



Social Policy PhD Fellowship Opportunity

WP 4 Intergenerational Inequalities: Transformations in Housing and Intergenerational Contracts in Europe (THICE)

College / Management Unit:	Social Sciences and Law
School / Unit / Institute:	Social Policy, Social Work & Social Justice
Post Title:	PhD Fellowship
Post Duration:	4 years
Research Project:	THICE
Reports to / Principal Investigator:	Dr Stephan Köppe

Position Summary

We are recruiting to fill one PhD fellowship (fees and scholarship) on a new international research project investigating Transformations in Housing and Intergenerational Contracts in Europe (THICE), funded by the Volkswagen Foundation. The PhD supervision will be supported by a joint, co-tutelle arrangement between University College Dublin in Ireland and the University of Amsterdam, the Netherlands. The successful applicants will be part of an international research team consisting of four PhD students, one postdoc, and five professors, working at the forefront of housing research within Europe. Through the collaborative approach and co-tutelle agreements all PhD students benefit from advanced training workshops, practitioner exchanges and international networks to launch an international academic career.

The project:

The Transformations in Housing and Intergenerational Contracts in Europe (THICE) aims to deepen the understanding of how housing wealth is reshaping intergenerational relationships in Europe and to explore socially just solutions. Increasing housing inequalities with growing concentrations of wealth among homeowners, especially older ones, and diminishing access to affordable housing, especially among younger adults have affected European societies in recent decades. At the same time, there has been a revival of family dependencies and intergenerational transfers that sustain welfare and life-course transitions for younger generations. Intergenerational support, both financial and in kind, has increasingly centred on housing with, for example, rising adult co-residence with parents and family assistance for people buying their first property. This marks a profound shift in the intergenerational contract. To investigate this restructuring of the intergenerational contract, the project applies a comparative, cross-disciplinary approach that integrates quantitative and qualitative analyses. Work packages 1 to 4 focus on analysing the institutional foundations of intergenerational relations, the varying meanings and practices of family and kinship and their intersection with housing and household formation, the intergenerational support and its outcomes, and the inequalities between and within generations in the context of housing. The final work package will develop visions of best practices for Intergenerational Housing Futures.

THICE is supported through the Volkswagen Foundation call 'Challenges and Potentials for Europe: Intergenerational Futures'. Led by Humboldt University Berlin (Prof. Ilse Helbrecht), THICE brings together four research teams from the University of Amsterdam (Prof. Richard Ronald, Dr. Rowan Arundel), University of Granada (Dr. Ricardo Duque) and University College Dublin (Dr. Stephan Köppe) to address the question of intergenerational fairness and housing wealth through a comparative, interdisciplinary and multi-scalar perspective.



The PhD position:

The PhD candidate will work on Work Package 4 entitled 'WP4 Generational Inequalities'. WP4 takes a macro-level *quantitative* approach to examine inequalities between and within generations and the role of housing herein. WP4 examines how housing-related intergenerational dynamics translate into inequalities at the societal level. Assessing aggregated impacts of dynamics of intergenerational support provides essential insight into the impact of market and policy differences in terms of inequality outcomes.

Thus, the core question of WP4 is: *To what extent does housing contribute to inter- and intra-generational inequalities within and across different contexts, and how has this changed over time?*

WP4 will also analyse these dynamics comparatively across a wider range of EU countries, making use of several harmonized datasets. For instance, Gender and Generations Survey (GGG), Household Finance and Consumption Survey (HFCS), Survey of Health, Ageing and Retirement Europe (SHARE) and The Irish Longitudinal Study on Ageing (TILDA).

WP4 examines aggregated levels of inequality across key measures of housing (dis)advantage, assessing how these vary in and across generational cohorts, and interact with other socioeconomic dimensions. Tenure and housing wealth form core housing dimensions in our analyses alongside variables such as housing costs, housing quality and intergenerational proximity. The study will further examine how such housing-related dimensions interact with other socioeconomic inequalities (income, labour market position, education, non-housing assets/savings, gender, ethnicity, etc.), assessing how much housing dimensions either mitigate or amplify other inequalities. In understanding intergenerational dynamics, these inequalities will be assessed across the full population, within and between generations. Looking at variation across contexts, the study will go on to understand national differences and variations in macro-level inter- and intra-generational inequality in relation to the influence of specific housing policy and welfare systems.

Building on and collaborating with other work packages, WP4 provides a 'big picture' analysis of revealed and potential future dynamics of housing-related inter- and intra-generational inequalities and solidarity across Europe, as well as how institutional and policy features can undermine/sustain different forms of a successful intergenerational contract.

The PhD candidate will benefit from a *co-tutelle agreement* with the University of Amsterdam, resulting a dual PhD degree. The PhD student will be under the primary supervision of Dr. Stephan Köppe at UCD (<https://people.ucd.ie/stephan.koepp>) and co-supervision of Dr. Rowan Arundel at the University of Amsterdam (<https://www.uva.nl/en/profile/a/r/r.i.m.arundel/r.i.m.arundel.html>). While primarily based at UCD, it is expected the student will spend 3-6 months at the University of Amsterdam.

Expertise in quantitative data analysis is essential. Experience working with diverse and large datasets is beneficial. We welcome applications from candidates from a range of social science backgrounds including Social Policy, Public Policy, Sociology, Human Geography, Economics, and Public Administration.

Closing date for applications: 5pm on Wednesday, 15 May 2024.

Start date: September 2024 or as soon as possible thereafter.

Interview date: envisaged 17/20th June (TBC)

Equality, Diversity and Inclusion

UCD is committed to creating an inclusive environment where diversity is celebrated, and everybody is afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies here

<https://www.ucd.ie/equality/>. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.

The PhD Fellowship includes:

- Tax-free stipend of €22,000 per year for 4 years
- Payment of EU fees for 4 years (non-EU fees in exceptional circumstances)
- Funding for conference travel, research expenses and the purchase of a PC/laptop.
- Co-tutelle and joint degree with the University of Amsterdam.
- Affiliation with the UCD Geary Institute for Public Policy

Selection Criteria

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate they have to complete the PhD. Applications will be assessed on the basis of how well candidates satisfy these criteria.

Mandatory

- A primary degree and (preferably) a master's degree in a relevant social sciences subject (e.g. BSocSc/BA **and** MSocSc/MA in Social Policy, Sociology, Economics, public policy/administration)
- Quantitative methods background demonstrated through training and application (e.g. master thesis, assignments)
- Experience with social science statistical data analysis software (STATA/R/SPSS)
- Analytical and critical evaluation skills
- Excellent English communication skills including report writing and presentation skills.
- Experience with Microsoft Office (Excel, Word)
- Attention to detail and strong organisational skills
- Ability to manage a complex workload and work to tight deadlines
- Excellent interpersonal skills.

Desirable

- Experience of social science research on housing and intergenerational transfers
- Ability to communicate in one of the project languages (German, Dutch, Spanish)
- Experience with large, cross-country household surveys (e.g. GGS, HFCS, TILDA, SHARE)

Applications should be made to the School Manager, Ciara Darker (ciara.darker@ucd.ie), with the subject line "THICE PhD Fellowship". Ideally, all documents are submitted as one pdf file. The application must include:

- Proof of English proficiency (6.5 IELTS minimum) or degree at English-speaking university.
- CV including the names of two referees. Please include letters of recommendation in your application if you have them but these may be supplied afterwards if it is difficult to obtain them in advance of the deadline.
- Diploma and Transcripts of records (e.g. BSocSc/BA **and** MSocSc/MA)
- Application letter including a personal statement outlining suitability for the Fellowship (2-4 pages).

Applicants will be assessed by an authorized Appointment Committee and will be notified about the Committee's final decision. The offer is subject to approval of the UCD Graduate Research Board. The

successful applicant will then apply to the PhD programme via the UCD on-line system. For more information about the structure of the PhD programme please consult the School website: www.ucd.ie/socialpolicyworkjustice/study/graduateprogrammes/phdsocialpolicysocialworkandsocialjustice

For further information on the Fellowship, please contact Dr. Stephan Köppe (stephan.koeppe@ucd.ie).



Further Information for Candidates

School of Social Policy, Social Work and Social Justice

- The School of Social Policy, Social Work and Social Justice is an interdisciplinary research and teaching hub for policy, practice and equality.
- The Social Policy unit has been ranked consistently within the top 100-120 schools worldwide (QS 2021-2023) and is the leading research unit for international and comparative welfare state research within Ireland.
- The School leads the interdisciplinary *Master of Public Policy* programme (top 17 in Western Europe, 2022) and provides close links to the *Geary Institute for Public Policy*, the research hub for Irish and international policy-makers.
- 29 full-time faculty members, 100% research active, 28% international scholars.
- PhD programme with approximately 25 students.
- Usually 5-6 post-doctoral fellows working on a range of funded research projects including Horizon Europe, Norface and Irish Research Council.

University College Dublin (UCD)

- UCD is one of Europe's leading research-intensive universities; an environment where undergraduate education, master's and PhD training, research, innovation and community engagement form a dynamic spectrum of activities.
- UCD is ranked within the top 1% of universities internationally.
- UCD is also Ireland's most globally engaged university with over 38,000 students drawn from 152 countries. In research UCD has been awarded €625m in external research funding in the past 5 years and has had nationally leading success in many of the prestigious European awards, including European Research Council (ERC) and Marie Skłodowska-Curie (MSCA).
- UCD is the largest English-speaking university within the European Union.

Equality, Diversity and Inclusion:

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. Diversity is highlighted in the university's strategic plan as one of the core values of UCD, and its EDI commitment is further demonstrated through the strategic objective relating to the attraction, retention, and development of an excellent and diverse cohort of students, faculty and staff. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy. The university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult UCD's equality, diversity and inclusion policies here <https://www.ucd.ie/equality/>.

UCD's EDI Strategy and Action Plan 2018 - 2020 - 2025 sets out the University's objectives aligned to UCD's ten equality grounds. [Link](#)

UCD's Vice President for Equality, Diversity and Inclusion chairs the University EDI Group which works across UCD's ten equality grounds in collaboration with College Vice Principals for EDI and EDI School Representatives. UCD's Equality, Diversity and Inclusion Unit supports the mainstreaming of EDI through the EDI Group and these roles and leads on the delivery of the EDI Strategy through a range of initiatives including policy development, awareness raising and training, internal and external relationship building, collation and analysing of data, establishing peer support groups and networks, attainment of accreditations such as Athena SWAN and supporting and promoting an environment of mental health and wellbeing and dignity and respect.

UCD has EDI staff networks which are a great opportunity to meet colleagues, network and engage with equality, diversity, and inclusion initiatives in UCD.

UCD's EDI Staff Networks include:

- UCD staff disability network
- UCD LGBTI staff network
- UCD Women@STEM
- Multicultural Employee Network UCD (MENU)

You can join UCD's EDI Staff Networks here: <https://www.ucd.ie/equality/groups/edinetworks/>

UCD is also engaged with the following initiatives:



Athena SWAN at UCD

University College Dublin has received its second Athena SWAN Bronze institutional award in recognition of the university's work towards gender equality. To achieve this accreditation, an institution must demonstrate that it has undertaken a thorough self-assessment of gender equality challenges and has developed a detailed action plan to tackle them. The [UCD Gender Equality Action Plan 2020-2024](#) was prepared by the [Gender Equality Action Group](#) and its Working Groups, in a process that involved external benchmarking, an EDI employee survey, focus groups and consultation across the university. It includes actions relating to recruitment, promotions, leadership, work practices, organisation and culture. The implementation of the Plan is already underway and includes mechanisms to track progress on each of the actions. This action plan includes the actions that arose from the review of the university's policy and procedures on Dignity and Respect.

Age-Friendly University

University College Dublin is proud of its designation as an **Age-Friendly University** as part of the AFU Global Network. The principles of an Age-Friendly University are: To encourage the participation of older adults in all the core activities of the university, including educational and research programmes.

University of Sanctuary

UCD was awarded **University of Sanctuary** status in 2018, (UoSI) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Open Doors Initiative

UCD has joined a group of over 95 companies and NGOs, who work with government to create pathways to employment for marginalised people. These can be internships, scholarships, training courses, aiding entrepreneurs or full/part time employment, from a range of backgrounds and abilities.

These can be developed out on a bespoke basis with organisations to include specific projects. This group work with refugees, asylum seekers and migrants, people with disabilities and disadvantaged youth (including those from a traveller background, LGBTIQ+ etc).

They offer online training, mentorships, assisted learning, seminars, inhouse training for existing employees on a range of subjects and can assist with funding for training courses you run. They have ongoing meet ups with other companies and supporting partners who are working to create diversity and inclusion within their organisations.

More details are available on our website here: www.opendoorsinitiative.ie

Supplementary information

The University:	http://www.ucd.ie/
UCD Geary Institute for Public Policy	http://www.ucd.ie/geary
UCD Strategy 2020-2024: Rising to the Future	https://strategy.ucd.ie/