

u

V h) : **21**

N re pond nts: **14**

k **67%**

#

h)

o h)

h)

o h)

h

► **All PhD holders**

Sex

	N	%
Female	9	43%
Male	12	57%
Total	21	100%

Nationality

	N	%
French	11	52%
Foreign	10	48%
Total	21	100%

Age

Average = **34** years Standard deviation = **10**

	N	%
Under 24 years	0	0%
24 to 29 years	8	38%
30 to 34 years	7	33%
35 to 39 years	2	10%
40 to 44 years	2	10%
45 years and over	2	10%
Total	21	100%

► **Responding PhD holders**

Sex

	N	%
Female	5	36%
Male	9	64%
Total	14	100%

Nationality

	N	%
French	10	71%
Foreign	4	29%
Total	14	100%

Age

Average = **33** years Standard deviation = **11**

	N	%
Under 24 years	0	0%
24 to 29 years	7	50%
30 to 34 years	5	36%
35 to 39 years	0	0%
40 to 44 years	1	7%
45 years and over	1	7%
Total	14	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

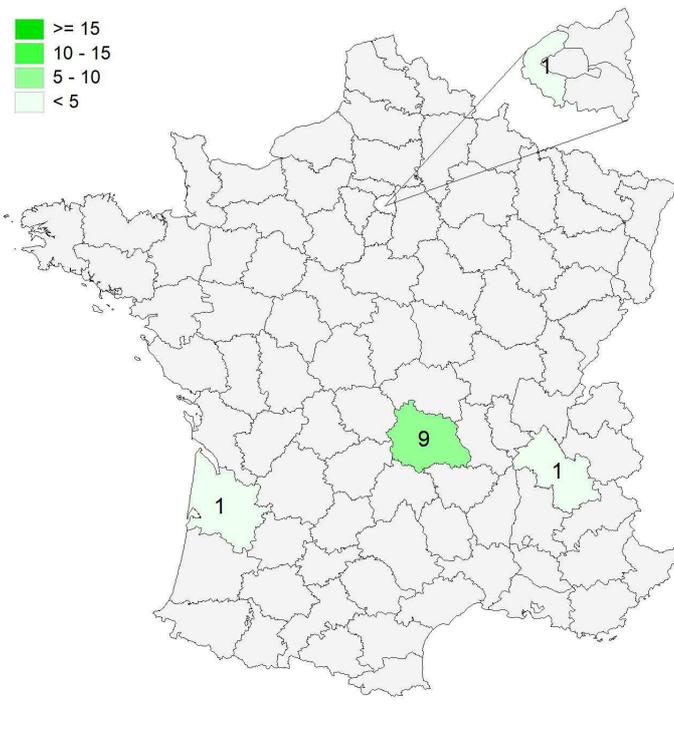
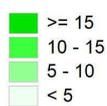
	N	
A Master's degree or equivalent	12	86%
A PhD degree other than the last one awarded	1	7%
An Engineering degree	1	7%
Another degree giving the rank of Master	1	7%
A Validation of Professional Accomplishments (VAP)	0	0%
A degree in Management or Commerce	0	0%
A Medical, Pharmacy or Veterinary degree	0	0%

Response rate: 100%

► Location of last degree received

29% of doctors received their last degree from another institution than UCA.

Numbers



Geographical distribution

Auvergne-Rhône-Alpes	10	71%
Ile-de-France	1	7%
Other department in mainland France	1	7%
Abroad:	2	14%
Ivory Coast	1	
Spain	1	

Response rate: 100%

► Professional status before receiving PhD

- 6 doctors were employed before the PhD program.
- At enrollment, 4 doctors had a job unrelated to their PhD project of whom 2 held onto the job during the program.

3 - PhD program

► PhD Specialization

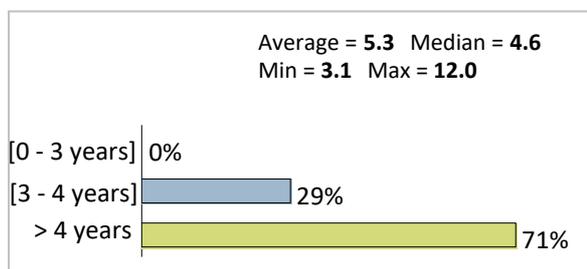
	Female	Male	Total
Physical, Human, Economic and Regional Geography	2	1	3
History and Civilizations: History and Archeology of Ancient and Medieval Worlds and of Art	-	2	2
French Language and Literature	1	-	1
Comparative Literature	-	1	1
Philosophy	-	1	1
Psychology, Clinical Psychology, Social Psychology	2	3	5
Anthropology and Ethnology	-	1	1
Total	5	9	14

Response rate: 100%

► Dual-Degree Thesis Program

2 doctors carried out their PhD as part of a dual-degree program. 1 One of them 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	11	79%
Personal resources	6	43%
ATER position	3	21%
Job unrelated to PhD project	2	14%
No funding	0	0%
Total	14	

Response rate: 100%

Sources of specific funding

	N	Percentage
State funding	9	82%
Regional government	1	9%
French public research funding agencies	1	9%
European Commission Funding	0	0%
CIFRE	0	0%
Both private and public funding (excluding CIFRE)	0	0%
Private funding from French-based organization	0	0%
Foreign funding	0	0%

Response rate: 79%

PhD funding contract types

	N	Percentage
Doctoral	10	91%
Temporary job	2	18%
Scholarship	1	9%
Permanent job	0	0%

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

Response rate: 79%

*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	6	46%
Working in public research	3	23%
None	1	8%
Working in R&D at a company	1	8%
Creating a company	1	8%
Working in the public sector excluding research and higher education	1	8%
Pursuing or progressing in job held before PhD	0	0%
Working in a company excluding R&D	0	0%
Career change	0	0%
Other	0	0%
Total	13	

Response rate: 93%

► CNU Qualification (National Council of Universities)

3 doctors applied for a CNU qualification. 2 of them received the qualification.

	Female	Male	Total
Received CNU qualification	-	2	2
Applied, awaiting response	-	-	0
Did not receive CNU qualification	-	1	1
Did not apply	5	6	11
Total	5	9	14

Response rate: 100%

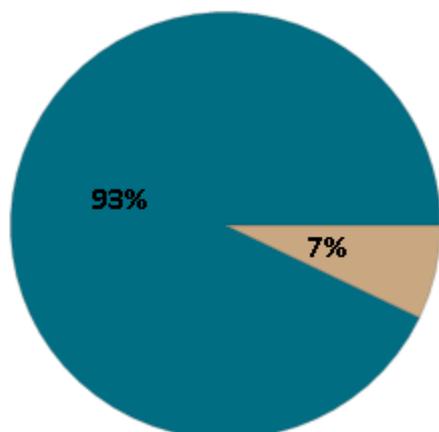
► Continuing Studies

2 doctors enrolled in a program after their PhD.

	Male	Female	Total
Master, Engineering degree or equivalent	1	-	1
Bachelor, vocational degree or equivalent	1	-	1
Total	2	0	2

Response rate: 100%

Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	4	9	13
Employed after 1/12/2019	-	-	0
Job Seeker	-	-	0
Other	1	-	1
Total	5	9	14

- ▶ **93%** of the doctors from the class of 2018 were employed on December 1st 2019.
- ▶ **1** PhD holder was in another situation on December 1st 2019. He was retired.

KEY FIGURES

Employed PhD holders								
Employment rate (1)	Cadre rate (2)	Contract type			Sector		Other key figures	
		Permanent (3)	Post-doctoral contract (4)	Other contracts (5)	Research (6)	Not research (7)	Median time spent before first job (8)	Median gross salary (8)
100%	100%	53.8%	23.1%	23.1%	33.3%	66.7%	< 1 month	€2,583

(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

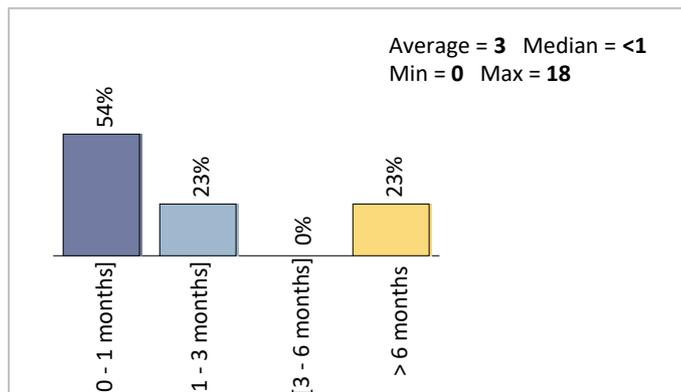
Current employment contract type

	Female	Male	Total
Permanent	3	4	7
Temporary (excl. post-doctoral)	-	2	2
Post-doctoral contract	1	2	3
ATER position	-	1	1
Adjunct position	-	-	0
Other	-	-	0
Total	4	9	13

Response rate: 100%

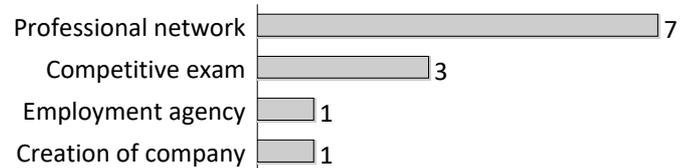
- ▶ 85% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ 92.3% of PhD holders worked full-time and 7.7% worked part-time.
- ▶ Temporary contracts varied between 6 and 24 months, with the median duration being 16 months.
- ▶ 54% of PhD holders currently had a stable job.

Time spent before 1st job



Response rate: 100%

Method of finding current job



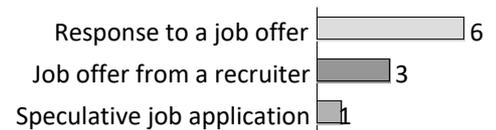
Response rate: 92%

Skills required for job

Skill	N	Percentage
Project management	6	67%
Staff management	6	67%
International work	5	56%
Budget management	5	56%

Response rate: 100%

Method of applying for current job



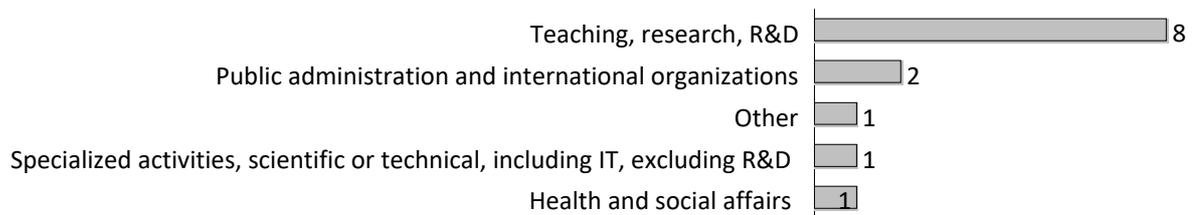
Response rate: 83%

Functions held at current job

Function	N	Percentage
Higher education and research	6	50%
Research and Development	3	25%
Health	1	8%
Teaching (excluding higher education and research)	1	8%
Research valorization and assistance, innovation	1	8%
Consulting, analysis, expertise	1	8%
Artistic creation	0	0%
Mediation, communication and scientific journalism	0	0%
Steering or managing projects or teams, public policy	0	0%

Response rate: 92%

Employment by activity sector



Response rate: 100%

Company categories

	N	%
Civil Service	9	75%
Private company	2	17%
Your own	1	8%
A non-profit association or organization	-	0%
Other	-	0%
Public company	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	12	100%

Response rate: 92%

Company size

	N	%
0 employees	0	0%
1-9 employees	0	0%
10-249 employees	5	45%
250-4,999 employees	5	45%
>5,000 employees	1	9%
Total	11	

Response rate: 92%

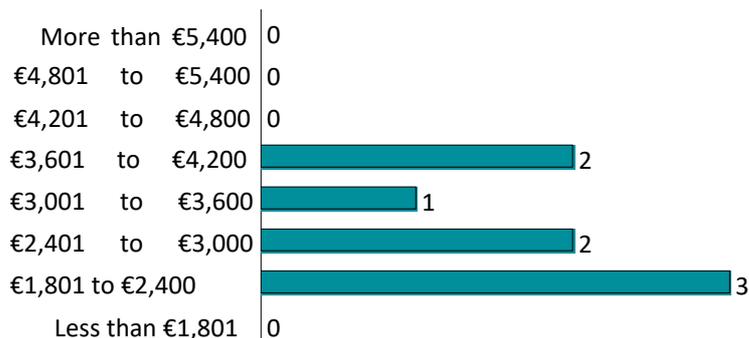
Employment status

	Female	Male	Total
Higher education teacher, scientific profession	1	6	7
Secondary school teacher	-	1	1
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>	1	1	2
Administrative or commercial <i>cadre</i>	2	-	2
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	-	-	0
Information, arts and entertainment profession	-	-	0
Intermediate profession, administrative and commercial	-	-	0
Salaried employee	-	-	0
Total	4	9	13

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

58% of doctors were satisfied with their salary.



Response rate: 80%

Total

Average	€2,818
Min	€1,865
Max	€3,961
Median	€2,583

- ▶ The gross monthly salary of PhD holders (excluding bonuses) varied between €1,865 and €3,961. The median gross salary was €2,583*.

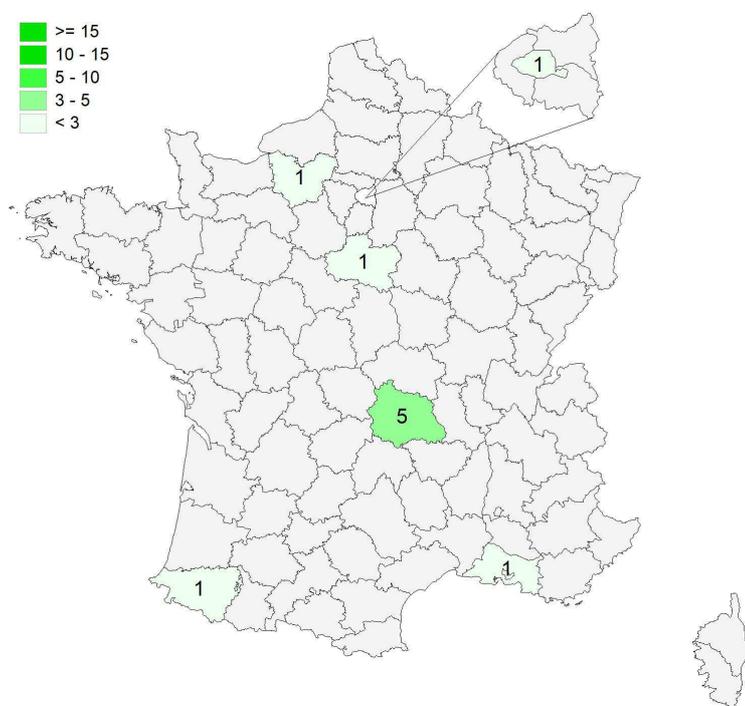
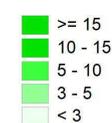
Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.

Bonuses

Due to a lack of data, no information on bonuses can be given.

Location of employment

Numbers



Geographical distribution of jobs

Auvergne-Rhône-Alpes	5	42%
Ile-de-France	1	8%
Other department in mainland France	4	33%
Overseas France	0	0%
Abroad:	2	17%

Geographical distribution of foreign jobs by country

Ivory Coast	1
-------------	---

Response rate: 92%

List of jobs occupied

		Female	Male	Total
Cadre job	Researcher	0	4	4
	ATER	0	1	1
	Incentive Measures Division Head	1	0	1
	Psychology Consultant	1	0	1
	Lecturer and Researcher	0	1	1
	Ergonomist	0	1	1
	Research Engineer	1	0	1
	Teacher <i>agrégé</i>	0	1	1
	Secondary School Teacher	0	1	1
	Research Division Manager	1	0	1
Total	4	9	13	

Response rate: 100%

► Job Satisfaction

75% of doctors were satisfied with their job in general.

Response rate: 100%

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
General satisfaction with current professional situation	5	4	3	0
Satisfaction with prospective career development opportunities	4	3	4	1
Satisfaction with salary	3	4	3	2
Satisfaction with avenues opened by job	4	5	1	2
Satisfaction with appropriateness of job to PhD	6	4	1	1

General satisfaction with current professional situation	42%	33%	25%	0%
Satisfaction with prospective career development opportunities	33%	25%	33%	8%
Satisfaction with salary	25%	33%	25%	17%
Satisfaction with avenues opened by job	33%	42%	8%	17%
Satisfaction with appropriateness of job to PhD	50%	33%	8%	8%

Response rate: 92%

64% of doctors declared that a PhD was required to perform their current job and 83% 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: Maitre de Conférence Universitaire (Associate Professor)