IP Doc - National survey on the professional situation of PhDs

The national survey on the professional situation of PhDs, IP Doc, aims to gain a better understanding of the professional becoming of doctoral graduates in France.

The sixth edition of this survey runs from December 2025 to May 2026. The survey takes the form of an online questionnaire addressed to graduates of a doctoral degree obtained in France in 2020, 2022 or 2024. The questionnaire covers a wide range of questions and aims to shed light on the professional situation of respondents before, during and after their PhD, especially 1, 3 and 5 years after the graduation.

A high level of participation from the targeted PhDs will guarantee the reliability of the survey findings and their representativeness at a national level. These results will provide important information on the becoming and career opportunities after obtaining a PhD. They can be communicated to current and future generations of students, as well as they may enable doctoral schools to work towards improving support for PhDs in pursuing their career.

This survey complies with European data protection regulations.
The information collected is covered by statistical confidentiality.
The data is processed anonymously.

During the data collection, e-mail and telephone reminders are sent out by the universities awarding the doctoral degree, and possibly by the Ministry of Higher Education, Research and Space via a commissioned service provider.

You can find below the main publications from previous editions of the IP Doc survey:

- https://www.enseignementsup-recherche.gouv.fr/fr/l-insertion-professionnelle-trois-ans-des-docteurs-diplomes-en-2020-99546
- https://www.enseignementsup-recherche.gouv.fr/fr/l-insertion-professionnelle-un-des-docteurs-diplomes-en-2020-97466
- https://www.enseignementsup-recherche.gouv.fr/fr/faible-impact-de-la-crise-sanitaire-sur-l-insertion-professionnelle-trois-ans-des-docteurs-87626
- https://www.enseignementsup-recherche.gouv.fr/fr/une-insertion-et-des-conditions-d-emploi-des-docteurs-plus-favorables-pour-les-diplomes-de-2016-par-50528

We thank you very much for your participation!

For further information, please contact us at ipdoc@recherche.gouv.fr

Template questionnaire
Tracking the professional situation of PhDs 1, 3 and 5 years after their graduation

The questions guiding each PhD towards the modules best suited to her or his professional situation, as well as a few general questions about the career path, are compulsory.

[SL]: Skip logic
EMPLXX : Compulsory questions

INTRO Preliminary questions

Pour commencer, pourriez-vous nous préciser la langue dans laquelle vous préférez répondre à ce questionnaire ?
First, could you please choose the language you prefer to use for responding to this survey?

INTRO1. [BC : langue de remplissage] Souhaitez-vous répondre à l'enquête : / Do you wish to participate to the survey:
- O En français
- O In english

If the PhD is responding to the survey for the first time, continue below:

Questions for the 3 cohorts: 2020, 2022 and 2024

[All PhDs having graduated in 2024 !
+ Filter on PhDs NOT having responded in 2023 and in 2021 !]

INTRO2. Which is your citizenship?
You may select two responses if you hold a dual citizenship
INTRO2_1 Citizenship 1: intuitive list
INTRO2_2 Citizenship 2: intuitive list

INTRO3. Which is you gender?
Female
Male
Other

INFOG Your PhD

We will begin with a few questions about your situation while you were a PhD student.

INFOG2. When did you complete your PhD more precisely?
|__|__|/|__|__|/|__|__|__|__| (day/month/year)

INFOG3. Which is the main subject area of your research work?
You can choose a primary subject area and a secondary subject area if your work was multidisciplinary

[All PhDs having graduated in 2022 and 2024 and those who graduated in 2020 not having responded in 2021]

INFOG3_1. Primary subject area: *See Appendix 1*
INFOG3_2. Secondary subject area: *See Appendix 1*

[All PhDs having graduated in 2024 !
+ Filter on PhDs NOT having responded in 2023 and in 2021 !]

INFOG4. Did your PhD take place within an international co-supervision (diploma delivered at the same time by a French university and a foreign university)?
- O Yes
- O No

INFOG5. **[BC: INFOG4 = 'Yes']** Your international co-supervision was between France and the following country(ies):
You can select two countries (in chronological order OR in alphabetic order if several countries at the same time)
INFOG5_1. Country 1: *intuitive list (excluding France)*
INFOG5_2. Country 2: *intuitive list (excluding France)*

INFOG6. **[BC: INFOG4= 'No']** Have you been internationally mobile for at least 3 months during your PhD?
- O Yes -> INFOG6_A: list of countries for the last mobility lasting at least 3 months

- No

INFOG7. Did you obtain a PhD through the validation of your professional experience? (Validation des Acquis de l'Expérience – VAE)?
- Yes
- No

INFOG1. At the time of enrolling in a doctoral programme, you held:
Several answers possible
- A Master's degree, DEA (Diploma of Advanced Studies), DESS (specialised graduate diploma)
- A Master's degree in Engineering
- A business or management school postgraduate degree
- A medical degree, a pharmacy degree, a Veterinary Medicine degree
- Another degree that gives a master's level
- A doctoral degree other than the PhD obtained in 2020 (for the 2020 cohort), 2022 (for the 2022 cohort) or 2024 (for the 2024 cohort)
- A validation of the professional experience (Validation des Acquis Professionnels – VAP)
- Other, please specify……

LIEUDIP1. Did you obtain your diploma (if several diplomas, please indicate the most recent one):
- In France
- In another country

LIEUDIP3. **[BC: LIEUDIP1 ='In another country']** In which country did you obtain this diploma? *List of countries excluding France*

RAIFRA. **[BC: LIEUDIP1 ='In another country']** For which reasons did you choose to pursue a PhD in France?
2 possible answers to order according to their importance
- I completed my higher education in France and I wanted to pursue with a PhD in France
- I had the opportunity to fund my thesis in France
- I wanted to work in France after my PhD
- I benefited from an international exchange program between institutions (including international co-supervision)
- Because of the laboratory's research area
- Because of the laboratory's reputation
- Because of the language
- Because of the country
- Because of better financial conditions compared to those in other countries
- Other, please specify……

[All PhDs having graduated in 2024 !
+ Filter on PhDs NOT having responded in 2023 and in 2021 !]

PTHES Occupational trajectory before completing your PhD

We will now ask you a few questions about your occupational trajectory prior to the completion of your PhD and about the conditions during your PhD.

PTHES1. Before starting your PhD, did you have a professional activity as your main occupation?
i.e. excluding work-study contracts, training, student work, summer jobs
- O Yes
- O No

Did you fund your PhD through:

PTHES IN1	Dedicated funding for your doctoral project *By specific funding, we understand payment for your doctoral research work (doctoral contract, grant, scholarship, CIFRE, COFRA, a fixed-term contract in one laboratory…)*	O Yes	O No
PTHESFIN2	A job not related to your doctoral research project	O Yes	O No
PTHESFIN3	A temporary job consisting of teaching and doing research (ATER)	O Yes	O No
PTHESFIN4	Your personal resources (including help from family members and other individuals, a loan, pensions)	O Yes	O No
PTHESFIN5	Other, please specify……	O Yes	O No

PTHES5. **[BC: PTHESFIN1='Yes']** Which type of contract was the main dedicated funding?
- O A specific contract for doctoral research
- O A fixed-term contract (excluding a specific contract for doctoral research)
- O A permanent / tenured contract
- O A grant

PTHES6. **[BC: PTHESFIN1='Yes']** Where did the main dedicated funding come from?
- O State Funding: Ministry in charge of higher education and research, university, grande école (including business school), Ministry of Defence (including DGA – The French Defence Procurement Agency funding), Ministry of Agriculture, Ministry of Foreign Affairs (including Campus France, Eiffel and embassies' funds), other ministries, Ministry of Health, research institutions*)
- O Local and regional authorities (including regional funds)
- O French Public Research Funding Agencies (including ANR, Labex, Idex and other Investing in Future programmes)
- O CIFRE
- O Joint private-public funding, excluding CIFRE
- O Private funding from organisations located in France (including corporate patronage)
- O Funding from the European Commission (including the ERC, Marie Curie-Sklodowska actions, Erasmus Programmes)
- O Funding from European Union countries
- O Funding from European countries other than those of the European Union
- O Funding from other foreign countries
- O Funding from lifelong learning organisations

- O International organisations (OECD, UN, etc.)
- O Other, please specify……

During your PhD, did you also have paid activities that involved:

PTHESFIN6	Teaching (excluding ATER contract, i.e a temporary job consisting of teaching and doing research)	O Yes	O No
PTHESFIN7	Scientific information dissemination	O Yes	O No
PTHESFIN8	Valorization of research results	O Yes	O No
PTHESFIN9	Consulting and expertise provided for a company, a local or regional authority, a public administration, a public institution, a NGO or a foundation	O Yes	O No

RETUD1. Since you obtained your PhD, have you enrolled in an education institution to study, to prepare a diploma or a civil service entrance exam (including CNED, CNAM, apprenticeship, professionalization contract, VAE…)?

- O Yes
- O No

RETUD2a_1. **[BC: RETUD1='Yes']** Which was the main reason?

Only one possible answer

- O To prepare a civil service entrance exam
- O To acquire a complementary skill or to specialize
- O For a career change
- O Other

RETUD2a_2. **[BC: RETUD2a_1='Other']** Please specify……

RETUD2b. **[BC: RETUD1='Yes']** What was the degree required to enroll in this education institution?

Please indicate the highest degree

- O Doctoral degree, accreditation to supervise research (French HDR)
- O Master, diploma in Engineering or equivalent diploma
- O Bachelor, vocational bachelor or equivalent diploma
- O French BTS, DUT, DEUST or equivalent diploma
- O General Baccalauréat, technologic Baccalauréat, vocational Baccalauréat or equivalent diploma
- O French CAP, BEP or equivalent diploma
- O Other, including vocational certifications (in IT, language: TOEIC, TOEFL, etc.)

RETUD3. **[BC: RETUD1='Yes']** Specify the training course you enrolled in……

Start of the questionnaire for respondents in 2021 and 2023 (continued for doctors in the 2024 cohort and non-respondents in 2021 and 2023)

EMPLS Your career path since obtaining the PhD

EMPLS1. Between obtaining your PhD and December 1st, 2025, did you have at least one job? *This job may have started before the end of your PhD*

- O Yes
- O No

EMPLS2. **[BC: EMPLS1='Yes']** As of December 1, 2025, were you still working in the first job you obtained after completing your PhD?
This first job may have started before the end of your PhD

- O Yes
- O No

[BC: EMPLS1='Yes'] As regards your first work contract after completing your PhD, please indicate the following dates:
This first job may have started before the end of the PhD
If you have accumulated several contracts on your first work period, please indicate the date of the first contract

EMPLS3. Contract start date:
(month/year) |__|__|/|__|__|__|__|

EMPLS4. **[BC: EMPLS2='No']** Contract end date:
(month/year) |__|__|/|__|__|__|__|

DCHOM1. How many months in total have you been unemployed (i.e. unemployed and actively searching for a job) between [date of PhD defense] and December 1st, 2025?
Enter 0 if you have never been unemployed
|__|__|

SITPR Your employment situation as of December 1st 2025

ENTR1. Did you create your own company?
This company must be registered as of December 1st, 2025

- O Yes
- O No

ENTR2. **[BC: ENTR1='Yes']** Date of your company's registration:
(month/year) |__|__|/|__|__|__|__|

We will now talk about your employment situation as of December 1st, 2025

SITPR1. What is your employment situation as of December 1st, 2025?

- O You are employed (including a temporary or a very short-term job, or if you are in apprenticeship or professionalization contract, or if you are on sick leave or maternity/parental leave, or if you have benefited from a special authorization of absence)
- O You are unemployed and you are actively searching for a job

- O You are unemployed but you found a job that starts after December 1st, 2025
- O You are unemployed and in another situation (inactivity, enrolled in a training course, retired, on unpaid maternity/parental leave, leave due to an accident or a long-term illness, career change, on a sabbatical year, etc.)

EMPLR [BC: SITPR1='You are employed'] Your professional activity as of December 1st , 2025

The following questions refer to the job you consider as your main job, except for the questions about your income and working hours.

EMPLR1. Do you hold several jobs at the same time as of December 1st, 2025?
- O Yes
- O No, only one

EMPLR2. **[BC: EMPLR1='Yes']** How many jobs do you have as of December 1st, 2025? |__|

EMPLR3. What is the precise title of the job you consider as your main job as of December 1st, 2025? (*clear wording: please indicate the title that appears on your contract, as precisely as possible*)
……..

EMPLR5. Please indicate the date when you started this main job.
If you have accumulated several contracts on the same position with the same employer, please indicate the date of the 1st contract
|__|__|/|__|__|/|__|__|__|__| (day/month/year)

EMPLR10. Your place of work is located:
- O In France (including *overseas territorial departments (DROM) and overseas territorial communities (COM)*
- O In another country

EMPLR11. **[BC: EMPLR10='In France (including DROM and COM)']** In which municipality is your on-site workplace located?
If there are several on-site work places, specify the one where you spend most of your time

EMPLR11_1 Indicate the postal code: |__|__|__|__|__|
EMPLR11_2 Indicate the name of the municipality……

EMPLR12. **[BC: EMPLR10= 'In another country']** In which country is your workplace located?
List of countries *excluding France*

EMPLR6a_1. How did you find your job?
Only one possible answer
- O Civil service entrance exam (State, territorial or hospital public service)
- O Hired by the host company during the preparation of a CIFRE thesis
- O Own company creation
- O Professional network (PhD supervisor, colleagues, mailing list with job offers…)
- O Personal network (family, friends, etc.)
- O Social network (LinkedIn, Viadéo, Facebook, etc.)
- O Employment agencies (French employment agency, APEC - (Agency for the employment of Managers in France), etc.)
- O Recruitment firms

- Forum, trade fair
- Transfer, promotion
- Employer website
- Other

EMPLR6a_2. **[BC: EMPLR6a_1='Other']** Please specify……

EMPLR7. **[BC: EMPLR6a_1='Civil service entrance exam']** Please specify the Civil Service to which the exam relates:

- State Civil Service
- Hospital Civil Service
- Territorial Civil Service
- International or European Civil Service

EMPLR9. **[BC: EMPLR6a_1='Civil service exam']** Indicate the year when you successfully completed this exam

|__|__|__|__|

EMPLR8. Was a doctoral degree a pre-requisite for taking this competitive exam?

- Yes, a doctoral degree was required
- No, a doctoral degree was not formally required but was an asset
- No, a doctoral degree was not required
- I don't know

EMPLR13. Which category(ies) do your activities fall into:

Several possible answers

- Higher education and research
- Education excluding higher education and research
- Research and Development
- Research commercialisation and support, innovation
- Counselling, studies, expertise (including legal activities)
- Monitoring and project management, public action
- Mediation, communication and scientific journalism
- Human health
- Artistic creation
- Other, please specify……

EMPLR14. Does your job involve:

Staff supervision activities	Yes No
Budget management	Yes No
Project management responsibilities	Yes No
Work conducted within an international framework	Yes No

EMPLR16_1. What is your employment status or your work contract type:

[BC: EMPLR10='In another country']

- A permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- A fixed-term contract excluding a post-doc contract
- You are business owner or self-employed as a professional, business operator

[BC: EMPLR10='In France (including DROM and COM)']

- Civil servant or trainee civil servant
- An open-ended contract / permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- An ATER appointment (i.e. a temporary job consisting of teaching and doing research)
- Another short-term contract (excluding post-doc contract and ATER appointment, but including work-study contract)
- A temporary appointment
- A sessional work contract
- You are a self-employed as a professional, business operator
- You are an entertainment temporary worker
- Another type of contract

EMPLR16_2. **[BC: EMPLR16_1=' Another type of contract']** Please specify……..

For questions relating to working hours, please take into account all the jobs that you hold, not just your main job.

EMPLR18. Do you work:

If you are partially unemployed or part-time employed, please take into account the sum of your working time indicated on (all) your work contract(s).

If you hold more than one job, please indicate the cumulative time spent on these jobs

- On a full-time basis
- On a part-time basis

The following questions relate to your profession

EMPLR21_A Regarding your main job, what is your employment status as of December 1st, 2025?

- Self-employed (independent worker, sole trader, liberal profession, freelancer)
- Employee in the civil service (state, local government, or hospital)
- Employee of a private higher education institution
- Employee of a company (including public-interest or private foundations or Social Security organization)
- Employee of a non-profit association
- Employee of a private individual
- Working without pay with a family member
- Other

EMPLR21_B. **[BC: EMPLR21_A='Other']** Please specify……

EMPLR24 **[BC: EMPLR21_A='Self-employed']** Currently, including yourself, how many people are currently working in your business?

- You are working alone (self-employed, sole trader, liberal profession, freelancer)
- From 2 to 10 people
- Between 11 and 19 people
- Between 20 and 49 people
- Between 50 and 249 people
- 250 people or more

EMPLR15_1 What is your position in this employment?

[BC: EMPLR21_A='Employee of a private higher education institution' or 'Employee of a company'

or 'Employee of an association' or 'Other']
Help note : "If you hold a post-doctoral position, you enter the category "engineer, managerial staff"

- Engineer, Managerial staff
- Technician
- Supervisor (including administrative or commercial roles)
- Office, commercial, or service employee
- Skilled worker, workshop technician
- Labourer, semi-skilled worker

[BC : EMPLR21_B= 'Employee in the civil service'**]**
Help note : "If you hold a post-doctoral position, you enter the category "managerial civil servant"

- Managerial civil servant
- Intermediate-level civil servant
- Support staff in the civil service
- Technician
- Skilled worker, workshop technician
- Labourer, semi-skilled worker
- Other situation, please specify

EMPLR15_2 **[BC EMPLR15_1='** Other situation'**]** Précisez : ……..…

EMPLR22_1 **[BC :** EMPLR21_**A != 'Employee of a private individual'**] What is your employer's or company's main sector of activity?

A. Agriculture, forestry and fishing
B. Mining and quarrying
C. Manufacturing
D. Electricity, gas, steam and air conditioning supply
E. Water supply; sewerage, waste management and remediation activities
F. Construction
G. Wholesale and retail trade; repair of motor vehicles and motorcycles
H. Transportation and storage
I. Accommodation and food service activities
J. Information and communication
K. Financial and insurance activities
L. Real estate activities
M. Professional, scientific and technical activities
N. Administrative and support service activities
O. Public administration and defence; compulsory social security
P. Education
Q. Human health and social work activities
R. Arts, entertainment and recreation
S. Other service activities
T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U. Activities of extraterritorial organisations and bodies

EMPLR23. What is the name of your employer or your business (*in clear text*)?

If you employer is part of a broader organisation: the subsidiary of a group, a laboratory of the CNRS etc., please indicate this affiliation.

……..

The following questions are about your satisfaction with your professional situation as of December 1st 2025.

EMPLR25. Are you very satisfied, satisfied, dissatisfied or very dissatisfied with:

Only one answer per item

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
Your current professional situation in general?	O	O	O	O
How well your current job matches your doctoral degree?	O	O	O	O
The prospects for development or opportunities offered by your current job?	O	O	O	O
The openness (international, interdisciplinary...) that your activities bring you?	O	O	O	O
Your salary?	O	O	O	O

EMPLR25bis. Do you agree or disagree with the following statements?

Only one answer per item

	Totally agree	Rather agree	Mostly disagree	Not agree at all	I don't know/ I am not concerned
I feel that my work is useful to others (scientific community, civil society, private sector, etc.)	O	O	O	O	
I feel that my work is valued by my peers (managers, colleagues, partners)	O	O	O	O	
My job gives me the opportunity to carry out tasks that I enjoy and that are stimulating	O	O	O	O	
Compared to the job description and the information I initially received, I am disappointed with my job and the tasks assigned to me	O	O	O	O	
I can organize my working hours in the way that suits me best	O	O	O	O	
I work under pressure / I am asked to do an excessive amount of work	O	O	O	O	
I am bored by my work	O	O	O	O	
I often work evenings or weekends (outside working hours)	O	O	O	O	
I can take time off regularly and when I want to	O	O	O	O	

For questions relating to your income, please take into account all the jobs that you hold, not just your main job. Amounts must be completed BEFORE TAXATION.

EMPLR26_0. Is it possible for you to indicate the MONTHLY amount of your net salary / income as of December 1st, 2025 **BEFORE TAXATION** (excluding bonus and 13th month)?

- O Yes
- O No

EMPLR26_1. **[BC: EMPLR26_0 = 'Yes']** What is your net MONTHLY salary / income as of December 1st, 2025 **BEFORE TAXATION** (excluding bonus and 13th month)?
If you hold more than one job, indicate the cumulative net income for these jobs.
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|

EMPLR26_2 **[BC: EMPLR26_0 = 'Yes']** The currency (euro, dollar, etc.) in which your salary is paid:

- O Euro
- O US dollar
- O Pound sterling
- O Australian dollar
- O Canadian dollar
- O Swiss franc
- O Rupee
- O Yen
- O Yuan
- O Other, please specify……

EMPLR27. **[BC: EMPLR26_0 = 'Yes']** In addition to this amount, do you receive bonuses and/or a 13th month in 2025?

- O Yes
- O No

EMPLR28_1. **[BC: EMPLR27 = 'Yes']** What is the net ANNUAL amount in 2025 of your bonuses and/or your 13th month **BEFORE TAXATION**?
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|

EMPLR28_2 **[BC: EMPLR27 = 'Yes']** The currency (euro, dollar….) in which your bonus / 13th month is paid :

- O Euro
- O US dollar
- O Pound sterling
- O Australian dollar
- O Canadian dollar
- O Swiss franc
- O Rupee
- O Yen
- O Yuan
- O Other, please specify……

EMPLR29_1. **[BC: EMPLR26_0 = 'No']** If you do not know the amount of your net monthly salary as of December 1st, 2025, what is your gross ANNUAL salary/income in 2025, including bonuses and 13th month included **BEFORE TAXATION**?

If you hold more than one job, indicate the net combined income for these jobs.

|__|__|__|__|__|__|__|__|__|__|__|__|__|

EMPLR29_2. **[BC: EMPLR26_0 = 'No']** The currency (euro, dollar, etc.) in which your salary is paid:

- Euro
- US dollar
- Pound sterling
- Australian dollar
- Canadian dollar
- Swiss franc
- Rupee
- Yen
- Yuan
- Other, please specify……

REMPR [BC: SITPR1='You are unemployed and seeking employment' or 'You are unemployed but you found an employment starting after December 1st, 2025'] Your job search as of December 1st , 2025

These questions concern your job search as of December 1st, 2025.

REMPR1. From which date have you been actively seeking for employment ? (day/month/year)
If you do not remember the day, consider it the first day of the month, and indicate 01.
|__|__|/|__|__|/|__|__|__|__| (day/month/year)

REMPR2. In which field(s) are you looking for work?
Several answers possible
- Higher education and research
- Education excluding higher education and research
- Research and Development
- Research commercialisation and support, innovation
- Counselling, studies, expertise (including legal activities)
- Monitoring and project management, public action
- Mediation, communication and scientific journalism
- Human health
- Artistic creation
- Other, please specify……

REMPR3A Which employment status are you seeking for this job ?
Several answers possible
- Self-employed (independent worker, sole trader, liberal profession, freelancer)
- Employee in the civil service (state, local government, or hospital)
- Employee of a private higher education institution
- Employee of a company (including public-interest or private foundations or Social Security organization)
- Employee of a non-profit association
- Employee of a private individual
- Working without pay with a family member
- Other

REMPR3B [**[BC :REMPR3A='Other']**] Please, specify ……

REMPR4. Your job search is preferably:
One answer only
- In your department of residence
- In your region or neighbouring departments
- Throughout France
- International

Additional questions for PhD graduated in 2020 and 2022 who have not responded in 2023

N3_EMPLA [BC: SITPR1 = 'You are currently in employment' and EMPLR5<=December 1st,2023
Your main job as of December 1st, 2023
[Filter on non-respondents in 2023]

In December 2023, you were already holding the position you declared as your main employment as of December 1st, 2025. These questions aim to find out the evolutions of your duties in your main job between December 2023 and December 2025.

N3_EMPLA1. Did your job in December 2023 involve:

O Staff management	O Yes O No
O Budget management	O Yes O No
O Project management	O Yes O No
O Work carried out in an international context	O Yes O No

N3_EMPLA2_1. As of December 1st, 2023, what was your employment status or your work contract type?

[BC: EMPLR10='In another country']

- O A permanent contract
- O A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- O A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- O A fixed-term contract excluding a post-doc contract
- O You are business owner or self-employed as a professional, business operator

[BC: EMPLR10='In France (including DROM and COM']

- O Civil servant or trainee civil servant
- O An open-ended contract / permanent contract
- O A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- O A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- O An ATER appointment (i.e. a temporary job consisting of teaching and doing research)
- O Another short-term contract (excluding post-doc contract and ATER appointment, but including work-study contract)
- O A temporary appointment
- O A sessional work contract
- O You are a self-employed as a professional, business operator
- O You are an entertainment temporary worker
- O Another type of contract

N3_EMPLA2_2. **[BC: EMPLA2_1='Another type of contract']** Please specify…….

We will now focus on your income and working time as of December 1st , 2023.
For questions relating to your income and working hours, please take into account all of the positions you held, not just your main one.

If you held several jobs, indicate the cumulative time of these jobs

N3_EMPLB1. Did you work:

- On a full-time basis
- On a part-time basis

N3_EMPLB2. How has your salary evolved since December 1st, 2023?

- It has increased considerably
- It increased a little
- It stayed about the same
- It has fallen a little
- It has dropped considerably
- I don't know, I don't want to answer

N3_SITPA Your occupational status as of December 1st , 2023
SITPR1 = 'You are currently in employment' and EMPLR5>December 1st, 2023)
or SITPR1='You are unemployed and you are actively seeking work' and REMPR1> December 1st , 2023
or SITPR1 ='You are unemployed but you found an employment that starts after December 1st , 2025' and REMPR1> December 1st , 2023
or SITPR1='You are unemployed and you are in another situation'

We will now talk about your occupational status as of December 1st, 2023.

N3_SITPA1. What was your employment situation as of December 1st, 2023?

- You were employed (including a temporary or a very short-term job, or if you were in apprenticeship or professionalization contract, or if you were on sick leave or maternity leave, or if you had benefited from a special authorization of absence)
- You were unemployed and you were searching for a job
- You were unemployed but you found a job that started after December 1st, 2023
- You were unemployed and you were in another situation (inactivity, enrolled in a training course, retired, on unpaid maternity leave, on parental leave, leave due to an accident or a long-term illness, career change, on a sabbatical year, etc.)

N3_EMPLC [BC: SITPA1='You were in employment'] Your professional situation as of December 1st, 2023
The following questions concern the job you considered as your main job, excluding the questions relating to income and working hours.

N3_EMPLC1. Did you hold several jobs at the same time as of December 1st, 2023?

- Yes
- No, only one

N3_EMPLC2. **[BC: N3_EMPLC1='Yes']** How many jobs did you hold as of December 1st, 2023? |__|
The following questions relate to the job you considered as your main job

N3_EMPLC6. Your main place of work was:

- In France (including DROM and COM)
- In another country -> N3_EMPLC6_A : list of countries

N3_EMPLC7. Which category(ies) did your activities fall into?

Several answers possible

- Higher education and research
- Education excluding higher education and research
- Research and Development
- Research commercialisation and support, innovation
- Counselling, studies, expertise (including legal activities)
- Monitoring and project management, public action
- Mediation, communication and scientific journalism
- Human health
- Artistic creation
- Other, please specify…….

N3_EMPLC8. Did your job comprise?

Staff management	Yes No
Budget management	Yes No
Project management	Yes No
Work carried out in an international context	Yes No

N3_EMPLC10a_1. What was your employment status or your employment contract type?

[BC: EMPLC6='In another country']

- A permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- A fixed-term contract excluding a post-doc contract
- You are business owner or self-employed as a professional, business operator

[BC: EMPLC6='In France (including DROM and COM)']

- Civil servant or trainee civil servant
- An open-ended contract / permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- An ATER appointment (i.e. a temporary job consisting of teaching and doing research)
- Another short-term contract (excluding post-doc contract and ATER appointment, but including work-study contract)
- A temporary appointment
- A sessional work contract
- You are a self-employed as a professional, business operator
- You are an entertainment temporary worker
- Another type of contract

N3_EMPLC10a_2. **[BC: EMPLC10a_1='Another type of contract']** Please specify..……..

For questions relating to your working hours, please take into account all the jobs you held, not only your main job.

N3_EMPLC11. Did you work:

- On a full-time basis
- On a part-time basis

The following questions relate to your profession at the time.

N3_EMPLC13_A Regarding your employment, what was your employment status as of December 1st, 2023?

- Self-employed (independent worker, sole trader, Liberal profession, freelancer)
- Employee in the civil service (state, local government, or hospital)
- Employee of a private higher education institution
- Employee of a company (including public-interest or private foundations or Social Security organization)
- Employee of a non-profit association
- Employee of a private individual
- Working without pay with a family member
- Other

N3_EMPLC13_B. **[BC: N3_EMPLC13_A='Other']** Please specify……

N3_EMPLC15 **[BC: N3_EMPLC13_A='self-employed'] I**ncluding yourself, how many people were working in your business?

- You were working alone (self-employed, sole trader, Liberal profession, freelancer)
- From 2 to 10 people
- Between 11 and 19 people
- Between 20 and 49 people
- Between 50 and 249 people
- 250 people or more

N3_EMPLC9_1 What was your position in this employment?

[BC: N3_EMPLC13_A='Employee of a private higher education institution' or 'Employee of a company' or 'Employee of an association' or 'Other']

Help Note : "If you held a post-doctoral position, you entered the "engineer, managerial staff" category'.

- Engineer, Managerial staff
- Technician
- Supervisor (including administrative or commercial roles)
- Office, commercial, or service employee
- Skilled worker, workshop technician
- Labourer, semi-skilled worker

[BC : N3_EMPLC13_A = 'Employee in the civil service']

Help Note : "If you held a post-doctoral position, you entered the "Managerial civil-servant" category'.

- Managerial civil servant
- Intermediate-level civil servant
- Support staff in the civil service
- Technician
- Skilled worker, workshop technician

- Labourer, semi-skilled worker
- Other situation

N3_EMPLC9_2**[BC: EMPLC9_1='Other situation']** Please specify……

N3_EMPLC14**[BC : N3_EMPL13_A != 'Employee of a private individual']**. What was your employer's or company's main sector of activity?

A. Agriculture, forestry and fishing
B. Mining and quarrying
C. Manufacturing
D. Electricity, gas, steam and air conditioning supply
E. Water supply; sewerage, waste management and remediation activities
F. Construction
G. Wholesale and retail trade; repair of motor vehicles and motorcycles
H. Transportation and storage
I. Accommodation and food service activities
J. Information and communication
K. Financial and insurance activities
L. Real estate activities
M. Professional, scientific and technical activities
N. Administrative and support service activities
O. Public administration and defence; compulsory social security
P. Education
Q. Human health and social work activities
R. Arts, entertainment and recreation
S. Other service activities
T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U. Activities of extraterritorial organisations and bodies

N3_REMPA [BC: N3_SITPA1='You were unemployed and actively seeking work' or 'You were unemployed but you had found a job that would start after December 1st, 2023'] Your job search as of December 1st, 2023

This question concerns your job search as of December 1st, 2023

N3_REMPA1. From which date had you been actively seeking for employment?
If you do not remember the day, consider it the first day of the month, and indicate 01.
|__|__|/|__|__|/|__|__|__|__| (day/month/year)

Additional questions for PhDs who graduated in 2020

[Filter on non-respondents to both 2021 and 2023 surveys from the 2020 cohort]

N1_EMPLA [BC : SITPR1 = 'You are currently in employment' ' and EMPLR5<= December 1st, 2021]
Your main job as of December 1st, 2021

In December 2021, you were already holding the position you declared as your main employment as of December 1st, 2025. These questions aim to find out the evolutions of your duties in your main job between December 2021 and December 2025.

N1_EMPLA1. Did your job in December 2021 involve?

O Staff management	O Yes	O No
O Budget management	O Yes	O No
O Project management	O Yes	O No
O Work carried out in an international context	O Yes	O No

N1_EMPLA2_1. As of December 1st, 2021, what was your employment status or work contract type?

[BC : EMPLR10='In other country']

- O A permanent contract
- O A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- O A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- O A fixed-term contract excluding a post-doc contract
- O You are business owner or self-employed as a professional, business operator

[BC: EMPLR10='In France (including DROM and COM)']

- O Civil servant or trainee civil servant
- O An open-ended contract / permanent contract
- O A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- O A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- O An ATER appointment (i.e. a temporary job consisting of teaching and doing research)
- O Another short-term contract (excluding post-doc contract and ATER appointment, but including work-study contract)
- O A temporary appointment
- O A sessional work contract
- O You are a self-employed as a professional, business operator
- O You are an entertainment temporary worker
- O Another type of contract

N1_EMPLA2_2. **[BC : EMPLA2_1='Another type of contract']** Specify……

We will now focus on your income and working time as of December 1st , 2021.
For questions relating to your income and working hours, please take into account all of the positions you held, not just your main one

If you held several jobs, indicate the cumulative time on these jobs

N1_EMPLB1. Did you work:

- O On a full-time basis
- O On a part-time basis

N1_EMPLB2. How has your salary evolved since December 1st, 2021?

- It has increased considerably
- It increased a little
- It stayed about the same
- It has fallen a little
- It has dropped considerably
- I don't know, I don't want to answer

N1_SITPA Your professional situation as of December 1st, 2021

SITPR1 ='you have a job' and EMPLR5>December 1st, 2021 or SITPR1= 'You do not have a job and are actively seeking work' and REMPR1>December 1st, 2021
or SITPR1= 'You do not have a job but you have found one that starts after December 1st, 2025' and REMPR1>December 1st, 2021
or SITPR1= 'You do not have a job and you are in another situation

We will now talk about your *occupational status* as of December 1st, 2021.

N1_SITPA1. What was your employment situation as of December 1st, 2021?

- You were employed (including a temporary or a very short-term job, or if you were in apprenticeship or professionalization contract, or if you are on sick leave or maternity leave, or if you have benefited from a special authorization of absence)
- You were unemployed and you were searching for a job
- You were unemployed but you found a job that started after December 1st, 2021
- You were unemployed and you were in another situation (inactivity, enrolled in a training course, retired, on unpaid maternity leave, on parental leave, leave due to an accident or a long-term illness, career change, on a sabbatical year, etc.)

N1_EMPLC [BC : N1_SITPA1='You were in employment'] Your professional situation as of December 1st, 2021

N1_EMPLC1. Did you hold several jobs at the same time as of December 1st, 2021?

- Yes
- No, only one

N1_EMPLC2. **[BC : EMPLC1='Yes']** How many jobs did you hold as of December 1st, 2021? |__|

The following questions relate to the job you considered as your main job

N1_EMPLC6. Your main place of work was located :

- In France (including DROM and COM)
- In another country -> N1_EMPLC6_A: list of countries

N1_EMPLC7. Which category(ies) did your activities fall into?

Several possible answers

- Higher education and research
- Education excluding higher education and research
- Research and Development

- Research commercialisation and support, innovation
- Counselling, studies, expertise (including legal activities)
- Monitoring and project management, public action
- Mediation, communication and scientific journalism
- Human health
- Artistic creation
- Other, please specify…….

N1_EMPLC8. Did your job comprise?

Staff management	Yes No
Budget management	Yes No
Project management	Yes No
Work carried out in an international context	Yes No

N1_EMPLC10a_1. What was your employment status or your employment contract type?

[BC : N1_EMPLC6='In another country']

- A permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
- A fixed-term contract excluding a post-doc contract
- You are business owner or self-employed as a professional, business operator

[BC: N1_EMPLC6='In France (including DROM and COM)']

- Civil servant or trainee civil servant
- An open-ended contract / permanent contract
- A renewable fixed-term contract leading to a permanent contract / a tenure-track contract
- A post-doctoral contract, a scientific short-term contract in an academic laboratory or a company
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- You are a self-employed as a professional, business operator
- You are an entertainment temporary worker
- Another type of contract

N1_EMPLC10a_2. **[BC : N1_EMPLC10a_1=' 'Another type of contract'']** Please specify..……..

For questions relating to working time, you should take into account all the jobs you hold, not only the main one.

N1_EMPLC11. Did you work:

- On a full-time basis
- On a part-time basis

The following questions relate to your profession at the time

N1_EMPLC13_A Regarding your employment, what was your employment status as of December 1st, 2021?

- Self-employed (independent worker, sole trader, Liberal profession, freelancer)
- Employee in the civil service (state, local government, or hospital)
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- Employee of a company (including public-interest or private foundations or Social Security organization)
- Employee of a non-profit association
- Employee of a private individual
- Working without pay with a family member
- Other

N1_EMPLC13_B. **[BC: N1_EMPLC13_A='Other']** Please specify……..

N1_EMPLC15 **[BC: N1_EMPLC13_A='self-employed'] I**ncluding yourself, how many people were working in your business?

- You were working alone (self-employed, sole trader, Liberal profession, freelancer)
- From 2 to 10 people
- Between 11 and 19 people
- Between 20 and 49 people
- Between 50 and 249 people
- 250 people or more

N1_EMPLC9_1 What was your position in this employment?

[BC: N1_EMPLC13_A='Employee of a private higher education institution' or 'Employee of a company' or 'Employee of an association' or 'Other']

Help Note : "If you held a post-doctoral position, you entered the "engineer, managerial staff" category'.

- Engineer, Managerial staff
- Technician
- Supervisor (including administrative or commercial roles)
- Office, commercial, or service employee
- Skilled worker, workshop technician
- Labourer, semi-skilled worker

[BC : N1_EMPLC13_A = 'Employee in the civil service']

Help Note : "If you held a post-doctoral position, you entered the "Managerial civil-servant" category'.

- Managerial civil servant
- Intermediate-level civil servant
- Support staff in the civil service
- Technician
- Skilled worker, workshop technician
- Labourer, semi-skilled worker
- Other situation

N1_EMPLC9_2**[BC: N1_EMPLC9_1= 'Other situation']** Please specify……

N1_EMPLC14**[BC : N1_EMPL13_A != 'Employee of a private individual']** What was your employer's or company's main sector of activity?

A. Agriculture, forestry and fishing
B. Mining and quarrying
C. Manufacturing

D. Electricity, gas, steam and air conditioning supply
E. Water supply; sewerage, waste management and remediation activities
F. Construction
G. Wholesale and retail trade; repair of motor vehicles and motorcycles
H. Transportation and storage
I. Accommodation and food service activities
J. Information and communication
K. Financial and insurance activities
L. Real estate activities
M. Professional, scientific and technical activities
N. Administrative and support service activities
O. Public administration and defence; compulsory social security
P. Education
Q. Human health and social work activities
R. Arts, entertainment and recreation
S. Other service activities
T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U. Activities of extraterritorial organisations and bodies

N1_REMPA [BC: N1_SITPA1 = 'You were unemployed and actively seeking work' or 'You were unemployed but you had found a job that would start after December 1st, 2021'] Your job search as of December 1st, 2021

This question concerns your job search as of December 1st, 2021.

N1_REMPA1. From which date had you been actively seeking for employment?
(day/month/year)
If you do not remember the day, consider it the first day of the month and indicate 01.
|__|__|/|__|__|/|__|__|__|__| (day/month/year)

Questions for the 3 cohorts: 2020, 2022 and 2024

This survey comes to an end.

COMMU

COMMU4. Do you think your PhD has been a determining factor in your career?

By PhD, we mean all the experience and skills acquired during the completion of your thesis.

- Yes
- No
- I don't' know

COMMU5. Before starting your PhD, have you been informed or had access to statistics on the professional becoming of PhDs?

- Yes
- No

COMMU1. Would you like to receive the national results of this survey?

- Yes
- No

COMMU2: **[BC: COMMU1='Yes']** To which email address may we send you the results? ……

COMMU7. Would you agree to be contacted again to discuss certain aspects of your professional future after obtaining your PhD?

- Yes
- No

COMMU8. **[BC : COMMU7='Yes' AND COMMU2=.]** To which email address can we contact you? ……

COMMU3: If you wish to add any comments, please do so here

You can give details of your answers (the survey should be general enough to adapt to different cases), provide qualitative elements or comment on your doctoral career.

FLAG_FINDESAISIE: Please validate your response to the survey!

Thank you for your participation.

Appendix 1: Expert research groups

Level	Subject
1	Mathematics and their Interactions
	Physics
2	Elementary components, theoretical physics, hot plasmas
4	Dense media, materials and components
5	Diluted media and fundamental optics
6	Physics and material sciences
	Earth sciences, Universe sciences and space sciences
7	Astronomy, astrophysics
8	Earth sciences, universe sciences
9	Earth, fluid envelopes
10	Solid earth and deep layers
11	Solid earth and superficial layers
	Chemistry and material sciences
12	Material chemistry
13	Chemistry and physical chemistry
14	Organic chemistry, mineral chemistry, industrial chemistry
15	Theoretical Chemistry, physical chemistry, analytical chemistry
16	Material engineering
	Biology, medicine and health
17	Molecular and cellular biology
18	Life and Health Sciences
19	Biomolecules, pharmacology, therapeutics
20	Physiology, biology of organisms, populations, interactions
21	Clinical research, technological innovation, public health
47	Science and Technique of Physical and Sports Activities
	Languages and literature
22	Culture and regional languages
23	Language and French literature
24	Classical languages and literature
25	Languages and English and Anglo-Saxon literature
26	Arab, Chinese, Japanese and Hebraic languages and literature
27	German and Scandinavian languages and literature
28	Romance languages and literature: Spanish, Italian, Portuguese and other languages
29	Slavic languages and literature
30	Literature and languages
31	Comparative literature
32	Language sciences: general phonetics and linguistics
	Philosophy and arts
33	Arts: plastic arts, performing arts, music, aesthetics, sciences and history of art

34 Epistemology, history of science and technology
35 Ethics and deontology
36 Philosophy
37 Theology

History, geography
38 Spatial planning, urban planning
39 Physical geography, human geography, economic geography and regional geography
40 History and civilisations: history of modern worlds, history of contemporary worlds, history of art
41 History and civilisations: history and archaeology of ancient and medieval worlds, history of art and archaeology
42 Prehistory

Humanities, social sciences, sociology, demography
43 Psychology, clinical psychology, social psychology
44 Education sciences
45 Human sciences
46 Information and communication sciences
56 Anthropology, ethnology
57 Man, time, social spaces
58 Sociology, demography

Management sciences, economic sciences
48 Management science
49 Economics
50 Economics and management sciences

Law and political sciences
51 Private law and criminal sciences
52 Public law
53 History of law and institutions
54 Political sciences
55 Legal and Political Sciences

Engineering sciences
60 Process engineering, cold plasmas
61 Electrical engineering, power electronics
63 Fluid mechanics, energetics, thermal science, combustion, acoustics, biomechanics, bio-engineering
67 Solid mechanics, material mechanics and surface mechanics
70 Mechanics, energetics, process engineering, civil engineering

Information and Communication Sciences and Technologies
71 Automation, signal processing
74 Electronics and photonics
77 Computer sciences and applications
78 Computer sciences, automation

Agronomical sciences and ecological sciences
79 Environmental biology, population biology, ecology

80 Biology of organisms, animal biotechnologies, plant and bacterial biotechnologies
81 Food biotechnologies, food science
82 Agronomical sciences

Appendix 2: main research bodies

Etablissements publics à caractère scientifique et technologique (EPST) :

- CNRS : Centre national de la recherche scientifique
- INED : Institut national d'études démographiques
- INRAE : Institut national de recherche pour l'agriculture, l'alimentation et l'environnement
- INRIA : Institut national de recherche en informatique et en automatique
- INSERM : Institut national de la santé et de la recherche médicale
- IRD : Institut de recherche pour le développement

Etablissements publics à caractère industriel et commercial (EPIC) :

- ADEME : Agence de l'environnement et de la maîtrise de l'énergie
- ANDRA : Agence nationale de gestion des déchets radioactifs
- BRGM :. Bureau de recherches géologiques et minières
- CEA : Commissariat à l'énergie atomique et aux énergies alternatives
- CIRAD : Centre de coopération internationale en recherche agronomique
- CNES : Centre national d'études spatiales
- CSTB : Centre scientifique et technique du bâtiment
- IFPEN : Institut français du pétrole et des énergies nouvelles
- IFREMER : Institut français de recherche pour l'exploitation de la mer
- INERIS : Institut national de l'environnement industriel et des risques
- IRSN : Institut de radioprotection et de sureté nucléaire
- ONERA : Office national d'études et de recherches aéronautiques

Principales institutions sans but lucratif (ISBL) :

- Institut Curie
- Institut Pasteur