



Union of Students in Ireland
Aontas na Mac Léinn in Éirinn

**POSTGRADUATE
RESEARCHERS'
RIGHTS
CHARTER**

INTRODUCTION OF THE CHARTER

The Union of Students in Ireland [USI] has developed the *Postgraduate Researchers' Rights Charter* with the aim of safeguarding and emphasizing the working rights of postgraduate researchers in Ireland. The 16 points Charter has been approved by the USI National Council in December 2022.

The primary aim of the *Postgraduate Researchers' Rights Charter* is to aid in the establishment of an appealing, inclusive, supportive, and sustainable environment for all postgraduate researchers in Ireland. USI's Charter is aligned with the Salzburg Principles¹ and the European Commission's Charter for Researchers and a Code of Conduct for the Recruitment of Researchers² which offers a set of standards addressed to the Member States in order to encourage institutions to start a dialogue on sustainability of researchers' careers. European Commission takes as its premise that employers or funders of researchers have an overriding obligation to ensure that they meet respective national, regional, or sectoral requirements. Consequently, Ireland must dramatically improve its attractiveness by creating the necessary conditions for more sustainable and appealing careers for PGRs in R&D.

USI proposes state supports & reforms for PGRs including but not limited to:

Employment status, at least a living wage of **€28,808 per annum** to all postgraduate researchers, additional research resources, payment of work, reforms for Non-EEA postgraduate researchers, appropriate supervision, affordable accommodation, equality of opportunities, career development, union representation & open access etc.

USI believes that in order to achieve its objectives for postgraduate researchers' reforms, it must work with other organisations that share similar goals. We are thankful to our member organisations, USI PGWG and following organisations/ groups for their endorsement and/or support of the charter:

- European Council for Doctoral Candidates and Junior Researchers (EuroDoc)
- European Students' Union (ESU)
- Global Student Forum (GSF)
- Irish Council for International Students (ICOS)
- Postgraduate Workers' Organisation Ireland (PWO)
- University College Dublin Students' Union (UCDSU)
- University of Limerick Postgraduate Students' Union (ULPSU)
- The RCSI University of Medicine and Health Sciences Postgraduate Student Union (RCSI PGSU)
- Non-EEA PhD Students Society Ireland
- Fórsa Trade Union
- Students 4 Change (S4C)

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¹ <https://eua.eu/resources/publications/626:salzburg-2005-%E2%80%93-conclusions-and-recommendations.html>

² https://www.euraxess.at/sites/default/files/am509774cee_en_e4.pdf

ABOUT THE UNION OF STUDENTS IN IRELAND (USI)

The Union of Students in Ireland (Aontas na Mac Léinn in Éirinn) is the national representative body for third-level Students' Unions in Ireland. Founded in 1959, USI now represents more than 374,000 undergraduate and postgraduate students in Further and Higher Education Colleges across the island of Ireland. USI is a democratic organisation. The supreme authority of the Union is Comdháil (Congress), which is representative of each affiliated students' union

The basic principle on which the Union of Students in Ireland is built upon is to defend, promote and organise for the fundamental educational, welfare, economic, political, social, cultural, and other interests of all the students in Ireland on a national and international level. USI is a full member of the European Students' Union (ESU) which represents students from 46 National Students' Unions in 39 countries, and a member of Eurodoc, the European Council for Doctoral Candidates and Junior Researchers.

USI Member Organisations

Dublin Region

Dublin City University SU
Technological University Dublin SU
National College of Ireland SU
Trinity College Dublin SU
National College of Art and Design SU
Institute of Art, Design and Technology SU

Southern Region

Carlow College
SETU Carlow SU
SETU Waterford SU
University College Cork SU
Munster Technological University Cork SU
Munster Technological University Kerry SU

Border, Midlands and Western Region

Atlantic Technological University SU Galway-Mayo
Atlantic Technological University SU Donegal
Atlantic Technological University SU Sligo
Comhaltas na Mac Léinn, OÉ Gaillimh
Technological University of the Shannon SU
Maynooth SU
Dundalk Institute of Technology SU
St Angela's College Sligo SU

NUS-USI Region

Belfast Metropolitan College SU
Queen's University, Belfast SU
Ulster University SU
St Mary's University College Belfast SU
Stranmillis University College Belfast SU
College of Agriculture, Food & Rural Economy SU
Northern Regional College SU
North West Regional College SU
Southern Regional College SU
South West College SU
South Eastern Regional College SU

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BACKGROUND- INSUFFICIENT FUNDING & REPUTATION AT STAKE

Published in 2021, Higher Education Research and Development Survey revealed that Ireland's % of GDP spent on research is less than the EU and OECD %. Furthermore, the total researchers (doctoral and research masters student) devoted to research work have only increased from 5,072 in 2008 to 6,143 in 2018 [See Annex-1].³

While Ireland has a long-standing ambition under the Lisbon Agenda and the 2004 R&D Action Plan, to achieve a 2.5% of GNP in respect of Gross Expenditure on Research and Development (GERD), it has consistently fallen short of this target [See Annex-3].⁴ At the same time, it is important to recognise that there is insufficient information available about how core funding is distributed, managed, and delivers value-for-money.⁵

Among all the Western European countries, Ireland is the only country where PhD researchers are paid less than the minimum wage, and have no public service status [See Annex-4].⁶ PhD Stipend to Living Cost Ratio in Ireland is 0.58, which is one of the lowest in the EU, UK, Canada, Australia, and Singapore etc. [See Annex-5].

Ireland's national strategy had been less effective in the attraction of international staff and researchers. This may reflect the fact that the attraction of international faculty including researchers is dependent on a wide range of areas including remuneration levels, university rankings, working and immigration conditions and the cost of living in Ireland. The success of international education in Ireland would be measured by the quality and international reputation of Ireland's academic offering and Ireland's research base [See Annex-2].

The concern highlighted above is borne out by the fact that Ireland's country rankings have recently fluctuated in each of three significant international ranking systems as follows:

- Global scientific ranking (GSI) (SFI Annual Report 2018: source InCites); ranking fallen marginally from 10th in 2016 to 12th in 2018,
- Global Innovation Index (GII) 2022⁷: ranking fallen from 10th in 2018 to 23rd place in 2022 [See Annex-6].
- European Innovation Scoreboard (EIS) 2022⁸ financial support for HE has remained stagnant 2015 [See Annex-7].

³ <https://www.gov.ie/en/publication/00d67-higher-education-research-and-development-survey-2018-2019/>

⁴ <https://dbei.gov.ie/en/Publications/Publication-files/R-D-Budget-2018-2019.pdf>

⁵ <https://www.gov.ie/en/publication/36a37-review-of-irelands-higher-education-research-system-higher-education-research-group/>

⁶ <https://sinaahmadi.github.io/posts/phd-in-ireland-vs-europe-a-comparative-overview.html>

⁷ <https://www.wipo.int/edocs/pubdocs/en/wipo-pub-2000-2022-section3-en-gii-2022-results-global-innovation-index-2022-15th-edition.pdf>

⁸ <https://op.europa.eu/en/publication-detail/-/publication/f0e0330d-534f-11ed-92ed-01aa75ed71a1/language-en/format-PDF/source-272941691>

WAY FORWARD- IRELAND MUST INVEST MORE IN HIGHER EDUCATION RESEARCH

A recent review of Ireland's higher education research system 2021⁹ stressed that HE Research has an important part to play in key nationwide agendas such as Project Ireland 2040 and Future Jobs Ireland. The 2019 Indecon analysis¹⁰ for the IUA calculated that the net premium for a PhD over an undergraduate degree in Ireland is €116,000. A 2022 report on the Review Of International Education Strategy 2016 to 2020¹¹ reported that international education has a major gross impact of €2.38 billion on the Irish economy. Indecon has estimated a Benefit Cost Ratio (BCR) of 1.67 in baseline model, indicating that for every €1 of costs associated with international students visiting Ireland, there is €1.67 in benefits.

Internationally, research has been proven to be key to productivity, innovation, and growth. Business investment in knowledge-based capital contributes 20% to 27% of average labour productivity growth, according to a 2013 OECD report¹². The European Commission reinforces this contribution in its 2017 report¹³ citing several studies finding that:

- Two thirds of economic growth from 1995 to 2007 derives from research & innovation.
- Among all investment categories that drive labour productivity growth, including investment in tangible capital, research and innovation accounted for 15% of all productivity gains in the EU in the period between 2000 and 2013.
- An increase in R&D investment of 0.2% of GDP would result in a 1.1% GDP increase).

In Ireland, research activity has equally proven to be central to economic performance. The Department of Business, Enterprise, and Innovation (DBEI) 2016 Review of Economic and Enterprise Impacts from Public Investment in R&D in Ireland¹⁴ found that R&D activity in agency firms have been driving growth in sales, exports, and value-added from 2003-2014.

The 2017 DBEI Review of Capital Expenditure on R,D&I (2000-2016)¹⁵ found that innovation-active firms displayed greater resilience and growth in terms of rates of employment, exports and value-added.

State Funding Programme	Net Turnover Impact – experienced (per € invested in each programme)	Net Turnover Impact –projected (per € invested in each programme)
Applied Research Enhancement Centres (now the Technology Gateways)	€5.85	€12.31
Innovation Partnerships	€6.69	€26.35
Innovation Vouchers	€7.65	€27.76

⁹ <https://www.gov.ie/en/publication/36a37-review-of-irelands-higher-education-research-system-higher-education-research-group/>

¹⁰ https://www.iua.ie/wp-content/uploads/2019/09/Indecon-Independent-Assessment-of-the-Economic-and-Social-Impact-of-the-Irish-Universities_full-report-4.4.19-3.pdf

¹¹ <https://www.gov.ie/en/publication/3fac2-review-of-international-education-strategy-2016-to-2020/>

¹² <https://www.oecd.org/sti/inno/knowledge-based-capital-synthesis.pdf>

¹³ https://ri-links2ua.eu/object/document/326/attach/KI0117050ENN_002.pdf

¹⁴ <https://dbei.gov.ie/en/Publications/Publication-files/Economic-Enterprise-Impacts-Public-Investment-RD-Ireland.pdf>

¹⁵ <https://dbei.gov.ie/en/Publications/Publication-files/Review-Capital-Expenditure-Research-Development-and-Innovation-2000-2016.pdf>



THE UNION OF STUDENTS IN IRELAND [USI]

POSTGRADUATE RESEARCHERS' RIGHTS CHARTER

The *Postgraduate Researchers' Rights Charter* includes 16 points:

1. Employee Status for all Postgraduate Researchers
2. Minimum Living Wage
3. Recognition and Payment of Work
4. Support for Teaching and Work
5. Access to Suitable Work Environment and Resources
6. Appropriate Supervision
7. Appeal and Grievances Procedures
8. Affordable and Suitable Accommodation
9. PGR Representation in Decision Making Bodies
10. Right to be Represented by Students, Teaching and Trade Union
11. Non-Discrimination
12. Rights of Non-EEA Postgraduate Researchers
13. Career Development Pathways
14. Equality of Opportunities
15. State Support for the Cost of Postgraduate Courses
16. Open Access

I. EMPLOYEE STATUS FOR ALL POSTGRADUATE RESEARCHERS

Recognize all postgraduate researchers (PhDs and postgraduates doing master by research) engaged in research at Irish higher education and research system as employees with employee status, contracts of employment, and collective bargaining rights under the Irish Law. Contracts should include adequate and equitable social security provisions such as sickness and parental benefits, protective leave, maternity and paternity leave, contract extension under extenuating conditions, and pension rights.

Additional Note:

European Charter for Researchers recommends the recognition of researchers as professionals from all levels (e.g., employee, postgraduate student, doctoral candidate, postdoctoral fellow etc.).¹⁶ Irish higher education institutions and organizations have signed and endorsed the Charter but none of them recognizes postgraduate researchers as research professionals.¹⁷ Postgraduate research candidates are working on an equal basis [to other staff] and should therefore also have equal working conditions. Doctoral researchers should be considered junior research and teaching staff who contribute to the creation of new knowledge.

The recognition of PhDs as early-career researchers is also consistent with the EUA Council for Doctoral Education (EUA-CDE)'s Vision for the Future of Doctoral Education in Europe¹⁸ which recommends that "The work of doctoral candidates should be appropriately rewarded." CSO (Central Statistics Office Ireland)¹⁹ also uses the Frascati Manual 2015²⁰ definition of the researchers as 'professionals engaged in the conception or creation of new knowledge. They conduct research and improve or develop concepts, theories, models, techniques instrumentation, software, or operational methods.' By function, PhD researchers meet the same criteria.

¹⁶ https://www.euraxess.at/sites/default/files/am509774cee_en_e4.pdf

¹⁷ https://euraxess.ec.europa.eu/jobs/charter/declaration-endorsement#show_Ireland

¹⁸ <https://eua.eu/component/attachments/attachments.html?id=3732>

¹⁹ <https://www.cso.ie/en/releasesandpublications/ep/p-sdg9/irelandsunsdgs-goal9industryinnovationandinfrastructure2021/innovation/#d.en.276634>

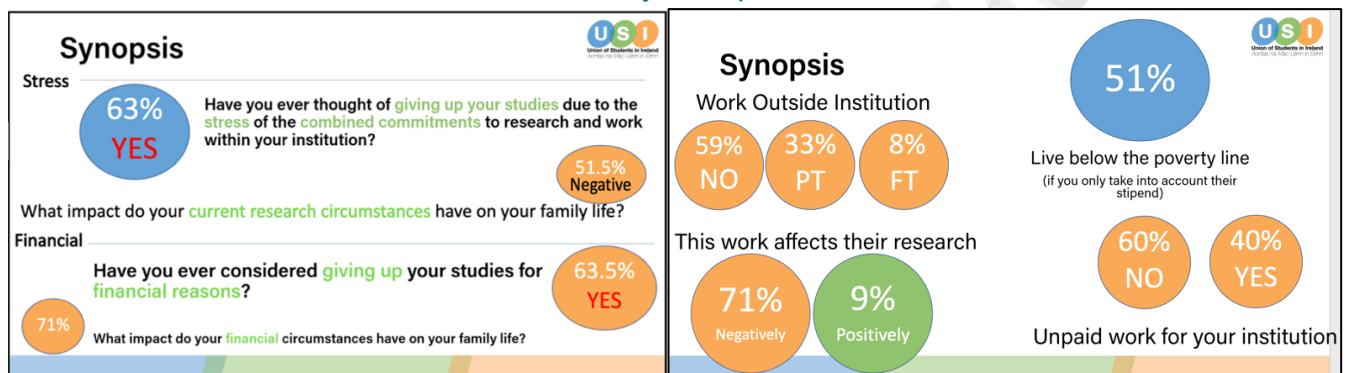
²⁰ https://www.oecd-ilibrary.org/science-and-technology/frascati-manual-2015_9789264239012-en;jsessionid=vY8ngNfPdA1ke0ImnPdh8r9YP85-6CuDtiZUJSgE.ip-10-240-5-108

2. MINIMUM LIVING WAGE

Researchers at the postgraduate level should be paid at least a living wage. Annually, living wages should be reviewed while considering the cost of housing and living in each county.

Additional Note:

There are stipend inequalities across Ireland. According to the USI postgraduate stipend survey 2022²¹ average stipend rates are €13,850 for universities, €11,067 for IOT/TUs and €9,071 for MA tracking PhD. This is additional to about 18.7% of Postgraduate Research students report being entirely self-funded and those doing postgraduate on a part-time basis. The stipends are as low as €6,000 and as high as €18,500 for IRC/SFI funded PGRs. The findings from postgraduate researchers were also presented to HEA Research and Graduate Education Committee and the NFDE Advisory Group.



There are enormous disparities in various PhD funding programmes in Irish Research System. In 2022, The government announced Innovate for Ireland, a new scheme to attract up to 400 PhD candidates on a stipend of €28,000 per year.²² This leaves more than 8,000 full-time existing PhD researchers, who are facing a significant stipend gap. In February 2023, The Board of Trinity College Dublin approved stipends of only a small proportion (<15%) of overall internal postgraduate researchers to €25,000.²³ NUI Travelling Doctoral Studentships 2023 announced a stipend of €26,500 per annum. In comparison to Ireland's highest scholarships awards of €18,500, Marie Skłodowska-Curie Doctoral Researchers receive a monthly living allowance of c. €3,400 (€40,800 per annum), along with other benefits. In 2022, IUA recommended that all PhD stipends to be increased to €24,000.²⁴

The IUA 2020 report²⁵ found €8.9Bn return per annum from 7 Irish Universities from government investment of €1Bn. The return from Irish Universities proves that €65 million additional investment in this case would see a return of €1.9BN to the economy. As per EUA

²¹ <https://usi.ie/postgraduate-affairs/usi-postgraduate-stipend-survey/>

²² <https://www.sfi.ie/research-news/news/innovate-for-ireland/>

²³ https://www.tcd.ie/news_events/top-stories/featured/trinity-takes-key-steps-to-improve-funding-for-phd-researchers/

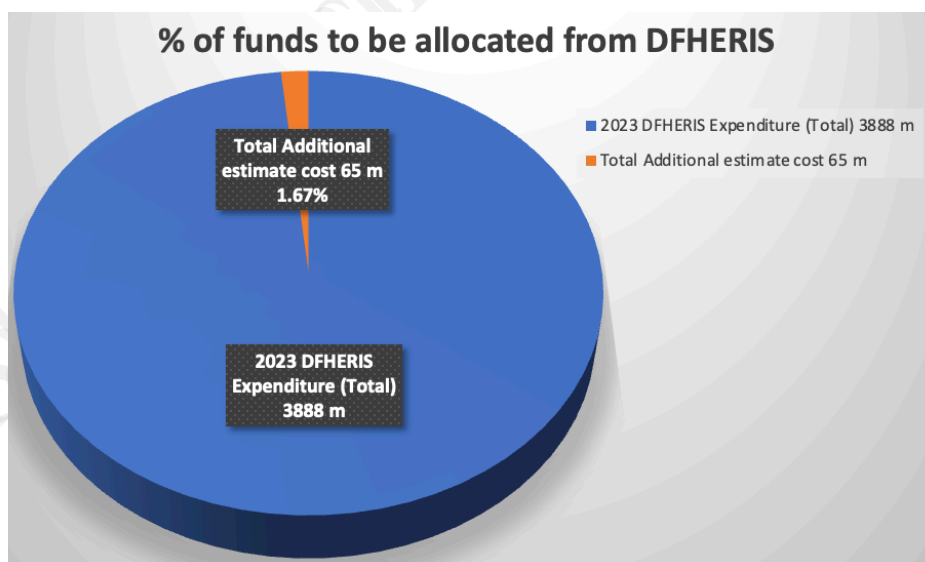
²⁴ <https://www.nature.com/articles/d41586-022-03369-1>

²⁵ https://www.iua.ie/publications/indecon-independent-assessment-of-the-economic-and-social-impact-of-the-irish-universities_full-report/

Council for Doctoral Education²⁶, the level of financial support for doctoral researchers is inadequate.... financial worries are recognised as a major source of stress and mental health issues for doctoral candidates. A sustainable allocation and fair distribution of funding is crucial to ensure high-quality doctoral and postgraduate research.

An estimate of additional costs needed for providing living wage (€13.85 per hour and **€28,808 per annum**)²⁷ will require DFHERIS to allocate only about 1.67% (€65 million) of their total 2023 budget of 3,888 million²⁸. The sustainable investment and allocation of funds for PhD researchers will enable DFHERIS to 'position Ireland as a Global Innovation Leader, driving an internationally competitive research and development system, creating an innovative enterprise base and building a better society.'

Current PhD Stipends and Additional Costs for Living Wage	
Current PhD stipend (4,000 SFI/IRC funded PhDs on €18.5K per annum)	€8.89 per hour
Current PhD stipend (About 4,000 HEIs funded researchers' average stipend €13.8k per annum)	€6.66 per hour
Living Wage 2022/23	€13.85 per hour
Living Wage (per annum)	€28,808.00
Current Cost for SFI and IRC PhD researchers' stipend (4,000 PhD researchers on €18.5K)	€74 million
Additional Cost of proposed increase for SFI and IRC PhD researchers' stipends (4,000 PhD researchers on €28.8K)	€41 million
Additional Cost of HEIs' funded PhD researchers' stipend (About 4,000 PhD researchers)	€24 million (Rest to be covered by adjustment of existing funds)
Total Additional estimate cost	€65 million



²⁶ <https://eua.eu/component/attachments/attachments.html?id=3732>

²⁷ <https://www.livingwage.ie/>

²⁸ <https://www.gov.ie/en/publication/eb6ec-budget-2023-expenditure-reports/>

3. RECOGNITION AND PAYMENT OF WORK

- All work allocated to postgraduate researchers should be recognized and compensated fairly in the contract.
- An average working week for postgraduate researchers should not exceed 48 hours, and duties outside of research projects should not exceed 8 hours. This should include time spent on research projects, training, lecturing, tutoring, demonstration, preparation and marking, lab sessions, supervising students, and administrative duties.
- Postgraduate researchers should have the right to decline duties outside of their research projects.
- Postgraduate researchers should receive a statement of their terms of work before registration

4. SUPPORT FOR TEACHING AND WORK

Provide appropriate training, support, resources, and facilities for all postgraduates performing teaching and other work at the institution.

5. ACCESS TO SUITABLE WORK ENVIRONMENT AND RESOURCES

Provide a safe, accessible, and healthy working environment for postgraduate researchers, including appropriate orientation, training, research expenses, dedicated workspace, meeting office, printing services, appropriate research equipment, tools, software, facilities, research travel funds, opportunities, and technical support.

6. APPROPRIATE SUPERVISION

The postgraduate researcher should have access to a qualified primary supervisor and/or secondary supervisor in the relevant research area. Supervision arrangements should clearly define that the proposed supervisor(s) have the time, knowledge, expertise, and commitment to offer appropriate advice and support to their supervisee. A fair policy for change in supervision should also be developed.

7. APPEAL AND GRIEVANCES PROCEDURES

Postgraduate researchers should have access to transparent and independent appeal structures and processes to deal with issues of conflicts and grievances between postgraduate researchers, supervisors, and other bodies within an institution. Higher Education Institutions, Irish Funding agencies and Department of Further and Higher Education, Research, Innovation and Science should establish institutional and national rules and regulations, and appropriate procedures, possibly in the form of an independent ombudsman to ensure compliance with regulations, and contractual responsibilities and to act as a mediator for any disputes that may arise.

8. AFFORDABLE AND SUITABLE ACCOMMODATION

Postgraduate researchers should have access to affordable, suitable student accommodation. The rent for postgraduate researchers should not exceed one-third of their income. The accommodation should be suitable for postgraduate researchers with families.

9. PGR REPRESENTATION IN DECISION MAKING BODIES

Elected postgraduate representatives should be engaged and appointed to institutional committees, review teams, and working groups on the PGR programmes, policies, regulations, and reforms. Ensure a clear governance and transparency both within HEIs and the HEA in decision-making regarding matters relating to postgraduate researchers.

10. RIGHT TO BE REPRESENTED BY STUDENTS, TEACHING AND TRADE UNION

Postgraduate researchers should have a right to be represented by the teaching union, students' union, and trade union.

11. NON-DISCRIMINATION

Ensure that postgraduate researchers are not discriminated on any ground including but not limited to gender, age, ethnicity, race, colour, citizenship status, religion or belief, sexual orientation, family and marital status, accessibility requirements, language, locality, and economic condition

12. RIGHTS OF NON-EEA POSTGRADUATE RESEARCHERS

End discrimination against non-EEA postgraduate researchers by implementing reforms that include but are not limited to:

- Abolish the recurrent cost of €300 for the renewal of the Irish Residence Permit (IRP).
- The provision of Hosting Agreement Schemes to non-EU postgraduate researchers²⁹.
- Abolish the points-based system for funding agencies' scholarships based on the applicant's citizenship.
- Sponsorship and processing fees for visas, Garda vetting, and residence permits should be adequately funded by the HEIs.
- The time spent in postgraduate research by non-EU postgraduate researchers should be counted toward naturalization and residency.
- Provide working rights to the spouses of non-EEA postgraduate researchers.
- Provide access and assistance for healthcare, affordable health insurance, disability benefits, paid maternity, paternity, and sick leave.
- End the unregulated and higher tuition fees for non-EU postgraduate researchers and students.

Additional Note:

International education has a major gross impact of €2.38 billion on the Irish economy³⁰. However, Ireland's attraction of international researchers is affected by low remuneration levels, working and immigration conditions etc. There is an urgent need to make reforms on some of the key legislative/ immigration barriers in recruiting and retaining international and non-EU postgraduate researchers in Ireland. USI calls on the government to remove the difference in immigration stamps and hosting status (The Third Country Researchers Directive³¹) between the IRC/SFI/HEIs-funded non-EEA PhD researchers and EU/Marie Curie PhD researchers. This recommendation is aligned with Ireland's national research strategy Impact 2030³² which aims to attract the best students globally to take part in the Irish experience, as well as the Department of Justice's vision of a safe, fair, and inclusive Ireland. USI has noticed an increase in visa refusals of PhD researchers on insufficient funding grounds despite winning IRC/SFI or HEIs' scholarships. The duration of residence permits should at the very least match the duration of the course PGRs are enrolled in. The visa issues for non-EU PhDs' spouses and children due to ambiguities in the Family Reunification policy should be addressed urgently. We also urge reforms on the availability of medical cards for Non-EEA PhD researchers.

²⁹ <https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme/researchers>

³⁰ <https://www.gov.ie/en/publication/3fac2-review-of-international-education-strategy-2016-to-2020/>

³¹ <https://www.gov.ie/en/publication/d3465-third-country-researchers-directive/>

³² <https://www.gov.ie/en/publication/27c78-impact-2030-irelands-new-research-and-innovation-strategy/>

13. CAREER DEVELOPMENT PATHWAYS

Abolish precarity in higher education and research. Ensure that postgraduate researchers in higher education and research, including those on part-time programmes, have clear and secure career pathways, resources, and support.

14. EQUALITY OF OPPORTUNITIES

Improved access and support for all who wish to pursue postgraduate research and academic positions. This includes increases in funding to disability services to ensure HEIs are compliant with both the UN Convention on the Rights of Persons with Disabilities and the Equal Status Act; ensuring compliance with the Athena SWAN charter in all HEIs; restoring funding to HEI health and mental health services to pre-2008 levels and expanding services to allow for universal, free healthcare for all postgraduates.

15. STATE SUPPORT FOR THE COST OF POSTGRADUATE COURSES

Create a national policy to regularize, standardize and cease the cost of postgraduate courses. Irish and international postgraduate researchers and students pursuing taught and research degrees should receive the same financial support and fee criteria.

16. OPEN ACCESS

Provide suitable training, resources, and financial support for conference presentations and open-access publications.

APPENDIX

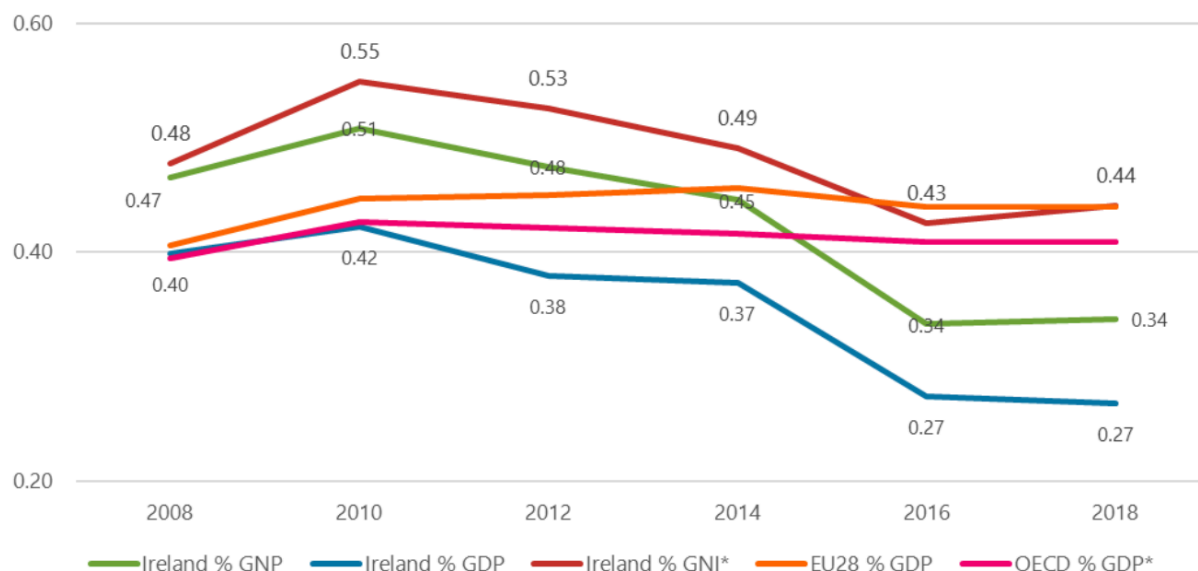
1- HIGHER EDUCATION RESEARCH AND DEVELOPMENT SURVEY³³

Table 2: Total researchers by performer, 2008-2018 (headcount)

Sector	2008	2010	2012	2014	2016	Total 2018
Permanent Academic Staff	5,994	6,155	5,642	6,124	6,198	8,626
Permanent Research Staff / Other Contract Researchers	1,943	2,349	2,688	2,976	3,420	1,388
Post Doc Researchers	2,278	1,771	1,818	1,740	1,514	2,294
Contract Lecturers	1,396	783	1,074	1,045	928	1,183
Doctoral and Research Masters Students	5,072	6,411	6,115	6,413	6,379	6,143
Self-funded Doctoral and Research Masters Students	n/a	n/a	n/a	n/a	n/a	3,901
Total Researchers (excl. Self-funded)	16,683	17,469	17,337	18,298	18,439	19,634
Total Researchers (incl. Self-funded)	n/a	n/a	n/a	n/a	n/a	23,535
Technicians	1,079	1,115	1,007	976	828	590
Other staff	2,798	4,241	3,255	2,429	2,585	1,163
Total Research Personnel (excl. Self-funded)	20,560	22,825	21,599	21,703	21,852	21,387
Total research Personnel (incl. Self-funded)	n/a	n/a	n/a	n/a	n/a	25,288

Source: DETE HERD data

Figure 3: HERD as a percentage of GNP/GDP/GNI*, 2008-2018, Ireland, OECD and EU28



Source: CSO, OECD, Main Science and Technology Indicators and DETE calculations, November 2020

³³ <https://www.gov.ie/en/publication/00d67-higher-education-research-and-development-survey-2018-2019/>

APPENDIX

2- REVIEW OF INTERNATIONAL EDUCATION STRATEGY 2016 TO 2020³⁴

Cost Benefit Analysis for International Higher Education and ELT Sector

Benefits (€m)	6,028.6
Costs (€m)	3,609.7
BCR	1.67
<i>Source: Indecon analysis</i>	

Research Personnel in Companies in Ireland (2009-2017)

	2009	2011	2013	2015	2017
PhD qualified researchers	1,477	1,350	1,846	1,758	1,711
Other researchers	6,256	7,646	8,948	9,538	10,857
Technicians	2,599	3,227	4,141	4,844	4,896
Support staff	1,628	1,897	2,169	2,243	2,077
All research and development staff	11,960	14,120	17,104	18,383	19,541
<i>Source: CSO BERD data</i>					

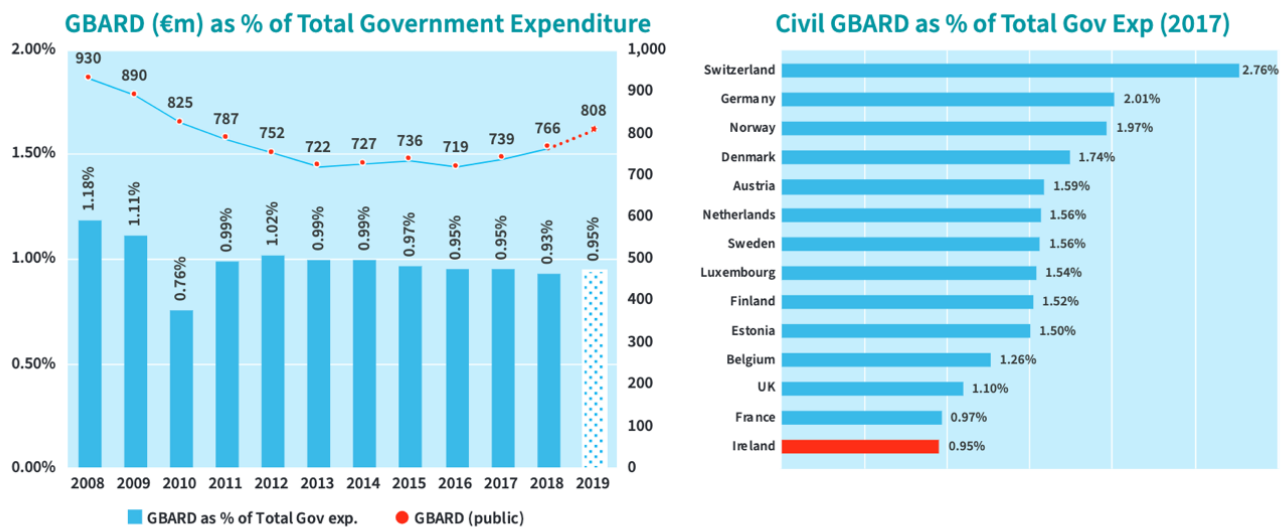
Assessment of Effectiveness of IES

	Very Effective/ Effective	Neither Effective nor Ineffective	Ineffective/Very Ineffective
Increase in the number of international students studying in Ireland	90.9%	4.5%	4.5%
Enhance our international alumni networks	54.5%	22.7%	22.7%
Equipping Irish learners with skills and experience to compete internationally	50.0%	31.8%	18.2%
Connect the benefits from internationalisation in education with enterprises	42.9%	28.6%	28.6%
Contribution to global challenges	40.9%	40.9%	18.2%
Have more Irish students integrate overseas experience into their study	40.9%	36.4%	22.7%
Attraction of outstanding researchers to our Institutions	36.4%	59.1%	4.5%
Building world-class networks of learning and innovation	36.4%	36.4%	27.3%
<i>Source: Independent Assessment from Indecon Survey of Stakeholders</i>			

³⁴ <https://www.gov.ie/en/publication/3fac2-review-of-international-education-strategy-2016-to-2020/>

APPENDIX

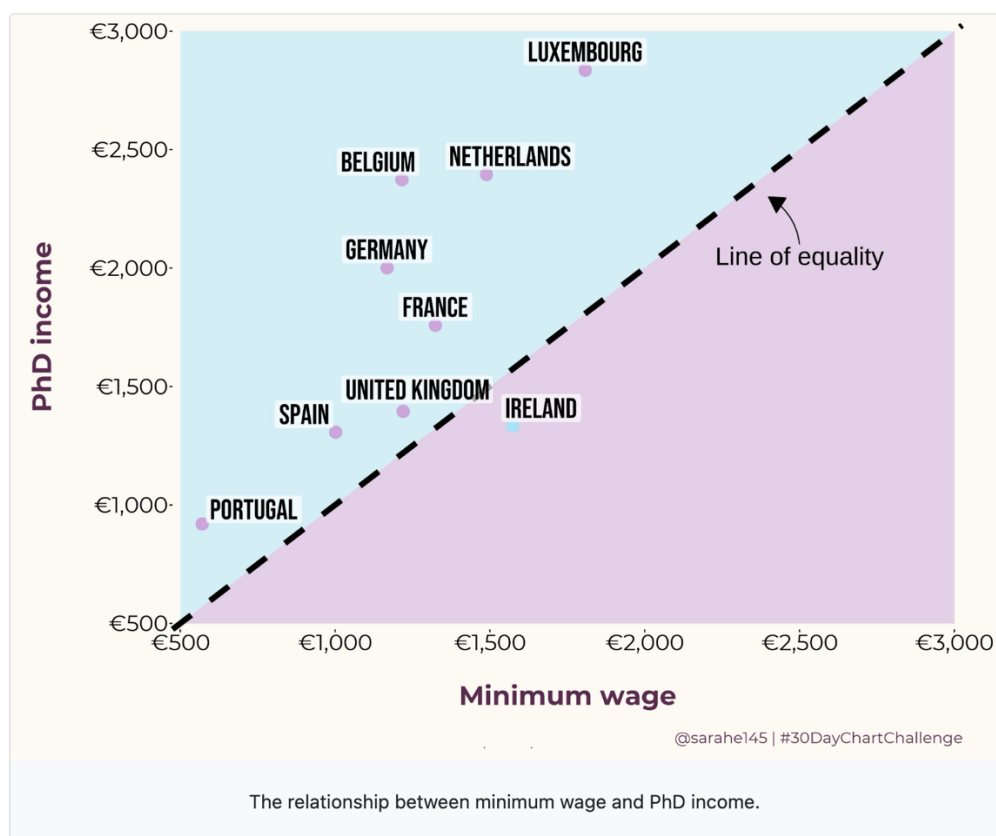
3- 2018-19 R&D BUDGET³⁵



DBEI presentation 27 January 2020

APPENDIX

4- PH.D. IN IRELAND VS. EUROPE: A COMPARATIVE OVERVIEW³⁶



³⁵ <https://dbei.gov.ie/en/Publications/Publication-files/R-D-Budget-2018-2019.pdf>

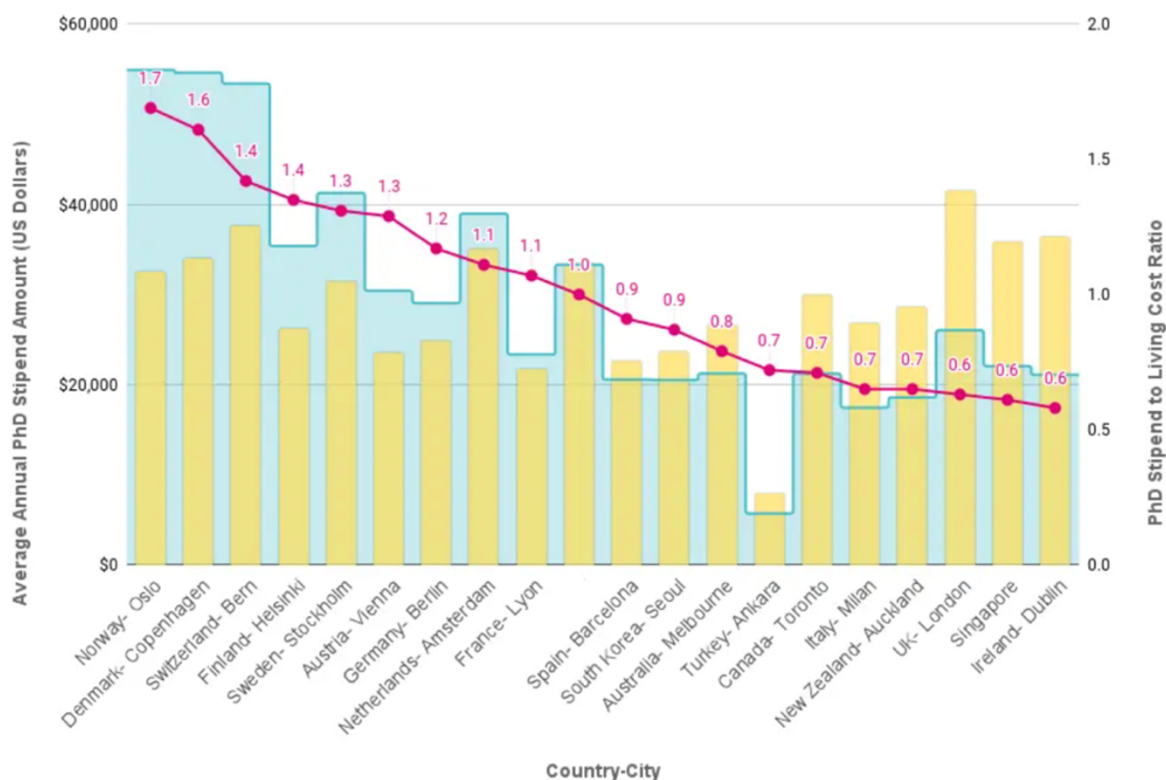
³⁶ <https://sinaahmadi.github.io/posts/phd-in-ireland-vs-europe-a-comparative-overview.html>

APPENDIX

5- COUNTRIES PAYING MOST FOR DOCTORAL STIPENDS

Sources³⁷: Average PhD stipend: Glassdoor, Fastepo; Average living cost + rent : Numbeo

Country-City	PhD Stipend to Living Cost Ratio
Norway-Oslo	1.69
Denmark-Copenhagen	1.61
Switzerland-Bern	1.42
Finland-Helsinki	1.35
Sweden-Stockholm	1.31
Austria-Vienna	1.29
Germany-Berlin	1.17
Netherlands-Amsterdam	1.11
France-Lyon	1.07
Spain-Barcelona	0.91
South Korea-Seoul	0.87
Australia-Melbourne	0.79
Italy-Milan	0.65
UK-London	0.63
Ireland-Dublin	0.58



³⁷ https://isphdforme.com/which-country-pay-phd-students-the-best/?utm_content=cmp-true

APPENDIX

6- GLOBAL INNOVATION INDEX (GII) 2022³⁸

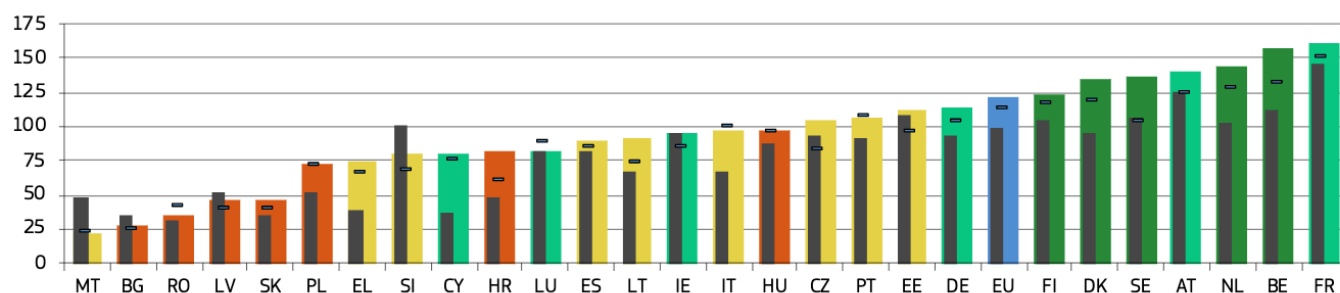
Table 4 Heatmap: GII 2022 rankings overall and by innovation pillar

Country/economy	Overall GII	Institutions	Human capital and research	Infrastructure	Market sophistication	Business sophistication	Knowledge and technology outputs	Creative outputs
Switzerland	1	2	4	4	8	7	1	1
United States	2	13	9	19	1	3	3	12
Sweden	3	19	3	1	13	1	2	8
United Kingdom	4	24	6	8	5	22	8	3
Netherlands	5	4	14	14	18	10	5	10
Republic of Korea	6	31	1	13	21	9	10	4
Singapore	7	1	7	11	4	2	13	21
Germany	8	20	2	23	14	19	9	7
Finland	9	11	8	3	17	5	4	18
Denmark	10	9	10	5	15	15	12	14
China	11	42	20	25	12	12	6	11
France	12	18	15	17	10	17	15	6
Japan	13	21	21	12	9	8	11	19
Hong Kong, China	14	10	13	6	2	27	60	5
Canada	15	15	12	30	6	20	24	20
	16	41	24	42	7	6	7	36
Austria	17	8	11	9	38	18	19	26
Estonia	18	12	34	10	3	25	21	24
Luxembourg	19	5	32	40	31	4	33	9
Iceland	20	14	29	22	41	14	22	13
Malta	21	28	42	27	33	16	32	2
Norway	22	3	19	2	28	21	25	30
Ireland	23	16	23	15	55	13	14	29
New Zealand	24	7	18	21	24	31	29	22

APPENDIX

7- EUROPEAN INNOVATION SCOREBOARD (EIS) 2022³⁹

Finance and support



Coloured columns show Member States' performance in 2022, using the most recent data for the indicators in this dimension, relative to that of the EU in 2015. The horizontal hyphens show performance in 2021, using the next most recent data for the indicators in this dimension, relative to that of the EU in 2015. Grey columns show performance in 2015 relative to that of the EU in 2015.

³⁸ <https://www.wipo.int/edocs/pubdocs/en/wipo-pub-2000-2022-section3-en-gii-2022-results-global-innovation-index-2022-15th-edition.pdf>

³⁹ <https://op.europa.eu/en/publication-detail/-/publication/f0e0330d-534f-11ed-92ed-01aa75ed71a1/language-en/format-PDF/source-272941691>

APPENDIX

8- POSTGRADUATE RESEARCHERS' RIGHTS CHARTER

1- Employee Status for all Postgraduate Researchers: Recognize all postgraduate researchers (PhDs and postgraduates doing master by research) engaged in research at Irish higher education and research system as employees with employee status, contracts of employment, and collective bargaining rights under the Irish Law. Contracts should include adequate and equitable social security provisions such as sickness and parental benefits, protective leave, maternity and paternity leave, contract extension under extenuating conditions, and pension rights.

2- Minimum Living Wage: Researchers at the postgraduate level should be paid at least a living wage. Annually, living wages should be reviewed while considering the cost of housing and living in each county.

3- Recognition and Payment of Work: All work allocated to postgraduate researchers should be recognized and compensated fairly in the contract. An average working week for postgraduate researchers should not exceed 48 hours, and duties outside of research projects should not exceed 8 hours. This should include time spent on research projects, training, lecturing, tutoring, demonstration, preparation and marking, lab sessions, supervising students, and administrative duties. Postgraduate researchers should have the right to decline duties outside of their research projects. Postgraduate researchers should receive a statement of their terms of work before registration.

4- Support for Teaching and Work: Provide appropriate training, support, resources, and facilities for all postgraduates performing teaching and other work at the institution.

5- Access to Suitable Work Environment and Resources: Provide a safe, accessible, and healthy working environment for postgraduate researchers, including appropriate orientation, training, research expenses, dedicated workspace, meeting office, printing services, appropriate research equipment, tools, software, facilities, research travel funds, opportunities, and technical support.

6- Appropriate Supervision: The postgraduate researcher should have access to a qualified primary supervisor and/or secondary supervisor in the relevant research area. Supervision arrangements should clearly define that the proposed supervisor(s) have the time, knowledge, expertise, and commitment to offer appropriate advice and support to their supervisee. A fair policy for change in supervision should also be developed.

7- Appeal and Grievances Procedures: Postgraduate researchers should have access to transparent and independent appeal structures and processes to deal with issues of conflicts and grievances between postgraduate researchers, supervisors, and other bodies within an institution. Higher Education Institutions, Irish Funding agencies and Department of Further and Higher Education, Research, Innovation and Science should establish institutional and national rules and regulations, and appropriate procedures, possibly in the form of an independent ombudsman to ensure compliance with regulations, and contractual responsibilities and to act as a mediator for any disputes that may arise.

8- Affordable and Suitable Accommodation: Postgraduate researchers should have access to affordable, suitable student accommodation. The rent for postgraduate researchers should not exceed one-third of their income. The accommodation should be suitable for postgraduate researchers with families.

9- PGR Representation in Decision Making Bodies: Elected postgraduate representatives should be engaged and appointed to institutional committees, review teams, and working groups on the PGR programmes, policies, regulations, and reforms. Ensure a clear governance and transparency both within HEIs and the HEA in decision-making regarding matters relating to postgraduate researchers.

10- Right to be Represented by Students, Teaching and Trade Union: Postgraduate researchers should have a right to be represented by the teaching union, students' union, and trade union.

11- Non-Discrimination: Ensure that postgraduate researchers are not discriminated on any ground including but not limited to gender, age, ethnicity, race, colour, citizenship status, religion or belief, sexual orientation, family and marital status, accessibility requirements, language, locality, and economic condition.

12- Rights of Non-EEA Postgraduate Researchers: End discrimination against non-EEA postgraduate researchers by implementing reforms that include but are not limited to: Abolish the recurrent cost of €300 for the renewal of the Irish Residence Permit (IRP). The provision of Hosting Agreement Schemes to non-EU postgraduate researchers. Abolish the points-based system for funding agencies' scholarships based on the applicant's citizenship. Sponsorship and processing fees for visas, Garda vetting, and residence permits should be adequately funded by the HEIs. The time spent in postgraduate research by non-EU postgraduate researchers should be counted toward naturalization and residency. Provide working rights to the spouses of non-EEA postgraduate researchers. Provide access and assistance for healthcare, affordable health insurance, disability benefits, paid maternity, paternity, and sick leave. End the unregulated and higher tuition fees for non-EU postgraduate researchers and students.

13- Career Development Pathways: Abolish precarity in higher education and research. Ensure that postgraduate researchers in higher education and research, including those on part-time programmes, have clear and secure career pathways, resources, and support.

14- Equality of Opportunities: Improved access and support for all who wish to pursue postgraduate research and academic positions. This includes increases in funding to disability services to ensure HEIs are compliant with both the UN Convention on the Rights of Persons with Disabilities and the Equal Status Act; ensuring compliance with the Athena SWAN charter in all HEIs; restoring funding to HEI health and mental health services to pre-2008 levels and expanding services to allow for universal, free healthcare for all postgraduates.

15- State Support for the Cost of Postgraduate Courses: Create a national policy to regularize, standardize and cease the cost of postgraduate courses. Irish and international postgraduate researchers and students pursuing taught and research degrees should receive the same financial support and fee criteria.

16- Open Access: Provide suitable training, resources, and financial support for conference presentations and open-access publication.



Union of Students in Ireland
Aontas na Mac Léinn in Éirinn

Postgraduate
 Researchers'
 Rights
 Charter