
Call:

Five new positions opening at the Faculty of Social Sciences of the **University of Liège (ULg)**:
2 Ph.D. fellowships in anthropology (4 years, full time) and **3 postdoctoral fellowships** in social sciences (3 years, full time) to participate in a collective research project on the micropolitics of work in the mining companies of the Zambian and Congolese copperbelts (WORKINMINING).

This project is funded by the **European Research Council (ERC)** Consolidator programme.

Deadline for application: **13 March 2016**

Starting date: **1 September 2016**

Benjamin Rubbers

Professor in social anthropology

University of Liège

Email: brubbers@ulg.ac.be

In attached piece:

- Project description
- Vacancy 1: Two Ph.D. fellowships, 4 years, subproject on workers, Zambia or Congo
- Vacancy 2: Two postdoctoral fellowships, 3 years, subproject on trade unions, Zambia or Congo
- Vacancy 3: One postdoctoral fellowship, 3 years, subproject on the regulation of work, Zambia and Congo

Project description:

Title: Reinventing paternalism. The micropolitics of work in the mining companies of Central Africa

Acronym: WORKINMINING

Duration: Five years

Funding body: European Research Council (ERC) Consolidator Programme

Host institution: University of Liège (ULg)

Principal Investigator: Benjamin Rubbers, Professor in social anthropology

Summary: In the course of the last decade, African countries rich in mineral resources have experienced an unprecedented boom in mining investment. The copperbelt that crosses the border between Zambia and Congo, where the research will be carried out, represents one of the most striking cases of this “new scramble for Africa”: mining companies of various sizes and origins have flocked to these countries of Central Africa to take over the assets of public enterprises and to develop new mining projects.

The WORKINMINING research project is a collective ethnographic investigation into the changes that new investors have brought to the organization of labour in these areas marked by a century of corporate paternalism. It explores the micropolitics of work at play in companies of different sizes and origins in Zambia and Congo through three complementary subprojects on (1) the practices and discourses of workers in mining companies; (2) the everyday operation of trade unions in the mining sector; and (3) management practices and the political regulation of work. The three subprojects will provide the basis for a systematic comparison between the Zambian and Congolese copperbelts. To date, these two areas have been studied separately, despite the fact that their economic and social history shows striking parallels and interconnections.

From a theoretical point of view, the overall research project will contribute to an original reflection on the transformations of paternalism as practice and discourse within the context of the mining boom. Its aims are (1) to develop, from a bottom-up perspective, an analytical framework to look at the various processes participating to the emergence of new workplace regimes; (2) to provide insights on the welfare strategies of firms and their participation in wider regimes of social responsibility; and (3) more generally, to open up new avenues for an in-depth understanding of the new forms of dependence (and possibilities) generated by mining capitalism in Africa.

Three types of vacancy are created within the framework of this research project:

Vacancy 1: Two Ph.D. fellowships, 4 years, subproject on workers, Zambia or Congo

Vacancy 2: Two postdoctoral fellowships, 3 years, subproject on trade unions, Zambia or Congo

Vacancy 3: One postdoctoral fellowship, 3 years, subproject on the regulation of work, Zambia and Congo

Vacancy I:

Position:

Two Ph.D. fellowships in political & social sciences (anthropology) at ULg, 100% FTE, 4 years, subproject on workers. Researchers will receive a monthly salary and research funding. Starting date: **1 September 2016**.

Subproject summary:

This subproject deals with the multiple dimensions of the work experience in mining companies. The two Ph.D. students (one in each country) will particularly study: (1) the means through which workers appropriate, change, or undermine mining corporations' social order; (2) workers' moral evaluation of different aspects characterizing their work situation; and (3) gender and generational relationships within workers' families. These lines of analysis will lead to a broader reflection on the transformation of workers' subjectivities within the context of the mining boom.

Tasks:

- Conduct ethnographic field research (15 months in total)
- Write and complete a Ph.D. dissertation within four years
- Participate in the political & social sciences Ph.D. programme at ULg
- Submit for publication a minimum of two articles or book chapters
- Present research results in international conferences

Requirements:

Ph.D. candidates should have:

- A MA degree in anthropology, sociology or political science
- Relevant experience with ethnographic research, ideally in Africa
- Language skills: (a) for the Ph.D. research project on Zambia, the applicant must be fluent in English (working knowledge of French as well as skills in Bemba would be appreciated); (b) for the PhD research project on Congo, the applicant must be fluent in French and have a very good knowledge of English (skills in Swahili would be appreciated)
- Ability and interest to work in a team

Application:

Applications must be submitted electronically in English or French to brubbers@ulg.ac.be before **13 March 2016** with the message title 'WM_Workers'. The following documents must be attached to the email in two separate PDF files:

- 1) In the first file, named 'Workers_applicant's last name_A': (a) a motivation letter (maximum 800 words); (b) a full curriculum vitae with detailed information on degree results and language skills; and (c) the names and contact details of two reference persons
- 2) In the second file, named 'Workers_applicant's last name_B': one writing sample (e.g. essay or MA thesis chapter) in English or French showing the applicant's ability to use ethnographic methods and to theorize (single-spaced, maximum 10,000 words)

In a second phase, short listed candidates will be interviewed in person at ULg or remotely via Skype in May 2016. The interview will be based on their scientific track-record and a research proposal that they will be asked to submit before **30 April 2016** (single-spaced, maximum 3000 words). The proposal will explain how they would carry out the subproject on workers in either Zambia or Congo. It will include information on methodological strategies, possible theoretical developments, and relevant literature.

Results will be notified before the end of May 2016. Successful nominees will be expected to start in September 2016.

For more information, please contact the Principal Investigator, Benjamin Rubbers:

Email: brubbers@ulg.ac.be

Profile: www.lasc.ulg.ac.be

Vacancy 2:

Position:

Two postdoctoral fellowships at ULg, 100% FTE, 3 years, subproject on trade unions. Researchers will receive a monthly salary and research funding. Starting date: **1 September 2016**.

Subproject summary: This subproject aims at studying how Zambian and Congolese industrial unions are dealing with new mining companies. The two postdoctoral researchers (one in each country) will pay particular attention to: (1) union activities in the workplace and the everyday functioning of union organizations; (2) trade unionists' relationships with managers, workers, and state representatives; (3) power relations between trade unions at different levels; and (4) how trade unions participate, together with other civil society organizations, in transnational campaigns against mining companies. The research will place these complex issues in a historical perspective in order to highlight the role of unions in the emergence of new workplace regimes, and to account for the similarities and differences in union politics between Zambia and Congo.

Tasks:

- Conduct ethnographic field research (10 months in total)
- Submit for publication a minimum of five articles or book chapters
- Present research results in international conferences
- Participate in the logistics of the research project
- Participate in the teaching of one MA course at ULg

Requirements:

Candidates should have:

- A Ph.D. degree in anthropology, sociology or political science obtained after 2010
- Relevant research experience in Africa on a theme related to the subproject
- The following language skills: (a) for the research project on Zambia, the applicant must be fluent in English (working knowledge of French as well as skills in Bemba would be appreciated); (b) for the research project on Congo, the applicant must be fluent in French and have a very good knowledge of English (skills in Swahili would be appreciated)
- Ability and interest to work in a team

Application:

Applications must be submitted electronically in English or French to brubbers@ulg.ac.be before **13 March 2016** with the message title 'WM_Unions'. The following documents must be attached to the email in two separate PDF files:

- 1) In the first file, named 'Unions_applicant's last name_A': (a) a motivation letter (maximum 800 words); (b) a full curriculum vitae with detailed information on degree results, publications, and language skills; (c) if applicable, the report of the Doctorate Committee on the applicant's Ph.D. thesis; and (d) the names and contact details of three reference persons
- 2) In the second file, named 'Union_applicant's last name_B': one writing sample (e.g. article, book chapter, or Ph.D. thesis chapter) in English or French showing the applicant's ability to use ethnographic methods and to theorize (single-spaced, maximum 10,000 words)

In a second phase, short listed candidates will be interviewed in person at ULg or remotely via Skype in May 2016. The interview will be based on their scientific track-record and a research proposal that they will be asked to submit before **30 April 2016** (single-spaced, maximum 3000 words). The proposal will explain how they would carry out the subproject on trade unions in either Zambia or Congo. It will include information on methodological strategies, possible theoretical developments, and relevant literature.

Results will be notified before the end of May 2016. Successful nominees will be expected to start in September 2016.

For more information, please contact the Principal Investigator, Benjamin Rubbers:

Email: brubbers@ulg.ac.be

Profile: www.lasc.ulg.ac.be

Vacancy 3:

Position:

One postdoctoral fellowship at ULg, 100% FTE, 3 years, subproject on the regulation of work. The researcher will receive a monthly salary and research funding. Starting date: **1 September 2016**.

Subproject summary: This subproject focuses on the regulation of work in the mining sector. In collaboration with the Principal Investigator, the postdoctoral researcher will study: (1) mining companies' management practices; (2) interventions by political actors to influence the organization of labour; and (3) the work of labour inspectors and other officials in charge of safety, health, and the observance of labour laws in mining corporations. The aim is to explain how mining companies, political authorities, and state officials, and participate in the emergence of new workplace and social welfare regimes.

Tasks:

- Conduct ethnographic field research (10 months in total)
- Submit for publication a minimum of five articles or book chapters
- Present research results in international conferences
- Participate in the logistics of the research project
- Participate in the teaching of one MA course at ULg

Requirements:

Candidates should have:

- A Ph.D. degree in anthropology, sociology or political science obtained after 2010
- Relevant research experience in Africa on a theme related to the subproject
- Excellent written and oral English skills (working knowledge of French as well as skills in Chinese would be appreciated)
- Ability and interest to work in a team

Application:

Applications must be submitted electronically in English to brubbers@ulg.ac.be before **13 March 2016** with the message title 'WM_Regulation'. The following documents must be attached to the email in two separate PDF files:

- 1) In the first file, named 'Regulation_applicant's last name_A': (a) a motivation letter (maximum 800 words); (b) a full curriculum vitae with detailed information on degree results, publications, and language skills; (c) if applicable, the report of the Doctorate Committee on the applicant's Ph.D. thesis; and (d) the names and contact details of three reference persons
- 2) In the second file, named 'Regulation_applicant's last name_B': one writing sample (article, book chapter, or thesis chapter) in English or French showing the applicant's ability to use ethnographic methods and to theorize (single-spaced, maximum 10,000 words)

In a second phase, short listed candidates will be interviewed in person at ULg or remotely via Skype in May 2016. The interview will be based on their scientific track-record and a research proposal that they will be asked to submit before **30 April 2016** (single-spaced, maximum 3000 words). The proposal will explain how they would carry out the subproject on the regulation of work. It will include information on methodological strategies, possible theoretical developments, and relevant literature.

Results will be notified before the end of May 2016. The successful nominee will be expected to start in September 2016.

For more information, please contact the Principal Investigator, Benjamin Rubbers
Email: brubbers@ulg.ac.be
Profile: www.lasc.ulg.ac.be