UNIVERSITÉ CÔTE D'AZUR

HR EXCELLENCE IN RESEARCH

Postdoctoral Survey
HRS4R 2026 – 2027 Renewal

Summary note — perceptions, needs and comparisons between Université Côte d'Azur postdoctoral researchers, examined across five themes and related to the institution's actions and initiatives.

Data: 52 responses recorded from 28 January 2026 to 13 March 2026 · Note: October 2026

Introduction

Université Côte d'Azur received the European “HR Excellence in Research” award in 2022 and is preparing for its renewal in 2027. As part of this process, a survey was specifically addressed to postdoctoral researchers to gather their perceptions and needs concerning their careers, training, working conditions, arrival support, opportunities in other sectors and artificial intelligence. It is analysed here separately from the general survey of the research community.

Participation. The dataset contains 52 responses, recorded from 28 January 2026 to 13 March 2026. No selection was applied: all 52 responses are included. 29 respondents report French nationality and 23 another nationality. 19 postdoctoral researchers have less than one year of postdoctoral experience, 22 between one and three years and 11 more than three years.

Reading the results. The charts present the responses received. Comparisons between groups concern the respondents to each question.

Structure of the note. Five themes are presented: favourable perceptions, expressed needs and comparisons between French and non-French nationals. A SWOT analysis then relates the findings to the institution's ongoing initiatives.

52
postdoctoral researchers responding to the survey

29	French nationals
23	Non-French nationals

Postdoctoral experience

19	less than one year
22	1 to 3 years
11	more than 3 years

5
themes, 15 pages of results and an overall SWOT analysis

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Method and reading guide

Participation. The 2026 HRS4R postdoctoral survey comprises 52 responses. All are included; the number of responses may vary by question.

Group comparisons. Results are compared between 29 French nationals and 23 non-French nationals. The groups are small; the observed differences are descriptive indications that should be examined with care.

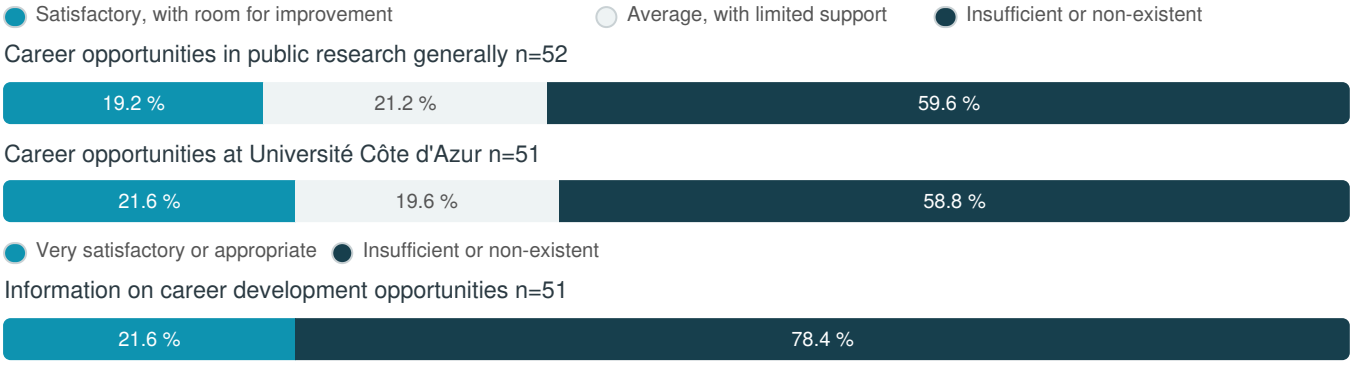
Reading the charts. Depending on the question, results distinguish favourable, intermediate, unfavourable and “Not applicable” responses. Percentages are calculated from the responses to each question.

Actions and initiatives. The SWOT analysis relates the results to institutional schemes and suggests avenues for reflection for the HRS4R renewal. These links neither assess their effectiveness nor constitute a decision on the future action plan.

> Points to bear in mind
>
> - The results reflect the perceptions of survey respondents.
> - “Not applicable” responses remain visible where this option is offered.
> - Open-ended questions are not analysed in this note.

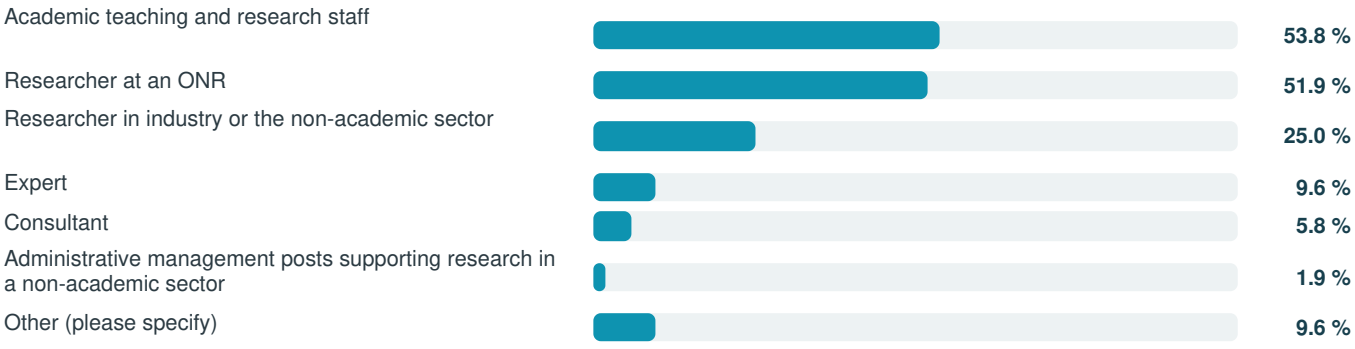
Favourable perceptions

Favourable perceptions of career prospects are in the minority. 19.2 % of postdoctoral researchers consider career opportunities in public research generally satisfactory, with room for improvement, and 21.6 % consider those at Université Côte d'Azur satisfactory. 21.6 % consider the information available on their career development opportunities appropriate or very satisfactory.



Intermediate responses (“Average, with limited support”) account for 21.2 % of responses for public research generally and 19.6 % for Université Côte d'Azur.

Career plans (multiple responses, n=52)



Career plans remain primarily research-oriented: 53.8 % envisage a teaching and research career in academia and 51.9 % a research career at an ONR; 25.0 % see themselves working in industry or the non-academic sector.

THEME 1 — CAREERS AND CAREER PLANS

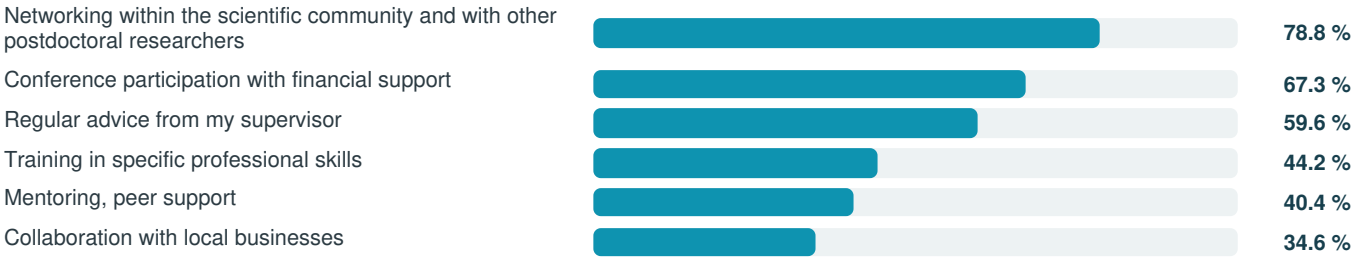
Expressed needs

Unfavourable perceptions predominate. Information on career development opportunities is considered insufficient or non-existent by 78.4 % of postdoctoral researchers; career opportunities are considered insufficient or non-existent by 59.6 % (public research generally, n=52) and 58.8 % (Université Côte d'Azur, n=51).

Unfavourable share ("insufficient" or "non-existent" responses)



Career support schemes considered most appropriate (multiple responses, n=52)



Networking (78.8 %) and conference participation with financial support (67.3 %) rank highest, ahead of regular advice from the supervisor (59.6 %). These are followed by training in specific professional skills (44.2 %), mentoring and peer support (40.4 %) and collaborations with local businesses (34.6 %).

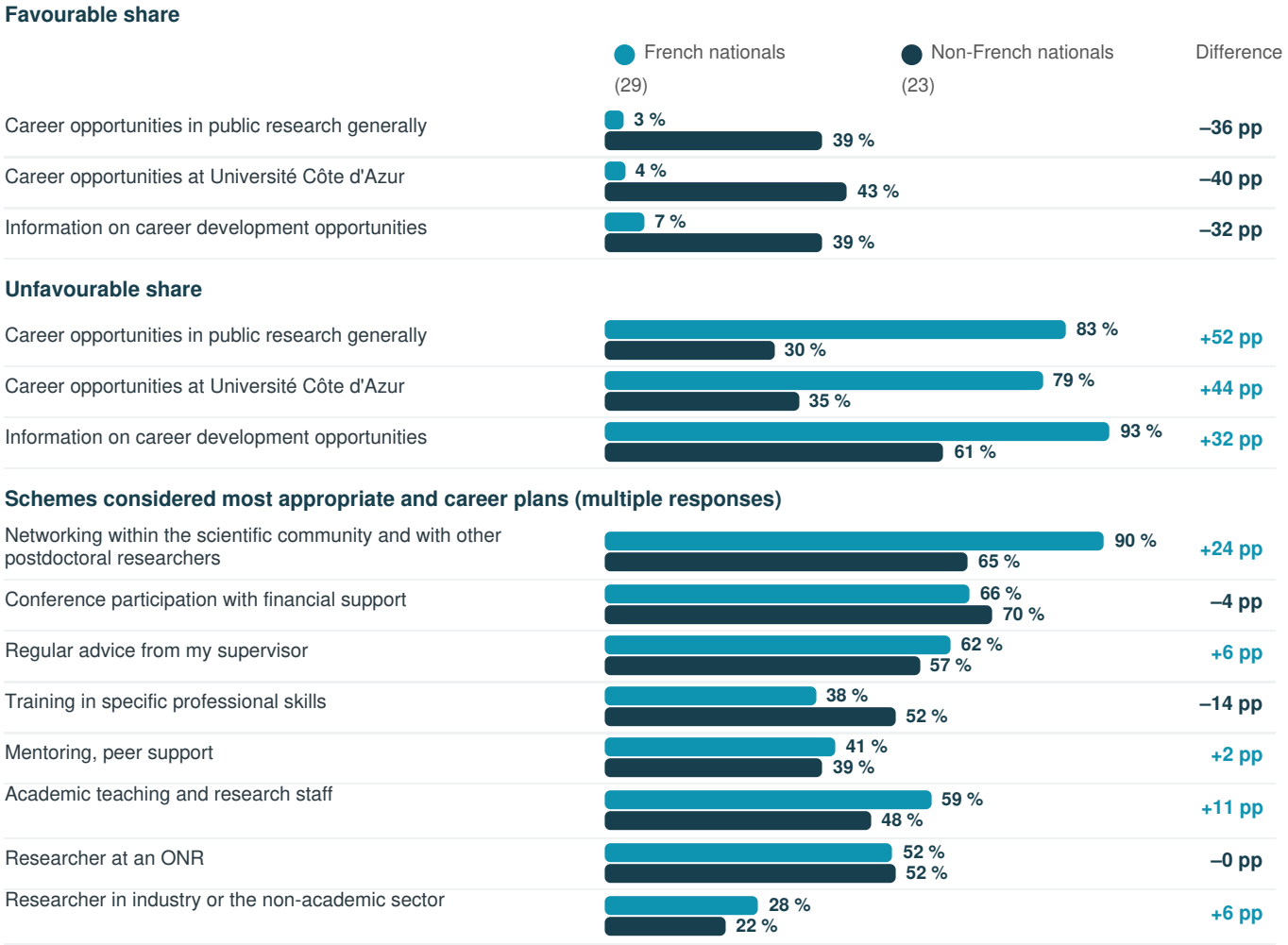
Emerging needs

- Clearer information on career development, considered insufficient or non-existent by 78.4 % of postdoctoral researchers;
- Networking and conference participation opportunities, the most frequently cited support schemes;
- Individual support: regular advice from the supervisor (59.6 %), mentoring and peer support (40.4 %).

THEME 1 — CAREERS AND CAREER PLANS

Group comparisons

Career prospects and information on career development show marked contrasts between the two groups.



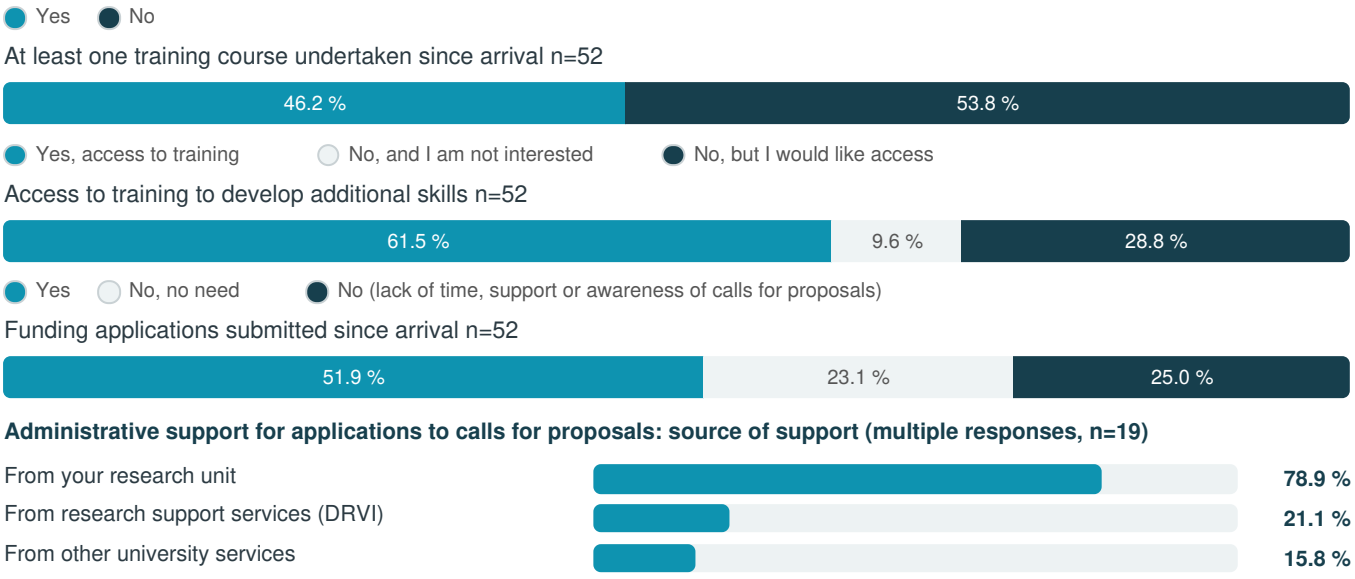
Interpretation

- French nationals view career opportunities and the information available much more critically.
- Networking is requested more frequently by French nationals; specific professional training is mentioned more frequently by non-French nationals.

THEME 2 — TRAINING, SKILLS AND FUNDING

Favourable perceptions

46.2 % of postdoctoral researchers have undertaken at least one training course since arriving at Université Côte d'Azur, including 5 who have undertaken at least one per year (9.6 %). 61.5 % report access to training to develop additional skills: within or outside their field, job-related training, or training in ethics and research integrity. 51.9 % have submitted at least one funding application since their arrival.



Administrative support for applications to calls for proposals: source of support (multiple responses, n=19)

Of the 27 respondents who submitted an application, 19 identified a source of administrative support, primarily their research unit (78.9 % of these 19). 14 identified a source of support for managing the funded project.

THEME 2 — TRAINING, SKILLS AND FUNDING

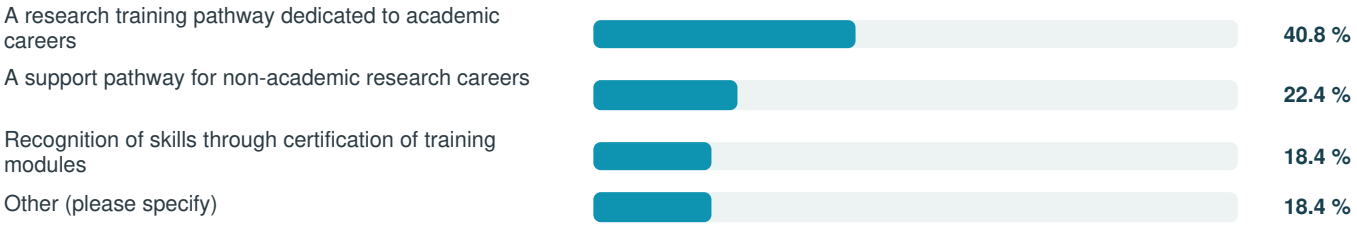
Expressed needs

53.8 % of postdoctoral researchers have undertaken no training since their arrival and 28.8 % have no access to training but would like it. Of the 52 respondents, 25.0 % have not submitted a funding application because of a lack of time (13.5 %), support (9.6 %) or awareness of calls for proposals (1.9 %); 23.1 % had no need to apply.

Transversal skills postdoctoral researchers would like to develop (multiple responses, n=48)



Training scheme considered most useful (single response, n=49)



Schemes considered useful for preparing an application to a call for proposals (multiple responses, n=27)



Emerging needs

- Support to develop networking and interdisciplinary collaboration (45.8 %), an individual support pathway (37.5 %), leadership (33.3 %) and scientific communication (33.3 %);
- A training pathway dedicated to academic careers (40.8 %) and, to a lesser extent, non-academic research careers (22.4 %);
- Personalised advice and a review service (88.9 %), together with mentoring by experienced researchers (74.1 %), to prepare applications to calls for proposals.

THEME 2 — TRAINING, SKILLS AND FUNDING

Group comparisons

The two groups undertake training in similar proportions, but differ more in funding applications and desired training.

Favourable share

	French nationals (29)	Non-French nationals (23)	Difference
At least one training course undertaken since arrival	48 %	43 %	+5 pp
Access to training to develop additional skills	62 %	61 %	+1 pp
Funding applications submitted since arrival	62 %	39 %	+23 pp

Unfavourable share

At least one training course undertaken since arrival	52 %	57 %	–5 pp
Access to training to develop additional skills	21 %	39 %	–18 pp
Funding applications submitted since arrival	21 %	30 %	–10 pp

Skills to develop (multiple responses) and most useful training scheme (single response)

Networking and interdisciplinary collaboration	37 %	57 %	–20 pp
An individual support pathway, such as project development or mentoring	41 %	33 %	+7 pp
Leadership and team management	26 %	43 %	–17 pp
Project management	22 %	38 %	–16 pp
A research training pathway dedicated to academic careers	38 %	45 %	–7 pp
A support pathway for non-academic research careers	17 %	30 %	–13 pp

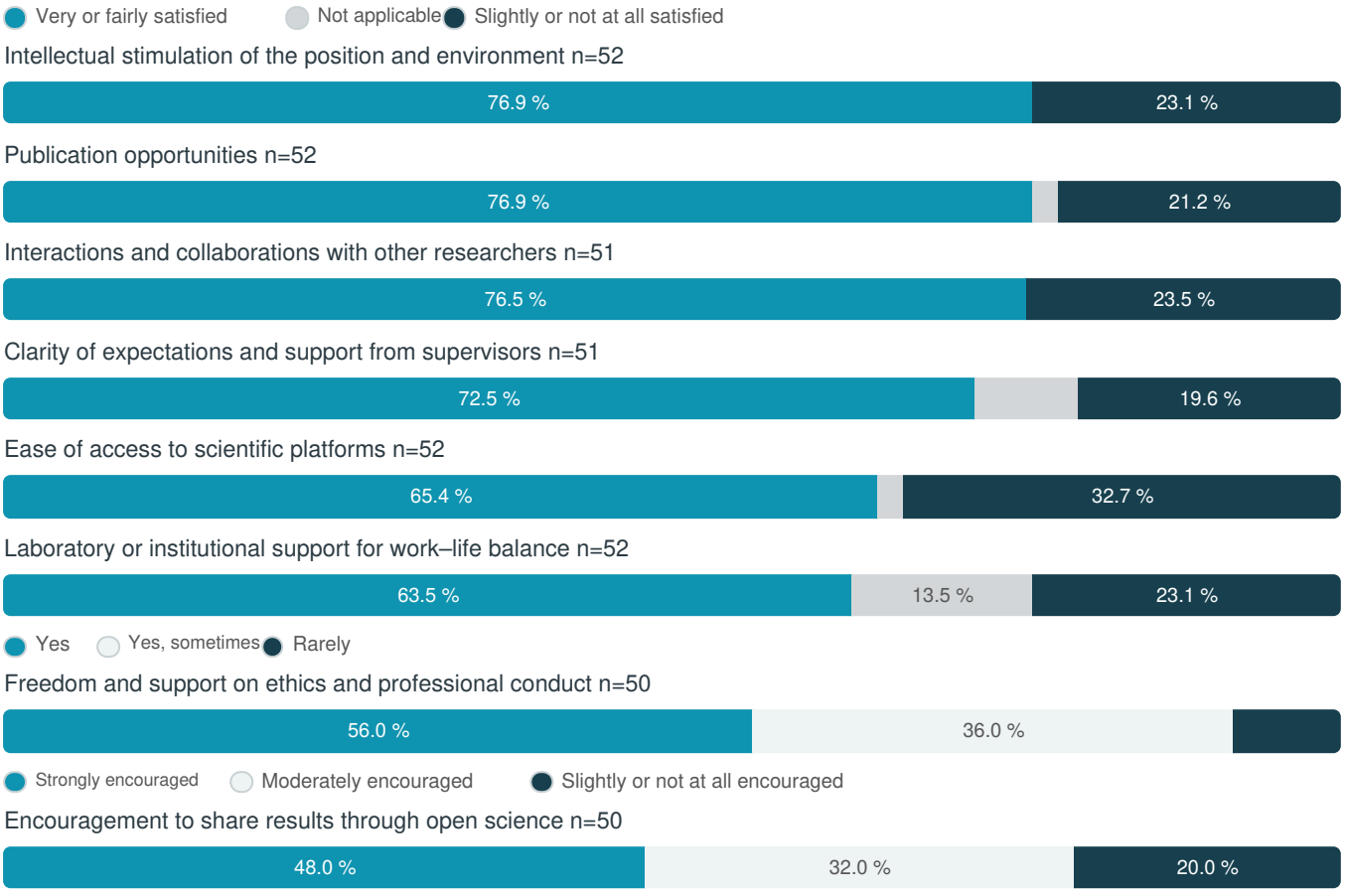
Interpretation

- Training participation and reported access are similar in the two groups; non-French nationals more frequently report that training is inaccessible.
- French nationals have more often submitted a funding application.
- Non-French nationals more frequently mention networking, leadership, project management and non-academic pathways.

THEME 3 — RESEARCH ENVIRONMENT, ETHICS AND WORKING CONDITIONS

Favourable perceptions

Most postdoctoral researchers report satisfaction with their research environment: intellectual stimulation (76.9 %), publication opportunities (76.9 %), interactions and collaborations with other researchers (76.5 %), clarity of expectations and support from supervisors (72.5 %) and ease of access to scientific platforms (65.4 %). 63.5 % are satisfied with support for work–life balance.

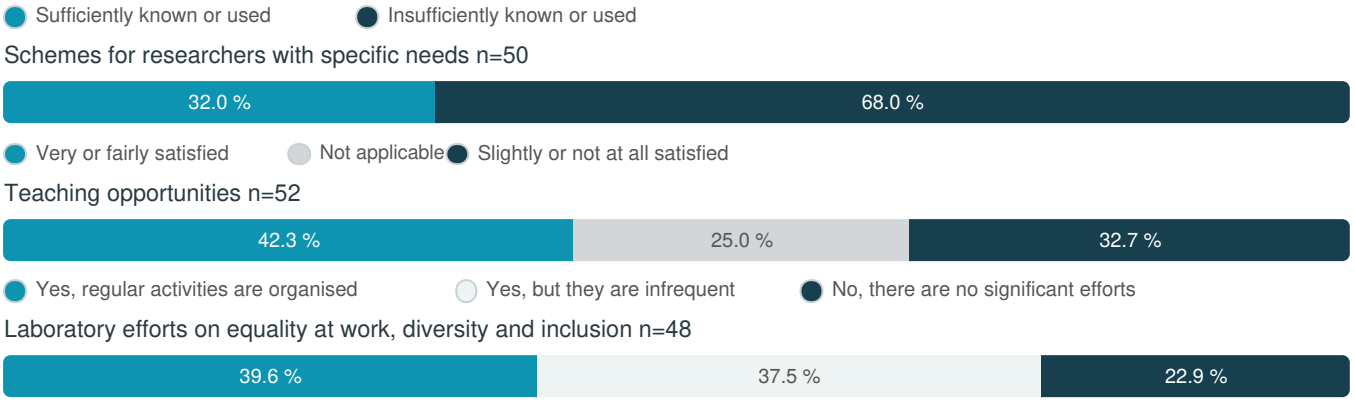


56.0 % report having appropriate freedom and support on ethics and professional conduct, and 36.0 % “sometimes”. 48.0 % feel strongly encouraged to share their results on open science platforms, and 32.0 % moderately encouraged.

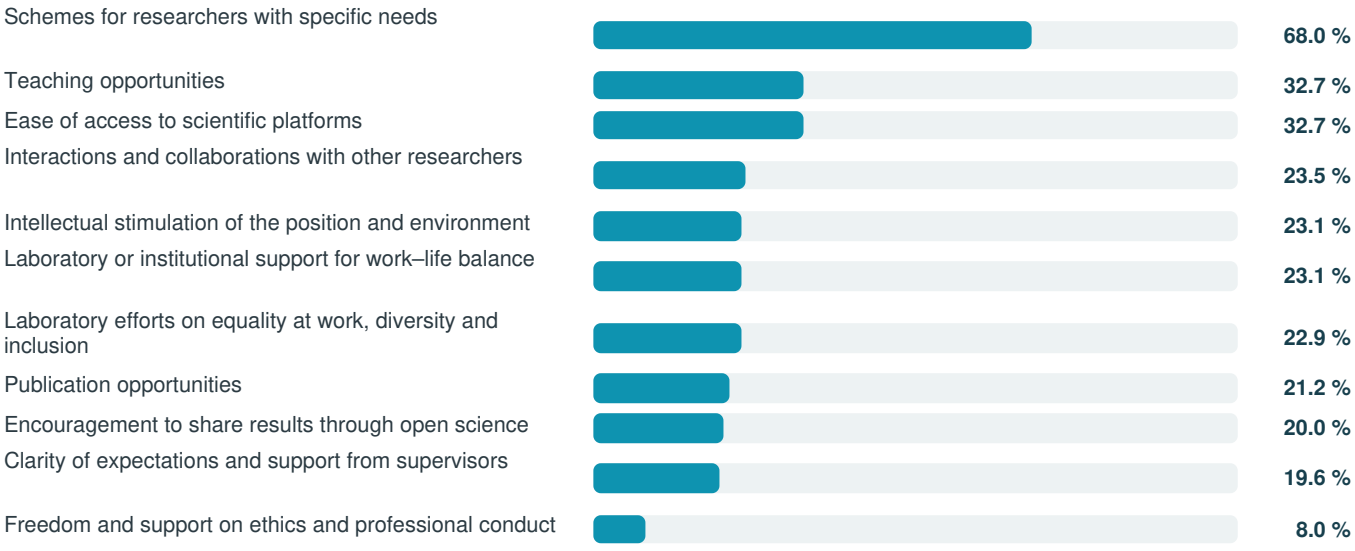
THEME 3 — RESEARCH ENVIRONMENT, ETHICS AND WORKING CONDITIONS

Expressed needs

Three issues concentrate respondents' expectations. 68.0 % of postdoctoral researchers consider schemes for researchers with specific needs insufficiently known or used. Teaching opportunities satisfy only 42.3 % of postdoctoral researchers; 32.7 % are slightly or not at all satisfied and 25.0 % answer “Not applicable”. Regarding equality at work, diversity and inclusion, 39.6 % report regular actions in their laboratory, 37.5 % infrequent actions and 22.9 % no significant efforts.



Unfavourable share, all items (“Not applicable” remains in the denominator)

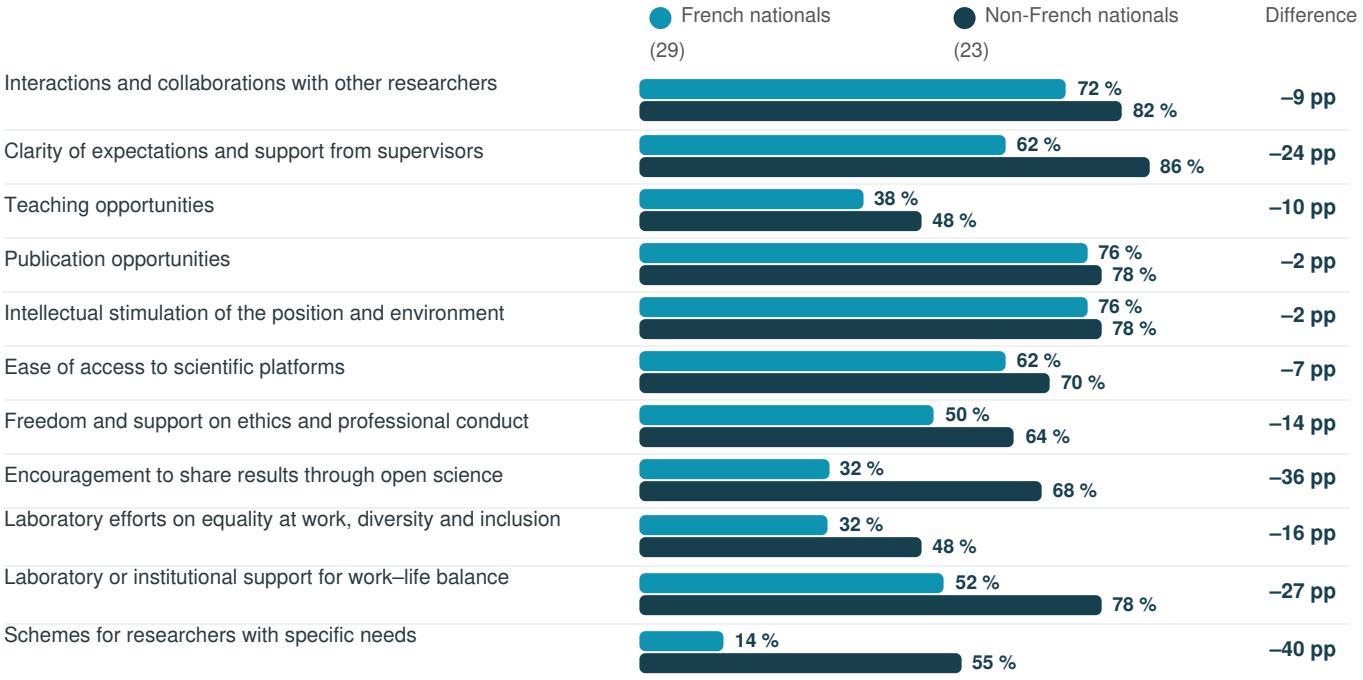


THEME 3 — RESEARCH ENVIRONMENT, ETHICS AND WORKING CONDITIONS

Group comparisons

Favourable perceptions are more frequent among non-French nationals, particularly concerning support and working conditions.

Favourable share



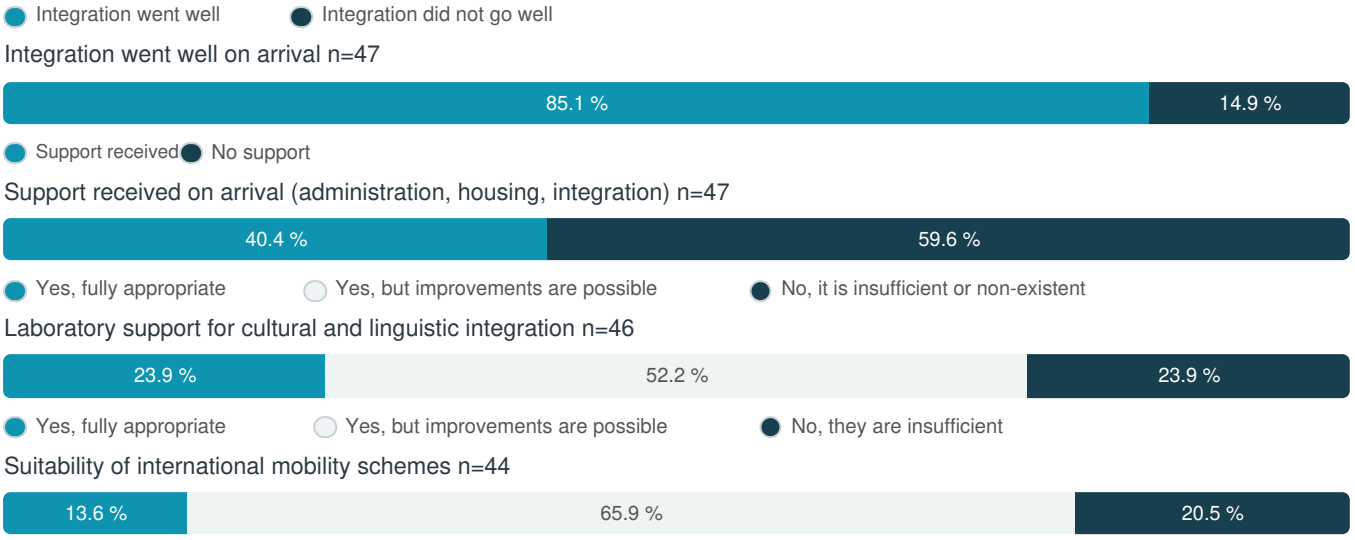
Interpretation

- Non-French nationals more often give a favourable assessment of schemes for specific needs, open science, work–life balance and supervision.
- Differences are small, however, for publications and intellectual stimulation.

THEME 4 — ARRIVAL SUPPORT AND INTERNATIONAL MOBILITY

Favourable perceptions

85.1 % of postdoctoral researchers report that their integration on arrival went well, with or without formal support. 40.4 % report receiving support on arrival (administration, housing, integration); of these 19 respondents, 16 consider their integration to have gone well. Of the 28 respondents who reported no support, 24 nevertheless consider their integration to have gone well.



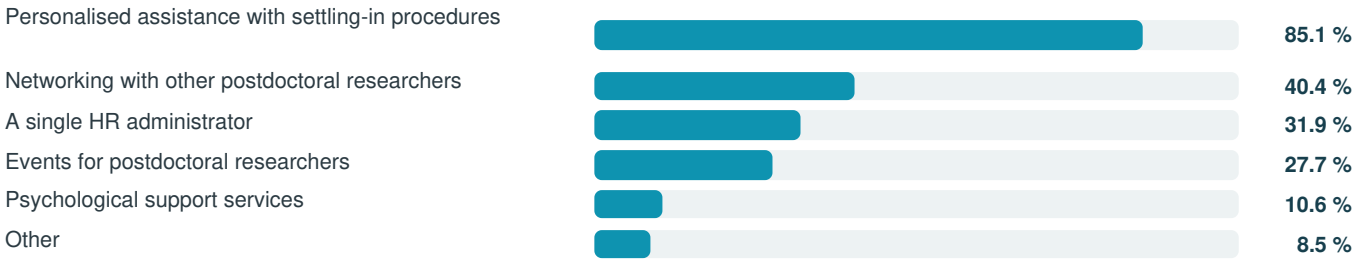
23.9 % consider their laboratory's support for cultural and linguistic integration fully appropriate and 52.2 % appropriate but with room for improvement. For international mobility, 13.6 % consider the schemes fully appropriate to their needs and 65.9 % appropriate with room for improvement.

THEME 4 — ARRIVAL SUPPORT AND INTERNATIONAL MOBILITY

Expressed needs

Support on arrival is uneven: 59.6 % of postdoctoral researchers report receiving none and 14.9 % consider their integration unsuccessful. Support for cultural and linguistic integration is considered insufficient or non-existent by 23.9 % and in need of improvement by 52.2 %. For international mobility, 20.5 % consider the schemes insufficient and 65.9 % in need of improvement.

Schemes considered most useful for improving support for international postdoctoral researchers on arrival (multiple responses, n=47)



Personalised assistance with settling-in procedures is cited by 85.1 % of respondents, well ahead of networking with other postdoctoral researchers (40.4 %), a single HR administrator (31.9 %) and events for postdoctoral researchers (27.7 %).

Emerging needs

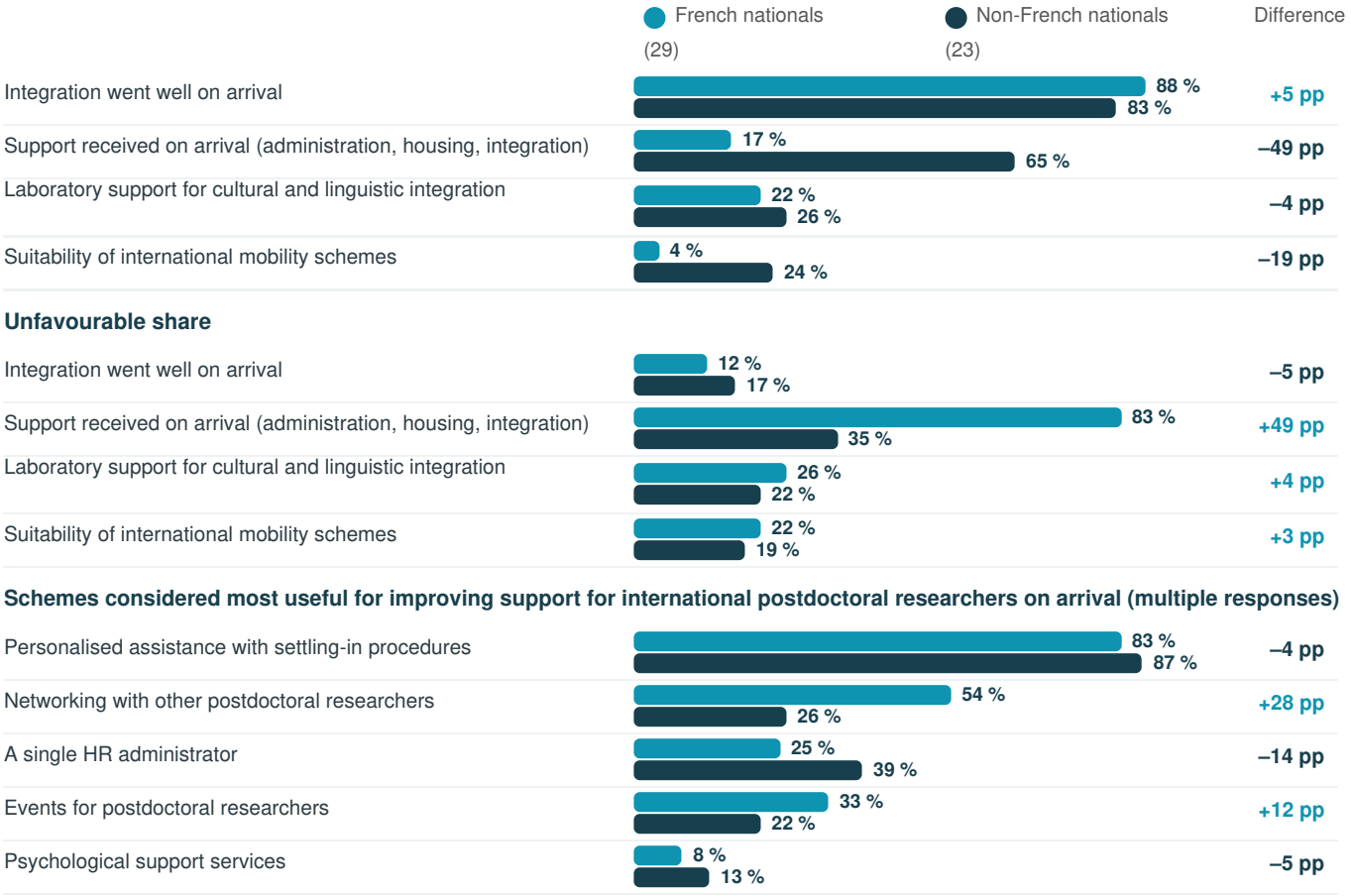
- Support with settling in (administrative procedures, housing, integration): 59.6 % of postdoctoral researchers received none;
- A single HR contact (31.9 %) and networking with other postdoctoral researchers (40.4 %);
- Better-suited international mobility schemes: 65.9 % consider them in need of improvement and 20.5 % insufficient.

THEME 4 — ARRIVAL SUPPORT AND INTERNATIONAL MOBILITY

Group comparisons

Support received on arrival differs markedly between the two groups, whereas similar proportions consider their integration successful.

Favourable share



Unfavourable share

Schemes considered most useful for improving support for international postdoctoral researchers on arrival (multiple responses)

Interpretation

- Non-French nationals report receiving support on arrival much more frequently; most respondents in both groups nevertheless consider their integration successful.
- Networking is mentioned more frequently by French nationals, whereas a single HR contact is requested more frequently by non-French nationals.

Favourable perceptions

65.4 % of postdoctoral researchers have considered working in a sector other than academic research (industry, government, NGOs, etc.): 28.8 % are actively looking and 36.5 % have not yet applied. 21.6 % report that their laboratory helps them explore other sectors, regularly (7.8 %) or to a limited extent (13.7 %).

Have considered working in a sector other than academic research

Yes, I am actively seeking work in these sectors | Yes, but I have not yet applied | No, but I am interested | No, I am not interested

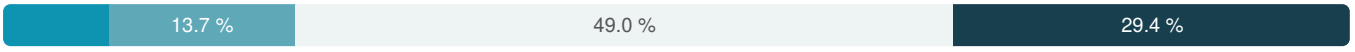
Sectors other than academic research n=52



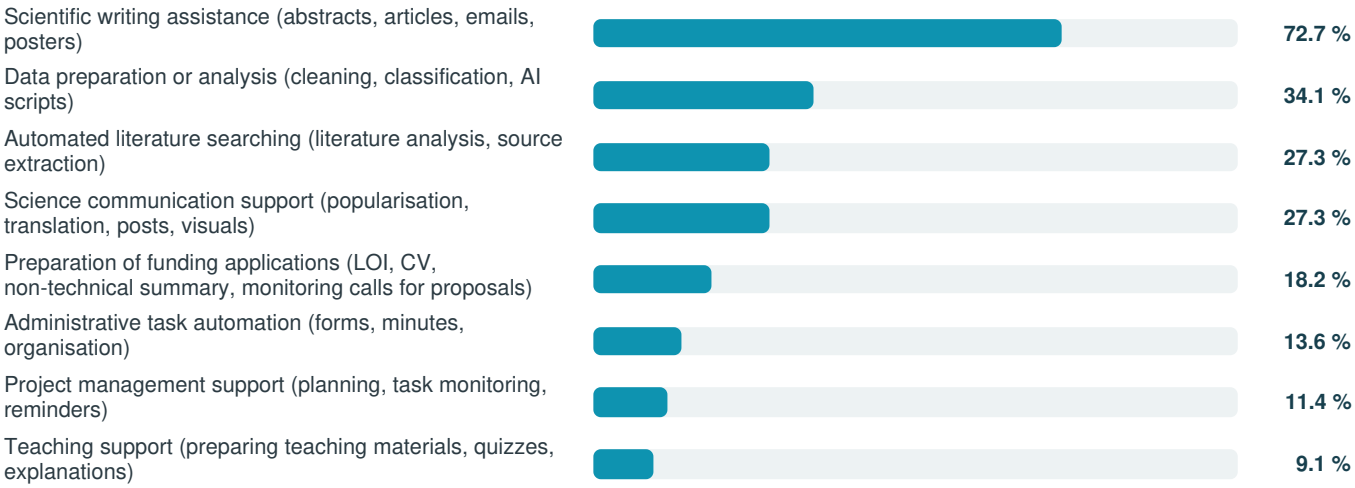
Laboratory help with exploring opportunities in other sectors

Yes, regularly | Yes, but to a limited extent | No, but this would be useful | No, it is not offered

Laboratory help n=51



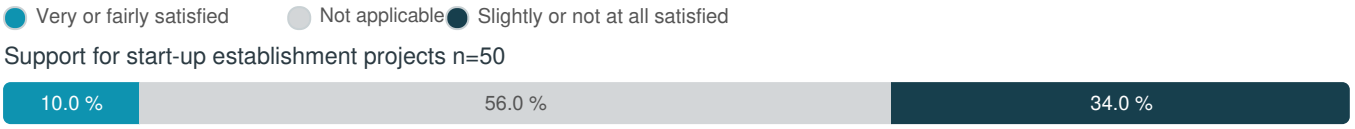
Artificial intelligence uses already adopted in research activities (multiple responses, n=44)



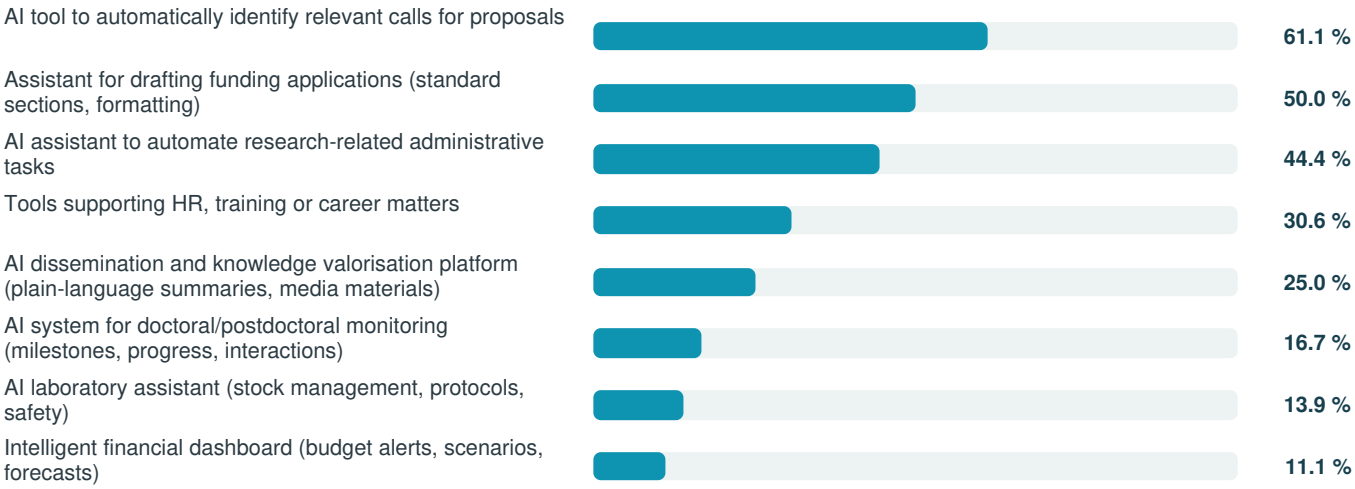
44 postdoctoral researchers reported at least one use of AI in their research activities, primarily scientific writing assistance (72.7 %), followed by data preparation or analysis (34.1 %), automated literature searches (27.3 %) and science communication assistance (27.3 %).

Expressed needs

49.0 % of postdoctoral researchers report that their laboratory does not help them explore other sectors although this would be useful, and 29.4 % that this is not offered. 17.3 % answer “No, but I am interested” to the question about considering another sector. Support for start-up establishment projects is considered slightly or not at all satisfactory by 34.0 % and fairly satisfactory by 10.0 %, but 56.0 % answer “Not applicable”: this proportion calls for caution when interpreting the result.



Artificial intelligence services the university could provide (multiple responses, n=36)



The most desired services are a tool to automatically identify calls for proposals (61.1 %), an assistant for writing funding applications (50.0 %) and an assistant to automate research-related administrative tasks (44.4 %).

Emerging needs

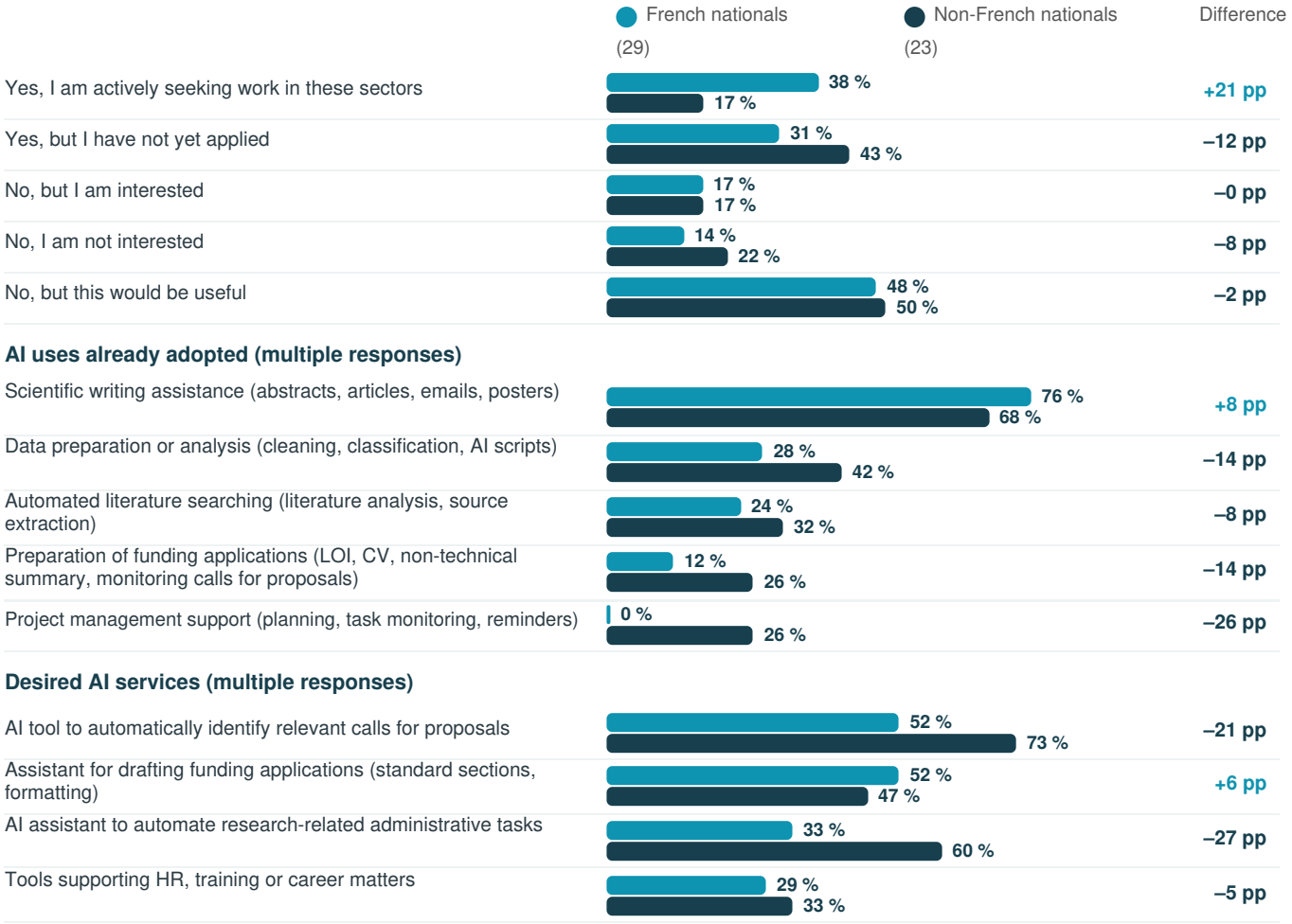
- Laboratory support to explore other sectors: this would be useful for 49.0 % of postdoctoral researchers;
- Information and support for start-up projects, whose usefulness is difficult to assess (56.0 % “Not applicable”);
- AI services focused on calls for proposals, writing funding applications and administrative tasks.

THEME 5 — BEYOND ACADEMIA AND ARTIFICIAL INTELLIGENCE

Group comparisons

Career plans and artificial intelligence uses show several differences between the two groups.

Sectors other than academic research and laboratory help (single responses)



Interpretation

- French nationals more often actively seek employment outside academia; non-French nationals more often consider this possibility without yet having applied.
- Non-French nationals more frequently report receiving help from their laboratory and request more AI tools for calls for proposals and administrative tasks.

RELATING FINDINGS ACROSS THE FIVE THEMES TO ACTIONS IN THE HRS4R ACTION PLAN

Overall SWOT analysis

Strengths

A research environment that is generally appreciated. Postdoctoral researchers report satisfaction with intellectual stimulation (76.9 %), publication opportunities (76.9 %), interactions and collaborations (76.5 %), support from supervisors (72.5 %) and access to scientific platforms (65.4 %).

Support in ethics and open science on which to build further efforts. 56.0 % report appropriate freedom and support on ethics and professional conduct; 48.0 % feel strongly encouraged to share their results through open science. The DiBSO initiative offers potential support for this second area.

Integration on arrival that is mostly satisfactory. 85.1 % consider that their integration went well. Support received on arrival is mentioned more frequently by non-French nationals (65.2 % versus 16.7 %).

Clear research career plans. 53.8 % envisage a teaching and research career, 51.9 % a career at an ONR and 51.9 % have already submitted a funding application. IdEx schemes (excellence fellowships, MSCA Post-doctoral Booster, ERC Booster) offer support that can be mobilised for the relevant groups.

Improvements underway

Make career prospects and information clearer. Information on career development is considered insufficient or non-existent by 78.4 % of postdoctoral researchers; the same applies to career opportunities for 59.6 % in public research generally and 58.8 % at Université Côte d'Azur. HR consolidation and EuRECA could help clarify these issues.

Strengthen regular discussions on career pathways. Advice from the supervisor (59.6 %) is cited more often than mentoring and peer support (40.4 %). The priority would be to facilitate access to ongoing advice and appropriate information; peer support could complement this approach. Institutional mentoring, currently suspended, is not an operational service for postdoctoral researchers.

Broaden access to training and transversal skills. 53.8 % have undertaken no training since their arrival and 28.8 % would like access to training that is currently inaccessible to them. Networking and interdisciplinary collaboration (45.8 %), individual support (37.5 %) and leadership (33.3 %) feature among the expectations. HR consolidation and PUI MED'INNOV could contribute within their respective remits.

Overall SWOT analysis (continued)

Areas of progress underway (continued)

Facilitate access to funding and develop application support. 25.0 % have not submitted an application because of time constraints (13.5 %), lack of support (9.6 %) or limited awareness of calls for proposals (1.9 %). Personalised advice and review are particularly sought after (88.9 %), followed by support from experienced researchers (74.1 %).

Extend support on arrival and for mobility, and raise awareness of it. 59.6 % report receiving no support on arrival. Cultural and linguistic support is considered in need of improvement by 52.2 % and insufficient by 23.9 %; mobility schemes are considered in need of improvement by 65.9 % and insufficient by 20.5 %. Personalised assistance with settling-in procedures is most requested (85.1 %).

Raise the visibility of actions supporting equality, diversity and specific needs. 39.6 % report regular actions in their laboratory, 37.5 % infrequent actions and 22.9 % no significant efforts. Schemes for researchers with specific needs are considered insufficiently known or used by 68.0 %. The Equality Plan could help disseminate these schemes more widely.

Opportunities

Develop support for diverse careers. 65.4 % have considered employment outside academic research, including 28.8 % who are actively looking. For 49.0 %, laboratory support to explore other sectors would be useful. PUI MED'INNOV and EuRECA initiatives may offer support worth examining.

Develop AI services that address the expressed needs. 44 postdoctoral researchers reported at least one use of AI, primarily scientific writing (72.7 %). The most desired services concern identifying calls for proposals (61.1 %), assistance with writing funding applications (50.0 %) and reducing administrative tasks (44.4 %).

Build on the diversity of arrival experiences. Non-French nationals more frequently give a favourable assessment of career opportunities at Université Côte d'Azur (43.5 % versus 3.6 %) and more frequently report support on arrival (65.2 % versus 16.7 %). Sharing arrival and support practices, particularly through Ulysseus, could benefit all postdoctoral researchers.

Overall SWOT analysis (conclusion)

Points requiring attention and avenues for improvement

Take greater account of differences in perceptions between groups. 78.6 % of French nationals consider career opportunities at Université Côte d'Azur insufficient or non-existent, compared with 34.8 % of non-French nationals. The groups comprise 29 and 23 people. Further analysis by length of service, status and funding could help clarify needs.

Strengthen career information from arrival. Information on career development opportunities is considered insufficient or non-existent by 92.9 % of French nationals and 60.9 % of non-French nationals. A clearer induction and information pathway could build on the one-stop service for mobility and career development and the internal resources information sheet.

Raise awareness of schemes for people with specific needs. 85.7 % of French nationals consider them insufficiently known or used, compared with 45.5 % of non-French nationals. More accessible information would provide an initial means of increasing their use.

Examine teaching opportunities for postdoctoral researchers. 42.3 % are satisfied with them, 32.7 % slightly or not at all satisfied, and 25.0 % answer “Not applicable”. No direct link to an action in the current plan was identified; this issue could be examined when preparing the next plan.

Strategic interpretation

The research environment provides a solid foundation. For the HRS4R 2027 renewal, clarity of career pathways and access to regular support emerge as the main priorities. Differences in perceptions by nationality suggest a need to better adapt the information and schemes offered. Arrival support, training, funding assistance and access to other careers could be strengthened by building on existing initiatives, making them more visible and accessible as soon as postdoctoral researchers arrive.

SCALE-BASED INDICATORS OR INDICATORS WITH GROUPED RESPONSE OPTIONS

Annex — Indicator traceability table (1/2)

This annex reproduces the survey questions, numbers of responses and categories used in the charts. The question wording follows the original formulation.

Ref.	Col.	Question wording (base)	n	n F/NF	Grouping of response options
C1	U	How do you assess your career opportunities in public research generally, in France or abroad?	52	29 / 23	Favourable: Satisfactory, but improvements could be made. Intermediate: Average, with limited support. Unfavourable: Insufficient, with a lack of clarity about opportunities.; Non-existent, I have received no support.
C2	X	How do you assess your career opportunities at Université Côte d'Azur?	51	28 / 23	Favourable: Satisfactory, but improvements could be made. Intermediate: Average, with limited support. Unfavourable: Insufficient, with a lack of clarity about opportunities.; Non-existent, I have received no support.
C3	AD	How would you rate the information available at Université Côte d'Azur on your career progression opportunities?	51	28 / 23	Favourable: Very satisfactory; Appropriate Unfavourable: Insufficient; Non-existent
F1	AM	Have you undertaken at least one training course since arriving at Université Côte d'Azur?	52	29 / 23	Favourable: yes; yes, at least one per year Unfavourable: no
F2	AP	Do you have access to training to develop additional skills?	52	29 / 23	Favourable: Yes, training related to my field.; Yes, training outside my field.; Yes, job-related training linked to your activity.; Yes, training in ethics and research integrity. Intermediate: No, and I am not interested. Unfavourable: No, but I would like access.
F3	BB	Have you submitted funding applications since arriving at Université Côte d'Azur?	52	29 / 23	Favourable: Yes Intermediate: No, no need Unfavourable: No, lack of time; No, lack of support; No, lack of awareness of calls for proposals
V1	BT	Overall, how satisfied are you with interactions and collaborations with other researchers (for example, other postdoctoral researchers, graduate students,...	51	29 / 22	Favourable: Very satisfied; Fairly satisfied Not applicable: not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V2	BW	Overall, how satisfied are you with the clarity of expectations and support from supervisors (regarding research, teaching, etc.)?	51	29 / 22	Favourable: Very satisfied; Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V3	BZ	Overall, how satisfied are you with teaching opportunities?	52	29 / 23	Favourable: Very satisfied; Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V4	CC	Overall, how satisfied are you with publication opportunities?	52	29 / 23	Favourable: Very satisfied; Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V5	CF	Overall, how satisfied are you with the intellectual stimulation of the position/environment?	52	29 / 23	Favourable: Very satisfied; Fairly satisfied Not applicable: not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V6	CI	Overall, how satisfied are you with ease of access to scientific platforms ?	52	29 / 23	Favourable: Very satisfied; Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V7	CL	Do you have appropriate freedom and support on matters of ethics and professional conduct to carry out your research?	50	28 / 22	Favourable: Yes Intermediate: Yes, sometimes Unfavourable: Rarely
V8	CO	How encouraged do you feel to share your research results on open science platforms (open data, open access to publications, etc.)?	50	28 / 22	Favourable: Strongly encouraged Intermediate: Moderately encouraged Unfavourable: Slightly encouraged; Not encouraged

CONTINUED: INDICATORS WITH GROUPED RESPONSE OPTIONS AND INDICATORS BY RESPONSE OPTION

Annex — Indicator traceability table (2/2)

Ref.	Col.	Question wording (base)	n	n F/NF	Grouping of response options
V9	CR	Does your laboratory make concrete efforts to improve professional equality, diversity and inclusion?	48	25 / 23	Favourable: Yes, regular actions are organised Intermediate: Yes, but they are infrequent Unfavourable: No, there are no significant efforts
V10	CU	Overall, how satisfied are you with support from the laboratory (or institution) to maintain work–life balance?	52	29 / 23	Favourable: Very satisfied; Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
V11	CX	Support schemes for researchers with specific needs (personalised assistance, international mobility grant, etc.) are:	50	28 / 22	Favourable: Sufficiently known; Sufficiently used Unfavourable: Insufficiently known; Insufficiently used
A1	DA	Did you receive support on arrival (administration, housing, integration)?	47	24 / 23	Favourable: Yes, and my integration went well; No, but my integration went well Unfavourable: Yes, but my integration did not go well; No, and my integration did not go well
A2	DA	Did you receive support on arrival (administration, housing, integration)?	47	24 / 23	Favourable: Yes, and my integration went well; Yes, but my integration did not go well Unfavourable: No, but my integration went well; No, and my integration did not go well
A3	DD	Is the support offered by your laboratory to facilitate cultural and language integration sufficient?	46	23 / 23	Favourable: Yes, fully appropriate Intermediate: Yes, but improvements are possible Unfavourable: No, it is insufficient; No, it is non-existent
A4	DM	Are international mobility schemes appropriate to your needs?	44	23 / 21	Favourable: Yes, fully appropriate Intermediate: Yes, but improvements are possible Unfavourable: No, they are insufficient
N1	DS	Does your laboratory help you explore opportunities in other sectors (industry, private business, etc.)?	51	29 / 22	Favourable: Yes, regularly; Yes, but to a limited extent Unfavourable: No, but it would be useful; No, this is not offered
N2	DV	Support for projects to establish start-ups is:	50	29 / 21	Favourable: Fairly satisfied Not applicable: Not applicable Unfavourable: Slightly satisfied; Not at all satisfied
AG	AG	What are your career plans?	52	29 / 23	Multiple responses (7 options)
AA	AA	Which career support schemes are most appropriate?	52	29 / 23	Multiple responses (6 options)
AS	AS	Which transversal skills would you like to develop ?	48	27 / 21	Multiple responses (6 options)
BE	BE	Have you received administrative support when submitting applications to calls for proposals?	19	13 / 6	Multiple responses (3 options)
BQ	BQ	Which schemes do you consider most useful for preparing a response to a call for proposals?	27	18 / 9	Multiple responses (3 options)
DG	DG	Which schemes do you consider most useful for improving support for international postdoctoral researchers on arrival?	47	24 / 23	Multiple responses (6 options)
EB	EB	Which of the following uses do you already apply in your research activities? (Multiple answers possible)	44	25 / 19	Multiple responses (8 options)
EE	EE	Which of the following AI services would you like the university to make available to you? (Multiple answers possible)	36	21 / 15	Multiple responses (8 options)
AV	AV	Which training schemes do you consider most useful?	49	29 / 20	Single response, share for each option
DP	DP	Have you considered working in a sector outside academic research (industry, government, NGOs, etc.)?	52	29 / 23	Single response, share for each option
DS	DS	Does your laboratory help you explore opportunities in other sectors (industry, private business, etc.)?	51	29 / 22	Single response, share for each option
AM	AM	Have you undertaken at least one training course since arriving at Université Côte d'Azur?	52	29 / 23	Single response, share for each option
DA	DA	Did you receive support on arrival (administration, housing, integration)?	47	24 / 23	Single response, share for each option