ÉCOLE DOCTORALE DES LETTRES, SCIENCES HUMAINES & SOCIALES

PhD Degree

Doctoral School: LITERATURE, HUMAN AND SOCIAL SCIENCES

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: **30**

Number of respondents : **22**

Response rate: **73%**

Contents

1 - Profile of respondents

▶ **All PhD holders**

Sex

	N	%
Female	21	70%
Male	9	30%
Total	**30**	**100%**

Nationality

	N	%
French	20	67%
Foreign	10	33%
Total	**30**	**100%**

Age
Average = **38** years   Standard deviation = **9**

	N	%
Under 24 years	0	0%
24 to 29 years	2	7%
30 to 34 years	12	40%
35 to 39 years	8	27%
40 to 44 years	2	7%
45 years and over	6	20%
Total	**30**	**100%**

▶ **Responding PhD holders**

Sex

	N	%
Female	15	68%
Male	7	32%
Total	**22**	**100%**

Nationality

	N	%
French	18	82%
Foreign	4	18%
Total	**22**	**100%**

Age
Average = **37** years   Standard deviation = **8**

	N	%
Under 24 years	0	0%
24 to 29 years	2	9%
30 to 34 years	9	41%
35 to 39 years	6	27%
40 to 44 years	1	5%
45 years and over	4	18%
Total	**22**	**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	**21**	95%
An Engineering degree	**2**	9%
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**

32% of doctors received their last degree from another institution than UCA.

Numbers

Legend	
>= 15	
10 - 15	
5 - 10	
< 5	
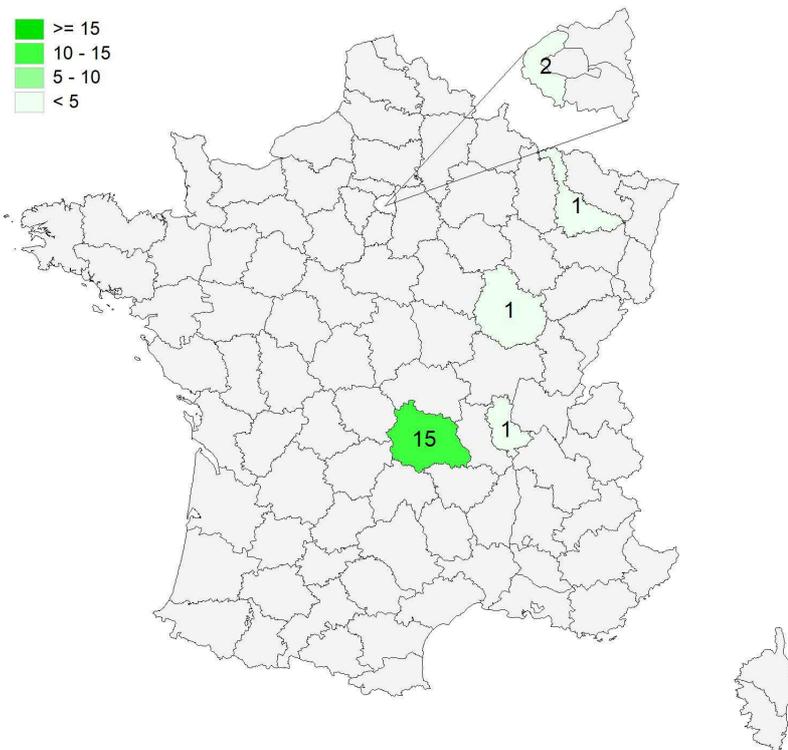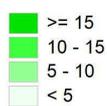
Geographical distribution

Auvergne-Rhône-Alpes	**16**	**73%**
Ile-de-France	**2**	**9%**
Other department in mainland France	**2**	**9%**
Abroad:	**2**	**9%**
Romania	**1**	
Tunisia	**1**	

Response rate: 100%

▶ **Professional status before receiving PhD**

- **59% of** doctors were employed before the PhD program.

- At enrollment, **45**% doctors had a job unrelated to their PhD project of whom **60**% held onto the job during the program.

▶ **PhD Specialization**

	Female	Male
Physical, Human, Economic and Regional Geography	1	–
History and Civilizations: History and Archeology of Ancient and Medieval Worlds and of Art	1	–
French Language and Literature	2	1
Romance Languages and Literature: Spanish, Italian, Portuguese, other languages	–	1
Comparative Literature	2	–
Philosophy	1	2
Psychology, Clinical Psychology, Social Psychology	1	1
Education Sciences	3	1
Anthropology and Ethnology	2	–
Information Science and communication	1	1
Language Sciences: General Linguistics and Phonetics	1	–

*Response rate: **100%***

▶ **Dual-Degree Thesis Program**

2 PhDs were awarded as part of a dual-degree program. One of them carried out his PhD program in collaboration with a research laboratory in his home country.

▶ **Duration of PhD program***

Moyenne = **5.4**   Median = **5.1**
Min = **2.4**   Max = **8.5**

[0 - 3 years] 9%
[3 - 4 years] 23%
> 4 years 68%
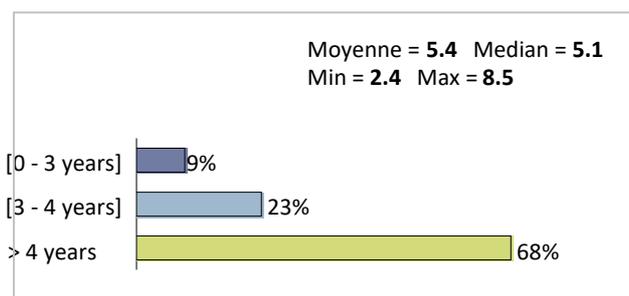
*Response rate: **100%***

▶ **PhD Funding**

	Nb	
Specific funding	14	64%
Personal resources	13	59%
Job unrelated to PhD project	7	32%
ATER position	4	18%
No funding	1	5%
Total	**22**	

*Response rate: **100%***

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

Sources of specific funding

	N	
Regional government	8	57%
State funding	8	57%
Foreign funding	1	7%
French public research funding agencies	1	7%
European Commission Funding	0	0%
Both private and public funding (excluding CIFRE)	0	0%
Private funding from French-based organization	0	0%
CIFRE	0	0%

*Response rate: **64%***

PhD funding contract types

	N	
Doctoral	11	79%
Scholarship	4	29%
Permanent job	2	14%
Temporary job	2	14%

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

*Response rate: **64%***

▶ Career Plan

	N	
Teaching or research in a public or private institution of higher education	**14**	64%
None	**3**	14%
Working in public research	**2**	9%
Working in a company excluding R&D	**1**	5%
Pursuing or progressing in job held before PhD	**1**	5%
Working in the public sector excluding research and higher education	**1**	5%
Creating a company	**0**	0%
Working in R&D at a company	**0**	0%
Career change	**0**	0%
Other	**0**	0%
Total	**22**	

Response rate: 100%

▶ CNU Qualification (National Council of Universities)

68% of doctors applied for a CNU qualification. **93%** received the qualification.

|	Female	Male	**Total**
Received CNU qualification	**8**	**6**	**14**
Did not receive CNU qualification	**1**	–	**1**
Did not apply	**6**	**1**	**7**
Total	**15**	**7**	**22**

Response rate: 100%

▶ **2** doctors enrolled in a program or a civil service exam after their PhD.

	Male	Female	**Total**
Master, Engineering degree or equivalent	–	**1**	**1**
PhD, Accreditation to Supervise Research (HDR)	**1**	–	**1**
Total	**1**	**1**	**2**

Response rate: 100%

Situation of PhD holders on December 1st 2019
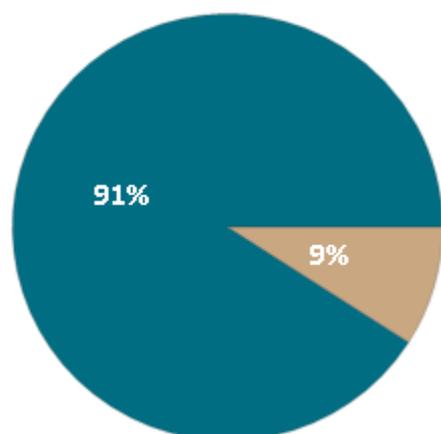
	Female	Male	Total
Employed	14	6	20
Employed after 1/12/2019	-	-	0
Job Seeker	-	-	0
Other	1	1	2
Total	**15**	**7**	**22**

▶ **91%** of the doctors from the class of 2016 were employed on December 1st 2019.

▶ **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 contract (4)	Other contracts (5)	Research (6)	Not research (7)	Median time spent before 1st job (8)	Median gross salary (8)
100%	95%	50%	15%	35%	26.3%	73.7%	< 1 month	€2,356

(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	6	4	10
Temporary (excl. post-doctoral)	4	2	6
Post-doctoral contract	3	–	3
ATER position	1	–	1
Adjunct position	–	–	0
Other	–	–	0
Total	**14**	**6**	**20**

*Response rate: 100%*

▶ **50%** of PhD holders were still working at the first job obtained after their PhD defense.

▶ **95%** of PhD holders worked full-time and **5%** worked part-time.

▶ Temporary contracts varied between **12 and 36** months, with the median duration being **12** months.

▶ **50%** of PhD holders had a stable job.

Time spent before 1st job

Average = **3**   Median = **0.8**
Min = **0**   Max = **25**
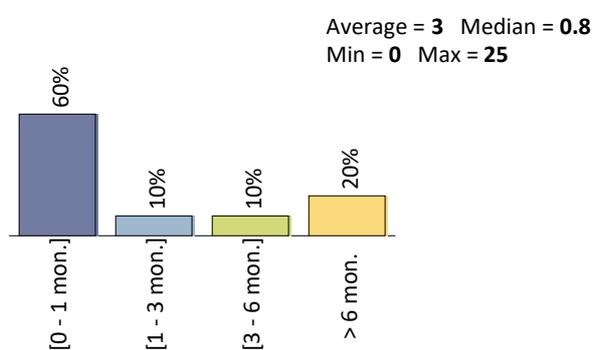
Response rate: 100%

Method of finding current job

Competitive exam	8
Professional network	6
Employment agency	3
Creation of company	2
Company website	1

*Response rate: 100%*

Skills required for job

	N	
Project management	12	75%
Budget management	11	69%
Staff management	8	50%
International work	6	38%

Response rate: 100%

Method of applying for current job

Job offer from a recruiter	6
Response to a job offer	6
Speculative job application	5
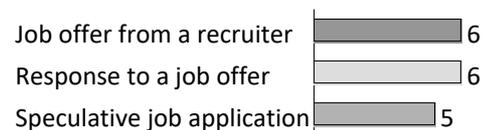
Response rate: 94%

Functions held at current job

	N	
Higher education and research	10	53%
Teaching (excluding higher education and research)	5	26%
Research and Development	4	21%
Steering or managing projects or teams, public policy	3	16%
Research valorization and assistance, innovation	3	16%
Consulting, analysis, expertise	2	11%
Artistic creation	1	5%
Mediation, communication and scientific journalism	1	5%
Health	0	0%

Response rate: 95%

Employment by activity sector

Sector	Value
Teaching, research, R&D	17
Other	1
Arts, entertainment and recreational activities	1
Public administration and international organizations	1
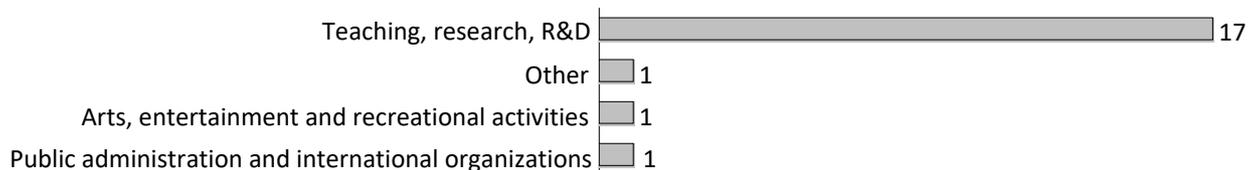
Response rate: 100%

Company categories

	N	%
Civil Service	16	80%
Your own	2	10%
Public company	1	5%
A non-profit association or organization	1	5%
Other	-	0%
Private company	-	0%
International organization or non-EU organization	-	0%
Individual with an accredited or independent profession	-	0%
Total	**20**	**100%**

Response rate: 100%

Company size

	N	
0 employees	2	11%
1-9 employees	1	5%
10-249 employees	2	11%
250-4,999 employees	9	47%
>5,000 employees	5	26%
Total	**19**	
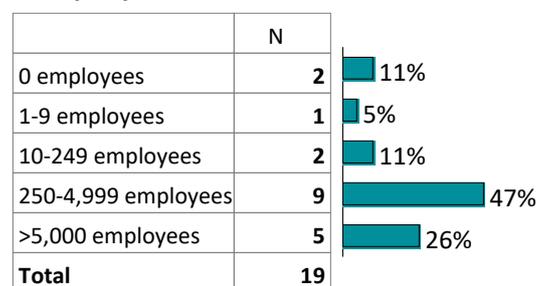
Response rate: 95%

Employment status

	Female	Male	Total
Higher education teacher, scientific profession	5	3	8
Secondary school teacher	1	2	3
School teacher, instructor, or equivalent	1	-	1
Category A civil servant	1	-	1
Company head, retailer, or equivalent	1	-	1
Engineer or company technical *cadre*	3	-	3
Administrative or commercial *cadre*	-	1	1
Accredited profession, legal and technical	-	-	0
Accredited profession, medical	1	-	1
Salaried employee	1	-	1
Information, arts and entertainment profession	-	-	0
Intermediate profession, administrative and commercial	-	-	0
Total	**14**	**6**	**20**

Response rate: 100%

Salaries of PhD holders (excluding bonuses)

60 % of doctors were satisfied with their salary.

Response rate: 76%
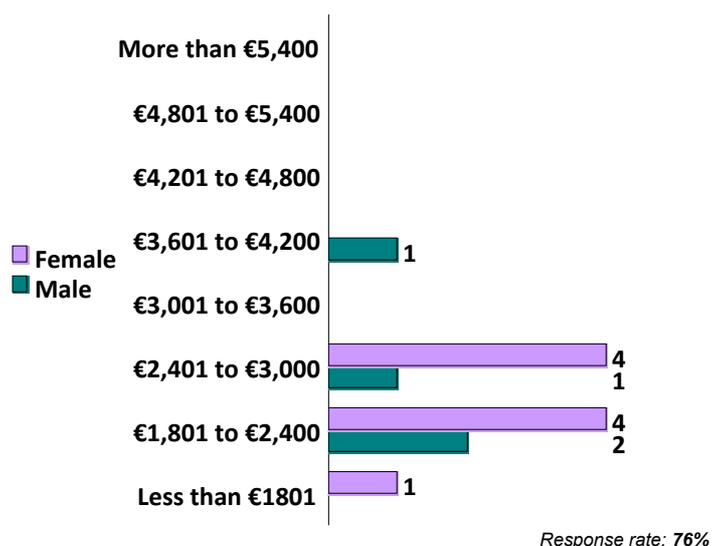
	Female	Male	**Total**
Average	€2,277	€2,671	€2,398
Min	**€1,505**	**€2,214**	**€1,505**
Max	**€2,829**	**€3,690**	**€3,690**
Median	**€2,356**	**€2,389**	**€2,356**

► The gross monthly salary of PhD holders (excluding bonuses) varied between €**1,505** and €**3,690**. The median gross salary was €**2,356.**

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
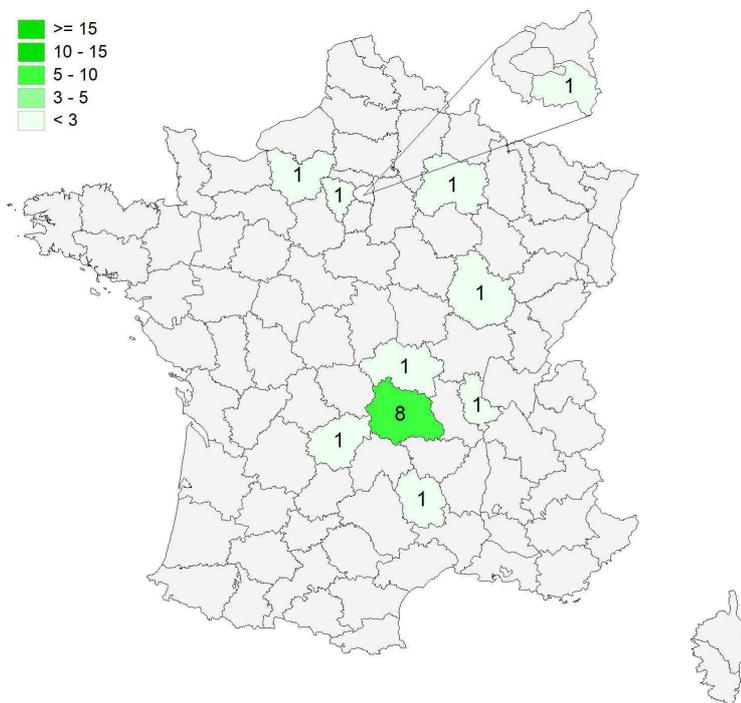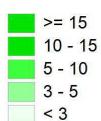
Geographical distribution of jobs

Auvergne-Rhône-Alpes	10	50%
Ile-de-France	2	10%
Other department in mainland France	5	25%
Overseas France	0	0%
Abroad:	3	15%

Romania	1
Tunisia	2

*Response rate: **100%***

List of jobs occupied

		Female	Male	Total
Cadre job	Researcher	2	0	2
	Development Engineer	1	1	2
	Research Engineer	2	0	2
	Secondary School Teacher	0	2	2
	Research Assistant	0	1	1
	ATER	1	0	1
	Research Fellow	0	1	1
	Graphic Designer	1	0	1
	Director of a Research and Development Center	0	1	1
	Museum Director	1	0	1
	Trainer	1	0	1
	Associate Professor - Hospital Practioner	1	0	1
	Training and Resource Supervisor	1	0	1
	French as a Foreign Language Teacher (FLE)	1	0	1
	School Teacher	1	0	1
Non *cadre* job	Manager	1	0	1
Total		14	6	20

Response rate: **100%**

► Job Satisfaction

90% of doctors were satisfied with their job in general.

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
General satisfaction with current professional situation	9	9	2	0
Satisfaction with prospective career development opportunities	7	9	2	2
Satisfaction with salary	4	8	8	0
Satisfaction with avenues opened by job	11	7	2	0
Satisfaction with appropriateness of job to PhD	7	8	4	1

General satisfaction with current professional situation 45% | 45% | 10%

Satisfaction with prospective career development opportunities 35% | 45% | 10% | 10%

Satisfaction with salary 20% | 40% | 40%

Satisfaction with avenues opened by job 55% | 35% | 10%

**Satisfaction with appropriateness of job to PhD** 35% | 40% | 20% | 5%
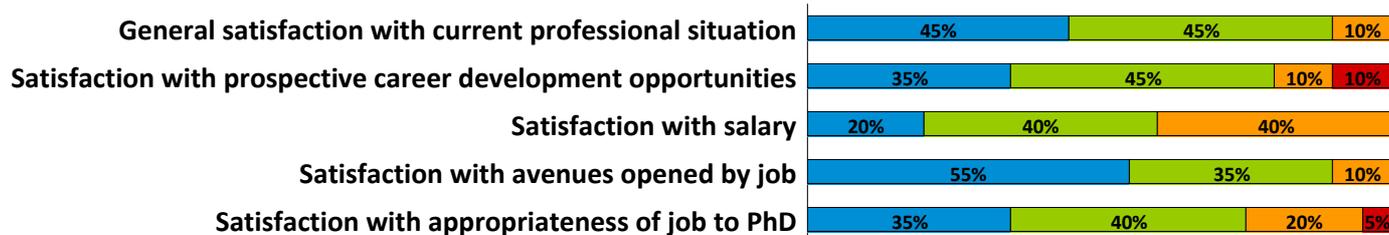
*Response rate: **100%***

40% of doctors declared that a PhD was required to perform their current job and **75%** 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	82%	2	9%	2	9%	22	100%
Situation on 01/12/2019	**20**	**91%**	**–**	**0%**	**2**	**9%**	**22**	**100%**
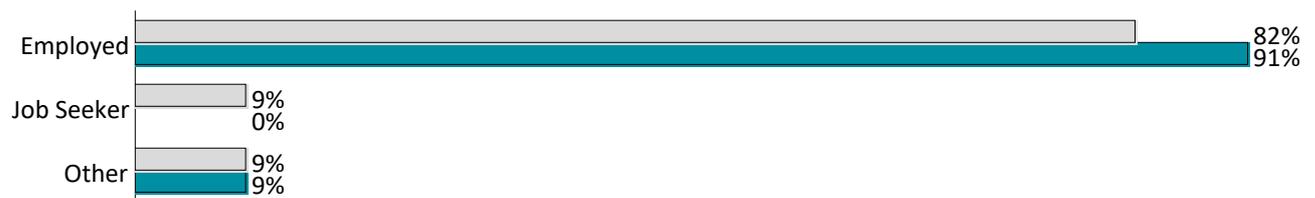
▶ **Development in doctors' situations after 1 year and after 3 years**
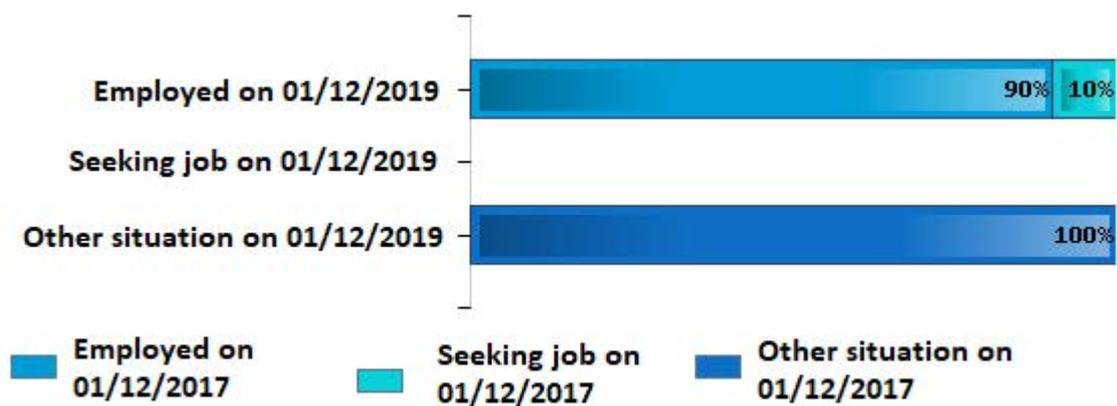
90% of doctors employed on 01/12/2019 were already employed on 01/12/2017 and **10**% were seeking of job on 01/12/2017.

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: Maitre de Conférence Universitaire (Associate Professor)