

u	v	h)	46
u	v		29
U	k	@	U-ck@
7	k		63%

Contents

- 1 - Profile of respondents
- 2 - Studies before PhD program
- 3 - PhD program
- 4 - Situation of PhD holders on December 1st 2019
- 5 - Developments in doctors' situations after 1 year and after 3 years

1 - Profile of respondents

► All PhD holders

Sex

	N	%
Female	12	26%
Male	34	74%
Total	46	100%

Nationality

	N	%
French	26	57%
Foreign	20	43%
Total	46	100%

Age
Average = 28 years Standard deviation = 2

	N	%
Under 24 years	0	0%
24 to 29 years	32	70%
30 to 34 years	14	30%
35 to 39 years	0	0%
40 to 44 years	0	0%
45 years and over	0	0%
Total	46	100%

► Responding PhD holders

Sex

	N	%
Female	9	31%
Male	20	69%
Total	29	100%

Nationality

	N	%
French	22	76%
Foreign	7	24%
Total	29	100%

Age
Average = 28 years Standard deviation = 2

	N	%
Under 24 years	0	0%
24 to 29 years	25	86%
30 to 34 years	4	14%
35 to 39 years	0	0%
40 to 44 years	0	0%
45 years and over	0	0%
Total	29	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

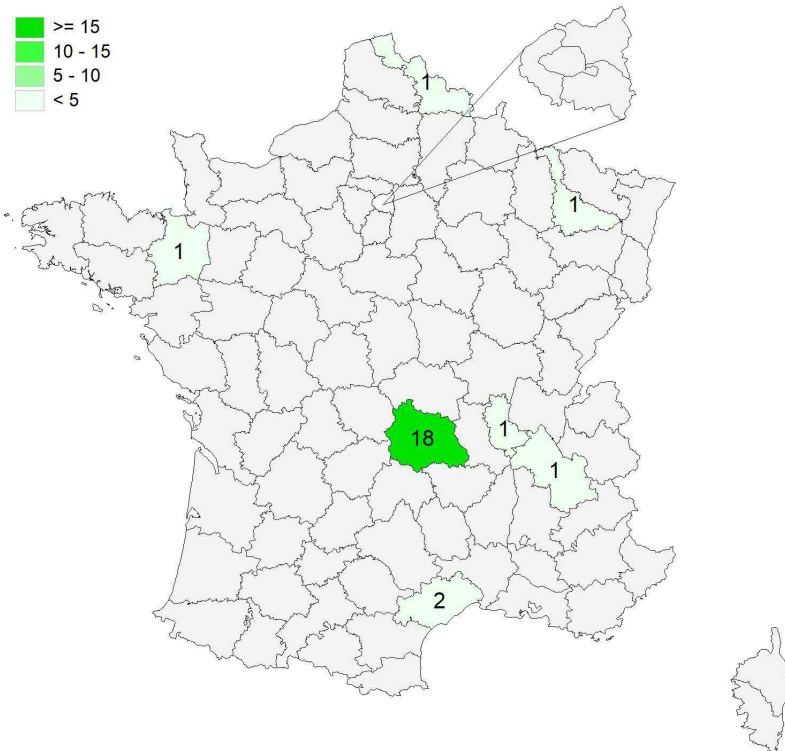
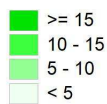
	N	
A Master's degree or equivalent	29	100%
An Engineering degree	5	17%
A degree in Management or Commerce	0	0%
A Medical, Pharmacy or Veterinary degree	0	0%
A PhD degree other than the last one awarded	0	0%
A Validation of Professional Accomplishments (VAP)	0	0%

Response rate: 100%

► Location of last degree received

36% of doctors received their last degree from another institution than UCA.

Numbers



Geographical distribution

Auvergne-Rhône-Alpes	20	71%
Ile-de-France	0	0%
Other department in mainland France	5	18%
Abroad:	3	11%
Canada	1	
Italy	1	
Venezuela	1	

Response rate: 97%

► Professional status before receiving PhD

- 2 doctors were employed before the PhD program.
- At enrollment, 3 doctors had a job unrelated to their PhD project, of whom 2 held onto the job during the program.

3 - PhD program

► PhD Specialization

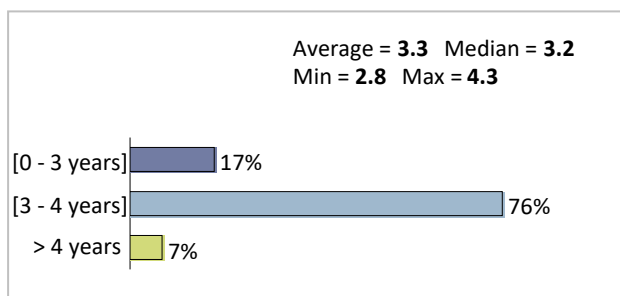
	Female	Male
Materials Chemistry	3	3
Chemistry and Physical Chemistry	1	2
Organic, Mineral and Industrial Chemistry	-	1
Elementary Particles, Theoretical Physics, Hot Plasmas	-	5
Mathematics and Interactions	-	2
Physics and Materials Science	2	2
Earth and Universe Sciences	3	1
Solid Earth and Deep Strata	-	1
Solid Earth and Superficial Envelopes	-	3

Response rate: 100%

► Dual-Degree Thesis Program

2 PhDs were awarded as part of a dual-degree program.

► Duration of PhD program*



Response rate: 100%

► PhD funding

	N	Percentage
Specific funding	28	97%
Personal resources	1	3%
ATER position	1	3%
No funding	1	3%
Job unrelated to PhD project	0	0%
Total	29	

Response rate : 100%

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

Sources of specific funding

	N	Percentage
State funding	18	64%
Regional government	4	14%
French public research funding agencies	4	14%
CIFRE	2	7%
European Commission Funding	1	4%
Foreign funding	1	4%
Both private and public funding (excluding CIFRE)	0	0%
Private funding from French-based organization	0	0%

Response rate: 97%

PhD funding contract types

	N	Percentage
Doctoral	20	74%
Scholarship	5	19%
Temporary job	3	11%
Permanent job	0	0%

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

Response rate: 93%

► Career Plan

	N	
Teaching or research in a public or private institution of higher education	12	41%
Working in R&D at a company	6	21%
Working in public research	6	21%
None	1	3%
Creating a company	1	3%
Career change	1	3%
Pursuing or progressing in job held before PhD	1	3%
Working in a company excluding R&D	1	3%
Working in the public sector excluding research and higher education	0	0%
Other	0	0%
Total	29	

Response rate: 100%

► CNU Qualification (National Council of Universities)

38% doctors applied for a CNU qualification, of whom 91% received the qualification.

	Female	Male	Total
Received CNU qualification	2	8	10
Did not receive CNU qualification	1	-	1
Did not apply	6	12	18
Total	9	20	29

Response rate: 100%

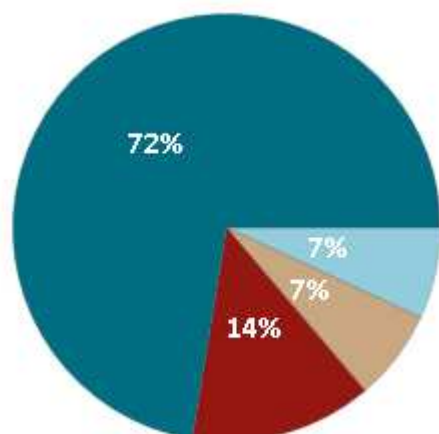
► Continuing studies

6 doctor enrolled in a program or a civil service exam after their PhD.

	Male	Female	Total
Master, Engineering degree or equivalent	2	1	3
PhD, Accreditation to Supervise Research (HDR)	1	-	1
BTS, DUT, DEUST or equivalent	-	1	1
Other: professional certifications (IT, TOEIC, TOEFL, etc.)	1	-	1
Total	4	2	6

Response rate: 100%

Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	7	14	21
Employed after 1/12/2019	1	1	2
Job Seeker	-	4	4
Other	1	1	2
Total	9	20	29

- ▶ **72%** of the doctors from the class of 2016 were employed on December 1st 2019.
- ▶ **4 PhD holders had been seeking employment** for the past **16 months** on average and all had been employed before the PhD program.

They were seeking employment in the following fields:

Research and Development	3
Higher education and research	2
Education (excluding higher education and research)	0
Research valorization and assistance, innovation	0

They were seeking employment in the following locations:

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

- ▶ **2 PhD holders** were in another situation on December 1st 2019. They did not give any further information about their situation.

KEY FIGURES

Employed PhD holders								
Employment rate (1)	Cadre rate (2)	Contract Type			Sector		Other key figures	
		Permanent (3)	Post-doctoral contracts (4)	Other contracts (5)	Research (6)	Not research (7)	Median time spent before 1st job (8)	Median gross salary (8)
84%	86%	57.1%	23.8%	19.0%	50%	50%	7 months	€2,768

(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

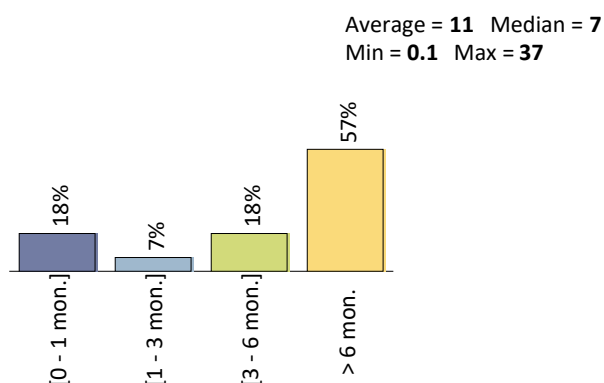
Current employment contract type

	Female	Male	Total
Permanent	4	8	12
Temporary (excl. post-doctoral)	2	2	4
Post-doctoral contract	1	4	5
ATER position	-	-	0
Adjunct position	-	-	0
Other	-	-	0
Total	7	14	21

Response rate: 100%

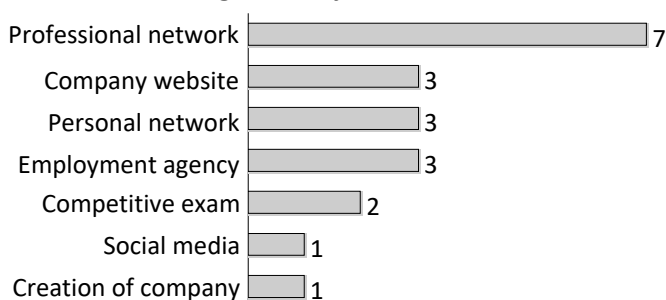
- ▶ 33% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ 100% of PhD holders worked full-time and 0% worked part-time.
- ▶ Temporary contracts varied between 4 and 24 months, with the median duration being 12 months.
- ▶ 57% of PhD holders had a stable job.

Time spent before 1st job



Response rate: 100%

Method of finding current job



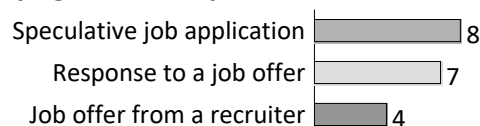
Response rate: 95%

Skills required for job

Skill	N	Percentage
International work	8	57%
Project management	8	57%
Staff management	7	50%
Budget management	5	36%

Response rate: 95%

Method of applying for current job



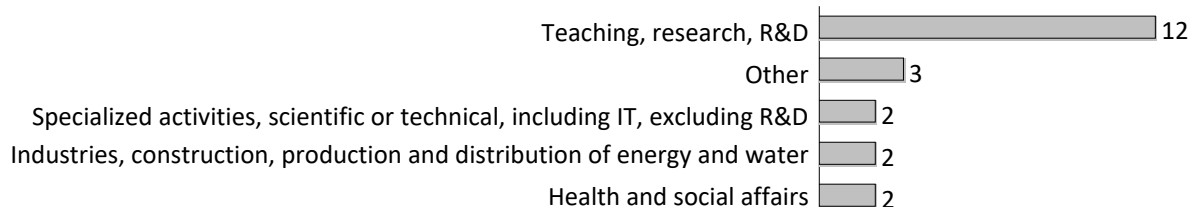
Response rate: 95%

Functions held at current job

Function	N	Percentage
Research and Development	9	45%
Higher education and research	6	30%
Consulting, analysis, expertise	3	15%
Teaching (excluding higher education and research)	3	15%
Health	2	10%
Steering or managing projects or teams, public policy	2	10%
Research valorization and assistance, innovation	1	5%
Artistic creation	0	0%
Mediation, communication and scientific journalism	0	0%

Response rate: 95%

Employment by activity sector



Response rate: 100%

Company categories

	N	%
Private company	9	45%
Civil service	9	45%
A non-profit association or organization	2	10%
Your own	-	0%
Other	-	0%
Public company	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	20	100%

Company size

	N	%
0 employees	1	5%
1-9 employees	1	5%
10-249 employees	8	40%
250-4,999 employees	5	25%
>5,000 employees	5	25%
Total	20	

Response rate: 95%

Response rate: 95%

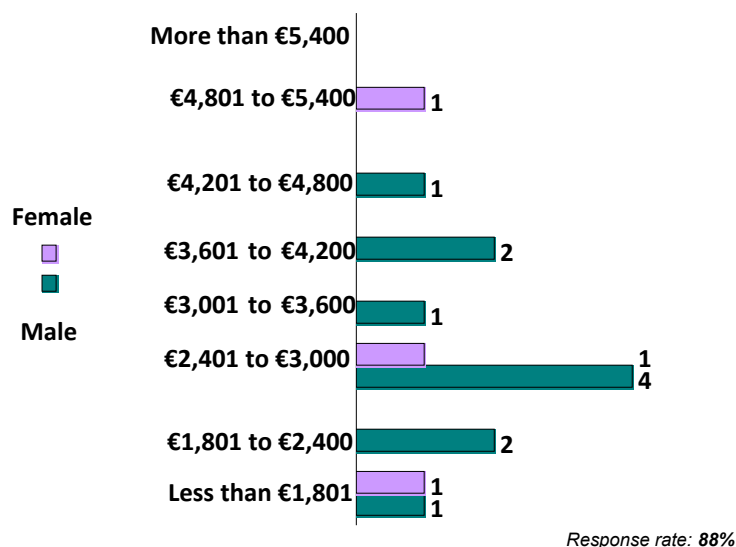
Employment status

	Female	Male	Total
Higher education teacher, scientific profession	1	5	6
Secondary school teacher	1	1	2
School teacher, instructor, or equivalent	-	-	0
Category A civil servant	-	-	0
Company head, retailer, or equivalent	1	-	1
Engineer or company technical <i>cadre</i>	2	7	9
Administrative or commercial <i>cadre</i>	-	-	0
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	-	-	0
Salaried employee	1	1	2
Information, arts and entertainment profession	-	-	0
Intermediate profession, administrative and commercial	1	-	1
Total	7	14	21

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

78% of doctors were satisfied with their salary.



	Female	Male	Total
Average	€3,153	€2,898	€2,952
Min	€1,586	€1,722	€1,586
Max	€4,920	€4,428	€4,920
Median	€2,952	€2,706	€2,768

► The gross monthly salary of PhD holders (excluding bonuses) varied between €1,586 and €4,920. The median gross salary was €2,768*.

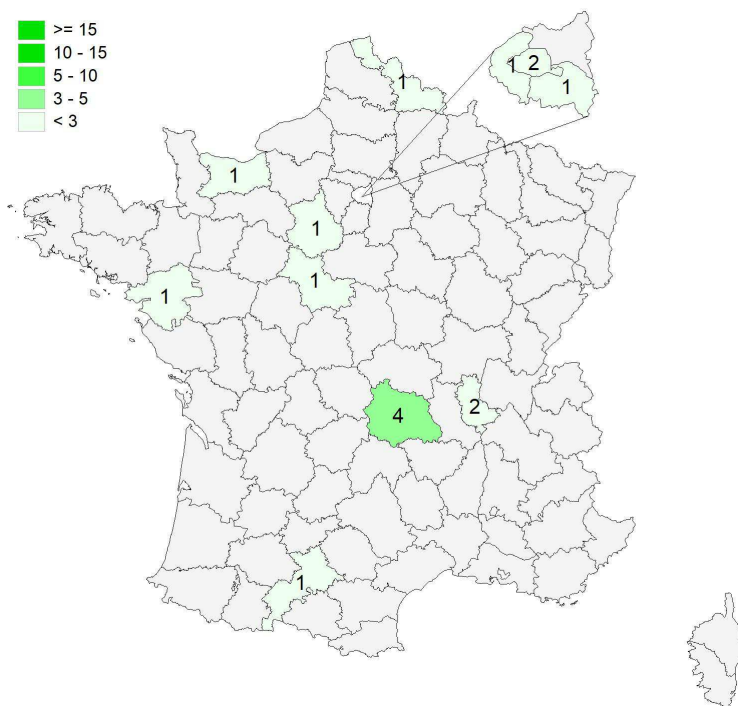
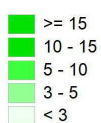
Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.

Bonuses

3 PhD holders specified the annual gross amount of the bonuses they received. These bonuses varied between €800 and €3,000, with the median amount being €2,000.

Location of employment

Numbers



Geographical distribution of jobs

Auvergne-Rhône-Alpes	6	29%
Ile-de-France	4	19%
Other department in mainland France	6	29%
Overseas France	0	0%
Abroad:	5	24%

Belgium	1
Canada	1
Finland	1
Luxembourg	1
Poland	1

Response rate: 100%

List of jobs occupied

		Female	Male	Total
<i>Cadre</i> job	Researcher	1	3	4
	Secondary School Teacher	1	2	3
	University Official	0	1	1
	Partnership and Social Innovation Assistant	1	0	1
	Financing and Innovation Consultant	1	0	1
	Scientific Developer	0	1	1
	University Lecturer and Researcher	0	1	1
	Development Engineer	1	0	1
	Research Engineer	0	1	1
	Research and Development Engineer	0	1	1
	Research and Development Engineer	0	1	1
	Medical Physician	0	1	1
	Metrology Technician	0	1	1
	Non <i>cadre</i> job	Building and Architecture Draftsman	1	0
Software Developer		0	1	1
Process Methods Engineers		1	0	1
Total		7	14	21

► Job Satisfaction

83% of doctors were satisfied with their job in general.

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
General satisfaction with current professional situation	7	8	2	1
Satisfaction with prospective career development opportunities	6	7	4	1
Satisfaction with salary	5	9	2	2
Satisfaction with avenues opened by job	6	8	2	2
Satisfaction with appropriateness of job to PhD	7	4	4	3

General satisfaction with current professional situation	39%	44%	11%	6%
Satisfaction with prospective career development opportunities	33%	39%	22%	6%
Satisfaction with salary	28%	50%	11%	11%
Satisfaction with avenues opened by job	33%	44%	11%	11%
Satisfaction with appropriateness of job to PhD	39%	22%	22%	17%

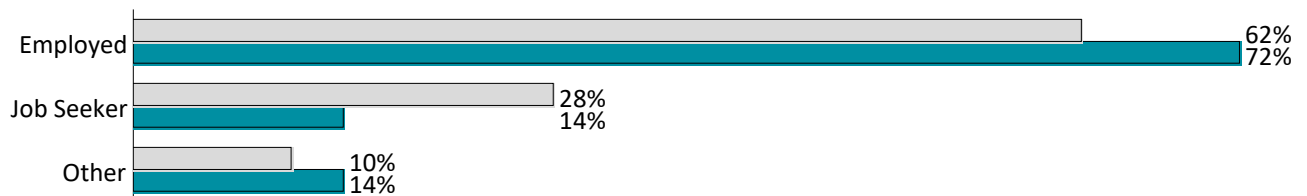
Response rate: 86%

53% of doctors declared that a PhD was required to perform their current job and 61% of doctors were satisfied with the appropriateness of the job to the PhD.

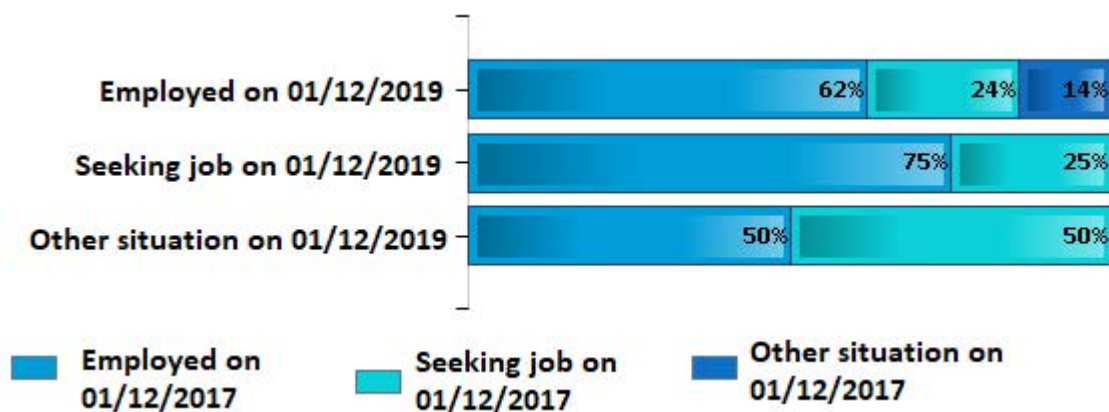
5 - Developments in doctors' situations 1 year and 3 years after receiving their degree

Situations on December 1st 2017 and 2019

	Employed		Job Seeker		Other		Total	
	N	%	N	%	N	%	N	%
Situation on 01/12/2017	18	62%	8	28%	3	10%	29	100%
Situation on 01/12/2019	21	72%	4	14%	4	14%	29	100%



► Development in doctors' situations after 1 year and after 3 years



62% of doctors employed on 01/12/2019 were already employed on 01/12/2017.

75% of the doctors seeking work on 01/12/2019 had already held a job between receiving their PhD and 01/12/2019.

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: Maitre de Conférence Universitaire (Associate Professor)