



Research Council of Finland Equality and Nondiscrimination Plan

1 March 2024-28 February 2026



Research Council of Finland

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1. Introduction

The Research Council of Finland has a strategic commitment to promote equality and nondiscrimination. The values guiding our activities include openness, transparency, reliability, and equality and nondiscrimination. Our new strategy also includes the objective of developing the diversity of our work community. Our efforts to promote equality and nondiscrimination aim at incorporating them as an integral part of our day-to-day operation and our core processes and their follow-up.

The administrative branch of the Ministry of Education, Science and Culture constitutes the education administration that creates preconditions for the growth of the Finnish economy, competitiveness and wellbeing through education, creativity, innovations and competence. The operations of the education administration strengthen equality and nondiscrimination in compliance with the guidelines of the Nondiscrimination Ombudsman and the Ombudsman for Equality.

The performance agreement between the Research Council of Finland and the Ministry of Education, Science and Culture states:

“The Research Council of Finland promotes the realisation of equality, nondiscrimination and diversity in its operations and in its implementation and development of research funding. The Research Council prepares/updates its equality and nondiscrimination plan every two years and monitors its quality.”

The performance agreement is used to monitor the percentage of women in expert roles in the Research Council’s peer reviews and the success of women in the Research Council’s funding applications. Another measure is monitoring personnel experience of the realisation of equality and nondiscrimination.

As an employer, the Research Council works consistently to promote equality and nondiscrimination among our employees. In our agency role, we ensure that the principles of equality and nondiscrimination cut across our research funding and other operations. One of our key science policy objectives is through decision-making on research funding to promote gender equality in science and research.

The Research Council of Finland has prepared this Equality and Nondiscrimination Plan in accordance with obligations under the Act on Equality between Women and Men (hereafter the Equality Act) and the Nondiscrimination Act. The plan describes the measures applied by the Research Council to promote gender equality and nondiscrimination in all operations. The plan also takes into account the dimensions of diversity in both research funding and personnel.

During the period 2024-2025, the plan’s focus is still on integrating the equality and nondiscrimination perspective more strongly

into the activities of the Research Council of Finland and promoting the practices that support this mainstreaming process.

The Equality Act is intended to prevent gender discrimination, promote equality between women and men and, to this end, 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.

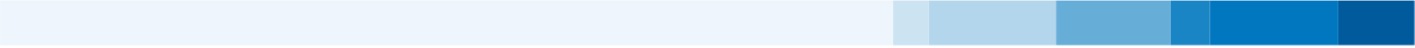
The Nondiscrimination Act prohibits all kinds of discrimination on the basis of age, origin, nationality, sexual orientation, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, or other personal characteristics. The Act also 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 nondiscrimination of persons with disabilities.

This plan includes a report and measures to promote gender equality and nondiscrimination at the Research Council of Finland. It also includes assessment of the implementation of the measures recorded in the previous Equality and Nondiscrimination Plan. 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 Research Council's Administration Office. For each measure, the plan specifies a timetable, the proposed allocation of responsibility, resources available, communications and follow-up.

The update of the Equality and Nondiscrimination Plan has been considered by the cooperation team and the extended management team.

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

The Research Council's equality and nondiscrimination working group monitors implementation of the measures set out in the plan on a regular basis and supports the whole organisation 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.



The working group reports on progress and new objectives of equality and nondiscrimination efforts to the Research Council's executive management team, cooperation team and to the Research Council Board.

The Equality and Nondiscrimination Plan is posted on the Research Council's intranet and website. The plan is also translated into Swedish and English.

Summary: Measures for promoting equality and nondiscrimination at Research Council of Finland in 2024–2025

The measures are described in more detail in sections 2, 3.2 and 4.2 below.

Measures for promoting equality and nondiscrimination in the Research Council'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 Research Council's research funding activities and among the Research Council's personnel will be further developed.
2. Research Council communications and training related to equality and nondiscrimination will be developed and further increased. A safer space will be introduced for all events related to the Research Council's activities. The nondiscrimination perspective will be strengthened.

Measures for promoting equality and nondiscrimination in operations and services

3. Information will be collected on how the Research Council of Finland in its role as a funding provider could better support the reconciliation of work and family life in researchers' careers and what kind of challenges researchers with different backgrounds are facing.
4. A gender and nondiscrimination impact assessment will be included in the Research Council of Finland's research funding development projects.
5. The perspectives of equality and nondiscrimination and diversity competence will be strengthened as part of responsible science and evaluation.

Equality and nondiscrimination measures for Administration Office personnel

6. Strengthening the nondiscrimination perspective in personnel planning, recruitment and pay alongside with gender equality, and incorporating the diversity perspective into planning.

Estimates of the implementation of equality and nondiscrimination measures in the research funding activities of the Research Council of Finland and in the activities of the Administration Office during the previous plan period 2022-2023

Measure 1 - Systematic data collection and monitoring

Systematic data collection (incl. follow-up indicators) on the realisation of equality and nondiscrimination in the Research Council of Finland's research funding activities and among the Research Council'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 Research Council 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 Research Council's sustainability reporting related to the 2030 Agenda (the first report in spring 2022).

Estimate of implementation:

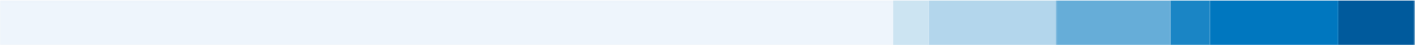
Data collection on research funding

- The collection of follow-up data has been further harmonised with regard to what is reported every year in connection with the Research Council's annual report and financial statements, statistical compilations related to applications and the Equality and Nondiscrimination Plan.
- In 2022, a data collection pilot was carried out where positive research funding decisions were examined for the themes of equality, nondiscrimination and discrimination.

Data collection on personnel

- Reporting on equality and nondiscrimination data has been developed as part of the annual human resources balance sheets and the VMBaro personnel survey.
- The results of the VMBaro survey are used for examining equality and nondiscrimination annually. The working group has had an annual monitoring and evaluation discussion on the results of the survey.
- Summary: Development work has progressed. Systematic data collection and related development will continue during the planning period 2024-2025, especially as regards nondiscrimination data.

Measure 2 - Communications and training related to equality and nondiscrimination



Communications and training related to equality and nondiscrimination will be developed and further increased at the Research Council of Finland, and within the Administration Office as well as on external websites.

The working group will support discussion and debate on responsible science at the Research Council.

The working group will participate in the planning of training and guidelines related to the evaluation criteria and decision-making guidelines of the Academy Research Fellowship reform and their application in a nondiscriminatory manner. Training and guidelines will be prepared for evaluators, committees, persons responsible for panels and presenting officials.

Estimate of implementation:

- The Research Council has been carrying out more active internal communications on equality and nondiscrimination topics.
- The preparation of training for personnel has been included in the agency's competence development plan 2023-2024.
- With regard to research funding, blog posts on equality and nondiscrimination have been published on the Research Council's website in Finnish, Swedish and English.
- Evaluators' guidelines have been updated with regard to equality and nondiscrimination perspectives. See also the assessment for measure 5.
- In 2023, a mini-symposium on responsible researcher evaluation in research funding was carried out.
- Summary: The work has progressed. Training and its target groups will be diversified.

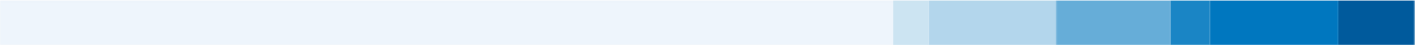
Measure 3 - Supporting the reconciliation of work and family in research funding

The Research Council of Finland will define methods for supporting women's careers in research as well as the reconciliation of work and family in all forms of funding.

Nondiscrimination and diversity perspectives will be strengthened alongside the equality perspective in different funding schemes, including programme-based funding and forms of organisational funding.

Estimate of implementation:

- The mobility requirement has been removed from the principles for granting Research Council research funding.
- The funding principles of the Strategic Research Council (SRC) have been updated so that the funding period for funding granted by the SRC can be extended under certain conditions



for justified reasons (such as family leave) mentioned in the Research Council of Finland's funding terms.

- Summary: The work has progressed. Supporting the reconciliation of work and family should be examined in the upcoming planning period to accumulate more information.

Measure 4 - Gender and nondiscrimination impact assessment

A gender and nondiscrimination impact assessment will be piloted for the Academy Research Fellowship reform.

- 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. Gender and nondiscrimination impact assessment will be established as part of all research funding development projects, drawing on the experiences of the pilot.

Estimate of implementation:

- The (pilot) assessment of the gender and nondiscrimination impacts of the Academy Research Fellowship reform has been realised. The results of the pilot have also been published as a report and in a blog post on the Research Council's website.
- Summary: The measure has been implemented for the pilot.

Measure 5 - Responsible science and evaluation

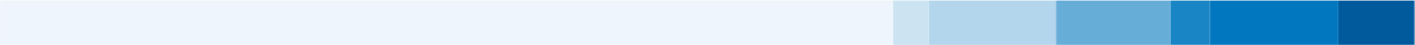
The perspectives of equality and nondiscrimination will be strengthened as part of responsible science and evaluation.

The set-up of application review panels will be examined while taking into account diversity aspects: It will be determined what a diverse panel is like, how the panels are formed and what significance this has for the diversity of panels. The target for the diversity of the panels will be determined. International examples and good practices as part of this process will be benchmarked.

The utilisation of issues related to responsible science in funding activities and monitoring will be developed.

Estimate of implementation:

- The Research Council's responsible evaluation work has been promoted by participating in the international reform of responsible research and researcher evaluation in both national and international working groups. The Research Council participates in the activities of a steering group for responsible



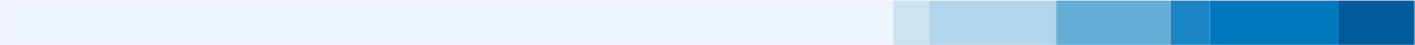
researcher evaluation led by the Federation of Finnish Learned Societies. In 2022, the Research Council signed the Agreement on Reforming Research Assessment ARRA and joined the Coalition for Advancing Research Assessment CoARA, which supports and monitors the realisation of ARRA. In addition, the Research Council participates in two CoARA working groups: 'Improving practices in the assessment of research proposals' and 'Multilingualism and language biases in research assessment', as well as CoARA's National Chapter (still in the application stage).

- The guidelines for experts conducting peer reviews in the Research Council's funding applications have been updated. The Review Principles contain instructions for taking equality and nondiscrimination into account in evaluation work and a link to the Research Council's Equality and Nondiscrimination Plan.
- The SRC programme director application process in 2023 was supplemented with a requirement for the applicant to commit to the principles of responsible science.
- The investigation on the diversity of panels will be postponed to the next planning period. In the new winter call evaluation process, experts are invited to pre-designated review panels already before the end of the call. As has been established, the recruitment of experts will involve ensuring that the gender distribution of evaluators is as even as possible and that the review panels include experts from as many countries as possible.
- The evaluation of responsible science in the review form has been included in the feasibility assessment of projects, which may, unlike before, affect the overall assessment of an application.
- Summary: Work is in progress, many measures have been taken. During the planning period 2024–2025, special attention will be paid to diversity perspectives in the compilation of the Research Council's review panels.

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

The nondiscrimination perspective will be strengthened in personnel planning alongside with gender equality, and a diversity perspective will be incorporated 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 working group.

The recruitment practices and employer image 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 underrepresented in the personnel group in question (share less than 40%) from among equally qualified or nearly equally qualified applicants.



The personnel groups include clerical 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.

The pay and remuneration system and its implementation will be examined, and equality and nondiscrimination perspectives will be taken into account in any development measures. Pay surveys will be developed, particularly from a nondiscrimination perspective.

Estimate of implementation:

- A diversity/nondiscrimination clause has been introduced in the Research Council's recruitment notifications.
- The examination of pay from the perspective of equality and nondiscrimination has been realised. The results of the VMBaro personnel survey have been utilised in the investigation.
- The Research Council participated in the joint work of the Government's "Diversity in the State" theme group in 2022 as part of the work done by the Human Resources Management Forum. The material produced by the working group will be used by the agency.
- Summary: Work in progress. The implementation of the measure will continue during the new plan period, especially with regard to raising awareness among supervisors and personnel and developing recruitment practices.

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

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 will be assessed.

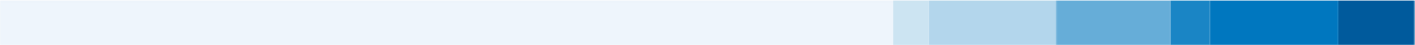
Equality and nondiscrimination will be taken into account in all development measures.

The gender and nondiscrimination impacts of the workplace development will be assessed and accessibility will be ensured when developing premises.

The accessibility of the work environment will be improved 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.

Estimate of implementation:

- The development of operating methods and the working environment have been implemented in 2023 with regard to more compact premises. New operating methods have been



assessed with the VMBaro survey, monthly pulse surveys and the Personnel Equality and Nondiscrimination Survey 2023.

- Summary: Measure has been mainly implemented. Not necessary to continue as a separate measure, as the development of the working environment depends on the joint development of the central government working environment.

2. Promoting equality and nondiscrimination as part of Research Council of Finland's day-to-day operation

The Research Council 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 Research Council's efforts during the 2024–2025 period continues to be developing processes and communications around equality and nondiscrimination and upgrading employees' skills and competencies in this area.

The working group reviewed and assessed the progress made towards equality and nondiscrimination in 2023. The assessment of the implementation of the measures during the planning period 2022–2023 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 Research Council's equality and nondiscrimination survey, and statistical data related to research funding and personnel have been used as material.

One of the missions of the working group is to develop more systematic tools for monitoring and collecting data on progress towards equality and nondiscrimination. The Research Council 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 Research Council is planning and monitoring the measures in accordance with the obligations laid down in the Equality Act and the Nondiscrimination Act. Further steps will also be taken to strengthen the engagement of employees and stakeholder groups in the Research Council's efforts to promote equality and nondiscrimination.

The Research Council actively supports co-creation in the workplace, and to this end 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.

The Research Council will carry out an organisational reform in 2024. In the Equality and Nondiscrimination Plan, responsibilities concerning the activities of the Administration Office have been allocated in accordance with the current organisational structure, but it will be necessary to revise the responsibilities after 1 September 2024 to match the new organisational structure.

The working group 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 Research Council of Finland’s research funding activities and among the Research Council’s personnel will be further developed.

For research funding, data collection will be further developed with regard to intersectionality (e.g. age and gender) and equality. Equality issues (incl. nondiscrimination) have been selected as the focus area for the Research Council’s sustainability reporting related to the 2030 Agenda (the first report in spring 2022). During the plan period, cooperation will be strengthened with the authors of the responsibility report and other parties engaged in the Research Council’s responsibility work.

The aim of personnel-related data collection and reporting is to make even better use of the data contained in the annual report and the human resources balance sheets. The timetable of the reports and the plan update will be coordinated so that the most up-to-date information and analyses are available.

Timetable

ongoing

Proposed responsibility

Main responsibility: working group, Strategic Planning and Analysis for sustainability reporting and data collection on research funding
 In cooperation with: Information management, Strategic Planning and Analysis

Communications

In the working group’s operation, the Research Council intranet, and internal cooperation forums

Follow-up

By working group during the planning period and before the next update of the Equality and Nondiscrimination Plan.

Measure 2 - Communications and training related to equality and nondiscrimination

The communications and training related to equality and nondiscrimination will be developed and further increased in the Research Council of Finland, and within the Administration Office as well as on external websites. The nondiscrimination perspective will be strengthened.

See also measures 5 (increasing diversity competence) and 6 (competence of supervisors and personnel on inclusive practices and discussion culture).

The working group will support discussion and debate on responsible science at the Research Council.

A safer space will be introduced for all events and daily operations related to the Research Council's activities. Safer space rules will be drawn up and communicated.

Timetable

ongoing, planning of training and guidelines in 2024

Proposed responsibility

Division of Communications: internal communications

Division of Administrative Services: planning of training

Responsible science: ARVO and RAHKA core teams

In cooperation with: working group

Communications

intranet and website

Follow-up

By working group during the planning period and before the next update of the Equality and Nondiscrimination Plan.

3. Equality and nondiscrimination in research funding operations

The Research Council of Finland's decisions on research funding are made by scientific 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 Research Council Board. These objectives include promoting careers in research among young people and women, and promoting equality and nondiscrimination in research funding activities. Furthermore, the Research Council's decision-making reflects the policy directions set out in other documents adopted by the Research Council Board and scientific councils and committees (action and financial plans, strategy documents, Equality and Nondiscrimination Plans, etc.) and the Finnish government's science policy priorities.

The Research Council of Finland has worked consistently to promote gender equality through decision-making on research funding since the 1980s, and during this time we have built up an excellent reputation for equality in operations and services. For example, the Research Council-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, Science and Culture, we have contributed actively to the European Commission's Helsinki Group on Women and Science (subsequently the ERAC Standing Working Group SWG on Gender in Research and Innovation), which was founded during Finland's first presidency of the Council of the EU in 1999.

Promoting gender equality and nondiscrimination 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 Research 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 the Slovenian Presidency of the Council of the EU, the Ljubljana Declaration on Gender Equality in Research

¹ Source: <https://data.consilium.europa.eu/doc/document/ST-12044-2021-INIT/en/pdf>.



and Innovation was also adopted. The Declaration emphasises the importance of safeguarding gender equality and taking proactive measures to mainstream gender equality 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.

In 2021 and 2022, the Research Council of Finland participated actively in the [KOTAMO project](#), which promotes equality, nondiscrimination and diversity among personnel at higher education institutions, launched by the Ministry of Education, Science and Culture. The project developed concrete measures and national policy measures to strengthen equality and nondiscrimination in Finnish higher education institutions.

The Research Council of Finland is committed to continuing its efforts to promote and mainstream equality and nondiscrimination to prevent discrimination in all its operations. The work and gender equality situation of researchers with Research Council 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 and interactive effort with universities and other organisations at both the national and international level.

3.1. Current state of equality and nondiscrimination in research funding operations

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

3.1.1. Gender distributions in councils and committees

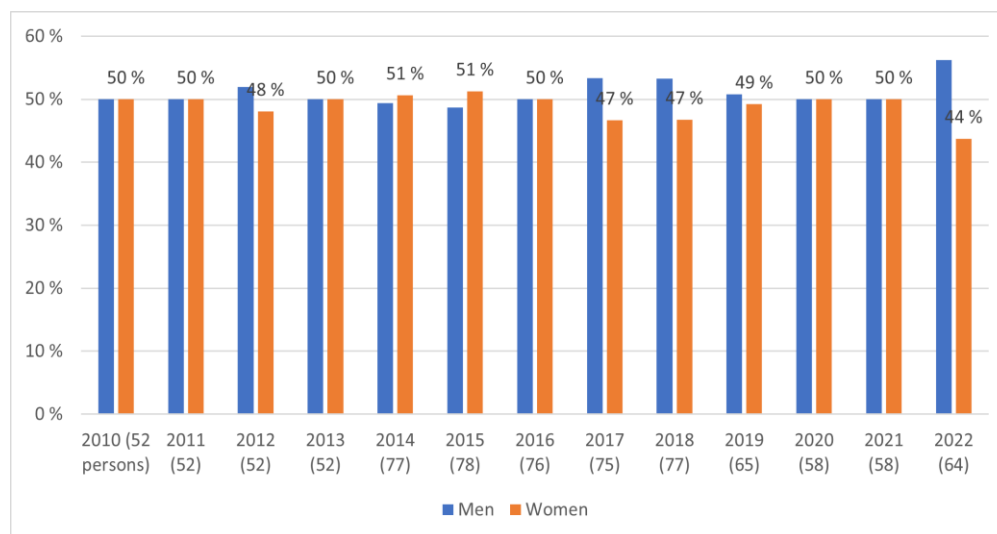


Figure 1. Percentages (%) of men and women in Research Council of Finland councils and committees (Board and councils in 2010-2022² and Strategic Research Council and Research Infrastructure Committee in 2014-2022). Percentage (%) of women displayed by bars.

Both the Research Council of Finland's scientific councils and committees and the Research Council 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 Research Council of Finland, women and men are equally represented in all scientific councils and committees.

In the period 2010-2021, women accounted for 49% of all Research Council employees and men for 51%. In 2022, however, women accounted for 44%.

3.1.2. Gender and age distributions of funding applicants and recipients

Over many years now, the Research Council of Finland has annually monitored the development of women's research careers and the impacts of the Research Council's review and decision-making process from the perspective of equality.

The proportion of female applicants in the Research Council's key funding schemes has remained fairly unchanged throughout the

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 is the same as for 2019.

decade-long review period. The share of female applicants has been highest among postdoctoral applicants, of whom around half are women. The Postdoctoral Researcher funding scheme was discontinued in 2022 and is therefore no longer included in the statistical review.

The percentage of women in Academy Project applicants has varied between 30 and 37% from 2014 to 2023, with a slight upward trend (Figure 2). The percentage of women has also increased in funded Academy Projects. The percentage of women in funded Academy Projects has varied between 27 and 39% over the examined ten-year period. Figure 3 shows the total number of project applications to the Research Council and funded projects in decision years 2014-2023.

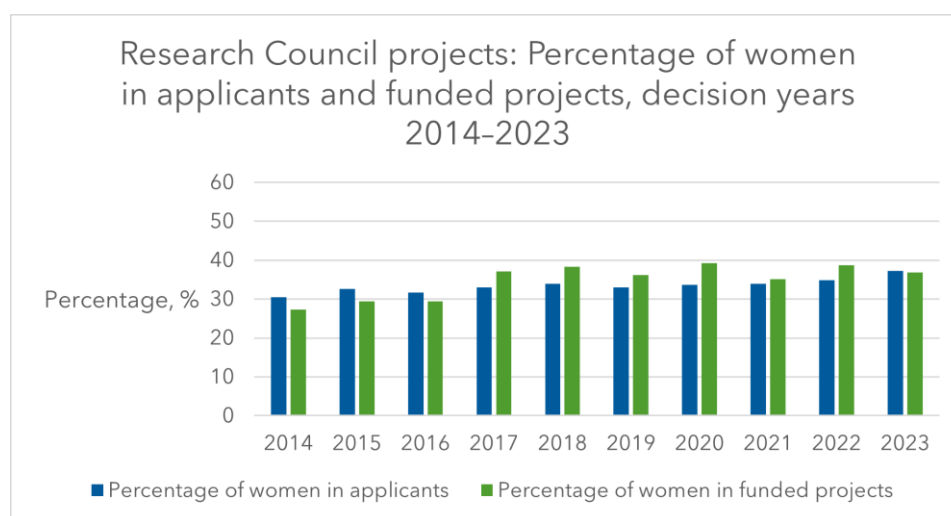


Figure 2. Percentage of women of Academy Project applicants and funded projects in decision years 2014-2023. Data source: Research Council of Finland 2023.

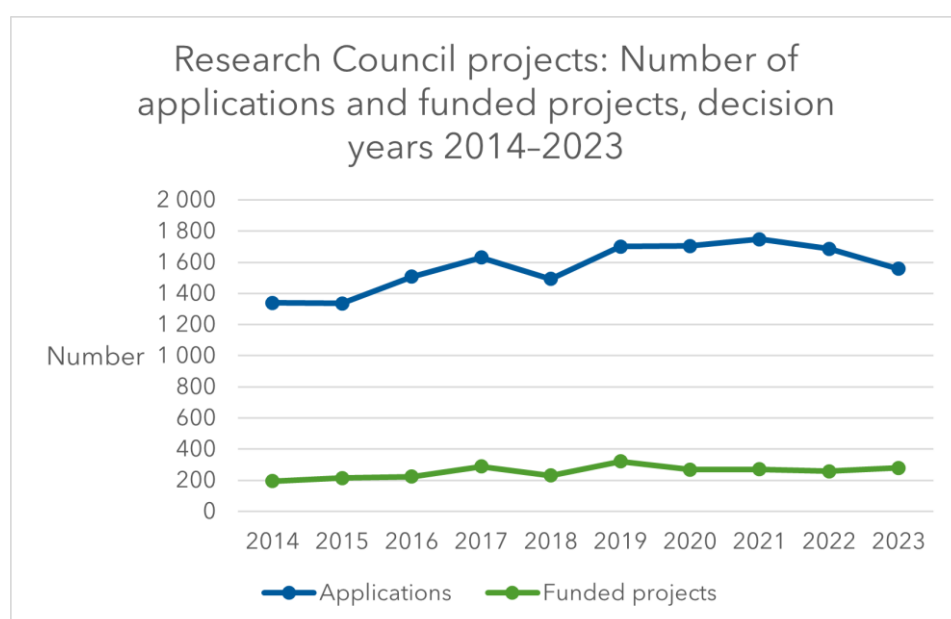


Figure 3. Number of Academy Project applications and funded projects in decision years 2014–2023. The totals include the applications from the categories “women”, “men” and “other” or “prefer not to say”. Data source: Research Council of Finland 2023.

Over the past ten years, the percentage of women in Academy Research Fellow applicants has varied between 38 and 45%. The percentage of women was at its lowest in 2020, after which there has been a slight upward trend.

The Academy Research Fellow funding scheme was reformed in 2022. The first funding decisions under the new scheme were made in 2023. There is a clear growth spike in the number of Academy Research Fellowship applicants for 2023. This phenomenon may be primarily explained by it being the first year that there was a one-off loosening of applicant eligibility conditions in terms of academic age. During the review period, the proportion of female applicants for Academy Research Fellowships reached its peak (45%) in 2023.

For funded projects, the percentage of female applicants has varied between 38 and 51%. In most years, the percentage of women in the recipients of Academy Research Fellow funding has exceeded the percentage of female applicants. In 2023, 47% of Academy Research Fellow funding recipients were women.

The proportion of successful women applicants remains low in the natural sciences and engineering fields, reflecting the corresponding gender breakdown among applicants. However, the percentage of women has increased in researcher education in these fields, which will hopefully also be reflected in the gender distribution of applicants and funding recipients in the future.

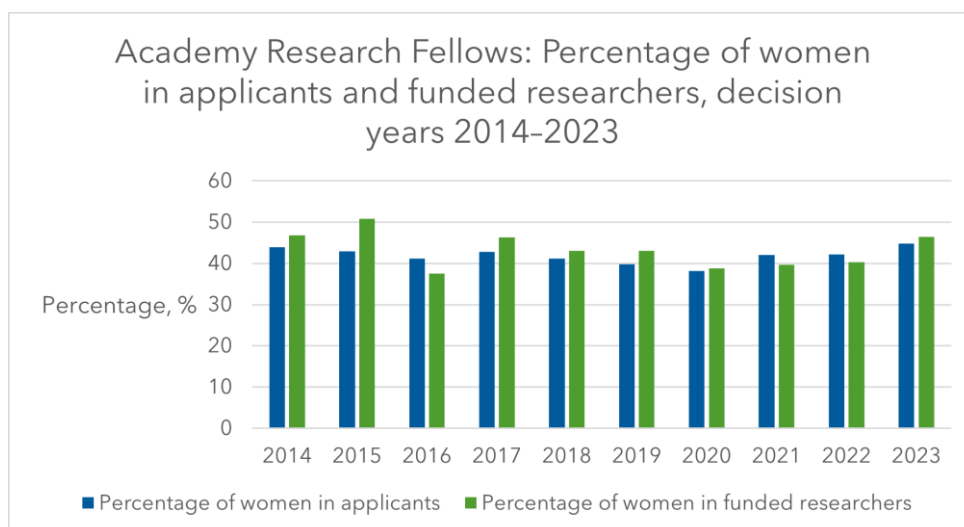


Figure 4. Number of Academy Research Fellow applications and funded projects in decision years 2014-2023. Data source: Research Council of Finland 2023.

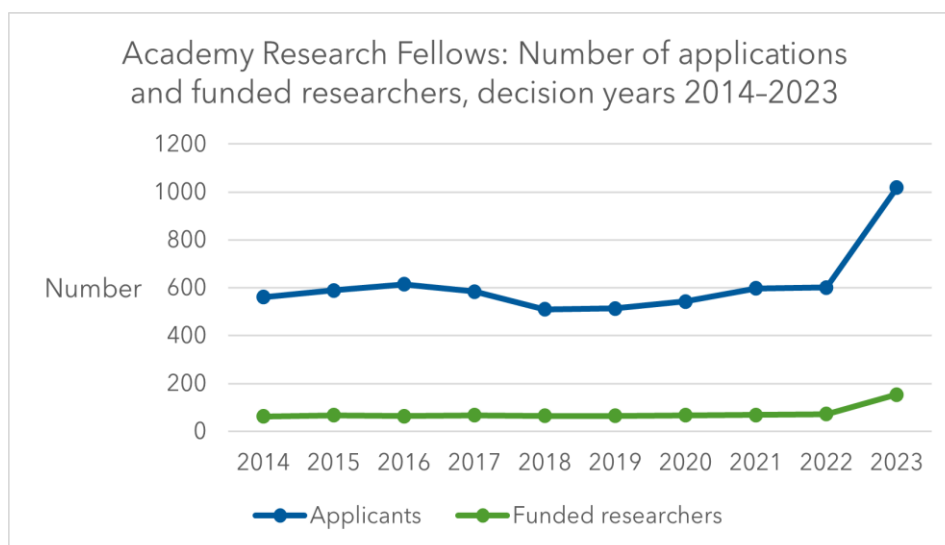


Figure 5. Number of Academy Research Fellow applications and funded projects in decision years 2014-2023. The totals include the applications from the categories "women", "men" and "other" or "prefer not to say". The funding scheme for Academy Research Fellows was reformed in 2022. The first funding decisions with the new scheme were made in 2023. Data source: Research Council of Finland 2023.

When comparing the proportions of female and male research funding recipients with those of female and male applicants (so-called success rate), the differences are not large. In Academy Projects, women's success rate has varied between 13 and 20%, and men's success rate has varied between 14 and 20% during the reviewed ten-year period. In 2023, the success rate for both women and men was 18%. In Academy Research Fellow funding, both women's and men's success rates ranged from 10 to 15% during the review period. In 2023, the success rate for women and men was 15%.

Figures 6 and 7 demonstrate the age-specific percentages of funding applicants and funded researchers in the Academy Project and Academy Research Fellow funding schemes. Age is examined as academic age, which describes the number of years between the date on a doctoral degree and the date of eligibility specified in the text of the call for applications (30 September 2022).

The first decisions with the reformed funding scheme for Academy Research Fellows were made in 2023. It is not expedient to compare the application and decision data for academic age of the reformed Academy Research Fellow scheme and the old scheme.

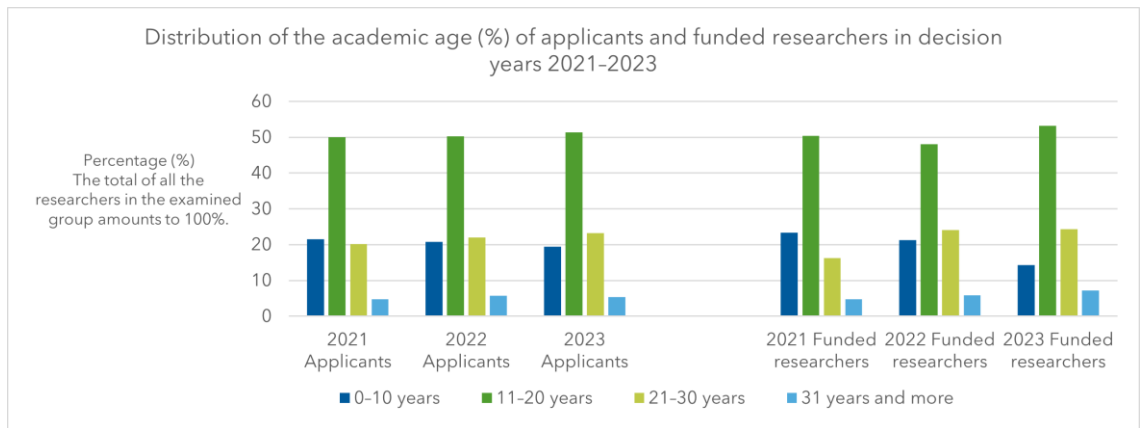


Figure 6. Age distribution of Academy Projects’ principal investigators, applicants and funded researchers, decision years 2021-2023. Data source: Research Council of Finland 2023.

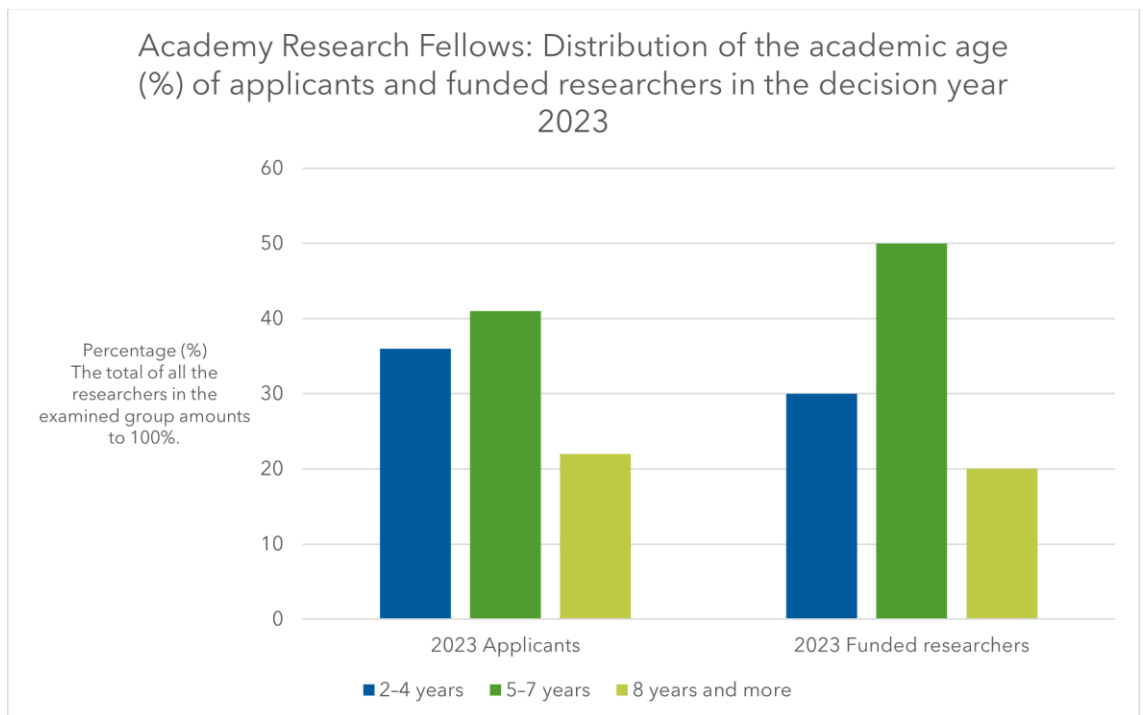
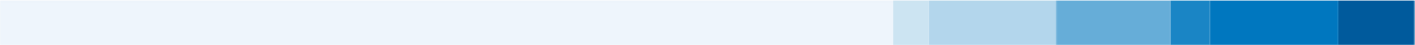


Figure 7. Academic age distributions of applicants and funded researchers in the reformed Academy Research Fellow scheme, decision year 2023. Data source: Research Council of Finland 2023.

The Research Council has opened calls for applications for Academy Professorships every 2-3 years. However, no call for applications for Academy Professor has been organised since 2018. 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 Research Council 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 the minority. Changes among professors occur slowly, as annual turnover rates are low.

According to the Vipunen database, in 2022, the percentage of women in the top career stage of universities, including professors and research directors, was 33% , while the percentage of women in class teachers was 47%. Women account for 28% of professors with a permanent position in the Nordic countries (SheFigures 2021). In Europe, 26% of professors are women (SheFigures 2021, 7).³ 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 share of women decreases, the higher the academic career progresses, is visible globally in the academic world. The Multirank follow-up publication of 2022 examined 96 countries and 2202 higher education institutions and found that the share 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 29%.⁴

3.1.3. Nondiscrimination of applicants and funding recipients from perspective of citizenship

In addition to promoting gender equality, the Research Council of Finland works to strengthen nondiscrimination and diversity in implementation and development of research funding schemes, funding terms and conditions and review practices, as well as in work with stakeholders. Examining nondiscrimination in the context of research funding is still a relatively new perspective at the Research Council.

The topic of nondiscrimination has been addressed alongside equality considerations above in section 3.1.2 on gender and academic age. The following are observations on the realisation of nondiscrimination in Research Council funding activities in Academy Project and Academy Research Fellow funding, especially in relation to citizenship.

⁴ Source: <https://www.umultirank.org/press-media/press-releases/umultirank-gender-monitor-2022/>.

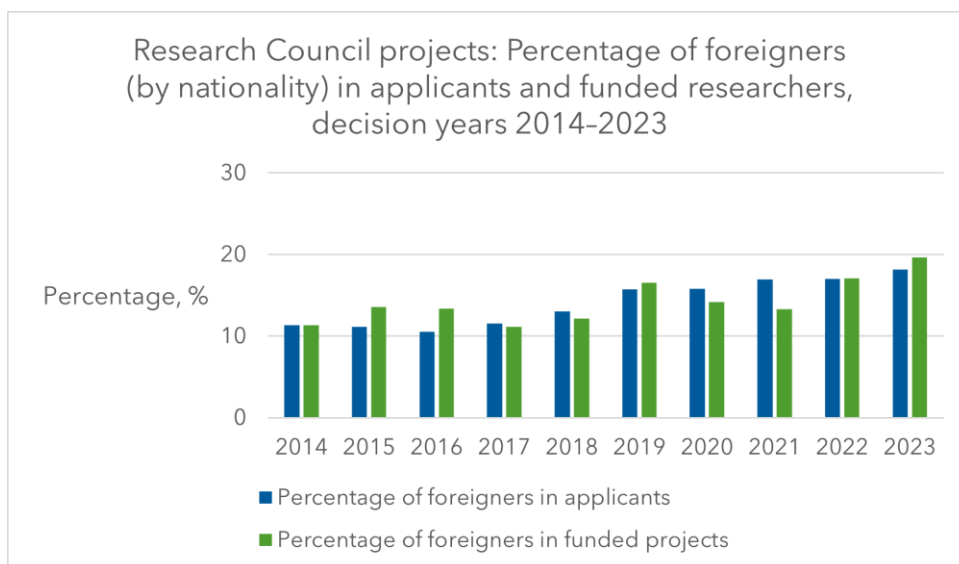


Figure 8. Percentage of foreigners (by nationality) in applicants and funded researchers, decision years 2014-2023. Data source: Research Council of Finland 2023.

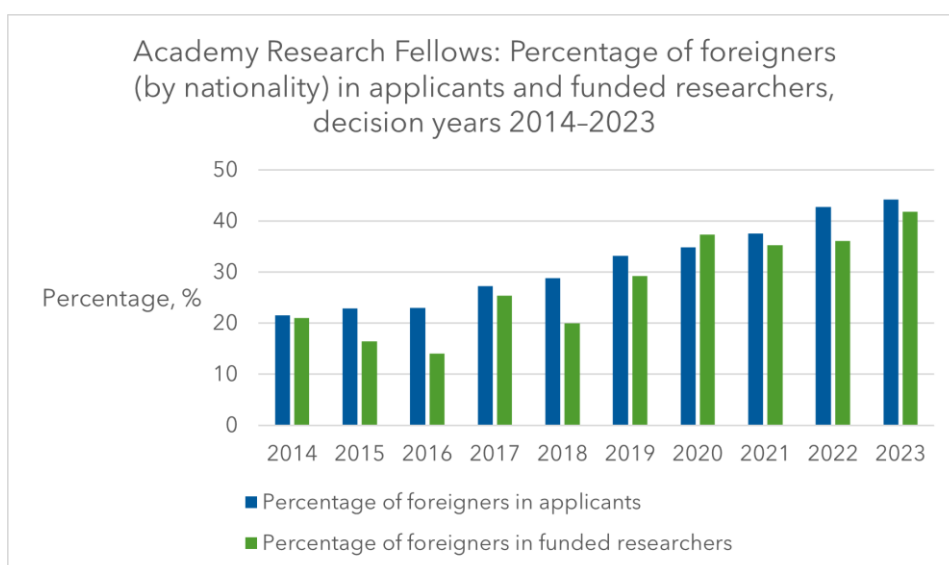


Figure 9. Percentage of foreigners (by nationality) in applicants and funded researchers, decision years 2014-2023. Data source: Research Council of Finland 2023.

For Academy Projects, the percentage of applicants with a foreign background has increased from 11 to 18% between 2014 and 2023. The success rates of people with a foreign background have increased in the same proportion: from 11 to 20%.

For Academy Research Fellow funding, the percentage of applicants with a foreign background has increased from 22 to 44% between 2014 and 2023. Correspondingly, foreigners' share of funded applicants has grown from 21 to 42%.

To sum up, the percentage of foreigners in both the applicants and the recipients of funding in the two examined funding schemes has

increased during the review period. When comparing the percentage of foreign applicants and funded applicants in the Academy Project and Academy Research Fellow funding schemes, foreigners' success rates seem to be somewhat different.

For Academy Research Fellows, foreigners seem to have received a positive funding decision in the 2014–2023 review period slightly less often when compared to their percentage in Academy Research Fellow applicants.

There is no similar observable trend in Academy Projects. It appears that, during the review period, foreigners have received a positive funding decision in approximately the same proportion as there have been foreign Academy Project applicants (with the exception of 2016 and 2021).

3.1.4. Gender distributions in review panels

The Research Council of Finland has sought to increase the proportion of women experts in the application review process. In 2013, the Research Council joined AcademiaNet, a network created to help Finnish women researchers advance to key positions in science and research. Currently, the Research Council uses the AcademiaNet database to recruit experts.

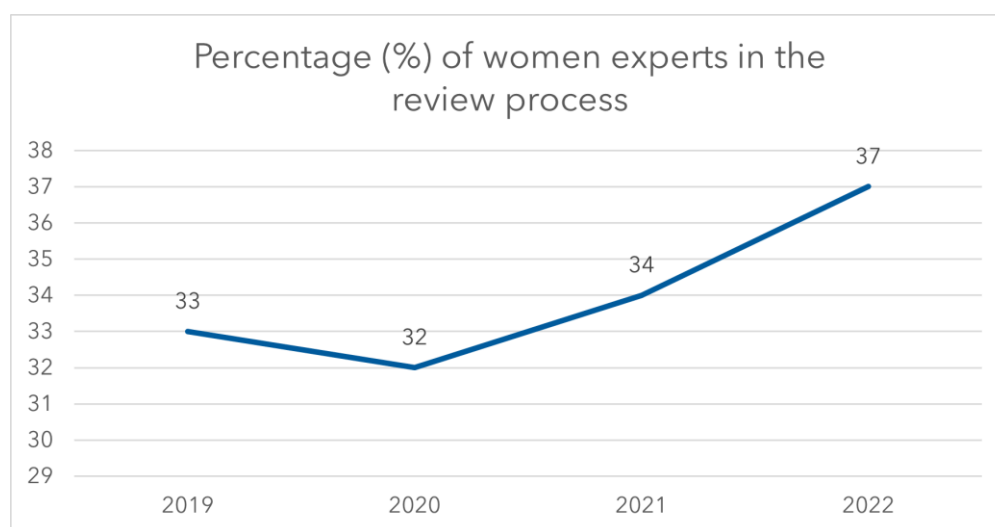


Figure 10. Percentage of women experts in the review process in 2019–2022. Experts who participated in reviewing applications in September 2018–2022 (decision years 2019–2022): % of women. (Source: Research Council of Finland, financial statistics on calls for applications in September.)

- September 2019 call for applications: A total of 686 reviewers⁵, 33% of whom were women.

⁵ The total number of the experts comprises 638 review panel members and 48 individual experts.

- September 2020 call for applications: A total of 730 reviewers⁶, 32% of whom were women.
- September 2021 call for applications: A total of 722 reviewers⁷, 34% of whom were women.
- September 2022 call for applications: A total of 633 reviewers, 37 % of whom were women.

The working group would have liked to cross-examine the most recent gender and age distributions of the experts in the review of applications by council and committee, but due to changes in the Research Council's information systems, the relevant data was not available for this plan. The aim is to systematise the collection and examination of the evaluators' background information for each funding instrument from a gender and diversity perspective (including age and citizenship).

3.2. Measures to promote equality and nondiscrimination in operations and services

3.2.1. Defining methods for supporting women's research careers and reconciliation of work and family in all funding

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

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

The Research Council of Finland supports female researchers' careers and the reconciliation of work and family in all funding schemes. During the planning period, information will be collected on how the Research Council in its role as a funder could better support the reconciliation of work and family life in researchers' careers and what kinds of challenges researchers with different

⁶ The total number of experts comprises 650 review panel members and 80 individual experts, in total from 38 countries.

⁷ The total number of experts comprises 631 review panel members and 91 individual experts, in total from 31 countries.

backgrounds are facing. The collected information will be used in the Research Council's equality and nondiscrimination work.

It will be investigated whether the Research Council could apply the Strategic Research Council's requirement for applications: "The gender distribution of a consortium/project must be as uniform as possible." This requirement has made the gender distribution more even in funded projects.

Timetable

Data collection by 1 May 2025

Proposed responsibility

Main responsibility: working group

In cooperation with: RAHKA core team, Strategic Research and Research Funding Development divisions.

Communications

Via the Research Council's intranet and external website.

Follow-up

By working group before the next update of the Equality and Nondiscrimination Plan.

3.2.2. Including gender and nondiscrimination impact assessment in Research Council of Finland's research funding development projects

The decision-making bodies of the Research Council 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 Research Council to develop competence in assessing impacts on gender and nondiscrimination.

Measure 4 - Gender and nondiscrimination impact assessment

Some fields of research are still clearly gendered. Funding granted by the Research Council will also be allocated to educating a new generation of researchers by funding doctoral researchers. The gender distribution of doctoral researcher funding will be monitored.

The gender and nondiscrimination impacts of the Academy Research Fellow reform will be monitored annually in connection with the winter call. Based on the monitoring, necessary changes will be made to the application, review and decision-making practices.

The impacts on gender and nondiscrimination measures will be examined as part of the development of research funding forms, such as the Academy Professor and Centre of Excellence funding schemes.

Timetable

Monitoring the gender and nondiscrimination impacts of the Academy Research Fellow reform in 2024 and 2025.

For the Academy Professor and Centre of Excellence funding schemes, by the end of 2024.

Proposed responsibility

Parties developing funding schemes. Coordinated by working group.

Communications

Via the Research Council's intranet and external website.

Follow-up

By working group during the planning period and before the next update of the Equality and Nondiscrimination Plan.

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

Responsibility is an integral part of the activities of the Research Council of Finland. We fund high-quality, high-impact and innovative research in a responsible manner. In the context of responsible science, we take 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 Research Council requires that any research funded by the Research Council promotes gender equality and nondiscrimination. The review related to granting research funding takes into account whether the proposed research promotes equality and nondiscrimination in the project or more broadly in society.

Measure 5 - Responsible science and evaluation

The perspectives of equality and nondiscrimination will be strengthened as part of responsible science and evaluation. Diversity competence will be strengthened at the Research Council, for example through training and internal conversations. Taking diversity perspectives into account will be promoted in the compilation and guidelines of the Research Council's review panels. As part of the development work related to panel diversity, the CoARA working groups 'Improving practices in the assessment of research proposals' and 'Multilingualism and language biases in research assessment' will participate in international discourse and exchange of information on good practices.

The monitoring of responsible science in funding activities will be developed in cooperation with the Research Council's other responsible science actors.

Timetable

2024-2025

Proposed responsibility

Main responsibility: ARVO core team

In cooperation: working group, divisions for research funding and communications.

Communications

Via the Research Council's intranet and external website.

Follow-up

By working group during the planning period and before the next update of the Equality and Nondiscrimination Plan.

4. Equality and nondiscrimination in Research Council of Finland's Administration Office

4.1. Current state of equality and nondiscrimination in Research Council of Finland's Administration Office

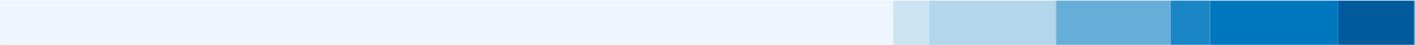
The working group has reviewed the Research Council's current equality and nondiscrimination situation and the proportion of women and men in different positions. Furthermore, the Research Council has assessed women's and men's job grades, wages and pay differentials. In its review, the working group 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 2023 concerning the progress towards gender equality and nondiscrimination.

In the appendices 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 Research Council of Finland's personnel have been women, and at the end of 2023, 70.5% were women. The gender distribution is the most even in expert positions, as 34% of this group were men at the end of 2022. The share of men was the smallest among clerical personnel and in middle management/among supervisors (10%). At the end of 2023, the average age of personnel was 50.9 years, with the average age of women being 51.7 years and the average age of men being 48.9 years. On average, members of the Research Council's personnel are highly educated, while men are slightly more educated than women.

The percentage of fixed-term personnel at the Research Council has decreased slightly in recent years, from about 20% to about 14% at the end of 2023.

Employee satisfaction with the state of equality in the workplace has remained at a steadily high level. Satisfaction with nondiscrimination



has increased since the previous planning period. Of the respondents in the VMBaro job satisfaction survey, 78% were satisfied or very satisfied with the realisation of gender equality in the workplace (2022: 82%). Of survey respondents, 84% were satisfied or very satisfied with the level of nondiscrimination in the workplace (2022: 71%). Men were more satisfied than women with the realisation of gender equality and nondiscrimination. When looking at respondent groups of different ages, satisfaction with the realisation of nondiscrimination had increased significantly from the previous planning period. For different personnel groups (supervisors, experts, other personnel), satisfaction with the realisation of equality has remained at or nearly the same level. Instead, satisfaction with the realisation of nondiscrimination has increased in different personnel groups, especially the “other personnel” respondent group. For fixed-term employees, satisfaction with both gender equality and nondiscrimination has decreased, whereas satisfaction has increased among permanent employees.

The results of the Administration Office’s equality and nondiscrimination survey 2023 also indicate similar, mainly positive developments as the VMBaro results. However, it should be noted that a majority of respondents (over 40%) were unable to assess the realisation of nondiscrimination in the following areas: political beliefs, religion, sexual orientation and gender minorities. The percentage of this group had decreased slightly from the previous survey carried out in 2021.

Based on the equality and nondiscrimination survey conducted at the Administration Office and the results of the VMBaro survey, employees of different ages, in various personnel groups, in various areas of responsibility and with various educational backgrounds and fixed-term employees have experienced inequality in the work community. However, experiences of nondiscrimination among people of different ages have seen a positive development trend since the previous planning period. In terms of origin or citizenship, equality and nondiscrimination were not considered to be fully realised, for example in recruitment. Still, the majority of respondents who did assess the realisation of equality and nondiscrimination felt that equality and nondiscrimination were realised well or very well in different areas.

In the promotion of equality and nondiscrimination, personnel would like to see attention paid to matters such as diversity perspectives in recruitment, gender and neurodiversity among personnel, a reduction of fixed-term employment relationships, the development of age management and improvement in enabling and utilising part-time work. This feedback will be taken into account in the Research Council’s HR efforts.

During the planning period, regular Pulssi surveys have been carried out to monitor experiences among personnel of the ease of work, the Research Council’s operating methods (practices and policies for at-office, remote and hybrid work), the functioning of facilities and the

organisational reform. In addition, the equality and nondiscrimination survey was used to ask personnel about their experience of operating methods and facilities. A total of 82% of the respondents (N=72) felt that the Research Council's current operating methods support the equal and nondiscriminatory participation and work of its personnel well or fairly well. In 2023, the Pulssi results indicated that cooperation with colleagues was commendable, although the workload was at a high level at times. For workload situations, personnel have been informed more specifically about the available support measures (occupational safety, work guidance, occupational health services), while encouraging continuous communication with supervisors.

4.2. Measures to promote equality and nondiscrimination in Administration Office

During the planning period, the Research Council's Administration Office will implement an organisational reform and a number of reforms affecting operating methods. When implementing and assessing changes, it is necessary to take into account their gender and nondiscrimination impacts. In addition, the success of already implemented changes should be assessed from the perspective of gender and nondiscrimination.

4.2.1. Promoting equality and nondiscrimination in recruitment, career advancement and pay

The Administration Office's equality and nondiscrimination survey highlighted personnel proposals for promoting equality and nondiscrimination, such as diversity perspectives in recruitment, age management and understanding the different dimensions of diversity among personnel, which will be taken into account in the Research Council's operating methods, supervisory work and the development of personnel competence.

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

The nondiscrimination perspective will be strengthened in personnel planning alongside with gender equality, and a diversity perspective will be incorporated 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 working group.

The recruitment practices and employer image of the Administration Office will be further 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 (share less than 40%) from among equally qualified applicants. The

personnel groups include clerical personnel, experts, supervisors and management. At the time the plan was drawn up, men were underrepresented in all personnel groups.

It will be examined how the diversity of personnel can be promoted through trainee recruitment and identifying possible partners (e.g. organisations, labour market training, non-military service).

The pay and remuneration system and its implementation will be examined, and equality and nondiscrimination perspectives will be taken into account in any development measures.

The implementation of measure 6 will be ensured in the preparation, implementation and evaluation of the Research Council's organisational reform.

Timetable

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

Proposed responsibility

Main responsibility: Division of Administrative Services

In cooperation: working group, evaluation and development group, communication

Communications

Research Council's intranet Santra.

Follow-up

By working group before the next update of the Equality and Nondiscrimination Plan in spring 2025

5. Organisation and process of Equality and Nondiscrimination Planning at Research Council of Finland

The Research Council of Finland has appointed a working group to undertake equality and nondiscrimination planning, to support the implementation of actions and measures, and to monitor overall implementation of the plan. The working group 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 Research Council's management is ultimately responsible for ensuring that the Equality and Nondiscrimination Plan and its background reports are compiled in accordance with the Equality Act and the Nondiscrimination Act.

The working group 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 on average every other month and more frequently if necessary.

The working group 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 and Nondiscrimination 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 below.

During the planning period 2024–2025, the composition of the working group will be reviewed, taking into account the agency’s new organisational structure. Responsibilities for the measures in the plan will be assigned and the planning process below will be reviewed in accordance with the new organisational structure.

Equality and nondiscrimination planning process at Research Council of Finland

No.	Stage	Timetable
1	pay survey <ul style="list-style-type: none"> Administrative Services supply pay statistics and comparative data to working group Working group analyses the statistics and data and draws conclusions about state of equality on this basis 	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 working group Working group 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"> Working group 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"> Working group considers whether measures or objectives in Equality and Nondiscrimination Plan need updating 	annually

	<ul style="list-style-type: none"> Working group plans and agrees on measures, objectives, schedules and responsibilities based on stages 1-4 above as necessary 	
5	<p>engagement of personnel and stakeholder groups</p> <ul style="list-style-type: none"> encouraging personnel to participate in equality and nondiscrimination planning decision to update the plan is made in the co-determination group, executive management team, extended management team, and in divisions efforts are made to involve stakeholders as widely as possible necessary revisions to the plan are made based on comments received 	regularly according to the stages of the planning process
6	<p>submission of proposals and decision-making</p> <ul style="list-style-type: none"> appointed official submits proposals for a new Equality and Nondiscrimination Plan or for an updated plan to the Research Council Board 	new plan or update annually as necessary
7	<p>communications</p> <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 Research Council's website. The plan is translated into Swedish and English. 	annually

Appendix 1. Current state of equality and non-discrimination at Research Council of Finland in 2023

The current state of equality and nondiscrimination at the Research Council of Finland has been assessed and reviewed based on the following sources: Annual Report, results of the equality and nondiscrimination survey, results of the VMBaro survey 2023 and other personnel reports (Tahti, Kieku).

1.1 Employee experiences of equality and non-discrimination

Job satisfaction surveys (VMBaro) are conducted regularly at the Research Council 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 2023 was 103 and the response rate was 83 (2022: 84%). Employees' satisfaction with gender equality in the workplace was at a high level, at 4.13 on a scale of 1 to 5 (2022: 4.17). Satisfaction with the realisation of nondiscrimination in the work community has increased over the past three years, being at 4.08 in 2023 (2022: 3.93).

Realisation of equality in the light of VMBaro results in 2023 (compared with 2022)

Of the respondents, 78% were satisfied or very satisfied with the realisation of gender equality at the workplace (2022: 82%). Of men, 42% were satisfied and very satisfied, in total 84% (2022: 86%). The figures for women were 38% and 37% respectively, totalling at 75% (2022: 81%).

In the age groups 40–49, 50–59 and 60 years and over, the share of satisfied and very satisfied employees was over 70%, while the share of dissatisfied employees was less than 5%. In the age group 30–39 years, the proportion of satisfied or very satisfied was 63%, while 0% were not satisfied. The age group of under 29-year-olds had too few respondents to produce statistical data.

Of permanent personnel, 80% were satisfied or very satisfied (2022: 82%), but for employees with a fixed-term contract, this figure was only 59% (2022: 88%). However, there was fairly large variance in the responses of people with fixed-term contracts.

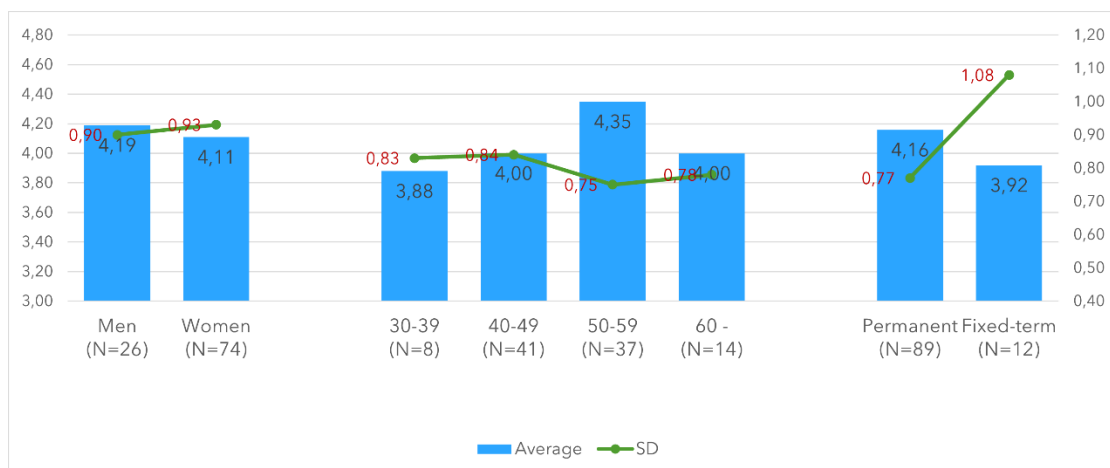


Figure 11. Satisfaction with the realisation of gender equality in the work community. VMBaro survey 2023.

Realisation of nondiscrimination in the light of VMBaro results in 2023 (compared with 2022)

Experience of the realisation of nondiscrimination has improved from the previous investigation and is nearly at the same level as gender equality. Of survey respondents, 84% were satisfied or very satisfied with the level of nondiscrimination in the workplace (2022: 71%). Of men, 85% (2022: 72%) said they were satisfied or very satisfied, compared with 84% of women (2022: 71%).

In the age group 30–39 years, the proportion of satisfied or very satisfied with the realisation of nondiscrimination was 88% (2022: 92%), and for the age group 40–49, this figure was 76% (2022: 66%). In the age group 50–59 years, the proportion of satisfied or very satisfied was 92% (2022: 67%) and in the age group 60 and over, the corresponding figure was 85% (2022: 72%). The age group of under 29-year-olds had too few respondents to produce statistical data. In the age group 40–49, the proportion of dissatisfied was 5%, and for the age group 50–59 the corresponding figure was 3% (in 2022).

Of permanent personnel, 86% were satisfied or very satisfied (2022: 72%), and for employees with a fixed-term contract, this figure was 67% (2022: 69%).

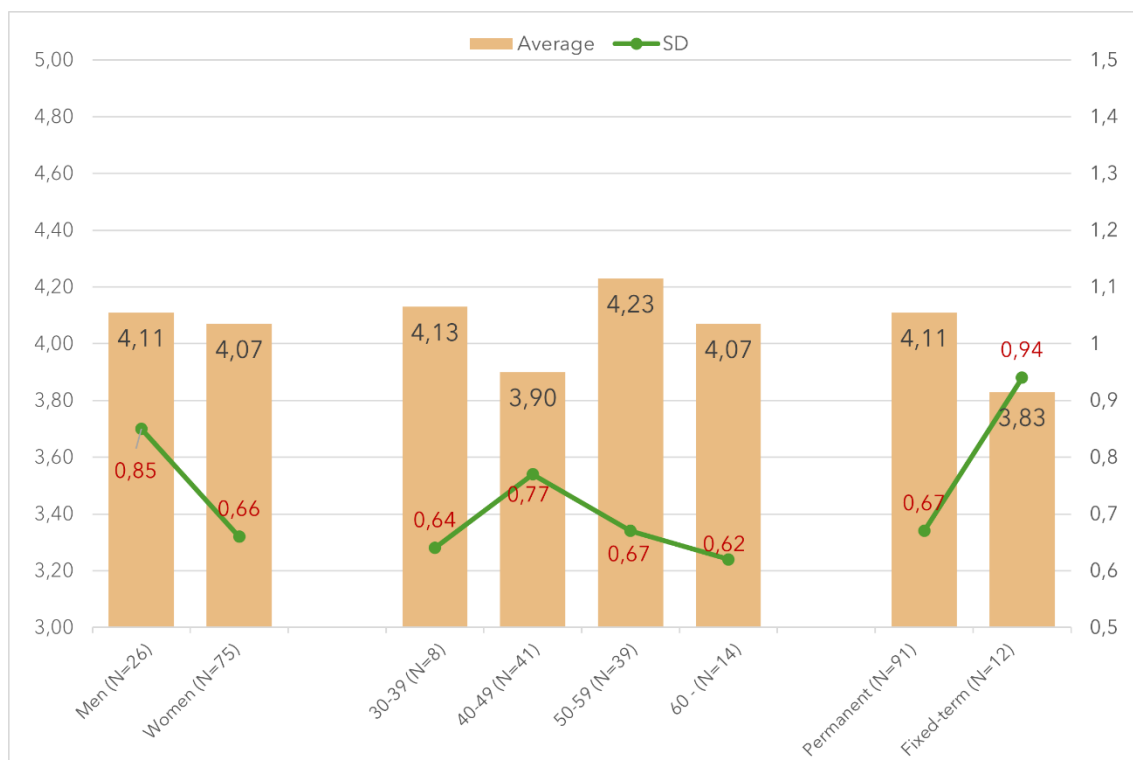


Figure 12. Satisfaction with the realisation of nondiscrimination in the work community. VMBaro survey 2023.

Classification used for personnel groups: supervisors, experts and other employees. Experts make up approximately 76% of the respondents.

Of supervisors, 100% were satisfied or very satisfied with the realisation of gender equality (2022: 100%), and for experts, this figure was 75% (2022: 81%) and for other personnel 80% (2022: 80%).

Of supervisors, 88% were satisfied or very satisfied with the realisation of nondiscrimination (2022: 100%), for experts, this figure was 92% (2022: 67%) and for other personnel 100% (2022: 80%). Most people in the “other personnel” group are women.

1.2 Prevention and removal of discrimination and harassment

The Research Council 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 Research Council has guidelines for the prevention of ill treatment and for resolving situations. Personnel are reminded about the relevant procedures in connection with the VMBaro job satisfaction survey, which includes items to query about possible instances of discrimination or harassment.

In the VMBaro survey conducted in 2023, 14% of the respondents had experienced or observed inappropriate behaviour in the work community. There had been fewer instances of such experiences than in

previous years. There had been no experiences of violence or the threat of violence or sexual harassment in 2023. 5% had experienced harassment or hate speech due to their work.

The VMBaro job satisfaction survey is divided into eight sections that include 40 main questions plus some additional questions. The table below shows the breakdown of employees' responses in the 2023 sections.

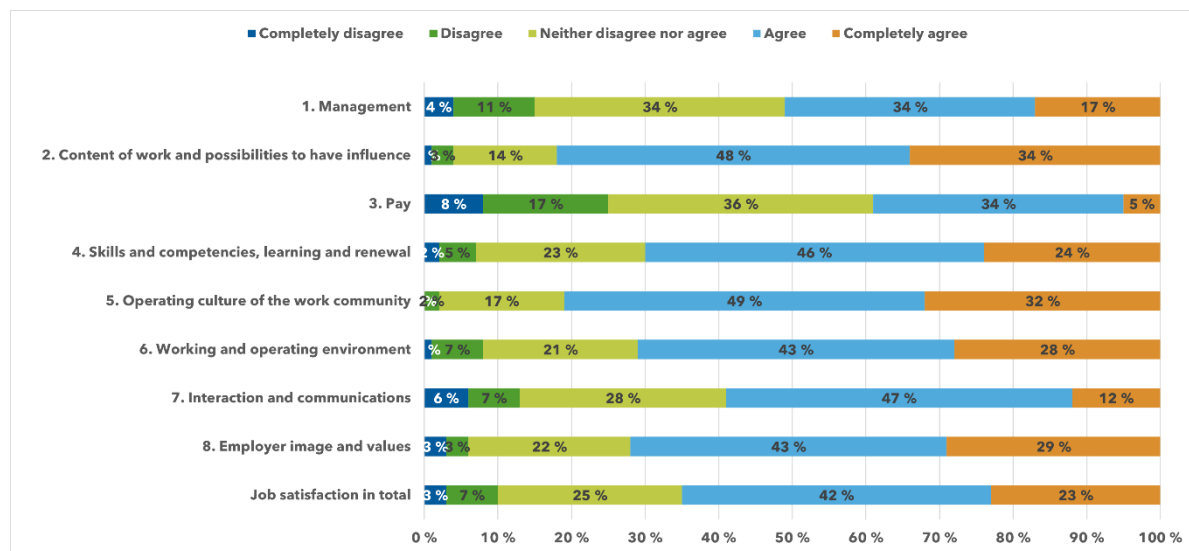


Figure 13. Breakdown of responses to 2023 VMBaro job satisfaction survey by section.

1.3 Personnel structure and type of employment contracts

The shares of men and women among Research Council personnel have been fairly constant in recent years: the figure for men has been in the range of 26–30% and for women around 70–74%.

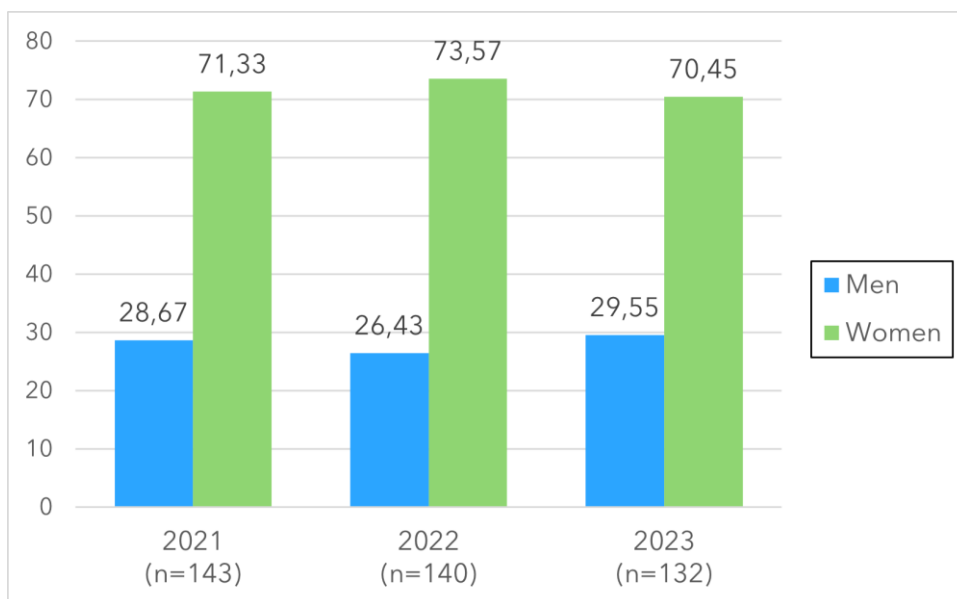


Figure 14. Proportion of men and women in Research Council personnel in 2021-2023.

Personnel groups include management, supervisors, experts and clerical personnel (“other personnel” in the VMBaro survey) and trainees. Women are the majority in all personnel groups.

Personnel group	Men 2021	Women 2021	Total 2021	Men 2022	Women 2022	Total 2022	Men 2023	Women 2023	Total 2023
Management	2	1	3	2	1	3	1	2	3
Supervisors	1	9	10	1	10	11	2	9	11
Experts	34	61	95	31	62	93	30	60	90
Clerical personnel	3	29	32	3	26	29	5	21	26
Trainees	1	2	3	0	4	4	1	1	2
Total	41	102	143	37	103	140	39	93	132

Table 1. Number of employees by personnel group on 31 December 2023

Recruitment and personnel changeover

The Research Council follows 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 2023, the Research Council of Finland ran 12 external recruitment announcements on the Government’s online recruitment service. A total of 15 persons were recruited through the service. Applications

were received from 553 people, 202 of them (36.5%) men and 351 (63.5%) women.

Gender	Applicants	Persons re-recruited	% of all applicants	% of all recruited	Difference between % of applicants and persons recruited
Men	202	4	36.5	26.7	-9.8
Women	351	11	63.5	73.3	9.8
Total	553	15	100.0	100.0	

Table 2. Proportion of men and women in 2023 recruitments through the government's Valtiole.fi online recruitment service.

1.2 Employment relationship structure

1.2.1 Permanent and fixed-term employment contracts

At the end of 2023, 86% of Research Council employees had a permanent employment contract and 14% 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 13%, for women the figure was 15%. For 52% of the employees with a fixed-term contract, the justification for a fixed-term employment relationship was standing in as a replacement (30% men and 70% women).

At the end of 2023, 74% of fixed-term employees were women and 26% men.

In 2023, there were 17 trainees on the Research Council's payroll (2019: 17). Trainee contracts have been for periods between 3 and 6 months.

1.2.2 Age structure

At year-end 2023, the average age of Administration Office personnel was 50.9 years. Men's average age was 48.9 years, women's 51.7 years. The majority of both men and women belonged to the age group of 45-54-year-olds (53% of men and 41% of women). The second highest number of employees belonged to the age group of 55-64-year-olds (23% of men and 37% of women).

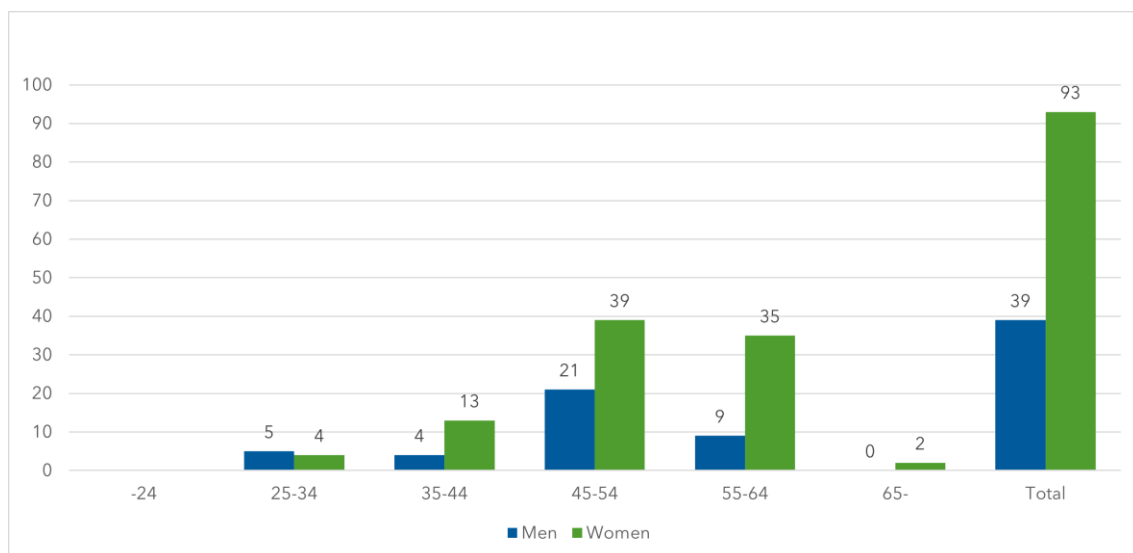


Figure 15. Breakdown of personnel by age group in December 2023, by gender

1.2.3 Personnel qualification structure

The Research Council of Finland is an expert organisation with highly qualified personnel. Men in particular have a high level of education, and most of them occupy expert positions. By the end of 2023, there had been an upward trend in employees with a master's degree, rising to 81%. The largest category of qualifications gained was doctorate or equivalent tertiary education: 48% held a doctoral degree. In recent years, the percentage of employees with just basic and upper secondary education has decreased, and the number of employees with this level of education is low. The percentage of employees at the lowest tertiary level (secondary level) has also been halved to only around 8%. The proportion of doctoral degree holders has increased by over 15 percentage points.

Year	Month	Number of personnel	Basic education, %	Upper secondary education, %	Lowest level tertiary, %	Lower tertiary level, %	Higher-degree level tertiary, %	Doctorate level, %	Unknown, %
2010	December	159	1.3	13.8	16.4	8.8	31.4	27.7	0.6
2014	December	143	0.7	7.7	16.1	7.7	28.0	38.5	1.4
2017	December	136	0.7	4.4	11.8	7.4	34.0	38.2	2.9

2018	De- cem- ber	136	0.7	5.9	10.3	6.6	29.4	45.6	1.5
2020	De- cem- ber	145	0.7	3.4	9.0	9.7	31.7	44.8	0.7
2023	De- cem- ber	132		0.8 (basic and upper sec- ond- ary)	8.3	8.3	33.3	47.7	1.5

Table 3. Educational level of Research Council personnel in 2010, 2014, 2017, 2018, 2020 and 2023.

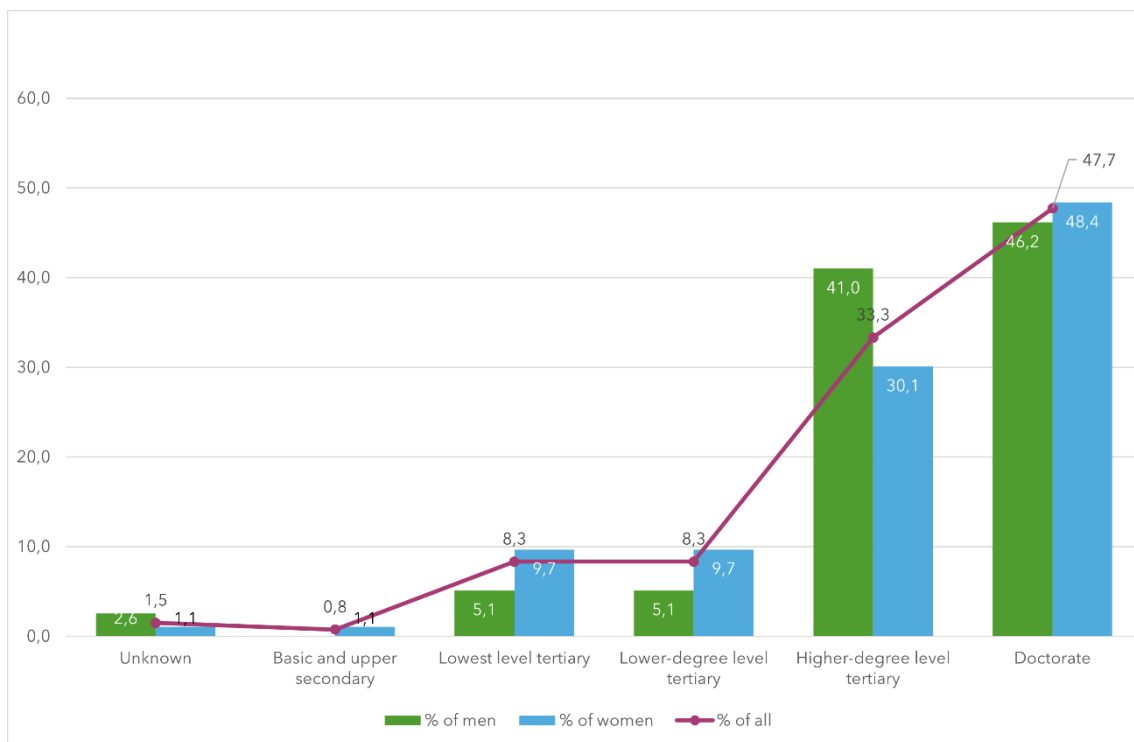


Figure 16. Educational level by gender on 31 Dec 2023.

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.

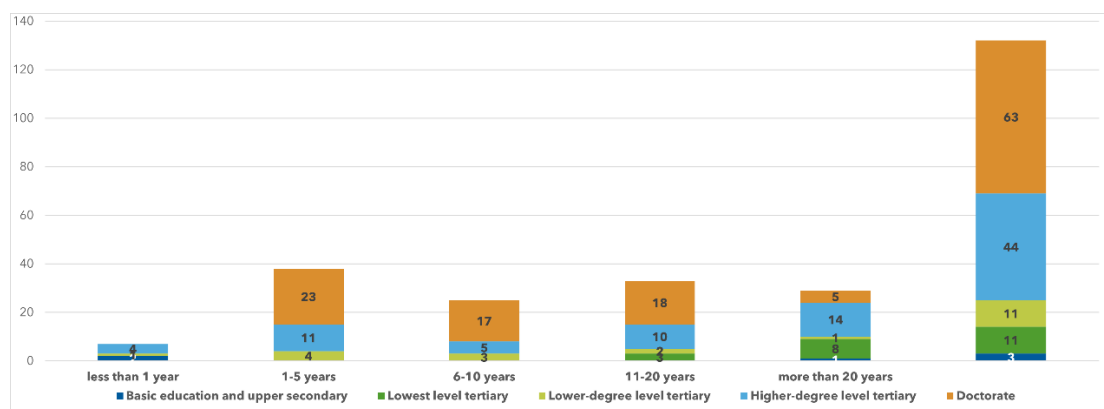


Figure 17. Educational levels by duration of uninterrupted employment on 31 Dec 2023, in total 132 persons.

1.3 Reconciling work and private life

1.3.1 Proportion of part-time employees

In December 2023 the proportion of personnel working full time was 92.5, while 7.5% worked part time. Justifications for part-time employment have included partial childcare leave, study leave, partial disability pension and the utilisation of partial sick leave to support an employee returning to work. Both women and men take advantage of part-time and flexible working opportunities.

1.3.2 Family leave

The number of employees taking family leave (pregnancy and parental leave, child care leave) has been relatively low in recent years. This is partly due to the age structure of the personnel. In 2023, 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 total days (31.12.2023 men 39)	Women total days (31.12.2023 women 93)
Pregnancy leave	0	108
Parental leave	23	345
Temporary child care leave	4	29
Child care leave	0	0
Flexi leave	121	611
Job alternation leave	0	0

Table 4. Family leave and flexible working hours by gender in 2023.

Appendix 2. Research Council of Finland pay survey and comparative data for 2021-2023

The pay survey covers all Research Council of Finland employees who received pay on 31 Dec 2023. The pay of those in part-time employment is converted to correspond with full-time pay.

The comparative data is from 2021-2023, more specifically on 31 December of each year.

Gender	2021 Number and percentage	2022 Number and percentage	2023 Number and percentage
Men	41 (29 %)	36 (26 %)	39 (29,5 %)
Women	102 (71 %)	104 (74 %)	93 (70,5 %)
Total	143	140	132

Table 5. Number of employees and percentage breakdown by gender 2021-2023.

2.1. Pay structure

Some 96% of Council 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. A small part of personnel have free use of a telephone as a fringe benefit.

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

Individual remuneration not attracting general pay increase

Discretionary individual remuneration has been paid to supervisors (11 persons, EUR 700/month) and employees in highly demanding expert positions. The abovementioned remuneration ranges from 136 to 400 euros, and at year-end 2023 it was paid to 11 persons, seven women and four men.

Telephone benefit

Mainly members of senior management have telephones as a fringe benefit. At year-end 2023 there were four persons who had the benefit, one man and three women.

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

In 2023, the shop steward's fee was paid to one woman and one man. The labour protection representative's fee was paid to one man.

Number of men and women in different job grades in 2021-2023

Job grade	Men 2021	Women 2021	Total 2021	Men 2022	Women 2022	Total 2022	Men 2023	Women 2023	Total 2023
81									
82									
83									
84		1	1		1	1			
85		4	4	0	3	3	1		1
86	3	18	21	4	16	20	4	13	17
87	2	6	8	1	6	7	1	8	9
88	5	4	9	4	3	7	4	4	8
89	14	25	39	12	30	42	13	26	39
90	12	25	37	12	25	37	10	26	36
91	1	2	3	1	1	2	1	1	2
92	0	4	4	0	4	4	1	3	4
93	0	4	4	0	4	4		4	4
94	1	5	6	1	5	6	2	5	7
Total	38	98	136	35	98	133	37	90	127

Table 6. Number of men and women in different job grades in 2021-2023, reviewed on 31 Dec.

The Research Council's pay system comprises 14 different job grades (81-94). Clerical personnel are at job grade levels 83-87, expert tasks are at 88-92 and supervisor tasks are at 93-94. Due to changes in job grade levels, levels 81-84 have been left almost completely unused. The figure below indicates job grade level distributions by gender.

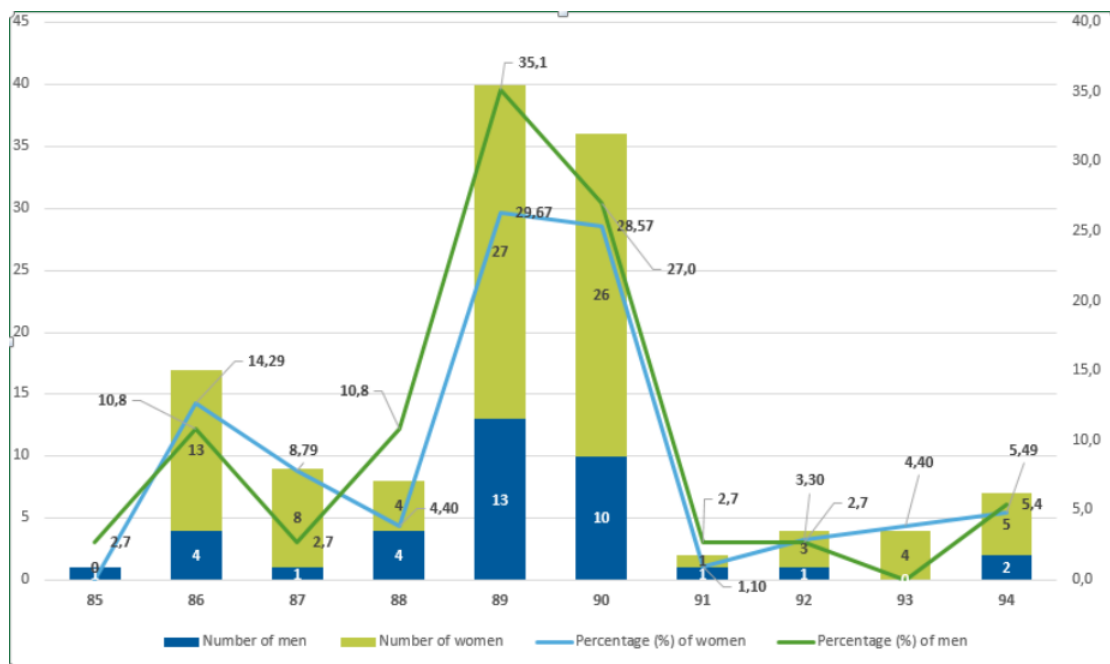


Figure 18. Job grade level distribution on 31 Dec 2023 by gender.

In December 2023, the majority (73%) of men were employed in positions at levels 88-90. Among women, 63% were in level 88-90

positions. The share of women in the highest job requirement level groups 91-94 has increased significantly and is proportionally more than three times the share of men.

Performance level	Performance level %	Men 2021	Women 2021	Total 2021	Men 2022	Women 2022	Total 2022	Men 2023	Women 2023	Total 2023
1	6,0									
2	9,0									
3	12,0									
4	15,0	1	1	2		1	1			
5	18,0	3	2	5	1	0	1			
6	21,0	1	3	4	3	4	7	4	2	6
7	24,0	1	4	5	0	8	8	2	4	6
8	27,0	3	7	10	3	4	7	2	6	8
9	30,0	4	7	11	3	8	11	4	8	12
10	33,0	2	12	14	3	9	12	4	6	10
11	36,0	6	12	18	6	11	17	6	14	20
12	39,0	4	16	20	4	16	20	3	13	16
13	42,0	8	14	22	5	14	19	6	14	20
14	45,0	4	10	14	6	13	19	5	14	19
15	48,0	1	10	11	1	10	11	1	9	10
Total		38	98	136	35	98	133	37	90	127

Table 7. Distribution of men and women in performance levels in 2021-2023 (31 Dec) Also includes observations of less than 3 persons.

Women have been more successful than men in performance assessments. In recent years, between 38 and 41% of women have placed in the highest performance rating categories, 13 to 15. Of men, between about 32 and 34% have placed in the highest performance categories. The figure below indicates performance level distribution by gender in 2023.



Figure 19. Performance level distribution by gender 31 Dec 2023.

Women placed most often at levels 11-14 with a total of 55 women, or 60% of all women. Men placed most often at levels 11 and 13 with a total of 12 men, or about 32% of all men. The average performance level of men's jobs is 10.68 and the average for women 11.59.

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 regular working hours' earnings without bonuses and other sporadically paid lump sums (e.g. overtime pay, 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.

Reviewed on 31 Dec	Av. earnings from regular working hours, men	Av. earnings from regular working hours, women	Women's pay relative to men's pay (%)
2021	4865.67	4917.15	101.06
2022	4844.28	4847.21	100.06
2023	5000.21	5114.82	102.29

Table 8. Comparison of earnings from regular working hours 2021-2023

Personnel group	Men 2021	Women 2021	Total 2021	Men 2022	Women 2022	Total 2022	Men 2023	Women 2023	Total 2023
Management	2	1	3	2	1	3	1	2	3
Supervisors	1	9	10	1	10	11	2	9	11
Experts	34	61	95	31	62	93	30	60	90
Clerical personnel	3	29	32	3	26	29	5	21	26
Trainees	1	2	3	0	4	4	1	1	2
Total	41	102	143	37	103	140	39	93	132

Table 9. Personnel groups by gender 2021-2023. Reviewed on 31 December.

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

Supervisors

In 2021-2023, the number of male supervisors was less than five. For this reason, men's average regular earnings cannot be reported in the table below.

	2021		2022		2023	
	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours
Men	3		1		2	
Women	10	6455.1	10	6668.03	9	6970.28
Total	13		11		11	

Table 10. Earnings from regular working hours, supervisors by gender. Reviewed on 31 December.

Experts

	2021		2022		2023	
	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours
Men	33	4676.33	29	4878.23	29	5032.37
Women	60	4831.93	62	4903.6	61	5080.68
Total	93		91		90	
*)		103.33		100.52		102.5

***) Women's pay relative to men's pay (%)**

Table 11. Earnings from regular working hours, experts by gender. Reviewed on 31 December.

Clerical personnel

The number of men in the category of clerical personnel was less than five in 2021.

	2021		2022		2023	
	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours
Men	4		5	3337.19	6	3447.28
Women	28	3459.72	25	3563.69	22	3842.92
Total	32		30		28	
*)				106.79		108.9

***) Women's pay relative to men's pay (%)**

Table 12. Earnings from regular working hours, clerical personnel by gender. Reviewed on 31 December.

Comparison of regular earnings at different job grades

The job grade classification comprises 14 levels, 11 of which are in use. In the tables below, 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

	2021		2022		2023	
	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours
Men	14	4429.77	12	4673.93	13	4775.04
Women	25	4541.56	30	4599.62	27	4775.73
Total	39		42		40	
*)		102.52		98.41		100.01

***) Women's pay relative to men's pay (%).**

Table 13. Reviewed 13 December.

Job grade 90

	2021		2022		2023	
	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours	Number	Av. earnings from regular working hours
Men	12	5095.01	12	5161.30	10	5361.73
Women	25	5069.42	25	5231.86	26	5361.98
Total	37		37		36	
*)		99.50		101.37		100.00

***) Women's pay relative to men's pay (%).**

Table 14. Reviewed 31 December.

Appendix 3. Personnel equality and nondiscrimination survey 2023

Survey date 9/2023, N=72

Respondents:

Genders: Women 46 (65%), men 21 (30%), "other/prefer not to say" not reported.

Age groups: Under 29 years and 30-39 years in total 5 (7%), 40-49 years 30 (42%), 50-59 years 23 (32%), over 60 years 14 (20%).

Personnel group: Management/supervisors 8 (11%), experts 52 (approx. 73%), other personnel 11 (16%).

Employment relationship: permanent 64 (89%), fixed-term 8 (11%).

Main survey results:

- Overall, the realisation of equality and nondiscrimination is considered to be at a good level.
- Differences/more dispersion of the average responses in the realisation of equality and nondiscrimination were observed in these areas: selection of personnel, pay, career development/development at work and selection of management and supervisor.
- Most of the respondents (40%) were unable to assess the realisation of nondiscrimination on the following grounds: political beliefs, religion, sexual orientation, gender minorities. The open-ended responses noted that diversity among Research Council personnel is low. Respondents also felt that it is difficult to assess personnel diversity or nondiscrimination among personnel.
- Suggestions from personnel for promoting equality and nondiscrimination
- Stronger consideration and promotion of diversity perspectives in the recruitment process
- Taking gender and the spectrum of neurodiversity into account in personnel
- Reduction of fixed-term employment contracts
- Development of age management
- Better enabling and use of part-time work

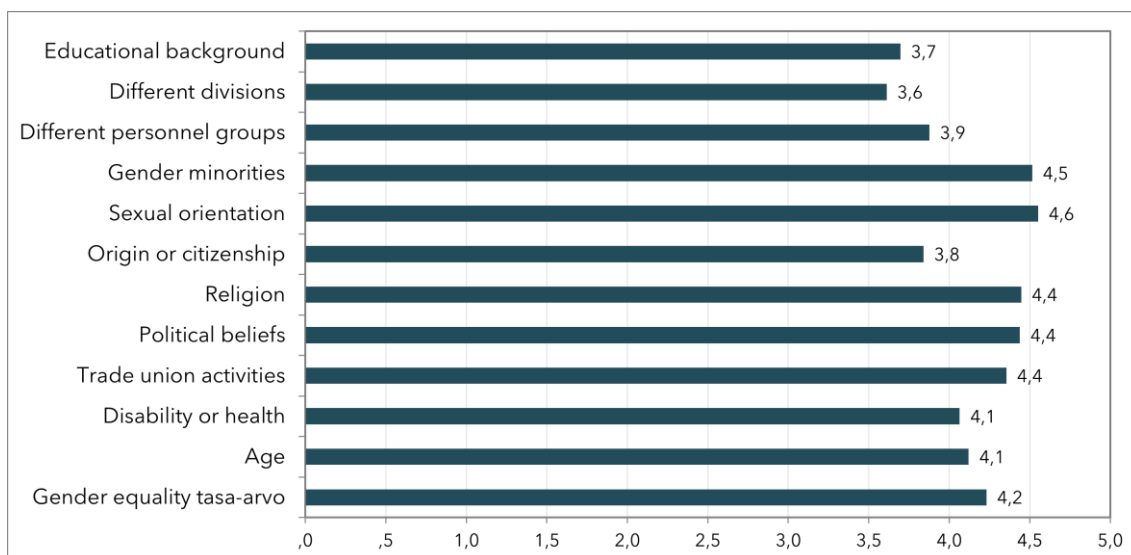


Figure 20. Is equality and nondiscrimination realised at the Research Council with regard to the following criteria and/or groups? N=72. Completely disagree (1); Disagree (2); Neither disagree nor agree (3); Agree (4); Completely agree (5). The average of the responses is given at the end of the bar.

Note for response results: more than 40% selected "Cannot say" (these responses are not included in averages) for the following: political beliefs, religion, sexual orientation, gender minorities.

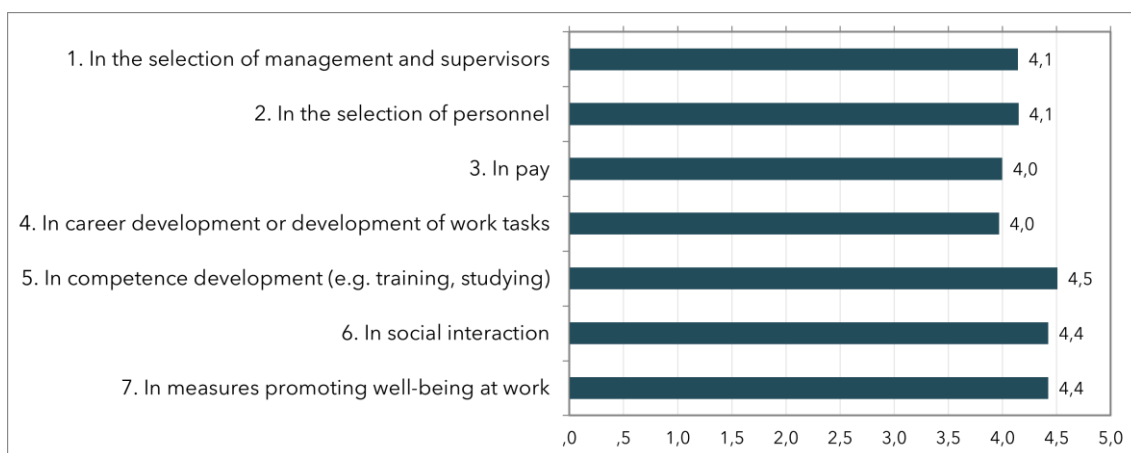


Figure 21. In my opinion, gender equality is realised at the workplace N=70. Completely disagree (1); Disagree (2); Neither disagree nor agree (3); Agree (4); Completely agree (5). The average of the responses is given at the end of the bar.

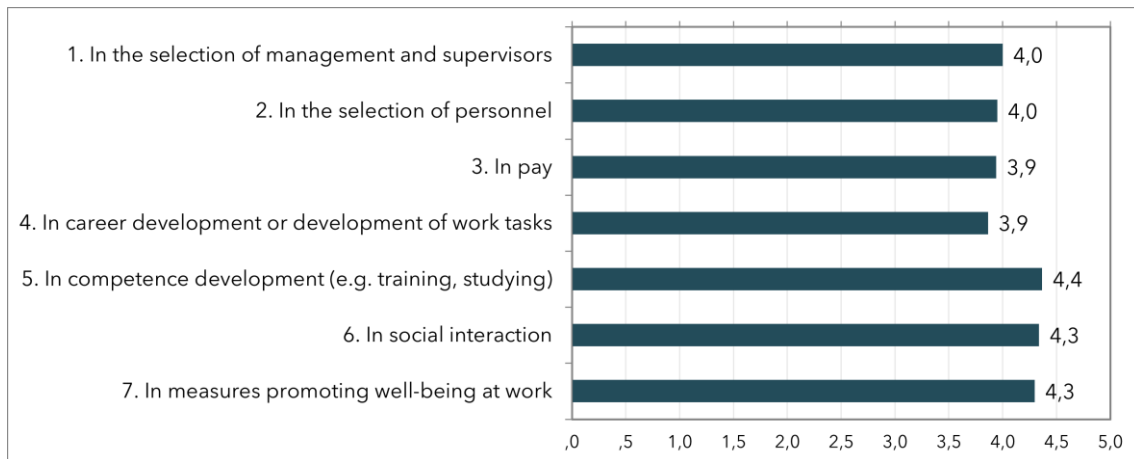


Figure 22. In my opinion, nondiscrimination of employees of different ages is realised at my workplace, N=70. Completely disagree (1); Disagree (2); Neither disagree nor agree (3); Agree (4); Completely agree (5). The average of the responses is given at the end of the bar.

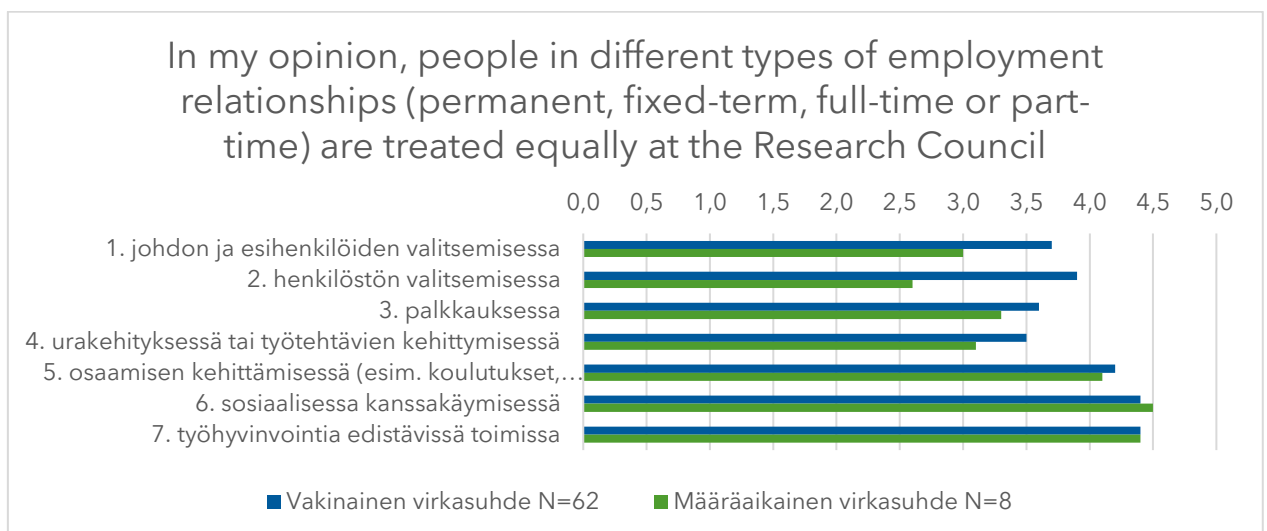


Figure 23. Equal treatment of people in different types of employment relationships at the Research Council of Finland. 1. In the selection of management and supervisors; 2. In the selection of personnel; 3. In pay; 4. In career development or development of work tasks; 5. In competence development (e.g. training, studying); 6. In social interaction; 7. In measures promoting well-being at work.

Completely disagree (1); Disagree (2); Neither disagree nor agree (3); Agree (4); Completely agree (5). The average of the responses is given at the end of the bar. Permanent N = 62; Fixed-term N=8.

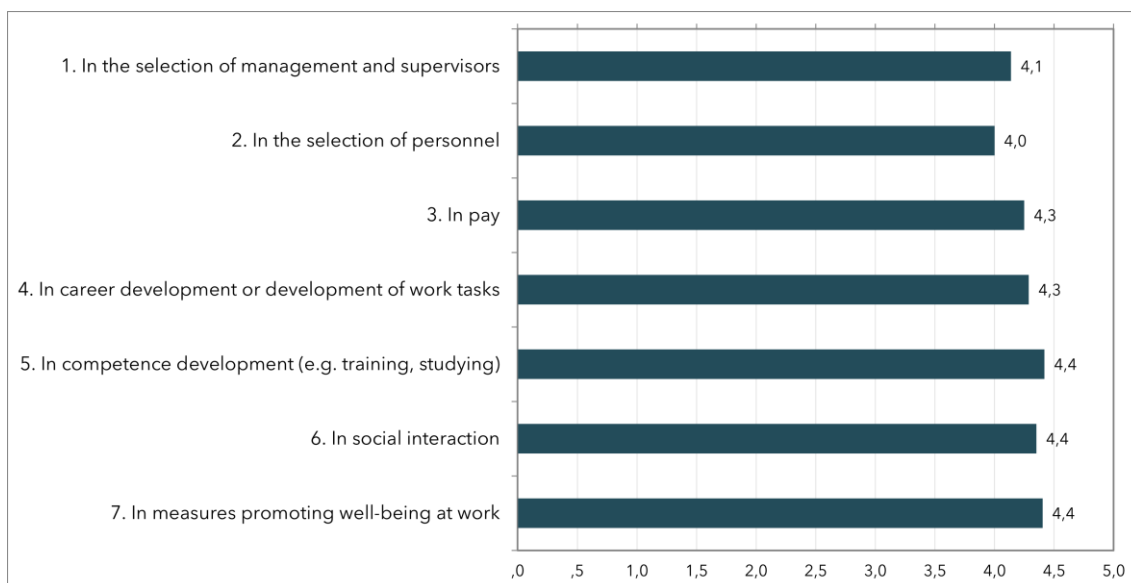


Figure 24. Realisation of nondiscrimination at the Research Council. Completely disagree (1); Disagree (2); Neither disagree nor agree (3); Agree (4); Completely agree (5). The average of the responses is given at the end of the bar.

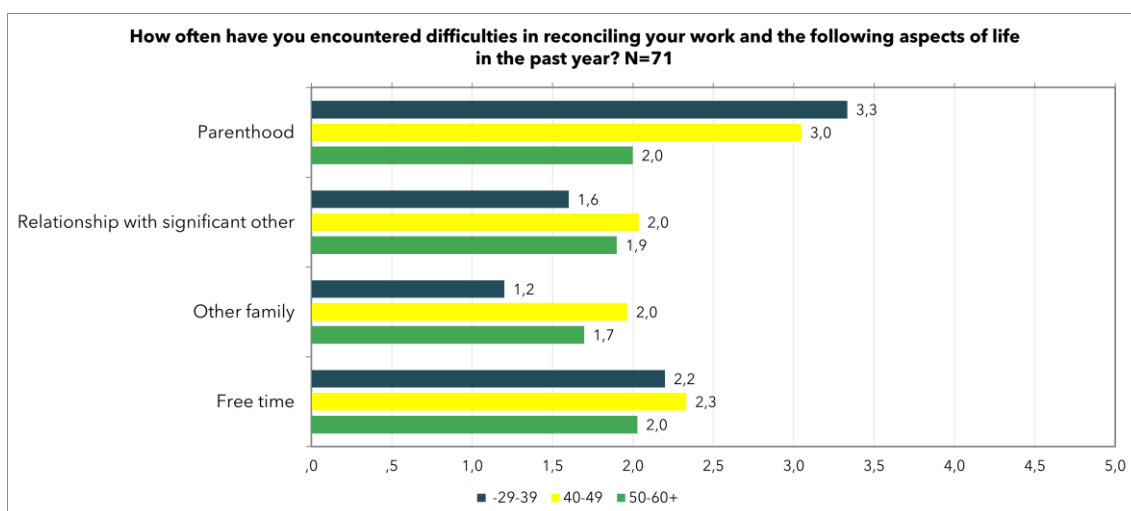


Figure 25. Reconciling work and other aspects of life and related difficulties.

Age group from under 29 to 39 years had 5 respondents, age group 40–49 years had 30 respondents and age group 50 to over 60 years had 37 respondents. 1=never, 2=once or twice a year, 3=once or twice a month, 4=once or twice a week, 5=daily.

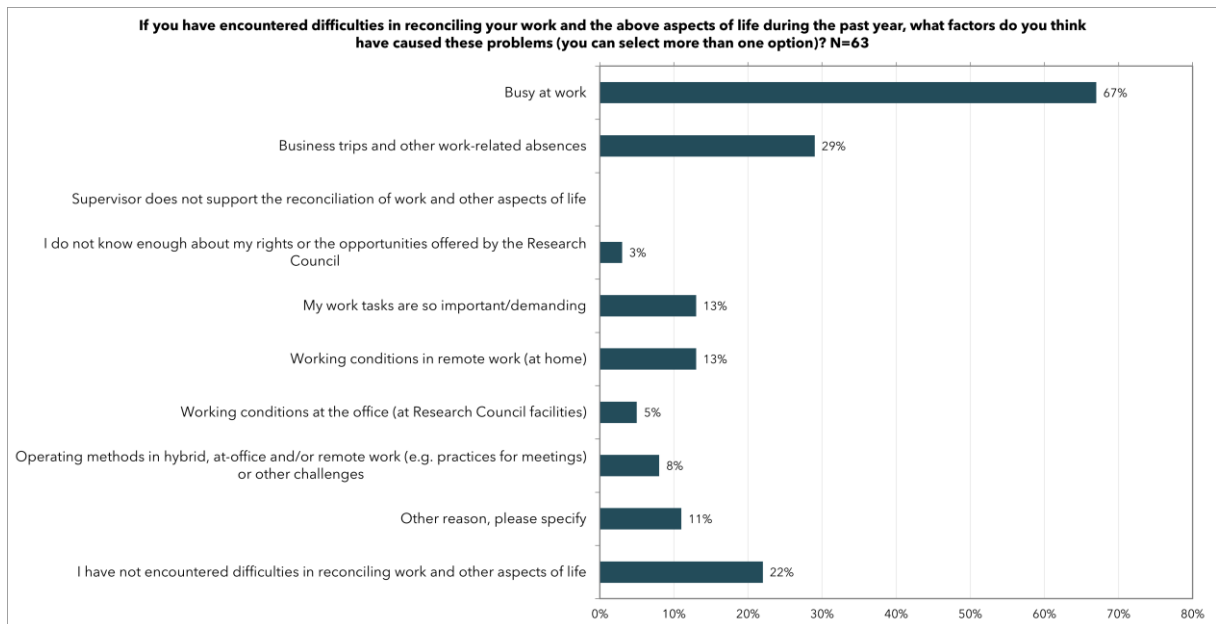


Figure 26. If you have encountered difficulties in reconciling your work and the above aspects of life during the past year, what factors do you think have caused these problems (you can select more than one option)?

Discrimination or inappropriate behaviour

- In total, 7 persons have either observed or experienced discrimination
- Reason given in the open-ended responses: Age, gender, dissenting opinions or finding a person difficult.
- 6 persons responded that discrimination had been done by a supervisor.
- 6 people responded that the Research Council had taken action on the discrimination.
- In total, 8 persons had observed and a total of 8 persons had personally experienced harassment or inappropriate behaviour in their work community
- Reason given in the open-ended responses: Inappropriate style of speaking, criticising a person's characteristics or work approach, belittlement.
- 7 persons responded that harassment had been done by a coworker.
- 3 people responded that the Research Council had taken action on the harassment.
- In total, 3 persons had observed and a total of 5 persons had either observed or experienced inappropriate language use. Grounds that the respondents felt the inappropriate language targeted:
 - Mostly status in the work community
 - Other grounds: gender, origin or nationality, religion or belief, personal characteristics or other reason.

Assessment related to the functioning of premises in terms of equality, nondiscrimination and accessibility

- In total, 82% of the respondents (N=72) felt that the Research Council's current operating methods (practices and policies for at-office, remote and hybrid work) support the equal and non-discriminatory participation and work of personnel very well or fairly well.
- In total, 53% of the respondents (N=72) felt that the accessibility of the Research Council's facilities (physical accessibility of facilities, functionality of facilities related to hearing or vision or another accessibility perspective) worked very or fairly well. 36% responded "Cannot say".
- In total, 63% of the respondents (N=71) felt that the working conditions at the facilities were the same compared to the situation before the facilities were made more compact. 23% felt that working conditions were poorer and 14% felt that they were better than before.
- Reasons for improved working conditions: increased encounters across divisions and otherwise, freedom/flexibility in choosing a workstation.
- Reasons for poorer working conditions: (poorer) workstation ergonomics, variable workstation/workspace, team fragmentation.