



Labor market insertion study
for **Master's degree** graduates
of the Galician University System
2007-2008, 2008-2009 and
2009-2010

(Survey was conducted between May and June 2013)

With collaboration:



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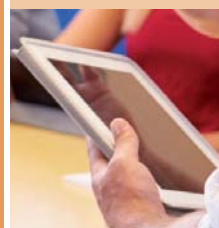
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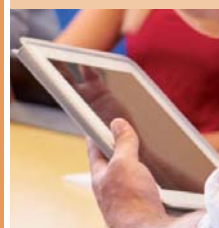
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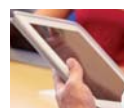


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Presentation



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1. Presentation

As president of the Agency for Quality Assurance in the Galician University System (ACSUG), I am pleased to present for the first time our organization's publication of its "Labor market insertion study for Master's degree graduates of the Galician University System 2007-2008, 2008-2009, and 2009-2010".

Given the current context for the range of degree programs offered by the Galician University System (SUG), it now seems essential to have information available on labor market insertion for undergraduate and master's degree graduates. For this reason, and based upon the ACSUG's previous experience with labor market insertion studies, in 2013 the Agency decided to initiate this new project to expand the scope of study for SUG university graduates to cover *master's degree graduates*.

Spain's Royal Decree 1393/2007 of 29 October, modified by Royal Decree 861/2010 of 2 July, has established a division of official university degree programs into three types: undergraduate, master's, and doctorate. This legislation also states that *the new organization must increase the employability of graduates*, making it clear that universities must be concerned with the employability of the graduates receiving their degrees, and this in turn establishes the need for the SUG to compile information on the employment situation of its master's degree graduates.

Therefore, as part of its mission to contribute to improving the quality of education at the SUG universities, the ACSUG has considered the primary objective of the present study to be that of providing its universities with objective data on the experiences of their master's degree graduates, both during their studies as well as in the workplace, while also making such information available to various other interested groups and to the community in general.

Finally, we would like to express our appreciation to everyone who made publication of this report possible, whether directly or indirectly. We especially wish to thank those who have been the main focus of this work: the SUG

master's degree graduates, who generously provided their opinions and assessments based upon their time spent at the various universities and in the employment world as well.

María Patrocinio Morrondo Pelayo
President of the ACSUG Board of Directors



In this first publication entitled “Labor market insertion study for Master’s degree graduates of the Galician University System 2007-2008, 2008-2009, and 2009-2010” we present the results obtained in the first survey given to SUG master’s degree graduates during May and June 2013.

The current structure of university studies (undergraduate, master’s, and doctorate degrees), which has resulted from harmonization of the local university systems as part of the process of adapting to the European Higher Education Area (EHEA), has highlighted the relevance taken on by master’s degree programs in the university environment, as well as in terms of employment. Current trends in the labor market are directly related to those seen at universities, with possession of a master’s degree often being a decisive factor in hiring decisions, while in other cases these degrees represent an initial educational stage on the way to pursuit of a doctoral degree.

The main objectives of the present project have therefore been to provide information on the SUG master’s degree graduates, in a manner such that the results can contribute to improving the quality of university education offered to future students. It is also hoped that the results can serve as a source of information for universities during the accreditation renewal process for their degree programs, while also making a contribution in terms of their accountability to society as a whole.

The information provided in this study covers two main themes: analysis of the master’s degree graduates’ evaluations of organizational and practical aspects of their degree programs, including their reasons for deciding to pursue a master’s degree, and analysis of their experience in the employment market during recent years, both before and after completing their degrees.

The report is structured into seven chapters. The first chapters of the study reflect upon the importance and relevance of the information provided, indicating the specific objectives pursued and achieved. These chapters also help to contextualize the populations and methodology used to produce the study. In this publication the survey sample represents 76.91% of the total



population of master's degree graduates from the 2007-2008, 2008-2009, and 2009-2010 academic years, with the percentages represented by the survey sample for each of these years being 76.31%, 76.63%, and 77.21%, respectively.

Chapters 4, 5, and 6 represent the core of the publication, where the results obtained in relation to the SUG master's degree graduates from the 2007-2008, 2008-2009, and 2009-2010 academic years are respectively presented. The analysis considers the specific objectives of the study, as structured into the following blocks: summary of the main results obtained, description of the study population, information on the graduates' main reasons for pursuing their degrees, assessment of the various organizational and practical aspects of the degree programs, the graduates' employment situation before earning their degrees, their access to employment after completing their master's degree, their current employment situation, and their final assessment of the educational program they selected for pursuing a master's degree. Chapter 7 then presents a comparative analysis of the results obtained for the various cohorts, in terms of the main factors related to the current employment situations of these master's degree graduates.

Finally, the report concludes with a series of annexes that contain technical information for the study, the questionnaire used for the survey, the distribution of the master's degree graduates in terms of the branches of study used for presentation of the results, and a list of complementary references and bibliographic citations.

The ACSUG now has plans to continue carrying out this project on an annual basis, and we hope that the data and results provided in the present publication will contribute to improvement of the educational quality offered by the SUG universities as well as to future analyses presented as part of this ongoing series.

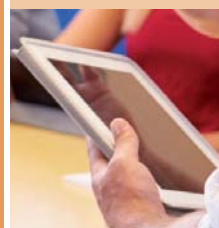
José Eduardo López Pereira
ACSUG's Director



Introduction



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2. Introduction

Since 2001 the Agency for Quality Assurance in the Galician University System (ACSUG) has been providing information on the integration of graduates from the Galician University System (SUG) into the labor market two years after completing their degrees, with this period of time being considered as sufficient to allow the graduates to have made a decision about whether to seek employment or else continue with their academic training.

In 2013 the ACSUG has decided to expand this information, including some specific new aspects, to students completing *master's degree* studies within the SUG beginning in the 2007-2008 academic year, which was the first year when such studies were officially incorporated. The present publication therefore includes information for the 2007-2008 academic year as well as for the two subsequent years, which means that between 3 and 5 years had passed between the time when the graduates completed their degrees and when they participated in the surveys. The information obtained includes responses to questions about the graduates' current working situation as well as their satisfaction with the education they received during the various academic years covered.

It must be emphasized that while considerations of employability and possibilities for job promotion are always fundamental for decisions about whether to pursue further education, in the context of the current state of economic crisis, which began around the same time that the official master's degree programs were first offered within the SUG, such considerations can become even more critical. There were 36 master's degrees offered during the 2007-2008 academic year, 57 during 2008-2009, and 127 during 2009-2010. However, this increase in the number of degrees offered during these initial years has not corresponded to a similar increase in the number of students enrolled. There were an average of 12.66 students per master's degree program in the first year, 2007-2008, and 12.85 in the most recent, with various degree programs having only a minimal number of students. It is possible that implementation of full undergraduate programs, as well as regulations imposed by the government of Galicia to eliminate programs with low numbers of students enrolled, will in the future allow the panel



of master's degrees offered by the SUG to be more attractive and better adjusted to the abilities in demand in the labor market, as discussed in the European Council conclusions of May 11, 2012. In these conclusions it is also suggested that the member states of the European Union should study the most appropriate indicators in order to determine which education and training policies may be the most helpful in terms of improving employability.

Along these lines, studies such as the present one can provide suggestions regarding some of these indicators, and over time they can also reveal the strengths and weaknesses of the various post-graduate programs. Such efforts are fundamental not only for helping graduates and professionals obtain a useful and high-quality education, but also for helping universities to orient their efforts in the direction of current demand.

2.1. Specific objectives of the labor market insertion study for SUG Master's degree graduates during the period of 2007-2010

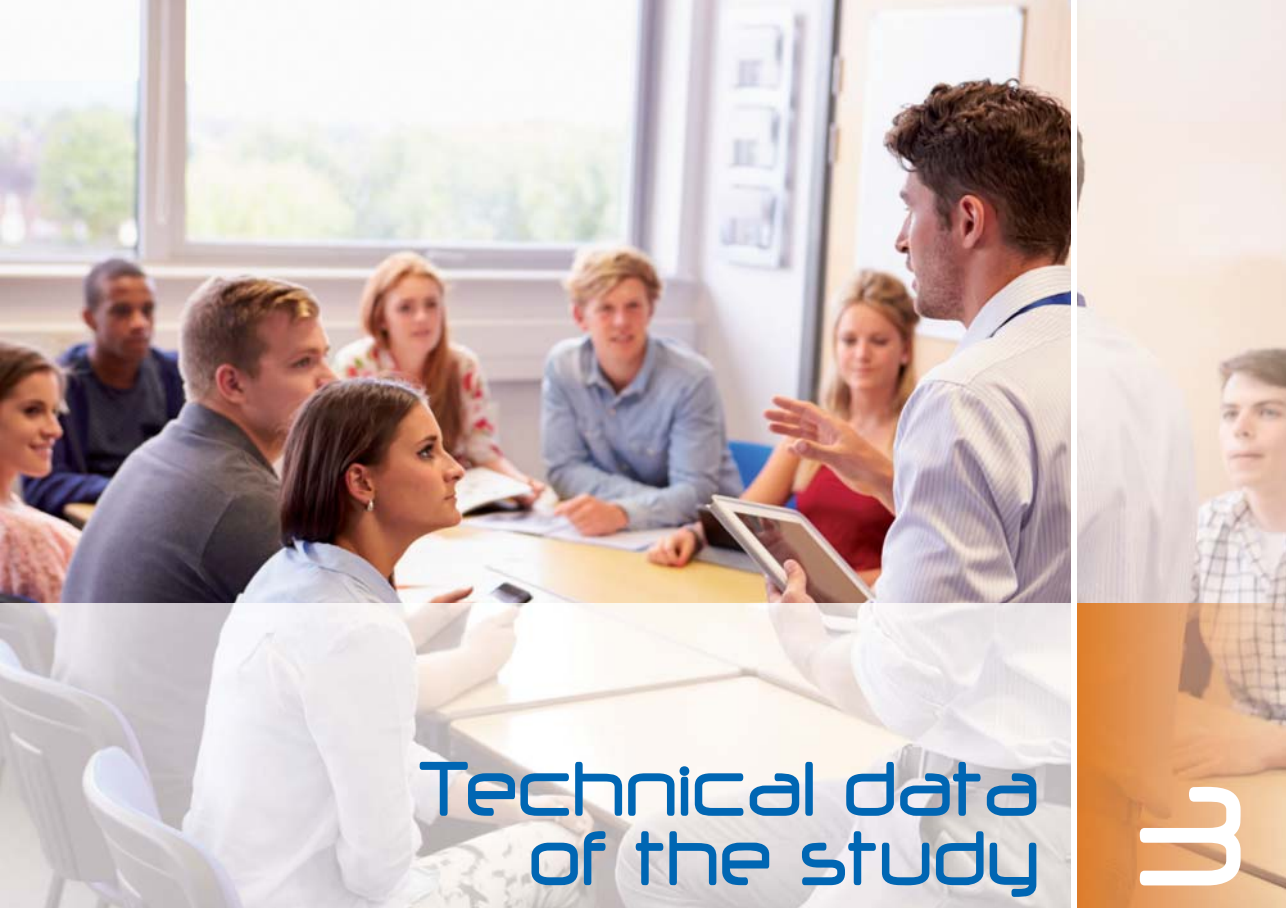
The objectives of this labor market insertion study include the compilation of information on the following subjects:

- Perspectives of the master's degrees graduates on their education and on their university:
 - Availability and usefulness of internships at companies during the master's degrees program
 - Opinions regarding their master's degree program and development of the curriculum
 - Degrees completed and reasons for continuing master's degrees
- The labor market situation for graduates with master's degrees from the SUG and the working conditions experienced by these graduates, in order to obtain specific information about the following aspects:
 - The employment search process
 - The time required to find employment
 - The level of usage of various employment search channels and their effectiveness
 - Number of the contracts and organizations
 - The ability of the job market to absorb graduates from university master's degree programs
 - The importance of a variety of factors in terms of finding employment (variables with the greatest importance in the hiring process)



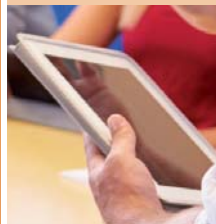
- The working conditions of the graduates in their current jobs (average salaries, type of contract, place of employment, type of company, etc.)
- The skills, knowledge, and abilities necessary for successful job performance





Technical data of the study

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3. Technical data of the study

This section presents the main technical information related to the study and it also contextualizes the sample used by indicating its basic characteristics.

3.1. Characteristics of the study

3.1.1. Population and sample

The population that was the subject of this study consists of all SUG students who completed a master's degree program during the 2007-2008, 2008-2009 and 2009-2010 academic years (students who were enrolled in the 2007-2008, 2008-2009 and 2009-2010 academic years and who earned their master's degree during 2008, 2009 and 2010). Given that the survey was performed during May and June 2013 we cannot speak in terms of recent graduates, since approximately 5, 4, and 3 years, respectively, had already passed for the graduates from the various academic years between the time when they completed their studies and the time at which the survey was taken.

However, given the characteristics of this population its selection for performing the study was considered as appropriate. The graduates from the 2007-2008 and 2008-2009 academic years completed master's degree programs that were implemented based upon Royal Decree 56/2005 of 21 January, which regulated post-graduate studies, and these programs were later adapted to the contents of Royal Decree 1393/2007 of 29 October through the fast-track verification procedure. On the other hand, the graduates from the 2009-2010 academic year earned the first degrees implemented based upon Royal Decree 1393/2007 of 29 October.

The study population as well as the sample that participated were grouped into the following branches of knowledge: Arts and Humanities, Sciences, Health Sciences, Social and Legal Sciences, and Engineering and Architecture. The master's degrees were classified into the various branches of knowledge by taking into account the branch of knowledge in which the degree was included during its verification process. Appendix III contains detailed

information on the distribution of the master's degrees into the various branches of knowledge.

Table 3.1 and Table 3.2 show the size of the study populations for performing the study, broken down for branch of knowledge and for university (University of A Coruña, University of Santiago de Compostela and University of Vigo).

Table 3.1. Master's degree students from 2007-2008, 2008-2009 and 2009-2010 academic year. Size of population by university.

University	2007-2008	2008-2009	2009-2010	TOTAL
A Coruña	178	269	328	775
Santiago de Compostela	172	326	502	1,000
Vigo	106	231	803	1,140
SUG	456	826	1,633	2,915

Table 3.2. Master's degree students from 2007-2008, 2008-2009 and 2009-2010 academic year. Size of population by branch of knowledge.

Branch of knowledge	2007-2008	2008-2009	2009-2010	TOTAL
Arts and Humanities	26	47	96	169
Sciences	80	116	223	419
Health Sciences	169	200	184	553
Social and Legal Sciences	86	219	731	1,036
Engineering and Architecture	95	244	399	740
SUG	456	826	1,633	2,915

The sampling approach was not randomized, but rather an exhaustive study was performed by contacting all individuals who made up the study population in an effort to provide the greatest representation for each of the SUG master's degree programs.

Finally, the sampling error for the SUG master's degree graduates was +/- 0.99% with a 95% confidence level.

Table 3.3 and Table 3.4 show the size of the study sample for performing the study, broken down for branch of knowledge and for university (University of A Coruña, University of Santiago de Compostela and University of Vigo).

Table 3.3. Master's degree students from 2007-2008, 2008-2009 and 2009-2010 academic year. Size of sample by university.

University	2007-2008	2008-2009	2009-2010	TOTAL
A Coruña	128	205	252	585
Santiago de Compostela	138	262	395	795
Vigo	82	166	614	862
SUG	348	633	1,261	2,242

Table 3.4. Master's degree students from 2007-2008, 2008-2009 and 2009-2010 academic year. Size of sample by branch of knowledge.

Branch of knowledge	2007-2008	2008-2009	2009-2010	TOTAL
Arts and Humanities	23	37	69	129
Sciences	58	92	174	324
Health Sciences	132	156	150	438
Social and Legal Sciences	62	168	562	792
Engineering and Architecture	73	180	306	559
SUG	348	633	1,261	2,242

3.1.2. Territorial and temporal scope

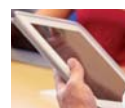
The population of interest cannot be confined to a certain geographical area in the strict sense, since there is no reason to assume that the master's degree graduates surveyed are currently residing in Galicia.

However, when the population is analyzed by the contact addresses provided, it can be seen that 90.5% have given an address within the province of Galicia, and it can therefore be concluded that the majority of the master's degree graduates were residing in Galicia at the time when their master's degree was recorded.

The survey was performed during May and June 2013, or in other words, after approximately 5, 4, and 3 years had passed for the graduates from each academic year between completion of their studies and the time at which the survey was given.

3.1.3. Sample unit/information unit

In this study the sampling unit and the respondent unit are the same, with each being represented by one of the master's degree graduates during the 2007-2008, 2008-2009 and 2009-2010 academic year.



Access to these master's degree graduates was gained through the lists provided by the Vicerreitoría de Títulos, Calidade e Novas Tecnoloxías at the University of A Coruña, Vicerreitoría de Responsabilidade Social e Calidade at the University of Santiago de Compostela, and the Vicerreitoría de Alumnado, Docencia e Calidade at the University of Vigo.

3.1.4. Fieldwork

The data was collected by telephone using the CATI method (Computer-Assisted Telephone Interviews), with a maximum of eight calls made for each sampling unit and with these calls taking place on various dates and considering a range of time zones.

The ACSUG designed the questionnaire used for the study by taking as a reference other questionnaires from studies of a similar nature, as well as by applying its own experience with labor market insertion studies performed for graduates with other types of degrees, including undergraduate, engineering, architecture, diplomas, technical architecture, and technical engineering.

The items included on the questionnaire can be consulted in Appendix II of this document.

The fieldwork was carried out by the company Instituto Sondaxe, S.L. from May 2, 2013 to June 12, 2013.

3.2. Characteristics of the sample

When interpreting the results it is essential to have an overall perspective on the sample's main characteristics, in order to adequately contextualize the results obtained.

The sample obtained included 2,242 individuals, with 56.07% of these representing master's degree graduates from the 2009-2010 academic year.

The main characteristics of the sample used are as follows:

- There were 135 SUG master's degree programs included, with inter-university master's programs counted only once regardless of whether or not they were inter-university programs at the SUG level.
- This total number of master's degree programs included 35 from the University of A Coruña, 57 from the University of Santiago de Compostela,



and 58 from the University of Vigo, with inter-university master's degree programs counted at the various universities participating in them.

- The inter-university master's programs represented 16.8% of the SUG total, with inter-university master's programs counted only once regardless of whether or not they were inter-university programs at the SUG level.
- The SUG master's degrees are mainly research oriented, with 36.0% having a strictly research orientation versus 21.3% that have a strictly professional training orientation. On the other hand, 18.7% have a double orientation that includes both research and professional training, while 15.3% have a triple orientation (academic, research, and professional training).
- In terms of number of credits, 66.7% of the graduates completed a master's program with 60 credits, 0.5% a program with 100 credits, 4.5% a program with 90 credits, and 23.3% a program with 120 credits

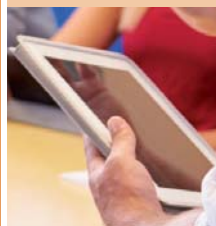




Results of the
labor market
insertion study for
2007-2008 SUC
Master's degree
graduates
(EIL Másteres0708)

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4. Results of the labor market insertion study for 2007-2008 SUG Master's degree graduates (EILMásteres0708)

This section presents the results obtained from the survey given to graduates who received master's degrees during the 2007-2008 academic year.

The section begins with a brief summary of the main conclusions drawn from the study, then continues with further details of the main results in relation to: description of the study population, reasons why the graduates surveyed decided to pursue a master's degree and their assessments regarding various aspects of their program, their employment situation prior to enrolling in the master's program, access to employment after completing their master's degree, and their overall evaluation of their career trajectory.

4.1. Executive summary

Prior to enrolling in their master's program, 62.1% of the graduates were working, with 77.3% of them combining this work with their master's degree studies.

The results also show that 88.5% of the graduates earned their master's degree at the same university where they completed their previous degree.

The top reason given by the graduates for enrolling in their master's program was *to complement previous academic training for better specialization in the job market*, with 72.4%. The second most common reason was *to complement previous academic training to prepare for earning a doctorate and becoming a researcher*, with 30.7%.

External internships were performed by 44.6% of the graduates, with 74.2% of these respondents considering their internship to be good or very good.

Most of the respondents had worked since completing their master's degree (96%), with 46.4% of them beginning a new job and 53.6% continuing with the employment they already had prior to completing their master's degree.

The results show that 42.6% of the graduates who began a new job after completing their master's degree took less than 3 months to find it, with the average time required by a graduate to find employment being 6.1 months.

The job search channels most commonly used by the graduates were sitting for competitive exams or public sector offers with 41%, self-promotion with 31%, and personal contacts and Internet job search sites with 20%.

The employment search channels that have provided the highest number of jobs are competitive exams or public sector offers, with 34% of the graduates finding employment this way, followed by self-promotion with 17% and personal contacts with 13%.

The graduates consider *related work experience* to be the most relevant factor in the hiring process.

In terms of their current activities, 83.6% of the graduates are working, while 12.4% are not working but seeking employment and 4% are neither working nor seeking employment.

Of this 4% who are neither working nor seeking employment, 71.4% are pursuing further studies, primarily doctoral or undergraduate studies, while 14.3% are preparing for competitive exams.


The majority of the graduates are working in Galicia (80%), while only a very small proportion are working outside of Spain (0.7%). The main reasons given for working outside of Galicia are *received better offer from outside* with 40% and *only moved to Galicia for the master's degree program* with 28%.

In the five years that have passed since they completed their master's degree, the graduates have worked at an average of 1.98 different jobs. Graduates working in government or public sector positions represent 54% of the respondents, while 16.7% are working for private companies with more than 50 employees.

Only 6.9% of the graduates who are working are self-employed, while the remaining 93.1% are working for others. Almost all of the graduates who are working are registered with or making contributions into Spain's social security system. Of the graduates who are working for others, 51.2% have a permanent employment contract, while 36.1% have a temporary contract. In addition, 86% of the graduates are working full time.

Of the graduates who are currently working, 38.8% have held the same position for more than five years. On the other hand, only 12.6% have been in the same job for one year or less.

Salaries greater than €1,000 per month are being earned by 79% of the graduates, with the average salary being €1,402.30. This figure drops to €1,351 in the case of women and rises to €1,531 euro in the case of men. Significant differences can be seen when comparing the graduates' current salaries with those they were earning prior to completing their master's degree, since women are now earning a salary €181 higher than their previous salary, while for men the current level of compensation is actually €21 less than the amount they were earning prior to completing their master's degree.



In terms of the relationship between their current work and the master's degree they completed, 49% of the graduates say that their job is quite or very related. In turn, 91% of the graduates believe that university training is necessary for performing their current job.

The abilities considered by the graduates to be the most important for finding employment are *problem-solving ability* and *ability to assume responsibility*.

The results show that 90.5% of the graduates think that their own university should provide more information about the employment search process.

In terms of the usefulness of their master's degree in relation to their career trajectory, 47.4% of the graduates consider their degree to be quite or very useful, with 75% saying that they would choose to pursue the same master's degree again.

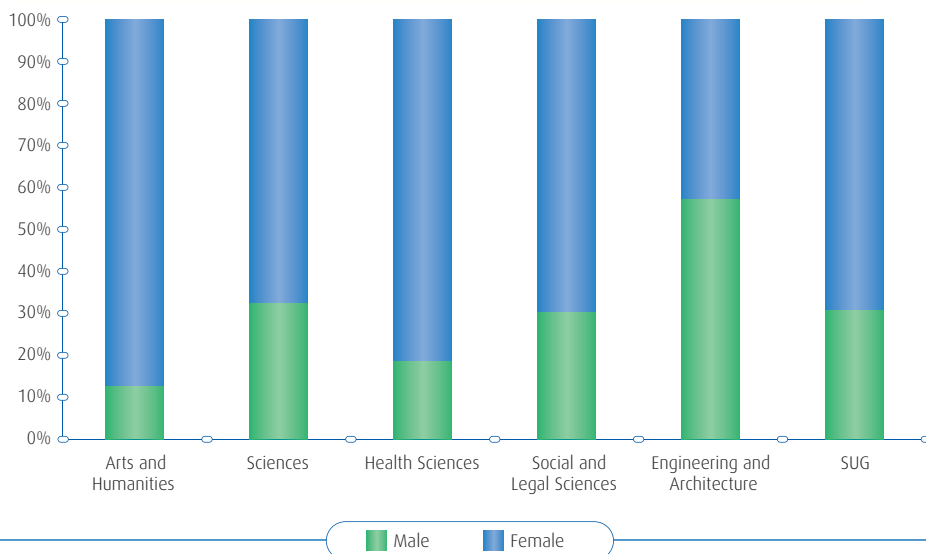
4.2. Description of the population

This section discusses information regarding the characteristics of the study population, i.e., the SUG master's degree graduates from the 2007-2008 academic year. This information includes socio-demographic factors such as gender, age, geographical origin, parents' level of education, average grades on previous transcript, and years required to complete the master's degree.

4.2.1. Distribution of the sample by gender

As was also found in the study of the SUG university graduates as a whole, and in agreement with the statistics from the universities themselves, a higher number of women received master's degrees during the 2007-2008 academic year than men, with women representing 69.0% of the graduates versus 31.0% for men.

Figure 4.1. Distribution of the master's degree graduates by gender. Results by branch of knowledge and for SUG overall.



The results for the distribution of graduates by gender can be seen in Figure 4.1, both by branches of knowledge and for the SUG overall. In the branches of Health Sciences and Arts and Humanities, the percentages of women exceed 75%. The branch with the lowest percentage of women is Engineering and Architecture with 42.5%.

4.2.2. Distribution of the sample by age

Figure 4.2 shows the average age of the master's degree graduates distributed by branch of knowledge, as well as for the SUG as a whole. The branch of knowledge with the highest average age is Health Sciences, with 30.80 years, while the lowest average age is found in Arts and Humanities, with 27.35 years. The average age of the master's degree graduates for the SUG as a whole is just under 30 years (29.71 years).

Figure 4.2. Average age of the master's degree graduates.
Results by branch of knowledge and for SUG overall.

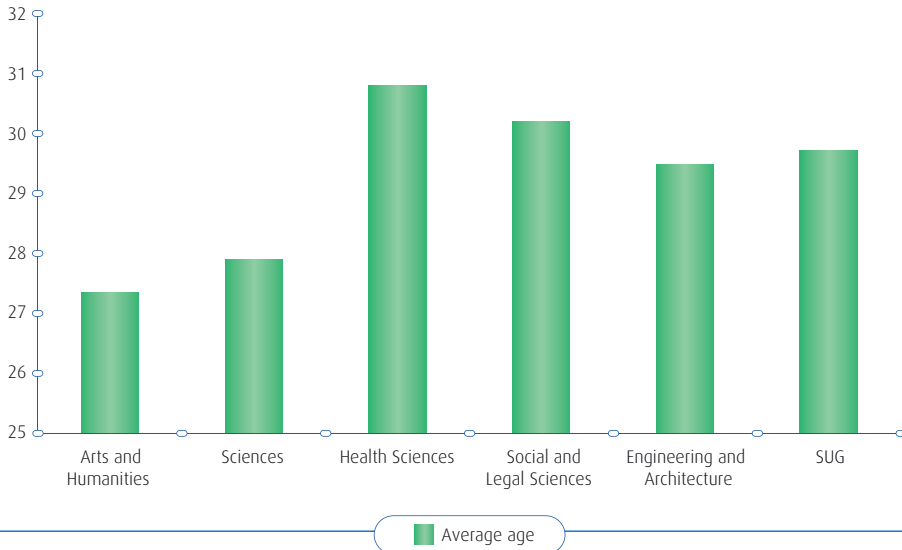
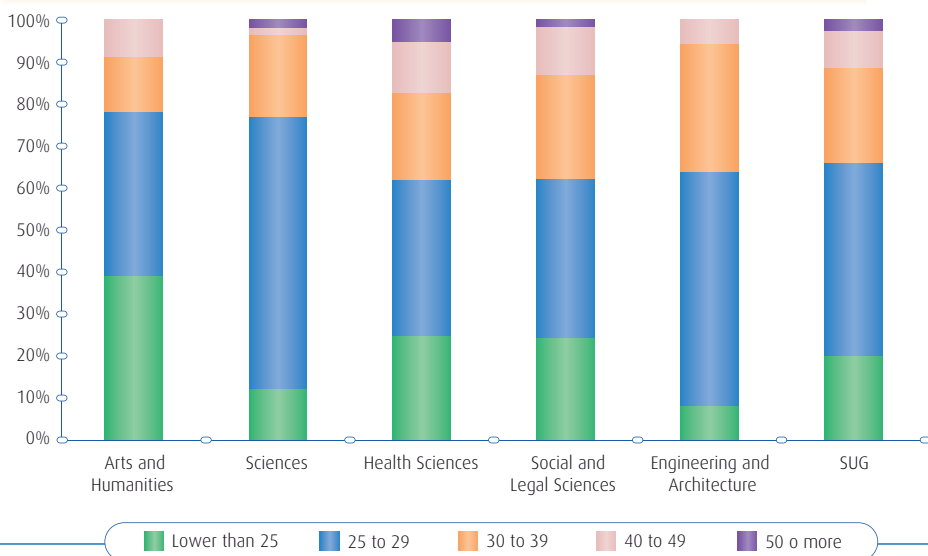


Figure 4.3 shows the distribution of the master's degree graduates by age, both by branch of knowledge and for the SUG as a whole. The percentage of graduates under age 25 for the SUG overall is 20.3%. Arts and Humanities is the branch of knowledge with the highest percentage of graduates in this age range with 39.1%, while the lowest percentage is found in Engineering and Architecture with only 8.3%. In all of the branches of knowledge, more than 60% of the SUG master's degrees graduates are under 30 years old. On the other hand, for the SUG as a whole, 33.9% of the graduates are over the age of 30. The branches of Health Sciences and Social and Legal Sciences show the highest percentages of graduates in this age range (close to 38% in both cases), while the branches of Arts and Humanities and Sciences show the lowest percentages with 22% and 23%, respectively.



Figure 4.3. Distribution of the master's degree graduates by age. Results by branch of knowledge and for SUG overall.



4.2.3. Distribution of the sample by parents' level of education

Since the educational backgrounds of family members can represent an important factor in the choices made by students regarding their academic trajectories, the level of education possessed by the graduates' parents was also analyzed, both by branch of knowledge as well as for the master's degree graduates as a whole. Table 4.1 includes the overall distribution of educational level for the mothers and fathers of the SUG graduates, based upon the highest level of studies completed. The percentage of parents with university studies is 24.3% for mothers and 26.7% for fathers. Figure 4.4 shows the results for the graduates' mothers and Figure 4.5 for their fathers, in both cases broken down by branch of knowledge. It can be seen in a detailed manner that the highest percentages of parents with university education (short undergraduate program, long undergraduate program, master's, or doctorate) are found in the Sciences for both the graduates' mothers (34.5%) and fathers (32.8%). On the other hand, the branch of knowledge with the lowest percentages of both mothers and fathers with some level of university education is Arts and Humanities (13.0% and 17.3%, respectively). This branch also shows the largest difference between these percentages for the graduates' mothers and fathers.

Table 4.1. Distribution of the master's degree students by parents' level of education. Results for SUG overall.

Education level	Mother	Father
No formal education	2,9%	3,2%
Elementary school	48,8%	43,7%
High school/Vocational training	24,0%	26,3%
Short Undergraduate program	12,9%	10,1%
Long Undergraduate program	10,1%	15,9%
Master's degree	0,6%	0,0%
Doctorate	0,6%	0,6%

Figure 4.4. Distribution of the master's degree students by mothers' level of education. Results by branch of knowledge and for SUG overall.

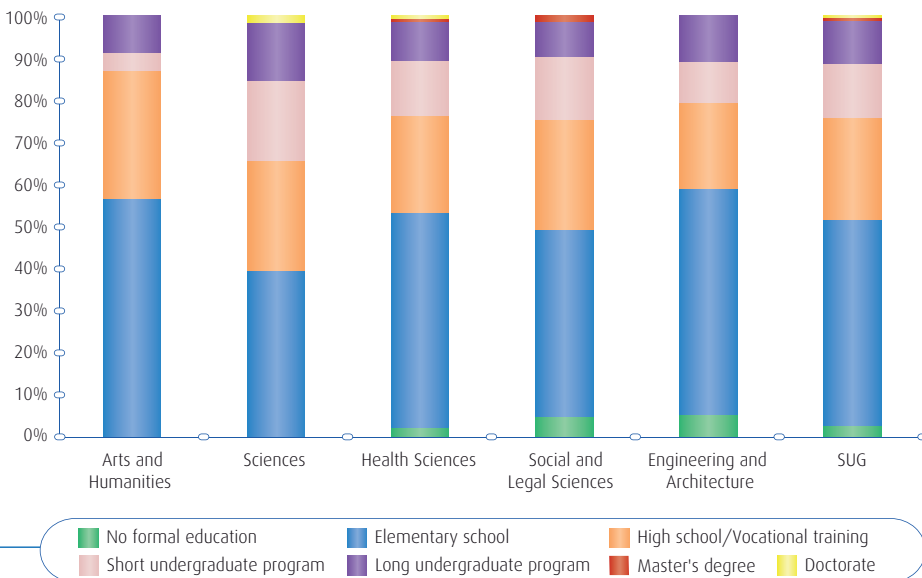
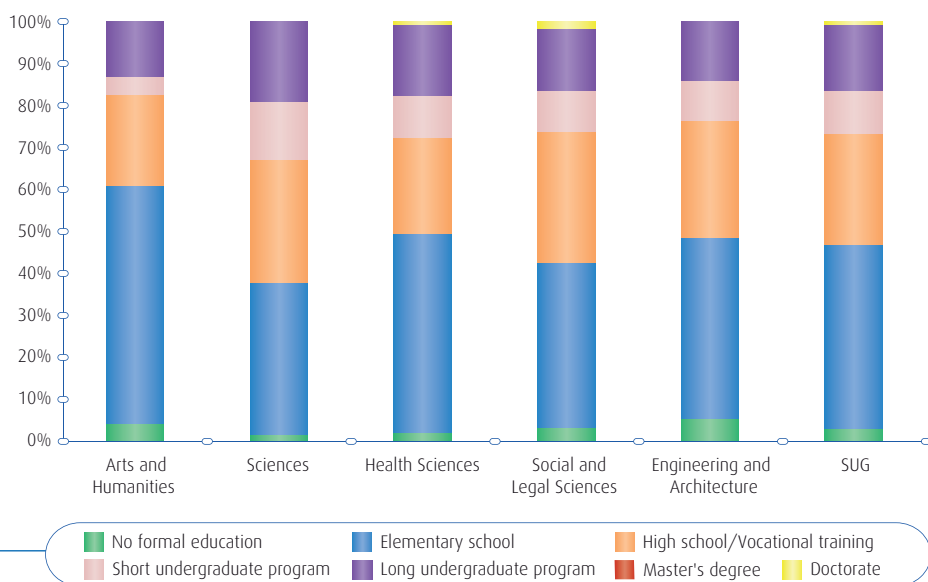


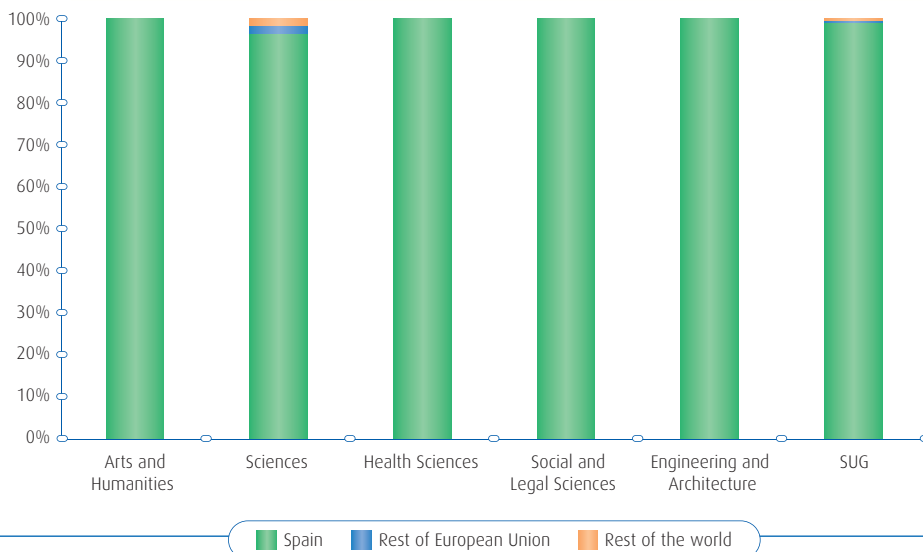
Figure 4.5. Distribution of the master's degree students by fathers' level of education. Results by branch of knowledge and for SUG overall..



4.2.4. Distribution of the sample by place of origin

Almost all of the SUG graduates earning master's degrees during the 2007-2008 academic year come from Spain (99.4%). As can be seen in Figure 4.6, only 0.3% come from other European Union countries and 0.3% from elsewhere in the world. Furthermore, all of the non-Spanish graduates are found in the branch of Sciences.

Figure 4.6. Distribution of the master's degree graduates by nationality. Results by branch of knowledge and for SUG overall.

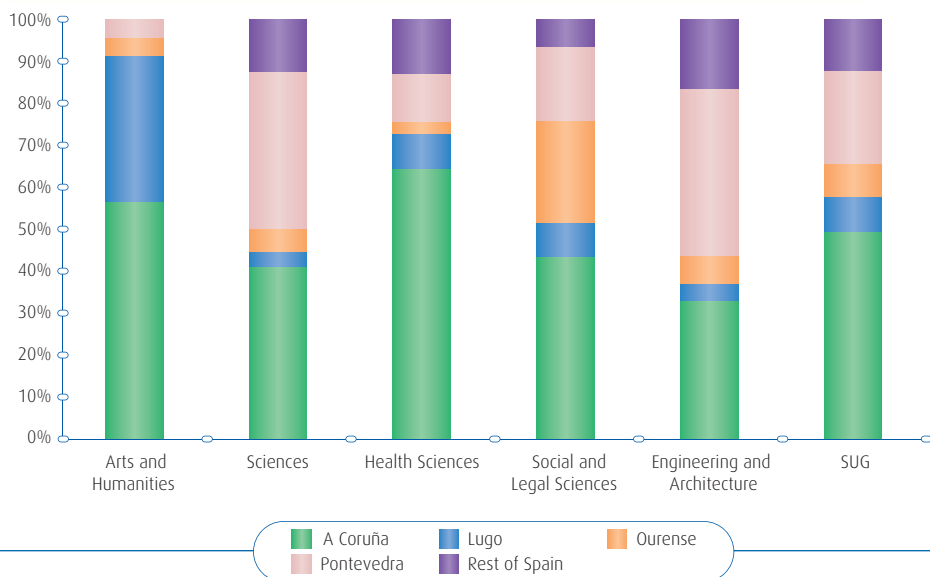


In terms of the graduates' place of origin within Spain, as can be seen in Figure 4.7, most are from Galicia. Only 12% come from provinces outside of Galicia. The branch of Engineering and Architecture presents the highest percentage of graduates from outside of Galicia (16.5%), while none of the master's degree graduates in Arts and Humanities came from outside of the four Galician provinces. Almost half of the graduates (49.4%) come from the province of A Coruña, while 22% come from Pontevedra and 8% come from the provinces of Lugo and Ourense.

When broken down by branch of knowledge, A Coruña produces the highest number of graduates in all of the branches, except for Engineering and Architecture where the highest number come from Pontevedra. The highest number of master's degree graduates from Lugo studied in the branch of Arts and Humanities (34.8%), while the highest number from Ourense studied in Social and Legal Sciences (24.2%).



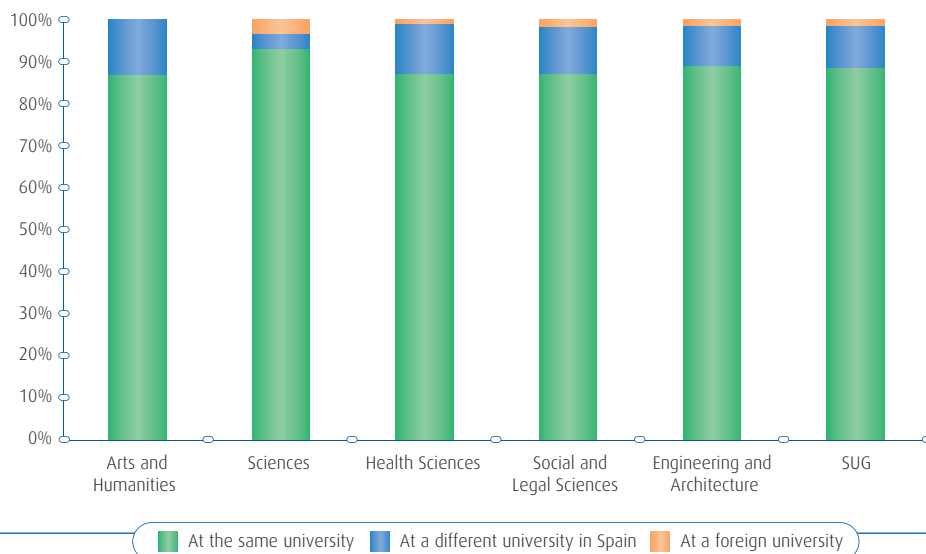
Figure 4.7. Distribution of the master's degree graduates by province of residence. Results by branch of knowledge and for SUG overall.



4.2.5. Distribution of the sample by previous university

As seen in Figure 4.8, almost nine out of ten master's degree graduates earned their previous degree at the same university where they earned their master's degree. As for the rest of the graduates, 10.0% earned their previous degree at a different university in Spain, while only 1.4% of the SUG graduates as a whole earned their previous degree at a foreign university.

Figure 4.8. Distribution of the master's degree graduates by previous university. Results by branch of knowledge and for SUG overall.



Sciences is the branch with the highest percentage of master's degree graduates who earned their previous degree at the same university (93.1%), as well as the highest percentage of graduates who earned their previous degree at a foreign university (3.4%). The highest percentage of graduates who earned their previous degree at another Spanish university is found in Arts and Humanities, with 13%. The branches of Arts and Humanities, Health Sciences, and Social and Legal Sciences had the lowest percentage of graduates who previously studied at the same university, with 87%.

4.2.6. Distribution of the sample by average grade on the academic transcript

Figure 4.9 shows the distribution of the master's degree graduates in terms of the average grade on their transcript for their previous degree program, by branch of knowledge and also for the SUG as a whole. For the SUG as a whole, 46% of the graduates had an average grade of passed on their academic transcript, while the same percentage have an average grade of good. Only 7% had an average grade of excellent and only 0.3% had the highest possible average grade, honors.

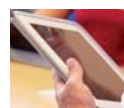
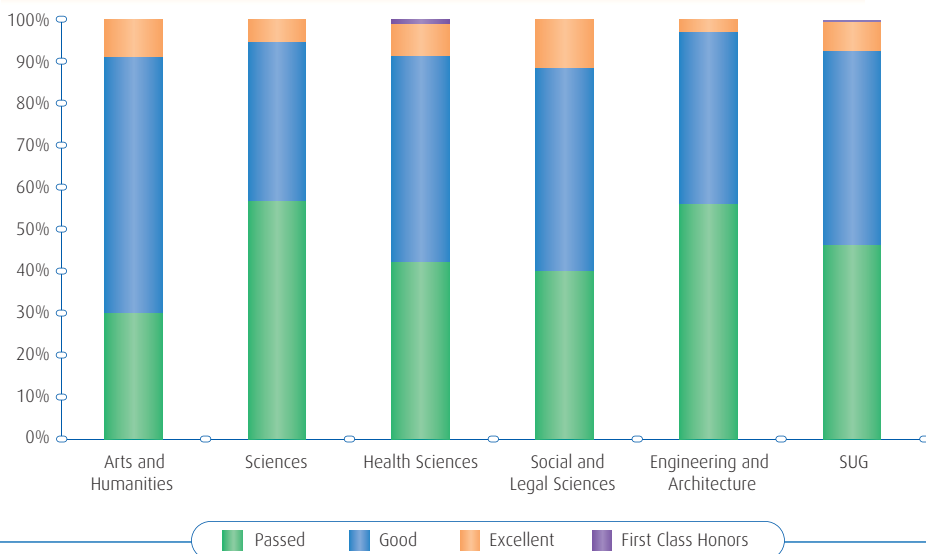


Figure 4.9. Distribution of the master's degree graduates by average grade on the academic transcript for their previous degree program. Results by branch of knowledge and for SUG overall.



By branch of knowledge, all of the graduates with the highest possible average grade are found in the Health Sciences, while the highest percentage with an average grade of excellent are found in Social and Legal Sciences (11.3%). In the branch of Arts and Humanities, 61% of the graduates obtained an average grade of good, while in the branches of Sciences and Engineering and Architecture, more than 56% obtained an average grade of passed for their studies prior to the master's degree.

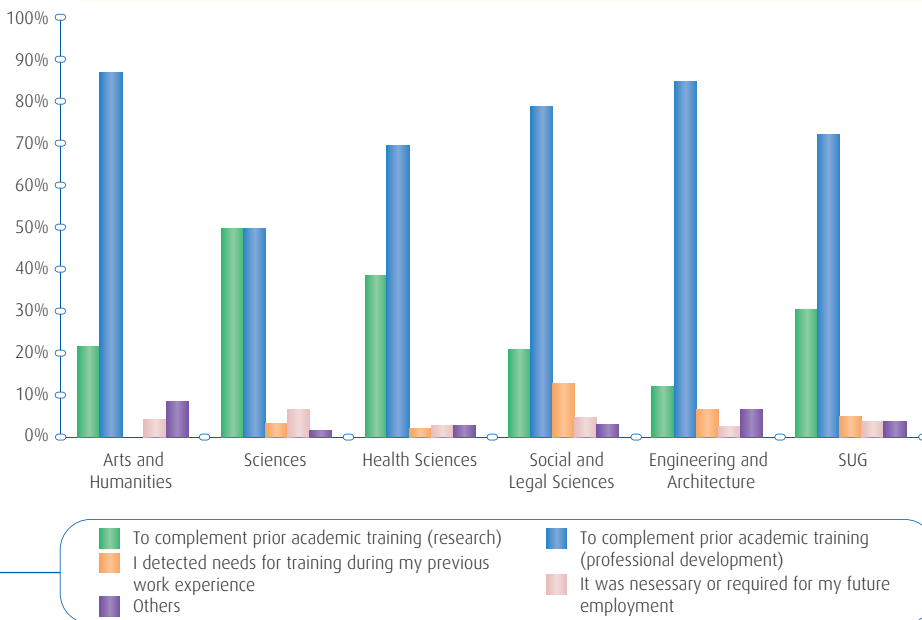
4.3. Reasons for pursuing a Master's degree and its evaluation

Knowledge of the reasons why the graduates decided to enroll in a master's degree program is a fundamental aspect of this study, since such knowledge will be very helpful for orienting the degree programs towards satisfying the real needs of potential students. Also, the assessments provided by the graduates regarding a variety of elements related to the planning and implementation of the master's degree programs will allow the strengths and weaknesses of these programs to be identified. This section therefore first presents the results obtained in relation to the graduates' reasons for enrolling in their master's programs, then continues with discussion of their assessments regarding the main aspects of these programs.

4.3.1. Reasons for pursuing the Master's degree

As seen in Figure 4.10, the main reason given by the graduates for pursuing a master's degree is to complement their academic training in order to achieve better specialization in the labor market, expand employment opportunities, and gain a higher level of professional development, with a percentage of 72.4% for the SUG as a whole. The second most important reason given as a response to complement the prior academic training in order to pursue a doctorate and become a researcher, with 30.7%. Other options such as detection of needs for further education during previous work experience or the need (requirement) for a master's degree in order to perform a future job were given as reasons by only about 5% of the graduates.

Figure 4.10. Reasons for pursuing the master's degree. Results by branch of knowledge and for SUG overall.



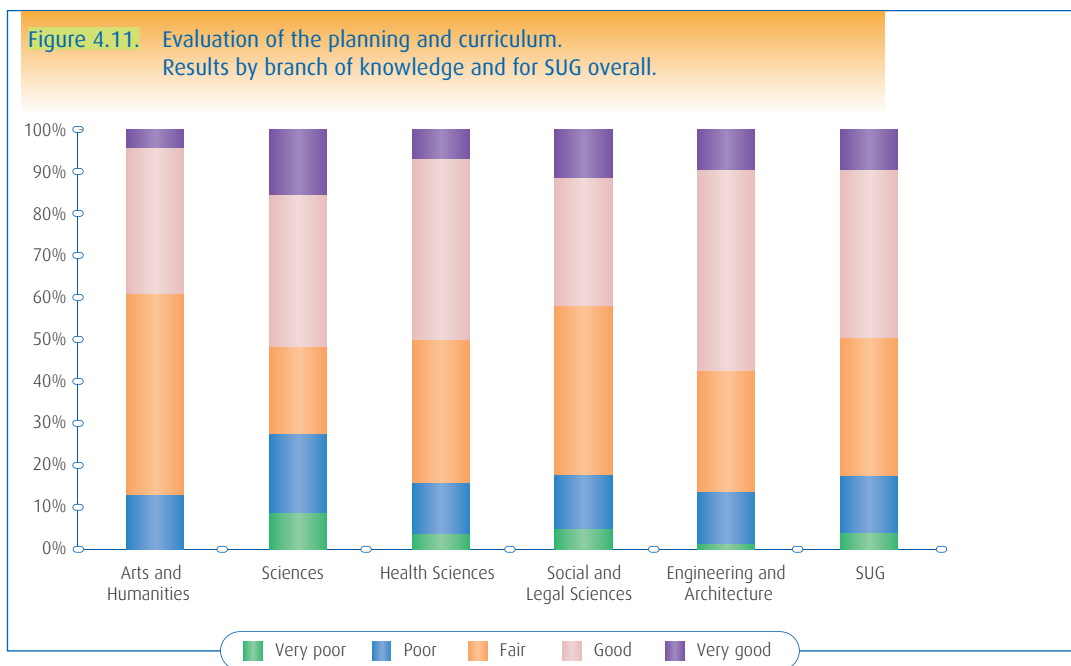
In terms of the distribution by branch of knowledge, the reason related to complementing training for purposes of the labor market is by far the highest in all branches except for the Sciences (Arts and Humanities with 87%; Engineering and Architecture with 84.9%; Health Sciences with 69.7%; and Social and Legal Sciences with 79.0%). For the Sciences, 50% of the graduates gave the above reason and the other 50% selected the reason of expanding their training for purposes of becoming a researcher. Finally, the percentage of graduates who stated that they obtained a master's degree because they

detected the need for further training during their previous work experience reaches a significant level in Social and Legal Sciences (almost 13%).

4.3.2. Evaluation of the Master's degree

In order to analyze the master's degree graduates' perspectives on their time spent at their university, a series of questions was focused on their level of satisfaction not only with their experiences in the classroom but also in relation to other services provided, such as those related to internships. The purpose of this section is therefore to present the perceptions that the SUG master's degree graduates hold in relation to various aspects of their academic programs.

In relation to their evaluation of the planning and curriculum (structure of the master's degree program, scheduling, distribution of the workload, etc.), and as seen in Figure 4.11, there are 49.7% of the master's degree graduates who evaluated these aspects as good or very good, versus 17.5% who considered them to be poor or very poor. In terms of the breakdown by branch of knowledge, the case of Engineering and Architecture stands out on the positive side, where 57.5% of the graduates considered the planning and curriculum in their program to have been good or very good, while in the branch of Arts and Humanities this percentage is less than 40%. On the other hand, in the Sciences 27.6% of the graduates considered the planning and curriculum to be poor or very poor.



With respect to the competencies they gained (knowledge, skills, and abilities), and as summarized in Figure 4.12, more than half of the master's degree graduates considered these to be good or very good (52.3%), versus 12.6% who evaluated them as poor or very poor. When broken down by branch of knowledge, the best evaluations of the competencies gained are found in the branch of Engineering and Architecture, where 68.5% of the responses were good or very good. On the other hand, in Arts and Humanities and Health Sciences less than half of graduates chose these positive responses, with figures of 43.5% and 47.0%, respectively.

Figure 4.12. Evaluation of the competencies gained. Results by branch of knowledge and for SUG overall.

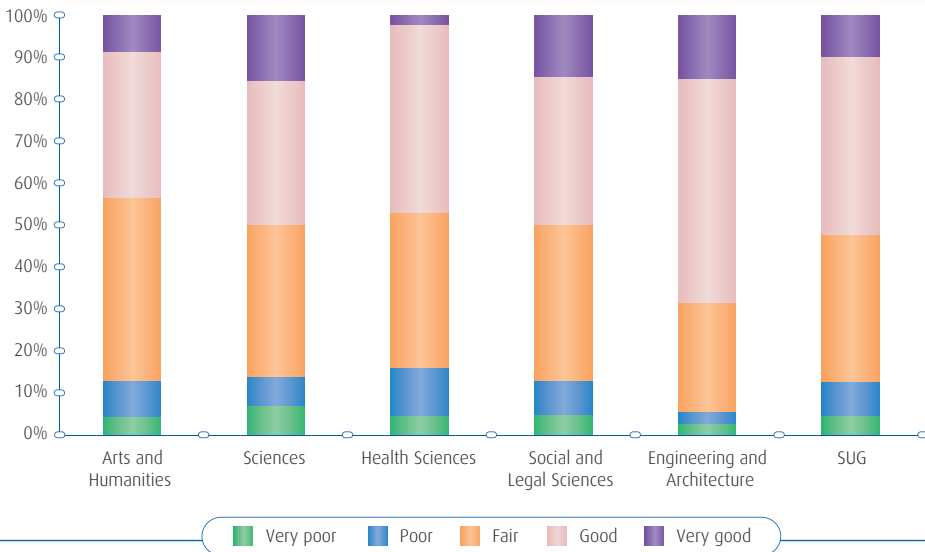
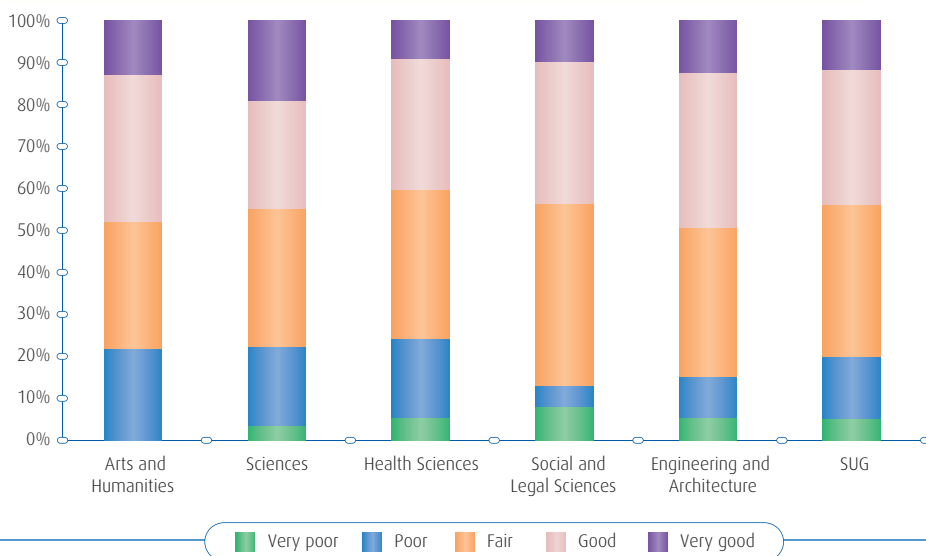


Figure 4.13 summarizes the graduates' evaluations of the teaching/learning and assessment methodologies. These were evaluated as good or very good by 44% of the SUG graduates, and as poor or very poor by almost 20%. In terms of the distribution by branch of knowledge, there is not much difference in terms of the number of graduates who considered these methodologies to be good or very good, with percentages between 40% and 50% in all of the branches. On the other hand, the branches of Health Sciences, Sciences, and Arts and Humanities are notable for having more than 20% of the graduates who rated these methodologies as poor or very poor, although in the Arts and Humanities there were no students who responded with a rating of very poor.

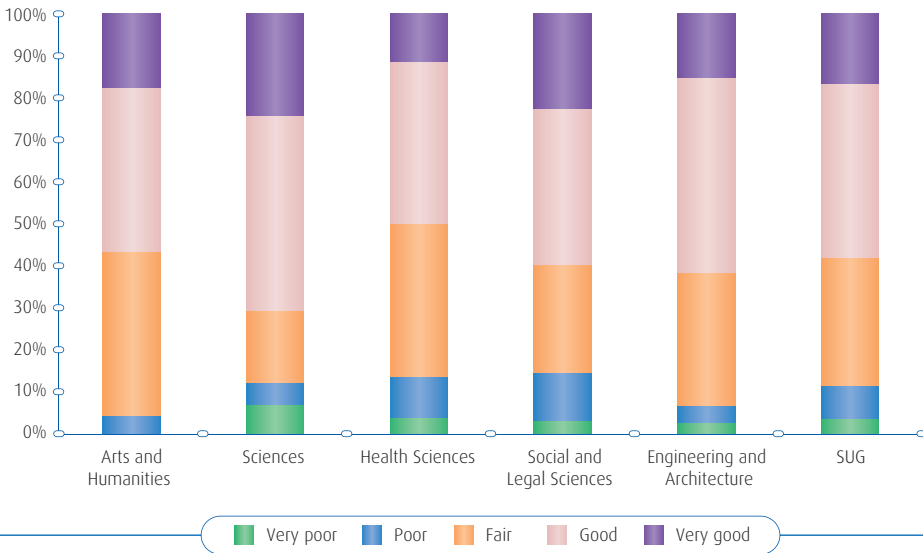


Figure 4.13. Evaluation of the methodologies used for teaching/learning and assessment.
Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the professors, as summarized in Figure 4.14, more than 58% of the master's degree graduates considered them to be good or very good, versus 11.5% who evaluated them as poor or very poor. In terms of the distribution by branch of knowledge, the professors in Sciences were the most highly rated, with more than 70% of the graduates rating them as good or very good. On the other hand, there is no branch of knowledge where more than 15% of the graduates rated the professors as poor or very poor, with Arts and Humanities being notable in this area since this percentage is only 4.3%, and with no students selecting a rating of very poor.

Figure 4.14. Evaluation of the professors.
Results by branch of knowledge and for SUG overall.



In terms of the material resources available to students during their SUG master's degree programs, as can see in Figure 4.15, 43.7% of the SUG graduates overall evaluated these as good or very good, versus almost 26% who responded with poor or very poor. When analyzed by branches of knowledge, Sciences, Engineering and Architecture, and Social and Legal Sciences show percentages above 50% for the graduates who rated the material resources as good or very good, while in Health Sciences this percentage is 31.8%.



Figure 4.15. Evaluation of the material resources. Results by branch of knowledge and for SUG overall.

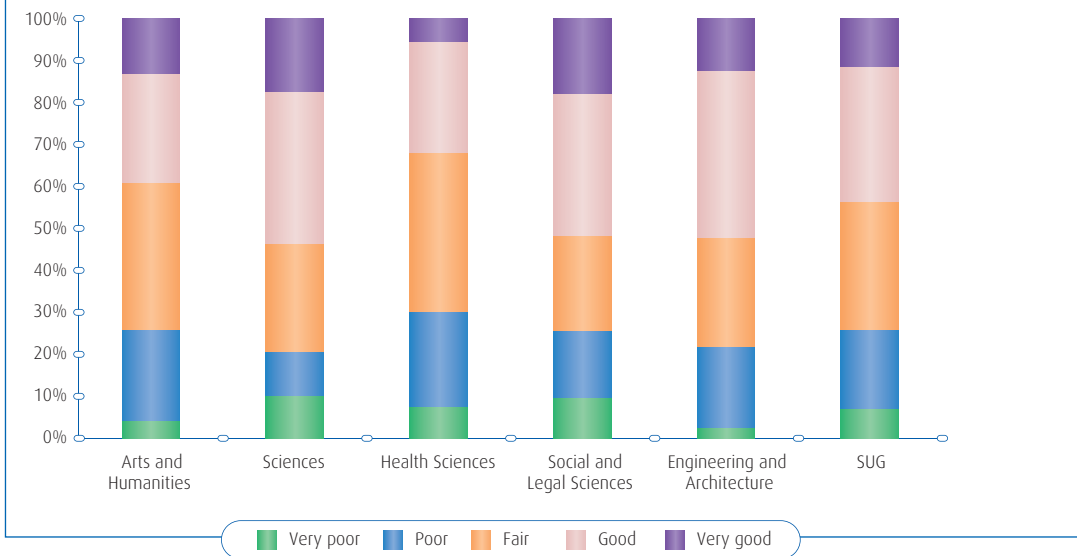
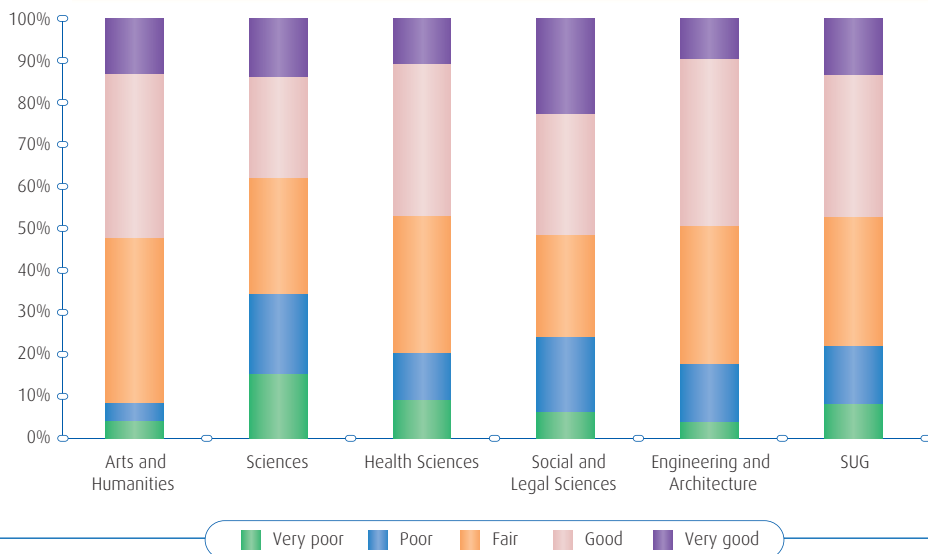


Figure 4.16 summarizes the evaluation of the program coordination, with more than 47% of the SUG master's degree graduates responding with good or very good and 22% responding with poor or very poor. In almost all of the branches about 50% of the graduates gave positive evaluations (good or very good), with the exception being the branch of Sciences where this percentage is less than 38%. In this same branch the negative evaluations (poor and very poor) reached 34.5%, while in the branch of Arts and Humanities this percentage was only 8.6%.

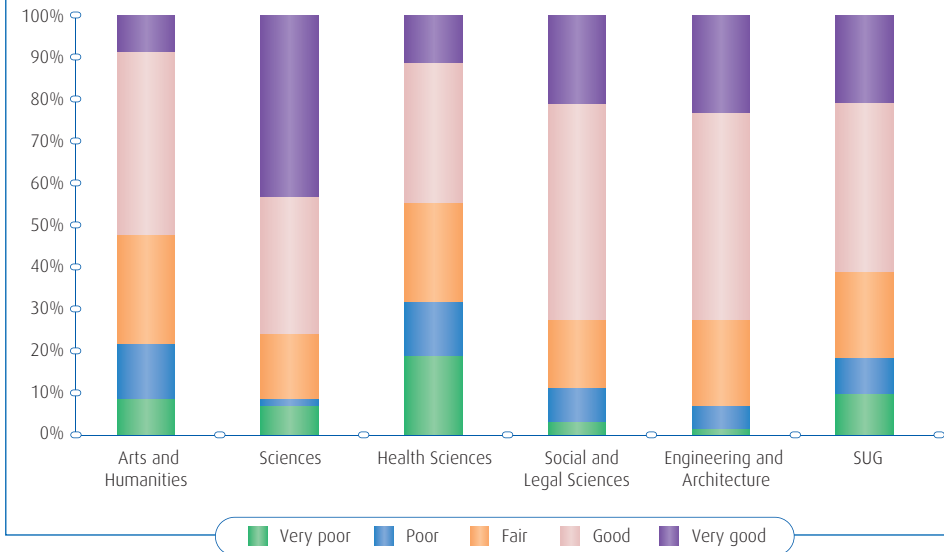
Figure 4.16. Evaluation of the program coordination. Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the master's degree final project (contents, development, etc.), as shown in Figure 4.17 more than 61% of the SUG master's degree graduates responded with good or very good, while only 18.4% responded with poor or very poor. However, when broken down by branch of knowledge the results are quite variable. On the positive side the branches of Sciences, Social and Legal Sciences, and Engineering and Architecture stand out, where positive responses are above 72% and negative responses are around 10% or less. On the other hand, in the branch of Health Sciences only 44.7% of the graduates replied with good or very good and almost 32% responded with poor or very poor.



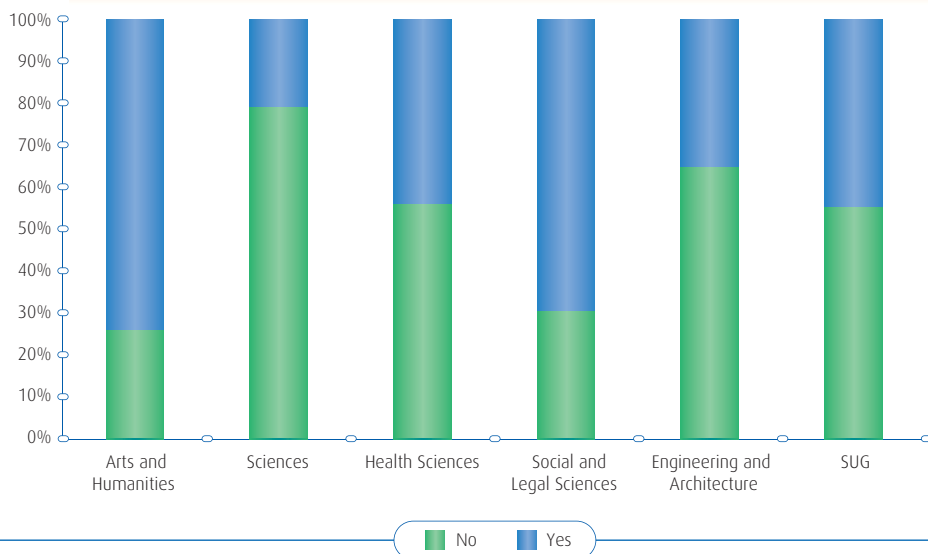
Figure 4.17. Evaluation of the master's degree final project.
Results by branch of knowledge and for SUG overall.



The performance and evaluation of external internships represent a fundamental element to be considered in the present study, since these can be an important factor in terms of facilitating entry into the labor market for the master's degree graduates.

As seen in Figure 4.18, there were 55.4% of the 2007-2008 SUG graduates overall who performed external internships. The highest percentages of graduates performing internships are found in the Arts and Humanities and Social and Legal Sciences, with 73.9% and 69.4%, respectively. In the other three branches the percentage of students performing internships was less than 50%, with the Sciences being notable for having only 20.7%.

Figure 4.18. Performance of external internships.
Results by branch of knowledge and for SUG overall.



With respect to their evaluations of the external internships, as seen in Figure 4.19 almost three-quarters of the master's degree graduates replied with evaluations of good or very good, versus 12.2% who responded with poor or very poor. Broken down by branch of knowledge, internships in the Social and Legal Sciences and Sciences show the best results, since in both cases over 83% of the graduates responded with positive evaluations (good or very good). In the case of the Sciences, none of the respondents chose an evaluation of very poor. However, it must be pointed out that only 21% of the master's degree graduates in this branch performed external internships (which means that these results should be taken with caution). On the other hand, in the branch of Arts and Humanities, where a high percentage of graduates performed internships, only 53% responded with evaluations of good or very good. In all of the branches, however, the negative evaluations of external internships represent less than 15% of the responses.

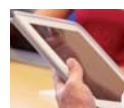


Figure 4.19. Evaluation of external internships.
Results by branch of knowledge and for SUG overall.

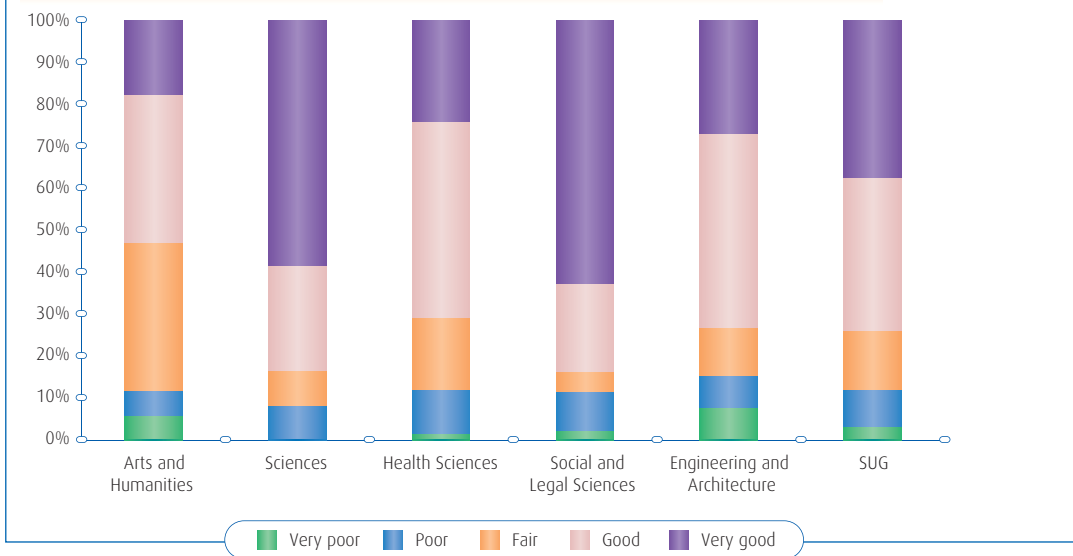


Figure 4.20 summarizes the graduates' evaluations regarding whether or not their master's degree program offered them additional training with respect to the training they had acquired through their previous university studies, independent of their later experience in the labor market. The data for the SUG as a whole show that 65.3% of the graduates believe that their master's program offered them a quite or very high amount of additional training, versus 18.4% who believe that their program offered them little or none. By branch of knowledge, the branch of Engineering and Architecture shows the highest evaluations, with 78% of the respondents believing that they acquired a quite or very high amount of additional training. This percentage is also above 60% in all of the remaining branches of knowledge, with the exception of Arts and Humanities where this percentage is less than 50%.

Figure 4.20. Evaluation of the additional training acquired from the master's degree program. Results by branch of knowledge and for SUG overall.

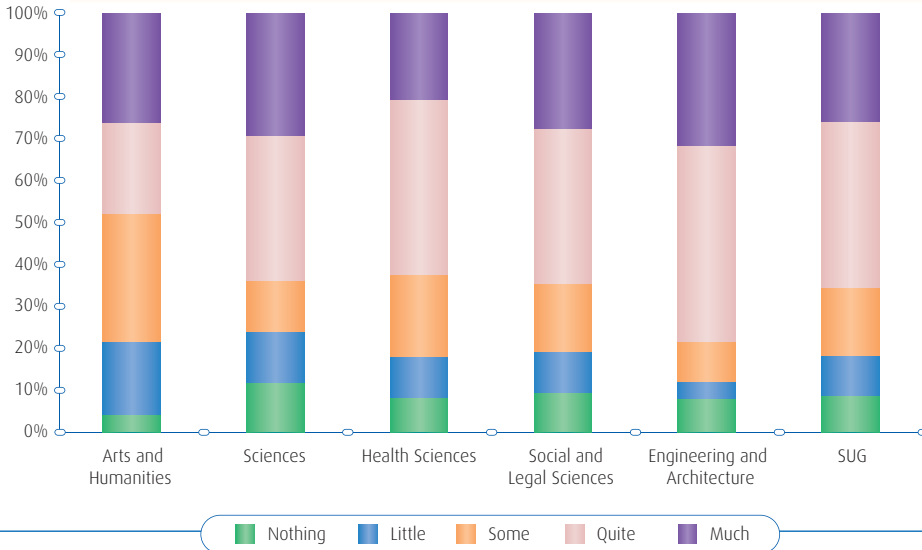
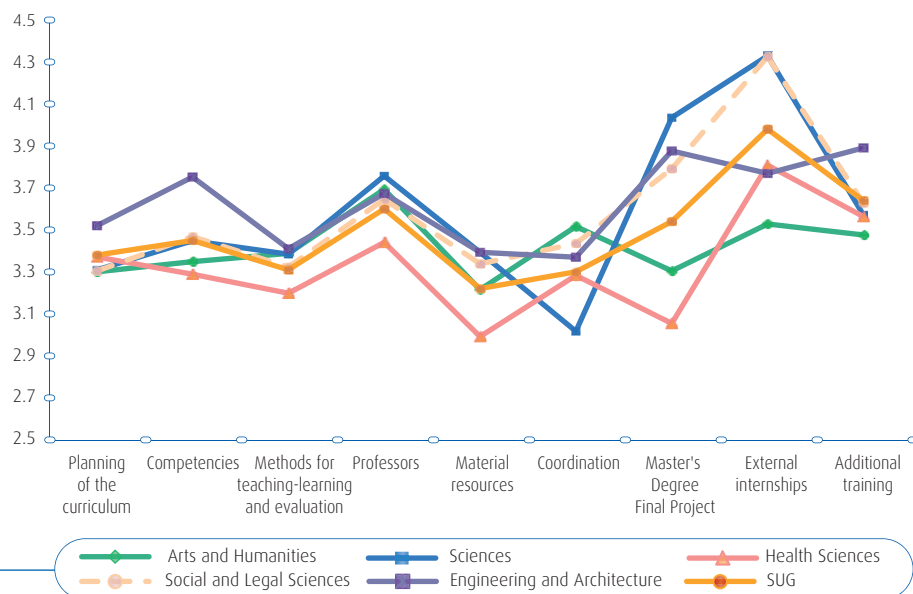


Figure 4.21 shows the average values for all of the elements considered in this section 4.3.2, both for the SUG as a whole and for the various branches of knowledge. As can be seen, the evaluations given by master's degree graduates in the branches of Engineering and Architecture and Sciences are the highest for the majority of the aspects considered. Specifically, Engineering and Architecture is the branch with the most positive evaluations on a Likert scale of 1 (very poor) to 5 (very good) for planning and curriculum (3.52), competencies gained (3.75), teaching methodology (3.41), material resources (3.39), and additional training acquired (3.89). Furthermore, the Sciences shows the highest evaluations for the professors (3.76), material resources (3.39), master's degree final project (4.04), and external internships (4.33), along with Social and Legal Sciences. Finally, the highest average evaluation with respect to coordination is found in the branch of Arts and Humanities (3.52). On the more negative side the branch of Health Sciences stands out, with the lowest evaluations for competencies gained (3.29), teaching methodology (3.20), professors (3.44), material resources (3.00), and master's degree final project (3.05). However, it is notable that in all cases these scores are still at or above the middle of the scale (three points).



Figure 4.21. Average evaluations for the main aspects of the master's degree programs. Results by branch of knowledge and for SUG overall.



4.4. Work situation prior to earning the Master's degree

As can be seen by an analysis of the ages of the SUG master's degree graduates in the 2007-2008 academic year, the average age (around 30 years old) suggests that many of the graduates already had experience in the labor market prior to enrolling in their master's degree program. For this reason it is worthwhile to include a basic analysis of the employment situations of these graduates prior to their entry into their master's degree program, so that a later comparison can be made with the working situations of the graduates after completing their official degrees within the SUG. This section is therefore focused on analysis of the graduates' work situation at the time of beginning their master's degree program.

4.4.1. Prior work activities

Table 4.2 summarizes the data related to the working activities of the graduates prior to their enrollment in their master's degree program. As can be seen, 62.1% of the graduates had already been working prior to earning their master's degree. This percentage is as high as 69% in the Social and Legal Sciences and Health Sciences but is under 50% in the Sciences. The remaining 37.9% of the SUG graduates who were not previously working can be divided into 8.3% who had looked for employment but had not found it and 29.6% who did not look for work.

Table 4.2. Working activity prior to the master's degree program and at the time of beginning the program. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not work or look for work	Looked for work but did not find it	Worked	Was not working when beginning the master's degree program	Quit working to focus on master's degree	Worked and studied for master's degree simultaneously
Arts and Humanities	43.5%	0.0%	56.5%	17.4%	4.4%	34.7%
Sciences	41.3%	12.1%	46.4%	12.0%	1.7%	32.7%
Health Sciences	23.5%	8.3%	68.2%	9.8%	3.0%	55.3%
Social and Legal Sciences	24.1%	6.5%	69.4%	11.3%	4.9%	53.2%
Engineering and Architecture	31.5%	9.6%	58.9%	11.0%	1.4%	46.6%
SUG	29.6%	8.3%	62.1%	11.2%	2.9%	48.0%

In terms of the graduates' working situation at the time of beginning the master's degree program, for those who had been previously working, approximately half of the graduates (48%) worked and studied simultaneously during their master's program. However, the branches of Sciences and Arts and Humanities show the lowest proportions of graduates who both worked and studied (about one-third). Less than 3% of the graduates were working prior to enrolling in their master's program and quit working in order to pursue the degree. Finally, 11.2% of the graduates had worked prior to the master's program but did not have a job at the time when they began their degree program.

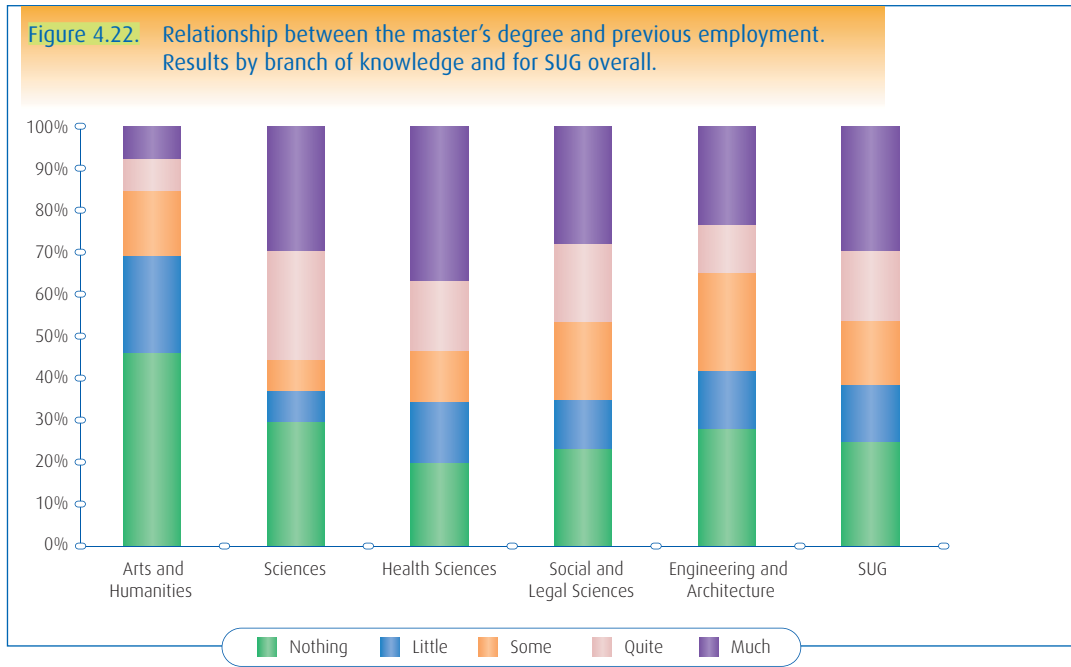
4.4.2. Prior employment

This section discusses the information related to the main aspects of the work that master's degree graduates were performing prior to enrolling in their program. The graduates surveyed were asked about elements such as the relationship between this employment and the master's degree they earned, the type of work schedule they had maintained, their type of work contract, and their salary.

Figure 4.22 summarizes the relationship existing between the work performed prior to earning the master's degree and the degree itself. The data collected for the SUG graduates as a whole show that almost 30% considered their previous work to be very related to their master's degree, versus 25% who said that there was no relationship. By branch of knowledge, it can be seen that the lowest degree of linkage between the previous work and the master's degree is found in the Arts and Humanities, since only 15.4% of the



respondents described this relationship as quite or very high, while 46.2% indicated that there was no relationship. On the other end of the scale are the branches of Sciences and Health Sciences, where more than half of the graduates who worked prior to their master's degree did so in jobs described as quite or very highly related to the degree itself.



The type of work schedule maintained prior to the master's degree is summarized in Figure 4.23, where it can be seen that three-quarters of the SUG graduates performed full-time work. Certain differences can be seen however when the results are broken down by branch of knowledge. The percentage of graduates who worked full time exceeds the SUG average in the branches of Social and Legal Sciences (84%) and Health Sciences (79%), while graduates from the branch of Arts and Humanities show the highest level of part-time previous employment (54%).

Figure 4.23. Type of work schedule prior to enrolling in master's program. Results by branch of knowledge and for SUG overall.

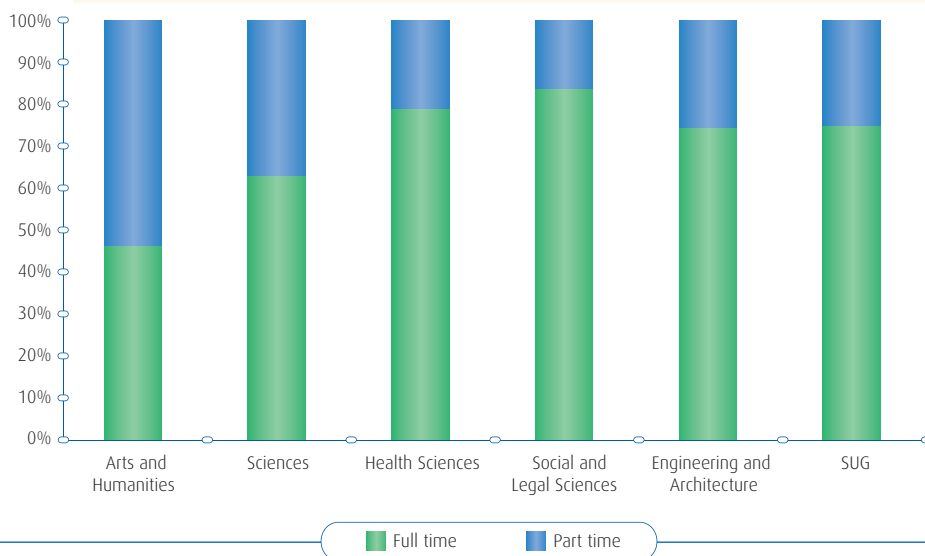


Figure 4.24 shows the distribution of types of employment contract for work performed by the graduates prior to enrolling the master's degree program. At the overall SUG level, there is a higher percentage of temporary contracts (45%) than permanent contracts (35.6%), with 7.4% of the respondents being independent and self-employed. By branch of knowledge, Health Sciences shows the highest percentage of permanent contracts at 40%, while the branches of Social and Legal Sciences and Engineering and Architecture are the only ones with a higher percentage of permanent contracts than temporary contracts. In the branch of Social and Legal Sciences it is notable that 21% of the graduates who worked prior to enrolling in their graduate program were working for themselves. In the three remaining branch of knowledge (Arts and Humanities, Sciences, and Health Sciences) the proportion of temporary contracts is greater than 50%. The branches of Sciences also stands out for the fact that the percentage of permanent contracts is considerably lower than in the other branches at 22.2%, with a significant percentage of the respondents also saying that prior to studying for their master's degree they worked without a contract (7.4%).

Figure 4.24. Type of work contract prior to enrolling in master's program. Results by branch of knowledge and for SUG overall.

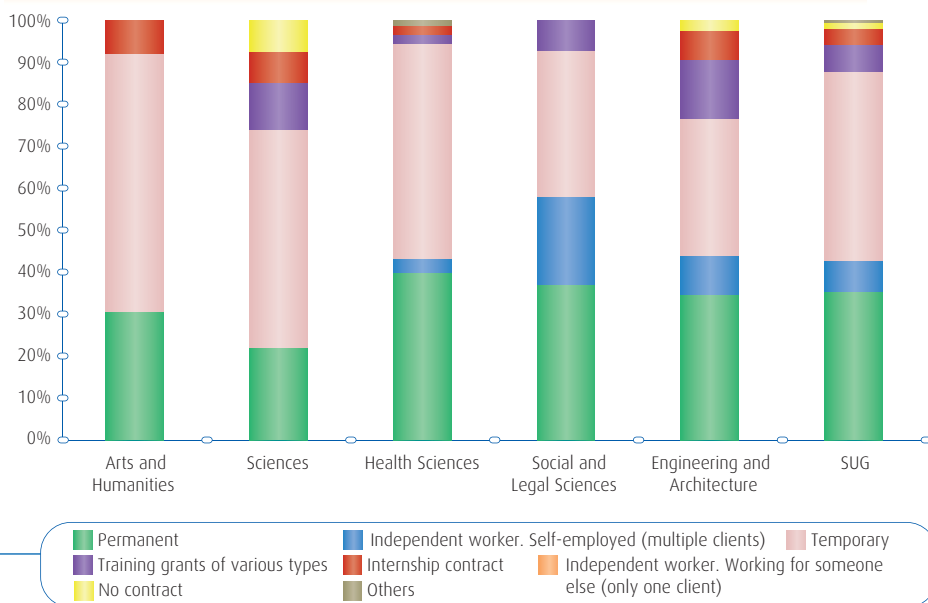


Figure 4.25 summarizes the situation for the graduates in their work prior to enrolling in their master's programs with respect to social security. It can be seen that the vast majority were registered with Spain's social security system (90.7%), versus 9.3% who were not. By branch of knowledge, the case of Health Sciences is notable for the fact that all of the respondents were registered with social security at some point in time. In the other branches there are not significant differences in this category, since in all cases the percentage of graduates who were registered with social security prior to their master's degree programs is around 85%.

Figure 4.25. Relationship with social security in employment prior to the master's degree. Results by branch of knowledge and for SUG overall.

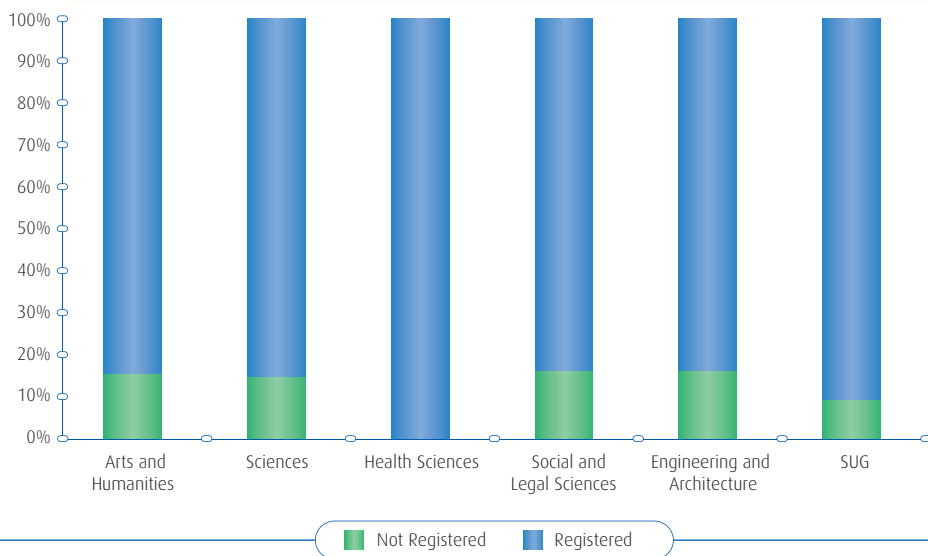


Table 4.3 shows the distribution of the SUG master's degree graduates based upon the monthly net salary they were earning for the work they performed prior to their master's degree. In general it can be seen that more than half of the respondents (56.6%) were earning a monthly salary between €600 and €1,400. The results also show that 15% were earning €600 or less, with most of these low salaries being explained by the fact that the respondents were working part time.

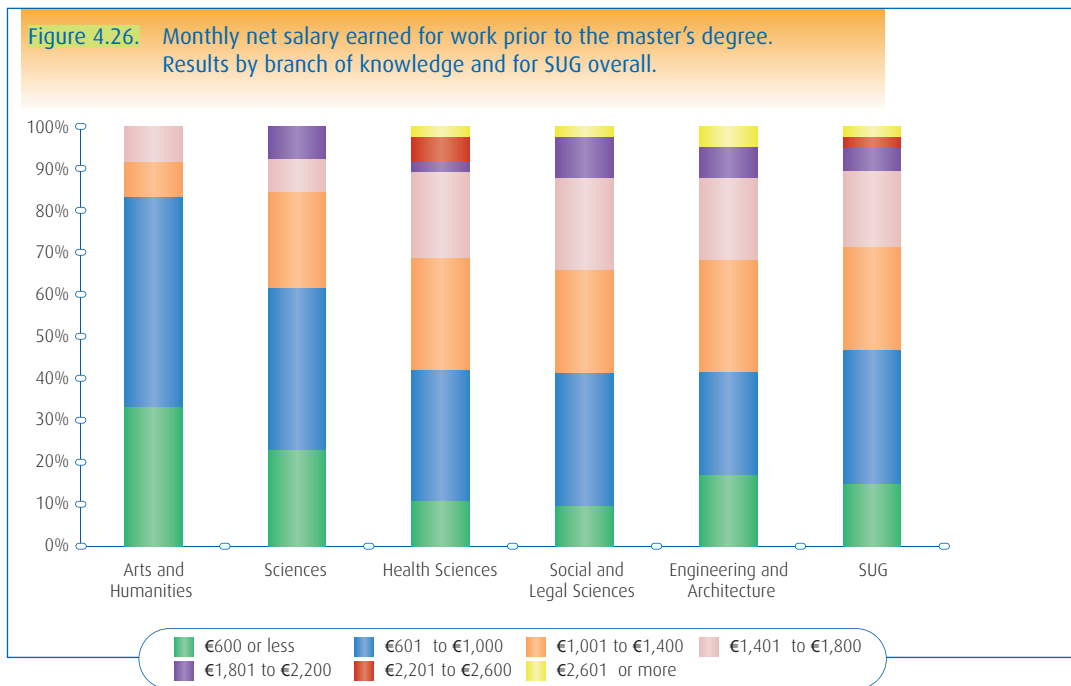
Table 4.3. Monthly net salary earned for work prior to the master's degree. Results for SUG overall.

Monthly salary	% graduates
€600 or less	14.8%
€601 to €1,000	32.0%
€1,001 to €1,400	24.6%
€1,401 to €1,800	18.2%
€1,801 to €2,200	5.4%
€2,201 to €2,600	2.5%
€2,601 or more	2.5%

Figure 4.26 and Table 4.4 show the distribution of the graduates based upon the monthly salary they received while working prior to their master's degree program, both by branch of knowledge and for the SUG as a whole. The



branches with the highest concentrations of graduates in the upper salary ranges are clearly Health Sciences and Engineering and Architecture, where 8.4% and 5%, respectively, were earning salaries above €2,200 for their work prior to starting their master's degrees. For the three remaining branches this percentage ranges from 0% for the branches of Arts and Humanities and Sciences to 2.4% for the Social and Legal Sciences.



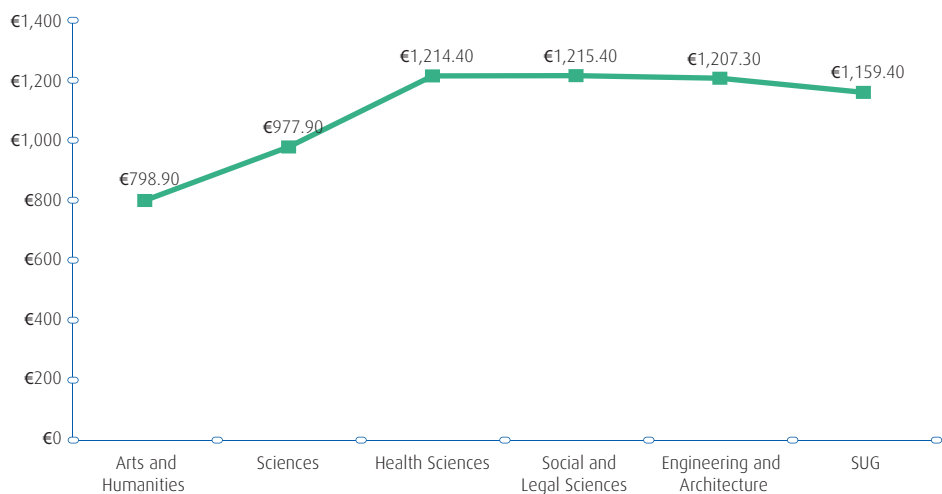
On the other hand, 83% of the SUG master's degree graduates in the branch of Arts and Humanities did not earn more than €1,000 monthly, with this percentage being 62% for the Sciences and less than 50% for the rest of the branches. This is due to the fact that the two branches mentioned had the highest percentages of part-time workers.

Table 4.4. Monthly net salary earned for work prior to the master's degree. Results by branch of knowledge and for SUG overall.

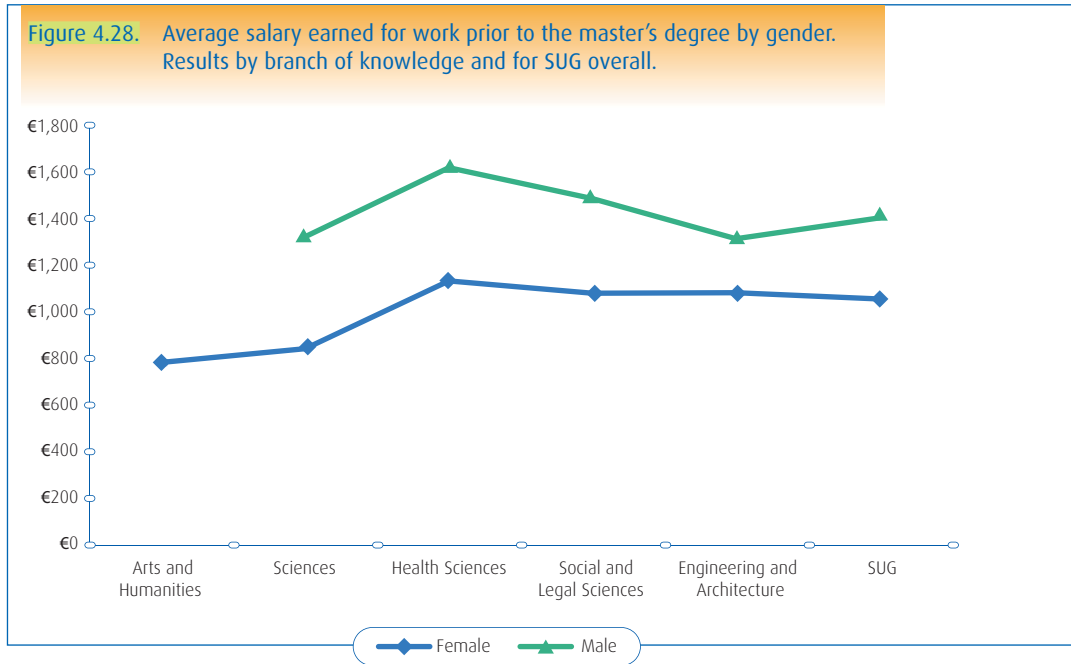
Branch of knowledge	€600 or less	€601 to €1,000	€1,001 to €1,400	€1,401 to €1,800	€1,801 to €2,200	€2,201 to €2,600	Higher €2,601
Arts and Humanities	33.3%	50.0%	8.3%	8.3%	0.0%	0.0%	0.0%
Sciences	23.1%	38.5%	23.1%	7.7%	7.7%	0.0%	0.0%
Health Sciences	10.8%	31.3%	26.5%	20.5%	2.4%	6.0%	2.4%
Social and Legal Sciences	9.8%	31.7%	24.4%	22.0%	9.8%	0.0%	2.4%
Engineering and Architecture	17.1%	24.4%	26.8%	19.5%	7.3%	0.0%	4.9%
SUG	14.8%	32.0%	24.6%	18.2%	5.4%	2.5%	2.5%

Figure 4.27 shows the average monthly salary for the SUG master's degree graduates while working prior to studying for their degree. It can be seen that the average salary for the SUG graduates as a whole was €1,159.40. When broken down by branch of knowledge this average ranges between €798.90 for graduates in the Arts and Humanities and €1,215.40 for graduates in Social and Legal Sciences.

Figure 4.27. Average salary earned for work prior to master's degree. Results by branch of knowledge and for SUG overall.



As seen in Figure 4.28 and Table 4.5, it is clear that when analyzed by gender there is a substantial difference between the average monthly salaries earned by women and by men. At the overall SUG level, the average compensation earned by men was €1,409.38, while the figure for women is 24.7% less (€1,061.54).



Note: The value for the average salary for men in the branch of Arts and Humanities is not statistically significant.

This disparity in salary levels is present in all branch of knowledge (where the values are significant), although it is more accentuated in the Sciences, where the average salary earned by women prior to beginning their master's program was 36.2% less than that earned by men (in absolute terms, €481.20 less). In Health Sciences there was a 30% difference found between the gender, representing €486.43, while in Social and Legal Sciences the difference was 27.2% (€406.59). Finally, the branch where salary differences between gender were found to be the lowest, but still significant, was Engineering and Architecture, with a difference of 17.6% or €231.76 per month.

Table 4.5. Average salary earned for work prior to the master's degree by gender. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€788.89	*	€798.90
Sciences	€847.37	€1,328.57	€977.90
Health Sciences	€1,138.57	€1,625.00	€1,214.40
Social and Legal Sciences	€1,085.71	€1,492.31	€1,215.40
Engineering and Architecture	€1,088.24	€1,320.00	€1,207.30
SUG	€1,061.54	€1,409.38	€1,159.40

*The value for the average salary for men in the branch of Arts and Humanities is not statistically significant.

4.5. Access to employment after the Master's degree program

This section and the following sections provide an analysis of the career trajectories of the SUG master's degree graduates for the 2007-2008 academic year, with special attention given to their current employment situation.

All labor market insertion studies include an analysis of the employment search process as carried out by the graduates: whether or not they look for work, how they look for it, how they find it, and how long the search takes. These are some of the variables that will help us understand how to produce access to the labor market for the graduates.

Figure 4.29 summarizes the information related to access to employment for the graduates after earning their master's degrees. It can be seen that 96% of the graduates for the SUG overall have worked at some point since finishing their degree. These graduates can be divided into 84% who are currently working and 12% who are not currently working but who have worked since completing their master's degree. The remaining 4% of the graduates have not worked at any time since finishing their master's degree.

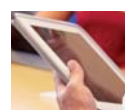
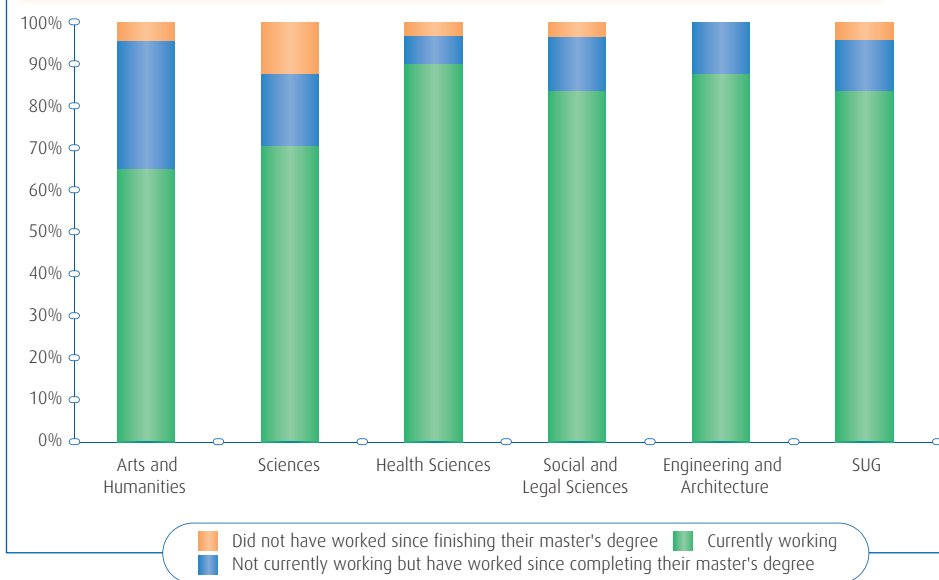


Figure 4.29. Employment situation since completion of the master's degree. Results by branch of knowledge and for SUG overall.



By branch of knowledge, the highest percentage of graduates who have gained access to employment since finishing their master's degree is found for Engineering and Architecture, where almost all of the graduates have worked at some point in time since finishing the degree, and where 88% are currently working. On the other hand, the Sciences are the branch with the highest percentage of graduates who have not worked since finishing their master's degree, with 12%.

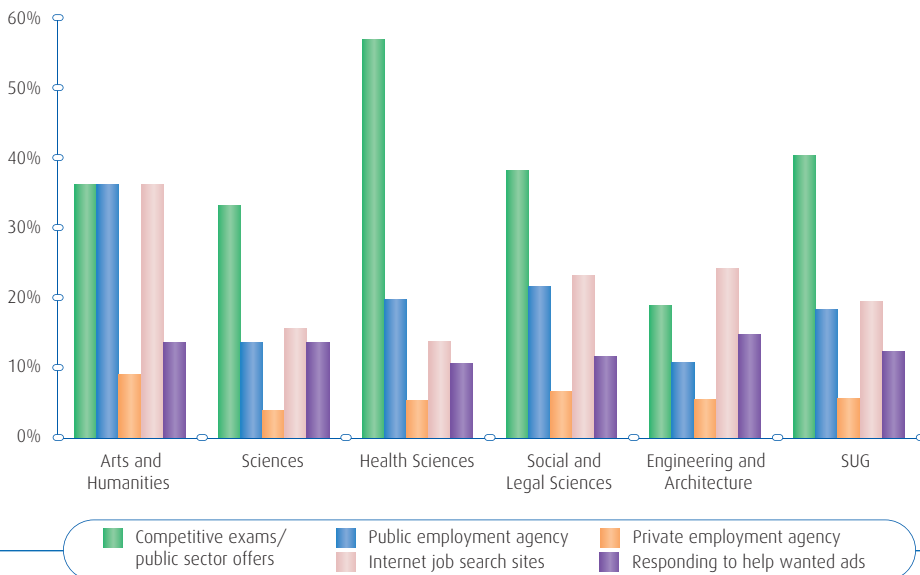
4.5.1. The employment search

This section first focuses on the degree to which a variety of job search channels were used by the graduates, as well as the actual contribution of such channels in terms of locating jobs. It then concludes with an analysis of the average time that passed for the graduates between completing their master's degree and obtaining their first job.

The SUG master's degree graduates were first asked whether or not they made use of the various employment search channels. Figures 4.30 and 4.31 show the percentage of graduates who said that they have used the various job search channels proposed. The data for the SUG as a whole show that the most commonly used channels are competitive exams/public sector offers, with 41% of the graduates having made use of these, followed

by self-promotion with 31%, then by personal contacts and Internet job search sites with 20% and public employment agencies with 18%. On the other hand, the least commonly used channels out of those proposed were master's degree internship company and private employment agencies, with usage percentages of 4% and 6%, respectively.

Figure 4.30. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 1.



Broken down by branch of knowledge, competitive exams/public sector offers were the most commonly used channels in the branches of Health Sciences (57%), Social and Legal Sciences (38%), and Sciences (33%), while in Arts and Humanities this channel was also widely used although in this case was not the most common option (36%). In the two remaining branches self-promotion was the most widely used channel, with 55% in Arts and Humanities and 41% in Engineering and Architecture. This channel was also used quite frequently in the other three branches, with levels above 20%. The branch of Arts and Humanities also shows a high diversity in terms of the employment search channels used by graduates, since Internet job search sites and public employment agencies were also used by more than 35% of them. On the other hand, low levels of use of the master's degree internship company as an employment search channel are also notable, since the percentages make use of this channel are less than 5%, except in the branch of Social and Legal Sciences (10%).



Figure 4.31. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 2.

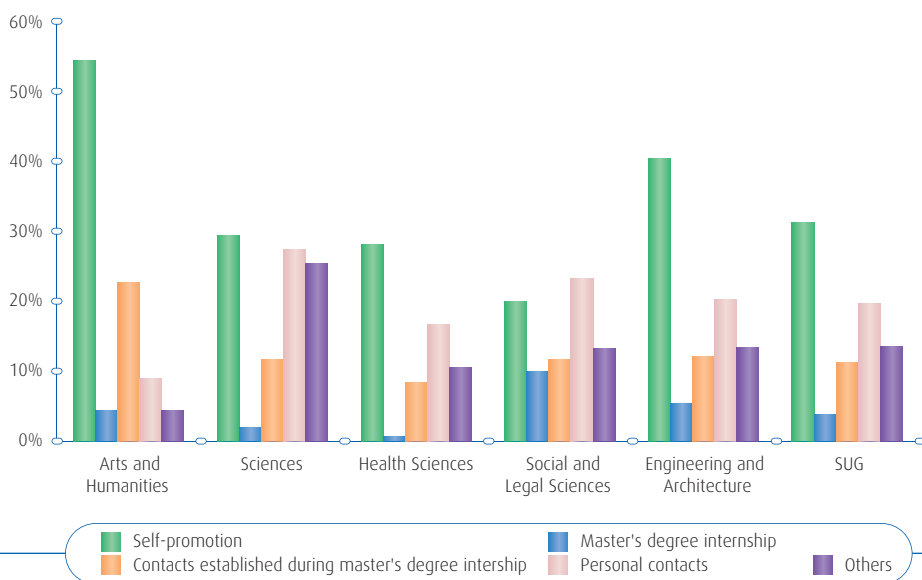
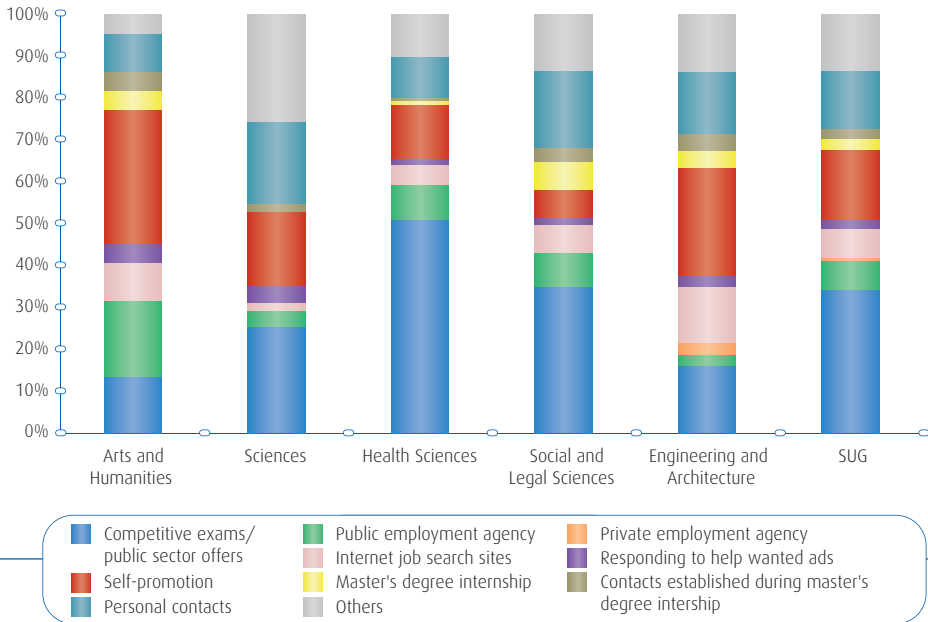


Figure 4.32 shows the percentages of graduates who found employment through each of the various job search channels. For the SUG overall, the most successful channels coincide in part with those most commonly used: 34% of the graduates reported finding employment through competitive exams/public sector offers, 17% were successful using self-promotion, 14% using personal contacts, and 13% using other job search channels (primarily self-employment or other public employment entities). This means that a total of 78% of the master's degree graduates who are currently working or who have worked since finishing their degree found their employment using one of these four job search channels.

When analyzed by branch of knowledge, it can be seen that the importance of competitive exams or public sector offers as a successful means of finding employment is particularly notable in the Health Sciences (51%), Social and Legal Sciences (35%), and Sciences (25%). However, self-promotion was the most effective job search channel for master's degree graduates in Arts and Humanities (32%) and Engineering and Architecture (26%). Finally, it must be noted that in four of the five branches analyzed (all except for Engineering and Architecture), the effectiveness of private employment agencies was found to be zero.

Figure 4.32. Successful job search channel.
Results by branch of knowledge and for SUG overall.



Figures 4.33 to 4.38 have been created to help analyze the effectiveness of the various employment search channels, both for the SUG as a whole and broken down by branch of knowledge. The vertical axis shows the percentage of employed graduates who found jobs using each of the search channels, while the horizontal axis shows the corresponding level of usage for these.

Figure 4.33 shows that for the SUG as a whole, the job search channel that has been successful for the highest percentage of graduates is competitive exams or public sector offers, which is also the most commonly used channel. Self-promotion and personal contacts were the next most successful channels for finding employment, although the latter can be considered to be more effective since it was significantly less commonly used.

With respect to the analysis by branch of knowledge, and as seen in Figures 4.34 to 4.38, sitting for competitive exams or public sector offers is found to be the most effective search channel in the branches of Sciences, Health Sciences, and Social and Legal Sciences. This channel also had a high level of effectiveness in the branch of Engineering and Architecture although it was not very commonly used, while to the contrary it had a high level of use but low effectiveness for graduates in the Arts and Humanities. In these two branches self-promotion is the channel through which the most employment



positions were found, but with a higher level of effectiveness in the branch of Engineering and Architecture.

Personal contacts was the channel through which the third highest number of jobs were found, and this channel was especially effective among master's degree graduates in the branches of Sciences and Social and Legal Sciences. However, it was much less effective in the branch of Health Sciences and less commonly used but more effective in the branch of Arts and Humanities.

Finally, certain job search channels with lower levels of usage and effectiveness for the SUG overall do have a particular importance in certain branches of knowledge. For example, Internet job search sites are especially effective in the branch of Engineering and Architecture but not very effective in the rest of the branches, while public employment agencies are found to be significantly more effective in the branch of Arts and Humanities than in the rest of the branches of knowledge. Furthermore, although the master's degree internships company is a channel with very little usage, it is highly effective among graduates in the Arts and Humanities and Engineering and Architecture when compared to the SUG average.

Figure 4.33. Effectiveness of the different job search instruments. Results for SUG overall.

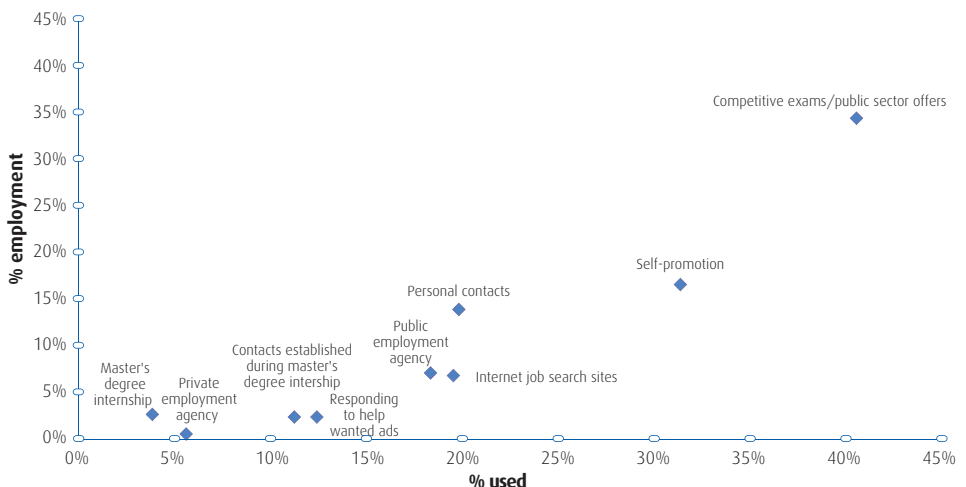


Figure 4.34. Effectiveness of the different job search instruments. Results for master's degree graduates in Arts and Humanities.

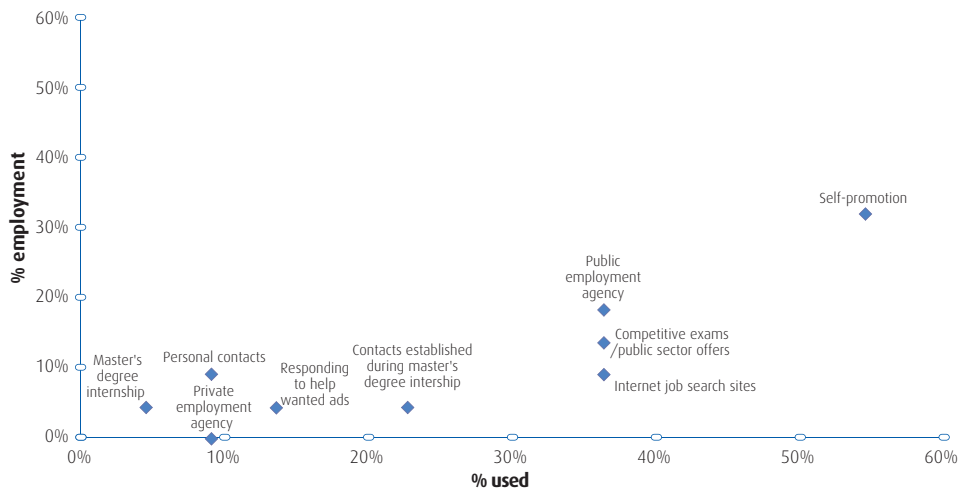


Figure 4.35. Effectiveness of the different job search instruments. Results for master's degree graduates in Sciences.

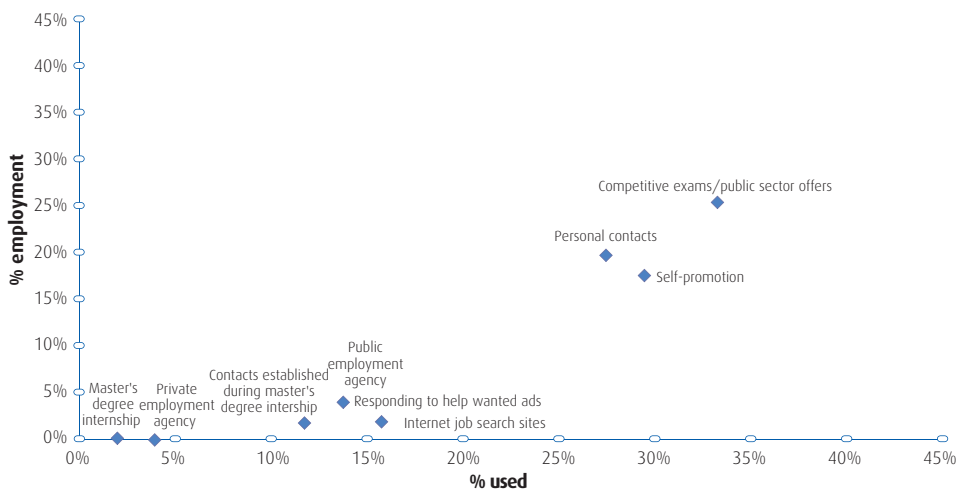


Figure 4.36. Effectiveness of the different job search instruments. Results for master's degree graduates in Health Sciences.

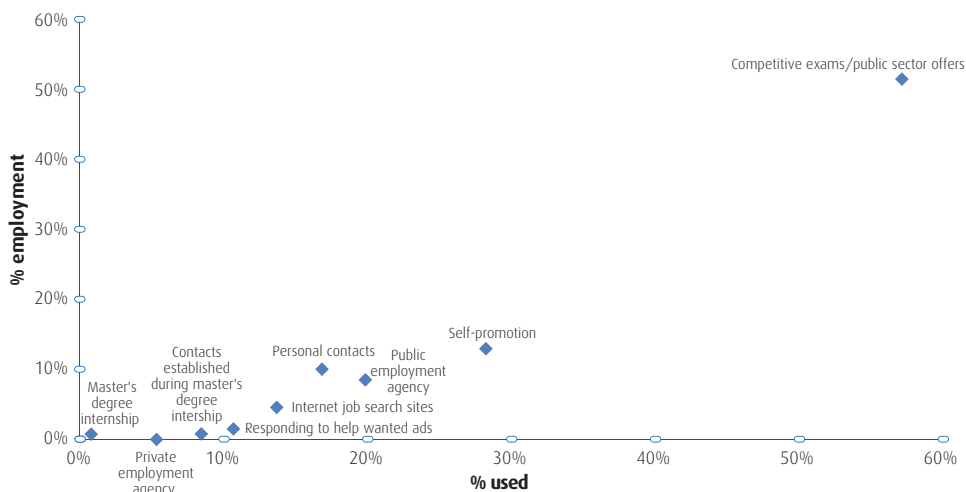


Figure 4.37. Effectiveness of the different job search instruments. Results for master's degree graduates in Social and Legal Sciences.

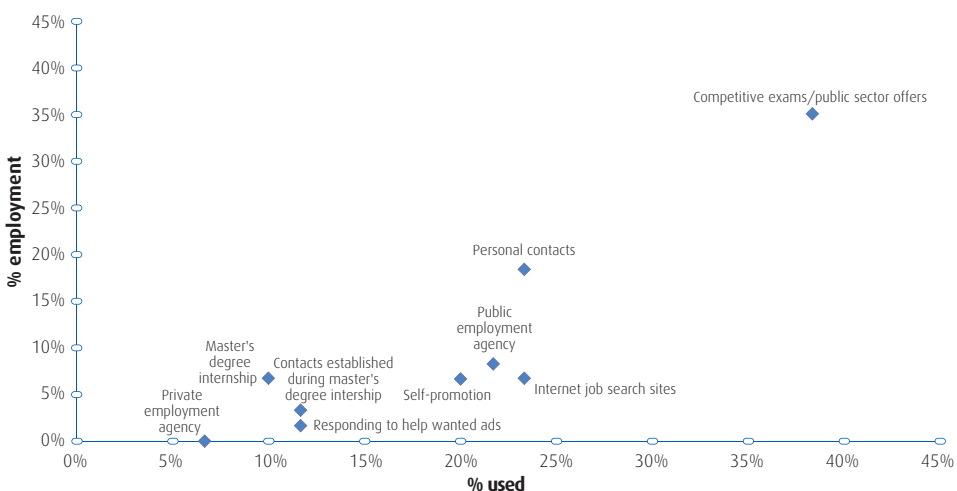


Figure 4.38. Effectiveness of the different job search instruments. Results for master's degree graduates in Engineering and Architecture.

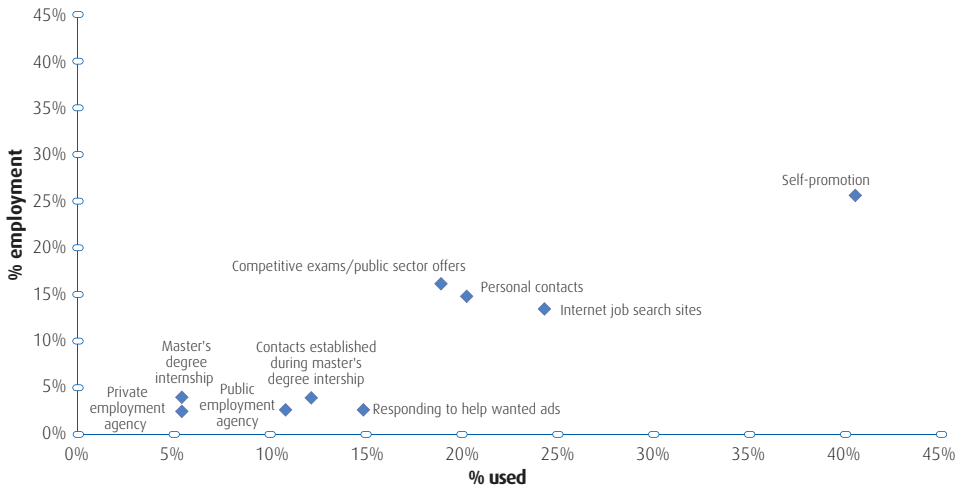
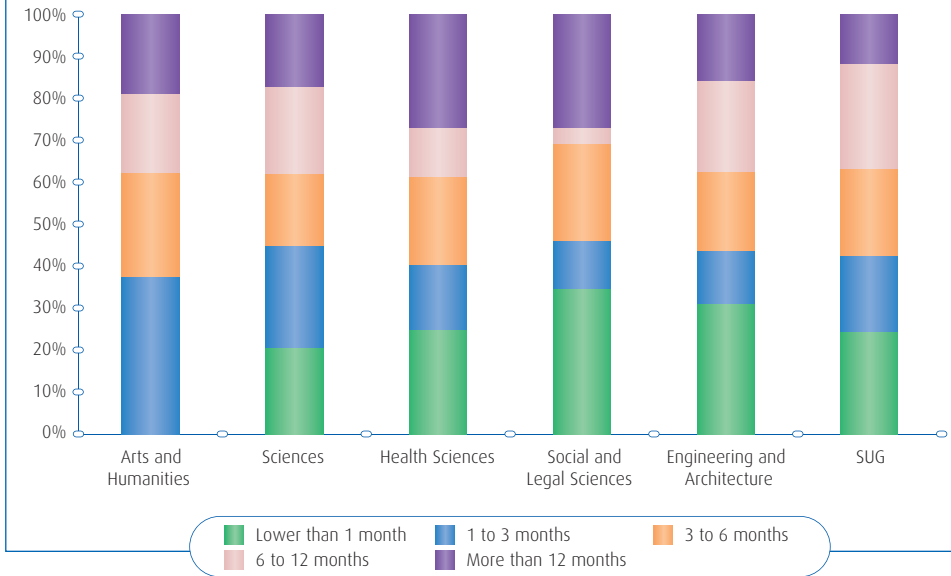


Figure 4.39 shows the time that the 2007-2008 academic year master's degree graduates needed in order to find employment, for the SUG as a whole as well as by branch of knowledge. It can be seen that close to 43% of the graduates (who did not continue to work at a previous job) obtained their first employment less than three months after completing their master's degree, while 63% found employment in six months or less. On the other end of the spectrum, 11.6% of the graduates needed more than one year to find their first job after finishing their master's degree. By branch of knowledge, Social and Legal Sciences and Engineering and Architecture are the branches in which the master's degree graduates found employment most quickly: 35% and 31%, respectively, found a job in less than one month and 46% and 44%, respectively, needed less than three months. Also, 45% of the Sciences graduates were working three months after finishing their master's degree. On the other hand, the branches in which the most graduates took more than one year to find employment after completing their master's degree were Health Sciences and Social and Legal Sciences, both with 27% in this category.

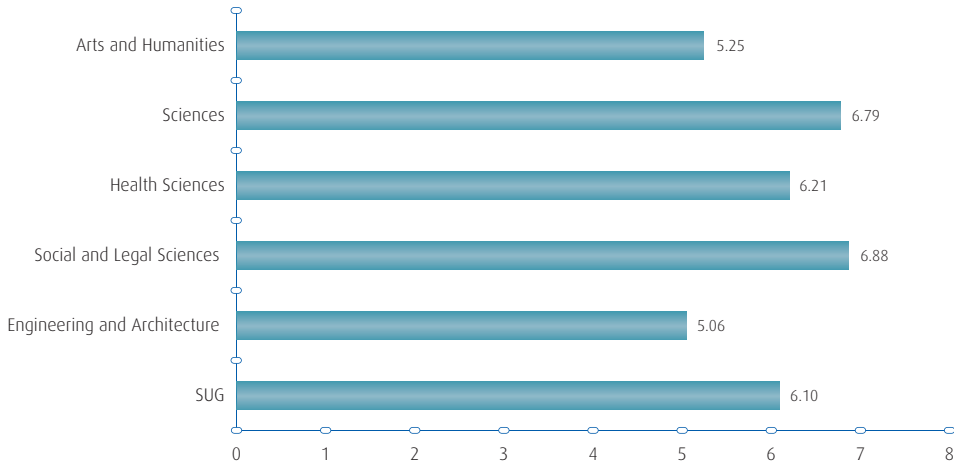


Figure 4.39. Time between finishing the master's degree and finding employment. Results by branch of knowledge and for SUG overall.



Using these percentages to calculate the average time required for finding employment, it can be seen in Figure 4.40 that on average the time an SUG graduate needed to find his or her first job was 6.10 months. The branches where the average graduate found a first job most quickly after completing the master's degree are Engineering and Architecture (5.06 months), followed by Arts and Humanities (5.25 months). In the remaining branches of knowledge the average master's degree graduate took more than six months: Health Sciences (6.21 months), Sciences (6.79 months), and Social and Legal Sciences with an average job search time of 6.88 months.

Figure 4.40. Average number of months between finishing the master's degree and finding employment. Results by branch of knowledge and for SUG overall.

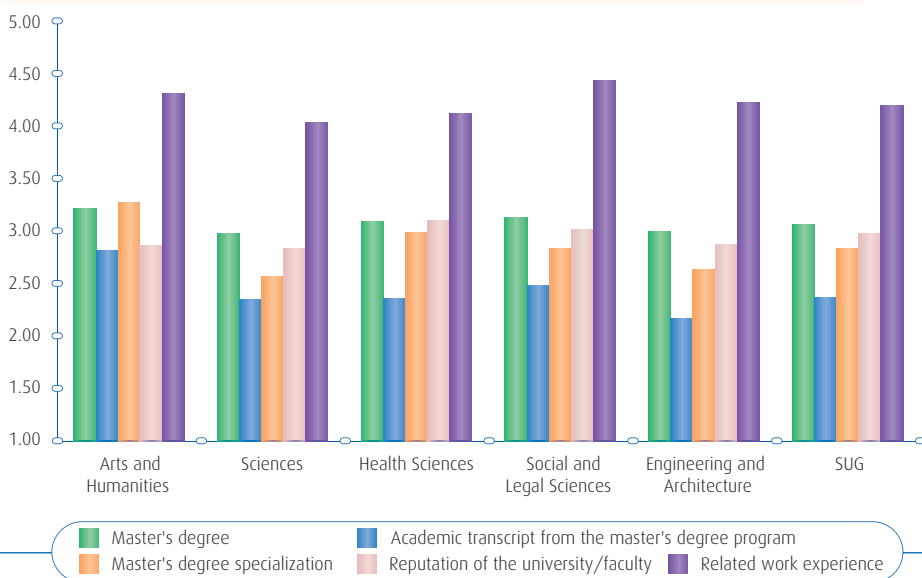


4.5.2. Hiring

The master's degree graduates were also asked to evaluate the influence that a series of factors could have on the hiring process, based upon their own experiences. These results are shown in Figure 4.41 on a scale from 1 (not important) to 5 (very important). It can be seen that the element considered to be the most relevant by the SUG graduates as a whole is related work experience, with an average rating of 4.20. The second highest evaluation was given to possession of the master's degree, significantly lower at 3.07. The rest of the factors analyzed all received average scores below the midpoint value of three for the scale: the reputation of the university where the master's degree was obtained with 2.98; the specialization of the master's degree with 2.84; and the academic transcript from the master's degree program with 2.37, the lowest evaluation out of the factors considered.



Figure 4.41. Factors assessed in hiring.
Results by branch of knowledge and for SUG overall.



Related work experience was the factor considered to be the most important by graduates in all branches of knowledge, although this factor was most highly rated in the branches of Social and Legal Sciences (4.44) and Arts and Humanities (4.32), while receiving its lowest evaluation in the branch of Sciences (4.04). The highest scores given to possession of the master's degree are seen in the branch of Arts and Humanities (3.23), with the specialization of the master's degree also given its highest rating as a factor in this same branch (3.27). Health Sciences is the branch where the reputation of the university or department received the highest evaluation (3.10). The least valued element for the SUG overall, the academic transcript from the master's degree program, was also found to receive the lowest scores in all branches of knowledge, ranging from a minimum of 2.17 in the branch of Engineering and Architecture to a maximum of 2.82 in the branch of Arts and Humanities.

4.6. Current work situation

This section analyzes the current situation of the graduates in terms of the characteristics of their employment or other activities as well as their opinions on the adequacy of their training in relation to their jobs. It must be remembered that the graduates surveyed received their master's degrees during the 2007-2008 academic year while the survey was conducted in 2013, which means that their responses correspond to their experiences during a period of more than four years following graduation.

4.6.1. Work activities

Table 4.6 compiles information related to the graduates' current work situation at the time of participating in the survey. It can be seen that 83.6% of the SUG master's degree graduates from the 2007-2008 academic year were working when the survey was conducted, while 12.4% were not working but were looking for work. Finally, 4% of the graduates were not working and were not looking for work either, primarily because they were preparing for competitive exams or involved in some type of further study.

In terms of the analysis by branch of knowledge, the high percentage of master's degree graduates who were working in the branch of Health Sciences is notable (90.2%), with the next highest figures being found for graduates in Engineering and Architecture and Social and Legal Sciences, both with percentages above 80%. The lowest percentage of graduates who were working was found in the branch of Arts and Humanities, with 65.2% of the graduates being employed at the time of the survey. In terms of the number of graduates who were not working but looking for work, relatively high figures are found for the branches of Arts and Humanities and Sciences, with percentages of 26.1% and 22.4%, respectively. Finally, the proportion of graduates who were neither working nor looking for work at the time of the survey is again higher in these two branches (Arts and Humanities at 8.7% and Sciences at 6.9%), while the number of respondents giving this response is particularly low in Health Sciences (1.5%).

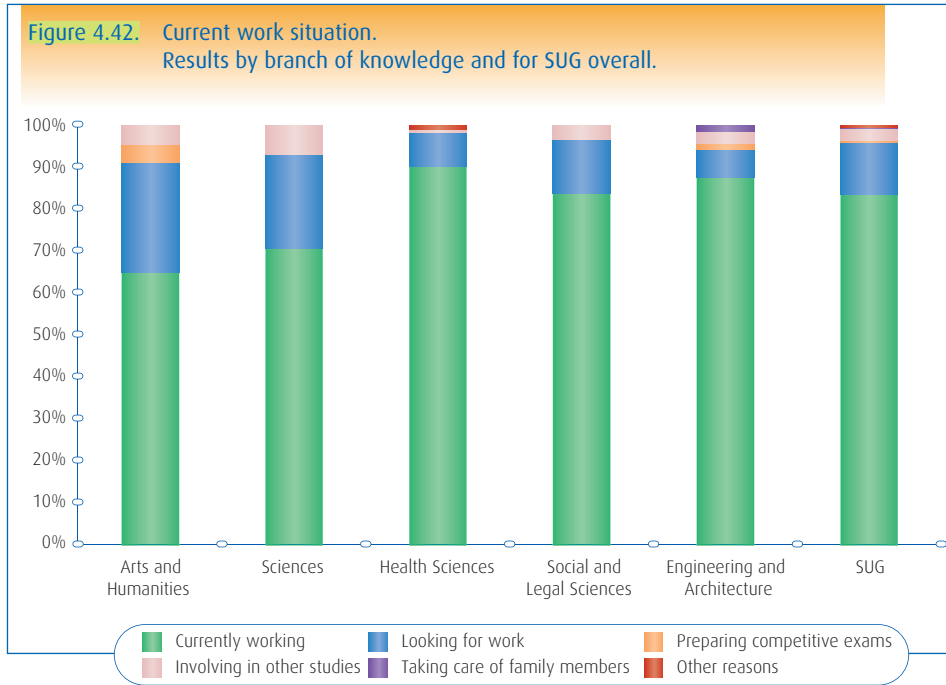
Table 4.6. Current work situation.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Neither working nor looking for work	Not working but looking for work	Currently working
Arts and Humanities	8.7%	26.1%	65.2%
Sciences	6.9%	22.4%	70.7%
Health Sciences	1.5%	8.3%	90.2%
Social and Legal Sciences	3.2%	12.9%	83.9%
Engineering and Architecture	5.5%	6.8%	87.7%
SUG	4.0%	12.4%	83.6%

Figure 4.42 presents the information contained in Table 4.6, but broken down by the specific situation of the graduates who were neither working nor looking for work. The data for the SUG as a whole show that 2.8% of these master's degree graduates were involved in other studies at the time the survey was taken, while 0.6% were preparing for competitive exams, 0.3% were caring for family members, and 0.3% had other reasons for neither working nor looking for work. By branch of knowledge, graduates involved in further studies were most common in the branches of Sciences



(6.9%) and Arts and Humanities (4.3%). Finally, 4.3% of the master's degree graduates in Arts and Humanities and 1.4% in Engineering and Architecture were preparing for competitive exams.



4.6.2. Location of employment

In terms of the location where the SUG master's degree graduates from the 2007-2008 academic year are currently working, the vast majority are working in Galicia (80%) as seen in Figure 4.43 and Table 4.7. Broken down by provinces within Galicia, 44.3% are working in A Coruña, 21.0% in Pontevedra, 9% in Ourense, and 5.8% in Lugo. Of the other 20% working outside of Galicia, 19.2% are working elsewhere in Spain and 0.7% are working outside of Spain but in another European Union country. It must be noted that these percentages should be evaluated with some caution, since graduates living outside of Spain when the survey was conducted may have been less likely to respond to the questionnaire. Analyzed by branch of knowledge, the high percentage of master's degree graduates in the branch of Health Sciences working in the province of A Coruña is notable (58%), as is the fact that 25% of the master's degree graduates in Social and Legal Sciences are working in Ourense. There are also high percentages of graduates in Engineering and Architecture working both in A Coruña (34%) and Pontevedra (31%), and elsewhere in Spain outside of Galicia (25%). It is also worth pointing out that all of the graduates working outside of Spain earned their master's degrees in the branch of Sciences and that they represent 5% of the total graduates in this branch.

Figure 4.43. Location of employment.
Results by branch of knowledge and for SUG overall.

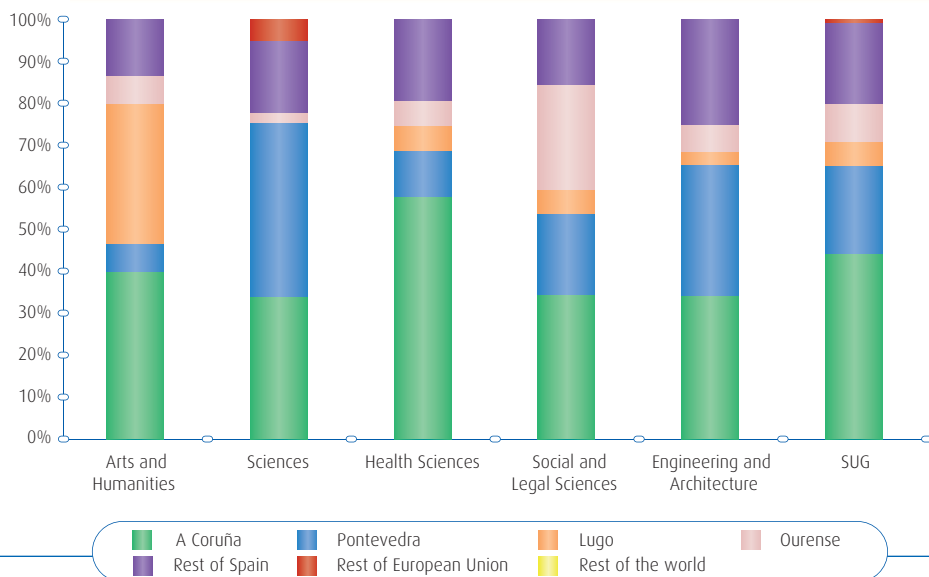


Table 4.7. Location of employment.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	A Coruña	Pontevedra	Lugo	Ourense	Rest of Spain	Rest of the European Union	Rest of the world
Arts and Humanities	40.0%	6.7%	33.3%	6.7%	13.3%	0.0%	0.0%
Sciences	34.1%	41.5%	0.0%	2.4%	17.1%	4.9%	0.0%
Health Sciences	58.0%	10.9%	5.9%	5.9%	19.3%	0.0%	0.0%
Social and Legal Sciences	34.6%	19.2%	5.8%	25.0%	15.4%	0.0%	0.0%
Engineering and Architecture	34.4%	31.3%	3.1%	6.3%	25.0%	0.0%	0.0%
SUG	44.3%	21.0%	5.8%	8.9%	19.2%	0.7%	0.0%

The master's degree graduates working outside of Galicia were also asked about the reasons why they obtained employment in these locations, with the results shown in Table 4.8 and Figure 4.44. In terms of the reasons given by the SUG graduates as a whole, 39.7% said that they received a better offer from outside of Galicia, while 27.7% said that they had only come to Galicia to earn their master's degree. By branch of knowledge it is notable that 44% of the graduates in the Sciences did not find appropriate

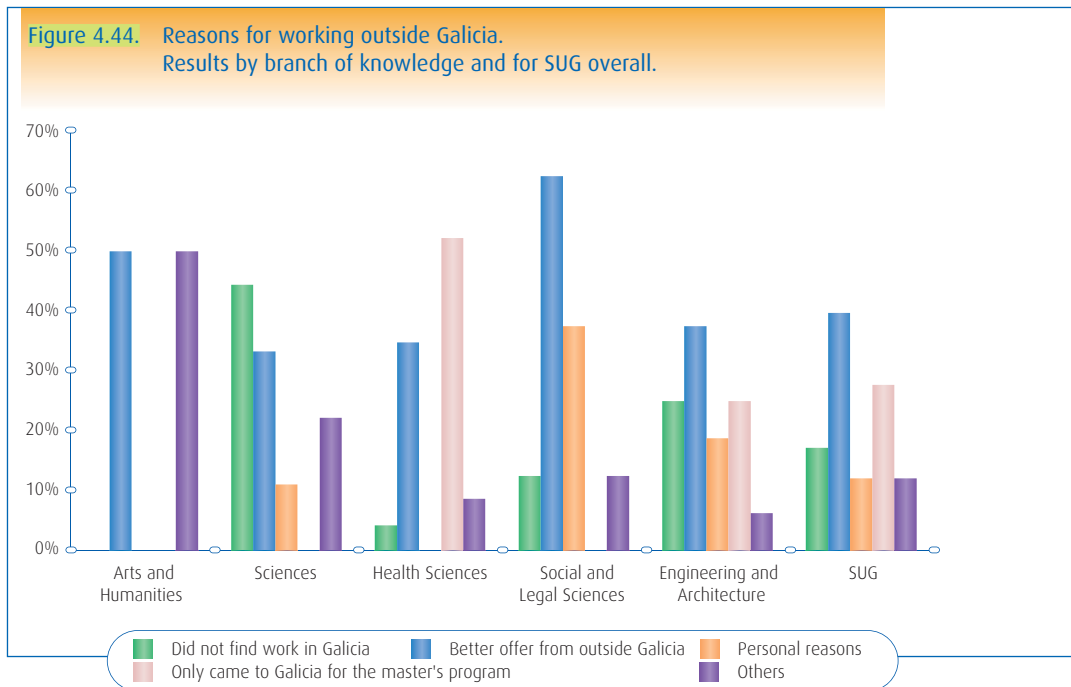


work in Galicia, while there are high percentages of graduates in the Social and Legal Sciences (62.5%) and Arts and Humanities (50%) who said that they received better employment offers from outside of Galicia. The high percentage of Health Sciences graduates who said that they were working outside of Galicia because they had only moved to Galicia for their master's degree program is also notable (52.2%). Among the other reasons given for working outside of Galicia is that the company hiring the graduates sent them to a location outside of Galicia, with this response being particularly high in the branch of Arts and Humanities.

Table 4.8. Reasons for working outside Galicia. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not find work in Galicia	Better offer from outside Galicia	Personal reasons	Only came to Galicia for the master's program	Others
Arts and Humanities	0.0%	50.0%	0.0%	0.0%	50.0%
Sciences	44.4%	33.3%	11.1%	0.0%	22.2%
Health Sciences	4.3%	34.8%	0.0%	52.2%	8.7%
Social and Legal Sciences	12.5%	62.5%	37.5%	0.0%	12.5%
Engineering and Architecture	25.0%	37.5%	18.8%	25.0%	6.3%
SUG	17.2%	39.7%	12.1%	27.7%	12.1%

Figure 4.44. Reasons for working outside Galicia. Results by branch of knowledge and for SUG overall.



4.6.3. Contracts and organizations

4.6.3.1. Number of contracts

Figure 4.45 shows the percentages of graduates who started a new job after completing their master's degree, versus those who continued with the employment that they already had before. It can be seen that for the **SUG** overall, 53.6% of the graduates who earned master's degrees during the 2007-2008 academic year and who were working after competing the degree were doing so in the same job they already had prior to entering the degree program, while 46.4% had started a new job. From these results it can be inferred that the master's degrees are seen as a good way to improve a graduate's competencies in relation to performing his or her job. In all of the branches the majority of the graduates were continuing with their previous employment, with the exception of the branches of Sciences (43%) and Arts and Humanities (only 27%).

Figure 4.45. Type of access to employment after completing the master's degree. Results by branch of knowledge and for **SUG** overall.

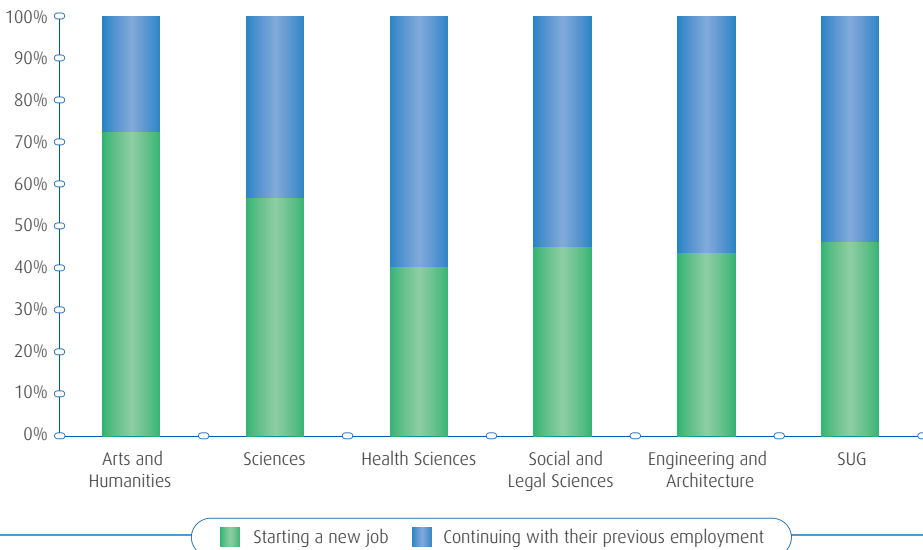


Table 4.9 shows the results for the average number of employment contracts that the graduates have had, from the time of finishing their degree up until the time when the survey was conducted. This represents a period of more than four years, which allows an approximate image to be obtained of the graduates' mobility in the labor market after completing their degrees. The results for the **SUG** as a whole show that the average number of contracts is 1.98, with the branch of Health Sciences presenting a higher average number of contracts at 2.09 and with the branch of Arts and Humanities showing a lower figure at 1.77.

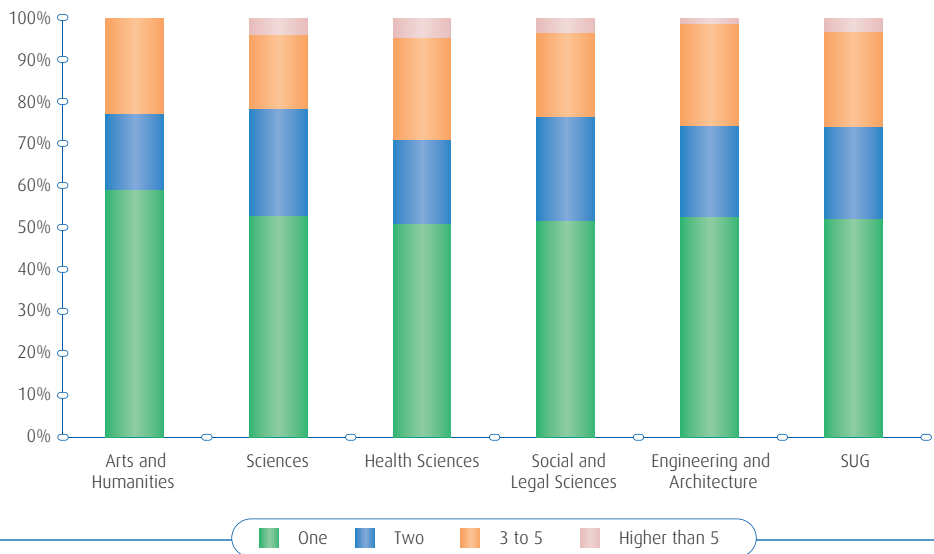


Table 4.9. Average number of employment contracts after completing the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Number of contracts
Arts and Humanities	1.77
Sciences	1.90
Health Sciences	2.09
Social and Legal Sciences	1.95
Engineering and Architecture	1.91
SUG	1.98

Figure 4.46 shows the distribution of the graduates based upon the number of employment contracts they have had since completing their master's degree. As can be seen, 52.4% of the graduates have had only one contract during the period considered, while 21.9% have had two contracts. By branch of knowledge, the highest percentage of graduates who have had only one contract is found in Arts and Humanities (59.1%), while there are no substantial differences in the rest of the branches of knowledge since this percentage is in all cases just above 50%. On the other end of the scale is the branch of Health Sciences, where 29% of the graduates have had more than three contracts and almost 5% have had more than five contracts.

Figure 4.46. Average number of employment contracts since completion of the master's degree. Results by branch of knowledge and for SUG overall.



4.6.3.2. Type of organization

Figure 4.47 and Table 4.10 show that 54% of the SUG graduates who completed master's degrees during the 2007-2008 academic year are working for government administrations or public sector companies, while 37.7% are working for a private company. Of those working for private companies a significant number (16.7%) are working for companies with more than 50 employees. In turn, 8.6% of the graduates are working for themselves.

When analyzed by branch of knowledge it can be seen that the majority of Sciences graduates are working in government positions (70.7%), while it is also notable that less than 3% of the graduates in this branch have chosen to work for themselves. The branches of Health Sciences and Social and Legal Sciences also have a majority of graduates working in public sector positions (61.3% and 51.9%, respectively). The branch of Social and Legal Sciences is also notable for the relatively high number of graduates working for themselves (15%), with a similar percentage also seen for the Engineering and Architecture graduates. In Engineering and Architecture the highest number of graduates is found to be working in the private sector (45.3%), with 28% of the graduates working for large companies.

Finally, graduates in the branch of Arts and Humanities show the most even balance among those working for the various types of organizations considered, although with the largest percentage working in private sector companies (73.4%).

Figure 4.47. Type of organization.
Results by branch of knowledge and for SUG overall.

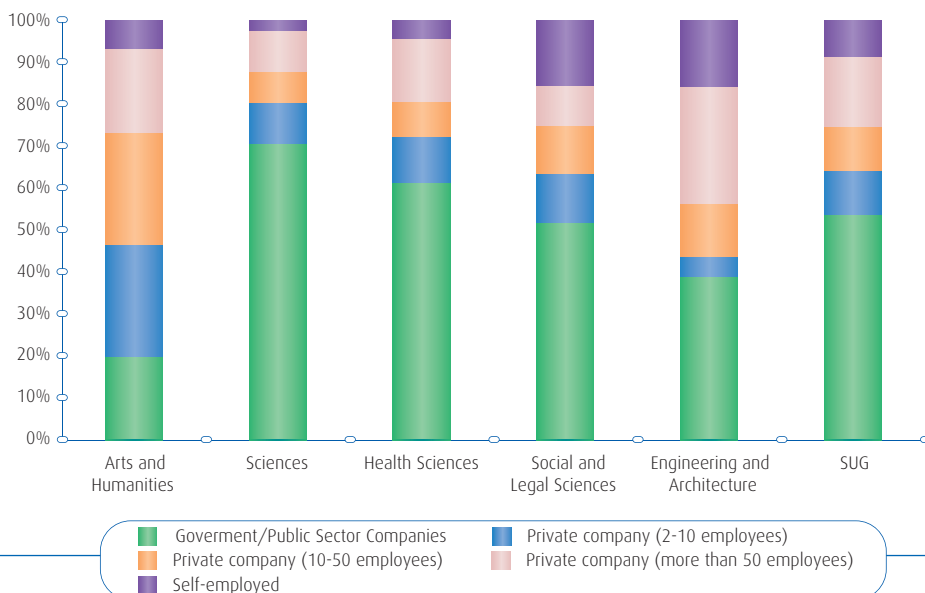


Table 4.10. Type of organization.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Government/ Public Sector Companies	Private company (2-10 emp.)	Private company (11-50 emp.)	Private company (More than 50 emp.)	Self- employed
Arts and Humanities	20.0%	26.7%	26.7%	20.0%	6.7%
Sciences	70.7%	9.8%	7.3%	9.8%	2.4%
Health Sciences	61.3%	10.9%	8.4%	15.1%	4.2%
Social and Legal Sciences	51.9%	11.5%	11.5%	9.6%	15.4%
Engineering and Architecture	39.1%	4.7%	12.5%	28.1%	15.6%
SUG	54.0%	10.3%	10.7%	16.7%	8.6%

4.6.4. Job position in relation to Master's degree

Figure 4.48 and Table 4.11 show the degree of relationship existing between the graduates' jobs and their master's degrees. Almost half of the SUG graduates who earned master's degrees during the 2007-2008 academic year consider their job to be quite or very well related with the content of their master's degree program, while 24% responded that there was no relationship at all. Broken down by branch of knowledge, the closest relationship between the graduates' master's degrees and their employment positions is found in Sciences and Health Sciences, where 58.6% and 52.9% of the graduates, respectively, described the two as quite or very well related. On the contrary, in the Social and Legal Sciences and Arts and Humanities this percentage drops to 38.5% and 33.4%, respectively. Also notable is that in the case of Social and Legal Sciences, 30.8% of the respondents stated that there is no relationship between their master's degree and their job.

Figure 4.48. Degree of relationship between job and the master's degree. Results by branch of knowledge and for SUG overall.

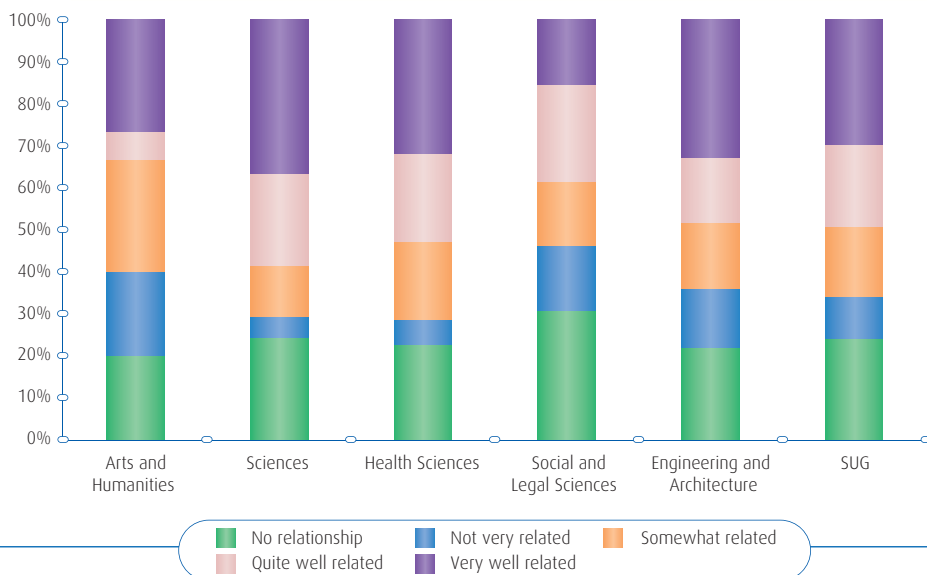


Table 4.11. Degree of relationship between job and the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	No relationship	Not very related	Somewhat related	Quite well related	Very well related
Arts and Humanities	20.0%	20.0%	26.7%	6.7%	26.7%
Sciences	24.4%	4.9%	12.2%	22.0%	36.6%
Health Sciences	22.7%	5.9%	18.5%	21.0%	31.9%
Social and Legal Sciences	30.8%	15.4%	15.4%	23.1%	15.4%
Engineering and Architecture	21.9%	14.1%	15.6%	15.6%	32.8%
SUG	24.1%	10.0%	16.8%	19.6%	29.6%

The fit between the employment position and the individual's level of education is a fundamental issue for evaluating labor market insertion for graduates. Figure 4.49 shows the percentage of graduates who consider university education to be necessary for performing their current job, which is 90.7% for the SUG overall. By branch of knowledge, Arts and Humanities graduates have a lower perception of the need for university training in order to perform their current job, with 26.7% of the respondents believing that university education is not necessary for their work. This percentage is 21.2% for the branch of Social and Legal Sciences, and in the three remaining branches this percentage is around 5%.



Figure 4.49. Need for university training in order to perform the current job. Results by branch of knowledge and for SUG overall.

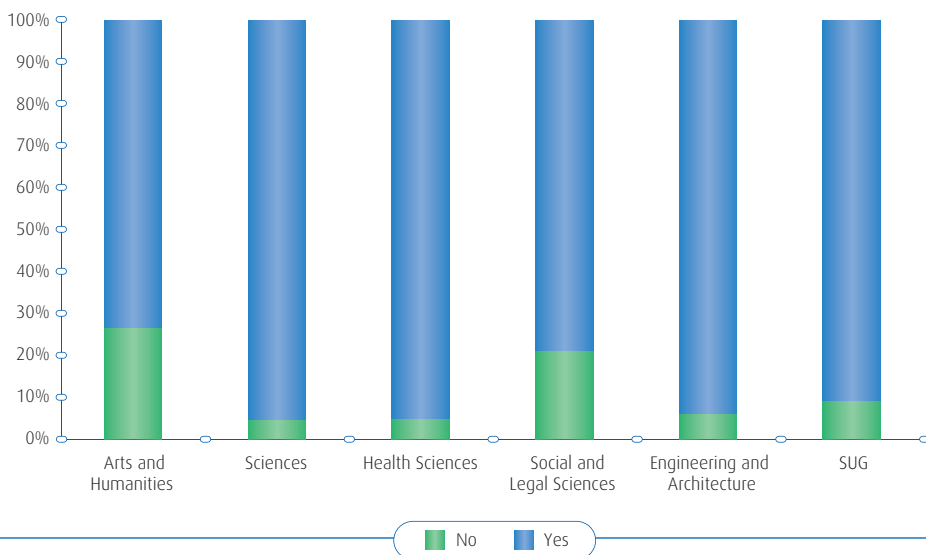


Figure 4.50 and Table 4.12 provide information related to the graduates' evaluation of the training provided by their master's degree program in relation to performance of their job. It can be seen that 39.2% of the SUG graduates consider such training to be quite or very important for performing their current job. On the other hand, 36.8% stated that it was not important or not very important, including 22.7% who responded with not important. By branch of knowledge, graduates in the Sciences provided the highest evaluation of their master's degree training, with 46.4% considering it to be quite or very important for performing their job, and with a similar figure of 43.7% seen in Engineering and Architecture. On the other hand, Social and Legal Sciences graduates provided the lowest evaluation of their education, with 50% considering it to be not or not very important, while a considerable number of Arts and Humanities graduates considered their training to be not important (33.3%).

Figure 4.50. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

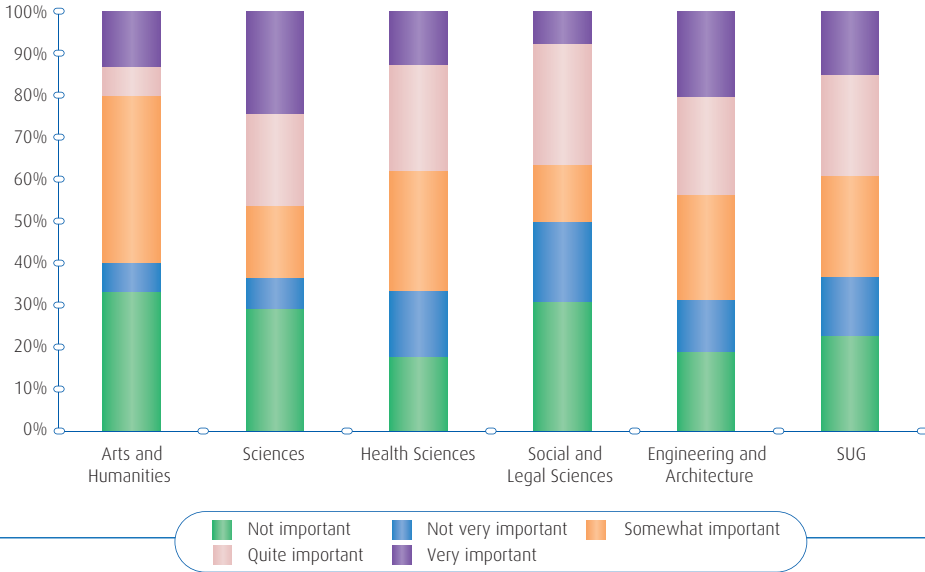


Table 4.12. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Not important	Not very important	Somewhat important	Quite important	Very important
Arts and Humanities	33.3%	6.7%	40.0%	6.7%	13.3%
Sciences	29.3%	7.3%	17.1%	22.0%	24.4%
Health Sciences	17.6%	16.0%	28.6%	25.2%	12.6%
Social and Legal Sciences	30.8%	19.2%	13.5%	28.8%	7.7%
Engineering and Architecture	18.8%	12.5%	25.0%	23.4%	20.3%
SUG	22.7%	14.1%	24.1%	24.1%	15.1%

4.6.5. Time spent in current job

Figure 4.51 and Table 4.13 show the distribution of the master's degree graduates based upon the time they have spent at their current job. It can be seen that 11.7% of the SUG graduates have been in their current position for six months or less, while 18.6% have held their current job for one year or less. At the other extreme, 38.8% have been at their current job for more than five years and 58% for more than three years, which reflects a significant component of employment stability for the master's degree graduates. Broken down by branch of knowledge, the highest percentage of

graduates who have been in their current position for less than one year are found in the Arts and Humanities (33.4%), while the highest percentage of graduates who have held their current job for less than six months is found in the Sciences (24.4%). However, graduates in Engineering and Architecture and Health Sciences are found to be at the other end of the spectrum. In both of these branches more than 62% of the graduates have held their current job for more than three years, while in the Health Sciences a notable 47% have been in their current position for more than five years.

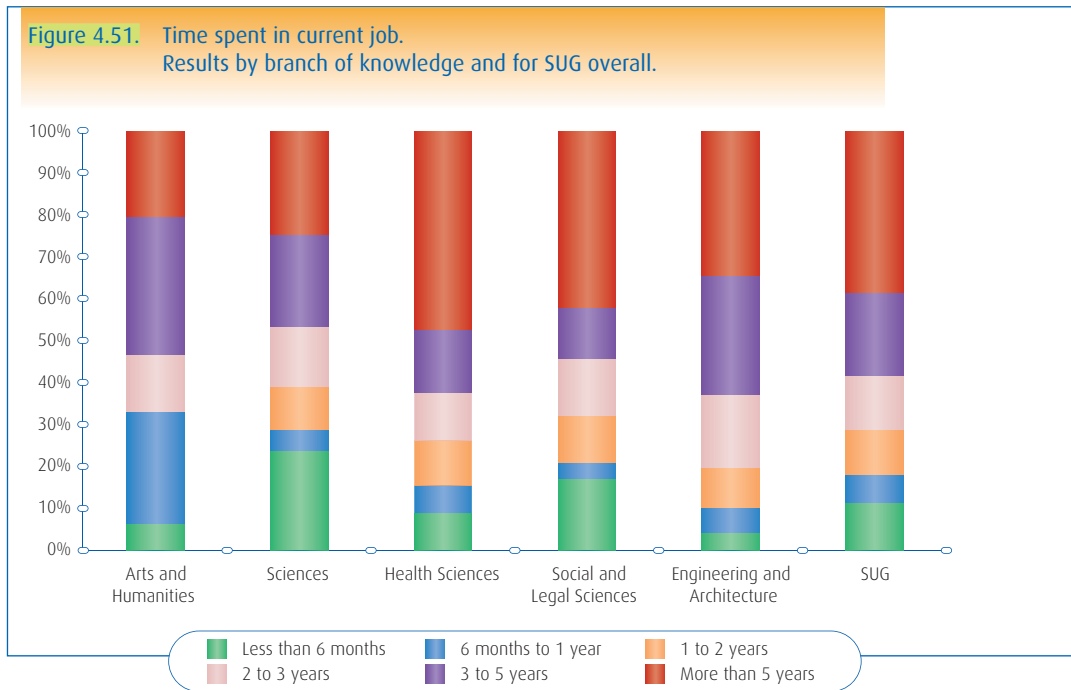


Table 4.13. Time spent in current job. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Less than 6 months	6 months to 1 year	1 to 2 years	2 to 3 years	3 to 5 years	More than 5 years
Arts and Humanities	6.7%	26.7%	0.0%	13.3%	33.3%	20.0%
Sciences	24.4%	4.9%	9.8%	14.6%	22.0%	24.4%
Health Sciences	9.2%	6.7%	11.0%	11.0%	15.1%	47.0%
Social and Legal Sciences	17.3%	3.8%	11.5%	13.5%	11.5%	42.3%
Engineering and Architecture	4.7%	6.0%	9.4%	17.2%	28.1%	34.4%
SUG	11.7%	6.9%	10.0%	13.4%	19.2%	38.8%

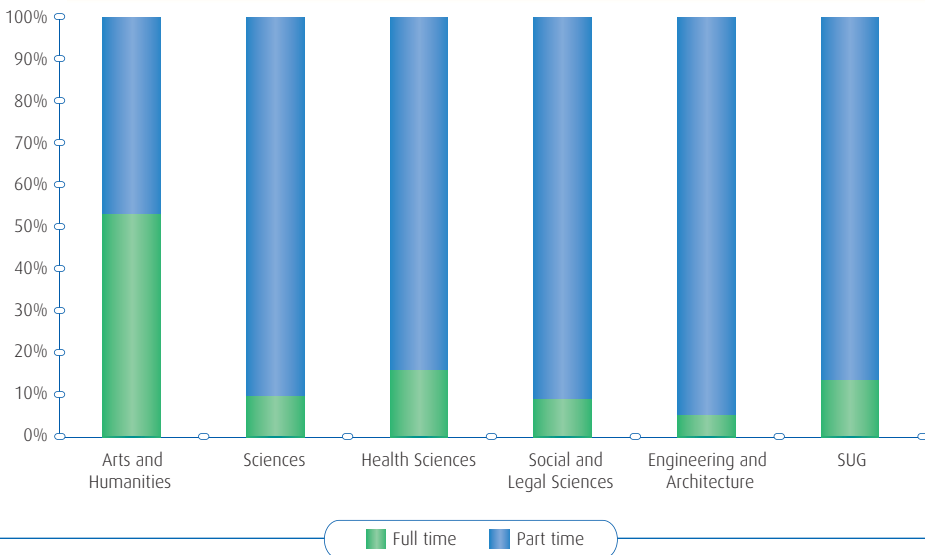
4.6.6. Type of work schedule

Table 4.14 and Figure 4.52 show the type of work schedule maintained by the master's degree graduates working for others. It can be seen that most of these graduates (86.2%) are working full time, with this situation seen in all of the branches of knowledge although somewhat less so in the branch of Arts and Humanities. The branch of Engineering and Architecture also generally stands out for its 94.7% of graduates working full time, while the branch of Arts and Humanities is found at the lower extreme, with 53.3% of the respondents working only part time.

Table 4.14. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Part time	Full time
Arts and Humanities	53.3%	46.7%
Sciences	9.8%	90.2%
Health Sciences	16.0%	84.0%
Social and Legal Sciences	9.3%	90.7%
Engineering and Architecture	5.3%	94.7%
SUG	13.8%	86.2%

Figure 4.52. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.



4.6.7. Type of employment contract

Table 4.15 presents information related to the type of employment contract held by the SUG master's degree graduates. The vast majority are working for others (93.2%). Only 6.8% of the graduates are working for themselves, with 90% of them registered with Spain's social security system. Almost all of the graduates working for others are contributing to social security (98.5%). More than half (55.1%) have a permanent contract while 39.0% have a temporary contract, 3.6% are working under a grant, 1.5% are independent but working for others, and 0.8% have an internship contract.

Table 4.15. Type of employment contract and relationship with social security. Results for SUG overall.

Type of contract	% graduates		
Self-employed	6.8%	% graduates	
	Registered	90.0%	
	Not Registered	10.0%	
Working for others	93.2%	% graduates	
	Contribute to social security	98.5%	
	Do not contribute to social security	1.5%	% graduates
		Permanent	55.1%
		Independent. Working for others	1.5%
		Temporary	39.0%
		Working under a grant	3.6%
		Internships	0.8%

When these same percentages are expressed for the SUG master's degree graduates as a whole, it can be seen (Figure 4.53) that about half (50.6%) have a permanent contract while 35.9% have a temporary contract, 3.3% are working under a grant, 1.4% are independent but working for others, and 0.7% have an internship contract.

Figure 4.53. Type of employment contract and relationship with social security. Results for SUG overall.

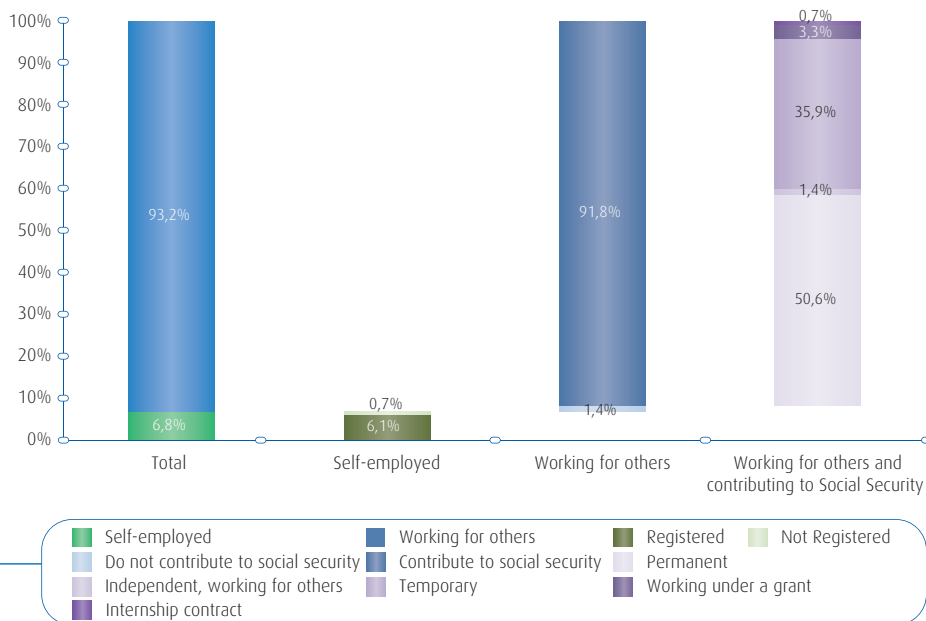


Table 4.16 shows the percentages of master’s degree graduates working for themselves and for others. It can be seen that the highest percentages of graduates who are self-employed are found in Social and Legal Sciences and Engineering and Architecture, with 17.3% and 12.3%, respectively, while in Health Sciences this figure drops to just 2.5%. On the other hand, in the branches of Arts and Humanities and Sciences, none of the graduates reported that they are working for themselves. It is worth pointing out that as seen in Table 4.17, all of the Health Sciences and Engineering and Architecture graduates working for themselves are registered with social security, while in the branch of Social and Legal Sciences, 22.2% of the self-employed graduates are not. It can also be seen in Table 4.18 that the percentages of graduates working for others who are contributing to social security are also very high, including all of the respondents in the branches of Health Sciences and Social and Legal Sciences.



Table 4.16. Graduates who are self-employed or working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	Working for others
Arts and Humanities	0.0%	100.0%
Sciences	0.0%	100.0%
Health Sciences	2.5%	97.5%
Social and Legal Sciences	17.3%	82.7%
Engineering and Architecture	12.3%	87.7%
SUG	6.8%	93.2%

Table 4.17. Relationship with social security for self-employed graduates. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	
	Not registered	Registered
Arts and Humanities	0.0%	0.0%
Sciences	0.0%	0.0%
Health Sciences	0.0%	100.0%
Social and Legal Sciences	22.2%	77.8%
Engineering and Architecture	0.0%	100.0%
SUG	10.0%	90.0%

Table 4.18. Relationship with social security for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Working for others	
	Do not contribute to social security	Contribute to social security
Arts and Humanities	6.7%	93.3%
Sciences	4.9%	95.1%
Health Sciences	0.0%	100.0%
Social and Legal Sciences	0.0%	100.0%
Engineering and Architecture	1.8%	98.2%
SUG	1.5%	98.5%

Table 4.19 shows the distribution of the SUG master's degree graduates working for others based upon their type of employment contact. Health Sciences is the branch with the highest percentage of graduates with permanent contracts (66.4%), with this branch also having the lowest number of respondents with temporary contracts (30.3%). On the other hand, the branch of Sciences shows a significantly lower percentage of permanent contracts, only 22%, while also showing the highest percentages

of temporary contracts and grants. The next branch with a low percentage of master's degree graduates with permanent contracts is Arts and Humanities, with 46.7%. This branch is also the only one with a relevant percentage of independent workers who are working for others (6.7%).

Table 4.19. Type of employment contract for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Permanent	Independent. Working for others	Temporary	Working under a grant	Internships
Arts and Humanities	46.7%	6.7%	46.7%	0.0%	0.0%
Sciences	22.0%	2.4%	63.4%	12.2%	0.0%
Health Sciences	66.4%	0.8%	30.3%	1.7%	0.8%
Social and Legal Sciences	55.8%	0.0%	41.9%	0.0%	2.3%
Engineering and Architecture	57.3%	1.8%	35.7%	5.3%	0.0%
SUG	55.2%	1.5%	39.0%	3.6%	0.7%

4.6.8. Salaries

Table 4.20 shows the distribution of the SUG master's degree graduates by salary range. It can be seen that almost 62% of the respondents are earning a monthly salary between €1,001 and €1,800. Salaries between €601 and €1,000 are being earned by 16.2% of the graduates, while 17.2% are earning more than €1,800.

Table 4.20. Monthly net salary. Results for SUG overall.

Monthly net salary	% graduates
€600 or less	4.7%
€601 to €1,000	16.2%
€1,001 to €1,400	35.3%
€1,401 to €1,800	26.6%
€1,801 to €2,200	8.6%
€2,201 to €2,600	5.0%
€2,601 or more	3.6%

Figure 4.54 and Table 4.21 show this information broken down by branch of knowledge. The branches of Sciences, Social and Legal Sciences, and Engineering and Architecture are found to have more graduates with higher salary levels, with around 20% of these respondents earning more than €1,800 monthly. It is also notable that 6.3% of the graduates in Engineering and Architecture have salaries above €2,600. On the other hand, 28.6% of



the graduates in Arts and Humanities earn less than €600 per month, which is largely due to the high percentage of graduates in this branch who are working on a part-time basis. In all of the branches of knowledge the highest percentage of graduate salaries are found in the range from €1,000 to €1,400.

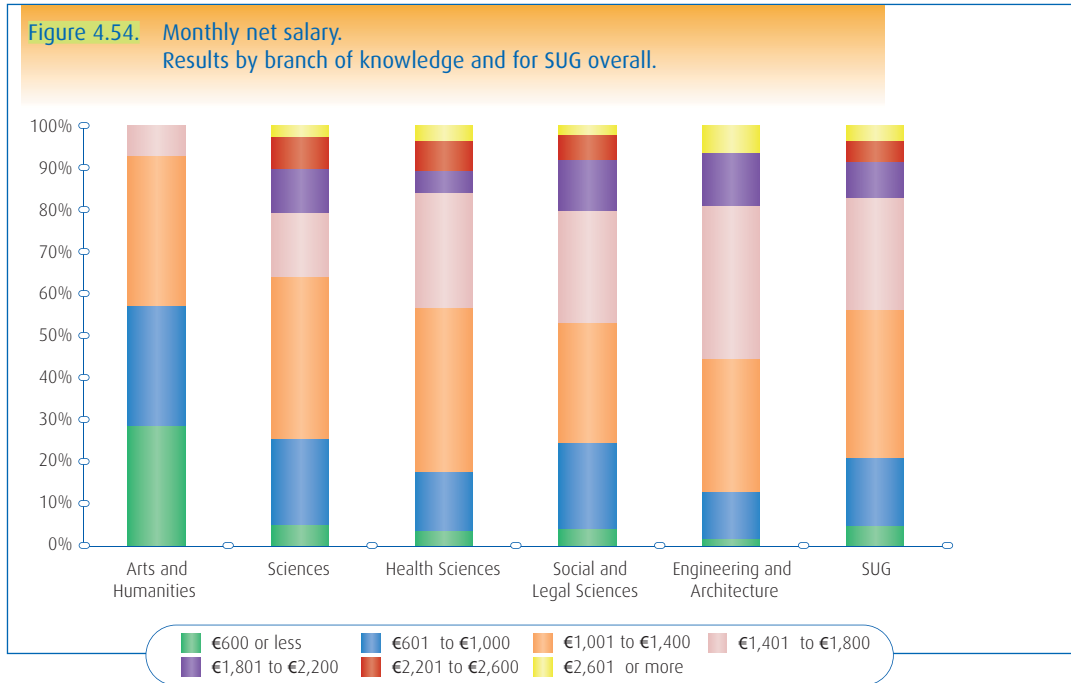
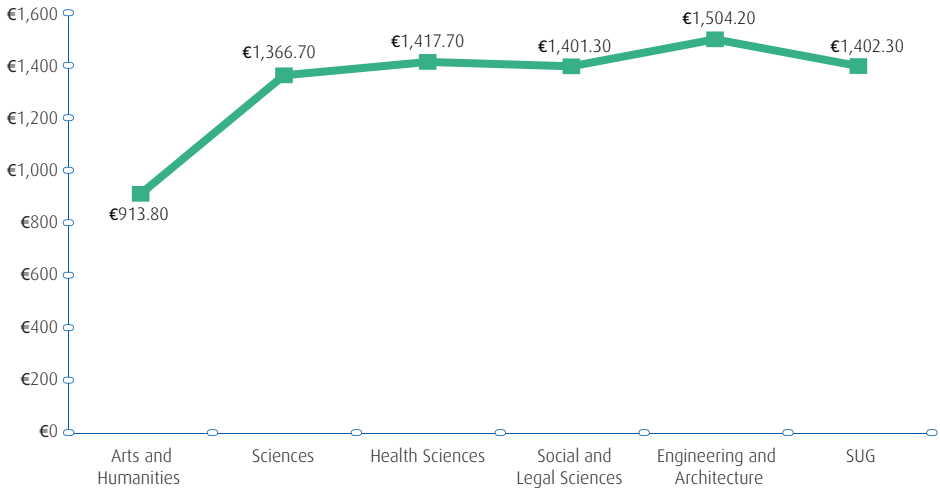


Table 4.21. Monthly net salary. Results for SUG overall.

Branch of knowledge	€600 or less	€601 to €1,000	€1,000 to €1,400	€1,400 to €1,800	€1,800 to €2,200	€2,200 to €2,600	More than €2,600
Arts and Humanities	28.6%	28.6%	35.7%	7.1%	0.0%	0.0%	0.0%
Sciences	5.1%	20.5%	38.5%	15.4%	10.3%	7.7%	2.6%
Health Sciences	3.5%	14.2%	38.9%	27.4%	5.3%	7.1%	3.5%
Social and Legal Sciences	4.1%	20.4%	28.6%	26.5%	12.2%	6.1%	2.0%
Engineering and Architecture	1.6%	11.1%	31.7%	36.5%	12.7%	0.0%	6.3%
SUG	4.7%	16.2%	35.3%	26.6%	8.6%	5.0%	3.6%

As seen in Figure 4.55, the average salary for the SUG master's degree graduates is €1,402.30. Broken down by branch of knowledge, the graduates who are earning the highest average salary are those from Engineering and Architecture (above €1,500), while the lowest average salary is found in Arts and Humanities at just over €910.

Figure 4.55. Average salary. Results by branch of knowledge and for SUG overall.

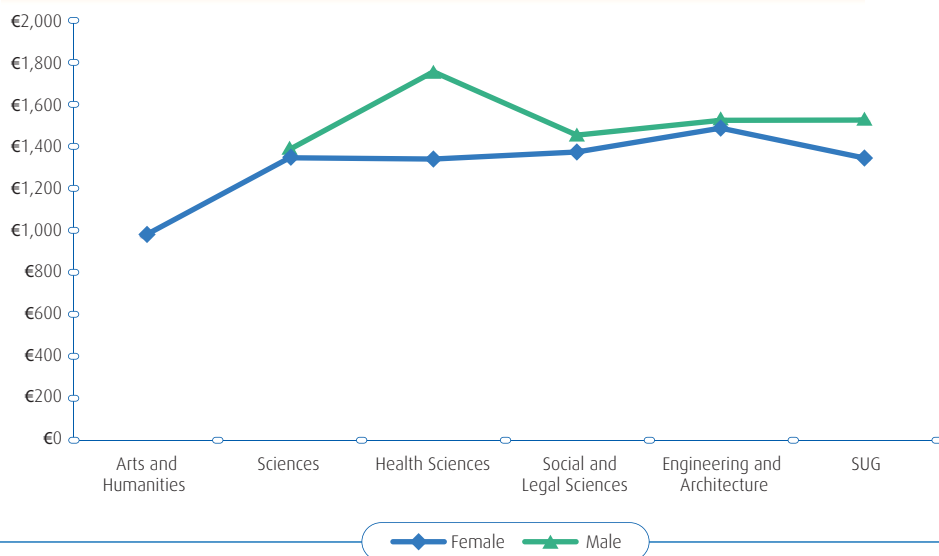


4.6.8.1. Salary by gender

In order to analyze differences in compensation in relation to gender, Figure 4.56 shows the average salaries being earned by men and women in the various branches of knowledge. The corresponding data are also found in Table 4.22. It can be seen that in all branches of knowledge the average salary for men is higher than for women, with this difference being especially notable in the case of Health Sciences, where salaries for women are on average almost 24% less than those earned by men. In the rest of the branches the average salaries for men and women are almost equal, although women are still earning salaries that are on average slightly below those being earned by men.



Figure 4.56. Average salary by gender.
Results by branch of knowledge and for SUG overall.



¹ The salary for men in the branch of Arts and Humanities does not appear in the figure since it is not statistically representative.

Table 4.22. Average salary by gender.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€983.33	*	€913.80
Sciences	€1,351.85	€1,391.67	€1,366.70
Health Sciences	€1,345.26	€1,761.90	€1,417.70
Social and Legal Sciences	€1,379.41	€1,460.00	€1,401.30
Engineering and Architecture	€1,492.86	€1,530.56	€1,504.20
SUG	€1,351.02	€1,531.40	€1,402.30

* The salary for men in the branch of Arts and Humanities is not statistically representative.

4.6.8.2. Comparison with the employment situation prior to the Master's degree

Figure 4.57 shows a comparison between the average salary earned by men and women in their work prior to completing their master's degree and the salary they are earning in their current position. In order to facilitate comparison with the current salaries, the average salaries for the previous employment have been adjusted for inflation. It can be seen that for the SUG graduates as a whole the average salary earned has increased by €124.64, although with changes in

salary levels being very different between the two sexes. While for women the average salary has increased by more than €180 after completion of the master's degree, for men the salary has decreased on average by more than €20.

Analysis of the data reveals that the salaries earned by women after completing their master's degree increased significantly in all branches of knowledge, with this pattern especially notable in the branches of Sciences and Engineering and Architecture. The specific values for these increases can be seen in Table 4.23, where the overall changes in average salaries are also detailed. With respect to the changes produced in the compensation levels for men, salaries only show an increase in the branch of Engineering and Architecture, while instead showing a decrease in the rest of the branches. This is especially the case in Social and Legal Sciences where the average salary decreases by more than €180. However, the reasons for these lower salaries must be considered in the context of the economic crisis. The survey responses related to current employment were collected at the beginning of 2013 when a situation of economic crisis was still in effect. However, the official master's degree graduates whose responses are being analyzed in this section finished their studies during the 2007-2008 academic year, which means that their previous employment took place prior to that time, and therefore before the appearance of the crisis.

Figure 4.57. Average salary by gender for work prior to the master's degree (adjusted for inflation) and for current employment. Results by branch of knowledge and for SUG overall.

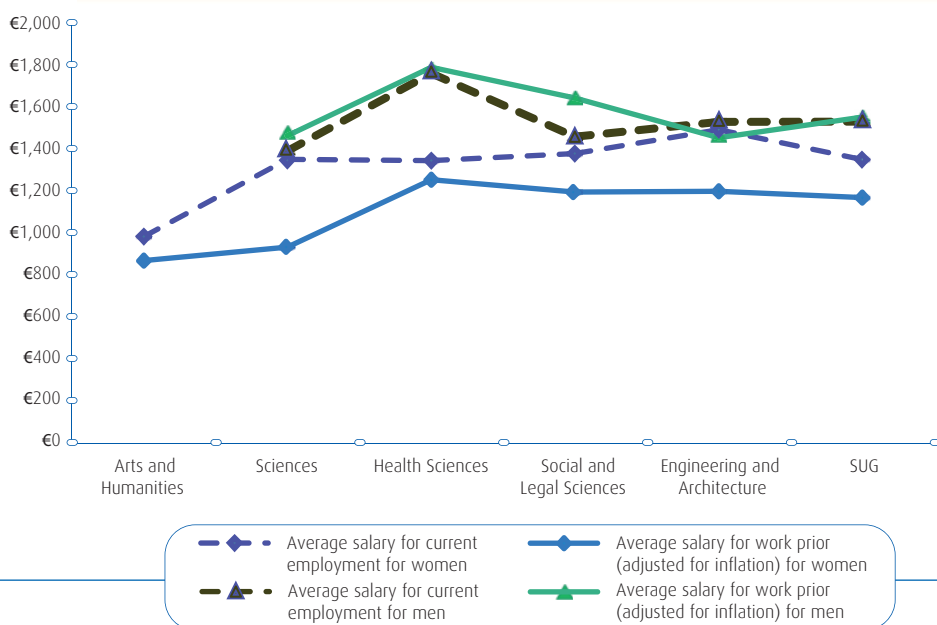


Table 4.23. Difference between the average salary earned by gender for work prior to the master's degree (adjusted for inflation) and in the current position. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€113.97	*	€33.41
Sciences	€418.05	€-72.41	€289.05
Health Sciences	€90.56	€-28.85	€79.43
Social and Legal Sciences	€182.96	€-184.53	€61.93
Engineering and Architecture	€293.62	€75.92	€173.76
SUG	€181.20	€-21.74	€124.64

* The salary for men in the branch of Arts and Humanities is not statistically representative.

4.6.9. Unemployment levels

Table 4.24 details the percentage of graduates who are unemployed as well as the number of months on average that they have been in this situation. For the SUG as a whole, only 12.4% of the graduates are unemployed, with the average time of unemployment being 11.53 months. By branch of knowledge, the master's degree graduates in Arts and Humanities and Sciences show the highest unemployment percentages (above 22%), although in the case of the Sciences the average time of unemployment is higher (11.84 months versus 7.63 months for Arts and Humanities). The other three branches of knowledge show much lower figures, with percentages of unemployed graduates between 6% and 13%. However, master's degree graduates in the Health Sciences and Engineering and Architecture show a much higher average number of months unemployed than those in Social and Legal Sciences.

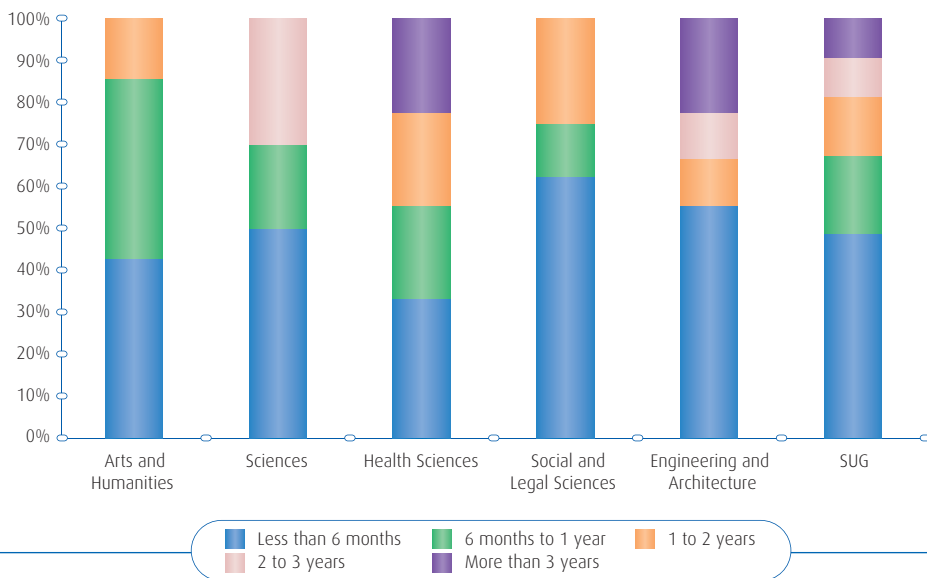
Table 4.24. Percentage of unemployed graduates and average number of months unemployed. Results by branch of knowledge and for SUG overall.

Branch of knowledge	% graduates	Number of months
Arts and Humanities	26.1%	7.63
Sciences	22.4%	11.84
Health Sciences	8.3%	16.98
Social and Legal Sciences	12.9%	6.67
Engineering and Architecture	6.8%	13.03
SUG	12.4%	11.53

Figure 4.58 shows how the graduates are distributed in terms of the time they have remained unemployed. At the level of the SUG overall, almost half of the unemployed graduates have been in this situation for less than

six months, while 19% have been unemployed between six months and one year, and the remaining 33% for more than one year. Social and Legal Sciences is the branch with the highest concentration of graduates who have been unemployed for less than six months (62.5%). This is also one of the only branches, along with Arts and Humanities, where no graduates reported long-term unemployment (more than two years). Both of these branches also show more than three-quarters of the graduates being unemployed for less than one year. On the other hand, in Sciences and Engineering and Architecture around 30% of the unemployed graduates have been in this situation for more than two years.

Figure 4.58. Length of time unemployed.
Results by branch of knowledge and for SUG overall.

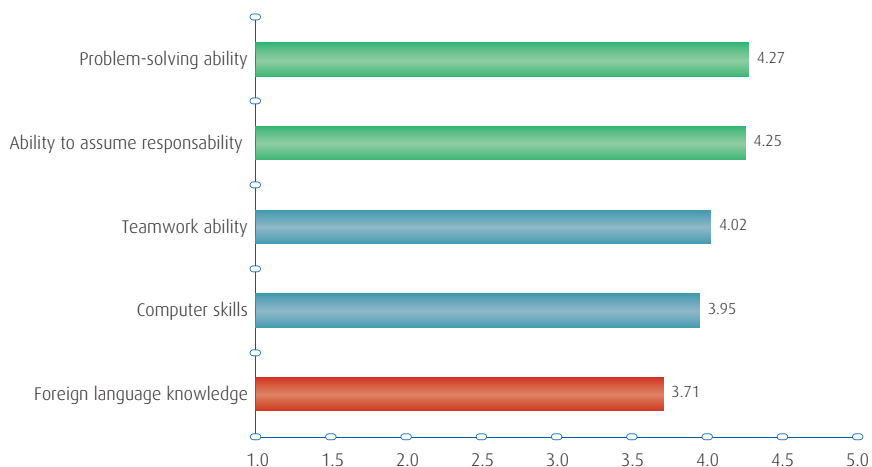


4.6.10. Abilities required in the labor market

In order to study which abilities are required to a greater degree in the labor market according to the perceptions of the SUG master's degree graduates, the respondents were asked to evaluate the importance of a series of abilities and types of knowledge in terms of finding employment, using a scale of 1 (not important) to 5 (very important). Figure 4.59 shows these evaluations for the SUG overall. It can be seen that problem-solving ability and ability to assume responsibility are considered to be the most important from among the options proposed, with both of these having a score above 4.25 points. On the other hand, foreign language knowledge was rated the lowest with 3.71 points.



Figure 4.59. Abilities required in the labor market.
Results for SUG overall.

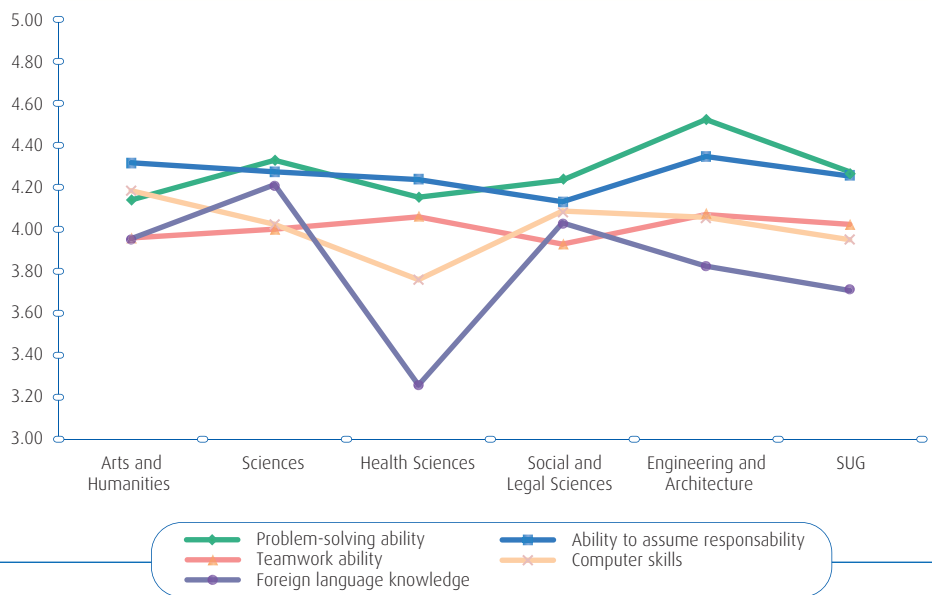


In terms of the analysis by branch of knowledge, Table 4.25 summarizes the abilities that are more valued or less valued according to the master's degree graduates in each of the branches. Figure 4.60, in turn, details the average evaluation given to each of the abilities in each branch of knowledge. In general, ability to assume responsibility and problem-solving ability are positioned as the most highly valued in all of the branches, except for in the branch of Arts and Humanities where computer skills replace problem-solving ability. On the other hand, foreign language knowledge and computer skills, along with teamwork ability, are the least valued in all of the branches. The responses from the branch of Engineering and Architecture give the highest average value to problem-solving abilities, ability to assume responsibility, and teamwork ability (4.52, 4.35, and 4.07, respectively), while computer skills are most highly valued on average by graduates in Arts and Humanities (4.18) and foreign language knowledge most highly valued by Sciences graduates (4.21).

Table 4.25. Most and least valued competencies, by branch of knowledge.

Branch of knowledge	Most valued	Least valued
Arts and Humanities	Ability to assume responsibility	Teamwork ability
	Computer skills	Foreign language knowledge
Sciences	Problem-solving ability	Computer skills
	Ability to assume responsibility	Teamwork ability
Health Sciences	Ability to assume responsibility	Computer skills
	Problem-solving ability	Foreign language knowledge
Social and Legal Sciences	Problem-solving ability	Foreign language knowledge
	Ability to assume responsibility	Teamwork ability
Engineering and Architecture	Problem-solving ability	Computer skills
	Ability to assume responsibility	Foreign language knowledge

Figure 4.60. Abilities required in the labor market. Results by branch of knowledge and for SUG overall.



4.6.11. Image of the Master's degree at the company

Figure 4.61 and Table 4.26 show the opinions of the SUG master's degree graduates regarding the image that their master's degree has at the company where they work. A total of 41.5% of the graduates believe that their master's degree is quite or very well valued at their company, while 35.1% believe that it is not valued or not very valued. By branch of knowledge, the highest evaluation is found in the branch of Engineering and Architecture, with 51.6% of the graduates responding that their master's degree is quite or very well valued at their company, with 22% considering it to be very well valued. On the other hand, 60% of the Arts and Humanities graduates consider their master's degree to be not valued or not very valued at their company. In the branch of Social and Legal Sciences the percentage of graduates who consider their master's degree to be not valued at their company exceeds 30%.

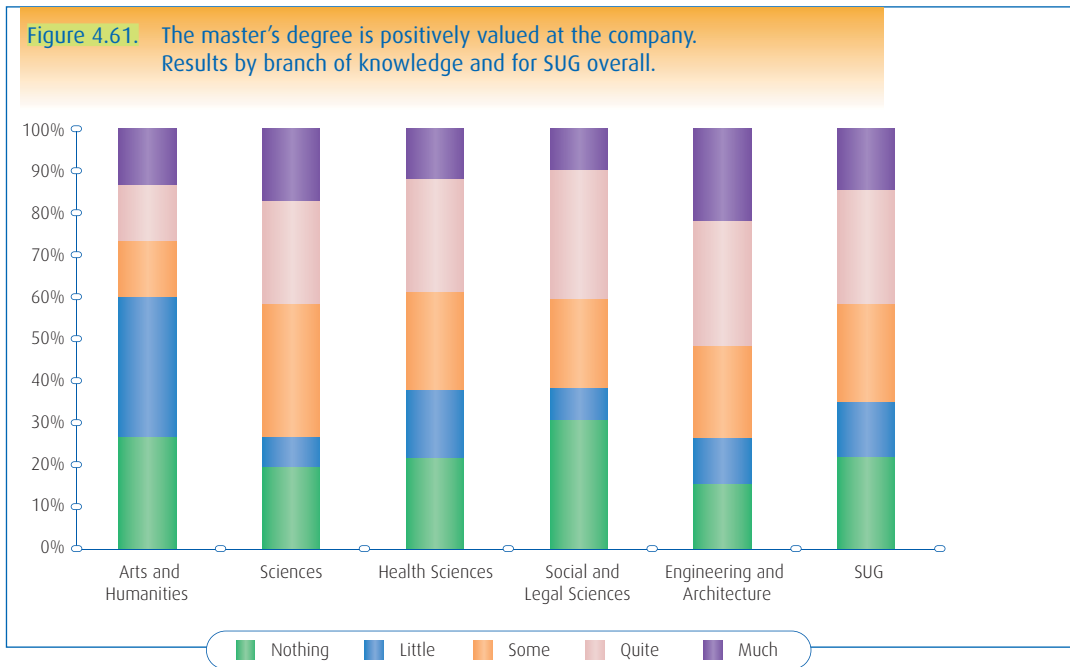


Table 4.26. The master's degree is positively valued at the company. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	26.7%	33.3%	13.3%	13.3%	13.3%
Sciences	19.5%	7.3%	31.7%	24.4%	17.1%
Health Sciences	21.8%	16.0%	23.5%	26.9%	11.8%
Social and Legal Sciences	30.8%	7.7%	21.2%	30.8%	9.6%
Engineering and Architecture	15.6%	10.9%	21.9%	29.7%	21.9%
SUG	22.0%	13.1%	23.4%	27.1%	14.4%

4.6.12. Contribution of the Master's degree to professional performance

Figure 4.62 and Table 4.27 show the opinions of the master's degree graduates regarding the usefulness of the knowledge acquired in their master's program in terms of professional performance of their work. At the level of the SUG overall, 37.5% of the graduates consider this knowledge to be quite or very useful, while 42.2% evaluate it as not useful or not very useful. The highest evaluation is found in the branch of Sciences, with 48.8% of the graduates believing that the knowledge they acquired in their master's degree program is quite or very useful, while at the other end of the scale, 60% of the graduates in Arts and Humanities consider this knowledge to be not useful or not very useful, with these results being especially notable for the 46.7% who responded with not useful.

Figure 4.62. Contribution of the master's degree to professional performance. Results by branch of knowledge and for SUG overall.

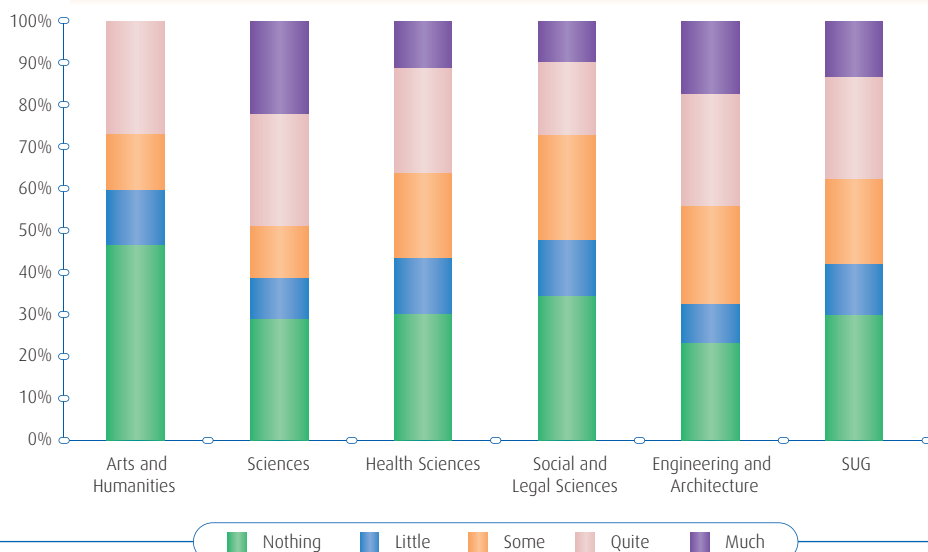


Table 4.27. Contribution of the master’s degree to professional performance. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	46.7%	13.3%	13.3%	26.7%	0.0%
Sciences	29.3%	9.8%	12.2%	26.8%	22.0%
Health Sciences	30.3%	13.4%	20.2%	25.2%	10.9%
Social and Legal Sciences	34.6%	13.5%	25.0%	17.3%	9.6%
Engineering and Architecture	23.4%	9.4%	23.4%	26.6%	17.2%
SUG	30.2%	12.0%	20.3%	24.4%	13.1%

4.6.13. Contribution of the Master’s degree to increasing possibilities for promotion in the workplace

Figure 4.63 and Table 4.28 summarize the opinions of the master’s degree graduates regarding the degree to which their master’s degree has increased their possibilities for promotion within their company. The data for the SUG as a whole show that 36% of the graduates believe that the master’s program contributes to such possibilities quite or very well, while 46.1% consider the level of contribution to be little or none. By branch of knowledge, 42.2% of the graduates in Engineering and Architecture responded that their master’s degree contributes quite or very well to increasing their possibilities for promotion. On the other hand, 60% of the graduates in Arts and Humanities believed that their degree made none or little contribution, with the percentage of those who considered there to be no contribution being especially notable (46.7%).

Figure 4.63. Contribution of the master's degree to increasing possibilities for promotion in the workplace. Results by branch of knowledge and for SUG overall.

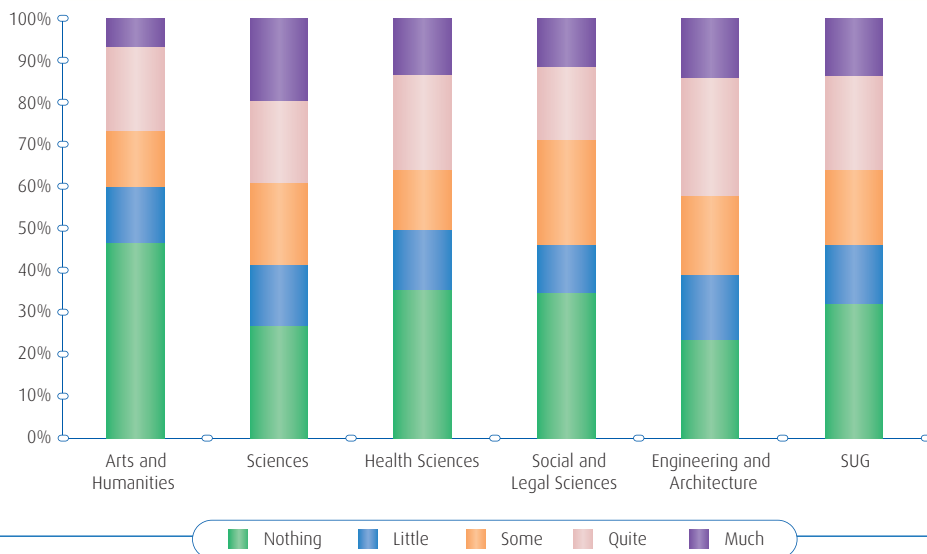


Table 4.28. Contribution of the master's degree to increasing possibilities for promotion in the workplace. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	46.7%	13.3%	13.3%	20.0%	6.7%
Sciences	26.8%	14.6%	19.5%	19.5%	19.5%
Health Sciences	35.3%	14.3%	14.3%	22.7%	13.4%
Social and Legal Sciences	34.6%	11.5%	25.0%	17.3%	11.5%
Engineering and Architecture	23.4%	15.6%	18.8%	28.1%	14.1%
SUG	32.0%	14.1%	17.9%	22.3%	13.7%

4.7. Final evaluation of the career trajectory

In order to obtain a general view of the master degree graduates' opinion on their overall career trajectory, including the graduates who have worked after completing their degree as well as those who have not, the respondents were asked whether they considered their degree to be useful when taking into consideration their subsequent work experiences. Responses were given on a scale of 1 (not useful) to 5 (very useful). These data are reflected in Figure 4.64, where it can be seen that for the SUG as a whole, 47.4% of the master's degree graduates evaluated their degree as quite or very useful,



while 31.6% considered its usefulness to be none or not very. The branches of Sciences and Engineering and Architecture are the ones that generally show a better perception of the usefulness of the master's degree, with approximately 57% of the graduates considering it to be quite or very useful, while the opposite situation is seen in Social and Legal Sciences and Health Sciences, where about 35% of the graduates rated the usefulness of their master's degree as none or not very.

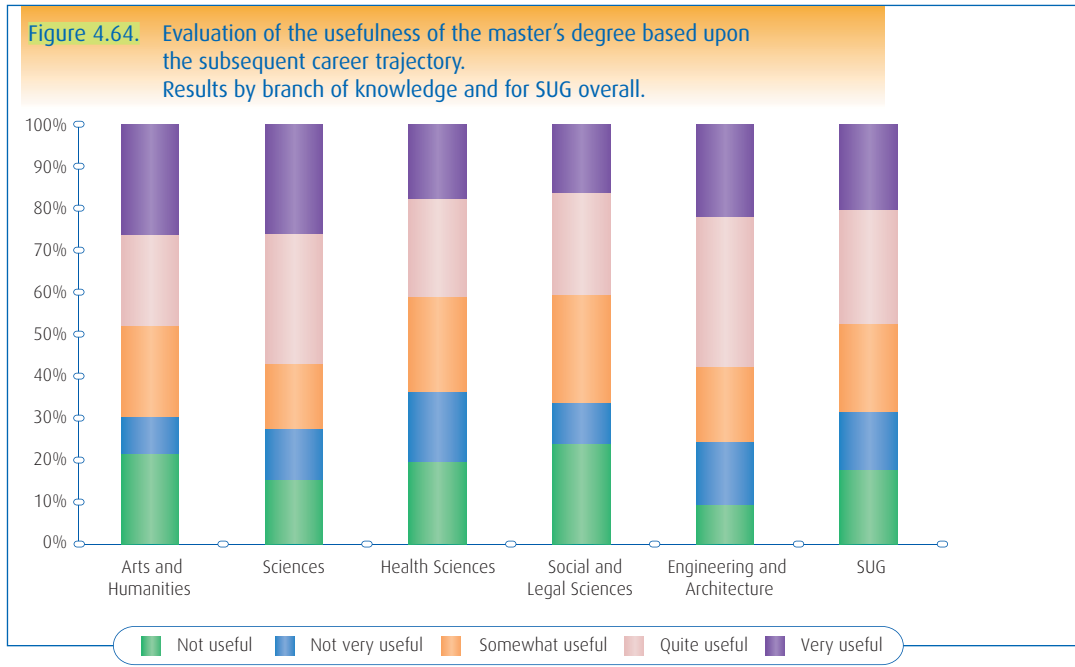
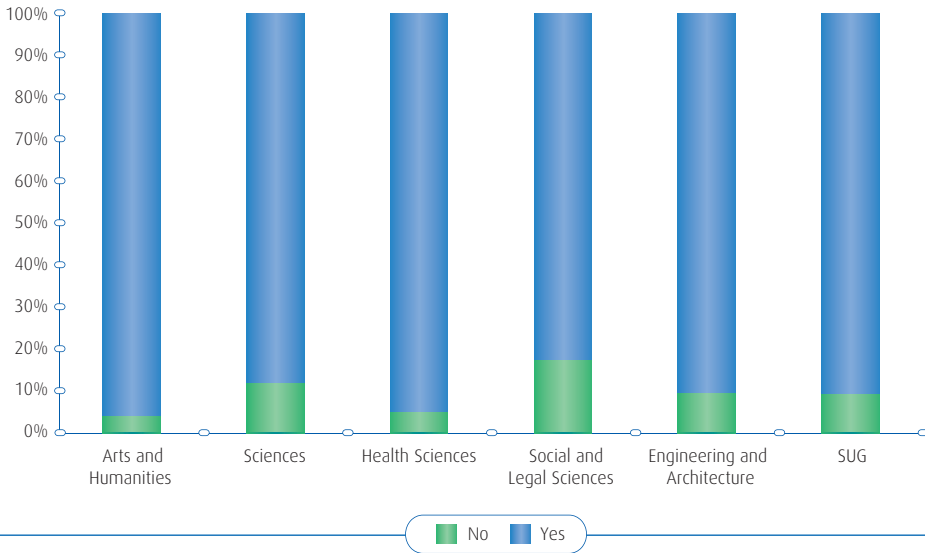


Figure 4.65 shows the opinions of the master's degree graduates regarding whether their own university should provide more information about the employment search. For the SUG as a whole, 90.5% of the graduates consider such information to be necessary, with this figure ranging between 82.3% in the Social and Legal Sciences and 95.7% in the Arts and Humanities.

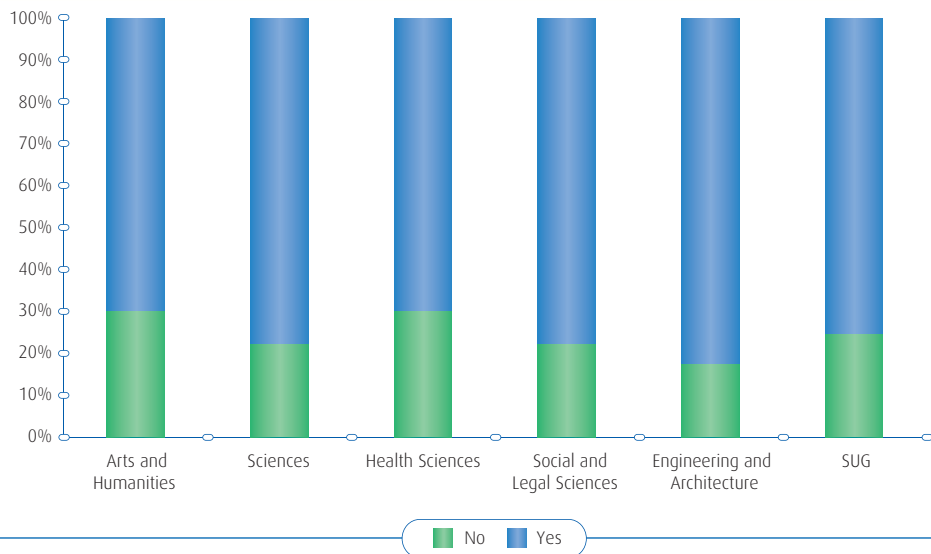
Figure 4.65. Need for more information from the university about finding employment. Results by branch of knowledge and for SUG overall.




Finally, the SUG master’s degree graduates were asked about whether they would choose to enroll in the same master’s degree program again. Figure 4.66 shows the results for this question, with a clear majority (75%) responding that they would in fact choose to enroll in the same master’s program again. There are no large differences seen in this category among the various branches of knowledge, although the branch of Engineering and Architecture is notable for the fact that 82.2% of the graduates say they would choose to study for the master’s degree again. On the other hand, it is only in the branches of Health Sciences and Arts and Humanities that these percentages are below 70%, although not by much.



Figure 4.66. Would you choose the same master's degree program again. Results by branch of knowledge and for SUG overall.

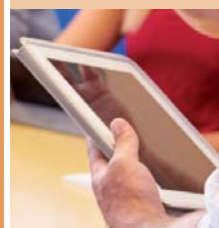




5. Results of the
labor market
insertion study for
2008-2009 SUC
Master's degree
graduates
(EIL Másteres 0809)

5

EIL Másteres 0710





5. Results of the labor market insertion study for 2008-2009 SUG Master's degree graduates (EILMásteres0809)

This section presents the results obtained from the survey given to graduates who received master's degrees during the 2008-2009 academic year.

The section begins with a brief summary of the main conclusions drawn from the study, then continues with further details of the main results in relation to: description of the study population, reasons why the graduates surveyed decided to pursue a master's degree and their assessments regarding various aspects of their program, their employment situation prior to enrolling in the master's program, access to employment after completing their master's degree, and their overall evaluation of their career trajectory.

5.1. Executive summary

Prior to enrolling in their master's program, 70.8% of the graduates were working, with 77.2% of them combining this work with their master's degree studies.

The results also show that 87.2% of the graduates earned their master's degree at the same university where they completed their previous degree.

The top reason given by the graduates for enrolling in their master's program was *to complement previous academic training for better specialization in the job market*, with 75.5%. The second most common reason was *to complement previous academic training to prepare for earning a doctorate and becoming a researcher*, with 25.8%.

External internships were performed by 50.2% of the graduates, with 66.8% of these respondents considering their internship to be good or very good.

Most of the respondents had worked since completing their master's degree (96.1%), with 44.4% of them beginning a new job and 55.6% continuing with the employment they already had prior to completing their master's degree.

The results show that 54.8% of the graduates who began a new job after completing their master's degree took less than 6 months to find it, with the average time required by a graduate to find employment being 7.53 months.

The job search channels most commonly used by the graduates were sitting for competitive exams or public sector offers with 33.0%, Internet job search sites with 28.2%, and self-promotion with 26.4%.

The employment search channels that have provided the most success in finding jobs are competitive exams or public sector offers, with 26.9% of the graduates finding employment this way, followed by personal contacts and Internet job search sites, with 17.2% and 14.3%, respectively.

The graduates consider *related work experience* to be the most relevant factor in the hiring process.

In terms of their current activities, 78.8% of the graduates are working, while 16.3% are not working but seeking employment and 4.9% are neither working nor seeking employment.

Of this 4.9% who are neither working nor seeking employment, 54.9% are pursuing further studies, primarily doctoral or undergraduate studies, while 11.8% are preparing for competitive exams.

The majority of the graduates are working in Galicia (89.5%), while only a very small proportion are working outside of Spain. The main reasons given for working outside of Galicia are *unable to find a job in Galicia* with 40.4% and *received a better offer from outside Galicia* with 30.8%.


In the four years that have passed since they completed their master's degree, the graduates have worked on average under 1.81 different contracts. Graduates working in government or public sector positions represent 42.9% of the respondents, while 24.0% are working for private companies with more than 50 employees.

Only 7.3% of the graduates who are working are self-employed, while the remaining 92.7% are working for others. Almost all of the graduates who are working are registered with or making contributions into Spain's social security system. Of the graduates who are working for others, 55.4% have a permanent employment contract, while 36.5% have a temporary contract. In addition, 81.4% of the graduates are working full time.

Of the graduates currently working, 18.0% have been in their current position for one year or less, with this percentage rising to 46.0% for those in their same job for three years or less.

Salaries greater than €1,000 per month are being earned by 71.4% of the graduates, with the average salary being €1,342.70. This figure drops to €1,185.60 in the case of women and rises to €1,525.56 euro in the case of men. The average salary increased in the amount of €60.72 compared to the salary being earned prior to earning the master's degree. This figure is higher for men at €103.01 than for women at €22.04.

In terms of the relationship between their current work and the master's degree they completed, 44.3% of the graduates say that their job is quite or very related. In turn, 86.0% of the graduates believe that university training is necessary for performing their current job.



The abilities considered by the graduates to be the most important for finding employment are *problem-solving ability* and *ability to assume responsibility*.

The results show that 91.6% of the graduates think that their own university should provide more information about the employment search process.

In terms of the usefulness of their master's degree in relation to their career trajectory, 42.6% of the graduates consider their degree to be quite or very useful, with 73.8% saying that they would choose to pursue the same master's degree again.

5.2. Description of the population

This section discusses information regarding the characteristics of the study population, i.e., the SUG master's degree graduates from the 2008-2009 academic year. This information includes socio-demographic factors such as gender, age, geographical origin, parents' level of education, average grades on previous transcript, and years required to complete the master's degree.

5.2.1. Distribution of the sample by gender

As was also found in the study of the SUG university graduates as a whole, and in agreement with the statistics from the universities themselves, a higher number of women received master's degrees during the 2008-2009 academic year than men, with women representing 56.6% of the graduates versus 43.4% for men. The results for the distribution of graduates by gender can be seen in Figure 5.1, both by branches of knowledge and for the SUG overall. The percentage of women working in the branches of Health Sciences and Arts and Humanities is above 70%, while the lowest percentage of women is found in Engineering and Architecture, at 32.8%.

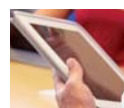
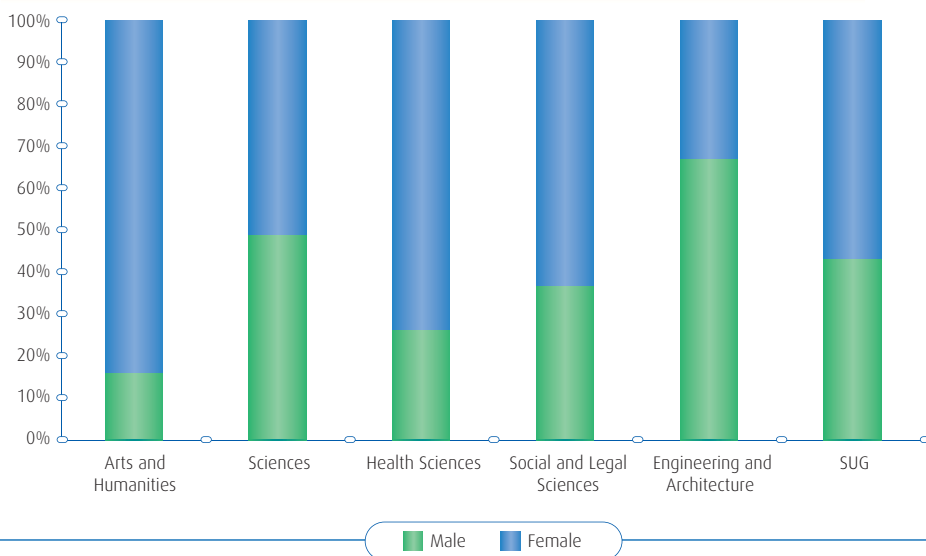


Figure 5.1. Distribution of the master's degree graduates by gender. Results by branch of knowledge and for SUG overall.



5.2.2. Distribution of the sample by age

Figure 5.2 shows the average age of the master's degree graduates distributed by branch of knowledge, as well as for the SUG as a whole. The branch of knowledge with the highest average age is Engineering and Architecture at 30.76 years, while the lowest average age is found in the Sciences at 28.64 years. The average age of the master's degree graduates for the SUG as a whole is 29.90 years.



Figure 5.2. Average age of the master's degree graduates.
Results by branch of knowledge and for SUG overall.

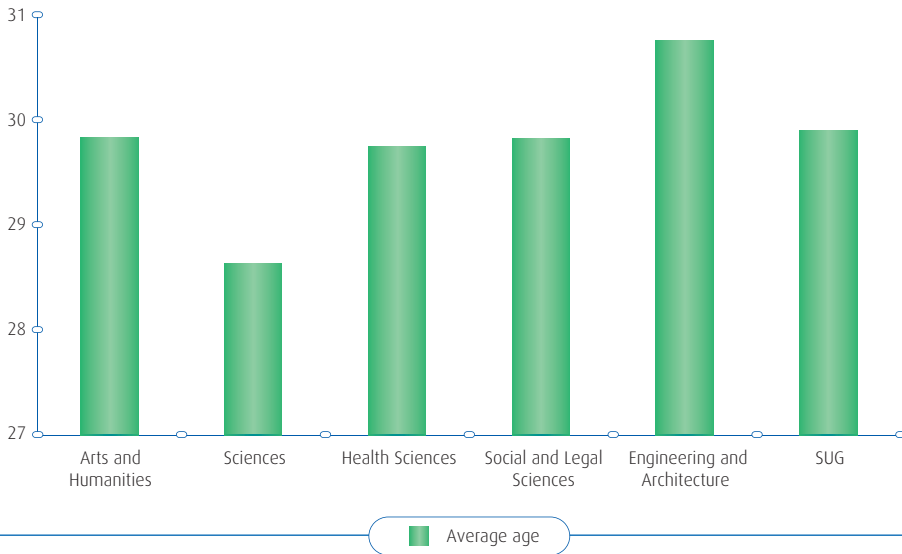
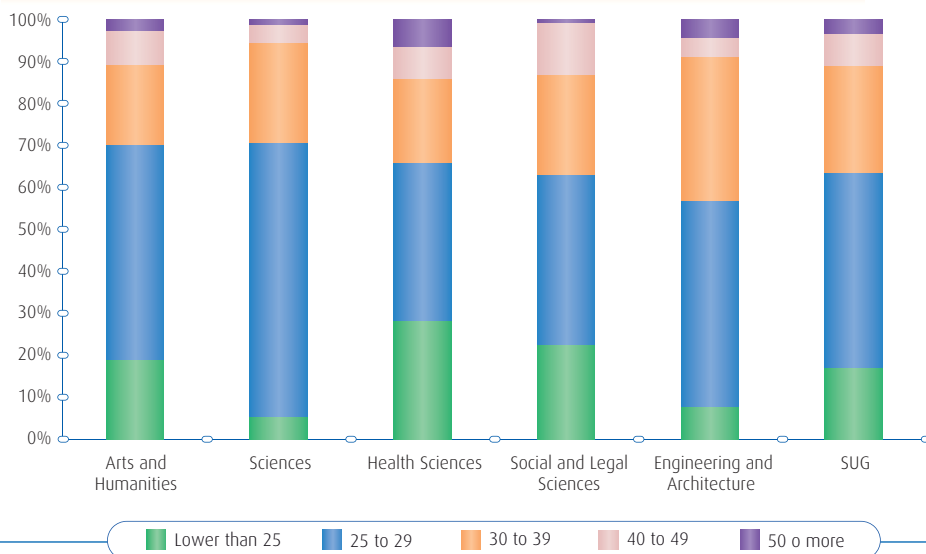


Figure 5.3 shows the distribution of the master's degree graduates by age, both by branch of knowledge and for the SUG as a whole. The percentage of graduates under age 25 for the SUG overall is 17.1%. Health Sciences is the branch of knowledge with the highest percentage of graduates in this age range with 28.2%, while the lowest percentage is found in the Sciences at 5.4%. The percentage of graduates over age 30 for the SUG overall is 36.5%. Engineering and Architecture is the branch of knowledge with the highest percentage of graduates in this age category with 43.2%, while the lowest percentage is found in the Sciences at 29.3%.



Figure 5.3. Distribution of the master's degree graduates by age. Results by branch of knowledge and for SUG overall.



5.2.3. Distribution of the sample by parents' level of education

Since the educational backgrounds of family members can represent an important factor in the choices made by students regarding their academic trajectories, the level of education possessed by the graduates' parents was also analyzed, both by branch of knowledge as well as for the master's degree graduates as a whole. Table 5.1 shows the distribution of the master's degree graduates for the SUG as a whole in terms of the highest level of education obtained by their parents. The percentage of graduates whose parents have completed university studies is 21.9% in the case of mothers and 23.7% in the case of fathers.

Table 5.1. Distribution of the master's degree students by parents' level of education. Results for SUG overall.

Education level	Mother	Father
No formal education	4.4%	3.1%
Elementary school	46.4%	41.3%
High school/Vocational training	27.3%	31.8%
Short Undergraduate program	12.2%	10.6%
Long Undergraduate program	9.1%	12.5%
Master's degree	0.0%	0.0%
Doctorate	0.6%	0.6%

Figure 5.4 shows the results for the graduates' mothers and Figure 5.5 for their fathers, in both cases broken down by branch of knowledge. It can be seen in a detailed manner that the highest percentages of parents with university education (short undergraduate program, long undergraduate program, master's, or doctorate) are found in Engineering and Architecture for both the graduates' mothers (30.9%) and fathers (32.5%). On the other hand, the branch of knowledge with the lowest percentages of both mothers and fathers is Arts and Humanities, with 10.8% and 8.1%, respectively. The greatest difference is found in Social and Legal Sciences, where the percentage of mothers with upper-level studies is 15.8%, versus 23.0% for fathers.

Figure 5.4. Distribution of the master's degree students by mothers' level of education. Results by branch of knowledge and for SUG overall.

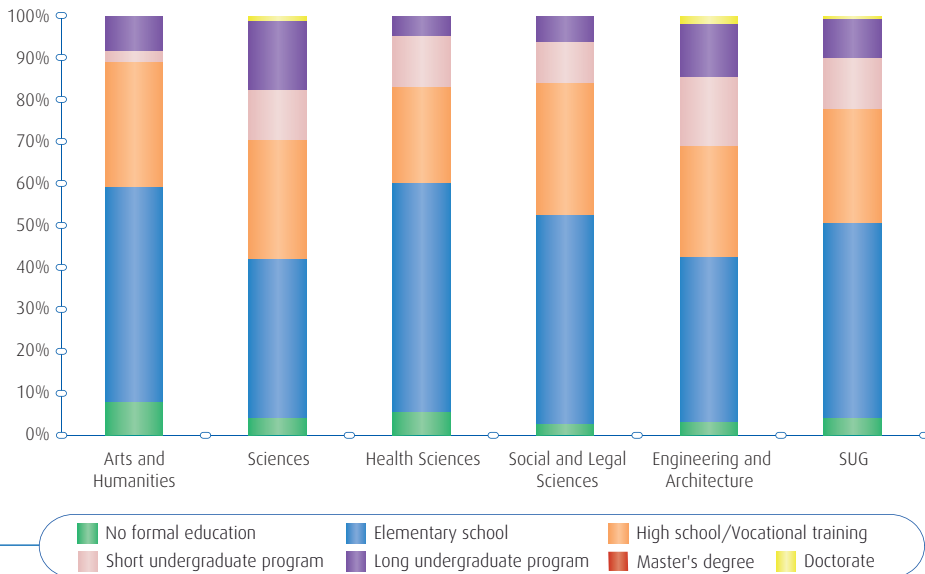
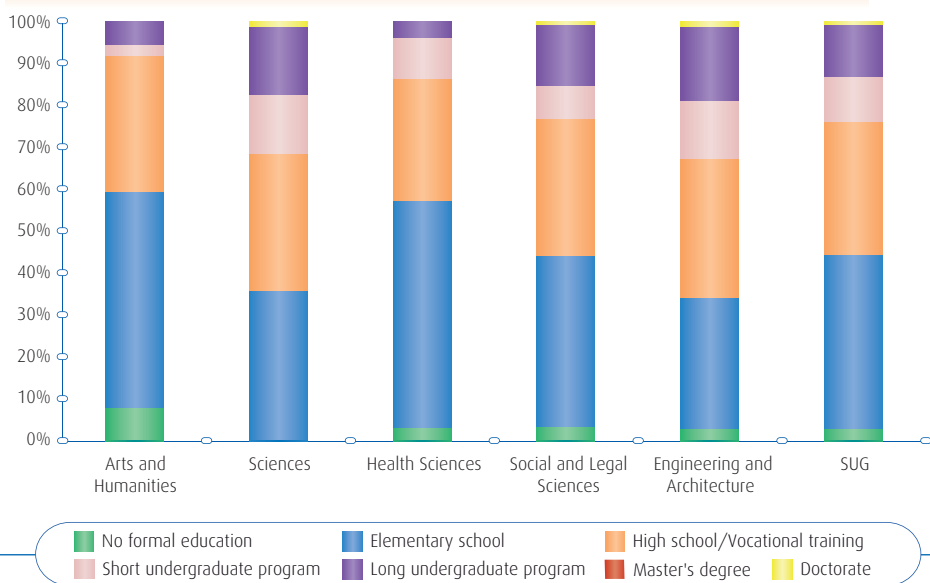


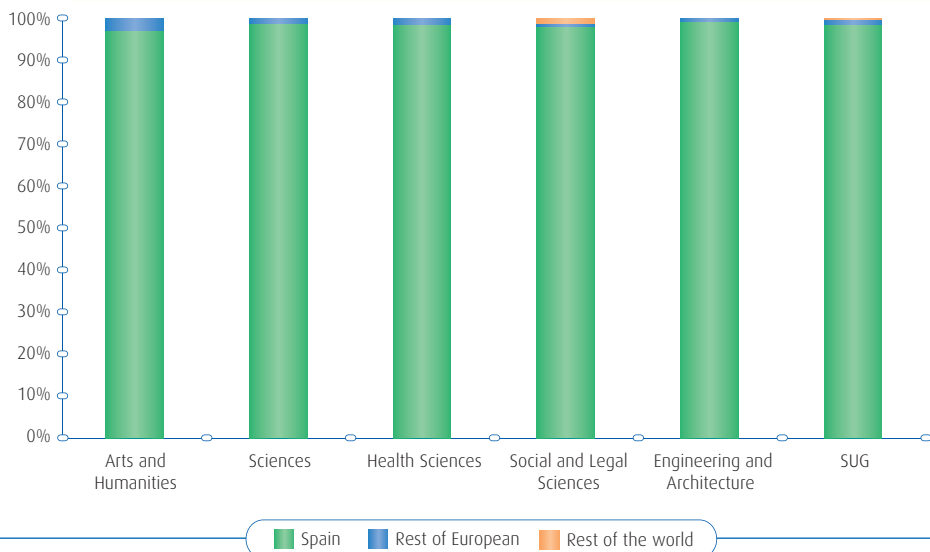
Figure 5.5. Distribution of the master's degree students by fathers' level of education. Results by branch of knowledge and for SUG overall.



5.2.4. Distribution of the sample by place of origin

Almost all of the master's degree graduates are of Spanish nationality, specifically 98.7%. As seen in Figure 5.6, there are no significant differences seen for this subject when comparing the various branches of knowledge.

Figure 5.6. Distribution of the master's degree graduates by nationality. Results by branch of knowledge and for SUG overall.

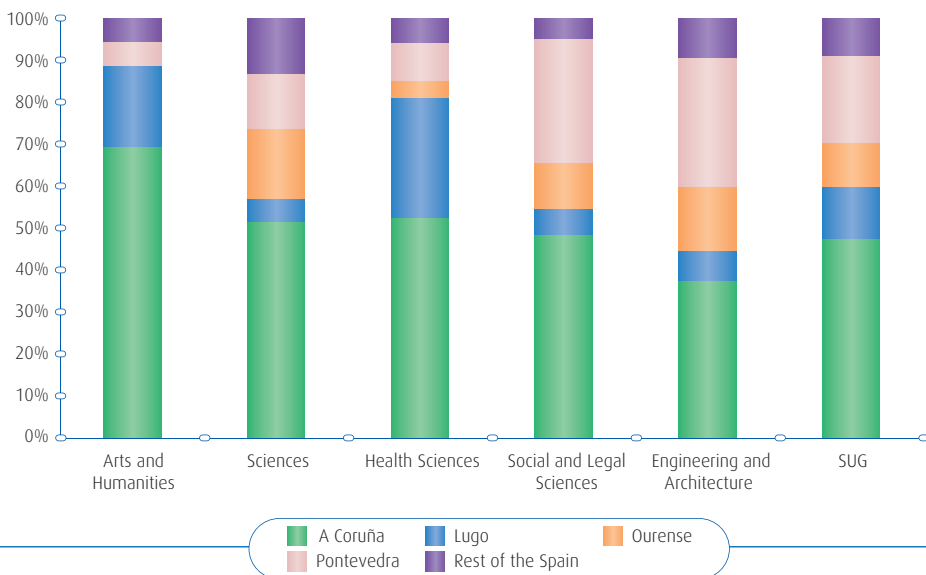


In terms of the province of residence for the Spanish master's degree graduates, as seen in Figure 5.7 the highest percentage for the SUG as a whole come from A Coruña (47.4%), while 20.9% come from the province of Pontevedra. The high percentage of graduates from A Coruña is particularly notable in the case of Arts and Humanities, where 69.4% come from that province, while the lowest percentage of 37.4% is found in Engineering and Architecture, with 30.7% of the graduates in this branch being from Pontevedra. Pontevedra also contributes a relatively high percentage of graduates in the Social and Legal Sciences, at 29.7%.

The provinces of Lugo and Ourense contribute lower percentages of graduates for the SUG as a whole, with 12.5% and 10.4%, respectively. The branch of knowledge with the most graduates from Lugo is Health Sciences, with 28.6%, while for Ourense it is the Sciences with 16.5%, followed by Engineering and Architecture with 15.1%.



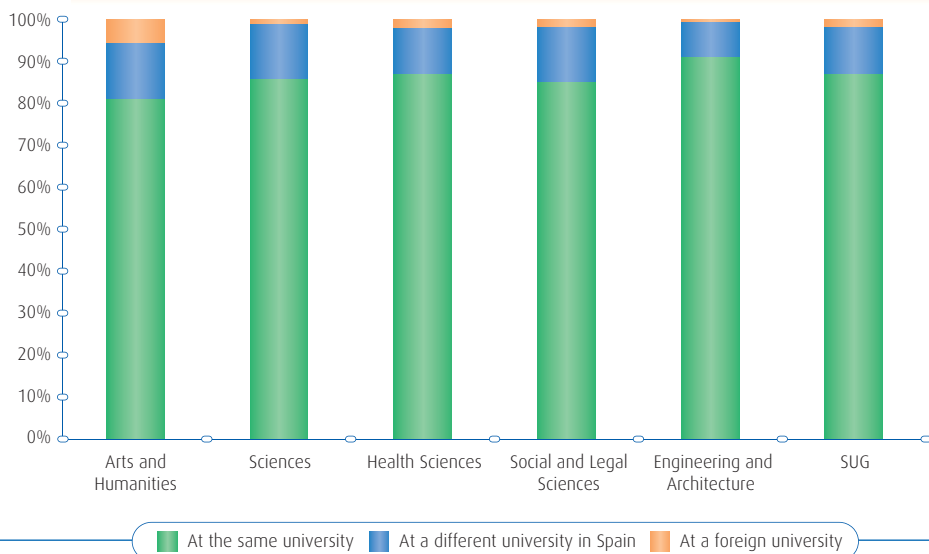
Figure 5.7. Distribution of the master's degree graduates by province of residence. Results by branch of knowledge and for SUG overall.



5.2.5. Distribution of the sample by previous university

A large majority of the master's degree graduates earned their previous degree at the same university where they earned their master's degree, specifically 87.2% for the SUG overall, as seen in Figure 5.8. For the rest of the graduates, 11.2% earned their previous degree at a university in Spain but not the same one where they earned their master's degree, while only 1.6% of the SUG graduates as a whole earned their previous degree at a foreign university.

Figure 5.8. Distribution of the master's degree graduates by previous university. Results by branch of knowledge and for SUG overall.



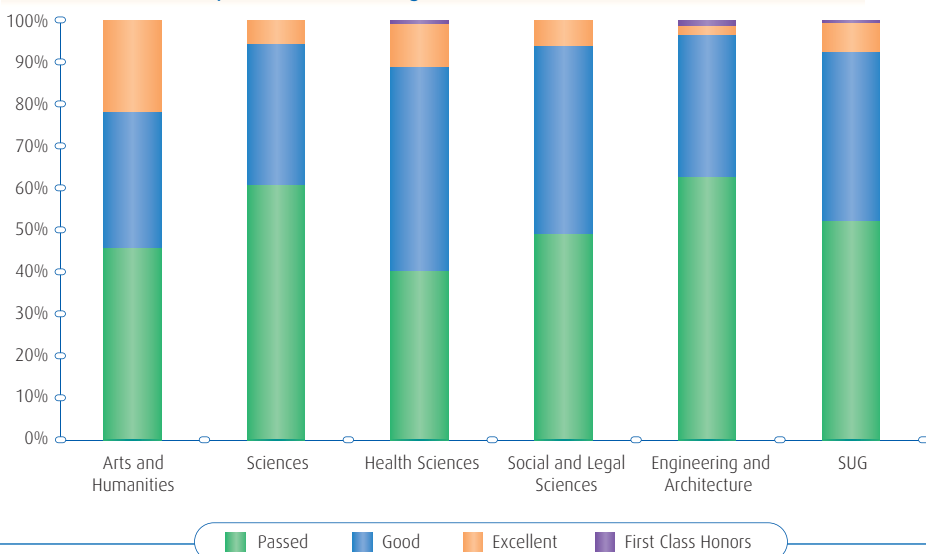
The highest percentage of master's degree graduates who earned their previous degree at the same university are found in the branch of Engineering and Architecture, with 91.1%, while in this branch those who studied at another Spanish university or in a foreign country are found to be 8.3% and 0.6%, respectively. The branch of Arts and Humanities shows the lowest percentage of master's degree graduates who earned their previous degree at the same university, at 81.1%. This branch also shows the highest percentage of graduates who carried out their previous studies at another Spanish university (13.5%) as well those who did so in a foreign country (5.4%).

5.2.6. Distribution of the sample by average grade on the academic transcript

Figure 5.9 shows the distribution of the master's degree graduates in terms of the average grade on their transcript for their previous degree program, by branch of knowledge and also for the SUG as a whole. For the SUG as a whole, 52.4% of the graduates had an average grade of passed, 40.3% had an average of good, 6.8% had an average of excellent, and 0.5% had an average of honors.



Figure 5.9. Distribution of the master's degree graduates by average grade on the academic transcript for their previous degree program. Results by branch of knowledge and for SUG overall.



The highest percentages of master's degree graduates with an average grade of passed for their previous degree are found in Engineering and Architecture and Sciences, with 62.8% and 60.9%, respectively. On the other hand, the graduates with the highest previous grades (average grade of good, excellent, or honors) are found in the Health Sciences and Arts and Humanities, where the percentages with an average of notable is 48.7% and 32.4%, respectively, and those with an average of excellent are 10.3% and 21.6%, respectively.

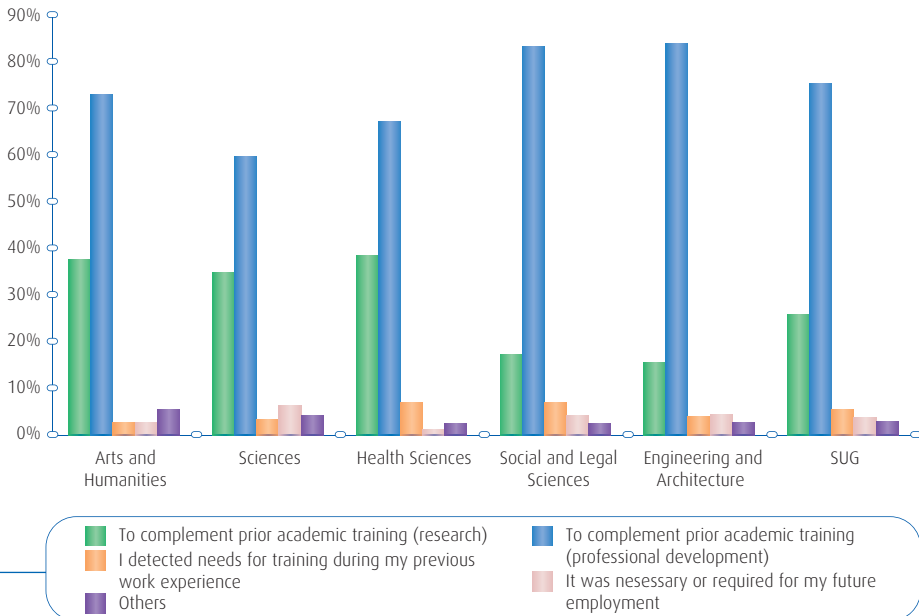
5.3. Reasons for pursuing a Master's degree and its evaluation

Knowledge of the reasons why the graduates decided to enroll in a master's degree program is a fundamental aspect of this study, since such knowledge will be very helpful for orienting the degree programs towards satisfying the real needs of potential students. Also, the assessments provided by the graduates regarding a variety of aspects related to the planning and implementation of the master's degree programs will allow the strengths and weaknesses of these programs to be identified. This section therefore first presents the results obtained in relation to the graduates' reasons for enrolling in their master's programs, then continues with discussion of their assessments regarding the main aspects of these programs.

5.3.1. Reasons for pursuing the Master's degree

As seen in Figure 5.10, the main reason given by the graduates for pursuing a master's degree is to complement their academic training in order to achieve better specialization in the labor market, expand employment opportunities, and gain a higher level of professional development, with a percentage of 75.5% for the SUG as a whole. The second most important reason given as a response was to complement the prior academic training in order to pursue a doctorate and become a researcher, with 25.8%.

Figure 5.10. Reasons for pursuing the master's degree.
Results by branch of knowledge and for SUG overall.



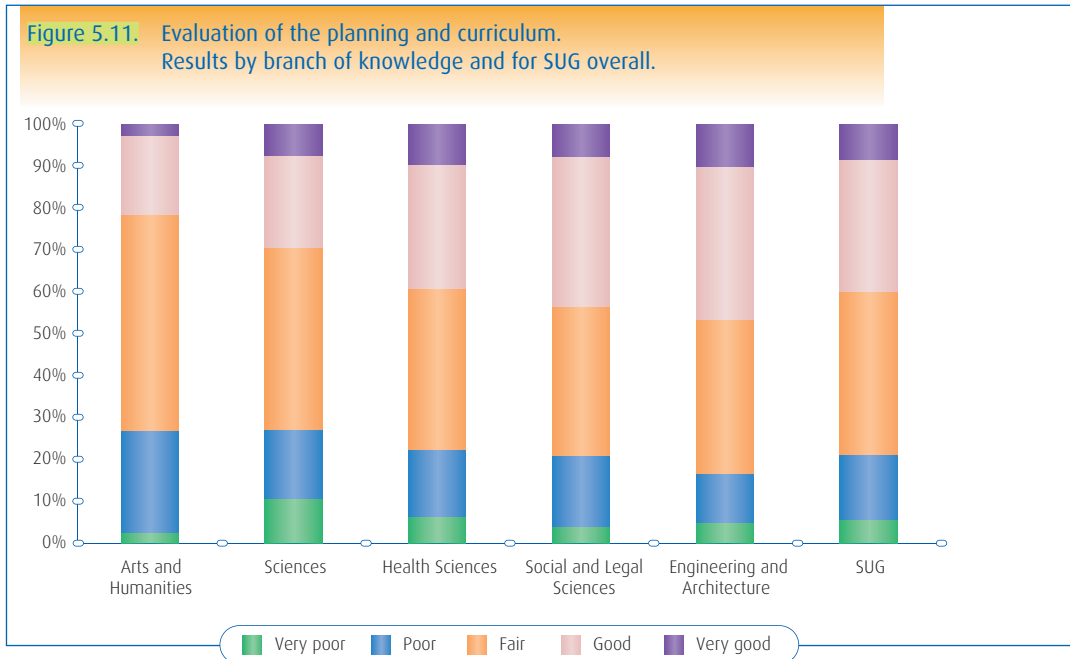
When broken down by branch of knowledge these assessments maintain the same pattern as seen for the SUG as a whole. However, in Engineering and Architecture and Social and Legal Sciences a special emphasis is seen on the response stating that the reason for pursuing further training was in order to improve success in the labor market, with 83.9% and 83.3%, respectively. On the other hand, the reason stating that further training was pursued in order to perform research shows the highest percentages in Health Sciences, with 38.5%, Arts and Humanities, with 37.8%, and Sciences, with 34.8%.



5.3.2. Evaluation of the Master's degree

In order to analyze the graduates' experiences during their time in the SUG master's degree programs, a series of questions was asked in order to find out about the graduates' degree of satisfaction with respect to various aspects of their master's program: planning, coordination, professors, material resources, etc. This section therefore discusses the perception that the master's degree graduates have of these elements.

In relation to their evaluation of the planning and curriculum (structure of the master's degree program, scheduling, distribution of the workload, etc.), and as seen in Figure 5.11, there are 39.9% of the master's degree graduates who evaluated these aspects as good or very good, versus 21.3% who considered them to be poor or very poor. The branches of knowledge with the lowest percentages of graduates who rate their program as good or very good are found in the Arts and Humanities and Sciences, with 21.6% and 29.3%, respectively. On the other hand, in the branches of Engineering and Architecture and Social and Legal Sciences these percentages reach 46.7% and 43.4%, respectively.



With respect to the competencies they gained (knowledge, skills, and abilities), and as summarized in Figure 5.12, 48.3% of the master's degree graduates considered these to be good or very good, versus 17.7% who evaluated them as poor or very poor. In terms of the breakdown by branch of knowledge, the evaluation of the competencies gained is highest in the case of Engineering and Architecture, where 53.3% of the graduates considered these to be good or very good, while the lowest ratings are found in the branch of Sciences, with 25.0% responding that these are poor or very poor.

Figure 5.12. Evaluation of the competencies gained.
Results by branch of knowledge and for SUG overall.

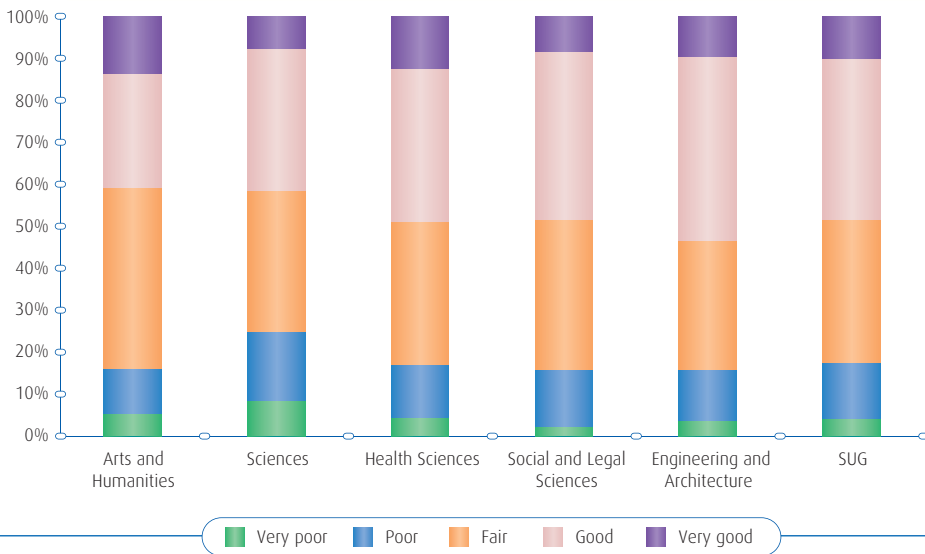
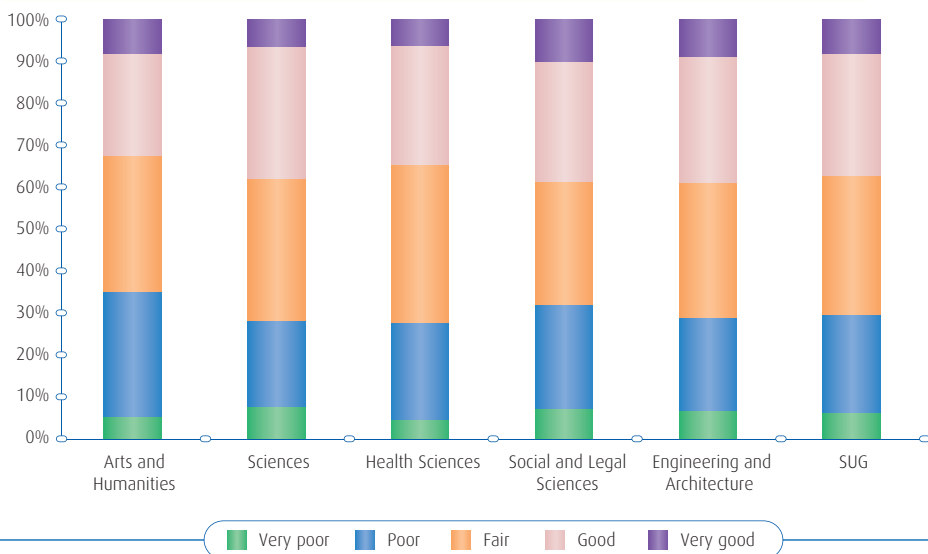


Figure 5.13 summarizes the graduates' evaluations of the teaching/learning and assessment methodologies. These were evaluated as good or very good by 37.3% of the SUG graduates, and as poor or very poor by almost 29.7%. For the evaluations of the teaching methodologies, no large disparities are seen among the branches of knowledge. However, the percentage of graduates who rated these as poor or very poor are slightly higher in the case of Arts and Humanities (35.1%) than in the rest of the branches.



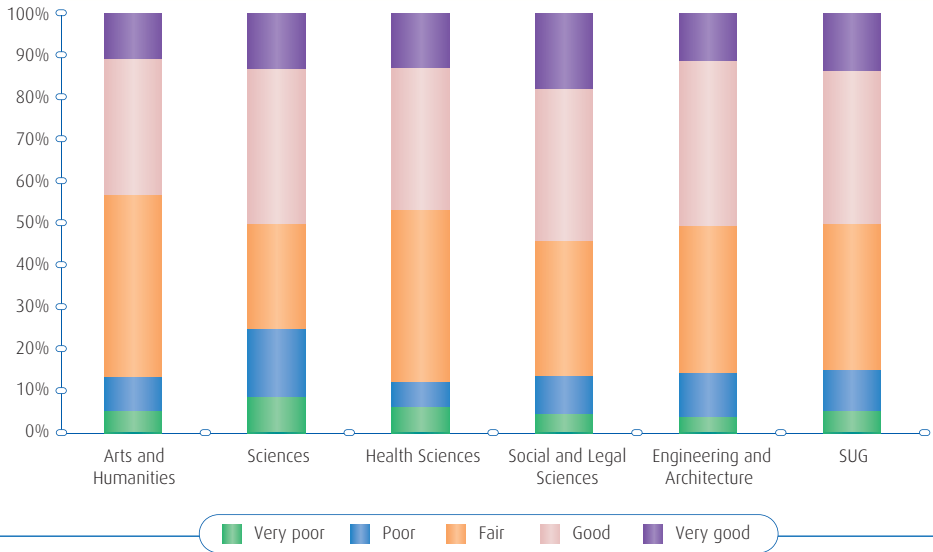
Figure 5.13. Evaluation of the methodologies used for teaching/learning and assessment.
Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the professors, as summarized in Figure 5.14, 50.1% of the master's degree graduates considered them to be good or very good, versus 15.1% who evaluated them as poor or very poor. In terms of the distribution by branch of knowledge, the highest percentage of graduates who evaluated the professors as poor or very poor are found in the Sciences, while in the Health Sciences this figure drops to 12.2%. On the other hand, the highest percentage of evaluations of the professors as good or very good are found in the branch of Social and Legal Sciences, with 54.2%.



Figure 5.14. Evaluation of the professors.
Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the materials resources, as summarized in Figure 5.15, 40.3% of the master's degree graduates considered these to be good or very good, versus 28.4% who evaluated them as poor or very poor. Graduates in the Arts and Humanities provided the highest evaluation of the material resources, with 45.9% considering them to be good or very good, while only 24.3% responded with evaluations of poor or very poor. The Sciences are found at the other extreme, with 35.9% of the evaluations being negative (poor or very poor).



Figure 5.15. Evaluation of the material resources.
Results by branch of knowledge and for SUG overall.

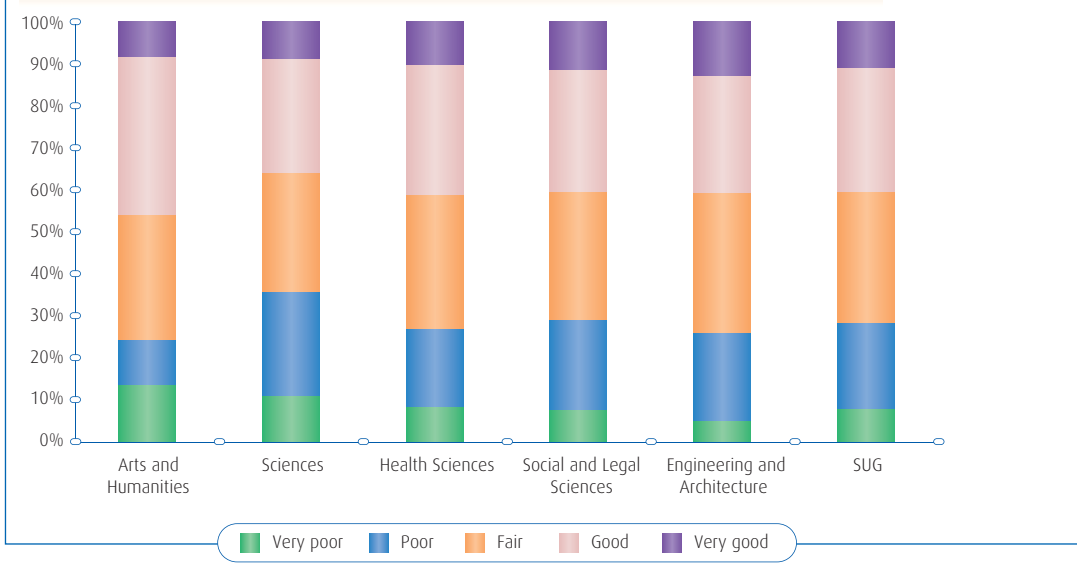
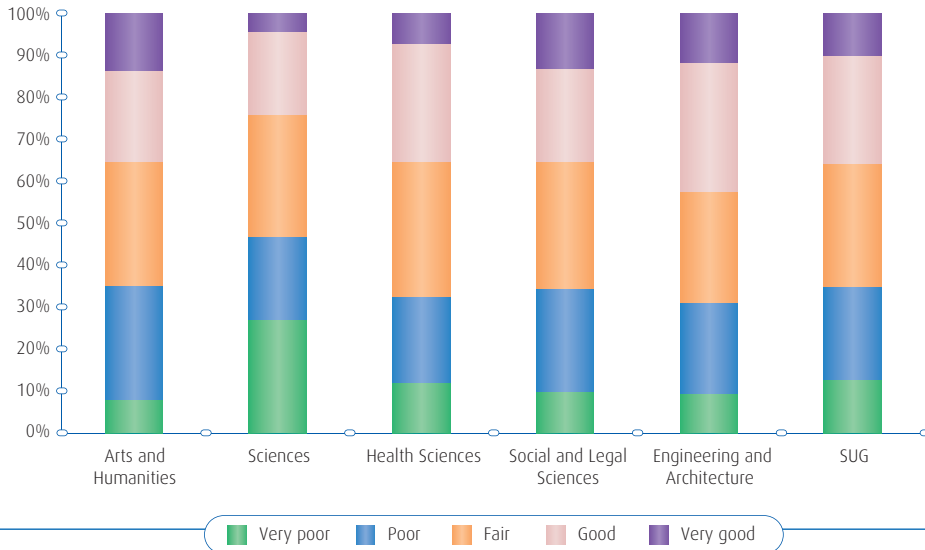


Figure 5.16 summarizes the evaluation of the program coordination, with 35.6% of the SUG graduates responding with good or very good, versus 34.9% who responded with poor or very poor. The highest evaluations in this category are found in the branch of Engineering and Architecture, with 42.3% of the graduates providing positive evaluations of this aspect. This percentage drops to 23.9% in the case of the Sciences, where program coordination received the lowest values (27.2% considered it to be very poor and 19.6% considered it to be poor).

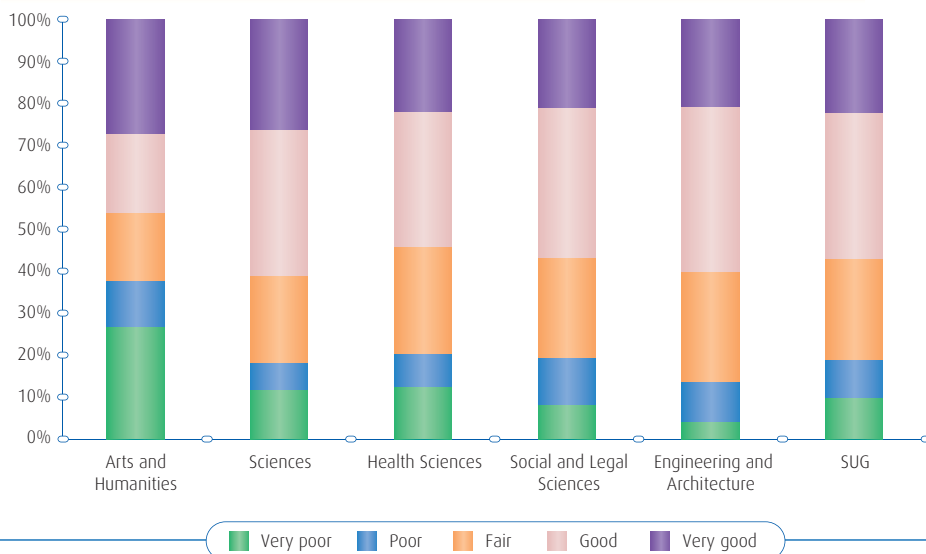
Figure 5.16. Evaluation of the program coordination. Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the master's degree final project (contents, development, etc.), as shown in Figure 5.17, 56.9% of the SUG graduates responded with good or very good, while only 19.2% responded with poor or very poor. In terms of the distribution by branch of knowledge, the highest evaluations were concentrated in the Sciences and in Engineering and Architecture, with percentages of 60.9% and 60.0%, respectively. The branch of Arts and Humanities is found at the other end of the spectrum, where 37.8% provided a negative evaluation of the master's degree final project. The percentage responding with very poor, 27.0% of the graduates in this branch, is especially notable.

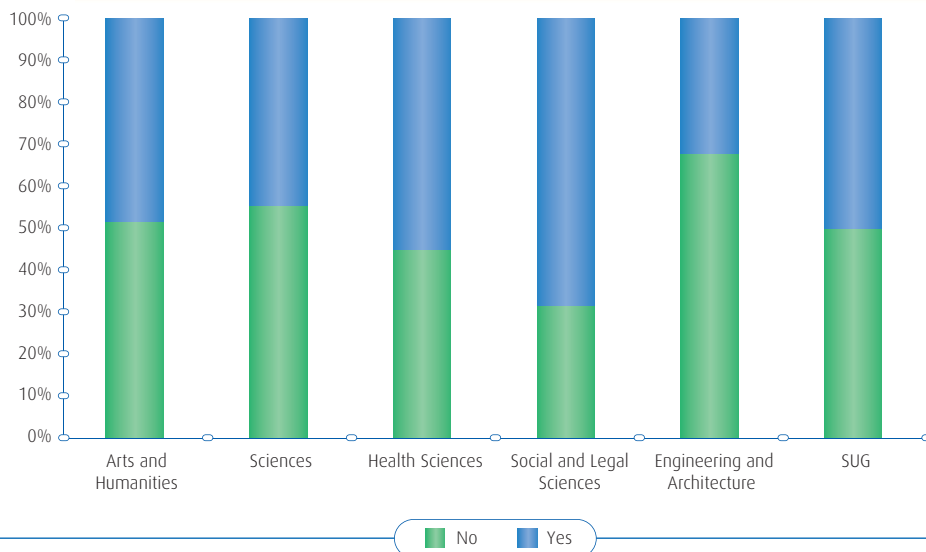


Figure 5.17. Evaluation of the master's degree final project.
Results by branch of knowledge and for SUG overall.



The performance and evaluation of external internships represent a fundamental element to be considered in the present study, since these can be an important factor in terms of facilitating entry into the labor market for the master's degree graduates. Figure 5.18 shows that 50.2% of the SUG graduates performed external internships. The branch of Social and Legal Sciences shows the highest percentage at 68.5%, followed by Health Sciences with 55.1%. On the other hand, the branch of Engineering and Architecture showed the lowest percentage of graduates who performed internships, with 32.2%.

Figure 5.18. Performance of external internships.
Results by branch of knowledge and for SUG overall.



With respect to their evaluations of the external internships, as seen in Figure 5.19, 66.8% of the master's degree graduates replied with evaluations of good or very good, versus 12.2% who responded them to be poor or very poor. When analyzed by branch of knowledge, Sciences shows the highest evaluations, since 58.5% of the graduates consider their external internship to be very good and 22.0% responded with good. In the branch of Engineering and Architecture these percentages are 37.5% and 23.2%, respectively, although only 32.2% of the master's degree graduates in this branch performed external internships, versus 44.6% in the Sciences, as seen in Figure 5.18. The branch with the highest percentage of graduates performing internships is Social and Legal Sciences, with 68.5%. The evaluations of these internships in this branch are about average, with 66.1% considering them to be good or very good.



Figure 5.19. Evaluation of external internships.
Results by branch of knowledge and for SUG overall.

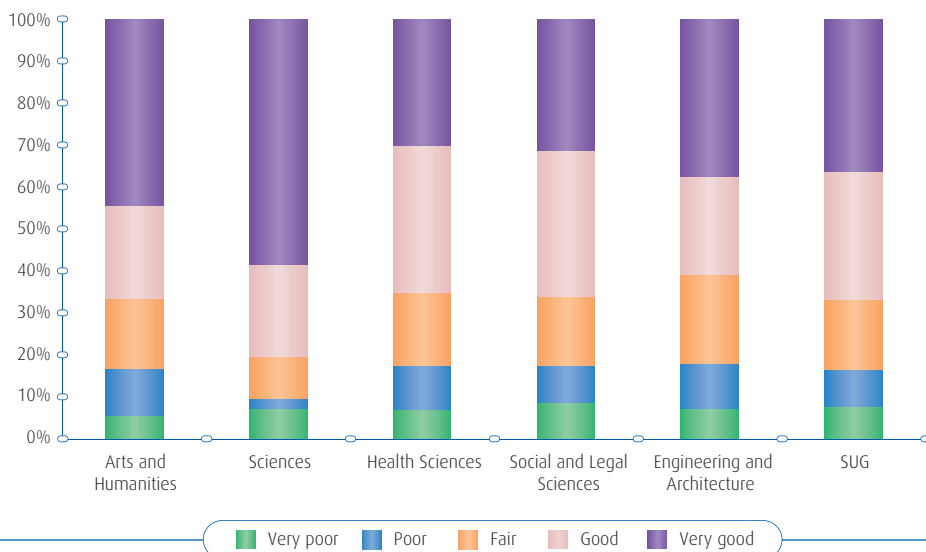
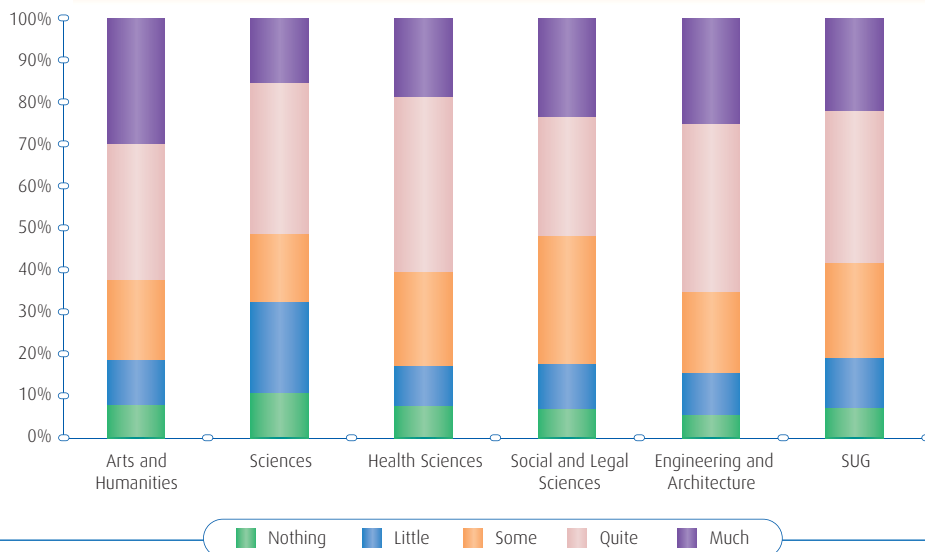


Figure 5.20 summarizes the graduates' evaluations regarding whether or not their master's degree program offered them additional training with respect to the training they had acquired through their previous university studies, independent of their later experience in the labor market. The data for the SUG as a whole show that 58.1% of the graduates believe that their master's program offered them a quite or very high amount of additional training, versus 19.2% who believe that their program offered them little or none. The highest evaluations for the training received, by branch of knowledge, are found in Engineering and Architecture, with 65.0% of the graduates considering the training received to be quite or very valuable, followed by the branches of Arts and Humanities and Health Sciences, where these percentages are 62.1% and 60.3%, respectively. On the other hand, in the branch of Sciences the additional training received during the master's degree program was less favorably evaluated, as reflected in the fact that 32.6% of the graduates evaluating its value as little or none.

Figure 5.20. Evaluation of the additional training acquired from the master's degree program.
Results by branch of knowledge and for SUG overall.



In Figure 5.21 the average values can be seen for all of the elements considered in this section 5.3.2, both for the SUG as a whole and for the various branches of knowledge. It is notable that the highest average values for most of the aspects evaluated are found in the branch of Engineering and Architecture: planning (3.35), abilities acquired (3.43), teaching methodology (3.12), material resources (3.22), coordination (3.14), master's degree final project (3.62), and additional training received (3.69), with all of these values being slightly above the overall average. Finally, the evaluation of external internships was notably higher in the Sciences (4.22), while the highest evaluation of the professors, although with a less notable difference, was found in the Social and Legal Sciences (3.54).

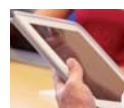
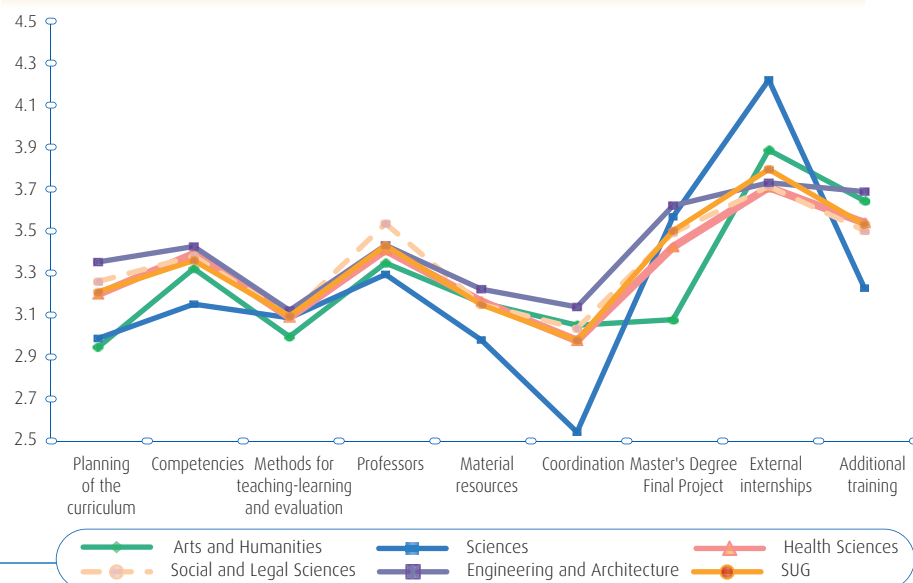


Figure 5.21. Average evaluations for the main aspects of the master's degree programs. Results by branch of knowledge and for SUG overall.



For a large proportion of the aspects evaluated, the branch of Sciences showed the lowest scores, such as in relation to competencies acquired (3.15), professors (3.29), material resources (2.98), and to a greater degree, coordination (2.54) and additional training received (3.23). The branch of Arts and Humanities showed the lowest average evaluations for planning (2.95), teaching methodology (2.95), and master's degree final project (3.08).

5.4. Work situation prior to earning the Master's degree

An in-depth study of labor market insertion for master's degree graduates requires the employment situation that the graduates were in prior to enrolling in their program to be taken into account. This information allows a general profile of the graduates to be obtained in terms of their previous relations with the working world, which can then be used to establish a series of comparisons with their employment after completing their master's degree, in order to determine whether their situation has experienced any type of improvement in terms of contractual stability, salary, etc.

5.4.1. Prior work activities

Table 5.2 summarizes the data related to the working activities of the graduates prior to their enrollment in their master's degree program. It can thus be seen that 70.8% of the master's degree graduates had already been working prior to beginning their degree program, with this percentage increasing to 78.8% in the case of Health Sciences and dropping to 53.3% in the Sciences. The remaining 29.2% of the SUG graduates who were not previously working can be divided into 6.2% who had looked for employment but had not found it and 23.0% who did not look for work.

Table 5.2. Working activity prior to the master's degree program and at the time of beginning the program. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not work or look for work	Looked for work but did not find it	Worked	Was not working when beginning the master's degree program	Quit working to focus on master's degree	Worked and studied for master's degree simultaneously
Arts and Humanities	35.1%	8.1%	56.8%	19.0%	4.8%	76.2%
Sciences	39.1%	7.6%	53.3%	20.4%	12.2%	67.3%
Health Sciences	17.3%	3.9%	78.8%	17.1%	2.4%	80.5%
Social and Legal Sciences	19.7%	6.6%	73.8%	19.4%	8.9%	71.8%
Engineering and Architecture	20.5%	6.7%	72.8%	11.5%	5.3%	83.2%
SUG	23.0%	6.2%	70.8%	16.5%	6.3%	77.2%

In terms of the graduates' working situation at the time of beginning their master's degree program, a large majority of the respondents who had been previously working (77.2%) worked and studied simultaneously during their master's program, with the branches of Engineering and Architecture and Health Sciences showing the highest percentages. In turn, only 6.3% of the graduates who had been working prior to their degree program quit their jobs in order to pursue their degree. This percentage rises to 12.2% in the case of the Sciences and drops to 2.4% in the Health Sciences. Finally, 16.5% of the graduates who had worked prior to the master's program did not have a job at the time when they began their degree program.

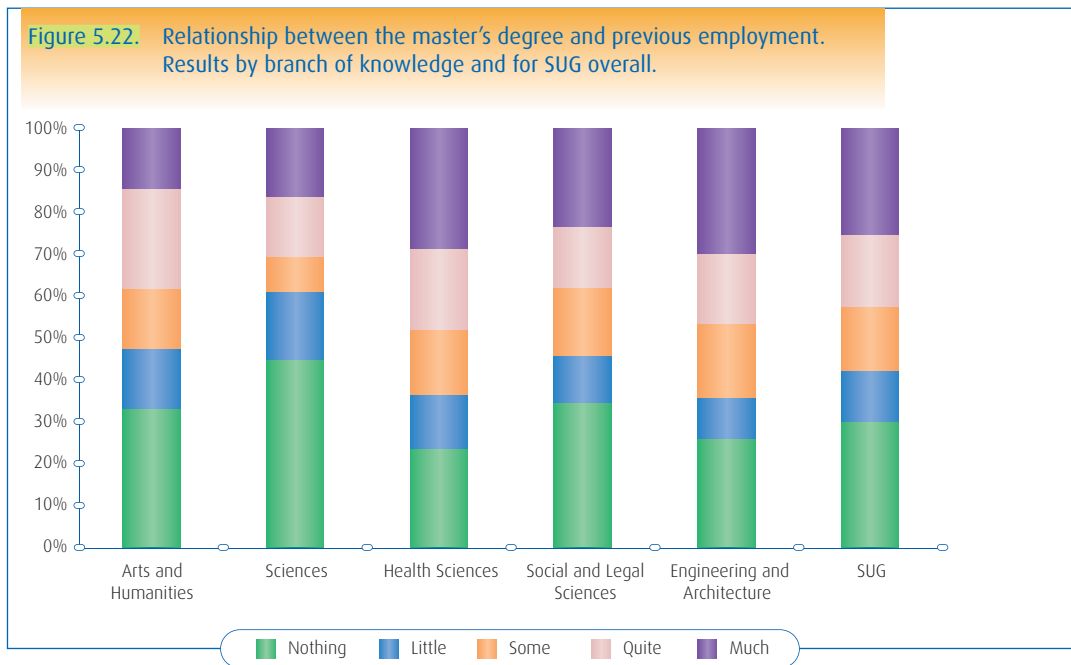
5.4.2. Prior employment

This section discusses the information related to the main aspects of the work that master's degree graduates were performing prior to enrolling in their program. The graduates surveyed were asked about elements such



as the relationship between this employment and the master's degree they earned, the type of work schedule they had maintained, their type of work contract, and their salary.

Figure 5.22 summarizes the relationship existing between the work performed prior to the master's degree and the degree itself. The data collected for the SUG graduates as a whole show that 25.4% considered their previous work to be very related to their master's degree, versus 30.1% who said that there was no relationship at all. When analyzed by branch of knowledge, it can be seen that the weakest link between the prior work and the master's degree is found in the branch of Sciences, since only 16.3% of the respondents responding that the two were very related, while 44.9% indicated that there was no relationship. On the other end of the scale are the branches of Engineering and Architecture and Health Sciences, where 29.8% and 28.5% of the graduates stated that their previous work and their master's degree were very related.



The type of work schedule maintained prior to the master's degree is summarized in Figure 5.23, where it can be seen that 76.3% of the SUG graduates performed full-time work, versus 23.7% who performed part-time work. Certain differences can be seen when the results are broken down by branch of knowledge, with the percentages of graduates who were working full-time being 82.9% in the Health Sciences, with this figure dropping to 52.4% in the case of Arts and Humanities.

Figure 5.23. Type of work schedule prior to enrolling in master's program. Results by branch of knowledge and for SUG overall.

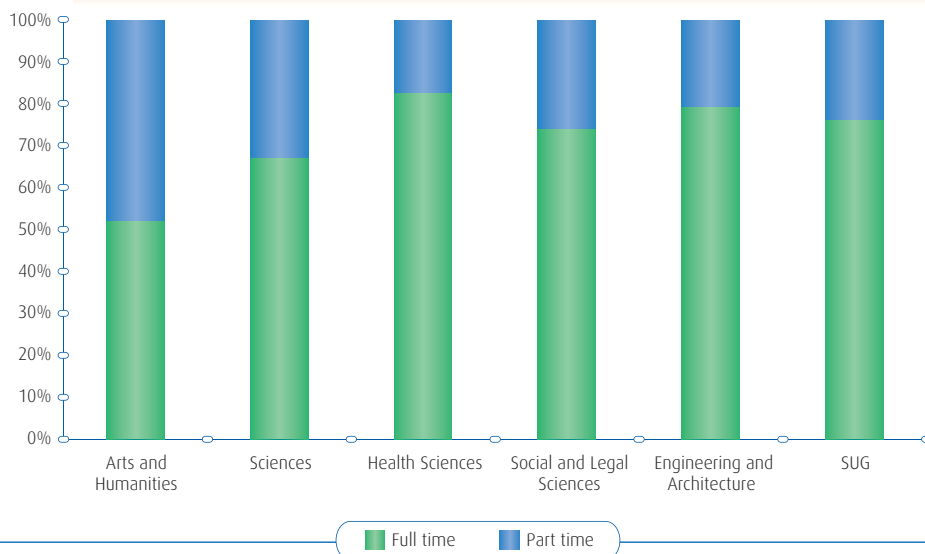


Figure 5.24 shows the distribution of types of employment contract for work performed by the graduates prior to enrolling the master's degree program. At the overall SUG level, there is a higher percentage of temporary contracts (46.0%) than permanent contracts (32.6%). By branch of knowledge, no large differences are seen in relation to the percentage of graduates who were working under a permanent contract prior to their master's degree. In all of the branches this percentage is slightly above 30%, except for Arts and Humanities where it is 28.6%. In this branch the high percentage of graduates who had been working under a grant prior to their master's degree is especially notable (28.6%). The highest percentage of temporary contracts is found in Health Sciences, where 56.1% of the respondents had this type of contract prior to studying for their master's degree.



Figure 5.24. Type of work contract prior to enrolling in master's program. Results by branch of knowledge and for SUG overall.

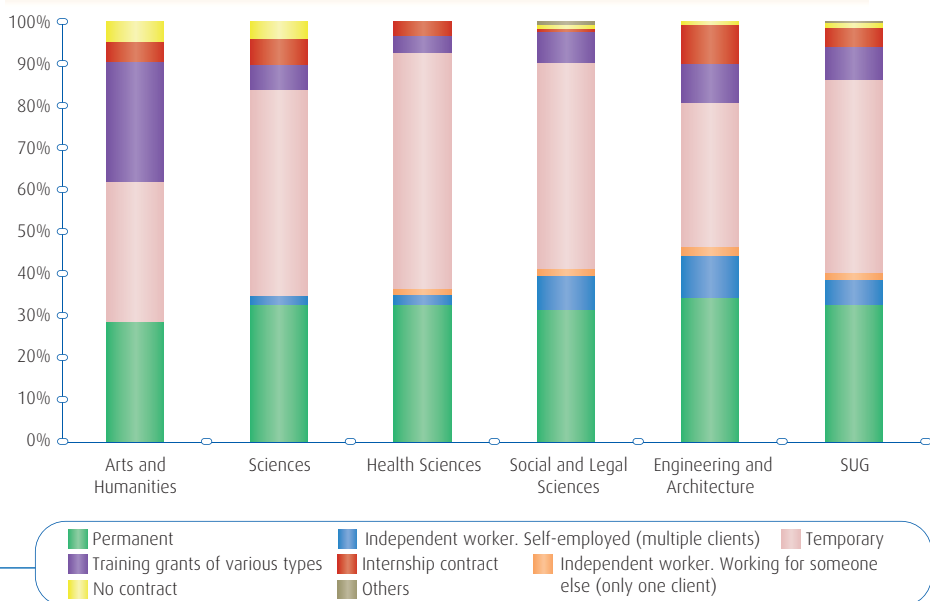


Figure 5.25 summarizes the situation for the graduates with respect to social security in their work prior to enrolling in their master's degree programs. It can be seen that the vast majority were registered with Spain's social security system (88.2%), versus only 11.8% who were not. There are no large differences seen when the results are analyzed by branch of knowledge, except for in the branch of Arts and Humanities where a notable 23.8% of the graduates were not enrolled with social security for their employment prior to their master's degree program.

Figure 5.25. Relationship with social security in employment prior to the master's degree. Results by branch of knowledge and for SUG overall.

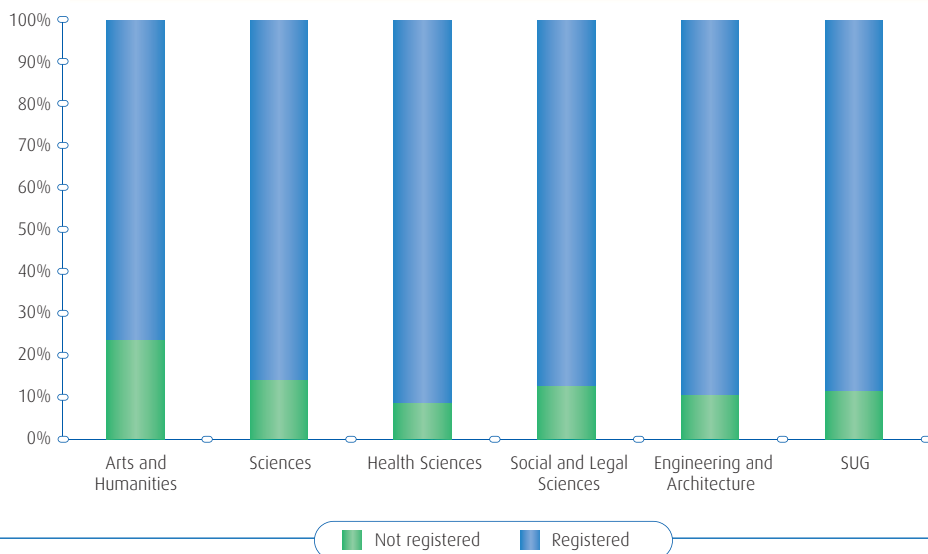
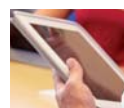


Table 5.3 shows the distribution of the SUG master's degree graduates based upon the monthly net salary they were earning for the work they performed prior to their master's degree. In general it can be seen that more than half of the respondents (55.2%) were earning a monthly salary between €600 and €1,400. The results also show that 16.3% were earning €600 or less, with most of these low salaries being explained by the fact that the respondents were working part time.

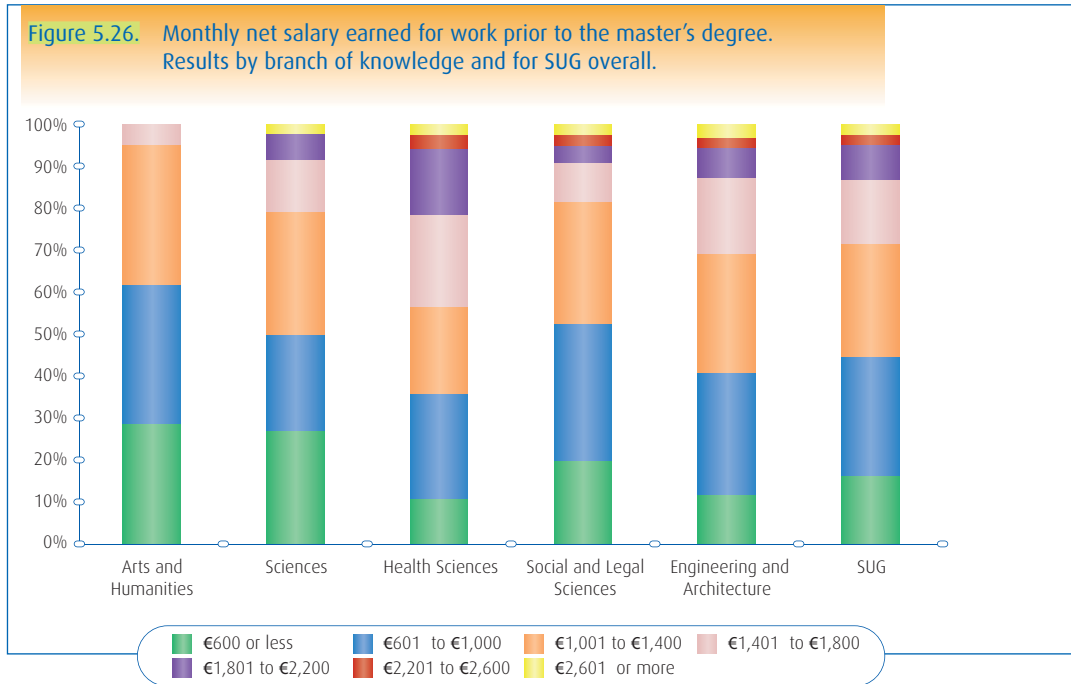
Table 5.3. Monthly net salary earned for work prior to the master's degree. Results for SUG overall.

Monthly salary	% graduates
€600 or less	16.3%
€601 to €1,000	28.4%
€1,001 to €1,400	26.8%
€1,401 to €1,800	15.4%
€1,801 to €2,200	8.3%
€2,201 to €2,600	2.3%
€2,601 or more	2.5%

Figure 5.26 and Table 5.4 show the distribution of the graduates based upon the monthly net salary they received while working prior to their master's degree program, both by branch of knowledge and for the SUG as



a whole. Health Sciences is clearly the branch with the highest percentage of graduates in the highest salary categories, with 21.6% earning a salary greater than €1,800 before earning their master's degree. The next highest paid branch is Engineering and Architecture, with the percentage earning these salaries being 12.6%.



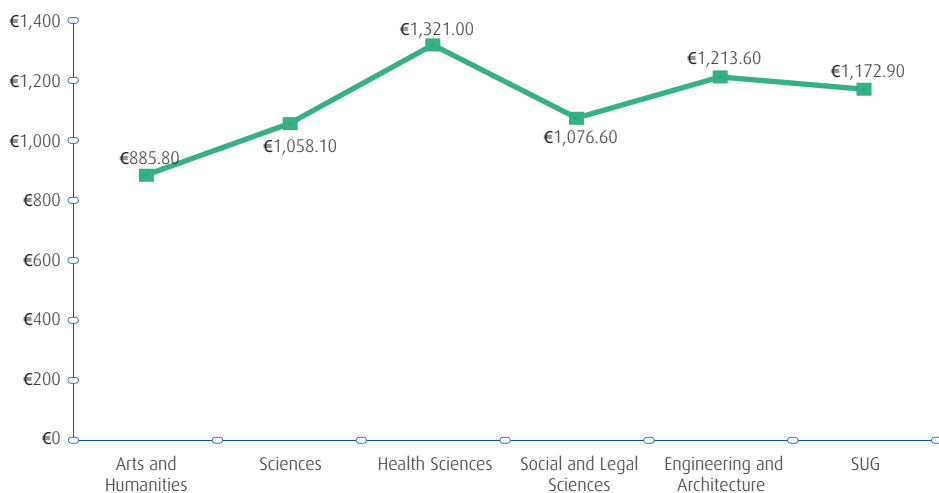
On the other hand, the branches of Arts and Humanities and Sciences are those with the highest percentages of graduates earning a salary of less than €600 prior to their master's degree, with percentages of 28.6% and 27.1%, respectively. These figures can be explained by the high percentages of part-time work being performed by the respondents in these branches prior to earning their master's degree. Also notable in the Sciences is the significant numbers of respondents working under grant contracts. In terms of the percentages of graduates whose salaries were between €601 and €1,400, the highest numbers are seen in the branches of Arts and Humanities and Social and Legal Sciences, where these categories represent 66.6% and 61.7% of the totals.

Table 5.4. Monthly net salary earned for work prior to the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	€600 or less	€601 to €1,000	€1,001 to €1,400	€1,401 to €1,800	€1,801 to €2,200	€2,201 to €2,600	More than €2,600
Arts and Humanities	28.6%	33.3%	33.3%	4.8%	0.0%	0.0%	0.0%
Sciences	27.1%	22.9%	29.2%	12.5%	6.3%	0.0%	2.1%
Health Sciences	10.8%	25.0%	20.8%	21.7%	15.8%	3.3%	2.5%
Social and Legal Sciences	20.0%	32.5%	29.2%	9.2%	4.2%	2.5%	2.5%
Engineering and Architecture	11.8%	29.1%	28.3%	18.1%	7.1%	2.4%	3.1%
SUG	16.3%	28.4%	26.8%	15.4%	8.3%	2.3%	2.5%

Figure 5.27 shows the average monthly salary for the SUG master's degree graduates while working prior to studying for their degree. For the SUG as a whole, the average salary being earned was €1,172.90, and as mentioned above the highest average salary was found in the branch of Health Sciences.

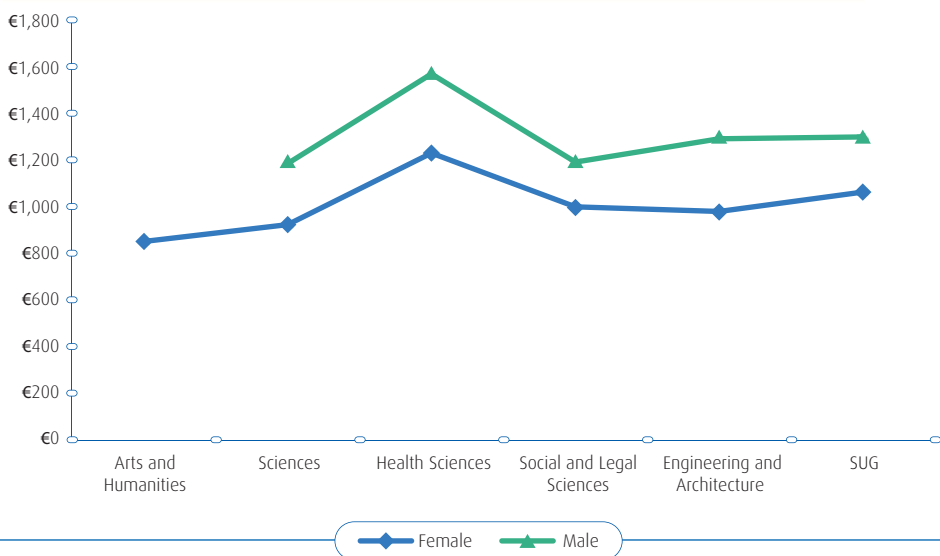
Figure 5.27. Average salary earned for work prior to master's degree. Results by branch of knowledge and for SUG overall.



When average monthly salary prior to the master's degree is broken down by sex, it can be seen in Figure 5.28 and Table 5.5 that there is a clear difference between the salaries earned by women and by men. At the overall SUG level, the average compensation earned by men was €1,301.51, while the figure for women is 18.2% less at €1,064.56.



Figure 5.28. Average salary earned for work prior to the master's degree by gender. Results by branch of knowledge and for SUG overall.



This disparity in terms of salaries is seen in all branches of knowledge, although it is most accentuated in Engineering and Architecture. There the average salary earned by women for their work prior to their master's degree was €312.43 less than the average for men, or 24.2% less. The next highest levels of disparity are seen in the Sciences and Health Sciences, where women earned 22.1% and 21.6% less than men, respectively. The branch of knowledge where the salary differences by gender for the work performed prior to the master's degree were the least, although still significant, is Social and Legal Sciences, where the average salary earned by women was €192.13 less than by men, or 16.1% less. Finally, it must be mentioned that the data related to average salary for men in the branch of Arts and Humanities was not included, since the sample size in that group was too small to be representative.

Table 5.5. Average salary earned for work prior to the master's degree by gender. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€852.63	*	885.80
Sciences	€925.00	€1,187.50	€1,058.10
Health Sciences	€1,231.82	€1,571.88	€1,321.00
Social and Legal Sciences	€1,001.35	€1,193.48	€1,076.60
Engineering and Architecture	€981.25	€1,293.68	€1,213.60
SUG	€1,064.56	€1,301.51	€1,172.90

*The value for the average salary for men in the branch of Arts and Humanities is not statistically significant.

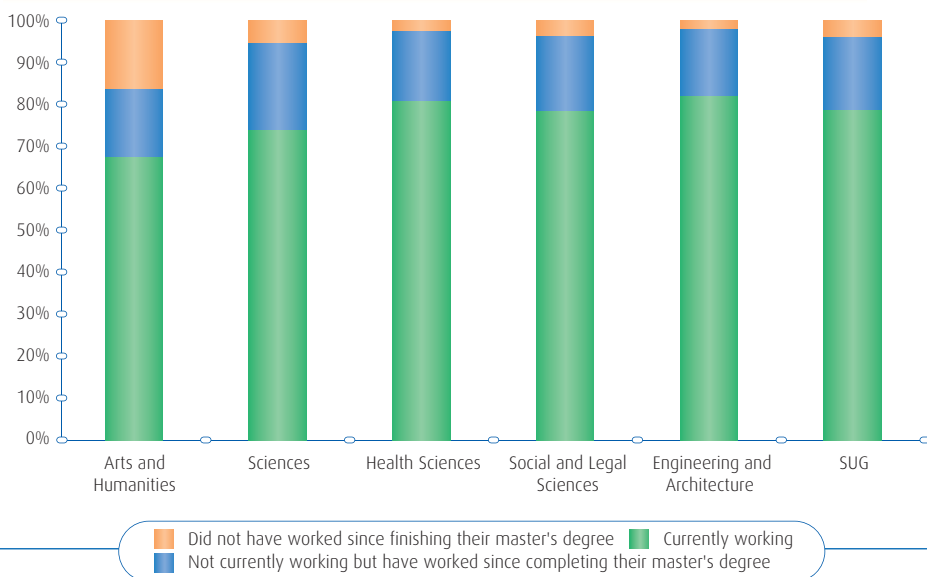
5.5. Access to employment after the Master's degree program

Evaluation of the job search process and access to employment are of vital importance for a study of labor market insertion for master's degree graduates. It has therefore been necessary to analyze the employment situation of the master's degree graduates from the time of completing their degrees. A detailed analysis is next presented in relation to the most commonly used job search methods, as well as in relation to which of these channels successfully led to the most jobs being found. Finally, the average time it took a master's degree graduate to find a first job is also considered.

Figure 5.29 summarizes the information related to access to employment for the graduates after earning their master's degrees. It can be seen that 96.1% of the graduates for the SUG overall have worked at some point since finishing their degree. These graduates can be divided into 78.8% who are currently working and 17.3% who are not working but who have worked since completing their master's degree. The remaining 3.9% of the graduates have not worked at any time since finishing their master's degree.



Figure 5.29. Employment situation since completion of the master's degree. Results by branch of knowledge and for SUG overall.



When analyzed by branch of knowledge, the branches of Engineering and Architecture, Health Sciences, Social and Legal Sciences, and Sciences show similar percentages in terms of access to employment after completion of the master's degree, with all of these showing percentages between 94.6% and 98.0%. On the other hand, the branch of Arts and Humanities shows the lowest percentage of graduates who have worked at some point since finishing their master's degree studies, with 83.3%, while 16.2% of the graduates in this branch state that they have not worked at all since finishing their degree.

5.5.1. The employment search

This section first focuses on the degree to which a variety of job search channels were used by the graduates, as well as the actual contribution of such channels in terms of locating jobs. It then concludes with an analysis of the average time that passed for the SUG graduates between completing their master's degree and obtaining their first job.

Figures 5.30 and 5.31 show the percentage of graduates who said that they have used the various job search channels proposed. The data for the SUG overall shows that the job search channels most commonly used by the graduates were sitting for competitive exams or public sector offers with 33.0%, Internet job search sites with 28.2%, and self-promotion with

26.4%. On the other hand, the least commonly used channels out of those proposed were master's degree internship companies and private employment agencies, with usage percentages of 4.6% and 8.5%, respectively.

Broken down by branch of knowledge, sitting for competitive exams or public sector offers is found to be the most commonly used employment search channel in all of the branches except for Engineering and Architecture. This channel takes on a special relevance in Arts and Humanities and Health Sciences, with percentages of 58.1% and 48.7%, respectively, while in the Sciences and Social and Legal Sciences the percentages are 29.9% and 28.4%, respectively. In the branch of Engineering and Architecture the most commonly used channel is Internet job search sites, used by 33.3% of the graduates, with this channel also showing a significant weight in other branches such as Arts and Humanities with a percentage of 32.3% and Sciences and Health Sciences, with a percentage of 27.6% in both of these branches. In turn, self-promotion shows an important weight in all of the branches of knowledge, with the highest figures of around 30% seen in the cases of Engineering and Architecture, Arts and Humanities, and Health Sciences. Finally, use of personal contacts also represents a quite significant channel for graduates in the Social and Legal Sciences, Arts and Humanities, and Engineering and Architecture, with this channel being used by just over 25% of the respondents.

Figure 5.30. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 1

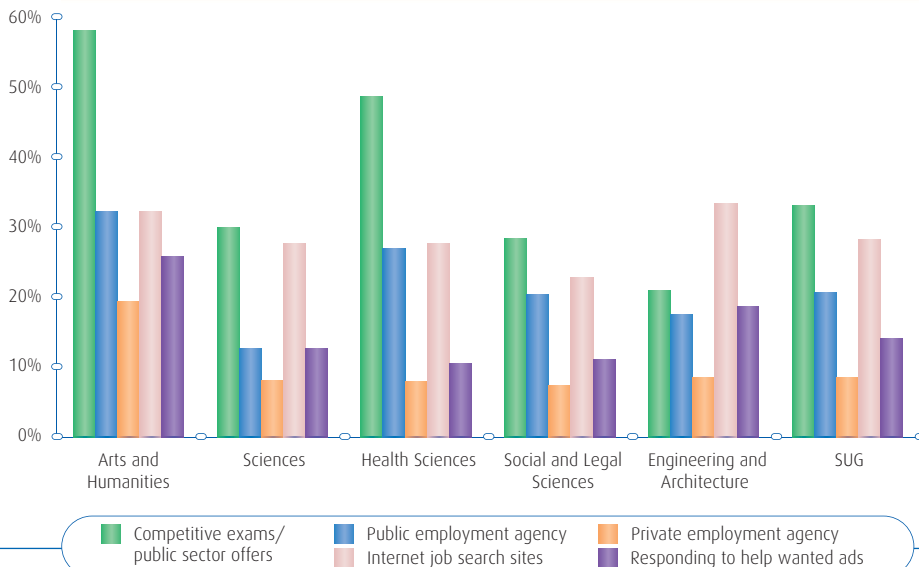


Figure 5.31. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 2.

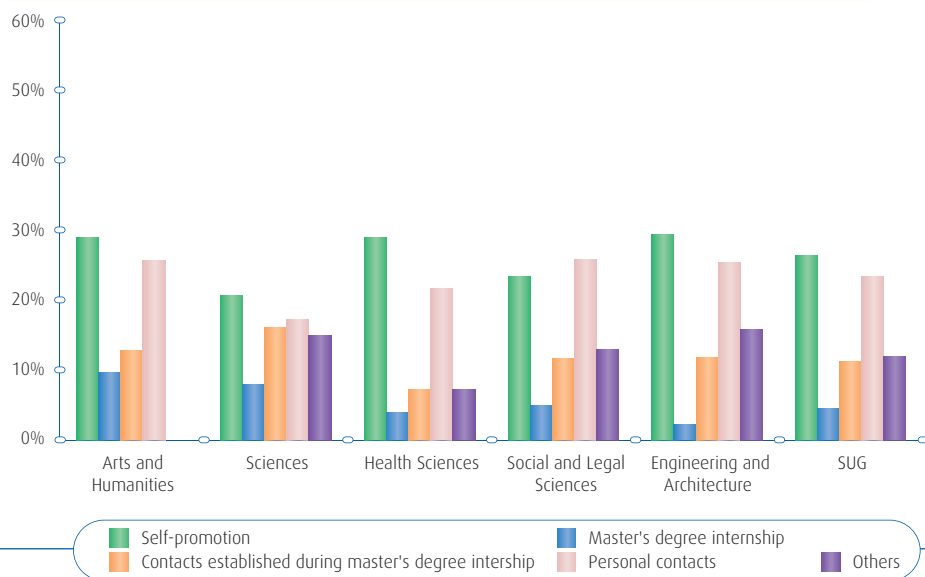
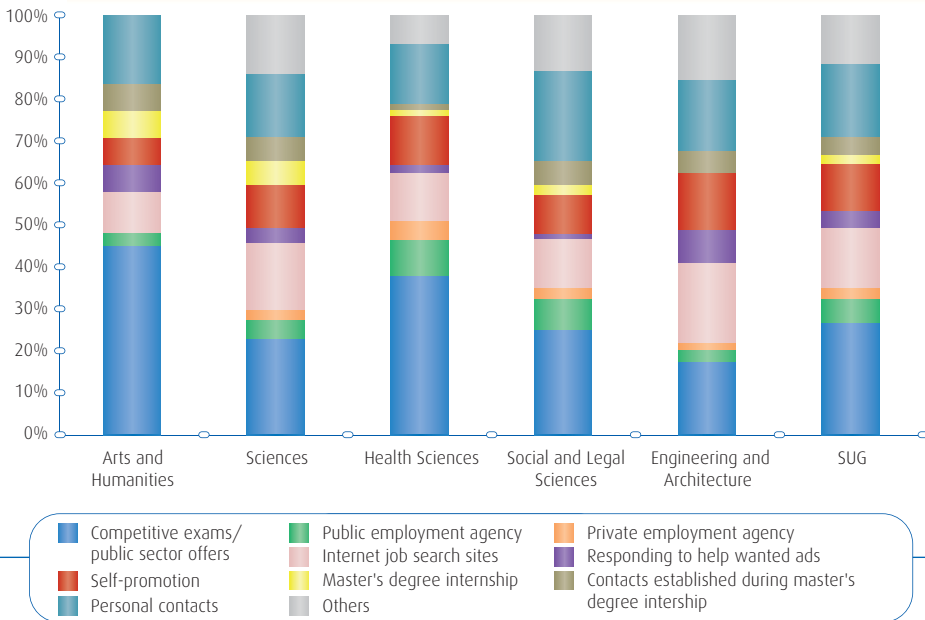


Figure 5.32 shows the percentages of graduates who found employment through each of the various job search channels. For the SUG as a whole, the most effective employment search channels are competitive exams or public sector offers, with 26.9% of the master's degree graduates finding employment this way, followed by personal contacts and Internet job search sites, with percentages of 17.2% and 14.3%, respectively. This means that a total of 58.5% of the respondents who found employment after finishing their master's degree found their employment by using one of these three job search channels.

By branch of knowledge, the importance of sitting for competitive exams or public sector offers as a successful means of finding employment is particularly notable in the branches of Arts and Humanities and Health Sciences, where the percentages reach 45.2% and 38.2%, respectively. This channel has lower but still significant percentages in the Social and Legal Sciences and Sciences, at levels of 25.3% and 23.0%, respectively. In the branch of Engineering and Architecture this channel shows a percentage of 17.5%, less than the figure for the use of Internet job search sites at 19.2%. These channels also show a considerable level of effectiveness in the Sciences, where 16.1% of the graduates who have found work did so using one of these channels. Finally, personal contacts are also highly relevant in terms of finding employment, above all in the Social and Legal Sciences with

21.6% but also in the other four branches of knowledge, where percentages range between 14.0% and 17.0%.

Figure 5.32. Successful job search channel.
Results by branch of knowledge and for SUG overall.



Figures 5.33 to 5.38 have been created to help analyze the effectiveness of the various employment search channels. The vertical axis shows the percentage of employed graduates who found jobs using each of the search channels, while the horizontal axis shows the corresponding level of usage for these.

Figure 5.33 shows that for the SUG as a whole, the most commonly used job search channel, competitive exams or public sector offers, is also the most effective in terms of providing the highest number of jobs. Personal contacts represents the second most effective job search channel. Although its use is less extensive than some of the other channels such as Internet job search sites and self-promotion, these other channels show lower levels of effectiveness.

In terms of the analysis by branch of knowledge, Figures 5.34 to 5.38 show that there are no substantial changes with respect to the patterns of effectiveness seen at the overall SUG level. Sitting for competitive exams or public sector offers is thus found to be the most effective job search channel in all of the



branches except for the Sciences, where it is the second most effective after use of personal contacts, a channel that also shows a particularly high level of effectiveness in the case of the Social and Legal Sciences.

Finally, certain job search channels with lower levels of usage and effectiveness for the SUG overall do have a particular importance in certain branches of knowledge. In the branches of Arts and Humanities and Sciences, use of the company where the graduates performed their internship increases both in terms of its usage level as well as its effectiveness, when compared to the SUG average. A similar situation is seen with the use of private employment agencies in the branch of Health Sciences, where the level of effectiveness is found to be considerably higher than seen for the SUG overall.

Figure 5.33. Effectiveness of the different job search instruments. Results for SUG overall.

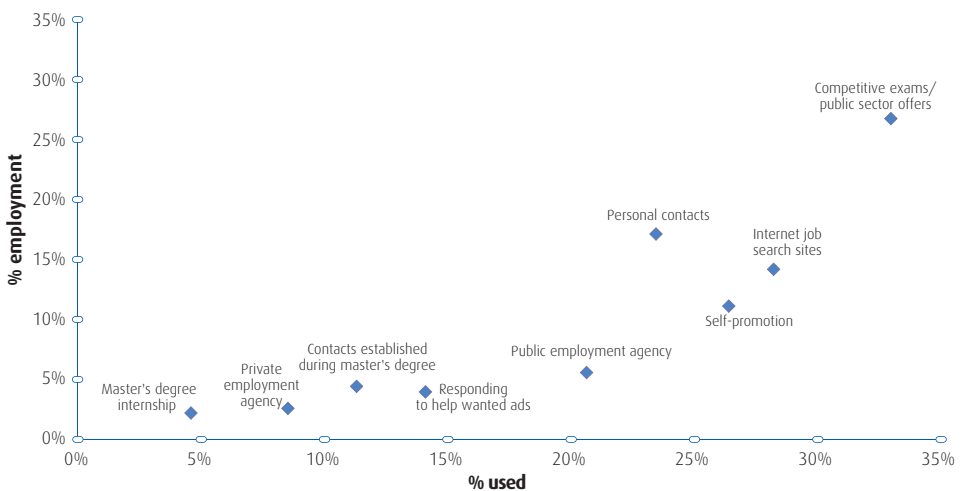


Figure 5.34. Effectiveness of the different job search instruments. Results for master's degree graduates in Arts and Humanities.

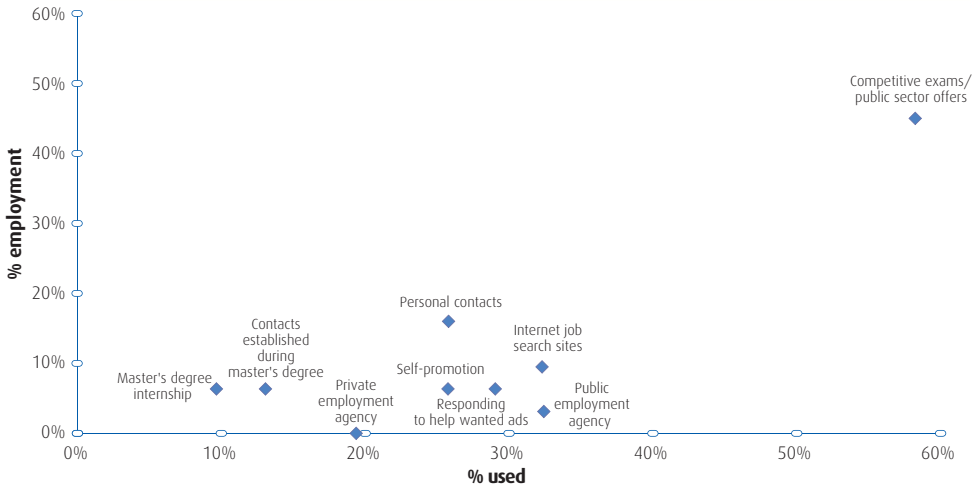


Figure 5.35. Effectiveness of the different job search instruments. Results for master's degree graduates in Sciences.

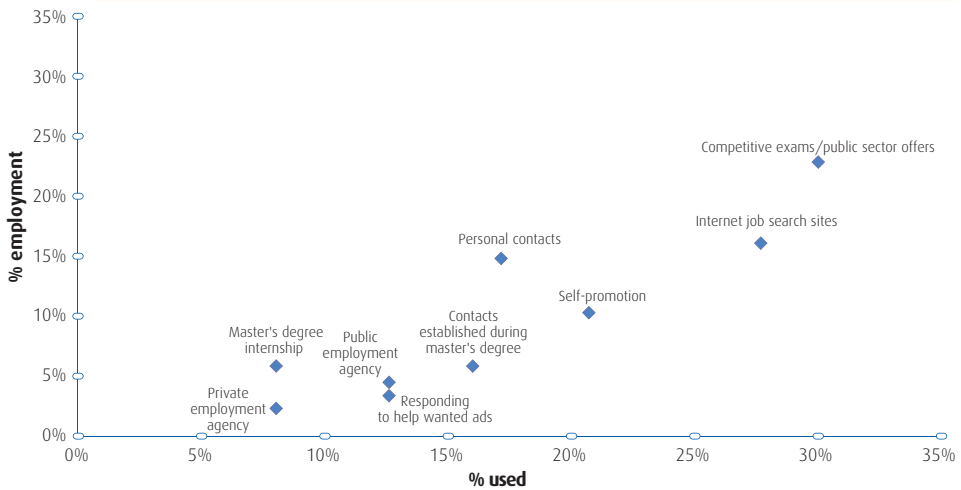


Figure 5.36. Effectiveness of the different job search instruments. Results for master's degree graduates in Health Sciences.

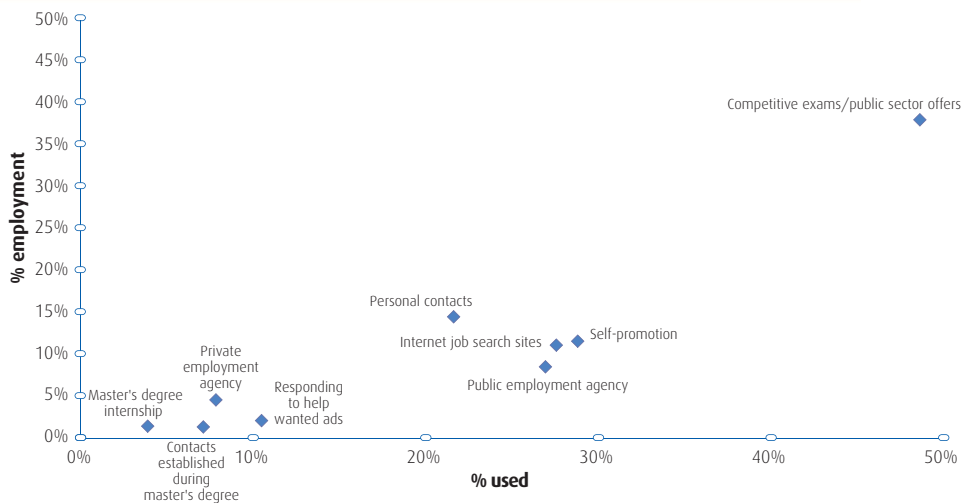


Figure 5.37. Effectiveness of the different job search instruments. Results for master's degree graduates in Social and Legal Sciences.

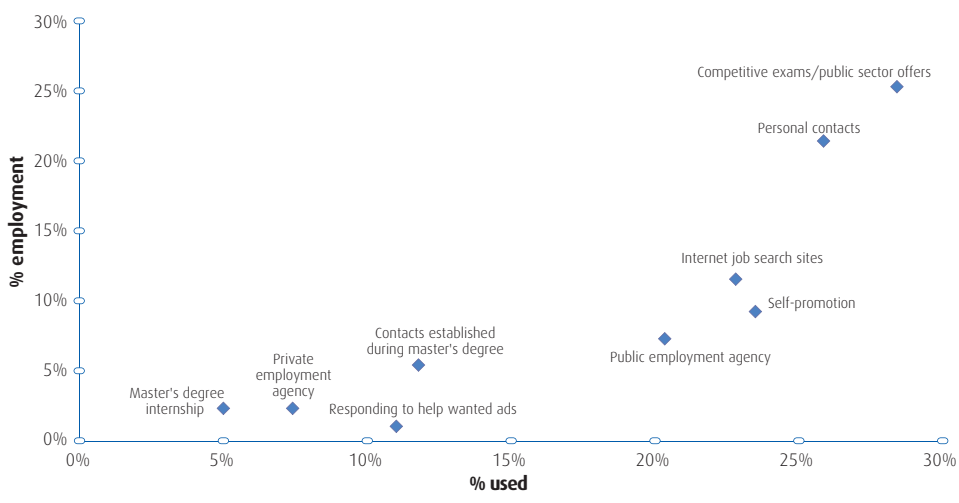


Figure 5.38. Effectiveness of the different job search instruments. Results for master's degree graduates in Engineering and Architecture.

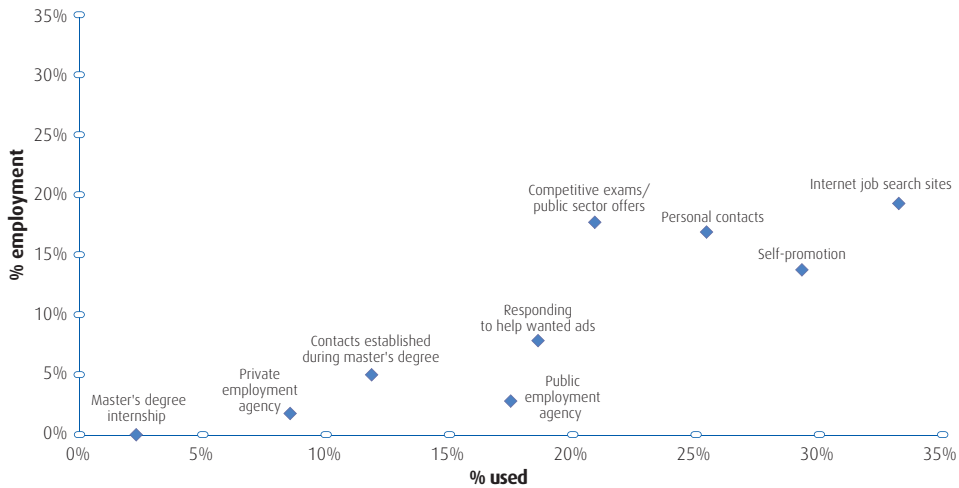
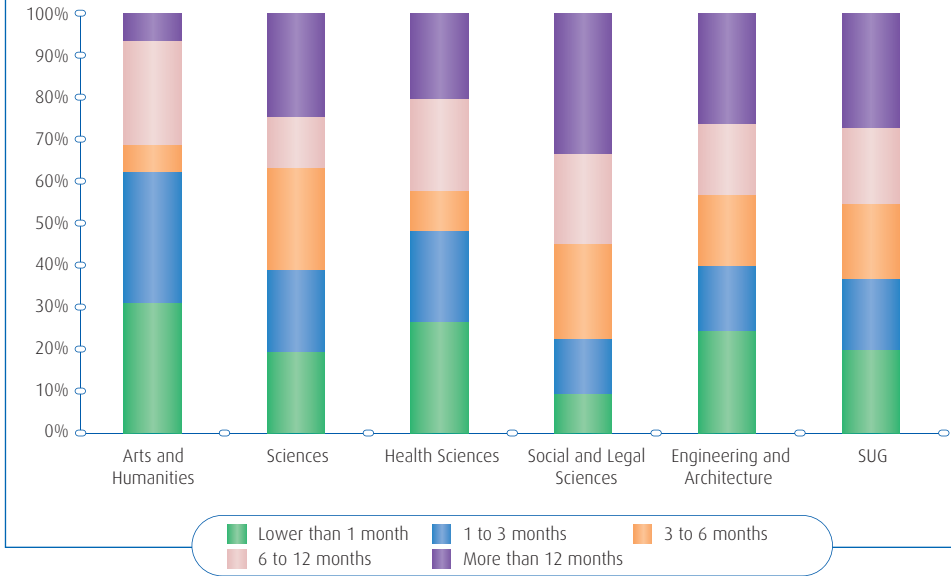


Figure 5.39 summarizes the length of time needed by the master's degree graduates in order to find employment, for the SUG as a whole as well as broken down by branch of knowledge. It can be seen that the search for a first job took a maximum of 6 months for 54.8% of the SUG graduates, while at the other extreme 27.0% of the graduates needed more than a year to find their first job. By branch of knowledge, Arts and Humanities and Sciences show the highest percentages of graduates who found employment in 6 months or less (68.9% and 63.4%, respectively), while in the case of Arts and Humanities, 62.6% found a job in less than 3 months. This percentage drops to 39.0% in the branch of Sciences. The worst job-search results are seen in the Social and Legal Sciences, where only 45.2% of the graduates found employment in the first 6 months after finishing their master's degree, and with 33.3% failing to find work in one year or less.

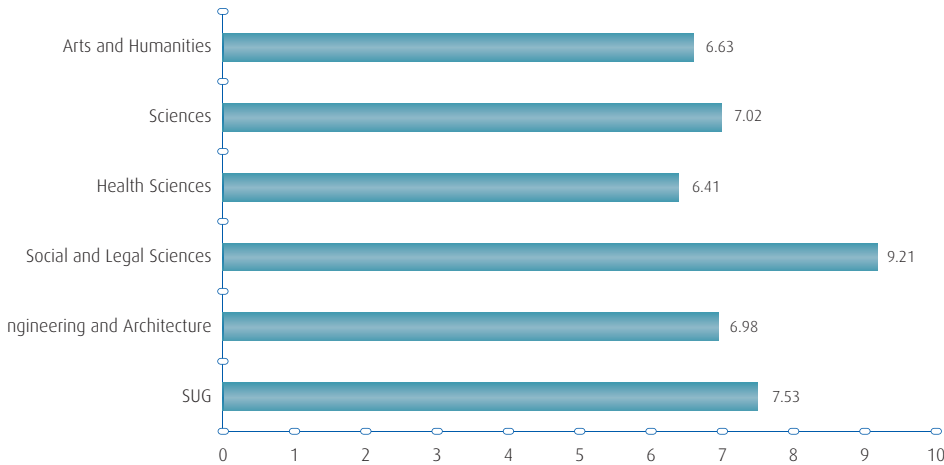


Figure 5.39. Time between finishing the master's degree and finding employment. Results by branch of knowledge and for SUG overall.



Using these percentages to calculate the average times required for finding employment, it can be seen that the average time a SUG graduate needed to find his or her first job was 7.53 months. The graduates who found a first job most quickly are those in the Health Sciences (6.41 months), followed by Arts and Humanities (6.63 months). Next come the graduates in Engineering and Architecture (6.98 months) and then Sciences (7.02 months). The master's degree graduates in Social and Legal Sciences took the longest on average to find employment, at 9.21 months.

Figure 5.40. Average number of months between finishing the master's degree and finding employment. Results by branch of knowledge and for SUG overall.

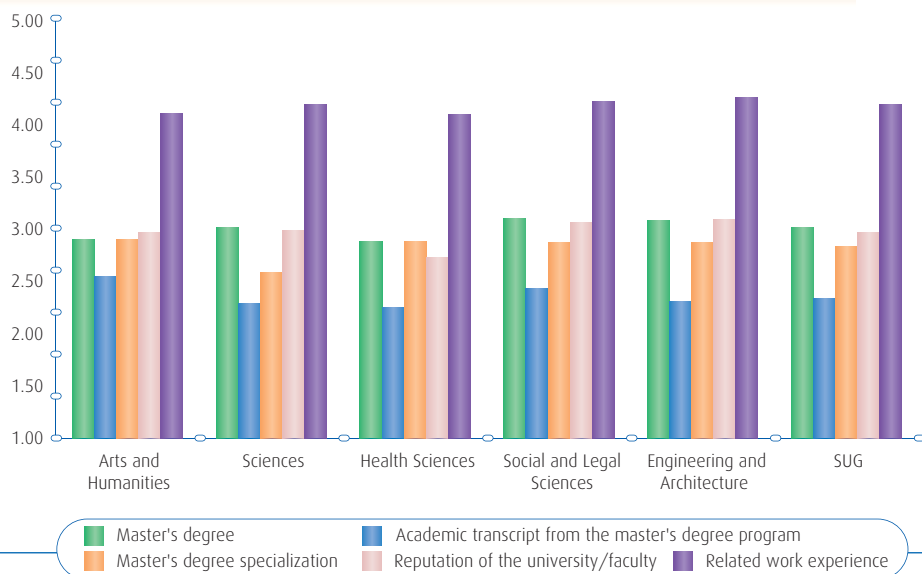


5.5.2. Hiring

The master's degree graduates were also asked to evaluate the influence that a series of factors could have on the hiring process, based upon their own experiences. These results are shown in Figure 5.41 on a scale from 1 (not important) to 5 (very important). It can be seen that the element considered to be the most relevant by the SUG graduates as a whole is related work experience, with an average rating of 4.18. Significantly lower ratings are seen for the master's degree (3.01), the reputation of the university where the degree was earned (2.97), and the specialization of the master's degree (2.83). The lowest score is seen in relation to the academic transcript from the master's degree program (2.33).



Figure 5.41. Factors assessed in hiring. Results by branch of knowledge and for SUG overall.



Broken down by branch of knowledge, related work experience was the factor considered to be the most important by graduates in all fields, although this factor was most highly rated in the branches of Engineering and Architecture (4.25), and with lower scores seen in the case of Health Sciences (4.09) and Arts and Humanities (4.10). In the fields of Social and Legal Sciences and Sciences, the second most relevant factor is the master's degree (3.09 and 3.01, respectively). Health Sciences gave the same evaluation for the master's degree and its specialization (2.88), while in the fields of Engineering and Architecture and Arts and Humanities the reputation of the university where the master's degree was earned is seen as the second most highly valued element (3.09 and 2.97, respectively). On the other hand, in all of the fields the factor considered to be least relevant for finding employment is the academic transcript from the master's degree program, with this value being the lowest in Health Sciences with 2.25 and the highest in Arts and Humanities with 2.55.

5.6. Current work situation

In this section the current situation of the SUG master's degree graduates is evaluated, with aspects analyzed such as the characteristics of the employment obtained by the graduates who are currently working, as well as a variety of issues on the link between the master's degree obtained and the employment position: the relationship between these, the value given to the

master's degree at the company, the usefulness of the knowledge acquired, etc. It must be emphasized that graduates referred to in this section are those who earned their master's degrees during the 2008-2009 academic year, while the survey to which they responded was conducted in 2013. This means that their responses correspond to their first four years of experience as master's degree graduates.

5.6.1. Work activities

Table 5.6 compiles information related to the graduates' current work situation at the time of participating in the survey. It can be seen that 78.8% of the SUG master's degree graduates were working when the survey was conducted, while 16.3% were not working but were looking for work. Finally, 4.9% of the graduates were not working and were not looking for work either.

In terms of the analysis by branch of knowledge, the highest percentage of graduates who were working are found in the branches of Engineering and Architecture and Health Sciences, with 82.2% and 80.8%, respectively. The next highest figure of 78.6% is found in the Social and Legal Sciences. On the other hand, the branch of Arts and Humanities shows the lowest percentage of graduates who are currently employed, at 67.6%. The high percentage of graduates in this branch who are neither working nor looking for work is also notable at 13.5%. In the other fields this figure varies between a low of 3.0% for the Social and Legal Sciences and 6.5% for the Sciences.

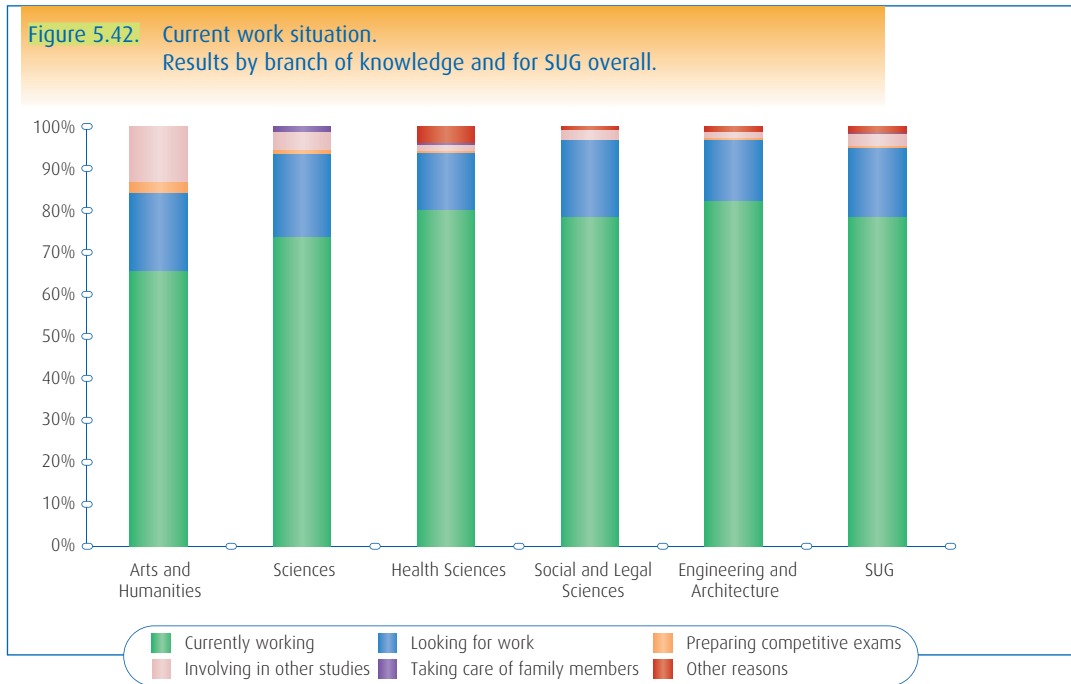
Table 5.6. Current work situation.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Neither working nor looking for work	Not working but looking for work	Currently working
Arts and Humanities	13.5%	18.9%	67.6%
Sciences	6.5%	19.6%	73.9%
Health Sciences	5.8%	13.5%	80.8%
Social and Legal Sciences	3.0%	18.5%	78.6%
Engineering and Architecture	3.3%	14.4%	82.2%
SUG	4.9%	16.3%	78.8%

Figure 5.42 presents the information contained in Table 5.6, but broken down by the specific situation of the graduates who were neither working nor looking for work. The data for the SUG as a whole therefore show that 2.8% of the graduates are involved in other studies, while 0.6% are preparing for competitive exams, 0.3% are caring for family members, and 1.4% have other reasons for neither working nor looking for work. Broken down by



branch of knowledge, involvement in further studies is especially notable in Arts and Humanities, with 13.5%, and to a lesser degree in the Sciences, where this reason was given by 4.3% of the graduates. Preparation for competitive exams was also given as a response in these two branches, with percentages of 2.7% in the Arts and Humanities and 1.1% in the Sciences.



5.6.2. Location of employment

As seen in Figure 5.43 and Table 5.7, the vast majority of the SUG graduates have stayed in Galicia for their employment, specifically 89.5%. Broken down by the four provinces in Galicia, 46.9% of the graduates are employed in A Coruña, 20.6% in Pontevedra, 11.2% in Lugo, and 10.8% in Ourense. There are 9.8% of the graduates working elsewhere in Spain and only 0.6% working in foreign countries. However, it must be pointed out that this percentage for foreign countries may be underestimated, since it was more difficult to locate graduates working outside of Spain in order to include them in the survey sample. By branch of knowledge, the high percentages of master's degree graduates in the branch of Sciences working elsewhere in Spain is notable at 17.6%, as is the high percentage of Arts and Humanities graduates who are working in the province of A Coruña (72.0%) and the number of Health Sciences graduates working in Lugo at (24.6%).

Figure 5.43. Location of employment.
Results by branch of knowledge and for SUG overall.

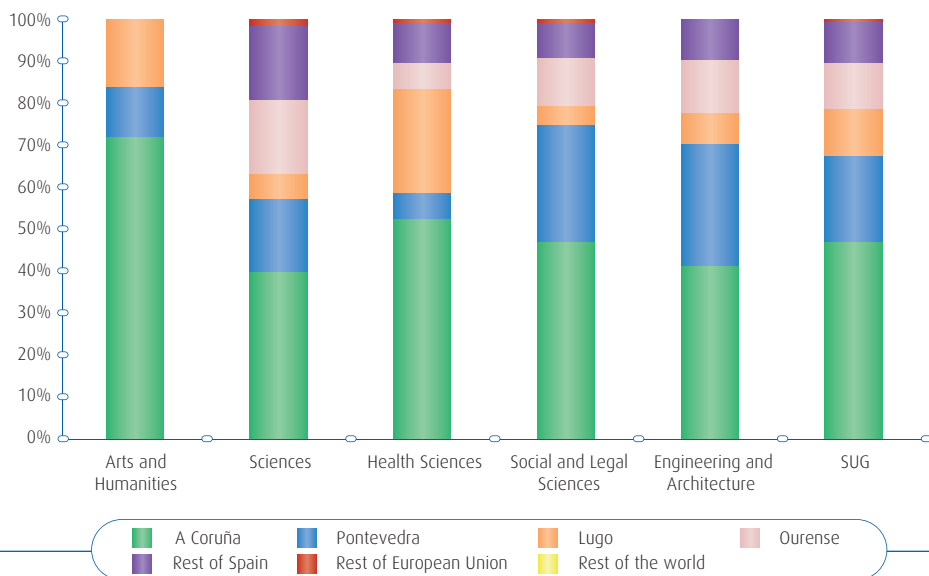
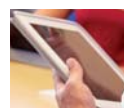


Table 5.7. Location of employment.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	A Coruña	Pontevedra	Lugo	Ourense	Rest of Spain	Rest of the European Union	Rest of the world
Arts and Humanities	72.0%	12.0%	16.0%	0.0%	0.0%	0.0%	0.0%
Sciences	39.7%	17.6%	5.9%	17.6%	17.6%	1.5%	0.0%
Health Sciences	52.4%	6.3%	24.6%	6.3%	9.5%	0.8%	0.0%
Social and Legal Sciences	47.0%	28.0%	4.5%	11.4%	8.3%	0.8%	0.0%
Engineering and Architecture	41.2%	29.1%	7.4%	12.8%	9.5%	0.0%	0.0%
SUG	46.9%	20.6%	11.2%	10.8%	9.8%	0.6%	0.0%

The master's degree graduates working outside of Galicia were also asked about the reasons why they obtained employment in these locations, with the results shown in Table 5.8 and Figure 5.44. The most common reasons given for working outside of Galicia for the SUG as a whole include being unable to find work in Galicia with 40.4% and the existence of a better offer from outside of Galicia at 30.8%. There are also 21.2% of the respondents who stated that they only moved to Galicia to earn their master's degree, while 11.5% said they were working elsewhere for personal reasons. When

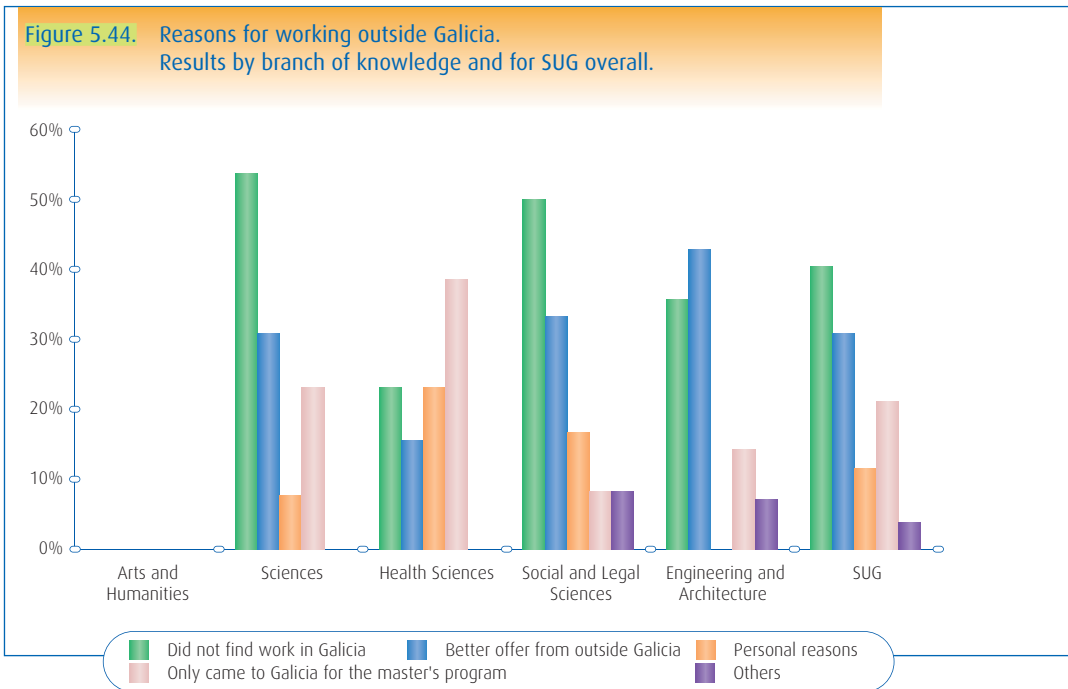


analyzed by branch of knowledge, it can be seen that the reason based on inability to find employment in Galicia shows particularly high percentages in the branches of Sciences and Social and Legal Sciences, with 53.8% and 50.0% of the graduates giving this response, respectively. For Engineering and Architecture graduates, the fact that 42.9% of the respondents stated that they received a better offer from outside of Galicia is also notable, while in the branch of Health Sciences the percentage of graduates who said that they only came to Galicia to carry out their master's degree studies is notable at 38.5%.

Table 5.8. Reasons for working outside Galicia.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not find work in Galicia	Better offer from outside Galicia	Personal reasons	Only came to Galicia for the master's program	Others
Arts and Humanities	0.0%	0.0%	0.0%	0.0%	0.0%
Sciences	53.8%	30.8%	7.7%	23.1%	0.0%
Health Sciences	23.1%	15.6%	23.1%	38.5%	0.0%
Social and Legal Sciences	50.0%	33.3%	16.7%	8.3%	8.3%
Engineering and Architecture	35.7%	42.9%	0.0%	14.3%	7.1%
SUG	40.4%	30.8%	11.5%	21.2%	3.8%

Figure 5.44. Reasons for working outside Galicia.
Results by branch of knowledge and for SUG overall.



5.6.3. Contracts and organizations

5.6.3.1. Number of contracts

Figure 5.45 shows the percentages of graduates who started a new job after completing their master's degree, versus those who continued with the employment that they already had before. For the SUG as a whole, it is noteworthy that 44.4% of the graduates who have worked at some point after completing their master's degree worked at a new job, while 55.6% worked at a job they already had prior to enrolling in their master's degree program. This implies that the master's degrees are a useful resource for enhancing the competencies required by a job that is already being performed. By branch of knowledge, Engineering and Architecture and Health Sciences show the highest percentage of graduates who are continuing their previous employment, with 63.3% and 57.9%, respectively. This is in contrast to the branches of Social and Legal Sciences and Arts and Humanities, where the majority of the graduates started a new employment position (52.5% and 51.6%, respectively).

Figure 5.45. Type of access to employment after completing the master's degree. Results by branch of knowledge and for SUG overall.

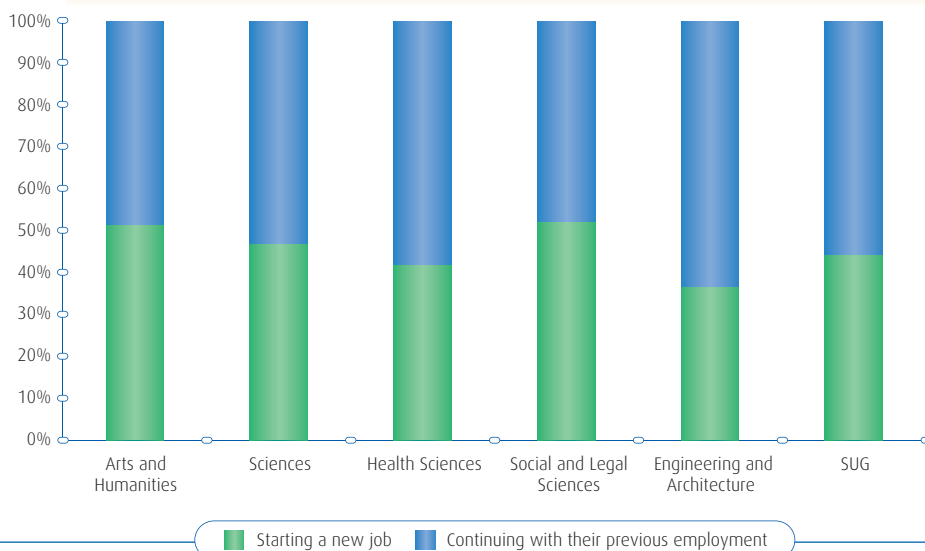


Table 5.9 shows the results for the average number of employment contracts that the master's degree graduates have had between finishing their degree and the time when the survey was conducted. This represents a period of four years, which allows an approximate image to be obtained of the graduates' mobility in the labor market after completing their master's degrees. The data for the SUG as a whole show that the average number of



such contracts is 1.81. The branches of Health Sciences and Social and Legal Sciences show the highest average number of contracts and the branch of Arts and Humanities shows the lowest, followed at a considerable distance by Engineering and Architecture.

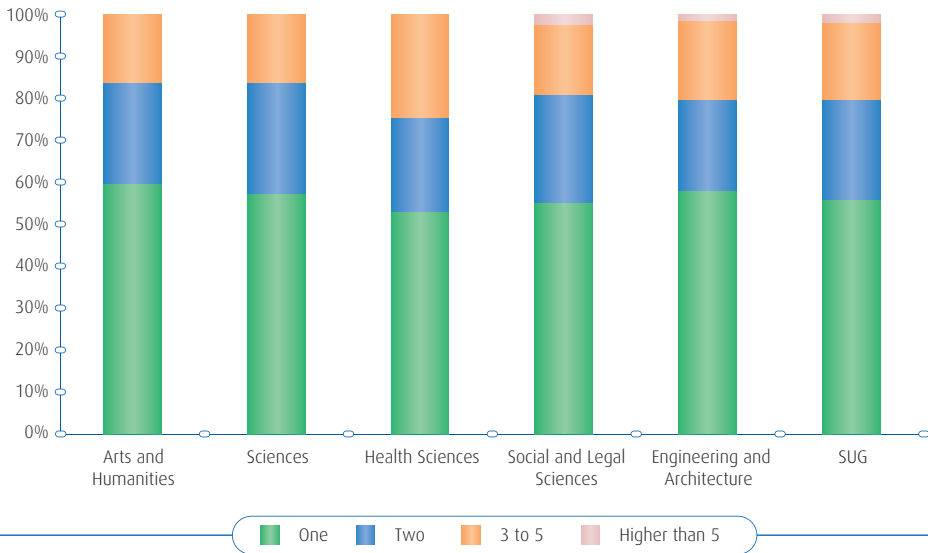
Table 5.9. Average number of employment contracts after completing the master's degree.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Number of contracts
Arts and Humanities	1.61
Sciences	1.79
Health Sciences	1.88
Social and Legal Sciences	1.86
Engineering and Architecture	1.74
SUG	1.81

Figure 5.46 shows the distribution of the graduates based upon the number of employment contracts they have had since completing their master's degree. As can be seen, 54.8% of the SUG graduates have had only one contract during the period considered, while 24.3% have had two contracts. By branch of knowledge, the highest degree of employment mobility is seen in the branch of Health Sciences, where 25.0% of the master's degree graduates have had more than three employment contracts since finishing their degree, with this percentage dropping to 12.9% in the branch that shows the lowest degree of mobility, Arts and Humanities.



Figure 5.46. Average number of employment contracts since completion of the master's degree.
Results by branch of knowledge and for SUG overall.



5.6.3.2. Type of organization

Figure 5.47 and Table 5.10 show that 42.9% of the SUG graduates who are working are doing so for government administrations or public sector companies, while 48.8% are working for a private company. Of those working for private companies, the significant number (24.0%) working for companies with more than 50 employees is notable. In turn, 8.2% of the graduates are working for themselves.

When analyzed by branch of knowledge, it can be seen that a majority of the master's degree graduates in the branches of Arts and Humanities, Health Sciences, and Sciences are working for government administrations (56.0%, 54.8%, and 54.4%, respectively). However, in these three fields there are also substantial numbers of graduates (between 19.0% and 23.0%) working for private companies, primarily with more than 50 employees. In the fields of Engineering and Architecture and Social and Legal Sciences, although there are still a significant amount of graduates working for government administrations, these jobs carry a lower weight and are surpassed by employment by private companies (56.1% and 55.3% of the graduates, respectively). There are also higher percentages of graduates working for companies with more than 50 employees, specifically 31.1% in Engineering and Architecture and 22.7% in Social and Legal Sciences. These two fields also have percentages of self-employed workers above the SUG average at 12.2% and 9.1%, respectively.



Figure 5.47. Type of organization.
Results by branch of knowledge and for SUG overall.

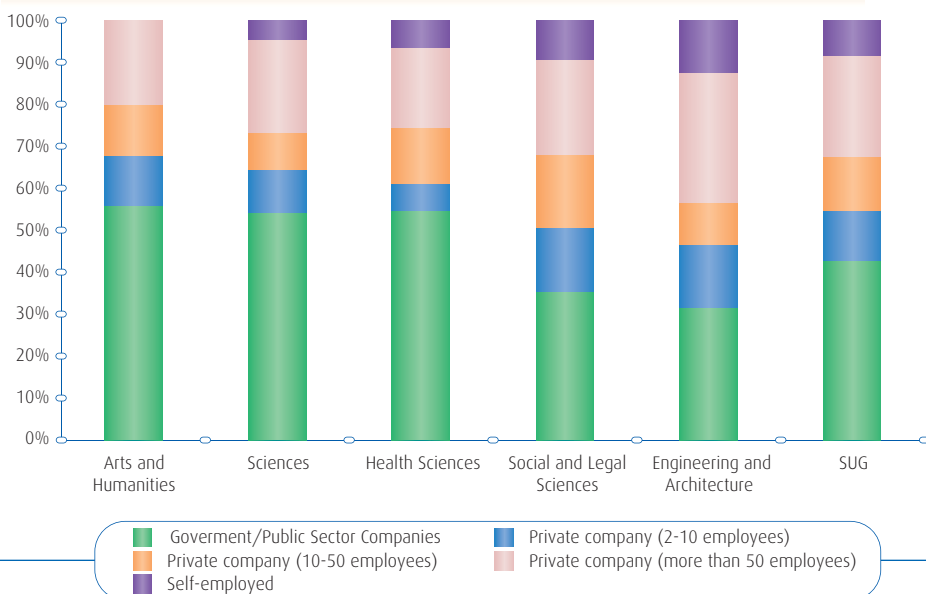


Table 5.10. Type of organization.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Government/ Public Sector Companies	Private company (2-10 employees)	Private company (11- 50 employees)	Private company (more than 50 employees)	Self- employed
Arts and Humanities	56.0%	12.0%	12.0%	20.0%	0.0%
Sciences	54.4%	10.3%	8.8%	22.1%	4.4%
Health Sciences	54.8%	6.3%	13.5%	19.0%	6.3%
Social and Legal Sciences	35.6%	15.2%	17.4%	22.7%	9.1%
Engineering and Architecture	31.8%	14.9%	10.1%	31.1%	12.2%
SUG	42.9%	12.0%	12.8%	24.0%	8.2%

5.6.4. Job position in relation to Master's degree

Figure 5.48 and Table 5.11 show the degree of relationship existing between the graduates' jobs and their master's degrees. In terms of the relationship between the master's degree earned and the employment position, 44.3% of the SUG graduates overall consider the two to be quite or very related, while 41.9% say that there is little or no relation. By branch of knowledge, the highest degree of relationship between the degree and the employment position is found in the branch of Engineering and Architecture, where

more than half of the respondents (52.7%) consider these to be quite or very related, while only 34.5% believe that there is little or no relation. The opposite situation is found in the branches of Arts and Humanities and Social and Legal Sciences, where the percentages of graduates who feel that there is little or no relation are as high as 52.0% and 49.2%, respectively.

Figure 5.48. Degree of relationship between job and the master's degree. Results by branch of knowledge and for SUG overall.

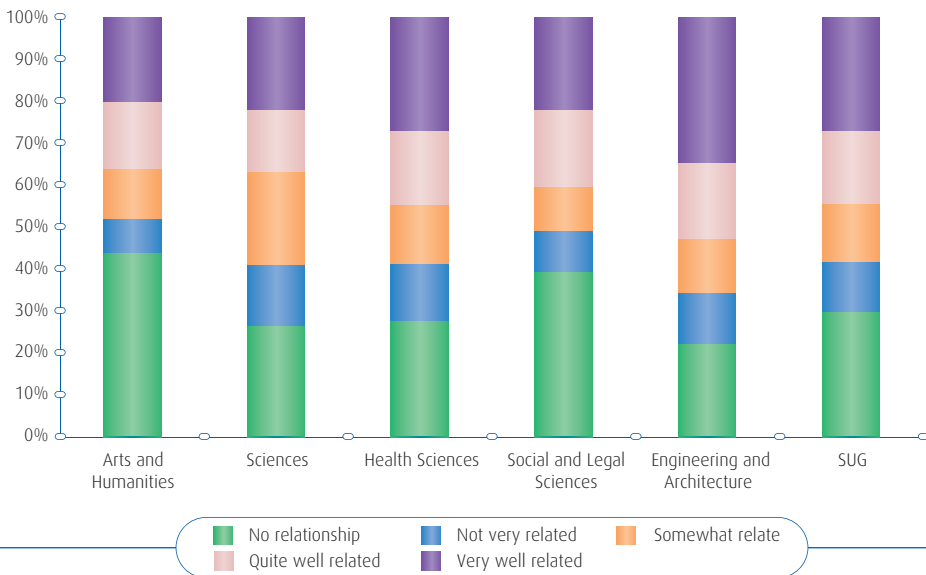


Table 5.11. Degree of relationship between job and the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	No relationship	Not very related	Somewhat related	Quite well related	Very well related
Arts and Humanities	44.0%	8.0%	12.0%	16.0%	20.0%
Sciences	26.5%	14.7%	22.1%	14.7%	22.1%
Health Sciences	27.8%	13.5%	14.3%	17.5%	27.0%
Social and Legal Sciences	39.4%	9.8%	10.6%	18.2%	22.0%
Engineering and Architecture	22.3%	12.2%	12.8%	18.2%	34.5%
SUG	29.9%	12.0%	13.8%	17.4%	26.9%

The fit between the employment position and the individual's level of education is a fundamental issue for evaluating labor market insertion for graduates. Figure 5.49 shows the percentage of graduates who consider university education to be necessary for performing their current job, which is 86.0%. Broken down by branch of knowledge, this percentage is as high as 91.3%, 91.2%, and 90.5% in the cases of Health Sciences, Sciences,



and Engineering and Architecture, respectively, while in the Social and Legal Sciences and Arts and Humanities this figure drops to 74.2% and 80.0%, respectively.

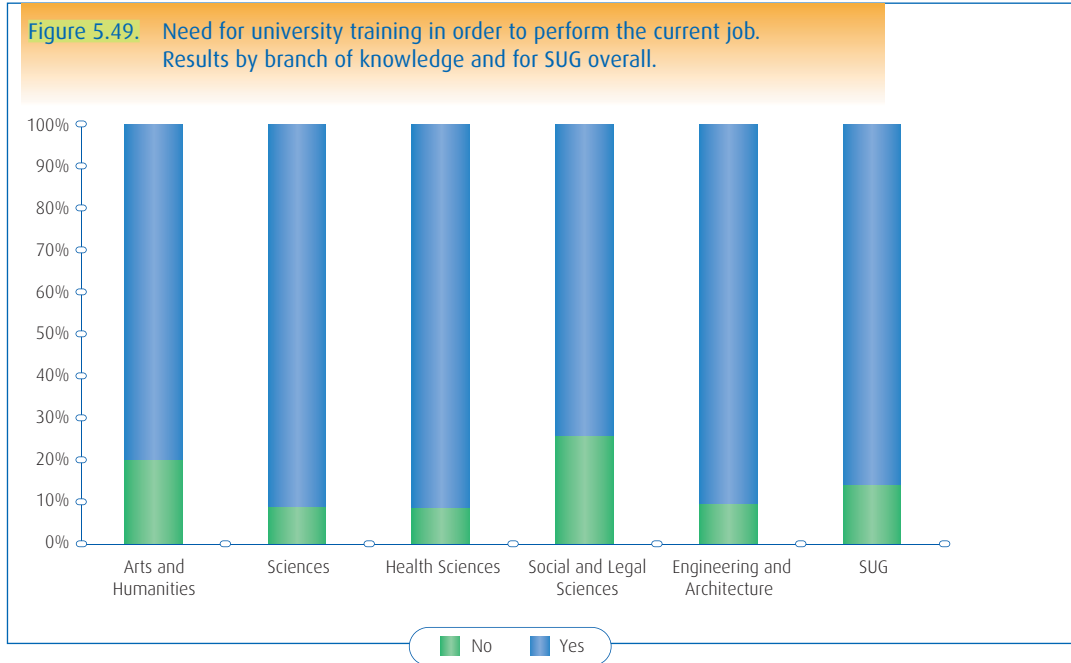


Figure 5.50 and Table 5.12 provide information related to the graduates' evaluation of the training provided by their master's degree program in relation to performance of their job. It can be seen that 37.2% of the SUG graduates consider such education to be quite or very important for performing their current job. On the other hand, 44.1% stated that it was not important or not very important, including a notable 28.7% who responded with not important. By branch of knowledge, the highest evaluations are seen in the branch of Engineering and Architecture, where 45.2% of the graduates believe that the training acquired through their master's degree program is quite or very important for performance of their job, while only 35.1% believe its importance to be little or none. The branches of Arts and Humanities and Social and Legal Sciences are found at the other extreme, where the percentages of graduates rating the importance of their training as little or none reach 56.0% and 52.2%, respectively, with a notable 40.0% and 38.6% considering it to be not important. Finally, it must be emphasized that despite the predominantly negative evaluations in the branch of Arts and Humanities, this branch also shows the highest percentage of respondents who considered their master's degree training to be very important for performance of the job, at 20.0%.

Figure 5.50. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

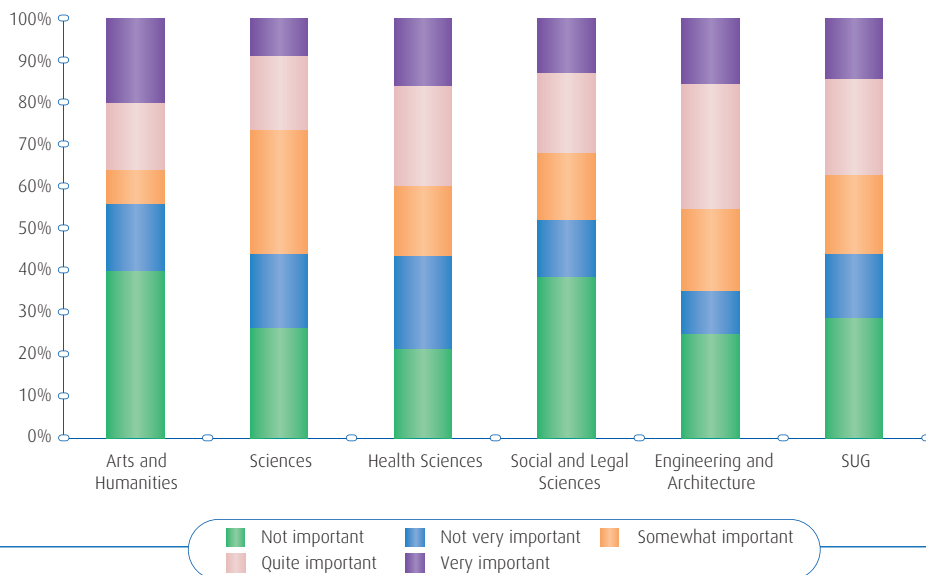


Table 5.12. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Not important	Not very important	Somewhat important	Quite important	Very important
Arts and Humanities	40.0%	16.0%	8.0%	16.0%	20.0%
Sciences	26.5%	17.6%	29.4%	17.6%	8.8%
Health Sciences	21.4%	22.2%	16.7%	23.8%	15.9%
Social and Legal Sciences	38.6%	13.6%	15.9%	18.9%	12.9%
Engineering and Architecture	25.0%	10.1%	19.6%	29.7%	15.5%
SUG	28.7%	15.4%	18.6%	23.0%	14.2%

5.6.5. Time spent in current job

Figure 5.51 and Table 5.13 show the distribution of the master's degree graduates based upon the time they have spent at their current job. It can be seen that 8.8% of the SUG graduates have been in their current position for 6 months or less, while 18.0% have held their current job for 1 year or less. On the other hand, only 28.9% have been in the same job for more than five years. Broken down by branch of knowledge, Engineering and Architecture shows the highest percentage of graduates who have been in their current employment position for more than 3 years at 62.9%, while this branch also

has the lowest percentage of respondents who have had the same job for less than 1 year. The branch of Sciences is found at the other extreme, where the percentage of graduates who have held their current job for less than 1 year rises to 23.5%, the highest of all of the branches.

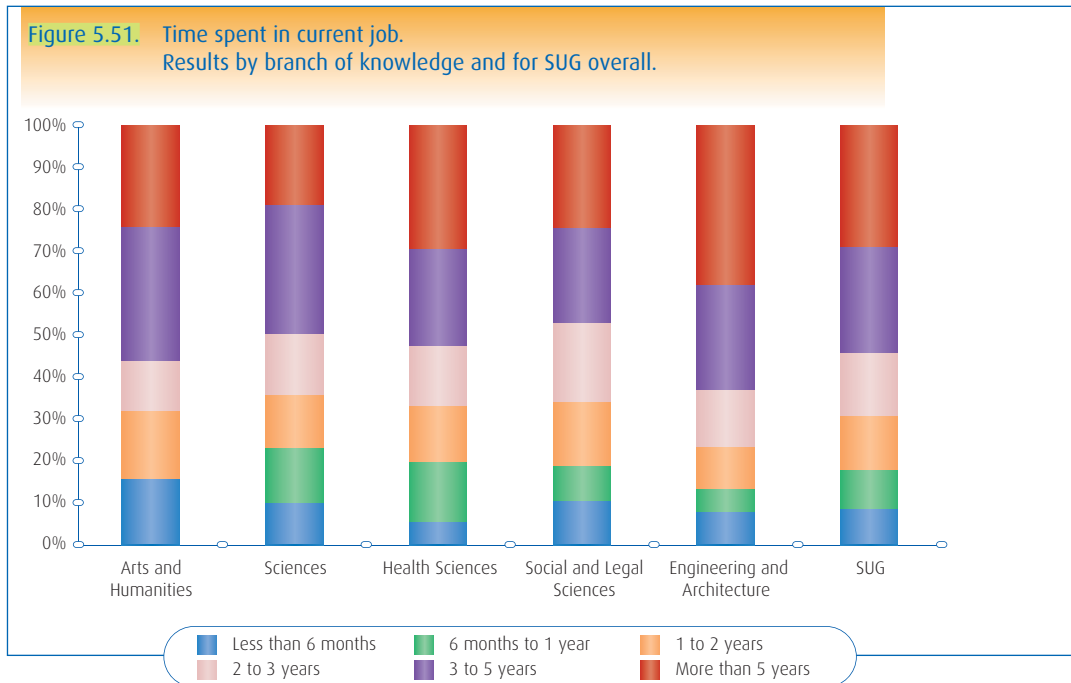


Table 5.13. Time spent in current job.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Less than 6 months	6 months to 1 year	1 to 2 years	2 to 3 years	3 to 5 years	More than 5 years
Arts and Humanities	16.0%	0.0%	16.0%	12.0%	32.0%	24.0%
Sciences	10.3%	13.2%	12.7%	14.7%	30.9%	19.1%
Health Sciences	5.6%	14.3%	13.5%	14.3%	23.0%	29.4%
Social and Legal Sciences	10.6%	8.3%	15.2%	18.9%	22.7%	24.2%
Engineering and Architecture	8.1%	5.4%	10.1%	13.5%	25.0%	37.9%
SUG	8.8%	9.2%	12.8%	15.2%	25.1%	28.9%

5.6.6. Type of work schedule

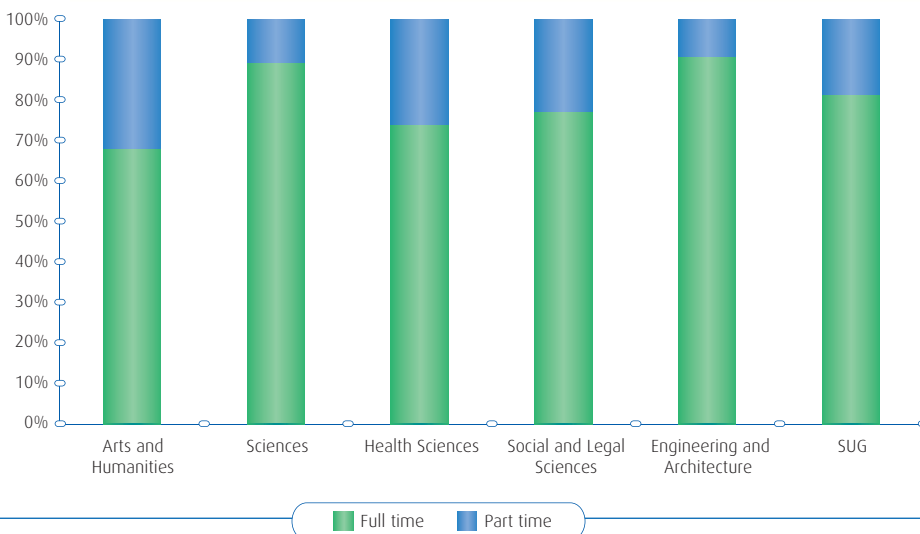
Table 5.14 and Figure 5.52 show the type of work schedule maintained by the master's degree graduates working for others. It can also be seen that most of these graduates (81.4%) are working on a full-time basis, with this situation seen in all of the branches of knowledge. In general terms, the branches of Engineering and Architecture and Sciences can be highlighted

with 90.7% and 89.4% of full-time workers, respectively, while the other extreme is seen in the branch of Arts and Humanities, where 32.0% of the respondents have a part-time job.

Table 5.14. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Part time	Full time
Arts and Humanities	32.0%	68.0%
Sciences	10.6%	89.4%
Health Sciences	26.1%	73.9%
Social and Legal Sciences	22.8%	77.2%
Engineering and Architecture	9.3%	90.7%
SUG	18.6%	81.4%

Figure 5.52. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.



5.6.7. Type of employment contract

Table 5.15 presents information related to the type of employment contract held by the SUG master's degree graduates. The vast majority of these graduates are working for others (92.7%). Only 7.3% of the graduates are working for themselves, with all of them being registered with Spain's social security system. Almost all of the graduates working for others are contributing to social security (97.4%). More than half (55.4%) have a permanent contract while 36.5% have a temporary contract, 4.1% are working under a grant, 2.6% are independent but working for others, and 1.3% have an internship contract.



Table 5.15. Type of employment contract and relationship with social security. Results for SUG overall

Type of contract	% graduates	
Self-employed	7.3%	% graduates
	Registered	100.0%
	No Registered	0.0%
Working for others	92.7%	% graduates
	Contribute to social security	97.4%
	Do not contribute to social security	2.6%
		% graduates
	Permanent	55.4%
	Independent. Working for others	2.6%
	Temporary	36.5%
	Working under a grant	4.1%
	Internships	1.3%

As seen in Figure 5.53, when these percentages are expressed for the SUG graduates overall, 50.1% possess a fixed contract, 33.0% have a temporary contract, 3.7% are working under a grant, 2.4% are independent but working for others, and 1.2% have an internship contract.

Figure 5.53. Type of employment contract and relationship with social security. Results for SUG overall.

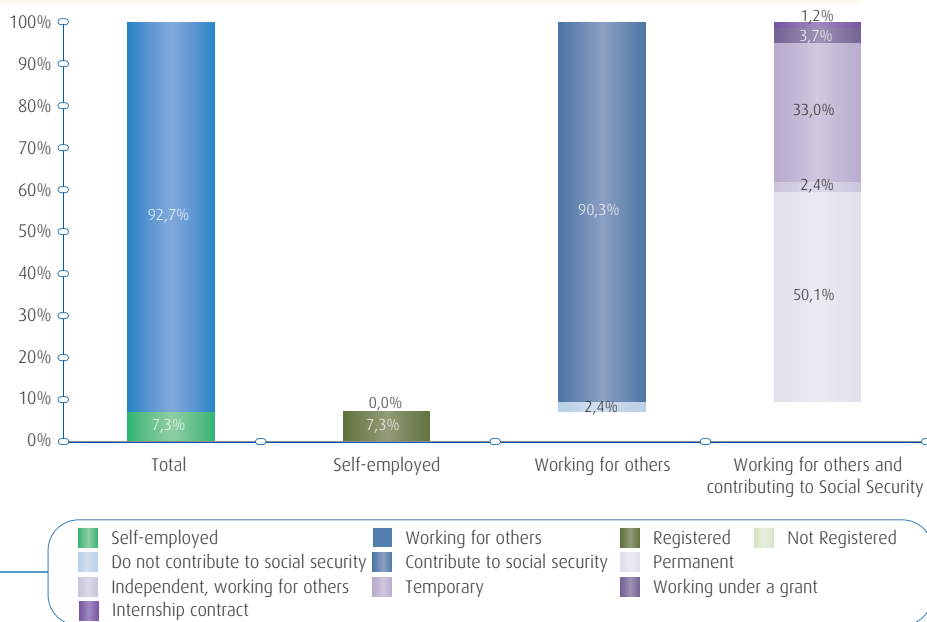


Table 5.16 shows the percentages of graduates working for themselves or working for others. It can be seen that the highest percentage of graduates working for themselves are found in the branch of Engineering and Architecture, at 12.8%. It is notable that all of the graduates working for themselves are registered with social security, as seen in Table 5.17, while Table 5.18 shows that very high percentages of those working for others are also making contributions to social security.

Table 5.16. Graduates who are self-employed or working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	Working for others
Arts and Humanities	0.0%	100.0%
Sciences	2.9%	97.1%
Health Sciences	4.8%	95.2%
Social and Legal Sciences	6.9%	93.1%
Engineering and Architecture	12.8%	87.2%
SUG	7.3%	92.7%

Table 5.17. Relationship with social security for self-employed graduates. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	
	Not registered	Registered
Arts and Humanities	0.0%	0.0%
Sciences	0.0%	100.0%
Health Sciences	0.0%	100.0%
Social and Legal Sciences	0.0%	100.0%
Engineering and Architecture	0.0%	100.0%
SUG	0.0%	100.0%



Table 5.18. Relationship with social security for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Working for others	
	No contribute to social security	Contribute to social security
Arts and Humanities	4.0%	96.0%
Sciences	4.5%	95.5%
Health Sciences	1.7%	98.3%
Social and Legal Sciences	4.1%	95.9%
Engineering and Architecture	0.8%	99.2%
SUG	2.6%	97.4%

Table 5.19 shows the distribution of the master's degree graduates working for others based upon their type of employment contact. As can be seen, the branches of Social and Legal Sciences and Engineering and Architecture are those with the highest proportions of master's degree graduates with a permanent contract, with 61.5% and 59.7%, respectively. These are also the branches of knowledge with the lowest percentages of temporary contracts, with 29.5% in the case of Social and Legal Sciences and 34.1% in the case of Engineering and Architecture. On the other hand, around half of the master's degree graduates in the branch of Arts and Humanities have temporary contracts, while 41.7% are working under a permanent contract. In the branch of Sciences the high percentage of graduates working under a grant is also noteworthy at 12.1%.

Table 5.19. Type of employment contract for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Permanent	Independent. Working for others	Temporary	Working under a grant	Internships
Arts and Humanities	41.7%	0.0%	50.0%	8.3%	0.0%
Sciences	42.4%	1.5%	40.9%	12.1%	3.0%
Health Sciences	54.6%	0.8%	41.2%	0.8%	2.5%
Social and Legal Sciences	61.5%	4.1%	29.5%	4.1%	0.8%
Engineering and Architecture	59.7%	3.9%	34.1%	2.3%	0.0%
SUG	55.4%	2.6%	36.5%	4.1%	1.3%

5.6.8. Salaries

Table 5.20 shows the distribution of the SUG master's degree graduates by salary range. It can be seen that more than half of the respondents (51.7%) are earning a monthly salary between €601 and €1,400. Salaries of €600 or less are being earned by 6.9% of the graduates, while 18.3% are earning more than €1,800.



Table 5.20. Monthly net salary.
Results for SUG overall.

Monthly salary	% graduates
€ 600 or less	6.9%
€ 601 to € 1.000	21.7%
€ 1.001 to € 1.400	30.0%
€ 1.401 to € 1.800	23.1%
€ 1.801 to € 2.200	12.9%
€ 2.201 to € 2.600	2.5%
€ 2.601 or more	2.9%

Figure 5.54 and Table 5.21 show these same results broken down by branch of knowledge. The branch with the highest percentage of graduates with a salary between €601 and €1,400 is Arts and Humanities with 70.8%, followed by Social and Legal Sciences with 64.5%. The branch with the lowest percentage in this range is Engineering and Architecture, with 38.2%. The branch of Engineering and Architecture shows the highest percentage of graduates concentrated in the highest salary ranges, with 36.8% earning between €1,401 and €1,800, and with 20.9% earning more than €1,800. The branches of Health Sciences and Sciences are next, where more than 19.5% of graduates in both branches earning salaries above €1,800.

Figure 5.54. Monthly net salary.
Results by branch of knowledge and for SUG overall.

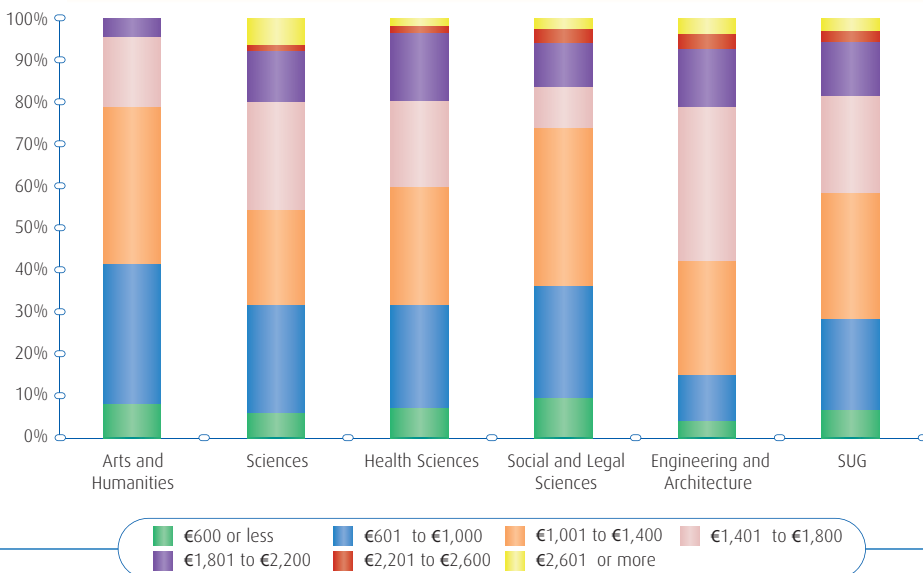
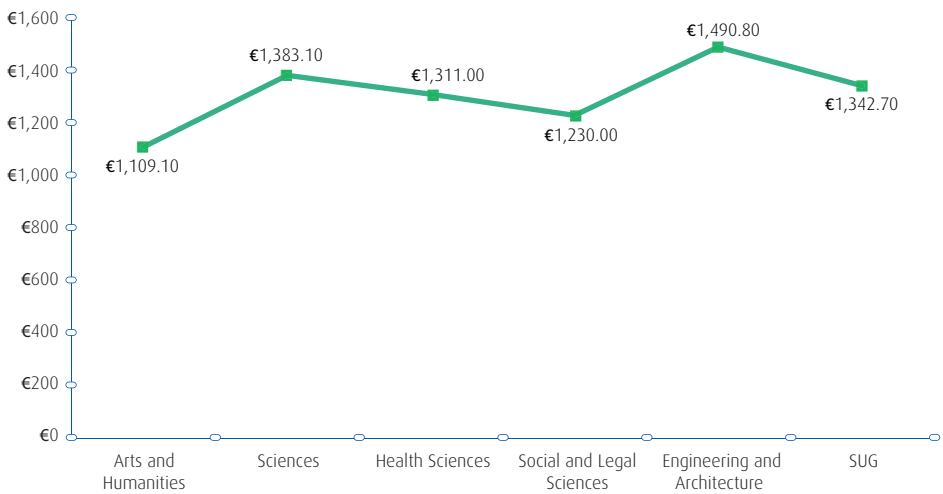


Table 5.21. Monthly net salary.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	€600 or lower	€601 to €1,000	€1,001 to €1,400	€1,401 to €1,800	€1,801 to €2,200	€2,201 to €2,600	More than €2,600
Arts and Humanities	8.3%	33.3%	37.5%	16.7%	4.2%	0.0%	0.0%
Sciences	6.1%	25.8%	22.7%	25.8%	12.1%	1.5%	6.1%
Health Sciences	7.4%	24.6%	27.9%	20.5%	16.4%	1.6%	1.6%
Social and Legal Sciences	9.7%	26.6%	37.9%	9.7%	10.5%	3.2%	2.4%
Engineering and Architecture	4.2%	11.1%	27.1%	36.8%	13.9%	3.5%	3.5%
SUG	6.9%	21.7%	30.0%	23.1%	12.9%	2.5%	2.9%

As seen in Figure 5.55, the average salary for the SUG master's degree graduates is €1,342.70. Broken down by branch of knowledge, the graduates who are earning the highest average salary are those from Engineering and Architecture at €1,490.80, while the lowest average salary is found in Arts and Humanities at €1,109.10.

Figure 5.55. Average salary.
Results by branch of knowledge and for SUG overall.



5.6.8.1. Salary by gender

In order to analyze differences in compensation in relation to gender, Figure 5.56 shows the average salaries being earned by women and men in the various branches of knowledge. The corresponding data are also found in Table 5.22, except for the figure for Arts and Humanities, where the small sample size means that the data related to the average salary for men are

poorly representative. It can be seen that the average salary earned by men in all branches of knowledge is higher than that earned by women, with this difference being most notable in the case of the Sciences, where the average salary for women is 29.0% less than that earned by men. On the contrary, the branch where the salary differences are the least, although still significant, is Engineering and Architecture, where the average salary earned by women is 15.5% less than that earned by men.

Figure 5.56. Average salary by gender.
Results by branch of knowledge and for SUG overall.

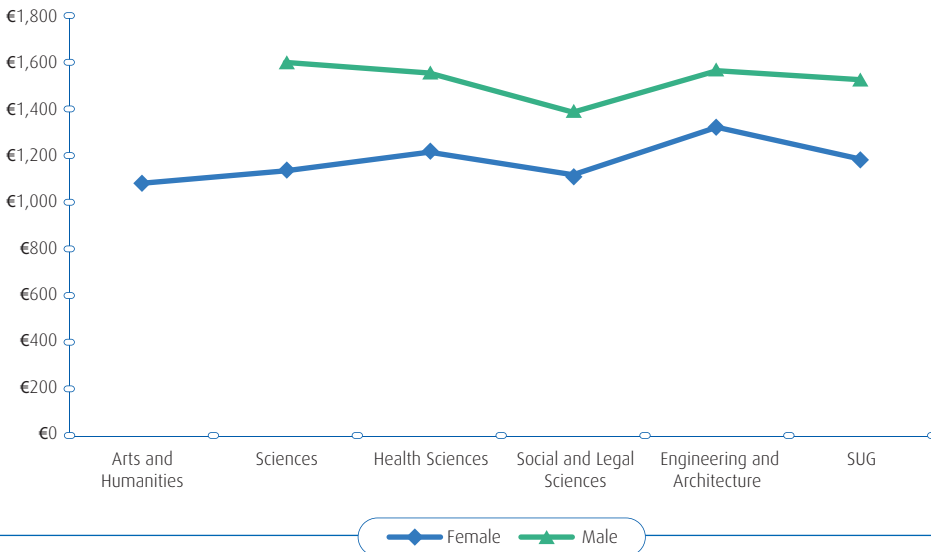


Table 5.22. Average salary by gender.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€1,081.82	*	€1,109.10
Sciences	€1,135.48	€1,600.00	€1,383.10
Health Sciences	€1,214.94	€1,554.29	€1,311.00
Social and Legal Sciences	€1,118.06	€1,386.54	€1,230.10
Engineering and Architecture	€1,322.22	€1,564.65	€1,490.80
SUG	€1,185.60	€1,525.56	€1,342.70

* The salary for men in the branch of Arts and Humanities is not statistically representative.

5.6.8.2. Comparison with the employment situation prior to the Master's degree

Figure 5.57 shows a comparison between the average salary earned by women and men for their employment prior to and after completing their master's degrees. It can be seen that for the SUG as a whole that although the average salaries earned by women have increased, for men this increase is even greater. In order to facilitate comparison with the current salaries, the average salaries for employment prior to earning the master's degree have been adjusted for inflation.

Analysis of these data reveal that the average salary earned by women has decreased after completion of the master's degree only in the branch of Health Sciences, while it has experienced a sharp increase in the branch of Engineering and Architecture of almost €250 on average. Increases are also seen, although to a lesser degree, in Arts and Humanities, Sciences, and Social and Legal Sciences, although in the last branch cited this increase is less significant. The specific values for these increases can be seen in Table 5.23, where the overall changes in average salaries are also detailed. With respect to the variation produced in the average salaries earned by men, as was the case with women the average salary has only decreased with respect to the average salary earned prior to the master's degree in the branch of Health Sciences. To the contrary, notable increases are seen in the branch of Sciences, and to a lesser degree in the branches of Engineering and Architecture and Social and Legal Sciences.

Figure 5.57. Average salary by gender for work prior to the master's degree (adjusted for inflation) and for current employment. Results by branch of knowledge and for SUG overall.

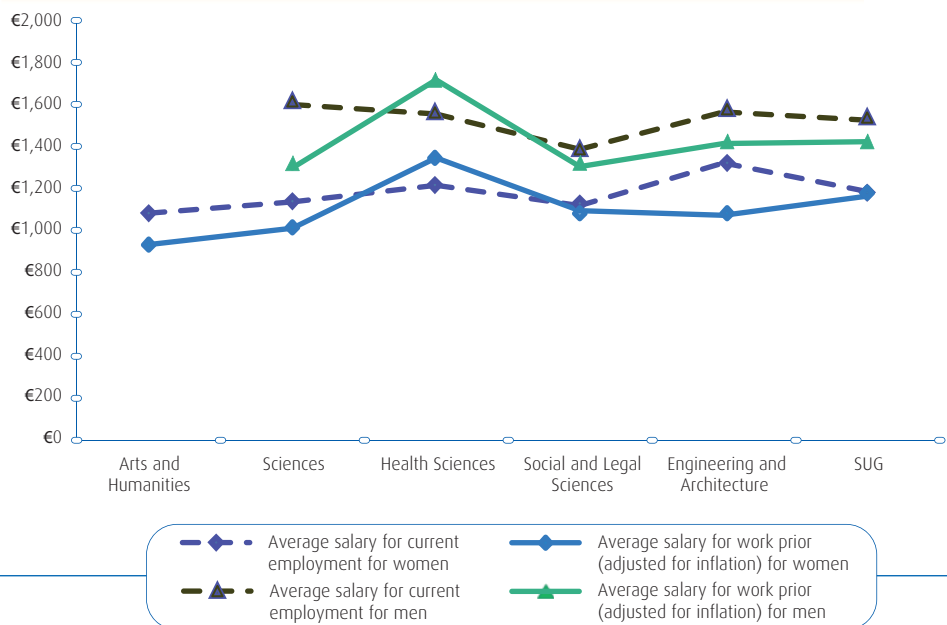


Table 5.23. Difference between the average salary earned by gender for work prior to the master's degree (adjusted for inflation) and in the current position. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€149.89	*	€140.92
Sciences	€124.46	€302.06	€226.60
Health Sciences	€-131.43	€-163.77	€-132.85
Social and Legal Sciences	€23.58	€82.07	€53.38
Engineering and Architecture	€249.72	€150.65	€164.34
SUG	€22.04	€103.01	€60.72

* The salary for men in the branch of Arts and Humanities is not statistically representative.

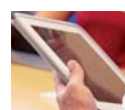
5.6.9. Unemployment levels

Table 5.24 details the percentage of graduates who are unemployed as well as the average number of months that they have been in this situation. For the SUG as a whole, 16.3% of the graduates are unemployed, with the average time of unemployment being 9.37 months. Broken down by branch of knowledge, the branches showing the lowest proportion of unemployed master's degree graduates are Health Sciences and Engineering and Architecture, with 13.5% and 14.4%, respectively. In the cases of Social and Legal Sciences, Sciences and Arts and Humanities, these percentages vary between 18.5% and 19.6%. Graduates in the Sciences and Health Sciences are found to be those who remain unemployed for the shortest length of time, with averages of 7.00 and 7.55 months, respectively, while this figure rises to 13.44 months in the branch of Arts and Humanities.

Table 5.24. Percentage of unemployed graduates and average number of months unemployed. Results by branch of knowledge and for SUG overall.

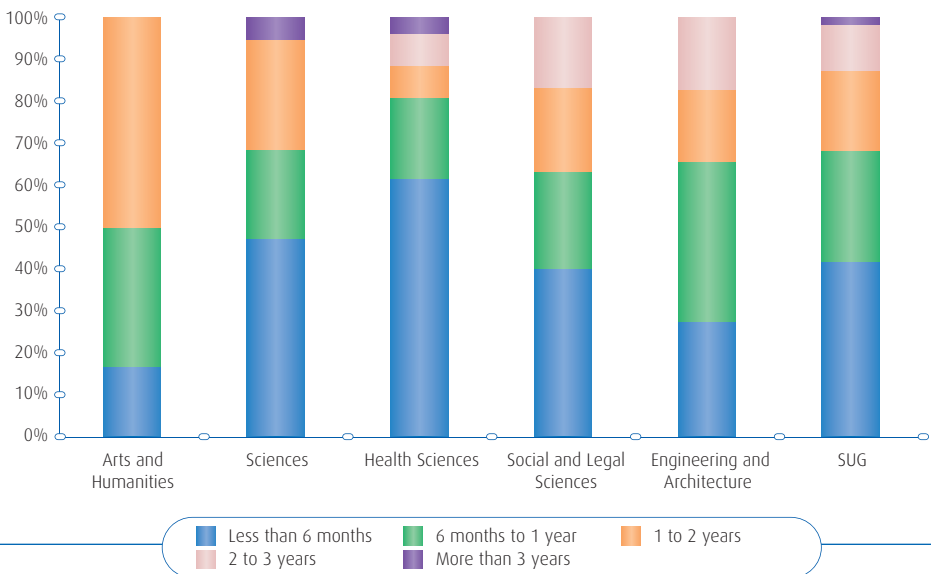
Branch of knowledge	% masters' graduates	Number of months
Arts and Humanities	18.9%	13.44
Sciences	19.6%	7.00
Health Sciences	13.5%	7.55
Social and Legal Sciences	18.5%	9.81
Engineering and Architecture	14.4%	11.25
SUG	16.3%	9.37

Figure 5.58 shows how the graduates are distributed in terms of the time they have remained unemployed. At the level of the SUG overall, 41.8% of the unemployed graduates have been in this situation for less than 6 months,



while 26.4% have been unemployed for between 6 months and 1 year, and 31.8% for more than 1 year. Health Sciences is the branch with the highest concentration of graduates who have been unemployed for less than 1 year, at 80.7%, with a substantial number (61.5%) having been unemployed for less than 6 months. On the contrary, in Arts and Humanities half of the graduates have been unemployed for between 1 and 2 years.

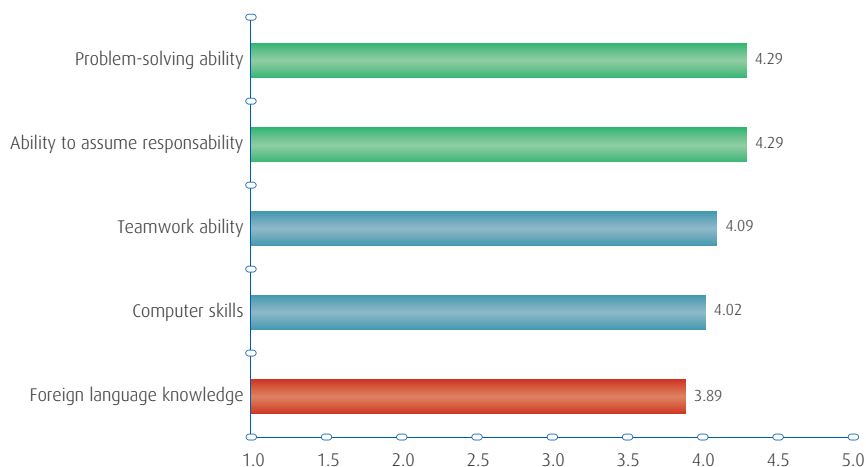
Figure 5.58. Length of time unemployed.
Results by branch of knowledge and for SUG overall.



5.6.10. Abilities required in the labor market

In order to study which abilities are required to a greater degree in the labor market according to the perceptions of the master's degree graduates, the respondents were asked to evaluate the importance of a series of abilities and types of knowledge in terms of finding employment, using a scale of 1 (not important) to 5 (very important). Figure 5.59 shows these figures for the SUG overall. It can be seen that problem-solving ability and willingness to assume responsibility are considered to be the most important among the possible responses, both with a score of 4.29, while foreign language knowledge received the lowest score at 3.89.

Figure 5.59. Abilities required in the labor market.
Results for SUG overall.



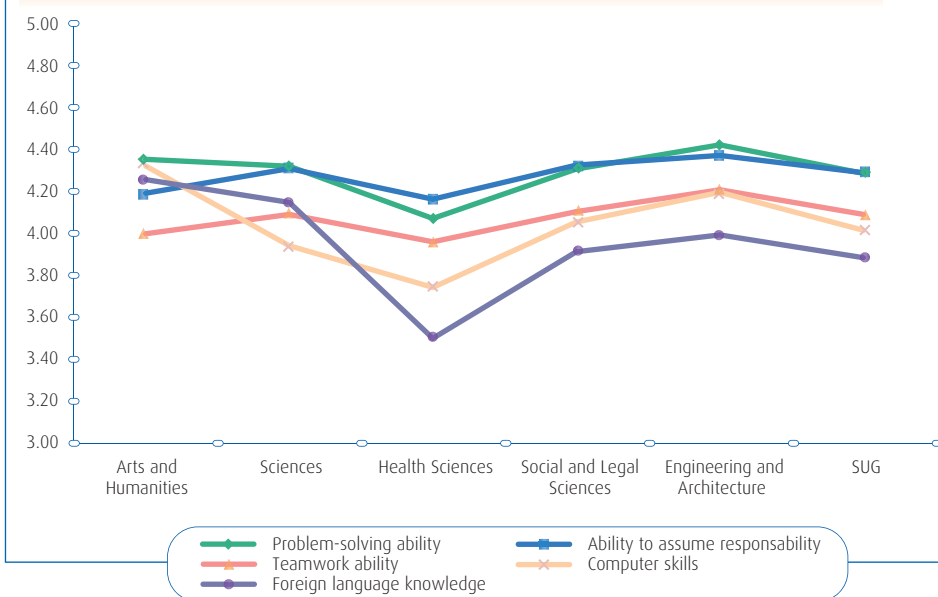
In terms of the analysis by branch of knowledge, Table 5.25 summarizes the abilities that are more valued or less valued according to the graduates in each of the branches. Figure 5.60, in turn, details the average evaluation given to each of the abilities in each branch of knowledge. In general terms, willingness to assume responsibility and problem-solving ability are the most highly valued in most of the branches. Foreign language knowledge and computer skills on the other hand are the least valued, with the exception being seen in the branch of Arts and Humanities where the graduates gave these responses a higher level of importance. It is also notable that the highest evaluations for problem-solving ability and willingness to assume responsibility were given by graduates in the branch of Engineering and Architecture (4.42 and 4.37, respectively). Foreign language knowledge and computer skills received the lowest evaluations in the branch of Health Sciences (3.50 and 3.74, respectively).



Table 5.25. Most and least valued competencies, by branch of knowledge.

Branch of knowledge	Most valued	Least valued
Arts and Humanities	Problem-solving ability	Teamwork ability
	Computer skills	Ability to assume responsibility
Sciences	Problem-solving ability	Computer skills
	Ability to assume responsibility	Teamwork ability
Health Sciences	Ability to assume responsibility	Foreign language knowledge
	Problem-solving ability	Computer skills
Social and Legal Sciences	Ability to assume responsibility	Foreign language knowledge
	Problem-solving ability	Computer skills
Engineering and Architecture	Problem-solving ability	Foreign language knowledge
	Ability to assume responsibility	Computer skills

Figure 5.60. Abilities required in the labor market. Results by branch of knowledge and for SUG overall.



5.6.11. Image of the Master's degree at the company

Figure 5.61 and Table 5.26 show the opinions of the master's degree graduates regarding the value that their master's degree is given at the company where they work. A total of 42.0% of the graduates believe that their master's degree is quite or very well valued at their company, while 35.0% believe that it is not valued or not very valued. By branch of knowledge, the highest evaluations in this category are found in the branch of Engineering and Architecture, with 24.3% of the graduates responding that their master's degree is very well valued at their company, with this percentage rising to 48.6% if those who consider it to be quite well valued are included. This branch also shows the lowest percentage of graduates who consider the value given to their degree to be little or none (26.4%), with this percentage seeing its highest values on the other hand in the branches of Health Sciences and Social and Legal Sciences, with 42.8% and 40.1%, respectively.

Figure 5.61. The master's degree is positively valued at the company. Results by branch of knowledge and for SUG overall.

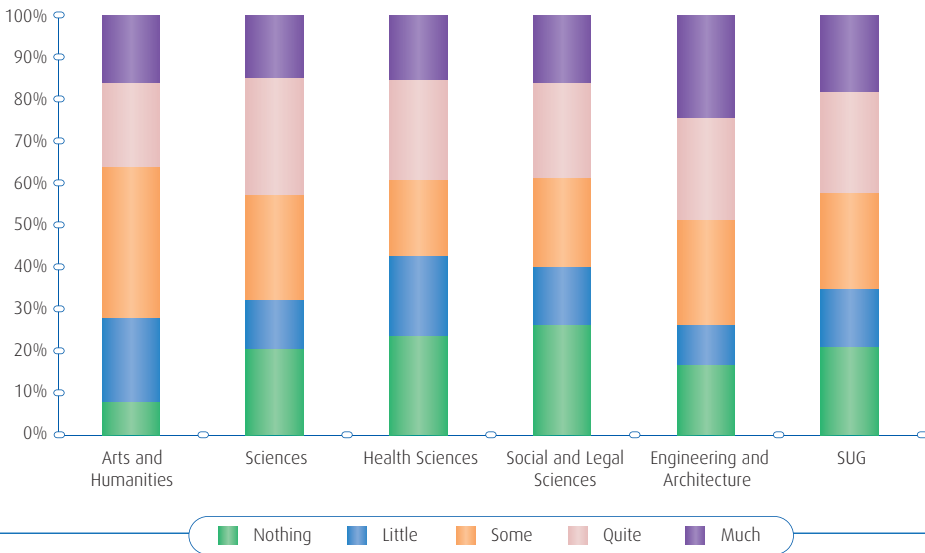


Table 5.26. The master's degree is positively valued at the company. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	8.0%	20.0%	36.0%	20.0%	16.0%
Sciences	20.6%	11.8%	25.0%	27.9%	14.7%
Health Sciences	23.8%	19.0%	18.3%	23.8%	15.1%
Social and Legal Sciences	26.5%	13.6%	21.2%	22.7%	15.9%
Engineering and Architecture	16.9%	9.5%	25.0%	24.3%	24.3%
SUG	21.2%	13.8%	22.8%	24.0%	18.0%

5.6.12. Contribution of the Master's degree to professional performance

Figure 5.62 and Table 5.27 show the opinions of the master's degree graduates regarding the usefulness of the knowledge acquired in their master's program in terms of professional performance of their work. At the level of the SUG overall, 34.4% of the graduates consider this knowledge to be quite or very useful, while 46.5% evaluate its usefulness as little or none. The value of the master's degree is given the highest evaluations in the branch of Arts and Humanities, with 56.0% of the graduates believing that the knowledge acquired in their master's degree program is quite or very useful, including 24.0% who consider it to be very useful. On the contrary, 52.3% of the graduates in Social and Legal Sciences evaluate the usefulness of the knowledge they gained as little or none, with a notable 35.6% giving the response of none.

Figure 5.62. Contribution of the master's degree to professional performance. Results by branch of knowledge and for SUG overall.

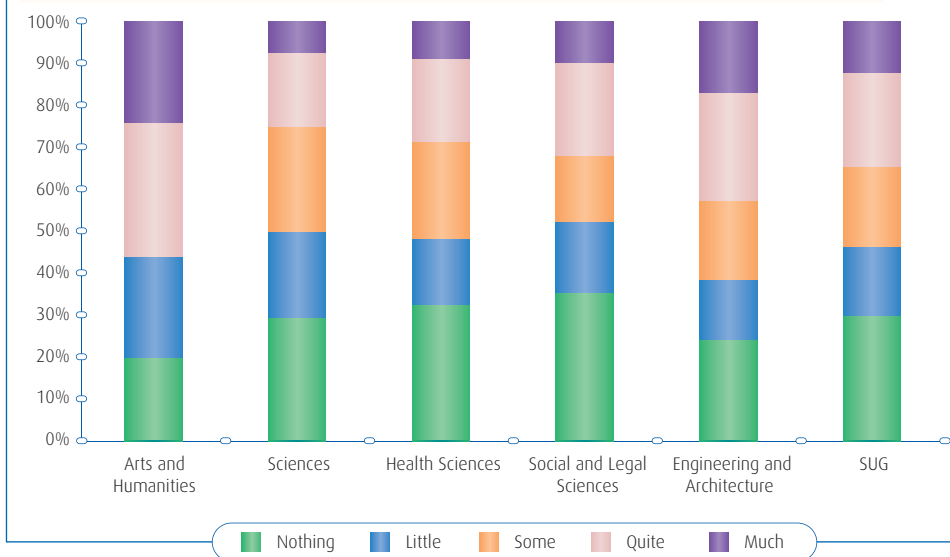


Table 5.27. Contribution of the master's degree to increasing possibilities for promotion in the workplace. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	20.0%	24.0%	0.0%	32.0%	24.0%
Sciences	29.4%	20.6%	25.0%	17.6%	7.4%
Health Sciences	32.5%	15.9%	23.0%	19.8%	8.7%
Social and Legal Sciences	35.6%	16.7%	15.9%	22.0%	9.8%
Engineering and Architecture	24.3%	14.2%	18.9%	25.7%	16.9%
SUG	29.9%	16.6%	19.0%	22.4%	12.0%

5.6.13. Contribution of the Master's degree to increasing possibilities for promotion in the workplace

Figure 5.63 and Table 5.28 summarize the opinions of the master's degree graduates regarding the degree to which their master's degree has increased their possibilities for promotion within their company. The data for the SUG as a whole show that 31.8% of the graduates believe that the master's program contributes to such possibilities quite or very well, while 49.9% consider the level of contribution to be little or none. Broken down by branch of knowledge, 40.0% of the graduates in Arts and Humanities believe that their master's degree has contributed quite or very well to their possibilities for promotion, with this branch also being the one with the lowest percentage of graduates who believe that this contribution has been little or none, with 36.0%. In the Sciences, Social and Legal Sciences, and Health Sciences this percentage rises to 55.9%, 53.1%, and 52.4%, respectively, with a notable 38.1% of the graduates in Health Sciences rating the contribution of their master's degree to their possibility for promotion in their workplace as none.



Figure 5.63. Contribution of the master's degree to increasing possibilities for promotion in the workplace.
Results by branch of knowledge and for SUG overall.

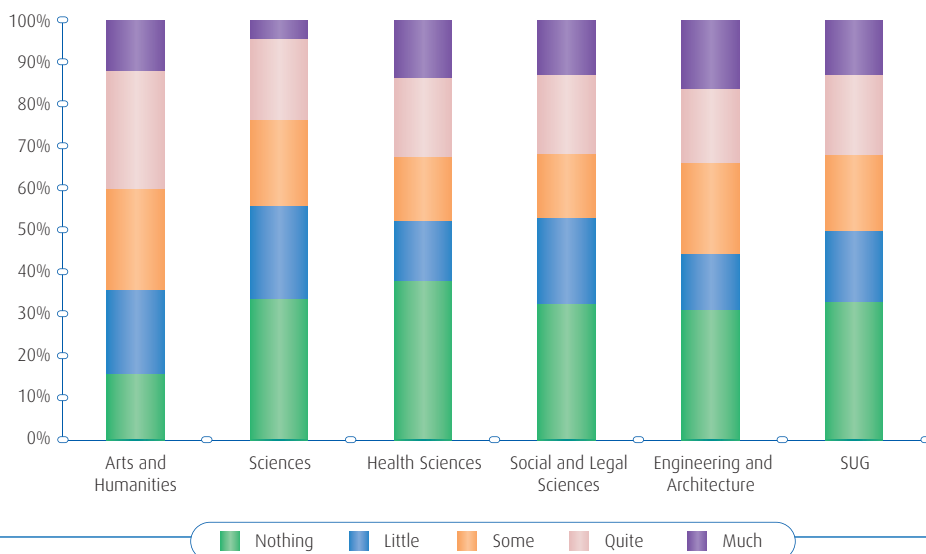


Table 5.28. Contribution of the master's degree to increasing possibilities for promotion in the workplace.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	16.0%	20.0%	24.0%	28.0%	12.0%
Sciences	33.8%	22.1%	20.6%	19.1%	4.4%
Health Sciences	38.1%	14.3%	15.1%	19.0%	13.5%
Social and Legal Sciences	32.6%	20.5%	15.2%	18.9%	12.9%
Engineering and Architecture	31.1%	13.5%	21.6%	17.6%	16.2%
SUG	32.9%	17.0%	18.2%	19.0%	12.8%

5.7. Final evaluation of the career trajectory

In order to obtain a general view of the master degree graduates' opinion on their overall career trajectory, including the graduates who have worked after completing their degree as well as those who have not, the respondents were asked whether they considered their degree to be useful when taking into consideration their subsequent work experiences. Responses were given on a scale of 1 (not useful) to 5 (very useful). These data are reflected in Figure 5.64, where it can be seen that for the SUG as a whole, 42.6% of the graduates evaluated their master's degree as quite or very useful, while 37.4% considered its usefulness to be little or none. Analyzed by branch of

knowledge, it is very noteworthy that more than half of the master's degree graduates in the branch of Engineering and Architecture (52.2%) feel that their studies are quite or very useful, with a notable 23.9% responding with very useful. On the other hand, the branches of Social and Legal Sciences and, to a lesser degree, Health Sciences and Sciences, are those with the highest percentages of graduates who consider the usefulness of their master's degree to be little or none, with 41.1%, 40.3%, and 39.1%, respectively.

Figure 5.64. Evaluation of the usefulness of the master's degree based upon the subsequent career trajectory. Results by branch of knowledge and for SUG overall.

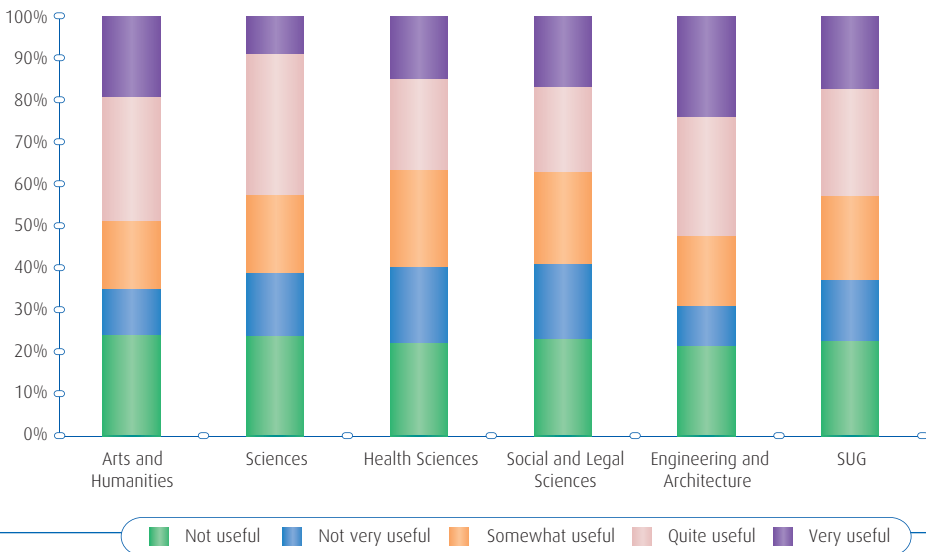
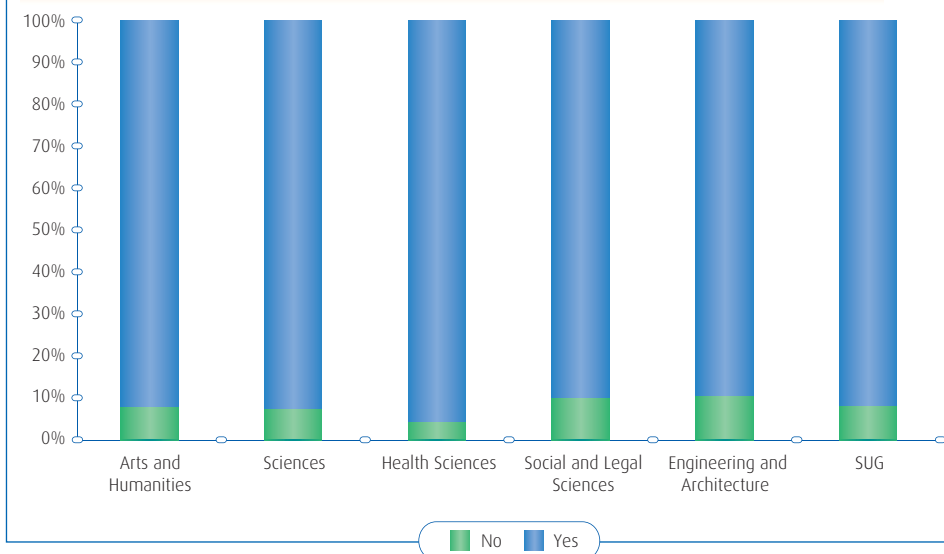


Figure 5.65 shows the opinions of the master's degree graduates regarding whether their own university should provide more information about the employment search. For the SUG as a whole, a substantial 91.6% of the graduates consider it to be necessary, with this figure ranging between 89.4% in the branch of Engineering and Architecture and 95.5% in Health Sciences.



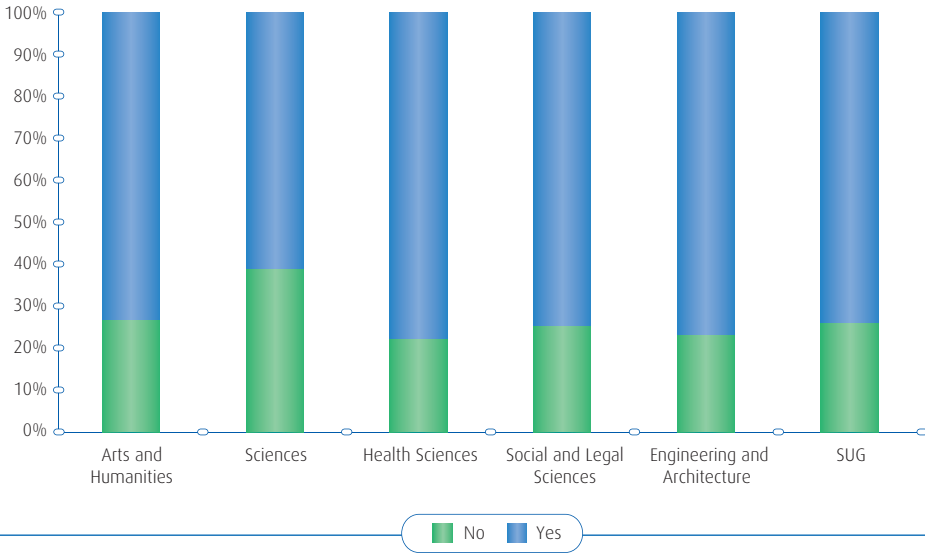
Figure 5.65. Need for more information from the university about finding employment. Results by branch of knowledge and for SUG overall.



Finally, the SUG master's degree graduates were asked about whether they would choose to enroll in the same master's degree program again. Figure 5.66 shows the results for this question, with a clear majority (73.8%) responding that they would in fact choose to enroll in the same master's program again. By branch of knowledge, 77.6% of the Health Sciences graduates would choose to earn their master's degree again, with this percentage being 76.7% in Engineering and Architecture, 74.4% in Social and Legal Sciences, and 73.0% in Arts and Humanities. In the branch of Sciences, the percentage of graduates who would choose to earn their master's degree again is somewhat lower, but still relatively high at 60.9%.



Figure 5.66. Would you choose the same master's degree program again. Results by branch of knowledge and for SUG overall.





Results of the
labor market
insertion study for
2009-2010 SUC
Master's degree
graduates
(EIL Másteres0910)

6

EIL Másteres0910





6. Results of the labor market insertion study for 2009-2010 SUG Master's degree graduates (EILMásteres0910)

This section presents the results obtained from the survey given to graduates who received master's degrees during the 2009-2010 academic year.

The section begins with a brief summary of the main conclusions drawn from the study, then continues with further details of the main results in relation to: description of the study population, reasons why the graduates surveyed decided to pursue a master's degree and their assessments regarding various aspects of their program, their employment situation prior to enrolling in the master's program, access to employment after completing their master's degree, and their overall evaluation of their career trajectory.

6.1. Executive summary

Prior to enrolling in their master's program, 62.2% of the graduates were working, with 65.1% of them combining this work with their master's degree studies.

The results also show that 88.4% of the graduates earned their master's degree at the same university where they completed their previous degree.

The top reason given by the graduates for enrolling in their master's program was *to complement previous academic training for better specialization in the job market*, with 58.8%. The second most common reason was *to complement previous academic training to prepare for earning a doctorate and becoming a researcher*, with 29.0%.

External internships were performed by 51.9% of the graduates, with 75.3% of these respondents considering their internship to be good or very good.

Most of the respondents had worked since completing their master's degree (92.2%), with 55.2% of them beginning a new job and 44.8% continuing with the employment they already had prior to completing their master's degree.

The results show that 58.8% of the graduates who began a new job after completing their master's degree took less than 6 months to find it, with the average time required by a graduate to find employment being 7.89 months.

The job search channels most commonly used by the graduates were self-promotion with 30.9%, personal contacts with 26.2%, sitting for competitive exams or public sector offers with 23.8%, and Internet job search sites with 23.1%.

The job search methods that had the most success in terms of finding employment were personal contacts, with 20.1% of the graduates finding work this way, followed by competitive exams or public sector offers with 19.4% and self-promotion with 19.3%.

The graduates consider *related work experience* to be the most relevant factor in the hiring process.

In terms of their current activities, 73.7% of the graduates are working, while 20.1% are not working but seeking employment and 6.3% are neither working nor seeking employment.

Of this 6.3% who are neither working nor seeking employment, 64.6% are pursuing further studies, primarily doctoral or undergraduate studies, while 15.4% are preparing for competitive exams.

The majority of the graduates are working in Galicia (88.6%), while only a very small proportion are working outside of Spain. The main reasons given for working outside of Galicia are *unable to find a job in Galicia* with 46.2% and *received a better offer from outside Galicia* with 41.5%.

In the three years that have passed since they completed their master's degree, the graduates have worked on average under 1.68 different contracts. Graduates working in government or public sector positions represent 38.9% of the respondents, while 27.8% are working for private companies with more than 50 employees.

Only 6.4% of the graduates who are working are self-employed, while the remaining 93.6% are working for others. Almost all of the graduates who are working are registered with or making contributions into Spain's social security system. Of the graduates who are working for others, 44.1% have a permanent employment contract, while 43.6% have a temporary contract. In addition, 77.4% of the graduates are working full time.

Of the graduates currently working, 23.5% have been in their current position for one year or less, with this percentage rising to 64.1% for those in their same job for three years or less.

Salaries greater than €1,000 per month are being earned by 63.7% of the graduates, with the average salary being €1,213.90. This figure drops to €1,087.02 in the case of women and rises to €1,384.11 euro in the case of men. In comparison with the salary being earned prior to studying for the master's degree, the effects of the economic crisis can be seen. The average salary decreased by the amount of €39.16, with this decrease being greater in the case of men at €36.40 than for women at €27.81.



In terms of the relationship between their current work and the master's degree they completed, 45.6% of the graduates say that their job is quite or very related. In turn, 85.3% of the graduates believe that university training is necessary for performing their current job.

The abilities considered by the graduates to be the most important for finding employment are *problem-solving ability* and *ability to assume responsibility*.

The results show that 90.6% of the graduates think that their own university should provide more information about the employment search process.

In terms of the usefulness of their master's degree in relation to their career trajectory, 42.1% of the graduates consider their degree to be quite or very useful, with 75.7% saying that they would choose to pursue the same master's degree again.

6.2. Description of the population

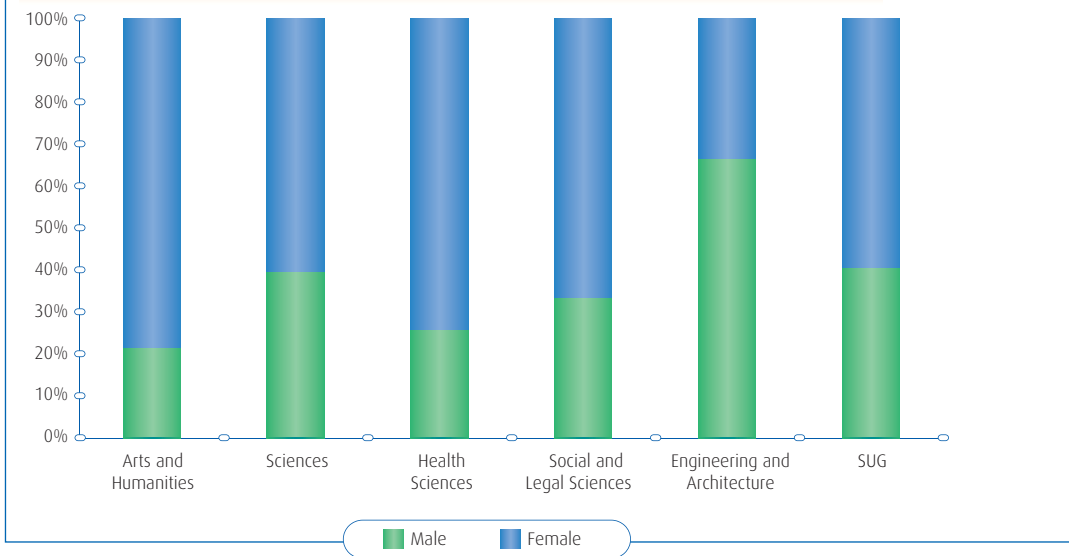
This section discusses information regarding the characteristics of the study population, i.e., the SUG master's degree graduates from the 2009-2010 academic year. This information includes socio-demographic factors such as gender, age, geographical origin, parents' level of education, average grades on previous academic transcript, and years required to complete the master's degree.

6.2.1. Distribution of the sample by gender

As was also found in the study of the SUG university graduates as a whole, and in agreement with the statistics from the universities themselves, a higher number of women received master's degrees during the 2009-2010 academic year than men, with women representing 59.2% of the graduates versus 40.8% for men. The results for the distribution of graduates by gender can be seen in Figure 6.1, both by branches of knowledge and for the SUG overall. The percentage of women working in the branches of Health Sciences and Arts and Humanities is above 70%, while the lowest percentage of women is found in Engineering and Architecture, at 33.3%.



Figure 6.1. Distribution of the master's degree graduates by gender. Results by branch of knowledge and for SUG overall.



6.2.2. Distribution of the sample by age

Figure 6.2 shows the average age of the master's degree graduates distributed by branch of knowledge, as well as for the SUG as a whole. The branch of knowledge with the highest average age is Engineering and Architecture at 30.58 years, while the lowest average age is found in the Health Sciences at 27.59 years. The average age of the master's degree graduates for the SUG as a whole is 28.88 years.

Figure 6.2. Average age of the master's degree graduates. Results by branch of knowledge and for SUG overall.

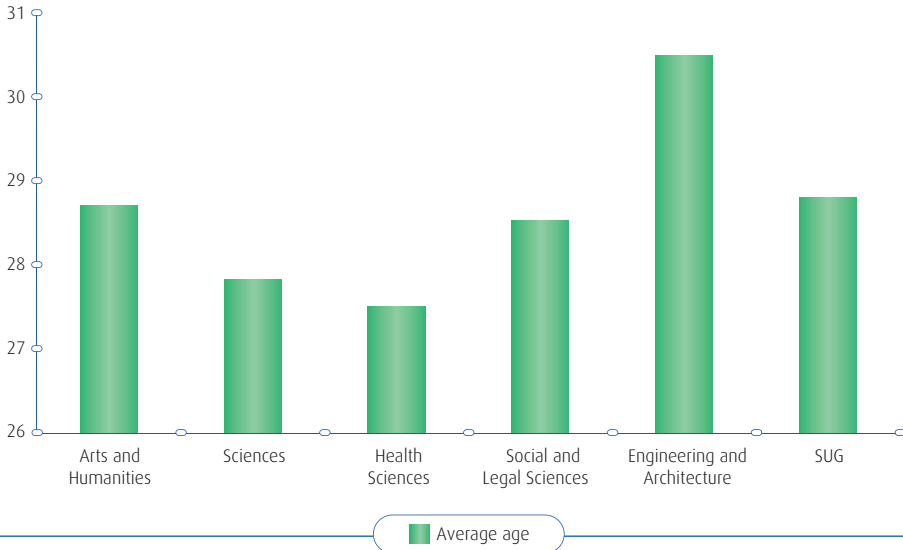
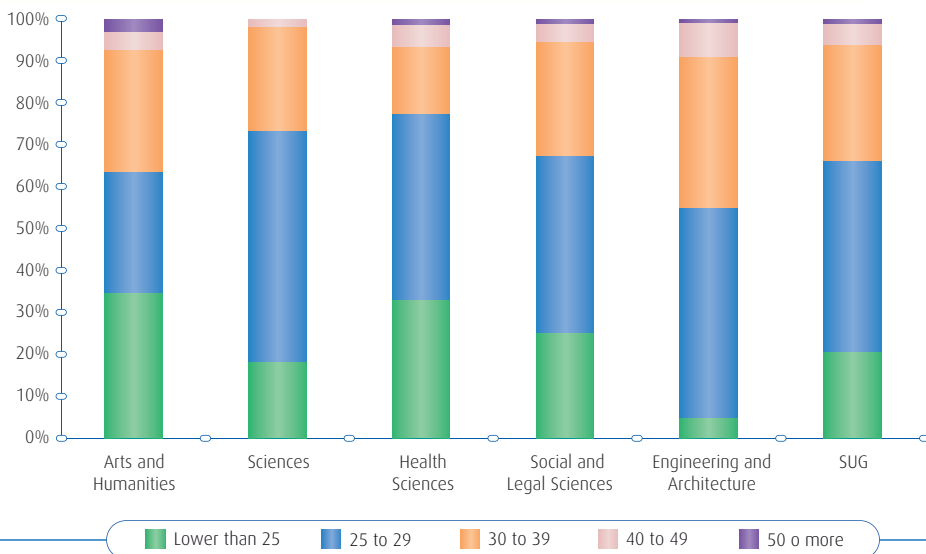


Figure 6.3 shows the distribution of the master's degree graduates by age, both by branch of knowledge and for the SUG as a whole. The percentage of graduates under age 25 for the SUG overall is 20.9%. Arts and Humanities is the branch of knowledge with the highest percentage of graduates in this age range with 34.8%, while the lowest percentage is found in Engineering and Architecture with only 5.2%. The percentage of graduates over age 30 for the SUG overall is 33.7%. Engineering and Architecture is the branch of knowledge with the highest percentage of graduates in this age category with 44.8%, while the lowest percentage is found in the Health Sciences at 22.6%.



Figure 6.3. Distribution of the master's degree graduates by age. Results by branch of knowledge and for SUG overall.



6.2.3. Distribution of the sample by parents' level of education

Since the educational backgrounds of family members can represent an important factor in the choices made by students regarding their academic trajectories, the level of education possessed by the graduates' parents was also analyzed, both by branch of knowledge as well as for the master's degree graduates as a whole. Table 6.1 shows the distribution of the master's degree graduates for the SUG as a whole in terms of the highest level of education obtained by their parents. The percentage of graduates whose parents have completed university studies is 24.2% in the case of mothers and 24.1% in the case of fathers.

Table 6.1. Distribution of the master's degree students by parents' level of education. Results for SUG overall.

Education level	Mother	Father
No formal education	3.4%	2.5%
Elementary school	47.5%	42.1%
High school/Vocational training	24.8%	31.2%
Short Undergraduate program	13.3%	9.8%
Long Undergraduate program	10.3%	13.5%
Master's degree	0.2%	0.2%
Doctorate	0.4%	0.6%

Figure 6.4 shows the results for the graduates' mothers and Figure 6.5 for their fathers, in both cases broken down by branch of knowledge. It can be seen in a detailed manner that the highest percentages of parents with university education (short undergraduate program, long undergraduate program, master's, or doctorate) are found in the Sciences for both the graduates' mothers (26.8%) and fathers (29.5%). The branches of knowledge with the lowest percentages for both mothers and fathers are Health Sciences, with 19.4% and 21.3%, respectively, and Arts and Humanities, with 20.2% in both cases. The largest difference between these figures for the two parents is found in the Sciences.

Figure 6.4. Distribution of the master's degree students by mothers' level of education. Results by branch of knowledge and for SUG overall.

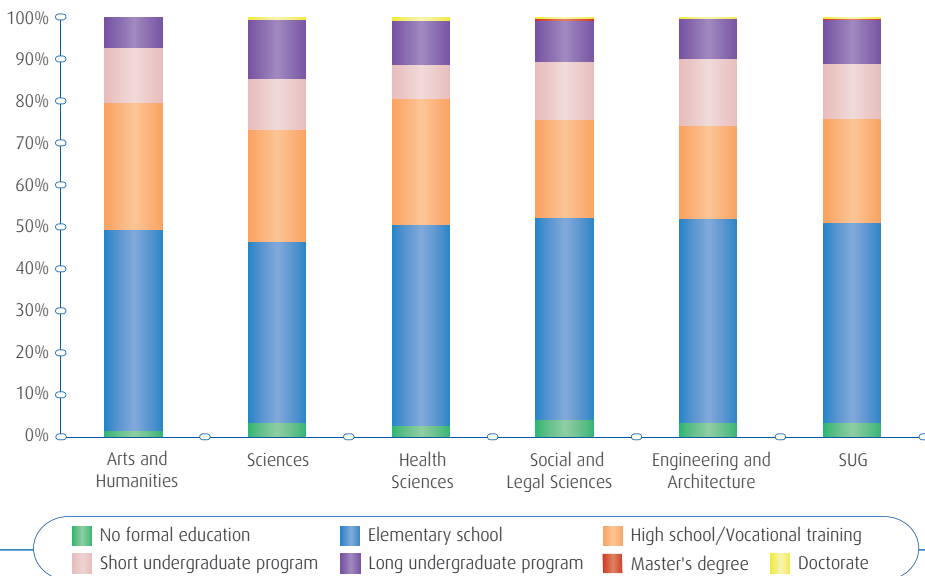
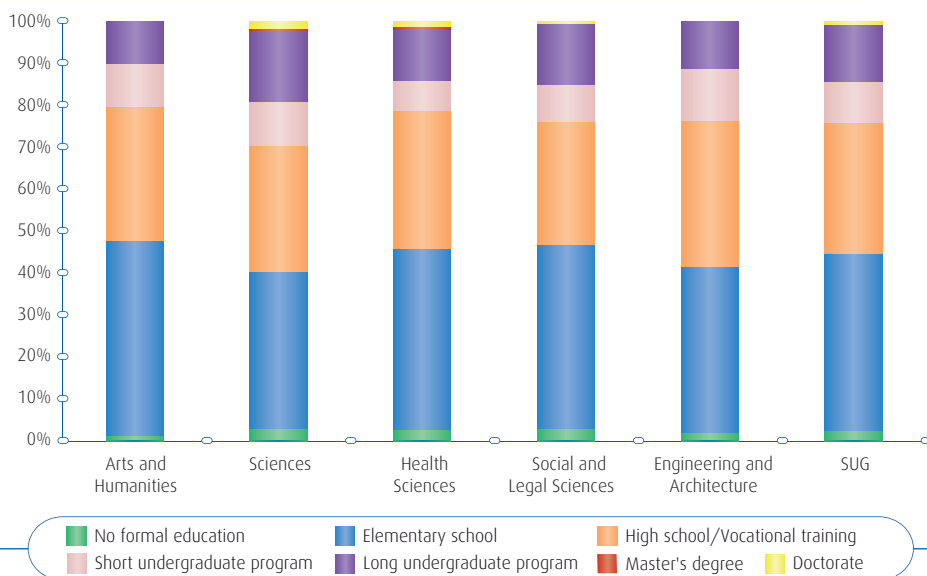


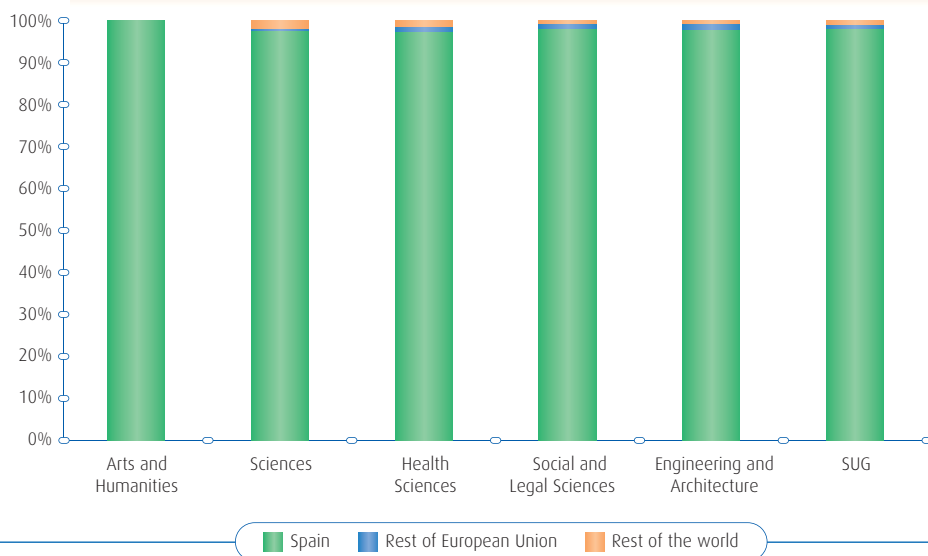
Figure 6.5. Distribution of the master's degree students by fathers' level of education. Results by branch of knowledge and for SUG overall.



6.2.4. Distribution of the sample by place of origin

Almost all of the master's degree graduates are of Spanish nationality, specifically 98.1%. As seen in Figure 6.6, there are no significant differences seen for this subject when comparing the various branches of knowledge.

Figure 6.6. Distribution of the master's degree graduates by nationality. Results by branch of knowledge and for SUG overall.



In terms of the province of residence for the Spanish master's degree graduates, as seen in Figure 6.7 the highest percentage for the SUG as a whole come from A Coruña (35.4%) and from Pontevedra (33.5%). The highest percentage of graduates in the branch of Engineering and Architecture come from Pontevedra, with 53.0%, while for the rest of the branches the highest percentage comes from A Coruña, with Health Sciences being especially notable at 51.4%.

The provinces of Lugo and Ourense contribute lower percentages of graduates for the SUG as a whole, with 12.1% and 10.1%, respectively. The branch of knowledge with the most graduates from Lugo is Health Sciences, with 21.2%, while for Ourense it is the Sciences with 20.0%.

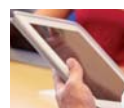
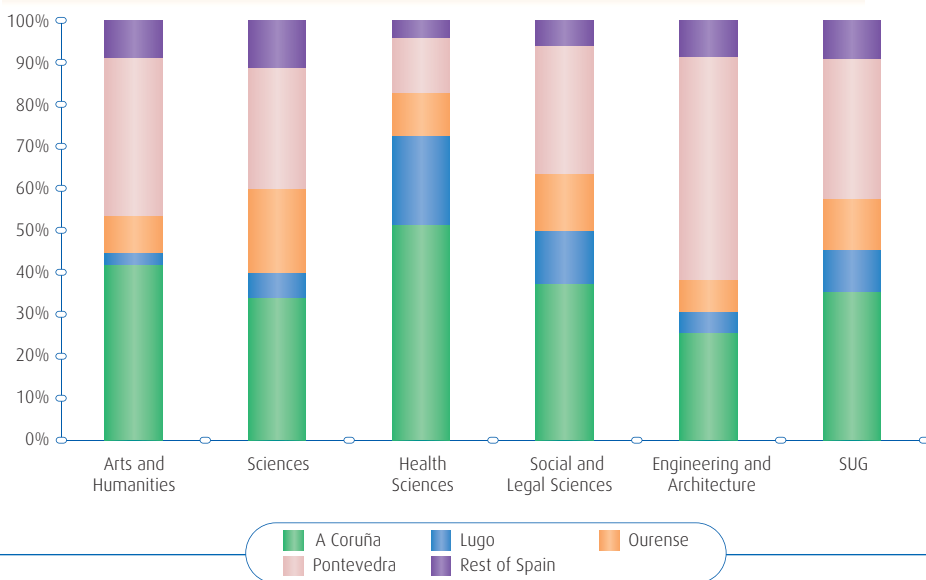


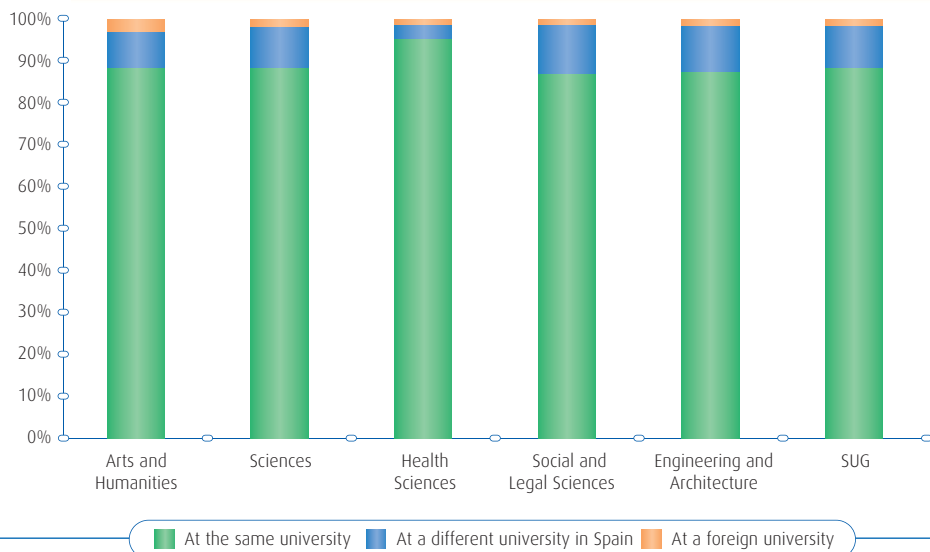
Figure 6.7. Distribution of the master's degree graduates by province of residence. Results by branch of knowledge and for SUG overall.



6.2.5. Distribution of the sample by previous university

A large majority of the master's degree graduates earned their previous degree at the same university where they earned their master's degree, specifically 88.4% for the SUG overall, as seen in Figure 6.8. For the rest of the graduates, 10.0% earned their previous degree at a university in Spain but not the same one where they earned their master's degree, while only 1.6% of the SUG graduates as a whole earned their previous degree at a foreign university.

Figure 6.8. Distribution of the master's degree graduates by previous university. Results by branch of knowledge and for SUG overall.



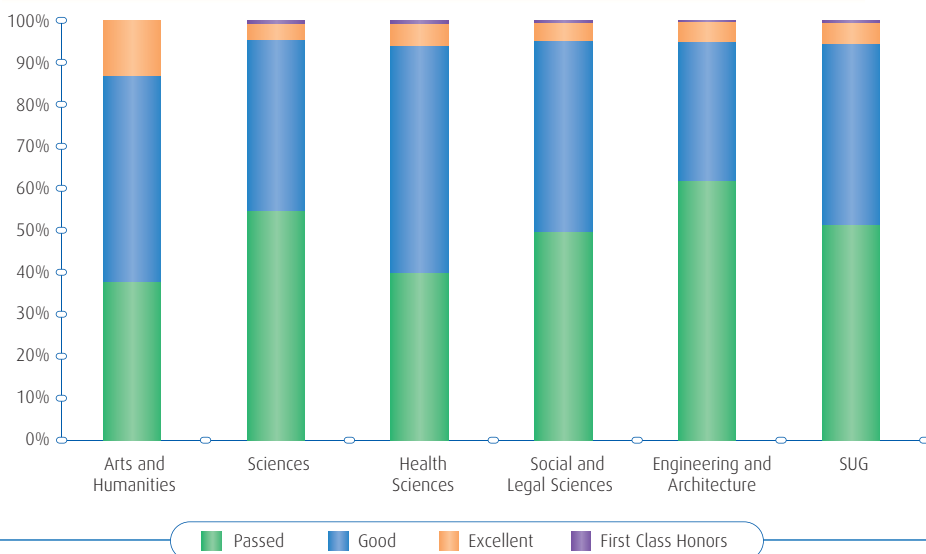
The highest percentage of master's degree graduates who earned their previous degree at the same university are found in the branch of Health Sciences, with 95.8%, while in this branch those who studied at another Spanish university or in a foreign country are found to be 3.4% and 1.3%, respectively. The highest percentage of graduates who earned their previous degree at another Spanish university are found in Social and Legal Sciences at 11.6%, while the highest percentage of graduates who obtained their previous degree at a foreign university is found in the Arts and Humanities, with 2.9%.

6.2.6. Distribution of the sample by average grade on the academic transcript

Figure 6.9 shows the distribution of the master's degree graduates in terms of the average grade on their transcript for their previous degree program, by branch of knowledge and also for the SUG as a whole. For the SUG as a whole, 51.5% of the graduates had an average grade of passed, 43.1% had an average of good, 5.0% had an average of excellent, and 0.4% had an average of honors.



Figure 6.9. Distribution of the master's degree graduates by average grade on the academic transcript for their previous degree program. Results by branch of knowledge and for SUG overall.



The highest percentages of graduates with an average grade of passed for their previous degree are found in Engineering and Architecture and Sciences, with 61.8% and 54.6%, respectively. On the other hand, the graduates with the highest average grade on their previous transcript (average grade of good, excellent, or honors) are found in the Arts and Humanities and Health Sciences. These branches show the highest percentages of transcripts with an average of good, with 49.3% and 54% respectively, as well as those with an average grade of excellent, with 13.0% and 5.3% of the respondents, respectively.

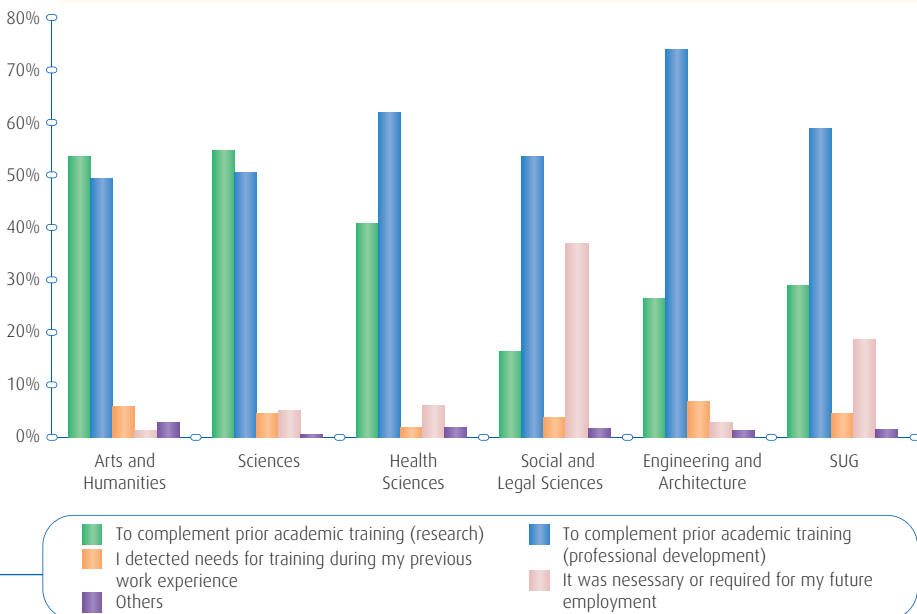
6.3. Reasons for pursuing a Master's degree and its evaluation

Knowledge of the reasons why the graduates decided to enroll in a master's degree program is a fundamental aspect of this study, since such knowledge will be very helpful for orienting the degree programs towards satisfying the real needs of potential students. Also, the assessments provided by the graduates regarding a variety of aspects related to the planning and implementation of the master's degree programs will allow the strengths and weaknesses of these programs to be identified. This section therefore first presents the results obtained in relation to the graduates' reasons for enrolling in their master's programs, then continues with discussion of their assessments regarding the main aspects of these programs.

6.3.1. Reasons for pursuing the Master's degree

As seen in Figure 6.10, the main reason given by the graduates for pursuing a master's degree is to complement their academic training in order to achieve better specialization in the labor market, expand employment opportunities, and gain a higher level of professional development, with a percentage of 58.8% for the SUG as a whole. The reason of complementing the previous academic training in order to pursue a doctoral degree and perform research is the second most important, with 29.0%, followed by 18.7% of the respondents who stated that the master's degree was necessary or mandatory for their future employment or career (high school teachers, lawyers, etc.).

Figure 6.10. Reasons for pursuing the master's degree. Results by branch of knowledge and for SUG overall.



In terms of the distribution by branch of knowledge, the reason related to complementing training for purposes of the labor market is the highest in the branches of Engineering and Architecture, with 73.9%, Health Sciences, with 62.0%, and Social and Legal Sciences, with 53.6%. In the Sciences and Arts and Humanities, the reason of complementing training in order to pursue research was the most common response, with 54.6% and 53.6%, respectively. Finally, the percentage of graduates who stated that they obtained a master's degree because it was necessary or mandatory for their employment showed a particularly noteworthy percentage in the branch of Social and Legal Sciences at 37%. This high percentage can be

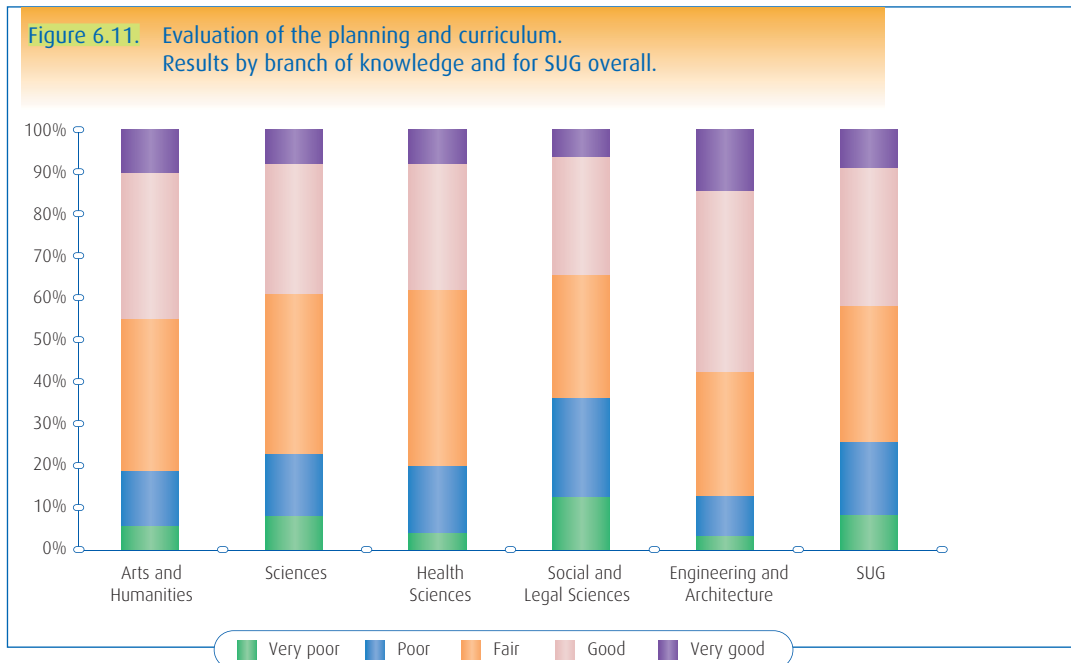


explained by the implementation of the Master's in Teaching for Secondary Education, Vocational Training and Language Instruction, since 94.7% of the respondents who selected the above response had earned that degree.

6.3.2. Evaluation of the Master's degree

In order to analyze the graduates' experiences during their time in the SUG master's degree programs, a series of questions was asked to find out about their degree of satisfaction with respect to various aspects of their master's program: planning, coordination, professors, external internships, etc. This section therefore discusses the perception that the master's degree graduates have of these elements.

In relation to their evaluation of the planning and curriculum (structure of the master's degree program, scheduling, distribution of the workload, etc.), and as seen in Figure 6.11, there are 41.8% of the master's degree graduates who evaluated these aspects as good or very good, versus 25.8% who considered them to be poor or very poor. In terms of the breakdown by branch of knowledge, the case of Engineering and Architecture stands out on the positive side, where 57.5% of the graduates considered the planning and curriculum in their program to have been good or very good. On the other hand, in the Social and Legal Sciences this percentage drops to 34.5%, versus 36.3% who evaluated the planning as poor or very poor.



With respect to the competencies they gained (knowledge, skills, and abilities), and as summarized in Figure 6.12, 50.4% of the master's degree graduates considered these to be good or very good, versus 16.6% who evaluated them as poor or very poor. When broken down by branch of knowledge, the best evaluations of the competencies gained are found in Arts and Humanities and Engineering and Architecture, where 57.9% and 57.2%, respectively, considered these to be good or very good. On the other hand, in the Sciences and Social and Legal Sciences these percentages drop to 51.2% and 45.2%, respectively, versus 21.9% and 19.6% who evaluated them as poor or very poor.

Figure 6.12. Evaluation of the competencies gained. Results by branch of knowledge and for SUG overall.

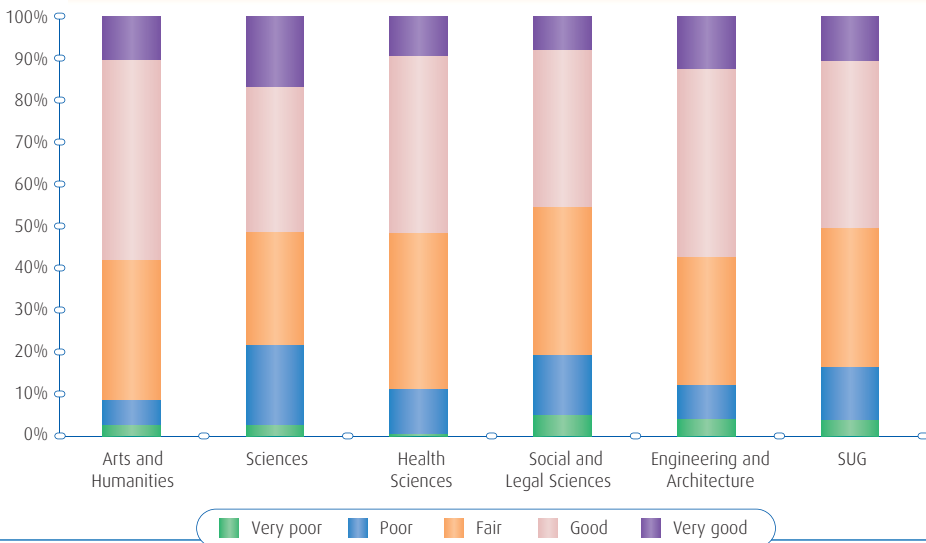
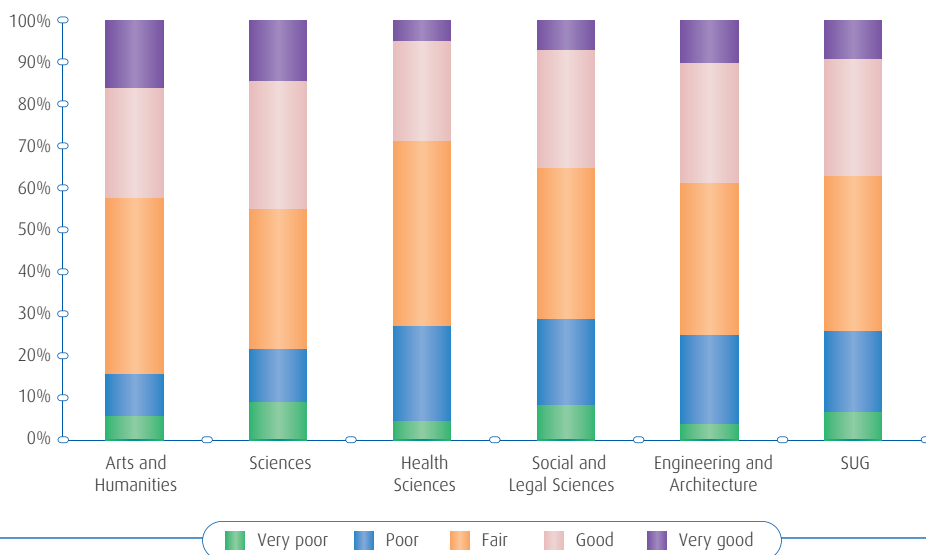


Figure 6.13 summarizes the graduates' evaluations of the teaching/learning and assessment methodologies. These were evaluated as good or very good by 36.9% of the SUG graduates, and as poor or very poor by almost 26.2%. In terms of the distribution by branch of knowledge, on the positive side the cases of Sciences and Arts and Humanities stand out, where 44.9% and 42.0% of the graduates, respectively, considered the methodologies to be good or very good. On the other hand, in the branches of Social and Legal Sciences and Health Sciences, these percentages drop to 35.0% and 28.7%, respectively, versus 29.0% and 27.4% who evaluated the methodologies as poor or very poor.

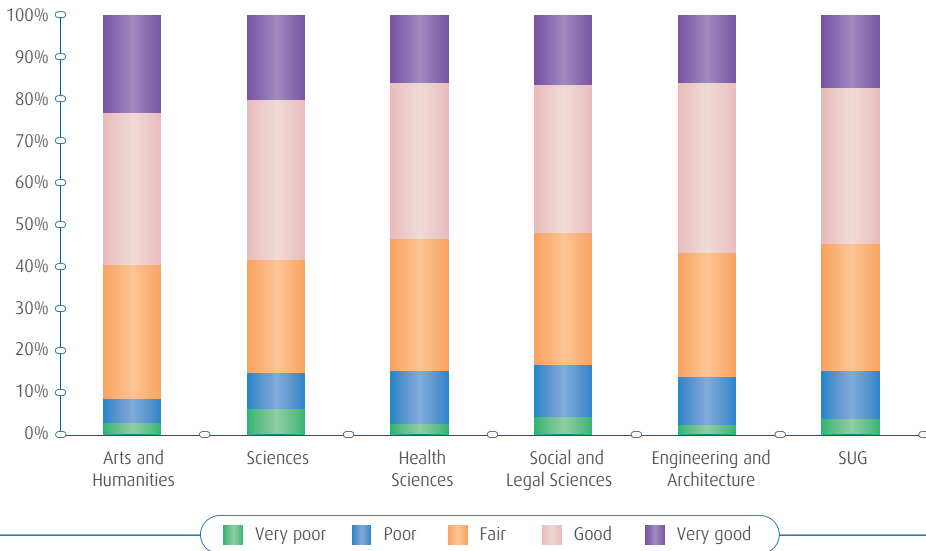


Figure 6.13. Evaluation of the methodologies used for teaching/learning and assessment.
Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the professors, as summarized in Figure 6.14, 54.4% of the master's degree graduates considered them to be good or very good, versus 15.3% who evaluated them as poor or very poor. In terms of the distribution by branch of knowledge, the differences seen are slight, although the best evaluations (good or very good) are found in the Arts and Humanities and Sciences, with 59.4% and 58.0%, respectively. In Social and Legal Sciences and Health Sciences these percentages are 51.7% and 53.3%, respectively, while in these branches 16.7% and 15.4% evaluated the professors as poor or very poor.

Figure 6.14. Evaluation of the professors.
Results by branch of knowledge and for SUG overall.



In terms of their evaluation of the material resources, as summarized in Figure 6.15, 37.8% of the SUG master's degree graduates as a whole considered these to be good or very good, versus 27.0% who evaluated them as poor or very poor. By branch of knowledge, Arts and Humanities and Sciences gave the highest levels of positive evaluations (good or very good), with percentages of 49.2% and 43.6%, respectively, while Health Sciences and Social and Legal Sciences gave the most negative responses (poor or very poor), at 33.3% and 29.2%, respectively.



Figure 6.15. Evaluation of the material resources.
Results by branch of knowledge and for SUG overall.

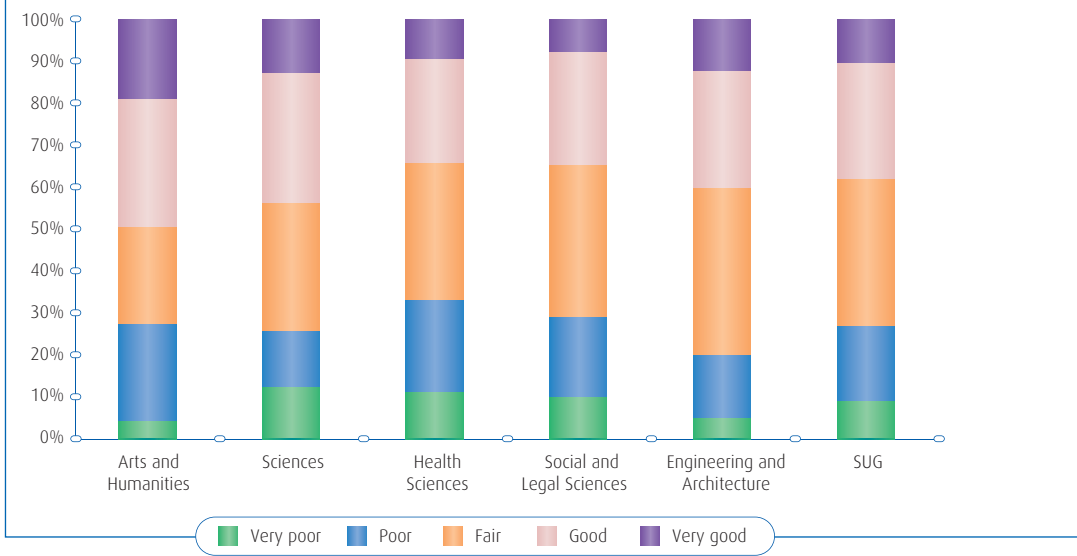
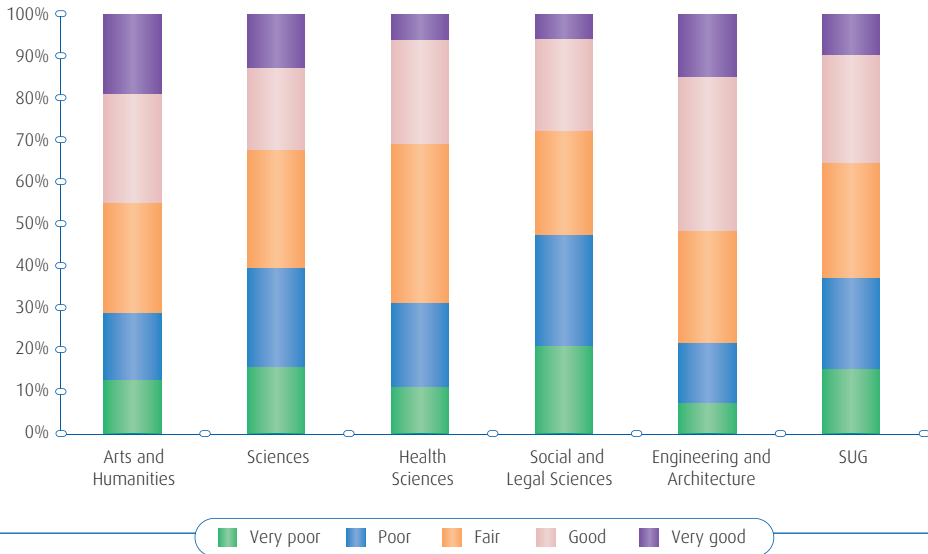


Figure 6.16 summarizes the evaluation of the program coordination, with 35.4% of the SUG graduates responding with good or very good, versus 37.7% who responded with poor or very poor. The highest evaluations are found in the branches of Engineering and Architecture and Arts and Humanities, with 51.6% and 44.9% of the graduates, respectively, considering the coordination to good or very good, versus 21.9% and 28.9% whole responded with poor or very poor. The branches of Social and Legal Sciences and Sciences are found at the other extreme, where 47.5% and 39.7% provided negative evaluations (poor or very poor) for the coordination.

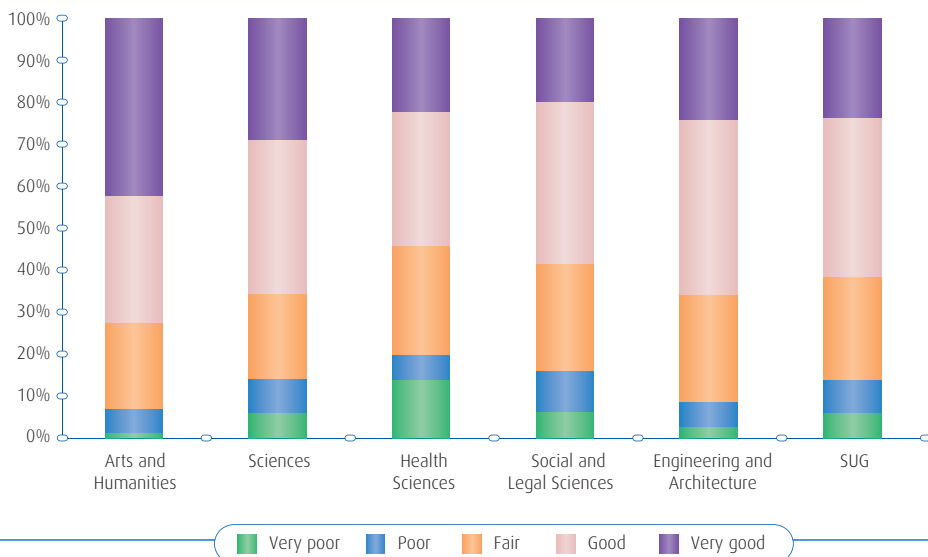
Figure 6.16. Evaluation of the program coordination. Results by branch of knowledge and for SUG overall.



With respect to their evaluation of the master's degree final project (contents, development, etc.), as shown in Figure 6.17, 61.4% of the SUG graduates responded with good or very good, while only 14.1% responded with poor or very poor. In terms of the distribution by branch of knowledge, on the positive side the case of Arts and Humanities stands out, where 72.4% considered the master's degree final project to be good or very good. On the other hand, in the branch of Health Sciences this percentage drops to 54.0%, with 20.0% of the graduates in this branch providing a negative evaluation (poor or very poor).

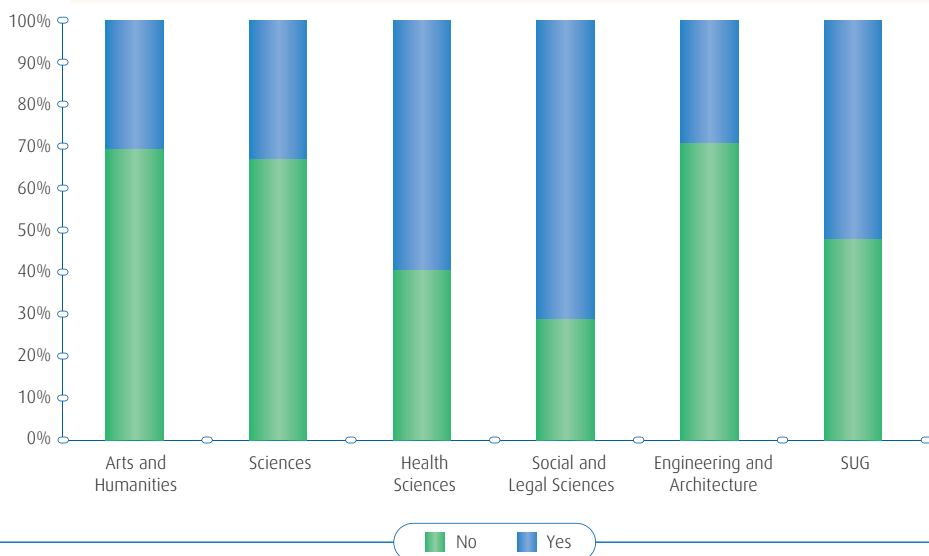


Figure 6.17. Evaluation of the master's degree final project.
Results by branch of knowledge and for SUG overall.



The performance and evaluation of external internships represent a fundamental element to be considered in the present study, since these can be an important factor in terms of facilitating entry into the labor market for the master's degree graduates. Figure 6.18 shows that 51.9% of the SUG graduates performed external internships. The branch of Social and Legal Sciences shows the highest percentage at 70.8%, followed by Health Sciences with 59.3%. In each of the three remaining branches, about 30% of the graduates performed an external internship.

Figure 6.18. Performance of external internships.
Results by branch of knowledge and for SUG overall.



With respect to their evaluations of the external internships, as seen in Figure 6.19, 75.3% of the master's degree graduates replied with evaluations of good or very good, versus 10.9% who responded them to be poor or very poor. Broken down by branch of knowledge, Sciences showed the best results, since 82.5% evaluated their external internship in a positive manner (good or very good), while none of them evaluated it negatively (poor or very poor). However, it must be pointed out that only 32.8% of the master's degree graduates in Sciences performed an external internship. Health Sciences graduates are found at the other extreme, with 56.2% evaluating their internship positively and 20.2% providing a negative assessment, although as seen in Figure 6.18 this is also the branch with the highest percentage of graduates who performed an internship, with 59.3%. The branch with the highest percentage of graduates who performed internships is Social and Legal Sciences, with 70.8%. In this branch the evaluations of the internships tend to be very positive, second only to the Sciences, with 78.9% considering them to be good or very good.



Figure 6.19. Evaluation of external internships.
Results by branch of knowledge and for SUG overall.

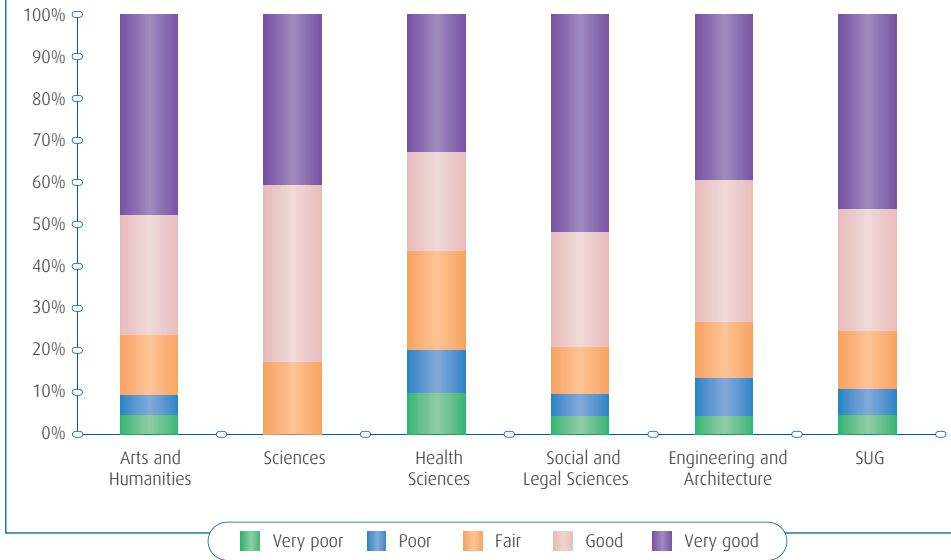


Figure 6.20 summarizes the graduates' evaluations regarding whether or not their master's degree program offered them additional training with respect to the training they had acquired through their previous university studies, independent of their later experience in the labor market. The data for the SUG as a whole show that 60.5% of the graduates believe that their master's program offered them a quite or very high amount of additional training, versus 20.5% who believe that their program offered them little or none. Broken down by branch of knowledge, the highest evaluations for the additional training received are found in Arts and Humanities, with 71.0% of the graduates considering the additional training acquired to be quite or very valuable, followed by the branches of Engineering and Architecture and Social and Legal Sciences, where these percentages are 63.0% and 61.7%, respectively. In contrast, 30.5% of the master's degree graduates in Sciences considered the value of their additional training to be little or none.

Figure 6.20. Evaluation of the additional training acquired from the master's degree program. Results by branch of knowledge and for SUG overall.

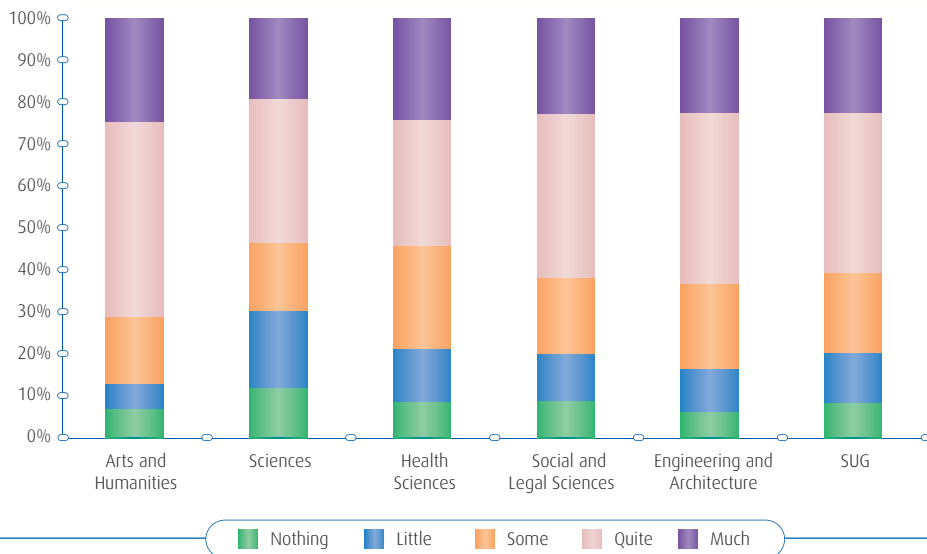
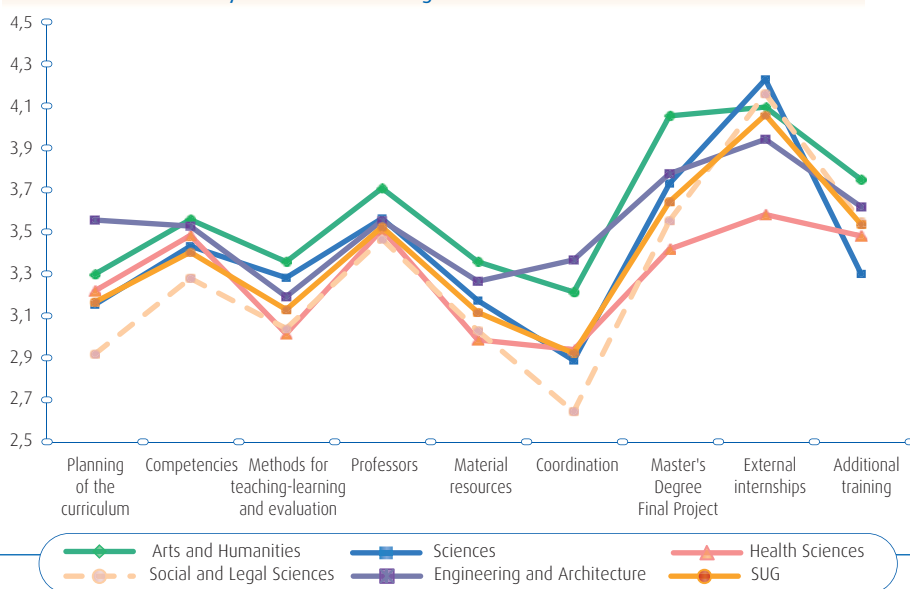


Figure 6.21 shows the average values for all of the elements considered in this section 6.3.2, both for the SUG as a whole and for the various branches of knowledge. As can be seen, for most of the aspects considered the evaluations given by the master's degree graduates in Arts and Humanities are the highest: competencies (3.56), teaching methodology (3.36), professors (3.71), material resources (3.36), master's degree final project (4.06), additional training acquired (3.75), and coordination (3.22), although in this last case a higher score is seen in Engineering and Architecture (3.37), with the highest average score for planning of the curriculum also seen in that branch (3.56). Finally, the highest average evaluation with respect to external internships is found in the Sciences (4.23).



Figure 6.21. Average evaluations for the main aspects of the master's degree programs. Results by branch of knowledge and for SUG overall.



The branches of Health Sciences and Social and Legal Sciences are found at the other extreme. The master's degree graduates in Health Sciences are those who responded with the lowest evaluations on average for teaching methodology (3.02), material resources (2.99), master's degree final project (3.42), and above all, external internships (3.59). The lowest evaluations for some of the other elements analyzed are found in the Social and Legal Sciences: planning of the curriculum (2.92), competencies gained (3.28), coordination (2.65), and to a lesser degree, the professors (3.47). Finally, the master's degree graduates in Sciences gave the lowest evaluations on average for the additional training acquired (3.30).

6.4. Work situation prior to earning the Master's degree

An in-depth study of labor market insertion for master's degree graduates requires the employment situation that the graduates were in prior to enrolling in their program to be taken into account. This information allows a general profile of the graduates to be obtained in terms of their previous relations with the working world, which can then be used to establish a series of comparisons with their employment after completing their master's degree, in order to determine whether their situation has experienced any type of improvement in terms of contractual stability, salary, etc.

6.4.1. Prior work activities

Table 6.2 summarizes the data related to the working activities of the graduates prior to their enrollment in their master's degree program. It can be seen that 62.2% of the master's degree graduates had already worked prior to earning their degree, with this percentage being as high as 75.2% in the case of Engineering and Architecture and as low as 52.2% in Arts and Humanities. The remaining 37.8% of the SUG graduates who were not previously working can be divided into 9.1% who had looked for employment but had not found it and 28.7% who did not look for work.

Table 6.2. Working activity prior to the master's degree program and at the time of beginning the program. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not work or look for work	Looked for work but did not find it	Worked	Was not working when beginning the master's degree program	Quit working to focus on master's degree	Worked and studied for master's degree simultaneously
Arts and Humanities	43.5%	4.3%	52.2%	30.6%	5.6%	63.9%
Sciences	36.2%	8.6%	55.2%	26.0%	10.4%	63.5%
Health Sciences	31.3%	7.4%	61.3%	17.4%	5.4%	77.2%
Social and Legal Sciences	28.7%	12.6%	58.7%	36.1%	8.2%	55.8%
Engineering and Architecture	19.9%	4.9%	75.2%	23.9%	1.7%	74.3%
SUG	28.7%	9.1%	62.2%	28.8%	6.1%	65.1%

In terms of the graduates' working situation at the time of beginning the master's degree program, most of the graduates who had been previously employed worked and studied simultaneously during their master's program (65.1%). However, the branches of Health Sciences and Engineering and Architecture show the highest percentages who gave this response. In turn, only 6.1% of the graduates who had been working prior to their degree program quit their jobs in order to pursue their degree. This percentage rises to 10.4% in the case of the Sciences and drops to 1.7% in the Engineering and Architecture. Finally, 28.8% of the graduates who had worked prior to the master's program did not have a job at the time when they began their degree program.

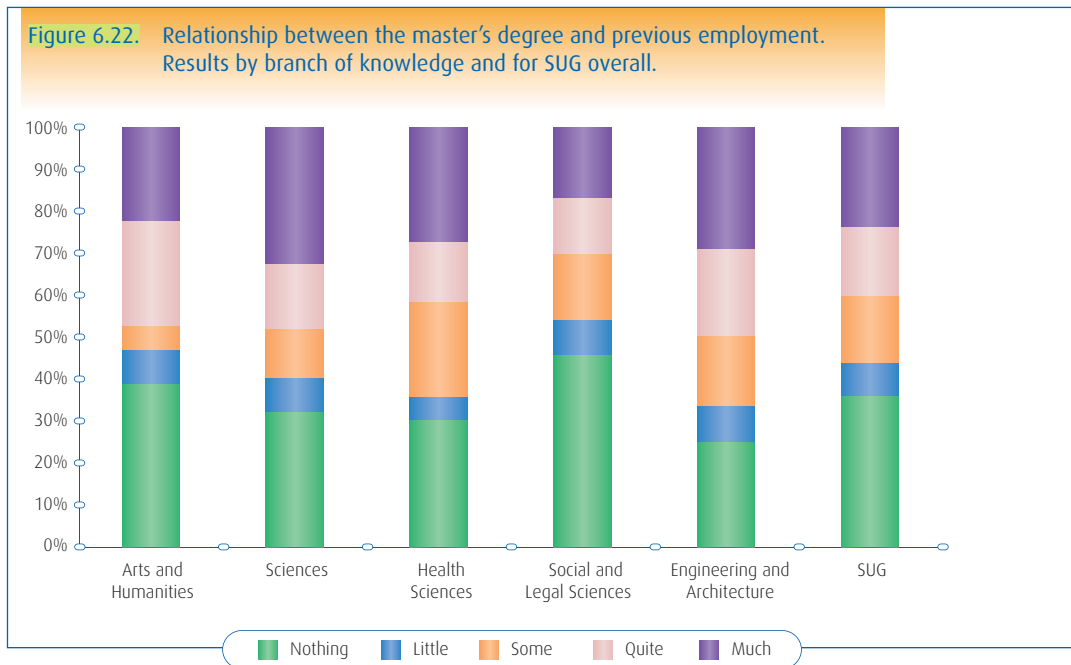
6.4.2. Prior employment

This section discusses the information related to the main aspects of the work that master's degree graduates were performing prior to enrolling in their program. The graduates surveyed were asked about elements such as the relationship between this employment and the master's degree they



earned, the type of work schedule they had maintained, their type of work contract, and their salary.

Figure 6.22 summarizes the relationship existing between the work performed prior to earning the master's degree and the degree itself. The data collected for the SUG graduates as a whole show that 23.6% considered their previous work to be very related to their master's degree, versus 36.1% who said that there was no relationship at all. When analyzed by branch of knowledge, it can be seen that the weakest link between the prior work and the master's degree is found in the branch of Social and Legal Sciences, since only 16.7% of the respondents responding that the two were very related, while 46.1% indicated that there was no relationship. On the other end of the scale are the branches of Sciences and Engineering and Architecture, where 32.3% and 28.7% of the graduates stated that their previous work and their master's degree were very related.



The type of work schedule maintained prior to the master's degree is summarized in Figure 6.23, where it can be seen that 74.1% of the SUG graduates performed full-time work, versus 25.9% who performed part-time work. Certain differences can be seen when the results are broken down by branch of knowledge, with the percentages of graduates who were working full-time being 87.8% in Engineering and Architecture, with this figure dropping to 47.2% in the case of Arts and Humanities, which is also the only branch where part-time work was the predominate type of previous employment.

Figure 6.23. Type of work schedule prior to enrolling in master's program. Results by branch of knowledge and for SUG overall

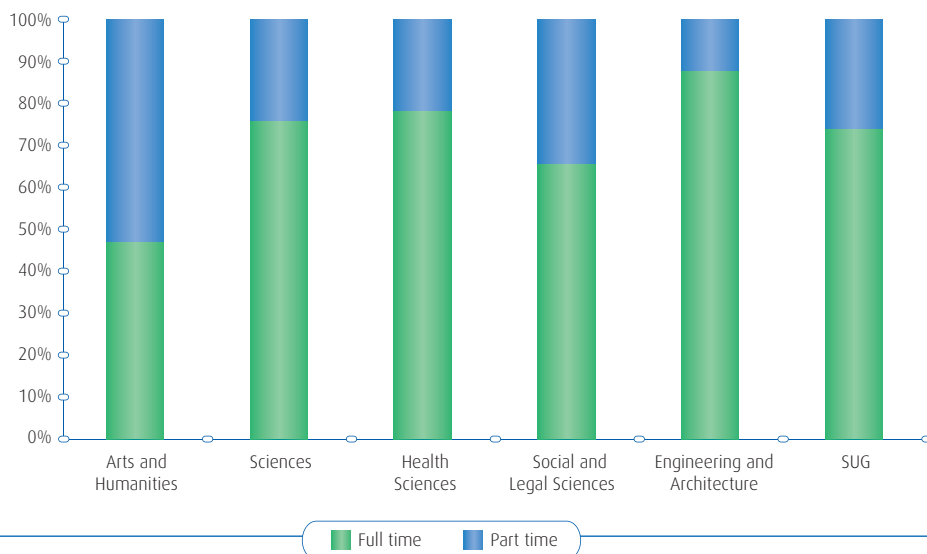


Figure 6.24 shows the distribution of types of employment contract for work performed by the graduates prior to enrolling the master's degree program. At the overall SUG level, there is a higher percentage of temporary contracts (48.9%) than permanent contracts (30.5%). By branch of knowledge, Engineering and Architecture shows the highest percentage of permanent contracts at 39.6%, with this figure being even higher than those working under temporary contracts (39.1%). Social and Legal Sciences graduates are found in the second position, with 30.0% having permanent contracts. However, in this case the percentage of temporary contracts is higher, at 48.8%. In the three remaining branches of knowledge the presence of temporary contracts is much higher than permanent contracts, with the percentage of temporary contracts falling into a range between 57.0% and 61.0%. The branch of Arts and Humanities also stands out for the fact that the percentage of permanent contracts is considerably lower than in the other branches at 11.1%, with a significant percentage of the respondents also saying that prior to studying for their master's degree they worked without a contract (11.1%).



Figure 6.24. Type of work contract prior to enrolling in master's program. Results by branch of knowledge and for SUG overall.

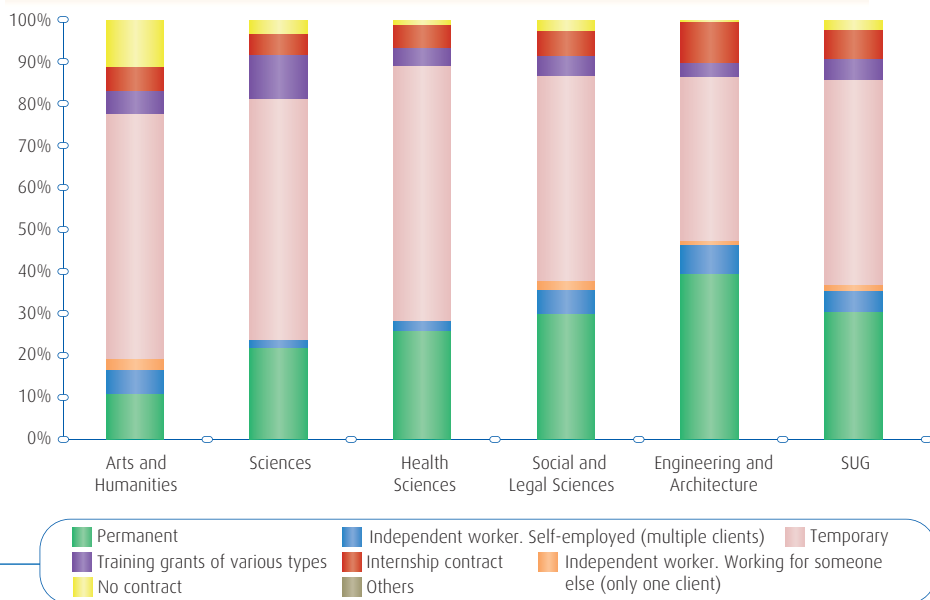


Figure 6.25 summarizes the situation for the graduates with respect to social security in their work prior to enrolling in their master's degree programs. It can be seen that the vast majority were registered with Spain's social security system (91.2%), versus only 8.8% who were not. There are no major differences seen when broken down by branch of knowledge, although Arts and Humanities shows a significant percentage of workers not enrolled with social security in their previous employment at 16.7%, versus the low figure of 3.3% seen in the Health Sciences.

Figure 6.25. Relationship with social security in employment prior to the master's degree. Results by branch of knowledge and for SUG overall.

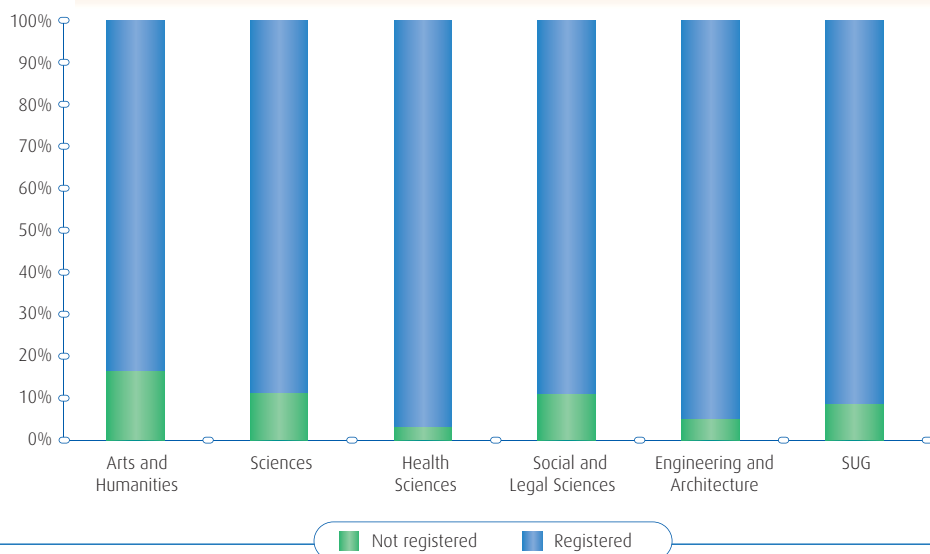
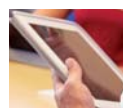


Table 6.3 shows the distribution of the SUG master's degree graduates based upon the monthly net salary they were earning for the work they performed prior to their master's degree. In general it can be seen that more than half of the respondents (55.8%) were earning a monthly salary between €600 and €1,400. The results also show that 16.5% were earning €600 or less, with most of these low salaries being explained by the fact that the respondents were working part time.

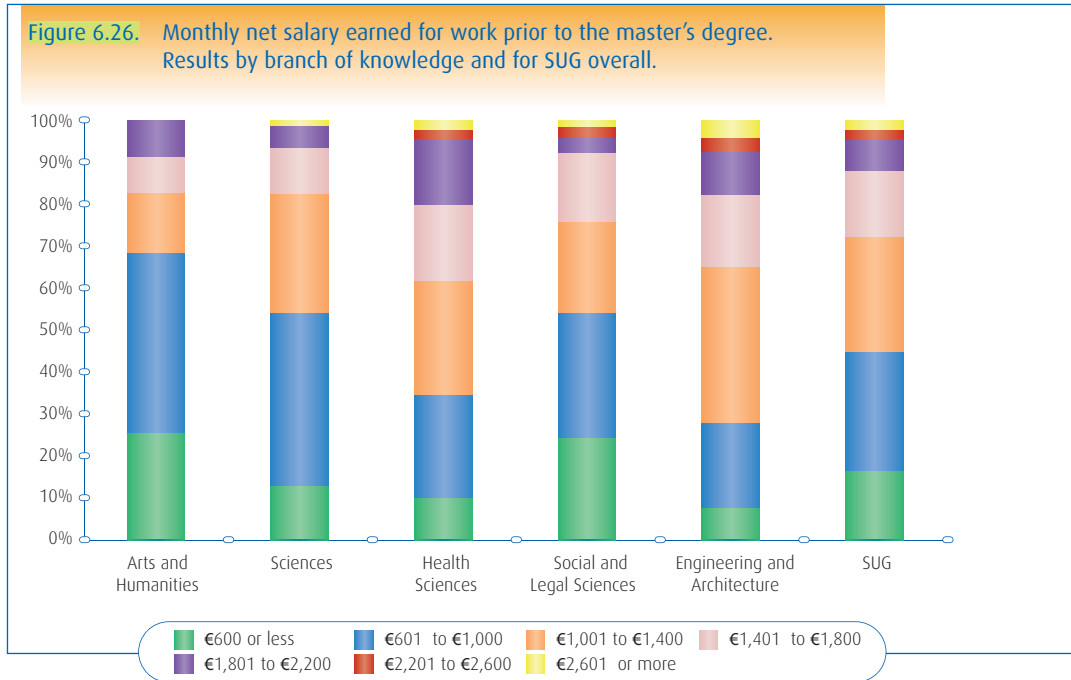
Table 6.3. Monthly net salary earned for work prior to the master's degree. Results for SUG overall.

Monthly salary	% graduates
€600 or less	16.5%
€601 to €1,000	28.5%
€1,001 to €1,400	27.3%
€1,401 to €1,800	15.7%
€1,801 to €2,200	7.5%
€2,201 to €2,600	2.2%
€2,601 or more	2.2%

Figure 6.26 and Table 6.4 show the distribution of the graduates based upon the monthly net salary they received while working prior to their master's degree program, both by branch of knowledge and for the SUG as a whole. The branches with the highest concentrations of graduates in the upper



salary ranges are clearly Health Sciences and Engineering and Architecture, where 20.1% and 17.7%, respectively, were earning salaries above €1,800 for their work prior to starting their master's degrees. For the three remaining branches this percentage ranges from 6.0% to 9.0%.



Around one-quarter of the master's degree graduates in Arts and Humanities and Social and Legal Sciences earned €600 or less, since these two branches are those with the highest percentages of part-time contracts for the employment prior to the master's degree. For the next salary range, between €601 and €1,000, the highest percentages are seen in the branches of Arts and Humanities and Sciences, with more than 40.0% being in this category in both cases.

Table 6.4. Monthly net salary earned for work prior to the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	€600 or less	€601 to €1,000	€1,000 to €1,400	€1,400 to €1,800	€1,800 to €2,200	€2,200 to €2,600	Higher €2,600
Arts and Humanities	25.7%	42.9%	14.3%	8.6%	8.6%	0.0%	0.0%
Sciences	13.0%	41.3%	28.3%	10.9%	5.4%	0.0%	1.1%
Health Sciences	10.1%	24.7%	27.0%	18.0%	15.7%	2.2%	2.2%
Social and Legal Sciences	24.4%	29.9%	21.6%	16.4%	3.7%	2.5%	1.5%
Engineering and Architecture	7.7%	20.3%	37.4%	17.1%	10.4%	3.2%	4.1%
SUG	16.5%	28.5%	27.3%	15.7%	7.5%	2.2%	2.2%

Figure 6.27 shows the average monthly salary for the SUG master's degree graduates while working prior to studying for their degree. For the SUG as a whole, the average salary being earned was €1,158.10, and as mentioned above the highest average salary was found in the branch of Engineering and Architecture and Health Sciences.

Figure 6.27. Average salary earned for work prior to master's degree. Results by branch of knowledge and for SUG overall.

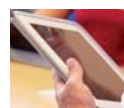
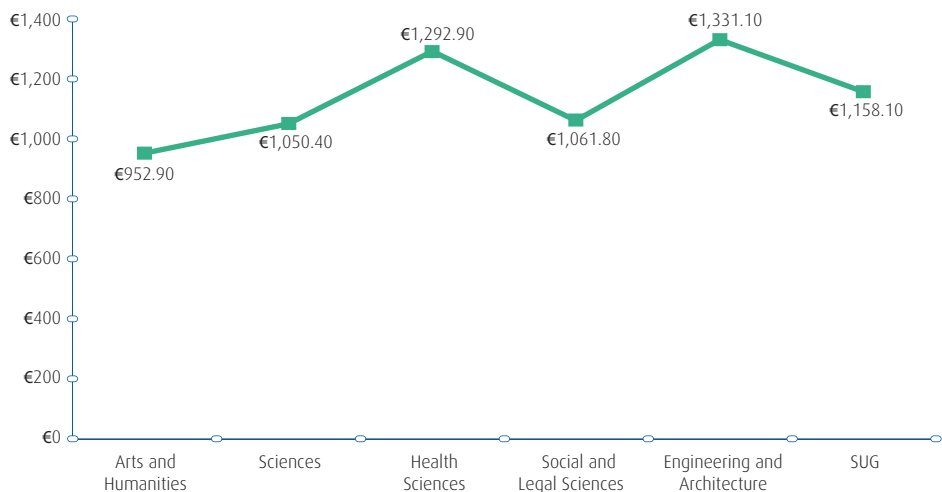
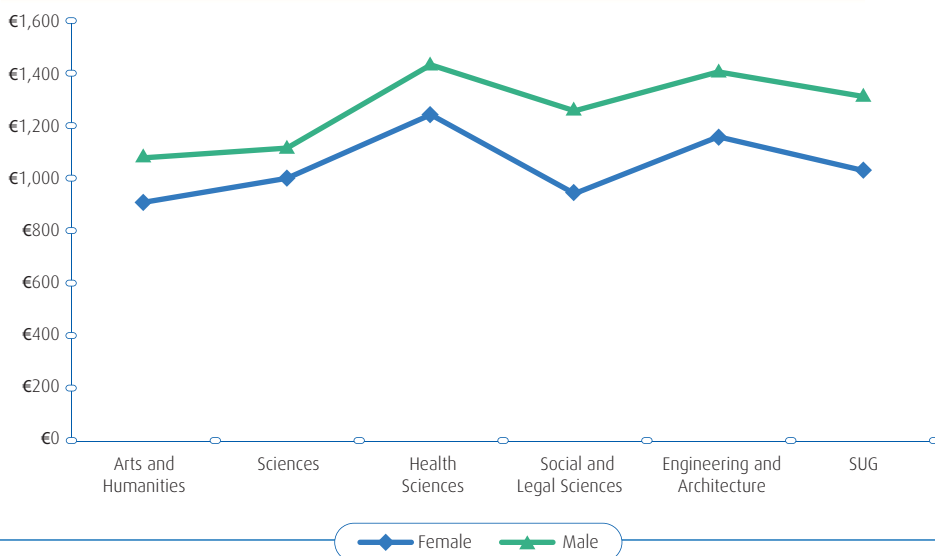


Figure 6.28. Average salary earned for work prior to the master's degree by gender. Results by branch of knowledge and for SUG overall.



This salary disparity is seen in all branches of knowledge, although it is most accentuated in Social and Legal Sciences, where the average salary for women in their work prior to studying for their master's degree was €314.95 less than the average for men, or 25.1% less. In Engineering and Architecture this difference was 17.6% less at €246.69, followed by Arts and Humanities and Health Sciences, where women earned 15.8% and 13.3% less than men, respectively. The branch of knowledge where the salary differences by gender for the work performed prior to the master's degree were the least, although still significant, is Sciences, where the average salary earned by women was €115.00 less than by men, or 10.3% less.

Table 6.5. Average salary earned for work prior to the master's degree by gender. Results by branch of knowledge and for SUG overall.

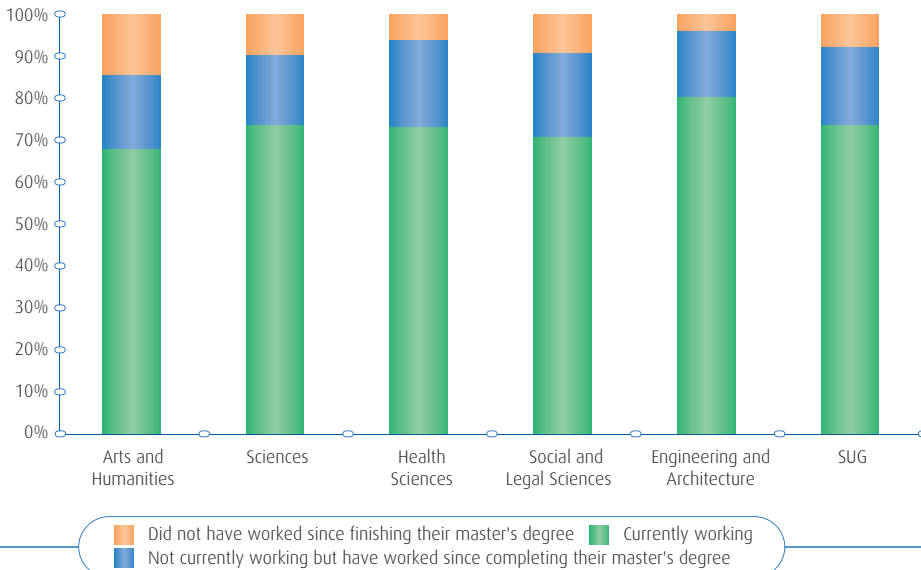
Branch of knowledge	Average salary (women)	Average salary (men)	Average salary
Arts and Humanities	€907.69	€1,077.78	€952.90
Sciences	€1,000.00	€1,115.00	€1,050.40
Health Sciences	€1,242.19	€1,432.00	€1,292.90
Social and Legal Sciences	€941.50	€1,256.45	€1,061.80
Engineering and Architecture	€1,158.57	€1,405.26	€1,331.10
SUG	€1,030.34	€1,312.86	€1,158.10

6.5. Access to employment after the Master's degree program

Evaluation of the job search process and access to employment are of vital importance for a study of labor market insertion for master's degree graduates. It has therefore been necessary to analyze the employment situation of the master's degree graduates from the time of completing their degrees. A detailed analysis is next presented in relation to the most commonly used job search methods, as well as in relation to which of these channels successfully led to the most jobs being found. Finally, the average time it took a master's degree graduate to find a first job is also considered.

Figure 6.29 summarizes the information related to access to employment for the graduates after earning their master's degrees. It can be seen for the SUG overall that 92.2% of the graduates for the have worked at some point since finishing their degree. These graduates can be divided into 73.7% who are currently working and 18.5% who are not working but who have worked since completing their master's degree. The remaining 7.8% of the graduates have not worked at any time since finishing their master's degree.

Figure 6.29. Employment situation since completion of the master's degree. Results by branch of knowledge and for SUG overall.



By branch of knowledge, the highest numbers in relation to access to employment after finishing the master's degree is found in Engineering and Architecture and Health Sciences, where 96.1% and 94.0% of the graduates have worked at some point in time since finishing their master's degree. This



percentage drops to 85.5% in the case of Arts and Humanities, where at the time of the survey, 14.5% still had not worked since finishing their master's degree.

6.5.1. The employment search

This section first focuses on the degree to which a variety of job search channels were used by the graduates, as well as the actual contribution of such channels in terms of locating jobs. It then concludes with an analysis of the average time that passed for the SUG graduates between completing their master's degree and obtaining their first job.

Figures 6.30 and 6.31 show the percentage of graduates who said that they have used the various job search channels proposed. The data for the SUG as a whole show that the most commonly used job search channels were self-promotion, used by 30.9% of the graduates, personal contacts with 26.2%, sitting for competitive exams or public sector offers with 23.8%, and Internet job search sites with 23.1%. On the other hand, the least commonly used channels out of those proposed were master's degree internship companies, the contacts established during internships, and private employment agencies, with 4.4%, 6.7% and 7.5% of the graduates having used these channels, respectively.

Broken down by branch of knowledge, self-promotion was the most commonly used employment search channel in all of the branches, with percentages between 30.0% and 34.0%, except for the Sciences, which showed a percentage of 24.8% versus the higher 31.2% of the graduates who used competitive exams or public sector offers. This last channel also shows a considerable weight in Health Sciences and Arts and Humanities, where it was used by 30.5% and 25.4% of the graduates, respectively. In turn, the use of Internet job search sites is also significant in Engineering and Architecture, Arts and Humanities, and Social and Legal Sciences, with usage percentages ranging between 24.0% and 27.0%. Finally, personal contacts were found to be a commonly used employment search channel in all five branches of knowledge, although in the case of Social and Legal Sciences its level of use is the most notable at 29.4%, with the percentages in the other branches ranging between 22.0% and 25.0%.

Figure 6.30. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 1

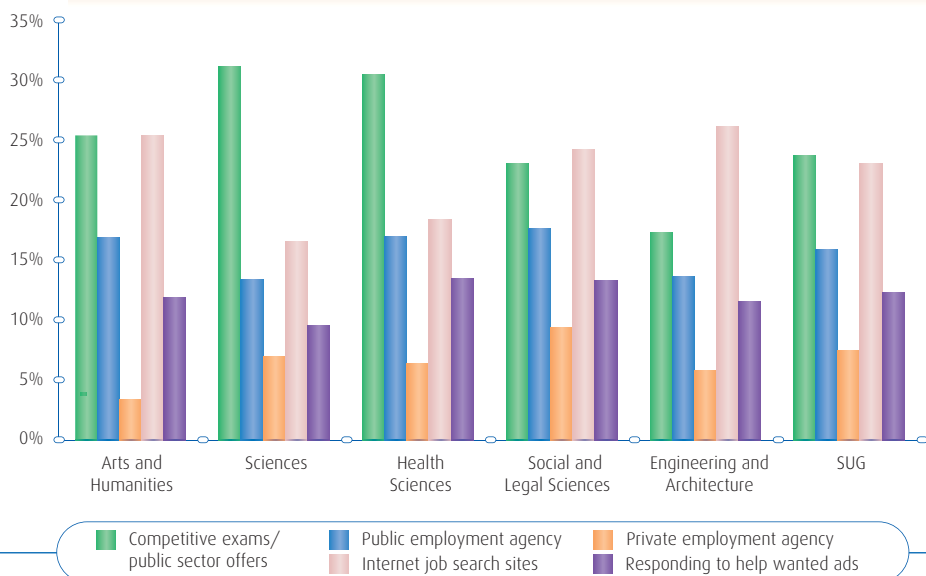


Figure 6.31. Use of different resources to find jobs. Results by branch of knowledge and for SUG overall. Part 2.

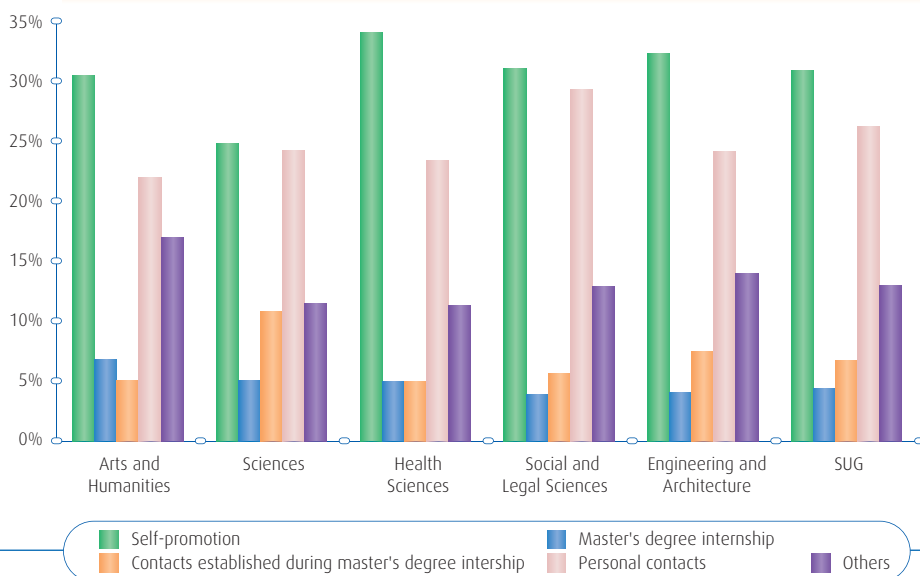
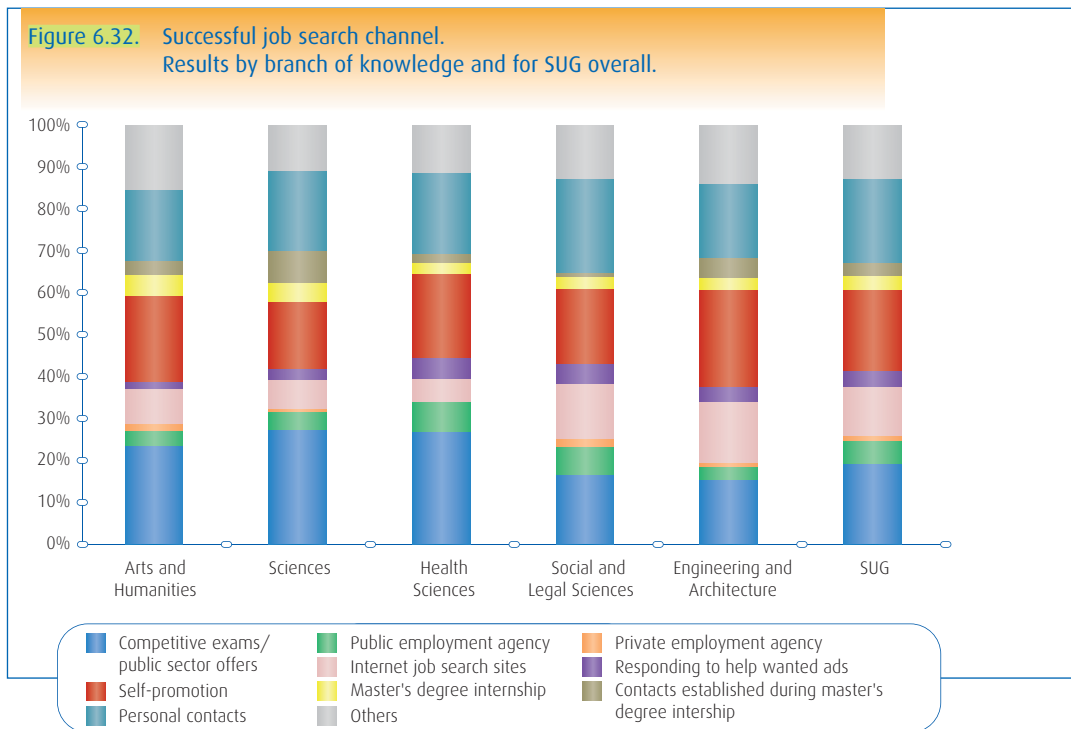


Figure 6.32 shows the percentages of graduates who found employment through each of the various job search channels. At the overall SUG level, the job search methods that showed the most success in terms of finding employment were personal contacts, with 20.1% of the graduates finding work this way, followed by competitive exams or public sector offers with 19.4% and self-promotion with 19.3%. This means that a total of 58.8% of the master's degree graduates who are currently working or who have worked since finishing their degree found their employment using one of these three job search channels.

When analyzed by branch of knowledge, it can be seen that the importance of competitive exams or public sector offers as a successful means of finding employment is particularly notable in the Sciences and Health Sciences, with 27.4% and 27.0%, respectively, as well as in the Arts and Humanities with 23.7%. On the other hand, self-promotion is the employment search channel that led to the highest percentage of graduates finding a job in Engineering and Architecture, with 23.1%, although this channel also had notable success in the branches of Arts and Humanities and Health Sciences, with figures of around 20.0%. Finally, personal contacts were the most successful job search channel in Social and Legal Sciences, with a percentage of 22.3%, while in the case of Sciences and Health Sciences this channel also shows a significant percentage of 19.1% in both cases.





Figures 6.33 to 6.38 have been created to help analyze the effectiveness of the various employment search channels. The vertical axis shows the percentage of employed graduates who found jobs using each of the search channels, while the horizontal axis shows the corresponding level of usage for these.

Figure 6.33 shows that for the SUG as a whole, the three most successful job search channels, as mentioned above, are personal contacts, competitive exams or public sector offers, and self-promotion. However, these channels differ in terms of their degree of usage, which means that the most effective job search channel was sitting for competitive exams or public sector offers, followed by personal contacts. For self-promotion the level of effectiveness is not as noteworthy, since the percentage of jobs actually obtained through this channel is considerable less than its degree of use.

With respect to the analysis by branch of knowledge, and as seen in Figures 6.34 to 6.38, sitting for competitive exams or public sector offers is found to be the most effective search channel in the various branches, with the exception of Social and Legal Sciences, where it occupies the second position after personal contacts, a channel that was in fact found to have the highest degree of effectiveness in the branches of Sciences and Health Sciences. The channel of self-promotion had a level of effectiveness considerably above the SUG average in the branch of Engineering and Architecture, while its effectiveness is well below the average in Social and Legal Sciences and Health Sciences, given the low percentages of graduates who successfully found employment through that channel.

Finally, certain job search channels with lower levels of usage and effectiveness for the SUG overall do have a particular importance in certain branches of knowledge. This is also the case for the response of contacts established during master's degree internships, which shows a high level of effectiveness considerably above the average in the branches of Sciences, Arts and Humanities, and Engineering and Architecture. In the branches of Health Sciences and Social and Legal Sciences the effectiveness of the use of public employment agencies is notable, while Internet job search sites are found to be a more effective channel in the branches of Social and Legal Sciences and Engineering and Architecture.



Figure 6.33. Effectiveness of the different job search instruments. Results for SUG overall.

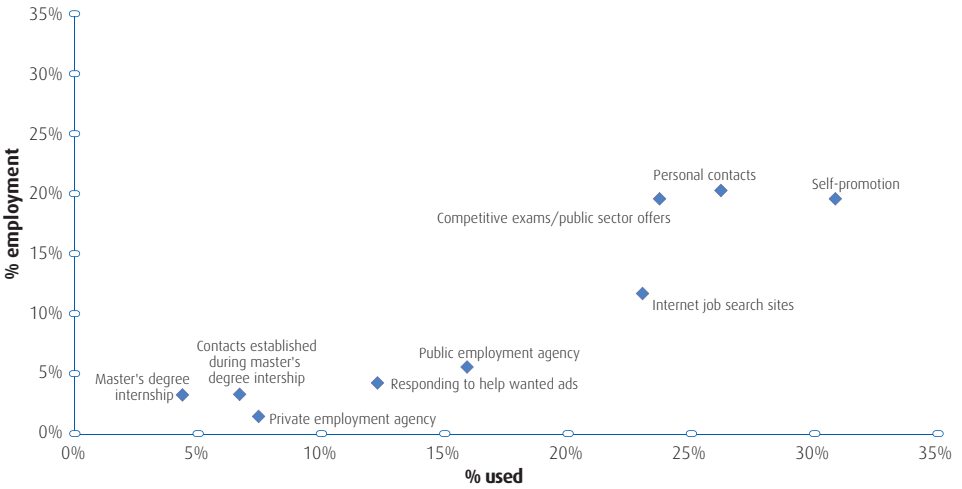


Figure 6.34. Effectiveness of the different job search instruments. Results for master's degree graduates in Arts and Humanities.

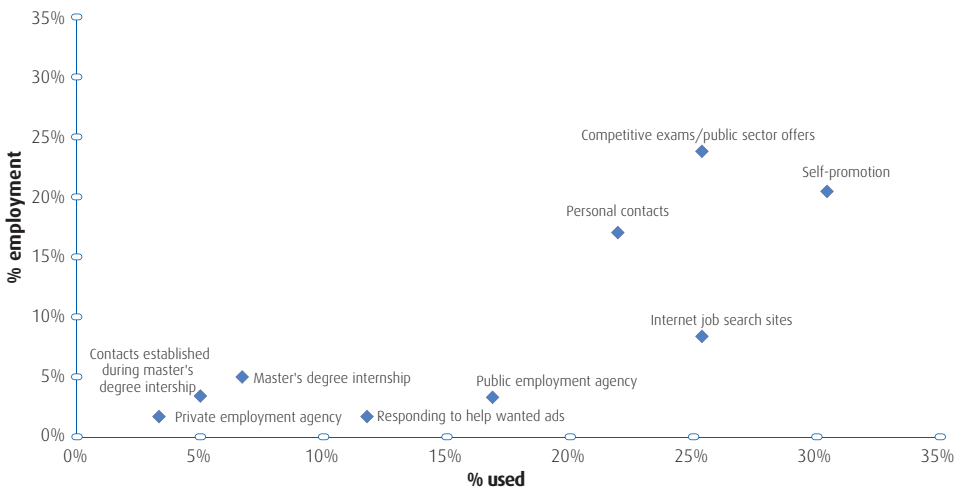


Figure 6.35. Effectiveness of the different job search instruments. Results for master's degree graduates in Sciences.

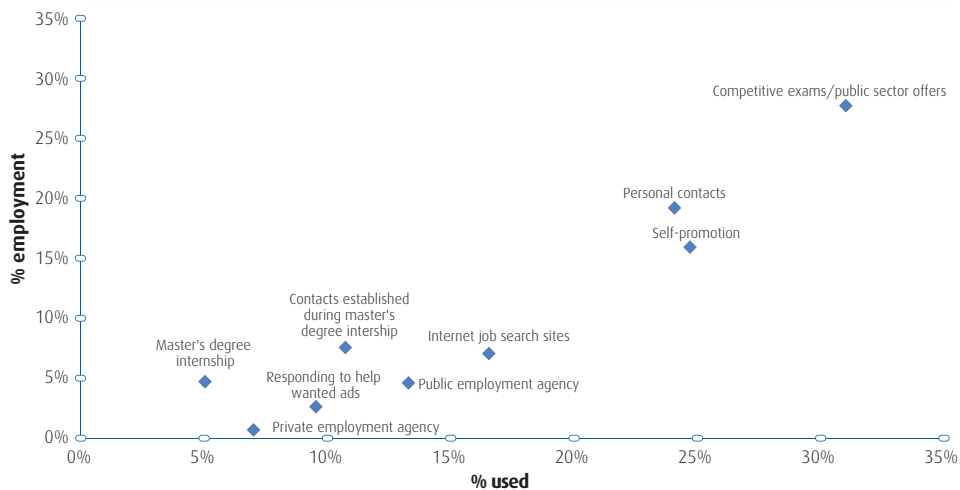


Figure 6.36. Effectiveness of the different job search instruments. Results for master's degree graduates in Health Sciences.

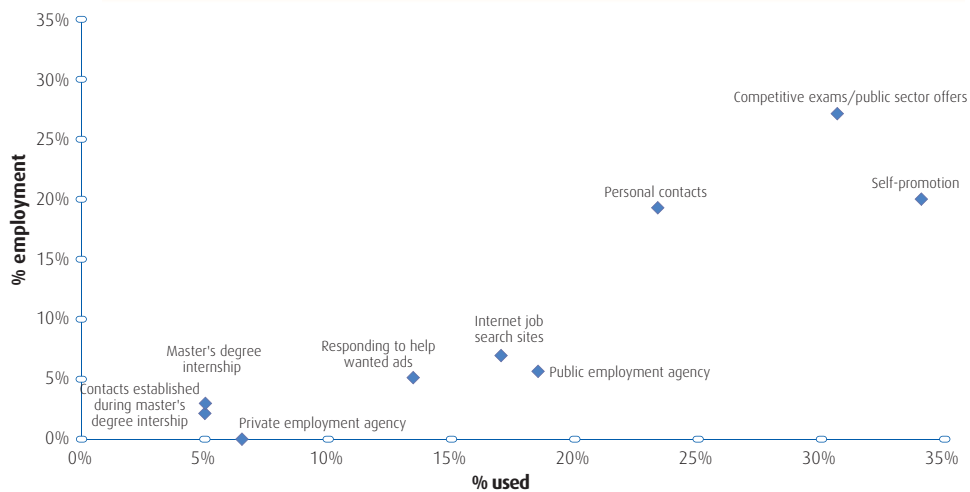


Figure 6.37. Effectiveness of the different job search instruments. Results for master's degree graduates in Social and Legal Sciences.

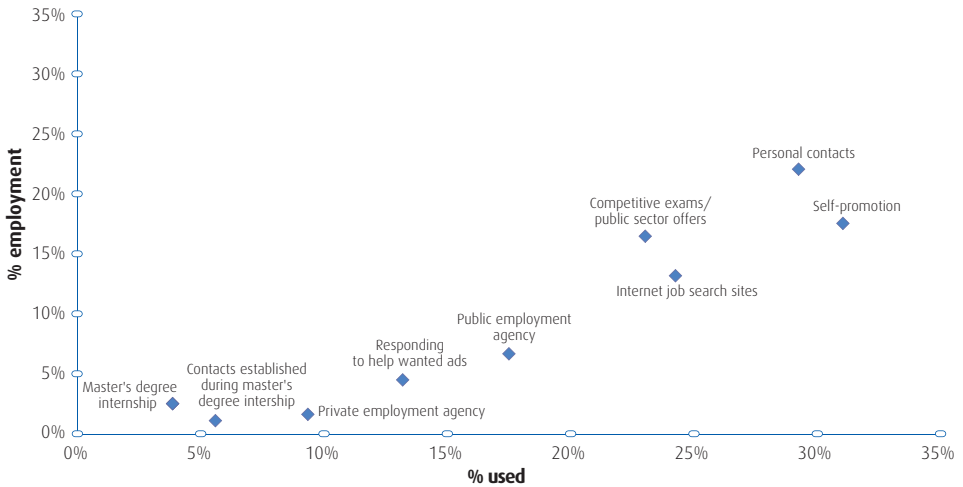


Figure 6.38. Effectiveness of the different job search instruments. Results for master's degree graduates in Engineering and Architecture.

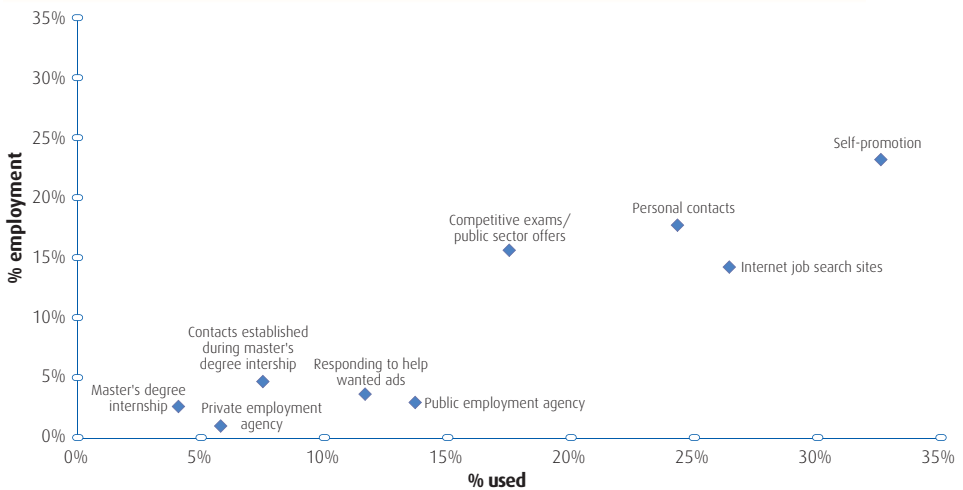
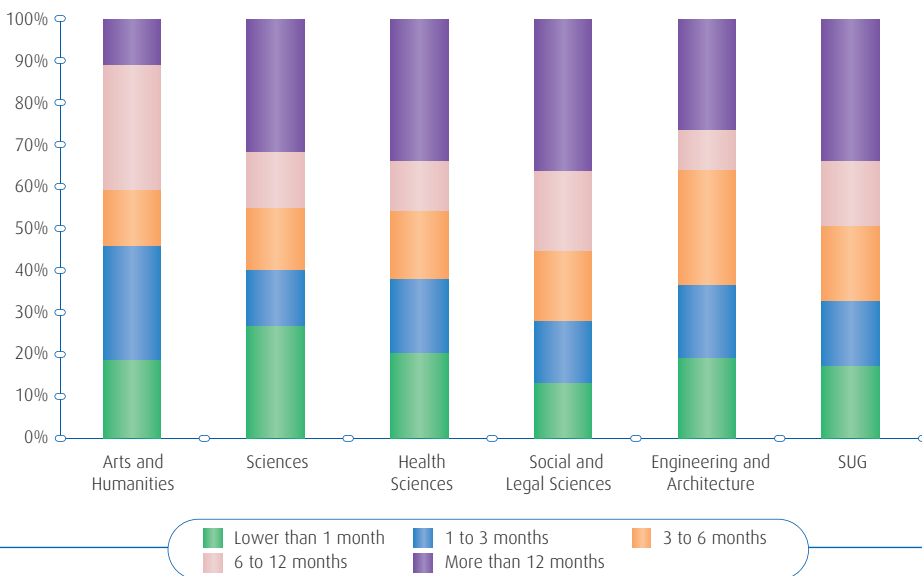


Figure 6.39 summarizes the length of time needed by the master's degree graduates in order to find employment, for the SUG as a whole as well as broken down by branch of knowledge. For about half of the SUG master's degree graduates the search for a first job took a maximum of 6 months (50.8%), while at the other extreme 33.8% of the graduates needed more

than a year to find their first job. By branch of knowledge, Engineering and Architecture and Arts and Humanities show the highest percentages of graduates who found employment in less than 6 months (64.0% and 59.4%, respectively), while in Arts and Humanities 45.9% found employment in less than 3 months, with this figure dropping to 36.8% in the case of Engineering and Architecture. Also notable is the 27.0% of master's degree graduates in Sciences who found employment in less than one month. On the contrary, the worst results are seen in the branch of Social and Legal Sciences, where 36.2% of the graduates took more than a year to begin their first employment position.

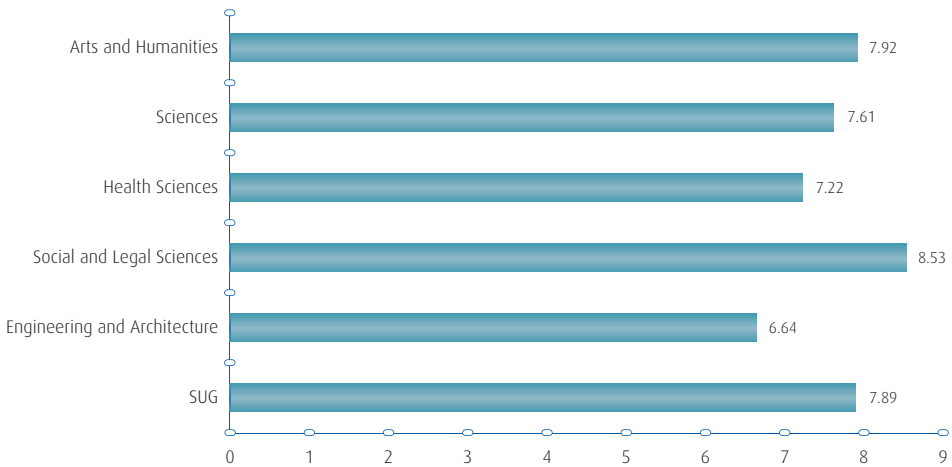
Figure 6.39. Time between finishing the master's degree and finding employment. Results by branch of knowledge and for SUG overall.



Using these percentages to calculate the average time required for finding employment, it can be seen in Figure 6.40 that on average the time an SUG graduate needed to find his or her first job was 7.89 months. The branches where the average graduate found a first job most quickly after completing the master's degree are Engineering and Architecture (6.64 months), followed by Health Sciences (7.22 months), Sciences (7.61 months), and Arts and Humanities (7.92 months). Graduates in Social and Legal Sciences took the longest, with an average job search time of 8.53 months.



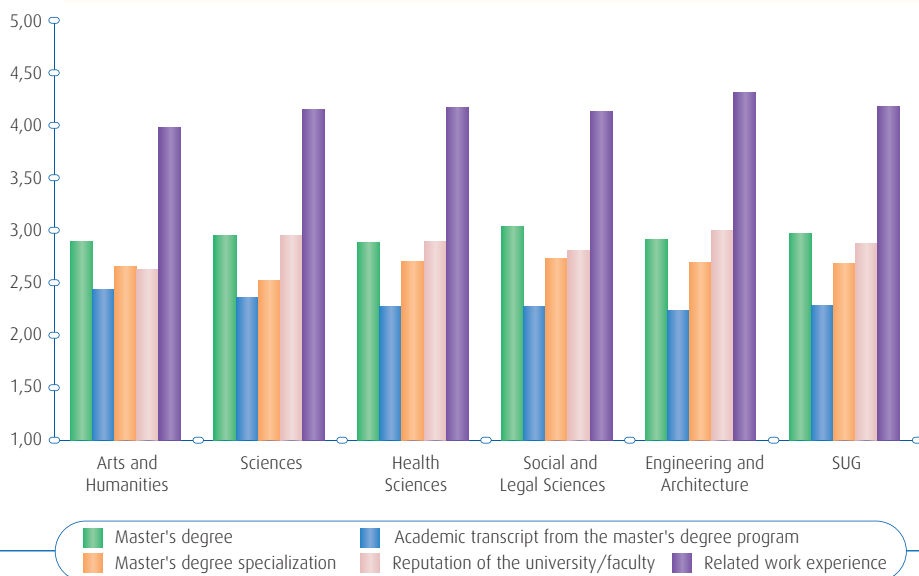
Figure 6.40. Average number of months between finishing the master's degree and finding employment.
Results by branch of knowledge and for SUG overall.



6.5.2. Hiring

The master's degree graduates were also asked to evaluate the influence that a series of factors could have on the hiring process, based upon their own experiences. These results are shown in Figure 6.41 on a scale from 1 (not important) to 5 (very important). It can be seen that the element considered to be the most relevant by the SUG graduates as a whole is related work experience, with an average rating of 4.18. Significantly lower ratings are seen for the master's degree (2.97), the reputation of the university where the degree was earned (2.88), and the specialization of the master's degree (2.69). The lowest score is seen in relation to the academic transcript from the master's degree program (2.29).

Figure 6.41. Factors assessed in hiring. Results by branch of knowledge and for SUG overall.



Broken down by branch of knowledge, related work experience was the factor considered to be the most important by graduates in all branches. The branch of Engineering and Architecture stands out for the high score given to this response (4.32), while the lowest average score is seen in the case of Arts and Humanities (3.98). In the branches of Social and Legal Sciences and Arts and Humanities the second most valued element is the master's degree (3.04 and 2.90, respectively), while in Engineering and Architecture and Health Sciences the second most valued is the reputation of the university (3.00 and 2.96, respectively), while in the Sciences both of these elements received the same average score (2.96). The least valued element for the SUG overall, the academic transcript from the master's degree program, was also found to receive the lowest scores in the various branches of knowledge, although in Arts and Humanities this element did not receive scores as low as those seen in Engineering and Architecture (2.44 versus 2.24).

6.6. Current work situation

In this section the current situation of the SUG master's degree graduates is evaluated, with aspects analyzed such as the characteristics of the employment obtained by the graduates who are currently working, as well as a variety of issues on the link between the master's degree obtained and the employment position: the relationship between these, the value given to the master's degree at the company, the usefulness of the knowledge acquired, etc. It must be



emphasized that graduates referred to in this section are those who earned their master's degrees during the 2009-2010 academic year, while the survey to which they responded was conducted in 2013. This means that their responses correspond to their first three years of experience as master's degree graduates.

6.6.1. Work activities

Table 6.6 compiles information related to the graduates' current work situation at the time of participating in the survey. It can be seen that 73.7% of the SUG master's degree graduates were working when the survey was conducted, while 20.1% were not working but were looking for work. Finally, 6.3% of the graduates were not working and were not looking for work either.

In terms of the analysis by branches of knowledge, the high percentage of master's degree graduates who were working in the branch of Engineering and Architecture is notable (80.4%), with the next highest figures being found for graduates in Sciences (73.6%) and Health Sciences (73.3%). The lowest percentage of graduates who were working was found in the branch of Arts and Humanities, with 68.1% of the graduates being employed at the time of the survey. In terms of the number of graduates who were not working but looking for work, relatively high figures are found for the branches of Social and Legal Sciences and Arts and Humanities, with percentages of 23.7% and 23.2%, respectively. Finally, the proportion of graduates who were neither working nor looking for work is higher in the Sciences and Health Sciences, with 10.3% and 10.0%, while this figure is particularly low in Engineering and Architecture (2.9%).

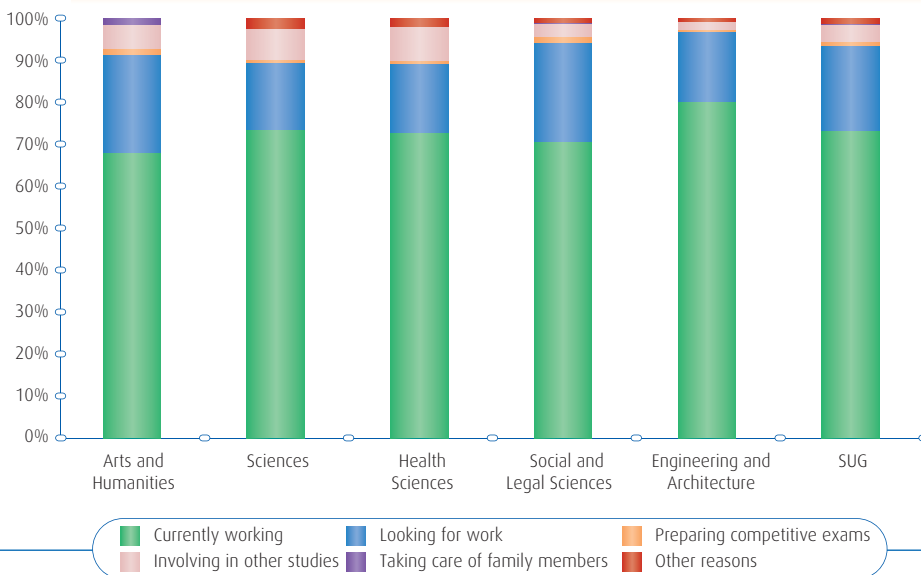
Table 6.6. Current work situation.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Neither working nor looking for work	Not working but looking for work	Currently working
Arts and Humanities	8.7%	23.2%	68.1%
Sciences	10.3%	16.1%	73.6%
Health Sciences	10.0%	16.7%	73.3%
Social and Legal Sciences	5.5%	23.7%	70.8%
Engineering and Architecture	2.9%	16.7%	80.4%
SUG	6.3%	20.1%	73.7%

Figure 6.42 presents the information contained in Table 6.6, but broken down by the specific situation of the graduates who were neither working nor looking for work. The data for the SUG as a whole therefore show that 4.2% of the graduates are involved in other studies, while 1.0% are preparing for competitive exams, 0.2% are caring for family members,

and 1.1% have other reasons for neither working nor looking for work. By branch of knowledge, graduates involved in further studies were most common in the branches of Health Sciences (8.0%), Sciences (7.5%) and Arts and Humanities (5.8%). Finally, 1.4% of the master's degree graduates in Arts and Humanities and in Social and Legal Sciences were preparing for competitive exams.

Figure 6.42. Current work situation. Results by branch of knowledge and for SUG overall.



6.6.2. Location of employment

As seen in Figure 6.43 and Table 6.7, the vast majority of the SUG graduates have stayed in Galicia for their employment, specifically 88.6%. Broken down by the four provinces in Galicia, 33.6% of the graduates are employed in A Coruña, 35.6% in Pontevedra, 11.3% in Ourense, and 8.1% in Lugo. There are 9.7% of the graduates working elsewhere in Spain and only 1.7% working in foreign countries. However, it must be pointed out that this percentage for foreign countries may be underestimated, since it was more difficult to locate graduates working outside of Spain in order to include them in the survey sample. By branch of knowledge, the high percentage of master's degree graduates in the branch of Health Sciences who are working in the province of A Coruña is notable at 52.7%, as are the percentages of graduates in Sciences and Arts and Humanities working elsewhere in Spain, at 14.1% and 12.8%, respectively.



Figure 6.43. Location of employment.
Results by branch of knowledge and for SUG overall.

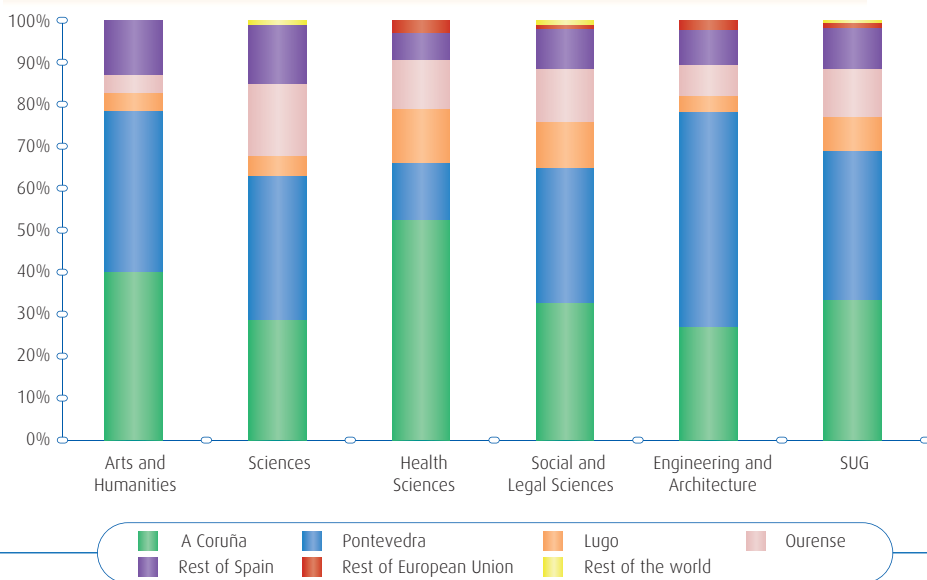


Table 6.7. Location of employment.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	A Coruña	Pontevedra	Lugo	Ourense	Rest of the Spain	Rest of the European Union	Rest of the world
Arts and Humanities	40.4%	38.3%	4.3%	4.3%	12.8%	0.0%	0.0%
Sciences	28.9%	34.4%	4.7%	17.2%	14.1%	0.0%	0.8%
Health Sciences	52.7%	13.6%	12.7%	11.8%	6.4%	2.7%	0.0%
Social and Legal Sciences	32.9%	32.2%	11.1%	12.6%	9.5%	1.0%	0.8%
Engineering and Architecture	27.2%	51.2%	3.7%	7.3%	8.5%	2.0%	0.0%
SUG	33.6%	35.6%	8.1%	11.3%	9.7%	1.3%	0.4%

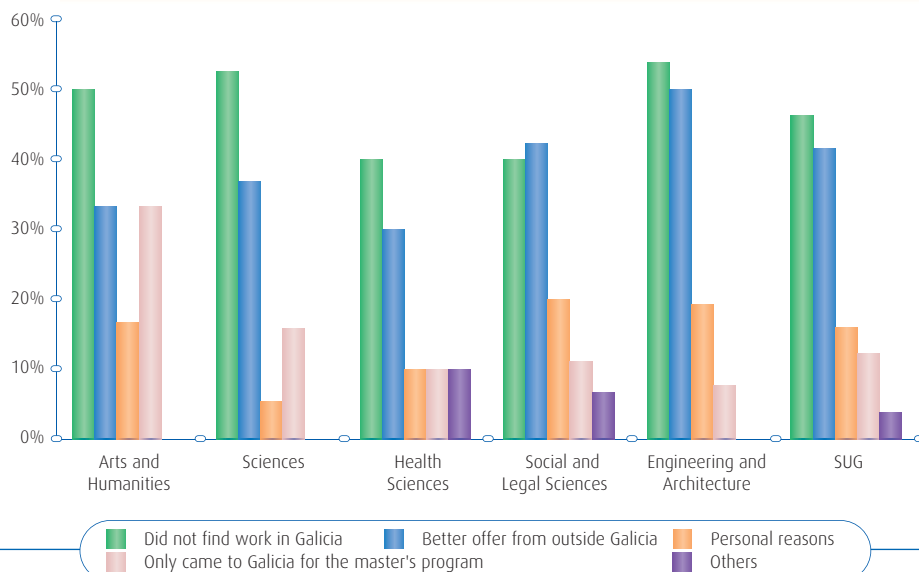
The master's degree graduates working outside of Galicia were also asked about the reasons why they obtained employment in these locations, with the results shown in Table 6.8 and Figure 6.44. The most common reasons given for working outside of Galicia for the SUG graduates as a whole include being unable to find work in Galicia, with 46.2%, and having received a better offer from outside of Galicia, with 41.5%. When broken down by branch of knowledge there are no major differences seen with respect to the SUG as a whole, although the high percentage of graduates in Engineering and Architecture who responded that they are working outside of Galicia because they received a better offer from elsewhere is notable, as is the

33.3% of Arts and Humanities graduates who are working outside of Galicia because they only moved there to earn their master's degree

Table 6.8. Reasons for working outside Galicia. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Did not find work in Galicia	Better offer from outside Galiciar	Personal reasons	Only came to Galicia for the master's program	Others
Arts and Humanities	50.0%	33.3%	16.7%	33.3%	0.0%
Sciences	52.6%	36.8%	5.3%	15.8%	0.0%
Health Sciences	40.0%	30.0%	10.0%	10.0%	10.0%
Social and Legal Sciences	40.0%	42.2%	20.0%	11.1%	6.7%
Engineering and Architecture	53.8%	50.0%	19.2%	7.7%	0.0%
SUG	46.2%	41.5%	16.0%	12.3%	3.8%

Figure 6.44. Reasons for working outside Galicia. Results by branch of knowledge and for SUG overall



6.6.3. Contracts and organizations

6.6.3.1. Number of contracts

Figure 6.45 shows the percentages of graduates who started a new job after completing their master's degree, versus those who continued with the employment that they already had before. For the SUG as a whole, it is

noteworthy that 55.2% of the graduates who have worked at some point after completing their master's degree worked at a new job, while 44.8% worked at a job they already had prior to enrolling in their master's degree program. This implies that the master's degrees are a useful resource for enhancing the competencies required by a job that is already being performed. By branch of knowledge, Engineering and Architecture and Health Sciences show the highest percentage of graduates who are continuing with their previous employment, with 61.2% and 51.8%, respectively. This is in contrast to the branches of Social and Legal Sciences and Arts and Humanities, where a clear majority of the graduates started a new employment position (65.3% and 62.7%, respectively).

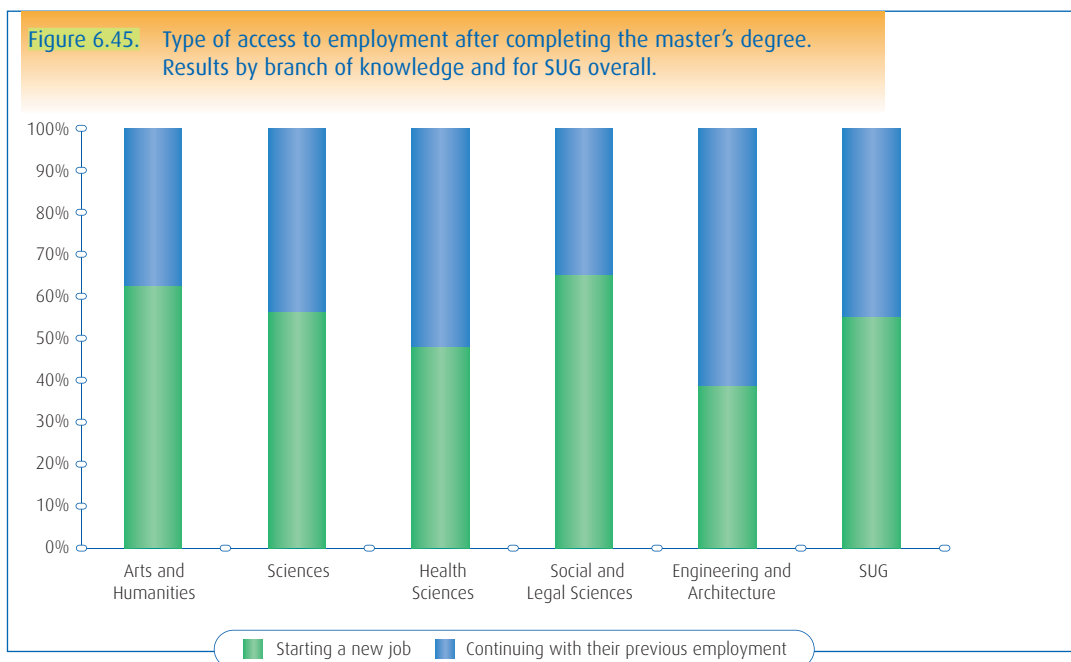


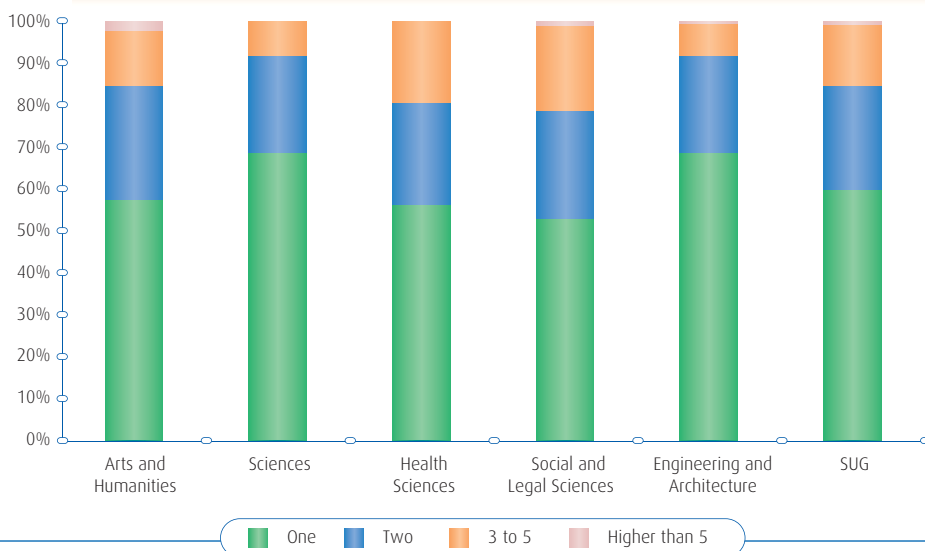
Table 6.9 shows the results for the average number of employment contracts that the master's degree graduates have had between finishing their degree and the time when the survey was conducted. This represents a period of more than 3 years, which allows an approximate image to be obtained of the graduates' mobility in the labor market after completing their degrees. The results for the SUG as a whole show that the average number of contracts is 1.68, with the branches of Social and Legal Sciences, Arts and Humanities, and Health Sciences presenting a higher average number, while in Sciences and Engineering and Architecture the average value is considerably lower.

Table 6.9. Average number of employment contracts after completing the master's degree.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Number of contracts
Arts and Humanities	1.78
Sciences	1.47
Health Sciences	1.77
Social and Legal Sciences	1.80
Engineering and Architecture	1.52
SUG	1.68

Figure 6.46 shows the distribution of the graduates based upon the number of employment contracts they have had since completing their master's degree. As can be seen, 58.4% of the graduates have had only one contract during the period considered, while 25.6% have had two contracts. The branches of knowledge with the highest percentages of graduates who have had only one contract are found in the Sciences and Engineering and Architecture, with 65.6% and 64.7%, respectively. At the other extreme are the Social and Legal Sciences and Health Sciences, where these percentages drop to 52.6% and 56.7%, respectively, and where in turn 20.5% and 21.3% of the graduates have had 3 or more contracts.

Figure 6.46. Average number of employment contracts since completion of the master's degree.
Results by branch of knowledge and for SUG overall.



6.6.3.2. *Type of organization*

Figure 6.47 and Table 6.10 show that 38.9% of the SUG graduates who completed master's degrees are working for government administrations or public sector companies, while 53.4% are working for a private company. Of those working for private companies a significant number (27.8%) are working for companies with more than 50 employees. In turn, 7.8% of the graduates are working for themselves.

When analyzed by branch of knowledge, the results show that the majority of Sciences graduates are working in government positions (66.4%), while a notable 17.2% are working for private companies with more than 50 employees. The branches of Health Sciences and Arts and Humanities have 48.2% and 46.8% of the graduates working in government positions, respectively, although in both branches the percentage working for private companies is also considerable at around 44.0% in both cases. In the case of Arts and Humanities there are more graduates working for smaller companies (19.1% in companies with 2-10 employees), while in Health Sciences larger companies are more common (26.4% in companies with more than 50 employees).

For the Social and Legal Sciences graduates, 32.4% are working in government positions, while 58.5% are working in private companies, with 24.1% at companies with more than 50 employees and 19.6% at companies with 2-10 employees. Finally, Engineering and Architecture is the branch with the lowest percentage of graduates working in government positions at 29.3%, versus 61.8% working for private companies. A clear majority of these companies have more than 50 employees, with employment at such companies representing 42.7% of the graduates in this branch.

Figure 6.47. Type of organization.
Results by branch of knowledge and for SUG overall.

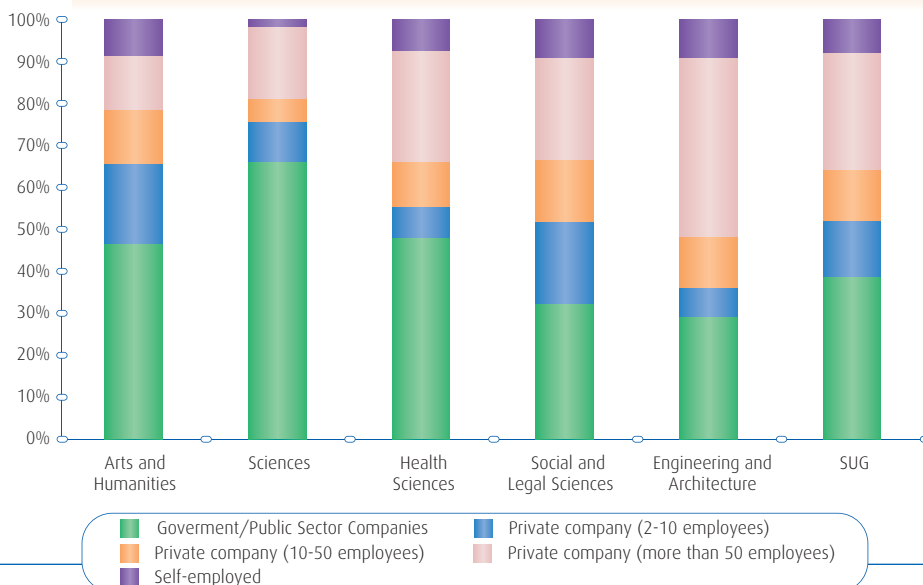


Table 6.10. Type of organization.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Government/ Public Sector Companies	Private company (2-10 employees)	Private company (11- 50 employees)	Private company (more than 50 employees)	Self-employed
Arts and Humanities	46.8%	19.1%	12.8%	12.8%	8.5%
Sciences	66.4%	9.4%	5.5%	17.2%	1.6%
Health Sciences	48.2%	7.3%	10.9%	26.4%	7.3%
Social and Legal Sciences	32.4%	19.6%	14.8%	24.1%	9.0%
Engineering and Architecture	29.3%	6.9%	12.2%	42.7%	8.9%
SUG	38.9%	13.3%	12.3%	27.8%	7.8%

6.6.4. Job position in relation to Master's degree

Figure 6.48 and Table 6.11 show the degree of relationship existing between the graduates' jobs and their master's degrees. In terms of the relationship between the master's degree earned and the employment position, 45.6% of the SUG graduates overall consider the two to be quite or very related, while 41.1% say that there is little or no relation. Broken down by branch of knowledge, the closest relationship between the graduates' master's degrees and their employment positions is found in Arts and Humanities and Sciences,



where 59.6% and 53.1% of the graduates, respectively, described the two as quite or very related. On the contrary, in the case of Social and Legal Sciences this percentage drops to 40.4%, with more of the graduates stating that there is little or no relationship between their master's degree and their job (46.2%).

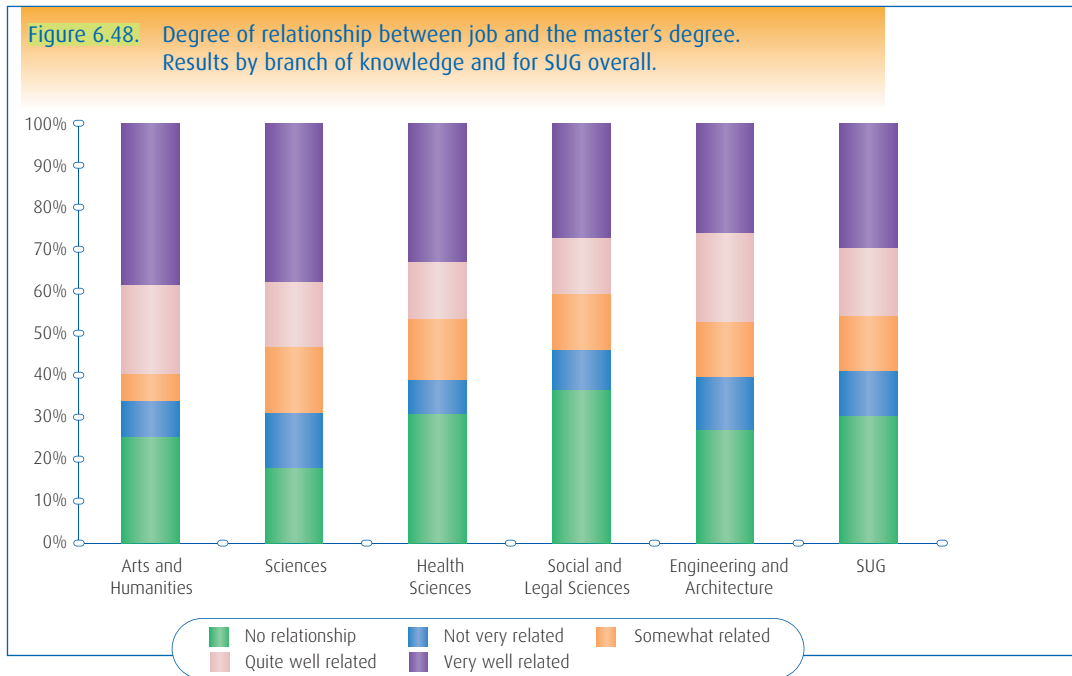


Table 6.11. Degree of relationship between job and the master's degree. Results by branch of knowledge and for SUG overall.

Branch of knowledge	No relationship	Not very related	Somewhat related	Quite well related	Very well related
Arts and Humanities	25.5%	8.5%	6.4%	21.3%	38.3%
Sciences	18.0%	13.3%	15.6%	15.6%	37.5%
Health Sciences	30.9%	8.2%	14.5%	13.6%	32.7%
Social and Legal Sciences	36.7%	9.5%	13.3%	13.3%	27.1%
Engineering and Architecture	27.2%	12.6%	13.0%	21.1%	26.0%
SUG	30.4%	10.7%	13.3%	16.1%	29.5%

The fit between the employment position and the individual's level of education is a fundamental issue for evaluating labor market insertion for graduates. Figure 6.49 shows the percentage of graduates who consider university education to be necessary for performing their current job, which is 85.3%. By branch of knowledge, Arts and Humanities graduates have a better perception

of the need for university training in order to perform their current job, with 91.5% of the respondents believing that university education is necessary for their work. On the contrary, the lowest percentage in this category is found in the Social and Legal Sciences at 83.7%, which is still quite a high percentage.

Figure 6.49. Need for university training in order to perform the current job. Results by branch of knowledge and for SUG overall.

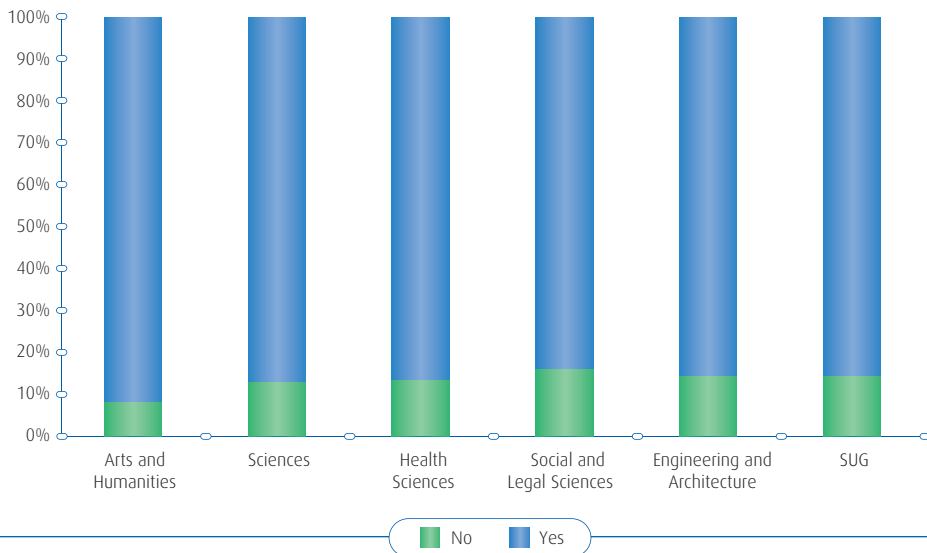


Figure 6.50 and Table 6.12 provide information related to the graduates' evaluation of the training provided by their master's degree program in relation to performance of their job. It can be seen that 37.4% of the SUG graduates consider such training to be quite or very important for performing their current job. On the other hand, 43.1% stated that it was not important or not very important, including 28.7% who responded with not important. By branch of knowledge, graduates in the Arts and Humanities provided the highest evaluation of their master's degree training, with 55.3% considering it to be quite or very important for performing their job. On the other hand, Social and Legal Sciences graduates provided the lowest evaluation of the need for such education, with 49.8% considering it to be not or not very important, including 36.2% who perceive it as not important.



Figure 6.50. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

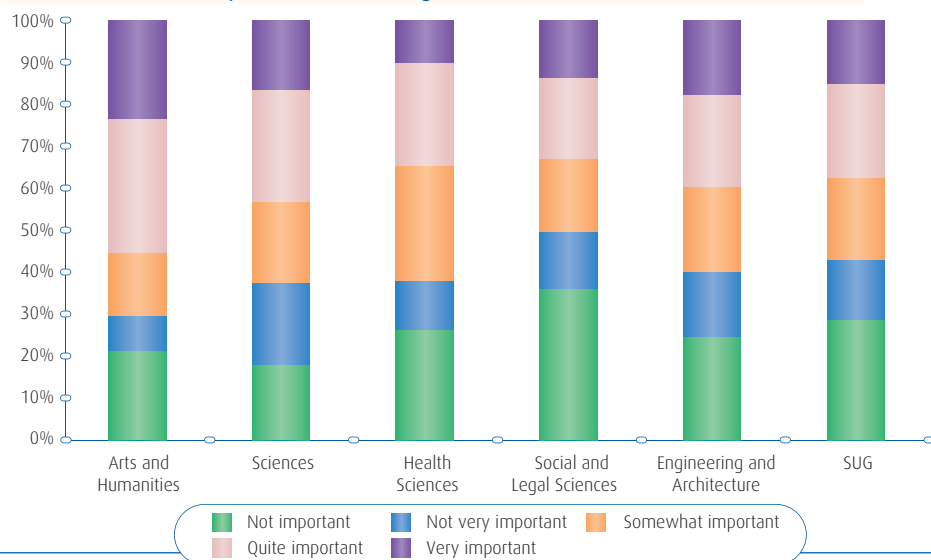


Table 6.12. Evaluation of the training acquired in the master's degree program in relation to performing the current job. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Not important	Not very important	Somewhat important	Quite important	Very important
Arts and Humanities	21.3%	8.5%	14.9%	31.9%	23.4%
Sciences	18.0%	19.5%	19.5%	26.6%	16.4%
Health Sciences	26.4%	11.8%	27.3%	24.5%	10.0%
Social and Legal Sciences	36.2%	13.6%	17.3%	19.3%	13.6%
Engineering and Architecture	24.8%	15.4%	20.3%	22.0%	17.5%
SUG	28.7%	14.4%	19.5%	22.3%	15.1%

6.6.5. Time spent in current job

Figure 6.51 and Table 6.13 show the distribution of the master's degree graduates based upon the time they have spent at their current job. It can be seen that 12.1% of the SUG graduates have been in their current position for 6 months or less, while 23.5% have held their current job for 1 year or less. On the other hand, only 19.4% have been in the same job for more than 5 years. By branch of knowledge, Social and Legal Sciences is found to be the branch with the highest percentage of graduates who have held their current job for less than one year, with 32.4%. The opposite situation is seen

in Engineering and Architecture, where this percentage drops to 12.2%, and where 19.5% of the graduates have been in their current employment position for 3-5 years and a notable 28.5% have been in their current job for more than 5 years.

Figura 6.51. Time spent in current job. Results by branch of knowledge and for SUG overall.

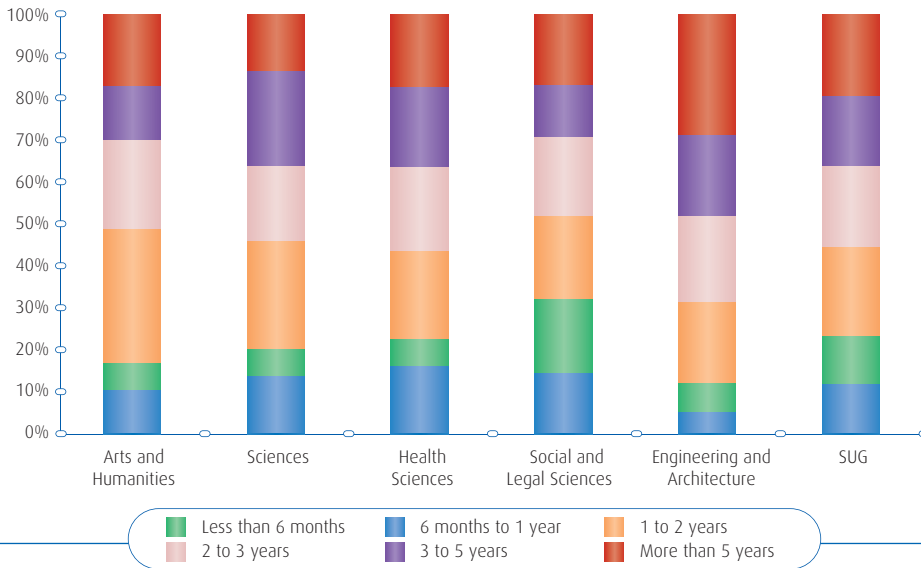


Table 6.13. Time spent in current job. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Less than 6 months	6 months to 1 year	1 to 2 years	2 to 3 years	3 to 5 years	More than 5 years
Arts and Humanities	10.6%	6.4%	31.9%	21.3%	12.8%	17.0%
Sciences	14.1%	6.3%	25.8%	18.0%	22.7%	13.3%
Health Sciences	16.4%	6.4%	20.9%	20.0%	19.0%	17.3%
Social and Legal Sciences	14.6%	17.8%	19.8%	18.6%	12.6%	16.6%
Engineering and Architecture	5.3%	6.9%	19.5%	20.3%	19.5%	28.5%
SUG	12.1%	11.4%	21.3%	19.3%	16.6%	19.4%

6.6.6. Type of work schedule

Table 6.14 and Figure 6.52 show the type of work schedule maintained by the master's degree graduates working for others. It can also be seen that most of these graduates (77.4%) are working on a full-time basis, with this situation seen in all of the branches of knowledge. The branch

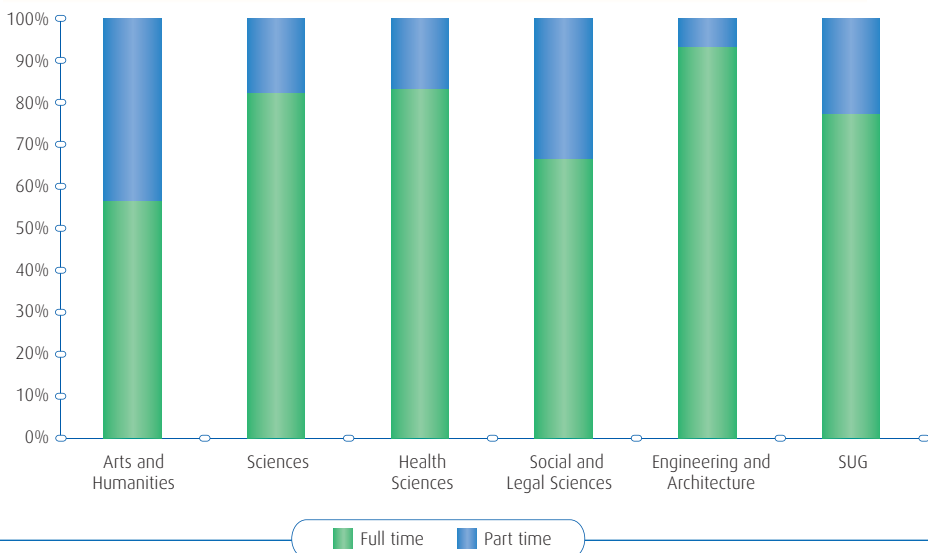


of Engineering and Architecture also generally stands out for its 93.4% of graduates working full time, while the branches of Arts and Humanities and Social and Legal Sciences are found at the other extreme, with 43.2% and 33.3% of the respondents, respectively, working only part time

Table 6.14. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Part time	Full time
Arts and Humanities	43.2%	56.8%
Sciences	17.5%	82.5%
Health Sciences	16.7%	83.3%
Social and Legal Sciences	33.3%	66.7%
Engineering and Architecture	6.6%	93.4%
SUG	22.6%	77.4%

Figure 6.52. Type of work schedule for graduates working for others. Results by branch of knowledge and for SUG overall.



6.6.7. Type of employment contract

Table 6.15 presents information related to the type of employment contract held by the SUG master's degree graduates. The vast majority of these graduates are working for others (93.6%). Only 6.4% of the graduates are working for themselves, with all of them being registered with Spain's social security system. Almost all of the graduates working for others are contributing to social security (97.4%). Those with a permanent contract represent 41.1% of the respondents, while 43.6% have a temporary contract, 7.6% are working under a grant, 5.3% have an internship contract, and 2.3% are independent but working for others.

Table 6.15. Type of employment contract and relationship with social security. Results for SUG overall.

Type of contract	% graduates		
Self-employed	6.4%	% graduates	
	Registered	100.0%	
	No Registered	0.0%	
Working for others	93.6%	% graduates	
	Contribute to social security	97.4%	
	Do not contribute to social security	2.6%	% graduates
		Permanent	41.1%
		Independent. Working for others	2.3%
		Temporary	43.6%
		Working under a grant	7.6%
	Internships	5.3%	

When these same percentages are expressed for the SUG master's degree graduates as a whole, it can be seen in Figure 6.53 that 37.4% have a permanent contract while 39.8% have a temporary contract, 7.0% are working under a grant, 4.9% have an internship contract, and 2.1% are independent but working for others.

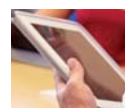


Figure 6.53. Type of employment contract and relationship with social security. Results for SUG overall.

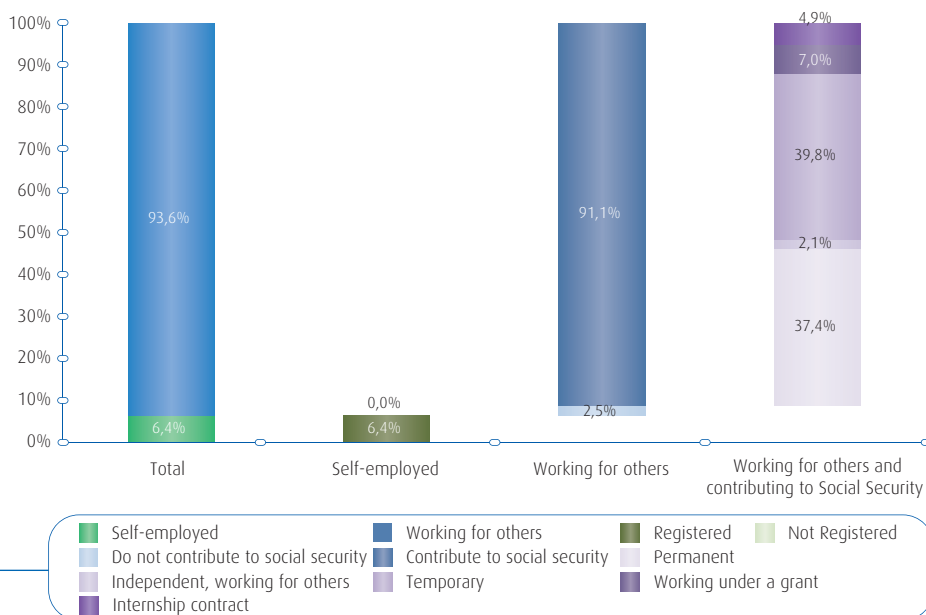


Table 6.16 shows the percentages of graduates working for themselves and working for others. It can be seen that in the branches of Health Sciences, Social and Legal Sciences, and Engineering and Architecture 7.3% of the graduates are working for themselves, while this figure is 6.5% in the Arts and Humanities. The lowest percentage is clearly seen in the branch of Sciences at only 0.6%. It is notable that all of the graduates working for themselves are registered with social security, as seen in Table 6.17, while Table 6.18 shows that very high percentages of those working for others are also making contributions to social security.

Table 6.16. Graduates who are self-employed or working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	Working for others
Arts and Humanities	6.5%	93.5%
Sciences	0.8%	99.2%
Health Sciences	7.3%	92.7%
Social and Legal Sciences	7.3%	92.7%
Engineering and Architecture	7.3%	92.7%
SUG	6.4%	93.6%



Table 6.17. Relationship with social security for self-employed graduates. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Self-employed	
	Not registered	Registered
Arts and Humanities	0.0%	100.0%
Sciences	0.0%	100.0%
Health Sciences	0.0%	100.0%
Social and Legal Sciences	0.0%	100.0%
Engineering and Architecture	0.0%	100.0%
SUG	0.0%	100.0%

Table 6.18. Relationship with social security for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Working for others	
	Do not contribute to social security	Contribute to social security
Arts and Humanities	6.8%	93.2%
Sciences	1.6%	98.4%
Health Sciences	2.9%	97.1%
Social and Legal Sciences	3.3%	96.7%
Engineering and Architecture	1.3%	98.7%
SUG	2.6%	97.4%

Table 6.19 shows the distribution of the master's degree graduates working for others based upon their type of employment contact. The branch that shows the highest percentage of graduates with a permanent contract is Engineering and Architecture with 53.5%, with this branch also having the lowest proportion of temporary contracts at 32.5%, as compared to the values ranging from 46.0% and 50.0% seen in the other branches. On the other hand, the branches of Sciences and Arts and Humanities have the lowest percentages of permanent contracts, with only 23.2% and 27.9%, respectively. These branches also have the highest percentage of graduates working under a grant, with 14.4% and 16.3%, respectively.

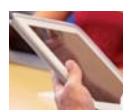


Table 6.19. Type of employment contract for graduates working for others. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Permanent	Independent. Working for others	Temporary	Working under a grant	Internships
Arts and Humanities	27.9%	2.3%	48.8%	16.3%	4.7%
Sciences	23.2%	2.4%	49.6%	14.4%	10.4%
Health Sciences	41.2%	1.0%	46.1%	8.8%	2.9%
Social and Legal Sciences	41.0%	3.0%	47.3%	4.6%	4.1%
Engineering and Architecture	53.5%	1.8%	32.5%	6.6%	5.7%
SUG	41.1%	2.3%	43.6%	7.6%	5.3%

6.6.8. Salaries

Table 6.20 shows the distribution of the SUG master's degree graduates by salary range. It can be seen that more than half of the respondents (59.6%) are earning a monthly salary between €601 and €1,400. Salaries of €600 or less are being earned by 11.3% of the graduates, while 12.0% are earning more than €1,800.

Table 6.20. Monthly net salary. Results for SUG overall.

Monthly salary	% graduates
€600 or less	11.3%
€601 to €1,000	25.0%
€1,001 to €1,400	34.6%
€1,401 to €1,800	17.1%
€1,801 to €2,200	8.0%
€2,201 to €2,600	1.9%
€2,601 or more	2.1%

Figure 6.54 and Table 6.21 show these same results broken down by branch of knowledge. The branches with the highest percentage of graduates with a salary between €601 and €1,400 are Arts and Humanities and Sciences, with 73.4% and 72.2%, while the lowest percentage in this salary range is found in Engineering and Architecture, with 51.0%. The branch of Engineering and Architecture shows the highest percentage of graduates concentrated in the highest salary ranges, with 25.5% earning between €1,401 and €1,800, and with 19.1% earning more than €1,800. The branch of Health Sciences comes next, where 15.1% of graduates are earning salaries above €1,800.

Figure 6.54. Monthly net salary. Results by branch of knowledge and for SUG overall.

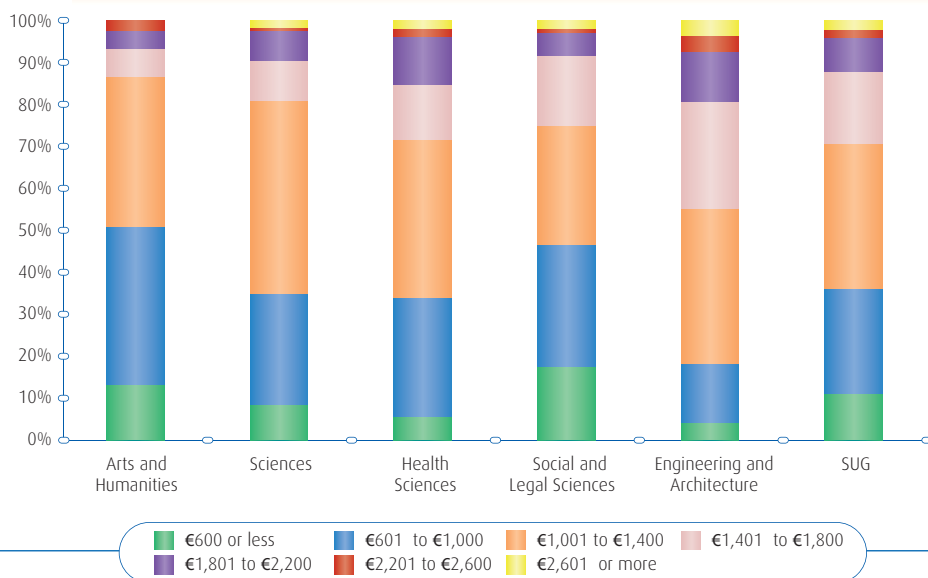


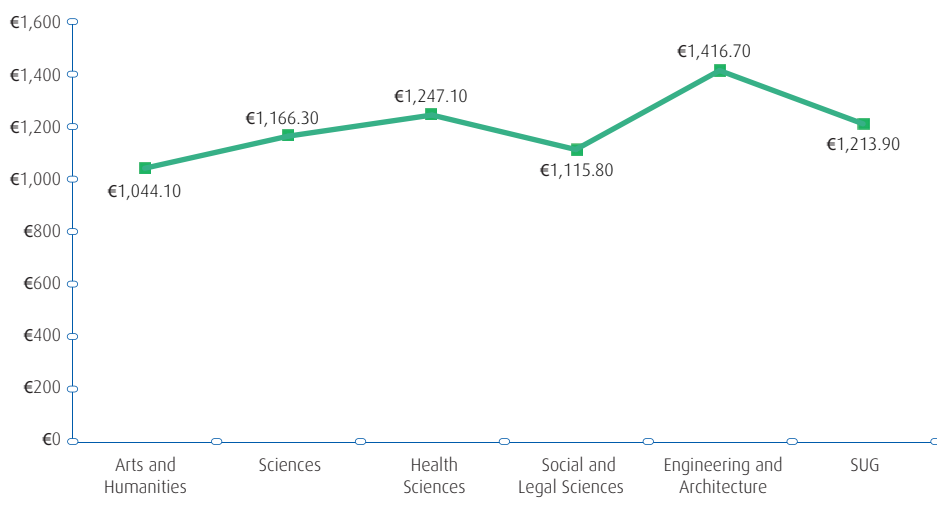
Table 6.21. Monthly net salary. Results by branch of knowledge and for SUG overall.

Branch of knowledge	€600 or less	601 to €1,000	€1,001 to €1,400	€1,401 to €1,800	€1,801 to €2,200	€2,201 to €2,600	More than €2,601
Arts and Humanities	13.3%	37.8%	35.6%	6.7%	4.4%	2.2%	0.0%
Sciences	8.7%	26.2%	46.0%	9.5%	7.1%	0.8%	1.6%
Health Sciences	5.7%	28.3%	37.7%	13.2%	11.3%	1.9%	1.9%
Social and Legal Sciences	17.8%	28.9%	28.4%	16.8%	5.4%	1.0%	1.8%
Engineering and Architecture	4.3%	14.0%	37.0%	25.5%	11.9%	3.8%	3.4%
SUG	11.3%	25.0%	34.6%	17.1%	8.0%	1.9%	2.1%

As seen in Figure 6.55, the average salary for the SUG master's degree graduates is €1,213.90. Broken down by branch of knowledge, the graduates who are earning the highest average salary are those from Engineering and Architecture at €1,416.70, while the lowest average salary is found in Arts and Humanities at €1,044.10.



Figure 6.55. Average salary.
Results by branch of knowledge and for SUG overall.



6.6.8.1. Salary by gender

In order to analyze differences in compensation in relation to gender, Figure 6.56 shows the average salaries being earned by men and women in the various branches of knowledge. The corresponding data are also found in Table 6.22. It can be seen that in all branches of knowledge the average salary for men is higher than for women, with this difference being especially notable in the case of Social and Legal Sciences and Arts and Humanities, where salaries for women are on average 25.7% and 21.0% less than those earned by men, respectively. On the other end of the scale is the branch of Health Sciences, where the average salaries earned by women and men are almost equal, although women are still earning an average salary 1.3% lower than that earned by men.

Figure 6.56. Average salary by gender.
Results by branch of knowledge and for SUG overall

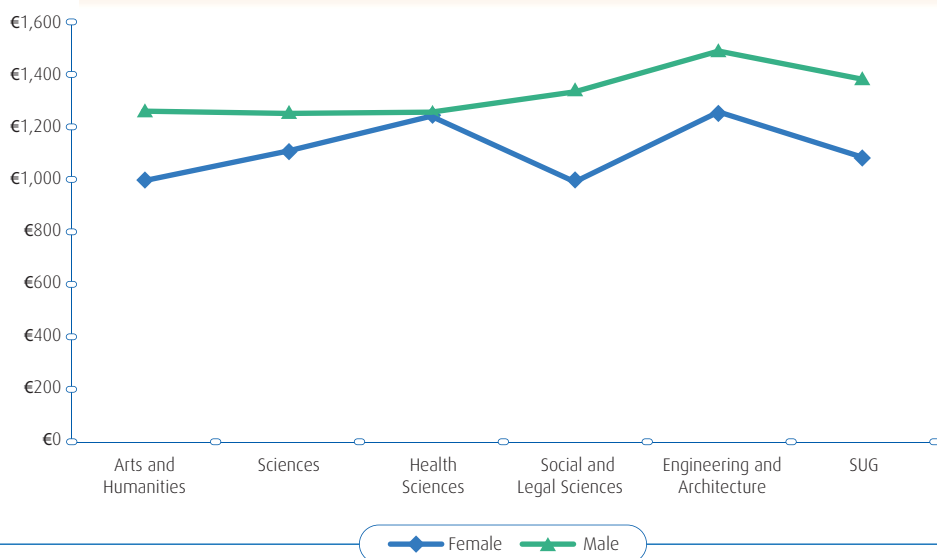


Table 6.22. Average salary by gender.
Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€997.30	€1,262.50	€1,044.10
Sciences	€1,110.53	€1,254.00	€1,166.30
Health Sciences	€1,243.04	€1,259.26	€1,247.10
Social and Legal Sciences	€992.80	€1,336.96	€1,115.80
Engineering and Architecture	€1,259.46	€1,491.93	€1,416.70
SUG	€1,087.02	€1,384.11	€1,213.90

6.6.8.2. Comparison with the employment situation prior to the Master's degree

Figure 6.57 shows a comparison between the average salary earned by women and men for their employment prior to and after completing their master's degrees. It can be seen that for the SUG as a whole, the average salaries earned have decreased for both women and men. In order to facilitate comparison with the current salaries, the average salaries for the previous employment have been adjusted for inflation.

A closer analysis of the data shows that the salaries earned by women after completing their master's degree increased slightly in the branches of Sciences, Arts and Humanities, and Engineering and Architecture, while decreasing in

Social and Legal Sciences and, most notably, Health Sciences. The specific values for these increases can be seen in Table 6.23, where the overall changes in average salaries are also detailed. With respect to the changes produced in the compensation levels for men, salaries only show a sharp drop in the branch of Health Sciences, around €209 on average, while the decrease is much more moderate in the case of Engineering and Architecture and Social and Legal Sciences. On the other hand, graduates in the Arts and Humanities and Sciences experienced an increase in their average salaries compared to the amounts they were earning prior to their master's degree.

Figure 6.57. Average salary by gender for work prior to the master's degree (adjusted for inflation) and for current employment. Results by branch of knowledge and for SUG overall.

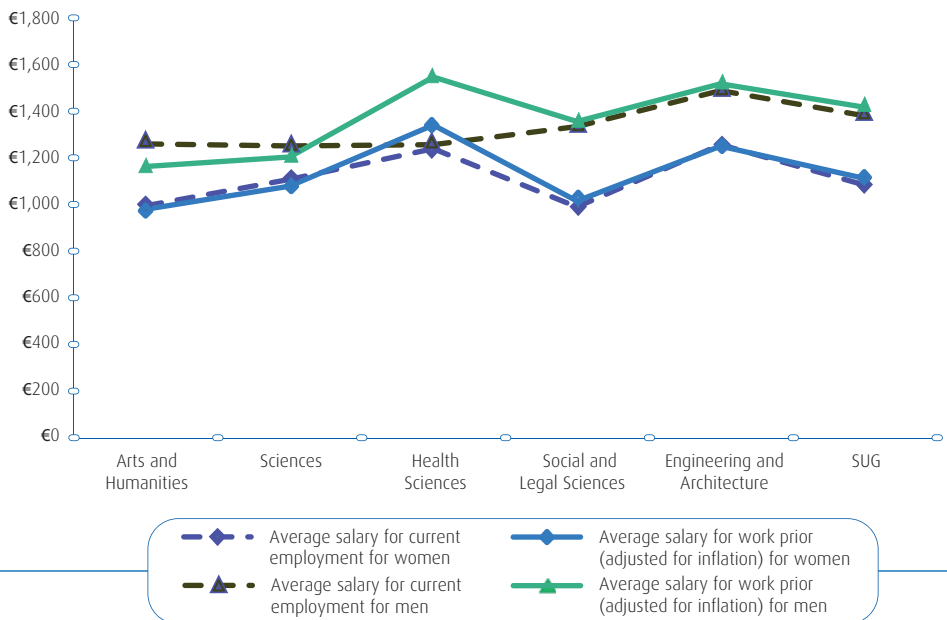


Table 6.23. Difference between the average salary earned by gender for work prior to the master's degree (adjusted for inflation) and in the current position. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Average monthly salary (women)	Average monthly salary (men)	Average monthly salary
Arts and Humanities	€15.17	€96.34	€13.06
Sciences	€28.53	€47.57	€29.77
Health Sciences	€-101.01	€-290.16	€-151.82
Social and Legal Sciences	€-25.90	€-22.52	€-33.07
Engineering and Architecture	€5.89	€-28.57	€-23.55
SUG	€-27.81	€-36.40	€-39.16

6.6.9. Unemployment levels

Table 6.24 details the percentage of graduates who are unemployed as well as the number of months on average that they have been in this situation. For the SUG as a whole, 20.1% of the graduates are unemployed, with the average time of unemployment being 8.91 months. By branch of knowledge, Social and Legal Sciences and Arts and Humanities show the highest percentages of unemployed graduates, both above 23.0%, although in the latter case the average time of remaining unemployed is lower at 7.91 months, versus 8.82 months for the Social and Legal Sciences graduates. At the other extreme the remaining three branches of knowledge show much lower figures, with percentages of unemployed graduates between 16.1% and 16.7%. However, in the Health Sciences the average number of months unemployed is 6.90, a clear improvement over the figure of around 9.90 months seen for Sciences and Engineering and Architecture.

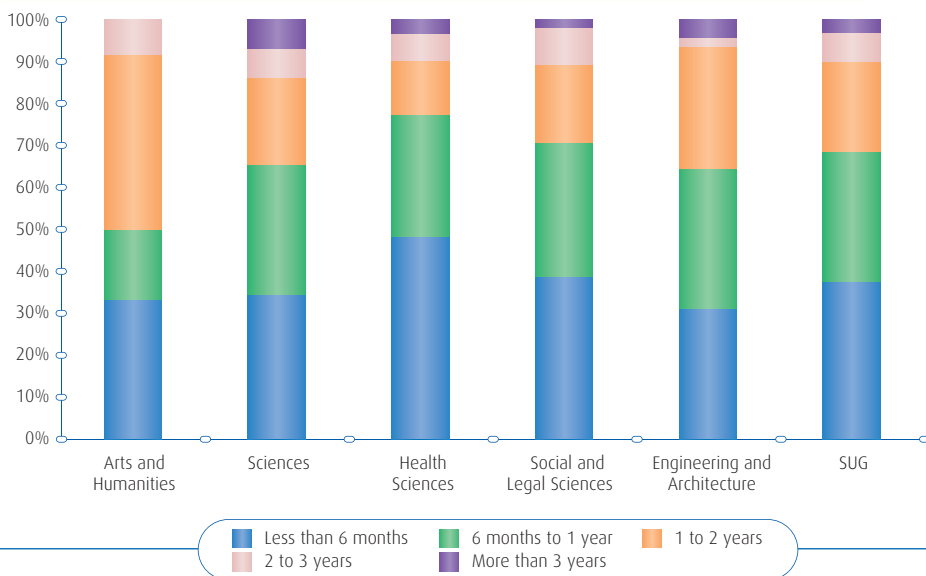
Table 6.24. Percentage of unemployed graduates and average number of months unemployed. Results by branch of knowledge and for SUG overall.

Branch of knowledge	% graduates	Number of months
Arts and Humanities	23.2%	7.91
Sciences	16.1%	9.89
Health Sciences	16.7%	6.90
Social and Legal Sciences	23.7%	8.82
Engineering and Architecture	16.7%	9.92
SUG	20.1%	8.91

Figure 6.58 shows how the graduates are distributed in terms of the time they have remained unemployed. At the level of the SUG overall, 37.8% of the unemployed graduates have been in this situation for less than 6 months, while 30.9% have been unemployed for between 6 months and one year, and 31.4% for more than 1 year. Health Sciences is the branch with the highest concentration of graduates who have been unemployed for less than 1 year, at 77.4%, with a substantial number (48.4%) having been unemployed for less than 6 months. On the contrary, in Arts and Humanities half of the graduates have been unemployed for more than one year.



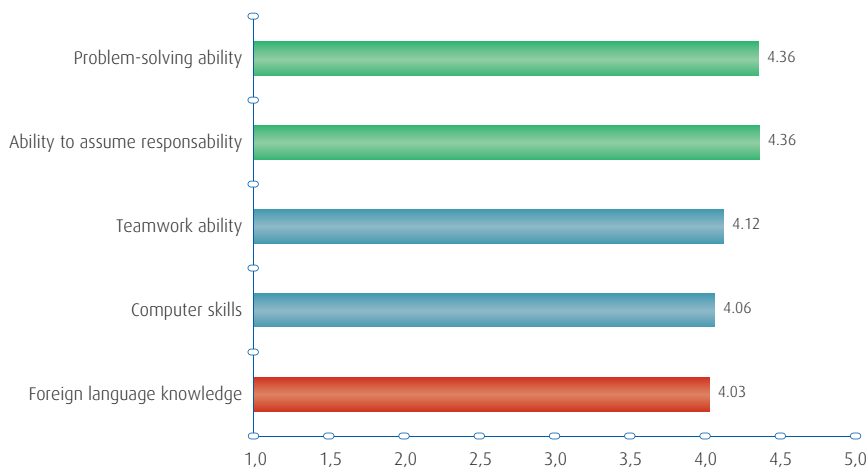
Figure 6.58. Length of time unemployed.
Results by branch of knowledge and for SUG overall.



6.6.10. Abilities required in the labor market

In order to study which abilities are required to a greater degree in the labor market according to the perceptions of the master's degree graduates, the respondents were asked to evaluate the importance of a series of abilities and types of knowledge in terms of finding employment, using a scale of 1 (not important) to 5 (very important). Figure 6.59 shows these figures for the SUG overall. It can be seen that problem-solving ability and willingness to assume responsibility are considered to be the most important among the possible responses, both with a score of 4.36, while foreign language knowledge received the lowest score at 4.03.

Figure 6.59. Abilities required in the labor market.
Results for SUG overall.



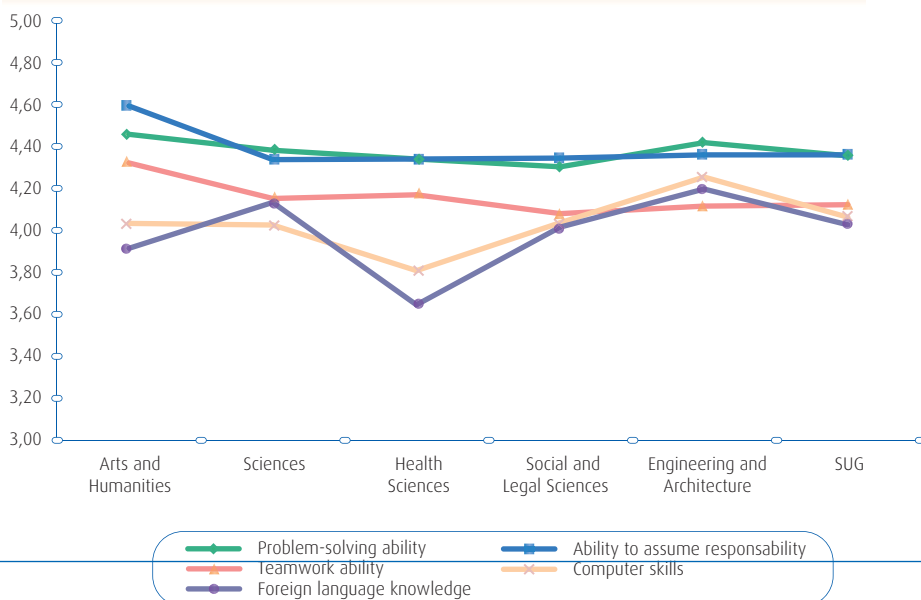
In terms of the analysis by branch of knowledge, Table 6.25 summarizes the abilities that are more valued or less valued according to the official master's degree graduates in each of the branches. Figure 6.60, in turn, details the average evaluation given to each of the abilities in each branch of knowledge. In general, willingness to assume responsibility and problem-solving ability are the most highly valued characteristics in all of the branches, while foreign language knowledge and computer skills are the least valued. In turn, the branch of Arts and Humanities shows the highest average values for willingness to assume responsibility, problem-solving ability, and teamwork (4.59, 4.46, and 4.32, respectively). Computers skills and foreign language knowledge are more highly valued in Engineering and Architecture (4.26 and 4.20, respectively), but these two received particularly low scores in the Health Sciences (3.81 and 3.65, respectively).



Table 6.25. Most and least valued competencies, by branch of knowledge.

Branch of knowledge	Most valued	Least valued
Arts and Humanities	Ability to assume responsibility	Foreign language knowledge
	Problem-solving ability	Computer skills
Sciences	Problem-solving ability	Computer skills
	Ability to assume responsibility	Foreign language knowledge
Health Sciences	Problem-solving ability	Foreign language knowledge
	Ability to assume responsibility	Computer skills
Social and Legal Sciences	Ability to assume responsibility	Foreign language knowledge
	Problem-solving ability	Computer skills
Engineering and Architecture	Problem-solving ability	Teamwork ability
	Ability to assume responsibility	Foreign language knowledge

Figure 6.60. Abilities required in the labor market. Results by branch of knowledge and for SUG overall.



6.6.11. Image of the Master's degree at the company

Figure 6.61 and Table 6.26 show the opinions of the master's degree graduates regarding the value that their master's degree is given at the company where they work. A total of 43.8% of the graduates believe that their master's degree is quite or very well valued at their company, while 35.0% believe that it is not valued or not very valued. By branch of knowledge, the highest evaluations are found in the branches of Sciences and Arts and Humanities, with 55.0% and 46.8% of the graduates, respectively, responding that their master's degree is quite or very well valued at their company, with an especially noteworthy 25.5% of Arts and Humanities graduates considering it to be very well valued. On the other hand, 43.7% of the Social and Legal Sciences graduates consider the value given to their master's degree at their company to be little or none, with a notable 32.4% considering it to be not valued at all.

Figure 6.61. The master's degree is positively valued at the company. Results by branch of knowledge and for SUG overall.

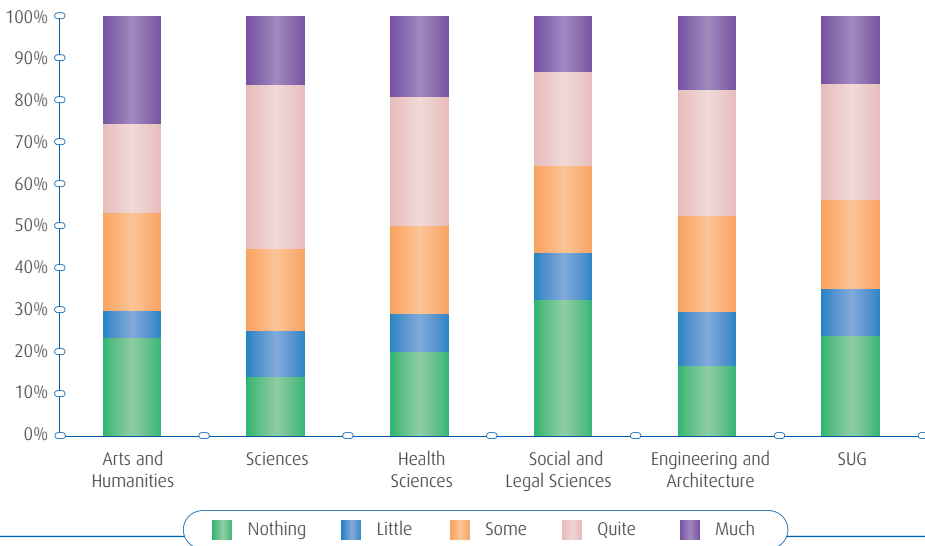


Table 6.26. The master's degree is positively valued at the company. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	23.4%	6.4%	23.4%	21.3%	25.5%
Sciences	14.1%	10.9%	19.5%	39.1%	16.4%
Health Sciences	20.0%	9.1%	20.9%	30.9%	19.1%
Social and Legal Sciences	32.4%	11.3%	20.6%	22.4%	13.3%
Engineering and Architecture	16.7%	13.0%	22.8%	30.1%	17.5%
SUG	23.8%	11.2%	21.2%	27.7%	16.1%

6.6.12. Contribution of the Master's degree to professional performance

Figure 6.62 and Table 6.27 show the opinions of the master's degree graduates regarding the usefulness of the knowledge acquired in their master's program in terms of professional performance of their work. At the level of the SUG overall, 39.2% of the graduates consider this knowledge to be quite or very useful, while 42.4% evaluate it as not useful or not very useful. The highest evaluation is found in the branch of Arts and Humanities, with 53.2% of the graduates believing that the knowledge they acquired in their master's degree program is quite or very useful, while at the other end of the scale, 47.5% of the graduates in Social and Legal Sciences consider this knowledge to be not useful or not very useful, with these results being especially notable for the 33.3% who responded with not useful.

Figure 6.62. Contribution of the master's degree to professional performance. Results by branch of knowledge and for SUG overall.

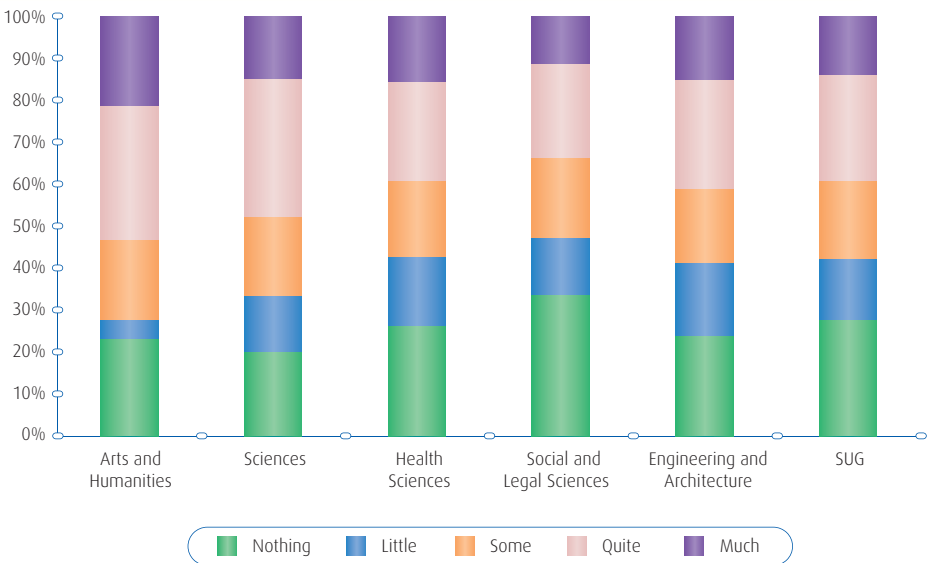


Table 6.27. Contribution of the master's degree to professional performance. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	23.4%	4.3%	19.1%	31.9%	21.3%
Sciences	20.3%	13.3%	18.8%	32.8%	14.8%
Health Sciences	26.4%	16.4%	18.2%	23.6%	15.5%
Social and Legal Sciences	33.7%	13.8%	19.1%	22.4%	11.1%
Engineering and Architecture	24.0%	17.5%	17.5%	26.0%	15.0%
SUG	27.9%	14.5%	18.5%	25.4%	13.7%

6.6.13. Contribution of the Master's degree to increasing possibilities for promotion in the workplace

Figure 6.63 and Table 6.28 summarize the opinions of the master's degree graduates regarding the degree to which their master's degree has increased their possibilities for promotion within their company. The data for the SUG as a whole show that 33.9% of the graduates believe that the master's program contributes to such possibilities quite or very well, while 49.9% consider the level of contribution to be little or none. By branch of knowledge, 44.7% of the graduates in Arts and Humanities stated that their master's degree contributes quite or very well to increasing their possibilities for promotion, with a noteworthy 29.8% indicating that it contributes very well. On the other hand, 55.6% of the graduates in Social and Legal Sciences believed that their degree made none or little contribution, with the percentage of those who considered there to be no contribution being especially notable (40.5%).



Figure 6.63. Contribution of the master's degree to increasing possibilities for promotion in the workplace. Results by branch of knowledge and for SUG overall.

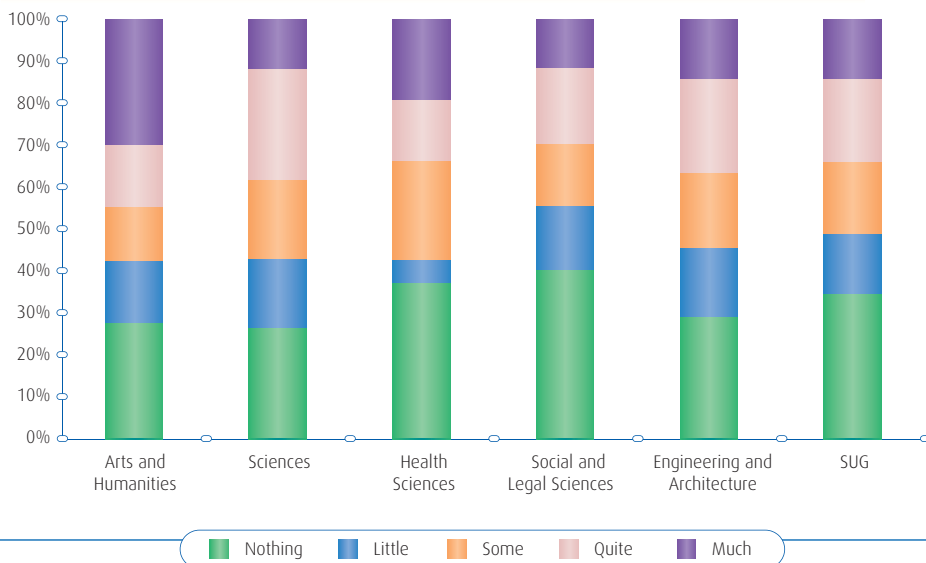


Table 6.28. Contribution of the master's degree to increasing possibilities for promotion in the workplace. Results by branch of knowledge and for SUG overall.

Branch of knowledge	Nothing	Little	Some	Quite	Much
Arts and Humanities	27.7%	14.9%	12.8%	14.9%	29.8%
Sciences	26.6%	16.4%	18.8%	26.6%	11.7%
Health Sciences	37.3%	5.5%	23.6%	14.5%	19.1%
Social and Legal Sciences	40.5%	15.1%	14.8%	18.1%	11.6%
Engineering and Architecture	29.3%	16.3%	17.9%	22.4%	14.2%
SUG	34.6%	14.4%	17.1%	19.8%	14.1%

6.7. Final evaluation of the career trajectory

In order to obtain a general view of the master degree graduates' opinion on their overall career trajectory, including the graduates who have worked after completing their degree as well as those who have not, the respondents were asked whether they considered their degree to be useful when taking into consideration their subsequent work experiences. Responses were given on a scale of 1 (not useful) to 5 (very useful). These data are reflected in Figure 6.64, where it can be seen that for the SUG as a whole, 42.1% of the master's degree graduates evaluated their degree as quite or very useful, while 36.2% considered its usefulness to be none or not very. The branch of

Arts and Humanities shows in general a better perception of the usefulness of the master's degree, with 58.0% of the graduates considering it to be quite or very useful, while the opposite situation is found in Social and Legal Sciences and Health Sciences, where 40.8% and 38.6% of the graduates, respectively, consider their master's degree to have little or no usefulness.

Figure 6.64. Evaluation of the usefulness of the master's degree based upon the subsequent career trajectory. Results by branch of knowledge and for SUG overall.

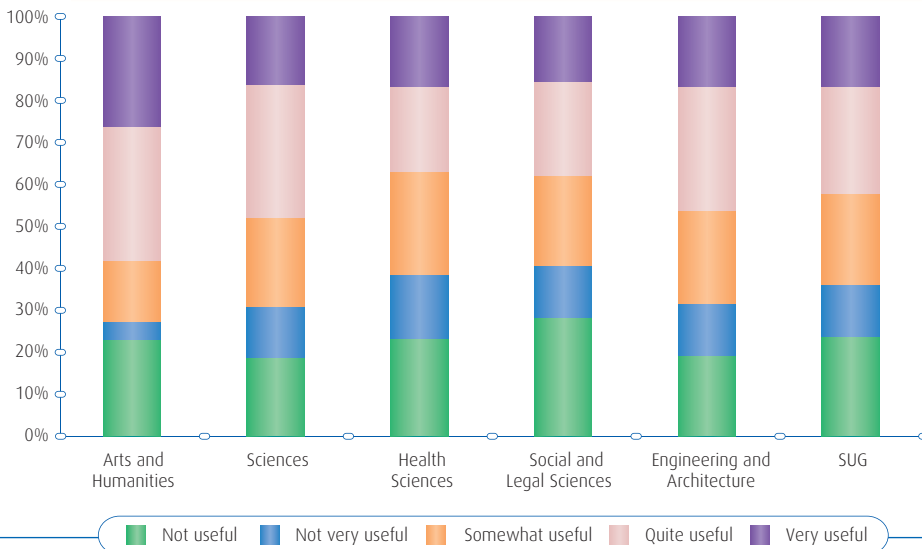
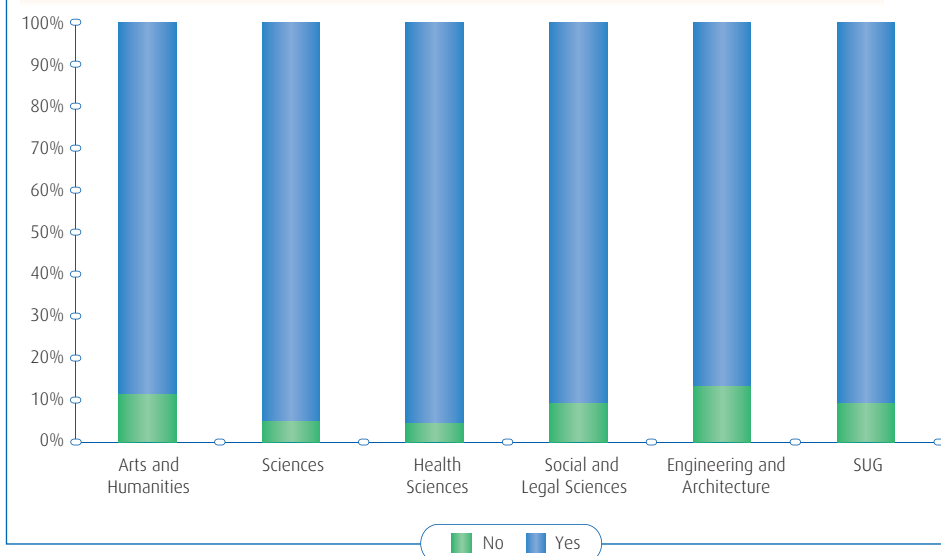


Figure 6.65 shows the opinions of the master's degree graduates regarding whether their own university should provide more information about the employment search. For the SUG as a whole, a substantial 90.6% of the graduates consider their master's degree to be necessary, with this figure ranging between 86.3% in Engineering and Architecture and 95.3% in Health Sciences.

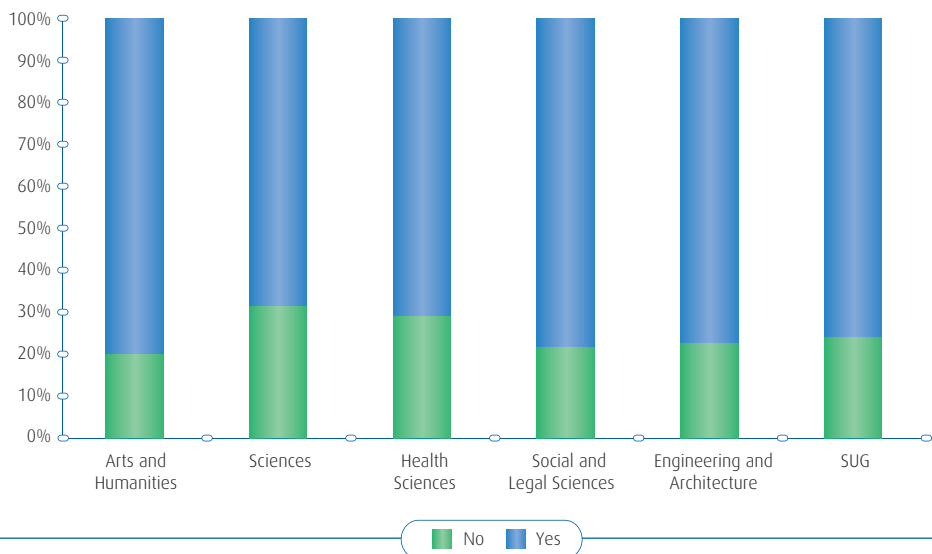



Figure 6.65. Need for more information from the university about finding employment. Results by branch of knowledge and for SUG overall.



Finally, the SUG master's degree graduates were asked about whether they would choose to enroll in the same master's degree program again. Figure 6.66 shows the results for this question, with a clear majority (75.7%) responding that they would in fact choose to enroll in the same master's program again. Broken down by branch of knowledge, it is notable that in the branches of Arts and Humanities, Social and Legal Sciences, and Engineering and Architecture, 79.7%, 78.1%, and 77.1% of the graduates say they would choose to earn their master's degree again. In Health Sciences and Sciences these percentages are somewhat lower but still quite high, with 70.7% and 68.4%, respectively.

Figure 6.66. Would you choose the same master's degree program again. Results by branch of knowledge and for SUG overall.

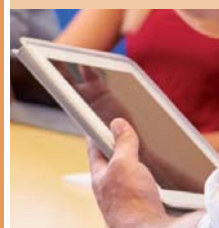





Comparative of
the results for
the 2007-2008,
2008-2009 and
2009-2010 labor
market insertion
study for SUC
Master's degree
graduates

7

EIL Másteres0710





7. Comparative of the results for the 2007-2008, 2008-2009 and 2009-2010 labor market insertion study for SUG Master's degree graduates

The analysis performed in this ACSUG pilot labor market insertion study for the master's degree graduates who completed their programs during the years covered allows us to gain an overall perspective on some of the most important aspects related to the insertion process for the SUG master's degree graduates. However, it must be emphasized that in spite of the fact that the data related to the three years studied is being presented in a joint manner (EILMásteres0708¹, EILMásteres0809², and EILMásteres0910³), there are a variety of reasons why these results may not be directly comparable.

- First, the number of master's degree graduates has been constantly evolving: 36 master's degree graduates in 2007-2008, 57 in 2008-2009, and 127 in 2009-2010.
- Also, although the graduates being analyzed completed their master's degrees during different years, the three studies were carried out at the same point in time. This means that the evaluation of the employment situation for these graduates during this period may not be as pertinent.

7.1. Employment situation

One of the main objectives of this study has been to determine the proportion of master's degree graduates who have entered the job market as well as the proportion who have not yet done so. Furthermore, although all of the graduates who were working at the time the survey was given were taken into account for the analysis of the labor market situation, it was also considered important to find out what percentage of them were working in jobs that were more or less related to the master's degree they earned.

1 EILMásteres0708: results of the labor market insertion study for 2007-2008 SUG Master's degree graduates

2 EILMásteres0809: results of the labor market insertion study for 2008-2009 SUG Master's degree graduates

3 EILMásteres0910: results of the labor market insertion study for 2009-2010 SUG Master's degree graduates

Figure 7.1 and Table 7.1 thus show the percentages of graduates who are working or not working, and for those who are working, whether or not they are performing a job related to their master's degree. It can be seen that more than half of the graduates have found employment related to the master's degree they earned, with this percentage being the highest for the 2007-2008 master's degree graduates at 63.5%. In terms of the respondents who are not working, this percentage varies between 16.4% for the graduates from the year 2007-2008 and 26.3% for those who finished their master's degree in 2009-2010.

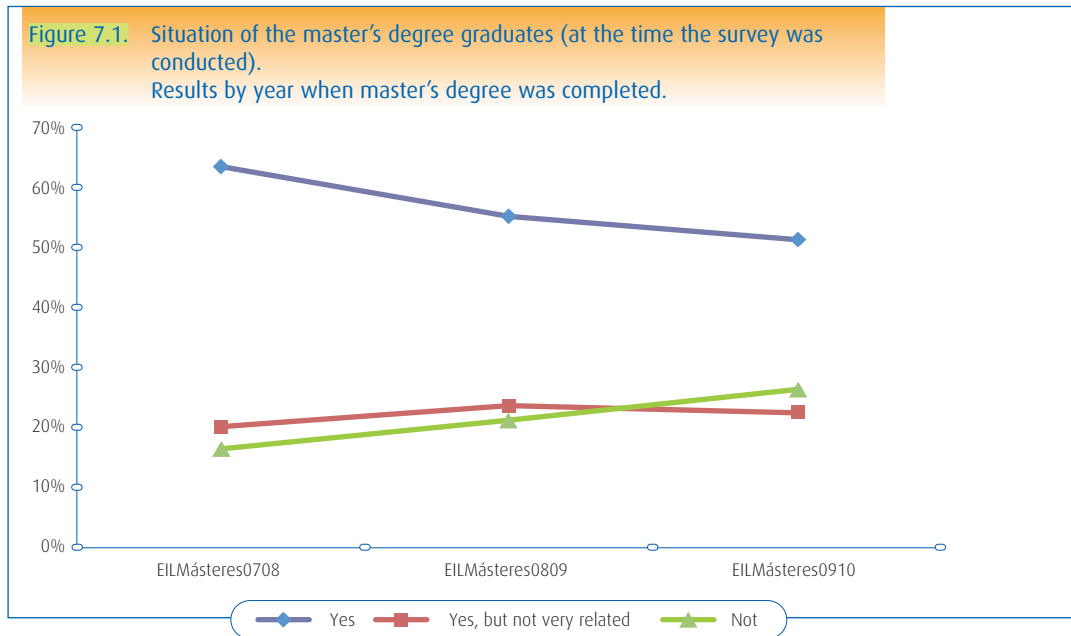


Table 7.1. Situation of the master's degree graduates (at the time the survey was conducted).
Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
Yes	63.5%	55.2%	51.3%
Yes, but not very related	20.1%	23.6%	22.4%
Not	16.4%	21.2%	26.3%

The situation for the graduates who were not working at the time the survey was conducted is summarized in Figure 7.2 and Table 7.2. This is partly due to the shorter length of time that had passed for them after finishing their master's degree at the time when the survey was taken. The highest percentage of graduates who are involved in other studies or preparing for

competitive exams is also found to correspond to the 2009-2010 graduates. This difference is most pronounced in relation to those involved in other studies, with 4.2% giving this response compared to 2.8% of the 2007-2008 and 2008-2009 graduates.

Figure 7.2. Situation of the master's degree graduates who are not working (at the time the survey was conducted). Results by year when master's degree was completed.

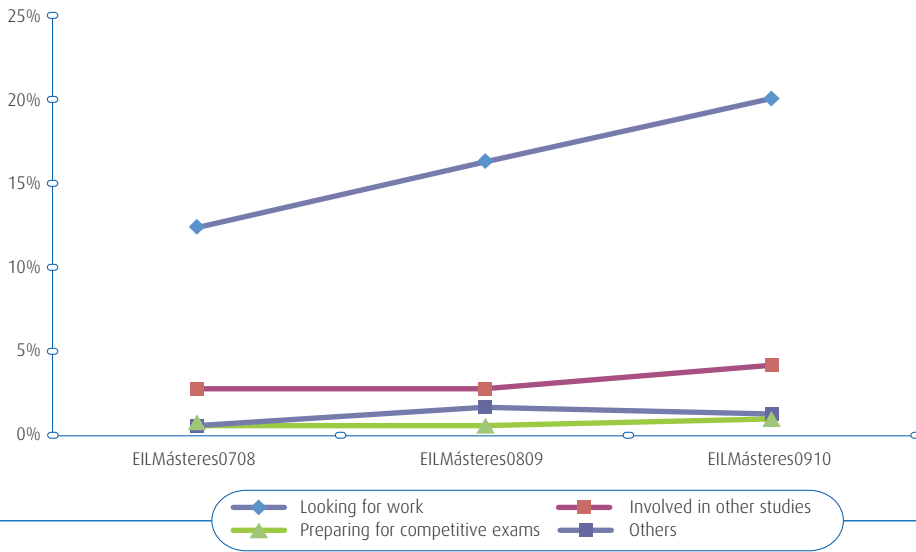


Table 7.2. Situation of the master's degree graduates who are not working (at the time the survey was conducted). Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
Looking for work	12.4%	16.3%	20.1%
Involved in other studies	2.8%	2.8%	4.2%
Preparing for competitive exams	0.6%	0.6%	1.0%
Others	0.6%	1.7%	1.3%



7.2. Type of employment contract

For the three years of the study, Table 7.3 shows the information related to the type of employment contract possessed by the master's degree graduates, as well as their relationship with social security. These data are also represented graphically in Figures 7.3, 7.4, 7.5, and 7.6.

Table 7.3. Type of employment contract and relationship with social security (at the time the survey was conducted).
Results by year of master's degree completion.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
Self-employed	6.8%	7.3%	6.4%
Working for others	93.2%	92.7%	93.6%
Registered	90.0%	100.0%	100.0%
Not Registered	10.0%	0.0%	0.0%
Contribute to social security	98.5%	97.4%	97.4%
Do not contribute to social security	1.5%	2.6%	2.6%
Permanent	55.1%	55.4%	41.1%
Independent. Working for others	1.5%	2.6%	2.3%
Temporary	39.0%	36.5%	43.6%
Working under a grant	3.6%	4.1%	7.6%
Internships	0.8%	1.3%	5.3%

The proportion of graduates who are working for themselves remains at the same level for the three years studied, with a value of around 7%. With respect to the graduates' relationship with social security, almost all of the master's degree graduates are enrolled or registered, including both those who are working for themselves and those working for others. More than half of the graduates working for others have a permanent contract, except for those who completed their master's degree in 2009-2010, where this percentage drops to 41.1% and where in turn there is a higher presence of temporary contracts, grants, and internships. This situation can be explained in part by the shorter length of time that has been available for these graduates to achieve higher levels of stability in their employment positions.

Figure 7.3. Graduates who are self-employed or working for others (at the time the survey was conducted). Results by year when master's degree was completed.

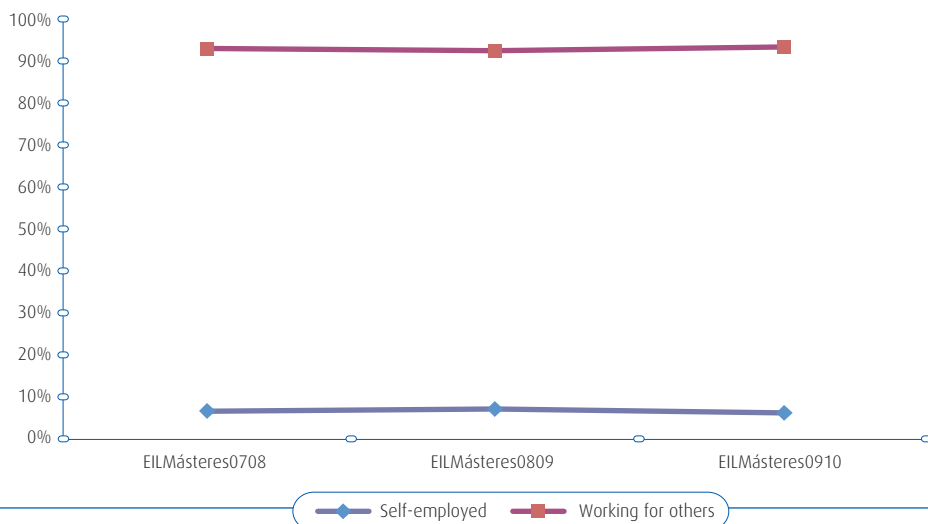


Figure 7.4. Relationship with social security for self-employed graduates (at the time the survey was conducted). Results by year when master's degree was completed.

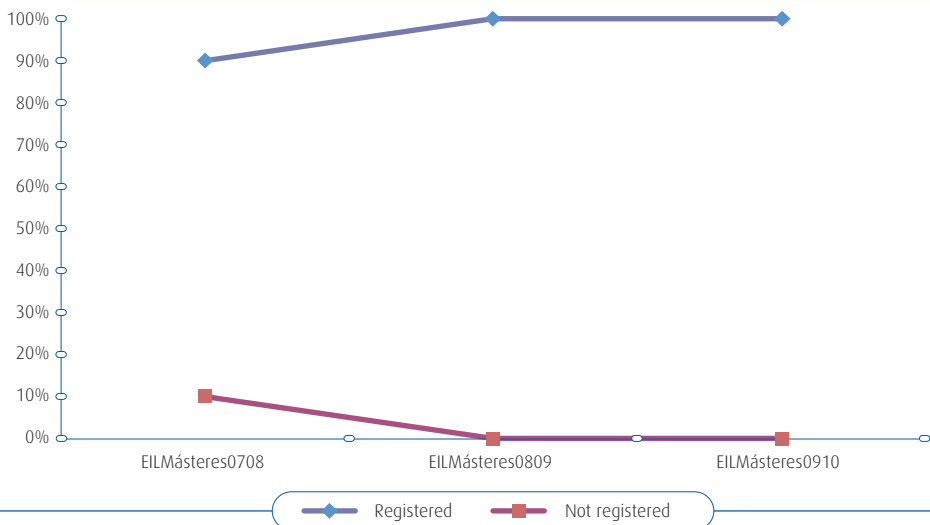


Figure 7.5. Relationship with social security for graduates working for others (at the time the survey was conducted).
Results by year when master's degree was completed.

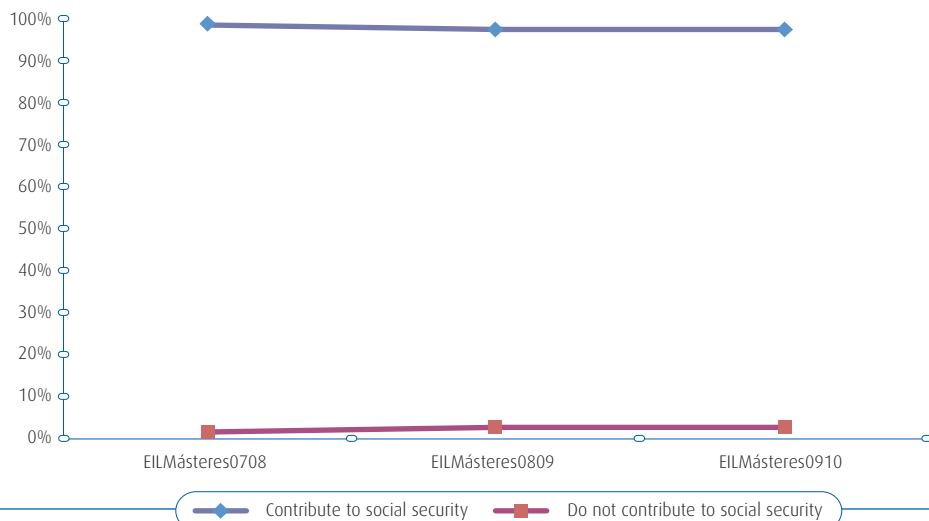
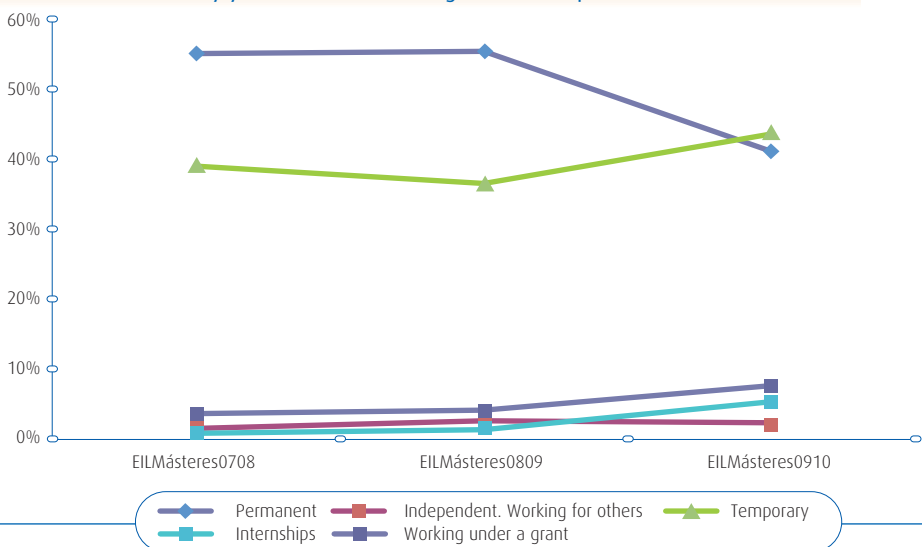


Figure 7.6. Type of employment contract for graduates working for others (at the time the survey was conducted).
Results by year when master's degree was completed.



7.3. Time required to find employment and number of employees

Figure 7.7 and Table 7.4 show the distribution of the graduates based upon the time it took them to find their first job after completing their master's degree studies. It is notable that in the 2008-2009 and 2009-2010 studies, it was found that 27.0% and 33.8% of the graduates, respectively, took more than a year to find work, versus only 11.6% of the 2007-2008 graduates. However, as mentioned above it may not be appropriate to establish direct comparisons among the three years presented, in this case because the growing effects of the economic crisis may have affected the time required to find employment. These effects were stronger for those completing their master's degree in the middle of the economic crisis in 2008-2009 and 2009-2010 than for the 2007-2008 graduates, for whom these effects were less intense.

Figure 7.7. Time between finishing the master's degree and finding employment (at the time the survey was conducted). Results by year when master's degree was completed.

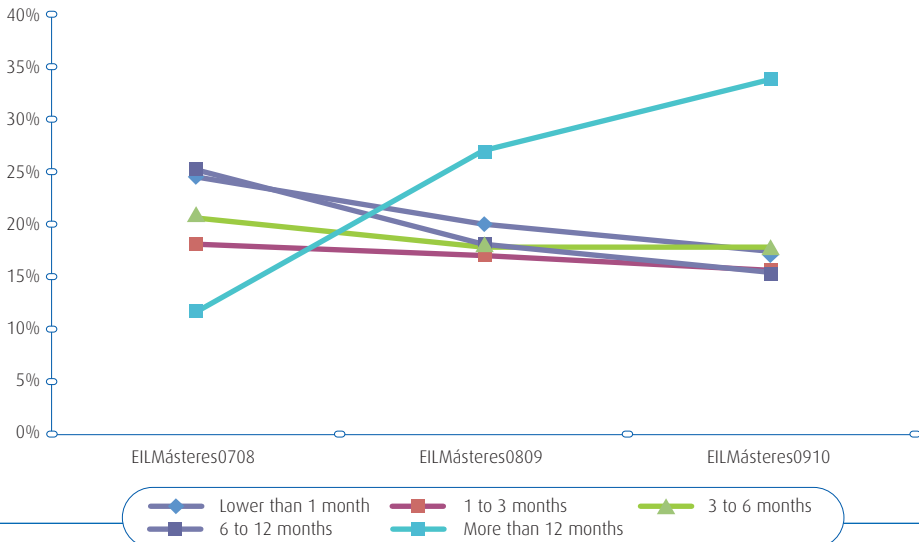


Table 7.4. Time between finishing the master's degree and finding employment (at the time the survey was conducted). Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
Lower than 1 month	24.5%	20.0%	17.4%
1 to 3 months	18.1%	17.0%	15.6%
3 to 6 months	20.6%	17.8%	17.8%
6 to 12 months	25.2%	18.1%	15.4%
More than 12 months	11.6%	27.0%	33.8%

For the three years considered, Figure 7.8 and Table 7.5 show the number of different contracts held by the graduates since completing their master's degree. It can be seen that for all three years studied, more than half of the respondents stated that they had only one job since completing their master's degree, with this percentage being slightly higher for the 2009-2010 graduates at 58.4% than for the 2007-2008 and 2008-2009 graduates, where this percentage was 52.4% and 54.8%, respectively. The 2007-2008 graduates also show the highest percentage of respondents who have had more than three jobs since obtaining their master's degree with 25.8%, versus 20.8% and 15.9% for the 2008-2009 and 2009-2010 graduates, respectively. These results are reasonable, since more time has passed since completion of the master's degree for the 2007-2008 graduates than for those finishing their degrees in 2008-2009 and 2009-2010.

Figure 7.8. Average number of employment contracts since completion of the master's degree (at the time the survey was conducted). Results by year when master's degree was completed.

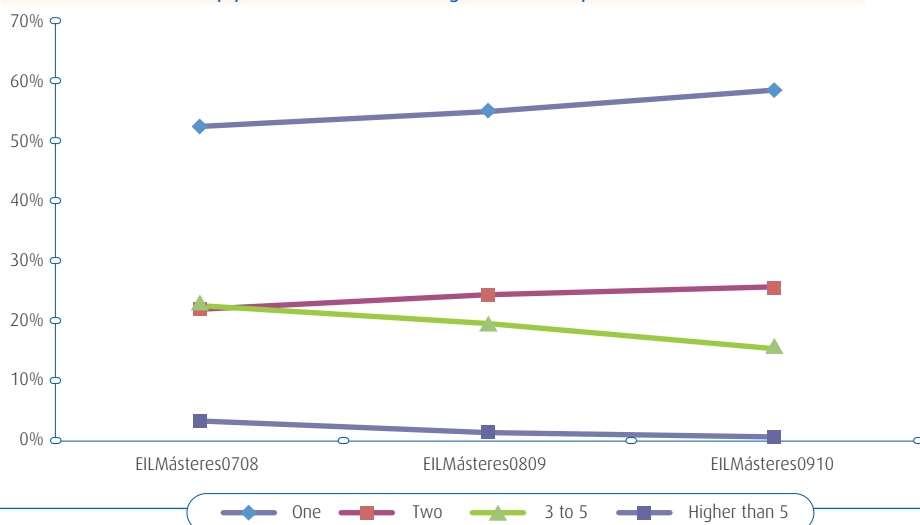


Table 7.5. Number of employment contracts since completion of the master's degree (at the time the survey was conducted).
Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
One	52.4%	54.8%	58.4%
Two	21.9%	24.3%	25.6%
3 to 5	22.5%	19.5%	15.3%
Higher than 5	3.3%	1.3%	0.6%

7.4. Salaries

Table 7.6 and Figure 7.9 show the distribution of the master's degree graduates based upon their net monthly salary. The salary interval with the highest concentration of graduates is €1,001 to €1,400, with more than 30% of the graduates from all of the three years studied falling into this range. In turn, it can be seen that there are larger percentages of respondents earning the lowest salaries (less than €1,001) among the 2008-2009 and 2009-2010 graduates (28.6% and 36.3%, respectively) compared to the 2007-2008 graduates (20.9%).

Table 7.6. Monthly net salary (at the time the survey was conducted).
Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
€600 or lower €600	4.7%	6.9%	11.3%
€601 to €1,000	16.2%	21.7%	25.0%
€1,001 to €1,400	35.3%	30.0%	34.6%
€1,401 to €1,800	26.6%	23.1%	17.1%
€1,801 to €2,200	8.6%	12.9%	8.0%
€2,201 to €2,600	5.0%	2.5%	1.9%
€2,601 or higher €2,601	3.6%	2.9%	2.1%



Figure 7.9. Monthly net salary (at the time the survey was conducted). Results by year when master's degree was completed.

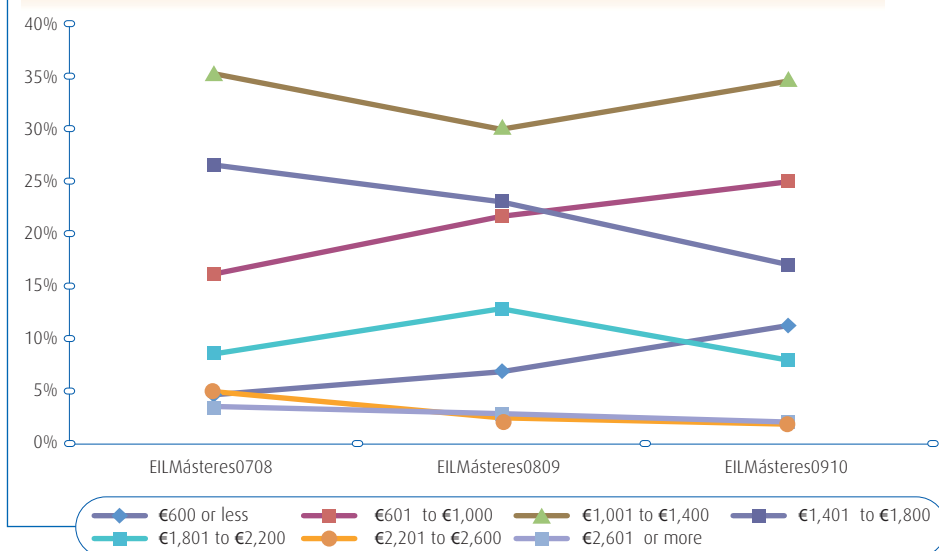
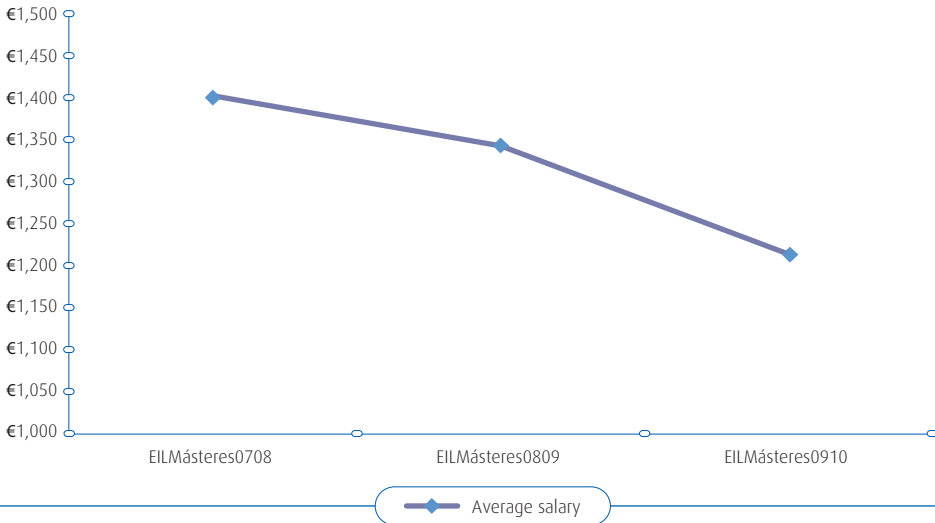


Figure 7.10 shows the average salaries earned by the master's degree graduates from the three years studied. As can be seen, the average salary for the 2009-2010 graduates is less than that earned by the 2008-2009 graduates, which in turn is lower than that earned by those who finished their master's degree in 2007-2008. Again however, attempts to establish direct comparisons are problematic, since the survey was conducted at the same time for the graduates who completed their master's degrees in all of the three years studied. In any event, the influence of the economic crisis can be noted in the lower average salaries earned by the graduates who completed their master's degrees in 2008-2009 or 2009-2010.



Figure 7.10. Average salary (at the time the survey was conducted). Results by year when master's degree was completed.



7.5. Final evaluation

Finally, in Figure 7.11 and Table 7.7 it can be seen that in terms of percentage of respondents who would choose to earn the same master's degree again, similar values are seen for all of the three years analyzed. For the 2007-2008 graduates, 75% would choose to earn their master's degree again, with this figure dropping to 73.8% for the 2008-2009 graduates but then increasing again for the 2009-2010 graduates to 75.7%.



Figure 7.11. Would you choose the same master's degree program again (at the time the survey was conducted).
Results by year when master's degree was completed.

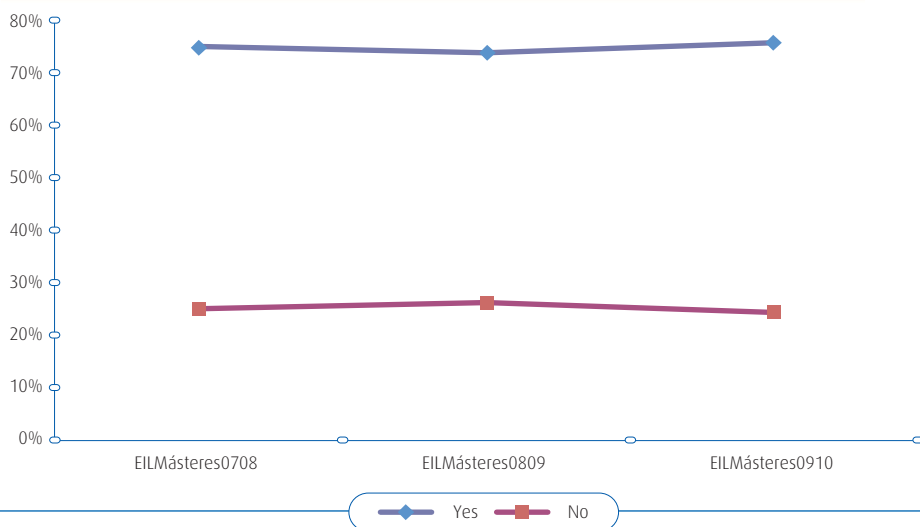


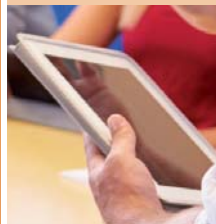
Table 7.7. Would you choose the same master's degree program again (at the time the survey was conducted).
Results by year when master's degree was completed.

	EILMásteres0708	EILMásteres0809	EILMásteres0910
Yes	75.0%	73.8%	75.7%
No	25.0%	26.2%	24.3%



Appendixes


EILMásteres0710





Appendix I. Technical information of the study

TECHNICAL INFORMATION	
Area of study	Galician University System (UDC, USC and UVIGO)
Sample unit/information unit	Master's degree graduates from 2007-2008, 2008-2009 and 2009-2010 academic year
Population	2,915 master's degree graduates
Sample	2,242 interviews
Sampling	The sampling approach was not randomized, but rather an exhaustive study was performed by contacting all individuals who made up the study population in an effort to provide the greatest representation for each of the SUG master's degree programs.
Sampling error	Error value of +/-0.99, with a confidence level of 95%
FIELDWORK	
Coordination of the fieldwork	ACSUG
Enterprise	Instituto Sondaxe, S.L.
Training	ACSUG
Performing training	26.04.2013
Performing fieldwork	Computer Assisted Telephone Interviewing (C.A.T.I.)
Dates	From 02.05.2013 to 12.06.2013



Appendix II. Questionnaire

PERSONAL INFORMATION:

Q1. Gender:

- Male
- Female

Q2. Year of birth: _____

Q3. Nationality: _____
(In the case of Spanish nationality) Province of residence: _____

Q4. Indicate the highest level of education completed by your mother:

- No formal education
- Elementary school
- High school/Vocational training
- Short undergraduate program
- Long undergraduate program
- Master's degree
- Doctorate
- Other responses (specify) _____

Q5. Indicate the highest level of education completed by your father:

- No formal education
- Elementary school
- High school/Vocational training
- Short undergraduate program
- Long undergraduate program
- Master's degree
- Doctorate
- Other responses (specify) _____

ACADEMIC INFORMATION:

Q6. Master's degree: University master's degree in _____

Q7. Specialty of the master's degree: _____

Q8. Branch of knowledge:

- Arts and Humanities
- Sciences
- Health Sciences
- Social and Legal Sciences
- Engineering and Architecture

Q9. Inter-university master's degree:

- Yes
- No **(FILTER: GO TO Q11)**

Q10. Coordinating university: _____

Participating university/universities: _____

Q11. Number of ECTS credits for the master's degree:

- 60 ECTS credits
- 90 ECTS credits
- 120 ECTS credits

Q12. Orientation of the master's degree:

- Academic
- Research
- Professional
- Research-professional
- Other (specify): _____

Q13. Number of years taken to complete the master's degree: _____

Q14. Year master's degree was recorded: _____

Q15. Indicate the degree or degrees you have earned and the year of completion:

Degree 1: _____ **Year of completion:** _____

Degree 2: _____ **Year of completion:** _____

Degree 3: _____ **Year of completion:** _____

Degree 4: _____ **Year of completion:** _____

(IF YOU RESPONDED WITH ONLY ONE DEGREE IN Q15, GO TO Q17)

(IF YOU RESPONDED WITH MORE THAN ONE DEGREE IN Q15, GO TO Q16)

P16. If you have completed more than one other degree, indicate the degree most closely related to the contents of the master's degree:

Q17. Indicate the university where each degree was earned: _____

Q18. Indicate the average grade on your academic transcript after completing your previous university degree:

- Passed [1, 2) / [5, 7)
- Good [2, 3) / [7, 9)

- Excellent [3, 4] / [9, 10]
- Honors 4 / 10

GENERAL ASPECTS OF THE MASTER’S DEGREE:

Q19: What were the reasons that led you to enroll in the master’s degree program?

- To complement prior academic training in order to pursue a doctorate and become a researcher
- To complement prior academic training for better specialization in the labor market (expand professional options, professional development, have more opportunities, etc.)
- I detected needs for training during my previous work experience
- It was necessary or required for my future employment/career (high school teacher, attorney, etc.)
- Others (specify): _____

Evaluate the following aspects of the master’s degree program:

		1	2	3	4	5
Q20	Planning of the curriculum (structure of the master’s degree program, scheduling, distribution of the workload, etc.)					
Q21	Competencies (knowledge, skills, and abilities)					
Q22	Methods for teaching-learning and evaluation.					
Q23	Professors					
Q24	Material resources					
Q25	Coordination					
Q26	Master’s Degree Final Project (contents and development of the Master’s Degree Final Project)					

Evaluation scale: 1 (Very poor) to 5 (Very good)

Q27. Were External Internships included in the master’s degree curriculum?

- Yes
- No **(FILTER: GO TO Q30)**

Q28. External Internships were:

- Required
- Optional

		N/A	1	2	3	4	5
Q29	Did you perform these External Internships? Evaluate the development of the External Internships						

N/A: Not applicable. Evaluation scale: 1 (Very poor) to 5 (Very good)



Q30. In your opinion, what were the main deficiencies of your master's degree program? _____

		1	2	3	4	5
Q31	Independent of your later experience in the labor market, do you think that the master's degree program offered additional training with respect to the training you acquired during your previous university studies?					

Evaluation scale: 1 (None) to 5 (Much)

WORK EXPERIENCE PRIOR TO THE MASTER'S DEGREE

Q32. Did you work at any time after completing your previous degree or degrees but prior to beginning your master's degree? (do not include internships included as part of the degree or degrees)

- Yes **(FILTER: GO TO Q34)**
 No

Q33. Did you actively look for work?

- Yes **(FILTER: GO TO Q41)**
 No **(FILTER: GO TO Q41)**

Q34. Were you working at the time of beginning your master's degree program?

- Yes, and I quit working to focus on the master's degree
 Yes, and I combined working with studying for the master's degree
 I was not working

		1	2	3	4	5
Q35	To what extent was that employment related to the contents of the master's degree?					

Evaluation scale: 1 (None) to 5 (Much)

Q36. What type of work situation did you have?

- Permanent ⁴
 Independent worker. Self-employed (multiple clients)
 Independent worker. Working for someone else (only one client)
 Temporary⁵
 Training grants of various types⁶
 Internship contract

⁴ Permanent: Permanent contract, Permanent contract with discontinuous intervals, Hiring for the disabled, Contract to promote permanent hiring.

⁵ Temporary: Training contract, Temporary contract for unemployed socially disadvantaged workers, Contract for a specific project or service, Temporary contract for production-related circumstances, Interim contract, Replacement contract for anticipation of retirement, Insertion contract.

⁶ Training grants of various types: Research Personnel Training (FPI), University Professor Training (FPU), Ramón y Cajal, Parga Pondal, Ángeles Alvariño, María Barbeito, Marie Curie, others from a variety of foundations, etc.

- No contract
- Others⁷ _____

Q37. Were you registered with social security?⁸

- Yes
- No

Q38. Were you working full-time or part-time?

- Full time
- Part-time

Q39. Indicate the range into which your net monthly salary would fall:

- €600 or less
- €601 and €1,000
- €1,001 and €1,400
- €1,401 and €1,800
- €1,801 and €2,200
- €2,201 and €2,600
- More than €2,600
- I don't know/No answer **(FILTER: GO TO Q41)**

Q40. Indicate the number of paychecks you received per year:

- 12 paychecks
- 14 paychecks
- __ paychecks

WORK EXPERIENCE AFTER THE MASTER'S DEGREE

Q41. Are you currently employed?

- Yes **(FILTER: GO TO Q45 AND ANSWER THE BLOCK "CURRENTLY WORKING": Q46-Q82, THEN GO TO Q121-Q123)**
- No, but I am actively seeking employment **(FILTER: GO TO Q43)**
- No, and I am not actively seeking employment **(FILTER: GO TO Q42 AND THEN TO Q44)**

Q42. What is the reason why you are not looking for work? (FILTER: GO TO Q44)

- I am preparing for competitive exams
- I am involved in other studies (specify type of studies): _____
- I am taking care of family members
- Other reasons (retirement, disability, etc.) (specify): _____

⁷ Others: Replacement contract, work-at-home contract, etc.

⁸ Included within the field of applicability of the social security system are all Spaniards residing in Spain and all foreigners legally living or residing in Spain, as long as their activity is carried out within Spanish territory and they are included within any of the following categories: working as employees, working independently or self-employed, members of work co-ops, students, and public, civil, or military officials.



Q43. Are you registered as a person seeking employment in any public employment office?

- Yes
- No

Q44. Have you worked at any time since completing your master's degree?

- Yes **(FILTER: GO TO Q45 AND ANSWER THE BLOCK "NOT CURRENTLY WORKING": Q83-Q120)**
- No **(FILTER: GO TO THE OVERALL EVALUATION BLOCK: Q121-Q123)**

Q45. How many months did it take after completing your master's degree to find your first job? _____ months

- 0 months, I was working prior to completing my master's degree
- 0 months, I began a new job as soon as I completed my master's degree

CURRENTLY WORKING

		1	2	3	4	5
Q46	To what extent do you consider your current employment to be related to the training you received with your master's degree?					

Evaluation scale: 1 (Not related) to 5 (Very related)

		1	2	3	4	5
Q47	How important is the training provided by your master's degree for performing your current work?					

Evaluation scale: 1 (Not important) to 5 (Very important)

Q48. Do you think university training is necessary for performing your current job?

- Yes
- No

Q49. What is the location of your current employment position?

- A Coruña **(FILTER: GO TO Q51)**
- Pontevedra **(FILTER: GO TO Q51)**
- Lugo **(FILTER: GO TO Q51)**
- Ourense **(FILTER: GO TO Q51)**
- Elsewhere in Spain
- Another European Union country
- Rest of world

Q50. If you are not working in Galicia, indicate the reason why:

- Could not find work in Galicia
- Better offer from outside Galicia
- Personal reasons
- Only came to Galicia for the master's degree program

Others (specify): _____

Q51. How many months have you spent at your current job?: _____
months

Q52. In what type of organization are you currently working for?

- Government / Public Sector Companies
- A private company. With a total of 2-10 employees
- A private company. With a total of 10-50 employees
- A private company. With a total of more than 50 employees
- Self-employed

Q53. In what type of work relationship do you currently have?

- Permanent⁹
- Independent worker. Self-employed (multiple clients)
- Independent worker. Working for someone else (only one client)
- Temporary¹⁰
- Internship contract¹¹
- Internship contract
- No contract
- Others¹² _____

Q54. Are you registered with social security¹³ for your current employment?

- Yes
- No

Q55. Are you working full-time or part-time in your current job?

- Full time
- Part-time

Q56. Indicate the range into which your current net monthly salary falls:

- €600 or less
- €601 and €1,000
- €1,001 and €1,400
- €1,401 and €1,800
- €1,801 and €2,200

⁹ Permanent: Permanent contract, Permanent contract with discontinuous intervals, Hiring for the disabled, Contract to promote permanent hiring

¹⁰ Temporary: Training contract, Temporary contract for unemployed socially disadvantaged workers, Contract for a specific project or service, Temporary contract for production-related circumstances, Interim contract, Replacement contract for anticipation of retirement, Insertion contract.

¹¹ Internship contract: Becas de formación tipo FPI, FPU, Ramón y Cajal, Parga Pondal, Ángeles Alvariño, María Barbeito, Marie Curie, otras de diferentes fundaciones, etc.

¹² Others: Replacement contract, work-at-home contract, etc.

¹³ Included within the field of applicability of the social security system are all Spaniards residing in Spain and all foreigners legally living or residing in Spain, as long as their activity is carried out within Spanish territory and they are included within any of the following categories: working as employees, working independently or self-employed, members of work co-ops, students, and public, civil, or military officials.



- €2,201 and €2,600
- More than €2,600
- I don't know/No answer **(FILTER: GO TO Q58)**

Q57. Indicate the number of paychecks you received per year for your current employment:

- 12 paychecks
- 14 paychecks
- __ paychecks

Which of the following employment search channels did you use to find your current job:

		YES	NO
Q58	Sitting for competitive exams/public sector offers		
Q59	Use of a public employment agency		
Q60	Use of a private employment agency		
Q61	Internet job search sites		
Q62	Responding to help wanted ads		
Q63	Self-promotion		
Q64	I stayed at the company where I did my master's degree internship		
Q65	Through contacts established during my master's degree internship		
Q66	Through other personal contacts		
Q67	Others (specify)		

Q68. Indicate which of the employment search channels listed above you consider to have been successful for finding your current job:

Based upon your experience, to what extent do you consider the following factors to be important for finding employment?

		1	2	3	4	5
Q69	The master's degree					
Q70	The academic transcript from the master's degree program					
Q71	The master's degree specialization					
Q72	The reputation of the university where the master's degree was obtained					

Evaluation scale: 1 (Not important) to 5 (Very important)

Based upon your experience, to what extent do you consider the following abilities to be important for finding employment?

		1	2	3	4	5
Q73	Related work experience					

Q74	Teamwork ability					
Q75	Problem-solving ability					
Q76	Ability to assume responsibility					
Q77	Foreign language knowledge					
Q78	Computer skills					

Evaluation scale: 1 (Not important) to 5 (Very important)

Q79. Indicate the number of jobs you have had since completing your master's degree: ____

Evaluate the following aspects of your current employment:

		1	2	3	4	5
Q80	My master's degree is positively valued in my workplace					
Q81	My master's degree contributed or is contributing to increasing my real possibilities for promotion in my workplace					
Q82	My master's degree has contributed to my professional performance at my current job					

Evaluation scale: 1 (Strongly disagree) to 5 (Strongly agree)

(GO DIRECTLY TO THE OVERALL EVALUATION SECTION: Q121-Q123)

NOT CURRENTLY WORKING

		1	2	3	4	5
Q83	To what extent do you consider that employment to have been related to the training you received with your master's degree?					

Evaluation scale: 1 (Not related) to 5 (Very related)

		1	2	3	4	5
Q84	How valuable was the training acquired in your master's degree program in terms of performing that job?					

Evaluation scale: 1 (Not important) to 5 (Very important)

Q85. Do you think university training was necessary for performing that job?

- Yes
 No

Q86. Where was that job located?

- A Coruña **(FILTER: GO TO Q88)**
 Pontevedra **(FILTER: GO TO Q88)**
 Lugo **(FILTER: GO TO Q88)**
 Ourense **(FILTER: GO TO Q88)**
 Elsewhere in Spain
 Another European Union country
 Rest of world



Q87. If that job was not located in Galicia, indicate the reason why:

- Could not find work in Galicia
- Better offer from outside Galicia
- Personal reasons
- Only came to Galicia for the master's degree program
- Others (specify): _____

Q88. How many months did you spend in that employment position?: _____ months

Q89. For how many months have you been unemployed?: _____ months

Q90. What type of organization were you working for with that job?

- Government / Public Sector Companies
- A private company. With a total of 2-10 employees
- A private company. With a total of 10-50 employees
- A private company. With a total of more than 50 employees
- Self-employed

Q91. What type of work relationship did you have with that job?

- Permanent¹⁴
- Independent worker. Self-employed (multiple clients)
- Independent worker. Working for someone else (only one client)
- Temporary¹⁵
- Internship contract¹⁶
- Internship contract
- No contract
- Others¹⁷ _____

Q92. Were you registered with social security¹⁸ in that job?

- Yes
- No

Q93. Were you working full-time or part-time in that job?

- Full time
- Part-time

¹⁴ Permanent: Permanent contract, Permanent contract with discontinuous intervals, Hiring for the disabled, Contract to promote permanent hiring.

¹⁵ Temporary: Training contract, Temporary contract for unemployed socially disadvantaged workers, Contract for a specific project or service, Temporary contract for production-related circumstances, Interim contract, Replacement contract for anticipation of retirement, Insertion contract.

¹⁶ Training grants of various types: Research Personnel Training (FPI), University Professor Training (FPU), Ramón y Cajal, Parga Pondal, Ángeles Alvariño, María Barbeito, Marie Curie, others from a variety of foundations, etc.

¹⁷ Others: Replacement contract, work-at-home contract, etc.

¹⁸ Included within the field of applicability of the social security system are all Spaniards residing in Spain and all foreigners legally living or residing in Spain, as long as their activity is carried out within Spanish territory and they are included within any of the following categories: working as employees, working independently or self-employed, members of work co-ops, students, and public, civil, or military officials.

Q94. Indicate the range into which your net monthly salary for that job would fall:

- €600 or less
- €601 and €1,000
- €1,001 and €1,400
- €1,401 and €1,800
- €1,801 and €2,200
- €2,201 and €2,600
- More than €2,600
- I don't know/No answer **(FILTER: GO TO Q96)**

Q95. Indicate the number of paychecks you received per year in that job:

- 12 paychecks
- 14 paychecks
- __ paychecks

Did you use the following employment search channels to find that job:

		YES	NO
Q96	Sitting for competitive exams/public sector offers		
Q97	Use of a public employment agency		
Q98	Use of a private employment agency		
Q99	Internet job search sites		
Q100	Responding to help wanted ads		
Q101	Self-promotion		
Q102	I stayed at the company where I did my master's degree internship		
Q103	Through contacts established during my master's degree internship		
Q104	Through other personal contacts		
Q105	Others (specify)		

Q106. Indicate which of the employment search channels listed above you consider to have been successful for finding your current job:

Based upon your experience, to what extent do you consider the following factors to be important for finding employment?

		1	2	3	4	5
Q107	The master's degree					
Q108	The academic transcript from the master's degree program					
Q109	The master's degree specialization					
Q110	The reputation of the university where the master's degree was obtained					

Evaluation scale: 1 (Not important) to 5 (Very important)



Based upon your experience, to what extent do you consider the following abilities to be important for finding employment?

		1	2	3	4	5
Q111	Related work experience					
Q112	Teamwork ability					
Q113	Problem-solving ability					
Q114	Ability to assume responsibility					
Q115	Foreign language knowledge					
Q116	Computer skills					

Evaluation scale: 1 (Not important) to 5 (Very important)

Q117. Indicate the number of jobs you have had since completing your master's degree: ____
Evaluate the following aspects of that job:

		1	2	3	4	5
Q118	My master's degree is positively valued in the workplace					
Q119	My master's degree contributed to my professional performance at that job					

Evaluation scale: 1 (Strongly disagree) to 5 (Strongly agree)

		1	2	3	4	5
Q120	Do you think your master's degree can contribute to your possible incorporation into the labor market?					

Evaluation scale: 1 (Strongly disagree) to 5 (Strongly agree)

(GO DIRECTLY TO THE OVERALL EVALUATION SECTION: Q121-Q123)

OVERALL EVALUATION OF THE MASTER'S DEGREE

		1	2	3	4	5
Q121	Would you say that the master's degree you earned was useful, taking into account your career trajectory afterwards?					

Evaluation scale: 1 (Not useful) to 5 (Very useful)

Q122. Looking back, would you choose to earn your master's degree again?

- Yes
 No

Q123. Do you think that your university should provide more information about the employment search process?

- Yes
 No



Appendix III. Master's degrees distribution by branch of knowledge and academic year

In this appendix shows master's degrees distribution by branch of knowledge and academic year. Some of the masters are assigned to various branches of knowledge at that time to make the appropriate grouping analysis was used as a criterion considered within the branch of knowledge for which he won the pre-assessment verification.

ARTS AND HUMANITIES				
University Master's Degree in ...	2007-2008	2008-2009	2009-2010	
Dramatic Arts				
Publishing				
Advanced English Studies: Literary and Cultural Interpretation of English-Speaking Societies				
English Studies: Current Trends and Applications				
Linguistic Studies				
Medieval Europe Studies: Images, Texts, and Contexts.				
Theoretical and Comparative Studies of Literature and Culture				
Philosophy: Current Issues				
Contemporary History				
History, Territory, and Heritage Resources				
Child and Adolescent Speech Therapy				
Language and Professional Uses				
Linguistics and its Applications				
Galician Linguistics				
Galician Language Planning				
Cultural Services				
Translation and Paratranslation				

* In 2009-2010 academic year there was population

SCIENCES			
University Master's Degree in ...	2007-2008	2008-2009	2009-2010
Aquaculture			
Biodiversity and Environmental Conservation			
Molecular, Cellular, and Genetic Biology			
Biotechnology			
Food and Agriculture Science and Technology			
Environmental Science and Technology			
Colloid and Interface Science and Technology			
Materials Science and Technology			
Chemical Science and Technology			
Climate Sciences: Meteorology, Physical Oceanography, and Climate Change			
Terrestrial Ecosystems, Sustainable Use, and Environmental Implications			
Renewable and Sustainable Energies			
Applied Physics			
Nuclear and Particle Physics and their Technological and Medical Applications			
Innovation in Food Safety and Technology			
Vision Sciences Research			
Logic and Philosophy of Science			
Mathematics			
Environment and Natural Resources			
Life Sciences Methodologies and Applications			
Neuroscience			
Environmental and Fundamental Chemistry			
Advanced Chemistry Química Avanzada			
Statistical Techniques			

HEALTH SCIENCES			
University Master's Degree in ...	2007-2008	2008-2009	2009-2010
Health Care and Research			
Health Services, Management, and Care			
Disability and Dependency Therapy			
Basic and Applied Research in Veterinary Sciences			
Biomedical Research			
Medication Research and Development			
Veterinary Medicine and Health Research			
Nutrition			
Occupational Risk Prevention and Environmental Health			
Gerontology			
Management and Research into Disability and Dependent Care			



SOCIAL AND LEGAL SCIENCES			
University Master's Degree in ...	2007-2008	2008-2009	2009-2010
Integrated Business Administration: Corporate Social Responsibility, Quality, and Environment			
Legal Consulting for Business			
Banking and Finance			
International Commerce			
Communication and the Creative Industries			
Business Creation, Direction, and Innovation			
Public Administration and Institutional Law			
Private Law			
Urbanism and Environmental Law			
Law: European Union Studies			
Economic Development and Innovation			
Regional Development and Economic Integration			
Learning Disabilities and Cognitive Processes			
Business Administration			
Tourism Administration and Planning			
Economics			
Economics: Industrial Organization and Financial Markets			
Education, Gender, and Equality			
Gender Studies			
International Studies			
International and European Community Taxation			
Dairy Industry and its Economics			
Industrial Innovation and Process Optimization			
Educational Innovation, Guidance Counseling, and Evaluation			
Multidisciplinary Promotion of Diversity in Educational Contexts			
Physical Activity, Sports, and Health Research			
Communications Research			
Accounting and Finance Research			
Education, Cultural Diversity, and Community Development Research			
Clinical Psychology and Psychobiology Research			
Information Technologies Research			
Psycho-Social-Educational Research for Adolescents in Schools			
Minors in Situations of Vulnerability and Social Conflict			
International Migration: Research, Migration Policy, and Inter-Cultural Mediation			
Legal Regulation of the Market			
Linguistic Policy and Planning for the Galician Language			
Regional Policy and Territorial Cooperation			
Occupational Risk Prevention			
Training Processes			
Secondary Education, Vocational Training, and Language Teaching			
Applied Psychology			
Psycho-Gerontology			
Management of Sustainable Development			
Employment Management and Administration			
Public Policy Management			



ENGINEERING AND ARCHITECTURE

University Master's Degree in ...	2007-2008	2008-2009	2009-2010
Signal Processing Applications in Communications (SIGMA)			
Computing			
Open-Source Software Consulting			
Industrial Pollution: Evaluation, Prevention, and Control			
Project Management			
Logistics and Supply Chain Administration and Management			
Integrated Project Management			
Energy and Sustainability			
Environmental Engineering			
Hydraulic Engineering			
Industrial Building and Construction Engineering			
Chemical and Environmental Process Engineering			
Welding Engineering			
Maritime Engineering			
Mathematical Engineering			
Rural Development Engineering			
Digital Communications Engineering			
Thermal Engineering			
Photonics and Laser Technologies			
Information Technology			
Agricultural and Forestry Research			
Advanced Industrial Technologies and Processes Research			
Chemical Theory and Computational Modeling			
Radiocommunications and Electromagnetic Engineering			
Building Rehabilitation			
Intelligent and Adaptable Software Systems			
Environmental Technology			
Information Technologies and Mobile Network Communications			
Automotive Industrial Processes and Technologies			
Signal Theory and Communications			
Urban Planning: Plans and Projects, from Site to City			



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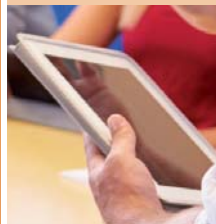
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