

CALL ANNOUNCEMENT FOR A RESEARCH FELLOWSHIP FOR THE PROJECT: "FEMALE REPRESENTATION AND WORKPLACE DYNAMICS: AN EXPERIMENTAL APPROACH"
REFERENCE PTDC/EGE-ECO/5020/2021
HOSTED BY UECE RESEARCH UNIT

Reference

PTDC/EGE-ECO/5020/2021 – Research Fellowship

Generic scientific area

Economics and Business

Specific scientific area

Economics, Econometrics

SUMMARY

A call is now open for the attribution of a Research Fellowship for 1 student hosted by the UECE research unit, financed by the project with the reference PTDC/EGE-ECO/5020/2021 by national funds (PIDDAC) through the Foundation for the Science and Technology, IP/MCTES.

CALL TEXT

Admission requirements and eligibility conditions

The Research Fellowship is aimed at candidates already enrolled in a PhD program.

Admission requirements are:

- a. Hold a Master degree in economics, psychology or similar social sciences;
- b. Have experience implementing econometric techniques and software (e.g. Stata, R).

Are eligible for the grant:

- a) National citizens or citizens of other Member States of the European Union;
- b) Citizens of third States;
- c) Stateless persons;
- d) Beneficiaries of the political refugee status.

Work plan

The work plan fits into the activities of the project "Female Representation and Workplace Dynamics: An Experimental Approach", Reference PTDC/EGE-ECO/5020/2021, coordinated by Professor Sandra Maximiano.

The aim of this project is to study and understand the determinants of gender differences in the labour market through the use of lab and field experiments. Women are underrepresented in senior management and executive positions worldwide. Within the European Union approximately one in three senior managers is female, while the same is true for only one in six senior executives.

Features of academic and corporate environments can shape confidence and beliefs in important ways. Using lab and field experimental evidence underpinned by behavioural economics principles, this project aims to showcase the importance of various factors for

explaining observed gender gaps, and develop interventions and policies that can be used to eliminate these gaps.

Research Tasks & Responsibilities:

- Recruit companies and organisations to take part in a field trial;
- Develop and carry out theoretically informed and empirically grounded research;
- Develop collaborative research with other project colleagues and research group;
- Write and publish academic papers;
- Present research outputs at conferences and other dissemination groups, including non-academic audiences;
- Contribute to the organisation of project events and activities (e.g. seminars, workshops);
- Contribute to project management activities under supervision of the project's researchers.

Place of work

The activities related to the grant will be developed at UECE/ISEG, Lisbon School of Economics and Management, under the supervision of Professor Sandra Maximiano.

Duration

The duration of the Fellowship is 12 (twelve) months, with a possibility of another 12 (twelve) months extension, without exceeding the eligibility period of the funding.

Monthly stipend

€1.259,64 (tax-free for Portuguese residents)

This stipend is paid under the terms of the table in Appendix I of the FCT Research Grant Regulation, under exclusive dedication according to Article 5 of the Research Fellowship Statute. Payment of the monthly maintenance allowance is made at the end of each month by bank transfer.

Selection Methods and Criteria

Candidates are assessed through Curriculum Assessment (CA), Motivation Letter (ML), Interview (I) and Research Task (T).

The results are expressed on a scale from 0 (zero) to 100 (hundred). The weighting formula for the interview shortlist is $CA*0,5 + ML*0,5$. The top 5 scoring candidates with a minimum score of 80 will be selected into a shortlist for an interview and asked to conduct a research task. The final weighting formula from the shortlist will be $I*50\% + T*50$.

The Curriculum Assessment must demonstrate suitability for the work to be performed and will consider the following aspects:

- Academic education;
- Classification obtained in subjects considered relevant to the work to be performed;
- Interest and experience in field trials, behavioural sciences and gender differences

The Motivation Letter should be one to two paragraphs briefly explaining the candidate's research interests, and their experience with behavioral/experimental economics, and/or the economics of gender; if applicable.

Jury composition

President: Sandra Maximiano

Member: António Silva

Member: Alexander Coutts

Publicity and communication of results

The evaluation results are communicated via e-mail to the e-mail address used by the candidate in the application and published on the REM website within 90 working days after the application submission deadline.

Candidates may complain about the draft final ranking list within 10 working days of its publication under the terms of articles 121 et seq. of the Code of Administrative Procedure.

Deadline and submission of application

The call is open from 19/02/2024 to 15/03/2024.

Applications must be formalized by sending an email accompanied by the following documents:

- a) Curriculum Vitae, including a copy of the identification document;
- b) Motivation letter;
- c) Other documents considered relevant by the candidates.

Applications and application support documents must be submitted, in digital format (pdf format) to the email address uece@iseg.ulisboa.pt with the reference GENDERATWORK/*applicant's name*.

No document that should have been submitted in candidacy may be presented after the deadline set for this purpose.

Selected applicants will be required to provide certificates of qualifications, with the final average and grades obtained. In the case of academic degrees awarded by foreign higher education institutions it is mandatory to recognize these degrees and convert the respective final classification to the Portuguese rating scale.

Documents proving the ownership of academic degrees and diplomas, or their respective recognition when they have been awarded by foreign higher education institutions, may be dispensed with during the application stage for the support in question, with the verification of this condition occurring only during the contracting phase.

At the stage of contracting the Fellowship, it will be necessary to present proof of enrollment as a student.

Applicable legislation

The call is governed by the FCT Research Grants Regulation (RBI), approved by Regulation No. 950/2019, published in the II Series of the DR of December 16, 2019, by the Research Fellowship Statute approved by Law No. 40/2004, of August 18, as amended, and by the Scholarship Regulation of the University of Lisbon, approved by Order No. 6238/2020, published in the II Series of the DR of June 12, 2020 and by other applicable national and community legislation.