

The Researchers Report 2012
Country Profile: Finland



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1. Key data

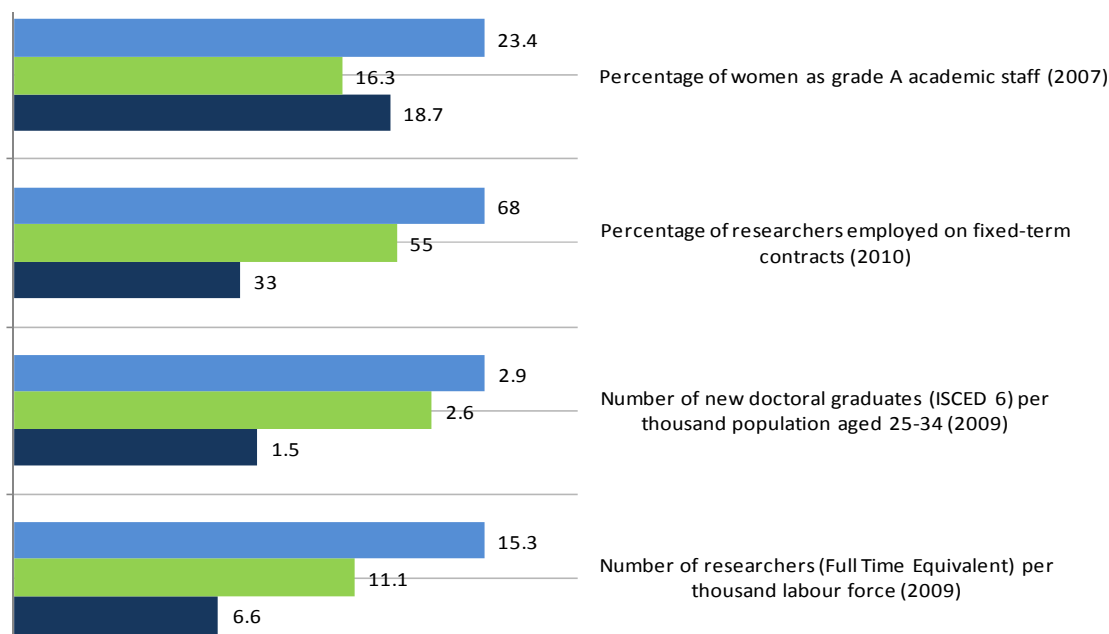
National R&D intensity target

“R&D intensity in 2009 rose to 3.93%, very close to the 4% target, and confirmed once again the front leading position of Finland in terms of R&D investments. Public R&D in 2009 increased up to 1.11% and somehow compensated for the slight decrease of private R&D that resulted after the financial and economic downturn of the last couple of years. Nevertheless, private R&D still remains strong in the country at 2.79%. The R&D target for 2020 has been set at 4%, a value very close to the existing R&D intensity. While the continuation of the recent R&D growth trend would suggest the possibility of a more ambitious target, it should be noted that Finland faces a structural and acute challenge to raise further R&D investment, as a great part of private sector investment is concentrated in one sector, i.e. ICT, and around one company, Nokia. A widely shared view in Finland is that investing in R&I is necessary for competitiveness and productivity growth, and consequently a general commitment to moderately increase public R&D funding is expected in the future. This could be combined with efforts to further improve framework conditions for fast growing innovative firms, also beyond ICT, in emerging user driven sectors including in services, in order to help the diversification of the economy building on the strong knowledge base assets of Finland. The recent review for 2011-2015 Research and Innovation policy guidelines of the Prime Minister led Research and Innovation Council raised the public funding, while ensuring the effectiveness of the public investments and a simplification of the R&I system.”¹

Key indicators measuring the country’s research performance

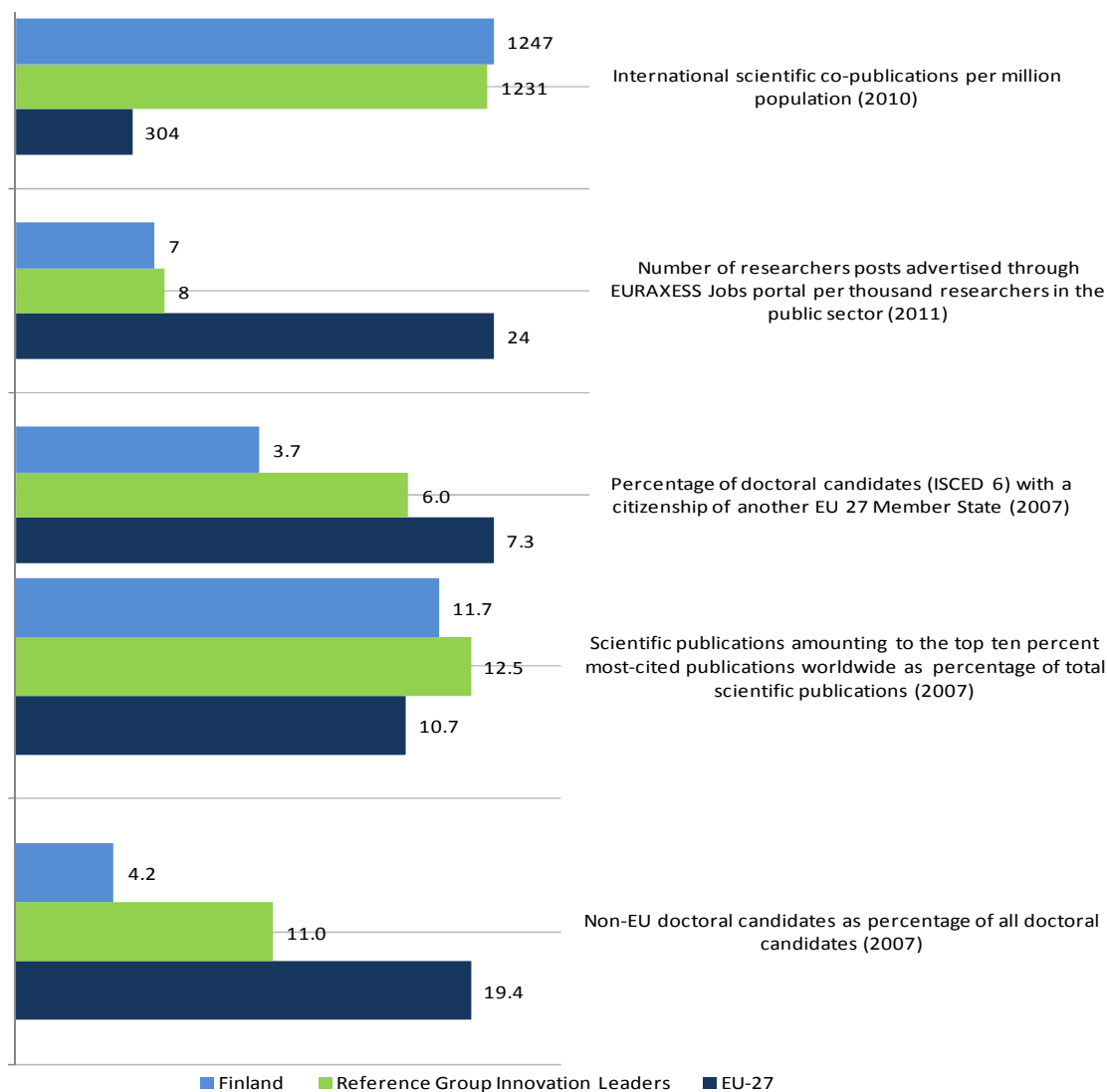
The figure below presents key indicators measuring Finland’s research performance against a reference group and the EU-27 average².

Figure 1: Key indicators – Finland



¹ European Commission (2011), “Innovation Union Competitiveness Report 2011”.

² The values refer to 2011 or the latest year available.



Source: Deloitte

Data: Eurostat, SHE Figures, EURAXESS Jobs Portal, Science Metrix/Scopus (Elsevier), Innovation Union Scoreboard 2010

Notes: Based on their average innovation performance across 24 indicators, Denmark, Finland, Germany, Sweden all show a performance well above that of the EU-27. These countries are the Innovation leaders³.

Stock of researchers

The table below presents the stock of researchers by Head Count (HC) and Full Time Equivalent (FTE) and in relation to the active labour force.

Table 1: Human resources – Stock of researchers

Indicator	Finland	EU Average
Head Count per 1 000 active labour force (2008)	20.42	9.45
Head Count (2008)	55 195	-
FTE per 1 000 active labour force (2009)	15.25	6.63
Full time equivalent (FTE) (2009)	40 849	-

Source: Deloitte

Data: Eurostat

³ European Commission (2011), "Innovation Union Scoreboard 2010".

2. National strategies

The Finnish Government has put in place a range of measures aimed at training enough researchers to meet its R&D targets and at promoting attractive employment conditions in public research institutions. The table below presents key programmes and initiatives intended to implement the strategic objectives to train enough researchers to reach Finland's R&D targets, to promote attractive working conditions, and to address gender and dual career issues.

Table 2: National strategies

Measure	Description
Education and Research – A Development Plan (2011-2016)	In accordance with the Decree on the Development Plan for Education and University Research (987/1998), the Government (the Ministry of Education and Culture) in 2011 adopted a plan for the development of education and university research. The plan covers specific principles and measures on human resources at all levels of education and research, including a concrete chapter on financial aid to students. Life-long learning and equal opportunities are also covered extensively. The development plan outlines education and research policy for the following few years.
Education and Research – A Development Plan (2007-2012)	The forerunner of Education and Research – A development plan (2011–2016) was a plan adopted in 2007 and based on the objectives set for education and science policy for 2007-2012 including: <ul style="list-style-type: none"> – equal opportunities for education and training; – a high quality of education and training; – availability of skilled labour; – development of higher education; – competent teacher resources.
Research and Innovation Policy Guidelines (2011-2015)	The Research and Innovation Policy Guidelines were drawn up by the Research and Innovation Council of Finland. The report sets out measures to improve the quality and effectiveness of Finnish Education, Research and Innovation (ERI) in order to promote Finland's prosperity and competitiveness. The report's objectives are that by the year 2020 the proportion of 30–34-year-olds who have a university degree will be 42% and the proportion of dropouts in the 18–24 age group would remain under 8%. Moreover, the report advocates increasing the ratio of R&D employees with a doctorate to 20% (compared to 14% in 2009). Additionally, the report covers: <ul style="list-style-type: none"> – evaluation of graduate schools to be carried out by the year 2013 at the latest; – development of joint funding of research careers; – allocation of additional funding to internationalisation and increasing the number of Academy Research Fellows; – establishing a tenure track for young, promising researchers; – improving the mobility of highly educated people, and especially doctoral graduates, between (research) organisations and sectors in Finland and internationally.
Strategy for Internationalisation of Higher Education Institutions in Finland (2009-2015)	The Strategy for Internationalisation of Higher Education Institutions in Finland was adopted by the Department for Education and Science Policy of the Ministry of Education (MoE) in 2009. The strategy deals with the need to internationalise Finland's higher education, research and innovation systems to make the country more attractive to young foreign researchers. The higher education institution internationalisation strategy is linked to reforms of the universities, amendment of the Polytechnics Act, structural development of higher education institutions, the national innovation strategy, the national research infrastructure policy and the four-tier researcher career system.

Source: Deloitte

3. Women in the research profession

Measures supporting women researchers in top-level positions

In 2007, the percentage of women grade A academic staff was 23.4% in Finland compared with 16.3% among the Innovation Union reference group and an EU average of 18.7%⁴.

The Constitution and the Equality Act (2005) are the main bodies of legislation in Finland that rule on matters of equality between women and men. The main stipulations of the Equality Act are:

- the obligation for the authorities to promote equality in all their activities;
- quotas in national and municipal bodies;

⁴ See Figure 1 "Key indicators – Finland".

- the obligations of employers and educational institutions, such as through the use of equality plans;
- prohibition of discrimination;
- prohibition of sexual harassment or gender-based harassment;
- compensation in cases of harassment and discrimination.

The national legislation on equal opportunities is monitored by the Ombudsman for Equality and the Equality Board.

A Government Action Plan on Gender Equality is currently under preparation and was due to be approved in spring 2012. It will cover specific measures for equality in education and research. In addition, the Ministry of Education and Culture asked universities to provide their Equality plans as part of their reporting by February 2012. The Ministry has an obligation to monitor equality plans regularly.

The Academy of Finland also promotes equality through an Equality Plan which is applied to people working on Academy funding, to Academy research post holders (Academy Professors and Academy Research Fellows) and to the staff at the Academy's Administration Office.

Maternity leave

The table below summarises the maternity and parental provisions for female employees.

Table 3: Maternity and parental allowances

Measure	Description
Maternity Allowance	Mothers are entitled to take maternity leave while receiving Maternity Allowance from the Social Insurance Institution of Finland (Kela). They can go on maternity leave 50 days at the earliest before the due date and at the latest 30 days before the due date. Maternity Allowance is paid for the first 105 days (not including Sundays and other holidays). If the employer pays the salary while the mother is on leave, the Maternity Allowance is paid to the employer.
Parental Allowance	Parental leave begins after the maternity leave. During the parental leave, Kela pays Parental Allowance for 158 working days (a little over half a year). The parental leave can be taken either by the mother or the father, or it can be shared so as to enable them to take turns looking after their child. Both cannot be on parental leave at the same time (with the exception of the parents of multiple-birth children). Both parents can take the parental leave in up to two separate periods of at least 12 working days each.

Source: Deloitte

Additionally, the Academy of Finland allows for the extension of the funding period if the project funding period ends during the parental leave.

4. Open, transparent and merit-based recruitment

All Finnish universities post their open vacancies online on their own websites. All open vacancies in the public research institutes are published on <http://www.valtiolle.fi>.

Open recruitment in institutions

The table below presents information on open recruitment in higher education and public research institutions.

Table 4: Open recruitment in higher education and public research institutions

Do institutions in the country currently have policies to ...?	Yes/No	Description
– publish job vacancies on relevant national online platforms	Yes	All Finnish universities post their open vacancies on-line in general.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	Yes	Many institutions have policies to publish job vacancies on relevant Europe-wide online platforms, including EURAXESS.
– publish job vacancies in English	Yes/ No	
– systematically establish selection panels	-	-
– establish clear rules for the composition	-	-

Do institutions in the country currently have policies to ...?	Yes/No	Description
of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)		
– publish the composition of a selection panel (obliging the recruiting institution)	-	-
– publish the selection criteria together with job advert	-	-
– regulate a minimum time period between vacancy publication and the deadline for applying	-	-
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent	-	-
– offer applicants the right to receive adequate feedback	-	-
– offer applicants the right to appeal	-	-

Source: Deloitte

EURAXESS Services Network

In 2011, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was seven in Finland compared with eight among the Innovation Union reference group and an EU average of 24⁵.

Information on entry conditions, social security and pension contributions, accommodation and administrative assistance is available on the EURAXESS Finland portal⁶.

In addition, the InTo Finland⁷ website is the service point of the Social Insurance Institution of Finland (Kela) and the Finnish Tax Administration for employees moving to and from Finland. It helps the self-employed, students and companies hiring and recruiting foreign labour. The portal's multi-lingual officials provide information on social security and on taxation matters in Finland and direct users to the authorities connected to immigration.

Finally, the Finnish Immigration Service⁸ provides relevant information for incoming foreign researchers.

The University of Helsinki runs also its own International Staff Services⁹ as does the Aalto University International Staff Services¹⁰.

5. Education and training

Measures to attract and train people to become researchers

According to the Ministry of Education and Culture, the target number of newly awarded doctoral degrees is 1 600 annually for the period 2013-16.

A committee on alleviation of segregation (appointed in 2010 by the previous Minister of Education) put forward 25 proposals for action related to alleviating segregation in education and training. These actions cover all forms of education and require equality and non-discrimination to be actively promoted as part of teaching, education, training, guidance and school culture. Schools and other educational institutions must develop their teaching practices so as to support pupils' and students' equal and individual learning and growth, considering the social and cultural construction of gender.

⁵ See Figure 1 "Key indicators – Finland".

⁶ EURAXESS Finland portal. Available at: <http://www.aka.fi/en-gb/Mobility/>

⁷ InTo Finland. Available at: <http://www.infopankki.fi/en-GB/into/>

⁸ Finnish Immigration Service. Available at: <http://www.migri.fi/netcomm/Default.asp?language=EN>

⁹ International Staff Services. Available at: <http://www.helsinki.fi/intstaff/>

¹⁰ Aalto University International Staff Services. Available at: <http://www.aalto.fi/en/for/international/>

According to the relevant report¹¹, girls and boys must be supported through teaching and guidance counselling so as to allow them to make subject, educational and career choices based on their individual qualities, strengths and motivations – not on their gender.

The Finnish government has created new programmes and has improved existing initiatives to increase young people’s interest in (natural) science and technology. The table below summarises practical measures aiming to attract and train young people to become researchers.

Table 5: Human Resources – Key programmes and initiatives

Measure	Description
Millennium Youth Camp (annually)	The Technology Academy Finland each year organises the Millennium Youth Camp as part of the Millennium Prize organisation (the world's largest technology prize). The Millennium Youth Camp offers young people of 16-19 an overview of Finnish expertise and top-level research in the natural sciences, mathematics and technology. Students network with each other, with individuals in Finnish companies and organisations, and with top scientists. The target of the international Millennium Youth Camp is to find young people interested in mathematics, science and technology, and help them start up a career in these fields. During the one-week-camp, Youth Campers are introduced to a number of Finnish companies and higher educational institutions. In addition to lectures, workshops and visits to Millennium Youth Camp partners, the programme includes project work supervised by top-level experts and carried out in small multi-national groups. The 2012 Youth Campers will also meet the 2012 Millennium Technology Prize winner.
SciFest (annually)	SciFest is an international science and technology festival, which takes place in Joensuu, Finland, in April every year, bringing together thousands of schoolchildren, high school students and teachers. The aim of the SciFest is for the participants to discover new experiences, attend workshops and learn about science, technology and the environment. The festival is free and open to everyone. SciFest 2012 is themed ‘The Energy Challenge’, in accordance with the UN International Year of Sustainable Energy for All.
Viksu - the Academy of Finland’s science competition for senior secondary students (annually)	The competition provides students with an opportunity to try their wings in the field of scientific work. With the competition, the Academy wants to show young people the potential of the researcher’s job as a career option. Students can enter the competition by preparing a study in any subject taught at senior secondary schools. In the 2010 round of Viksu, the Academy received 145 competition entries from 39 senior secondary schools. Viksu 2010 received entries from 73 boys and 87 girls. Thus, a total of 160 students participated in the competition, including those submitting entries in pairs or groups. The majority of entries were in the fields of literature, the Finnish language, history, physics, psychology and mathematics.

Source: Deloitte

Finally, the Ministry of Education and Culture grants statutory state aid and discretionary subsidies for projects and organisations relating to education, research, culture, sport and youth work. In relation to research, science education has been one of the priorities in the MoE state aid. For example, the Heureka¹² and Tietomaa¹³ science centres have been receiving a significant part of their funding through state aid for science education since the 1990s.

Doctoral graduates by gender

The table below shows doctoral graduates in Finland by gender as a ratio of the total population cohort.

Table 6: Doctoral graduates by gender

Indicator	Finland	EU average
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2009)	2.9	1.5
Female Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2009)	3.1	1.4
Male Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2009)	2.7	1.6

Source: Deloitte

Data: Eurostat

¹¹ <http://www.minedu.fi/export/sites/default/OPM/Julkaisut/2010/liitteet/okmtr18.pdf?lang=en> (available in Finnish).

¹² Heureka. Available at: <http://www.heureka.fi/portal/englanti/>

¹³ Tietomaa. Available at: http://www.tietomaa.fi/index.php?id=1&lang_id=1

Funding of doctoral candidates

In 2011, around 20 000 doctoral candidates in total were enrolled in the Finnish universities. According to a study on employment of doctorate holders in Finland (2009)¹⁴, the following funding schemes existed for doctoral degree holders who graduated in 2006-07:

- Doctoral Programme funding: 20% (under employment contract);
- Research and education placement in universities: 22% (under employment contract);
- Employment contract outside the university: 16%;
- Research project funding: 19% (possibly under employment contract);
- Individual stipend/grant: 18%;
- Other (part-time, as a hobby, as a free-time interest, as retirement benefit): 5%.

Eighty per cent of the respondents in the survey listed at least two different funding sources for their doctoral studies.

Measures to increase the quality of doctoral training

According to the 'National Guidelines for the Development of Doctoral Training' (2011), Universities are encouraged to:

- offer students equal opportunities and rights regardless of their discipline in doctoral programmes;
- promote PhD training by integrating into the University structure at least one Graduate School;
- enhance the quality of graduate education in all disciplines;
- introduce a four-year full-time structured education in all disciplines (target time frame) providing guidance and promoting personal study plans;
- enhance interdisciplinarity, internalisation and inter-sectoral mobility;
- incorporate systematic PhD training in all doctoral programmes, including transferable skills training, theoretical elements, and research;
- make careers in research more appealing.

Since 2011, all Finnish universities have started adjusting their doctoral training to these guidelines.

Skills agenda for researchers

In 2008, the Ministry of Education appointed a committee to prepare a National Qualifications Framework describing qualifications and other learning. The tasks of the committee were to:

- prepare a proposal on the national qualifications framework and to define its levels in terms of knowledge, skills and competencies;
- determine the criteria by which the qualifications are placed at the different levels of national and European qualifications frameworks;
- propose at which levels Finnish qualifications should be placed in the frameworks;
- propose how the national qualifications framework ought to be maintained, updated and developed;
- describe how quality assurance will be arranged;
- make a proposal on whether the national framework could be extended to cover all learning in addition to formal qualifications;
- make a proposal on the necessary legislative reforms.

The National Qualifications Framework (according to the European Qualifications Framework) was published in August 2009.

6. Working conditions

The Academy of Finland has put in place funding instruments aimed to improve researchers' funding opportunities:

For researchers:

- Academy Professors: aimed to facilitate full-time scientific research for international top-level researchers for a maximum of five years (monthly salary: EUR 8 350);

¹⁴ http://www.aarresaari.net/pdf/Asiantuntijana_tyomarkkinoille_netti.pdf (available in Finnish).

- Academy Research Fellows: targeted the most talented researchers to develop their skills of academic leadership and to establish themselves as independent researchers for up to five years (monthly salary: EUR 4 640);
- Postdoctoral Researchers: targeted the most promising young researchers who have recently earned their doctorate to advance their professional competency and independence. Funding includes a 36-month salary, personal research costs and international and national mobility (e.g. travel and a grant for a stay abroad during the Postdoctoral Researcher term).

Special funding targeting researchers:

- Clinical researchers;
- International researcher mobility based on bilateral agreements;
- European Research Council (ERC) calls.

For research environments:

- FiDiPro (Finland Distinguished Professor Programme).

Remuneration

The Finnish government has not put in place any measures to increase researchers' remuneration levels. The Finnish universities are fully autonomous as employers under the Act on Universities (2010) and thus the Ministry of Education and Culture is not at all involved as a negotiating partner in the employment contracts of the academic personnel.

'European Charter for Researchers' & the 'Code of Conduct for the Recruitment of Researchers'

The 'Charter & Code' principles were signed by the Rectors' Council of the Finnish universities and the Academy of Finland in 2009. The principles are being promoted through national higher education and research policy.

Autonomy of institutions

The Act on Universities (2010) has further extended the autonomy of universities by giving them an independent legal personality, either as public corporations or as foundations. The reform will make it easier to operate in an international environment. Its purpose is for universities to be better able to:

- react to changes in the operational environment;
- diversify their funding base;
- compete for international research funding;
- cooperate with foreign universities and research institutes;
- allocate resources to top-level research and their strategic focus areas;
- ensure the quality and effectiveness of their research and teaching;
- strengthen their role within the system of innovation.

The Finnish government continues to be responsible for funding the public duties of the universities even though the universities are no longer within the State budget economy. In addition, the Ministry of Education ensures through its guidance that university activities comply with the higher education policy aims set by Parliament and the Government.

Career development

Universities apply a four-stage career system in research and education (doctoral student, post-doctoral fellow, independent senior researcher, professor) to make careers in research more predictable and transparent. A start has been made on implementing tenure track systems in the recruiting processes. While developing their researcher career processes, universities are collaborating with other organisations to enable flexible mobility between employers to facilitate common interests.

Shift from core to project-based funding

Estimations on the impact of the shift from core to project-based funding on researchers' working conditions are not possible for the time being.

Social security benefits (sickness, unemployment, and old-age)

Publicly-funded fellowships, stipends, grants or equivalent provide sickness, unemployment and old-age benefits for researchers.

7. Collaboration between academia and industry

The following table summarises programmes designed by the Academy of Finland to enhance collaboration between academia and industry, and to foster doctoral training in cooperation with industry.

Table 7: Collaboration between academia and industry

Measure	Description
Academy Project funding (ongoing)	Academy Project funding is the key funding opportunity provided by the Academy of Finland for research projects. It is designed to promote the quality of research, the diversity of research and its capacity for renewal. Academy Project funding provides researchers with an opportunity to carry out scientifically ambitious research, to achieve new breakthroughs and to engage in high-risk research, simultaneously encouraging inter-sectoral mobility. The funding is granted primarily to teams composed of researchers who have completed their doctorate and may last for four years.
Doctoral studies of employed persons (ongoing)	The Academy of Finland has promoted a funding instrument for the employed persons within industry, business, research institutes and public administration to take up doctoral studies. Funding is granted for jointly funded research training where the other party is a company, research institute or an organisation within the public administration. Funding is granted for a maximum of 1.5 years for the purpose of completing a doctoral dissertation. Those working within business and industry may also be granted funding for an earlier stage of their doctoral studies if that significantly advances the research. The same person can be granted funding only once. The Academy requires applicants to have a contract of employment with their primary employer for the entire funding period and that to have agreed with their employer that they can use at least 50% of their working hours towards working on their doctoral dissertation. If the employment contract is terminated, Academy funding is discontinued as well.
LUMA Center (ongoing)	The Ministry of Education together with National Board of Education, the University of Helsinki and other actors founded a national LUMA Centre in 2003. The national LUMA Centre is an umbrella organisation coordinated by the Faculty of Science of the University of Helsinki to bring schools, universities and industry together. The aim of the LUMA Centre is to promote the learning, studying and teaching of natural science, mathematics, computer science and technology at all levels.
Strategic Centres for Science, Technology and Innovation (SHOKs) (ongoing)	The Strategic Centres for Science, Technology and Innovation are a unique cooperation platform for innovative companies and spearheading research. The SHOKs are networks of a new type that engage in intensive and long-term work to achieve shared goals. The results are breakthrough innovations of global importance, which can be agilely transformed into growth in business life and wellbeing in society.

Source: Deloitte

8. Mobility and international attractiveness

In 2007, the percentage of doctoral candidates (ISCED 6) who were citizens of another EU-27 Member State was 3.7% in Finland compared with 6.0% among the Innovation Union reference group and an EU average of 7.3%¹⁵. In the same year, the percentage of non-EU doctoral candidates as a percentage of all doctoral candidates was 4.2% in Finland compared with 11.0% among the Innovation Union reference group and an EU average of 19.4%¹⁶.

Measures aimed at attracting and retaining 'leading' national, EU and third country researchers

The funding programme called 'Academy Professors' aims to facilitate full-time scientific research for international top-level researchers for a maximum of five years and with a monthly salary of EUR 8 350.

According to the Strategy for Internationalisation of Higher Education Institutions in Finland, higher education institutions participate actively in the 'Nordplus' mobility programmes of the Nordic and Baltic countries, in

¹⁵ See Figure 1 "Key indicators – Finland".

¹⁶ Ibid.

the creation of joint Master's degree programmes in the Nordic countries, and in increasing Nordic research and innovation cooperation. The mobility of researchers, teachers and other personnel is also being promoted.

In addition, the Finland Distinguished Professor Programme (FiDiPro) aims to strengthen scientific knowledge and know-how in Finland, add a more international element to the Finnish research system, bring added value into the national innovation system and support the research-driven profiling of universities and research institutes. Through this programme, universities and research institutes can hire foreign or Finnish professor-level researchers who have worked abroad for extended periods to conduct and promote research in Finland for a fixed period. The Academy, the host university or research institute and any other funding bodies involved jointly agree on the resources, tasks and responsibilities of FiDiPro projects. The visiting FiDiPro researcher must be based at a Finnish university or research institute. The researcher must also be in an employment relationship to that university or research institute. The Academy's funding is awarded for two to five years.

Outbound mobility

The Academy of Finland is intended to promote international networking and activities of Finnish researchers, as well as support them in their international collaboration at foreign universities and research institutes.

The Academy also provides funding for international joint projects through various targeted calls, often as part of its research programmes or in the context of bilateral or multilateral agreements with China (Cas Fellowship to China), Estonia, Germany, India, Japan (JSPS Fellowship to Japan) and Russia,.

Portability of national grants

Publicly funded grants or fellowships by the Academy of Finland are portable to other EU countries. However, administrative processes remain problematic, thus discouraging researchers from going abroad.

Access to cross-border grants

National grants or fellowships by the Academy of Finland are open equally to all nationalities subject to the research conducted being to the benefit of Finland to some extent.