



# PHD CAREER SURVEY 2018



ECOOM-UGent  
Levecque, K., & Anseel, F.

ECOOM-UGent  
Henri Dunantlaan 2, 9000 Gent, BELGIUM  
Sint-Pietersnieuwstraat 24, 9000 Gent, BELGIUM  
[www.ecoom.be](http://www.ecoom.be)  
[ecoom@ugent.be](mailto:ecoom@ugent.be)

Cite this survey as: Levecque, K., & Anseel, F. (2018). PhD Career Survey. ECOOM-UGent  
More information [here](#).

## PhD Career Survey 2018

### First, some questions concerning your PhD.

Q1. Do you hold a PhD?

- 1 = Yes, I hold one PhD
- 2 = Yes, I hold multiple PhDs
- 3 = No, I do not hold a PhD *(Skip to the end of the survey)*

Q2a. At which establishment did you obtain your PhD? (In case of a joint PhD, choose the university you identify most with).

- 1 = University of Antwerp
- 2 = Ghent University
- 3 = Hasselt University
- 4 = VUB University of Brussels
- 5 = University of Leuven
- 6 = Other

*(Administered when Q1 = 1)*

Q2b. At which establishment did you obtain your first PhD? (In case of a joint PhD, choose the university you identify most with)

- 1 = University of Antwerp
- 2 = Ghent University
- 3 = Hasselt University
- 4 = VUB University of Brussels
- 5 = University of Leuven
- 6 = Other

*(Administered when Q1 = 2)*

Q3a. In which year did you defend your PhD?

- 1 = 2017
- 2 = 2016
- 3 = 2015
- 4 = 2014
- 5 = 2013
- 6 = 2012
- 7 = 2011
- 8 = 2010
- 9 = 2009
- 10 = 2008
- 11 = 2007
- 12 = 2006
- 13 = 2005
- 14 = 2004
- 15 = 2003
- 16 = 2002

## PhD Career Survey 2018

17 = 2001

18 = 2000

19 = 1999

20 = 1998

21 = 1997

22 = 1996

23 = 1995

24 = 1994

25 = 1993

26 = 1992

27 = 1991

28 = 1990

29 = 1989

30 = 1988

31 = 1987

32 = 1986

33 = 1985

34 = 1984

35 = 1983

36 = 1982

37 = 1981

38 = 1980

39 = 1979

40 = 1978

41 = 1977

42 = 1976

43 = 1975

44 = 1974

45 = 1973

46 = 1972

47 = 1971

48 = 1970

49 = before 1970

*(Administered when Q1 = 1)*

Q3b. In which year did you defend your first PhD?

1 = 2017

2 = 2016

3 = 2015

4 = 2014

5 = 2013

6 = 2012

7 = 2011

## PhD Career Survey 2018

- 8 = 2010
- 9 = 2009
- 10 = 2008
- 11 = 2007
- 12 = 2006
- 13 = 2005
- 14 = 2004
- 15 = 2003
- 16 = 2002
- 17 = 2001
- 18 = 2000
- 19 = 1999
- 20 = 1998
- 21 = 1997
- 22 = 1996
- 23 = 1995
- 24 = 1994
- 25 = 1993
- 26 = 1992
- 27 = 1991
- 28 = 1990
- 29 = 1989
- 30 = 1988
- 31 = 1987
- 32 = 1986
- 33 = 1985
- 34 = 1984
- 35 = 1983
- 36 = 1982
- 37 = 1981
- 38 = 1980
- 39 = 1979
- 40 = 1978
- 41 = 1977
- 42 = 1976
- 43 = 1975
- 44 = 1974
- 45 = 1973
- 46 = 1972
- 47 = 1971
- 48 = 1970
- 49 = before 1970

*(Administered when Q1 = 2)*

## PhD Career Survey 2018

Q4a. Within which cluster of sciences did you obtain your PhD?

- 1 = Medical sciences (e.g. Medicine, Psychical Education, ... )
- 2 = Humanities (e.g. Literary studies, Theology, ... )
- 3 = Social sciences (e.g. Economics, Psychology, ... )
- 4 = Applied sciences (e.g. Architecture, Materials technology, ... )
- 5 = Natural sciences (e.g. Biology, Chemistry, ... )
- 6 = Other: \_\_\_\_\_

*(Administered when Q1 = 1)*

Q4b. Within which cluster of sciences did you obtain your first PhD?

- 1 = Medical sciences (e.g. Medicine, Psychical Education, ... )
- 2 = Humanities (e.g. Literary studies, Theology, ... )
- 3 = Social sciences (e.g. Economics, Psychology, ... )
- 4 = Applied sciences (e.g. Architecture, Materials technology, ... )
- 5 = Natural sciences (e.g. Biology, Chemistry, ... )
- 6 = Other: \_\_\_\_\_

*(Administered when Q1 = 2)*

Q5a. Within which domain of the science cluster 'medical sciences' did you obtain your PhD?

- 1 = Biomedical science
- 2 = Veterinary medicine
- 3 = Pharmacy
- 4 = Medicine
- 5 = Social health science
- 6 = Physical education
- 7 = Other: \_\_\_\_\_

*(Administered when Q4a = 1)*

Q5b. Within which domain of the science cluster 'medical sciences' did you obtain your first PhD?

- 1 = Biomedical science
- 2 = Veterinary medicine
- 3 = Pharmacy
- 4 = Medicine
- 5 = Social health science
- 6 = Physical education
- 7 = Other: \_\_\_\_\_

*(Administered when Q4b = 1)*

Q6a. Within which domain of the science cluster 'humanities' did you obtain your PhD?

- 1 = Historical science
- 2 = Literary studies
- 3 = Legal science
- 4 = Theology
- 5 = Philosophy

## PhD Career Survey 2018

6 = Other: \_\_\_\_\_

*(Administered when Q4a = 2)*

Q6b. Within which domain of the science cluster 'humanities' did you obtain your first PhD?

1 = Historical science

2 = Literary studies

3 = Legal science

4 = Theology

5 = Philosophy

6 = Other: \_\_\_\_\_

*(Administered when Q4b = 2)*

Q7a. Within which domain of the science cluster 'social sciences' did you obtain your PhD?

1 = Economics

2 = Political and social sciences

3 = Educational sciences

4 = Psychology

5 = Other: \_\_\_\_\_

*(Administered when Q4a = 3)*

Q7b. Within which domain of the science cluster 'social sciences' did you obtain your first PhD?

1 = Economics

2 = Political and social sciences

3 = Educational sciences

4 = Psychology

5 = Other: \_\_\_\_\_

*(Administered when Q4b = 3)*

Q8a. Within which domain of the science cluster 'applied sciences' did you obtain your PhD?

1 = Architecture

2 = Civil engineering

3 = Electronics

4 = Information technology

5 = Materials technology

6 = Technical chemistry

7 = Applied biological sciences

8 = Mechanics

9 = Other: \_\_\_\_\_

*(Administered when Q4a = 4)*

Q8b. Within which domain of the science cluster 'applied sciences' did you obtain your first PhD?

1 = Architecture

2 = Civil engineering

3 = Electronics

## PhD Career Survey 2018

- 4 = Information technology
- 5 = Materials technology
- 6 = Technical chemistry
- 7 = Applied biological sciences
- 8 = Mechanics
- 9 = Other: \_\_\_\_\_

*(Administered when Q4b = 4)*

Q9a. Within which domain of the science cluster 'sciences' did you obtain your PhD?

- 1 = Earth science
- 2 = Biology
- 3 = Computer science
- 4 = Physics
- 5 = Chemistry
- 6 = Mathematics
- 7 = Other: \_\_\_\_\_

*(Administered when Q4a = 5)*

Q9b. Within which domain of the science cluster 'sciences' did you obtain your first PhD?

- 1 = Earth science
- 2 = Biology
- 3 = Computer science
- 4 = Physics
- 5 = Chemistry
- 6 = Mathematics
- 7 = Other: \_\_\_\_\_

*(Administered when Q4b = 5)*

Q10a. Which sectors did you cooperate with during your PhD? (multiple answers possible)

- 1 = I did not cooperate with other sectors during my PhD
- 2 = University
- 3 = University-affiliated hospital or medical centre
- 4 = Research institute (e.g. VIB, IMEC, ... )
- 5 = Higher vocational college (e.g. University College Ghent, KdG University College, ... )
- 6 = National, regional or local
- 7 = European Union
- 8 = Private business with Research & Development (R&D)
- 9 = Private business without Research & Development (R&D)
- 10 = Not-for-profit organization
- 11 = Please specify: \_\_\_\_\_

*(Administered when Q1 = 1)*

Q10b. Which sectors did you cooperate with during your first PhD? (multiple answers possible)

- 1 = I did not cooperate with other sectors during my PhD

## PhD Career Survey 2018

- 2 = University
- 3 = University-affiliated hospital or medical centre
- 4 = Research institute (e.g. VIB, IMEC, ...)
- 5 = Higher vocational college (e.g. University College Ghent, KdG University College, ...)
- 6 = National, regional or local
- 7 = European Union
- 8 = Private business with Research & Development (R&D)
- 9 = Private business without Research & Development (R&D)
- 10 = Not-for-profit organization
- 11 = Please specify: \_\_\_\_\_

*(Administered when Q1 = 2)*

Q11a. Indicate which type of cooperation this involved (multiple answers possible):

- 1 = Research under contract (partly or completely financed by the collaborating organization)
- 2 = Data collection
- 3 = Use of labs, tools, etc.
- 4 = Exchange of knowledge
- 5 = Product development
- 6 = Develop a network
- 7 = Give training
- 8 = Follow training
- 9 = Other: \_\_\_\_\_

*(Administered when Q1 = 1 AND Q10a ≠ 1 OR Q1 = 2 AND Q10b ≠ 1)*

**The following set of questions addresses your career after your PhD.**

*(Displayed when Q1 = 1)*

**The following set of questions addresses your career after your first PhD.**

*(Displayed when Q1 = 2)*

Q12a. How many jobs within university did you have after your PhD (including your current or last job)?

- 1 = none
- 2 = 1
- 3 = 2
- 4 = 3
- 5 = 4
- 6 = 5
- 7 = 6
- 8 = 7
- 9 = 8
- 10 = 9
- 11 = 10
- 12 = more than 10

*(Displayed when Q1 = 1)*

## PhD Career Survey 2018

Q12b. How many jobs within university did you have after your first PhD (including your current or last job)?

- 1 = none
- 2 = 1
- 3 = 2
- 4 = 3
- 5 = 4
- 6 = 5
- 7 = 6
- 8 = 7
- 9 = 8
- 10 = 9
- 11 = 10
- 12 = more than 10

*(Displayed when Q1 = 2)*

Q13a. How many jobs outside of university did you have after your PhD (including your current or last job)?

- 1 = none
- 2 = 1
- 3 = 2
- 4 = 3
- 5 = 4
- 6 = 5
- 7 = 6
- 8 = 7
- 9 = 8
- 10 = 9
- 11 = 10
- 12 = more than 10

*(Displayed when Q1 = 1)*

Q13b. How many jobs outside of university did you have after your PhD (including your current or last job)?

- 1 = none
- 2 = 1
- 3 = 2
- 4 = 3
- 5 = 4
- 6 = 5
- 7 = 6
- 8 = 7
- 9 = 8
- 10 = 9
- 11 = 10
- 12 = more than 10

## PhD Career Survey 2018

*(Displayed when Q1 = 2)*

Q14. Have you ever been appointed as a postdoctoral researcher?

- 1 = No
- 2 = Yes, for 1 year
- 3 = Yes, for 2 years
- 4 = Yes, for 3 years
- 5 = Yes, for 4 years
- 6 = Yes, for 5 years
- 7 = Yes, for 6 years
- 8 = Yes, for more than 6 years

*(Administered when (Q1 = 1 AND Q12a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1))*

Q15a. In how many different organizations have you been employed after your PhD?

- 1 = 1
- 2 = 2
- 3 = 3
- 4 = 4
- 5 = 5
- 6 = 6
- 7 = 7
- 8 = 8
- 9 = 9
- 10 = 10
- 11 = more than 10

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 2 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 2))*

Q15b. In how many different organizations have you been employed after your first PhD?

- 1 = 1
- 2 = 2
- 3 = 3
- 4 = 4
- 5 = 5
- 6 = 6
- 7 = 7
- 8 = 8
- 9 = 9
- 10 = 10
- 11 = more than 10

*(Administered when (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 2 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 2))*

Q16a. In which sector(s) have you been employed after your PhD? (multiple answers possible)

## PhD Career Survey 2018

- 1 = University
- 2 = University-affiliated hospital or medical centre
- 3 = Research institute (e.g. VIB, IMEC, ...)
- 4 = Higher vocational college (e.g. University College Ghent, KdG university College, ...)
- 5 = National, regional or local
- 6 = European Union
- 7 = Private business with Research & Development (R&D)
- 8 = Private business without Research & Development (R&D)
- 9 = Not-for-profit organization
- 10 = Please specify:

*(Administered when Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1)*

Q16b. In which sector(s) have you been employed after your first PhD? (multiple answers possible)

- 1 = University
- 2 = University-affiliated hospital or medical centre
- 3 = Research institute (e.g. VIB, IMEC, ...)
- 4 = Higher vocational college (e.g. University College Ghent, KdG university College, ...)
- 5 = National, regional or local
- 6 = European Union
- 7 = Private business with Research & Development (R&D)
- 8 = Private business without Research & Development (R&D)
- 9 = Not-for-profit organization
- 10 = Please specify:

*(Administered when Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1)*

**A few questions concerning your first job after your PhD.**

*(Displayed when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a ≠ 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a ≠ 2) AND Q13a ≠ 1))*

**A few questions concerning your first job after your first PhD.**

*(Displayed when (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b ≠ 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b ≠ 2) AND Q13b ≠ 1))*

Q17. Were you, at the time of your first job, self-employed ?

- 1 = Yes, as my main profession
- 2 = Yes, in addition to my main profession
- 3 = No

*(Displayed when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a ≠ 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a ≠ 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b ≠ 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b ≠ 2) AND Q13b ≠ 1))*

Q18. How many people did you employ on average while self-employed (during your first job)?

- 1 = 1 – 9
- 2 = 10 – 49

## PhD Career Survey 2018

3 = 50 – 199

4 = 200 – 499

5 = 500 – 999

6 = 1000 or more employees

7 = \_\_\_\_\_

*(Administered when Q17 = 1 OR Q17 = 2)*

**The next sequence of questions concerning your first job apply to your main profession, not your secondary activity.**

*(Displayed when Q17 = 2)*

Q19. Did you work in Belgium during your first employment? (in case you worked both in Belgium and abroad, pick the option where you spent most of your time)

1 = Yes, I worked in Belgium

2 = No, I worked abroad

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q20. What country/countries were you employed in during your first job?

\_\_\_\_\_

*(Administered when Q19 = 2)*

Q21. Did you combine multiple paid jobs during your first employment?

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

**All of the following questions on your first job concern your main job.**

*(Displayed when Q21 = 1)*

Q22. For your job, did you have to maintain international relationships? (e.g. visiting foreign institutes, telephone contact with foreign institutes, contact with international clients or colleagues, ...)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

## PhD Career Survey 2018

Q23a. Which was your first sector of employment after your PhD?

- 1 = University
- 2 = University-affiliated hospital or medical centre
- 3 = Research institute (e.g. VIB, IMEC, ... )
- 4 = Higher vocational college (e.g. University College Ghent, KdG university College, ... )
- 5 = National, regional or local government
- 6 = European Union
- 7 = Private business with Research & Development (R&D)
- 8 = Private business without Research & Development (R&D)
- 9 = Not-for-profit organization
- 10 = Other

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1))*

Q23b. Which was your first sector of employment after your first PhD?

- 1 = University
- 2 = University-affiliated hospital or medical centre
- 3 = Research institute (e.g. VIB, IMEC, ... )
- 4 = Higher vocational college (e.g. University College Ghent, KdG university College, ... )
- 5 = National, regional or local government
- 6 = European Union
- 7 = Private business with Research & Development (R&D)
- 8 = Private business without Research & Development (R&D)
- 9 = Not-for-profit organization
- 10 = Other

*(Administered when (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q24a. What was the title of your first job after your PhD? (e.g. Key Account Manager, Innovation Manager, Policy officer, R&D officer ... )

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1))*

Q24b. What was the title of your first job after your first PhD? (e.g. Key Account Manager, Innovation Manager, Policy officer, R&D officer ... )

*(Administered when (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q25. In your first job, were you involved in basic research? (OECD definition: experimental or theoretical work undertaken primarily to acquire new knowledge of the underlying foundations of phenomena and observable facts, without any particular application or use in view)

- 1 = Yes

## PhD Career Survey 2018

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q26. In your first job, were you involved in applied research? (OECD definition: original investigation undertaken in order to acquire new knowledge, but directed primarily towards a specific practical aim or objective)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q27. In your first job, were you involved in experimental development? (OECD definition: systematic work, drawing on knowledge gained from research and practical experience, that is directed to producing new materials, products and devices; to installing new processes, systems and services; or to improving substantially those already produced or installed)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q28. Did you supervise any employees or students during your first job?

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q29. What was the employment regime of your first job?

1 = 100% (fulltime)

2 = 80% (4/5)

3 = 60% (3/5)

4 = 50% (parttime)

5 = Other: \_\_\_\_\_

*(Administered when Q17 = 2 OR Q17 = 3)*

## PhD Career Survey 2018

Q30. You combined multiple paid jobs during your first employment. When you add up all of those jobs, what was the total employment regime?

- 1 = 150%
- 2 = 140%
- 3 = 130%
- 4 = 120%
- 5 = 110%
- 6 = 100% (fulltime)
- 7 = 80% (4/5)
- 8 = 60% (3/5)
- 9 = 50% (parttime)
- 10 = Other: \_\_\_\_\_

*(Administered when Q21 = 1).*

Q31. Which type of contract did you have in your first job?

- 1 = Permanent job contract
- 2 = Temporary job contract with the promise of a permanent job contract (e.g. tenure track)
- 3 = Temporary job contract without the promise of a permanent job contract

*(Administered when Q17 = 2 OR Q17 = 3)*

Q32. In your first job, did you negotiate your wage?

- 1 = Yes
- 2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q33. In your first job, did you negotiate any other terms of employment (e.g. flexible working hours, possibility to work from home, car, ...)?

- 1 = Yes
- 2 = No

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND (Q13a ≠ 1 OR Q13a = 2)) OR (Q1 = 1 AND (Q12a ≠ 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND (Q13b ≠ 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b ≠ 1 OR Q12b = 2) AND Q13b ≠ 1))*

Q34. When negotiating, did you feel like you possessed enough negotiation skills?

- 1 = Yes
- 2 = No

*(Administered when Q32 = 1 OR Q33 = 1)*

Q35. In your first job, please indicate how you felt about the following aspects:

PhD Career Survey 2018

	Very dissatisfied (1)	Dissatisfied (2)	Neither dissatisfied, nor satisfied (3)	Satisfied (4)	Very satisfied (5)
Creativeness					
Intellectual challenge)					
Level of responsibility					
Degree of independence					
Workload					
Quality of work-life balance					
Possibility to develop new skills					
Salary					
Benefits (e.g. group insurance, vacation, profit sharing, ...)					
Job security					
Opportunities for career advancement					
Your job in general					

*(Administered when (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a = 1 AND (Q13a = 1 OR Q13a ≠ 2)) OR (Q1 = 1 AND (Q12a = 1 OR Q12a = 2) AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b = 1 AND (Q13b = 1 OR Q13b = 2)) OR (Q1 = 2 AND (Q12b = 1 OR Q12b = 2) AND Q13b ≠ 1))*

Now let's talk about your current or last job.

Q36. What is your current employment status ?

- 1 = Employed (as an employee and/or self-employed)
- 2 = Unemployed
- 3 = Disabled or long-term ill

## PhD Career Survey 2018

4 = Retired

5 = Houseman or -wife

6 = Other: \_\_\_\_\_

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q37. What is your current employment status ?

1 = Unemployed

2 = Disabled or long-term ill

3 = Retired

4 = Houseman or -wife

5 = Other: \_\_\_\_\_

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a = 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b = 1))*

Q38. Do/did you work in Belgium during your current/last employment? (in case you work(ed) both in Belgium and abroad, pick the option where you spend/spent most of your time)

1 = Yes, I work(ed) in Belgium

2 = No, I don't/didn't work in Belgium

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q39. What country/countries do/did you work in during your current/last employment?

\_\_\_\_\_

*(Administered when Q38 = 2)*

Q40. Are you combining multiple paid jobs at the moment?

1 = Yes

2 = No

*(Administered when Q36 = 1)*

Q41. Did you combine multiple paid jobs during your last employment?

1 = Yes

2 = No

*(Administered when Q36 ≠ 1)*

**All of the following questions on your current or last job concern your main job.**

*(Displayed when Q40 = 1 OR Q41 = 1)*

Q42. For your job, do/did you have to maintain international relationships? (e.g. visiting foreign institutes, telephone contact with foreign institutes, contact with international clients or colleagues, ...)

1 = Yes

## PhD Career Survey 2018

2 = No

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q43. Are you self-employed?

1 = Yes, as my main profession

2 = Yes, in addition to my main profession

3 = No, not anymore

4 = No, never was

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q44. How many people do/did you employ on average while self-employed?

1 = 1 – 9

2 = 10 – 49

3 = 50 – 199

4 = 200 – 499

5 = 500 – 999

6 = 1000 or more employees

*(Administered when Q43 = 1 OR Q43 = 2 OR Q43 = 3)*

Q44. Indicate to what extent you agree with the following statement: "I would rather/rather wanted to found a company than to be a manager of an existing one."

1 = Strongly disagree

2 = Disagree

3 = Neither disagree, nor agree

4 = Agree

5 = Strongly agree

*(Administered when Q43 = 1 OR Q43 = 2 OR Q43 = 3)*

Q45. Indicate to what extent you agree with the following statement: "I would rather/rather wanted to be my own boss than have a secure job."

1 = Strongly disagree

2 = Disagree

3 = Neither disagree, nor agree

4 = Agree

5 = Strongly agree

*(Administered when Q43 = 1 OR Q43 = 2 OR Q43 = 3)*

Q46. Do you intend on becoming self-employed again in the future (either as your main profession or in addition to your main profession)?

1 = Yes

## PhD Career Survey 2018

2 = No

3 = Maybe

*(Administered when Q43 = 3)*

Q47. Do you intend on becoming self-employed in the future (either as your main profession or in addition to your main profession)?

1 = Yes

2 = No

3 = Maybe

*(Administered when Q43 = 4)*

Q48. Which is/was your current/last sector of employment?

1 = University

2 = University-affiliated hospital or medical centre

3 = Research institute (e.g. VIB, IMEC, ...)

4 = Higher vocational college (e.g. University College Ghent, KdG university College, ...)

5 = National, regional or local government

6 = European Union

7 = Private business with Research & Development (R&D)

8 = Private business without Research & Development (R&D)

9 = Not-for-profit organization

10 = Other

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q49. What is the title of your current/last job? (e.g. Key Account Manager, Innovation Manager, Policy officer, R&D officer ...)

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q50. In your current/last job, are/were you involved in basic research? (OECD definition: experimental or theoretical work undertaken primarily to acquire new knowledge of the underlying foundations of phenomena and observable facts, without any particular application or use in view)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

## PhD Career Survey 2018

Q51. In your current/last job, are/were you involved in applied research? (OECD definition: original investigation undertaken in order to acquire new knowledge, but directed primarily towards a specific practical aim or objective)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q52. In your current/last job, are/were you involved in experimental development? (OECD definition: systematic work, drawing on knowledge gained from research and practical experience, that is directed to producing new materials, products and devices; to installing new processes, systems and services; or to improving substantially those already produced or installed)

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q53. Do/did you supervise any employees or students in your current/last job?

1 = Yes

2 = No

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q54. What is/was the employment regime of your current/last job?

1 = 100% (fulltime)

2 = 80% (4/5)

3 = 60% (3/5)

4 = 50% (parttime)

5 = Other: \_\_\_\_\_

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q55. You are combining multiple paid jobs with your current job. When you add up all of those jobs, what is the total employment regime?

1 = 150%

2 = 140%

3 = 130%

4 = 120%

5 = 110%

6 = 100% (fulltime)

PhD Career Survey 2018

- 7 = 80% (4/5)
  - 8 = 60% (3/5)
  - 9 = 50% (parttime)
  - 10 = Other: \_\_\_\_\_
- (Administered when Q40 = 1)*

Q56. You combined multiple paid jobs with your last job. When you add up all of those jobs, what was the total employment regime?

- 1 = 150%
  - 2 = 140%
  - 3 = 130%
  - 4 = 120%
  - 5 = 110%
  - 6 = 100% (fulltime)
  - 7 = 80% (4/5)
  - 8 = 60% (3/5)
  - 9 = 50% (parttime)
  - 10 = Other: \_\_\_\_\_
- (Administered when Q41 = 1)*

Q57. Which type of contract do/did you have in your current/last job?

- 1 = Permanent job contract
  - 2 = Temporary job contract with the promise of a permanent job contract (e.g. tenure track)
  - 3 = Temporary job contract without the promise of a permanent job contract
- (Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q58. In your current/last job, please indicate how you felt about the following aspects:

	Very dissatisfied (1)	Dissatisfied (2)	Neither dissatisfied, nor satisfied (3)	Satisfied (4)	Very satisfied (5)
Creativenss					
Intellectual challenge					
Level of responsibility					
Degree of independence					
Workload					

## PhD Career Survey 2018

- Quality of work-life balance
- Possibility to develop new skills
- Salary
- Benefits (e.g. group insurance, vacation, profit sharing, ...)
- Job security
- Opportunities for career advancement
- Your job in general

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

Q59a. Did you develop the following skills during your PhD and do/did you use them in your current/last job?

	Developed during PhD?			Using/used in current/last job?		
	Yes, very much (1)	Yes, somewhat (2)	No (3)	Yes, very much (1)	Yes, somewhat (2)	No (3)
Scientific knowledge						
Analytical thinking						
Social skills						
Teamwork						
Independence						
Taking initiative						
Stress management						

PhD Career Survey 2018

- Self-confidence
- Learning ability
- Presentation skills
- Writing skills
- Project management
- Coaching skills (e.g. guiding people, leading a team, ...)
- Negotiation skills

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1))*

Q59b. Did you develop the following skills during your first PhD and do/did you use them in your current/last job?

	Developed during first PhD?			Using/used in current/last job?		
	Yes, very much (1)	Yes, somewhat (2)	No (3)	Yes, very much (1)	Yes, somewhat (2)	No (3)
Scientific knowledge						
Analytical thinking						
Social skills						
Teamwork						
Independence						
Taking initiative						
Stress management						

## PhD Career Survey 2018

Self-confidence

Learning ability

Presentation skills

Writing skills

Project management

Coaching skills  
(e.g. guiding people, leading a team, ...)

Negotiation skills

*(Administered when (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1) OR (Q2 = 1 AND Q12b ≠ 1 AND Q13b = 1))*

**Before we finish, we have some questions about the added value of your PhD.**

*(Displayed when (Q1 = 1))*

**Before we finish, we have some questions about the added value of your first PhD.**

*(Displayed when (Q1 = 2))*

Q60a. Indicate to what extent you agree with the following statement: "My PhD offers/offered an added value when transitioning to the non-academic labour market."

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Neither disagree, nor agree
- 4 = Agree
- 5 = Strongly agree
- 6 = Don't know

*(Administered when (Q1 = 2))*

Q60b. Indicate to what extent you agree with the following statement: "My first PhD offers/offered an added value when transitioning to the non-academic labour market."

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Neither disagree, nor agree
- 4 = Agree

## PhD Career Survey 2018

5 = Strongly agree

6 = Don't know

*(Administered when (Q1 = 3))*

Q61a. In hindsight, would you do it all over again and write a PhD?

1 = Yes, in the same domain

2 = Yes, but in a different domain

3 = Maybe

4 = No

*(Administered when (Q1 = 2))*

Q62. Which is the education level normally required for your current/last job? (if you have/had more than one job, pick your main job)

1 = Bachelor or lower qualification level

2 = Master level

3 = PhD level

4 = Professional degree level (e.g. medical degree, ...)

*(Administered when (Q1 = 1 AND Q12a = 1 AND Q13a ≠ 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a = 1) OR (Q1 = 1 AND Q12a ≠ 1 AND Q13a ≠ 1) OR (Q1 = 2 AND Q12b = 1 AND Q13b ≠ 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b = 1) OR (Q1 = 2 AND Q12b ≠ 1 AND Q13b ≠ 1))*

**And finally, some demographics.**

Q63. What is your sex?

1 = Female

2 = Male

3 = Trans ("A trans person is someone who identifies with a different gender and/or expresses their gender identity differently from the gender that they were assigned at birth." (Being Trans in the EU – Comparative analysis of EU LGBT survey data, 2014, p.14))

Q64. What is your year of birth?

1 = 1940

2 = 1941

3 = 1942

4 = 1943

5 = 1944

6 = 1945

7 = 1946

8 = 1947

9 = 1948

10 = 1949

11 = 1950

12 = 1951

13 = 1952

## PhD Career Survey 2018

- 14 = 1953
- 15 = 1954
- 16 = 1955
- 17 = 1956
- 18 = 1957
- 19 = 1958
- 20 = 1959
- 21 = 1960
- 22 = 1961
- 23 = 1962
- 24 = 1963
- 25 = 1964
- 26 = 1965
- 27 = 1966
- 28 = 1967
- 29 = 1968
- 30 = 1969
- 31 = 1970
- 32 = 1971
- 33 = 1972
- 34 = 1973
- 35 = 1974
- 36 = 1975
- 37 = 1976
- 38 = 1977
- 39 = 1978
- 40 = 1979
- 41 = 1980
- 42 = 1981
- 43 = 1982
- 44 = 1983
- 45 = 1984
- 46 = 1985
- 47 = 1986
- 48 = 1987
- 49 = 1988
- 50 = 1989
- 51 = 1990
- 52 = 1991
- 53 = 1992
- 54 = 1993
- 55 = 1994
- 56 = 1995
- 57 = 1996

## PhD Career Survey 2018

58 = 1997

59 = 1998

60 = 1999

61 = 2000

Q65. What is your nationality?

1 = Belgian

2 = Other: \_\_\_\_\_

Q66. What is your relationship status?

1 = I am single

2 = I have a partner

Q68. Do you have children?

1 = Yes

2 = No

Q69. How many children do you have? Please fill in the number per age group:

1 = 0 - 5 years: \_\_\_\_\_

2 = 6 - 18 years: \_\_\_\_\_

3 = 19 years or older: \_\_\_\_\_

*(Administered when (Q57 = 1))*