

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: **44**

Number of respondents: **28**

Response rate:

64%

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	6	14%
Male	38	86%
Total	44	100%

	Nationality	
	N	%
French	22	50%
Foreign	22	50%
Total	44	100%

	Age	
	N	%
Under 24 years	0	0%
24 to 29 years	28	64%
30 to 34 years	9	20%
35 to 39 years	2	5%
40 to 44 years	4	9%
45 years and over	1	2%
Total	44	100%

Average = 30 years Standard deviation = 5

► Responding PhD holders

	Sex	
	N	%
Female	6	21%
Male	22	79%
Total	28	100%

	Nationality	
	N	%
French	16	57%
Foreign	12	43%
Total	28	100%

	Age	
	N	%
Under 24 years	0	0%
24 to 29 years	21	75%
30 to 34 years	4	14%
35 to 39 years	0	0%
40 to 44 years	3	11%
45 years and over	0	0%
Total	28	100%

Average = 29 years Standard deviation = 5

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

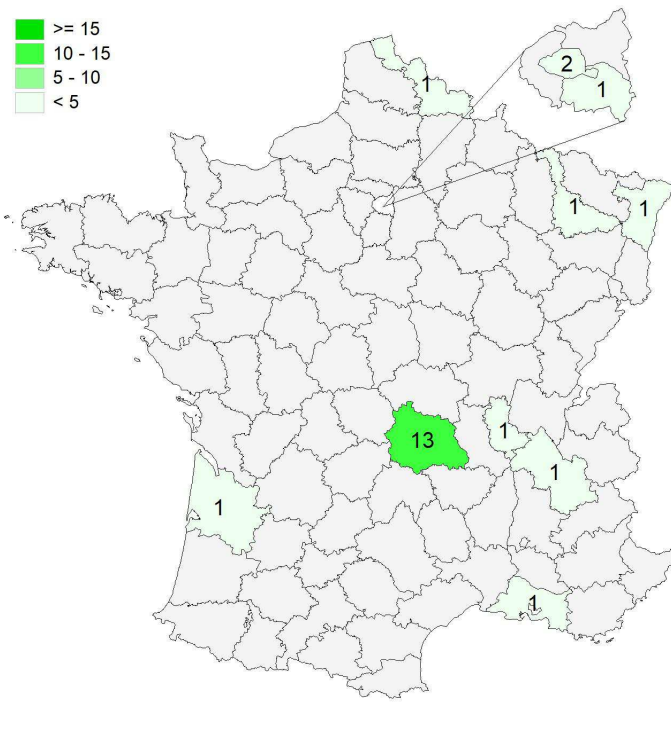
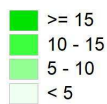
	N	
A Master's degree or equivalent	19	68%
An Engineering degree	14	50%
Another degree giving the rank of Master	2	7%
A Validation of Professional Accomplishments (VAP)	0	0%
A Medical, Pharmacy or Veterinary degree	0	0%
A degree in Management or Commerce	0	0%
A PhD degree other than the last one awarded	0	0%

Response rate 100%

► Location of last degree received

46% of doctors received their last degree from another institution than UCA.

Numbers



Geographical distribution

Auvergne-Rhône-Alpes	15	56%
Ile-de-France	3	11%
Other department in mainland France	5	19%
Abroad:	4	15%
Algeria	1	
China	1	
Spain	1	
Iraq	1	

Response rate: 96%

► Professional status before receiving PhD

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

3 - PhD program

► PhD Specialization

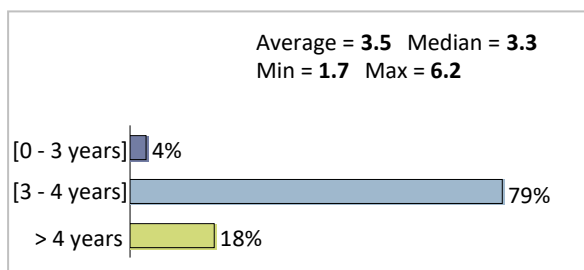
	Female	Male	Total
Automation, Signal Processing	-	1	1
Electrical Engineering, Power Electronics	1	3	4
Information Technology and Applications	1	8	9
Information Technology, Automation	-	1	1
Mechanics of Solids, Materials, and Surfaces	1	3	4
Mechanics, Energetics, Process Engineering, Civil Engineering	3	5	8
Science and Techniques of Physical and Sport Activities	-	1	1
Total	6	22	28

Response rate: 100%

► Dual-Degree Thesis Program

One doctor awarded a dual-degree was a foreign national. He 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	26	96%
ATER position	3	11%
Personal resources	1	4%
No funding	1	4%
Job unrelated to PhD project	0	0%
Total	27	

Response rate: 96%

Sources of specific funding

	N	Percentage
State funding	13	52%
Regional government	8	32%
European Commission Funding	2	8%
Foreign funding	2	8%
CIFRE	2	8%
Both private and public funding (excluding CIFRE)	2	8%
Private funding from French-based organization	1	4%
French public research funding agencies	0	0%

Response rate: 89%

PhD funding contract types

	N	Percentage
Doctoral	14	56%
Temporary job	10	40%
Scholarship	5	20%
Permanent job	1	4%

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

Response rate: 89%

*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	11	41%
Working in R&D at a company	8	30%
Working in public research	3	11%
None	2	7%
Creating a company	1	4%
Pursuing or progressing in job held before PhD	1	4%
Working in a company excluding R&D	1	4%
Working in the public sector excluding research and higher education	0	0%
Career change	0	0%
Other	0	0%
Total	27	

Response rate: 96%

► CNU Qualification (National Council of Universities)

48% of doctors applied for a CNU qualification. 54% of them received the qualification.

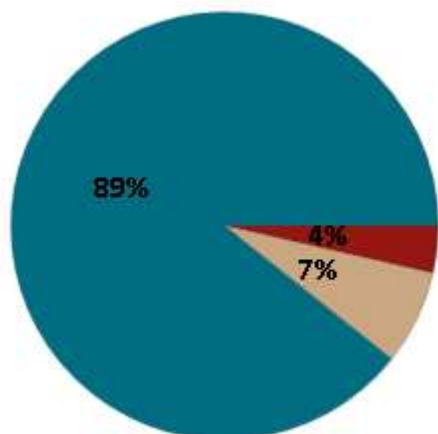
	Female	Male	Total
Received CNU qualification	2	5	7
Applied, awaiting response	-	4	4
Did not receive CNU qualification	-	2	2
Did not apply	4	10	14
Total	6	21	27

Response rate: 96%

► Continuing studies

No doctor enrolled in a program or civil service exam after their PhD.

Situation of PhD holders on December 1st 2019



	Female	Male	Total
Employed	5	20	25
Employed after 1/12/2019	-	-	0
Job Seeker	-	1	1
Other	1	1	2
Total	6	22	28

- ▶ **89%** doctors from the class of 2018 were employed on December 1st 2019.
- ▶ **1** PhD holder **had been seeking employment** for the past **10** months.
- ▶ **2** PhD holders were in another situation on December 1st 2019. One was creating a company and the other was awaiting a residency permit.

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)
96%	100%	72%	28%	0%	60%	40%	< 1 month	€2,952

(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

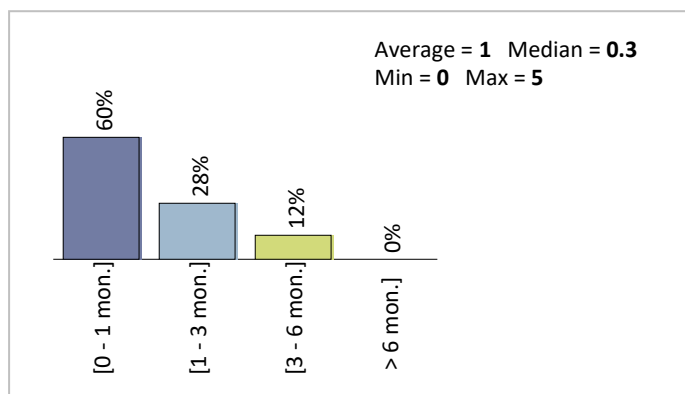
Current employment contract type

	Female	Male	Total
Permanent	3	15	18
Temporary (excl. post-doctoral)	-	-	0
Post-doctoral contract	2	5	7
ATER position	-	-	0
Adjunct position	-	-	0
Autre	-	-	0
Total	5	20	25

Response rate: 100%

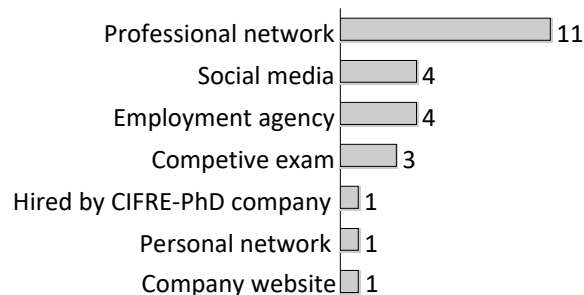
- ▶ 72% of PhD holders were still working at the first job obtained after their PhD defense.
- ▶ All PhD holders worked full-time.
- ▶ Temporary contracts varied between 12 and 24 months, with the median duration being 16 months.
- ▶ 72% of PhD holders currently had a stable job.

Time spent before 1st job



Response rate: 100%

Method of finding current job



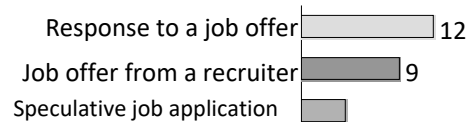
Response rate: 100%

Skills required for job

Skill	N	Percentage
Staff management	18	78%
International work	16	70%
Project management	9	39%
Budget management	6	26%

Response rate: 92%

Method of applying for current job



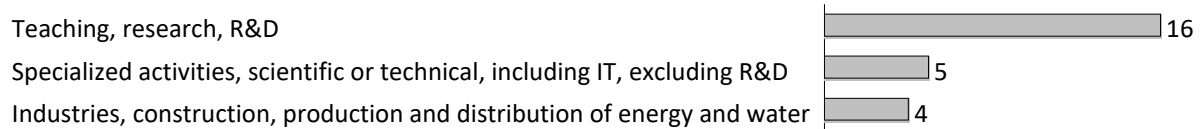
Response rate: 100%

Functions held at current job

Function	N	Percentage
Research and Development	15	60%
Higher education and research	9	36%
Consulting, analysis, expertise	5	20%
Steering or managing projects or teams, public policy	4	16%
Research valorization and assistance, innovation	4	16%
Mediation, communication and scientific journalism	1	4%
Artistic creation	0	0%
Teaching (excluding higher education and research)	0	0%
Health	0	0%

Response rate: 100%

Employment by activity sector



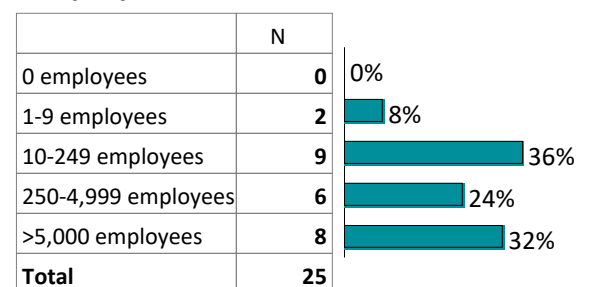
Response rate: 100%

Company categories

	Nb	% cit.
Private company	12	48%
Civil service	10	40%
Public company	2	8%
A non-profit association or organization	1	4%
Your own	-	0%
Other	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	25	100%

Response rate: 100%

Company size



Response rate: 100%

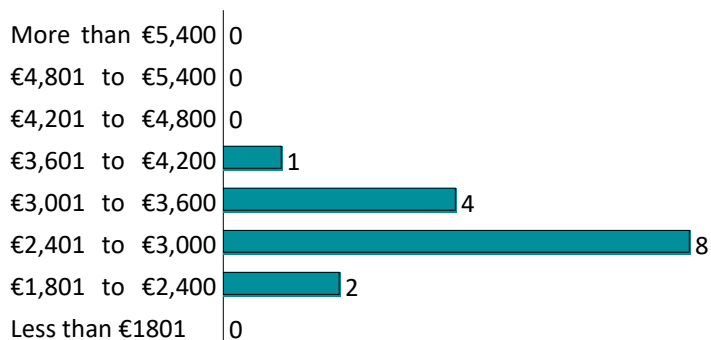
Employment status

	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	12	14
Administrative or commercial <i>cadre</i>	-	1	1
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	5	20	25

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

92% of doctors were satisfied with their salary.



Response rate: 94%

Total	
Average	€2,911
Min	€2,214
Max	€3,690
Median	€2,952

► The gross monthly salary of PhD holders (excluding bonuses) varied between €2,214 and €3,690. The median gross salary was €2,952*.

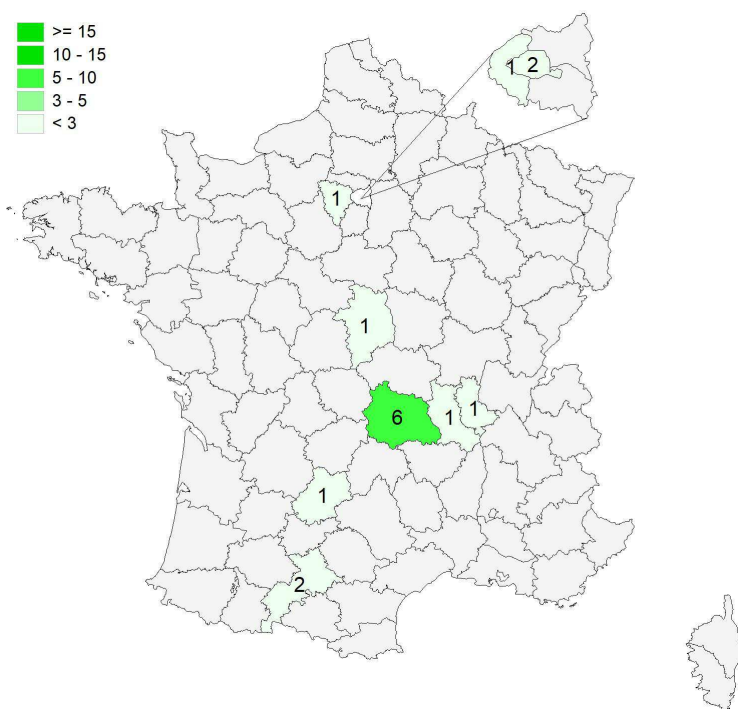
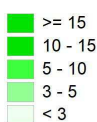
Salaries are calculated based on full-time employment. The salaries of PhD holders working abroad were not taken into account.

Bonuses

4 PhD holders specified the annual gross amount of the bonuses they received. These bonuses varied between €600 and €2,500, with the median amount being €1,950.

Location of employment

Numbers



Geographical distribution of jobs

Auvergne-Rhône-Alpes	8	32%
Ile-de-France	4	16%
Other department in mainland France	4	16%
Overseas France	0	0%
Abroad:	9	36%

Geographical distribution of foreign jobs by country

Burkina Faso	1	11%
China	1	11%
United States	1	11%
Gabon	1	11%
United Kingdom	1	11%
Singapore	1	11%
Switzerland	3	33%

Response rate: 100%

List of jobs occupied

	Female	Male	Total
Researcher	2	4	6
Research Engineer	0	5	5
University Lecturer and Researcher	1	3	4
Data scientist	0	2	2
Research and Development Engineer	1	1	2
<i>Cadre job</i>			
Reliability Project Manager	0	1	1
Civil Engineer	0	1	1
Geotechnical Engineer	1	0	1
Software Engineer	0	1	1
Robotics Engineer	0	1	1
Associate Professor	0	1	1
Total	20	5	25

Response rate: 100%

► Job Satisfaction

92% of doctors were satisfied with their job in general.

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
General satisfaction with current professional situation	10	12	2	0
Satisfaction with prospective career development opportunities	9	11	4	0
Satisfaction with salary	8	14	1	1
Satisfaction with avenues opened by job	10	10	3	1
Satisfaction with appropriateness of job to PhD	12	10	2	0
General satisfaction with current professional situation	42%	50%	8%	0%
Satisfaction with prospective career development opportunities	38%	46%	17%	0%
Satisfaction with salary	33%	58%	4%	1%
Satisfaction with avenues opened by job	42%	42%	13%	1%
Satisfaction with appropriateness of job to PhD	50%	42%	8%	0%

Response rate: 96%

68% of doctors declared that a PhD was required to perform their current job and 92% 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)