The precarity challenges of PhD holders

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System of PhD study in the Czech Republic

- Accreditation for PhD programs
  - Accreditation was granted to universities, which are responsible for the education of PhD students in cooperation with research institutes
- Duration
  - 3-4 year
- Scholarship is granted by the Government
  - approx 430 EUR/month
  - the scholarship is granted in line with the Faculty provisions
- Student status
  - Is exempted from taxes
  - Health and social insurance is covered by the Government
PhD students

<table>
<thead>
<tr>
<th>Year</th>
<th>Natural Sciences</th>
<th>Technical Sciences</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
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<tr>
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<tr>
<td>2017</td>
<td>22,192</td>
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</tbody>
</table>

Source: Czech Statistical Office

PhD graduates

<table>
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<th>Year</th>
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<th>Technical Sciences</th>
<th>Total</th>
</tr>
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<tbody>
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<td>2017</td>
<td>2,343</td>
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Source: Czech Statistical Office
Man vs women

PhD students

Source: Czech Statistical Office

PhD graduates

PhD holders career

Research institutes

Assistant professor

Senior researcher

Junior researcher

Post doc

Academic staff

Universities

Industry

Other

Proffesor

Associate professor
Challenges of PhD holders

- Low income
- To find a job
- Overqualification

Institute of Sociology of the Czech academy of Sciences (2018)

Incomes are too low to cover living costs

- Post-doc positions have not been fully established yet
  - each university has its own system
- salaries are too low to cover all expenditures (e.g. purchasing an apartment and starting family life)
  - 20% works outside the field
- Foreign PhD holders applying for post-doc positions face problems with covering their living costs

Institute of Sociology of the Czech academy of Sciences (2018)
Difficulties to find a research job in their residential place

- PhD holders either have to commute or to move
  - 36,8% work in other region
- Living in the town is often connected with high rents.
- The accommodation provided by research institutes and universities is temporary and offers limited possibilities


PhD holders are often considered overqualified outside the research area

- PhD holders often face problems to find an appropriate occupation in private sectors and industries
  - 13 % (health care) - 30% (agriculture and forestry) are overqualified
- This problems is tackled mainly by women with young children

Solution? .... example from university

- Projects and grants supporting post-doc positions
- Other problems - differences between post-doc salaries and those of young research staff at the same workplace

Thank you for a help with our career