



Das Geographische Institut der Universität Bern umfasst vierzehn Forschungsgruppen, die Spitzenforschung in den Bereichen Kulturgeographie, Integrative Geographie und Physische Geographie führen. In der Gruppe Sozialgeographie, Politische Geographie und Gender Studies ist folgende Stelle mit Arbeitsort Bern zu besetzen:

ForschungsassistentIn (50%) Forschungsprojekt NFP 60 Gleichstellung der Geschlechter

Ihre Aufgaben: Mitarbeit am Forschungsprojekt “*Understanding Inequalities of Access to the Labour Market: The Intersection of Gender and Ethnicity*”; Planung, Durchführung und Auswertung von biographischen Interviews mit Frauen und Männern über Berufsverläufe; Verfassung eines wissenschaftliches Teilberichtes; Mitarbeit an Publikationen sowie an Präsentationen und Referaten. Die Stelle ist auf 12 Monate befristet.

Ihr Profil: Hochschulabschluss in Disziplinen mit einer sozialwissenschaftlichen Ausrichtung; Erfahrung in Durchführung und Auswertung von qualitativen Interviews; Know-how in Gender Studies, gute mündliche und schriftliche Ausdrucksfähigkeit; ausgezeichnete Kenntnisse der deutschen Sprache in Wort und Schrift; gutes Englisch von Vorteil.

Wir bieten: Entlohnung nach SNF Ansätzen für AssistentInnen, Arbeit in einer renommierten Forschungsgruppe (www.geography.unibe.ch/lenya/giub/live/research/socgeo.html); Forschung mit einem erfahrenen Projektteam und im Rahmen eines innovativen Forschungsprojektes (siehe Abstract); Teilnahme an den Veranstaltungen des NFP60 (www.nrp.60); Erweiterung des beruflichen Netzwerkes mit WissenschaftlerInnen aus unterschiedlichen Schweizer Universitäten und Vertreterinnen von Gleichstellungsbüros.

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Ihre schriftliche Bewerbung senden Sie bitte mit den üblichen Unterlagen bis zum 20 September an PD Dr Yvonne Riaño, Geographisches Institut, Universität Bern, Hallerstrasse 12, 3012 Bern. Für nähere Auskünfte: riano@giub.unibe.ch

Understanding Inequalities of Access to the Labour Market: The Intersection of Gender and Ethnicity

PD Dr Yvonne Riaño, Prof Dr Doris Wastl-Walter (Dept. of Geography, Univ. of Berne)
In collaboration with Dr Elisabeth Bühler (Dept. of Geography, Univ. of Zurich)

Currently we do not have a complete and differentiated understanding in Switzerland of how and why gender inequalities in the labour market persist. Three areas in particular need to be addressed by researchers if we are to advance our understanding and formulate sound and innovative policies to counteract inequality. First, although women are diverse and experience oppression and inequality in varying situations and in varying degrees of intensity, it is still not clear how gender and ethnicity intersect to generate different situations of inequality. Second, although women have made much progress in recent years in acquiring professional qualifications, scarce information is available as to how they succeed over the long-term in using and further developing such qualifications. Third, we lack insight into the variety of strategies that they develop to counteract hurdles they face when acquiring and applying new qualifications.

The overall goal of this research project is to address the former research gaps. Using a comparative perspective, this project will examine three sets of questions regarding both Swiss and non-Swiss individuals: (a) how the intersection of gender and ethnicity/national origin generates unequal access to paid employment; (b) the extent to which individuals succeed in applying, maintaining and further developing their professional qualifications in the labour market, (c) the strategies that individuals devise to apply and acquire new professional qualifications. The analysis will combine macro- and micro perspectives thus focusing on the concepts of gender culture, intersectionality and household arrangements. The quantitative study will provide a systematic and representative overview of the variety of situations faced by Swiss and foreign women and men in the labour market. The qualitative study will provide insight into the reasons and processes behind gender and ethnic inequalities in the labour market, and into the strategies of individuals. An important aim is to understand how women's access to the labour market is related to the various arrangements made with their household partners regarding division of housework and paid employment.

The quantitative study will be based on the statistical database provided by the 2009 Swiss Labour Force Survey (SLFS), which contains a representative sample of 50'000 individuals. The qualitative empirical study will deal with 30 women of Swiss and non-Swiss origin who have vocational training or university education, who live in a household with children, and who are between 40 and 50 years old. The study will be conducted in the city of Bern and its surroundings. The qualitative methods of data collection include biographical interviews, MINGA workshops and expert interviews. Interviews to document professional biographies will be conducted with both members of couple households. This will allow a relational understanding of how the professional careers of each one of the couple's members evolve before and after having had children. Overall, 60 biographical interviews (in 30 households), 6 MINGA workshops, and 6 expert interviews are planned. It is also planned that the project's progress will be monitored by a working group composed of two representatives of Gender Equality Offices in Berne and Zurich and two academics. This working group is intended to fulfil two purposes: first, to provide on-going feedback on the project's evolving results and second, to participate in formulating practical guidelines aiming to counteract gender and ethnic inequality in the Swiss labour market.

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