



**Academy of Finland
Equality and
Non-Discrimination Plan**
1 January 2019 – 31 December 2020



ACADEMY OF FINLAND

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Introduction

The Academy of Finland has a strategic commitment to promote equality and non-discrimination. Its aim is to mainstream equality and non-discrimination into the Academy's day-to-day operation, core processes and their follow-up. In its employer role the Academy works consistently to promote equality and non-discrimination among its employees, and in its agency role to ensure that the principles of equality and non-discrimination cut across its research funding and other operations. One of the Academy's key science policy objectives is through its decision-making on research funding to promote gender equality in science and research.

The Academy of Finland has prepared this plan in accordance with its obligations under the Act on Equality between Women and Men (hereafter the Equality Act) and the Non-Discrimination Act. The plan describes the measures applied by the Academy to promote gender equality and non-discrimination in all its operations. During the current planning period 2019–2020, the main development focus is to upgrade the processes and indicators used in promoting equality and non-discrimination and to clarify the allocation of responsibilities for implementation.

The Equality Act is intended to prevent gender discrimination, to promote equality between women and men and, to this end, to improve the position of women especially in the workplace. Furthermore, the purpose of the act is to prevent discrimination based on gender identity or gender expression.

The Non-Discrimination Act prohibits all kinds of discrimination on the basis of age, origin, nationality, sexual orientation, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, or other personal characteristics. It also requires that active measures are taken to promote non-discrimination. Under the act authorities and employers are furthermore required to make due and appropriate adjustments to ensure the equality of persons with disabilities.

The current plan expands upon the Academy's previous Equality Plan in that it reviews and outlines measures not only for the promotion of gender equality but also non-discrimination. The plan is divided into two parts that focus, firstly, on operations and services, and research funding in particular; and secondly, on the personnel policy area, which falls within the purview of the Academy's Administration Office. For each measure the plan specifies a timetable, the proposed allocation of responsibility, resources available, communications and follow-up.

This Equality and Non-Discrimination Plan was submitted for review to the Academy's co-determination committee on 6 June 2019. It has also been considered by the Academy's executive management team and the extended management team. The objectives and measures included in the plan shall be discussed with employees, and immediate supervisors are urged to incorporate them in their daily management work. The Academy's management is committed to implementing the Equality and Non-Discrimination Plan, and the measures set out in the plan are regularly reviewed and discussed by the management team.

The Academy's Equality and Non-Discrimination Working Group (ENDWG) monitors implementation of the measures set out in the plan on a regular basis and supports the whole Academy organisation in its efforts to put these measures in place. The working group reviews the outcomes of the measures annually, updates the plan as necessary and defines the objectives for the year ahead. The annual review is conducted in January–March. Equality and non-discrimination surveys are carried out every other year.

ENDWG reports on progress and new objectives to the Academy's executive management team and to the co-determination committee.

The Equality and Non-Discrimination Plan is posted on the Academy's intranet and website. It is available in Finnish, Swedish and English.

Summary: Measures for promoting equality and non-discrimination at the Academy of Finland in 2019–2020

The measures are described in more detail in sections 2, 3.3. and 4.3. below.

Measures for promoting equality and non-discrimination in the Academy's research funding operations and Administration Office operations

- Design tools for systematic data collection on progress towards equality and non-discrimination in the Academy's research funding and personnel operations and develop follow-up indicators
- Develop communications and training about equality and non-discrimination
- Promote equality and non-discrimination through the concepts and terminology used by the Academy

Measures for promoting equality and non-discrimination in operations and services

- Identify measures to facilitate the balancing of work and family life and to support women's research careers in all funding schemes
- Assess the impact of the mobility requirement on the number and gender distribution of applicants

Measures for promoting equality and non-discrimination among Administration Office personnel

- Promote equality and non-discrimination in career advancement and pay
- Improve the work environment by means of accessible office solutions

1. Mainstreaming equality and non-discrimination into the Academy's day-to-day operation

The Academy of Finland's efforts to promote equality and non-discrimination are aimed at incorporating them as an integral part of the Academy's day-to-day operation, core processes and their follow-up. In order to achieve this, the focus of the Academy's efforts during the 2019–2020 planning period is to develop its processes and communications around equality and non-discrimination and to upgrade employees' skills and competencies in this area.

The Equality and Non-Discrimination Working Group (ENDWG) reviewed and assessed the progress made towards equality and non-discrimination in early 2019, and the results of its analyses are included in this plan. Sources include data on the implementation of measures identified in earlier plans, the VMBaro job satisfaction survey, the results of the Academy's survey on responsible conduct in the workplace, and statistical data on research funding.

One of the missions of ENDWG is to develop more systematic tools for monitoring and collecting data on progress towards equality and non-discrimination. This will also support planning and follow-up of the measures taken to meet the Academy's obligations under the Equality Act and the Non-Discrimination Act. Further steps are also needed to strengthen the engagement of employees and stakeholder groups in the Academy's efforts to promote equality and non-discrimination.

The Academy of Finland actively supports co-creation in the workplace, and to this end it is constantly searching for new ways to take advantage of the diversity and different skills profiles of individual employees. Diversity is considered an important resource at work. ENDWG has identified the following measures as key areas of development.

Measure 1 Design tools for systematic data collection on progress towards equality and non-discrimination in the Academy's research funding and personnel operations and develop follow-up indicators. With regard to assessing equality and non-discrimination among Academy employees, special attention will be given to monitoring the experiences of fixed-term employees, different occupational groups and employees of different ages.	
Timetable By 1/2020	Proposed allocation of responsibility ENDWG, Strategic Planning and Analysis and Division of Administrative Services
Communications Information on data collection measures and indicators will be provided via the Academy's intranet and at the extended management team's meeting in January 2020.	
Follow-up By ENDWG before the next update of the Equality and Non-Discrimination Plan in spring 2020	

Measure 2	
Develop communications and training about equality and non-discrimination. In 2020 a new section will be added to the Academy's intranet on the promotion of equality and non-discrimination. Likewise, a section on "Responsible Research" will be added to the Academy's website, with the promotion of gender equality and non-discrimination included as a separate feature. The subject area warrants discussion and debate throughout the Academy's organisation. ENDWG supports such discussion and debate at the Academy.	
Timetable By 12/2020	Proposed allocation of responsibility Division of Communication Services, RAHKA and TIMO networks and the ENDWG
Communications Via Academy intranet and website	
Follow-up ENDWG	

Measure 3	
Promote equality and non-discrimination through the concepts and terminology used by the Academy. In order to implement the recommendations of the Finnish Language Board regarding the use of gender-neutral language and the dropping of job titles with male suffixes, for example, ¹ the Academy will review its concepts, titles and visual identity and update them with a view to strengthening gender diversity and non-discrimination. The Academy's narrative and visual style in the spring 2021 calls will communicate a message of human diversity.	
<ul style="list-style-type: none"> • ENDWG will review the concepts and titles used by the Academy and make recommendations for the replacement of gendered titles with gender-neutral ones. • Other gender options aside from female and male will be added to the forms used by the Academy of Finland. 	
The changes made will be documented and stored in the ENDWG's eduuni workspace.	
Timetable By 1/2021	Proposed allocation of responsibility ENDWG, Division of Administrative Services, RAHKA team and Academy of Finland Communications.
Communications Via Academy's intranet and website	
Follow-up ENDWG	

¹ https://www.kotus.fi/ohjeet/suomen_kielen_lautakunnan_suosituksia/kannanotot/sukupuolineutraalin_kielenkayton_edistaminen

2. Equality and non-discrimination in research funding operations

The Academy of Finland's decisions on research funding are made by scientific councils and committees, subcommittees, or the Academy of Finland Board. The groundwork and criteria for decision-making are based on the research policy directions and objectives set out in the document "Criteria for research funding decisions", which is approved annually by the Academy Board. These policy objectives include supporting young and women researchers' careers and promoting gender equality in science and research. Furthermore, the Academy's decision-making reflects the policy directions set out in other documents adopted by the Academy Board and scientific councils and committees (action and financial plans, strategy documents, equality plans, etc.) and the Finnish government's science policy priorities.

The Academy of Finland has worked consistently to promote gender equality through its decision-making on research funding since the 1980s, and during this time it has built up an excellent reputation for equality in operations and services. For example, the Academy-appointed working group Women in Academia, chaired by Professor Leena Peltonen-Palotie, produced groundbreaking reports on the state of gender equality at graduate schools, research institutes and CoEs, prompting concrete actions. Also, together with the Ministry of Education and Culture, the Academy has contributed actively to the European Commission's Helsinki Group on Women and Science (now the ERAC Standing Working Group SWG on Gender in Research and Innovation), which was founded during Finland's first presidency of the EU in 1999.

Promoting gender equality and non-discrimination in research and innovation remains an important priority in the Academy's European operations, where the main focus is to integrate these themes in planning for the Horizon Europe framework programme. Key themes for the future include structural and institutional change in promoting equality, the promotion of non-discrimination in the science and research community, digitalisation and equality, and women in innovation.

The Academy of Finland is committed to continue its efforts to promote equality and to prevent discrimination in all its operations. The work and gender equality situation of researchers with Academy funding depends significantly on practices at universities, research institutes and other research and science organisations. Indeed, the promotion of equality in operations and services is largely a joint effort with universities and other organisations at both the national and international level.

2.1. Current state of equality and non-discrimination in research funding operations

2.1.1. Gender and age distributions in Academy councils and committees

Both the Academy of Finland's scientific councils and committees and the Academy Board are subject to the quota rule of the Equality Act (609/1986), which states that in government and public administration, both women and men shall have a representation of at least 40 per cent in bodies exercising public authority. At the Academy of Finland, women and men are equally represented in all scientific councils and bodies. In 2010–2018, women's share averaged 49 per cent and men's 51 per cent.

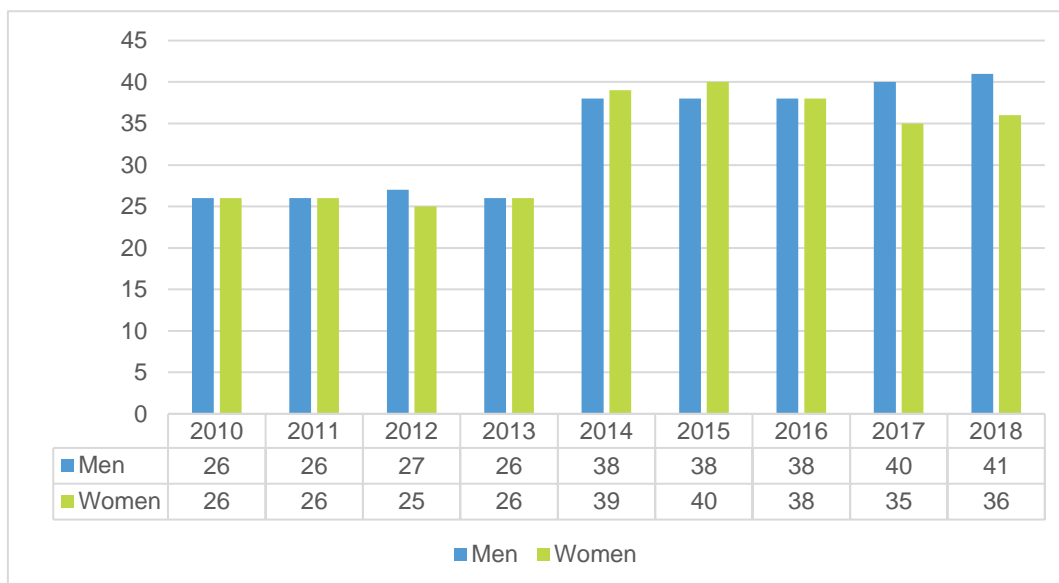


Figure 1. Number of men and women in Academy of Finland councils and committees (Board and research councils in 2010–2018 and Strategic Research Council and Research Infrastructure Committee in 2014–2018) [Members of councils and committees; Men; Women]

2.1.2. Gender and age distributions of funding recipients

The Academy has long conducted annual reviews to monitor the development of women's research careers. In recent years the proportion of women among Academy projects' principal investigators has been on the rise. In 2018, women accounted for 38 per cent of all principal investigators who received funding. The proportion of women appointed to Academy Research Fellowships was 43 per cent.

Funding schemes	2016		2017		2018	
	N	%	N	%	N	%
Academy Project	66 (224)	29	108 (288)	38	88 (230)	38
Academy Research Fellowship	25 (65)	38	31 (67)	46	28 (65)	43
Postdoctoral Researcher posts	39 (98)	40	61 (124)	49	50 (100)	50

Table 1. Proportion of women applicants in September calls for Academy's basic funding schemes in 2016–2018 (N and %, situation as at 31 Dec 2018) Source: Academy of Finland financial statements for 2018, p. 72.

Table 1 above gives the figures for the past three years. Figures 3 and 4 provide a longer-term view from 2010 onwards. The percentage success rates of funding applications to the Academy of Finland are as follows:

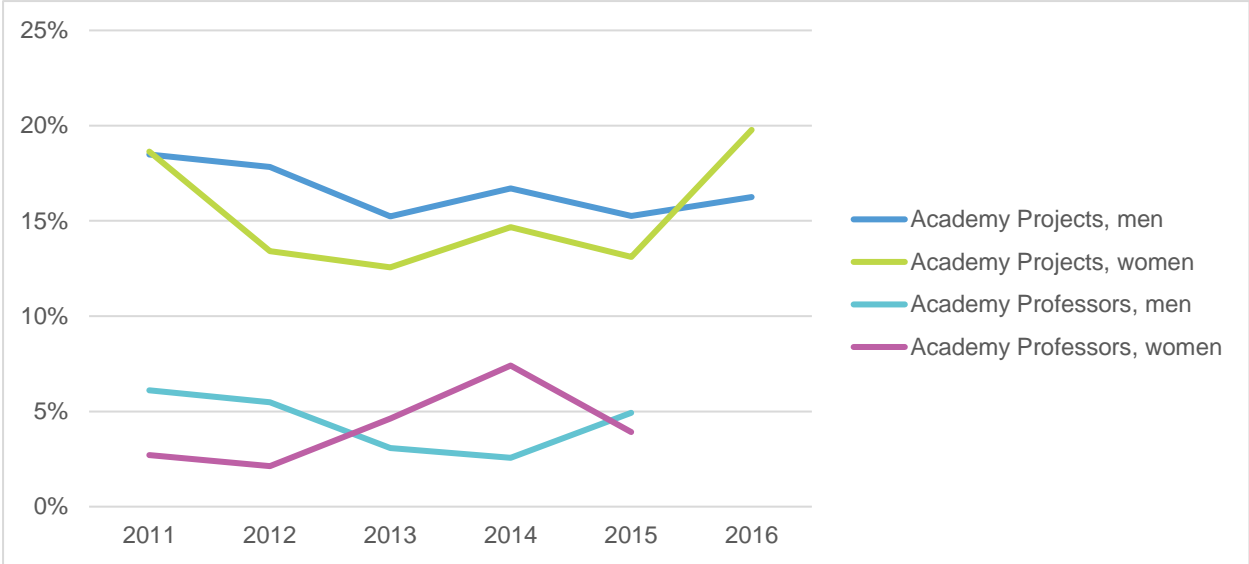


Figure 2. Percentage success rates of applications for Academy Projects and Academy Professorships, by gender, in 2010–2018

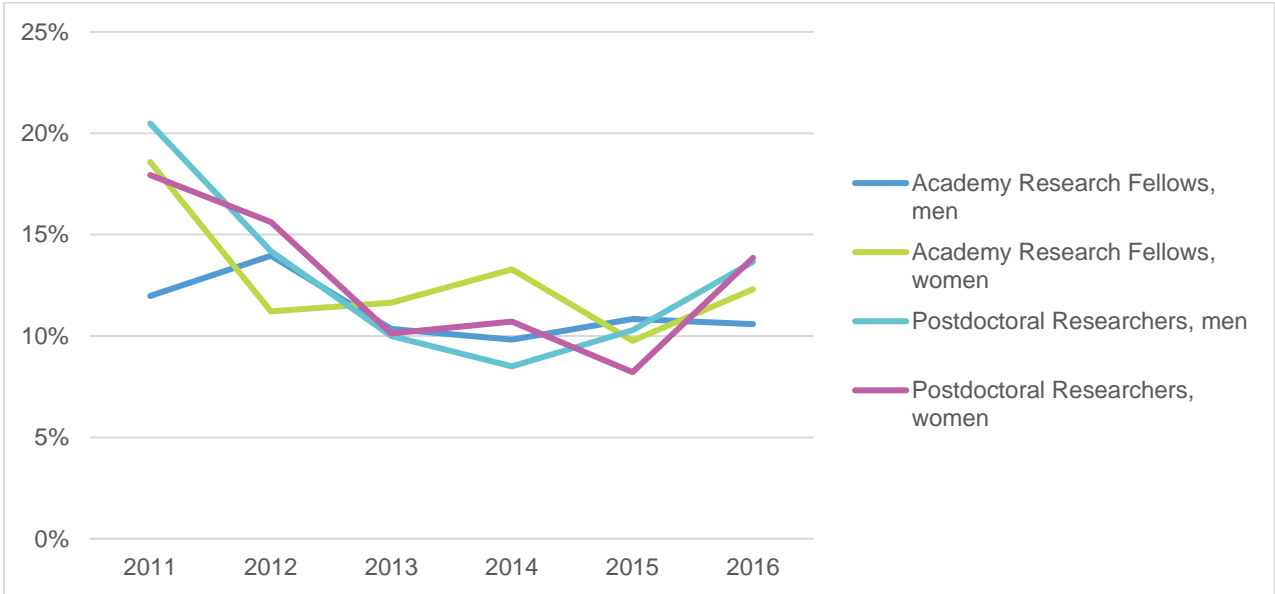


Figure 3. Percentage success rates of applications for Academy Research Fellowships and posts as Postdoctoral Researcher, by gender, in 2010–2018

A comparison of women’s and men’s success rates (i.e. the number of funding recipients as a proportion of applicants) suggests that the gender differences have narrowed in most funding schemes and research councils’ decisions. In the case of Academy Projects, women’s success rate reached the same level as men’s after 2015. Gender equality in funding for Academy Research Fellowships was achieved a few years earlier. For Postdoctoral Researcher posts, there have been relatively minor gender differences throughout the period under review.

The proportion of successful women applicants remains low in the natural sciences and engineering fields, reflecting the corresponding gender breakdown among applicants. However, the proportion of women has increased significantly in researcher training in these fields, so there is obviously greater potential for the future.

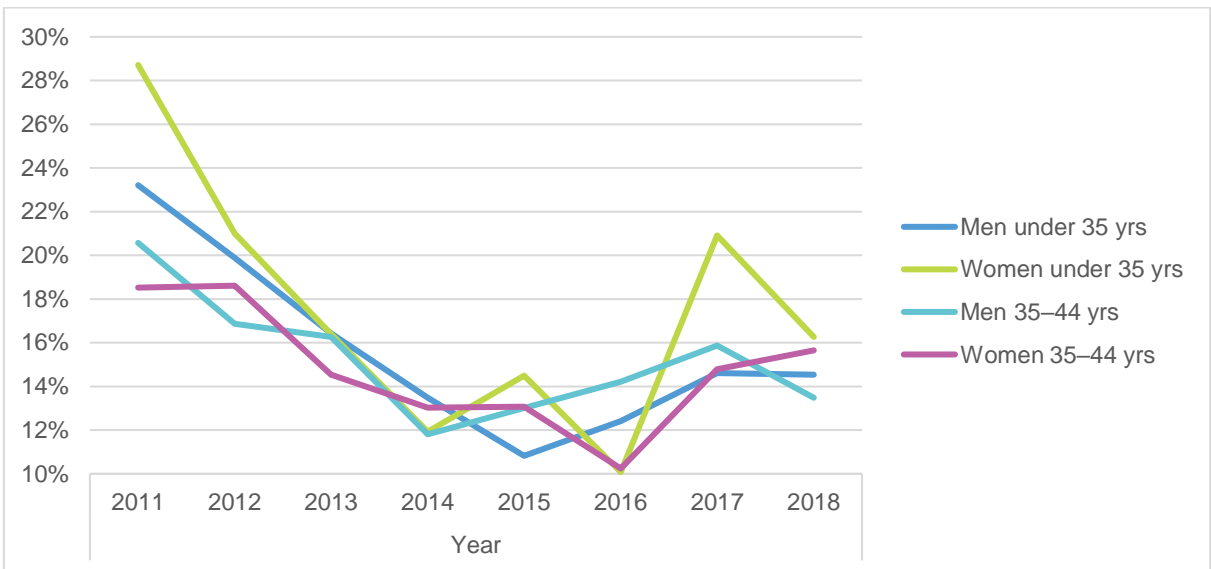
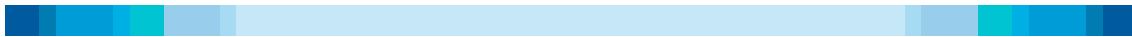


Figure 4. Percentage success rates of funding applications to the Academy of Finland by gender and age group in 2011–2018 (under 35 yrs and 35–44 yrs)

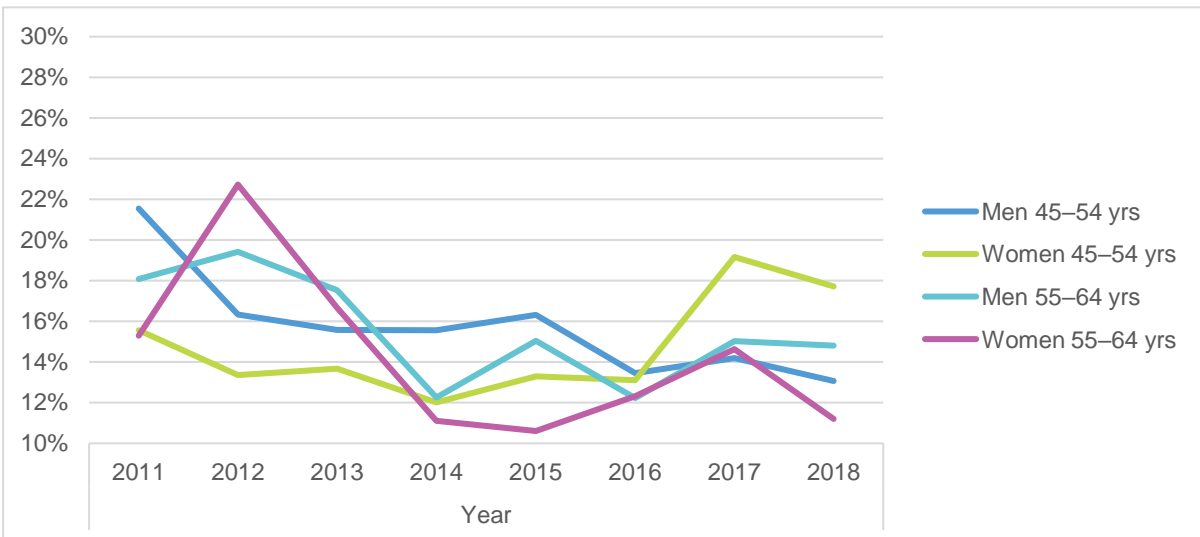


Figure 5. Percentage success rates of funding applications to the Academy of Finland by gender and age group in 2011–2018 (45–54 yrs and 55–64 yrs)

Figures 4 and 5 show the gender and age group breakdown of successful funding applications to the Academy. In the first half of the decade there is a rather clear downward trend in the proportion of successful applications from the two youngest age groups. No equally clear trend can be discerned for the older age groups, although the success rate has been falling in their case, too.

From an equality and non-discrimination point of view the age group that draws most attention here is women aged 55 or over. With the exception of 2012, 2016 and 2017, the women in this age group have had less success with their applications than men of the same age, and overall their success rate is fairly low. It is also noteworthy that since 2013, no research funding has been awarded to women over the formal retirement age of 65, while among men of the same age 7–13 per cent of applicants each year have received a favourable funding decision (data not shown in Figures 4 and 5). In other words, the advances in gender equality over the past decade are explained by women's success in younger age groups.

Academy Professorships are opened for application every 2–3 years. In the 2017 call for letters of intent, 21 per cent of the 193 applicants were women. Among the 33 applicants shortlisted for the second stage, 25 per cent were women. In 2018 the Academy appointed 10 new Academy Professors, 20 per cent of whom were women.

Men have accounted for the majority of appointments to the post of Academy Professor. This reflects the gender breakdown of applicants: women remain in the minority. One reason for the relatively low proportion of women applicants lies in the low annual turnover rates of professors.

A Nordic report from 2013 indicated that 80 per cent of all professors at Nordic universities are men. This is roughly the EU average. Although the number of women researchers has risen sharply, the same rate of change is not seen in higher level academic positions. What is more, many disciplines remain highly gender segregated in the Nordic countries.

2.1.3. Gender distributions in review panels

The Academy of Finland has sought to increase the proportion of women experts in the application review process. In 2013 the Academy joined AcademiaNet, a network created to help Finnish women researchers advance to key positions in science and research. The network also serves as a resource for recruiting reviewers. The network is still under development, but the AcademiaNet database is available for the purpose of recruiting experts.

	Unit/Division					Total
	KY*	LT*	BY*	TT*	STN*	
Number of panels	25	28	10	13	3	79
Number of panel members	165**	185	81	101	25	557
Proportion of women panel members	49%	17%	42%	45%	48%	
Number of reviews completed	1 557	915	873	847	247	4439
Proportion of foreign experts	99%***	100%	100%	100%	64%	
Number of nationalities	18***	21	18	17	8	

Table 2. Data on 2018 review panels by unit/division

*) KY: Research Council for Culture and Society; LT: Research Council for Science and Technology; BY: Research Council for Biosciences and Environment; TT: Research Council for Health; STN: Strategic Research Unit

**) panel member of KY panels only; members of joint panels not included

***) country where expert is currently based, not expert's nationality

Academy Programme Unit (AOY)/Division for Research Funding Development (TUKE)						
	AOY/TUKE	TUKE funding for profiling	TUKE Flagships	TUKE infra-structures	TUKE CoEs	Total
Number of panels	4	1	4	1	No calls	10
Number of panel members	26	6	26	12		70
Proportion of women panel members	42%	50%	35%	33%		
Number of reviews completed	173	14	34	58		279
Proportion of foreign experts	98%	100%	92%	100%		
Number of nationalities	12	6	12	7		

Table 3. Proportion of women in 2018 review panels (Source: Academy of Finland financial statements 2018, p. 62)

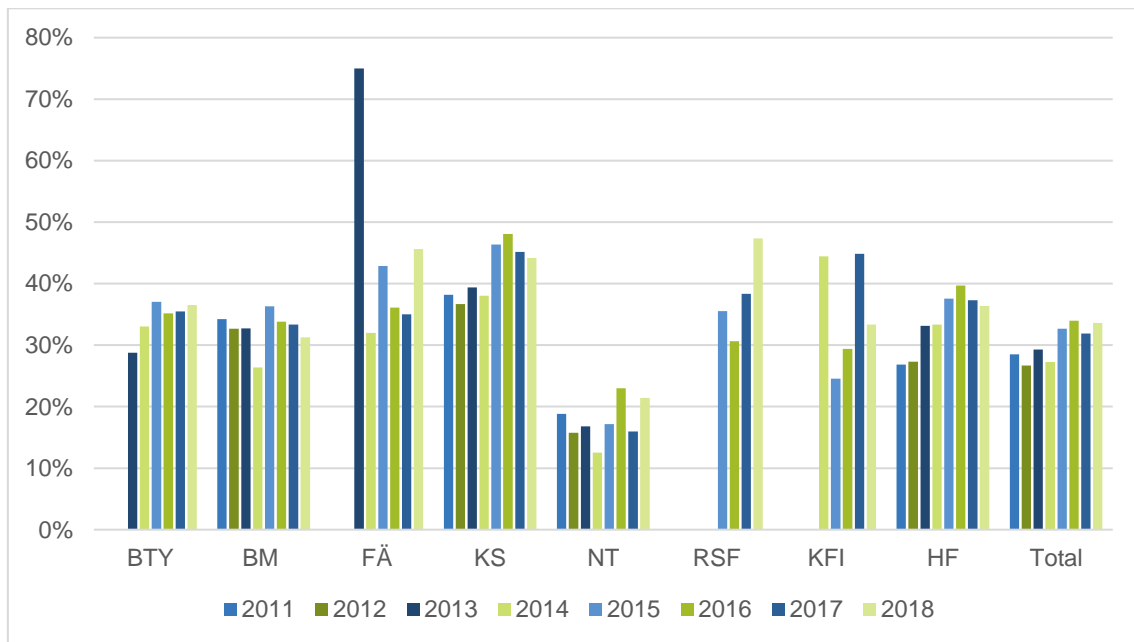



Figure 6. Proportion of women panellists in different units and divisions in 2011–2018 (%)

The Equality Working Group would have been keen to examine not only the gender distribution but also the age distribution of review panel members, but for the time being reliable data are not available from the Academy's data systems. This should be considered for future needs: how can more reliable information be accessed on the age of panel members.

2.2. Measures included in previous Equality Plan: assessing the outcomes

ENDWG has convened to discuss the implementation of the actions and measures included in the Academy's Equality Plan for 2016–2018 and compiled information on outcomes from existing sources (see section above).



The measures set out in the previous plan for 2016–2018 but not implemented during the validity of this plan will be incorporated in the current new plan and given special emphasis in developing tools for monitoring the Academy's efforts to promote equality and non-discrimination (measures 1 and 2 on pages 5 and 6 of this plan).

- Decision-making on research funding shall be transparent and take account of career interruptions due to parental leave
- Women researchers shall be given high exposure in Academy communications
 - A survey shall be conducted to compare the gender distribution of Academy funding recipients with all researchers in Finland
- Steps shall be taken to monitor the effects that key projects and additional funding for junior researchers have on the gender and age distribution of funding applicants

2.2.1. Progress towards equality and non-discrimination in research funding decisions

Objective: The Academy is committed to continue its efforts to promote equality and to prevent discrimination in all its operations.

Measure: The Academy's decision-making bodies shall monitor progress towards gender equality in connection with decision-making on research funding, focusing particularly on the impact of new funding opportunities and the changes made to existing opportunities on equality and non-discrimination (especially the age and nationality of applicants and funding recipients).

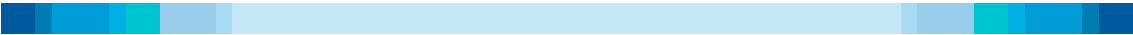
Assessment: The target adopted by the Academy in its equality planning has been to increase the proportion of the minority gender among appointees to research posts to at least 40 per cent across all Academy funding opportunities. This target has been reached for the posts of Academy Research Fellow and Postdoctoral Researcher (see Figure 3).

Progress towards gender equality in funding decisions is monitored regularly using standard assessment tools. Percentage success rates for men and women by funding scheme are reported annually in the Academy's financial statements. The age distribution and nationalities of funding applicants, on the other hand, have not been systematically monitored other than in the context of updates and surveys for this Equality and Non-Discrimination Plan.

One development focus for the Strategic Research area in 2018 was gender equality. The proportion of women in charge of research consortia funded by the Strategic Research Council has edged upwards, but slowly. In 2015–2018, women were in charge of 18 out of the 45 consortia (40%) selected to take part in SRC programmes. In connection with the supplementary call opened to the Keys to Sustainable Growth programme in 2018, the review process also considered, by way of experimentation, the gender composition of the consortia applying for funding. Applicants were specifically instructed to aim for a balanced gender composition. Applicants who were unable to achieve this were given the opportunity to give an account of the reasons for the gender imbalance. The experiment yielded positive results, as 12 of the 23 principal investigators in the four research consortia were women. The same requirement of a balanced consortium gender composition was included in the Strategic Research Council's 2019 calls.

2.2.2. Extending funding periods with a view to promoting equality and non-discrimination

Objective: On application, project researchers' funding periods may be extended due to maternity, paternity, parental or childcare leave or military or non-military service. In addition, funding periods may be extended for other special reasons, such as long-term illness.



Measure: Applicants will be informed of the possibility of such extensions in connection with call announcements.

Assessment: Extensions of funding periods for well-grounded reasons are already standard practice in funding schemes for research conducted by a single person. Funding for Academy projects can also be extended for the duration of family leave, for instance. Well-grounded reasons for extensions of funding periods are listed in the Academy's criteria for research funding decisions referred to in the call announcements. In this respect this measure has been fully implemented.

By contrast no principles have as yet been prescribed for how the balancing of work and family life and especially women's research careers can be supported by extensions of funding periods or in other ways in the case of programme and consortia instruments, such as SRC funding and flagship funding.

2.2.3. Attaining a more balanced gender composition in review panels

Objective: The Academy shall take determined action to increase the proportion of women experts in the application review process with a view to attaining a balanced gender mix in review panels.

Assessment: Active monitoring of the gender composition of review panels supports efforts to achieve as balanced a gender mix as possible. Although it is still difficult in some fields to recruit women reviewers, this is specifically aimed at across the board. It would be useful to consider ways of identifying a larger number of potential women panellists in fields where they are harder to come by.

2.2.4. Exploring the gender effects of the mobility requirement

Objective: In 2016 the Academy Board decided to add a new mobility requirement to the eligibility criteria for Postdoctoral Researchers and Academy Research Fellows. Applicants to these posts must now apply for funding either in a research environment other than the one where they completed their doctoral thesis, or alternatively work for at least six months in some other research environment before the call closing date. This mobility requirement may only be waived for special reasons.²

Assessment: As yet no study has been conducted into the gender effects of the mobility requirement. The measures listed in the current plan include completing such a study (see 2.3.2. below).

² In 2016 the Academy of Finland received a request for clarification from the Ombudsman for Equality concerning its new application criteria for research posts. The Ombudsman had been requested to express an opinion on whether the Academy's new guidelines for the funding of research posts are discriminatory against applicants with families. The Academy looked into the issue and concluded that the mobility requirement does not put applicants with families at a disadvantage. The Ombudsman for Equality considered the Academy's response (AKA/10/03.04.00/2016) adequate and therefore no further action was taken. Nonetheless the Academy's Equality Plan for 2016–2018 includes a separate actions and measures item to study how the mobility requirement affects the number and gender distribution of applicants.

2.3. Measures to promote equality and non-discrimination in operations and services

2.3.1. Define means for balancing work and family life in all funding schemes

<p>Measure 1 Define the means available to facilitate the balancing of work and family life and to support women's research careers in all funding schemes. It shall also open dialogue on possible actions and measures with the Strategic Research Council. Special focus will be given to the conditions under which extensions to funding periods can be applied to new funding instruments, or whether it is possible to develop other means for supporting women's and men's opportunities to advance their careers in research and to exercise their family policy rights.</p>	
<p>Timetable Action will be started in 8/2019 and the principles of the action and related guidelines will be published by 2/2020.</p>	<p>Proposed allocation of responsibility ENDWG, lawyer team, RAHKA core team, financial administration.</p>
<p>Communications Via the Academy's intranet and internet website</p>	
<p>Follow-up ENDWG</p>	

2.3.2. Study the gender and age effects of the mobility requirement³

<p>Measure 1 Undertake a study to assess the impact of the mobility requirement on the number of applicants and their gender distribution. Another area of interest is to study the potential effects of age and nationality on the destinations and durations of mobility.</p>	
<p>Timetable Action will be launched in 8/2019 and the study completed by 12/2019.</p>	<p>Proposed responsibility for action Strategic Planning and Analysis, RAHKA core team and ENDWG.</p>
<p>Communications Via the Academy's intranet and internet website</p>	
<p>Follow-up ENDWG</p>	

³ Postdoctoral Researchers and Academy Research Fellows are required to undertake mobility at the postdoc stage. The mobility requirement is met if the funding application is for a research environment other than the one where the applicant completed their doctoral thesis. If the funding application is for the same research environment, it is required that the applicant shall have worked for at least six months in some other research environment since completing their doctoral thesis, either abroad or domestically ([further information](#)).

3. Equality and non-discrimination in the Academy of Finland Administration Office

3.1. Current state of equality and non-discrimination in the Academy of Finland Administration Office

ENDWG has reviewed the Academy's current equality situation and the proportion of women and men in different positions. Furthermore, the Academy has assessed women's and men's job grades, wages and pay differentials. In its review the working group has also made use of annual report data and the results of job satisfaction surveys (VMBaro) in 2017 and 2018 as well as a separate survey in 2018 concerning responsible workplace conduct and progress towards gender equality and non-discrimination. Finally, the working group has taken account of the results of a workshop preparing the Academy's ground rules of respect.

Appendix 1 shows personnel statistics by gender. Appendix 2 shows the main results of the pay survey. Also attached to this plan are results of the VMBaro job satisfaction survey, among others on employee experiences and views on gender equality and non-discrimination.

In recent years women have accounted for around 70 per cent of Academy of Finland personnel. The average age of personnel is 49.4 years; there is no major difference between women and men. Overall, Academy personnel is very highly qualified. Employee satisfaction with the state of equality in the workplace has been at a steadily high level. Satisfaction scores for non-discrimination, on the other hand, have been less consistent.

In 2018 the Academy organised a workshop on responsible conduct in the workplace. The results and further measures proposed in the workshop are discussed in more detail in section 3.2 below.

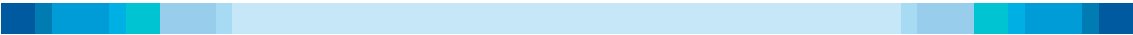
In its assessment of the state of non-discrimination in the workplace, the working group has made use of the accessibility survey commissioned by Senate Properties on the office premises at Hakaniemenranta 6.

3.2. Measures included in previous Equality Plan: assessing the outcomes

The Academy of Finland was reorganised in 2018, and therefore the main focus of efforts in the area of equality and well-being in the workplace was to support this reorganisation. The actions and measures concerning employees in the previous Equality Plan were primarily concentrated on promoting equality; the only specific measure for the promotion of non-discrimination concerned the general prevention of discrimination and harassment.

3.2.1. Equality in recruitment, division of labour and career advancement:

Objective: To attract both female and male applicants to open vacancies and to have as balanced a mix as possible of women and men of different ages in different positions. Another objective was to ensure that all Academy employees have equal opportunities for career advancement, irrespective of gender, age or other personal characteristics. According to the Equality Plan the only permissible exception would be to recruit, in the most female-



dominated groups, a male applicant with almost the same qualifications as the most competent applicant in order to move towards a more balanced gender mix.

Measure: The gender breakdown of applicants and those appointed shall be monitored annually.

Assessment: In 2018 the proportion of women among job applicants was 64 per cent and among appointees 76 per cent, with men accounting for 36 per cent and 24 per cent, respectively. The gender composition of appointees therefore differs from that of applicants. In 2018 women accounted for 73 per cent of all Academy employees and men for 27 per cent. The age range of newly recruited employees was from 25 to 58 years. In practice the most competent applicant has always been selected to vacant posts, regardless of gender. The personnel plan for 2019 no longer allows for positive discrimination.

3.2.2. Equal pay and equal terms of employment

Objective: The principle of equal pay for jobs of equal value is fully endorsed and women and men have the same terms of employment.

Measure: Any suspected instances of pay discrimination emerging in the pay survey or any other connection shall be promptly investigated and any unwarranted pay differentials rectified.

Assessment: No formal suspicions have been raised of pay discrimination at the Academy of Finland. Nonetheless the VMBaro job satisfaction survey indicates that some staff members are unhappy with how pay reflects changes in job tasks and the demands of the job.

3.2.3. Prohibition of all kinds of discrimination, harassment and ill treatment

Objective: The prevention of discrimination, harassment and ill treatment.

Measure: Ways of identifying, handling and preventing ill treatment⁴ shall be discussed openly, and all employees shall be aware of the guidelines and procedures in place for intervening in ill treatment.

Assessment: According to VMBaro results in 2017 and 2018, several Academy employees had observed and experienced ill treatment in the workplace. There are no indications in the results of either discrimination or harassment.

Measures taken: Information session on *Interaction skills and responsible conduct in the workplace* on 2 May 2018.

Questionnaire survey on responsible conduct in the workplace and on the achievement of gender equality and non-discrimination in June 2018.

Workshop on the results and further measures proposed for the achievement of gender equality and non-discrimination in November 2018.

⁴ The Academy's questionnaire uses a broader definition of "ill treatment" than legislation: it refers generally to irresponsible conduct in the workplace.



Outcome of the workshop: The Academy's golden rules of respect:

- 1) Respect your own and your colleagues' time.
 - 2) Respect your colleagues and their skills and competencies.
 - 3) Respect your work environment and maintain a peaceful and safe work environment.
 - 4) Respect others' space (both mental and physical).
 - 5) Respect knowledge and make sure your skills and knowledge are shared with others.
- The translation of these golden rules of respect into practice is currently underway.

The 2018 reorganisation included the creation of core teams and supportive networks with a view to facilitating cooperation and the sharing of knowledge and skills across division boundaries.

3.2.4. Balancing work, family and private life

Objective: The Academy is committed to facilitate the efforts of its employees to balance their work, family and other private life.

Measures: Flexible working hours (e.g. part-time employment, flexitime and flexi leave) and working from home are facilitated.
Employees are encouraged to take family leaves and flexibly allowed to take unpaid leave of absence for personal reasons.

Assessment: VMBaro results indicate that Academy employees are satisfied with the opportunities they have to balance and reconcile work and private life. Some employees, however, would like to see more flexible technical implementation in the form of a working hours monitoring system.

3.2.5. Openness and supportiveness of climate in the workplace

Objective: Academy employees are treated equally and every member in the workplace is respected.

Measure: Efforts to support well-being in the workplace shall be continued in order to maintain and improve the general climate and sense of community in the workplace.

Assessment: Well-being in the workplace has been actively promoted. The actions and measures identified under section 3 above (Prohibition of all kinds of discrimination, harassment and ill treatment) were implemented jointly by ENDWG and the Well-being in the Workplace Working Group.

According to the results of the VMBaro survey, the Academy's active commitment to promoting well-being in the workplace is regarded as one of the agency's major strengths.

3.3. Measures to promote equality and non-discrimination in the Administration Office

3.3.1. Promoting equality and non-discrimination in career development and pay

The key results of the 2019 equality and non-discrimination survey are presented in Appendix 2.

The employer and personnel organisations at the Academy of Finland have held joint discussions on how to promote the non-discrimination of fixed-term employees and how to develop paths to permanent employment in situations where an employee has been on a

fixed-term contract for extended periods. These efforts will be continued so that the gender and age equality perspective are mainstreamed into the process.

During the validity of the 2019–2020 Equality and Non-Discrimination Plan the main focus in the promotion of pay equity will be on further improving and developing the pay survey in such a way that the aspects of gender, age and permanent vs. fixed-term employment contract are incorporated in all statistical pay analyses.

Pay surveys will compare the wages and training of employees under fixed-term and permanent contracts with a view to ensuring that fixed-term employment does not indirectly contribute to discriminatory practices.

<p>Measure 1 ENDWG shall monitor overall pay levels and individual pay components by gender. The data will be drawn from separate pay reports and from the Academy's annual reports and human resources balance sheets. The working group shall also assess whether the pay system produces equal and non-discriminatory outcomes in practice. Special attention will be given to the type of employment contract, training and age. One aspect of the skills and competencies development project will involve an assessment of every Academy employee. Personal skills and competencies development plans will be prepared for all employees and individual learning paths identified. Equality and non-discrimination will be central considerations throughout these processes.</p>	
<p>Timetable Measure will be completed as part of the ENDWG's role, see section 5.</p>	<p>Proposed responsibility for action ENDWG, Division of Administrative Services.</p>
<p>Communications Via Academy intranet.</p>	

3.3.2. Promoting the accessibility of the Academy's premises and services

ENDWEG has studied the accessibility report commissioned by Senate Properties on the office premises at Hakaniemenranta 6.⁵ The primary objective of the accessibility assessment is to improve the working conditions of employees with impaired hearing.

Measure 2: The accessibility of the work environment shall be improved by introducing accessible office solutions and by supporting hearing-impaired employees' attendance of meetings. Induction loops will be installed in meeting rooms. Employees will be consulted to find out whether any other sensory deterioration gives cause for action that might support job performance and participation. ENDWEG and the Well-being in the Workplace Working Group will contribute to the planning of accessible office solutions. The EU Web Accessibility Directive will be reviewed in connection with the website update to assess its impact on electronic services.	
Timetable By 1/2020	Proposed responsibility for action Division of Administrative Services, ENDWEG, Well-being in the Workplace Working Group and Division of Communications.
Communications Data collection will be reported via the Academy intranet.	
Follow-up ENDWEG and Well-being in the Workplace Working Group before the next update of the Equality and Non-Discrimination plan in spring 2020.	

⁵ The accessibility assessment was not focused on the Academy's offices, but concerned the public and shared facilities in the building.

3. Organisation and process of equality and non-discrimination planning at the Academy

The Academy of Finland has appointed an Equality and Non-Discrimination Working Group to undertake equality and non-discrimination planning, to support the implementation of actions and measures, and to monitor overall implementation of the plan until further notice. The amendments made to gender equality and non-discrimination legislation are reflected in the planning process and in the working group's operation. The Academy's management is ultimately responsible for ensuring that the Equality and Non-Discrimination Plan and its background reports are compiled in accordance with the Equality and Non-Discrimination Act.

ENDWG comprises representatives of both the employer and personnel organisations, different personnel groups (taking account of the separate areas of expertise in research funding and Administration Office operations), and a balanced mix of both men and women of different ages. The working group convenes at least every other month and more frequently if necessary.

ENDWG is charged with implementing the various stages of the equality planning process, such as compiling or commissioning background reports, monitoring and assessing implementation of the Equality Plan, planning future actions and measures, identifying and agreeing on objectives, and informing personnel. Sufficient time and other resources are made available to ensure the group can fulfil its role. Equality and non-discrimination planning duties and responsibilities shall be included in the job descriptions of the persons appointed to the working group.

The outcomes and effects of the measures set out in the Equality and Non-Discrimination Plan are assessed annually. Where necessary the plan is updated based on the results of these assessments. The Equality and Non-Discrimination Plan and the associated pay survey is conducted every other year. The equality and non-discrimination planning process is organised as outlined in the Table below.

Equality and non-discrimination planning process at the Academy of Finland		
No.	Stage	Schedule
1	Pay survey <ul style="list-style-type: none"> - Administrative Services supply pay statistics and comparative data to ENDWG - ENDWG makes use of personnel administration systems to analyse the statistics and data and on this basis draws conclusions about pay equity 	Every other year
2	Overview of current state of equality and non-discrimination <ul style="list-style-type: none"> - Administration Services and representatives of Research Services compile statistics and reports on their respective areas of responsibility for ENDWG - ENDWG analyses the statistics and data and on this basis draws conclusions about state of equality 	Every other year
3	Monitoring and assessment of planned measures <ul style="list-style-type: none"> - ENDWG implements the measures set out in the plan and monitors the achievement of the objectives specified 	Ongoing
4	Update of objectives, measures and indicators <ul style="list-style-type: none"> - ENDWG considers whether measures or objectives in Equality and Non-Discrimination Plan need updating - ENDWG plans and agrees on measures, objectives, schedules and responsibilities based on stages 1–3 above as necessary 	Annually
6	Engagement of personnel and stakeholder groups <ul style="list-style-type: none"> - Engagement of personnel - Decision to update the plan is made in joint employee-management group, executive management team, extended management team, and in divisions - Necessary revisions to plan are made based on comments received 	Regularly according to the stages of the planning process
7	Submission of proposals and decision-making <ul style="list-style-type: none"> - Appointed official submits proposals for a new Equality and Non-Discrimination Plan or for an updated plan to the Academy Board 	New plan or update annually as necessary
8	Communications <ul style="list-style-type: none"> - Information on Equality and Non-Discrimination Plan and related measures are provided via the intranet and at personnel information meetings - Plan is published on the intranet and internet 	Annually

Appendix 1. Current state of equality and non-discrimination at Academy of Finland Administration Office in 2018

The current state of equality and non-discrimination at the Academy of Finland has been assessed and reviewed based on the following sources: Annual Report 2018, VMBaro surveys 2017 and 2018, other personnel reports and an in-house survey in 2018 concerning responsible conduct in the workplace and progress towards equality and non-discrimination.

1.1 Employee experiences of equality and non-discrimination

Job satisfaction surveys (VMBaro) are conducted regularly at the Academy of Finland to find out how satisfied employees are with the current state of equality and non-discrimination in the workplace. In 2018 employee satisfaction with gender equality in the workplace was at a high level (4.2/5). Satisfaction with progress towards non-discrimination, on the other hand, was at a slightly lower level (3.7/5 in 2018).

Gender equality in the light of VMBaro results in 2018 and 2017

In 2018, 78 per cent of Academy employees were satisfied or very satisfied with the gender equality situation in the workplace (compared to 76% in 2017). Among men, 35 per cent said they were satisfied and 65 per cent very satisfied, bringing the total to 100 per cent (compared to 95% in 2017). The figures for women were 37 per cent and 35 per cent, respectively, giving a total of 72 per cent (compared to 71% in 2017). In the age groups 30–39, 40–49 and 60 years and over, the share of satisfied and very satisfied employees was over 80 per cent, while the share of dissatisfied employees was zero. In the age group 50–59 years the proportion indicating they were satisfied or very satisfied was 69 per cent, while 6 per cent were not satisfied. According to the 2018 survey 77 per cent of staff with permanent contracts were very satisfied or satisfied with the state of equality, while the corresponding share for fixed-term employees was 86 per cent.

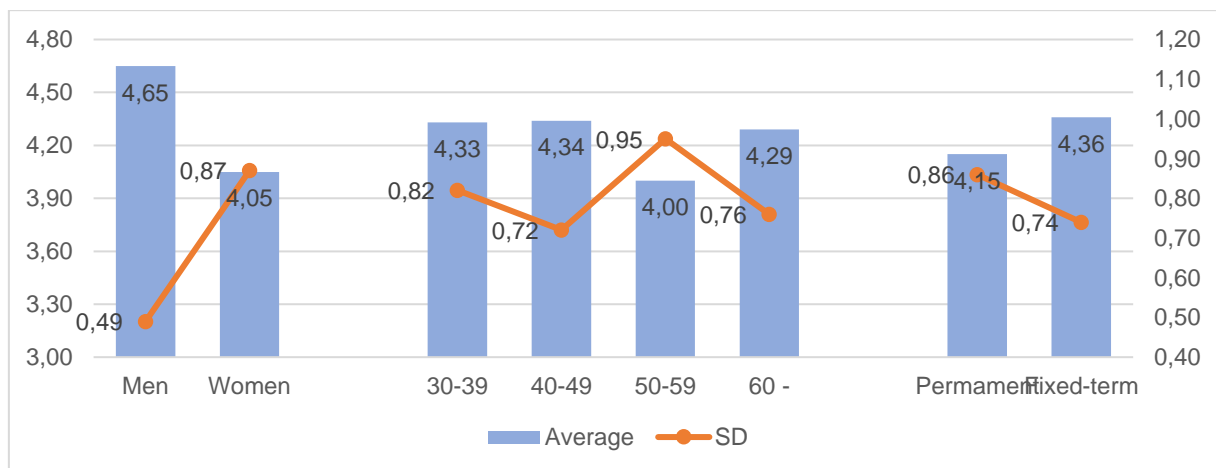


Figure 1. Perceived gender equality in the workplace, VMBaro 2018

The scores for perceived non-discrimination in the workplace were not as strong as for gender equality. Almost two-thirds or 59 per cent of the respondents were satisfied or very satisfied with the level of non-discrimination in the workplace (65% in 2017). There was also greater variation within different groups than in the item measuring gender equality. Men were clearly more satisfied than women: 76 per cent of men (95% in 2017) said they were satisfied or very satisfied, compared with just 54 per cent of women (66% in 2017).

Employees in the age group 30–39 were satisfied or very satisfied (67%) with the non-discrimination situation in the workplace. On the other hand, 17 per cent of this age group were dissatisfied. In the age group 60 or over, 58 per cent were satisfied or very satisfied, but 29 per cent were dissatisfied. In the age group 40–49 some 10 per cent were dissatisfied or very dissatisfied, and in the age group 50–59 slightly more or 12 per cent.

Based on the 2018 survey 57 per cent of employees on a permanent contract were very satisfied or satisfied, while the corresponding figure for fixed-term employees was 72 per cent. The proportions of those indicating they were dissatisfied was 11 per cent and 21 per cent, respectively.

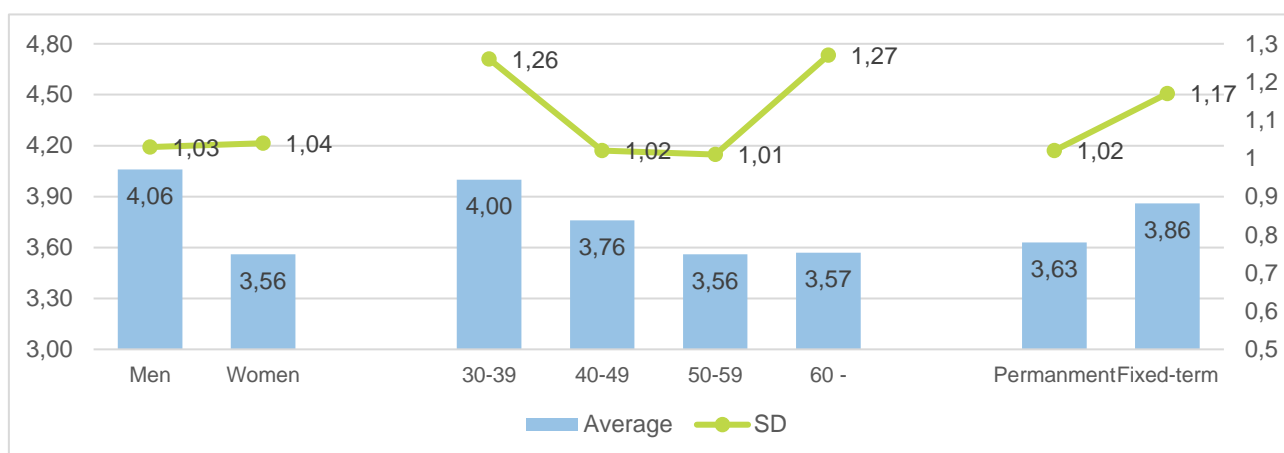


Figure 2. Perceived non-discrimination in the workplace, VMBaro 2018

The 2018 VMBaro survey covered 58 per cent of Academy personnel (82% in 2017). Results for individual personnel groups were only obtained for advisers and other personnel.

Among advisers, 83 per cent were satisfied or very satisfied with the state of equality in the workplace (78% in 2017), among other employees the figures was 64 per cent (66% in 2017). As for the state of non-discrimination, 65 per cent of advisers were satisfied or very satisfied (68% in 2017), for other front-line personnel the figure was 48 per cent (57% in 2017). Most front-line personnel are women.

1.2 Prevention and removal of discrimination and harassment

The Academy of Finland does not accept any form of discrimination, harassment or ill treatment. Discrimination, harassment and ill treatment are prevented by ensuring that up-to-date guidelines on principles and procedures are in place. The guidelines for the prevention of ill treatment and for resolving situations shall be revised. Personnel are reminded about the relevant procedures in connection with the job satisfaction survey, which includes items to query about possible instances of discrimination or harassment.

The 2017 job satisfaction survey discovered that some Academy employees had experienced ill treatment in the workplace. This prompted an interest to look into ways in which ill treatment can be combatted and prevented. At the same time, it was considered of interest to collect ideas on how responsible conduct and a culture of collaboration in the workplace can be promoted. A separate survey addressing these issues was conducted in June 2018. Based on the results the working group drafted five rules of respect in the workplace, which were further elaborated in a workshop on 1 November 2019. The Academy's golden rules of respect are described in more detail in section 3.2 above.

Experiences of ill treatment were further explored in the 2019 job satisfaction survey. It was found that 33 per cent of the respondents had observed and 20 per cent personally experienced ill treatment.

The VMBaro survey includes 40 items plus additional questions divided into eight sections. The Table below shows the breakdown of employees' responses in the 2018 sections.

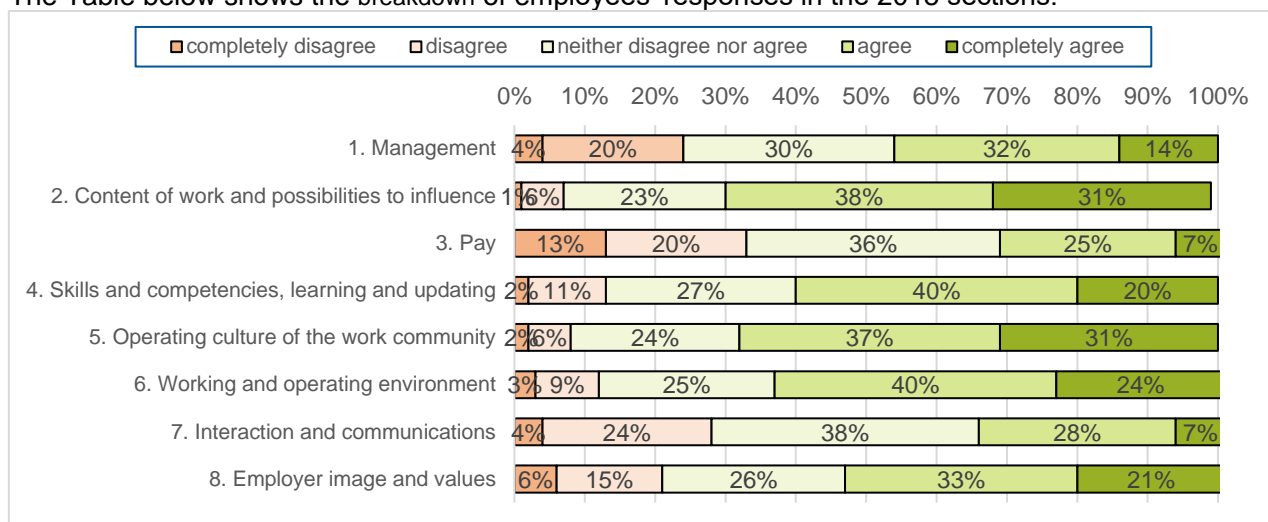


Figure 3. Breakdown of responses to 2018 VMBaro job satisfaction survey by section

1.3 Personnel structure and type of employment contracts

The proportions of men and women among Academy personnel have been rather constant in recent years: the figure for men has been in the range of 26–29 per cent and for women around 71–73 per cent.

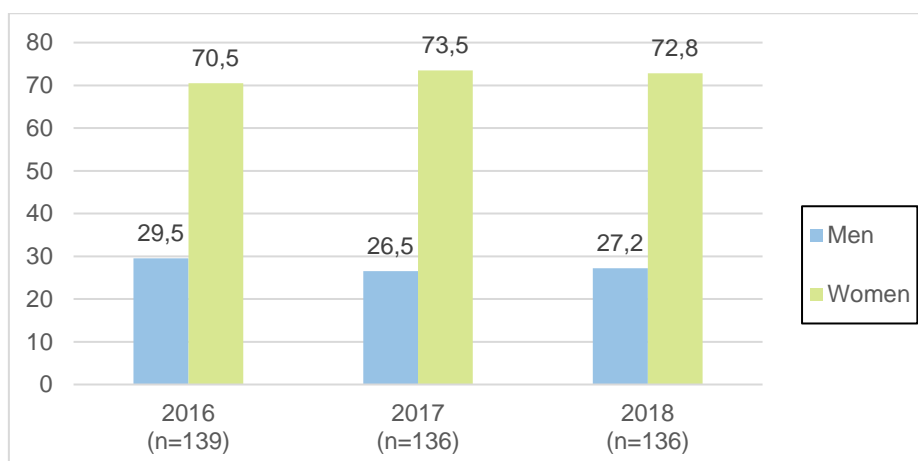


Figure 4. Proportion of men and women in Academy personnel in 2016–2018

The personnel groups include management, supervisors, advisers and front-line employees and trainees.

Women make up the majority of all other personnel groups except senior management.

Personnel group	Men 2016	Women 2016	Total 2016	Men 2017	Women 2017	Total 2017	Men 2018	Women 2018	Total 2018
Management	2	1	3	2	1	3	2	1	3
Supervisors	3	8	11	4	8	12	3	7	10
Advisers	32	58	90	27	61	88	29	61	90
Front-line personnel	3	31	34	2	29	31	2	30	32
Trainees	1		1	1	1	2	1		1
Total	41	98	139	36	100	136	37	99	136

Table 1. Number of employees by personnel group as at 31 December

1.4 Recruitment and personnel changeover

The Academy operates an equal opportunities and non-discrimination policy in all its recruitments. It has sought consistently to increase the proportion of men among front-line personnel and supervisors by favouring male applicants in cases where there are two equally or almost equally competent applicants of opposite genders to the same vacancy. In practice, the most competent applicant has always been selected to vacant posts, regardless of gender. Where possible, recruitment interviews have been conducted by both men and women. Annual surveys of job applicants and those recruited indicate that two groups differ in terms of their gender composition.

In 2018 the Academy of Finland ran 18 external recruitment announcements on the Government's online recruitment service. A total of 21 persons were recruited through the service. Applications were received from 802 people, 286 (36%) men and 516 (64%) women. In addition, three persons were recruited into fixed-term positions through other networks.

The personnel plan for 2019 no longer allows for positive discrimination.

Gender	Applicants	Persons recruited	Percentage of applicants	Percentage of persons recruited	Difference between percentages of applicants and persons recruited
Men	286	5	36	24	-12
Women	516	16	64	76	12
Total	802	21	100	100	

Table 2. Proportion of men and women in 2018 recruitments through the government's online recruitment service

1.5 Employment structure

1.5.1 Permanent and fixed-term contracts of employment

At year-end 2018, 81 per cent of Academy employees had a permanent contract of employment and 19 per cent a fixed-term contract. The most common grounds for fixed-term employment are replacement recruitment and the nature of work. The proportion of men who were on fixed-term contracts was 14 per cent, for women the figure was 21 per cent.

At year-end 2018, 80.8 per cent of fixed-term employees were women and 19.2 per cent men.

In 2018 there were 15 trainees on the Academy's payroll (22 in 2017). Trainee contracts were for periods between 3 and 6 months.

1.5.2 Age structure

At year-end 2018 the average age of Administration Office personnel was 49.4 years. Men's average age was 48.5 years, women's 49.7 years. Almost half or 46 per cent of men were in the age group 45–54 years, while 30 per cent of women were in the age group 35–44 and 29 per cent in the age groups 45–54 and 55–64 years. The average age of Academy of Finland employees has increased slightly from the year before.

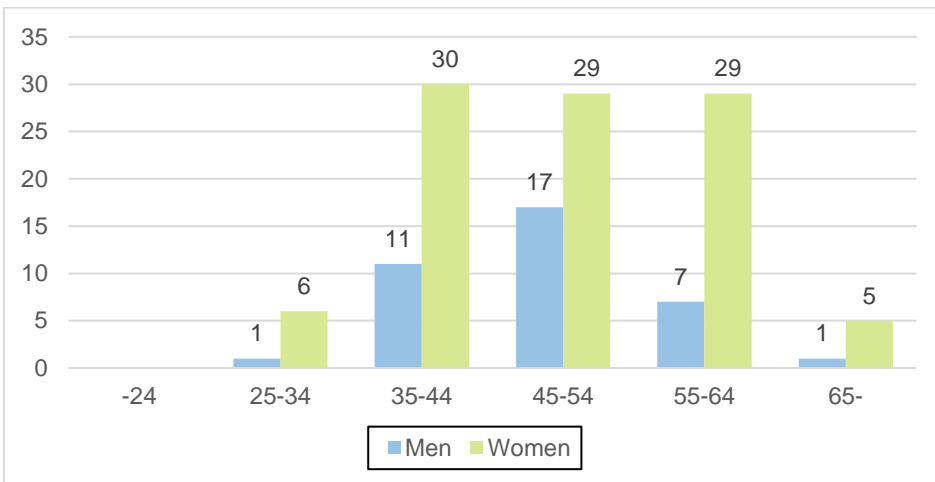


Figure 5. Breakdown of personnel by age group in December 2018, by gender

1.5.3 Personnel qualification structure

The Academy of Finland is an expert organisation with a highly qualified personnel. Men in particular have a high level of education, and most of them occupy adviser positions. At year-end 2018, 75 per cent of Academy personnel had at least a higher university degree. The largest category of qualifications gained was doctorate or equivalent tertiary education: 46 per cent held a doctoral degree.

In recent years the proportion of personnel with a secondary and post-secondary non-tertiary education has decreased by some eight per cent and the proportion of those with a lowest level tertiary education by some five per cent. The proportion of doctoral degree holders has increased by almost 20 per cent

Year	Month	No. of personnel	Secondary, %	Post-secondary non-tertiary, %	Lowest level tertiary, %	Lower-degree level tertiary, %	Higher-degree level tertiary, %	Doctorate, %	Unknown, %
2010	December	159	1.3	13.8	16.4	8.8	31.4	27.7	0.6
2014	December	143	0.7	7.7	16.1	7.7	28.0	38.5	1.4
2017	December	136	0.7	4.4	11.8	7.4	34.0	38.2	2.9
2018	December	136	0.7	5.9	10.3	6.6	29.4	45.6	1.5

Table 3 Educational level of Academy personnel in 2010, 2014, 2017 and 2018.

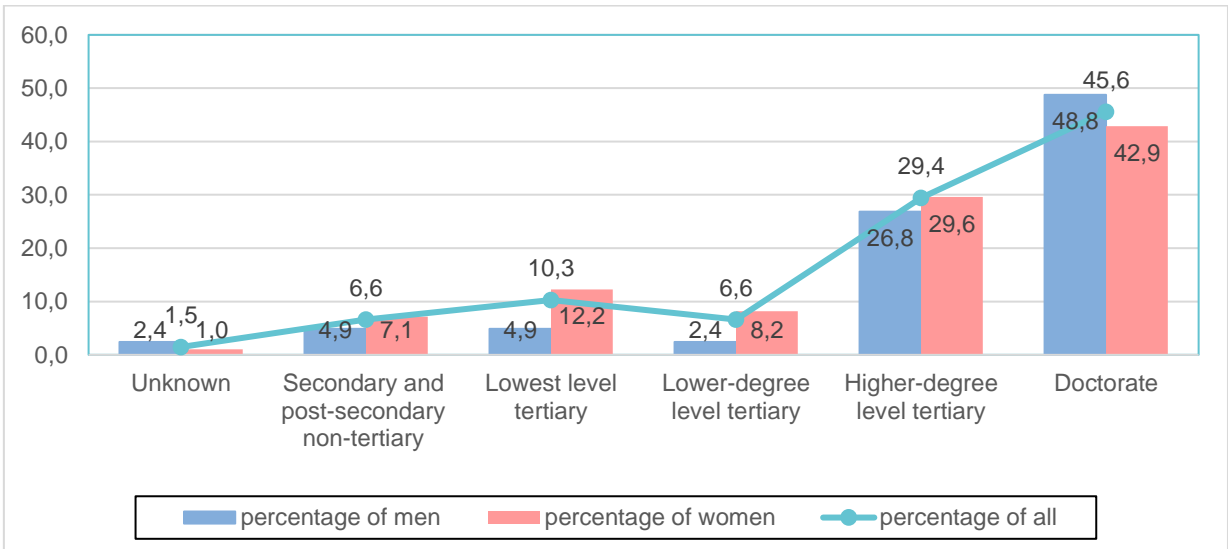


Figure 6. Educational level by gender as at 31 Dec 2018

The Figure below shows the proportion of employees with different educational levels in five categories of duration of uninterrupted employment from under one year to over 20 years.

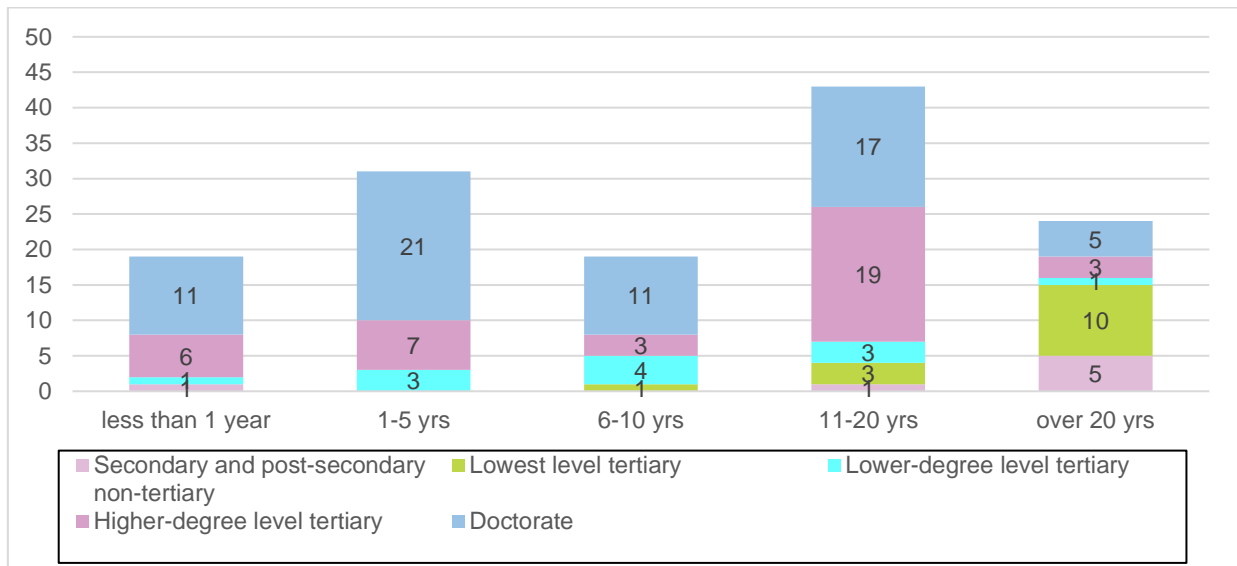


Figure 7. Educational levels by duration of uninterrupted employment as at 31 Dec 2018, total 136 persons

1.6 Balancing work and private life

1.6.1 Proportion of part-time employees

In December 2018 the proportion of personnel working full-time was 93 per cent, while 7 per cent worked part-time. The reasons for working part-time included receipt of part-time pension or disability pension, part-time child care leave or study leave. Both women and men take advantage of part-time and flexible working opportunities.

1.6.2 Family leave

The number of employees taking family leave (maternity, paternity, parental or child care leave) has been relatively low in recent years, which is no doubt due in part to the personnel age structure. In 2018 six different employees took family leave. Both women and men take family leave and temporary child-care leave to look after a sick child.

Reason	Men (no. of days)	Women (no. of days)
Paternity leave, unpaid	59	
Paternity leave, paid	11	
Maternity leave		33
Parental leave		186
Child care leave		
Temporary child care leave	12	54
Telework	620	1983
Flexi leave	144	541
Job alternation leave	139	153

Table 4. Family leave and flexible working hours by gender in 2018

Appendix 2. Academy of Finland pay survey 2018 and comparative data for 2016–2018

The pay survey covers all Academy of Finland employees who received pay on 31 Dec 2018. The pay of those in part-time or hourly paid employment is converted to correspond with full-time pay.

The comparative data are for 2016–2018, according to the situation as at 31 December.

Gender	2016	2017	2018
Men	41 (29%)	36 (26%)	37 (27%)
Women	98 (71%)	100 (74%)	99 (73%)
Total	139	136	136

Table 1. Number of employees and percentage breakdown by gender 2016–2018

2.1 Pay structure

Some 95 per cent of Academy personnel come under the central government pay system. Their wages consist of a task-specific pay component (based on job grades) and an individual pay component (based on performance level, percentage of job grade pay). Earnings from regular working hours may additionally include an individual bonus (including general increases), individual monthly remunerations, and shop steward's and labour protection representative's fees. Some employees have the free use of telephone as a fringe benefit.

Senior management, trainees and certain advisers receive individual remuneration based on separate agreement.

Gender/year	Individual remuneration (contractual salaries)			Task-specific pay and individual pay component (percentage of job grade pay)		
	2016	2017	2018	2016	2017	2018
Men	4	4	4	37	32	33
Women	1	3	1	97	97	98
Total	5	7	5	134	129	131

Table 2. Pay structure by gender in 2016–2018

Individual bonus attracting general pay increase

Under the performance appraisal system introduced on 1 September 2010, an employee is eligible to receive an individual bonus if their individual pay component under the previous pay system was higher than the new individual payment component. Based on the employer's discretion, the corresponding bonus is used to cover the pay differential if the overall pay for the person's new post is lower than their earlier pay. During 2016–2018 such bonuses have been paid to one to three persons.

Individual remuneration not attracting general pay increase

Discretionary individual bonuses have been paid to supervisors (average 700 euros/month) and employees in demanding adviser positions. Individual bonuses paid to advisers ranged from 101.75 to 400 euros, and at year-end 2018 it was paid to 10 persons, six women and four men.

Telephone benefit

Senior management and some supervisors and employees in IT management have employer-provided telephones as fringe benefits. At year-end 2018 there were eight persons who had the benefit, five women and three men.

In 2016–2016 a shop steward's fee was paid to one women and one man. A labour protection representative's fee was paid to one man.

Number of men and women in different job grades in 2016–2018

Job grade	Men 2016	Women 2016	Total 2016	Men 2017	Women 2017	Total 2017	Men 2018	Women 2018	Total 2018
81									
82									
83		3	3		1	1		1	1
84		1	1		2	2		1	1
85	1	7	8		6	6		7	7
86	2	16	18	2	16	18	2	16	18
87	1	8	9	1	8	9	1	8	9
88	4	3	7	4	5	9	4	3	7
89	16	28	44	12	26	38	12	30	42
90	9	21	30	8	23	31	10	19	29
91	1	2	3	1	2	3	1	2	3
92								4	4
93	1	4	5	2	4	6	1	3	4
94	2	4	6	2	4	6	2	4	6
Yhteensä	37	97	134	32	97	129	33	98	131

Table 3. Number of men and women in different job grades in 2014–2016, as at 31 Dec

The Academy's pay system comprises 14 different job grades (81–94). Front-line jobs are at job grade levels 83–87, adviser jobs at levels 87–91 and supervisor jobs at levels 93–94. Job grade levels 81 and 82 remain unused, while a new job grade 92 was introduced in 2018.

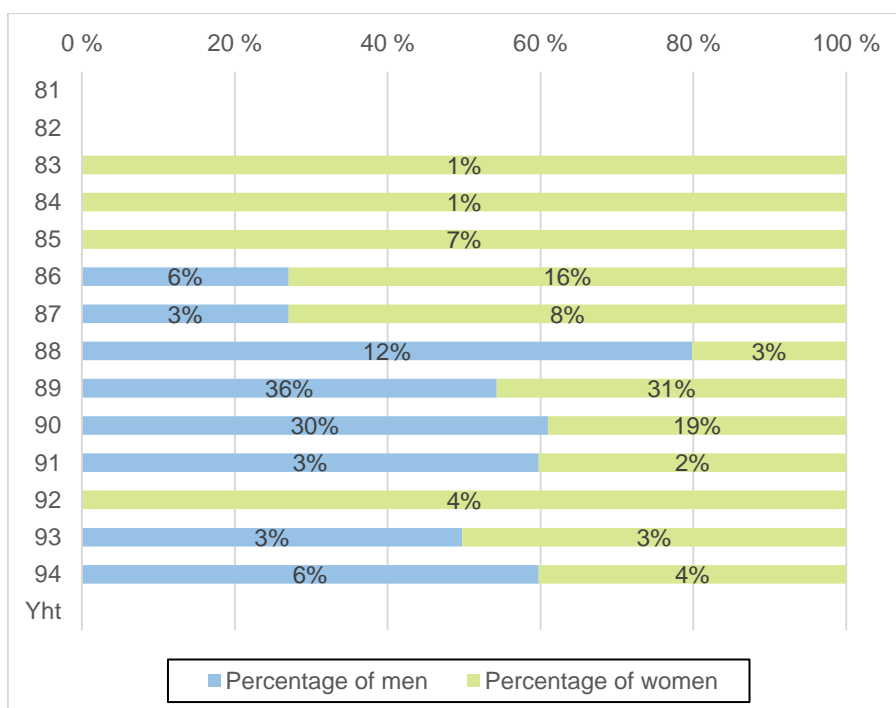


Figure 1. Gender breakdowns by job grade as at 31 Dec 2018

In December 2018 the majority (78%) of men were employed in positions at job grades 88–90. Among women, 53 per cent were in job grade 88–90 positions. The gender breakdown

was most balanced at job grade 89, with 31 per cent of women and 36 per cent of women working in positions at this grade.

Performance level	Percentage	Men 2016	Women 2016	Total 2016	Men 2017	Women 2017	Total 2017	Men 2018	Women 2018	Total 2018
1	6,0									
2	9,0									
3	12,0									
4	15,0	1	1	2		2	2		2	2
5	18,0	2	2	4	3	2	5	1		1
6	21,0	1	2	3				1	5	6
7	24,0		2	2	1	4	5	2	4	6
8	27,0	1	7	8	1	9	10	3	11	14
9	30,0	6	9	15	4	9	13	2	9	11
10	33,0	3	6	9	3	5	8	6	9	15
11	36,0	5	10	15	5	11	16	3	10	13
12	39,0	9	16	25	8	15	23	9	11	20
13	42,0	5	22	27	5	22	27	4	21	25
14	45,0	3	7	10	1	7	8	1	7	8
15	48,0	1	13	14	1	11	12	1	9	10
Yht		37	97	134	32	97	129	33	98	131

Table 4. Number of men and women working at different performance levels, August 2016–2019, 31 Dec

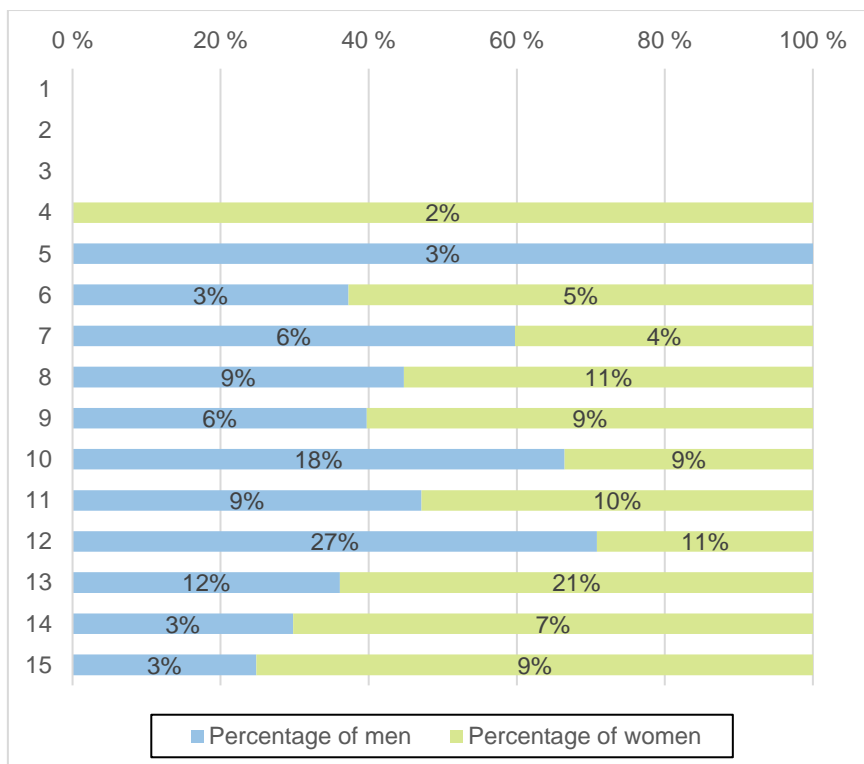


Figure 2. Gender breakdowns at different performance levels as at 31 Dec 2018

At year-end 2018 the proportion of women was highest at performance level 13 (21% of women) and the proportion of men at performance level 12 (27% of men). The average performance level of men's jobs is 10.6 and the average for women 10.9.

2.2 Comparison of earnings from regular working hours

Earnings from regular working hours include task-specific and individual pay components, and various bonuses and fringe benefits. Part-time pay is converted to correspond with full-time pay.

Supplements or allowances paid on top of regular earnings may include 1) individual remuneration, which will not attract a general pay increase; 2) individual bonus, which will attract a general pay increase; 3) shop steward's fee; 4) labour protection representative's fee; and 5) telephone benefit.

Gender comparison of earnings from regular working hours 2016–2018

Date 31 Dec	Av. earnings from regular working hours, men	Av. earnings from regular working hours, women	Women's pay as a percentage of men's pay
2016	4,615.30	4,248.84	92.1%
2017	4,710.72	4,351.64	89.6%
2018	4,777.29	4,293.24	89.9%

Personnel groups in 2016–2018 at 31 Dec

Personnel group	Men 2016	Women 2016	Total 2016	Men 2017	Women 2017	Total 2017	Men 2018	Women 2018	Total 2018
Management	2	1	3	2	1	3	2	1	3
Supervisors	3	8	11	4	8	12	3	7	10
Advisers	32	58	90	27	61	88	29	61	90
Front-line employees	3	31	34	2	29	31	2	30	32
Trainees	1		1	1	1	2	1		1
Total	41	98	139	36	100	136	37	99	136

Comparison of earnings from regular working hours, by personnel group and gender

Supervisors

In 2016–2018 the number of male supervisors was less than five

	2016		2017		2018	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	3		4		3	
Women	8	6,344.36	8	6,359.74	7	6,407.53
Total	11		12		10	

Advisers

	2016		2017		2018	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	32	4,436.85	27	4,435.17	29	4,506.89
Women	58	4,452.77	61	4,388.66	61	4,485.54
Total	90		88		90	
*)		100.4		99.0		99.5

*) Women's pay as a percentage of men's pay

Front-line personnel

In 2016–2018 the number of men in the group of front-line employees was less than five.

	2016		2017		2018	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	3		2		2	
Women	31	3,175.87	29	3,204.50	30	3,241.60
Total	34		31		32	

Comparison of regular earnings at different job grades

The job grade classification comprises 14 levels, 12 of which are in use. Gender pay comparisons are made for job grades 89 and 90. At other job grades the number of men is less than five.

Job grade 89

	2016		2017		2018	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	16	4,325.74	12	4,275.79	12	4,321.51
Women	28	4,233.47	26	4,273.99	30	4,270.34
Total	44		38		42	
*)		99.3		100.0		98.8

*) Women's pay as a percentage of men's pay

Job grade 90

	2016		2017		2018	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	9	4,749.04	8	4,749.97	10	4,800.14
Women	21	4,836.79	23	4,785.41	19	4,818.70
Total	30		31		29	
		101.8		100.8		100.4

*) Women's pay as a percentage of men's pay

Appendix 3. Survey on responsible conduct in the workplace and the state of equality and non-discrimination

Survey date 6/2018, N=55 (women 38, men 14, does not want to say 3)

1) To what extent has gender equality been achieved in the Academy?

	Not at all = 1	Rather poorly = 2	Veri well = 3	Fully = 4	No. of responses	Aver- age	Median	Don 't know	All re- sponses total
Pay	1	6	11	11	29	3,1	3	25	54
	3 %	21 %	38 %	38 %					
Career advancement	3	1	19	15	38	3,2	3	16	54
	8 %	3 %	50 %	39 %					
Balancing work and family	0	0	21	21	42	3,5	3	12	54
			50 %	50 %					
Opportunities to influence job contents	1	4	21	9	35	3,1	3	21	56
	3 %	11 %	60 %	26 %					
Workload stress	0	3	20	11	34	3,2	3	20	54
		9 %	59 %	32 %					
Amount of positive feedback from supervisors	1	5	12	11	29	3,1	3	25	54
	3 %	17 %	41 %	38 %					
Amount of critical feedback from supervisors	0	1	13	10	24	3,4	3	29	53
		4 %	54 %	42 %					
Total	6	20	117	88	231	3,2	3	148	379

2) To what extent has non-discrimination been achieved at the Academy?

	Not at all = 1	Rather poorly = 2	Very well = 3	Fully = 4	No. of responses	Average	Median	Don't know	All responses total
Age	1	8	26	11	46	3,0	3	9	55
	2 %	17 %	57 %	24 %					
Health status	1	2	20	10	33	3,2	3	23	56
	3 %	6 %	61 %	30 %					
Trade union participation	0	1	12	9	22	3,4	3	33	55
		5 %	55 %	41 %					
Political conviction	0	1	11	13	25	3,5	4	30	55
		4 %	44 %	52 %					
Religion	0	0	9	14	23	3,6	4	32	55
			39 %	61 %					
Ethnic background	0	1	8	12	21	3,5	4	34	55
		5 %	38 %	57 %					
Sexual orientation	0	0	10	14	24	3,6	4	31	55
			42 %	58 %					
Membership of sexual minority	1	0	9	12	22	3,5	4	33	55
	5 %		41 %	55 %					
Membership of different personnel groups	1	16	19	7	43	2,7	3	11	54
	2 %	37 %	44 %	16 %					
Involvement in different units	0	16	26	5	47	2,8	3	8	55
		34 %	55 %	11 %					
Educational background	3	11	26	6	46	2,8	3	9	55
	7 %	24 %	57 %	13 %					
Total	7	56	176	113	352	3,1	3	253	605