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**INSTITUT
BARCELONA
ESTUDIS
INTERNACIONALS**

Results of the 2021 Survey on Career Development

Report on the employment market, professional conditions and the impact of training received at IBEI on career development. Graduates from 2017, 2018, 2019 and 2020.

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1. Executive Summary

This report presents the results of the career development questionnaire completed by IBEI students who graduated in 2017, 2018, 2019 and 2020. It is the fifth time that a career development survey has been carried out by IBEI. The project aims to collect information systematically every two years on the employment situation of graduates answering the survey. The survey was conducted for the first time in 2013, and subsequently in 2015, 2017 and 2019. The purpose of the survey is to interpret current employment data about graduates, and assess the degree of satisfaction and usefulness of the programmes offered at IBEI, in terms of the employment market.

The universe of students (the total number of former students) is increasingly extensive but the response rate remained at around 30% for the previous two surveys. This year's survey followed the same trend, with a response rate of 29.5%. The main highlights of the report are as follows:

- ☐ the majority of graduates who responded are satisfied with the training obtained at IBEI and the academic side is well rated
- ☐ at a professional level, the vast majority of graduates are on track within a short period of time (less than a year), and, where this is the case, many of them (the most recent graduates) already had a job when they began their studies. These results were already evidenced in previous surveys
- ☐ in accordance with this survey, a majority of graduates are working in their country of origin
- ☐ a majority of graduates are working in middle management, research and development, without underestimating the area defined as 'technical'
- ☐ the tasks they perform are not far removed from the training received at IBEI
- ☐ professional responsibilities vary among graduates, but they acquire technically complex responsibilities (and this translates into a higher salary achieved over time). There is a significant percentage of students who earn more than 40,000 Euros amongst those who have graduated the longest, as well as amongst the most recent graduates.
- ☐ the majority of graduates work in mostly international global institutions, both public and private, without forgetting the percentage of respondents who work in international institutions, and, in the case of the most recent graduates, at a regional and local level.

The following sections present the data collected by means of the questionnaire, and outline the most relevant insight obtained.

2. Introduction

This survey was carried out during the summer of 2021. It was sent to all graduates of the Master's in International Relations (IR), International Development (ID), International Security (IS) and Mundus MAPP, finishing in 2017, 2018, 2019 and 2020.

The content of the survey remains the same as in recent years. Only minor changes were made to the questions, where additional clarification was required. For example, when the graduates were asked about the scope of action of the company, in which they work (national, global, etc.), the 'transnational' option was deleted because of the existing 'international and global' option.

The survey was sent separately to 2017 and 2018 graduates, on one hand, and to 2019 and 2020 graduates on the other. The questions were the same for all graduating classes, but varied in number. Students who graduated in 2017 and 2018 were asked fewer questions than those graduating later. The 2017 and 2018 graduating classes had already answered the survey on career development in 2019 and, therefore, some specific information had already been obtained at that time

The questions not asked to 2017 and 2018 graduates were the following:

- How long did it take you to find a job after completing the Master's?
- *How did you find this job?*
- *Was the job related to your undergraduate studies?*
Was the job related to what you learnt at IBEI?

3. Overview of general data

The survey was sent to a total of 501 students, of which we obtained responses from 148. This represents a response rate of almost 30%. The graphs below reflect, on one hand, the response rate from 2017 and 2018 graduates, who were not asked the questions specified above, and on the other hand, the 2019 and 2020 graduates, who responded to the full survey.

Class	2016-17	2017-18	2018-19	2019-20
Surveys sent (absolute numbers)	126	154	90	141
Responses obtained (absolute numbers)	76		72	
TOTAL responses (%)	30.3			

The methodology used to carry out the study is based on an online questionnaire comprising 9 sections. The information requested was as follows (in all cases, it required closed responses

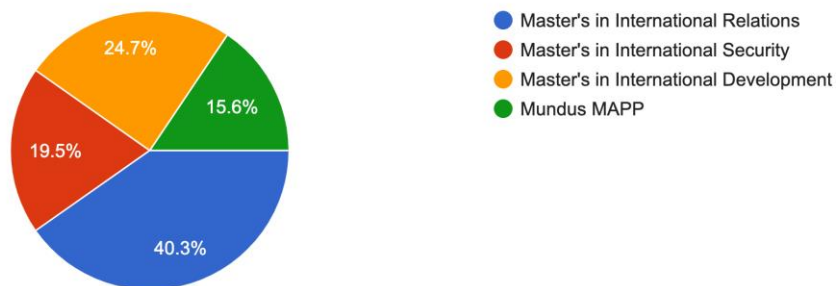
except for the points specified). Section 3 was omitted for the 2017 and 2018 year groups. The questions are detailed below and Section 3 is marked with an asterisk.

1. Personal Data
 - a. Gender
 - b. Age
 - c. Place of birth
 - d. Previous studies
 - e. Year group
 - f. Programme studied
2. Current employment information
 - a. Are you currently working?
 - b. Current employment sector
 - c. Size of the organisation
 - d. Area of action of the organisation
 - e. Responsibilities in the organisation
 - f. Type of contract
 - g. Salary information
 - h. Place of work (city and country) (OPEN QUESTION)
3. Employment Information*
 - a. How long did it take you to find a job after completing the Master's?
 - b. How did you find the job?
 - c. Was the job related to your undergraduate studies?
 - d. Was the job related to what you learnt at IBEI?
4. Please assess the importance of the following factors for your current job
 - a. Academic knowledge acquired during the Master's
 - b. Practical skills acquired during the Master's
 - c. Language teaching / language knowledge
 - d. Personality, social skills, communication skills, etc.
 - e. Organisational capacity
 - f. Ability to work as part of a team
 - g. Name of organisation or company (OPEN QUESTION)
5. Please evaluate the training provided by the Master's in International Relations at IBEI
 - a. Theoretical training
 - b. Practical training
 - c. Speaking
 - d. Written skills
 - e. Critical thinking
 - f. Additional comments (OPEN QUESTION)
6. Would you recommend the Master's to a friend in the same position as you when you started the programme?
7. Are you generally satisfied to have studied the Master's in International Relations at IBEI? (from 1 to 5, with 5 as the highest)
8. How would you rate the influence of the Master's in International Relations on your professional development (from 1 to 5, with 5 as the highest)
9. In order to improve our programme, we would appreciate your comments and suggestions (OPEN QUESTION)

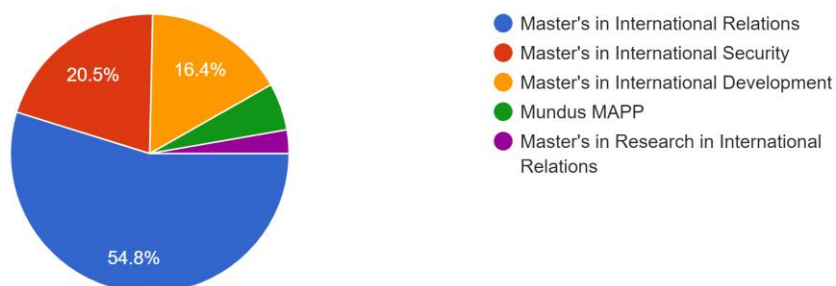
Profile of the graduates who answered the survey

According to data obtained in the first question, we observe in the graphs displayed below that the profile of graduate who responded to the survey has the following characteristics:

Type of Programme
77 responses

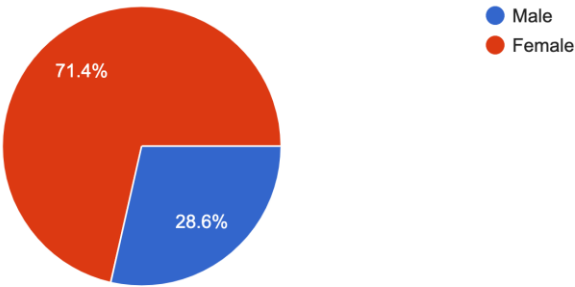


Type of Programme
73 responses

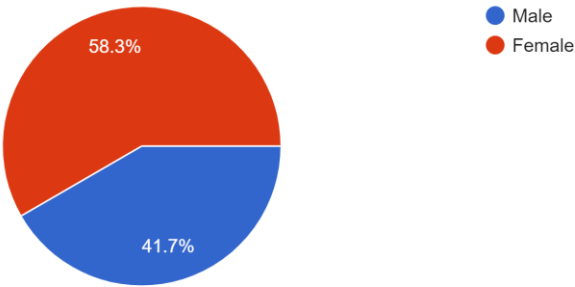


Most are students of the Master's degree in International Relations, especially amongst the most recent graduating classes, which account for more than half of those who responded. Women responded most to the survey and the majority are between 25 and 30 years old. Except for the gender variable, in the recent graduating classes, the majority of respondents responding to the survey reinforces this information about the profile, with graduates of between 25 and 30 years of age, and mostly from the Master's programme in International Relations.

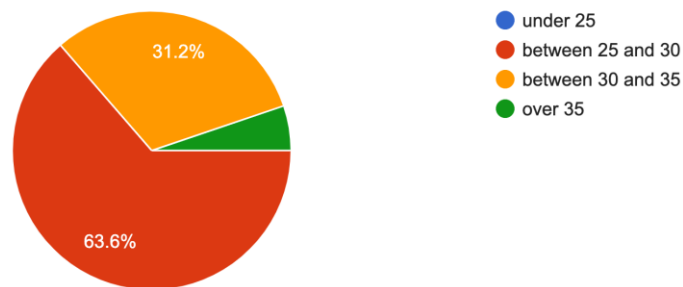
Gender
77 responses



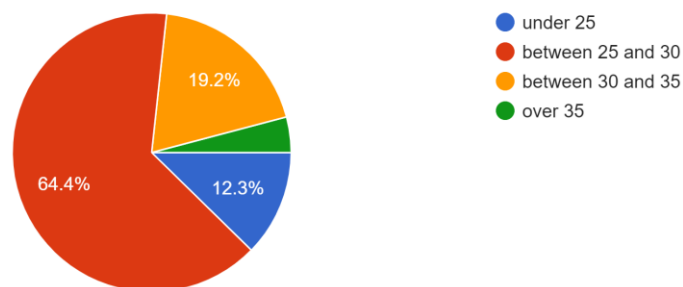
Gender
72 responses



Age
77 responses



Age
73 responses



4. Current employment data

Current professional data provide information on the degree of integration of graduates in the employment market. In this respect, the comparison between graduating classes allows us to identify, for example, whether time in the employment market is an important factor in order to have one type of employment contract or another, as well as the level of income or type of institution in which graduates work. These data are based on graduates who responded to the survey, with the results reflecting one third of the total. The main characteristics are presented in graphs below.

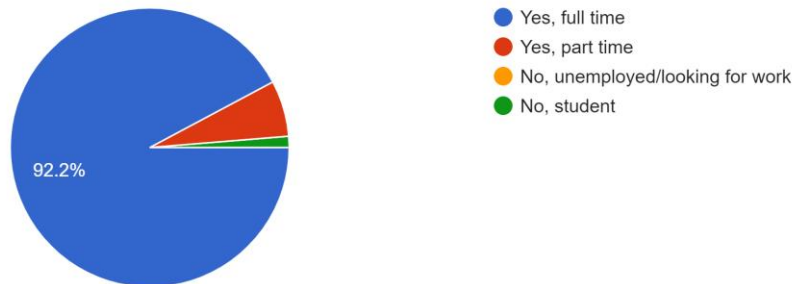
Current employment situation

Out of all responses to this question, the majority of respondents are employed and working full time. There is some distinction between more recent year groups and those who graduated earlier. It should be noted, however, that there is a much lower percentage of respondents who

are unemployed or looking for work amongst those graduating earlier, with just over 8% in the 2019-20 promotion. Yet, this information reflects a normal process of entering the employment market, in the sense that, over time, graduates are exercising a profession.

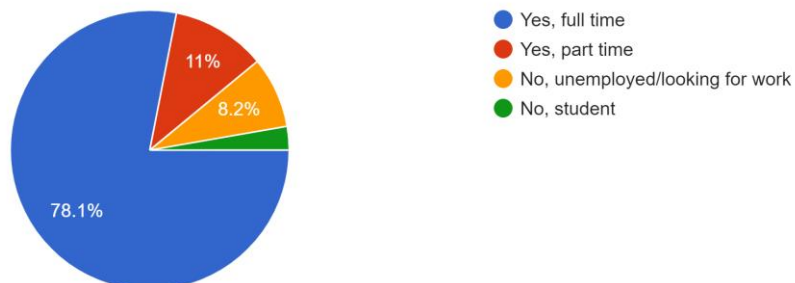
Are you currently employed?

77 responses



Are you currently employed

73 responses



Analysing the total number of responses to the question of current employment situation, according to each year group, we observe the following figures:

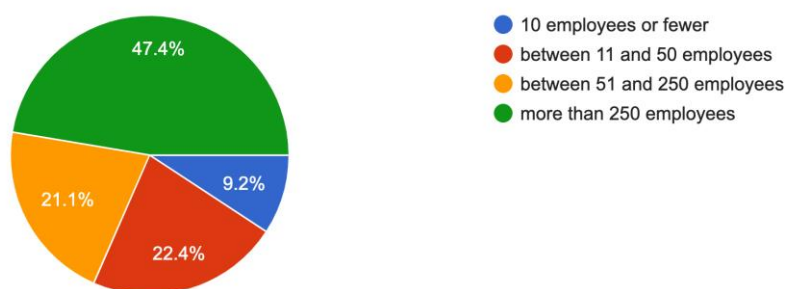
The earliest graduating classes (2017 and 2018) have the highest percentage of full-time employability. 18 percentage points differentiate them from the most recent graduating classes. The earlier graduating classes also have a lower percentage of graduates looking for work compared to the more recent graduating classes.

Size of the organisation

The following graphs show that graduates who work do so in organisations with more than 250 employees, with a global or multinational scope. This situation is repeated in all graduating classes and, in general, the data corroborate this trend of large institutions without underestimating, in the case of the most recent graduates, those who work in smaller institutions of 11 to 50 workers. The percentage in this case is almost 30%.

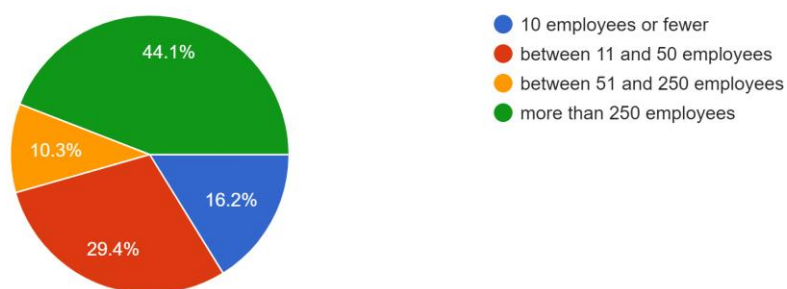
Size of the organization

76 responses



Size of the organization

68 responses

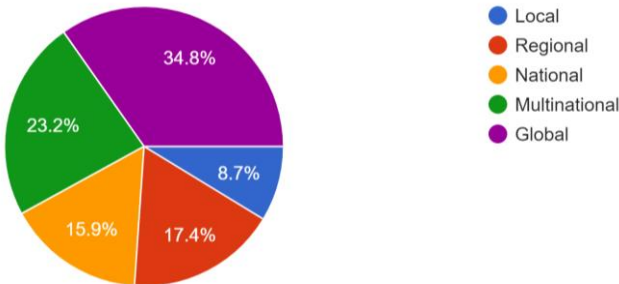
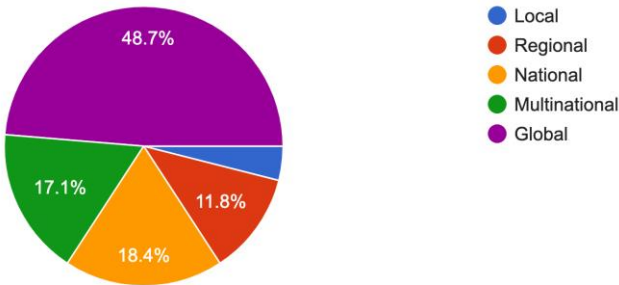


Scope of Action

The scope of action is clearly international, since the graph shows that almost 70% work in mainly multinational and global companies, although the percentage is lower amongst the most

recent graduates.

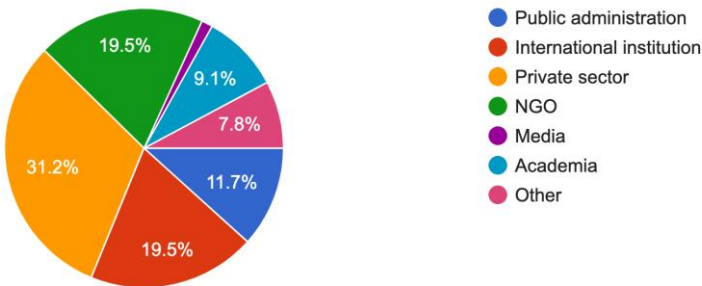
Area of action
76 responses



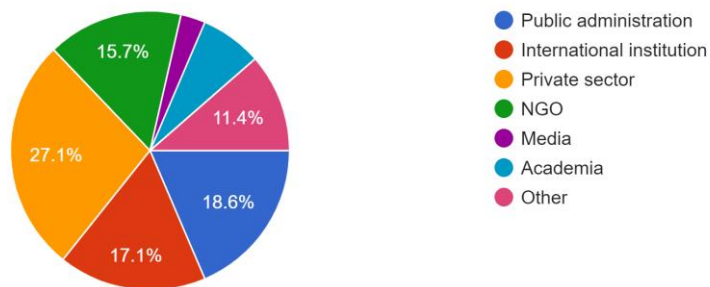
Sector of the organisation

The majority of students work in the private sector, except for respondents who work in international institutions and NGOs. In the most recent graduating classes, the percentage of graduates working in public administration is very similar to the percentage working in an international institution.

Sector
77 responses



Sector
70 responses

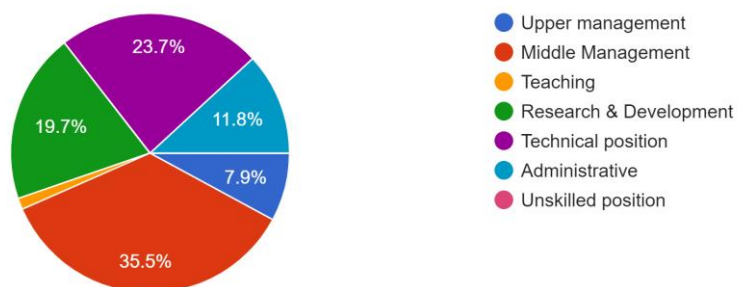


Responsibilities in the organisation

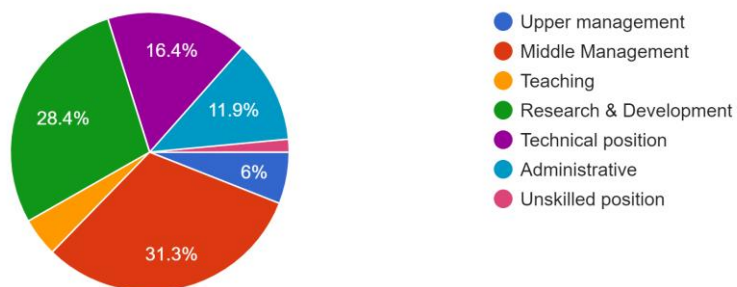
The majority of respondents have responsibilities in a middle management position (35% and 31%, respectively). The percentage of respondents with research and development responsibilities (19% and 28%) and technical positions also stand out.

On the other hand, a breakdown of responsibilities by year group reveals a substantial difference in terms of responsibilities held within the organisation. A greater number of graduates in earlier years hold positions with greater upper management responsibility than more recent graduates. For example, approximately 65% of graduates in 2017 and 2018 hold upper, middle management or technical positions, whilst, for more recent graduates, it is approximately 53%.

Responsibilities
76 responses



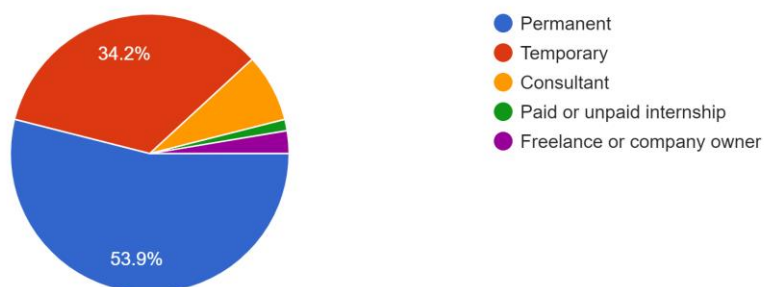
Responsibilities
67 responses



Contract and salary information

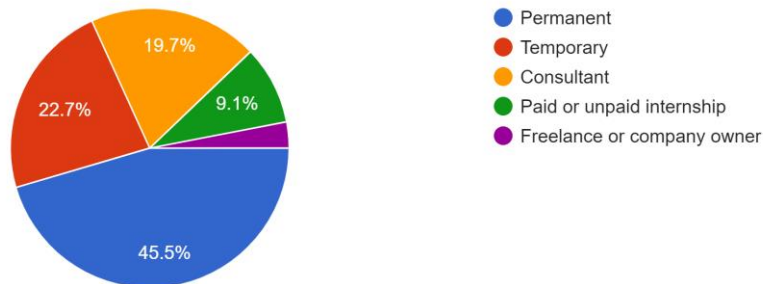
More than half the respondents have a permanent contract amongst the earlier graduating classes. Although the trend is repeated in the most recent graduating classes, less than half of them have a permanent contract. A significant proportion have a temporary contract, with the same percentage of recent graduates working as consultants. In the case of graduates who have been working for a longer period of time, there is a greater weight of permanent and temporary contracts, with the remaining types of contract being less substantial.

Type of contract
76 responses



Type of contract

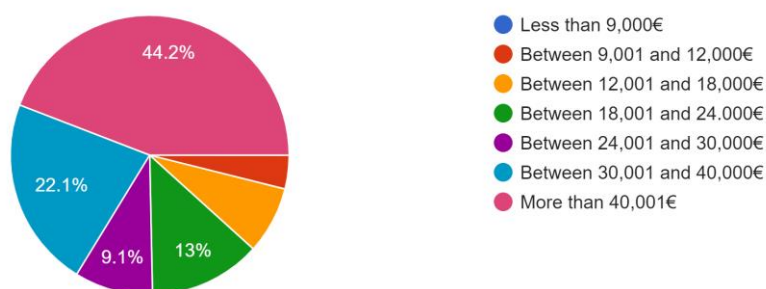
66 responses



In terms of salary, an overall analysis shows that almost 44% of the respondents have a salary of more than 40,000 Euros in the case of those graduating earlier, and 22% have a salary between 30,000 and 40,000 Euros. The trend is not observed amongst earlier promotions. As noted above, the percentage of graduates with a higher salary is perceived to be amongst those who graduated earlier, whilst there is much more diversity and lower salaries amongst those graduating recently. The fact of having remained longer in the employment market seems to have a direct impact on the salary level.

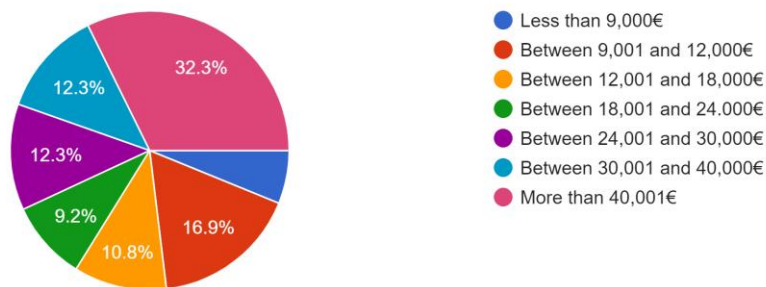
Salary Information

77 responses



Salary Information

65 responses

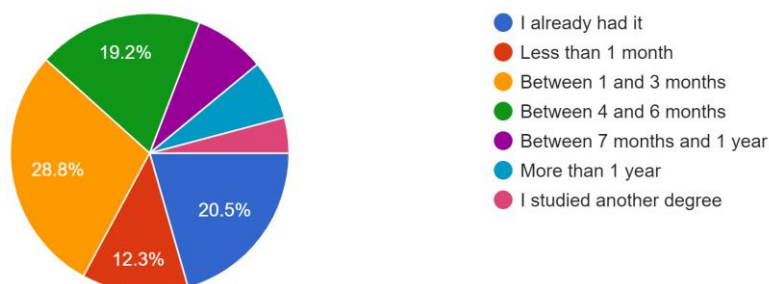


Time taken to find work and method used

This is one of the questions that was only asked to 2019 and 2020 graduates. The graph shows that almost 29% of the graduates take between 1 and 3 months to find a job, and a little more than 19% take between 4 and 6 months. The graph also highlights that 20% of those who responded already had a job when they started the academic programme. This leads to the conclusion that a significant percentage of graduates are working within six months of completing their Master's studies.

How long did it take you to find a job after completing the Master's Programme?

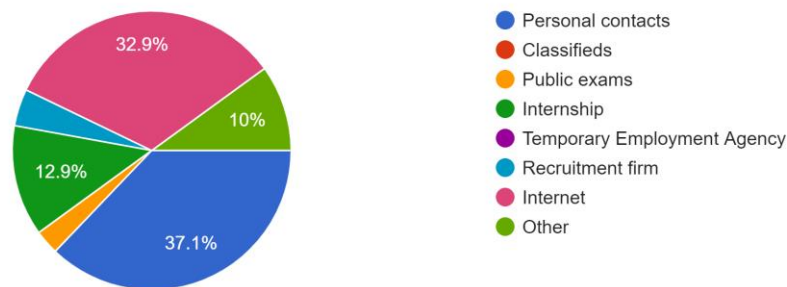
73 responses



We asked the same respondents how they found this job and by means of what method. Amongst those who responded, it should be highlighted that the majority of people used personal contacts (37.1%) and that the Internet was the method used by almost 33%. Internships and other unspecified means were other ways of finding a first profession.

How did you find this job?

70 responses

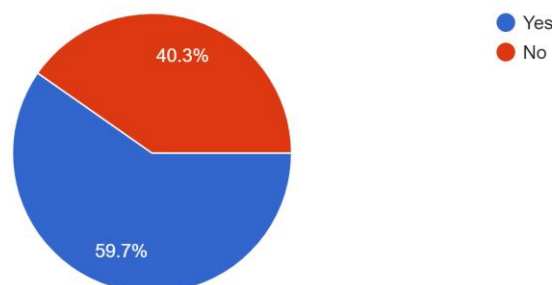


Where do graduates work?

A new question added to the 2017 survey asks graduates whether they exercise their professional responsibilities in the same country in which they were born, or whether they work in a different country to their country of origin. The graphs show that almost 60% of the graduates who responded to the survey do work in their country of origin.

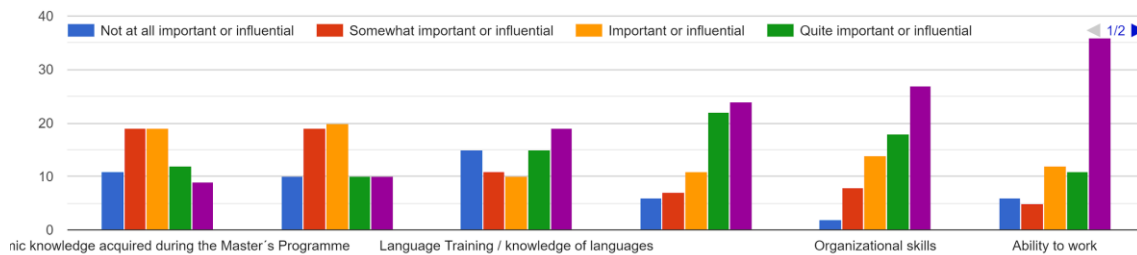
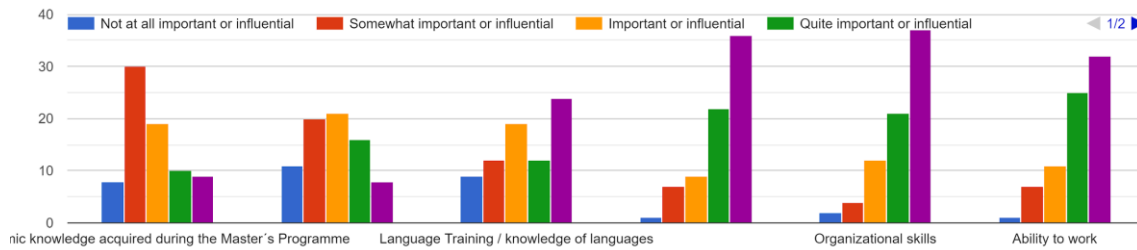
Are you working in the same country where you were born?

67 responses



Importance of the following factors for the graduates' current job

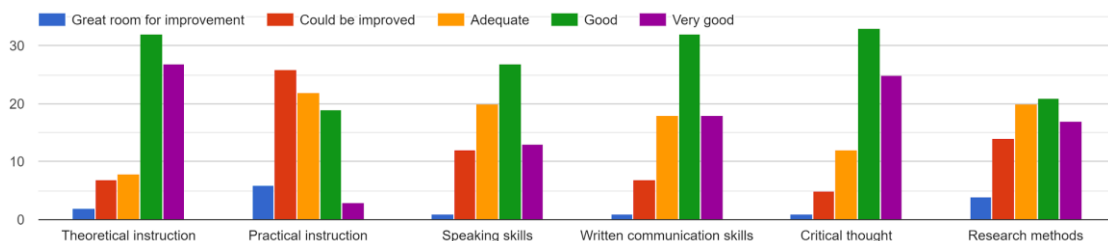
Two sets of graph are shown below, corresponding first to those graduating earlier and then to the most recent graduates. The programme taken has positively influenced the professional world of the graduates surveyed. There are differences in terms of year group and the academic knowledge acquired during the Master's degree, but not so much in the practical skills that these provide. Both variables were assessed as good by graduates, especially by those graduating earlier. The academic aspect was rated well, in all cases, and even more positively than in previous editions.

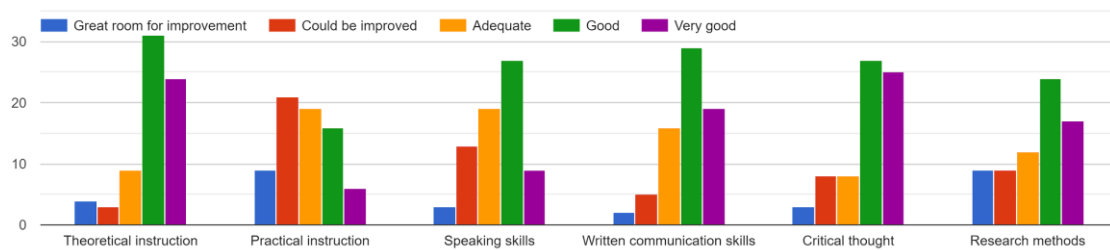


5. Evaluation of the Master's programme pursued

Evaluation of the academic training offered by the IBEI Master's degree programme pursued.

The graphs demonstrate that the information obtained is rated as 'good' for the teaching offered by IBEI through its Master's degrees. In general, all the responses are 'good' or 'very good', although the 'practical instruction' and 'public speaking skills' are not as positive in the case of 'practical instruction' and 'public speaking skills'. IBEI has been offering 'career skills' for some years now to respond to the room for improvement in practical training identified through the surveys. As a result, the satisfaction surveys completed after each session are useful (not specifically referred to in this survey).



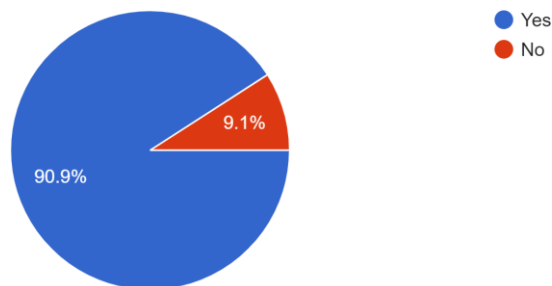


Recommendation of the Master's

Clearly the students surveyed recommend IBEI's Master's degrees. Earlier graduating classes do so more strongly. One possible interpretation of this higher positive response could be that their satisfaction is proportional to their improved working conditions.

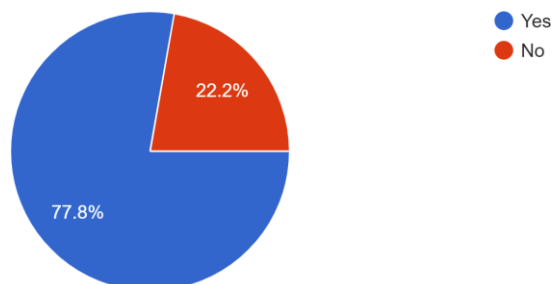
Would you recommend the Master's Programme to a friend who was in the same position as you when you began?

77 responses



Would you recommend the Master's Programme to a friend who was in the same position as you when you began?

72 responses

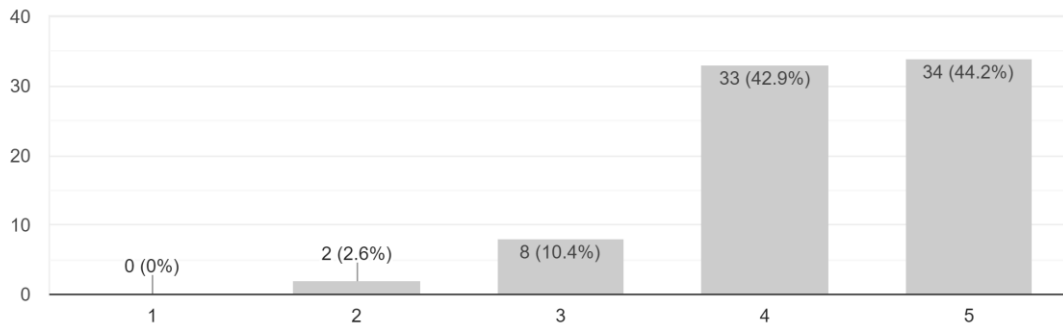


Do you value positively having studied the Master's?

The majority of students, from earlier and more recent graduating classes rate having taken the Master's programme positively. The majority evaluated the programme at '4' or '5', with '1' being the most negative and '5' the most positive, as can be seen in the graph. The graph evaluates the data in percentage terms and shows that the graduating classes are satisfied with the Master's degree programme studied, and even more so for earlier year groups. However, it is worth noting that 22% of the most recently graduated students chose the middle of the scale, that is, a '3' when answering the question.

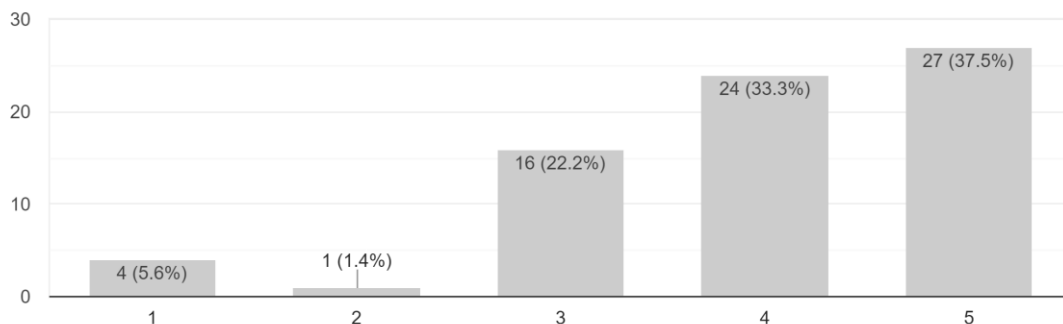
Are you generally pleased to have done the Master's Programme at IBEI?

77 responses



Are you generally pleased to have done the Master's Programme at IBEI?

72 responses



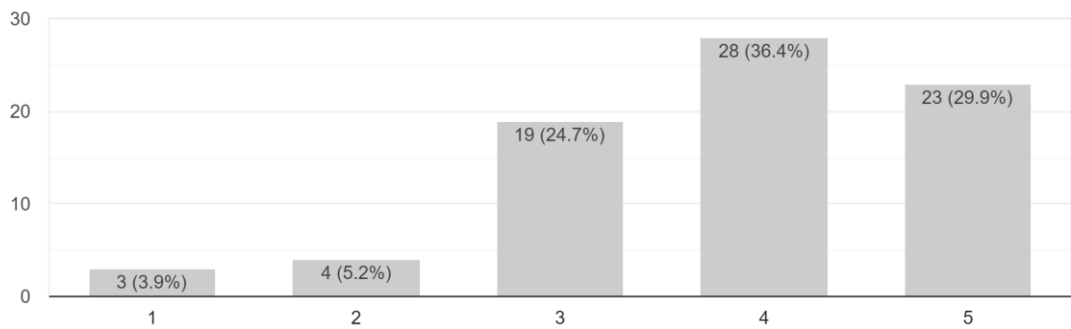
How would you rate the influence of the Master's on your professional development?

On a scale of 1 to 5, with 1 being the most negative and 5 the most positive, the majority of students who have taken the Master's programme affirm that the programme has a positive

influence, with a 4-rating, in relation to their professional development. This assessment is true for all graduating classes, those graduating earlier and those graduating most recently.

How would you rank the influence the Master's Programme has had on your professional development?

77 responses



How would you rank the influence the Master's Programme has had on your professional development?

72 responses

