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CALL FOR APPLICATIONS FOR THE AWARD OF 1 RESEARCH GRANT FOR THE SECTOR 13/A1 ECONOMICS AT THE CENTER IGIER OF UNIVERSITA' COMMERCIALE "LUIGI BOCCONI" OF MILAN.

Article. 1
Call for Competition

To promote the education and improvement of junior scholars, the Università Commerciale "Luigi Bocconi" of Milan, announces a competition by exams and academic titles for the award, by means of an appropriate contract, according to art. 22 of Law 240/2010 and using the relative University Regulations emanated with the Rectoral Decree n° 129 of 10th June 2011, of 1 research grant with the following characteristics:

Duration: **12 months (with the possibility of extension)**

Sector: **13/A1 ECONOMICS**

(**Scientific Sector SECS-P/01 Economics**)

In the Center IGIER – Innocenzo Gasparii Institute for Economic Research

Professor of referral: **prof. Tito BOERI**

Project: MARKINDOWN is a multi-year project aiming at investigating the role played by monopsony (monopoly power in the demand for labor) in widening earning inequalities. Recent studies documented the pervasiveness of monopsony power in modern labor markets. Monopsonistic employers can cut wages without losing workers to competitors, pay labor below its productivity and hire fewer workers than in a competitive labor market. The resulting equilibrium is inefficient insofar as it reduces the size of the labor market. Moreover, workers tend to be exposed to excessive work injury risk. Monopsony contributes to explain declining labor shares of income, persistently high levels of workplace accidents, and limited disemployment effects of minimum wages. Much less is known about the role of monopsony in increasing earning inequality. This project aims at filling this gap by i) contributing to a better understanding of the sources of monopsony power and ii) assessing their relevance across different socio-economic groups. Monopsony power can be due to anticompetitive arrangements introduced often in a non-transparent way in labor contracts. Another source of monopsony power is lack of information on alternative job opportunities. Frictions in the matching of workers and vacancies may discourage risk averse workers when planning to quit the firm after wage cuts. Spatial mismatch in the allocation of jobs and quitters may increase monopsony power vis-à-vis workers having a stronger distaste for commuting. Some groups of workers may also have stronger cognitive biases when interpreting available information on outside opportunities. The MARKINDOWN project will i) assess the incidence of anticompetitive arrangements in Europe, ii) estimate firm-level labor supply elasticities across different categories of workers, and iii) using survey and experimental methods, evaluate to what extent the heterogeneity among socio-economic groups of willingness to quit a low-paid job is related to lack of information or cognitive biases.

Research Project: The candidate will be directly involved in different phases of the PI's research project on the topic of monopsonistic power and its implications for income inequalities and will carry out his own research activity on these topics. The profile is that of a young researcher who is about to obtain or has obtained a doctorate in economics,

interested in particular in the areas of the labor market, estimates of labour supply elasticity, no-compete clauses in employment contracts and industrial relations, with solid foundations in empirical methodologies and use of data.

Article. 2 ***Admission Requirements***

In order to participate in the competition, having a PhD or equivalent carried out in Italy or abroad, or in the course of being conferred (PhD student), is a desirable criterion.

Candidates with a degree of kinship (up to the fourth degree of kinship) to any professor in the University Board, the University Rector or the Managing Director are not allowed to apply.

The award of the research grant is incompatible with any participation in degree courses, specialist or master's degree, University master's degree, research doctorate with scholarship in Italy or abroad and if the candidate is a public employee, they must take unpaid leave.

The total duration of any grants or scholarships with any university according to article 22 of the Law 240/2010 and contracts according to article 24 of the Law 240/2010 cannot exceed a total of twelve years, even if not continuous. Time off for maternity or health reasons is not counted as part of the twelve years.

These statutory pre-requisites must be in place at the deadline for the presentation of applications determined by the present announcement.

Applicants will obtain a conditional acceptance. At any time, the administration can arrange, with reason, exclusion from the selection procedure due to the lack of necessary pre-requisites.

Article. 3 ***Applications***

Applicants should apply by submitting the complete package via our on-line application system, which can be found at "www.unibocconi.eu/faculty-postdoc" by **5 November 2023**.

Each candidate's application must clearly indicate:

- surname and name
- date and place of birth
- fiscal code (codice fiscale) (if available)
- citizenship
- residence
- contact address
- educational qualifications (degree and PhD certificate)

The application must include the following documents, which must be attached to the application:

- professional C.V., in pdf format;
- a list of any titles and publications, in pdf format;

- any certificate, publication, or document that the candidate intends to submit for evaluation, in pdf format.

The award of the research grant is compatible with any form of occasional work but incompatible with any simultaneous use of PhD grants, specialist schools or post-doctorate grants.

If the candidate covers any other position, the candidate must attach a declaration specifying the type of activity undertaken, duration and the university in which they are carrying out their research and the commitment to give up the employment if conferred the grant due to incompatibility.

Finally, if the candidate has benefitted from any previous grants or scholarships with any other institution, he or she must attach a declaration explaining the time periods, length and universities where they benefitted from the grant.

Article. 4 ***Evaluation Committee***

The Evaluation Committee for this competition, appointed by the Rector based on the proposal of the Director of the competent Research Center, after consulting the Tutor of Reference of this call for applications, is made up of three professors, of which at least two professors are from the Bocconi Core Faculty, employed in the Academic Field of this call or of a similar scientific disciplinary sector.

The competition will be carried out by an evaluation of titles and examination, consisting of an interview.

The Committee can allocate a maximum of 100 points for each candidate, split as follows:

- 30 points for the evaluation of CV and academic titles;
- 30 points for the evaluation of scientific publications presented;
- 40 points for the evaluation by interview

In order to be admitted for the interview, candidates must receive a minimum of 40/100 points in the evaluation of titles and publications.

The interview will revolve around titles and publications, and will be held in a room of the university or via conference call. Candidates will be informed of the interview date and place by e-mail, with advance notice of at least 7 days. The interview will be open to the public.

At the end of the assessment, the Committee formulates a final judgement for each candidate and creates a ranking in descending order on the basis of the scores assigned, thereby identifying the winning candidate.

The Committee may appoint suitable candidates who can take over in the event of withdrawal/renunciation of the winner.

The winning candidate will receive a written communication stating the awarding of the grant, which should be duly signed before the deadline of 15 days from receipt of the letter.

The grant cannot be divided. If for any reason the awardee stops receiving the grant, they

cannot be substituted by other candidates who did not win a grant.

Article.5
Rights and Duties of the Grant Winner

The grant will last for 12 months and indicatively run from **1st December 2023**.

The award of the grant implies a commitment to undertake research, study and preparation of research activities for at least four days a week.

The normal obligations of the research include:

- Research activity as part of the Research Project presented, as well as additional programs elaborated by the Center, supervised by the *Professor of referral*, who will check the activity carried out;

All other work undertaken outside of the four days should not conflict with that performed as researcher at Bocconi University. A judgment of any such circumstances will be decided by the Center Director, having consulted with the professor of referral. Such circumstances will lead to the ending of the assignment of the grant.

The award of the research grant does not constitute an employment contract and does not confer any rights to teaching roles within the University.

Article.6
Compensation

The research grant ranges from a minimum of **€ 19.500,00 gross per annum** up to a maximum of **€ 50.000,00 gross per annum** and varies according the selected candidate's international profile assessment made by the evaluation Committee.

The amount is excluded from "Irpef tax" (income tax), according to article 4 of the Law dated 13th August 1984, n°476 and subsequent modifications and additions and subject to social security according to article 2, comma 26 and the Law dated 8th August 1995, n°335 and subsequent modifications and additions.

The University will provide insurance for risks of injury and civil responsibility.

The payment will be made at the end of each month, following presentation within the administrative deadlines, of a payment note signed by the *Professor of Referral* to certify the activity undertaken.

Article.7
Causes of deferral or suspension of the grant

If a candidate is on maternity leave, minimal payments will be made by INPS (national insurance) as according to the Ministerial Decree dated 12th July 2007, published in the "Gazzetta Ufficiale" n. 247 of 23rd October 2007. For illness the article 1, comma 788 of the Law 27th December 2006, n. 296 and subsequent modifications and additions will apply.

During the period of mandatory maternity leave, a top-up payment will be made by Bocconi University up to the monthly amount of the grant as according to article 5 of the Decree dated 12th July 2007.

Article. 8
Stays Abroad

Any stays abroad, for study reasons, should be approved by the Rector beforehand, by means of a formal assessment by the Center Director, having conferred with the *Professor of referral*. During such periods the payment of the grant may be suspended.

Article. 9
Certificate of the activity carried out

At the end of the grant period, the beneficiary has the right to ask for a certificate from the *Professor of Referral*, stating the scientific activity carried out during their time in Bocconi as a researcher.

Article. 10
Treatment of Personal Data

According to a General Data Protection Regulation n. 679/2016 all personal data supplied by candidates to the People and Culture, both in electronic and paper format, is exclusively for evaluation purposes and to publicize the acts related to the current evaluation procedure and the conferral of a Research Grant position as detailed in this announcement.

Article. 11
Advertising

The announcement of the competition for assigning the research grants is advertised on the Bocconi University website, as well as the Italian Ministry and European Union websites. Università Bocconi can also publish this announcement on the main international job opening websites for this scientific sector. Copy of this call is available from the People and Culture.

This announcement is also published in English. In case of divergences between the Italian and the English texts, the Italian version will be considered definitive.

The Director People and Culture
(dott. Marcello Valtolina)

