

# **Academic Careers in the Social Sciences & Humanities : National Comparisons and Opportunities**

- **Max Weber Programme Conference**
- **San Domenico di Fiesole - 30 November 2007**
- **The Academic Profession in the Social Sciences in France: Towards a Change of the Rules of the Game?**
- Frédéric Sawicki, professor of political science - Lille University, Lille Center for Politics and Administration

## **Three main features characterize the French academic job market**

- 1. Two types of careers strongly divided up (academic and researcher) but seemingly organized
- 2. Prevalence of the public servant status
- 3. A recruitment controlled by disciplinary national and local commissions

# 1. Two types of careers

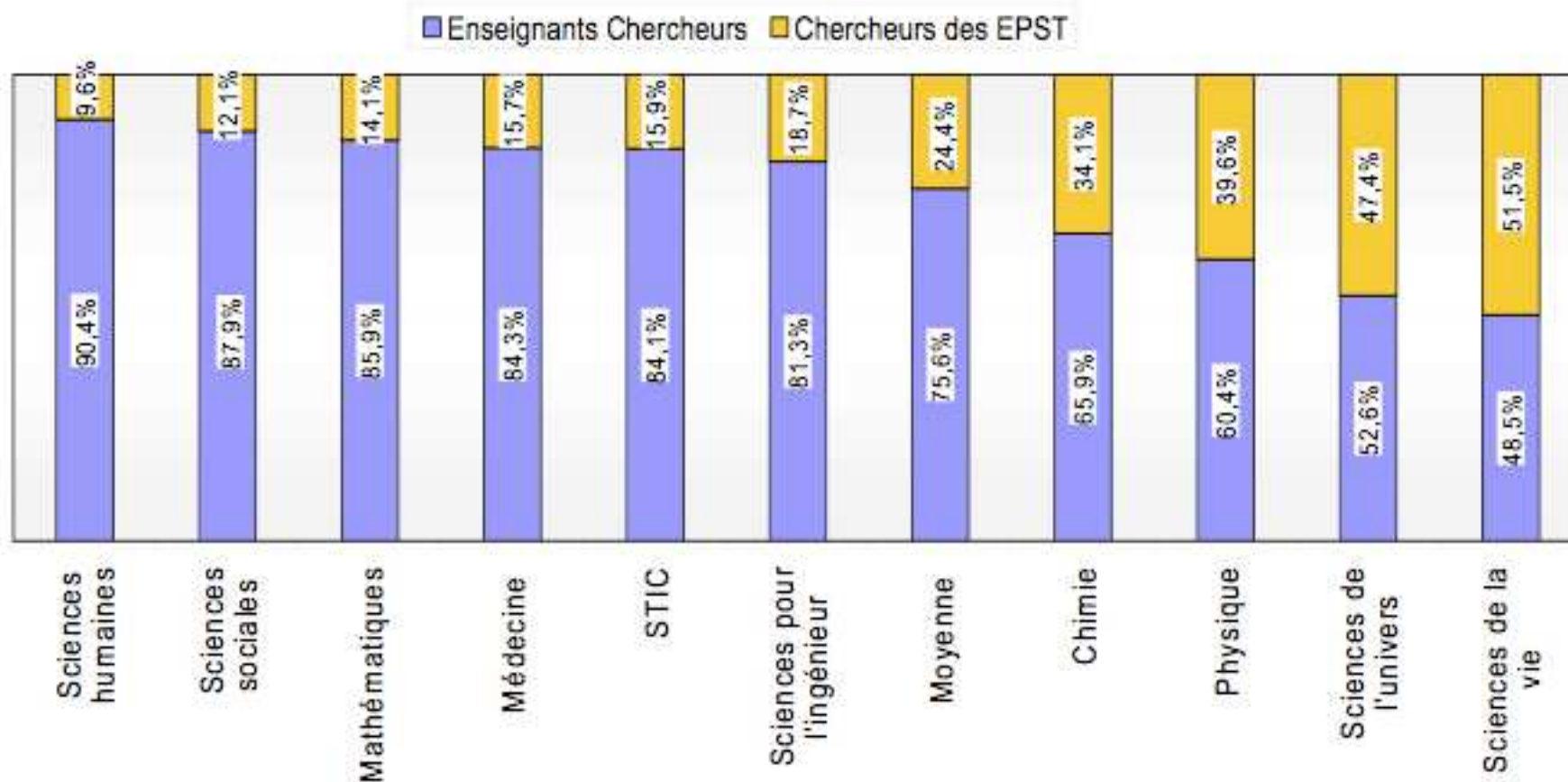
- University versus CNRS (« Grands organismes publics de recherche »)

# The structure of tenured researchers' jobs in France

- In France, in the public sector, 1 tenured researcher out of 4 is full-time researcher.
- This proportion varies much from discipline to one other.
- In the social sciences, 1 tenured researcher out of 9 are Academics, either *maître de conférences* or *professeurs*

Sur l'ensemble de la population des chercheurs des EPST et enseignants-chercheurs titulaires, 75,6% sont maîtres de conférences ou professeurs des universités et 24,4% sont chargés de recherche ou directeurs de recherche dans les EPST. Toutefois, la répartition par disciplines est très contrastée. Le graphique ci-dessous illustre cette disparité.

Répartition des chercheurs des EPST et des enseignants-chercheurs par disciplines  
(en personnes physiques)



Source : coopérative de production d'indicateurs – OST – Novembre 2006

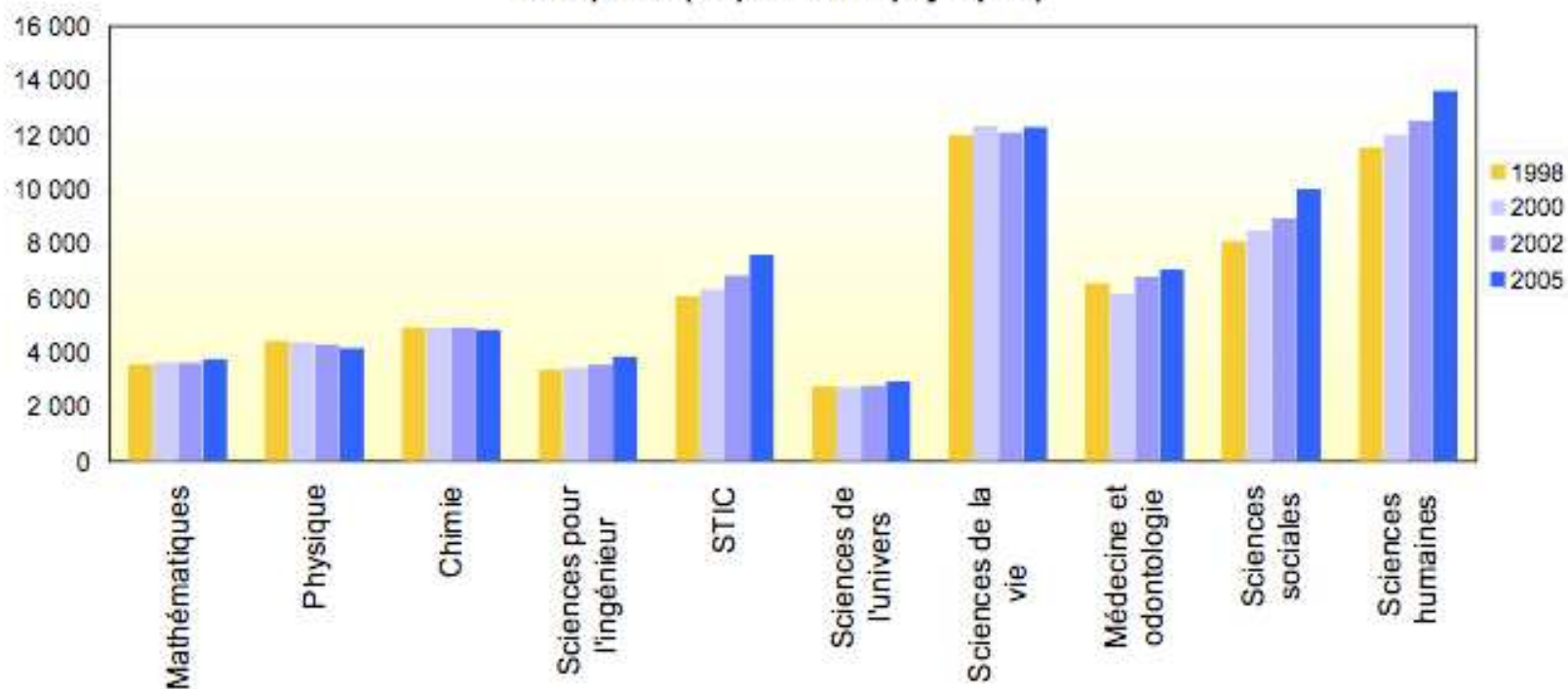
# Number of tenured jobs

- Around 10 000 jobs in the social sciences and 14 000 in the humanities
- Important growth of the manpower in the social sciences and humanities during the 10 last years
- Between 2006 and 2013, around 3,5% in an average of the holders will leave in retirement each year (i.e. 350 jobs in the social sciences and 450 in the humanities)
- The government make the pledge to replace all the departures in retirement, but the law about the autonomy of the universities creates a new situation.

## ↳ Les effectifs par disciplines des titulaires (chercheurs des EPST et enseignants-chercheurs)

L'observation de l'évolution des effectifs par disciplines depuis 1998 montre que l'augmentation globale de la population titulaire des chercheurs des EPST et des enseignants-chercheurs n'est pas répartie de manière uniforme. Ainsi, se distinguent les disciplines se caractérisant par une stabilité, voir une légère diminution de leurs effectifs (Mathématiques, Physique, Chimie, Sciences de l'Univers...), de celles où les effectifs croissent (Sciences et technologies de l'information et de la communication, Sciences humaines et sociales, et, dans une moindre mesure, sciences pour l'ingénieur).

Evolution des effectifs de chercheurs des EPST et d'enseignants chercheurs par disciplines (en personnes physiques)



Source : coopérative de production d'indicateurs – OST – Novembre 2006

## The Academic jobs in Humanities, Law, social sciences by status in 2004

|   | Humanities, Law,<br>social sciences | %             |
|---|-------------------------------------|---------------|
| Professors                                    | <b>6622</b>                         | <b>18,8%</b>  |
| Associate professors                          | <b>14626</b>                        | <b>41,6%</b>  |
| ATER et moniteurs                             | <b>6550</b>                         | <b>18,6%</b>  |
| High schools teachers<br>(agrégés, certifiés) | <b>7373</b>                         | <b>21,0%</b>  |
| Total   | <b>35171</b>                        | <b>100,0%</b> |



## Careers and salaries of the associate professors (maître de conférences)

| 1point = 4,53 €                         | Gross salary<br>(monthly) | Net salary<br>(monthly) | Seniority |
|---|---------------------------|-------------------------|-----------|
| 1st grade (indice 453)                  | 2052 euros                | 1675 euros              | 0         |
| 4th grade (indice 622)                  | 2817 euros                | 2300 euros              | 8 years   |
| 9th grade (indice 820)                  | 3714 euros                | 3030 euros              | 18 years  |
| Top class (8% du corps)<br>(indice 962) | 4358 euros                | 3550 euros              | 29 years  |

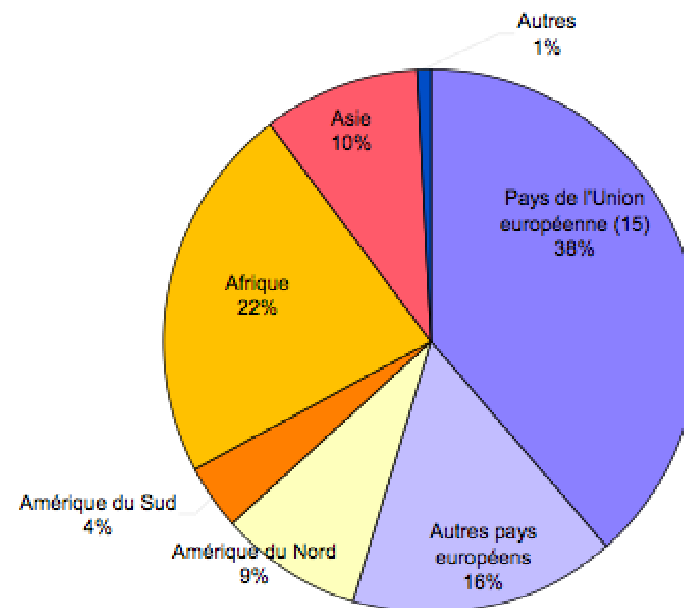
## Careers and Salaries of French Professors

|   | Gross salary<br>(monthly) | Net salary<br>(monthly) | Seniority |
|---|---------------------------|-------------------------|-----------|
| 2nd cl-1st grade<br>(indice 657)              | 2976 euros                | 2426 euros              | 0         |
| 1st cl-1st grade<br>(indice 820)              | 3714 euros                | 3030 euros              | 9 years   |
| Top class (10% of the<br>corps) (indice 1319) | 5975 euros                | 4870 euros              | 20 years  |

# Foreign researchers in France

Les chercheurs étrangers accueillis dans les établissements publics sont proportionnellement plus nombreux dans les EPST (12,2 %) et les universités (5,4 %) que dans les EPIC (2,6 %). Leur répartition montre une large représentation de l'Union européenne.

Origine des chercheurs étrangers dans la recherche publique en France



Source DEPP – Note recherche 04-01  
février 2004

# Post-doc CNRS

- Condition : PhD less than 2 years, no nationality condition
- Recruitment by the laboratory where the post-doc has been opened
- One year, eventually 2 years
- Salary : 2500 euros gross by month

# How to apply ?

- 1. The list is published on the CNRS website : <https://www2.cnrs.fr/DRH/post-docs07/>
- 2 - The candidates have to contact the laboratory where a post-doc is open and to send their scientific file till april 30.
- 3 - A local comittee on the aegis of the director of the laboratory proceed to the selection.
- 4 - The contract begins the 1st of septembre or the 1st of october.

# How to apply for a job of ATER

- Go on the website of the university (april-may)
- Download a file of candidacy and send it directly to the University
- Local committee select candidates at the end of June.

# How to apply for a job of Assistant professor - 1st step

- 1. September-October : applying for qualification near the National council of the universities by internet :  
[http://www.education.gouv.fr/personnel/enseignant\\_superieur/enseignant\\_chercheur/notinfo.htm](http://www.education.gouv.fr/personnel/enseignant_superieur/enseignant_chercheur/notinfo.htm)
- It's possible to lodge a file with several disciplinary commissions.

# How to apply for a job of Assistant professor - 2nd step

- 2. Once qualified, you have to apply in each universities where there is a job left.
- Jobs are published in the Journal Officiel in February



# How to apply for a job of Assistant professor - 3rd step

- From 2008 recruitment will be made by local committee composed by experts named by the governing board of the University. Half of the members of the committee don't belong to the university.
- The selected candidates send their main scientific works. Then they are auditioned by the committee during 30 minutes.