

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: **50**

Number of respondents: **26**

Response rate: **52%**

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	13	26%
Male	37	74%
Total	50	100%

	Nationality	
	N	%
French	14	28%
Foreign	36	72%
Total	50	100%

	Age	
	N	%
Under 24 years	0	0%
24 to 29 years	31	62%
30 to 34 years	15	30%
35 to 39 years	2	4%
40 to 44 years	2	4%
45 years and over	0	0%
Total	50	100%

Average = 30 years Standard deviation = 4

► Responding PhD holders

	Sex	
	N	%
Female	2	8%
Male	24	92%
Total	26	100%

	Nationality	
	N	%
French	8	31%
Foreign	18	69%
Total	26	100%

	Age	
	N	%
Under 24 years	0	0%
24 to 29 years	14	54%
30 to 34 years	9	35%
35 to 39 years	2	8%
40 to 44 years	1	4%
45 years and over	0	0%
Total	26	100%

Average = 30 years Standard deviation = 4

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

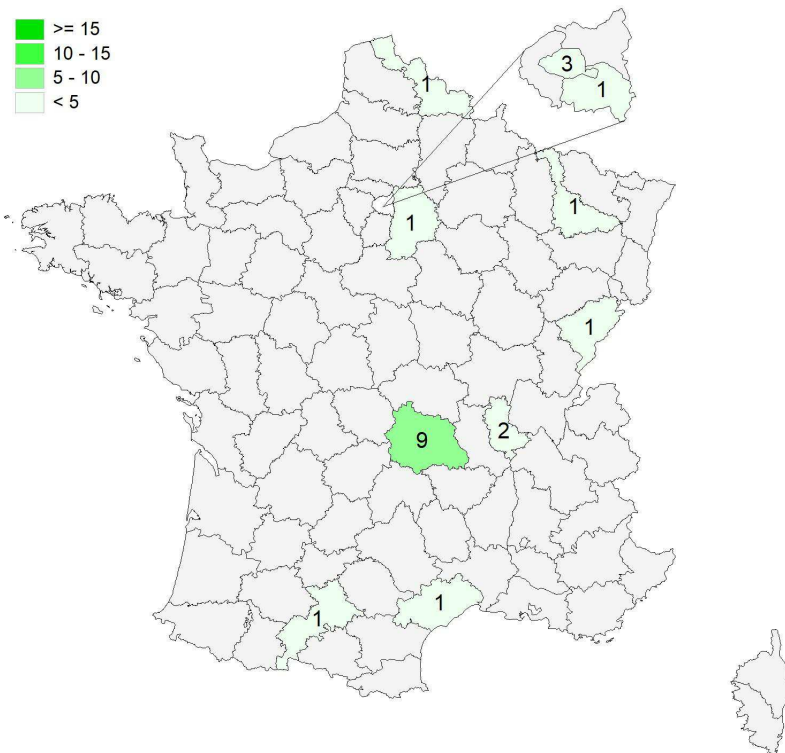
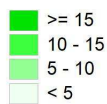
	N	
A Master's degree or equivalent	23	88%
An Engineering degree	9	35%
A degree in Management or Commerce	0	0%
A Medical, Pharmacy or Veterinary degree	0	0%
A PhD degree other than the last one awarded	0	0%
A Validation of Professional Accomplishments (VAP)	0	0%

Response rate: 100%

► Location of last degree received

65% of doctors received their last degree from another institution than UCA.

Numbers



Geographical distribution

Auvergne-Rhône-Alpes	11	42%
Ile-de-France	5	19%
Other department in mainland France	5	19%
Abroad:	5	19%
Germany	1	
Nigeria	1	
Tunisia	1	
Turkey	1	
Venezuela	1	

Response rate: 100%

► Professional status before receiving PhD

- 6 doctors were employed before the PhD program.
- At enrollment, 1 doctor had a job unrelated to his PhD project, and did not hold on to it during the program.

3 - PhD program

► PhD Specialization

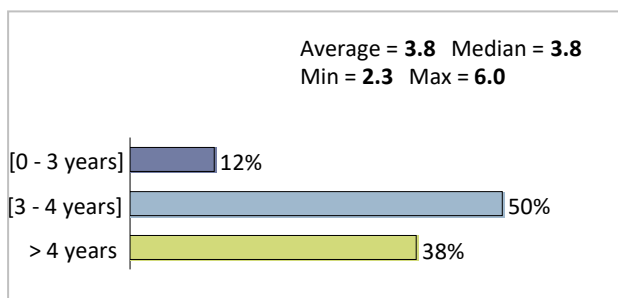
	Female	Male
Automation, Signal Processing	-	2
Materials Engineering	-	1
Process Engineering, Cold Plasmas	-	1
Information Technology and Applications	-	9
Information Technology, Automation	-	2
Mathematics and Interactions	-	1
Fluids, Energetics, Thermal, Combustion, Acoustic, Biomechanical, Bioengineering Mechanics	1	-
Mechanics of Solids, Materials, and Surfaces	-	4
Mechanics, Energetics, Process Engineering, Civil Engineering	1	4

Response rate: 100%

► Dual-Degree Thesis Program

3 foreign doctors were awarded a dual-degree. 1 of these doctors had carried out his PhD program in collaboration with a research laboratory in his home country.

► Duration of PhD program*



Response rate: 100%

► PhD funding

	N	Percentage
Specific funding	24	92%
Personal resources	3	12%
ATER position	3	12%
No funding	1	4%
Job unrelated to PhD project	0	0%
Total	26	

Response rate: 100%

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

Sources of specific funding

	N	Percentage
State funding	8	33%
Regional government	7	29%
French public research funding agencies	4	17%
Foreign funding	3	13%
CIFRE	3	13%
European Commission Funding	2	8%
Both private and public funding (excluding CIFRE)	2	8%
Private funding from French-based organization	0	0%

Response rate: 92%

PhD funding contract types

	Nb	Percentage
Scholarship	10	42%
Doctoral	9	38%
Temporary job	7	29%
Permanent job	0	0%

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

Response rate: 92%

► Career Plan

	N	
Working in R&D at a company	12	46%
Teaching or research in a public or private institution of higher education	7	27%
None	2	8%
Working in a company excluding R&D	2	8%
Career change	1	4%
Creating a company	1	4%
Working in the public sector excluding research and higher education	1	4%
Pursuing or progressing in job held before PhD	0	0%
Working in public research	0	0%
Other	0	0%
Total	26	

Response rate: 100%

► CNU Qualification (National Council of Universities)

5 doctors applied for a CNU qualification, of whom 4 received the qualification.

	Female	Male	Total
Received CNU qualification	1	3	4
Did not receive CNU qualification	-	1	1
Did not apply	1	19	20
Total	2	23	25

Response rate: 96%

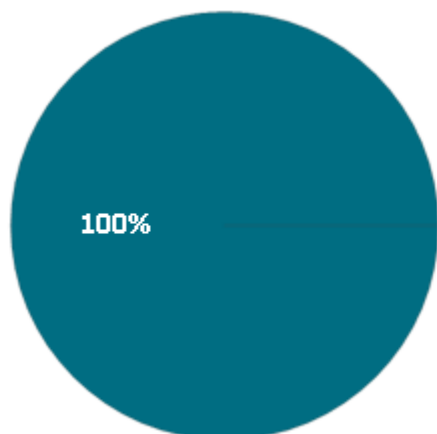
► Continuing studies

1 doctor enrolled in a program or a civil service exam after his PhD.

	Male	Female	Total
PhD, Accreditation to Supervise Research (HDR)	1	-	1
Total	1	0	1

Response rate: 100%

Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	2	24	26
Employed after 1/12/2019	-	-	0
Job Seeker	-	-	0
Other	-	-	0
Total	2	24	26

- ▶ All of the doctors from the class of 2016 were employed on December 1st 2019.
- ▶ No PhD holder was seeking employment.

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)
100%	92%	69.2%	7.7%	23.1%	46.2%	53.8%	< 1 month	€2,521

(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

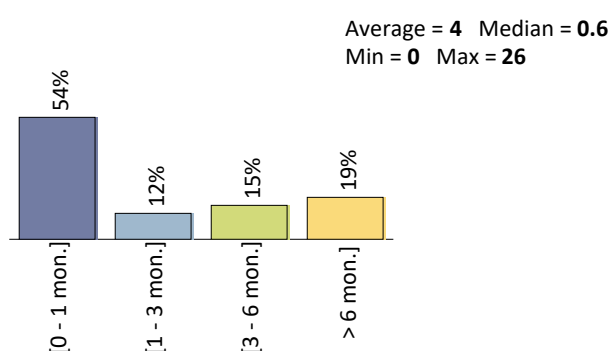
Current employment contract type

	Female	Male	Total
Permanent	1	17	18
Temporary (excl. post-doctoral)	1	5	6
Post-doctoral contract	-	2	2
ATER position	-	-	0
Adjunct position	-	-	0
Other	-	-	0
Total	2	24	26

Response rate: 100%

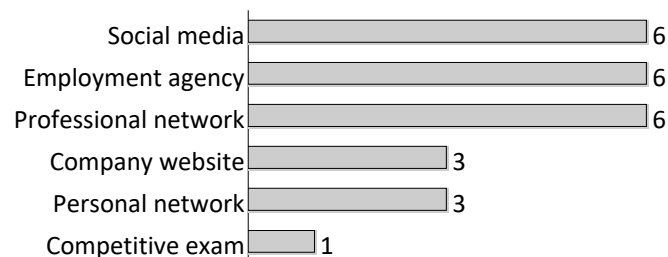
- ▶ 31% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ 92.3% of PhD holders worked full-time and 7.7% worked part-time.
- ▶ Temporary contracts varied between 6 and 48 months, with the median duration being 18 months.
- ▶ 69% of PhD holders had a stable job.

Time spent before 1st job



Response rate: 100%

Method of finding current job



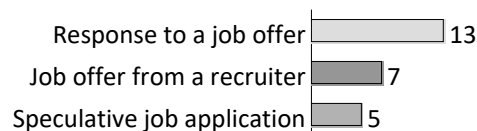
Response rate: 96%

Skills required for job

Skill	N	Percentage
International work	16	76%
Staff management	12	57%
Project management	10	48%
Budget management	3	14%

Response rate: 100%

Method of applying for current job



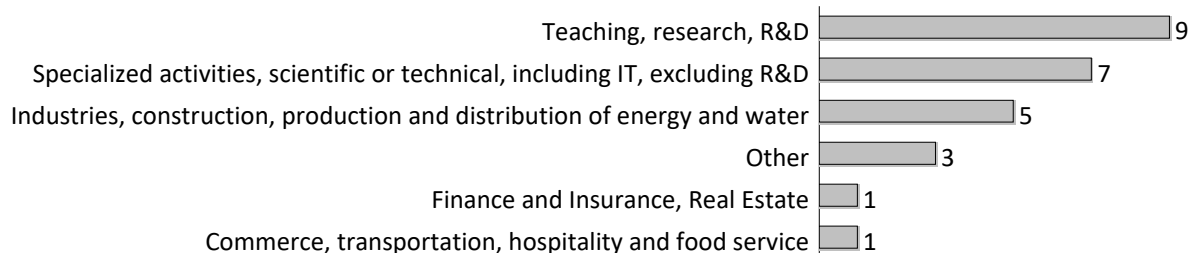
Response rate: 96%

Functions held at current job

Function	N	Percentage
Research and Development	11	42%
Consulting, analysis, expertise	9	35%
Higher education and research	6	23%
Steering or managing projects or teams, public policy	4	15%
Research valorization and assistance, innovation	4	15%
Teaching (excluding higher education and research)	3	12%
Mediation, communication and scientific journalism	1	4%
Artistic creation	0	0%
Health	0	0%

Response rate: 100%

Employment by activity sector



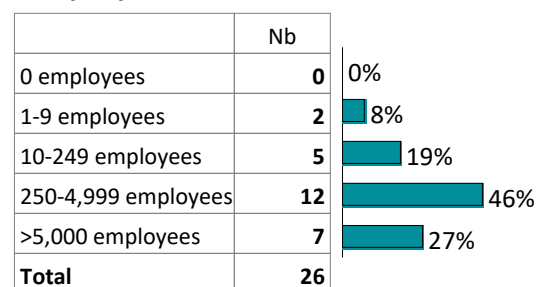
Response rate: 100%

Company categories

	N	%
Private company	17	65%
Civil service	6	23%
A non-profit association or organization	2	8%
Public company	1	4%
Your own	-	0%
Other	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	26	100%

Response rate: 100%

Company size



Response rate: 100%

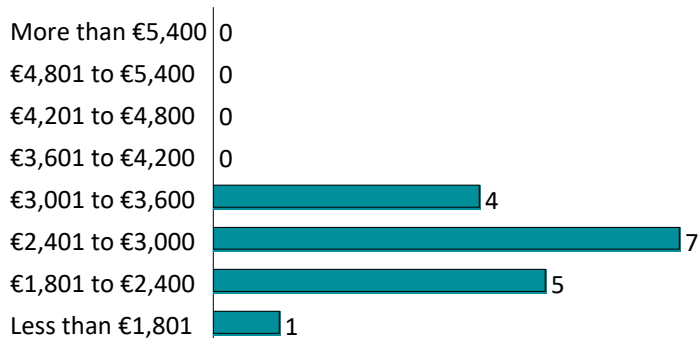
Employment status

	Female	Male	Total
Higher education teacher, scientific profession	1	6	7
Secondary school teacher	1	1	2
School teacher, instructor, or equivalent	-	-	0
Category A civil servant	-	-	0
Company head, retailer, or equivalent	-	-	0
Engineer or company technical <i>cadre</i>	-	14	14
Administrative or commercial <i>cadre</i>	-	1	1
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	-	-	0
Salaried employee	-	-	0
Information, arts and entertainment profession	-	-	0
Intermediate profession, administrative and commercial	-	2	2
Total	2	24	26

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

48% of doctors were satisfied with their salary.



Response rate: 81%

Total	
Average	€2,608
Min	€1,797
Max	€3,567
Median	€2,521

► The gross monthly salary of PhD holders (excluding bonuses) varied between €1,797 and €3,567. The median gross salary was €2,521*.

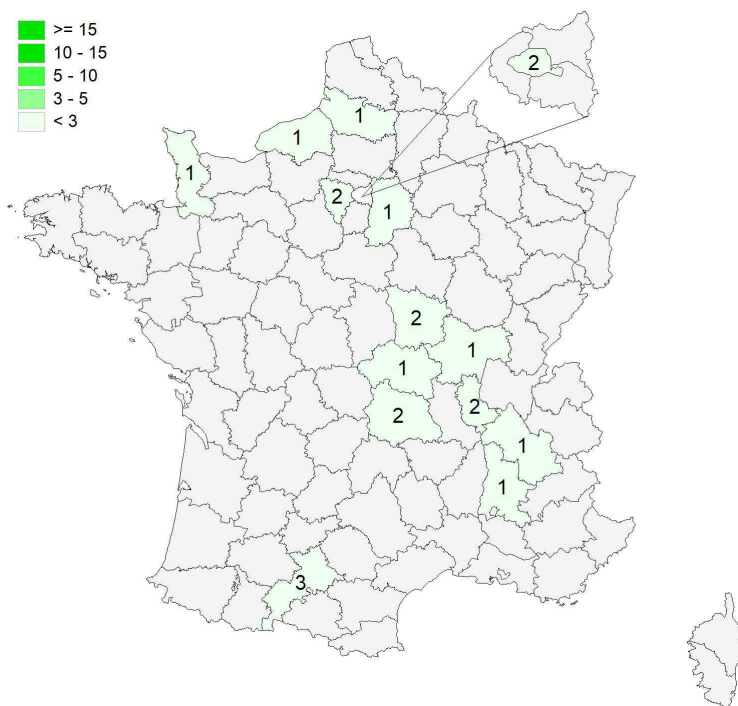
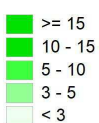
Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.

Bonuses

4 PhD holders specified the annual gross amount of the bonuses they received. These bonuses varied between €170 and €4,000, with the median amount being €1,750.

Location of employment

Numbers



Geographical distribution of jobs

Auvergne-Rhône-Alpes	7	27%
Ile-de-France	5	19%
Other department in mainland France	9	35%
Overseas France	0	0%
Abroad:	5	19%

Germany	2
China	1
Nigeria	1
Switzerland	1

Response rate: 100%

List of jobs occupied

		Female	Male	Total
Cadre job	Researcher	0	2	2
	Research and Development Engineer	0	3	3
	Teacher	0	2	2
	University Lecturer and Researcher	1	1	2
	Civil Engineer	0	2	2
	Software Engineer	0	2	2
	Secondary School Teacher	1	1	2
	Systems Administrator	0	1	1
	Analyst	0	1	1
	Research and Development Project Manager	0	1	1
	Consultant	0	1	1
	University Instructor	0	1	1
	Engineer	0	1	1
	Fluids Engineer	0	1	1
	Robotics Engineer	0	1	1
	Data Manager	0	1	1
Non cadre job	Development Engineer	0	1	1
	Systems Engineer	0	1	1
Total		2	24	26

► Job Satisfaction

80% of doctors were satisfied with their job in general.

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
General satisfaction with current professional situation	7	13	2	3
Satisfaction with prospective career development opportunities	3	11	7	4
Satisfaction with salary	2	10	8	5
Satisfaction with avenues opened by job	5	11	5	4
Satisfaction with appropriateness of job to PhD	5	12	5	2
General satisfaction with current professional situation	28%	52%	8%	12%
Satisfaction with prospective career development opportunities	12%	44%	28%	16%
Satisfaction with salary	8%	40%	32%	20%
Satisfaction with avenues opened by job	20%	44%	20%	16%
Satisfaction with appropriateness of job to PhD	21%	50%	21%	8%

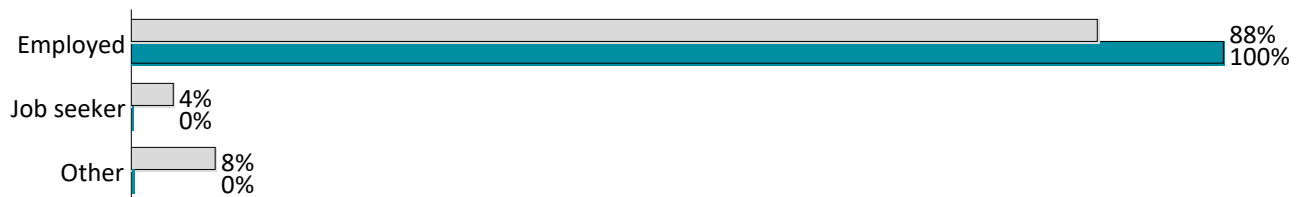
Response rate: 96%

52% of doctors declared that a PhD was required to perform their current job and 71% of doctors were satisfied with the appropriateness of the job to the PhD.

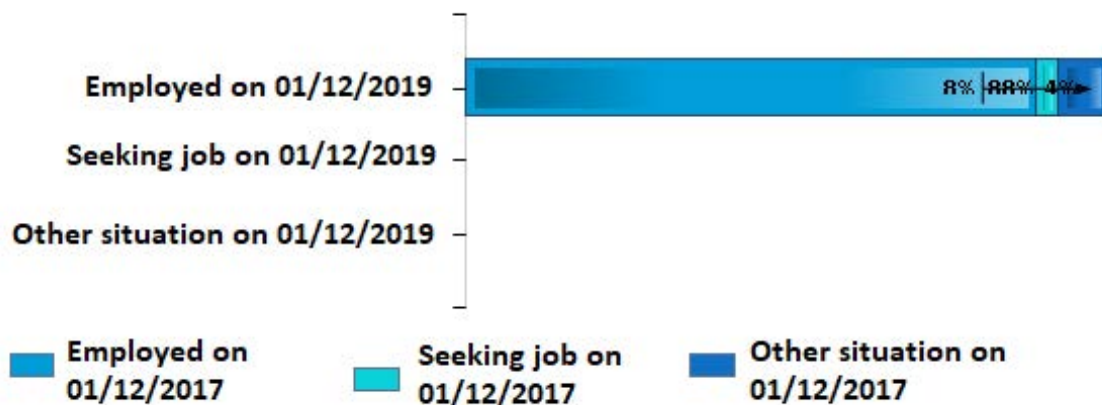
5 - Developments in doctors' situations 1 year and 3 years after receiving their degree

Situations on December 1st 2017 and 2019

	Employed		Job Seeker		Other		Total	
	N	%	N	%	N	%	N	%
Situation on 01/12/2017	23	88%	1	4%	2	8%	26	100%
Situation on 01/12/2019	26	100%	-	0%	-	0%	26	100%



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



88% of doctors employed on 01/12/2019 were already employed on 01/12/2017 and **4%** of doctors were seeking work on 01/12/2017.

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)