

University of Gdańsk, Faculty of Social Sciences, Institute of Psychology is recruiting a one PhD student position for 5 months 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 candidates:

- ✓ MA in psychology & social, gender & cross-cultural psychology interests (applications from last year psychology students are also welcome)
- ✓ Experience in participating in research projects (e.g. social psychology area or others)
- ✓ Fluent in English (reading, writing, and speaking)
- ✓ Experience in using SPSS, R or other statistical software, knowledge in quantitative research methods
- ✓ Reliability, healthy dose of conscientiousness, good organizational skills

#### What do we offer:

- 5 month scholarship (5000 PLN brutto brutto per month) (25000 PLN brutto brutto total)
- Opportunity to work with an experienced lab realizing a unique, engaging cross-cultural project focused on the relationship between masculine identity, well-being and gender equality (check our other projects here: <https://towardsgenderharmony.ug.edu.pl/> or <https://protestlab.ug.edu.pl/>)
- You will be able to work partly on-line with us from August 2025 until December 2025.

#### What will you be doing:

- Participate in the project meetings
- Prepare desk research
- Participate in writing peer-reviewed impactful journal papers
- Participate in thematic international conferences and paper presentations
- Monitor and build a network with local schools
- Assist in coordinating and implementing interventions promoting gender equality
- Organizing the final project conference and manual for educators working with boys and men
- Participate in administrative tasks, including writing short communications for the general public; overview of social media, project and lab's websites

If you are interested in applying for any of the positions please send us, in one single PDF document:

- a letter of motivation explaining your general interest for the project
- a full CV
- copy of your MA diploma (for MA graduates)
- copy of potential 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](mailto:natasza.kosakowska@ug.edu.pl) (please refer to *EQUAMAN application* in your email's title) until the July 21<sup>st</sup> 2025. Selected candidates will be invited to an online interview that will be held between 22<sup>nd</sup> and 25<sup>th</sup> July 2025.

#### 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.

**Kjaersti 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.