

Raising the employment profile of doctoral students

**A short presentation of PhD
valorisation in France**

Valorisation

- **Dissemination of results** (most common definition, especially at EU level)
- **Productivity gains** through company creation and technology licensing
- **Improved job prospects** on academic and non-academic labour markets

Policy context

- **(EU) Bologna Process**, 1998–
- **(EU) European Charter for Researchers**, 2005
- **(FR) Decision of doctoral training**, 2006

Outline

- **Issues at stake**
- **Current policies**
- **Recommendations**

Issues at stake

- **Job prospects** for young researchers
- **Work conditions** in research environments
- **Non-academic** (un)employment

Job prospects

- **Employment opportunities** are scarce
- **Recruitment procedures** are hardly exemplary
- **Current monitoring efforts** need support

Research environment

- **Funding is not available** to all PhD candidates, especially in social science
- **Quality of funding** can vary significantly in terms of social security benefits
- **Material work conditions** accentuate initial endowment inequality

Non-academic employment

- **Market perception** is indifferent or even averse to doctorate qualification
- **No more than 30% of PhD holders** find employment in academic settings
- **Low career prospects act as disincentives** among potential applicants

	Research exp. as % of GDP (2004)	PhD dissertations (2004)	Evolution 2004/1999 (%)	PhD holders among 25-34 y/o (2004)	Evolution 2004/1999 (%)
Germany	2.52	23,138	- 6	2.23	+ 16
France	2.18	9,309	- 8	1.15	- 4
United Kingdom	1.88	15,257	+ 35	1.90	+ 49
Italy	1.16	6,351	+ 79	1.74	+ 89
Spain	1.05	8,168	+ 30	1.13	+ 17

Current policies

- **'Company sponsorship'** (*mécénat d'entreprises*)
- **'PhD consultants'** (*doctorant conseil*)
- **Third sector initiatives:** ANRT (CIFRE); ABG

'Company sponsorship'

- **Doctoral schools** handle research projects
- **Private sector firms** handle funding
- CJC comments emphasise **lack of clarity**

'PhD consultants'

- **Parallel research and consulting** activities
- Provide **R&D opportunities for SMEs**
- **Only 85 positions created** in 2007

Recommendations

- **Improvement targets:** work conditions, recruitment procedures and job prospects
- **'Professionalisation'** can either enhance or downplay the value of PhD training
- PhD holders are essential to the development of a **'knowledge economy'**

Our contribution to valorisation

- **We mobilise support** for better work conditions among young researchers (al)
- **We monitor recruitment** procedures in some academic disciplines (ANCMSP)
- **We negotiate collective agreements** to secure jobs for PhD holders (CJC)

Improvement targets

- **Work conditions**, recruitment and training
(requires adequate **research expenditure**)
- **Job prospects** in and outside academia
(requires **doctoral professionalisation**)

Thank you for your attention

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