



PhD in INGEGNERIA GESTIONALE / MANAGEMENT ENGINEERING - 37th cycle

**THEMATIC Research Field: THE CONDITION OF WOMEN IN "COVID WORKING" - THE
ROLE OF WORKING AND DOMESTIC SPACES**

Monthly net income of PhDscholarship (max 36 months)

€ 1400.0

In case of a change of the welfare rates during the three-year period, the amount could be modified.

Context of the research activity

Motivation and objectives of the research in this field

The COVID-19 pandemic has worsened the condition of women, negatively affecting the performance and work-life balance of female workers.

Preliminary evidence shows that Italian workers have experienced: a reduction in hours worked (by more than 10%), difficulties in home working and in the subsequent return to work, intense multitasking.

This has likely worsened their work performance, exposing them to a great risk of losing their jobs.

Such a risk has been shown to be higher for women than for men in crisis times.

This project analyzes the antecedents and consequences of the challenges that the pandemic has posed (and is posing) to female workers. Particular attention will be paid to how work spaces - at home and outside the home - make these challenges more or less severe and how these spaces influence female workers performance.

Methods and techniques that will be developed and used to carry out the research

The project will start with an in-depth analysis of the literature on economic crises, spaces, work performance, with emphasis on female workers.

Taking steps from this survey, we plan to develop conceptual models to be tested on quantitative data using statistical, econometric, and data analytics techniques.

The *secondment* in INPS is of utmost importance for data collection as it enable to access information on workers career paths (e.g., requests for leave) and to involve



	workers in dedicated surveys (e.g. on work spaces).
Educational objectives	<p>The educational objectives are twofold.</p> <p>First, the Ph.D. candidate will gain a knowledge about methodologies to carry out scientific research (literature reviews, selection of quantitative methodologies, advanced tools for data analysis).</p> <p>Second, the candidate will learn about the hurdles that female workers face in during economics and sanitary crisis. We are confident that results of the project can help firms and policymakers to rethink work spaces, and in general workers' support services, so as to ensure an inclusive recovery from the COVID-19 crisis.</p> <p>The cooperation with INPS allows to create tools and models to evaluate support female workers in the recovery phase.</p>
Job opportunities	<p>There is a rampant interest by both practitioners and policymakers on how gender disparities negatively affect female workers, organizations, and the society as a whole.</p> <p>Accordingly, demand for specialists, who are knowledgeable in these topics as increased, also in the light of the recent debate on the "equal pay". In sum, nowadays, firms and policymakers are called to assure a fair support to female workers to put them in the right conditions for achieving high performance and satisfying work-life balance.</p> <p>The design of inclusive spaces play a key role in this framework. Job opportunities are therefore promising.</p>
Composition of the research group	1 Full Professors 1 Associated Professors 1 Assistant Professors 1 PhD Students
Name of the research directors	Cristina Rossi; Gianandrea Ciaramella

Contacts	
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Additional support - Financial aid per PhD student per year (gross amount)
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Housing - Foreign Students	--
Housing - Out-of-town residents (more than 80Km out of Milano)	--

Scholarship Increase for a period abroad	
Amount monthly	566.36 €
By number of months	6

Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other information
<p>Funding for educational activities: 1st year: 1200 euros per student, 2nd year: 1200 euros per student, 3rd year: 1200 euros per student.</p> <p>Teaching assistantship: There are various forms of financial aid for activities of support to the teaching practice. The PhD student is encouraged to take part in these activities, within the limits allowed by the regulations.</p> <p>Desk availability: shared use</p> <p>Computer availability: individual use</p>