as [International Campus of Excellence](#) (CEI), the [1st Spanish university](#) in the Times Higher Education Indicator and 186th in the world ranking (THE Ranking, 2011), and [leader in Spain for the quality of its scientific production](#) (CyD report 2011).