



Postdoc labour market report 2017-2020

Where do postdocs from the University of Copenhagen find employment?

Contents

| | |
|--|---------------|
| 1. INTRODUCTION | 4 |
| Important findings..... | 5 |
| The postdoc population..... | 5 |
| Employment and emigration..... | 5 |
| Salary | 6 |
| Industries and types of jobs..... | 6 |
| 2. THE POPULATION OF POSTDOCS AT UCPH | 7 |
| Gender distribution in the postdoc population | 8 |
| Danes and non-Danes in the postdoc population | 9 |
| 3. POSTDOCS LEAVING UCPH IN 2017-2020 | 11 |
| Years of employment for postdocs leaving UCPH..... | 12 |
| The gender distribution among postdocs leaving UCPH | 14 |
| Postdocs with foreign nationality leaving UCPH..... | 16 |
| 4. EMPLOYMENT STATUS FOR POSTDOCS AFTER LEAVING UCPH..... | 19 |
| Fulltime employed | 21 |
| Unemployed and outside the workforce | 23 |
| 5. TIME BEFORE EMPLOYMENT | 25 |
| 6. POSTDOCS' SALARIES AFTER UCPH..... | 29 |
| 7. SECTORS WHERE POSTDOCS FIND EMPLOYMENT AFTER UCPH..... | 31 |
| 8. INDUSTRIES WHERE POSTDOCS FIND EMPLOYMENT AFTER UCPH . | 33 |
| 9. THE TYPE OF JOBS POSTDOCS UNDERTAKE AFTER UCPH | 35 |
| 10. SELF-EMPLOYED POSTDOCS..... | 37 |
| 11. POSTDOCS LEAVING DENMARK AND THEIR DESTINATIONS | 38 |

| | |
|--|---------------|
| Emigration and immigration | 38 |
| Postdocs' destinations when emigrating | 42 |
| Dry faculties..... | 43 |
| Wet faculties | 44 |
| 12. APPENDIX..... | 46 |
| Faculty of Humanities (HUM) | 46 |
| Faculty of Law and Faculty of Theology (LAW & THEO) | 52 |
| Faculty of Social Sciences (SAMF)..... | 57 |
| Faculty of Science (SCIENCE) | 62 |
| Faculty of Health and Medical Sciences (SUND)..... | 68 |

1. Introduction

In 2015 the University of Copenhagen (UCPH) first published a report analysing the career paths of postdocs that had left the university. The postdoc labour market analysis was repeated, and a new report was published in 2018. This present report is an updated version of the earlier postdoc labour market reports.¹

The purpose of the postdoc labour market report is to gain insight into the career paths of postdocs, who have left UCPH, and circumstances regarding their subsequent career such as salary, sector of employment, unemployment rates etc. This report follows the postdocs who left UCPH in the period from 2017-2020.

The first section of this report will describe the population of postdocs employed at UCPH in the period of interest, 2017-2020, while the second section describes the postdocs leaving UCPH in the period. The remainder of the report will cover the following aspects of postdoc careers after UCPH:

- Period of unemployment before first job after leaving UCPH
- Salaries for postdocs in employment after leaving UCPH
- The sectors and industries where postdocs find employment after leaving UCPH
- The type of jobs postdocs undertake after leaving UCPH
- Self-employed postdocs
- Postdocs emigrating after leaving UCPH

¹ Statistics Denmark has introduced new discretion policies since the latest report. This entails that it is often not possible to compare results from the period covered in this report with the results from the period covered in the previous report. Results have been compared in the instances where it is possible.

Important findings

The postdoc population

In 2020 the population of postdocs at UCPH was 1.135² – a small increase from previous years. The main proportion of postdocs are employed at the Faculty of Science and the Faculty of Health and Medical Sciences.

52% of the postdocs at UCPH in 2020 were men, 48% women. 33% of the postdocs were Danish and 67% were International. The period from 2017-2020 saw a small increase in the proportion of international postdocs. This increase was seen both at the Faculty of Social Sciences, the Faculty of Law, the Faculty of Theology and the Faculty of Humanities (in the following called the dry faculties) and at the Faculty of Science and the Faculty of Health and Medical Sciences (in the following called the wet faculties).

The wet faculties generally had a higher proportion of international postdocs than the dry faculties (70% vs. 50% in 2020) and a slightly lower proportion of women postdocs than the dry faculties (47% vs. 49% in 2020).

Many postdocs employed at UCPH continue their career elsewhere, reflected in the number of postdocs leaving UCPH. In 2020, 364 postdocs left UCPH – a small decrease since 2018, where 406 postdocs left UCPH.³

Employment and emigration

The report shows that just under half of the postdocs who leave UCPH stay and find employment in Denmark after their postdoc at UCPH: Of the postdocs, who left UCPH in the years 2017-2020, between 44-47% were fulltime employed in Denmark the year after leaving. A part of the explanation for these numbers is that a large part of the postdocs who leave UCPH emigrate to another country: Among the postdocs who left UCPH in 2017-2020, 43% emigrated to another country during or after their employment. Since 67% of postdocs at UCPH are international, the proportion that emigrates from Denmark

² This report uses Danish mathematical notation, where a dot is used as the thousands separator and a comma is used as the decimal separator.

³ The COVID-19 situation must be taken into account, when considering the numbers for 2020, as it may have affected the number of leaving postdocs.

to another country is not surprising. Looking only at the international postdocs who left in 2017-2020, 61% emigrate during or after their employment at UCPH, suggesting that keeping international postdocs in Denmark after their postdoc employment requires special efforts.

Many postdocs find employment in Denmark fast. In the period from 2018-2020 around 20% of the postdocs who left UCPH was employed in Denmark within 12 weeks (3 months).

Salary

Of the postdocs who find employment in Denmark the postdocs from the wet faculties typically earn higher salaries than the postdocs from the dry faculties. Between 35,5% and 44,8% of postdocs who were employed at wet faculties and left in 2017-2020 earn salaries in the interval 40.000-50.000 DKK, while between 15,3% and 34,2% earn over 50.000 DKK.

For postdocs from the dry faculties the most typical salaries are between 35.000-39.999 and 40.000-50.000 DKK. Around 50% of postdocs who left in the period 2017-2020 earn these amounts the year after leaving.

Industries and types of jobs

For postdocs from the dry faculties, the most typical industry to find employment within after leaving UCPH is higher education. And the period covered in this report, 2017-2020, has seen a large increase in the proportion that find employment within this category: From 32% of the postdocs who left UCPH in 2017 to 61% of the postdocs who left UCPH in 2020.

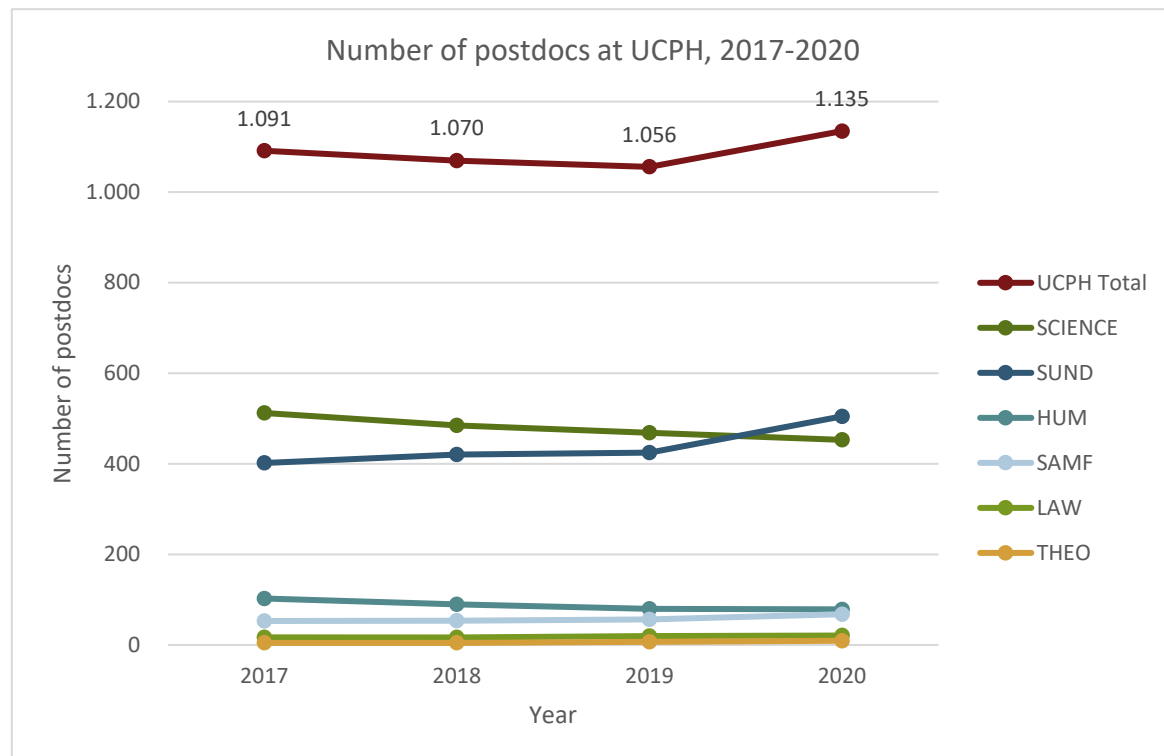
For postdocs from the wet faculties as well as from the dry faculties the most typical type of job they undertake after leaving UCPH is teaching and research at universities and in higher education. For both groups the proportion that works with teaching and research has increased in the period from 2017-2020. From 40,2% in 2017 to 47,8% in 2020 for the wet faculties, and from 38,2% in 2017 to 58,8% in 2020 for the dry faculties. This suggests that most postdocs find jobs that match well with the work they did as postdocs at UCPH.

2. The population of postdocs at UCPH

To better understand which postdocs leave UCPH, this report begins with a closer examination of the population of postdocs employed at UCPH in the period of interest, 2017-2020.

Figure 2.1 below shows that the number of postdocs employed at UCPH has been around 1.100 in the period from 2017-2020. The largest part of postdocs is employed at the Faculty of Health and Medical Sciences (SUND) and the Faculty of Science (SCIENCE). The figure shows a small increase in the number of postdocs from 1.056 in 2019 to 1.135 in 2020. An increase that seems to stem in large part from an increase in the number of postdocs at SUND.

Figure 2.1: Number of postdocs at UCPH, 2017-2020



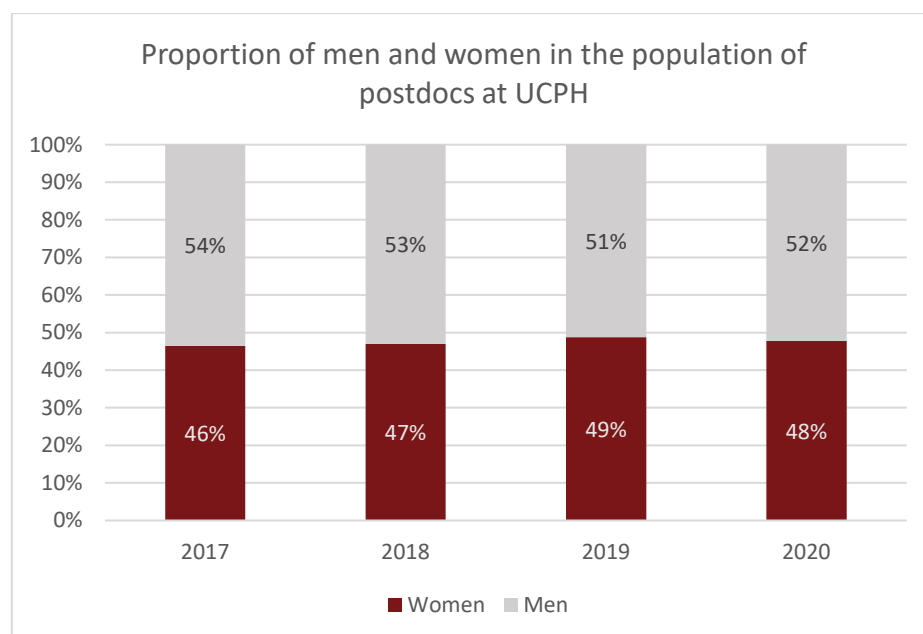
Source: KU-BI, $N = 4.352$

The pattern is very similar to what was presented in the previous report, which covered the years 2011-2016. The number of postdocs employed at UCPH increased in the years up to 2014 – but since 2014 the number has been around 1.000. And the largest part of postdocs was also employed at SUND and SCIENCE in the previous period.

Gender distribution in the postdoc population

The gender distribution in the population of postdocs displayed in Figure 2.2 below is close to 50/50⁴.

Figure 2.2: Gender distribution in the postdoc population, 2017-2020

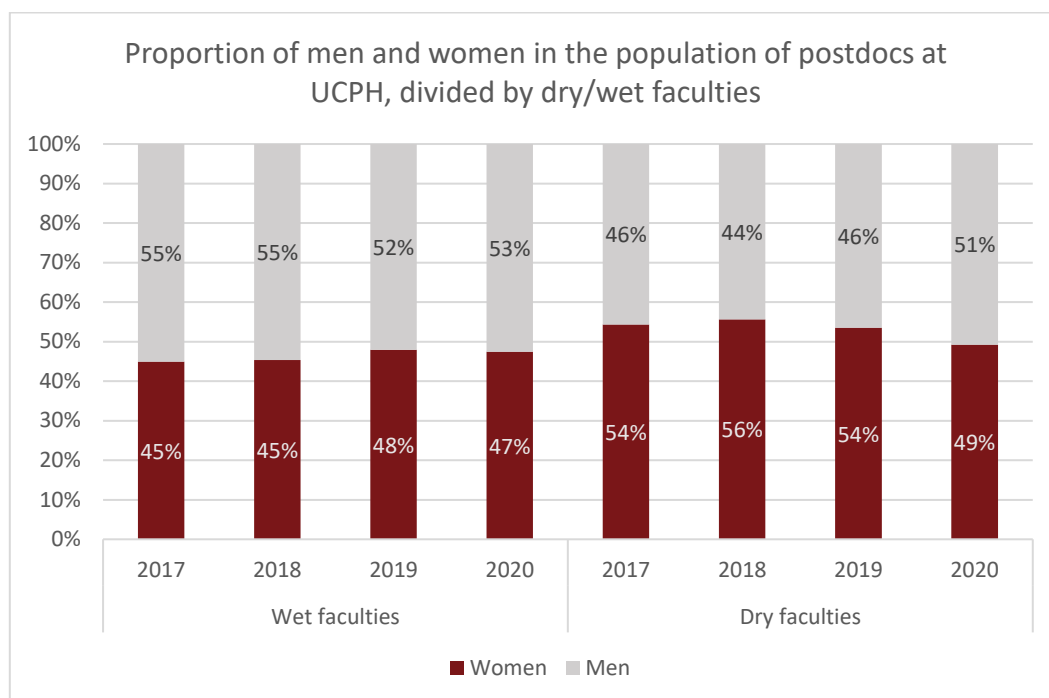


Source: KU-BI, $N = 4.353$

When divided by main areas – wet and dry faculties – a pattern emerges: Although the distribution is close to 50/50 for both the wet and dry faculties, women are generally the biggest group at the dry faculties, while men are the biggest group at the wet faculties. Figure 2.3 below presents the numbers.

⁴ Gender is assigned based on CPR-number and is therefore binary in this report.

Figure 2.3: Gender distribution in the postdoc population by wet/dry faculties, 2017-2020

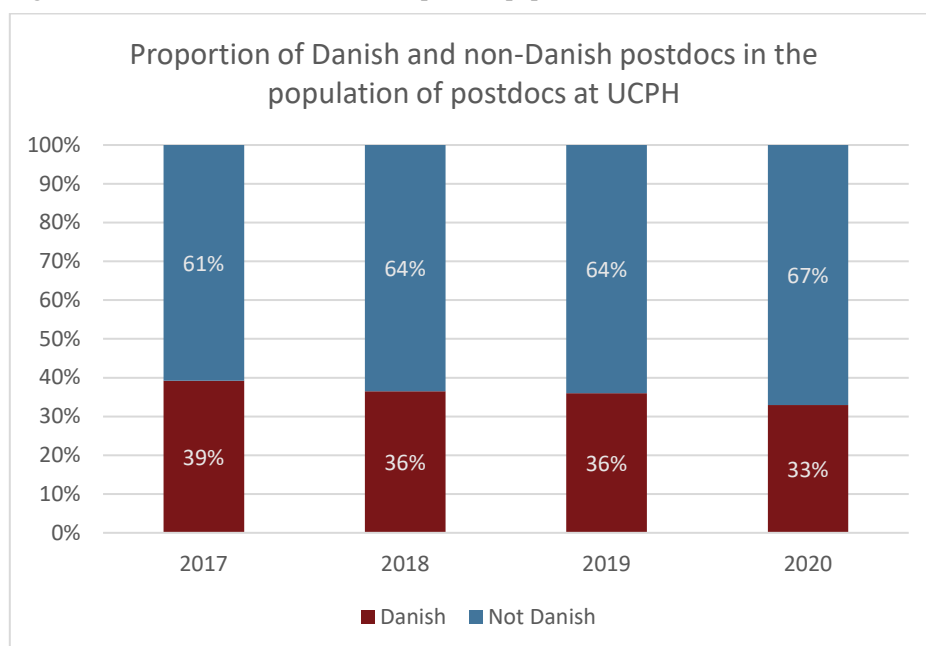


Source: KU-BI, $N = 4.352$

Danes and non-Danes in the postdoc population

Figure 2.4 below shows that the majority of postdocs in the population from 2017-2020 has another nationality than Danish. There has also been a small increase in the proportion of internationals in the period. In 2020, 33% of postdocs were Danish and 67% International.

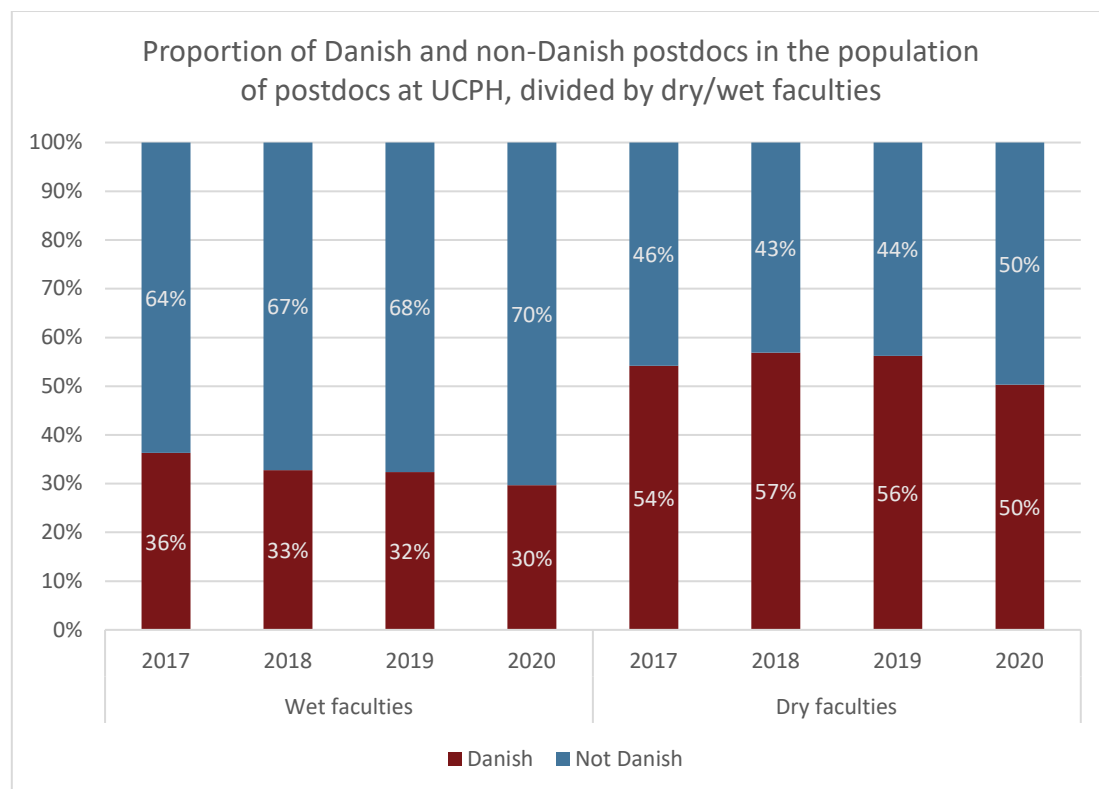
Figure 2.4: Danes and non-Danes in the postdoc population, 2017-2020



Source: KU-BI, $N = 4.352$

Looking across wet and dry faculties in Figure 2.5, there is a clear difference in the proportions of Danes and Internationals. Wet faculties employ a larger proportion of international postdocs than the dry faculties. In the wet faculties, postdocs who are not of Danish nationality constitute 70% of the postdoc population in 2020 with only 30% Danish postdocs. In the dry faculties, postdocs with Danish nationality have constituted the majority until 2020. In 2020 the distribution was 50% Danish and 50% postdocs with other nationality than Danish.

Figure 2.5: Danes and non-Danes in the postdoc population, by dry/wet faculties, 2017-2020



Source: KU-BI, N = 4.352

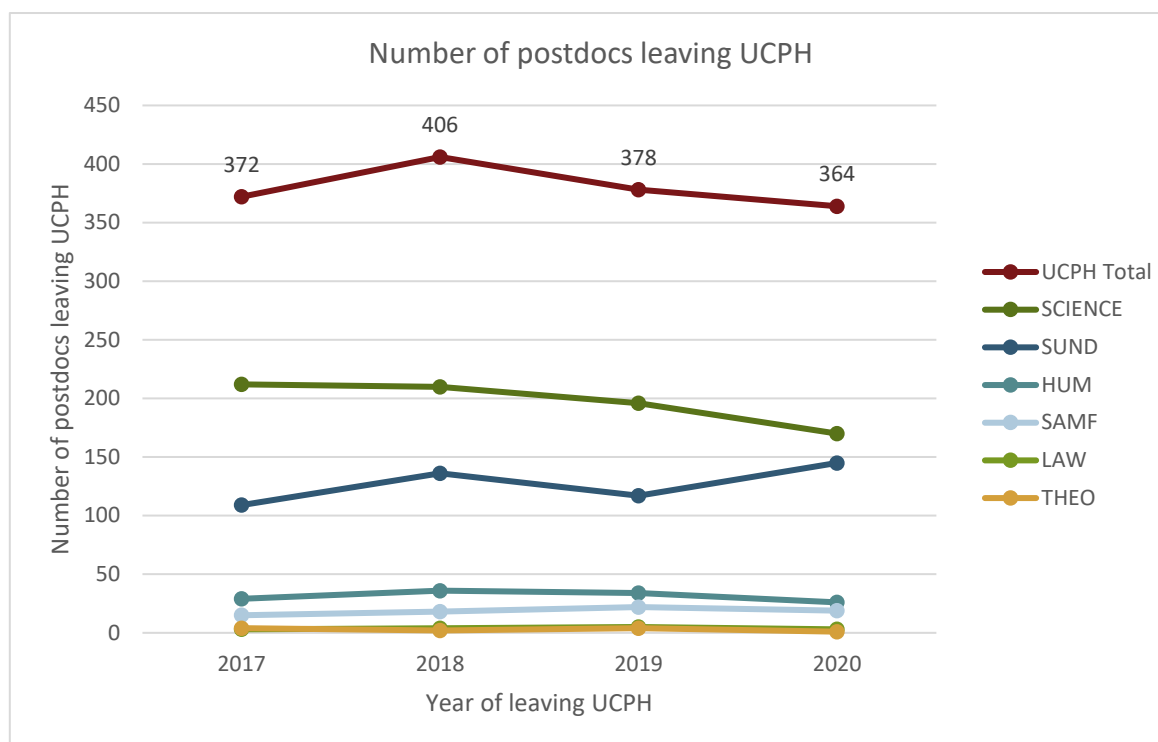
3. Postdocs leaving UCPH in 2017-2020

The majority of postdocs employed at UCPH continue their career elsewhere. This is reflected in the number of postdocs leaving UCPH, shown in Figure 3.1 below. In the period from 2017-2020 the average number of postdocs leaving UCPH every year was 380, which is approximately 35% percent of the total population of postdocs at UCPH.

The period from 2011-2016, which was covered in the latest postdoc labour market report, saw an increase in the number of postdocs leaving UCPH particularly from the large faculties SCIENCE and SUND as well as at the overall UCPH level. This increase in the number of postdocs leaving UCPH reflected the increasing postdoc population at UCPH in the period.

The period covered in this report, 2017-2020, presents a stagnation in this trend. The number of postdocs leaving UCPH has stayed at approximately the same level since 2017, as Figure 3.1 shows, with a small decrease since 2018. For SCIENCE the number has decreased from 212 in 2017 to 170 in 2020. Only SUND has seen an increase in the period, but here it should be noted that BRIC merged with SUND in 2017, which should account for part of the increase.

Figure 3.1: Number of postdocs leaving UCPH by faculty and year, 2017-2020

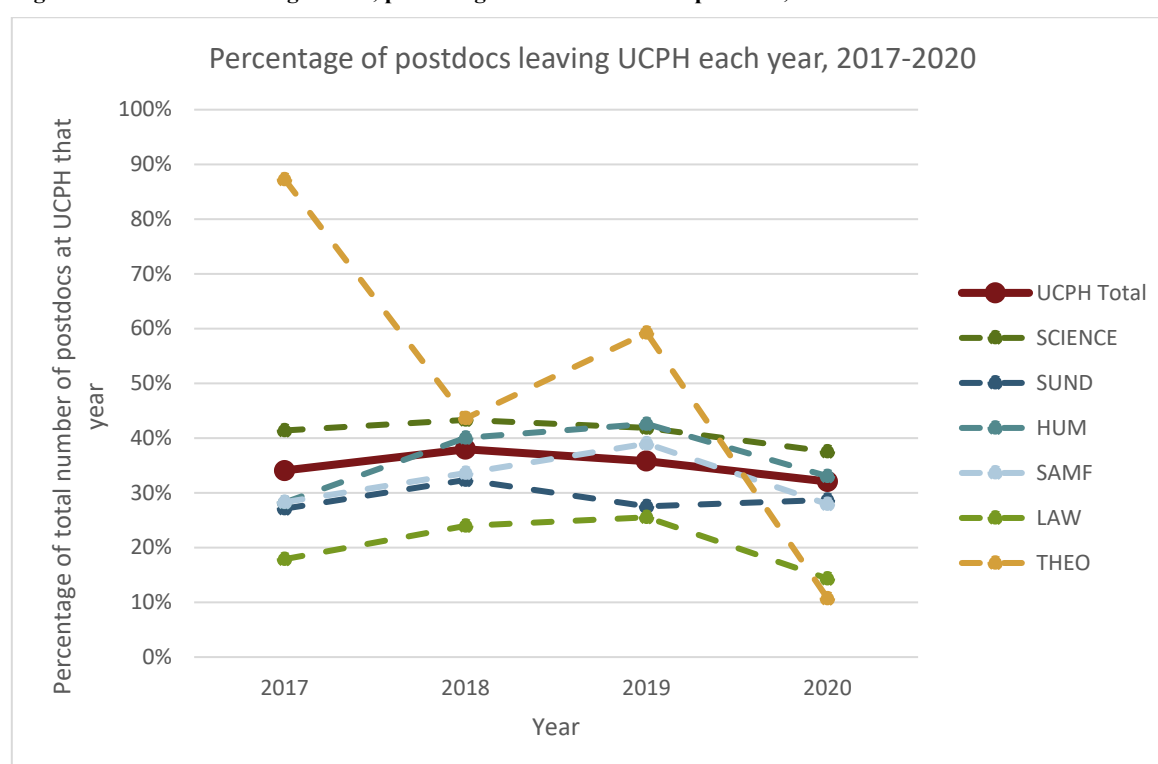


Source: Økonomistyreletsens LDV, $N = 1.520$

Figure 3.2 shows the proportion of postdocs leaving UCPH each year compared to the number of postdocs employed at UCPH the equivalent year. The number of postdocs leaving UCPH each year is approximately 35% percent of the total population of postdocs at UCPH, as mentioned in the beginning of this section.

The Faculty of Theology's (THEO) proportion of postdocs leaving each year compared to the number of postdocs in the population varies considerably over the years, which is caused by the low number of postdocs in the population and in the leaving group, leading to big fluctuations in the percentages.

Figure 3.2: Postdocs leaving UCPH, percentage of total number of postdocs, 2017-2020



Source: Økonomistyrelsens LDV and KU-BI, $N = 1.520$

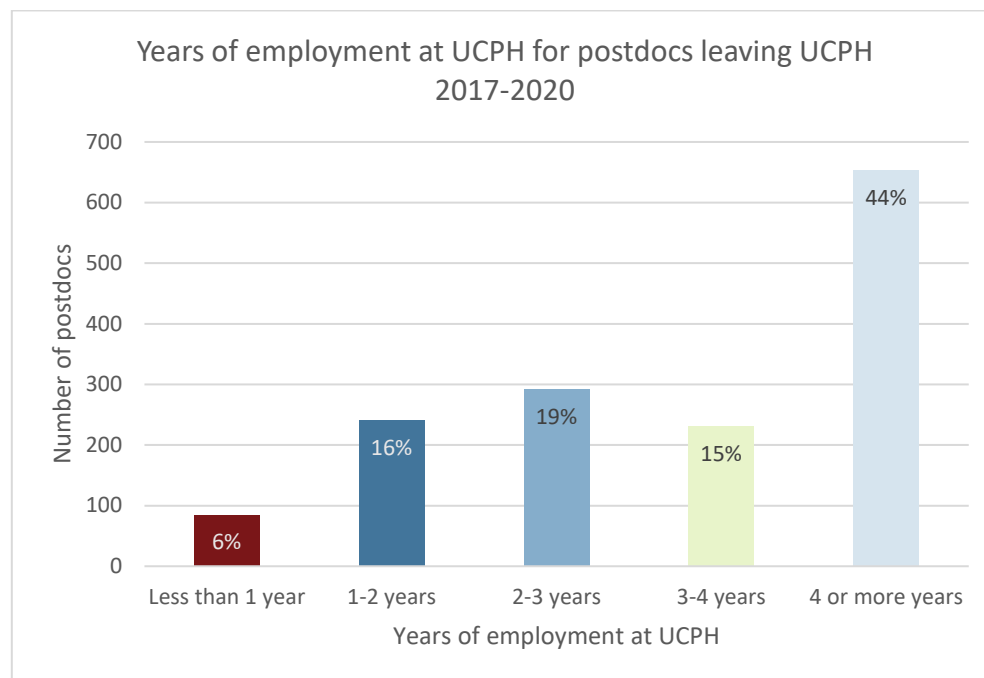
The figure also shows that the proportion of postdocs leaving UCPH – also at most faculties – was lower in 2020 than in 2019, meaning that less postdocs left UCPH – relative to the population – in 2020. When considering the numbers for 2020, the COVID-19 situation must be taken into account.

Years of employment for postdocs leaving UCPH

Of the postdocs that left UCPH in the period from 2017-2020, the most typical length of employment at UCPH was 4 or more years. Figure 3.3 shows this. 654 of the postdocs that

left in the period, equivalent to 44%, were employed at UCPH for 4 or more years. This does not necessarily mean that these 44% have been in their *postdoc position* for 4 or more years though. This is because the system where data on employees' employment is registered and stored only allows one hiring date per employee, which has the implication that if an employee for example has been a Ph.D.-student at UCPH and then been hired directly as a postdoc afterwards, the hiring date in the system will be the date where the Ph.D.-degree was initiated. The category of '4 or more years' thus also encompass for example 277 postdocs who have been employed at UCPH for longer than 6 years and 37 postdocs who have been employed at UCPH for longer than 10 years.

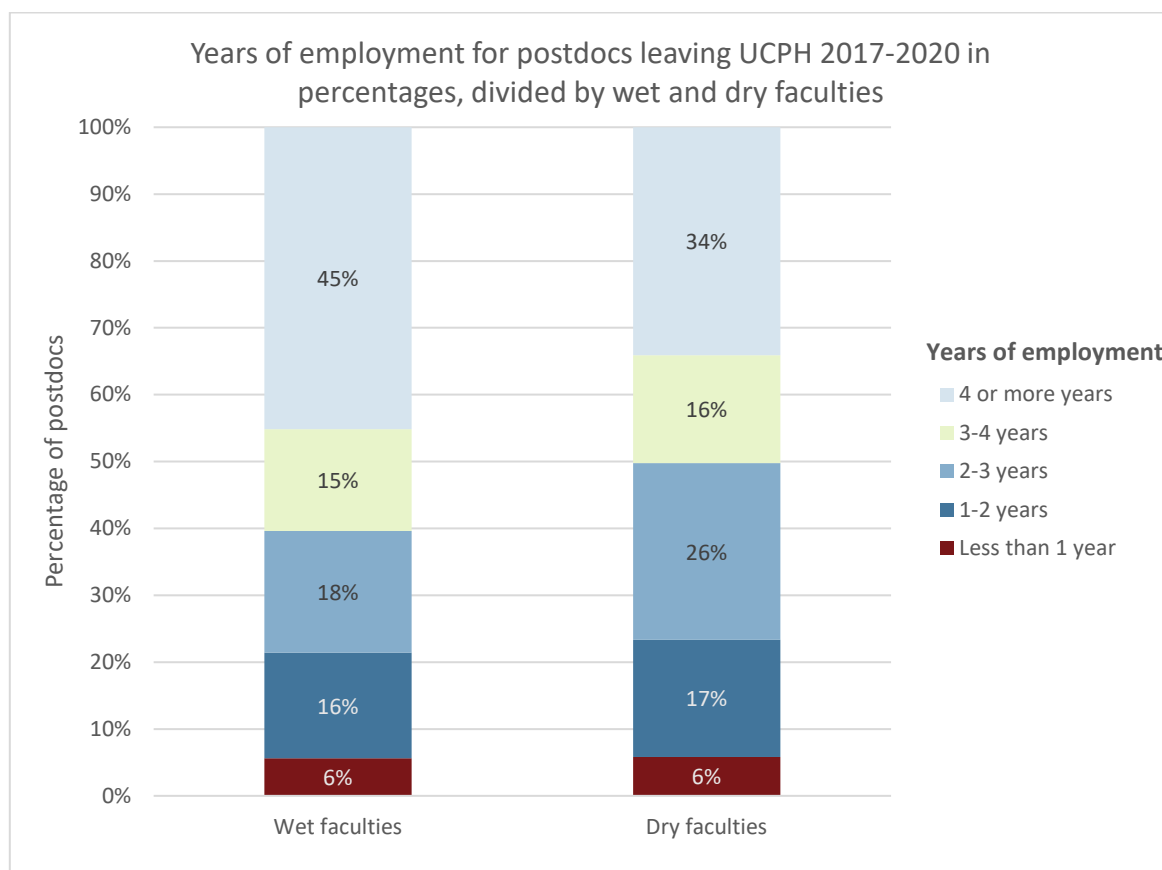
Figure 3.3: Years of employment at UCPH, postdocs leaving UCPH, 2017-2020



Source: Statistics Denmark, Økonomistyrelsen LDV, $N = 1.503$

There are some differences between the wet and dry faculties when it comes to the length of employment. Generally, postdocs leaving the wet faculties in the period had been at UCPH longer than the postdocs leaving the dry faculties. At the wet faculties, 45% of the postdocs had been there 4 or more years, while this number was 34% for the dry faculties. At the dry faculties, 26% had been employed 2-3 years, while this number was 18% for the wet faculties.

Figure 3.4: Years of employment at UCPH, postdocs leaving UCPH, 2017-2020, divided by wet/dry faculties

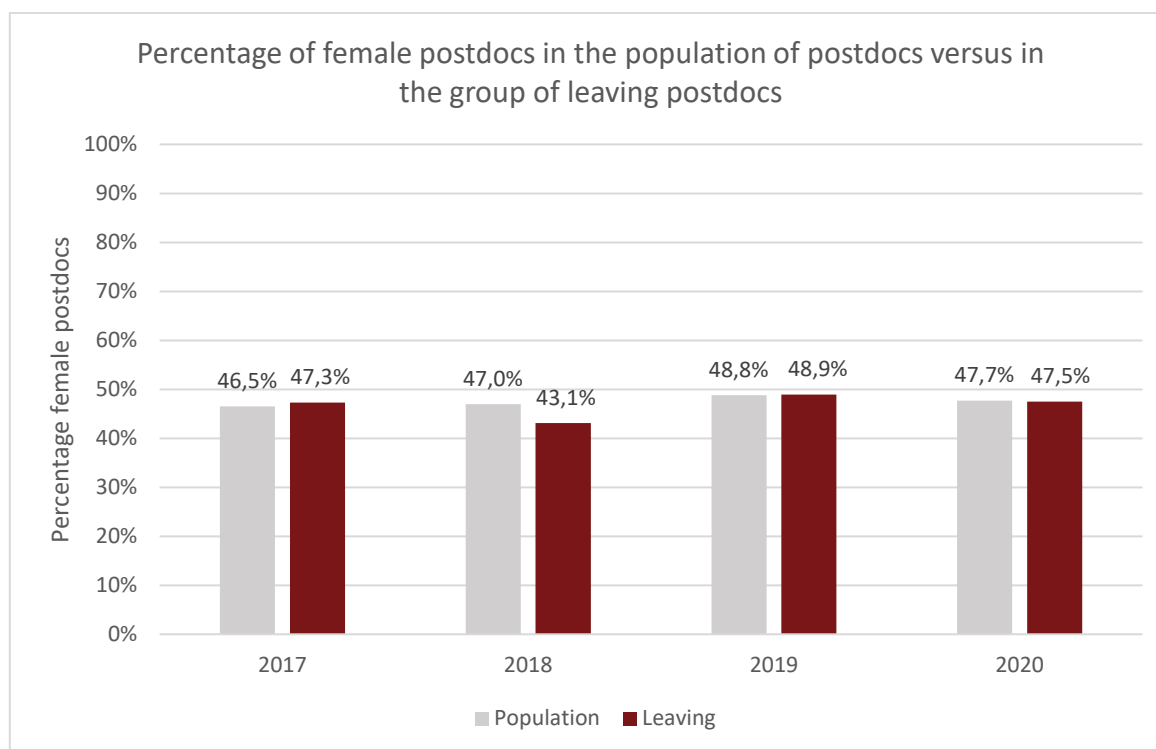


Source: Statistics Denmark, Økonomistyrelsen LDV, $N = 1.503$

The gender distribution among postdocs leaving UCPH

Figure 3.5 below shows the percentage of women in the postdoc population at UCPH and among the leaving group of postdocs for the years 2017-2020. The percentage of women postdocs in the leaving group is approximately the same as the percentage of women postdocs in the population of postdocs at UCPH. This indicates that women postdocs do not leave UCPH at a higher rate than men.

Figure 3.5: Percentage of female postdocs in the population of postdocs versus in the group of leaving postdocs, 2017-2020



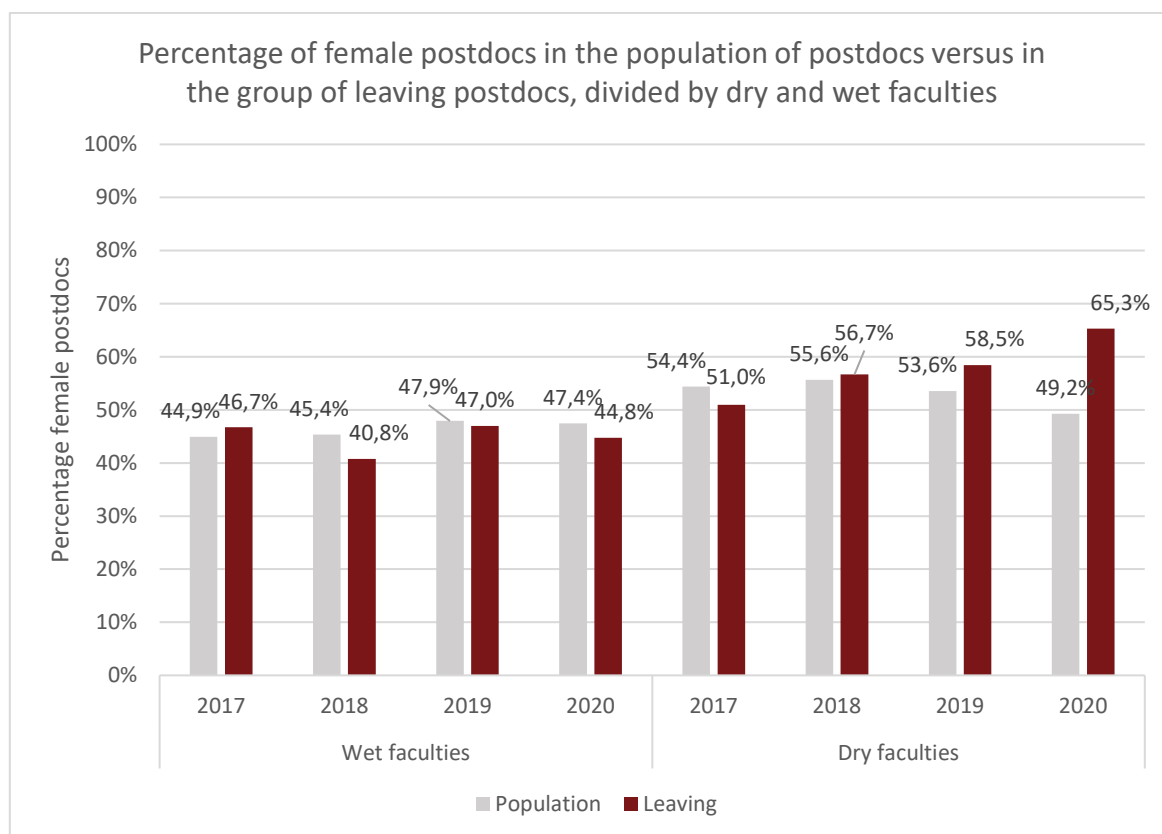
Source: Statistics Denmark and KU-BI, N = 1.520 (leaving), 4.352 (population)

Figure 3.6 presents the same numbers as Figure 3.5, but divided by dry and wet faculties. Although the differences are generally small, the figure presents a few differences in the percentages of women postdocs.

For the dry faculties, the percentage of women postdocs is larger in the group of leaving postdocs than in the population of postdocs for the period 2018-2020. In 2018 and 2019 the difference is small, but there is a gap of 16 percentage points in 2020, with 65% women in the leaving group and 49% women in the population. This thus indicates that women postdocs left UCPH at a slightly higher rate than men at the dry faculties.

For the wet faculties the differences are small, but with a tendency from 2017-2020 to the opposite pattern: A smaller proportion of women in the group of leaving postdocs than in the population.

Figure 3.6: Percentage of female postdocs in the population of postdocs versus in the group of leaving postdocs, divided by dry and wet faculties, 2017-2020

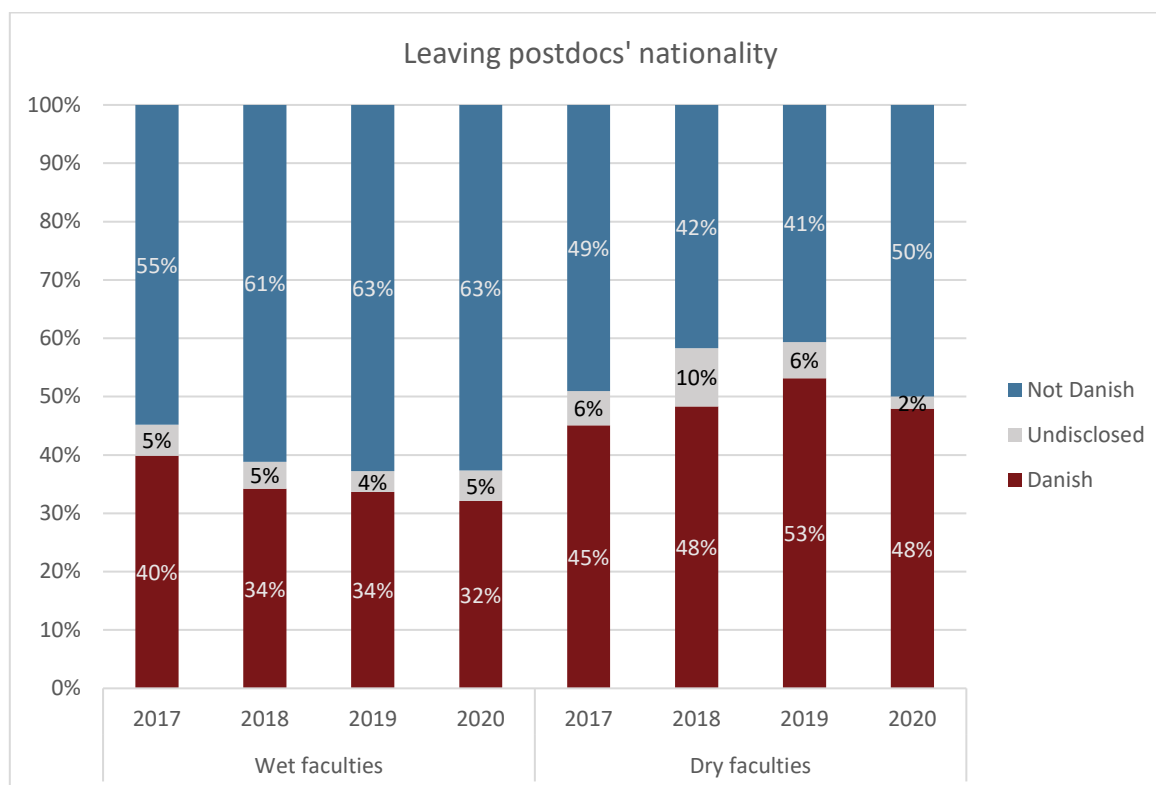


Source: Statistics Denmark and KU-BI, N = 1.520 (leaving), 4.352 (population)

Postdocs with foreign nationality leaving UCPH

The nationality of the leaving postdocs, displayed in Figure 3.7 below, shows that the proportion of international postdocs are larger in the wet faculties than in the dry faculties. The same pattern as for the population of postdocs, which was shown in Figure 2.5.

Figure 3.7: Nationality of postdocs leaving UCPH, 2017-2020



Source: Statistics Denmark, $N = 1.503$

Figure 3.8 shows the proportion of postdocs with and without Danish nationality in the group of leaving postdocs compared to the population of postdocs at UCPH.⁵

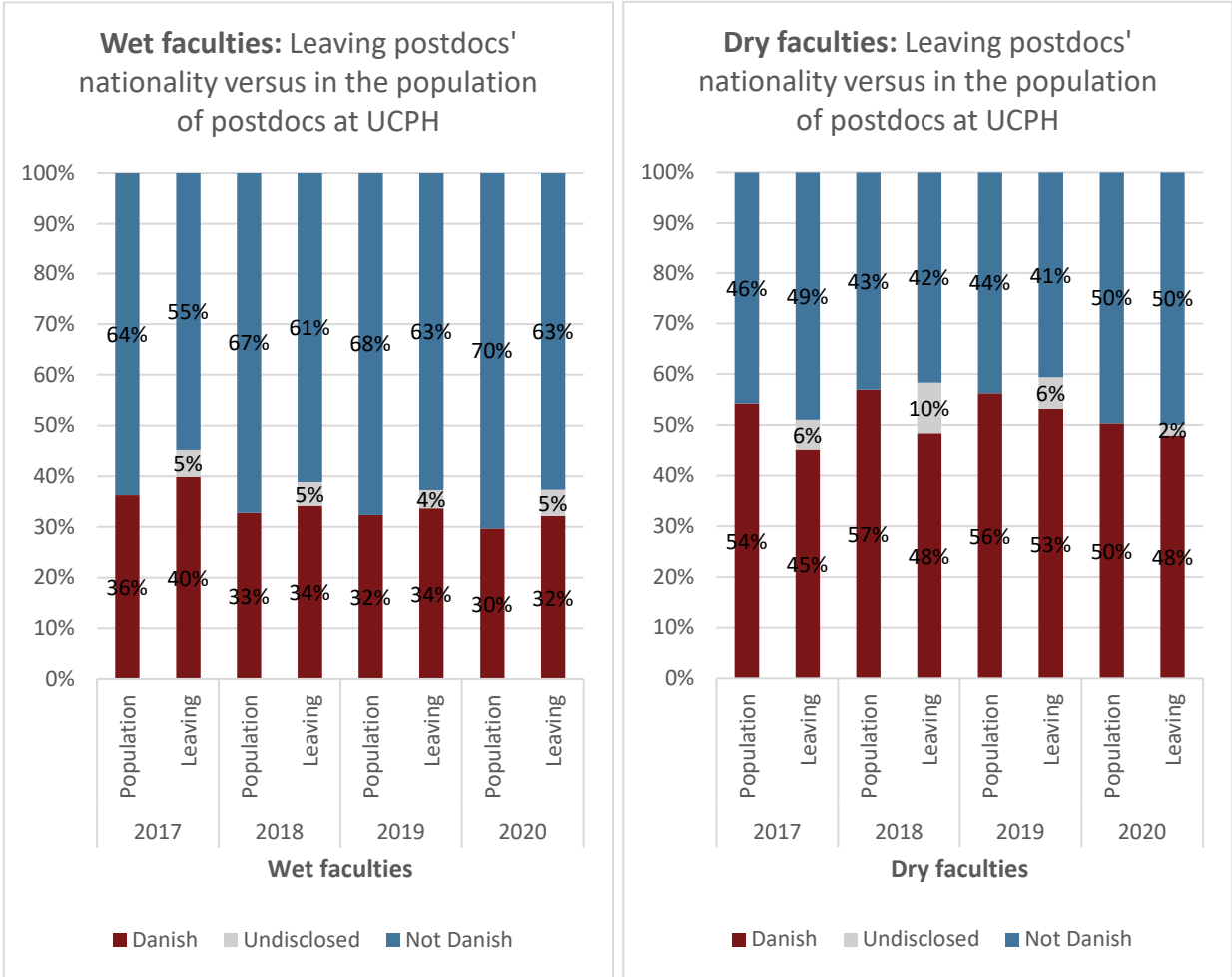
For the dry faculties there is a smaller proportion of postdocs with Danish nationality among the group of leaving postdocs than in the population. As the undisclosed group is assumed to consist primarily of international postdocs, this also means that there is a larger proportion of international postdocs leaving the dry faculties at UCPH than in the population. It is a difference of 9 percentage points between 2017 and 2018, but only a difference of a few percentage points between 2019 and 2020. This indicates that international postdocs leave the dry faculties at a higher rate than Danish postdocs.

For the wet faculties there is only small differences between the proportions in the two groups, but in the other direction than for the dry faculties. There are a few percentage points

⁵ Nationality for leaving postdocs is based on Statistics Denmark's information, while the nationality of postdocs in the population at UCPH is based on information on citizenship from KU-BI drawn from the Danish CPR-register.

more postdocs with Danish nationality in the group leaving UCPH, compared to the population. This indicates that Danish postdocs leave the wet faculties at a higher rate than international postdocs.

Figure 3.8: Nationality of leaving postdocs vs. in the population, dry and wet faculties, 2017-2020



Source: Statistics Denmark and KU-BI, N = 1.280 (wet), 223 (dry)

This concludes the sections focused on describing the population of postdocs at UCPH and describing the leaving group of postdocs in the years from 2017-2020. The rest of the sections in this report present different aspects of postdocs' careers after they have left UCPH.

4. Employment status for postdocs after leaving UCPH

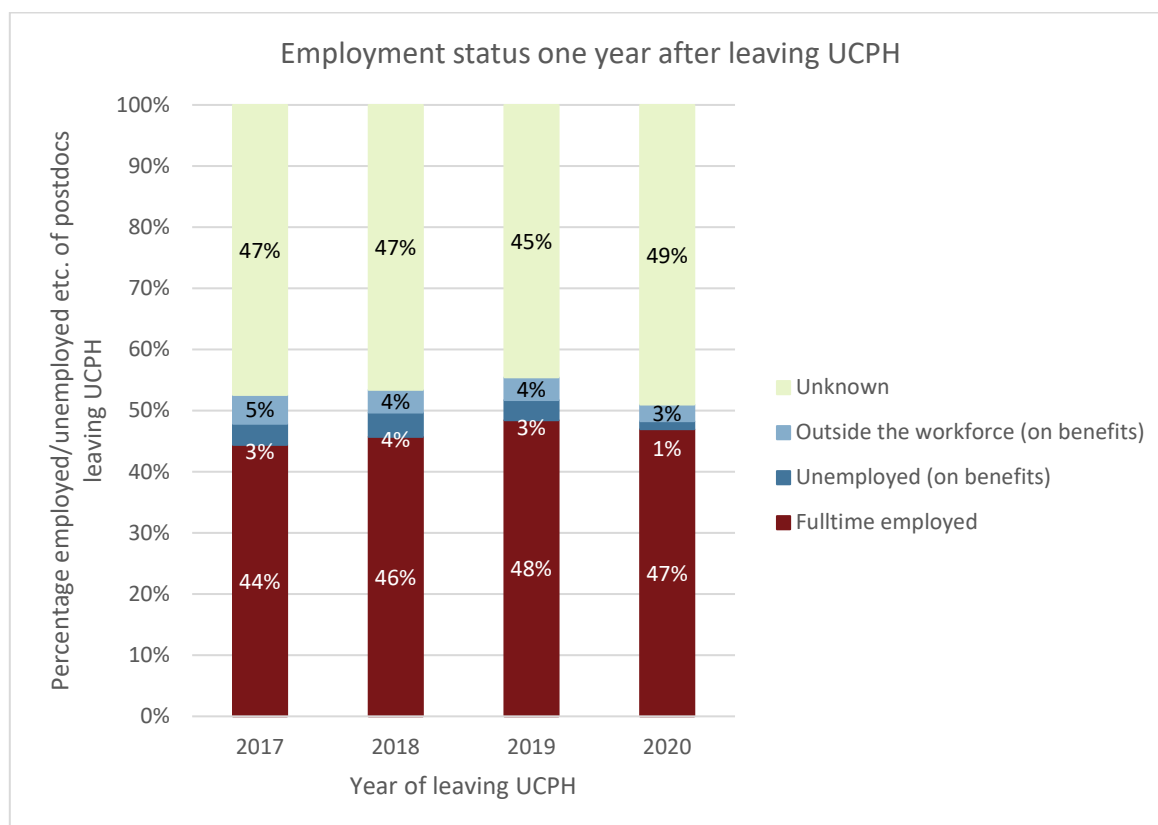
This section examines the employment status for the postdocs that left UCPH in the period from 2017-2020.

The employment status has been measured the year after leaving UCPH – in the fourth quarter. Specifically, if a postdoc left UCPH in for example 2017, the employment status for that postdoc is checked in the fourth quarter in 2018. The year-variable on the x-axes in the figures is the year of *leaving* UCPH, in the example above this means 2017.

Figure 4.1 below shows the employment status for postdocs, who have left UCPH, the year after leaving UCPH. The figure includes four different employment categories: fulltime employed, unemployed (on benefits), outside the workforce (on benefits) and unknown. The concept of fulltime employed is based on a workweek of 37 hours, where a person counts as one fulltime employee if they are in employment the whole of the fourth quarter. If they worked two out of the three months in the fourth quarter, they count as 0.66 fulltime employee. The concept of *unemployed* and *outside the workforce* are also estimated in “fulltime”-persons, meaning that if a person is unemployed for one month out of the three months in the fourth quarter, they count as 0.33 unemployed person. The group, *outside the workforce*, consists of persons who are not available for the labour market, for example persons receiving early retirement pension.

The final group of *unknown* has been estimated by subtracting the number of fulltime employed, unemployed and outside the workforce from the total number of postdocs who left UCPH the corresponding year. This group thus consists of the people who do not appear in Statistics Denmark’s wage earner- or benefit statistics. An example of whom this group includes are people who have emigrated from Denmark after their postdoc and not returned to Denmark.

Figure 4.1: Employment status one year after leaving UCPH, 2017-2020



Source: Statistics Denmark, $N = 1.503$

The figure shows that 47% of the postdocs who left UCPH in 2020 were fulltime employed in Denmark a year later (fourth quarter of 2021), and only 1% were unemployed. This is a small, positive development, when compared to the beginning of the period: In 2017 the unemployment rate was higher (3%) and the *fulltime employed* proportion lower (44%).

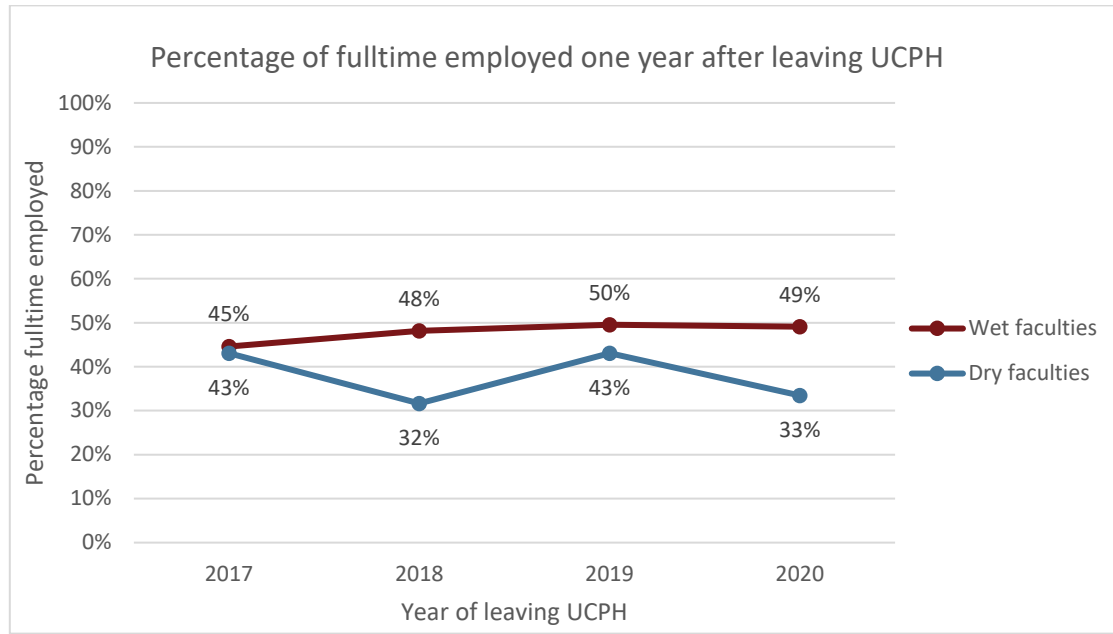
In the period, 2011-2016, covered in the previous labour market report, the fulltime employed proportion varied more, but were around the same level as seen in the period covered in this report – except for 2016, where the fulltime employed proportion was at an especially low level at 35,4%. But between 2011-2015 the proportion was between 41,8% at the lowest in 2014 and 49,1% at the highest in 2013.

It is important to keep in mind that the large *unknown* group for a large part consists of postdocs who have emigrated from Denmark to another country. For all postdocs who left UCPH in 2017-2020, 43% of them emigrated to another country during or after their postdoc. Figure 11.1 in section 11 presents these numbers. Thus, this is part of the explanation of why the proportion of postdocs who find employment in Denmark is less than 50%.

Fulltime employed

When looking at *fulltime employed* shown by wet and dry faculties, it becomes evident that the *fulltime employed* proportion is higher among postdocs who has been employed at the wet faculties compared to the dry faculties. Figure 4.3 shows this.

Figure 4.2: Fulltime employed one year after leaving UCPH, by dry and wet faculties, 2017-2020



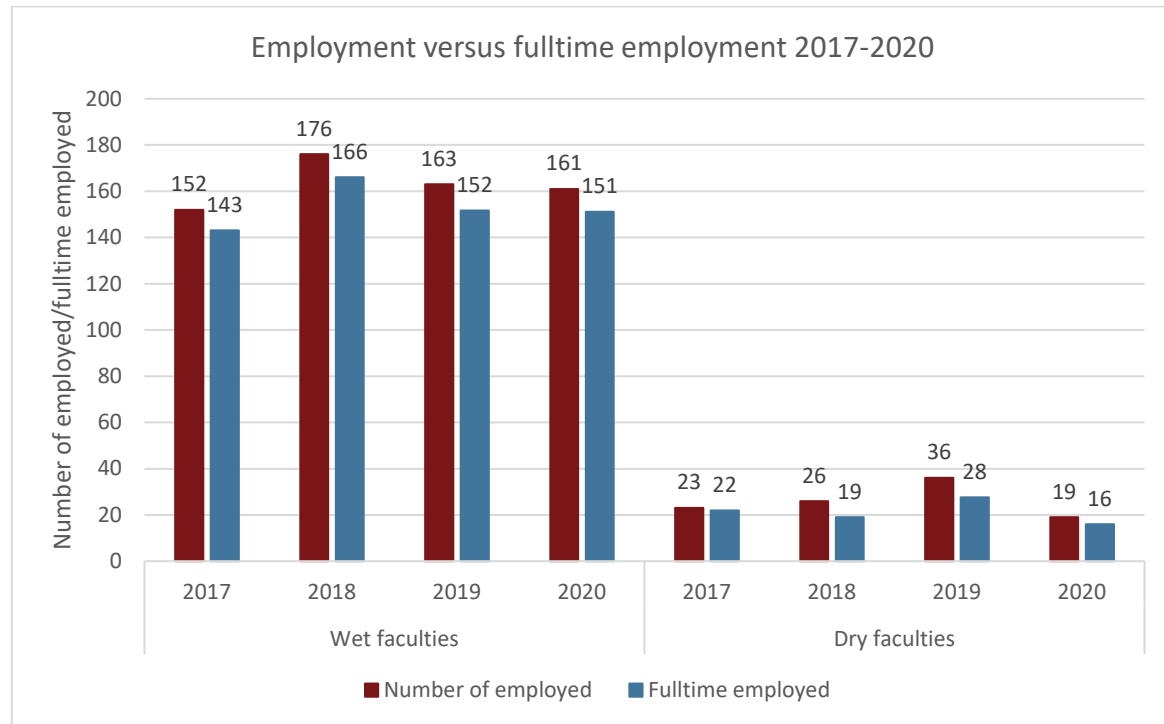
Source: Statistics Denmark, $N = 1.503$

For the postdocs who left UCPH in 2017 almost the same percentage from wet and dry faculties were fulltime employed in Denmark the year after leaving (45 and 43% respectively). But hereafter the proportion of fulltime employed at the dry faculties is lower and also more fluctuating than at the wet faculties. For the wet faculties in the years 2018-2020 just under or exactly 50% of the postdocs were fulltime employed in Denmark the year after having left UCPH. For the dry faculties the number varies from 32% in 2018, to 43% in 2019 and then 33% in 2020.

It is worth mentioning that the low absolute numbers of postdocs at the dry faculties means that a few changes in the absolute numbers can mean large changes in the percentages displayed in the figure. It is also important to highlight that the numbers only include postdocs who have been *employed in Denmark* after leaving UCPH. Therefore, the proportion of fulltime employed amongst the whole group of postdocs who have left UCPH is expected to be higher. But as we do not have access to data for the postdocs who has left Denmark, we do not know the employment status for this group.

Figure 4.4 shows the absolute numbers of employed and fulltime employed from wet and dry faculties. The *number of employed* counts everybody who was in employment at any point in the fourth quarter the year after they left UCPH (even just for a day), while *fulltime employed* calculates what this equivalates to in fulltime employees.

Figure 4.3: Employment versus fulltime employment for postdocs leaving UCPH in 2017-2020

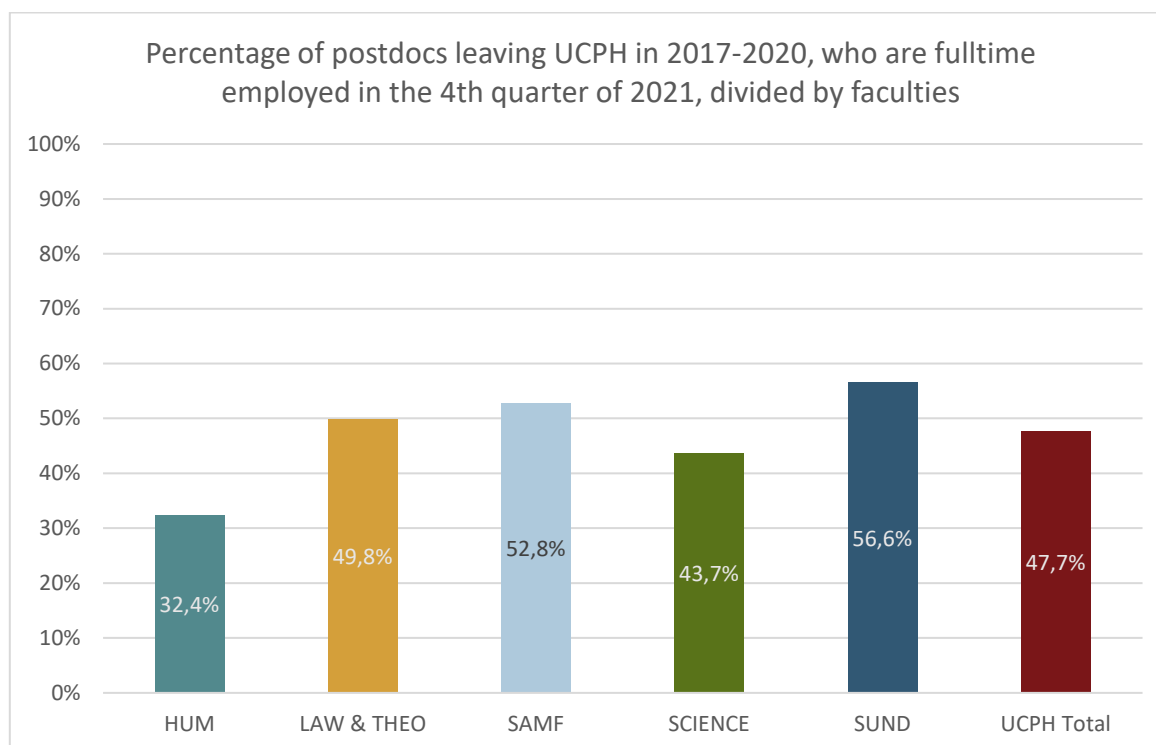


Source: Statistics Denmark, $N = 652$ (wet faculties), 104 (dry faculties)

Figure 4.4 below shows the percentage of leaving postdocs who are fulltime employed in Denmark in the fourth quarter of 2021 divided by faculties (for all postdocs who left UCPH in the period from 2017-2020). For discretion purposes the Faculty of Law (LAW) and the Faculty of Theology (THEO) are shown together.

It shows that SUND has the highest proportion of postdocs who are fulltime employed in Denmark in the fourth quarter of 2021 (57%), while the Faculty of Humanities (HUM) has the lowest proportion (32%).

Figure 4.4: Fulltime employed, percentage of postdocs leaving UCPH in 2017-2020, by faculties



Source: Statistics Denmark, $N = 716$ (fulltime employed), 1.503 (postdocs leaving UCPH)

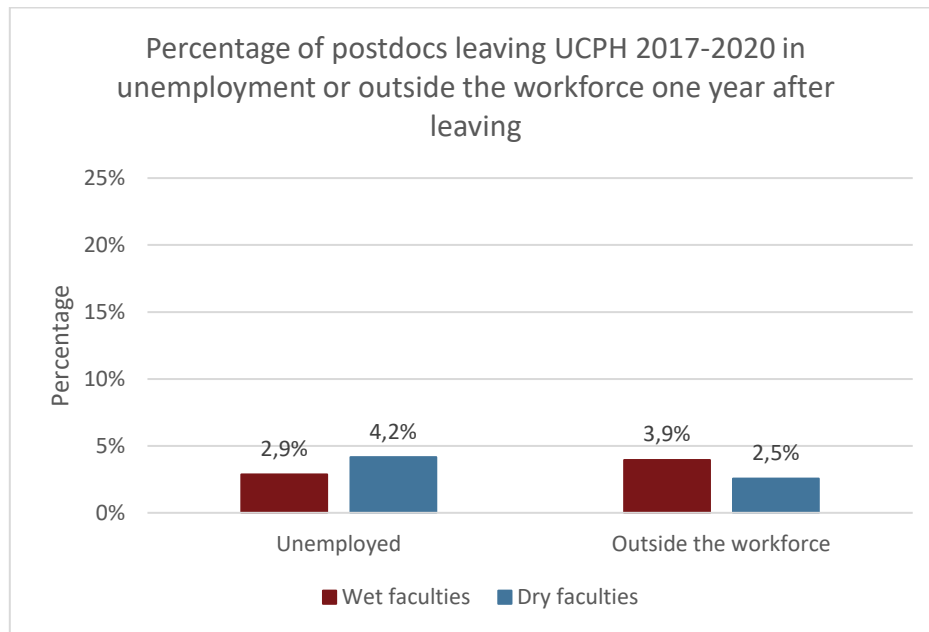
Unemployed and outside the workforce

Figure 4.5 below displays the percentages of postdocs who are *unemployed* and *outside the workforce* the year after leaving UCPH (measured in the fourth quarter) for the wet and dry faculties. The figure shows the numbers bundled together for the whole period 2017-2020 and thus is an average of *unemployed* and *outside the workforce* across the period.

The figure shows that across the period 2017-2020, the average unemployment rate for postdocs the year after leaving UCPH has been 2,9% for postdocs who were employed at the wet faculties and 4,2% for the postdocs who were employed at the dry faculties.

In an opposite pattern, the percentage of postdocs who were outside the workforce the year after leaving UCPH was larger for the postdocs who were employed at the wet faculties (3,9%) than for the dry faculties (2,5%).

Figure 4.5: Unemployed and outside the workforce, percentage of postdocs leaving UCPH in 2017-2020

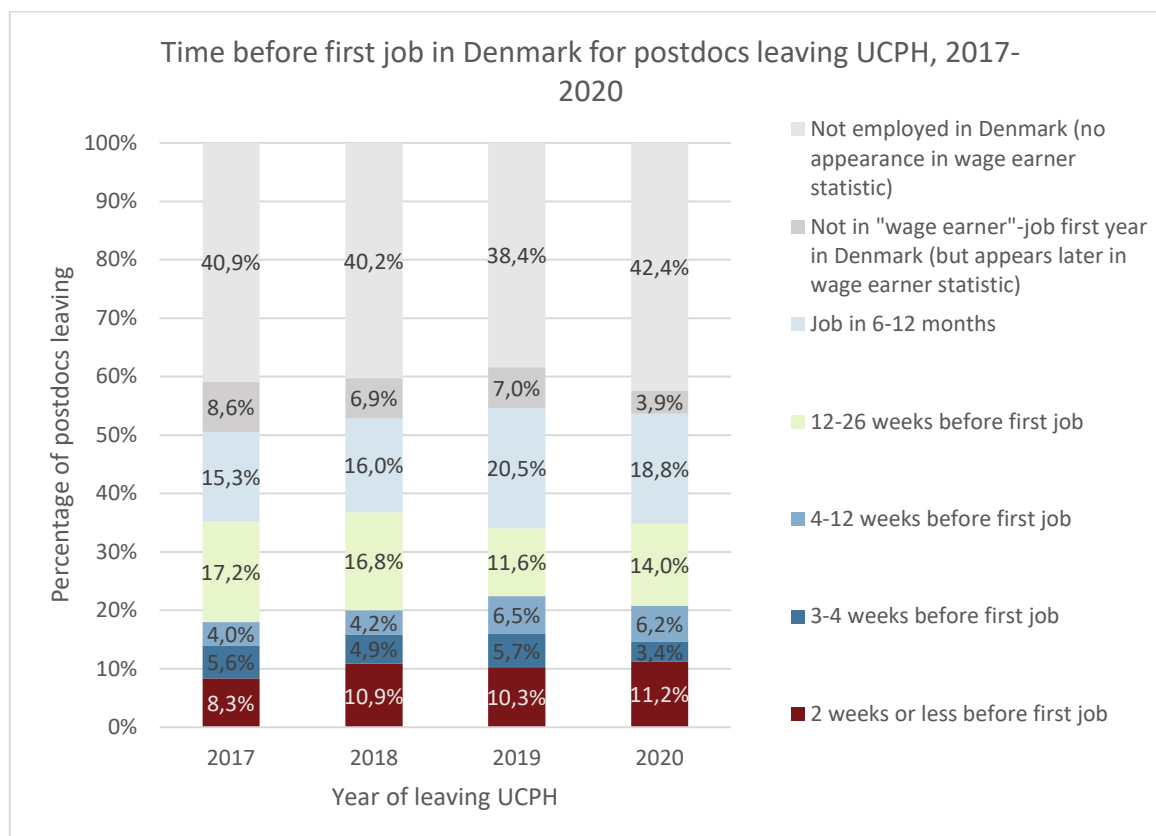


Source: Statistics Denmark, $N = 1.280$ (wet faculties), 223 (dry faculties)

5. Time before employment

For the postdocs who left UCPH in 2017-2020 and later secured employment in Denmark we checked in the fourth quarter of 2021 how long it took them to get their first employment in Denmark (Figure 5.1).

Figure 5.1: Time before first job in Denmark, postdocs leaving UCPH, 2017-2020



Source: Statistics Denmark, $N = 1.503$

We can only establish the time before employment for the leaving postdocs who appear in the wage earner statistics at Statistics Denmark at some point in the time from them leaving UCPH until the fourth quarter of 2021. This for example means that for postdocs who emigrated and got employed outside Denmark, data on time before employment is not available. These postdocs are a part of the category with the lightest grey color in Figure 5.1 above (*“Not employed in Denmark (no appearance in wage earner statistics)”*). This category includes all postdocs who do not appear in wage earner statistics, meaning that self-supported postdocs or postdocs who stay unemployed in the period are also included in this category besides emigrated postdocs.

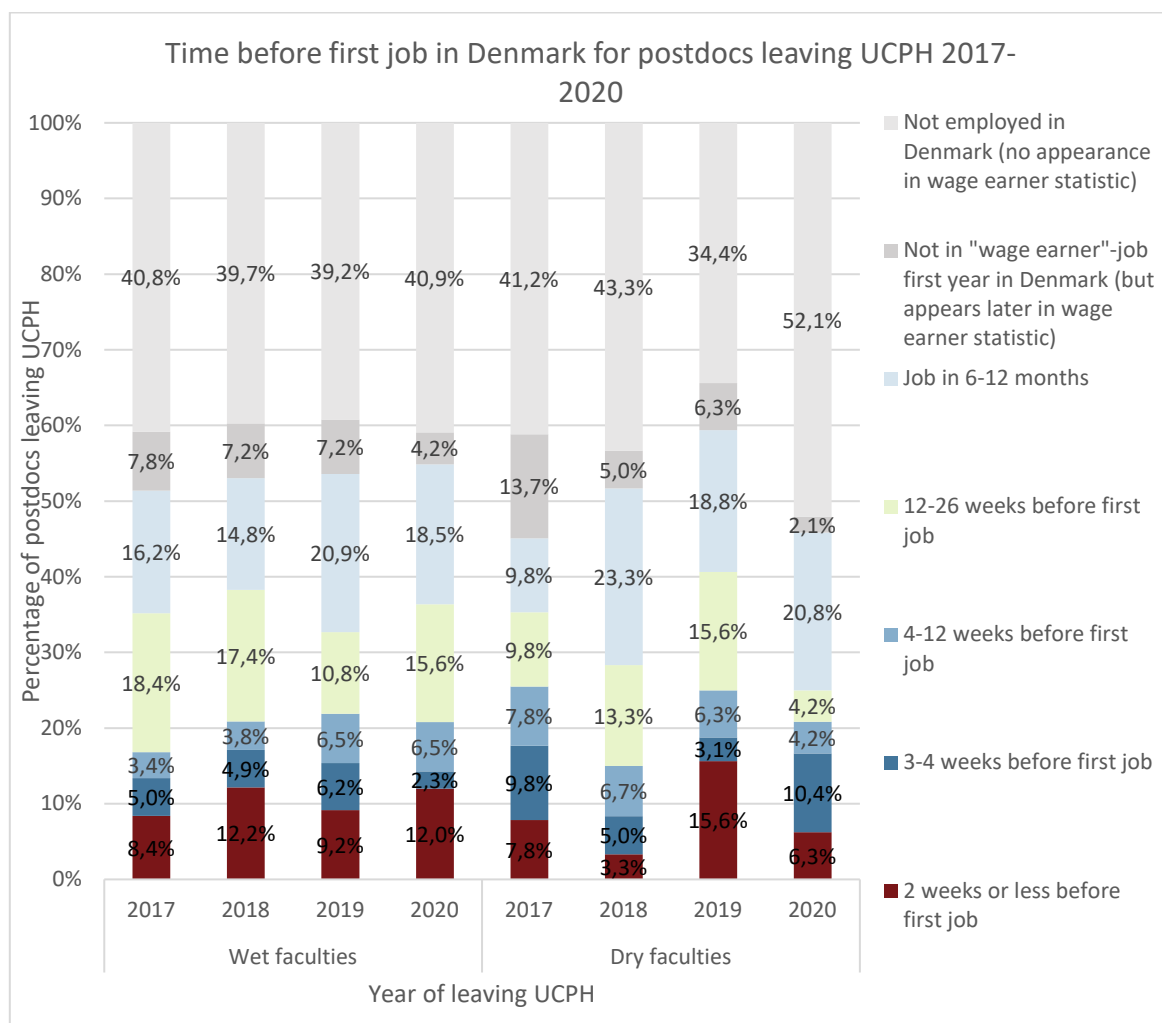
The darker grey category “*Not in “wage earner”-job first year in Denmark (but appears later in wage earner statistic)*” consists of postdocs who take longer than 1 year to find employment in Denmark, but the group does not necessarily consist only of postdocs who take long to find employment. It is possible for a postdoc who left UCPH in 2017 to emigrate and work abroad for a few years and then return to Denmark in 2020 and find employment – thus appearing in this darker grey category. This may also be part of the reason why the percentage in this category is smaller in 2020 than in the previous years. Postdocs, who left UCPH in 2020, has had less time to emigrate and then later return to Denmark and find employment compared to the postdocs who left in the earlier years.

The figure shows that since 2018 more than 10% of the postdocs who left UCPH was employed in Denmark within 2 weeks and around 20% was employed within 12 weeks (3 months). Furthermore, there was a slight increase in the amount employed within these 12 weeks from 2017-2020. In an opposite trend, in 2020 more postdocs found employment in 6-12 months compared to 2017.

When splitting up the numbers between wet and dry faculties, as Figure 5.2 below does, it becomes clear that the group of postdocs that finds employment in Denmark at some point after leaving UCPH (measured in the fourth quarter of 2021) is stable around 60% for the wet faculties, but more fluctuating for the dry faculties. Here the number varies from around 47,9-65,6%.

The numbers are generally more fluctuating for the dry faculties, in part because of the lower number of postdocs leaving UCPH from these faculties. The postdocs from dry faculties who find employment in less than 12 weeks (3 months) thus varies from 25,4% in 2017 to 15% in 2018 and 20,9% in 2020. For the wet faculties the percentage that finds employment within 12 weeks is more stable in the period. In 2017 it is at the lowest at 16,8%, but from 2018 and onwards the number is just above 20%.

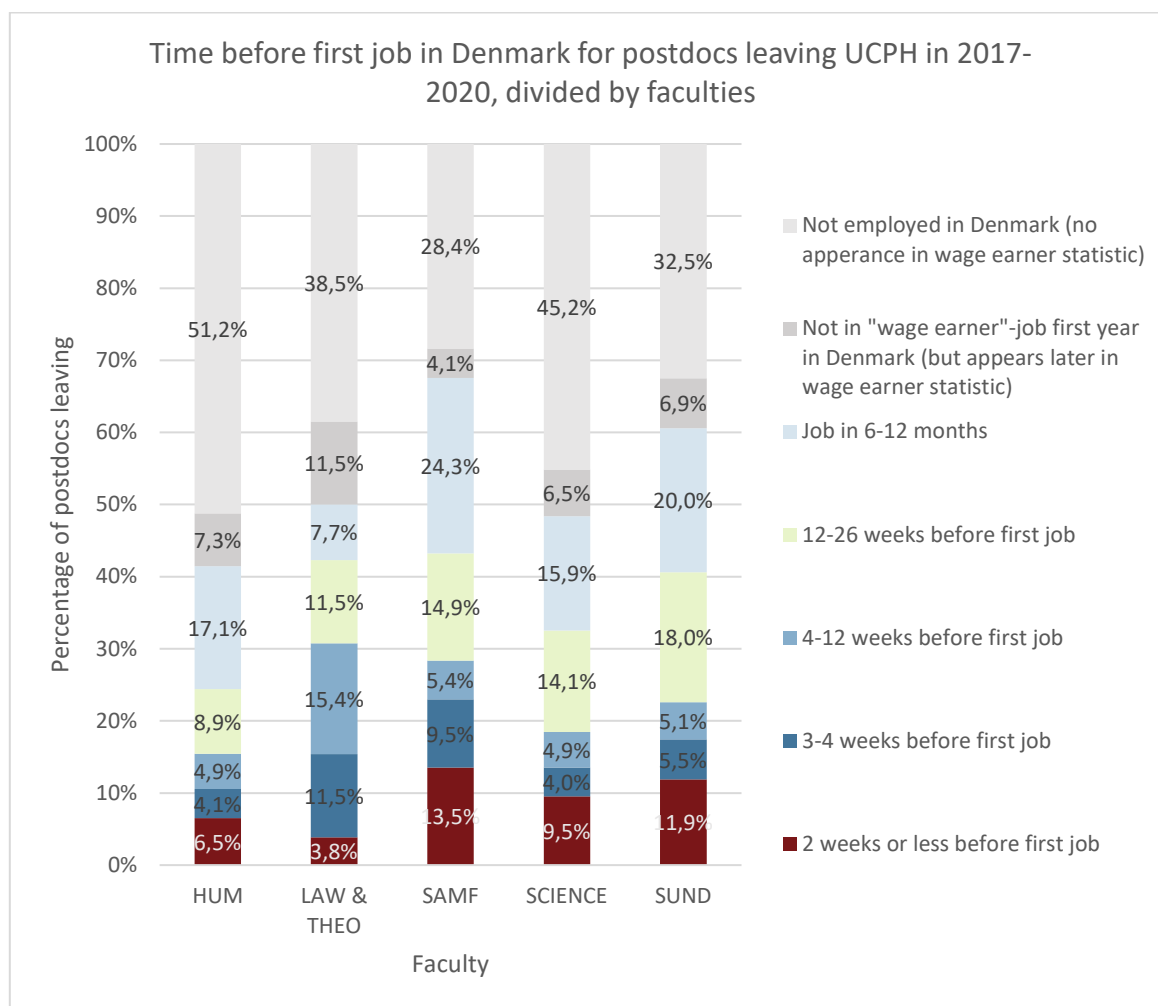
Figure 5.2: Time before first job in Denmark, postdocs leaving UCPH, 2017-2020, by faculties



Source: Statistics Denmark, $N = 1.503$

The figure below, Figure 5.3, shows the time before first employment in Denmark for the full period altogether, meaning all postdocs that left between 2017-2020, divided by the faculties. For discretion purposes the Faculty of Law (LAW) and THEO are shown together.

Figure 5.3: Time before first job in Denmark, postdocs leaving UCPH in 2017-2020, by faculties



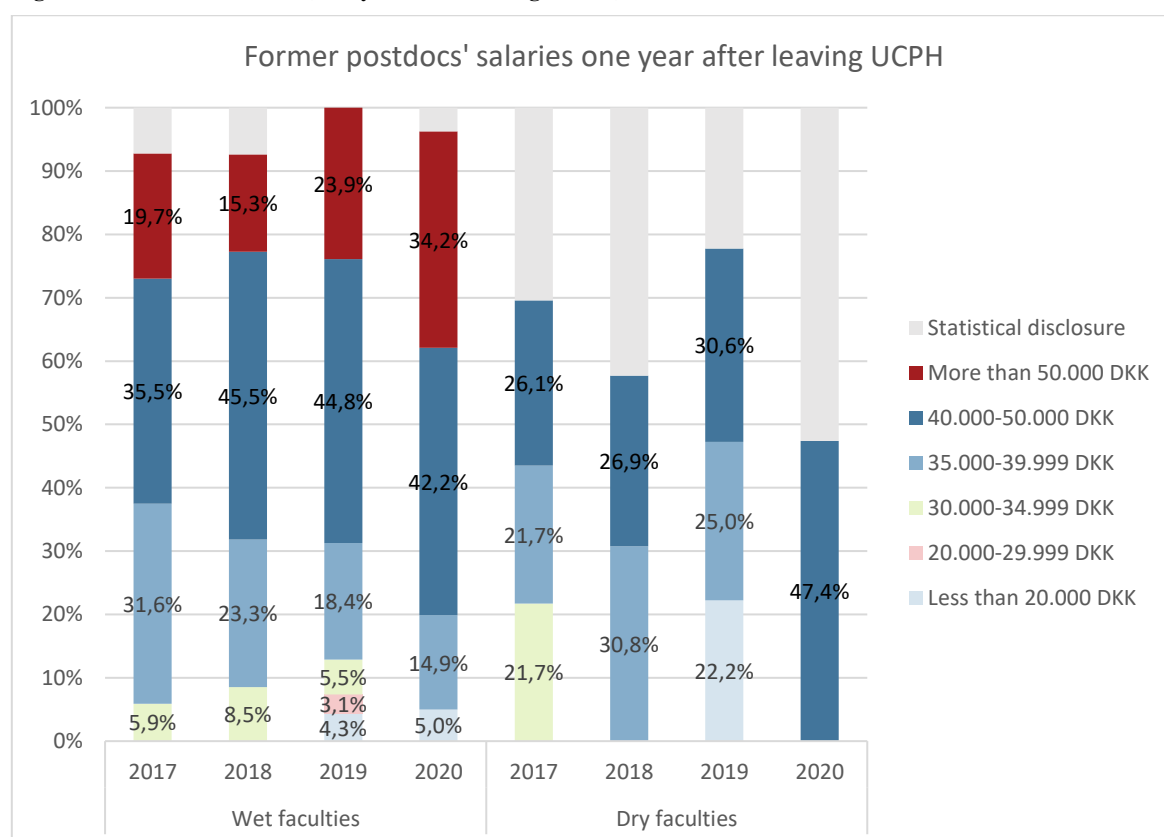
Source: Statistics Denmark, $N = 1.503$

The figure shows that the Faculty of Social Sciences (SAMF) has the highest proportion of postdocs who find a job in Denmark within 2 weeks and the lowest proportion of postdocs who do not appear in wage earner statistics in Denmark after leaving UCPH. HUM has the highest proportion of postdocs who do not appear in wage earner statistics in Denmark after leaving UCPH and the lowest proportion of postdocs who find a job within 12 weeks (3 months) of leaving UCPH. A pattern that is shared with SCIENCE.

6. Postdocs' salaries after UCPH

For the postdocs who find employment in Denmark, we measure their income the year after leaving UCPH (in the fourth quarter). Figure 6.1 below shows the results. Because of a small number of postdocs – especially at the dry faculties – some of the results cannot be shown because of discretion policies at Statistics Denmark. These numbers are reflected with the light grey color in the figure. Here it is not possible to see the number of postdocs for some of the salary intervals, who are instead bundled together in the “Statistical disclosure”-category.

Figure 6.1: Postdocs' salaries, the year after leaving UCPH, 2017-2020



Source: Statistics Denmark, N = 756

The figure shows that for postdocs with employment in Denmark, who were employed at the dry faculties, the most typical salaries are between 35.000-39.999 and 40.000-50.000 DKK. Around 50% of postdocs who left in the period 2017-2020 earn these amounts the year after leaving.

For the postdocs with employment in Denmark, who were employed at the wet faculties and left in the period between 2017-2020, the most typical salaries lie in the interval 40.000-

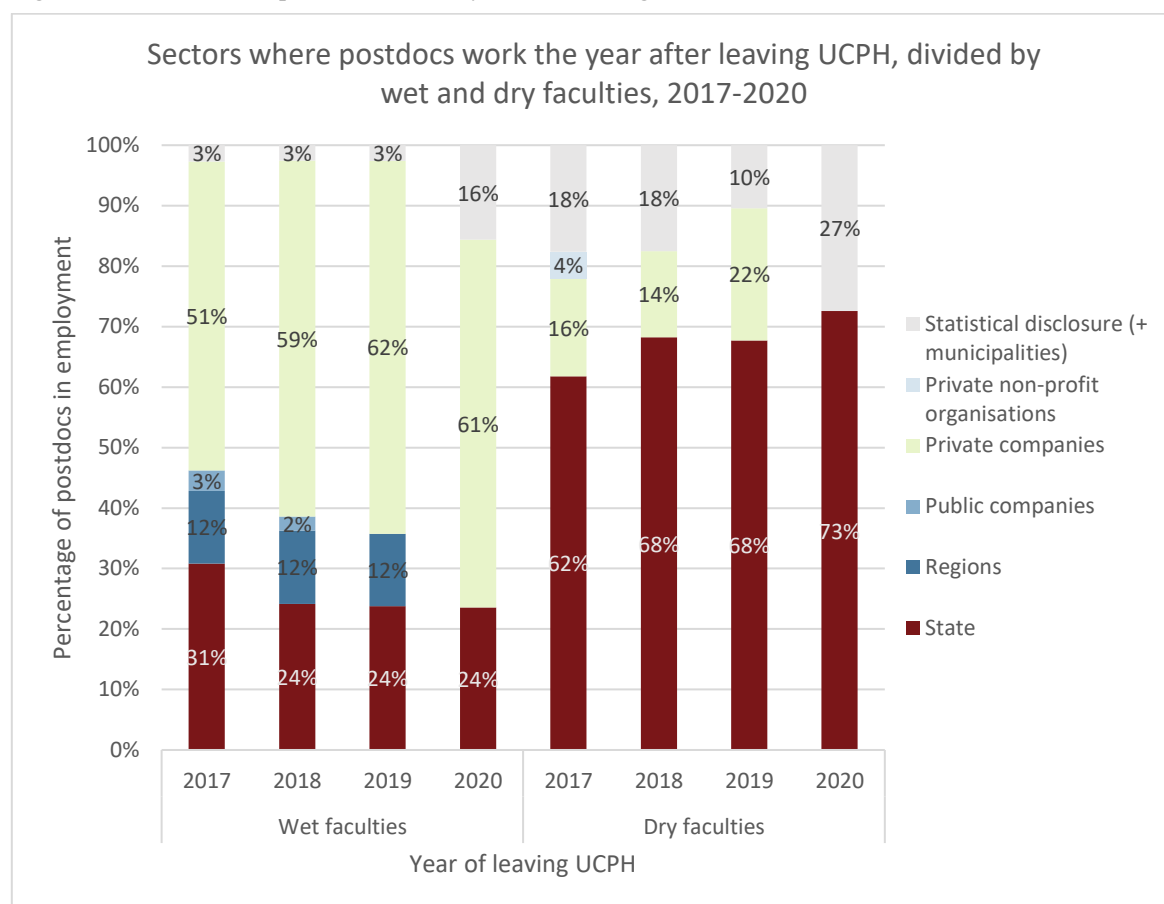
50.000 DKK. Between 35,5% and 44,8% of them earn salaries that lie in this interval the year after leaving UCPH. The period has also seen an increase in the percentage that earns more than 50.000 DKK. From 19,7% of the postdocs who left in 2017 to 34,2% of the postdocs who left in 2020. Similarly, the period has seen a decrease in the percentage that earns between 35.000-39.999. From 31,6% of the postdocs who left in 2017 to 14,9% of the postdocs who left in 2020.

7. Sectors where postdocs find employment after UCPH

Figure 7.1 below shows which sectors the postdocs, who leave UCPH, find employment in afterwards. Again, the numbers only include the postdocs who find employment in Denmark in the period after leaving UCPH. Especially for the dry faculties the small number of postdocs means that the numbers in some categories cannot be shown, because of discretion policies at Statistics Denmark. This is represented by the light grey colour in the figure.

The figure shows a clear pattern for postdocs, who were employed at respectively wet and dry faculties. Where the majority of postdocs from wet faculties find employment in private companies, the majority of postdocs from dry faculties find employment in the state.

Figure 7.1: Sectors where postdocs work the year after leaving UCPH, 2017-2020

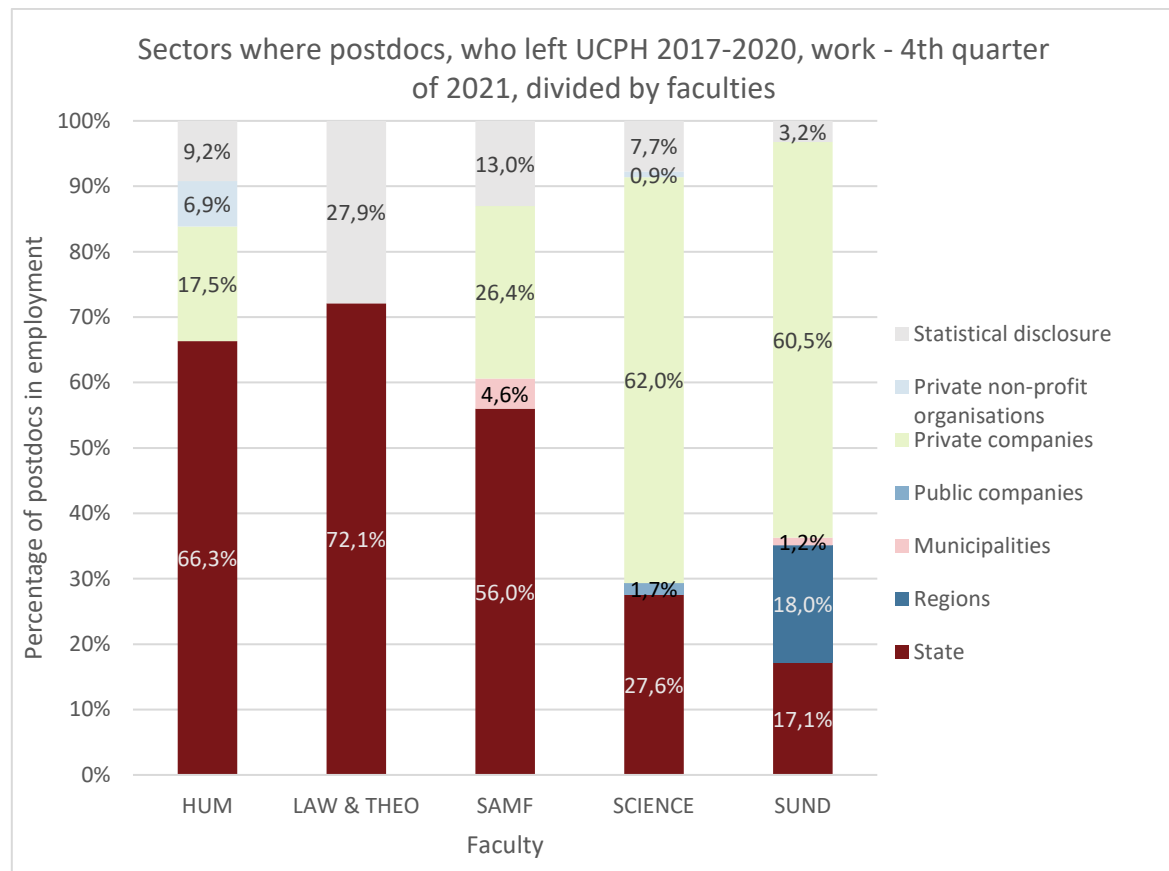


Source: Statistics Denmark, N = 725

The figure below also shows the sectors where postdocs find employment after leaving UCPH. In this figure the numbers are shown by faculties and includes postdocs who left in the entire period from 2017-2020 and found employment in Denmark thereafter. The sector

of employment was measured in the fourth quarter of 2021 for all postdocs no matter the year of leaving UCPH.

Figure 7.2 Sectors where postdocs work the year after leaving UCPH in 2017-2020, by wet and dry faculties



Source: Statistics Denmark, N = 743

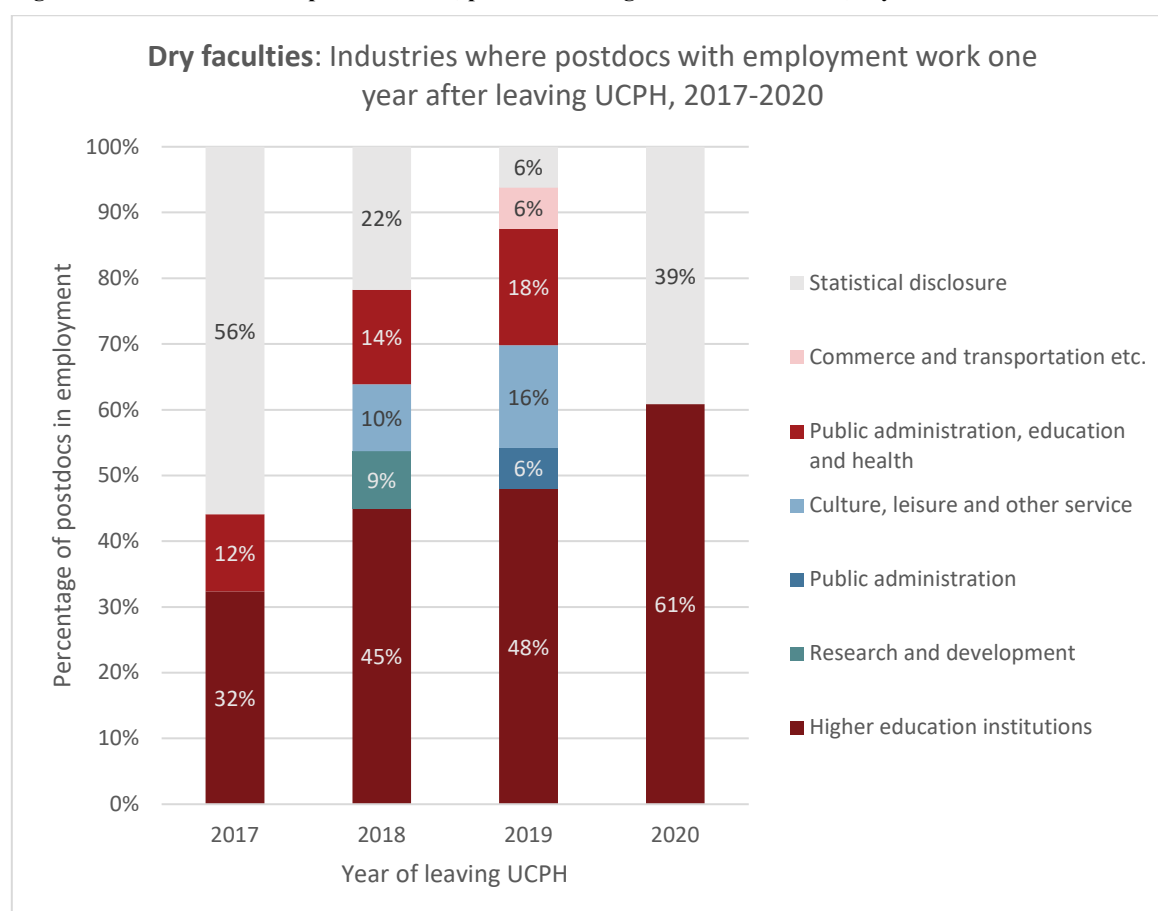
The figure shows that the majority of the postdocs who left from HUM, LAW & THEO and SAMF find employment in the state, whereas this is only the case for 27,6% of the postdocs from SCIENCE and 17,1% from SUND. For postdocs from SUND, 18% find employment in the regions, where Danish hospitals organisationally are located, which is also the public sector.

For SUND and SCIENCE the majority of postdocs instead find employment in private companies – 60,5% and 62% respectively. For SAMF the number is 26,4%, for HUM 17,5%, whereas it is not possible to determine for LAW & THEO because of discretion rules from Statistics Denmark.

8. Industries where postdocs find employment after UCPH

The figures in this section show what industries the postdocs who left UCPH in 2017-2020 find employment within. The figures only include the postdocs who find employment in Denmark in the period after leaving UCPH. Especially for the dry faculties the small number of postdocs means that the numbers in some categories cannot be shown because of discretion policies at Statistics Denmark. This is represented by the light grey colour in the figures.

Figure 8.1: Industries where postdocs work, postdocs leaving UCPH in 2017-2020, dry faculties

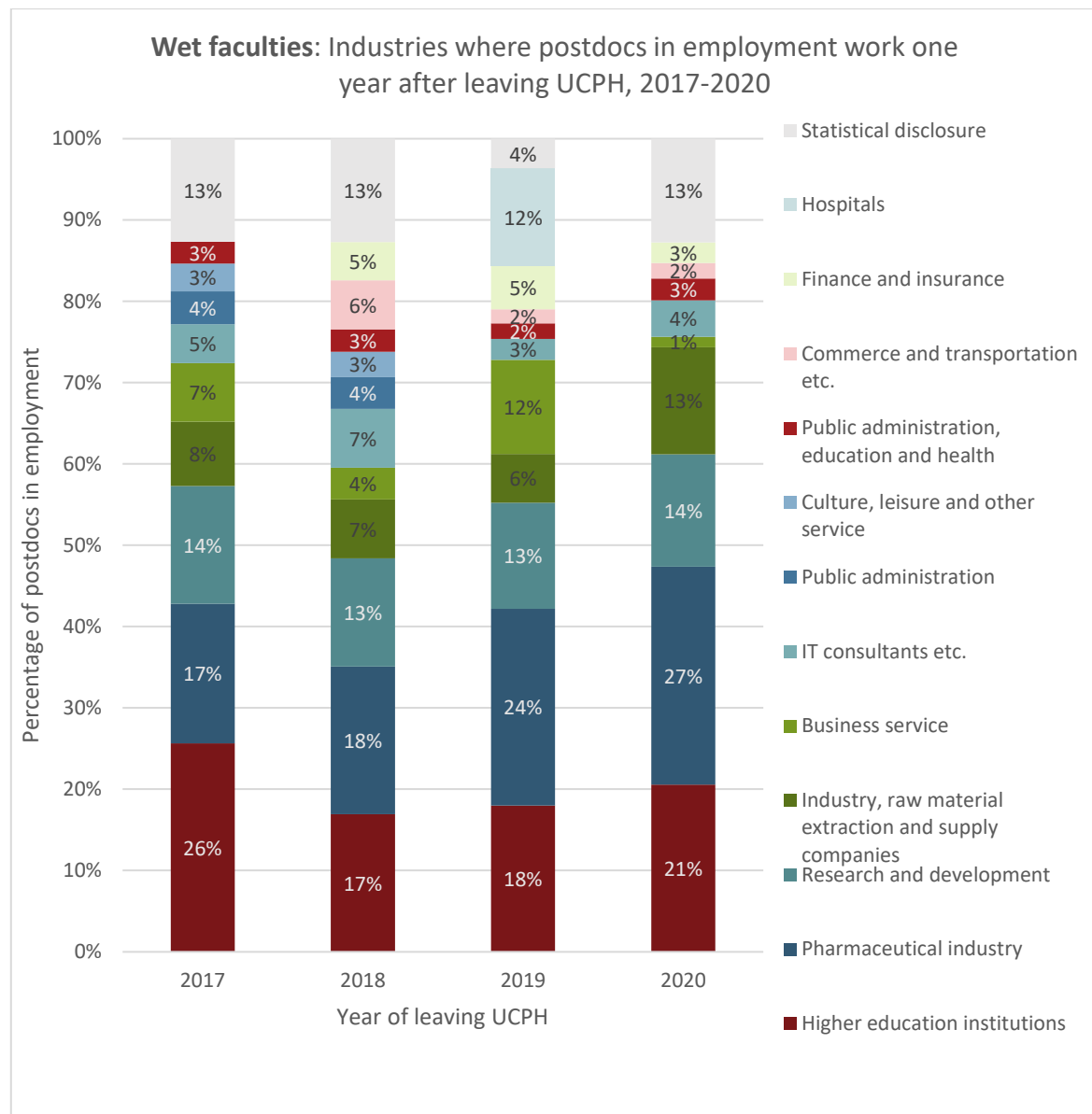


Source: Statistics Denmark, $N = 95$

Figure 8.1 shows that for the dry faculties the most typical industry that postdocs find employment within is higher education. And the percentages that find employment within this industry has increased in the period: From 32% of postdocs who left UCPH in 2017 to 61% of postdocs who left UCPH in 2020.

For the wet faculties, shown in Figure 8.2, the industries where the largest percentages of postdocs find employment is higher education institutions, pharmaceutical industry and research and development.

Figure 8.2: Industries where postdocs work, postdocs leaving UCPH in 2017-2020, wet faculties



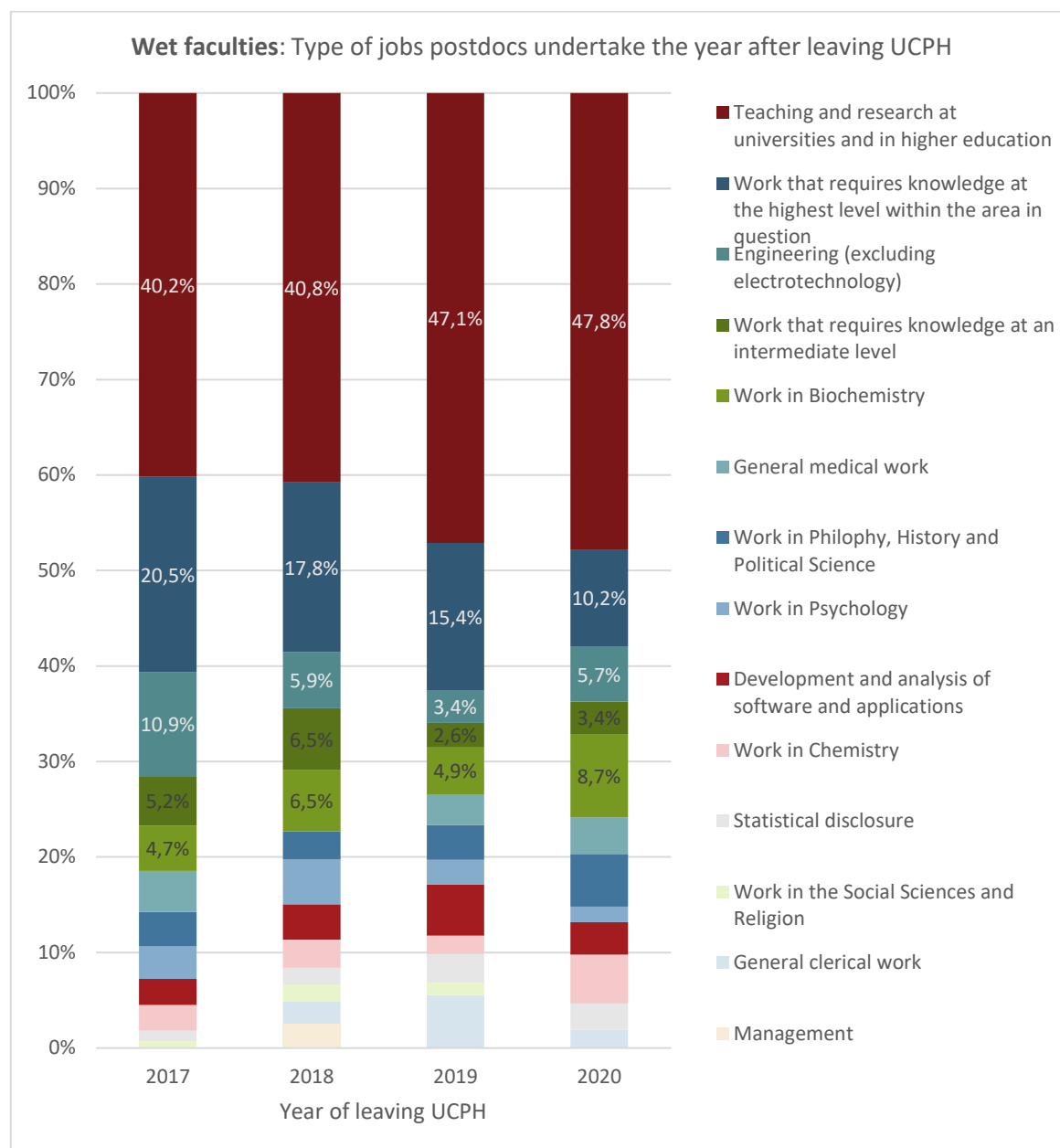
Source: Statistics Denmark, N = 630

To see the numbers about which industries postdocs find employment within for every faculty, see the appendix.

9. The type of jobs postdocs undertake after UCPH

The figures in this section show what type of jobs postdocs undertake after leaving UCPH. More specifically, for the postdocs who left UCPH in the period from 2017-2020 and later found a job in Denmark, it shows what type of work they do. It is measured the year after leaving UCPH, in the fourth quarter.

Figure 9.1: Type of job postdocs undertake after leaving UCPH, 2017-2020, wet faculties



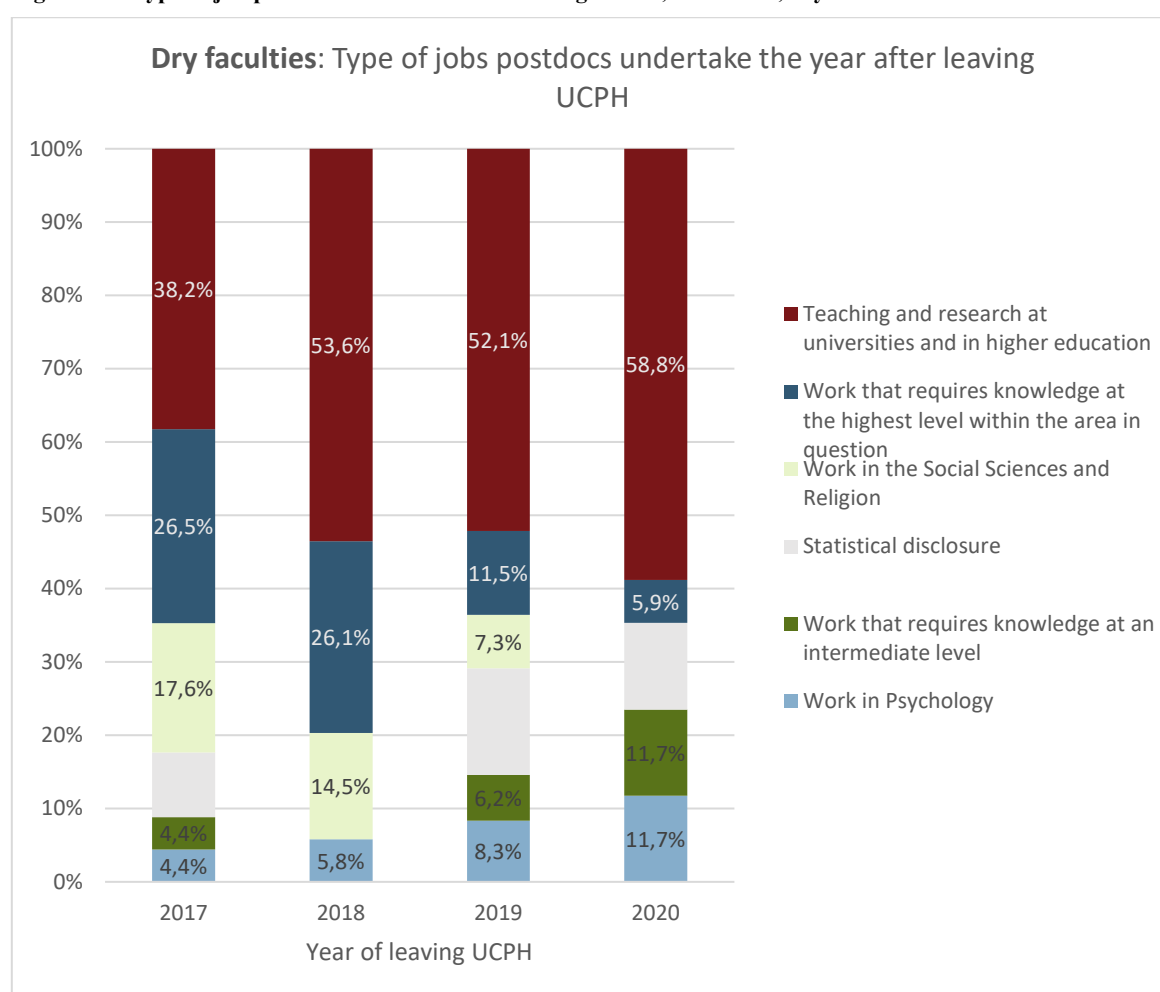
Source: Statistics Denmark, N = 630

The figure above, Figure 9.1, shows the data for the wet faculties. The most typical type of job for postdocs who have left the wet faculties at UCPH is teaching and research at

universities and in higher education. And the proportion that works with teaching and research at universities has also increased in the period. From 40.2% in 2017 to 47.8% in 2020.

The figure below, Figure 9.2, shows data for the dry faculties. For postdocs from the dry faculties teaching and research at universities and in higher education is also the most typical type of job, they undertake after leaving UCPH. The proportion is bigger than for the wet faculties, and at the dry faculties the proportion has also increased in the period – from 38.2% in 2017 to 58.8% in 2020.

Figure 9.2: Type of job postdocs undertake after leaving UCPH, 2017-2020, dry faculties



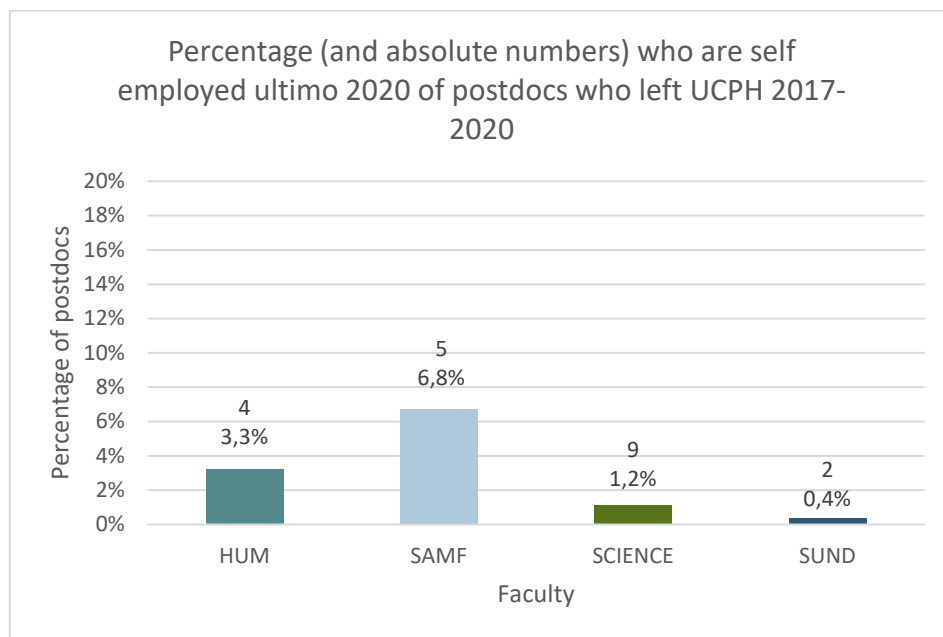
Source: Statistics Denmark, N = 95

10. Self-employed postdocs

The previous sections have focused only on postdocs in “wage earner”-employment. But a few of the postdocs who left UCPH in the period between 2017-2020 are self-employed – for example if they have started their own companies.

Figure 10.1 below shows the percentage who are self-employed out of all postdocs who left the corresponding faculty in the period between 2017-2020. Absolute numbers are also shown in the figure. The figure shows that there are postdocs from both HUM, SAMF, SUND and SCIENCE that are self-employed ultimo 2020. SAMF has the largest percentage of postdocs, who are self-employed (6,8%, 5 postdocs), then HUM (3,3%, 4 postdocs), SCIENCE (1,2%, 9 postdocs) and SUND (0,4%, 2 postdocs).

Figure 10.1: Self employed ultimo 2020, postdocs leaving UCPH 2017-2020



Source: Statistics Denmark, $N = 1.477$ (20 self-employed)

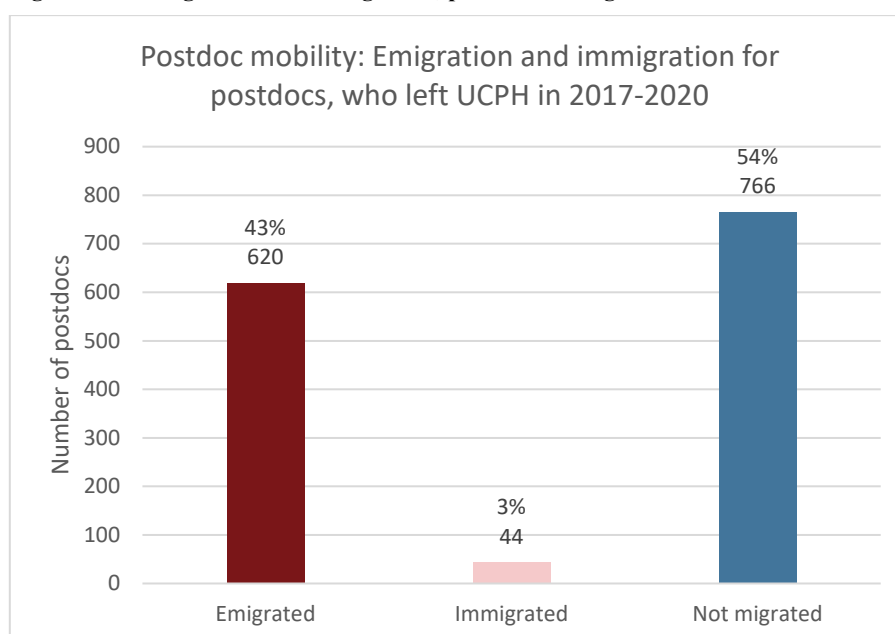
11. Postdocs leaving Denmark and their destinations

As explained in this report previously, we do not have much information about postdocs' job situation, when they leave Denmark. We do though have data about whether postdocs emigrate from Denmark and to what countries and if they immigrate back to Denmark. This section will present this data.

Emigration and immigration

Not all postdocs stay in Denmark after leaving UCPH – a large proportion emigrates to other countries. Figure 11.1 below shows that of the postdocs who left UCPH in the years 2017-2020, 43% of them emigrated to another country during or after their postdoc at UCPH. 3% immigrated back to Denmark at some point after their postdoc at UCPH and 54% did not migrate – meaning they stayed in Denmark.

Figure 11.1: Emigration and immigration, postdocs leaving UCPH 2017-2020



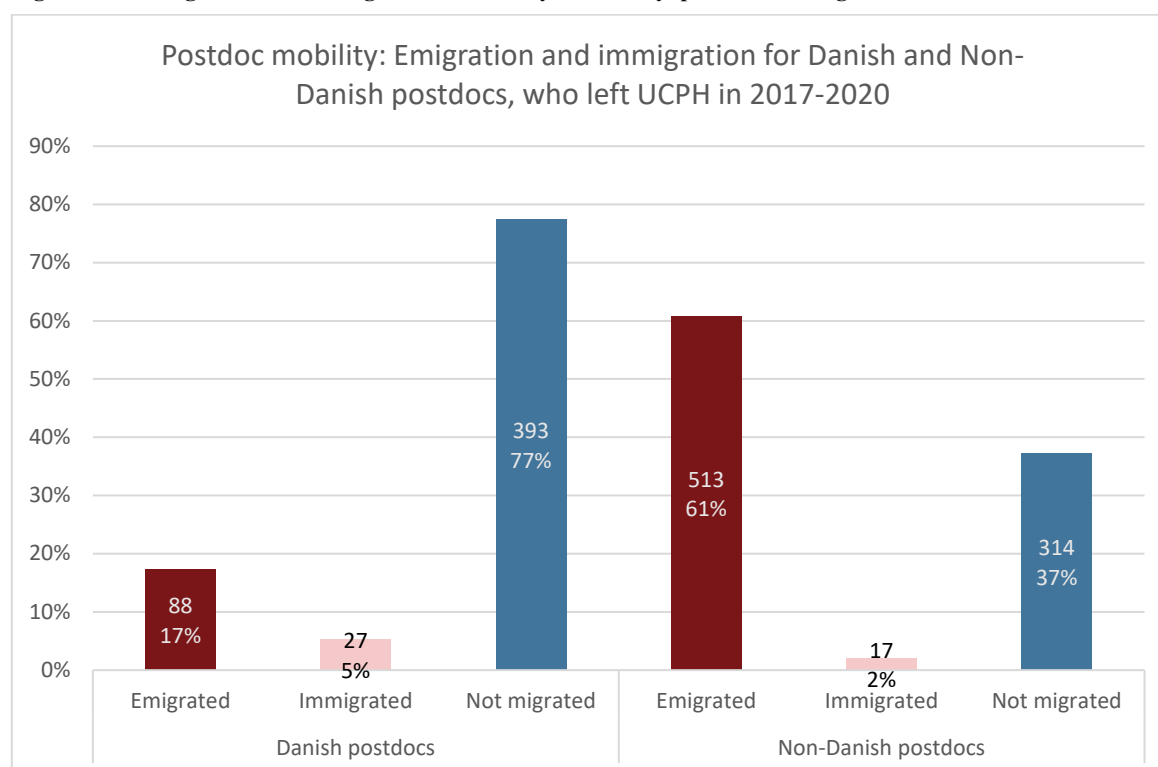
Source: Statistics Denmark, N = 1.430

Considering, that 67% of postdocs (in 2020) at UCPH are internationals, as Figure 2.4 displayed in the second section, it is not surprising that some of them leave Denmark again after (or during) their postdoc. The demands for internationalisation that comes with pursuing an academic career is most likely also a factor driving this high degree of mobility.

When looking at postdocs' nationality in Figure 11.2, it becomes evident that the migration pattern varies for postdocs of Danish nationality and other nationalities. For Danish postdocs who left UCPH in 2017-2020 only 17% have emigrated to another country and 5% immigrated back to Denmark. The emigration rate for Danish postdocs has stayed the same as it was in the period from 2011-2016, which was covered in the previous report.

For postdocs with other nationalities than Danish, 61% have emigrated to another country after or during their postdocs at UCPH and 2% have immigrated back to Denmark, while 37% of them have stayed in Denmark. These numbers represent an increase in the emigration rate for international postdocs: In the period 2011-2016 (covered in the previous report), 57% emigrated to another country, while 41% stayed in Denmark.

Figure 11.2: Emigration and immigration divided by nationality, postdocs leaving UCPH 2017-2020

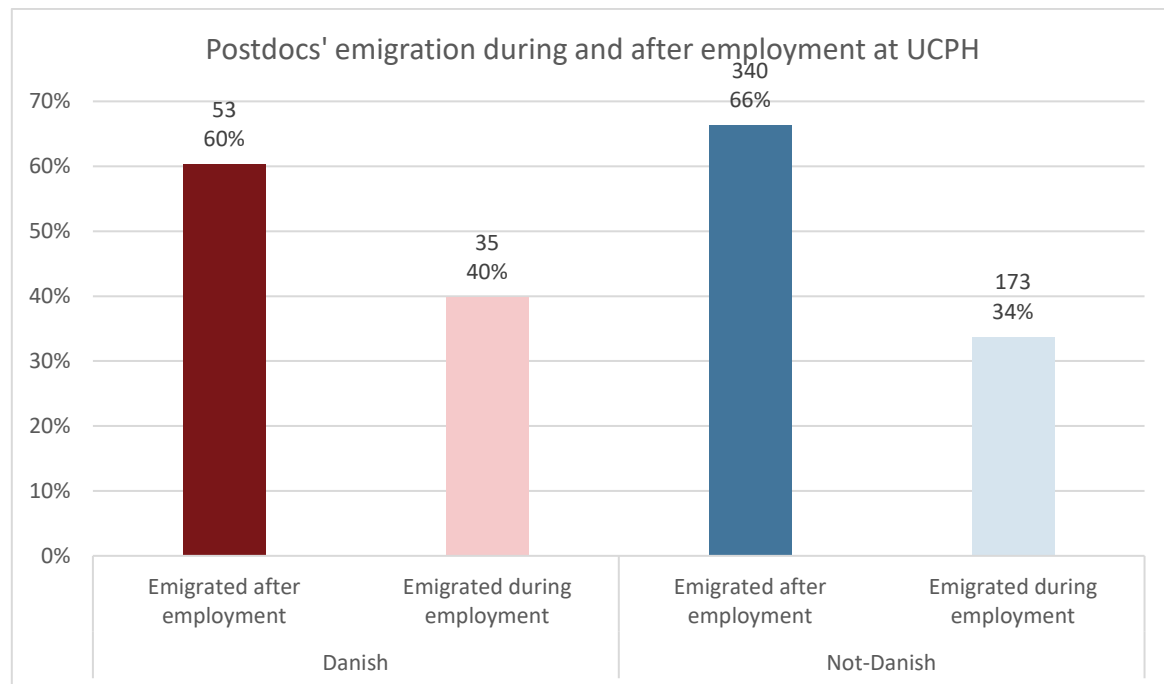


Source: Statistics Denmark, $N = 1.430$

Zooming in on the group that emigrates in Figure 11.3 below, it is seen that the largest part of postdocs who emigrate do it after their employment at UCPH. For postdocs with Danish nationality 60% emigrate after their employment, while 40% do it during their employment. For postdocs with a nationality other than Danish 66% emigrate after their employment, and 34% do it during their employment. For the postdocs who emigrate during their employment, placement might be a possible explanation; meaning that postdocs spent some

time at universities abroad during their employment at UCPH in an effort to advance their academic career.

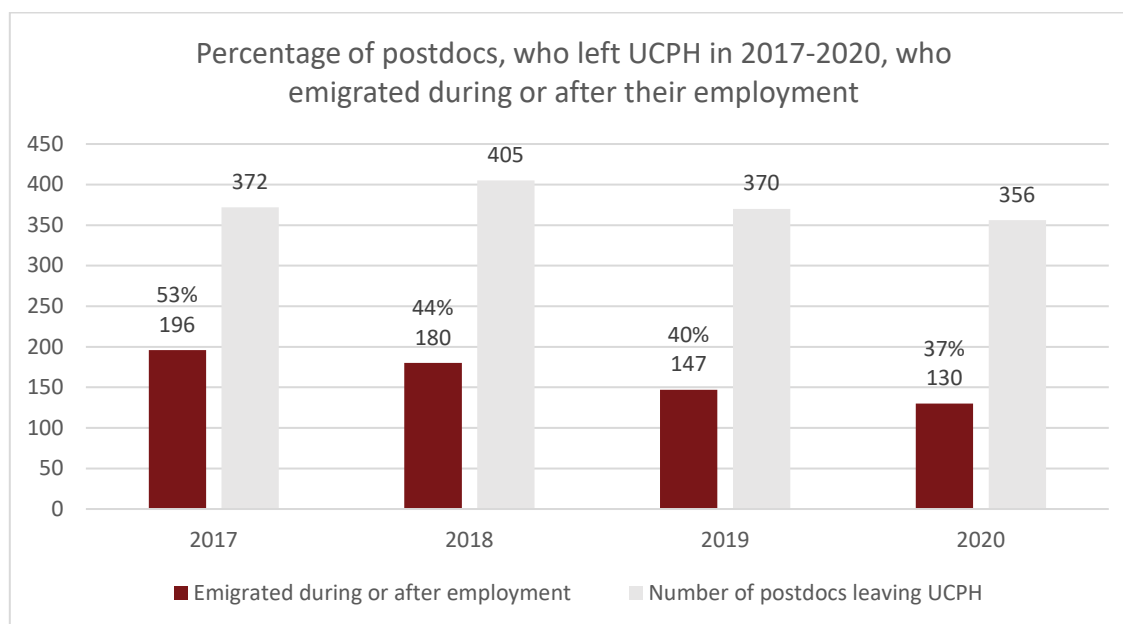
Figure 11.3: Emigration during and after employment, divided by nationality, postdocs leaving UCPH 2017-2020



Source: Statistics Denmark, N = 601

Figure 11.4 below shows the number of postdocs who emigrated during or after their employment at UCPH by the year they left UCPH. This is not necessarily the year they emigrated. For example, of the 372 postdocs, who left UCPH in 2017, 196 (52%) emigrated from Denmark to another country at some point during or after their employment.

Figure 11.4: Percentage of leaving postdocs (2017-2020) who emigrated during or after their employment

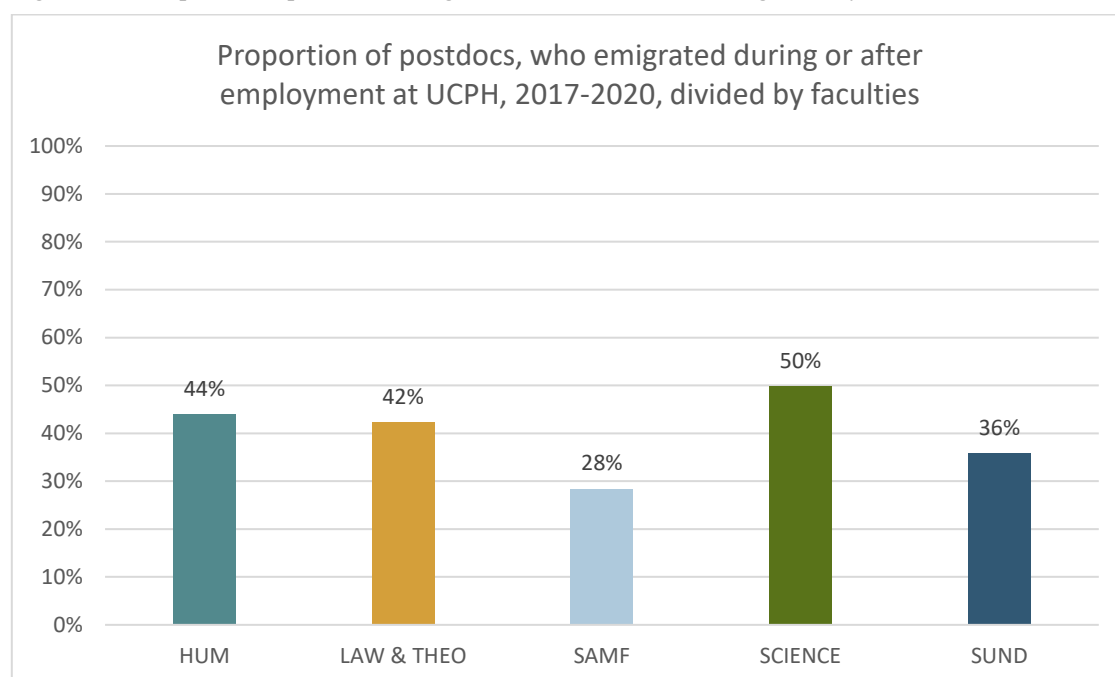


Source: Statistics Denmark, $N = 1.503$

The fact that the emigration is measured at any point during or after the employment (as opposed to for example a year after leaving UCPH), can be part of the explanation why the proportion of postdocs who emigrate become lower as the years progress. Postdocs who left UCPH in 2017 has had “longer time” to emigrate than postdocs who left UCPH in 2020.

Focusing on emigration at the different faculties, Figure 11.5 below shows the proportion who emigrated during or after their employment at UCPH out of all the postdocs who left UCPH in 2017-2020 – divided by faculties. It shows that SCIENCE has the largest proportion of postdocs who emigrate, followed by HUM, while SAMF has the lowest proportion who emigrate, followed by SUND.

Figure 11.5: Proportion of postdocs leaving UCPH in 2017-2020 who emigrated, by faculties



Source: Statistics Denmark, N = 1.503 postdocs leaving UCPH (653 emigrating postdocs)

Postdocs' destinations when emigrating

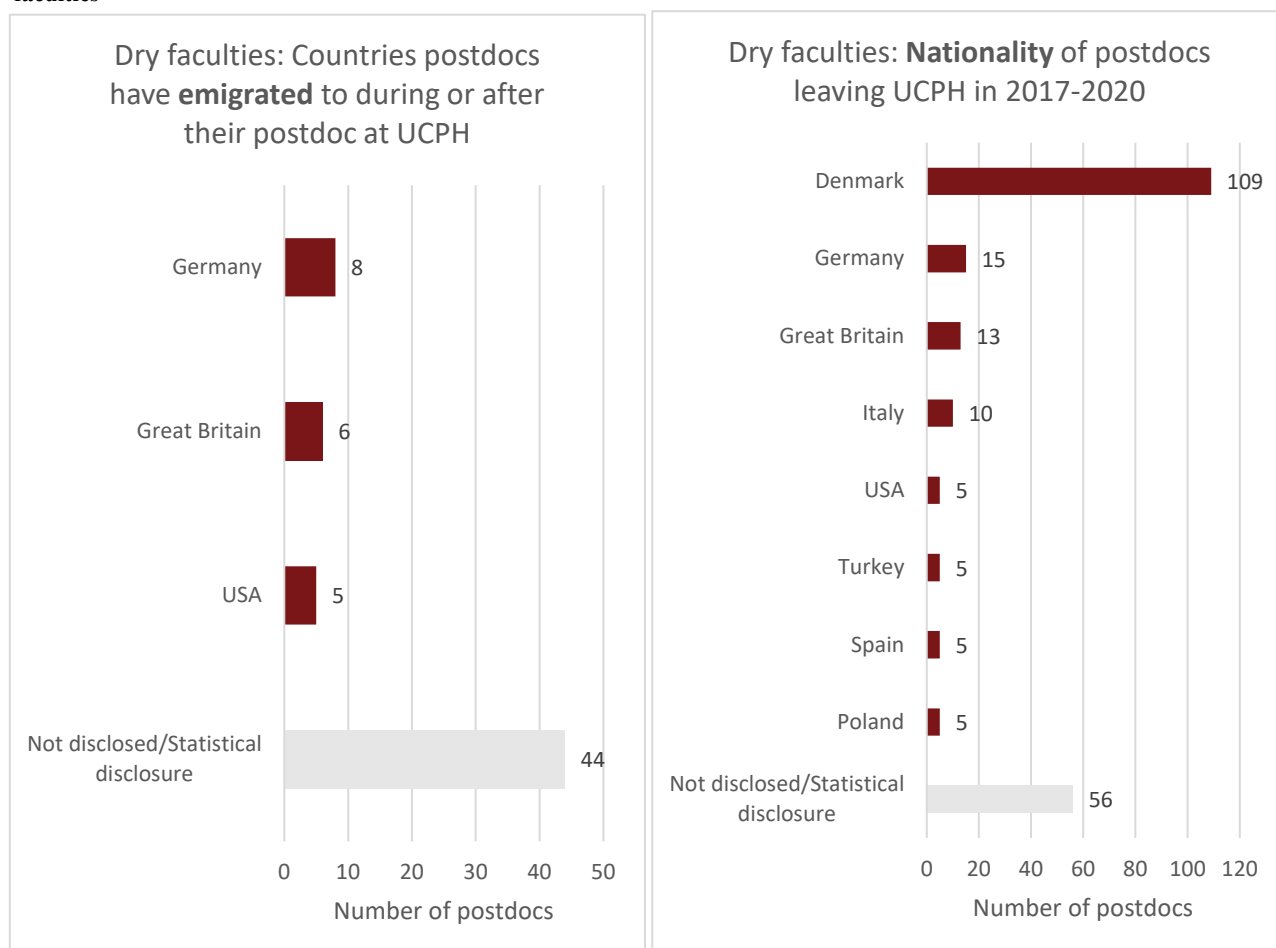
This section shows the countries that postdocs, who left UCPH in the period from 2017-2020, emigrated to and compares this with the nationalities of the full group of postdocs who leave UCPH in the period.

The figures in this section show, that for both wet and dry faculties Germany, USA and Great Britain are the countries that most postdocs emigrate to. The most dominant category of nationality is Denmark for both wet and dry faculties.

Dry faculties

The two figures below compare the countries that the postdocs who left UCPH in the period from 2017-2020 emigrated to with the nationality of the leaving postdocs for the dry faculties.

Figure 11.6: Destinations for emigrating postdocs and nationality of postdocs leaving UCPH 2017-2020, dry faculties



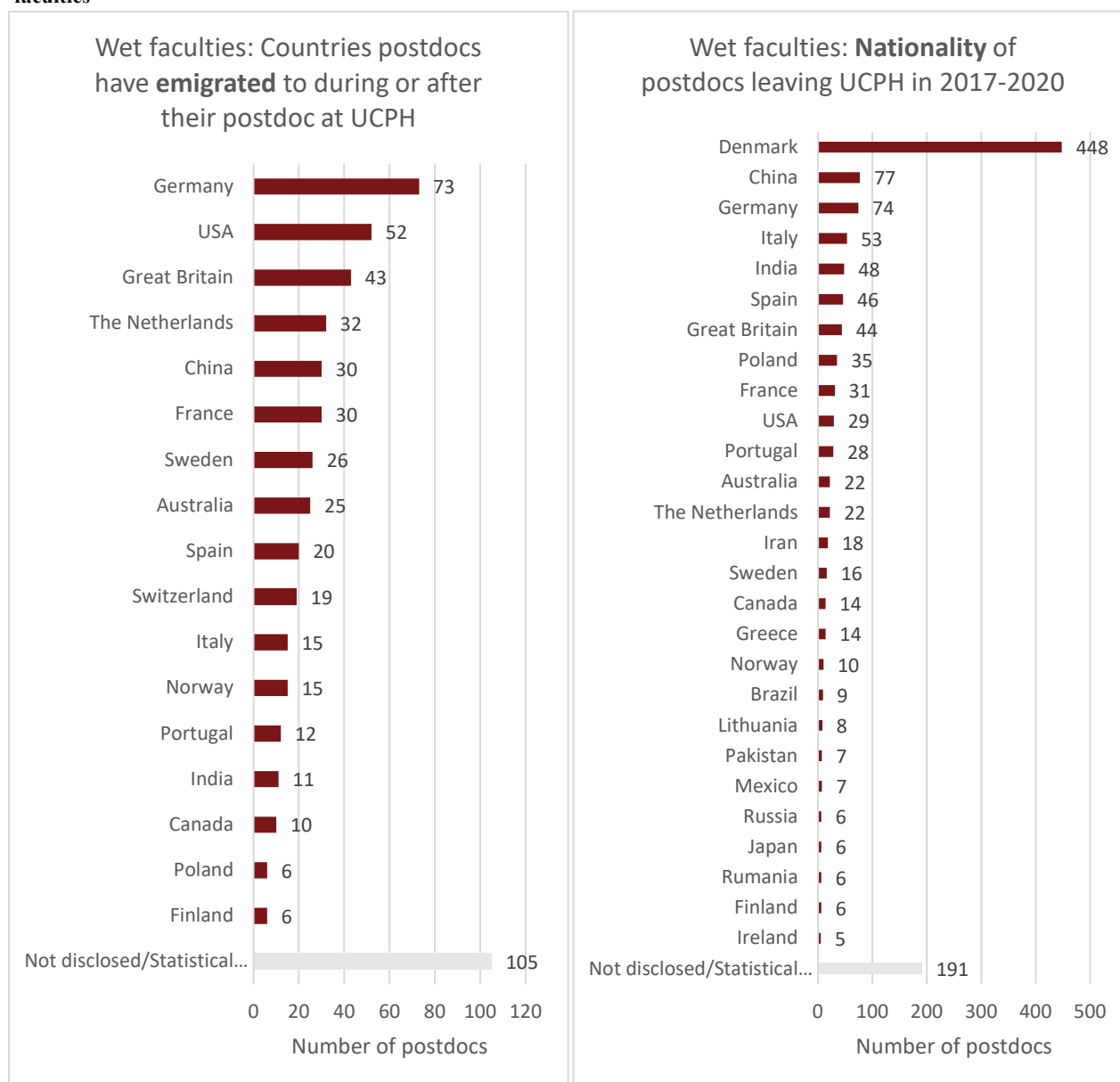
Source: Statistics Denmark and Økonomistyrelsens LDV, N = 63 and 223

For the dry faculties the postdocs' nationality match well with the countries that postdocs emigrate to. The most typical nationality of the leaving postdocs, besides Danish, is German, British, Italian and then American, which is also the top countries that postdocs from these faculties emigrate to – besides Italy. These numbers thus suggest that some of the postdocs of German, British and American nationality return to their home country after their postdoc at UCPH – although we do not have data on which specific postdocs emigrate to what countries and thus cannot conclude this with certainty.

Wet faculties

For the wet faculties the picture is somewhat different, as the nationalities and countries that postdocs emigrate to do not match in the same degree.

Figure 11.7: Destinations for emigrating postdocs and nationality of postdocs leaving UCPH 2017-2020, wet faculties



Source: Statistics Denmark and Økonomistyrelsen LDV, N = 530 and 1.280

While China is the largest category of nationality for the leaving postdocs (77) – apart from Denmark – it is only the fifth most typical destination for emigration (30 postdocs). The same pattern can be seen for Italy, India and Spain. They are like China in the top 5 when it comes to leaving postdocs' nationality, but the countries are not in the top 5 of the countries that postdocs emigrate to. The numbers in the figure thus display that more postdocs have

Chinese, Italian, Indian or Spanish nationality than the number of postdocs who emigrate to these countries.

USA is on the other hand a country that many postdocs emigrate to (52), but which is less represented in the nationalities of the leaving postdocs. 29 postdocs have American nationality. This may suggest that postdocs of different nationalities emigrate to USA for professional and academic reasons. For the other popular countries to emigrate to – Great Britain and Germany – the number of postdocs who emigrate to these countries is very close to the number of postdocs with British and German nationality. Although we do not have data on which postdocs emigrate to what countries, these numbers may suggest that some of these postdocs return to their home country after their postdoc at UCPH. Oppositely, the numbers indicate that the previously mentioned postdocs of Indian, Spanish, Chinese and Italian nationality do not return to their home countries to the same extent as others after their postdoc at UCPH.⁶

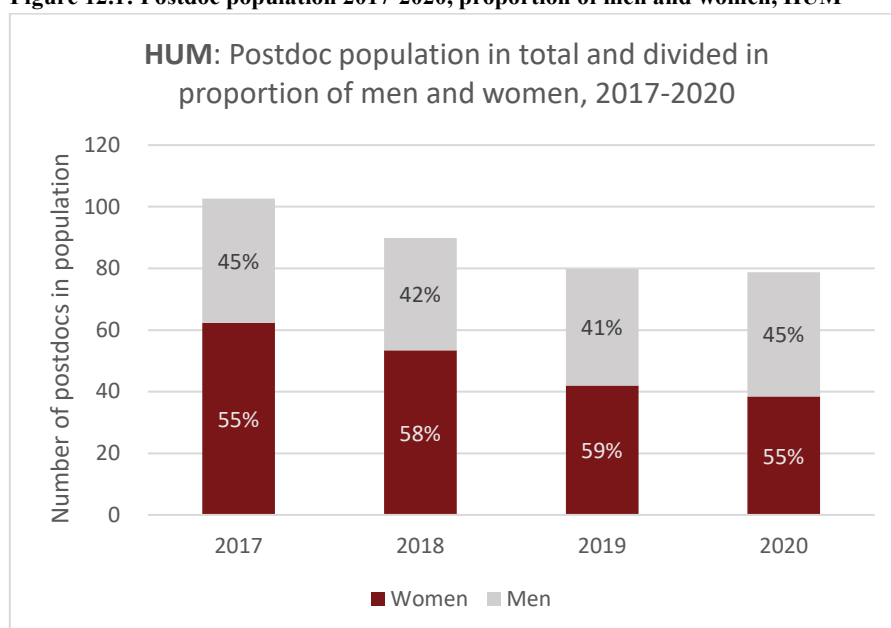
⁶ In this report nationality refers to citizenship, as the data we have available only allows us to look at citizenship. Thus, we use this as the best available indicator of postdocs' "home country" in the analysis in this report.

12. Appendix

In this section, the results from the labour market report are shown at the faculty level. Because of confidentiality issues and Statistics Denmark's rules for statistical disclosure when numbers are small, it is not possible to show all numbers in all figures for every faculty. Because of a small population of postdocs in general it is not possible to display data for LAW & THEO separately and their numbers will thus be shown together in this section.

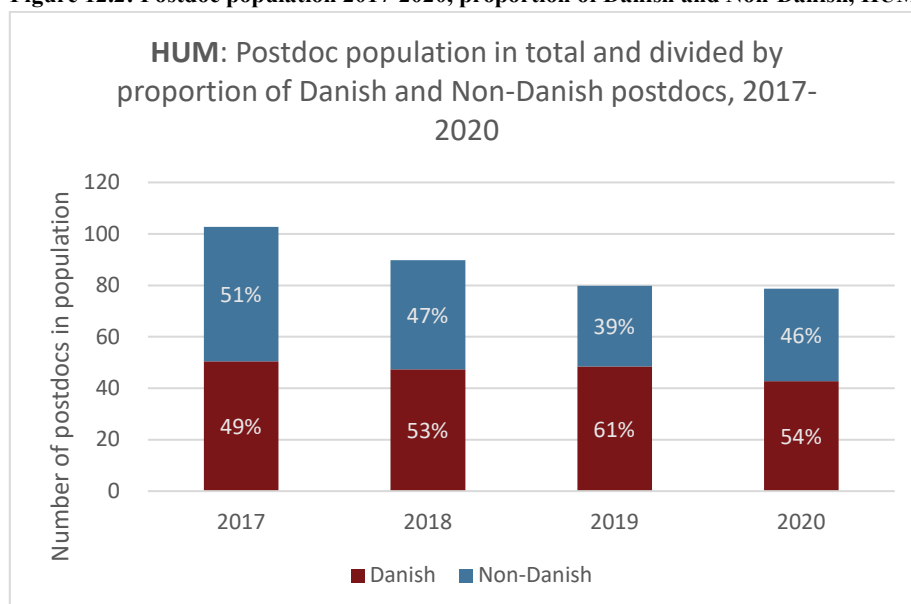
Faculty of Humanities (HUM)

Figure 12.1: Postdoc population 2017-2020, proportion of men and women, HUM



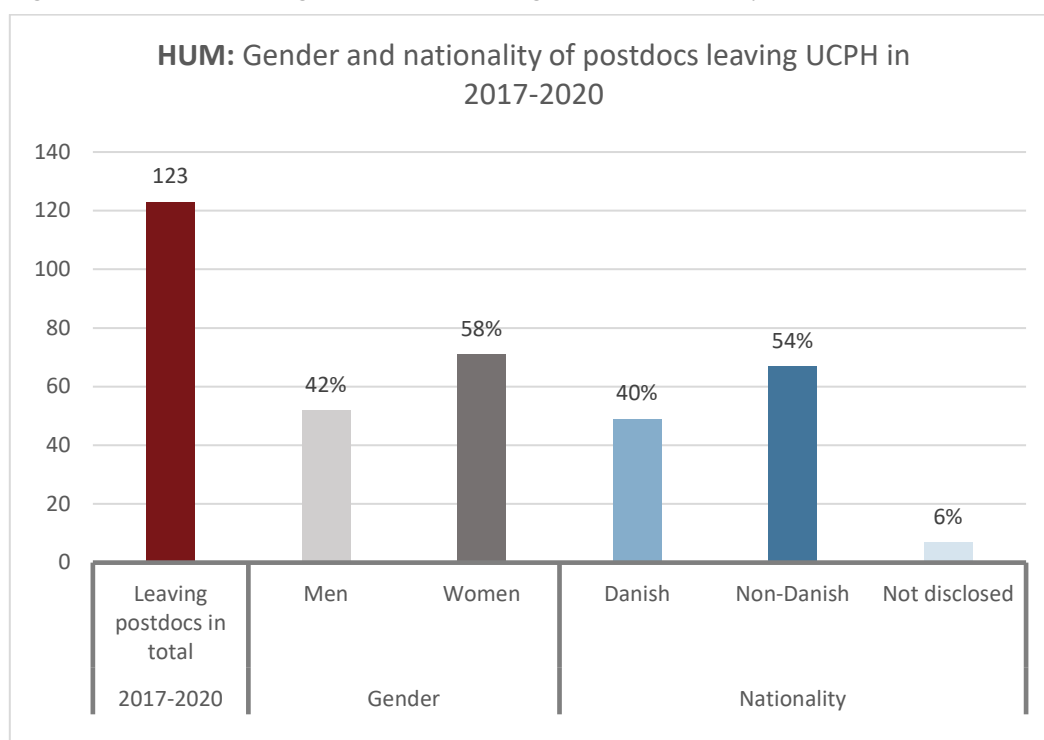
Source: Statistics Denmark, $N = 351$

Figure 12.2: Postdoc population 2017-2020, proportion of Danish and Non-Danish, HUM



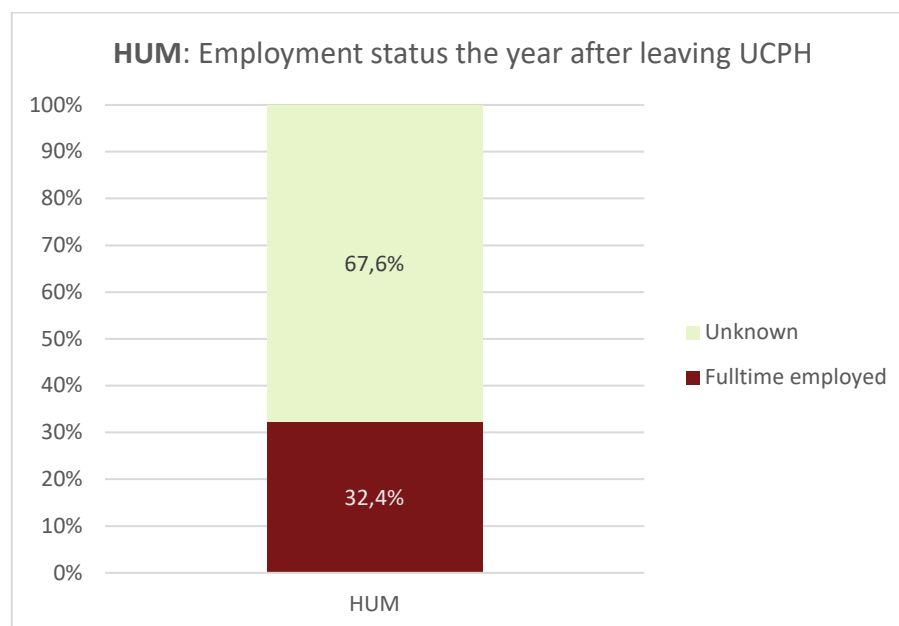
Source: Statistics Denmark, $N = 351$

Figure 12.3: Postdocs leaving UCPH in 2017-2020, gender and nationality, HUM



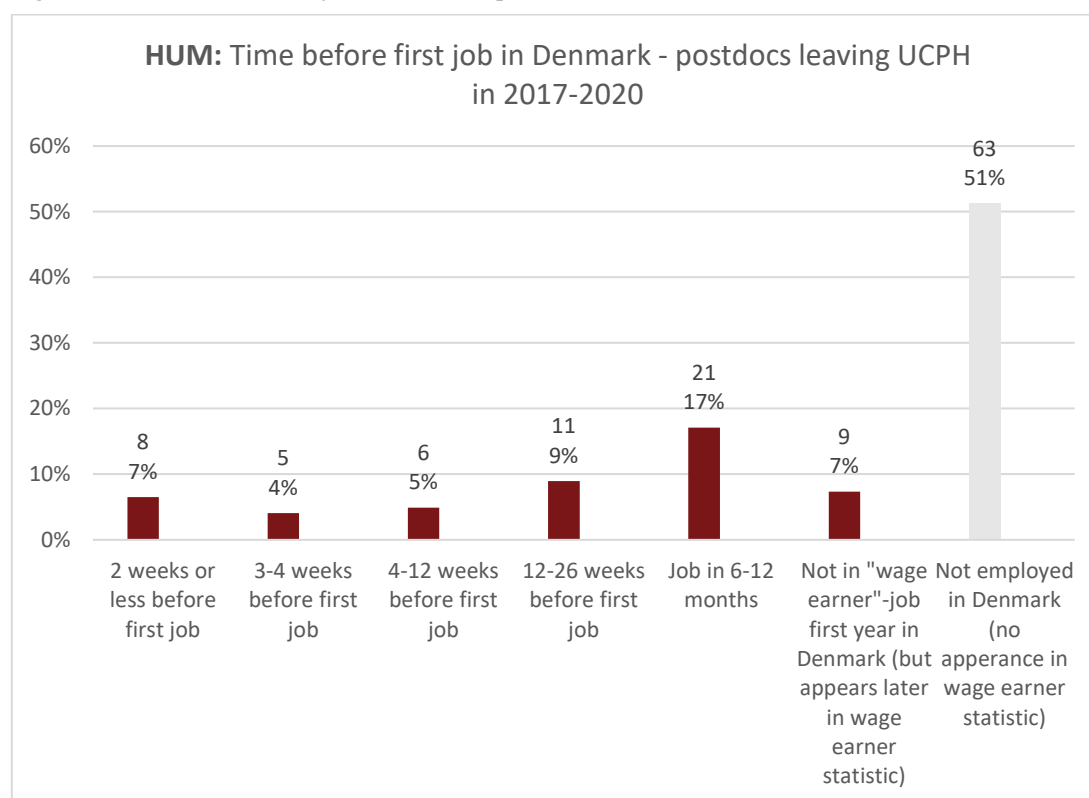
Source: Statistics Denmark, $N = 123$

Figure 12.4: Employment status the year after leaving UCPH, postdocs leaving UCPH 2017-2020, HUM



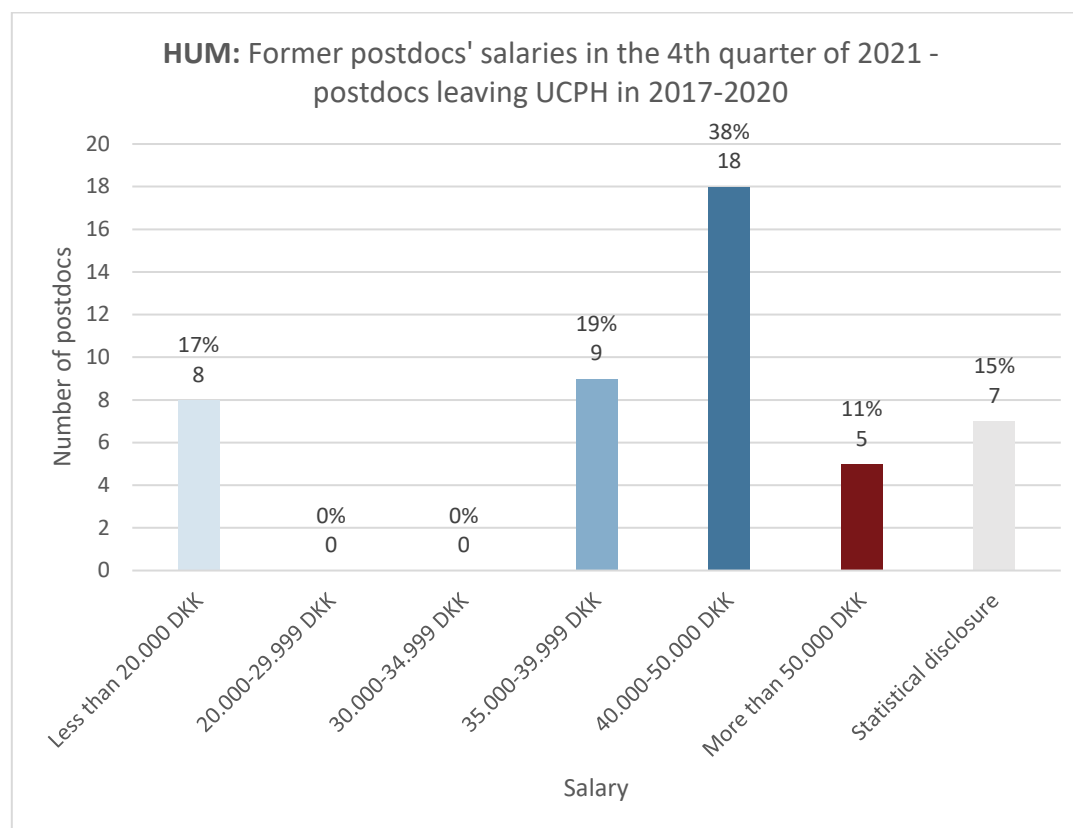
Source: Statistics Denmark, $N = 123$, "Unemployed" and "outside the workforce"-numbers cannot be shown because of discretion rules, so these are part of the "unknown"-group

Figure 12.5: Time before first job in Denmark, postdocs who left UCPH in 2017-2020, HUM



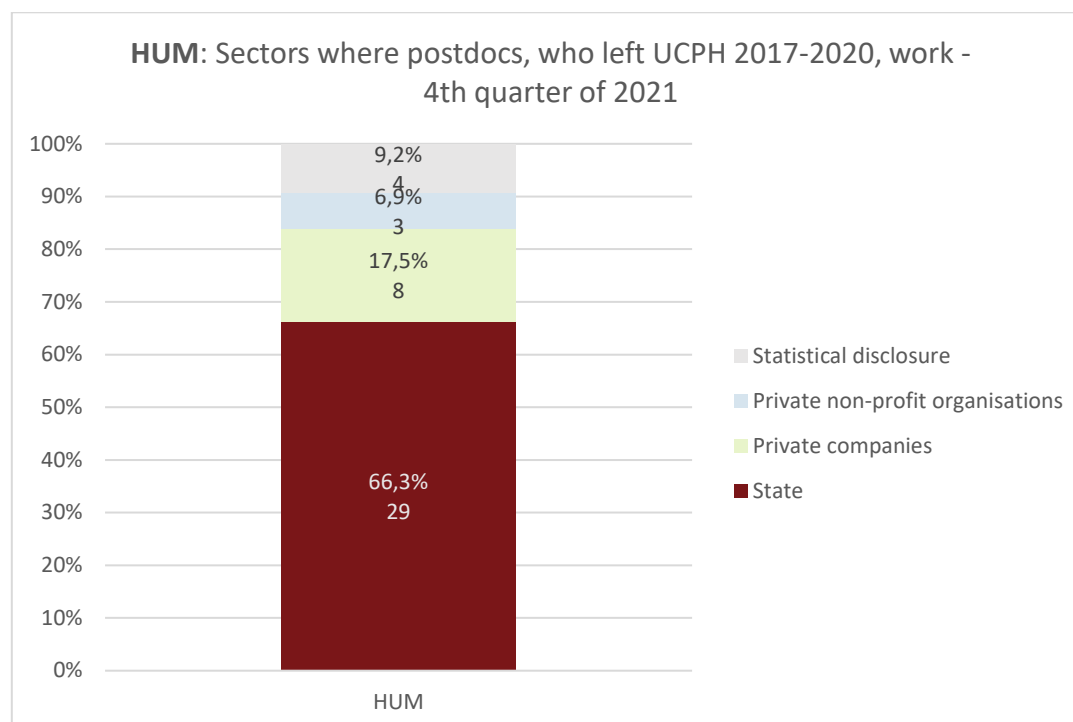
Source: Statistics Denmark, $N = 123$

Figure 12.6: Salaries measured in the 4th quarter of 2021 for postdocs who left UCPH in 2017-2020, HUM



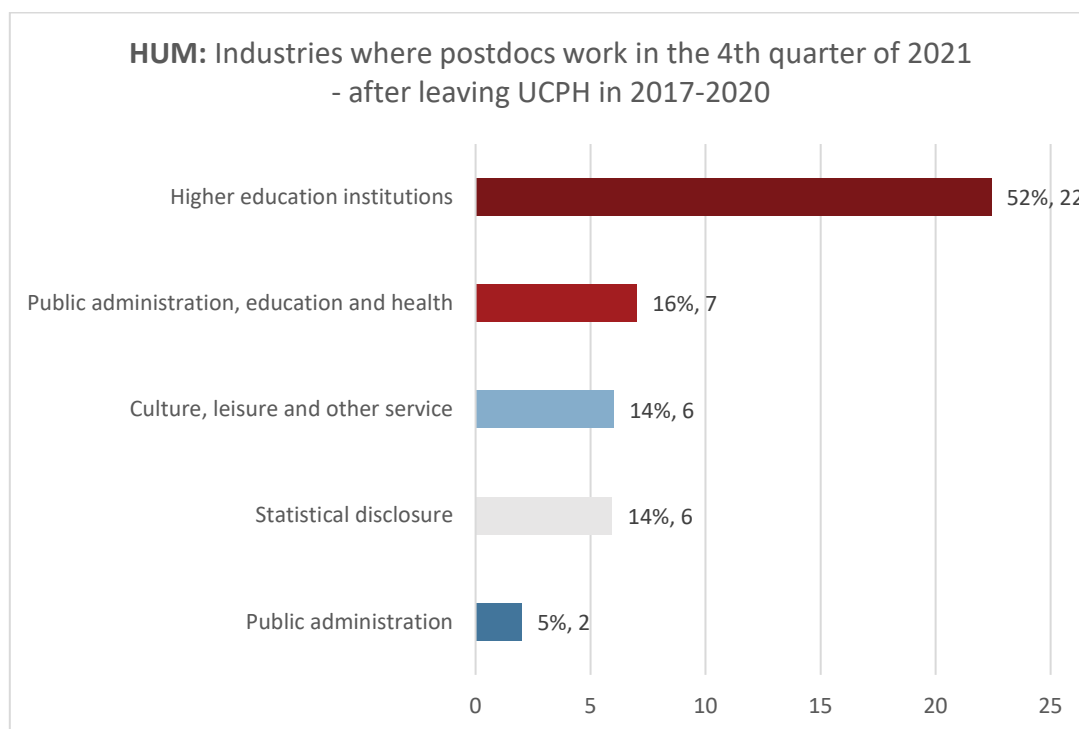
Source: Statistics Denmark, N = 47

Figure 12.7: Sectors where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, HUM



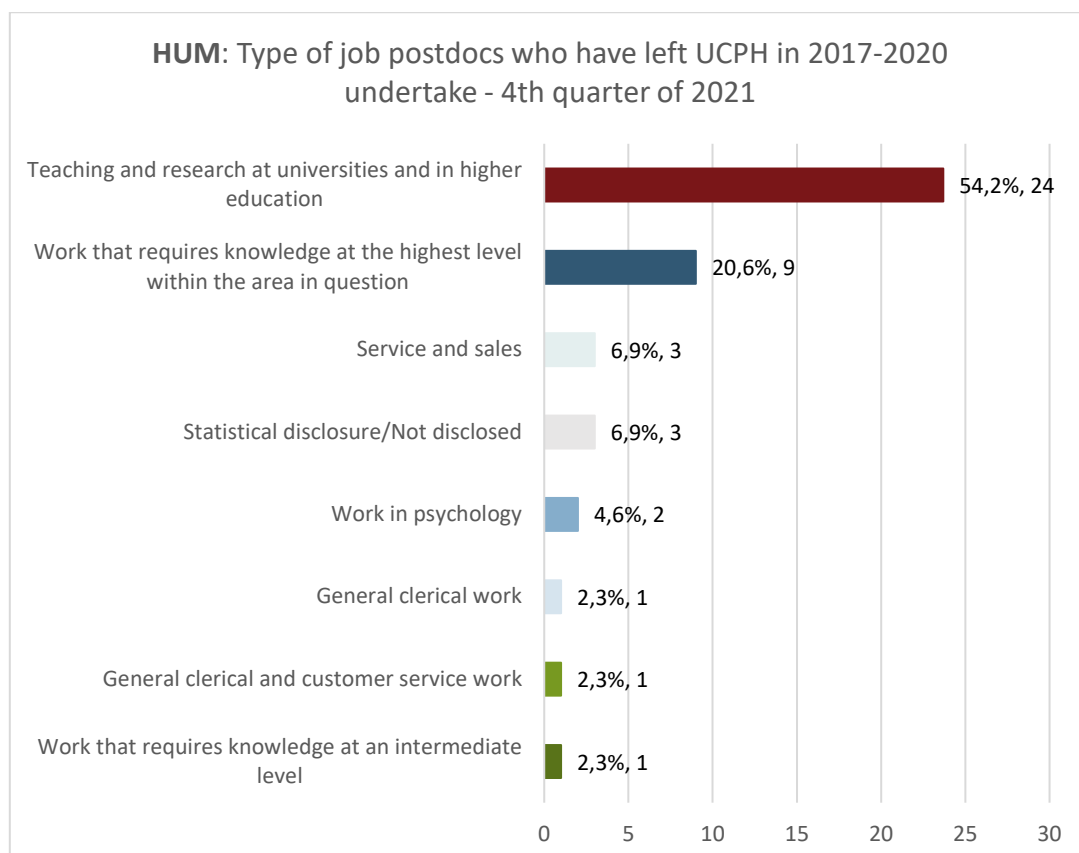
Source: Statistics Denmark, N = 43

Figure 12.8: Industries where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, HUM



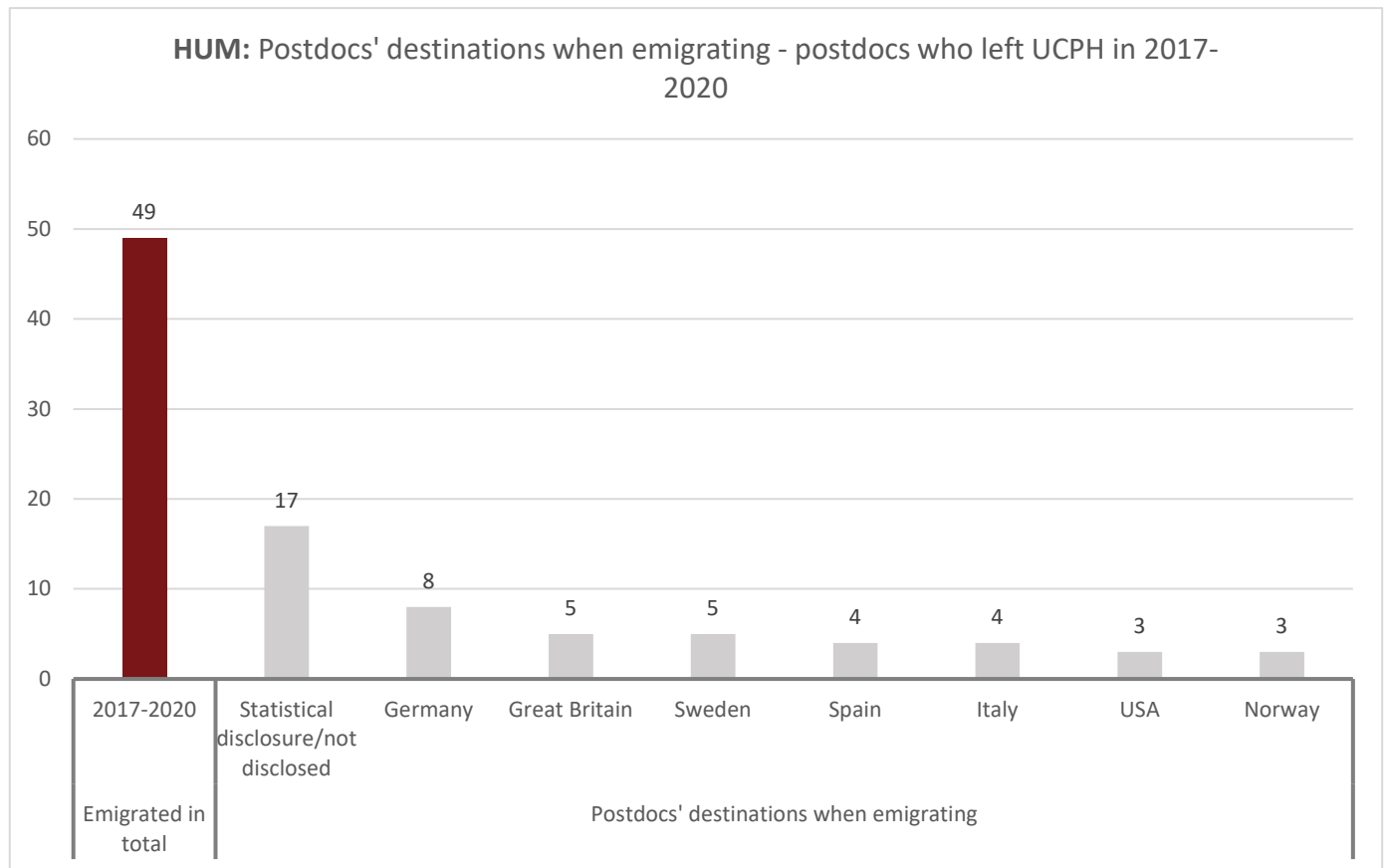
Source: Statistics Denmark, $N = 43$

Figure 12.9: Type of job postdocs undertake, 4th quarter of 2021, after leaving UCPH in 2017-2020, HUM



Source: Statistics Denmark, $N = 44$

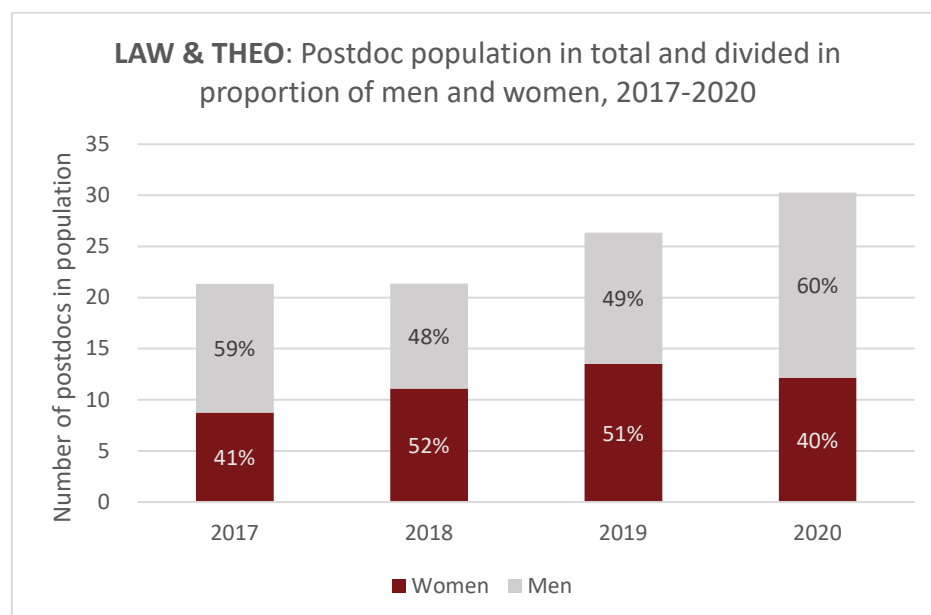
Figure 12.10: Emigrating postdocs in total and their destinations, of the postdocs who left UCPH in 2017-2020, HUM



Source: Statistics Denmark, $N = 49$

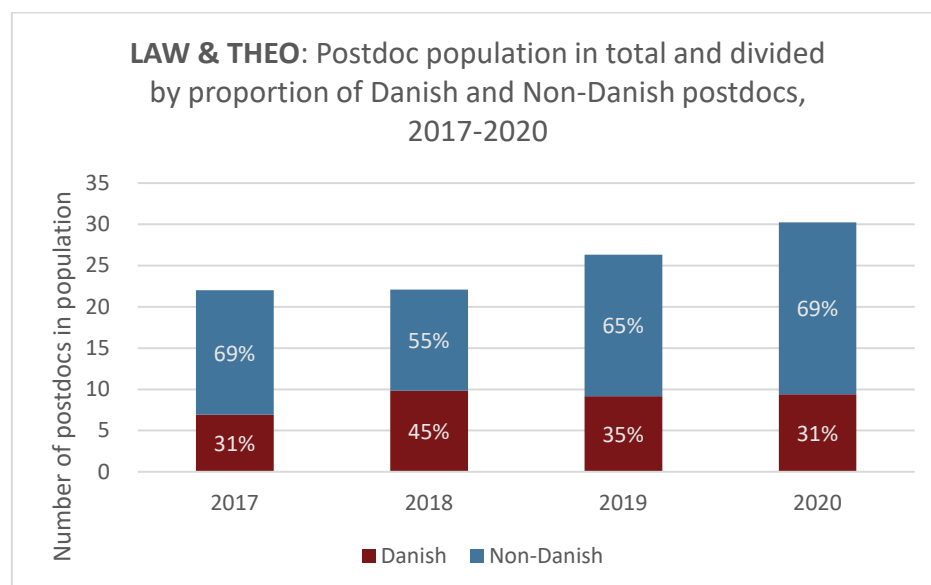
Faculty of Law and Faculty of Theology (LAW & THEO)

Figure 12.11: Postdoc population 2017-2020, proportion of men and women, LAW & THEO



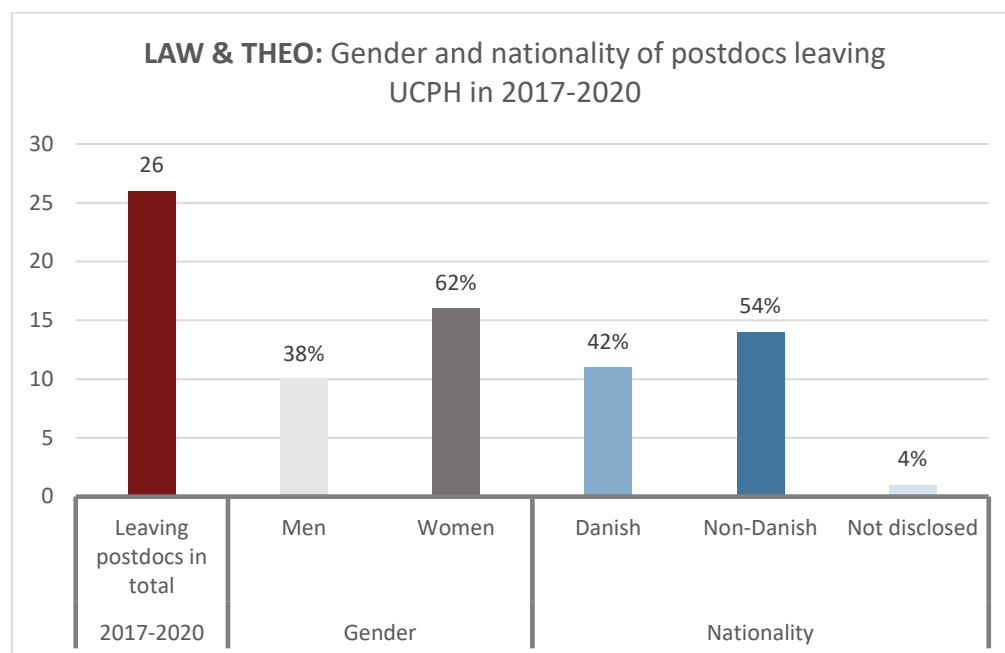
Source: Statistics Denmark, $N = 99$

Figure 12.12: Postdoc population 2017-2020, proportion of Danish and Non-Danish, LAW & THEO



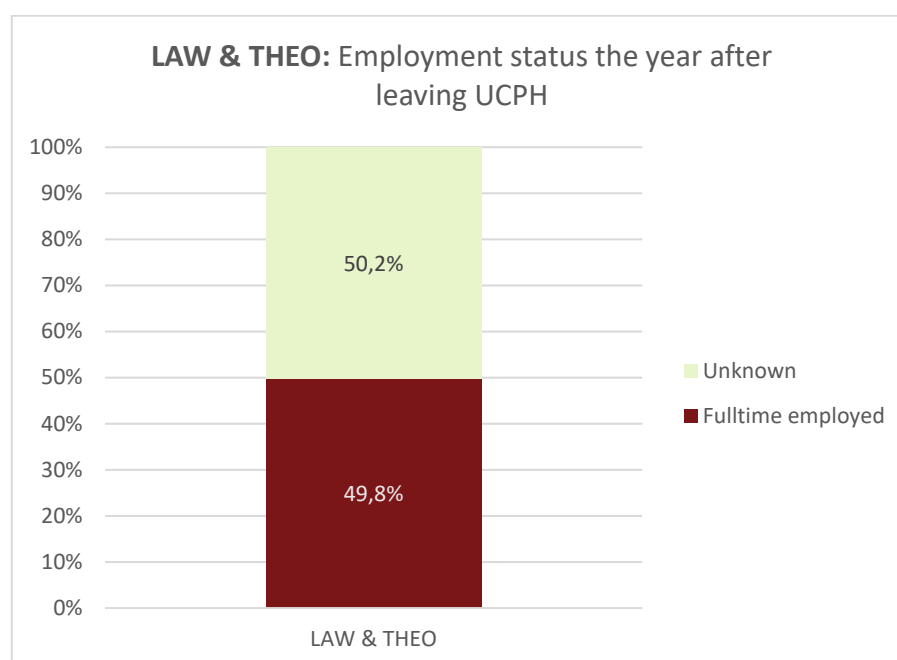
Source: Statistics Denmark, $N = 101$

Figure 12.13: Postdocs leaving UCPH in 2017-2020, gender and nationality, LAW & THEO



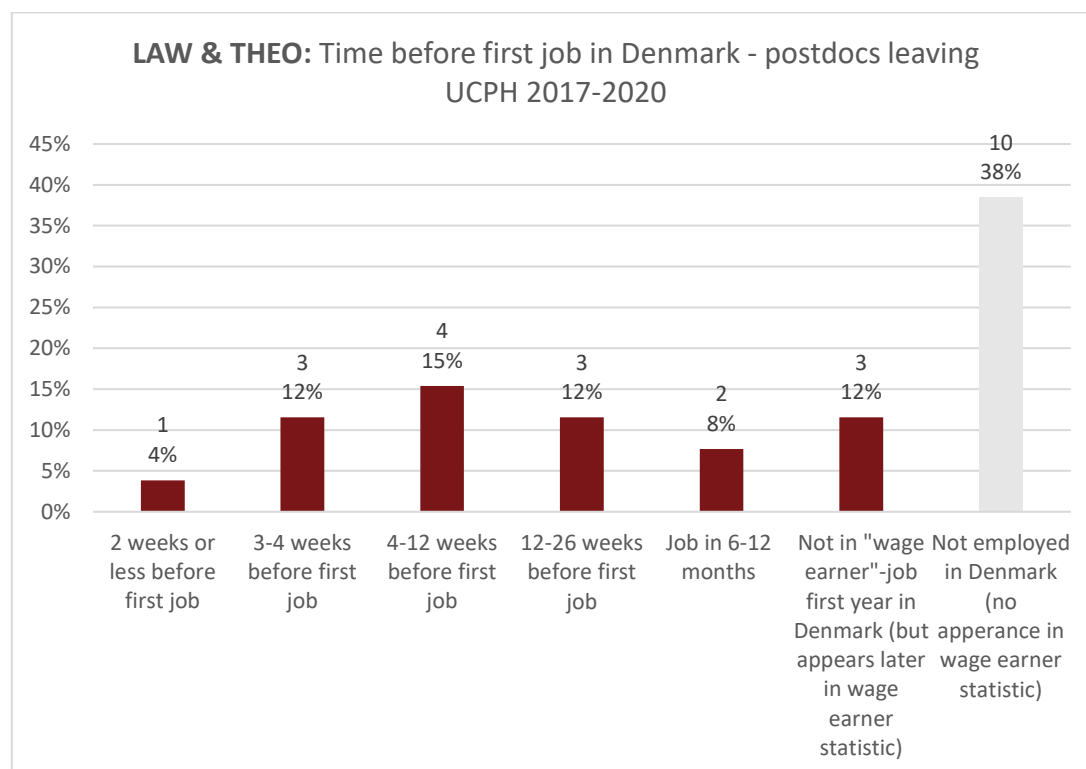
Source: Statistics Denmark, $N = 26$

Figure 12.14: Employment status the year after leaving UCPH, postdocs leaving UCPH 2017-2020, LAW & THEO



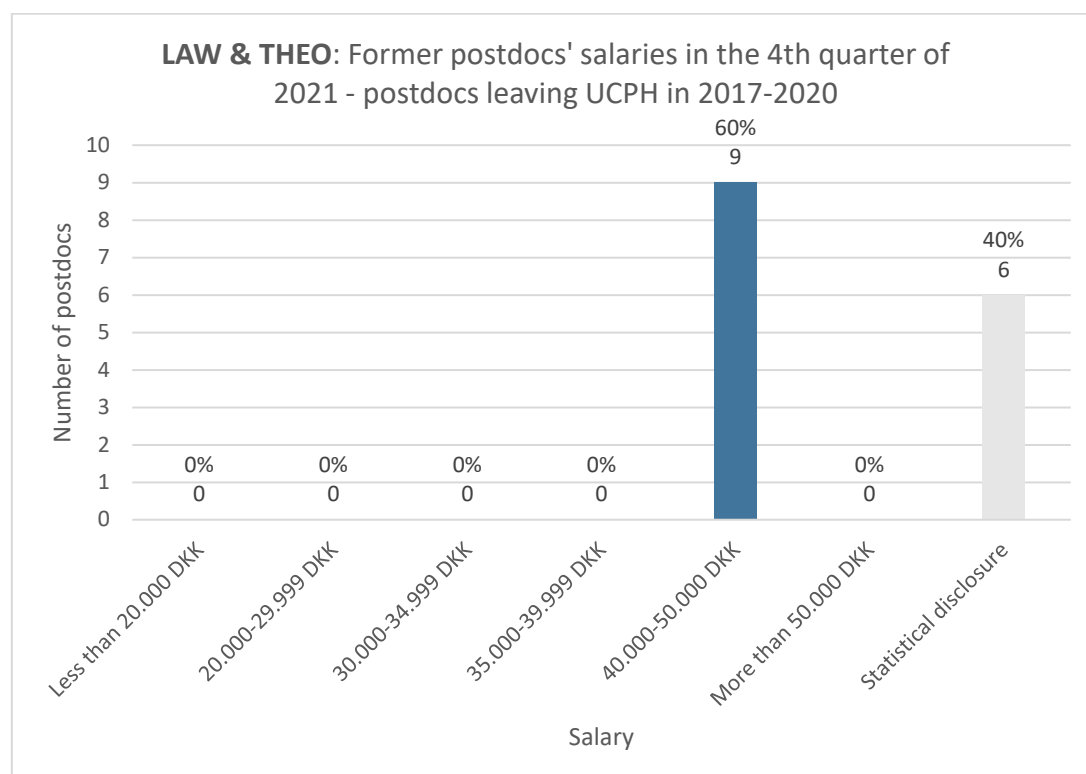
Source: Statistics Denmark, $N = 26$, “Unemployed” and “outside the workforce”-numbers cannot be shown because of discretion rules, so these are part of the “unknown”-group

Figure 12.15: Time before first job in Denmark, postdocs who left UCPH in 2017-2020, LAW & THEO



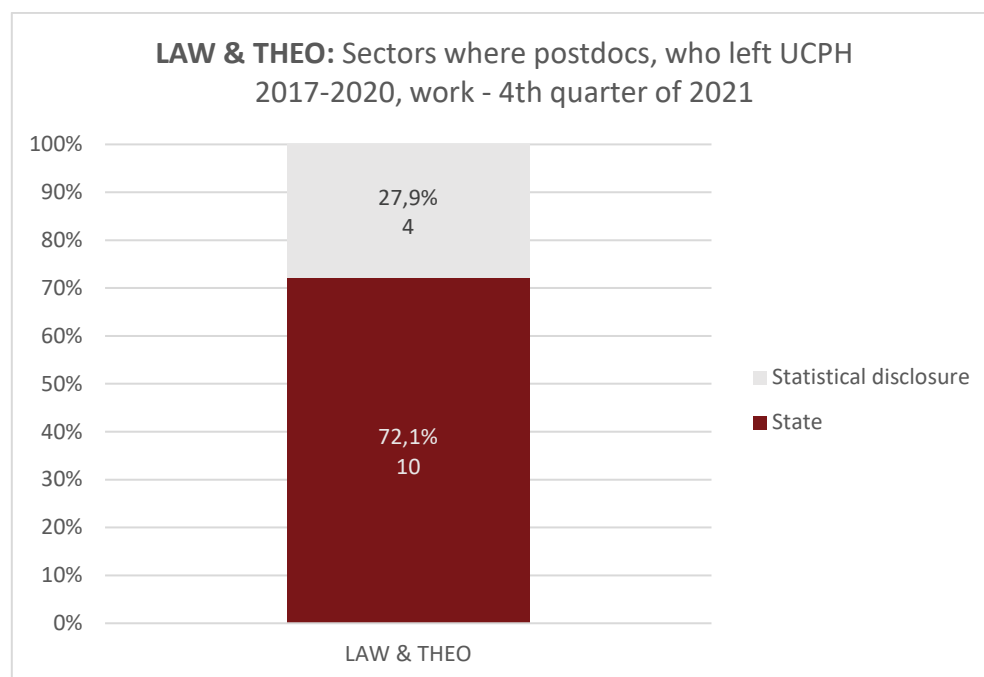
Source: Statistics Denmark, $N = 26$

Figure 12.16: Salaries measured in the 4th quarter of 2021 for postdocs who left UCPH in 2017-2020, LAW & THEO



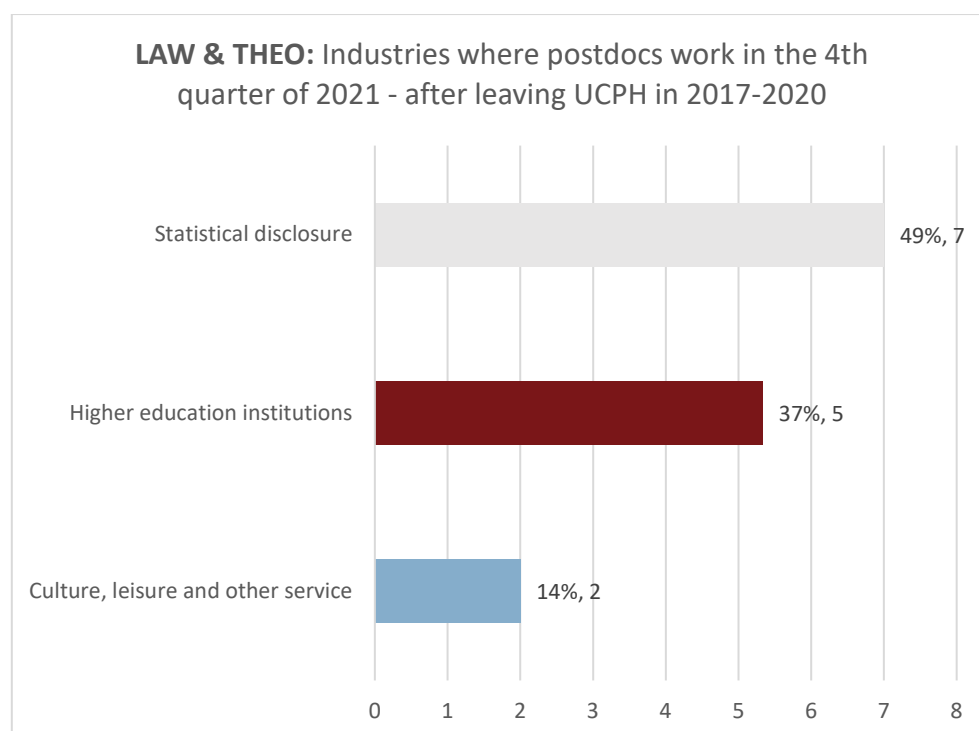
Source: Statistics Denmark, $N = 15$

Figure 12.17: Sectors where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, LAW & THEO



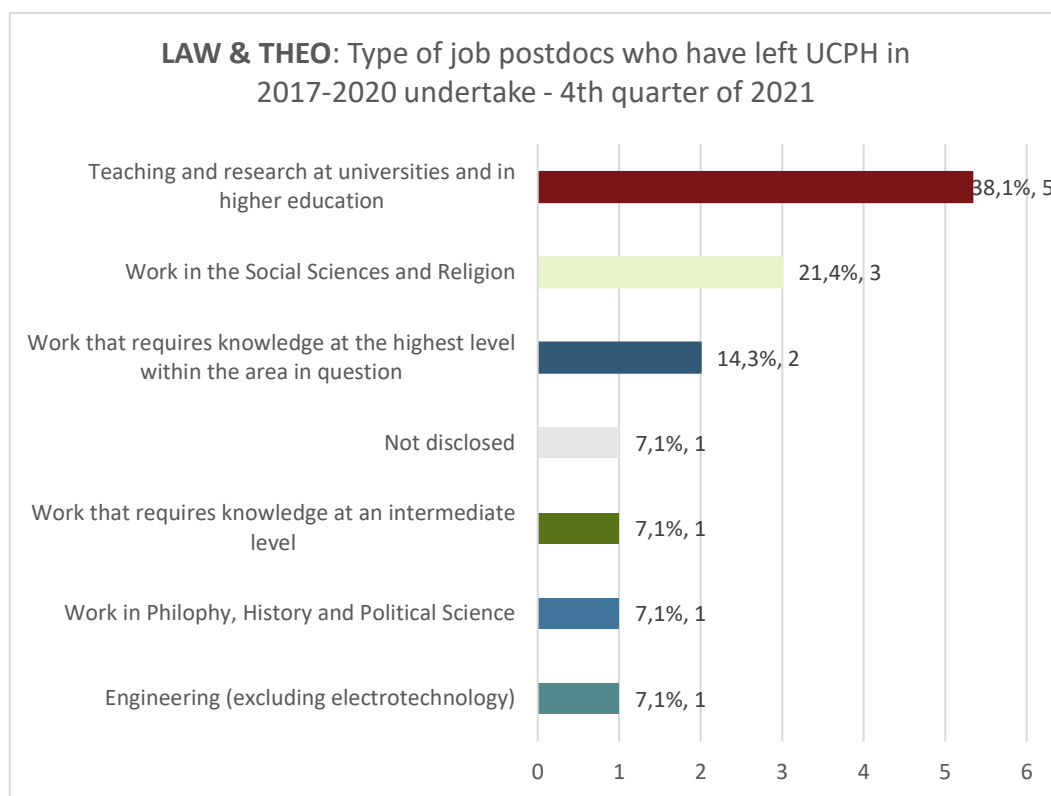
Source: Statistics Denmark, $N = 14$

Figure 12.18: Industries where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, LAW & THEO



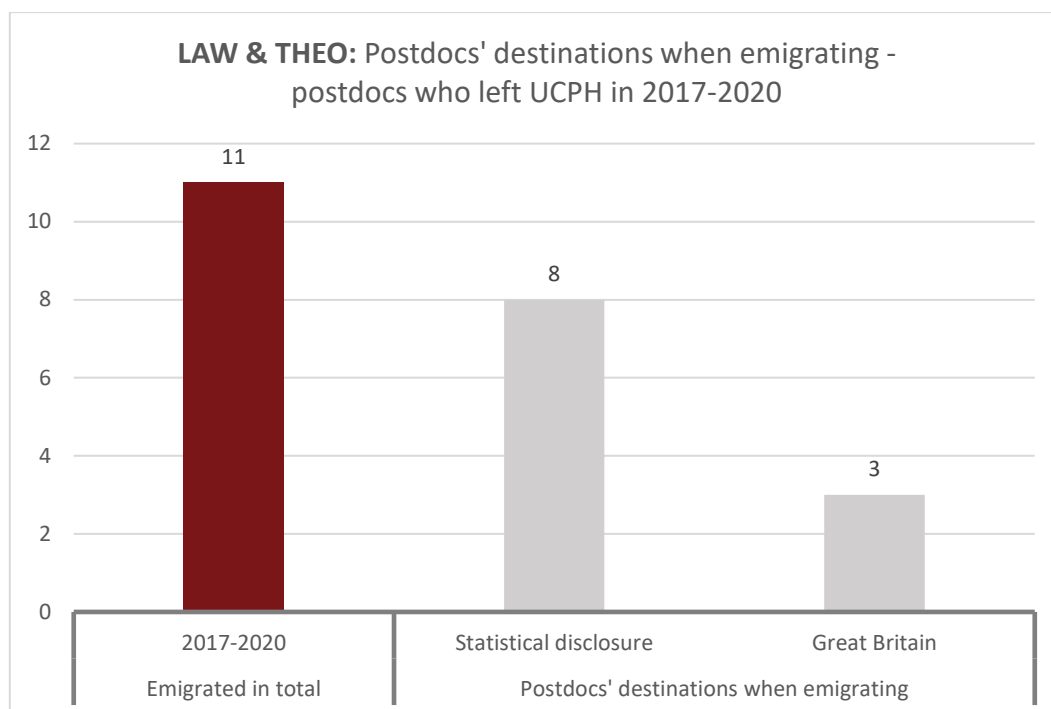
Source: Statistics Denmark, $N = 14$

Figure 12.19: Type of job postdocs undertake, 4th quarter of 2021, after leaving UCPH in 2017-2020, LAW & THEO



Source: Statistics Denmark, $N = 14$

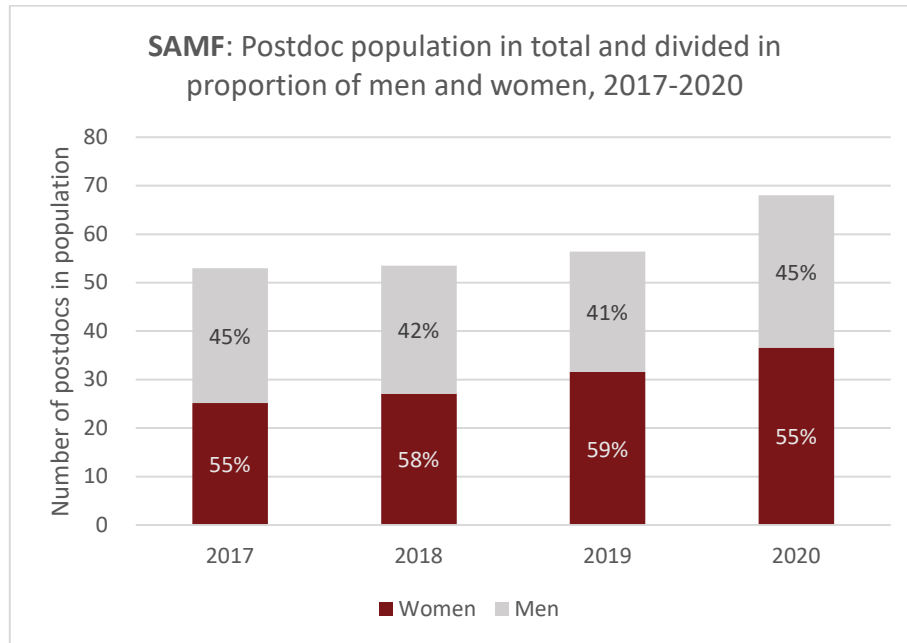
Figure 12.20: Emigrating postdocs in total and their destinations, of the postdocs who left UCPH in 2017-2020, LAW & THEO



Source: Statistics Denmark, $N = 11$

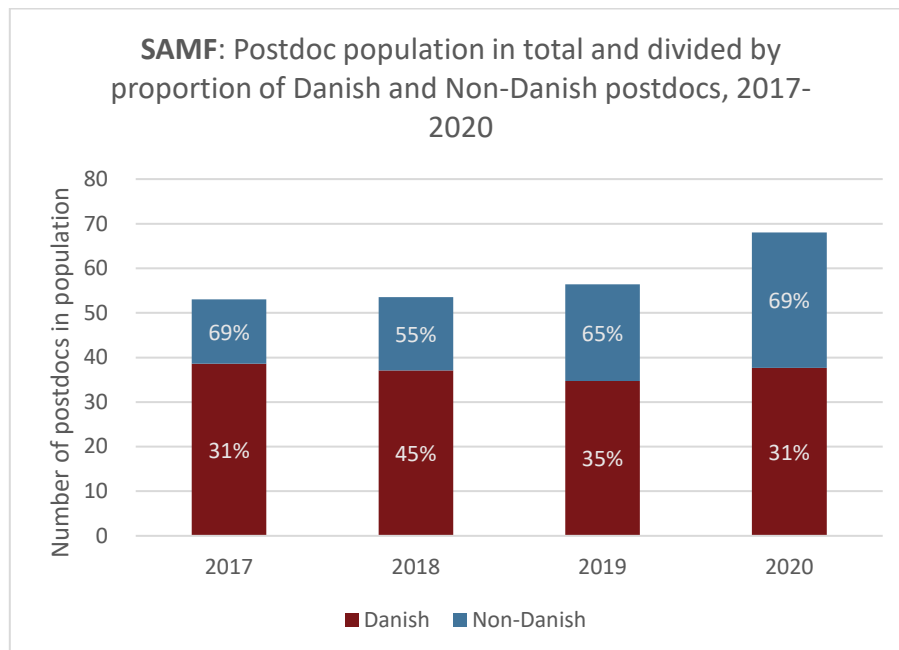
Faculty of Social Sciences (SAMF)

Figure 12.21: Postdoc population 2017-2020, proportion of men and women, SAMF



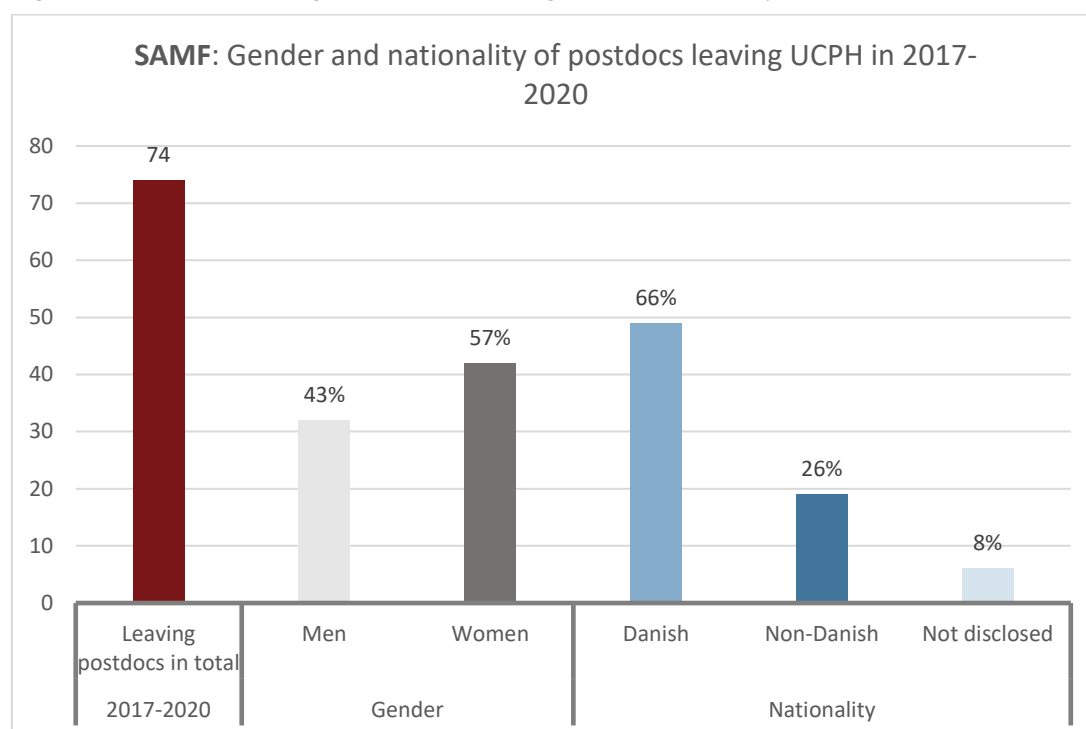
Source: Statistics Denmark, $N = 231$

Figure 12.22: Postdoc population 2017-2020, proportion of Danish and Non-Danish, SAMF



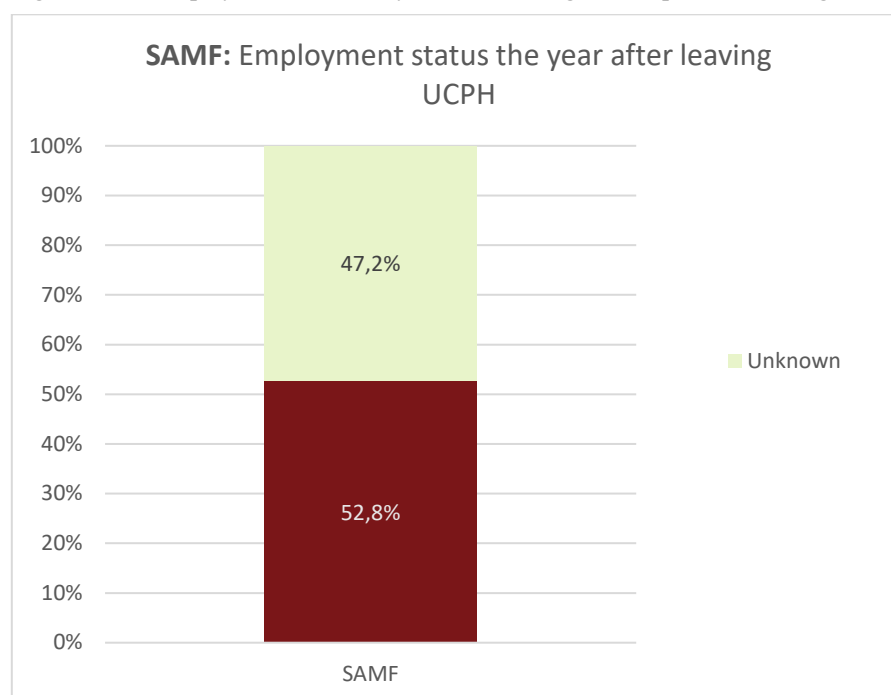
Source: Statistics Denmark, $N = 231$

Figure 12.23: Postdocs leaving UCPH in 2017-2020, gender and nationality, SAMF



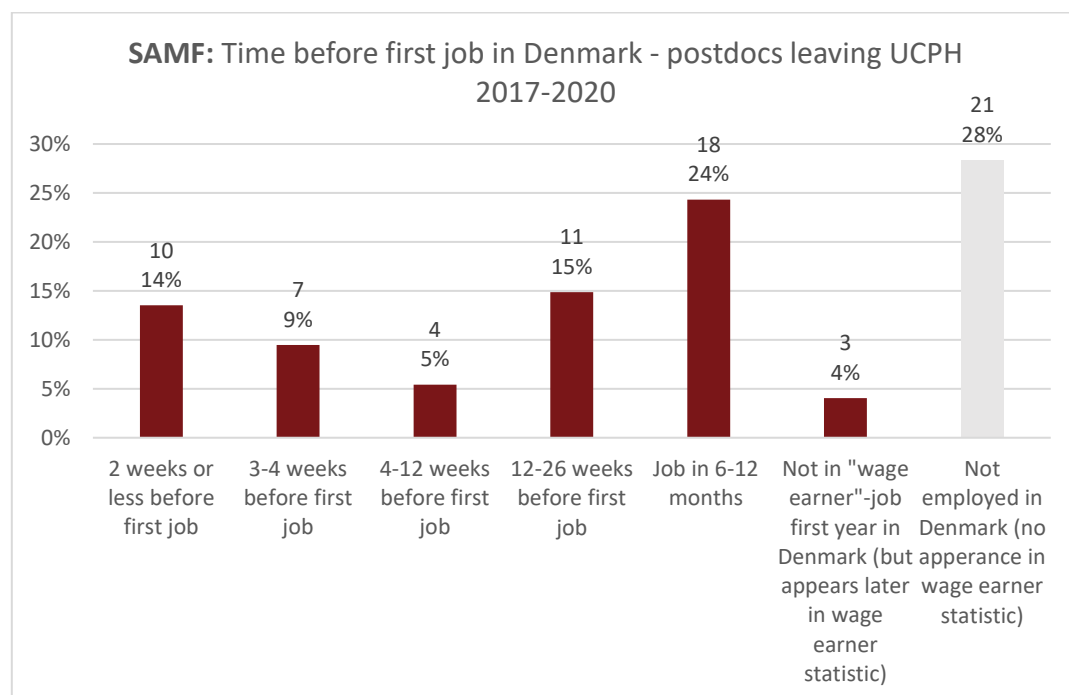
Source: Statistics Denmark, N = 74

Figure 12.24: Employment status the year after leaving UCPH, postdocs leaving UCPH 2017-2020, SAMF



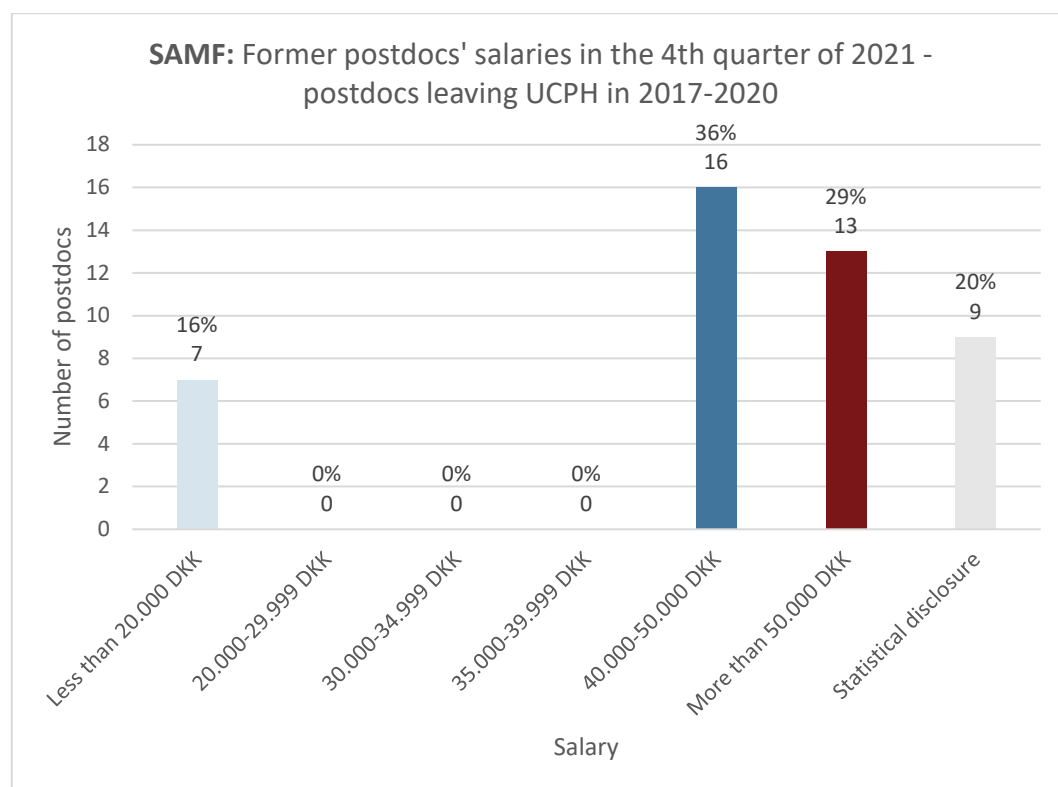
Source: Statistics Denmark, N = 74, “Unemployed” and “outside the workforce”-numbers cannot be shown because of discretion rules, so these are part of the “unknown”-group

Figure 12.25: Time before first job in Denmark, postdocs who left UCPH in 2017-2020, SAMF



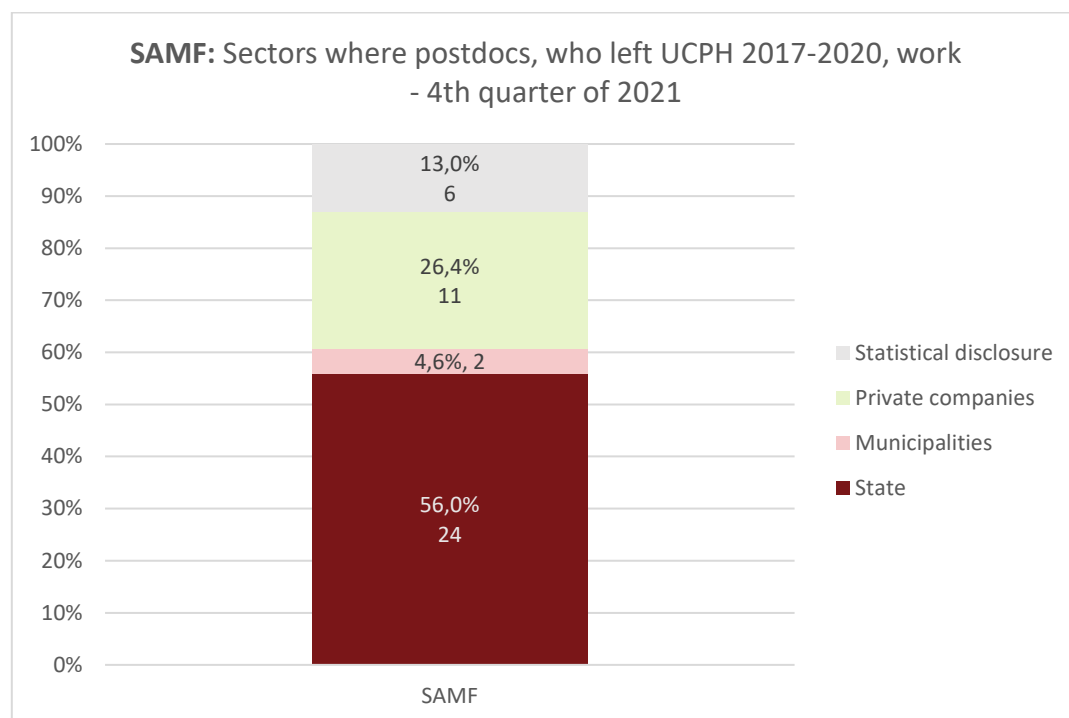
Source: Statistics Denmark, N = 74

Figure 12.26: Salaries measured in the 4th quarter of 2021 for postdocs who left UCPH in 2017-2020, SAMF



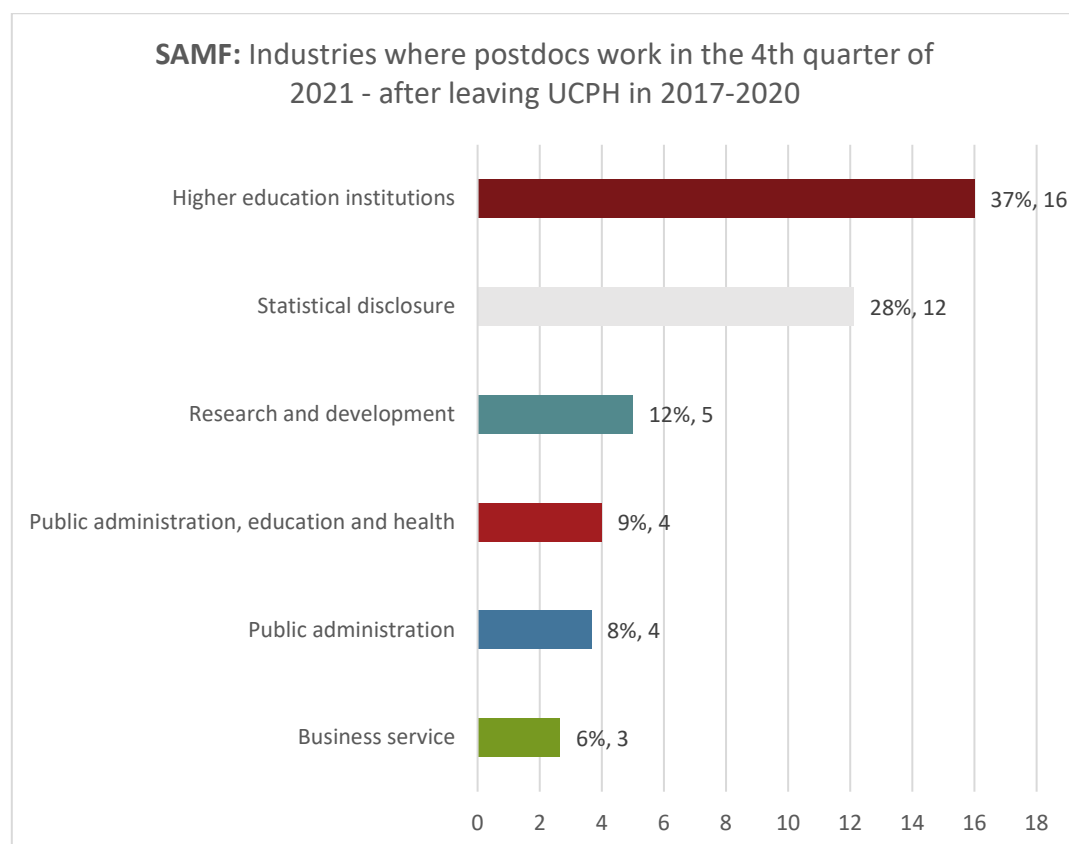
Source: Statistics Denmark, N = 45

Figure 12.27: Sectors where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SAMF



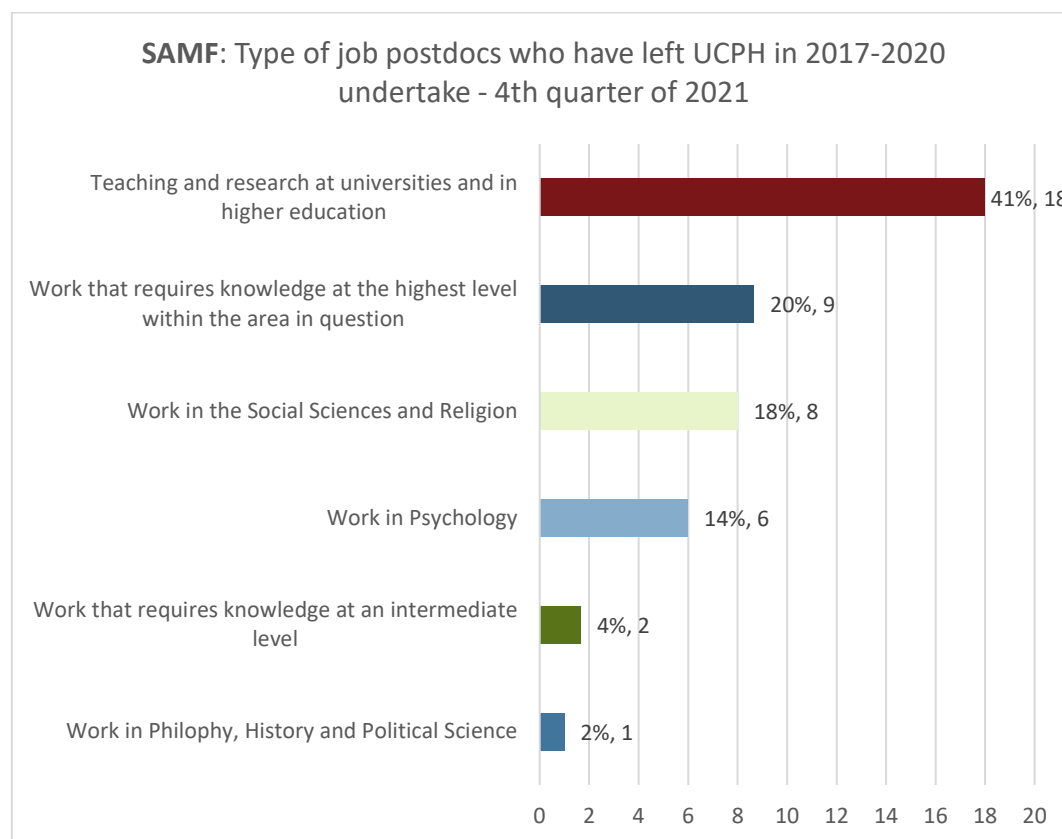
Source: Statistics Denmark, $N = 43$

Figure 12.28: Industries where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SAMF



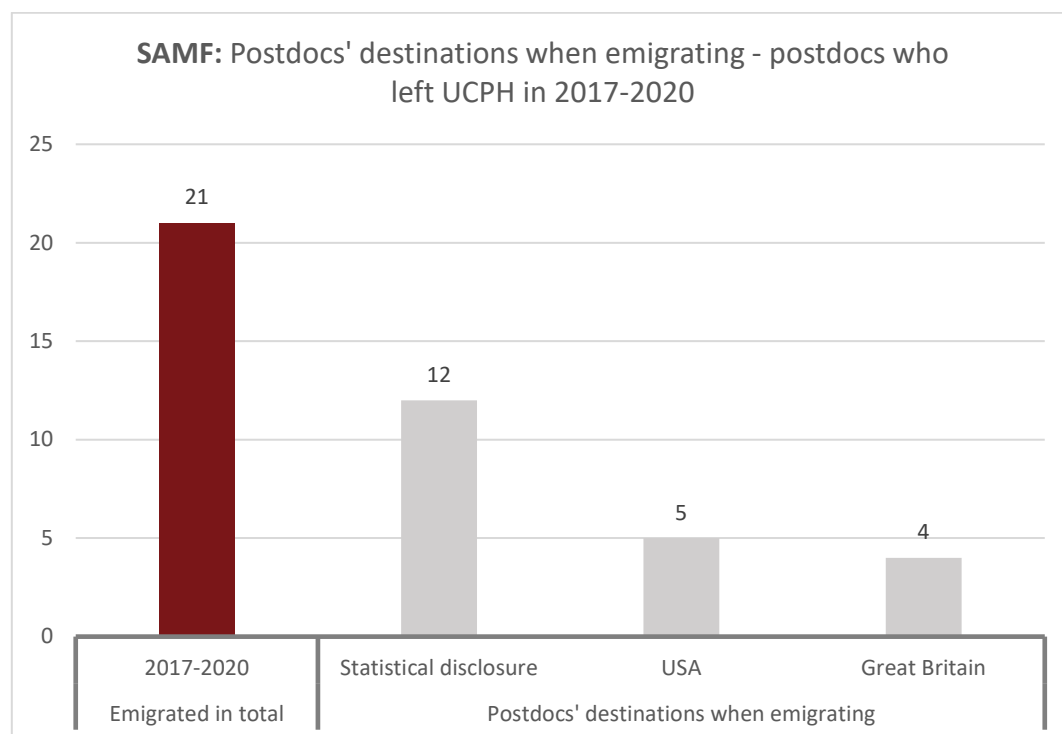
Source: Statistics Denmark, $N = 43$

Figure 12.29: Type of job postdocs undertake, 4th quarter of 2021, after leaving UCPH in 2017-2020, SAMF



Source: Statistics Denmark, $N = 43$

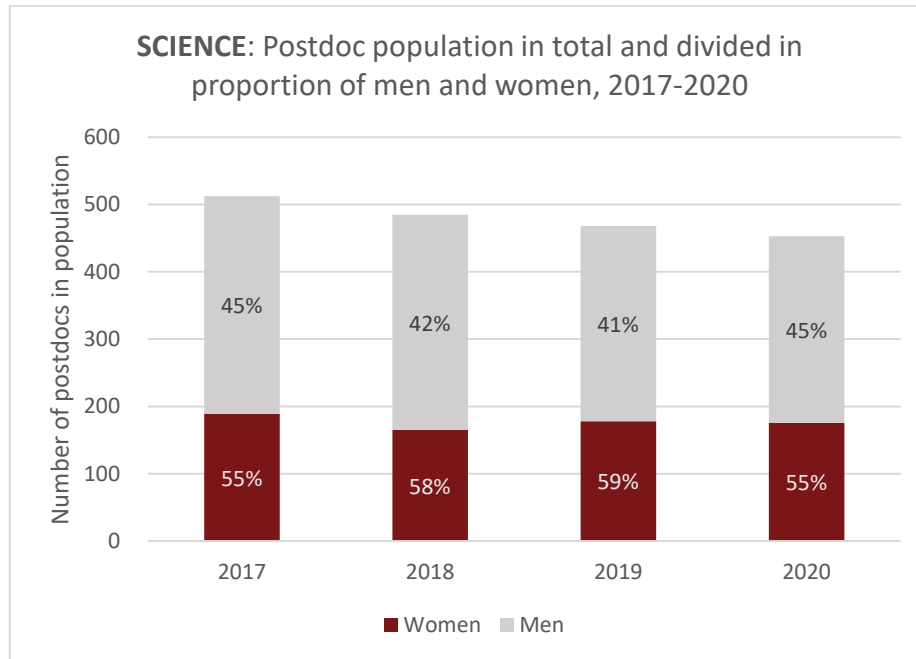
Figure 12.30: Emigrating postdocs in total and their destinations, of the postdocs who left UCPH in 2017-2020, SAMF



Source: Statistics Denmark, $N = 21$

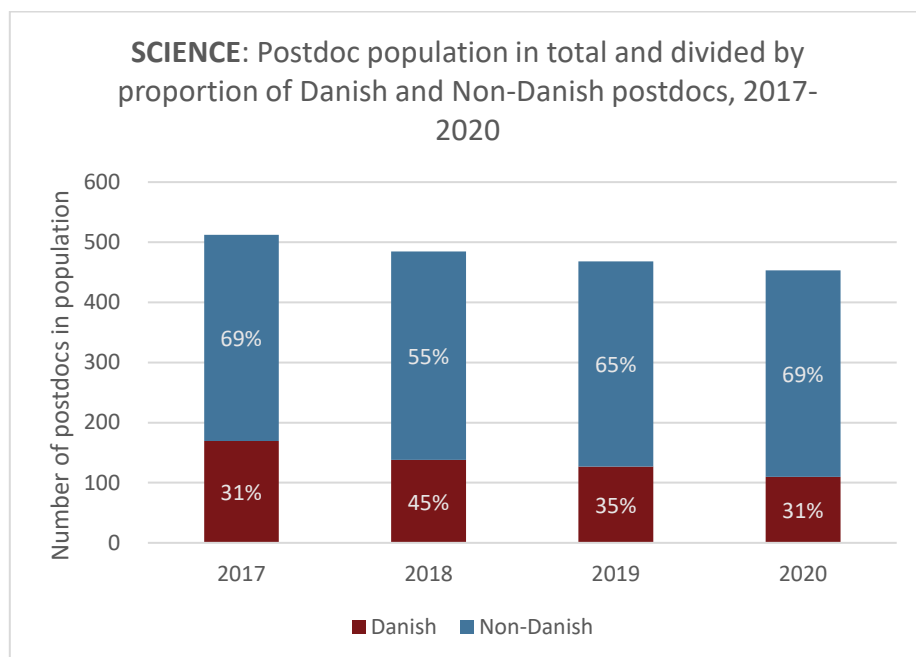
Faculty of Science (SCIENCE)

Figure 12.31: Postdoc population 2017-2020, proportion of men and women, SCIENCE



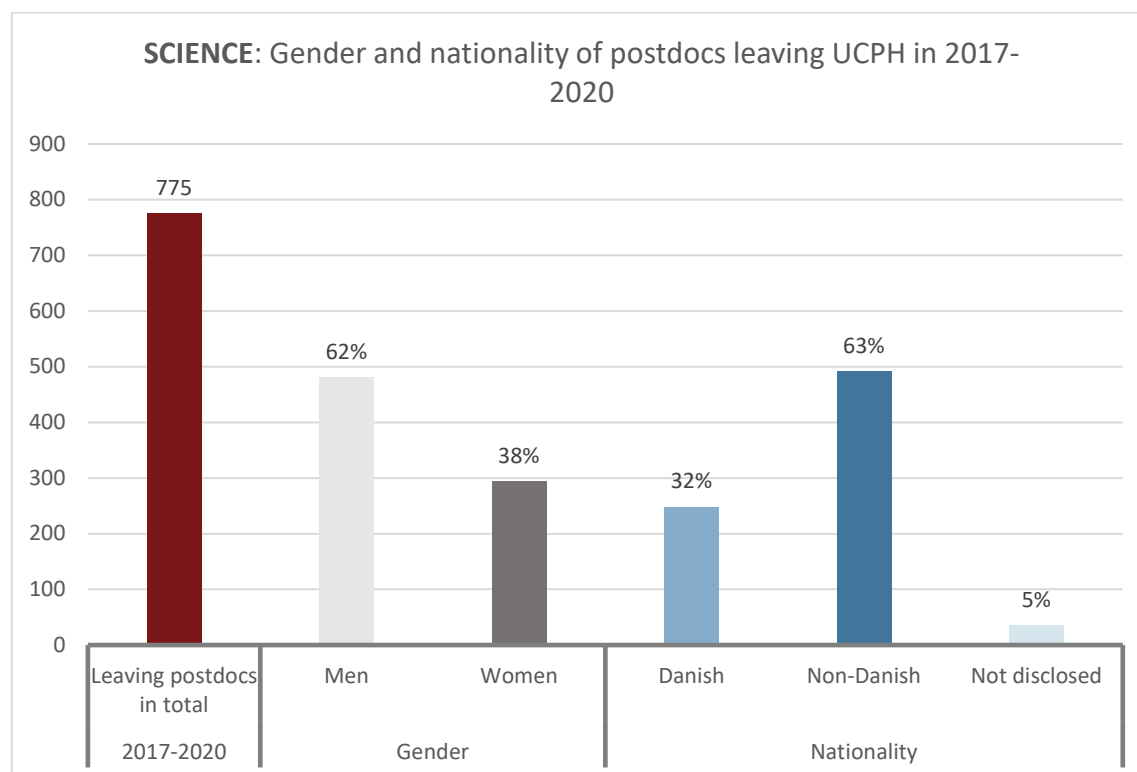
Source: Statistics Denmark, $N = 1.918$

Figure 12.32: Postdoc population 2017-2020, proportion of Danish and Non-Danish



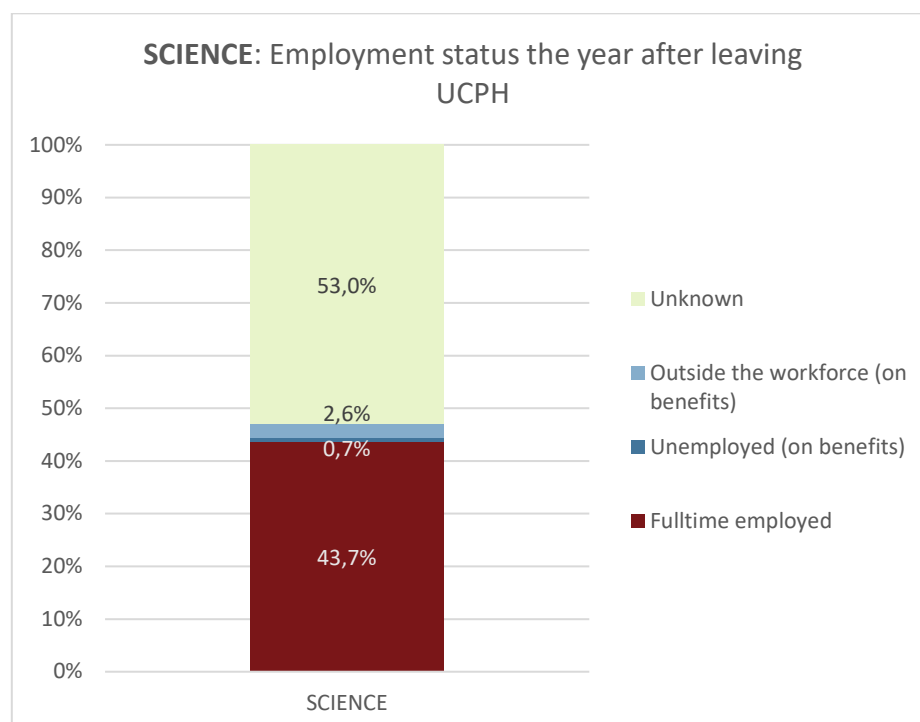
Source: Statistics Denmark, $N = 1.918$

Figure 12.33: Postdocs leaving UCPH in 2017-2020, gender and nationality, SCIENCE



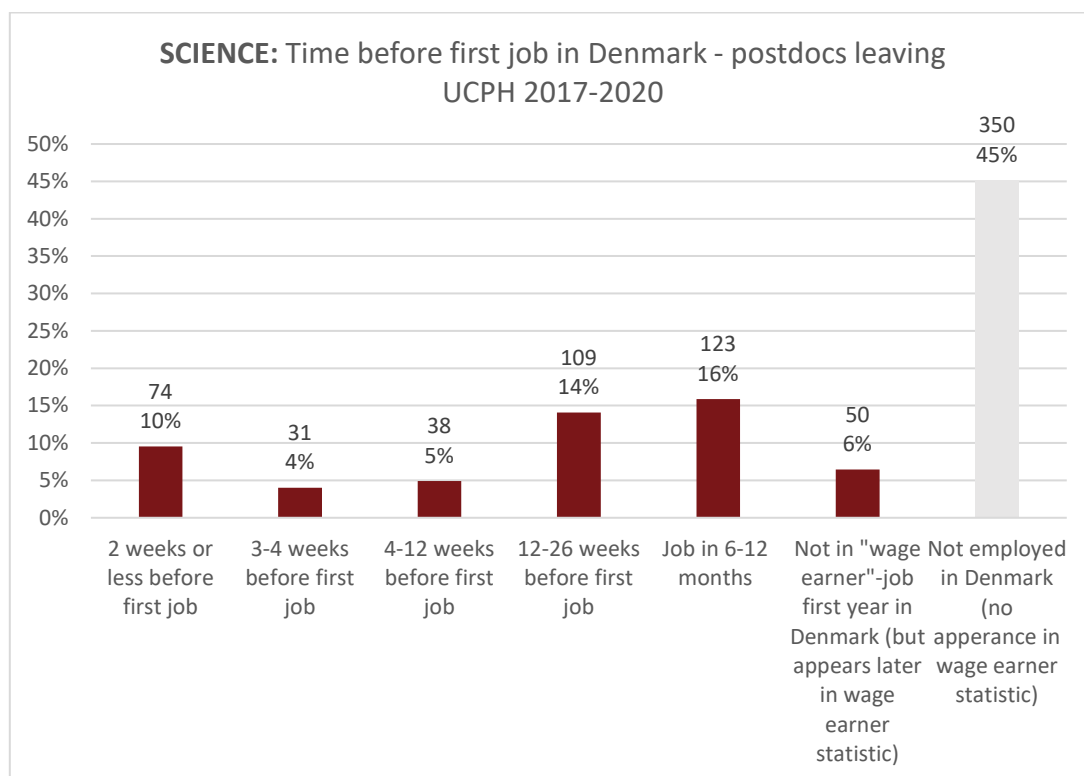
Source: Statistics Denmark, N = 775

Figure 12.34: Employment status the year after leaving UCPH, postdocs leaving UCPH 2017-2020, SCIENCE



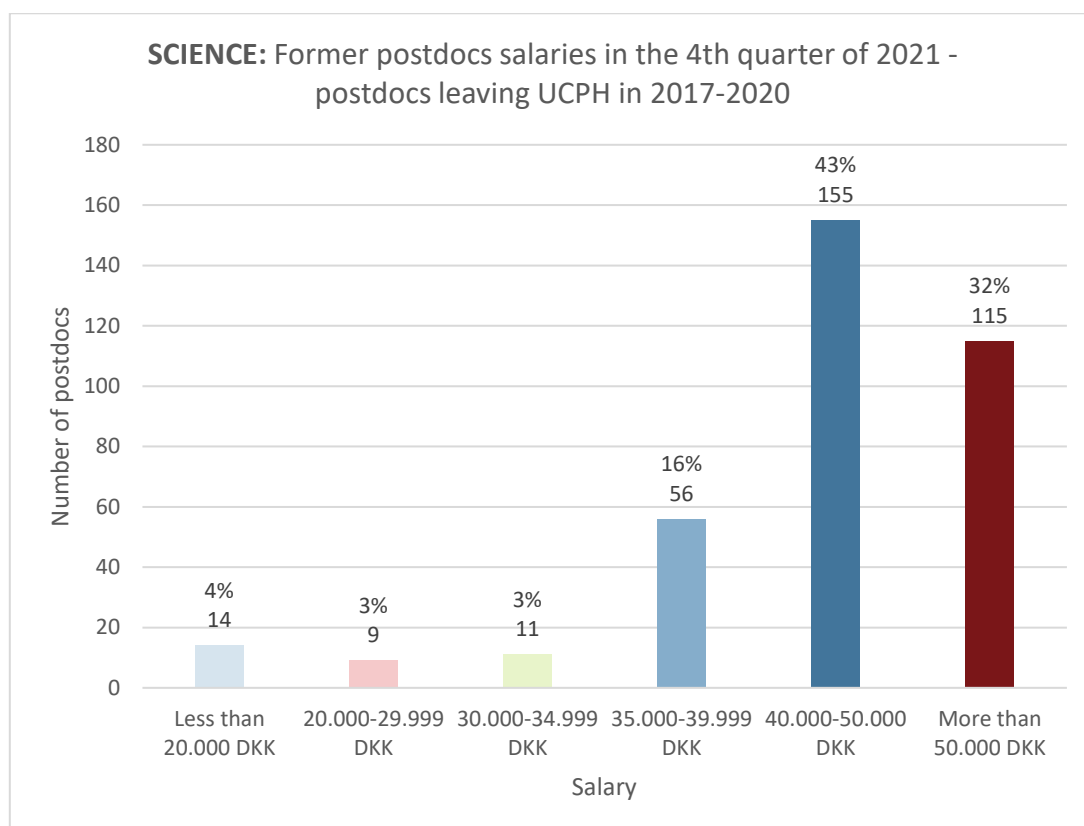
Source: Statistics Denmark, N = 775

Figure 12.35: Time before first job in Denmark, postdocs who left UCPH in 2017-2020, SCIENCE



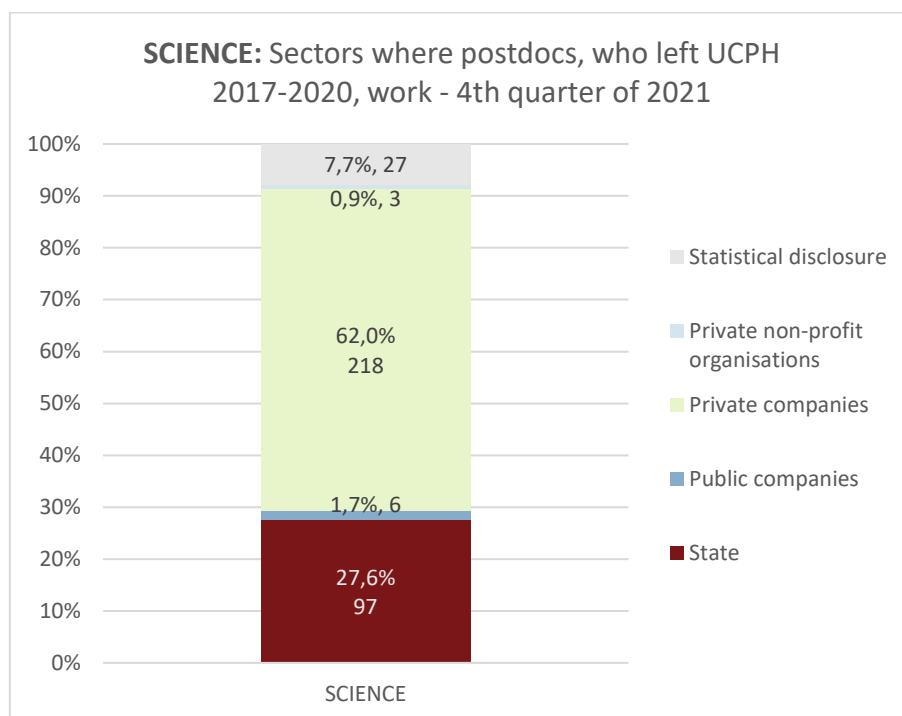
Source: Statistics Denmark, $N = 775$

Figure 12.36: Salaries measured in the 4th quarter of 2021 for postdocs who left UCPH in 2017-2020, SCIENCE



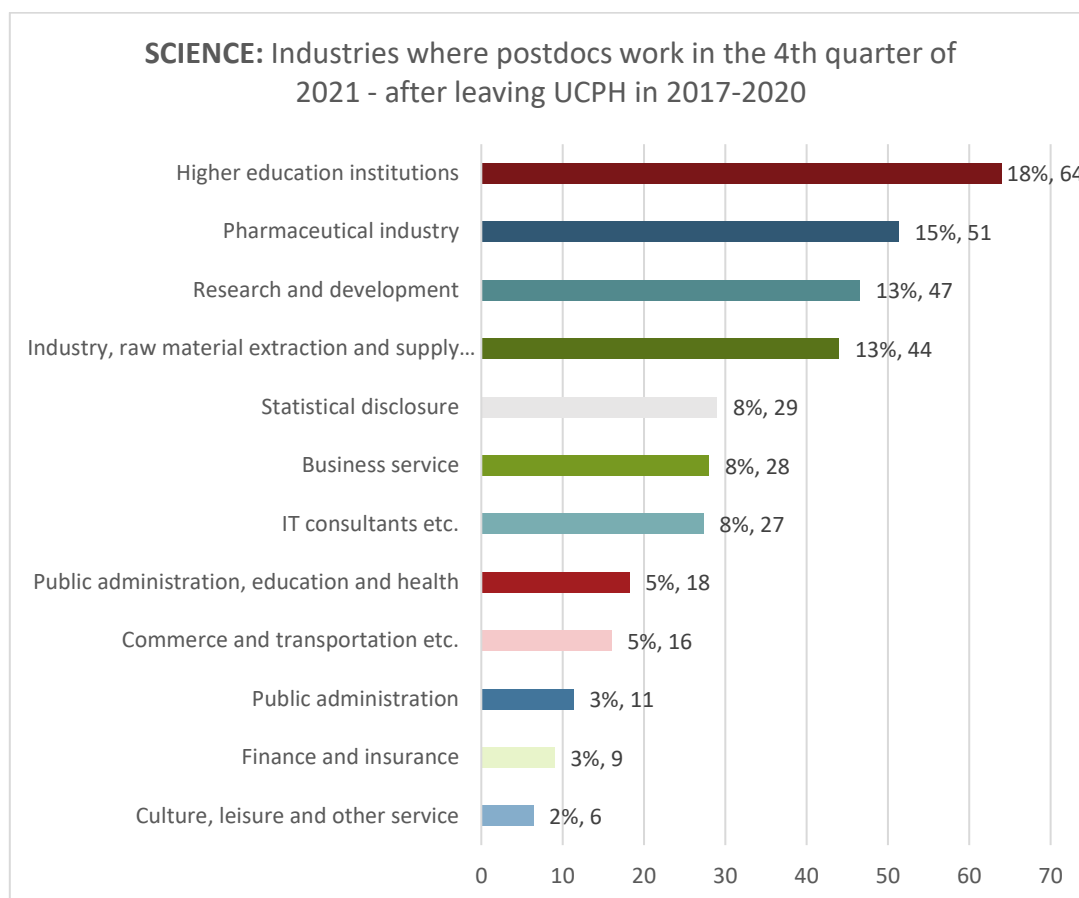
Source: Statistics Denmark, $N = 360$

Figure 12.37: Sectors where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SCIENCE



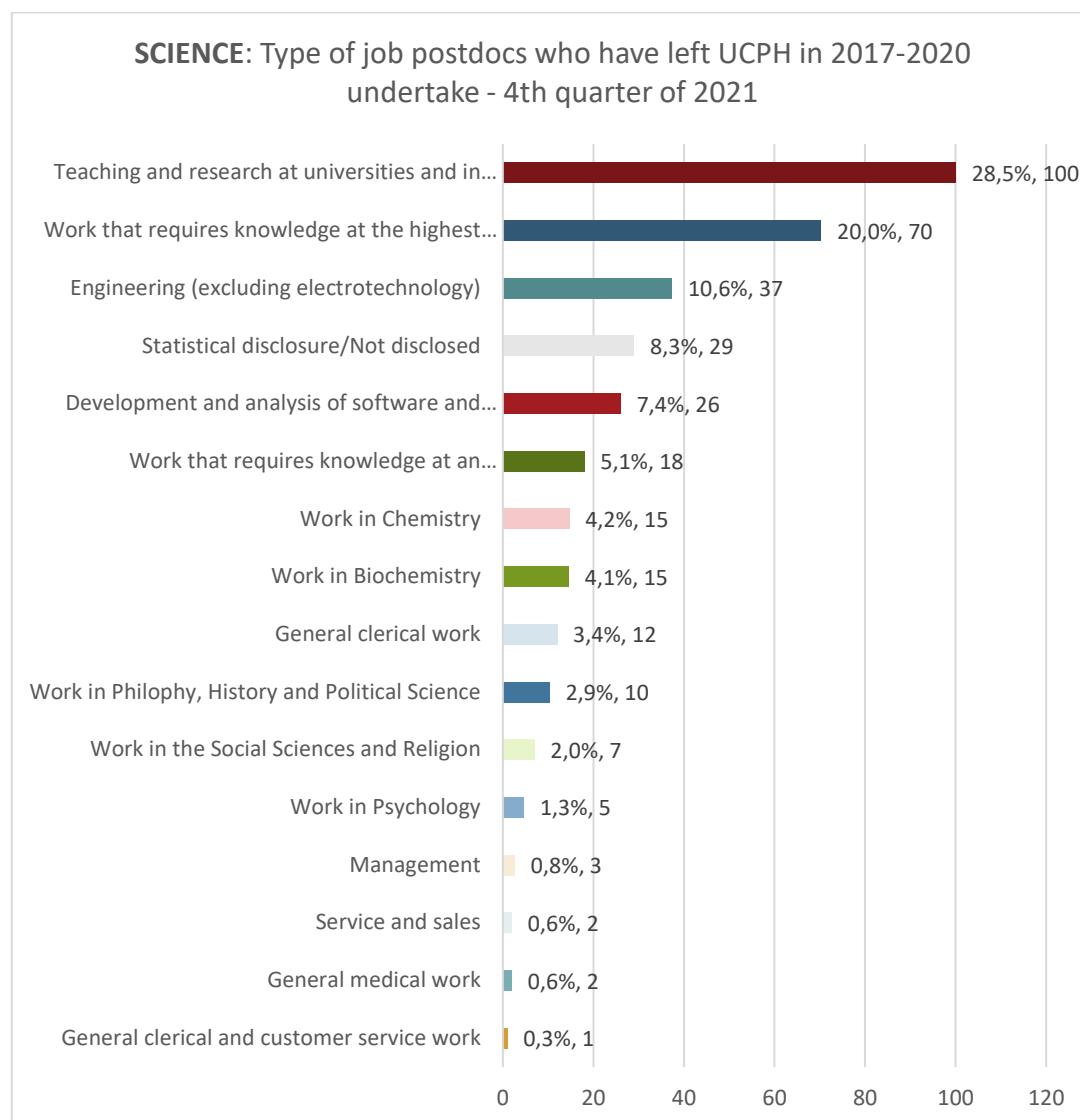
Source: Statistics Denmark, N = 351

Figure 12.38: Industries where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SCIENCE



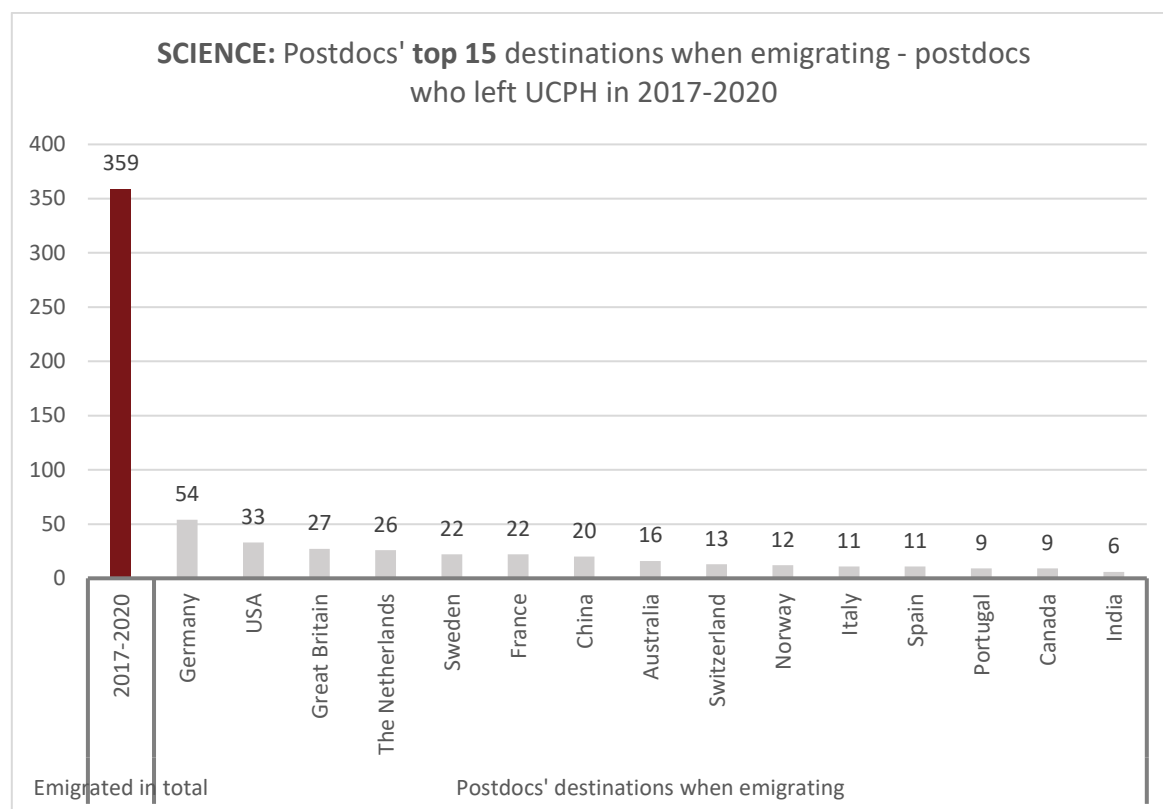
Source: Statistics Denmark, N = 351

Figure 12.39: Type of job postdocs undertake, 4th quarter of 2021, after leaving UCPH in 2017-2020, SCIENCE



Source: Statistics Denmark, N = 351

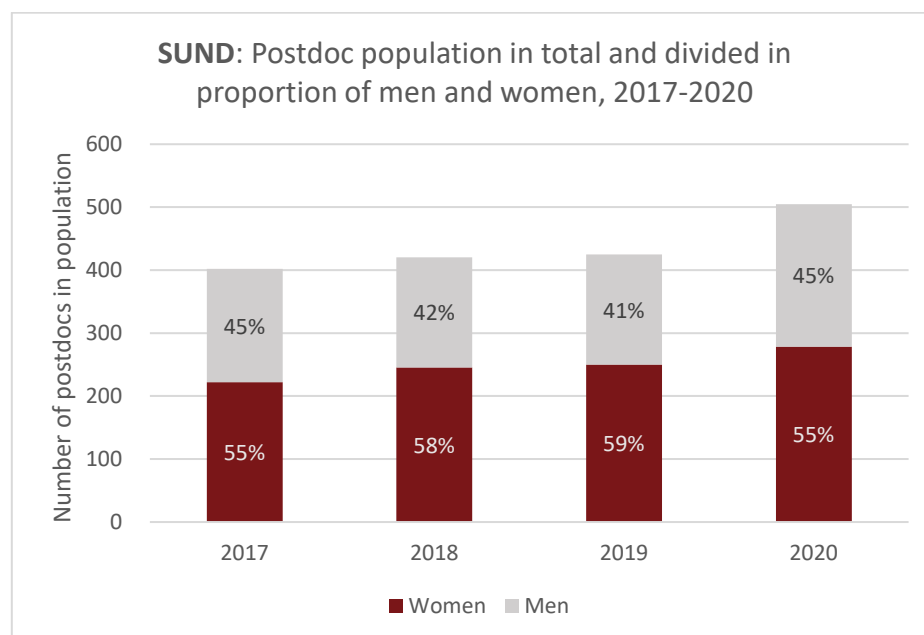
Figure 12.40: Emigrating postdocs in total and their top 15 destinations, of the postdocs who left UCPH in 2017-2020, SCIENCE



Source: Statistics Denmark, $N = 359$

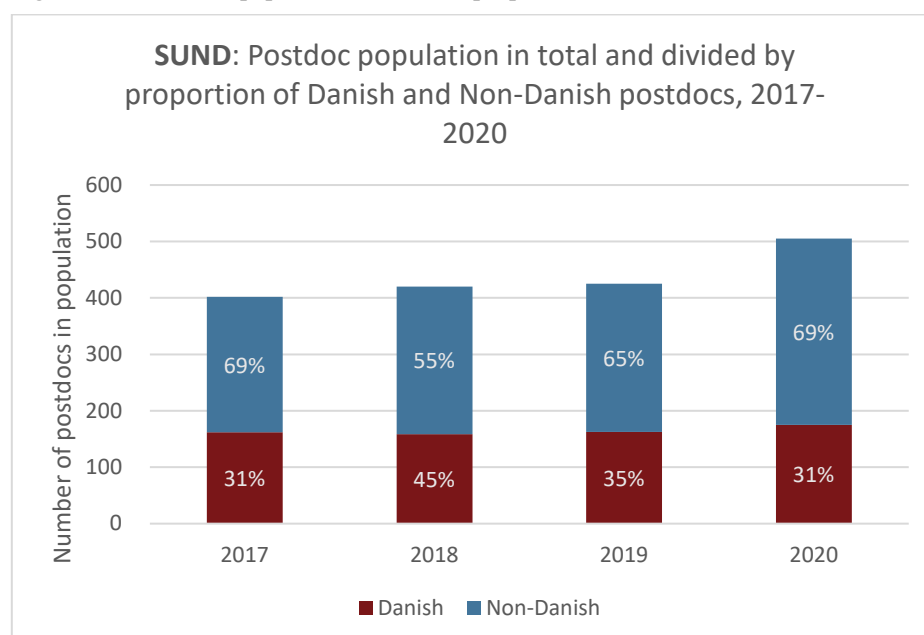
Faculty of Health and Medical Sciences (SUND)

Figure 12.41: Postdoc population 2017-2020, proportion of men and women, SUND



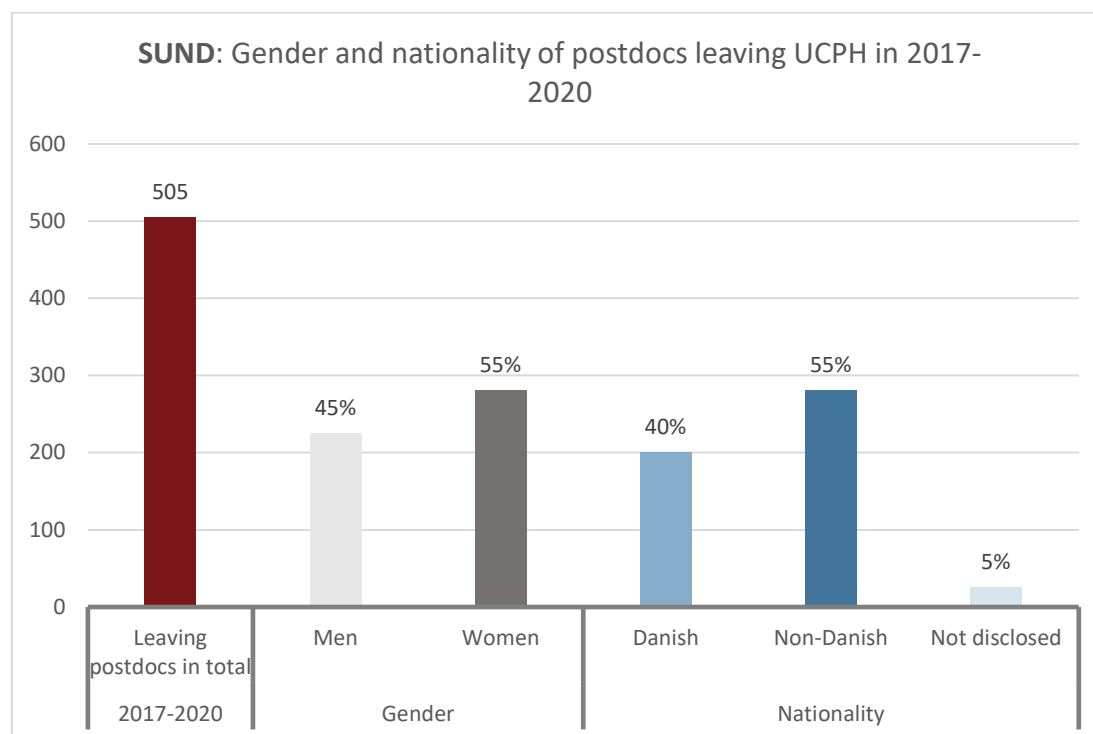
Source: Statistics Denmark, $N = 1.752$

Figure 12.42: Postdoc population 2017-2020, proportion of Danish and Non-Danish, SUND



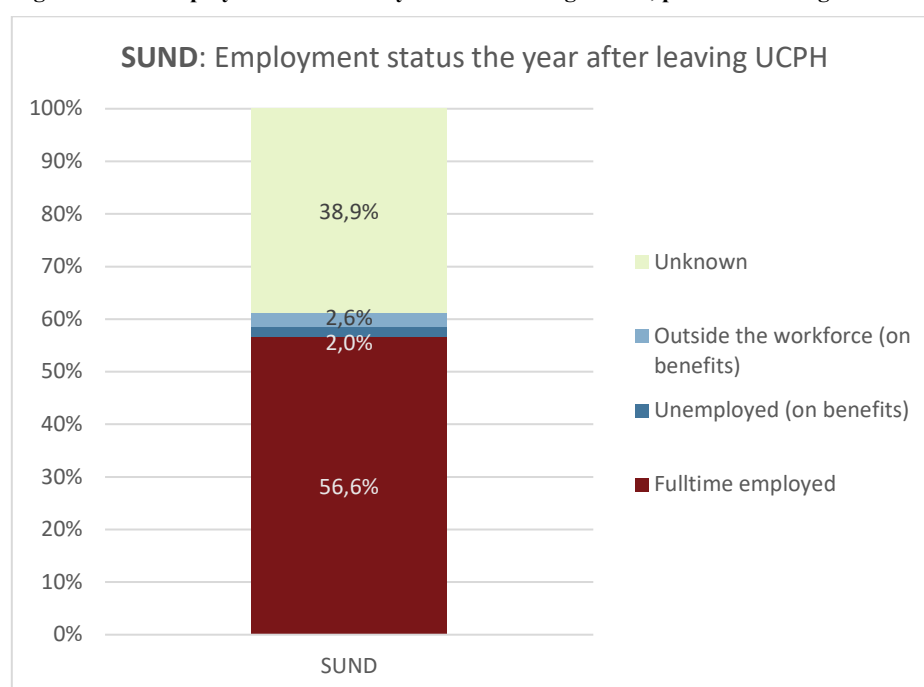
Source: Statistics Denmark, $N = 1.752$

Figure 12.43: Postdocs leaving UCPH in 2017-2020, gender and nationality, SUND



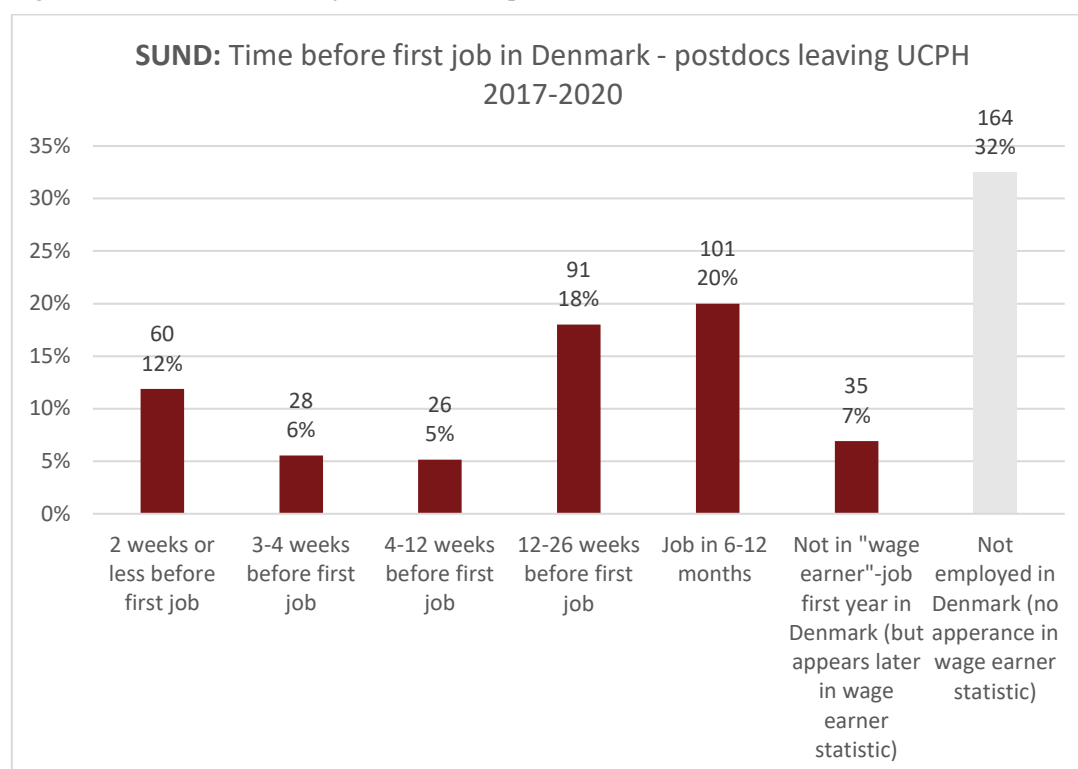
Source: Statistics Denmark, $N = 505$

Figure 12.44: Employment status the year after leaving UCPH, postdocs leaving UCPH 2017-2020, SUND



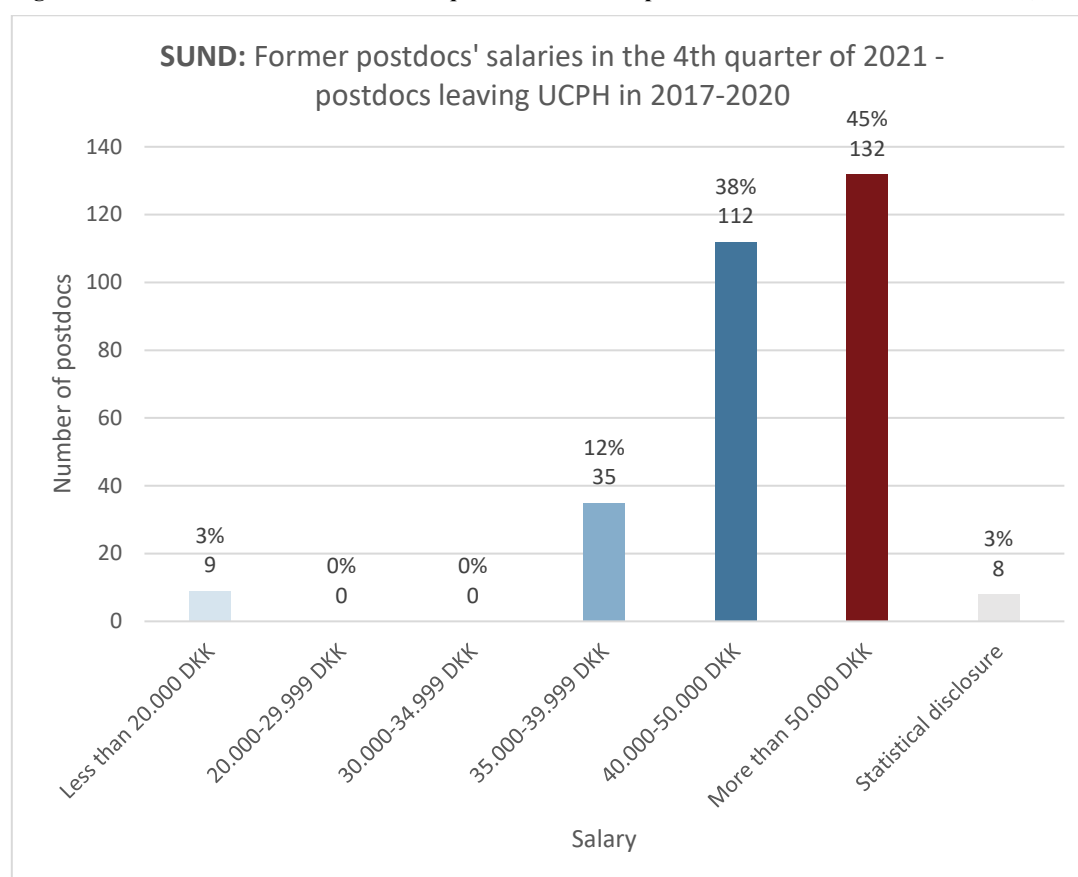
Source: Statistics Denmark, $N = 505$

Figure 12.45: Time before first job in Denmark, postdocs who left UCPH in 2017-2020, SUND



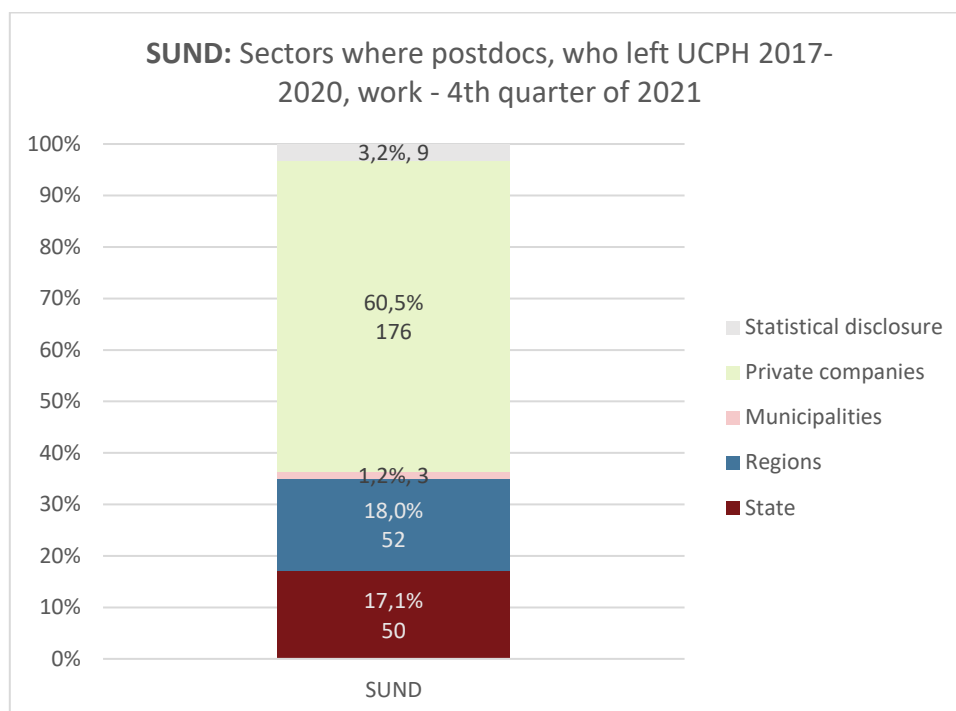
Source: Statistics Denmark, N = 505

Figure 12.46: Salaries measured in the 4th quarter of 2021 for postdocs who left UCPH in 2017-2020, SUND



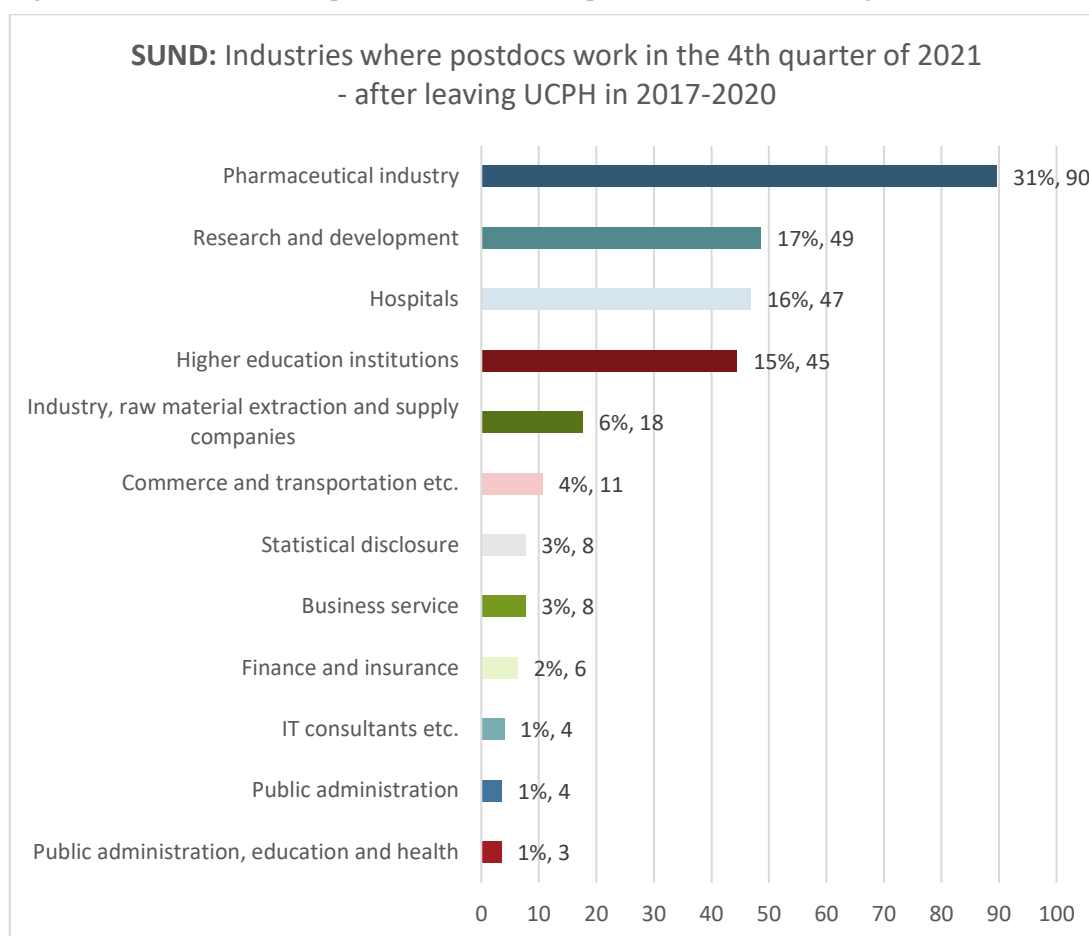
Source: Statistics Denmark, N = 296

Figure 12.47: Sectors where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SUND



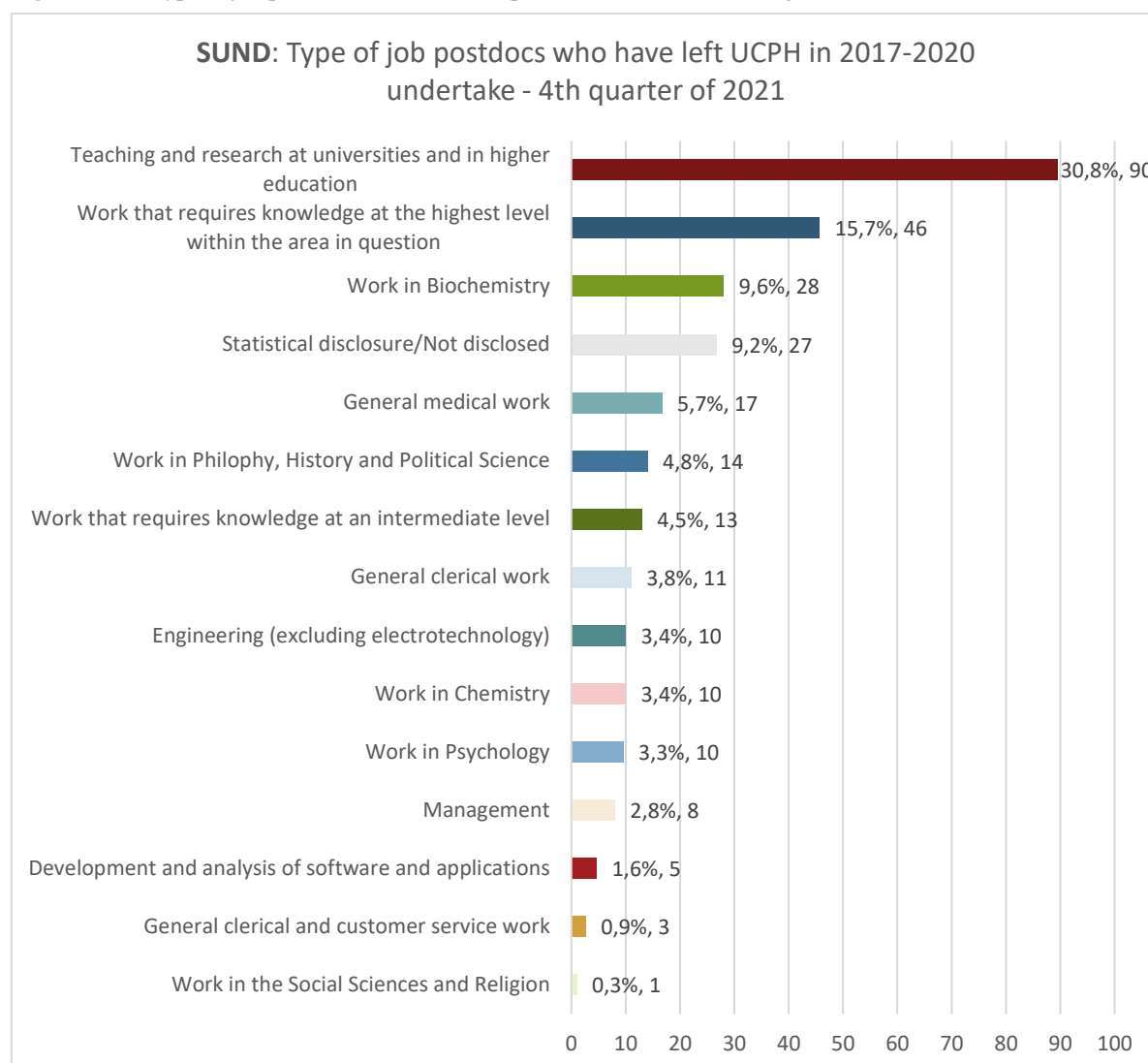
Source: Statistics Denmark, N = 291

Figure 12.48: Industries where postdocs work in the 4th quarter of 2021 after leaving UCPH in 2017-2020, SUND



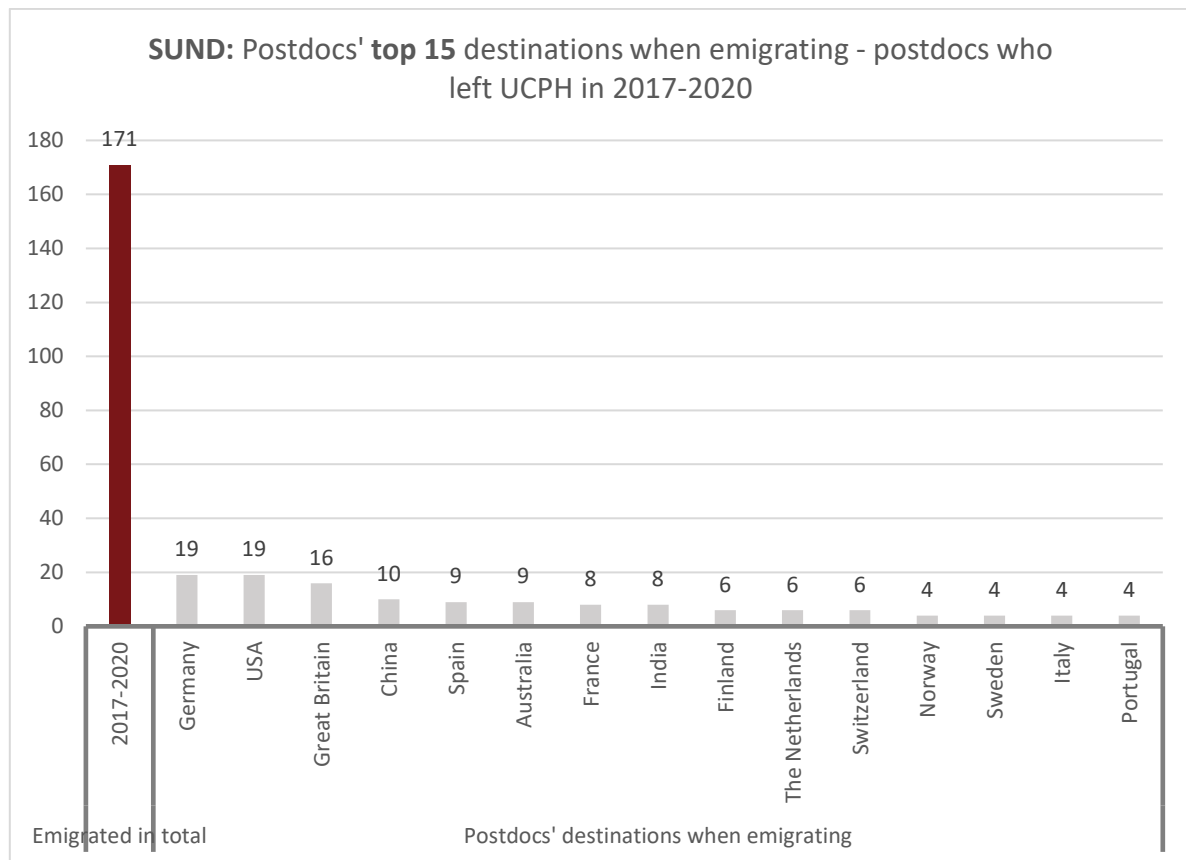
Source: Statistics Denmark, N = 291

Figure 12.49: Type of job postdocs undertake, 4th quarter of 2021, after leaving UCPH in 2017-2020, SUND



Source: Statistics Denmark, $N = 291$

Figure 12.50: Emigrating postdocs in total and their top 15 destinations, of the postdocs who left UCPH in 2017-2020, SUND



Source: Statistics Denmark, $N = 171$