Table S1: Questionnaire sent to the participants of the study. *Multiple-choice questions. **** The participants were asked to refer their responses to what they considered to be their primary employment after doctoral studies.

| **Section 1: Sociodemographic Data** |
|---|
| Q1: Gender:<br>- Man<br>- Woman<br>- Not binary |
| Q2: Age:<br>- 25-35<br>- 36-45<br>- 46-55<br>- >56 |
| Q3: Nationality:<br>- Spanish<br>- Other: (Open answer) |
| **Section 2: Academic Data and Characteristics of the Doctoral Studies** |
| Q4: Which Ph.D. program did you complete?<br>- Advanced Chemistry<br>- Ancient World Studies<br>- Art History<br>- Astrophysics<br>- Audiovisual Communication, Advertising and Public relations<br>- Biochemistry and Molecular Biology<br>- Biology<br>- Biomedical Research<br>- Business Administration and Management<br>- Chemical Engineering<br>- Computer Engineering<br>- Contemporary History<br>- Data Science<br>- Dental Sciences<br>- Documentation Science<br>- Ecology<br>- Economics<br>- Economics and innovation Management<br>- Education<br>- English Linguistics<br>- Environment: Human and Socio-Economic Dimensions<br>- Gender Studies<br>- Fine Arts<br>- French Studies<br>- Geography<br>- Geology<br>- Health Care<br>- History and Archaeology<br>- Journalism<br>- Latin American Literature<br>- Law |

- Literary Studies
- Mathematical Research
- Medical Chemistry
- Microbiology and Parasitology
- Musicology
- Optics, Optometry and Vision
- Organic Chemistry
- Pharmacy
- Philosophy
- Physics
- Political and Administration Sciences. International Relations
- Psychology
- Quantitative Finance and Economics
- Religious Sciences
- Research into Medical and Surgical Science
- Social Work
- Sociology and Anthropology
- Spanish Language and Literature
- Theatre Studies
- Theoretical and Applied Linguistics
- Theoretical Chemistry and Computational modelling
- Tourism
- Veterinary Sciences

Q5: In what academic year did you defend your Ph.D.?

- 2015-2016
- 2016-2017
- 2017-2018
- 2018-2019
- 2019-2020
- 2020-2021
- 2021-2022

Q6: What was your main source of income during your Ph.D. studies?

- Part-time job outside the University not related to Bachelor's studies
- Part-time job outside the University related to Bachelor's studies
- Part-time job within the University not related with Ph.D. studies (e.g contracts as research technician or teaching assistant)
- Private Funding for Ph.D. studies (grants and contracts obtained from private institutions or private foundations)
- Public funding for Ph.D. studies (grants and contracts obtained from public institution such as universities, hospital, and governmental entities)
- Unemployed during Ph.D.

Q7: Did you do research stays in other institutions during your Ph.D.?

- No
- Yes, in national institutions
- Yes, in international institutions
- Yes, in both national and international institutions

Q8: Before starting your Ph.D., which specific information such as Ph.D. tasks and employability rates would you like to have received?

- Open answer

Q9: How satisfied are you with the training received during your Ph.D.? Score from 1 (very dissatisfied) to 5 (very satisfied)

| |
|---|
| - 1<br>- 2<br>- 3<br>- 4<br>- 5 |
| Q10: During your Ph.D., did you receive training in employability (~~i.e.~~ i.e., career opportunities, CV and cover letter writing, group interviews)?<br>- Yes<br>- No |
| Q11: If yes, how satisfied are you with the employability training received during your Ph.D.? Score from 1 (very dissatisfied) to 5 (very satisfied)<br>- 1<br>- 2<br>- 3<br>- 4<br>- 5 |
| Q12: If not, what type of employability training would you have preferred to receive?<br>- Open answer |
| Q13: What positive points would you highlight from your Ph.D. degree? *<br>- High-quality continuous learning<br>- Improvement of employment opportunities<br>- Personal fulfilment<br>- Soft skills learning (communicative skills, organizational skills, problem-solving capacity, stress management)<br>- Working environment<br>- No benefit<br>- Other (open answer) |
| Q14: Would you have enrolled in the same Ph.D. studies if you would have known beforehand all the positive and negative aspects of the Ph.D. journey?<br>- Yes<br>- No |
| Q15: If no, why would you not enrol in the same Ph.D. program again? *<br>- For problems arising from or associated with the research group<br>- High workload<br>- Lack of funding during Ph.D.<br>- Lack of suitable employment opportunities obtained after the Ph.D.<br>- No additional benefits<br>- Other: (open answer) |
| **Section 3: Employment Status and employment characteristics after Ph.D. Studies**** |
| Q16: How long did it take you to find employment after your Ph.D.?<br>- <3 months<br>- 3-6 months<br>- 6-9 months<br>- 9-12 months<br>- >12 months<br>- I had an employment before Ph.D. graduation<br>- Unemployed after Ph.D. |
| Q17: Is your employment located in Spain or abroad?<br>- Spain |

- Abroad
- Unemployed after Ph.D.

Q18: In what sector are you working after your doctorate?
- Academia (public or private universities) as postdoctoral researchers
- Academia (public or private universities) as assistant professor
- Academia (public or private universities) as associate professor
- Hospitals or other public institutions
- Private sector (companies, foundations, institutions)
- Research centres as postdoctoral researchers
- Unemployed after Ph.D.

Q19: Did you require to hold a Ph.D. degree to be hired?
- Yes
- No
- Unemployed after Ph.D.

Q20: Full or part-time job
- Full-time job
- Part-time job
- Unemployed after Ph.D.

Q21: Type of contract: fixed or permanent
- Felow
- Fixed-term-contract
- Freelance
- Permanent contract
- Unemployed after Ph.D.

Q22: Salary band:
- ≤14,000 euros
- 14,001-22,000 euros
- 22,001-32,000 euros
- 32,001-40,000 euros
- 40,001-50,000 euros
- >50,000 euros
- Unemployed

Q23: How satisfied are you with your current job after your Ph.D.? Score from 1 (very dissatisfied) to 5 (very satisfied)
- 1
- 2
- 3
- 4
- 5

Q24: How satisfied are you with your salary? Score from 1 (very dissatisfied) to 5 (very satisfied)
- 1
- 2
- 3
- 4
- 5

Q25: How satisfied are you with your promotion perspectives? Score from 1 (very dissatisfied) to 5 (very satisfied)
- 1
- 2
- 3

| |
|---|
| - 4<br>- 5 |
| Q26: How satisfied are you with the skillset acquired during your Ph.D. degree and the skillset required in your job? Score from 1 (very dissatisfied) to 5 (very satisfied)<br>- 1<br>- 2<br>- 3<br>- 4<br>- 5 |