

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: **35**

Number of respondents: **23**

Response rate: **66%**

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## 1 - Profile of respondents

### ► All PhD holders

#### Sex

	N	%
Female	14	40%
Male	21	60%
<b>Total</b>	<b>35</b>	<b>100%</b>

#### Nationality

	N	%
French	16	46%
Foreign	19	54%
<b>Total</b>	<b>35</b>	<b>100%</b>

#### Age

Average = 28 years Standard deviation = 3

	N	%
Under 24 years	0	0%
24 to 29 years	28	80%
30 to 34 years	4	11%
35 to 39 years	3	9%
40 to 44 years	0	0%
45 years and over	0	0%
<b>Total</b>	<b>35</b>	<b>100%</b>

### ► Responding PhD holders

#### Sex

	N	%
Female	9	39%
Male	14	61%
<b>Total</b>	<b>23</b>	<b>100%</b>

#### Nationality

	N	%
French	11	48%
Foreign	12	52%
<b>Total</b>	<b>23</b>	<b>100%</b>

#### Age

Average = 29 years Standard deviation = 4

	N	%
Under 24 years	0	0%
24 to 29 years	17	74%
30 to 34 years	3	13%
35 to 39 years	3	13%
40 to 44 years	0	0%
45 years and over	0	0%
<b>Total</b>	<b>23</b>	<b>100%</b>

**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

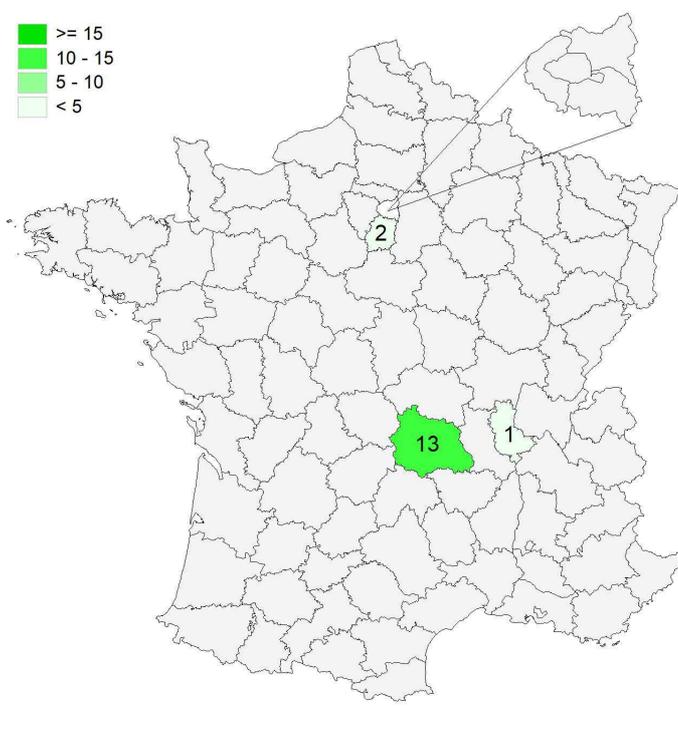
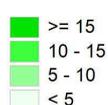
	N	
A Master's degree or equivalent	21	91%
An Engineering degree	2	9%
A PhD degree other than the last one awarded	1	4%
A Medical, Pharmacy or Veterinary degree	1	4%
A Validation of Professional Accomplishments (VAP)	0	0%
Another degree giving the rank of Master	0	0%
A degree in Management or Commerce	0	0%

Response rate 100%

### ► Location of last degree received

39% of doctors received their last degree from another institution than UCA.

#### Numbers



#### Geographical distribution

Auvergne-Rhône-Alpes	14	61%
Ile-de-France	2	9%
Other department in mainland France	0	0%
Abroad:	7	30%
Germany	1	
Guinea	1	
India	1	
Lebanon	2	
Tunisia	1	

Response rate: 96%

### ► Professional status before receiving PhD

- 7 doctors were employed before the PhD program.
- At enrollment, 2 doctors had a job unrelated to their PhD project, of whom 1 held onto the job during the program.

## 3 - PhD program

### ► PhD Specialization

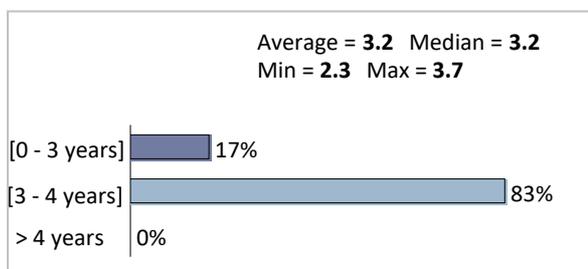
	Female	Male	Total
Biomolecules, Pharmacology, Therapeutics	1	-	1
Materials Chemistry	2	2	4
Organic, Mineral and Industrial Chemistry	1	3	4
Theoretical, Physical, and Analytical Chemistry	1	1	2
Elementary Particles, Theoretical Physics, Hot Plasmas	1	-	1
Mathematics and Interactions	-	1	1
Dense Environments, Materials and Components	-	3	3
Diluted Environments, Fundamental Optics	-	1	1
Physics and Materials Science	1	1	2
Earth and Universe Sciences	2	-	2
Solid Earth and Deep Strata	-	1	1
Solid Earth and Superficial Envelopes	-	1	1
<b>Total</b>	<b>9</b>	<b>14</b>	<b>23</b>

Response rate 100%

### ► Dual-Degree Thesis Program

The 3 doctors who were awarded a dual-degree were foreign nationals. 1 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	20	91%
Personal resources	3	14%
No funding	1	5%
ATER position	0	0%
Job unrelated to PhD project	0	0%
<b>Total</b>	<b>22</b>	

Response rate: 96%

### Sources of specific funding

	N	Percentage
State funding	11	58%
Foreign funding	6	32%
Regional government	3	16%
Private funding from French-based organization	1	5%
CIFRE	1	5%
Both private and public funding (excluding CIFRE)	1	5%
French public research funding agencies	0	0%
European Commission Funding	0	0%

Response rate: 83%

### PhD funding contract types

	N	Percentage
Doctoral	9	47%
Scholarship	7	37%
Temporary job	4	21%
Permanent job	0	0%

Includes concurrent contract types (e.g. temp. + schol.)

Response rate: 83%

\*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	10	43%
Working in R&D at a company	6	26%
Working in public research	4	17%
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	1	4%
None	0	0%
Career change	0	0%
Working in a company excluding R&D	0	0%
Other	0	0%
<b>Total</b>	<b>23</b>	

Response rate: 100%

## ► CNU Qualification (National Council of Universities)

Among the 6 doctors who had applied for a CNU application, 2 received the qualification.

	Female	Male	Total
Received CNU qualification	1	1	2
Applied, awaiting response	1	2	3
Did not receive CNU qualification	-	1	1
Did not apply	6	10	16
<b>Total</b>	<b>8</b>	<b>14</b>	<b>22</b>

Response rate: 96%

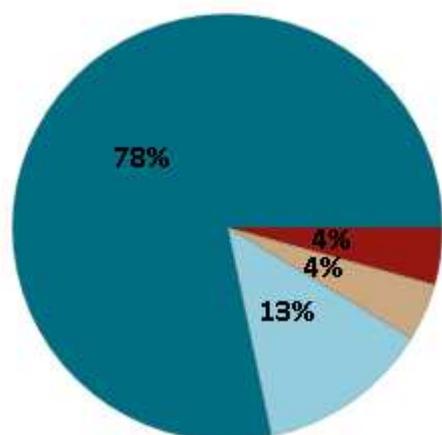
## ► Continuing studies

3 doctors enrolled in a program after their PhD

	Male	Female	Total
Master, Engineering degree or equivalent	-	1	1
PhD, Accreditation to Supervise Research (HDR)	1	1	2
<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>

Response rate: 100%

### Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	7	11	18
Employed after 1/12/2019	-	3	3
Job Seeker	1	-	1
Other	1	-	1
<b>Total</b>	<b>9</b>	<b>14</b>	<b>23</b>

- ▶ **78%** of the doctors from the class of 2016 were employed on December 1st 2019.
- ▶ **1** PhD holder **had been seeking employment** for the past **16** month in research and international development.
- 1** PhD holder was in another situation on December 1st 2019. This doctor did not give any further information.

### 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)
<b>95%</b>	89%	27.8%	61.1%	11.1%	53.3%	46.7%	3 months	€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

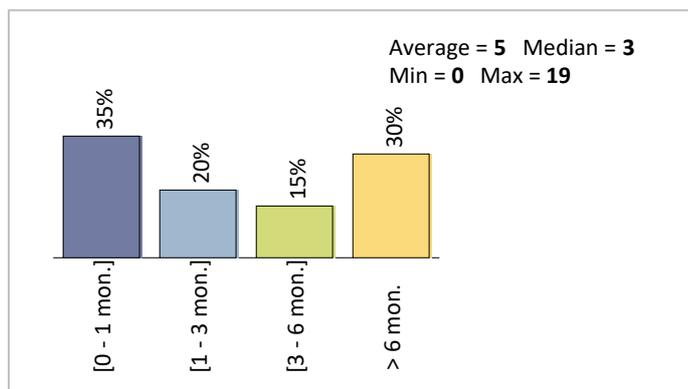
## Current employment contract type

	Female	Male	Total
Permanent	3	2	5
Temporary (excl. post-doctoral)	1	1	2
Post-doctoral contract	3	8	11
ATER position	-	-	0
Adjunct position	-	-	0
Other	-	-	0
<b>Total</b>	<b>7</b>	<b>11</b>	<b>18</b>

Response rate: 100%

- ▶ 67% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ 94.4% of PhD holders worked full-time and 5.6% worked part-time.
- ▶ Temporary contracts varied between 4 and 30 months, with the median duration being 12 months.
- ▶ 28% of PhD holders currently had a stable job.

## Time spent before 1st job



Response rate: 100%

## Method of finding current job



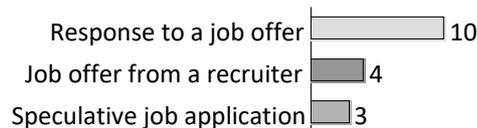
Response rate: 94%

## Skills required for job

Skill	N	Percentage
International work	10	67%
Project management	10	67%
Staff management	8	53%
Budget management	5	33%

Response rate: 94%

## Method of applying for current job



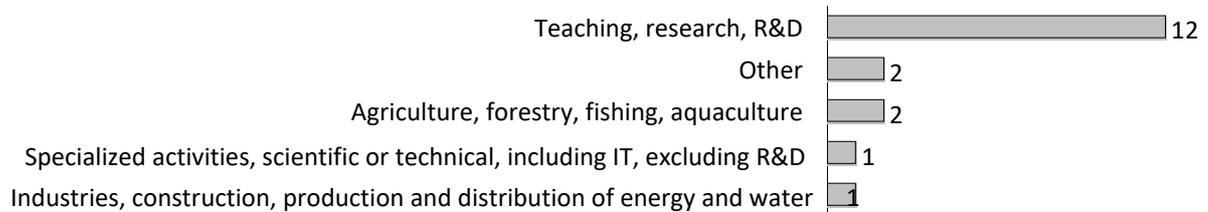
Response rate: 94%

## Functions held at current job

Function	N	Percentage
Research and Development	8	53%
Higher education and research	7	47%
Health	2	13%
Steering or managing projects or teams, public policy	2	13%
Research valorization and assistance, innovation	1	7%
Consulting, analysis, expertise	1	7%
Artistic creation	0	0%
Mediation, communication and scientific journalism	0	0%
Teaching (excluding higher education and research)	0	0%

Response rate: 83%

## Employment by activity sector



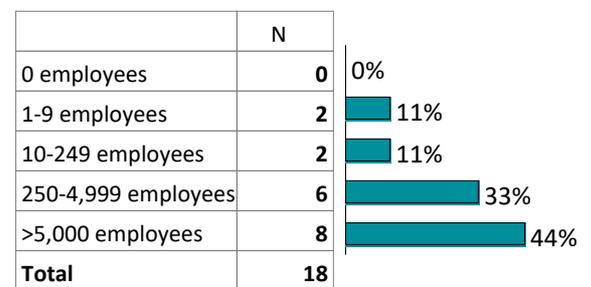
Response rate: 100%

## Company categories

	N	%
Civil service	9	50%
Private company	6	33%
A non-profit association or organization	2	11%
Public company	1	6%
Your own	-	0%
Other	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
<b>Total</b>	<b>18</b>	<b>100%</b>

Response rate: 100%

## Company size



Response rate: 100%

## Employment status

	Female	Male	Total
Higher education teacher, scientific profession	3	7	10
Secondary school teacher	-	-	0
School teacher, instructor, or equivalent	-	-	0
Category A civil servant	-	-	0
Company head, retailer, or equivalent	-	-	0
Engineer or company technical <i>cadre</i>	2	4	6
Administrative or commercial <i>cadre</i>	-	-	0
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	-	-	0
Information, arts and entertainment profession	-	-	0
Intermediate profession, administrative and commercial	2	-	2
Salaried employee	-	-	0
<b>Total</b>	<b>7</b>	<b>11</b>	<b>18</b>

Response rate: 100%

## Salaries of PhD holders (excluding bonuses)

88% of doctors were satisfied with their salary



Response rate: 83%

	Female	Male	Total
Average	€2,214	€2,620	€2,458
Min	€1,845	€1,599	€1,599
Max	€2,583	€3,198	€3,198
Median	€2,214	€2,706	€2,583

► The gross monthly salary of PhD holders (excluding bonuses) varied between €1,599 and €3,198. The median gross salary was €2,583\*.

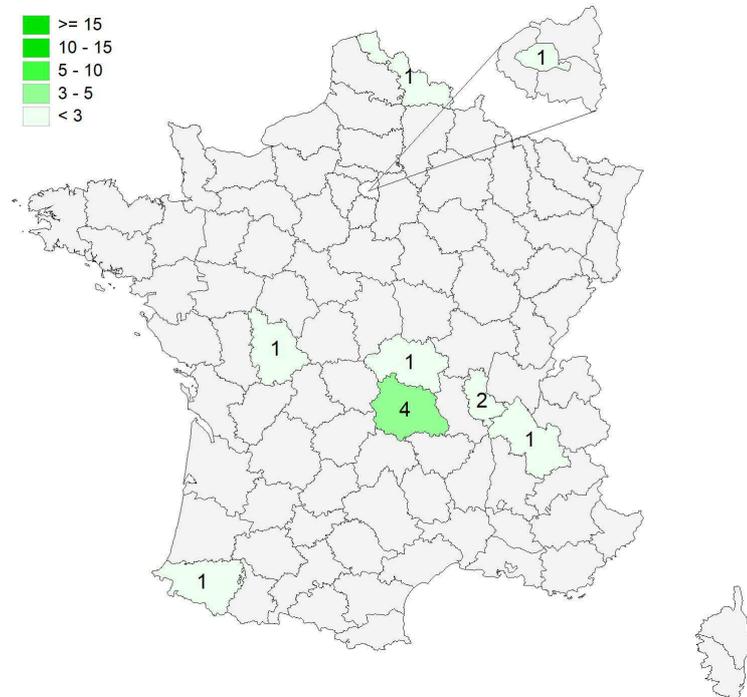
*Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.*

## 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	8	44%
Ile-de-France	1	6%
Other department in mainland France	3	17%
Overseas France	0	0%
Abroad:	6	33%

### Geographical distribution of foreign jobs by country

Brazil	1
United States	2
United Kingdom	1
Switzerland	1
Tunisia	1

Response rate: 100%

## List of jobs occupied

		Female	Male	Total
Cadre job	Researcher	1	7	8
	Research Engineer	0	2	2
	Research Fellow	1	0	1
	Industrial Project Manager	1	0	1
	Software Developer	0	1	1
	Geologist	1	0	1
	Associate Professor	1	0	1
	Project Manager	0	1	1
Non cadre job	Recruitment Consultant	1	0	1
	Project Leader	1	0	1
<b>Total</b>		<b>7</b>	<b>11</b>	<b>18</b>

Response rate: 100%

### ► Job Satisfaction

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

	Very satisfied	Satisfied	Dissatisfied	Very Dissatisfied
General satisfaction with current professional situation	10	5	2	0
Satisfaction with prospective career development opportunities	7	5	3	2
Satisfaction with salary	5	10	2	0
Satisfaction with avenues opened by job	7	9	1	0
Satisfaction with appropriateness of job to PhD	9	6	2	0
<b>General satisfaction with current professional situation</b>	<b>59%</b>	<b>29%</b>	<b>12%</b>	<b>0%</b>
<b>Satisfaction with prospective career development opportunities</b>	<b>41%</b>	<b>29%</b>	<b>18%</b>	<b>12%</b>
<b>Satisfaction with salary</b>	<b>29%</b>	<b>59%</b>	<b>12%</b>	<b>0%</b>
<b>Satisfaction with avenues opened by job</b>	<b>41%</b>	<b>53%</b>	<b>6%</b>	<b>0%</b>
<b>Satisfaction with appropriateness of job to PhD</b>	<b>53%</b>	<b>35%</b>	<b>12%</b>	<b>0%</b>

Response rate: 94%

65% of doctors declared that a PhD was required to perform their current job and 88% of doctors were satisfied with the appropriateness of the job to the PhD.

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## GLOSSARY

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**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)