



Academy of Finland Equality and Nondiscrimination Plan

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ACADEMY OF FINLAND

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Introduction

The Academy of Finland has a strategic commitment to promote equality and nondiscrimination. The values guiding the Academy's activities include openness, transparency, reliability, and equality and nondiscrimination. The Academy's efforts to promote equality and nondiscrimination aim at incorporating them as an integral part of the Academy's day-to-day operation, core processes and their follow-up.

The performance agreement between the Academy and the Ministry of Education, Science and Culture states:

“The Academy of Finland strengthens the realisation of equality, nondiscrimination and diversity in its implementation and development of forms of research funding, funding terms and review practices as well as in stakeholder work. The Academy requires that the principles of sustainable development be taken into account in projects funded by it as part of the operating methods of responsible research.”

In its employer role the Academy works consistently to promote equality and nondiscrimination among its employees, and in its agency role to ensure that the principles of equality and nondiscrimination 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 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 nondiscrimination in all its operations. The plan also takes into account the dimensions of diversity in both research funding and personnel. **During the current planning period 2022–2023, the focus is to integrate the equality and nondiscrimination perspective more strongly into the activities of the Academy of Finland and to promote the practices that support this mainstreaming process.**

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 nondiscrimination. Under the Act, authorities and employers are furthermore required to make due and appropriate adjustments to ensure the equality of persons with disabilities.

This plan includes a report and measures to promote gender equality and nondiscrimination at the Academy. It also includes assessment of the implementation of the measures recorded in the previous equality and nondiscrimination. 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*.

The equality and nondiscrimination plan has been considered by the cooperation team, the Academy's executive management team and the extended management

team. The Finnish Union of University Researchers and Teachers and Finnish Education Employers have been consulted in preparing this plan, and the draft measures have been submitted to the Academy's Administration Office for comments by the divisions and core teams.

The objectives and measures included in the plan shall be discussed with employees, and supervisors are urged to incorporate them in their daily management work. The Academy's management is committed to implementing the equality and nondiscrimination plan. The Academy's equality and nondiscrimination measures are discussed regularly in the Academy's executive management team.

The Academy's Equality and Nondiscrimination 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 nondiscrimination surveys are carried out every other year.

ENDWG reports on progress and new objectives to the Academy's executive management team, cooperation team and to the Academy Board.

The Equality and Nondiscrimination Plan is posted on the Academy's intranet and website. The plan is available in English, Finnish and Swedish.

Abstract: Measures for promoting equality and nondiscrimination at the Academy of Finland in 2022–2023

The measures are described in more detail in sections 1, 2.1 and 3.1 below.

Measures for promoting equality and nondiscrimination in the Academy's research funding operations and Administration Office operations

1. Systematic data collection (incl. follow-up indicators) on the realisation of equality and nondiscrimination in the Academy's research funding activities and among the Academy's personnel will be further developed.
2. Communications and training related to equality and nondiscrimination will be developed.

Measures for promoting equality and nondiscrimination in operations and services

3. The Academy will define methods for supporting both women's careers in research as well as the reconciliation of work and family in all forms of funding.
4. Carrying out a gender and nondiscrimination impact assessment for the Academy Research Fellow reform. Integrating this assessment into future development projects.
5. Strengthening the perspectives of equality and nondiscrimination as part of responsible science and evaluation.

Measures for promoting equality and nondiscrimination among Administration Office personnel

6. Strengthening a nondiscrimination perspective in personnel planning, recruitment and pay alongside with gender equality, and incorporating a diversity perspective into the planning.
7. Assessing the Administration Office's new operating approaches (remote and hybrid work of personnel, review/panel work and facility development) and their impact on equality and nondiscrimination.

Estimates of the implementation of equality and nondiscrimination measures in the research funding activities of the Academy of Finland and in the activities of the Administration Office during the previous planning period 2019–2021

Measure 1:

Designing tools for systematic data collection on progress towards equality and nondiscrimination in the Academy's research funding and personnel operations and develop follow-up indicators

Estimate of implementation:

- Equality and nondiscrimination monitoring data and data collection related to research funding have been developed to enable intersectional examination of different criteria, in particular gender, age and citizenship (in cooperation with the ENDWG, the division of strategic planning and analysis and information management).
- The collection of follow-up data has been harmonised with regard to what is reported annually in connection with the Academy's annual report and financial statements, statistical compilations related to applications and the equality and nondiscrimination plan.
- The information collected for the Academy's international evaluation has been used to update this plan.
- The human resources accounting and the personnel section of the annual report have been developed so that the information included in the documents can be also utilised as follow-up data for the equality and nondiscrimination plan.
- In addition to statistical data, there is also a need for qualitative information on experiences of equality and nondiscrimination among personnel. In spring 2021, a new version of the equality and nondiscrimination survey was conducted among the personnel. In addition to the different genders, the survey paid special attention to the experiences of employees with a fixed-term employment contract, different professional groups and people of different ages and related monitoring. The survey will be carried out again before the next update to this plan.
- Summary: Work in progress. Systematic data collection and related development will continue during the planning period 2022–2023.

Measure 2:

Communications and training related to equality and nondiscrimination will be developed.

Estimate of implementation:

- Information about the themes of equality and nondiscrimination has been provided under the topic of responsible science on the Academy's website.
- The Academy's internal discussion on the perspectives of responsible science has also been promoted with regard to equality and nondiscrimination issues.
- Personnel have been recommended to participate in the eOppiva equality and nondiscrimination training, and many employees have already completed the training.
- The Academy has been carrying out more active internal communications on equality and nondiscrimination issues (e.g. through personnel information sessions and on the intranet).
- Summary: Work in progress. Strengthening internal and external communications will be continued and training and its target groups will be diversified.

Measure 3:

Promoting equality and nondiscrimination through the concepts and terminology used by the Academy.

Estimate of implementation:

- Personnel planning and communication have mainly transitioned to using gender-neutral terms.
- A reform of the personnel's job titles in the Academy (2020) has supported the introduction of gender-neutral job titles. For example, the agency has started using the gender-neutral Finnish term "esihenkilö" for supervisors. However, the change of job titles has not applied to all titles, such as the gendered "lakimies" (lawyer).
- The gender "other" has been added to the SARA service system for research funding (2020).
- Summary: The measure has been mainly implemented. More attention will be paid to the used terminology during the forthcoming planning period as part of other measures.

Estimates of the implementation of measures promoting operational equality and nondiscrimination set during the previous planning period 2019–2021

Measure 4:

Identifying measures to facilitate the balancing of work and family life and to support women's research careers in all funding schemes

Estimate of implementation:

- The Academy's funding terms and conditions have been specified in (2021), taking into account needs to extend funding arising from family reasons and illness. Applicants have been informed of this in the Academy's application guidelines (2021).
- With regard to the funding of the Infrastructure, Centre of Excellence and Strategic Research Council, discussions have begun on how these more recent forms of funding could also support more strongly the reconciliation of researchers' work and their family/private life. This work will continue during the current planning period.
- Summary: Work in progress, implementation of the measure will continue during the new planning period.

Measure 5:

Assessing the impact of the mobility requirement on the number and gender distribution of applicants

Estimate of implementation:

- Based on a study on mobility requirements carried out by the Academy of Finland in 2020, family reasons pose one of the greatest challenges to mobility requirements.
- The Academy has specified the criteria for the mobility requirement (2021): A statutory family leave when working part-time due to a family leave, and partial work ability is taken into account in meeting the mobility requirement. Part-time employment must be at least 50%.
- Summary: The measure has been implemented in full.

Estimates of the implementation of measures promoting equality and nondiscrimination set during the previous planning period 2019–2021 among Administration Office personnel

Measure 6:

Promoting equality and nondiscrimination in career advancement and pay

Estimate of implementation:

- The pay system and related equality and nondiscrimination perspectives have been examined in statistical cooperation meetings with representatives of personnel organisations in accordance with the valid collective agreement.
- The evaluation and development group has discussed the results of the VMBaro job satisfaction survey and open-ended responses concerning pay and the pay system by age group and gender as well as the results of an equality and nondiscrimination survey conducted among the personnel related to pay.
- In 2020, all employees were offered a one-off opportunity for a personal coaching discussion. The aim of the coaching was to enable the employees to identify their own competence and development areas, and to agree on development objectives and learning paths. This enabled all Academy employees, regardless of the duration of their fixed-term employment contract or their career stage to reflect on their career development and the development measures supporting it and to incorporate them into their long-term development plan.
- Summary: Work in progress. Implementation of the measure will continue during the new planning period.

Measure 7:

Improving the accessibility of the working environment through office solutions (incl. accessibility).

Estimate of implementation:

- The Academy's new website and updated intranet have been designed to be accessible.
- All personnel have completed the eOppiva accessibility training.
- Investigation of the accessibility of premises (incl. an induction loop in meeting facilities) has been delayed due to the coronavirus situation. The accessibility of premises will be taken into account in the upcoming renovation of premises (from 2022).
- Summary: The measure has been mainly implemented. A new measure related to the development of the working environment and operating methods has been planned for the planning period 2022–2023. This measure will be integrated into the development of the working environment.

1 Promoting equality and nondiscrimination as part of the Academy's day-to-day operation

The Academy of Finland promotes equality and nondiscrimination as part of day-to-day work, core processes and related monitoring. A specific objective is to strengthen practices that support gender equality and nondiscrimination mainstreaming. In order to achieve this, the focus of the Academy's efforts during the 2022–2023 planning period continues to be developing its processes and communications around equality and nondiscrimination and upgrading employees' skills and competencies in this area.

The Equality and Nondiscrimination Working Group (ENDWG) reviewed and assessed the progress made towards equality and nondiscrimination in early 2021. The assessment of the implementation of the measures during the planning period 2019–2021 is presented in the introduction section and in the figures on the current status of both research funding and the activities of the Administration Office. Data on the implementation of the measures during the planning period, the VMBaro personnel survey, the results of the Academy's equality and nondiscrimination survey, and statistical data related to research funding and personnel have been used as material.

One of the missions of ENDWG is to develop more systematic tools for monitoring and collecting data on progress towards equality and nondiscrimination. The Academy has increased cooperation between internal operators in data collection. For example, statistics on equality and nondiscrimination among personnel have been used in the Administration Office's reports on personnel. The Academy is planning and monitoring the measures in accordance with the obligations laid down in the Act on Equality between Women and Men and the Non-Discrimination Act. Further steps are also taken to strengthen the engagement of employees and stakeholder groups in the Academy's efforts to promote equality and nondiscrimination.

The Academy 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 1–2 as key areas of development.

Measure 1 – Systematic data collection and monitoring

Systematic data collection (incl. follow-up indicators) on the realisation of equality and nondiscrimination in the Academy of Finland's research funding activities and among the Academy's personnel will be further developed.

With regard to research funding, data collection will be further developed to respond to the monitoring of the goal of the performance agreement concerning social impact, "the Academy promotes equality, nondiscrimination and diversity in science as well as the sustainable development goals".

Equality issues (incl. nondiscrimination) have been selected as the focus area for the Academy's sustainability reporting related to the 2030 Agenda (the first report in spring 2022).

Timetable
open/ongoing

Proposed responsibility for action
Proposed responsibility: ENDWG, STAN for sustainability reporting
In cooperation with: Information management, STAN

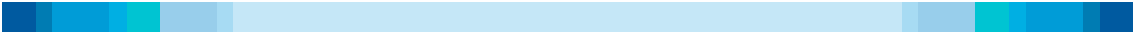
Communications
In the working group's operation, the Academy intranet i.e. Santra, and internal cooperation forums
Follow-up
By ENDWG before the next update of the Equality and NonDiscrimination Plan in spring 2023

Measure 2 – Communications and training related to equality and nondiscrimination	
<p>Developing and further increasing the communications and training related to equality and nondiscrimination in the Academy of Finland, and within the Administration Office as well as on external websites.</p> <p>ENDWG will support discussion and debate on responsible science at the Academy.</p> <p>ENDWG will participate in the planning of training and guidelines related to the evaluation criteria and decision-making guidelines of the Academy Research Fellow reform and their application in a nondiscriminatory manner. Training and guidelines will be prepared for evaluators, committees, persons responsible for panels and presenting officials.</p>	
Timetable ongoing, planning of training and guidelines in 2022	Proposed responsibility for action Division of Communications: internal communications Academy Research Fellow reform team: Training in the Academy Research Fellow reform Responsible science: ARVO and RAHKA core teams In cooperation with: ENDWG
Communications In Santra and on the Academy of Finland's website.	
Follow-up ENDWG.	

2 Equality and nondiscrimination in research funding operations

The Academy of Finland's decisions on research funding are made by research councils, committees and subcommittees. 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 objectives include promoting careers in research among young people and women, and promoting equality and nondiscrimination in research funding activities. Furthermore, the Academy's decision-making reflects the policy directions set out in other documents adopted by the Academy Board and research councils and committees (action and financial plans, strategy documents, equality and nondiscrimination 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 ground-breaking 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 equality in research and innovation remains one of the key objectives of the European Research Area (ERA) and the Horizon Europe framework programme. These aim at structural and institutional changes that promote equality and nondiscrimination, particularly in the context of research careers and researcher evaluation, and, more broadly, at the level of the activities of researcher communities, research organisations and, of course, also European funding organisations, as well as the digital and green transition.

In September 2021, the Council of Europe adopted the Global approach to research and innovation, – Europe's strategy for international cooperation in a changing world. The conclusions emphasise, among other things, the freedom of scientific research and gender equality¹. In 2021, during Slovenian Presidency of the Council of the EU, the Ljubljana Declaration on Gender Equality in Research and Innovation was also adopted. The Declaration emphasises the importance of safeguarding gender equality and take proactive measures to mainstream it in research and innovation as a whole. This will ensure a fair transition that will introduce new participatory lifestyles for all and new employment and research opportunities. In the period 2022–2024, EU Member States will develop inclusive equality plans and their implementation, promote structural change in the implementation of equality in research and research funding organisations, strengthen the mainstreaming of a gender perspective and develop principles to integrate and evaluate the gender perspective in the content of research and innovation in cooperation with national research funders.

The Academy of Finland is committed to continuing its efforts to promote and mainstream 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 nondiscrimination in research funding operations

Equality and nondiscrimination are among the principles of responsible science guiding the Academy of Finland's research funding decisions. The instructions for decision-makers, experts assessing applications and presenting officials have been specified in the period 2020–2021 with regard to responsible science. Gender equality is included in making funding decisions as a scientific policy objective.

2.1.1 Gender distributions in Academy councils and committees

Both the Academy of Finland's research councils and committees and the Academy Board are subject to the quota rule of the Equality Act (section 4a, 609/1986), which states that in government and public administration, both women and men shall have a representation of at least 40% in bodies exercising public authority. At the Academy, women and men are equally represented in all research councils and bodies. In the period 2010–2019, women accounted for 49% of all Academy employees and men for 51%.

¹ The council recognises freedom of scientific research; pursuit of scientific excellence; impact of R&I; research ethics and integrity; societal and environmental responsibility; gender equality, diversity and inclusiveness; openness, including open data and open science; the free circulation of researchers and knowledge; sustainable research careers; standards and evidence-informed policy making as key principles and values of the Union in international R&I cooperation. Source: <https://data.consilium.europa.eu/doc/document/ST-12044-2021-INIT/en/pdf>

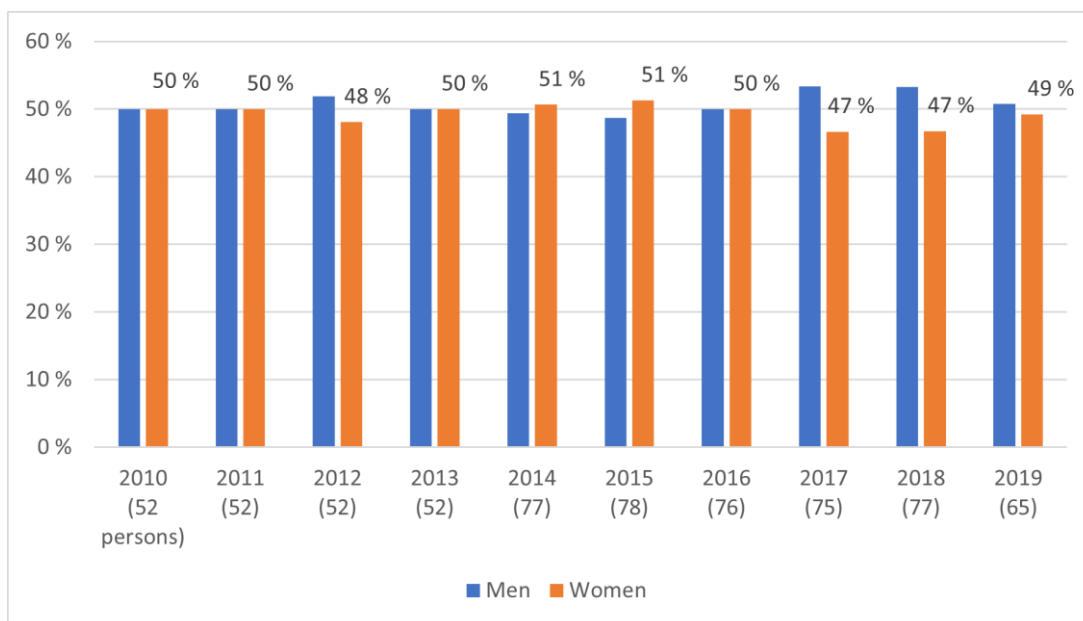


Figure 1. Number of men and women in Academy of Finland councils and committees (Board and research councils in 2010–2019² and Strategic Research Council and Research Infrastructure Committee in 2014–2019) [Members of councils and committees; Men; Women] Proportion of women (%) shown on the bars.

2.1.2 Gender and age distributions of funding applicants and recipients

For a long time, the Academy of Finland has been annually following the development of women's research careers and the impacts of the Academy's evaluation and decision-making process from the perspective of equality.

The proportion of female applicants in the Academy's key funding schemes has remained fairly unchanged throughout the 2010s (see Figure 2). The proportion of female applicants is highest among postdoctoral applicants, of whom around half are women. Approximately 40% of Academy Research Fellow applicants and 30% of Academy Project applicants have been women. The proportion of women among the Academy Project applicants has increased slightly during the 2010s. By contrast, the proportion of women among postdoctoral candidates has decreased slightly.

² The most recent term of office of the councils and committees was from 1 January 2019 to 31 December 2021, so the data for 2020–2021 are the same as for 2019.

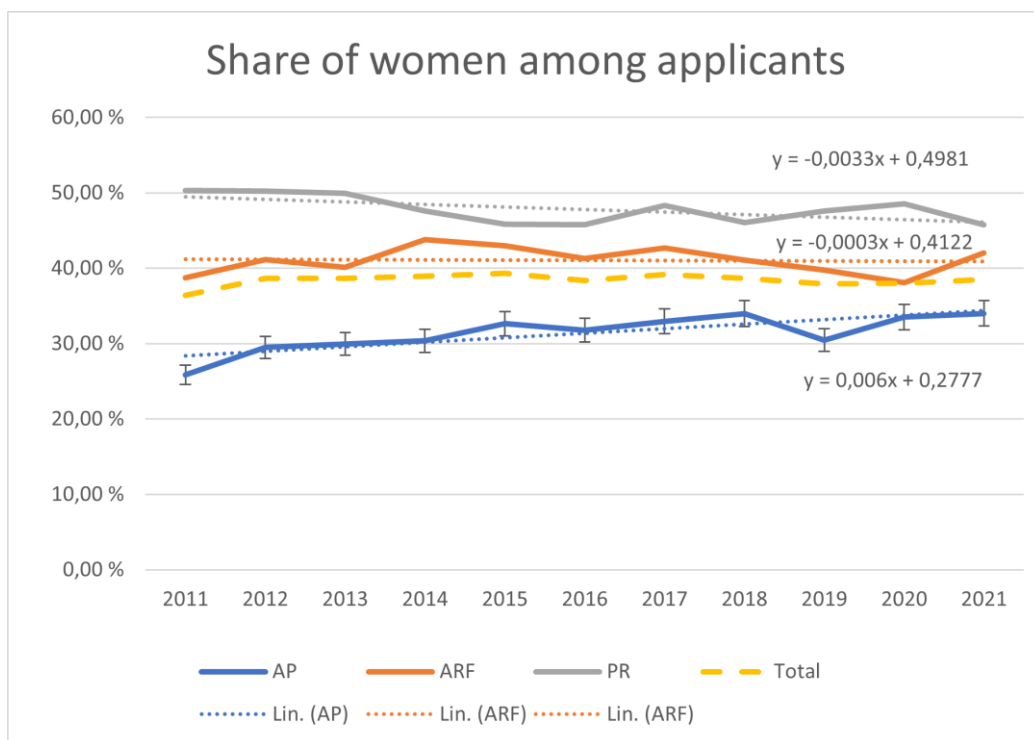


Figure 2. Proportion of women among applicants for Academy Project (AP), Academy Research Fellow (ARF) and Postdoctoral Researcher (PR) positions in the period 2011–2021.

When examining the proportion of women among funding recipients, some differences can be observed between researcher funding and project funding and, on the other hand, within project funding for young researchers (Table 1). In 2020, 40% of those selected for the position of Academy Research Fellow and 55% of those selected for postdoctoral researcher funding were women. In the Academy Projects of junior researchers, the proportion of women among funding recipients has been higher in the period 2019–2020 than in the Academy Projects on average. In 2020, this was 46%.

Funding scheme	2018		2019		2020	
	No.	%	No.	%	No.	%
Academy Project	88 (230)	38	55 (188)	29	78 (232)	34
Early-career Academy Project			61 (133)	46	26 (56)	46
Academy Research Fellow	28 (65)	43	28 (65)	43	27 (68)	40
Postdoctoral Researcher	50 (100)	50	59 (122)	48	61 (111)	55

Table 1. Proportion of female applicants in September calls for three funding schemes in the period 2018–2020 (number and %, situation on 31 December 2020). The figure in parentheses includes all positive funding decisions for all funding schemes. Source: Academy of Finland financial statements 2020.

In Academy Projects, the percentage success rates for women have varied between 13 and 20% over the ten-year period under review (Figure 3). Among men, the rates ranged between 14 and 20%. In 2020, the success rate was 18 for women and 14 for men.³

³ In the text, differences and changes between groups are described as differences between percentage points. The differences can also be described as relative differences or relative growth. For example, an increase of three percentage points in the percentage success rate from 10% to 13% means an increase of 30% in the probability of a successful application.

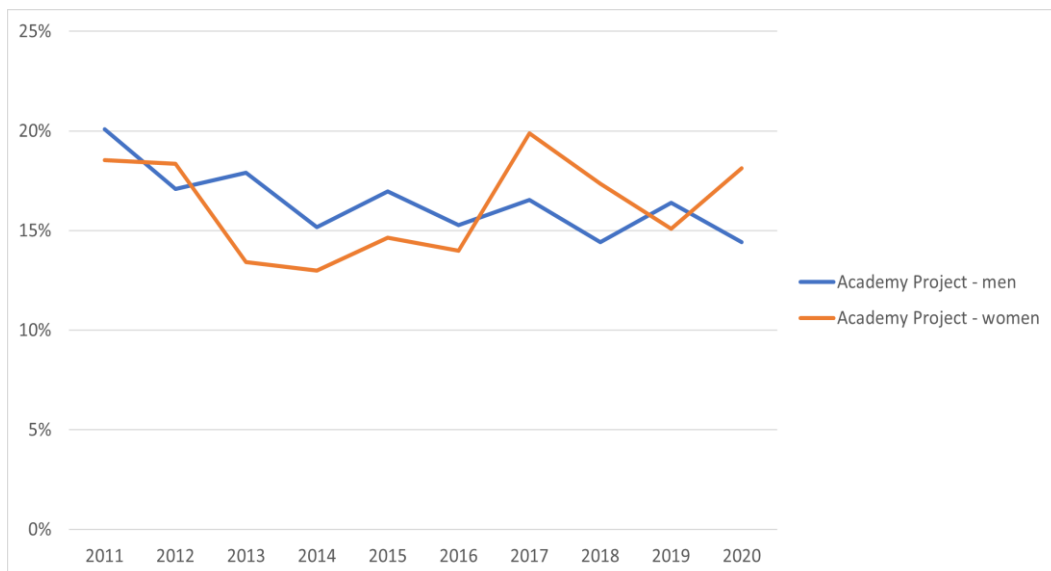


Figure 3. Success rates of Academy Project applications by gender in the decision years 2011–2020.

Among Academy Research Fellows, the success rate has varied during the ten-year period, ranging from 10% to 19%. Among men, the rates ranged between 10 and 16% (Figure 4). In 2020, the success rate of the Academy Research Fellow applications by women and men was 13% for both genders.

For Postdoctoral Researcher funding applications, the percentage success rate has varied during the ten-year period, ranging from 8% to 18%. Among men, the rates ranged between 9% and 21%. In 2020, the success rate was 17% for women and 13% for men.

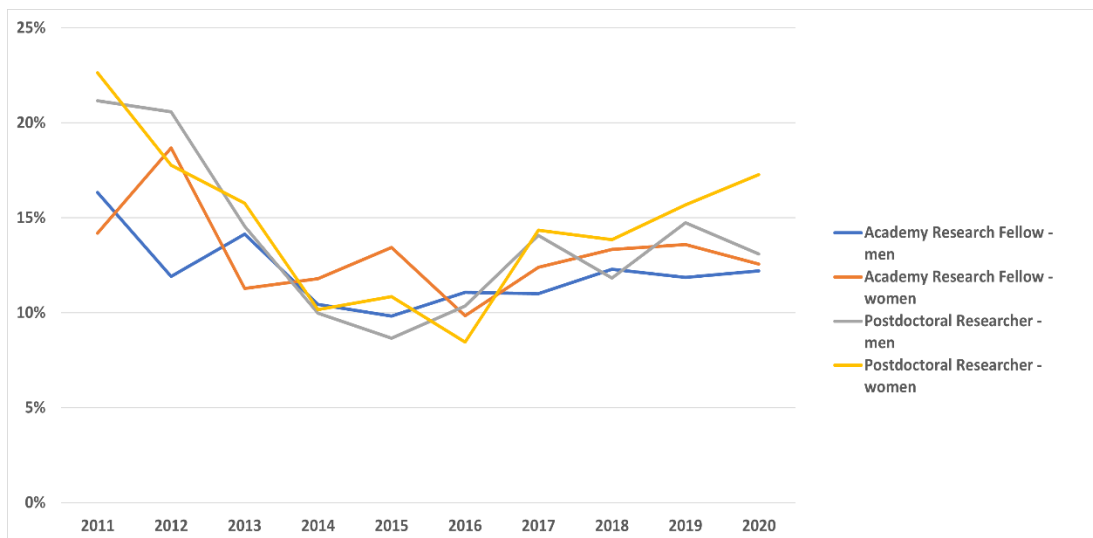


Figure 4. Success rates of Academy Research Fellow and Postdoctoral Researcher funding applications by gender in the decision years 2011–2020.

When comparing the proportions of female and male research funding recipients with those of female and male applicants (so-called percentage success rate), the differences are not large. For example, there were some differences in the success rates of Academy Project funding applications among men and women in the years 2013 and 2017 (Figure 3). In 2013, the success rate for academic projects was 13% for women and 18% for men, meaning that the success rate of men was 5% higher. In 2017, the success rate was 20% for women and 17% for men, meaning that the success rate of women was 3% higher. In the case of Academy Projects in particular, young female researchers seem to fare better

in the funding application process in relation to the average rates of all age groups (Table 1). Looking at the ten-year trend, it seems that variation in the success rates for different genders is likely to be explained more by the amount of research funding that can be applied for than by gender (Figures 3 and 4).

In the context of Academy Research Fellow and Postdoctoral Researcher funding, the differences in the success rates of the genders have remained relatively small throughout the period under review, except for individual years. In the Academy Research Fellow funding in 2012 and 2015, the success rate of women was significantly higher than that of men. In the early part of the decade, it is noteworthy that there is a strong decline in the success rates in Postdoctoral Researcher funding. At the end of the period, women have been more successful than men in all funding schemes.

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.

Figures 5 and 6 show a breakdown of successful funding applications by gender per age group.

The differences between the youngest age groups, those under 35 and those between 35 and 44, are small (Figure 5). Meanwhile, there are bigger differences between women under the age of 35 and those between the age of 35 and 44 in individual years compared to men in similar age groups. For example, in 2019, the percentage of women with successful applications aged under 35 was 15% and that of women aged between 35 and 44 was 21%. The corresponding figures for men were 18% in both age groups. However, in 2020, the difference between the two age groups was greater among men (19% for those under 35 and 15% for those between 35 and 44) than women (19% for both age groups).

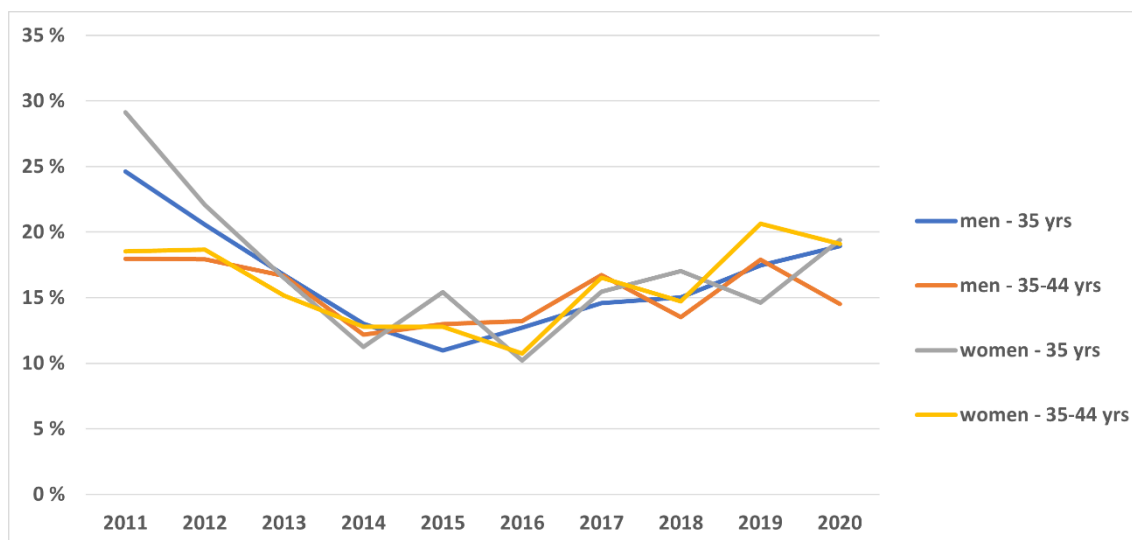


Figure 5. Percentage success rates by gender and age group in decision years 2011–2020 (under 35 yrs. and 35–44 yrs.)

In the oldest age groups, those aged 45 to 55 and those aged 55 to 64 (Figure 6), there is greater variation between the different genders and the success rates of age groups compared to the younger age groups presented above. From an equality and nondiscrimination point of view, the age group that draws most attention here is women aged 55 or over. With the exception of 2012, 2019 and 2020, 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.

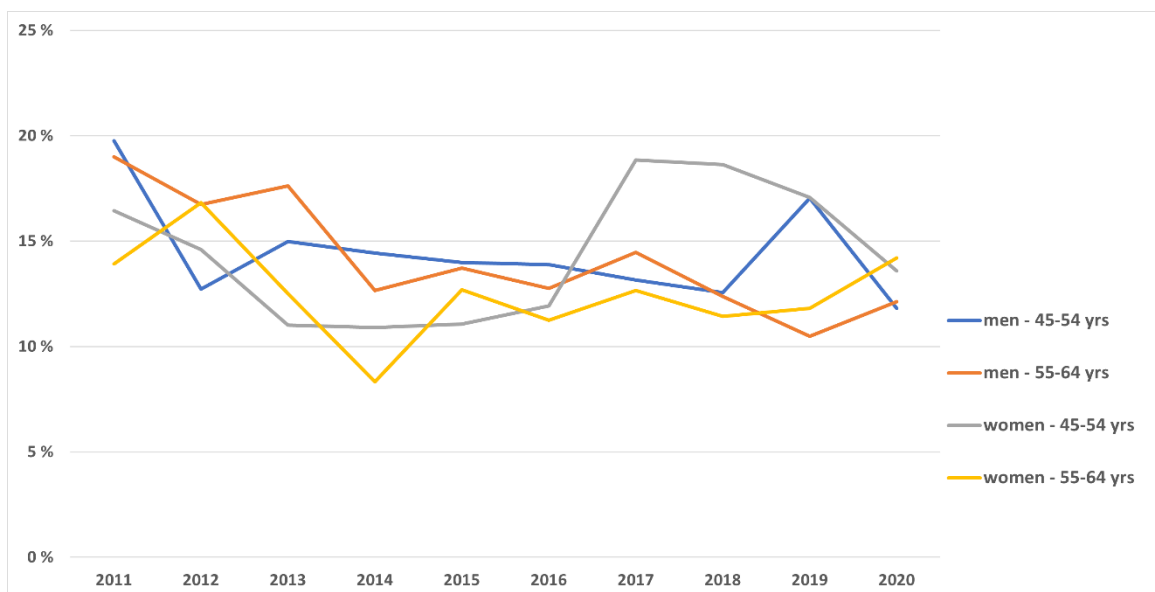


Figure 6. Percentage success rates by gender and age group in decision years 2011–2020 (45–54 yrs. and 55–64 yrs.)

When examining trends between different age groups and genders, a clear decrease in the proportion of positive decisions granted to the two youngest age groups in the first half of the decade and, correspondingly, a clear strengthening in these in the second half of the decade emerge as a relatively clear trend. No equally clear trend can be discerned for the older age groups, although the success rate has been falling in their case, too.

Beyond Figures 5 and 6, it can be noted that from the perspective of equality, the most significant difference in the proportion of positive decision emerges between the youngest women under 35 and the oldest women over 65⁴. The likelihood for young women to receive funding is almost twice that of the oldest female applicants. On average, 17% of the youngest female applicants have received a positive funding decision and only 9% of the oldest applicants have received a positive funding decision. Of the male applicants in the oldest age group, on average 11% have received a positive funding decision each year. 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% of the 193 applicants were women. Among the 33 applicants shortlisted for the second stage, 25% were women. In 2018 the Academy appointed 10 new Academy Professors, 20% 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. Changes among professors occur slowly, as annual turnover rates are low.

A Nordic report from 2013 indicated that 80% 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.

A phenomenon in which the proportion of women decreases, the higher the academic career progresses, is visible globally in the academic world. According to a study

⁴Annual data is not presented for the oldest age group of over 65-year-olds in the figures due to information security reasons. The presented comparisons concern the whole of the 2010s.

comprising 80 countries and 900 higher education institutions (U-Multirank 2021⁵), in the period 2018–2019, the proportion of women among the students in higher education institutions was just over half, of doctoral students just under half, of academic personnel 44% and of professors only 28% at the global level.

2.1.3 Nondiscrimination in research funding operations

In addition to promoting gender equality, the Academy of Finland works to strengthen nondiscrimination and diversity in its implementation and development of research funding schemes, funding terms and conditions and evaluation practices, as well as in its work with stakeholders. Examining nondiscrimination in the context of research funding is still a relatively new perspective at the Academy. However, already during the previous planning period 2019–2021, awareness of nondiscrimination in research funding has been developed and raised, especially in relation to age and citizenship.

Below are observations on the realisation of nondiscrimination in the Academy's funding activities. In addition to equality issues, the topic of nondiscrimination has been addressed in the examination concerning gender and age in the previous section 2.1.2.

The number of applicants with a foreign background has increased during the 2010s: In 2011, there were around 300 applicants with a foreign background; in 2020, their number was 800⁶. The success rate of the applications has varied between 6% and 23% for women with a foreign background and between 10% and 16% for men with a foreign background during the examined ten-year period (Figure 7). The corresponding range was 12–19% for women with a Finnish background and 13–17% for men with a Finnish background.

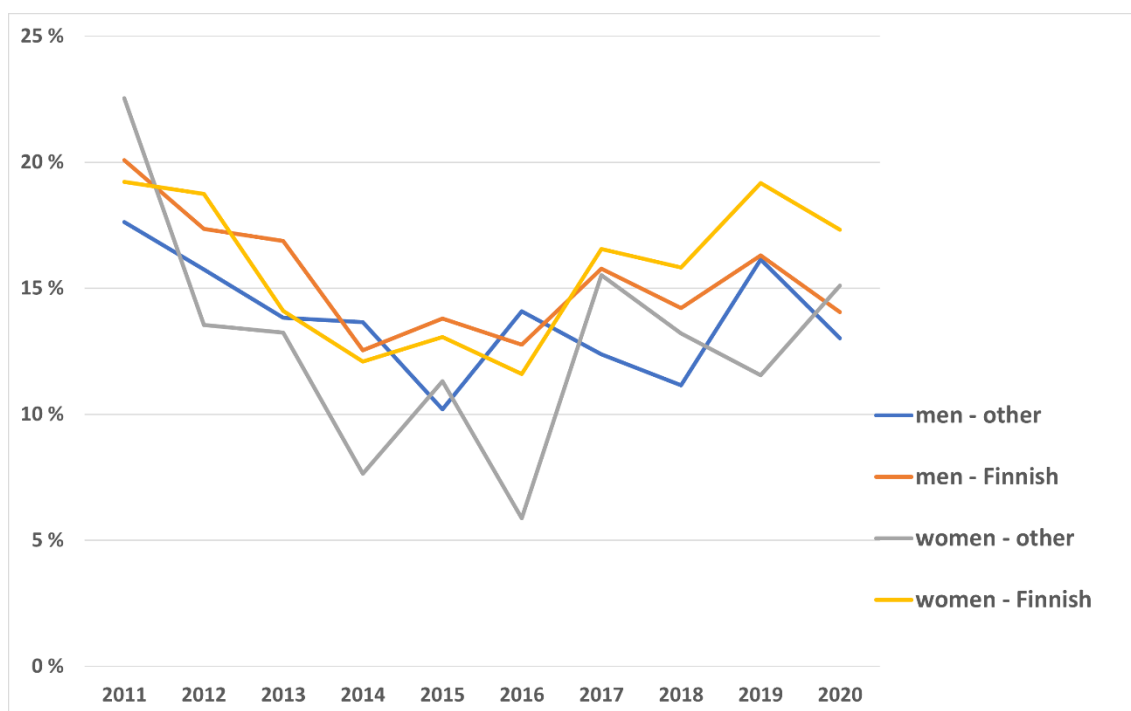


Figure 7. Percentage success rates by gender, applicants with a Finnish background and with a foreign background.

⁵ Identified explanatory factors include women facing more difficulties in advancing in academic careers than men. Women's career development is hampered by conscious and unconscious distortions in evaluation processes and the gendered role of carers in society, which causes greater difficulties for women to reconcile work with their family and private life. Source: <https://www.umultirank.org/press-media/umultirank-news/umultirank-gender-monitor-2021/>

⁶ The total number of applications by all applicants was around 2,100 in 2011 and around 3,000 in 2020. The proportion of applicants with a foreign background increased from 14% in 2011 to 27% in 2020.

An examination of the development in the 2010s as a whole shows that there is a small difference between the applicants with a Finnish and those with a foreign background: applications by Finnish citizens had led to a positive funding decision 2–3 percentage points more often compared to applications by those with a foreign background. Women with a Finnish background have been most, and women with a foreign background the least successful, with a difference of 3 percentage points. No clear development trend can be identified in the compared groups, with the exception of perhaps in the period 2018–2020, when the success rate of the applications submitted by Finnish women was 2 percentage points higher than average.

In Academy Projects, the success rates of applications by applicants with a foreign background have ranged from 14% to 22% and by Finns from 14% to 18% during the examined ten-year period (Figure 8). In Academy Research Fellow funding, the corresponding ranges are 6–17% for those with a foreign background and 11–15% for those with a Finnish background. Similarly, in Postdoctoral Researcher funding, the corresponding ranges are 7–17% for those with a foreign background and 9–23% for those with a Finnish background.

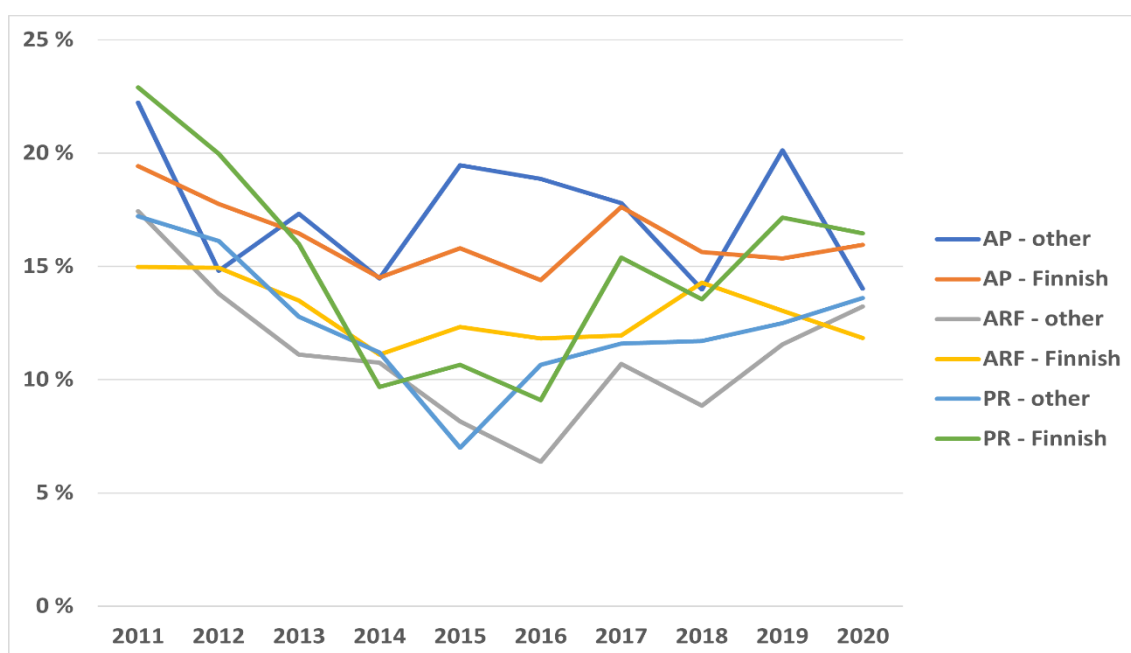


Figure 8. Percentage success rates of applicants with a foreign and those with a Finnish background in the period 2011–2020 in different funding schemes: Academy Project (AP), Academy Research Fellow (ARF) and Postdoctoral Researcher (PR).

In the Academy Projects, differences in the success rates of applicants with a Finnish background and those with a foreign background are on average less than one percentage point in favour of those with a foreign background. There is considerable annual variation in the rates. Those with a foreign background have been more successful than those with a Finnish background in some years, while the situation has been reversed in others. In funding instruments intended for younger people (Postdoctoral Researcher and Academy Research Fellow funding), the success rates of Finnish applicants have been somewhat higher than those of foreigners. The differences amount to around a couple of percentage points. An exception to this was a 2019 call for applications for an Academy Project intended for young applicants, in which Finnish applicants were clearly more successful than those with a foreign background⁷.

⁷ Data on the call for Academy Project funding for young applicants: 110 applicants with a foreign background, 422 applicants with a Finnish background. 26% of the applicants had a foreign background. Success rates: 19% applicants with a foreign background, 27% applicants with a Finnish background.

In the age group of under 35-year-olds, the success rates of applications by applicants with a foreign background have ranged from 9% to 23% and by applicants with a Finnish background from 18% to 28% during the examined ten-year period (Figure 9). Correspondingly, among those aged 35–44, the figures for those with a foreign background have ranged from 11% to 18% and for those with a Finnish background from 12% to 21%.

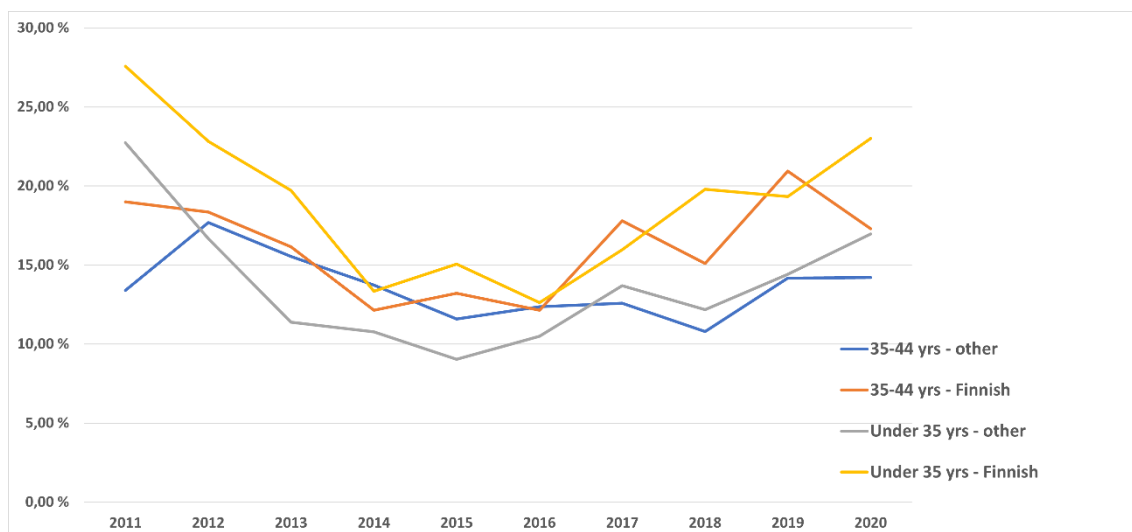


Figure 9. Percentage success rates of applicants with a foreign and those with a Finnish background by age group in the period 2011–2020 (under 35 yrs. and 35–44 yrs.).

In the age group of 45–54-year-olds, the success rates of applications by applicants with a foreign background have ranged from 7% to 19% and by applicants with a Finnish background from 13% to 19% during the examined ten-year period (Figure 10). Correspondingly, among those aged 55–64, the figures for those with a foreign background have ranged from 2% to 32% and for those with a Finnish background from 11% to 18%.

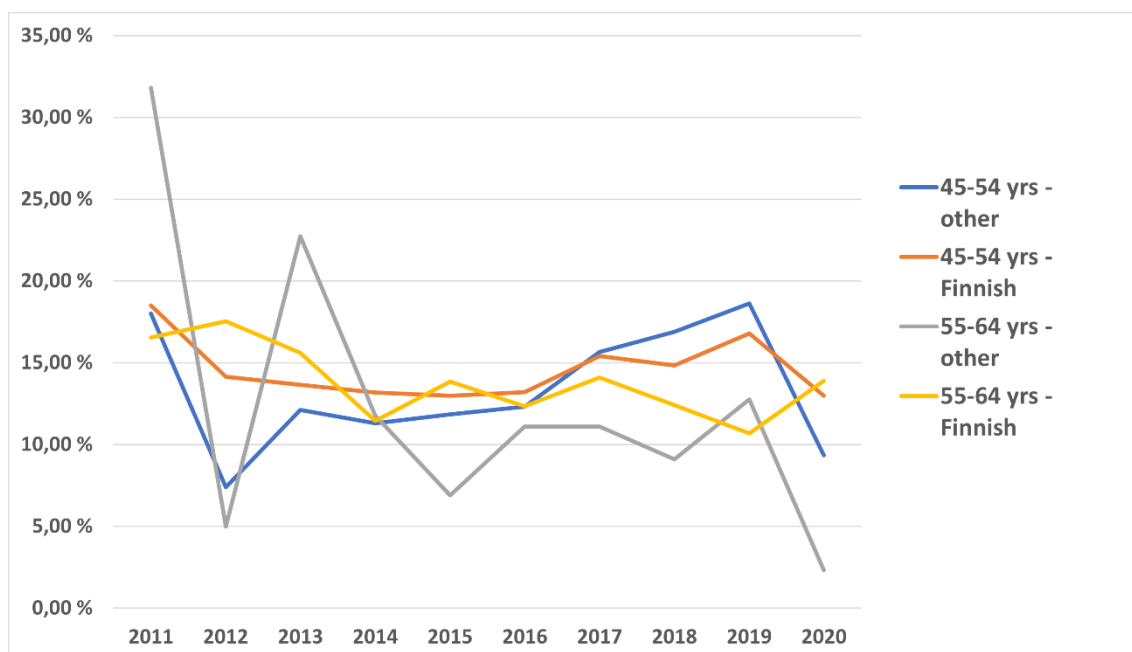


Figure 10. Percentage success rates of applicants with a foreign and those with a Finnish background by age group in the period 2011–2020 (45–54 yrs. and 55–64 yrs.).

Applicants with a Finnish background have been more successful than those with a foreign background in all age groups, with the exception of the oldest age group of applicants over 65. The largest differences in the success rates of people with a foreign background and

Finns are found in the youngest group of applicants under the age of 35, where the difference is on average more than 5 percentage points in favour of Finnish applicants. In the subsequent group of people aged 35–44, Finnish applicants have also been more successful than those with a foreign background, and the difference is less than 3 percentage points for the benefit of Finns.

2.1.4 Gender distributions in Academy 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. Currently, the Academy uses the AcademiaNet database to recruit experts.

Specialists who participated in the evaluation of applications in September 2018–2020 (decision years 2019–2021): Proportion of women %

(Source: Academy of Finland, financial statistics on calls for applications in September.)

- September 2019 call for applications: A total of 686 evaluators⁸, 33% of whom were women
- September 2020 call for applications: A total of 730 evaluators⁹, 31% of whom were women
- September 2021 call for applications: A total of 722 evaluators¹⁰, 36% of whom were women

The gender distribution in the panels varies somewhat in the panels set up by the different division of the Academy. The ENDWG would have liked to examine the most recent gender and age distributions of the experts in the review of applications by division, but due to changes in the Academy's information systems, the relevant data was not available for this plan. During the planning period 2022–2023, the collection and examination of the evaluators' background information will be made more systematic from a gender and diversity perspective (including age and citizenship).

2.2 Measures to promote equality and nondiscrimination in operations and services

2.2.1 Defining methods for supporting both women's careers in research and reconciliation of work and family in all funding schemes

The research funder can promote equality and nondiscrimination by ensuring in its operation that the terms of funding and the evaluation process are not directly or indirectly discriminatory. In addition to eliminating and preventing discrimination, research funders can actively promote equality and nondiscrimination with their own approaches.

The funding period for the Academy of Finland funding can be extended on the basis of a family leave, military and nonmilitary service and other special reasons, such as a long-term illness. The Academy recommends that researchers be hired for the duration of the entire project in research projects funded by the Academy.

Measures 3 – Supporting the reconciliation of work and family in research funding

⁸ The total number of the experts comprises 638 review panel members and 48 individual experts.

⁹ The total number of the experts comprises 650 review panel members and 80 individual experts, in total from 38 countries.

¹⁰ The total number of the specialists comprises 631 review panel members and 91 individual specialists, in total from 31 countries.

<p>The Academy of Finland will define methods for supporting both women's careers in research as well as the reconciliation of work and family in all forms of funding.</p> <p>Equality and diversity perspectives will be strengthened alongside the equality perspective in different funding schemes, including programme-based funding and forms of organisational funding.</p>	
<p>Timetable Background work by 8/2022, determining measures and implementation plan in 2022</p>	<p>Proposed responsibility for action Proposed responsibility: Equality and nondiscrimination working group In cooperation: lawyer team, RAHKA core team, Strategic Research and Research Funding Development divisions, financial administration.</p>
<p>Communications Via the Academy's Santra intranet and external aka.fi website.</p>	
<p>Follow-up ENDWG</p>	

2.2.2 Gender and nondiscrimination impact assessment will be included in the Academy's research funding development projects

The decision-making bodies of the Academy of Finland monitor the implementation of gender equality when deciding on research funding. Particular focus is on monitoring the impact of new funding schemes or current changes on equality and nondiscrimination. Monitoring the realisation of equality and nondiscrimination in research funding and also understanding the impact of changes requires for the Academy to develop competence in assessing impacts on gender and nondiscrimination.

<p>Measure 4 – Gender and nondiscrimination impact assessment</p> <p>Piloting a gender and nondiscrimination impact assessment for the Academy Research Fellow reform.</p> <ul style="list-style-type: none"> • This includes a preliminary assessment in connection with preparing the new funding scheme and an assessment after the first call for funding has been completed. • The results of the assessment will be used to ensure that the funding terms work well with diverse applicants and to promote practices in the call for applications that support the realisation of equality and nondiscrimination. If necessary, the practices are revised after gathering experience. <p>Gender and nondiscrimination impact assessment will be established as part of all research funding development projects, drawing on the experiences of the pilot.</p>	
<p>Timetable pilot in 2022, compiling information acquired and creating an operating model in 2023</p>	<p>Proposed responsibility for action Academy Research Fellow reform team: pilot In cooperation: RAHKA core team and ENDWG.</p>
<p>Communications Via the Academy's Santra intranet and external aka.fi website.</p>	
<p>Follow-up ENDWG</p>	

2.2.3 Responsible science and evaluation

Responsibility is an integral part of the activities of the Academy of Finland. The Academy funds high-quality, high-impact and innovative research in a responsible manner. In the context of responsible science, the Academy takes into account research ethics, equality and nondiscrimination, open science, sustainable development goals and the principles of responsible researcher evaluation. The aim is thereby to strengthen the quality and impact of research.

The Academy requires that any research funded by the Academy promotes gender equality and nondiscrimination. The review related to granting research funding takes into account whether the proposed research promotes equality in the project or more broadly in society.

Measure 5 – Responsible science and evaluation

Strengthening the perspectives of equality and nondiscrimination as part of responsible science and evaluation.

Examining the set-up of application review panels while taking into account diversity aspects: Determining what a diverse panel is like, how the panels are formed and what significance this has for the diversity of panels. Determining the target for the diversity of the panels. Benchmarking international examples and good practices as part of this process.

Developing the utilisation of issues related to responsible science in funding activities and monitoring.

Timetable
2022–2023

Proposed responsibility for action
Proposed responsibility: ARVO core team
In cooperation: ENDWG, divisions for research funding

Communications

Via the Academy's Santra intranet and external aka.fi website.

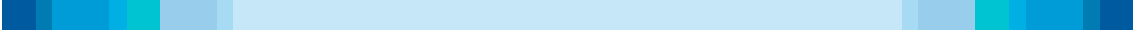
Follow-up
ENDWG

3 Equality and nondiscrimination in the Academy of Finland Administration Office

3.1 Current state of equality and nondiscrimination in the Academy of Finland Administration Office

ENDWG has reviewed the Academy's current equality and nondiscrimination 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 annually conducted job satisfaction surveys (VMBaro) as well as a separate survey carried out in 2021 concerning the progress towards gender equality and nondiscrimination.

In the Appendix section of this plan, the working group has compiled statistics on personnel divided by gender and information on VMBaro job survey results, which describe the personnel's experiences of equality and nondiscrimination (Appendix 1). The appendices also include a pay survey (Appendix 2) and the results of an equality and nondiscrimination survey carried out by the Administration Office (Appendix 3).



In recent years, approximately 70% of the Academy of Finland's personnel have been women, and at the end of 2020, 71% were women. The gender distribution is the most even in expert positions, as 34% of this group were men at the end of 2020. The proportion of men was the smallest in middle management/among supervisors (10%). The average age of personnel is 48.7 years; there is no major difference between women and men. Overall, Academy personnel is very highly qualified.

In 2020 and 2021, the Academy's Administrative Office has had a higher number of personnel than in previous years. As a result of the Covid-19 pandemic, the Academy has been granting more funding than previously. Fixed-term employees have been recruited to carry out related extra tasks. Other reasons for the increase in the number of personnel include the number of projects and employees funded by external sources, and a temporary increase in competence and process development funded by accruals in the period 2019–2021. The proportion of fixed-term personnel at the Academy has increased slightly from about 19 to 20%.

Employee satisfaction with the state of equality in the workplace has been at a steadily high level. Satisfaction scores for nondiscrimination, on the other hand, have been less consistent. 78% of the respondents in the VMBaro job satisfaction survey were satisfied or very satisfied with the gender equality situation in the workplace (compared to 80% in 2019). Almost two-thirds or 71% of the respondents were satisfied or very satisfied with the level of nondiscrimination in the workplace (69% in 2019). Men were more satisfied than women with the realisation of gender equality and nondiscrimination. The youngest and oldest groups of respondents were most dissatisfied with the realisation of nondiscrimination. Supervisors and experts were the personnel groups most satisfied with the realisation of gender equality and nondiscrimination, while other personnel were more dissatisfied.

The results of the Administration Office's equality and nondiscrimination survey 2021 on equality and nondiscrimination are in line with the results of the VMBaro job satisfaction survey. However, it should be noted that the majority of respondents (50–60%) were unable to assess the realisation of equality in the following areas: disability or health, trade union activities, political beliefs, religion, origin or citizenship, sexual orientation and gender minorities.

Based on the equality and nondiscrimination survey conducted at the Administration Office and the results of the VMBaro survey, employees of different ages, members of different professional groups and fixed-term employees have experienced inequality in the work community. The younger and older respondents to the equality and nondiscrimination survey experienced inequality related to the selection of personnel and their pay. They also had experiences of being excluded from activities and felt that their competence had been undermined. Other reasons for experiencing inequality included a different status in the work community (regardless of age), education or experience, and health.

In 2020 and 2021, due to the Covid-19 pandemic and the prevailing recommendations for remote work, the work of the Administration Office has been primarily carried out remotely. The workload and feelings of personnel have been monitored through regular pulse surveys. In October 2021 as the recommendation on remote work was waived, new flexible operating practices were adopted. However, unfortunately, it was necessary to return to the recommendation on remote work and stricter guidelines again at the end of November.

The operating practices have not been evaluated from an equality and nondiscrimination perspective. However, the Administration Office's equality and nondiscrimination survey included questions concerning experiences during the coronavirus epidemic. Based on the responses, the impacts and experiences of the coronavirus pandemic vary among the personnel. Some have felt that the coronavirus pandemic has led to more inequality and a failure to take employees' different life situations adequately taken into account. On the other hand, some found that remote work had brought flexibility in different life situations

and in the reconciliation of work and family life. The results highlighted perceived workloads and a wish for discussing the expectations for performance during (and after) the remote work period regarding the expected intensity or quality of work. This is also in relation to the personnel resources and the distribution of tasks among the personnel.

3.2 Measures to promote equality and nondiscrimination in the Administration Office

3.2.1 Promoting equality and nondiscrimination in recruitment, career development and pay

The experiences of inequality among employees of different ages and in different professional groups that emerged in the Administration Office's equality and nondiscrimination survey will be taken into account in the Academy's operating methods, supervisory work and the development of personnel competence.

During the planning period 2022–2023, the pay survey will be further developed to take into consideration the respondents' gender, age and permanent/fixed-term nature of employment relationship in the statistical analysis of wages. Pay surveys will compare the wages of employees under fixed-term and permanent contracts with a view to ensuring that fixed-term employment does not indirectly contribute to discriminatory practices.

Measure 6 – Equality and nondiscrimination in personnel planning, recruitment and pay

Strengthening a nondiscrimination perspective in personnel planning alongside with gender equality, and incorporating a diversity perspective into the planning. Awareness of inclusive practices and discussion culture will be raised among supervisors and personnel through joint discussion and active communication by the ENDWG.

The recruitment practices and image as an employer of the Administration Office will be developed to increase gender equality and diversity among personnel. In the recruitment process of the Administration Office, the aim is to select an applicant representing a gender under-represented in the personnel group in question (proportion less than 40%) from among equally qualified or nearly equally qualified applicants. The personnel groups include front-line personnel, experts, supervisors and management. With the exception of management, at the time the plan was drawn up, men were underrepresented in all personnel groups.

Examining the pay and remuneration system and its implementation, and taking equality and nondiscrimination perspectives into account in any development measures. Developing pay surveys, particularly from a nondiscrimination perspective.

Timetable

Measure will be completed as part of the role of ENDWG and the Division of Administrative Services.

Proposed responsibility for action

Proposed responsibility: Division of Administrative Services.
In cooperation: ENDWG, evaluation and development group, communication.

Communications

Academy's intranet (Santra).

Follow-up

By ENDWG before the next update of the Equality and NonDiscrimination Plan in spring 2023

3.2.2 Promoting equality and nondiscrimination in the development of operating methods and improving the accessibility in the work environment with office solutions

The premises of the Administration Office are undergoing a change after the remote work period during the coronavirus pandemic. During the planning period, the Academy's Administration Office will develop the work environment and carry out changes in the premises. When implementing and assessing the changes, it is necessary to take into account their gender and nondiscrimination impacts.

Measure 7 – Gender and nondiscrimination impact assessment of new practices and accessibility of the working environment

Assessing the Administration Office's new operating approaches (remote and hybrid work of personnel, review/panel work and facility development) and their impact on equality and nondiscrimination.

Taking equality and nondiscrimination into account in all development measures.

Assessing the gender and nondiscrimination impacts of the workplace development and ensuring accessibility when developing the premises.

Improving the accessibility of the work environment by introducing accessible office solutions and by supporting hearing-impaired employees' attendance of meetings. Employees will be consulted to find out whether any other sensory deterioration gives cause for action that might support job performance and participation.

Timetable
in 2022

Proposed responsibility for action
Proposed responsibility: Division of Administrative Services
In cooperation: ENDWG

Communications

Data collection will be reported via the Academy intranet.

Follow-up

By ENDWG before the next update of the Equality and NonDiscrimination Plan in spring 2023

4 Organisation and process of equality and nondiscrimination planning at the Academy

The Academy of Finland has appointed an Equality and Nondiscrimination Working Group (ENDWG) to undertake equality and nondiscrimination planning, to support the implementation of actions and measures, and to monitor overall implementation of the plan.. ENDWG has been appointed until further notice. The amendments made to gender equality and nondiscrimination 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 NonDiscrimination Plan and its background reports are compiled in accordance with the Equality and NonDiscrimination 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 people of different genders and 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 nondiscrimination 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 NonDiscrimination Plan are assessed annually. Where necessary the plan is updated based on the results of these assessments. The equality and nondiscrimination planning process is organised as outlined in the Table below.

Equality and nondiscrimination 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 analyses the statistics and data and on this basis draws conclusions about state of equality 	Every other year
2	Overview of current state of equality and nondiscrimination <ul style="list-style-type: none"> - Administrative Services and representatives of Research Services compile statistics and reports on their respective areas of responsibility for ENDWG - ENDWG analyses the compiled statistics and data and on this basis draws conclusions about state of equality and nondiscrimination 	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 NonDiscrimination Plan need updating - ENDWG plans and agrees on measures, objectives, schedules and responsibilities based on stages 1–4 above as necessary 	Annually
5	Engagement of personnel and stakeholder groups <ul style="list-style-type: none"> - Encouraging personnel to participate in equality and nondiscrimination planning - Decision to update the plan is made in joint employee-management group, executive management team, extended management team, and in divisions - Efforts are made to involve stakeholders as widely as possible - Necessary revisions to plan are made based on comments received 	Regularly according to the stages of the planning process
6	Submission of proposals and decision-making <ul style="list-style-type: none"> - Appointed official submits proposals for a new Equality and NonDiscrimination Plan or for an updated plan to the Academy Board 	New plan or update annually as necessary
7	Communications <ul style="list-style-type: none"> - Information on Equality and NonDiscrimination Plan and related measures are provided via the intranet and at personnel information meetings - The plan is published in the intranet and on the Academy's website. 	Annually

Appendix 1. Current state of equality and nondiscrimination at Academy of Finland Administration Office in 2020

The current state of equality and nondiscrimination at the Academy of Finland has been assessed and reviewed based on the following sources: Annual Report 2020, human resources accounting 2020, VMBaro job satisfaction surveys 2019 and 2020, and other personnel reports (Tahti, Kieku).

1.1. Employee experiences of equality and nondiscrimination

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 nondiscrimination in the workplace. The number of respondents in the VMBaro job satisfaction survey in 2020 was 119 and the response rate was 86 (78% in 2019). Employees' satisfaction with gender equality in the workplace was at a high level, at 4.13 on a scale of 1 to 5 (2019; 4.19). Satisfaction with progress towards nondiscrimination, on the other hand, was at a slightly lower level, at 3.96 (2019; 3.88).

Equality in the light of VMBaro results in 2020 (compared with 2019)

78% of Academy employees were satisfied or very satisfied with the gender equality situation in the workplace (compared to 80% in 2019). Among men, 29% reported they were satisfied and 52% very satisfied, bringing the total to 81% (compared to 90% in 2019). The figures for women were 43% and 36%, respectively, giving a total of 79% (compared to 78% in 2019).

In the age groups 30–39, 50–59 and 60 years and over, the proportion of satisfied and very satisfied employees was over 80%, while the proportion of dissatisfied employees was 4%. In the age group 40–49 years the proportion indicating they were satisfied or very satisfied was 73%, while 4% were not satisfied. In the age group of employees under 29 years, the proportion of employees satisfied or very satisfied was 43%, while 14% were not satisfied.

Of employees with a permanent employment contract, 79% were satisfied or very satisfied (79% in 2019), while the proportion was 81% for fixed-term employees (87% in 2019).

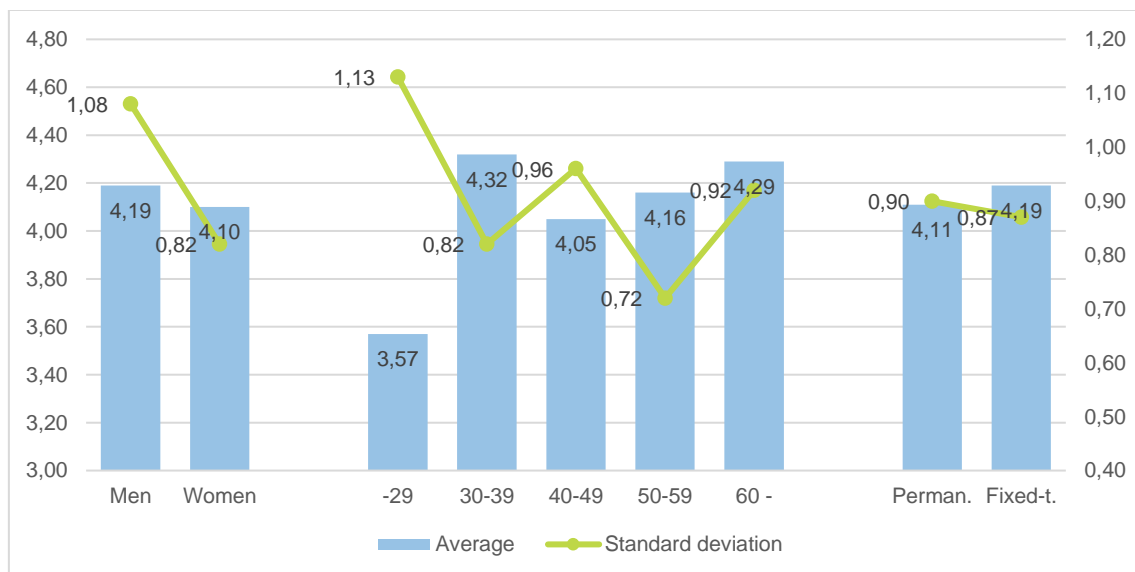


Figure 1. Perceived gender equality in the workplace, VMBaro 2020

Nondiscrimination in the light of VMBaro results in 2020 compared with 2019

The scores for perceived nondiscrimination in the workplace were not as strong as for gender equality. Almost two-thirds or 71% of the respondents were satisfied or very satisfied with the level of nondiscrimination in the workplace (69% in 2019). There was also greater variation within different groups than in the item measuring gender equality. Men were more satisfied than women: 78% of men (67% in 2019) said they were satisfied or very satisfied, compared with 69% of women (70% in 2019).

Of the age groups, among respondents aged 30–39, 73% were satisfied or very satisfied with the realisation of equality (84 in 2019), while this proportion was 77% among those aged 40–49 (67% in 2019). In the age group of 50–59-year-olds, the proportion indicating they were satisfied or very satisfied was 69% (68% in 2019), while the proportion was 65% among those aged 60 and over (69% in 2019). Among respondents aged 29 and under, the proportion of those satisfied or very satisfied was 57% (no comparison data from 2019). 14% of this age group were dissatisfied. In the age group of employees aged 60 and above, 18% (8% in 2019) were dissatisfied and 6% (8% in 2019) were very dissatisfied, in total 24% (16% in 2019).

Of employees with a permanent employment contract, 71% were satisfied or very satisfied (69% in 2019), while the proportion was 76% for fixed-term employees (73% in 2019)

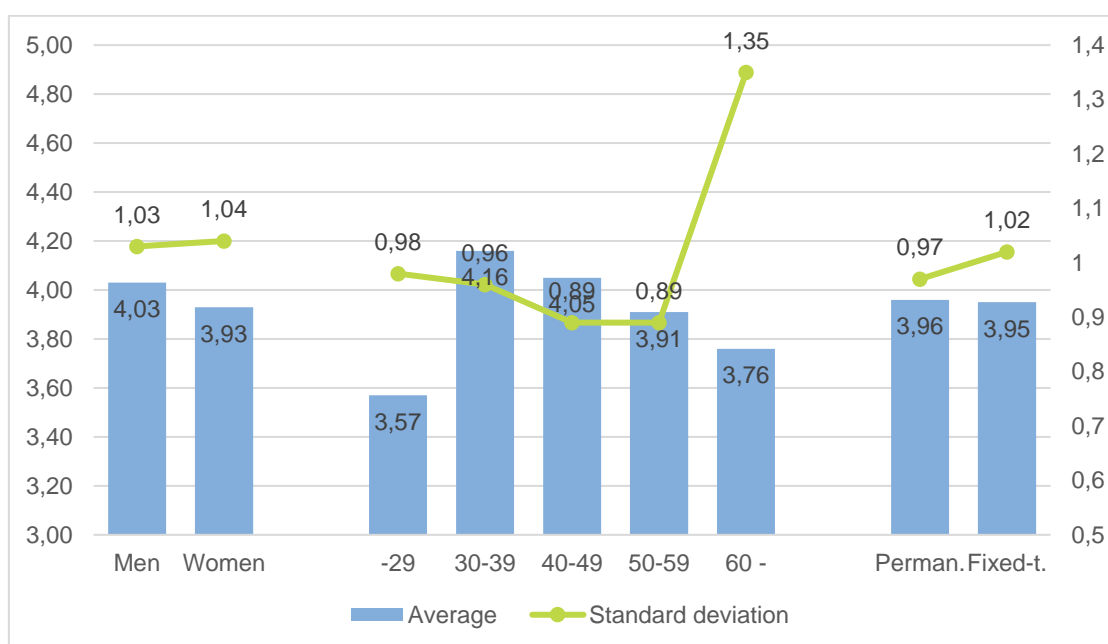


Figure 2. Perceived nondiscrimination in the workplace, VMBaro 2020

Classification used for personnel groups: supervisors, experts and other employees.

Among supervisors, 100% were satisfied or very satisfied with the state of gender equality in the workplace (2019: 100); among experts, the figure was 78% (2019: 81) and among other employees 73% (2019: 74). Experts account for approximately 70% of the respondents.

Among supervisors, 100% were satisfied or very satisfied with the state of nondiscrimination in the workplace (2019: 100); among experts, the figure was 71% (2019:

71) and among other employees 66% (2019: 56). Most personnel in the other employees group 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 2020 job satisfaction survey discovered that 16% of the respondents had observed (2019: 33), and 6% had experienced (2019: 15), inappropriate behaviour in the work community.

The VMBaro job satisfaction survey includes 40 items plus additional questions divided into eight sections. The Table below shows the breakdown of employees' responses in the 2020 sections.

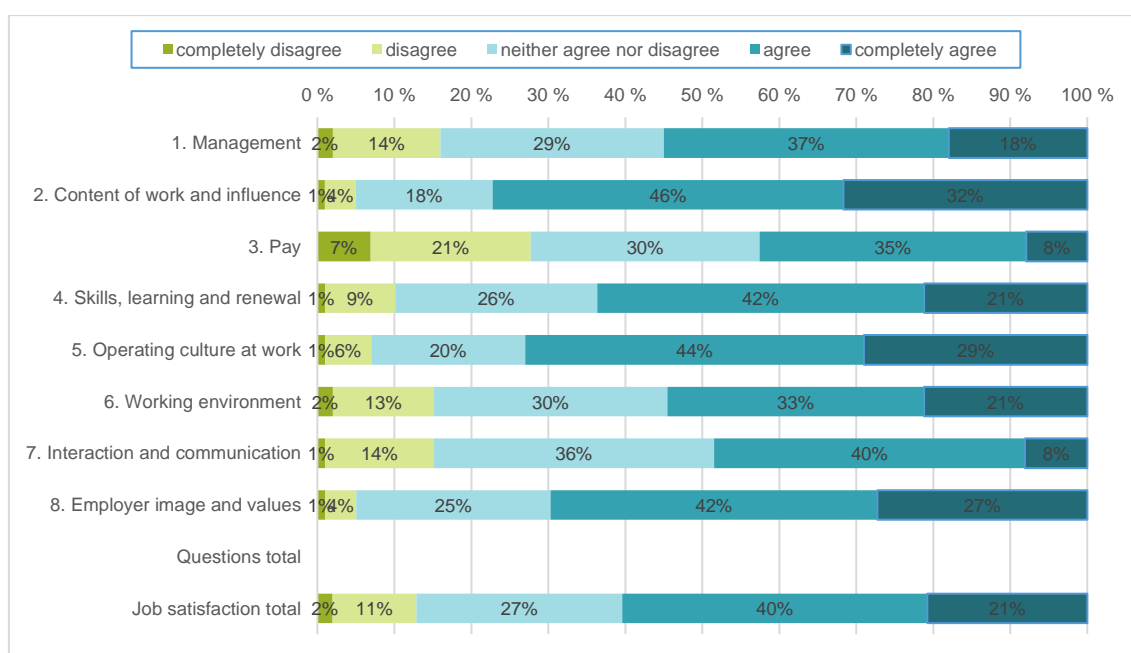


Figure 3. Breakdown of responses to 2020 VMBaro job satisfaction survey by section

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% and for women around 71–73%.

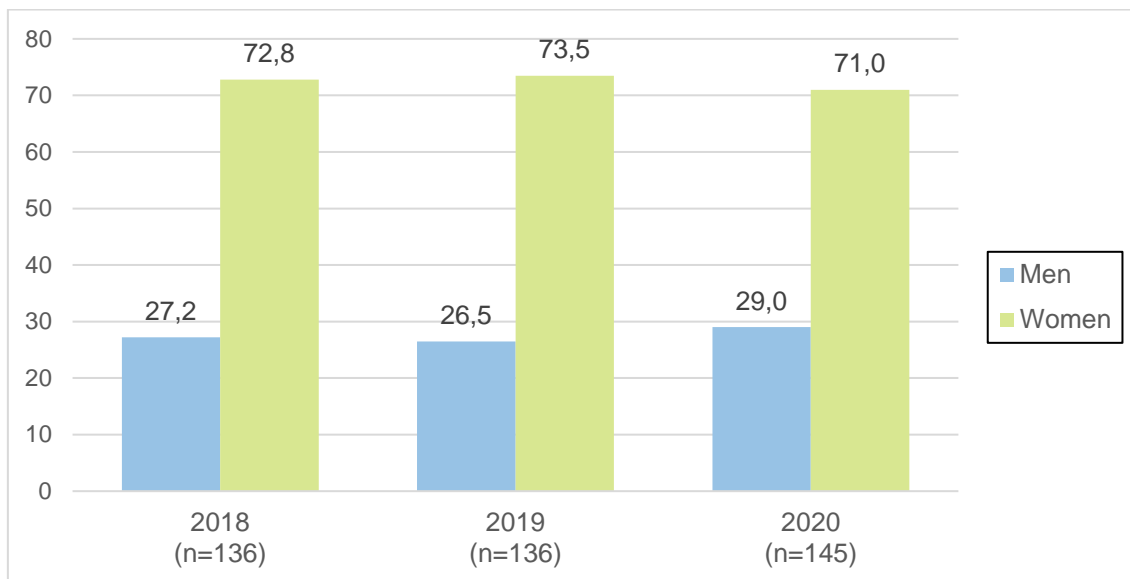


Figure 4. Proportion of men and women in Academy personnel in 2018–2020

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 2018	Women 2018	Total 2018	Men 2019	Women 2019	Total 2019	Men 2020	Women 2020	Total 2020
Management	2	1	3	2	1	3	2	1	3
Supervisors	3	7	10	2	8	10	1	9	10
Advisers	29	61	90	27	61	88	32	63	95
Front-line employees	2	30	32	2	28	30	6	28	34
Trainees	1		1	3	2	5	1	2	3
Total	37	99	136	36	100	136	42	103	145

Table 1. Number of employees by personnel group on 31 December

1.4. Recruitment and personnel changeover

The Academy operates an equal opportunities and nondiscrimination policy in all its recruitments. 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. The gender breakdown of applicants and those appointed have been monitored annually. The gender composition of appointees therefore differs from that of applicants.

In 2020 the Academy of Finland ran 17 external recruitment announcements on the Government's online recruitment service. A total of 16 persons were recruited through the service. Applications were received from 654 people, 221 of them (34%) men and 433 (66%) women.

Gender	Applicants	Persons recruited	% of applicants	% of persons recruited	Difference between % of applicants and persons recruited
Men	221	4	34	25	-9
Women	433	12	66	75	9
Total	654	16	100	100	

Table 2 Proportion of men and women in 2020 recruitments through the government's online recruitment service (valtiolle.fi)

1.5. Employment structure

1.5.1. Permanent and fixed-term contracts of employment

At the end of 2020, 80% of Academy employees had a permanent contract of employment and 20% a fixed-term contract. The most common grounds for fixed-term contracts are the nature of the work and standing in as a replacement for another employee. The proportion of men who were on fixed-term contracts was 23%, for women the figure was 16%. For 34% of the employees with a fixed-term contract, the ground for the fixed term employment relationship was standing in as a replacement (40% men and 60% women).

At the end of 2020, 66% of fixed-term employees were women and 34% men. In 2020 there were 15 trainees on the Academy's payroll (17 in 2019). Trainee contracts were for periods between 3 and 6 months.

1.5.2. Age structure

At year-end 2020, the average age of Administration Office personnel was 48.7 years. Men's average age was 48.1 years, women's 48.9 years. The majority of both men and women belonged to the age group of 45–54-year-olds (50% of men and 35% of women). The second highest number of employees belonged to the age group of 55–64-year-olds (29% of men and 28% of women). The average age of the Academy employees has remained slightly below 50 in recent years.

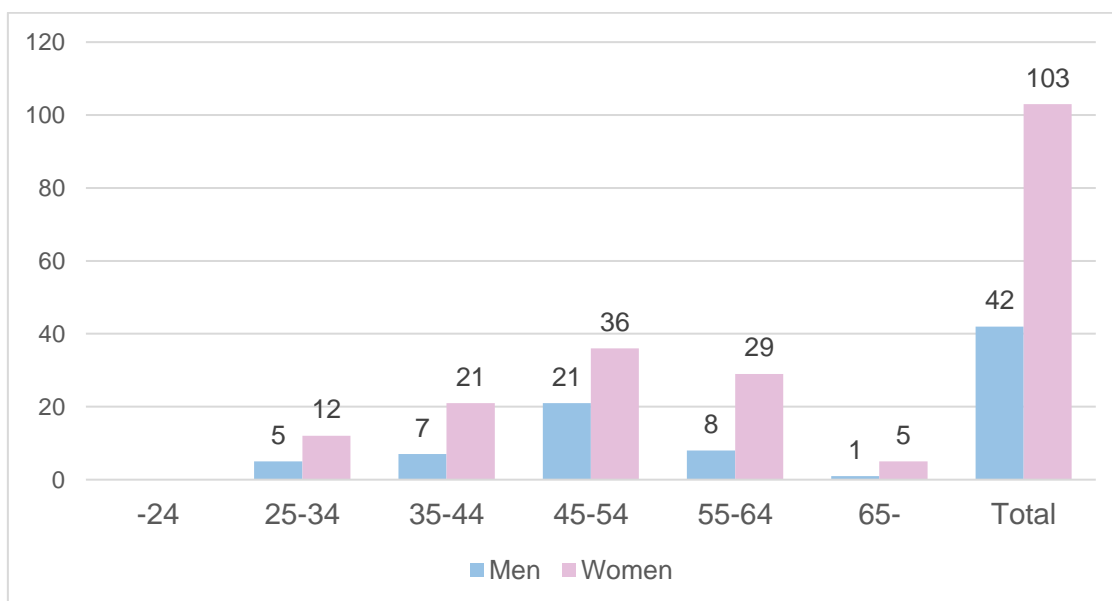


Figure 5. Breakdown of personnel by age group in December 2020, by gender

1.5.3. Personnel qualification structure

The Academy of Finland is an expert organisation with highly qualified personnel. Men in particular have a high level of education, and most of them occupy adviser positions. At year-end 2020, 76% of Academy personnel had at least a higher university degree. The largest category of qualifications gained was doctorate or equivalent tertiary education: 45% held a doctoral degree.

In recent years the proportion of personnel with a secondary and post-secondary nontertiary education has decreased by over 10% and the proportion of those with a lowest level tertiary education by some 5%. The proportion of doctoral degree holders has increased by over 15%.

Year	Month	Number of personnel	Basic education, %	Upper sec. education, %	Lowest level tertiary, %	Lower tertiary level, %	Higher tertiary level, %	Doctorate level, %	Unknown, %
2010	Dec	159	1.3	13.8	16.4	8.8	31.4	27.7	0.6
2014	Dec	143	0.7	7.7	16.1	7.7	28.0	38.5	1.4
2017	Dec	136	0.7	4.4	11.8	7.4	34,	38.2	2.9
2018	Dec	136	0.7	5.9	10.3	6.6	29.4	45.6	1.5
2020	Dec	145	0.7	3.4	9.0	9.7	31.7	44.8	0.7

Table 3 Educational level of Academy personnel in 2010, 2014, 2017, 2018 and 2020.

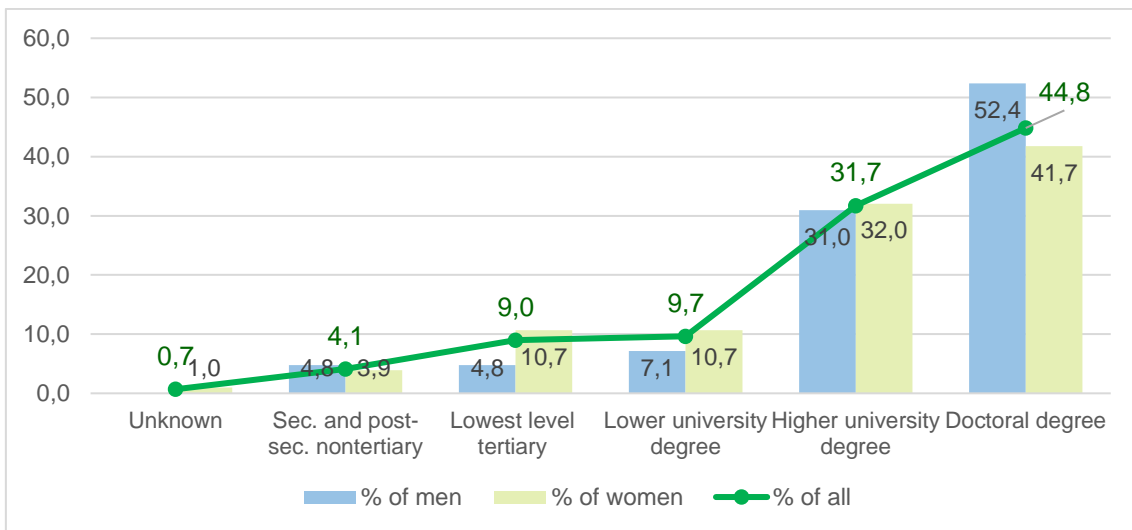


Figure 6. Educational level by gender on 31 Dec 2020

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.

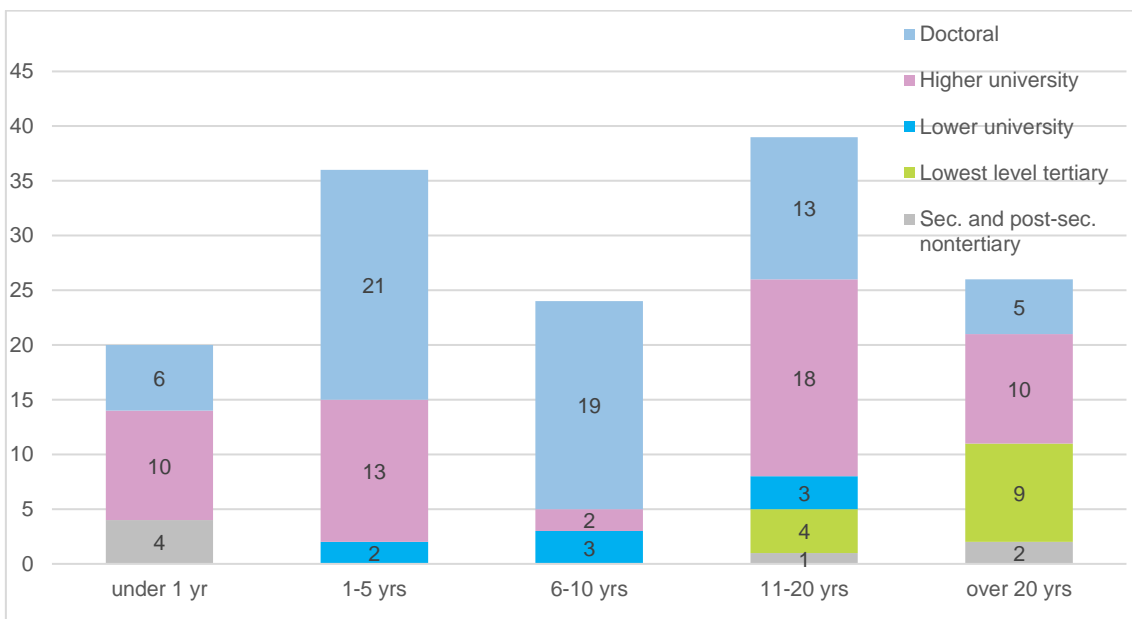


Figure 7. Educational levels by duration of uninterrupted employment on 31 Dec 2020, in total 145 persons

1.6. Balancing work and private life

1.6.1. Proportion of part-time employees

In December 2020 the proportion of personnel working full-time was 94%, while 6% worked part-time. The reasons for working part-time included receipt of part-time disability pension, part-time rehabilitation subsidy, 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 leaves

The number of employees taking family leave (maternity, paternity, parental or child care leave) has been relatively low in recent years. This is partly due to the age structure of the personnel. In 2020, 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	12	
Paternity leave, paid	10	
Maternity leave		87
Parental leave		67
Child care leave		308
Temporary child care leave	13	20
Flexi leave	205	710
Job alternation leave	0	0

Table 4. Family leave and flexible working hours by gender in 2020

Appendix 2. Academy of Finland pay survey 2018–2020 and comparative data for 2020–2018

The pay survey covers all Academy of Finland employees who received pay on 31 Dec 2020. The pay of those in part-time or hourly paid employment is converted to correspond with full-time pay.

The comparative data are for 2018–2020, according to the situation on 31 December.

Gender	2018	2019	2020
Men	37 (27%)	36 (26%)	42 (29%)
Women	99 (73%)	100 (74%)	103 (71%)
Total	136	136	145

Table 1. Number of employees and percentage breakdown by gender 2018–2020

2.1 Pay structure

Some 96% 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)		
Year	2018	2019	2020	2018	2019	2020
Men	4	4	3	33	33	38
Women	1	3	3	98	96	101
Total	5	7	6	131	129	139

Table 2. Pay structure by gender in 2018–2020

Individual bonus including 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 2018–2020 such bonuses have been paid to one to three persons.

Individual remuneration not including general pay increase

Discretionary remuneration has been paid to supervisors (10 persons, average EUR 700 /month) and employees in highly demanding expert positions. Individual bonuses paid to advisers ranged from 136 to 400 euros, and at year-end 2020 it was paid to 11 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 2020 there were six persons who had the benefit, three men and three women.

Shop steward's fee and labour protection representative's fee

In 2018–2020, a shop steward's fee was paid to three women and two men. A labour protection representative's fee was paid to one man in the period 2018–2020.

Number of men and women in different job grades in 2018–2020

Job grade	Men 2018	Women 2018	Total 2018	Men 2019	Women 2019	Total 2019	Men 2020	Women 2020	Total 2020
81							1		1
82									
83		1	1						
84		1	1		1	1		1	1
85		7	7	1	8	9		7	7
86	2	16	18	2	13	15	2	14	16
87	1	8	9	1	7	8	3	7	10
88	4	3	7	3	4	7	4	4	8
89	12	30	42	13	30	43	15	29	44
90	10	19	29	11	18	29	11	23	34
91	1	2	3	1	2	3	1	2	3
92		4	4		5	5		5	5
93	1	3	4		4	4		4	4
94	2	4	6	1	4	5	1	5	6
Total	33	98	131	33	96	129	38	101	139

Table 3. Number of men and women in different job grades in 2018–2020, on 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 87–92 and supervisor jobs at levels 93–94. Job grade levels 81 and 82 remain nearly completely unused, while a new job grade 92 was introduced in 2018. The figure below describes the distribution of job grade levels by gender.

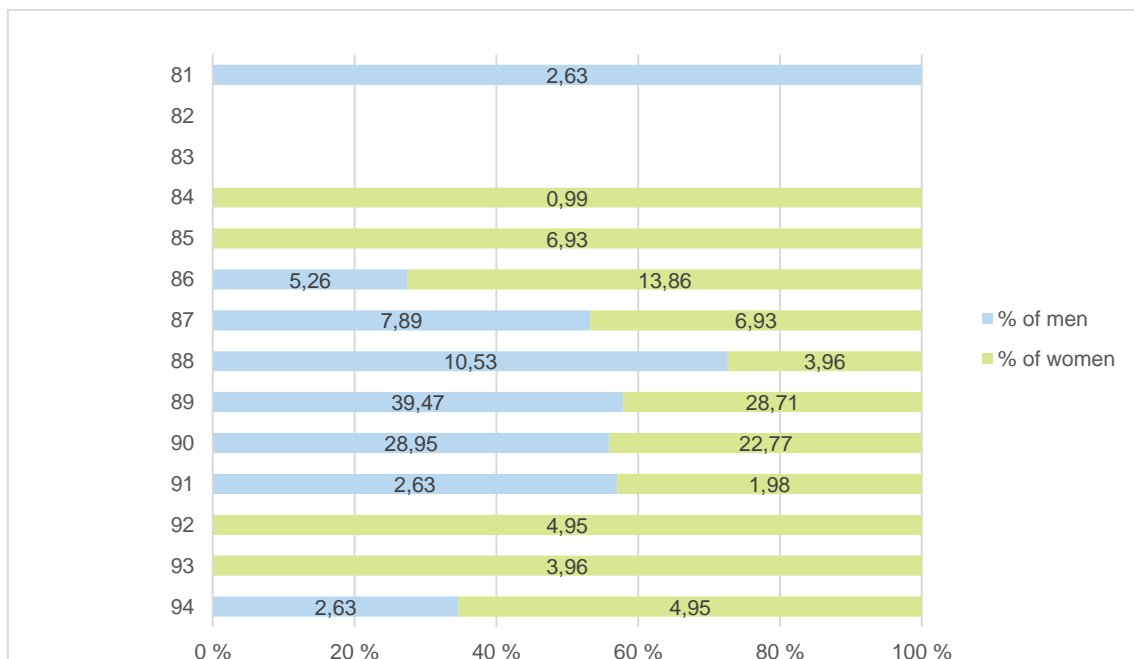


Figure 1. Gender breakdowns by job grade on 31 Dec 2020

In December 2020, the majority (78%) of men were employed in positions at job grades 88–90. Among women, 55% were in job grade 88–90 positions. The proportion of women in the highest job grade groups 91–94 has increased significantly and is proportionally more than four times the proportion of men.

Perf. level	Perf. level %	Men 2018	Women 2018	Total 2018	Men 2019	Women 2019	Total 2019	Men 2020	Women 2020	Total 2020
1	6.0									
2	9.0							1		1
3	12.0					1	1			
4	15.0		2	2		2	2	1	2	3
5	18.0	1		1	2	1	3		2	2
6	21.0	1	5	6	1	5	6	4	7	11
7	24.0	2	4	6	2	3	5	2	3	5
8	27.0	3	11	14	1	5	6	2	6	8
9	30.0	2	9	11	3	12	15	4	7	11
10	33.0	6	9	15	4	9	13	3	13	16
11	36.0	3	10	13	4	10	14	4	12	16
12	39.0	9	11	20	10	12	22	6	12	18
13	42.0	4	21	25	4	19	23	7	20	27
14	45.0	1	7	8	1	8	9	3	9	12
15	48.0	1	9	10	1	9	10	1	8	9
Total		33	98	131	33	96	129	38	101	139

Table 4. Number of men and women working at different performance levels 2018–2020 on 31 Dec, the numbers also include observations on less than 3 persons.

Women have been more successful than men in performance assessments. Of women, between 37 and 38% are in the highest performance rating categories, 13 to 15. Of men, between 12 and 29% have belonged to the highest performance categories.

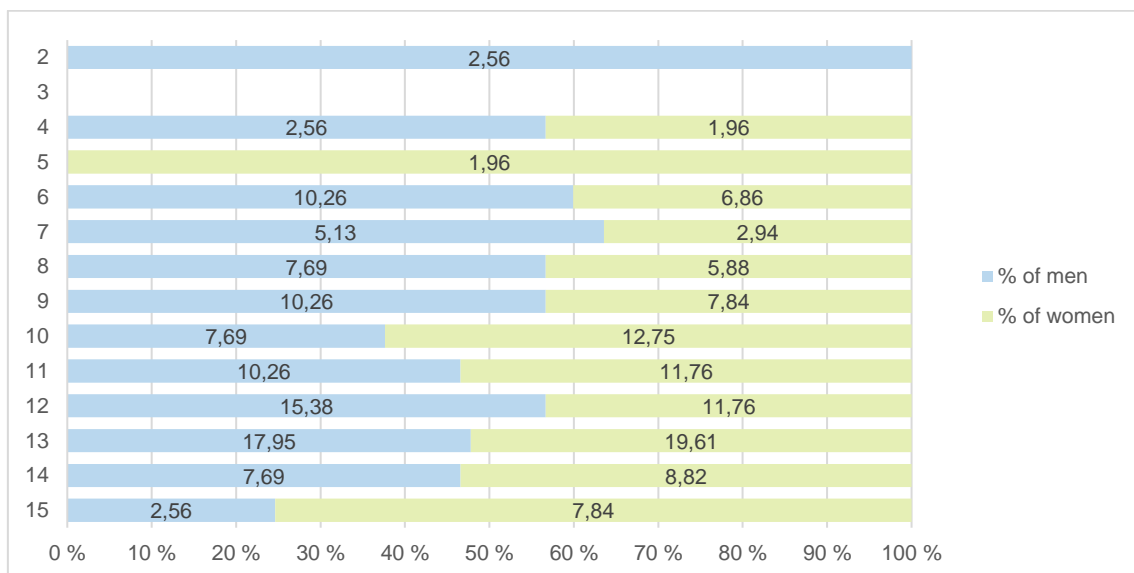


Figure 2. Gender breakdowns at different performance levels on 31 Dec 2020

The proportion of both women and men is highest at the performance level 13, with 20 women, or 19.61% of women, and 7, or 17.95% of men. The average performance level of men's jobs is 10.2 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. Regular earnings refer to earnings from regular working hours without performance bonuses and other non-regular lump sums (e.g. overtime earnings, holiday bonuses).

Bonuses 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 2018–2020

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
2018	4,777.29	4,293.24	89.9%
2019	4,817.92	4,432.13	92.0%
2020	4,675.19	4,527.84	96.8%

Table 5. Comparison of earnings from regular working hours by gender 2018–2020.

Personnel groups in 2018–2020 at 31 Dec

Personnel group	Men 2018	Women 2018	Total 2018	Men 2019	Women 2019	Total 2019	Men 2020	Women 2020	Total 2020
Management	2	1	3	2	1	3	2	1	3
Supervisors	3	7	10	2	8	12	1	9	10
Advisers	29	61	90	27	61	88	32	63	95
Front-line employees	2	30	32	2	28	31	6	28	34
Trainees	1		1	3	2	2	1	2	3
Total	37	99	136	36	100	136	42	103	145

Table 6. Personnel groups by gender 2018–2020. Situation on 31 December.

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

Supervisors

In 2018–2020, the number of male supervisors was less than five. Therefore, the average of men's regular earnings cannot be reported in the table below.

	2018		2019		2020	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	3		2		1	
Women	7	6344.36	8	6416.7	9	6512.76
Total	10		10		10	

Table 7. Earnings from regular working hours, supervisors by gender. Situation on 31 December.

Advisers

	2018		2019		2020	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	29	4506.89	27	4435.17	32	4576.36
Women	61	4485.54	61	4572.03	63	4687.53

Total	90		88		95	
*)		99.5		100.54		102.5

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

Table 8. Earnings from regular working hours, advisers by gender. Situation on 31 December.

Front-line personnel

In 2018–2019 the number of men in the group of front-line employees was less than five.

	2018		2019		2020	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	2		2		6	3079.93
Women	30	3241.6	28	3322.71	28	3354.44
Total	34		30		34	
*)						108.9

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

Table 9. Earnings from regular working hours, front-line personnel by gender. Situation on 31 December.

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

	2018		2019		2020	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	12	4325.74	13	4391.95	15	4391.78
Women	30	4233.47	30	4367.19	29	4431.45
Total	42		43		44	
*)		98.8		99.43		98.8

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

Table 10.

Job grade 90

	2018		2019		2020	
	Number	Av. regular earnings	Number	Av. regular earnings	Number	Av. regular earnings
Men	10	4749.04	10	4920.61	11	4969.14
Women	19	4836.79	19	4941.32	23	4944.1
Total	29		29		34	
*)		101.8		100.4		99.5

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

Table 11.

Appendix 3. Personnel equality and nondiscrimination survey 2021

Survey date 4/2021, N=94

Respondents:

Genders: Women 66 (70%), men 21 (22%), other/do not want to say 7

Age groups: Under 29 years 6 (6%), 30–39 years 12 (13%), 40–49 years 33 (36%), 50–59 26 (28%),

Over 60 years 16 (17%)

Personnel group: Management/supervisors 6 (6%), advisors 68 (approx. 73%),

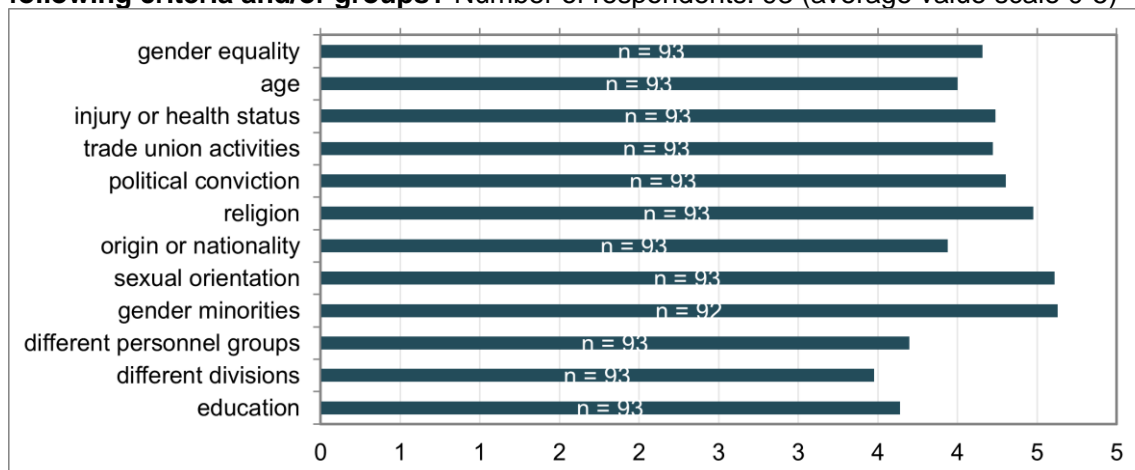
Other personnel 20 (21%)

Employment relationship: permanent 72 (77%), fixed-term 22 (23%)

Main survey results:

- Overall, the realisation of equality and nondiscrimination is considered to be at a good level.
- Differences/greater deviation in the averages of the responses in the realisation of equality and nondiscrimination emerge particularly related to age, different personnel groups and educational background in the following areas: selection of personnel, pay, career development/development at work and measures promoting well-being at work.
- Most of the respondents were unable to assess the realisation of equality on the following grounds: disability/health, trade union activities, political beliefs, religion, origin/citizenship, sexual orientation, gender minorities.
- It is worth noticing that
 - the open-ended responses drew attention to the fact that the Academy of Finland is a female-dominated workplace, and the work community is rather homogenous when it comes to employees' backgrounds.
 - The respondents expressed a wish for more appreciation between different professional and age groups.
 - The views of the youngest and oldest employees were usually the most critical, and they also had experiences of having a different status in the work community/discrimination.
 - The impacts and experiences of the coronavirus pandemic vary among the personnel.
- The respondents wished that representatives of all relevant personnel groups would be consulted in decision-making that concerns them.
- They also expected communication by their employer would more actively express a desire for being an equal and nondiscriminatory employer.

Is equality and nondiscrimination realised at the Academy with regard to the following criteria and/or groups? Number of respondents: 93 (average value scale 0-5)



Note on the survey results: 50% to 60% selected "I cannot say" (these responses are not included in averages) for the following grounds: disability/health, trade union activities, political beliefs, religion, origin/citizenship, sexual orientation, gender minorities.

In my opinion, gender equality is realised at the workplace

Number of respondents: 92 (average value scale 0-5)



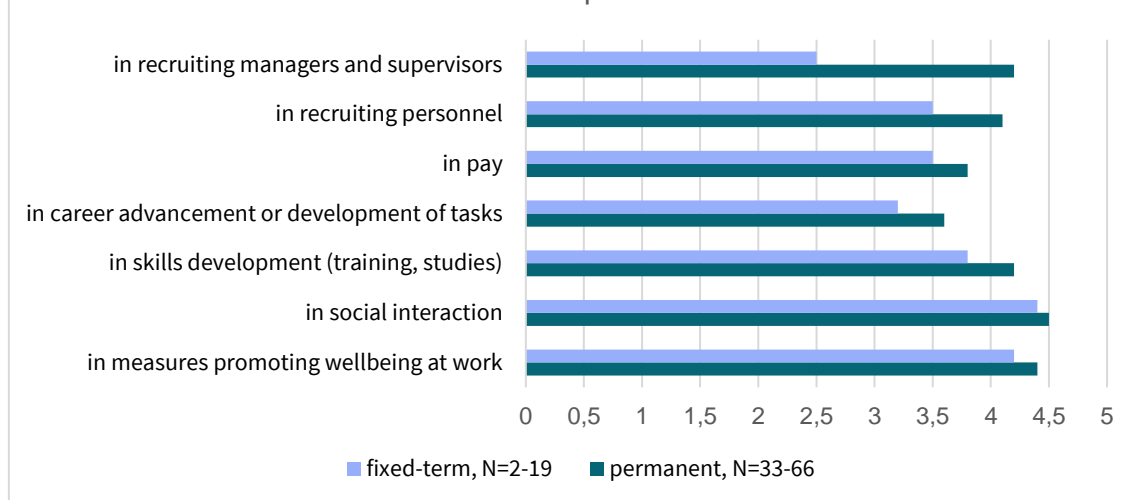
In my opinion, the equality of employees of different ages is realised at my workplace

Number of respondents: 92 (average value scale 0-5)

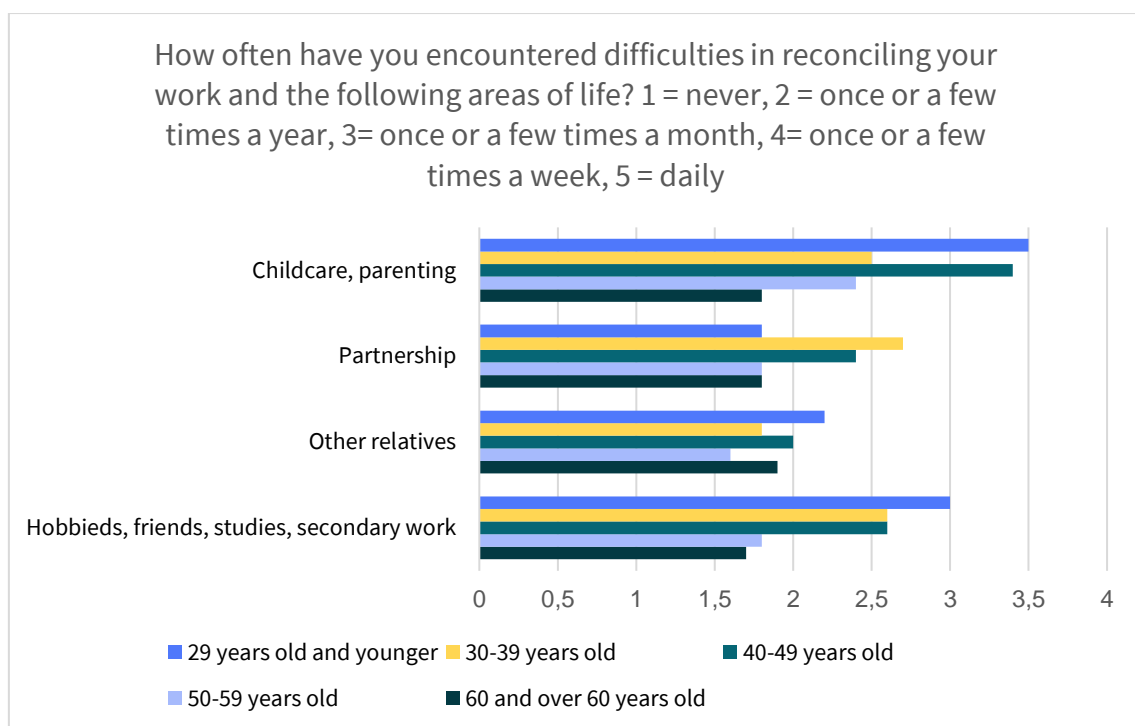


In my opinion, people in different public-service employment relationships (permanent, fixed-term, full-time or part-time) are treated equally at my workplace

Number of respondents: 93



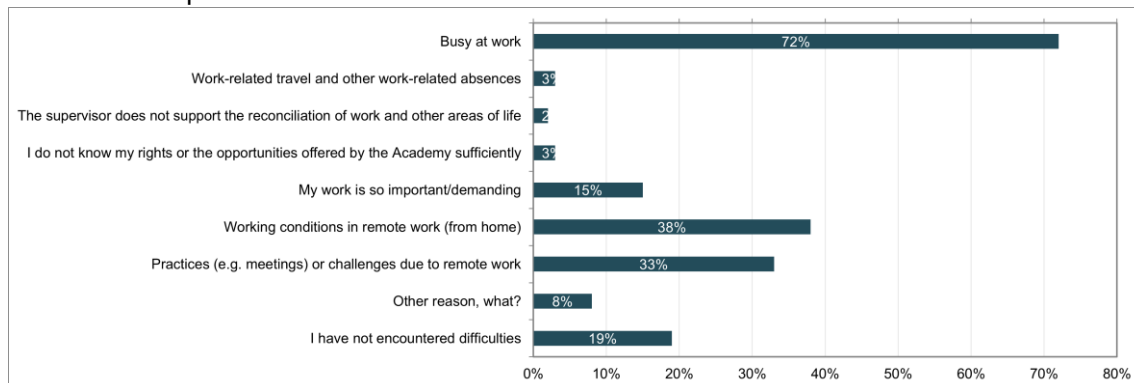
Nondiscrimination (for example, based on work ability, sexual orientation, gender diversity, origin or nationality, religion or belief) is realised at my workplace
 Number of respondents: 87 (average value scale 0-5)



2-6 respondents aged 29 and younger, 2-12 respondents aged 30-39, 23-32 respondents aged 40-49, 16-25 respondents aged 50-59, 60 and over 60 aged 4-15 respondents.

If you have encountered difficulties in reconciling your work and the above areas of life during the past year, what factors do you think have caused these problems (you can select more than one option)?

Number of respondents: 88



Discrimination or inappropriate behaviour

- Total 21 persons have either observed or personally experienced harassment or inappropriate behaviour in their work community
 - Discussed in the open-ended responses: Inappropriate/offensive style of speaking, ignoring, criticising the respondent's characteristics or work approach, belittlement
- In total, 17 persons have either observed or experienced discrimination
 - Reason given in the open-ended responses: Age, different status in the work community, education/experience, health, supervisor's lack of experience/inconsiderateness, differences of opinion
- In total, 13 persons have either observed or experienced inappropriate language use. Grounds which the respondents felt the inappropriate language concerned:
 - Mostly age-related
 - Other grounds: gender, status in the work community, origin or nationality, personal characteristics, health or other reason

Observations and feedback related to the coronavirus pandemic

- The coronavirus pandemic has led to increased inequality: Not enough attention has been paid to the employees' different life situations, modes of living/conditions for remote work, family situations or wealth and opportunities. Workloads and work-related stress also vary.
- There has been an increase in challenges related to information flow, silo mentality and cliques.
- The respondents had faced challenges in separating work and leisure time (or other parts of life) and in self-management of work.
- It is challenging to engage new employees remotely.
- Benefits of remote work: Flexibility in different life situations, helps combining work and family life and with coping (incl. health challenges, older employees). Remote work enables multi-location work, which is appreciated. Freedom of choice is considered important.