

UNIVERSITAT ROVIRA I VIRGILI MARTÍ I FRANQUÈS COFUND DOCTORAL PROGRAMME

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OPEN
CALL

1 PhD position in "Equality policies in universities and science"
DEADLINE for applications: 6 September, 2021



UNIVERSITAT
ROVIRA I VIRGILI



Diputació Tarragona

This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 945413

OVERVIEW

In 2021, one selected candidate will be the beneficiary of a 3-year working contract with all benefits attached. This contract includes **high level interdisciplinary, inter-sectorial, and international training with personalized career development plans involving soft-skills training, secondments and mentoring**. Over 50 partner organisations actively support this programme!

THE MFP-COFUND PROGRAMME OFFERS

- One of the best salaries at PhD level in Europe. Gross monthly salary of approximately 2.200€. Apart from the salary, URV will contribute up to 7.500€ each year to the cost of the fellow's travels, research and training.
- 3-6 months secondments at international (and in some cases intersectoral) partner organisations.
- An international environment, supported by the adherence to the [European Charter & Code](#).
- Enrolment in excellent [PhD programmes](#).
- The opportunity to undertake research in one of the top 150 young universities in the world ([THE Young Universities Rankings](#)).
- Access to high-quality infrastructures for research & innovation.
- Gender balanced, Open, Transparent and Merit based Recruitment.
- Equal opportunities for all.

Position description

Title of the research project	Equality policies in universities and science
Keywords	Equality plans, women, universities, gender
Research line	Social movements, activisms and politics
PhD Programme	Gender Studies: Culture, Societies and Policies
Reference	2021MFP-COFUND-9



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DESCRIPTION OF THE RESEARCH PROJECT

In recent years, both in Spain and in the European Union as a whole, there has been an important development of equality policies in science and in universities. This process was advanced and has been implemented through specific policy initiatives and legislation. Specifically, in Spain, this was carried out thanks to the approval of Organic Law 3/2007 for the effective equality of women and men, and the subsequent equality regional regulations, and was supplemented by Organic Law 4/2007 of Amendment of the Organic Law of Universities. Both laws regulated the creation of organizational structures and equality plans within universities, becoming key elements for the development of equality policies in those institutions. Subsequently, the thirteenth additional provision of Law 14/2011 on Science, Technology and Innovation was responsible for regulating the implementation of the gender perspective in science.

In the European Union, a number of reports and studies on the situation of women in the various fields of scientific activity have been carried out since the 1990s. These studies identified the inequalities between men and women and have provided empirical evidence of the barriers that exist in the functioning of scientific institutions and universities. One of the most verified conclusions is that the inequalities identified affect the development of professional careers of women scientists, compared to their male counterparts. On the basis of these reports, a series of actions have been developed to promote equality between men and women in science. With the adoption of the H2020 Programme, a commitment was made to promote equality between men and women as well as gender mainstreaming in research and innovation. Engagement reaffirmed in the Horizon Europe programme, which establishes as a criterion of eligibility of participants to have approved a Gender Equality Plan.

This whole process of implementing equality policies has been a central element in advancing the elimination of certain discriminations that have affected and continue to affect women. In the case of universities, two factors can be highlighted by the potential they have in helping to build more egalitarian organizations: the creation of equality units within the university structure and the elaboration of equality plans.

These instruments have also served to identify the elements that may hinder the advancement of equality policies in the universities themselves and in the science system in general. Identifying these elements is key to be able to promote the most appropriate measures with the aim of eliminating possible discrimination.

The main objective of the research presented here is to assess the impact of the measures adopted as a result of the implementation of equality policies on the reduction of inequality between men and women within universities. It is also interesting to analyse what are the most relevant challenges to achieve more effective equality policies in the field of science and, in particular, in European and Spanish universities. More than 10 years after the creation of the first equality units and plans, it is appropriate to analyse and evaluate this process and the remaining challenges.

REQUIRED PROFILE

Highly desirable attributes of the ideal candidate:

- Demonstrated previous experience in one or more of the following topics: gender and women studies, sociology, equality policies.



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- Hold a Master degree, or equivalent, in: social sciences, sociology, gender studies, political science.
- Language skills: Spanish and English.
- Specific Software: data analysis programs such as Excel and SPSS (or equivalent in free programming).
- Other skills: publications, participation in research, communication skills.
- Personality traits: teamwork, flexibility in performing tasks, autonomy.

APPLY NOW!

CONTACT DETAILS

Management team: mfp.cofund@urv.cat

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