

University of Gdańsk, Faculty of Social Sciences, Institute of Psychology is offering a postdoc position in the project: **MASCULINITY NAVIGATOR – unpacking the relationship between masculine roles, well-being, and gender equality (EQUAMAN)**, financed by OPUS 21 grant from the National Science Centre in Poland (2021/41/B/HS6/00617) awarded to Natasza Kosakowska-Berezecka.

In this 3-year project, a team of interdisciplinary researchers including psychological and sociological scientists from Poland (University of Gdańsk) and Norway (UiT The Arctic University of Norway, Tromsø) will focus on the important, though understudied, topic of men's participation in gender equality. We will analyse 1) how understanding gender roles and gender equality might help boys and men improve their well-being, and 2) which factors predict men's participation in gender equality movements. This is a novel approach to the topic of masculinity and well-being, and we want to investigate it through different perspectives using suitable methods – focus group interviews, surveys, experimental studies and workshops conducted in schools and at universities (some of the studies will be conducted in Norway and Poland).

We are looking for a candidate with:

- ✓ PhD in psychology with interest and knowledge in social, gender & cross-cultural psychology (our specific themes relate to (but are not limited to) manhood, masculine identity, solidarity-based collective action intentions, well-being)
- ✓ Experience in coordinating research projects
- ✓ Fluency in English
- ✓ Excellence in using SPSS, r or other statistical software
- ✓ Good organizational and team management skills

What do we offer:

- ✓ Up to 3-year salary (120.000 PLN yearly /brutto brutto/, fixed, full-term position)
- ✓ Opportunity to work with an experienced Polish-Norwegian team realizing a unique, engaging and cross-cultural project concerning masculine identity, well-being and gender equality
- ✓ Research visits and team meetings in Poland and Norway
- ✓ Opportunity to work partly on-line with us

What will you be doing:

- ✓ Participate in the project meetings and work in close cooperation with Ph.D. students,
- ✓ Oversee the construction of questionnaires and experimental designs, datasets, and statistical analyses.
- ✓ Manage activities necessary for a successful completion of a study
- ✓ Coordinate recruitment of student and non-students samples
- ✓ Coordinate data collection and dissemination activities
- ✓ Supervise the work of MA students.
- ✓ Participate and potentially lead in writing peer-reviewed impacted journal papers

- ✓ Participate in thematic international conferences and present project's results

If you are interested in applying please send us, in one single PDF document:

- ✓ Application letter explaining your interest in the project and expressing your willingness to work with us.
- ✓ a full CV (including the title of your PhD thesis, a list of publications, and conference presentations)
- ✓ copy of your PhD diploma
- ✓ three representative publications
- ✓ Name, affiliation, email and phone number of two referees who can be contacted if necessary

Please include the following statement: *"I hereby give my consent to the processing of my personal data by the University of Gdańsk with its seat in Gdańsk (80-309) at ul. Bażyńskiego 8, in accordance to the General Data Protection Regulation of 27 April 2016, for the purpose of the process of recruitment for PhD positions within the project: MASCULINITY NAVIGATOR – unpacking the relationship between masculine roles, well-being, and gender equality (EQUAMAN).*

The application should be prepared in English and sent to: natasza.kosakowska@ug.edu.pl (please refer to *EQUAMAN application* in your email's title) until the end of February 28th 2022. Selected candidates will be invited to an online interview that will be held mid March. Your employment will commence from April 2022 (but this can be negotiable).

More about the project:

Who is a contemporary EQUAMAN – a supporter of gender equality movements? How do men understand gender equality in different cultural contexts? How do boys and men perceive their masculine gender roles? How are gender roles developed throughout adolescence? And how do gender equality and masculine gender roles help or hinder men's well-being?

In this 3-year project, a team of interdisciplinary researchers including psychological and sociological scientists from Poland (University of Gdańsk) and Norway (UiT The Arctic University of Norway, Tromsø) will focus on the important, though understudied, topic of men's understanding of gender equality. We will analyse 1) how understanding gender roles and gender equality might help boys and men improve their well-being, and 2) what makes men involved in gender equality movements. This is a novel approach to the topic of masculinity and well-being which we investigate with a multi-methods approach including focus group interviews, surveys, experimental studies and workshops conducted in schools and at universities.

The data collection will take place in Poland and Norway - two countries strongly varying in their level of gender equality. Our project will consist of four work packages focused on different aspects of masculinity: In Work Package 1, we will investigate the role masculinity plays for youths in different cultural contexts. More precisely, we will analyse the development of gender role identities in adolescents in Poland and Norway and investigate how it relates to their well-being over time. In Work Package 2, we will examine the conditions under

which men are willing to contribute to gender equality by taking different actions to support it. In Work Package 3 we will explore how different groups of men, varying in age, cultural origin, and socio-economic status, understand what it means to be a man and what gender equality is. We will also increase the knowledge on challenges and barriers that might prevent men from becoming involved in gender equality movements. In Work Package 4, we will apply the knowledge gained from Work Packages 1-3 by developing educational workshops. The workshops will be tested among adolescents and young adults to assess whether information- and science-based workshops can alter young men's attitudes towards gender roles and gender equality. An important contribution from Work Package 4 will be an open-access manual for educational workshop sessions that can be used by professionals to educate young men about the role of gender equality and gender roles for men's overall well-being. PhD student 1 will be more involved in Work Packages 1&2 and PhD student 2 will be more involved in Work Packages 3&4.

Combining and integrating different disciplines and perspectives in a cross-cultural approach allows us to get a better understanding of the complex ways that men's gender roles relate to well-being and inequality, both globally and within societies. Our interdisciplinary, scientific team consists of expert investigators involved in four work packages. This carefully assembled team of researchers brings together a broad variety of expertise in different research fields and methods, and will thus allow not only for an innovative and truly interdisciplinary perspective on the topic, but it will also lead to an optimal realization of the project through joint publications in high-impact journals. Our results might furthermore be important in understanding mechanisms relating to gender equality around the world and can be beneficial for global, social change movements interested in increasing men's and women's well-being.

Project's core team:



Natasza Kosakowska-Berezecka (Principal Investigator), works as Associate Professor in the Division of Cross-Cultural Psychology and Psychology of Gender at the University of Gdańsk (Poland). Her main area of research interest are cultural cues fostering gender equality within societies across the world. She also conducts research on backlash against communal men and universality of precarious manhood.

Tomasz Besta works as Associate Professor at the Institute of Psychology of the University of Gdańsk. He is involved in research in the area of personality and social psychology. His main research interests are the analysis of intergroup relations, collective actions, radicalization, and group dynamics.



Sarah E. Martiny is Full Professor in Social and Community Psychology at UiT The Arctic University of Norway. Her main research interests are in the area of cross-cultural psychology, social identity and intergroup relations including topics such as migration and gender.

Kjærsti Thorsteinsen is a postdoctoral researcher in Social Psychology at UiT The Arctic University of Norway, Tromsø. Her main research interests are the relationship between human development and wellbeing, including topics such as positive emotions, motivation and prosocial behavior.

Magdalena Żadkowska, PhD, is an Assistant Professor at Institute of Sociology, University of Gdansk. Her main research areas are sociology of intimate relationships and gender studies, with a special focus on women's and men's careers in STEM & diversity management. She is involved in multiple collaborative cross-cultural projects in Norway, USA, Canada, UK, Italy, Romania, Chile and France.