

Post-doc –ANR WorkLiB Project
Evolutions of Work-Life Balance Over the Life-Cycle
3-year contract
Catégorie A - Chargé d'étude 1ère catégorie

Description of the Institute :

The French Institute for Demographic Studies is a public research institute. Its missions include conducting cutting-edge research in all fields relating to demography and population studies, and informing the public of its research results and activities. Interdisciplinary in its recruitment, Ined has 240 employees (permanent staff, postdocs, doctoral students), as well as numerous associated researchers and foreign visiting scholars.

Project description :

The WorkLiB project aims to study changes in work-life balance. The balance between work, family and private life has been disrupted by profound socio-economic, demographic and political changes, that are reconfiguring individual life courses and calling for new and ambitious research. The project mobilises a large-scale statistical survey, the Longitudinal Families and Employers Survey (FamEmp ; <https://famemp.site.ined.fr/en/>), conducted by our team. This survey consists of two parts, one with more than 40,000 individuals, interviewed in 2024, 2027 and 2030; and the other with their employers, around 10,000 establishments with 10 or more employees. The aim of the WorkLiB project is to use this unique data to measure current work-life balance conditions, their rapid evolution and their impact on economic, social and gender inequalities throughout the life course. Funded for 4 years by the French National Research Agency (ANR), the project brings together a multidisciplinary team of 7 researchers in economics, demography and sociology, and 8 engineers from the INED survey department.

Post-doc tasks

Within the Economic Demography research unit (UR9), the post-doc will contribute to the WorkLiB project. The post-doc will work under the joint supervision of Delphine Remillon (Research Director, socio-economist, Ined), Roméo Fontaine (Research Fellow, economist, Ined) and Ariane Pailhé (Research Director, economist and demographer, Ined).

- The post-doctoral fellow's main task will be to carry out statistical and econometric analyses on work-life balance issues, both cross-sectional and longitudinal, which will form part of the three axes of the WorkLiB project: 1) An inventory of the current state of work-life balance, both in general and in specific work and family configurations; 2) An analysis of the interrelationships between family and work events over the individual life course, with a particular focus on gender inequalities; 3) An analysis of companies' practices, to assess whether the measures they take are likely to facilitate their employees' work-life balance.

This work will be based primarily on wave 1 (2024) of the FamEmp survey, both the individual component (including retrospective calendars) and the employer component. At a later stage, other sources will also be mobilised, in particular the administrative data linked to FamEmp, such as tax data (Pote, Fideli, Filosofi) and employment and enterprise data (salaried-employees and non-salaried bases). The post-doc will also contribute to the production of aggregated variables from these administrative data.

- The post-doc will present his/her work at seminars and scientific conferences in France and abroad, and will contribute to the dissemination of the results in various ways: writing scientific articles, chapters in a collective research book, and summary sheets for the general public.

Candidate profile

- Phd in economics, demography, quantitative sociology or other related disciplines ;
- Excellent skills in quantitative analysis (proficiency in R, and possibly Stata software) ;
- Demonstrated interest in and knowledge of the themes of the project (work-life balance issues, life course analysis, company policies, gender inequalities) ;
- Interest in using administrative data;

- A sense of teamwork; willingness to work in a multidisciplinary team of researchers and in link with the FamEmp user group;
- Ability to communicate and write scientific documents in English ;
- Be autonomous in work and organised ;
- Writing skills, including pedagogical writing

Appointment terms

DATE OF APPOINTEMENT	From April 1, 2025
DURATION (FIXED-TERM CONTRACT)	3 years
WORKING TIME :	Full-time 37h55 per week 42 days annual leave (vacations and RTT)
MONTHLY SALARY	The monthly salary is established according to the scale for short-term staff at INED, depending to experience (minimum 2 871€ gross monthly for less than 3 years' experience).
PLACE OF WORK	Ined, Campus Condorcet, 9 cours des Humanités, Aubervilliers Easily accessible by metro or bike from the center of Paris (Métro ligne 12 : Front populaire or RER B : Stade de France)
ADVANTAGES	On-site company restaurant – Staff association Green setting on a modern campus
TELEWORKING	Yes (maximum 2 days per week)

How to apply

APPLICATION DEADLINE	17 February 2025
APPLICATIONS MUST INCLUDE	<p>- A detailed academic CV ;</p> <p>- A cover letter (maximum 2 pages) showing how the candidate's profile would fit in the project and what contributions they could bring ;</p> <p>- Two scientific papers written by the candidate, preferably at least one in English (with their publication status);</p> <p>- The contact details of two references. Only the references of shortlisted candidates are expected to be contacted.</p> <p>Full applications must be sent by email, with the title « Post-doc WorkLiB » to : recrutements@ined.fr with Delphine Remillon in copy (CC) : delphine.remillon@ined.fr ;</p> <p>Interviews with shortlisted candidates : 27 or 28 February 2025.</p>