

**CALL ANNOUNCEMENT FOR A RESEARCH FELLOWSHIP FOR THE PROJECT:  
“(UN)FAIRNESS PERCEPTIONS: LABOUR MARKET, AFFIRMATIVE ACTION, AND  
ALGORITHMS ”**

**REFERENCE 2022.09333.PTDC  
HOSTED BY UECE RESEARCH UNIT**

Reference

2022.09333.PTDC – Research Scholarship

Generic scientific area

Economics and Business

Specific scientific area

*Economics, Econometrics*

**SUMMARY**

A call is now open for the attribution of a Research Scholarship for 1 student hosted by the UECE research unit, financed by the project with the reference 2022.09333.PTDC by national funds (PIDDAC) through the Foundation for the Science and Technology, IP/MCTES.

**CALL TEXT**

**Admission requirements and eligibility conditions**

The Research Scholarship is aimed at candidates already enrolled in a Master’s program.

Admission requirements are:

- a. Hold an undergraduate 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 “(Un)fairness perceptions: labour market, affirmative action, and algorithms”, Reference 2022.09333.PTDC, coordinated by Professor Joana Pais.

The aim of this project is to study and understand the consequences of perceptions of unfairness in different contexts, as well as the trade-off between fairness and efficiency, through the use of lab experiments. In particular, we investigate whether those in financial distress, who face social exclusion and loss, are trusted less and therefore reciprocate less. Second, we test the effectiveness of different affirmative action measures under different labour market conditions. Third, we compare the direct costs

(inefficiencies) and benefits (social inclusion) generated by a quota with the indirect costs (benefits), more specifically, the impact on pro-social and moral behaviour of those that perceive this policy as unfair. Fourth, we investigate the trade-off between efficiency and fairness by comparing decisions made by algorithms vs. humans and the behavioural consequences of both. At last, we study how context and framing changes unfairness perceptions, willingness to judge, as well as acceptance and cooperation with affirmative action policies. Only understanding the dynamics of fairness perceptions and the behavioural consequences of perceived unfairness, are we able to compute the hidden costs and benefits of public and private policy, namely that aims at fighting discrimination and social exclusion, and the use of efficient mechanisms like algorithms.

#### Research Tasks & Responsibilities:

- Recruit subjects to take part in the lab experiments;
- Develop and carry out theoretically informed and empirically grounded research;
- Develop collaborative research with other project colleagues and research group;
- 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 Joana Pais.

#### Duration

The duration of the scholarship is 12 (twelve) months, with a possibility of another 12 (twelve) months extension.

#### Monthly stipend

€ 990.98 (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 Scholarship 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), and Interview (I). The results are expressed on a scale from 0 (zero) to 100 (hundred). The weighting formula for the interview shortlist is  $CA \cdot 0,5 + ML \cdot 0,5$ . The top 5 scoring candidates with a minimum score of 80 will be selected into a shortlist for an interview.

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 must explain the interest in the specific area of the project, in research activities integrated in multidisciplinary teams and the candidate's expectations for academic and personal development.

### **Jury composition**

President: Joana Pais

Member: João V. Ferreira

Member: Armando Garcia-Pires

### **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 18/12/2024 to 22/12/2024.

Applications must be formalized by sending an application letter 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](mailto:uece@iseg.ulisboa.pt) with the reference UNFAIRLAB/*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 scholarship, 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.