



PhD Degree

Doctoral School: LIFE, HEALTH, AGRONOMY, AND ENVIRONMENTAL SCIENCES

The situation of our doctors, and more specifically, their professional integration, was observed on December 1st 2017, one year after the date of their defense, and on December 1st 2019, three years after their defense. This study was carried out using a questionnaire designed by the Ministry of Higher Education, Research and Innovation (MESRI), which oversees all French universities.

Number of PhD holders surveyed: **63**

Number of respondents: **50**

Response rate: **79%**

Contents

- 1 - Profile of respondents
- 2 - Studies before PhD program
- 3 - PhD program
- 4 - Situation of PhD holders on December 1st 2019

1 - Profile of respondents

► All PhD holders

Sex

	N	%
Female	38	60%
Male	25	40%
Total	63	100%

Nationality

	N	%
French	47	75%
Foreign	16	25%
Total	63	100%

Age

Average = 30 years Standard Deviation = 4

	N	%
Under 24 years	0	0%
24 to 29 years	42	67%
30 to 34 years	13	21%
35 to 39 years	5	8%
40 to 44 years	2	3%
45 years and over	1	2%
Total	63	100%

► Responding PhD holders

Sex

	N	%
Female	30	60%
Male	20	40%
Total	50	100%

Nationality

	N	%
French	41	82%
Foreign	9	18%
Total	50	100%

Age

Average = 29 years Standard Deviation = 3

	N	%
Under 24 years	0	0%
24 to 29 years	38	76%
30 to 34 years	9	18%
35 to 39 years	3	6%
40 to 44 years	0	0%
45 years and over	0	0%
Total	50	100%

NOTE: The profile of respondents is similar to that of the PhD holders surveyed, with the exception of foreign doctors, who are under-represented among the respondents.

2 - Studies before PhD program

► Last degree(s) awarded before PhD program

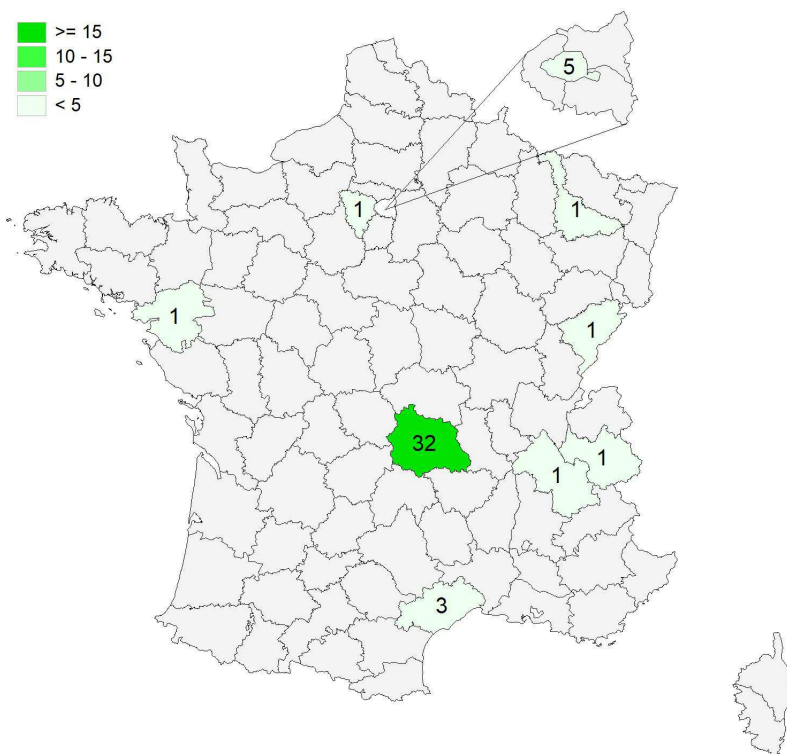
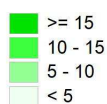
	N	
A Master's degree or equivalent	47	94%
An Engineering degree	6	12%
A Medical, Pharmacy or Veterinary degree	2	4%
A PhD degree other than the last one awarded	1	2%
Another degree giving the rank of Master	1	2%
A Validation of Professional Accomplishments (VAP)	0	0%
A degree in Management or Commerce	0	0%

Response rate: 100%

► Location of last degree received

32% of doctors received their last degree from another institution than UCA.

Numbers



Geographical distribution

Auvergne-Rhône-Alpes	34	68%
Ile-de-France	6	12%
Other department in mainland France	6	12%
Abroad:	4	8%
Netherlands	1	
Portugal	1	
Serbia	1	
Turkey	1	

Response rate: 100%

► Professional status before receiving PhD

- 13 of PhD holders were employed before the PhD program.
- At enrollment, 4 doctors had a job unrelated to their PhD project, and they all held on to the job.

3 - PhD program

► PhD Specialization

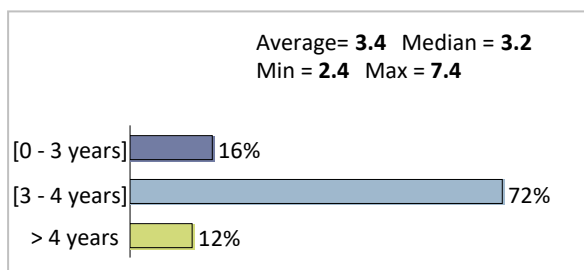
	Female	Male	Total
Molecular and Cellular Biology	11	7	18
Environment, Population, and Ecology Biology	3	-	3
Biomolecules, Pharmacology, Therapeutics	3	1	4
Mathematics and Interactions	-	1	1
Mechanics of solids, materials, and surfaces	-	1	1
Physiology, Biology of Organisms, Populations, Interactions	3	1	4
Clinical Research, Technological Innovation, Public Health	1	2	3
Agronomic sciences	-	1	1
Life and Health Sciences	7	5	12
Physical Education and Sport Sciences	2	1	3
Total	30	20	50

Response rate: 100%

► Dual-Degree Thesis Program

The 3 doctors who were awarded a dual-degree were foreign nationals. They carried out their PhD program in collaboration with a research laboratory in their home country.

► Duration of PhD program*



Response rate: 100%

► PhD funding

	Nb	Percentage
Specific funding	43	90%
Job unrelated to PhD project	3	6%
Personal resources	1	2%
No funding	1	2%
ATER position	0	0%
Total	48	

Response rate: 96%

Sources of specific funding

	N	Percentage
State funding	18	46%
Regional government	10	26%
Private funding from French-based organization	5	13%
CIFRE	5	13%
Foreign funding	2	5%
French public research funding agencies	2	5%
European Commission Funding	1	3%
Both private and public funding (excluding CIFRE)	1	3%

Response rate: 78%

PhD funding contract types

	N	Percentage
Doctoral	27	64%
Temporary job	13	31%
Scholarship	8	19%
Permanent job	1	2%

Includes concurrent contracts (e.g. temp. + schol.)

Response rate : 84%

*Deviation between the defense date and the registration date in number of years

► Career Plan

	N	
Teaching or research in a public or private institution of higher education	19	38%
Working in public research	13	26%
Pursuing or progressing in job held before PhD	7	14%
Working in R&D at a company	6	12%
None	1	2%
Working in the public sector excluding research and higher education	1	2%
Creating a company	1	2%
Other	1	2%
Career change	1	2%
Working in a company excluding R&D	0	0%

Response rate: 100%

► CNU Qualification (National Council of Universities)

Among the **8 doctors** who had applied for a CNU qualification, **5** of these doctors received the qualification.

	Female	Male	Total
Received CNU qualification	1	4	5
Applied, awaiting response	2	-	2
Did not receive CNU qualification	-	1	1
Did not apply	25	15	40
Total	28	20	48

Response rate: 96%

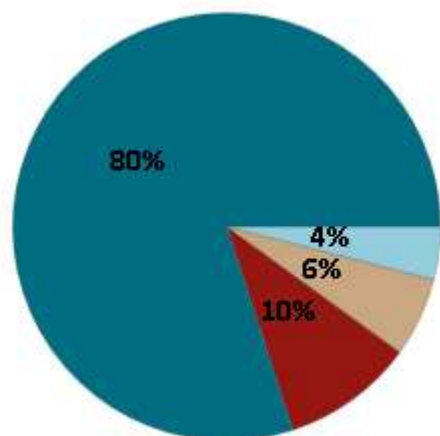
► Continuing studies

4 doctors enrolled in a program or a civil service exam after their PhD.

	Male	Female	Total
Bachelor, professional bachelor or equivalent	1	-	1
BTS, DUT, DEUST or equivalent	1	-	1
Other: professional certifications (IT, TOEIC, TOEFL, etc)	1	1	2
Total	3	1	4

Response rate: 100%

Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	24	16	40
Employed after 1/12/2019	2	-	2
Job Seeker	3	2	5
Other	1	2	3
Total	30	20	50

► **80%** of doctors from the class of 2018 were employed on December 1st 2019.

► **5 PhD holders had been seeking employment** for the past **11** months on average.

They were seeking employment in the following fields:

Research and Development	5
Higher education and research	2
Innovation, research valorization and assistance	2
Education (excluding higher education and research)	1

They were seeking employment in the following locations:

Abroad	2
In their region or neighboring departments	2
Everywhere in France	1
Their department of residence	0

► **3 PhD holders** were in another situation on December 1st 2019. One doctor was continuing his studies as part of a career change and the two other doctors did not give any further information.

KEY FIGURES

Employment rate (1)	Cadre rate (2)	Employed PhD holders					Other key figures	
		Contract type			Sector		Median time spent before 1st job (8)	Median gross salary (8)
		Permanent (3)	Post-doctoral contracts (4)	Other contracts (5)	Research (6)	Not research (7)		
89%	93%	30%	47.5%	22.5%	60.6%	39.4%	1 month	€2,546

(1) Number of employed PhD holders / (Number of employed PhD holders + Number of job seeking PhD holders)

(2) Cadres of the following categories: civil servant, administrative, IT, company head, accredited profession, higher education teachers and scientific professions, secondary and school teachers

(3) Number of PhD holders with a stable contract: permanent, civil servant, company head, accredited profession / Number of employed PhD holders

(4) Number of PhD holders with a post-doctoral contract / Number of employed PhD holders

(5) Number of employed PhD holders with another contract: temporary, interim, adjunct position, ATER / Number of employed PhD holders

(6) Number of employed PhD holders in a company working in research / Number of employed PhD holders

(7) Number of employed PhD holders in a company not working in research / Number of employed PhD holders

(8) Median=value separating the top 50% of respondents and the 50% bottom respondents

Employment held on December 1st 2019

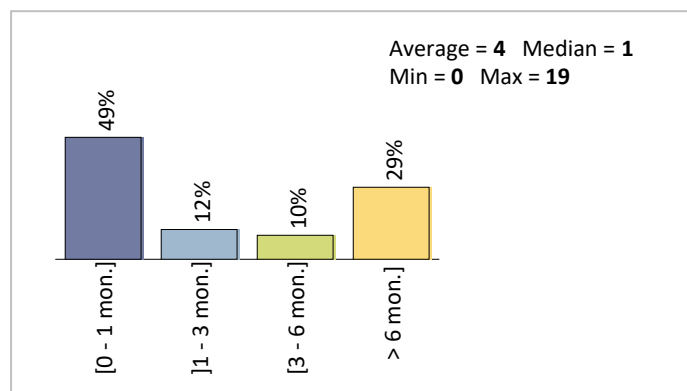
Current employment contract type

	Female	Male	Total
Permanent	5	7	12
Temporary (excl. post-doctoral)	4	5	9
Post-doctoral contract	15	4	19
ATER position	-	-	0
Adjunct position	-	-	0
Other	-	-	0
Total	24	16	40

Response rate: 100%

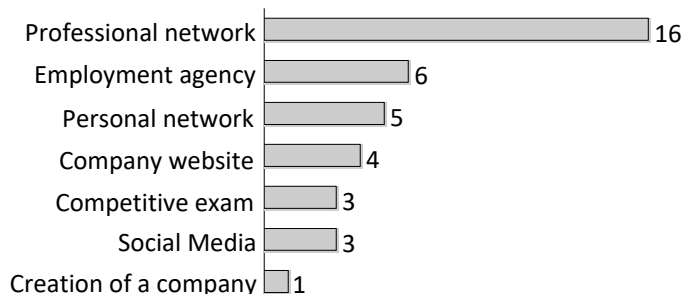
- ▶ 83% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ 97.5% of PhD holders worked full-time and 2.5% worked part-time.
- ▶ Temporary contracts varied between 6 and 54 months, with the median duration being 18 months.
- ▶ 30% of PhD holders currently had a stable job.

Time spent before 1st job



Response rate: 100%

Method of finding current job



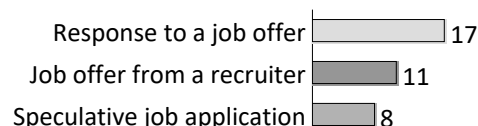
Response rate: 95%

Skills required for job

	N	Percentage
Project management	25	76%
Staff management	23	70%
Budget management	19	58%
International work	14	42%

Response rate: 83%

Method of finding current job



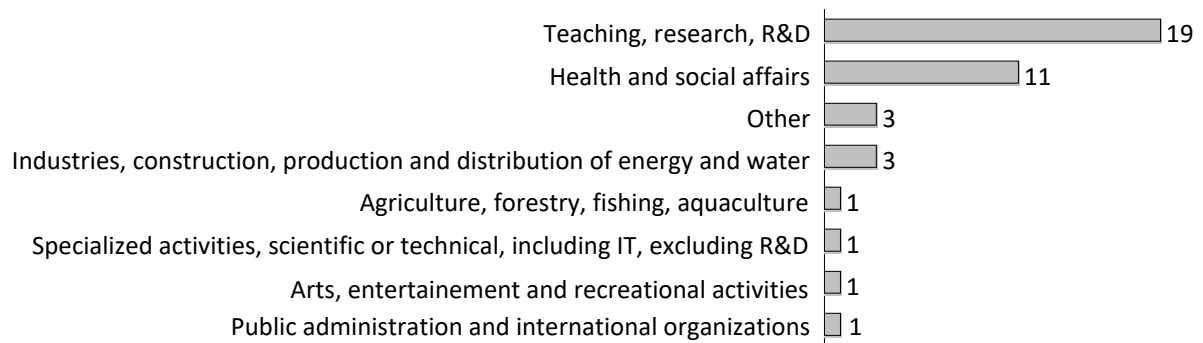
Response rate: 92%

Functions held at current job

	N	Percentage
Research and Development	19	58%
Health	10	30%
Higher education and research	10	30%
Steering or managing projects or teams, public policy	3	9%
Research valorization and assistance, innovation	2	6%
Consulting, analysis, expertise	2	6%
Artistic creation	1	3%
Mediation, communication and scientific journalism	0	0%
Teaching (excluding higher education and research)	0	0%

Response rate: 83%

Employment by activity sector



Response rate: 100%

Company categories

	N	%
Civil service	22	55%
Private company	16	40%
Your own	1	3%
Public company	1	3%
A non-profit association or organization	-	0%
Other	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	40	100%

Response rate: 100%

Company size

	N	%
0 employees	1	3%
1-9 employees	3	8%
10-249 employees	7	18%
250-4,999 employees	19	49%
>5,000 employees	9	23%
Total	39	

Response rate: 98%

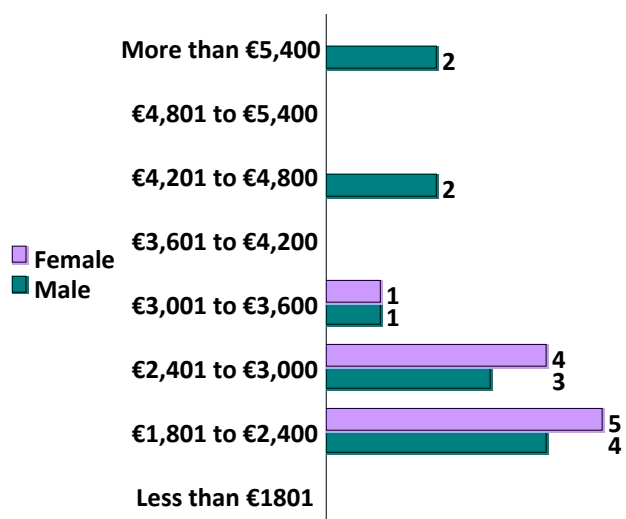
Employment status

	Female	Male	Total
Higher education teacher, scientific profession	12	7	19
Secondary school teacher	-	-	0
School teacher, instructor, or equivalent	-	-	0
Category A civil servant	-	1	1
Company head, retailer, or equivalent	-	-	0
Engineer or company technical <i>cadre</i>	8	6	14
Administrative or commercial <i>cadre</i>	-	1	1
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	-	1	1
Information, arts and entertainment profession	1	-	1
Intermediate profession, administrative and commercial	2	-	2
Salaried employee	1	-	1
Total	24	16	40

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

68% were satisfied with their salary.



Response rate: 88%

	Female	Male	Total
Average	€2,513	€3,366	€2,978
Min	€1,922	€2,109	€1,922
Max	€3,444	€6,150	€6,150
Median	€2,417	€2,859	€2,546

► The gross monthly salary of PhD holders (excluding bonuses) varied between €1,922 and €6,150. The median gross salary was €2,546*.

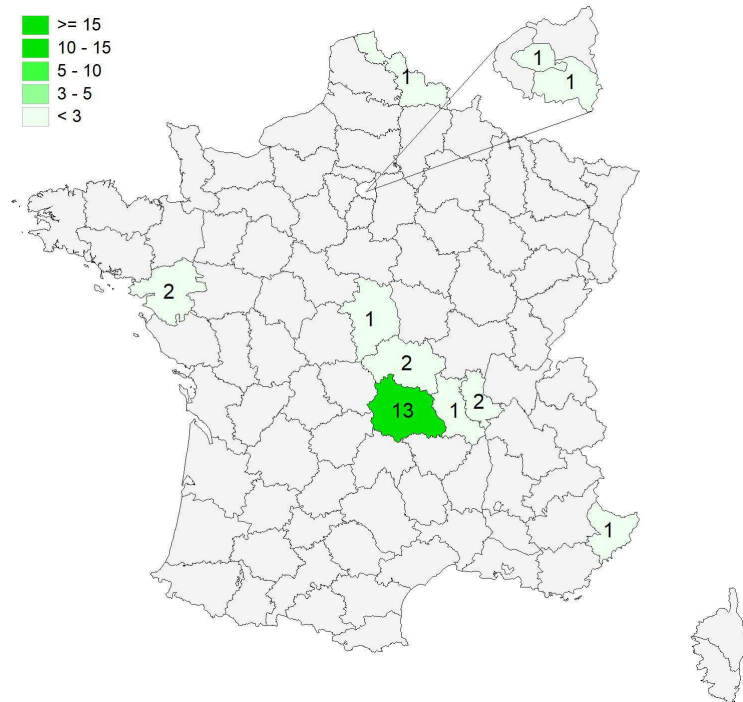
Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.

Bonuses

4 PhD holders specified the annual gross amount of the bonuses they received. These bonuses varied between €1,100 and €6,000, with the median amount being €3,000.

Location of employment

Numbers



Geographical distribution of jobs

Auvergne-Rhône-Alpes	18	45%
Ile-de-France	2	5%
Other departments in mainland France	5	13%
Overseas France	0	0%
Abroad:	15	38%

Geographical distribution of foreign jobs by country

Belgium	1	7%
Canada	3	20%
Denmark	1	7%
United States	6	40%
Israel	1	7%
Portugal	1	7%
Serbia	1	7%
Czech Republic	1	7%

Response rate 100%

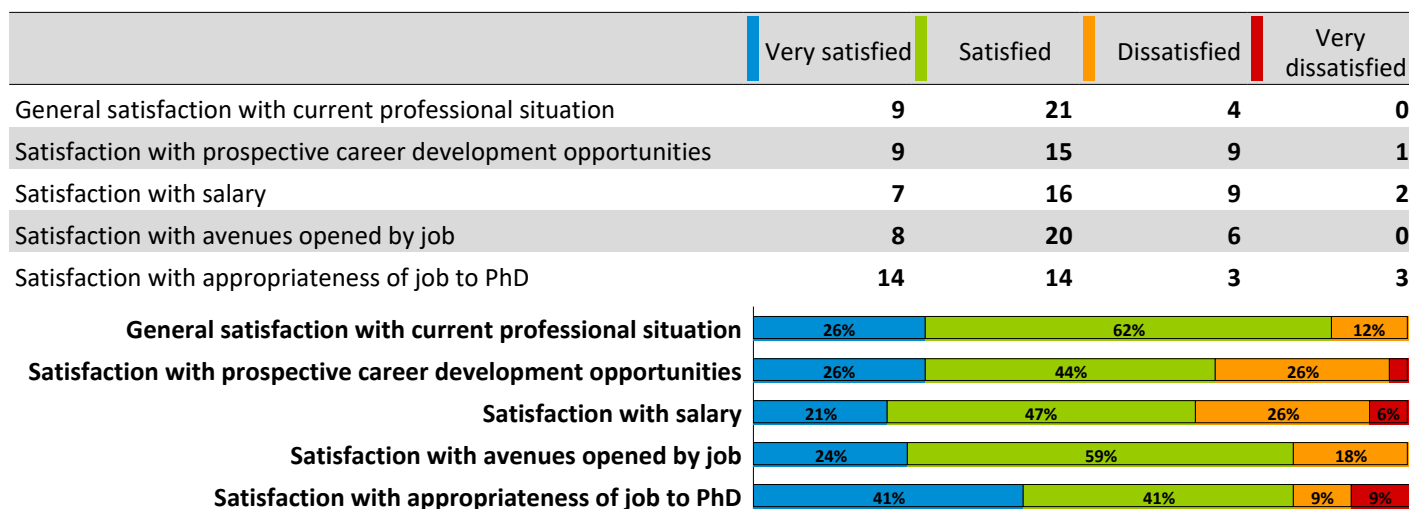
List of jobs occupied

	Female	Male	Total	
Cadre job	Researcher	12	4	16
	Research Engineer	3	1	4
	Research and Development Engineer	2	0	2
	Hospital Engineer	1	1	2
	Associate Professor	0	2	2
	Hospital Practitioner	0	2	2
	Painter (Artist)	1	0	1
	University Hospital Assistant	1	0	1
	Medical Biologist	0	1	1
	Chargé de mission	1	0	1
	Research Assistant	0	1	1
	Preclinical Project Manager	0	1	1
	Engineer	0	1	1
	Development Engineer	0	1	1
	Design Technician	0	1	1
Non cadre job	Research Assistant	1	0	1
	Development Engineer	1	0	1
	Chargé de mission	1	0	1
Total	24	16	40	

Response rate: 100%

► Job Satisfaction

88% of doctors were satisfied with their job in general.



Response rate: 85%

76% of doctors declared that a PhD was required to perform their current job and 82% of doctors were satisfied with the appropriateness of the job to the PhD.

GLOSSARY

ATER: Attaché Temporaire d'Enseignement et de Recherche (Temporary teaching and research assistant)

CNU: National Council of Universities to become an associate or full professor

CIFRE: Work placement agreement placing a PhD student in a company

Dual-Degree Thesis Program: A dual-degree thesis is a program to promote global engagement for PhD students and to develop scientific collaboration between foreign and French research teams.

Doctoral contract: The doctoral contract is the main type of funding granted to PhD students. The doctoral contract is open to all PhD students who have been enrolled for less than six months in their first year, with no age requirement.

Post-doctoral contract: A post-doctoral contract is a temporary work contract in the public and private research sphere, in France or abroad.

PhD degree: The PhD is the highest degree in higher education, training students for research by conducting research. In this respect, it is considered a professional research experience. It leads to the creation of new knowledge.

ED: Doctoral school

ED LSHS: Doctoral School of LITERATURE, HUMAN AND SOCIAL SCIENCES

ED SVSAE: Doctoral School of LIFE, HEALTH, AGRONOMY, AND ENVIRONMENTAL SCIENCES

ED SEJPG: Doctoral School of ECONOMIC, LAW, POLITICAL AND MANAGEMENT SCIENCES

ED SF: Doctoral School of FUNDAMENTAL SCIENCES

ED SPI: Doctoral School of ENGINEERING SCIENCES

MCU: Maître de Conférence Universitaire (Associate Professor)