

Equal and non-discriminatory University, indicators

Equal Opportunities Committee
March 2023



Equality and non-discrimination at Tampere University

In our multidisciplinary, international research university, diversity is part of our daily practices.

Our goal is an equal, diverse, inclusive and accessible university.

4,200

Researchers,
grant holders
and employees

82

nationalities

21,000

degree
students

40/ 6/ 23

International, Master's,
Bachelor's and Doctoral
degree programmes

Issues we measure and actions we take, staff and students

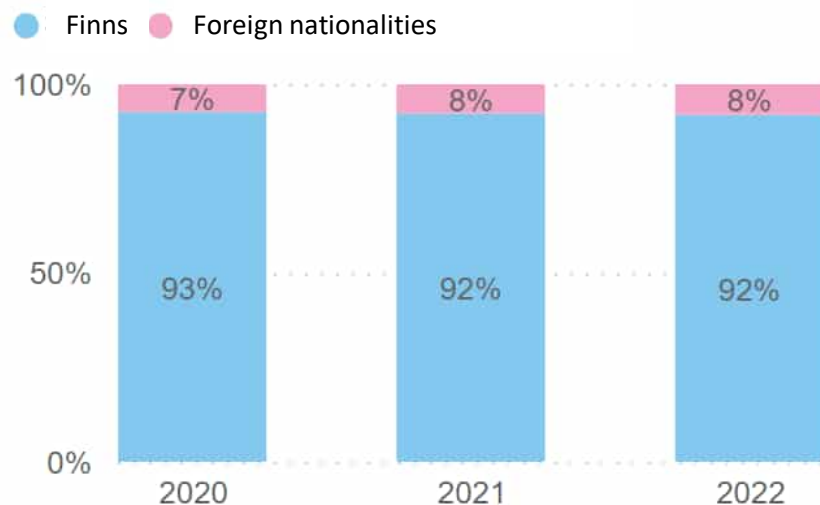
- Statistics (Mepco and TUNIreports) on staff:
gender, age, nationality (Finns – non-Finns)
men 48% - women 52%, average age teaching and research staff 41 years -
other expert and support staff 46 years, Finns 71% - non-Finns 19%
- Statistics (Vipunen & TUNIreports) on students:
 - Bachelor's and Master's degree programme students: gender, age,
nationality (Finns – non-Finns)
men 47% - women 53%, largest group 20-29 year olds, Finns 92% - non-Finns 8%
 - New postgraduate students: gender, age, nationality (Finns – non-Finns)
men 42% - women 58%, largest group 25-34 years olds,
Finns 72% - non-Finns 28%
- Degree programmes and international degree programmes:
Bachelor's programmes in Finnish <40, Master's programmes in Finnish <80,
international Bachelor's programmes 6 and international Master's programmes 40

Proportion of international staff and supervisor positions by citizenship 2019-22

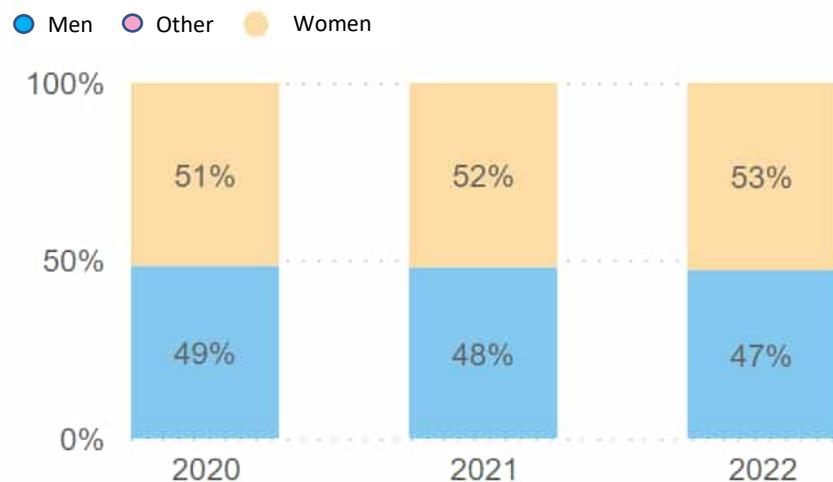


Reference date 04/2022, by the end of 2022, the proportion of international staff was 19%

Study rights, nationalities



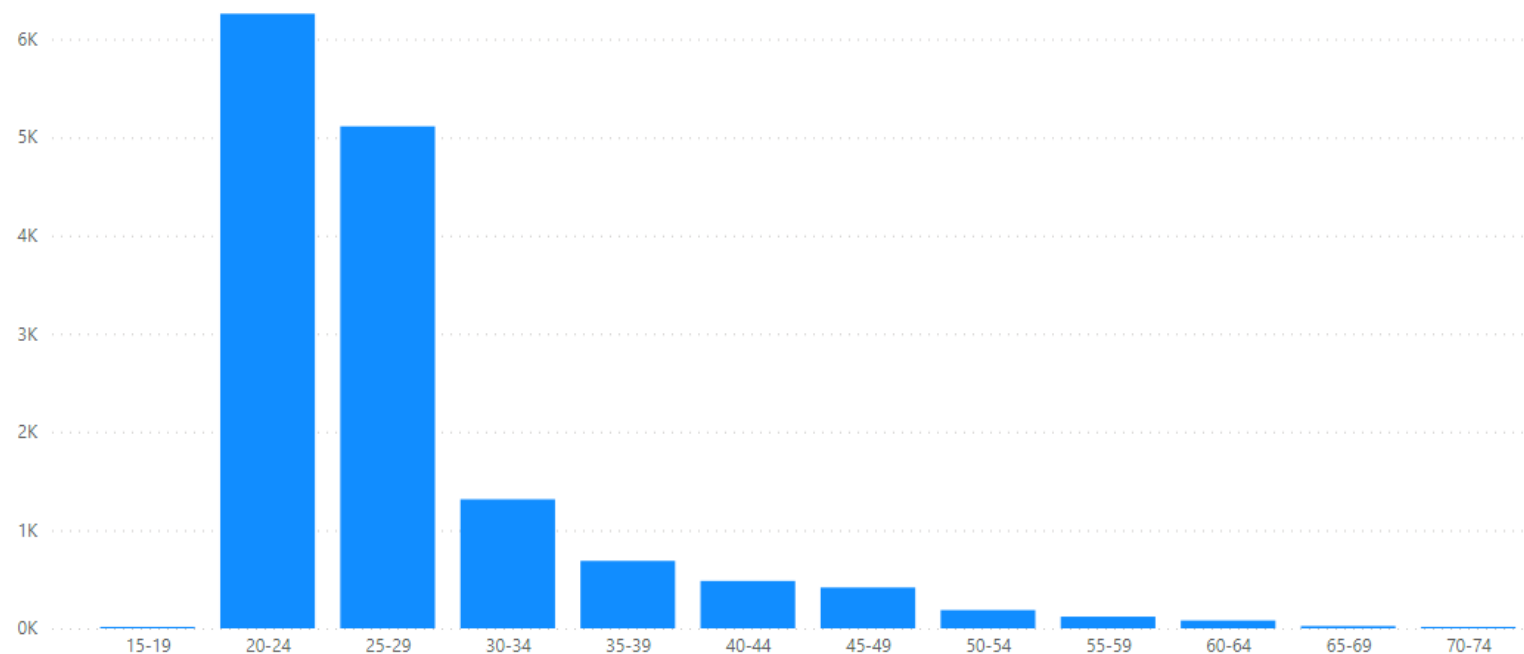
Study rights, gender



Students

Active study rights by age groups in 2021

Degree programme education





Campuses

Tampere University is located on three campuses: Hervanta, city centre and Kauppi.

Our aim is to provide a barrier-free working and learning environment accessible for everyone.

Accessibility will be considered in the University's facilities development in 2022–2030.

Our Facilities
Development
Programme includes
noting accessibility

Unisex/all gender
toilet and changing
room facilities are
available on all our
campuses

Induction loops are
in use on all our
campuses

Issues we measure and actions we take, campuses

- Accessibility considered in the facilities programme:
implemented, continues
- Developing accessibility as an ongoing activity of Facilities
Management:
implemented
- Gender-neutral toilet and changing room facilities on campuses:
yes



Operating culture

Our community includes nearly 4,200 employees in a variety of research, teaching and service roles, and 21,000 students.

Our community is the second largest higher education community in Finland, and we work in close collaboration across all our campuses.

Our goal is an open and inclusive culture.

We use Finnish and English flexibly in our daily practices

We organise equality and non-discrimination training for the University community

Guidelines for responding to inappropriate behaviour are available for both students and staff

Issues we measure and actions we take, operating culture

- Language principles and implementation: partially implemented
- Equality and non-discrimination training for the University community: list, please see slide 11
- Guidelines and designated harassment contacts for both staff and students: implemented
- We are developing equality and accessibility reporting: implemented, continues
- We conduct an equality and equal opportunities survey for the University community: implemented
- Models and measures to support international staff's integration: yes
- Study & Stay activities for international students: yes

Language principles

- Preparatory working group in 2021
- 1st set of language principles, a commenting round for the university community 31.1.-28.2.2022
- Panel discussion, university community's Zoom coffee with the President 25.5.2022
- Working group appointed 26.9.2022, tasked with coordinating work on the language principles as an inclusive process and documenting language policies. Chair: Taina Juurakko-Paavola, Language Centre. The period of office of the working group will run until 30 June 2023.
- 2nd set of language principles, a commenting round for the university community in spring 2023

Equality and non-discrimination training for staff

- Examples of trainings organised for the university community in 2021-22/23:
 - [Diverse Work Teams](#) workshops
 - [A More Inclusive Workplace](#) webinar series
 - [Equality and Equity in Recruitment / Tasa-arvo ja yhdenvertaisuus rekrytinnissa](#) training, materials available in English
 - [Yhdenvertaisempi yliopistoyhteisö](#) webinar series
 - [Viewpoints and tools for the modern working environment](#) webinar series
- Equality, non-discrimination, diversity and inclusion has also been addressed as part of the University's series Research Leadership Morning. As part of the series there was an event called [Leading diversity in research groups and projects](#) organised in autumn 2022.
- Furthermore, in spring 2022 there was a workshop on equality, non-discrimination and diversity among teaching and research staff at higher education institutions organised in collaboration with the National [KOTAMO project](#). KOTAMO was funded by the Ministry of Education and Culture. The participants came from Finnish universities, universities of applied sciences and student unions.
- Some of the trainings have been organised in national collaboration with the network of Finnish universities, some in collaboration with the Human Resources, and some in collaboration with national projects such as [HEI LIFE](#) ja [NOW!](#).

Safer space policy and guidelines responding to inappropriate behaviour

[Safer space policy](#) for staff and students available on the intranet

Guidelines for responding to inappropriate behaviour for staff available on the intranet :

- [Inappropriate conduct, harassment and bullying in work community](#)
- [Sexual and gender-based harassment](#)
- [Dealing with harassment, hate speech and controversy on social media](#)
- [Responding to conflicts and inappropriate behaviour \(pdf\)](#)

Guidelines for responding to inappropriate behaviour for students available on the intranet:

- [Inappropriate conduct, harassment and bullying – help for students](#)

There are appointment harassment contacts, and also, occupational safety representatives, heads of study services and student counselling specialists provide support and advice.

Equality and non-discrimination survey 2022

- Tampere University's Equal Opportunities Committee conducted [an equality and non-discrimination survey](#) to the staff in 2022. [The summary of the results](#) was published in the intranet. The results will be used for following up on and updating the University's equality and non-discrimination policies for 2023-25.
- 29% of the respondents had personally experienced unequal treatment, discrimination, or harassment.
- The most typical situations in which these had been experienced were related to remuneration, career advancement and the division of labour. The unequal treatment, discrimination or harassment was most often assessed as being due to so called favouritism. 35% of women, 18% of men and 40% of respondents of other genders and 44% of respondents who did not want to disclose their gender had experienced unequal treatment, discrimination, or harassment.
- A bit more than one-third of the respondents had not observed discriminatory practices at the University. Those who had observed discriminatory practices had observed them most often in HR policy.
- Nearly one-third of the respondents described the good practices of promoting equality and non-discrimination at the University that they had observed. Most often, good practices were related to language principles and accessibility, where the greatest progress had been observed. It had also been noticed that the University had organised equality and non-discrimination trainings and that attention had been paid to equality and non-discrimination in recruitment.

Support for integration of international staff and students

- For international staff, the university offers services in support of integration into the academic community and the Finnish society:
 - Network for International Academics and Staff
 - Hidden Gems spouse programme for accompanying spouses
 - Buddy programme, piloted in spring 2023
- Also, [Finnish and English language courses](#) are offered to staff. Courses are provided by the HRD and the Language Centre
- [The Finnish language and culture studies B2 level module](#) organised by the ITC faculty is open to staff and students
- For international students, the university offers [Study and Stay](#) activities and language courses by the Language Centre



Recruitment

We do responsible recruiting and have a long-term approach to creating stable jobs.

We treat our applicants equally, and consider the principles of equality and non-discrimination in our recruitment decisions.

We develop recruitment skills and produce information to support recruitment.

We have put together a comprehensive recruitment information package for supervisors and members on the appointment committees on the intranet

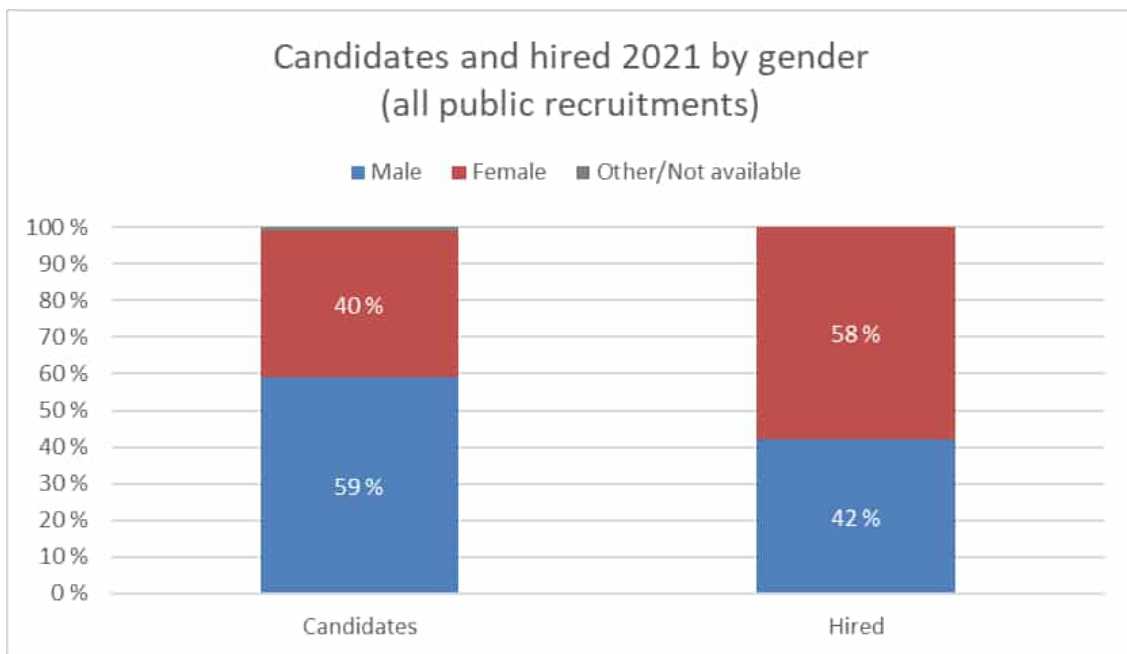
Training on equality and equity in recruitment was implemented for recruiting supervisors, members on the appointment committees and HR professionals in spring 2022

Issues we measure and actions we take, recruitment

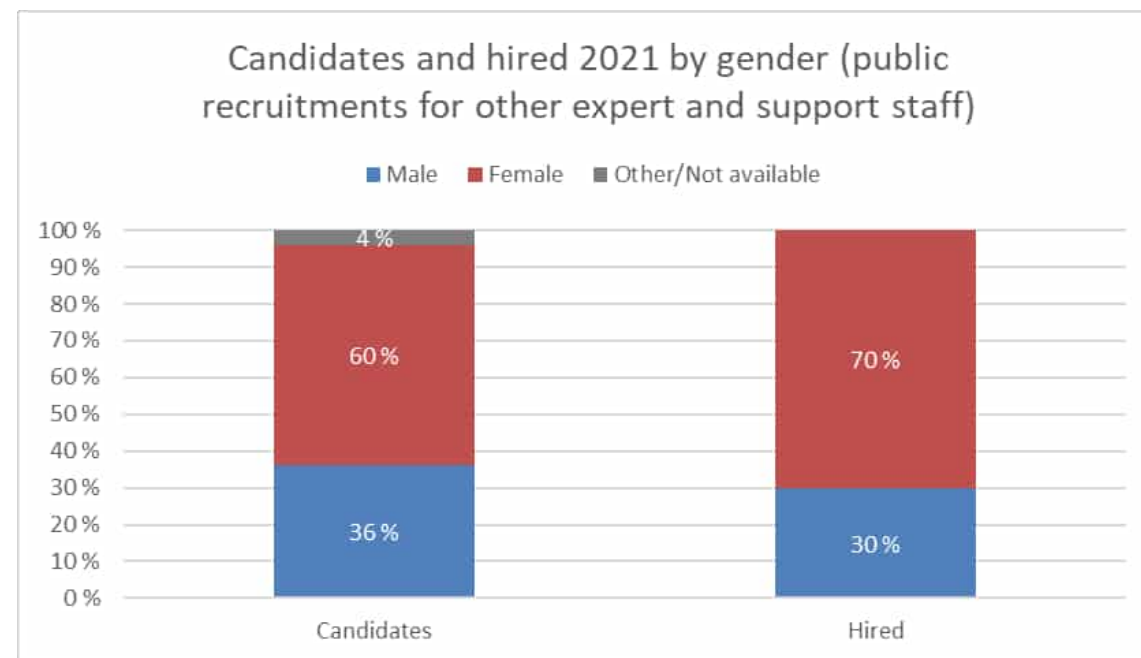
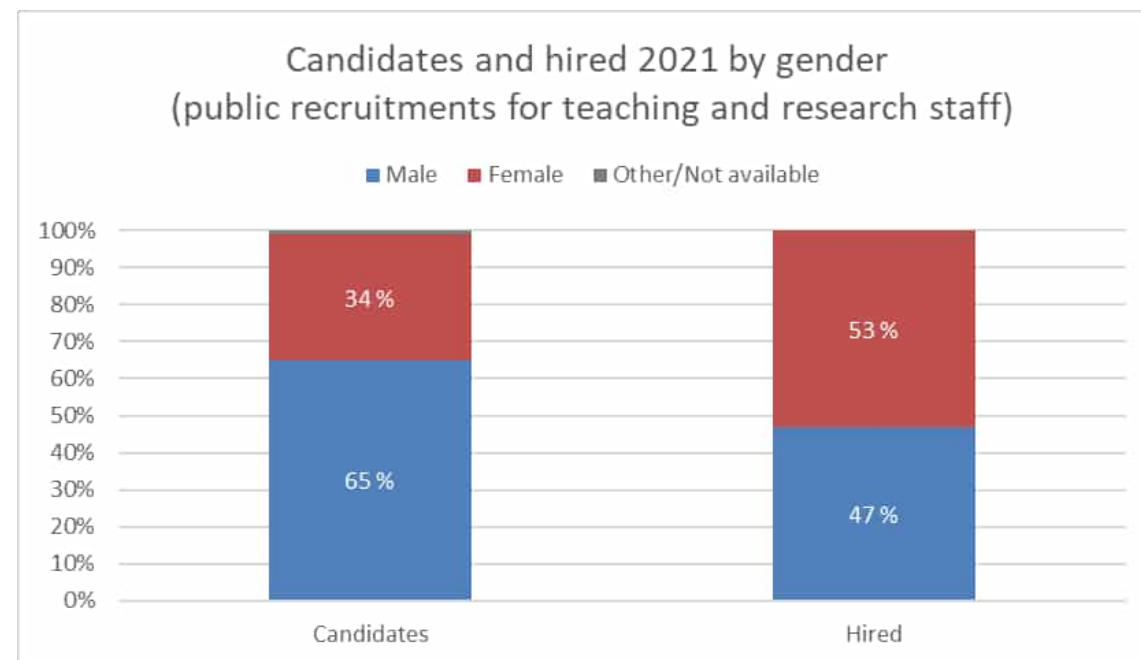
- Statistics (Mepco, Laura) on persons admitted via the open application process:
gender, nationality, permanent/fixed-term

men 42% - women 58%, Finns 77% - non-Finns 23 %,
teaching and research staff permanent 15% - fixed-term 85%,
other expert and support staff permanent 38% - fixed-term 62%
- Equality and non-discrimination training for recruiters: list, please see slide 21
- Information is provided to support the appointment committees' work:
partially implemented, please see slide 21
- HR will provide support on equality and non-discrimination issues throughout the recruitment process:
partially implemented, please see slide 21

Candidates and hired

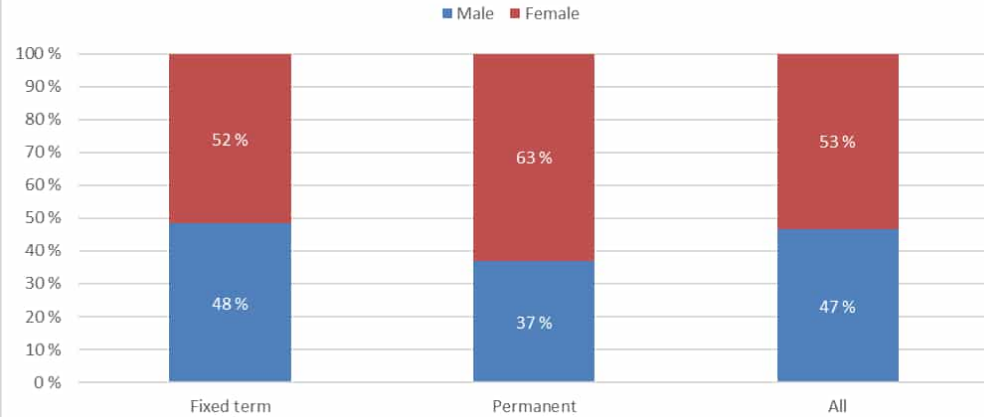


*In the Laura recruiting system the applicant can choose "other or "I do not wish to tell". In the Mepco personnel information system the only the options are the legal definitions of genders "male" and "female".

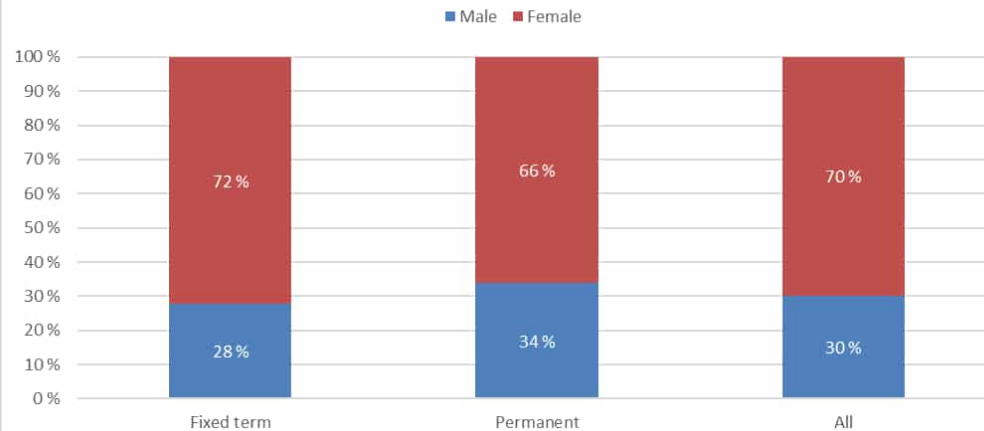


Forms of employment

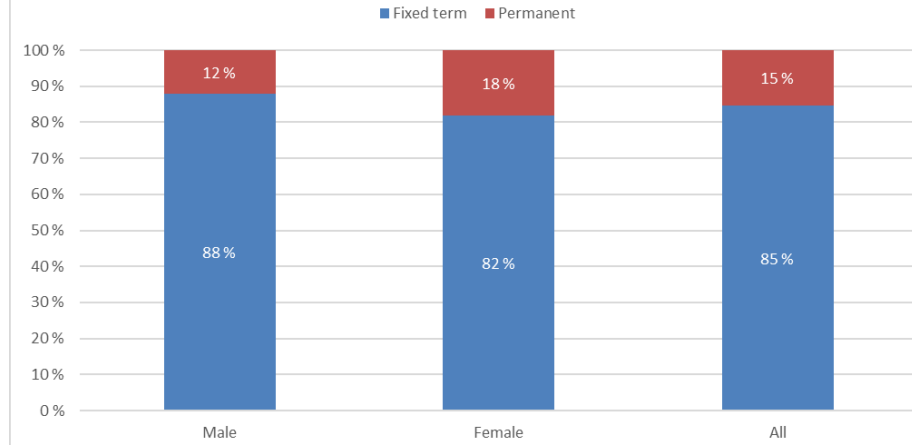
Forms of employment by gender,
teaching and research staff hired in 2021



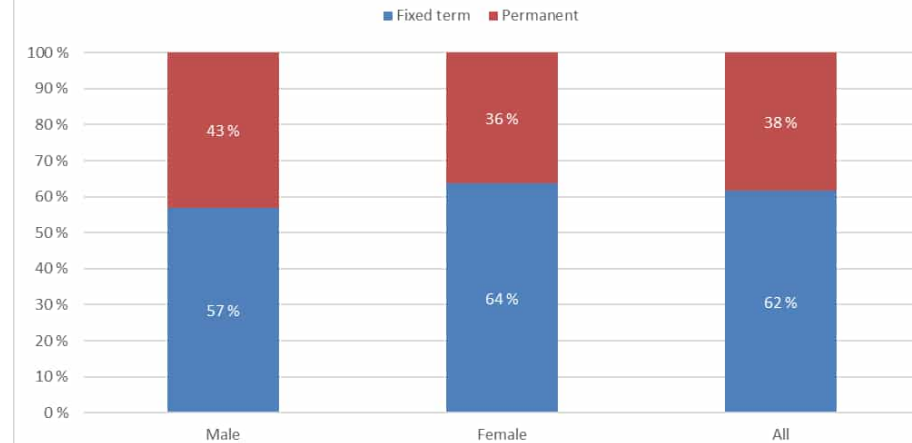
Forms of employment by gender,
other expert and support staff hired in 2021



Hired men and women by form of employment,
teaching and research staff 2021

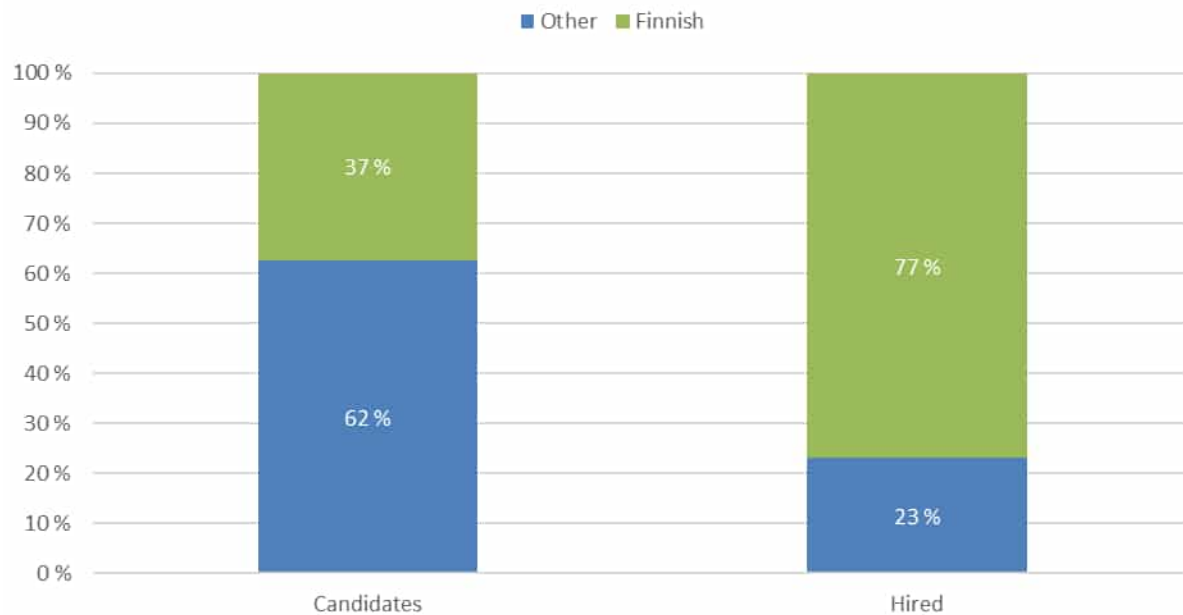


Hired men and women by form of employment
other expert and support staff 2021

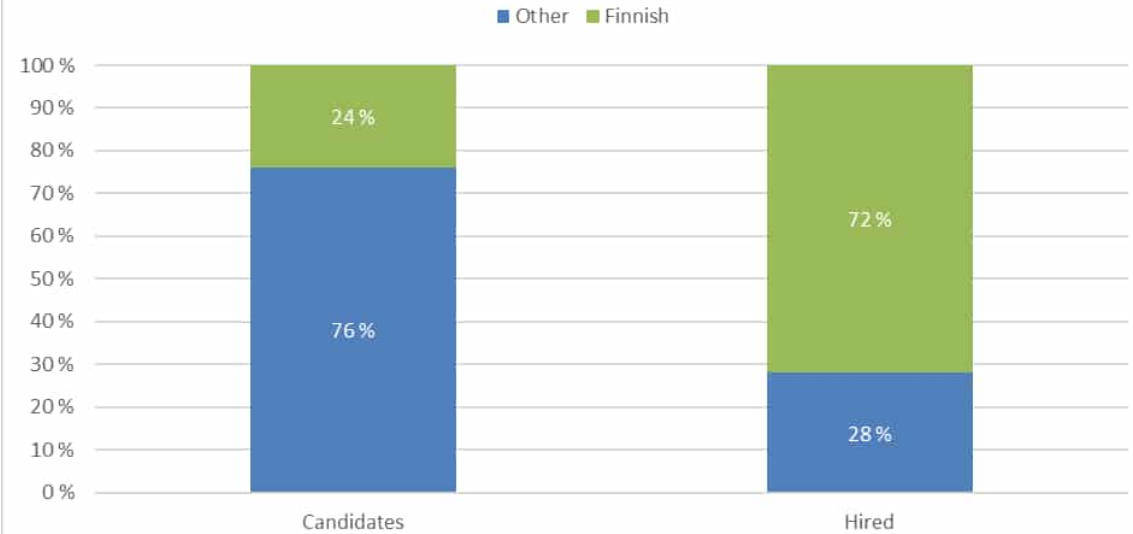


Candidates and hired by citizenship

Candidates and hired 2021 by citizenship (all staff)



Candidates and hired 2021 by citizenship
(teaching and research staff)



Candidates and hired 2021 by citizenship
(other expert and support staff)

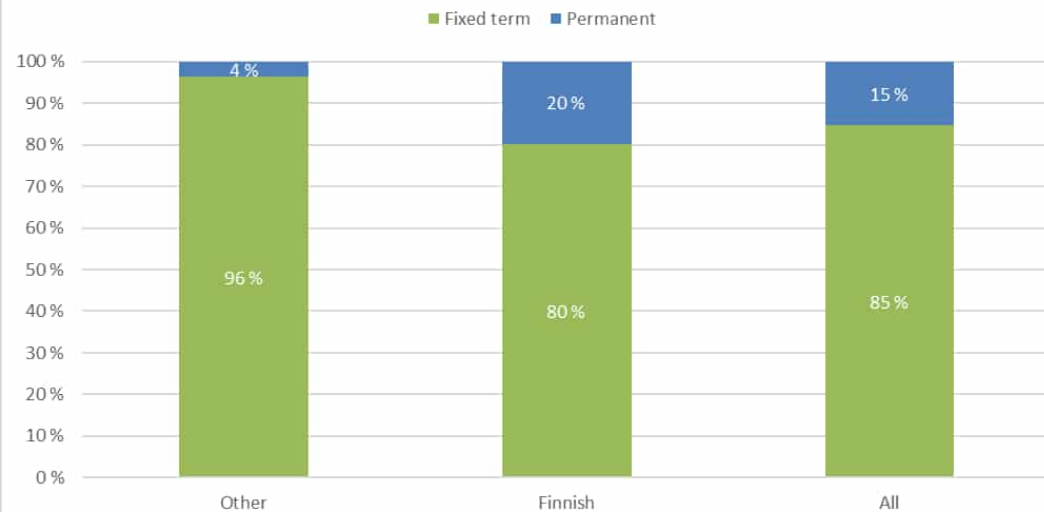


Forms of employment by citizenship

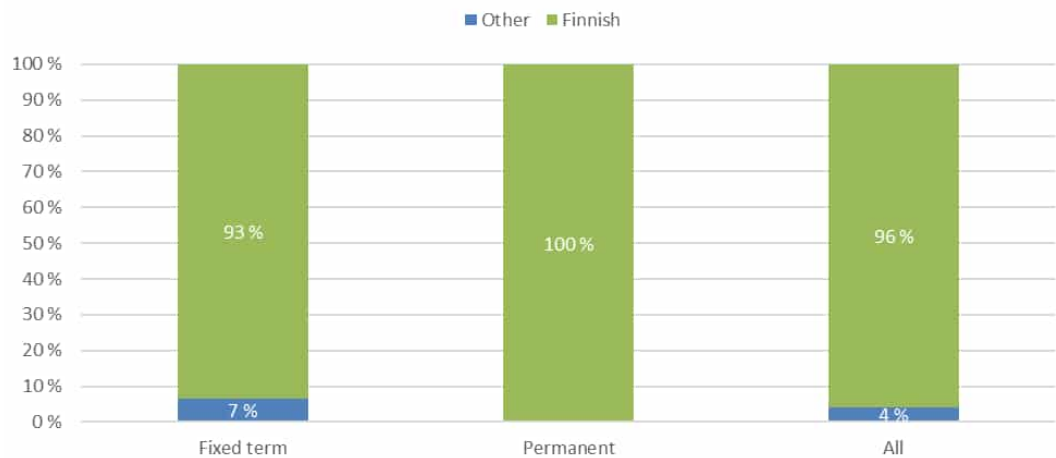
Forms of employment by citizenship,
teaching and research staff hired in 2021



Citizenships by form of employment,
teaching and research staff hired in 2021



Forms of employment by citizenship,
other expert and support staff hired in 2021



Citizenships by form of employment,
other expert and support staff hired in 2021



Equality and non-discrimination training for recruiters

- [Equality and Equity in Recruitment / Tasa-arvo ja yhdenvertaisuus rekrytoinnissa](#) training 7.4.2022, the materials available in English, a recording available in Finnish until 2024
- A summary of the equality and equity principles in recruitment has been prepared for the appointment committees in spring 2023
- [A guide on recruitment](#) is available on the intranet
- An extensive set of internal guidelines on recruitment for HR professionals is available in the Teams group for the HR Services



Remuneration

Remuneration is based on the job demands of the post and the employees' personal performance.

Payroll statistics are available to all.

Our goal is equal pay and a transparent pay system.

The salaries are based on the Salary System for Finnish Universities (YPJ)

The processes assessing job requirement and personal performance levels are described in the intranet

The assessment groups include employers' representatives and designated representatives of staff associations

Issues we measure and actions we take, remuneration

- Payroll statistics, annual reference date 30 September
- Review by title, gender, age
- Medians and bonuses as a new element
- Observations/statistics on the effects of salary harmonisation

• **Separate Pay Survey Data 2021–2022**

Salaries of teaching and research staff

(Salary System for Finnish Universities)

- Average salaries among teaching and research staff by gender
- The most common job requirement levels (based on Salary System for Finnish Universities) among teaching and research staff by gender
- Assignment of teaching and research staff to the higher job requirement levels by gender
- Assignment of teaching and research staff to the performance categories by gender
- Average performance percentages among teaching and research staff in the performance categories by gender

Overall pay for teaching and research staff and their average age

- Average overall pay of teaching and research staff by gender
- Average age of teaching and research staff by gender

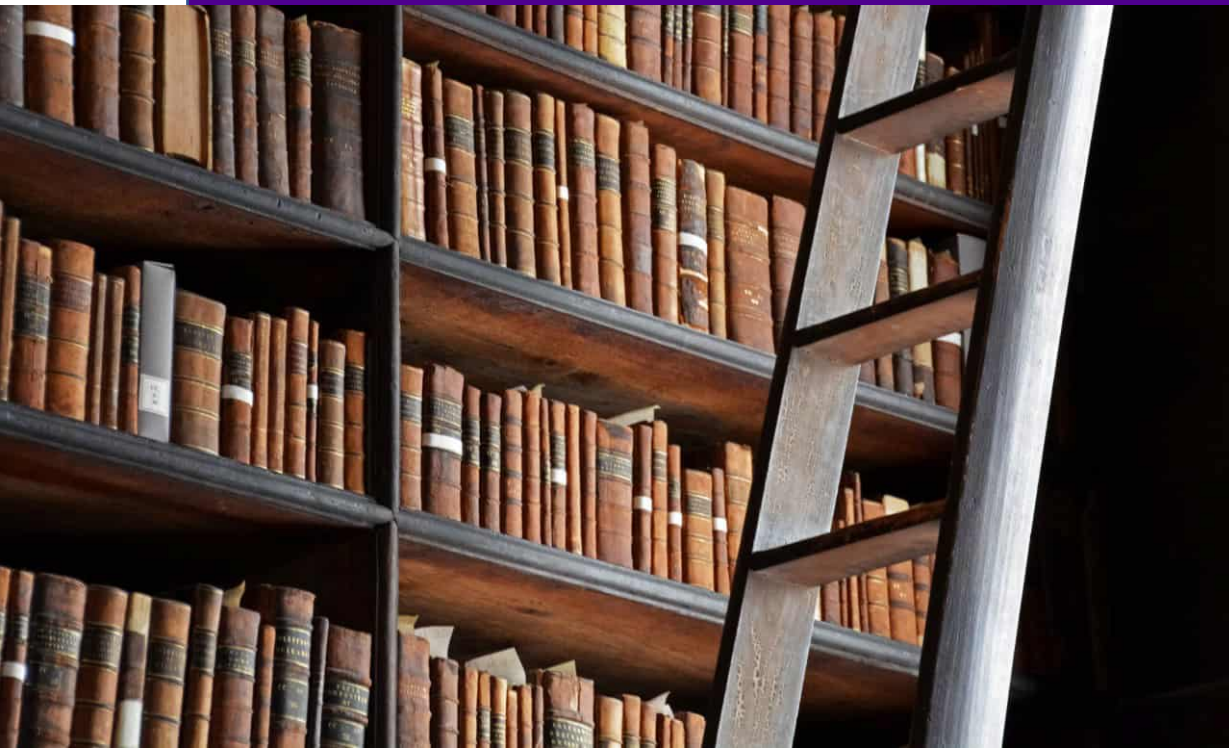
Salaries of other expert and support staff

(Salary System for Finnish Universities)

- Average salaries (based on Salary System for Finnish Universities) among other staff by gender
- The most common job requirement levels (based on Salary System for Finnish Universities) among other staff by gender
- Assignment of other staff to the higher job requirement levels by gender
- Assignment of other staff to the performance categories by gender
- Average performance percentages among other staff in the performance categories by gender

Overall pay for other expert and support staff and their average age

- Average overall pay of other staff by gender
- Average age of teaching and research staff by gender



Career advancement

We offer interesting tasks, job rotation and promotion opportunities.

We monitor career progression from a gender and equality perspective.

Researchers' career path model and the tenure track system support and promote the quality and impact of the University's research and education.

In 2022,

72% of professors men

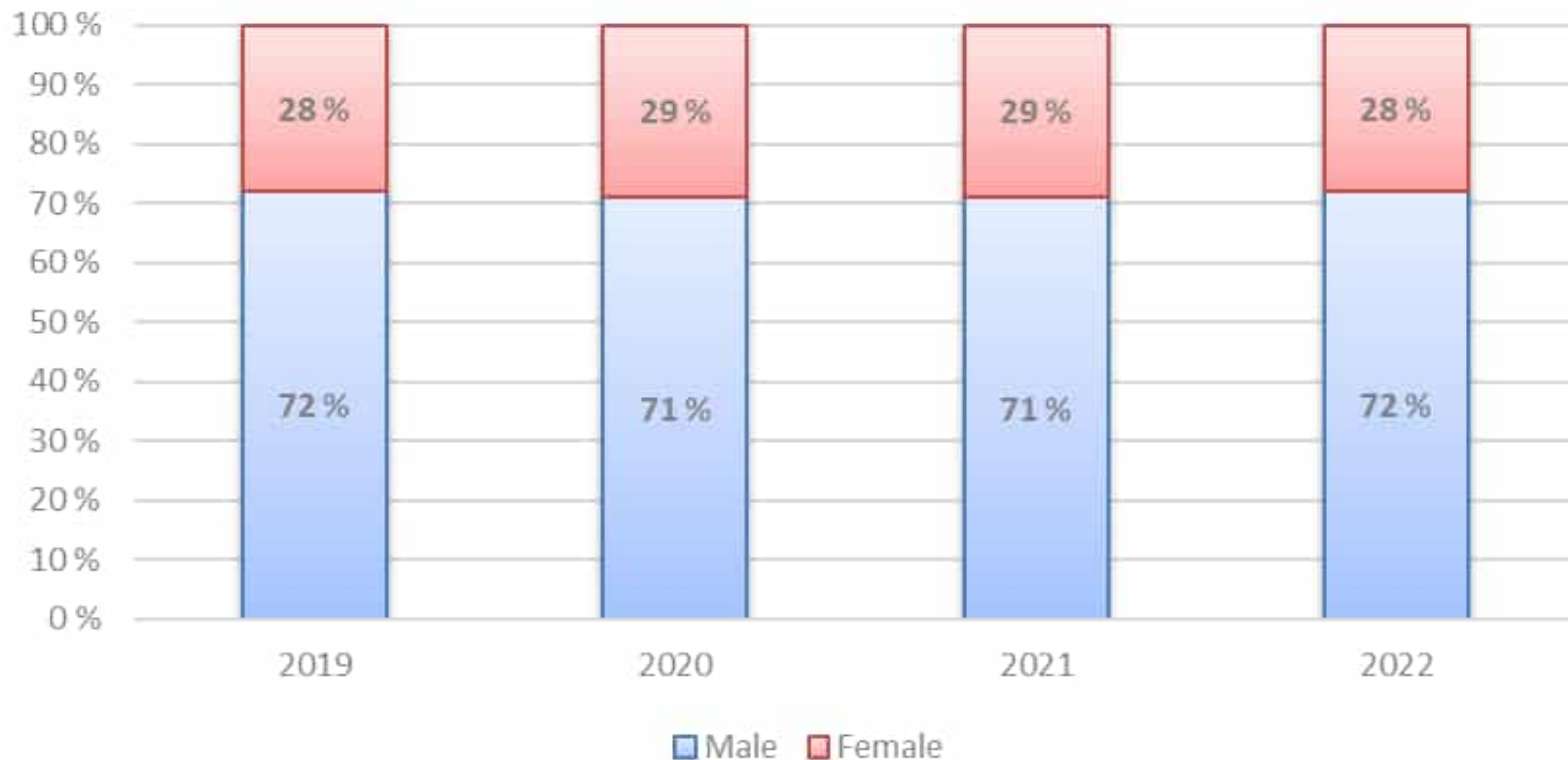
28% women

8% international

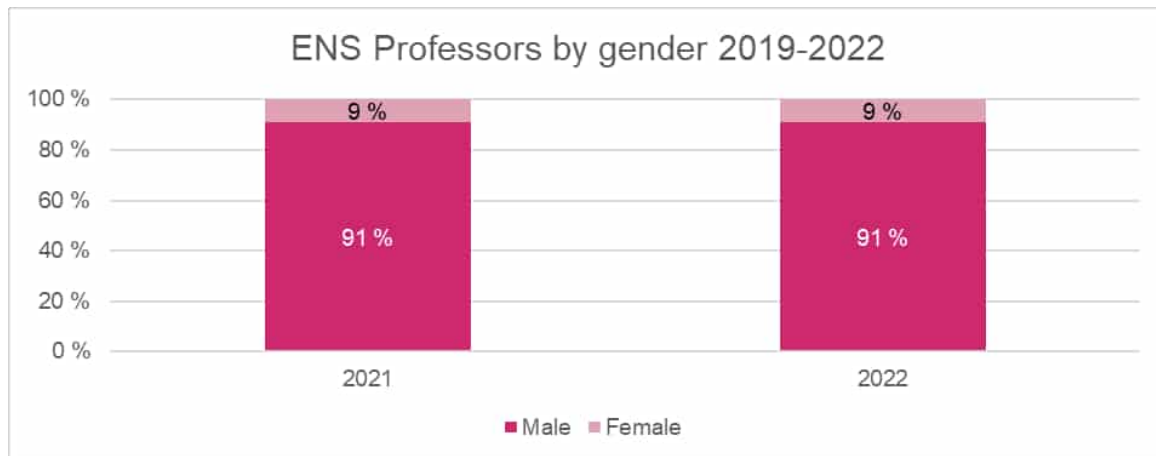
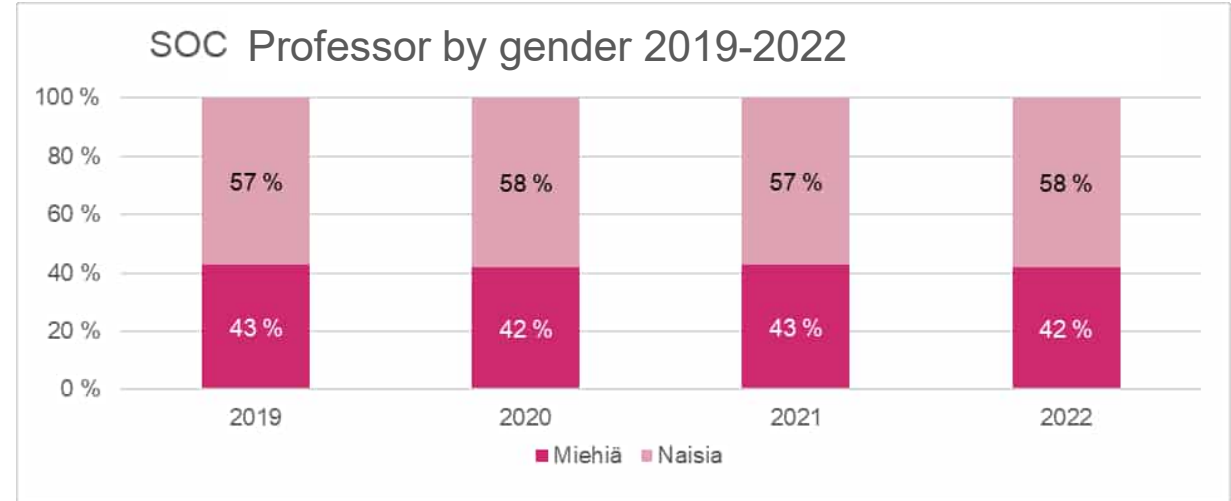
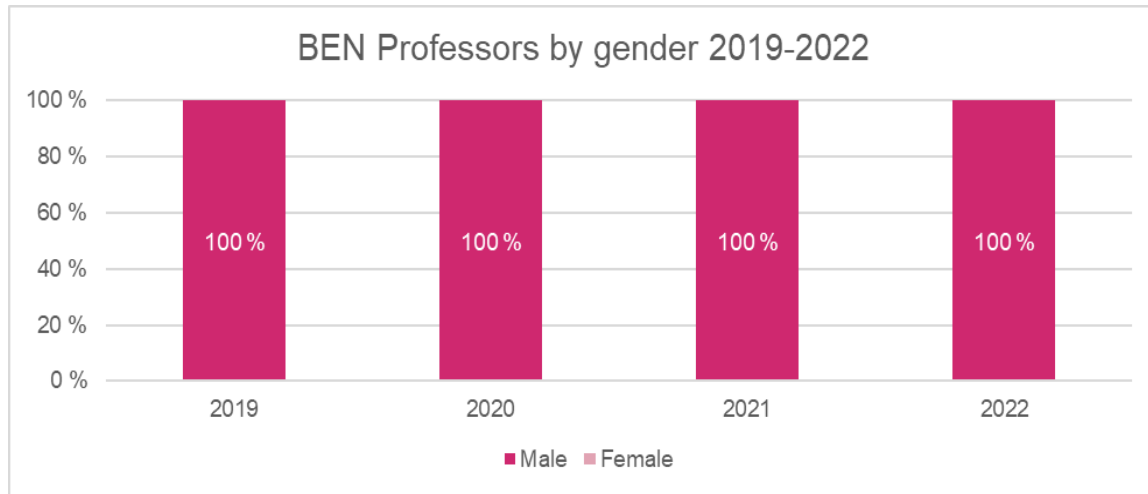
We produce information on career paths and tenure track progression for researchers

Our experts have the opportunity to progress to Senior Specialist or Chief Specialist positions in addition to supervisory positions

Professors by gender 2019-22



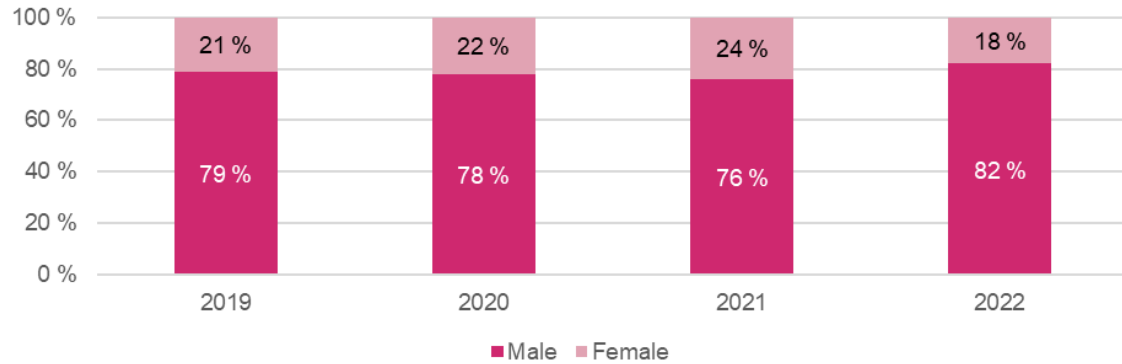
Professors by gender



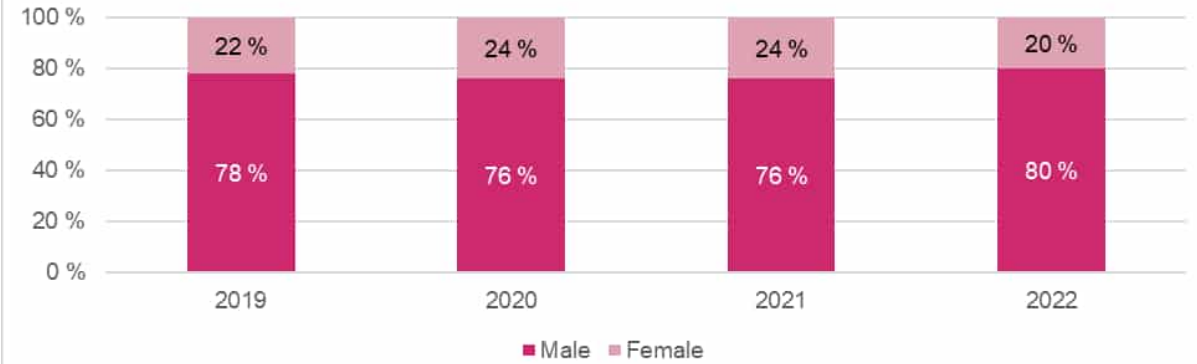
Kindly note: At ENS faculty in years 2019-2020 there were <3 women professors, hence here included the years 2021-2022 only

Professors by gender 2

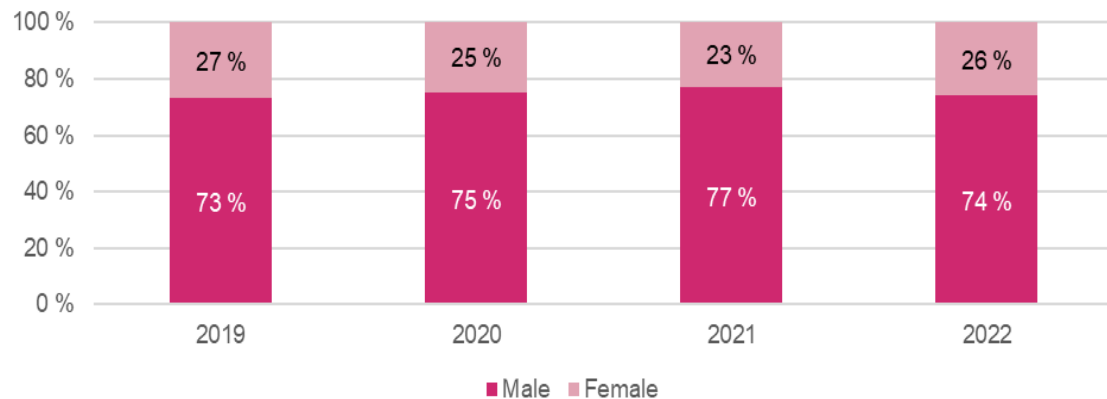
ITC Professors by gender 2019-2022



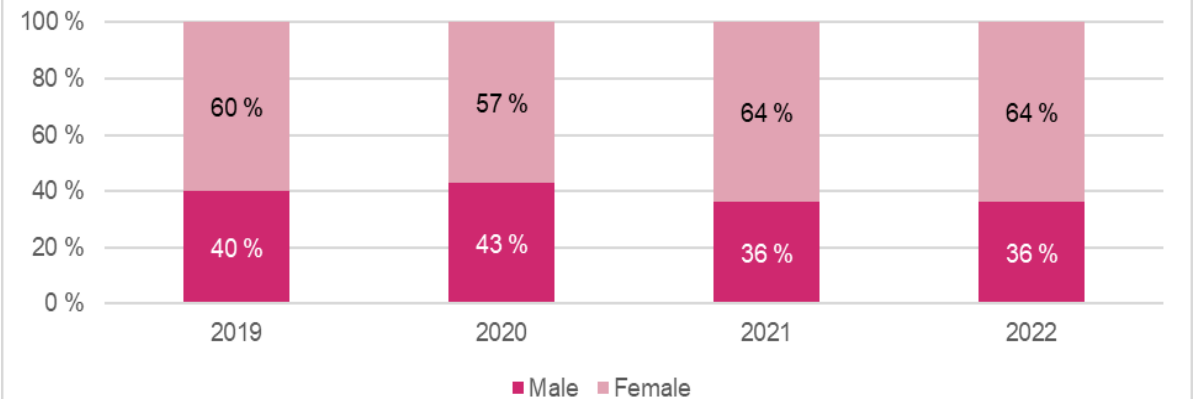
MAB Professors by gender 2019-2022



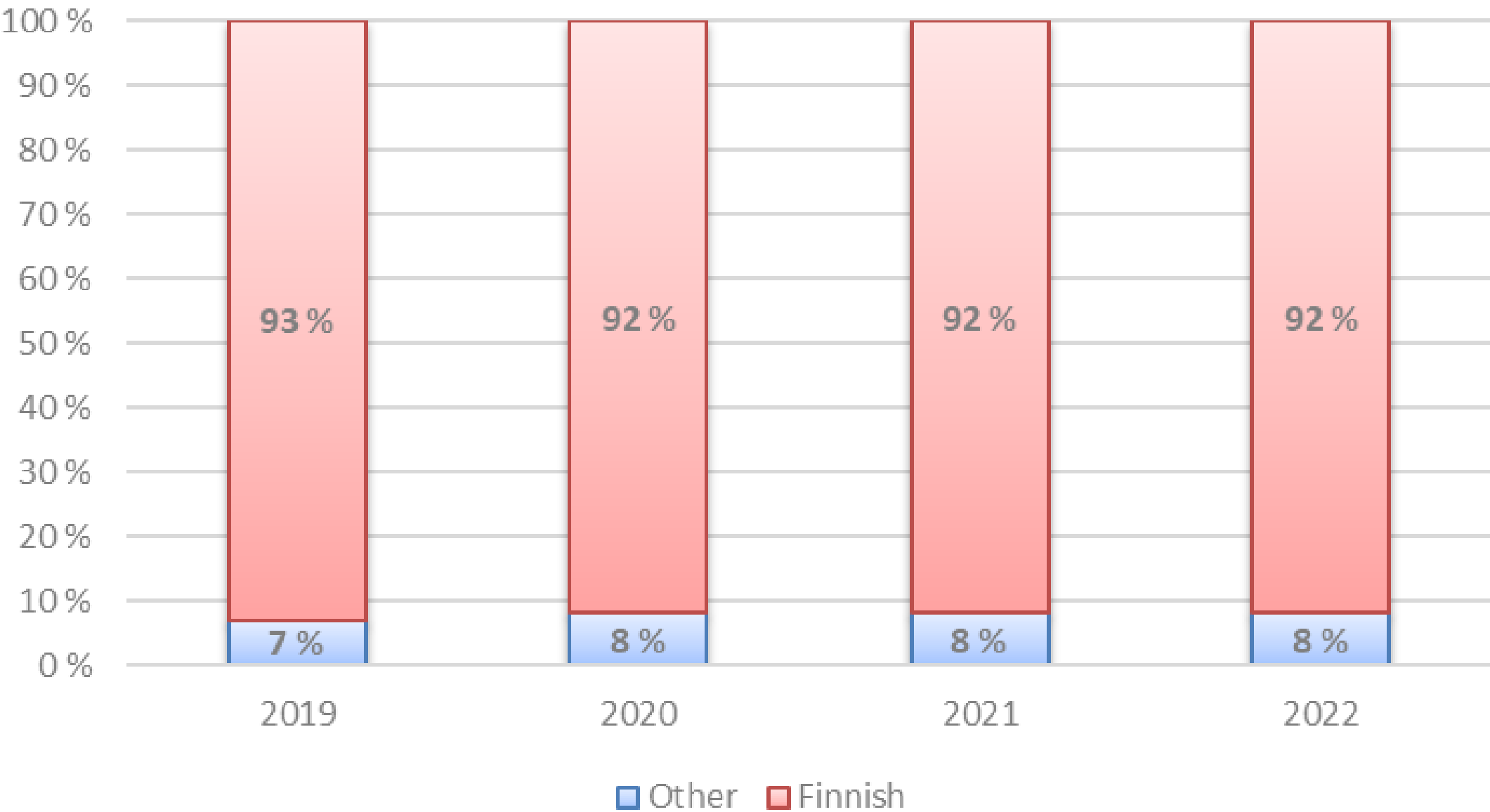
MET Professors by gender 2019-2022



EDU Professors by gender 2019-2022

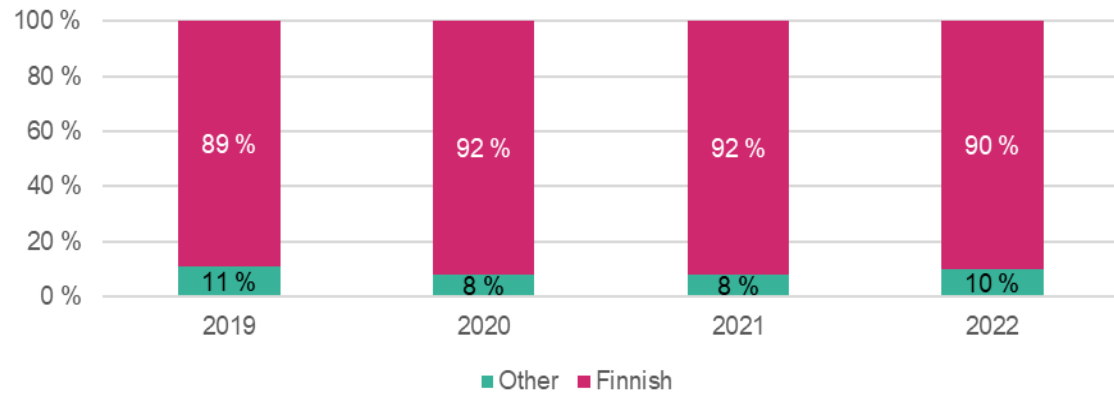


Professors by citizenship 2019-22

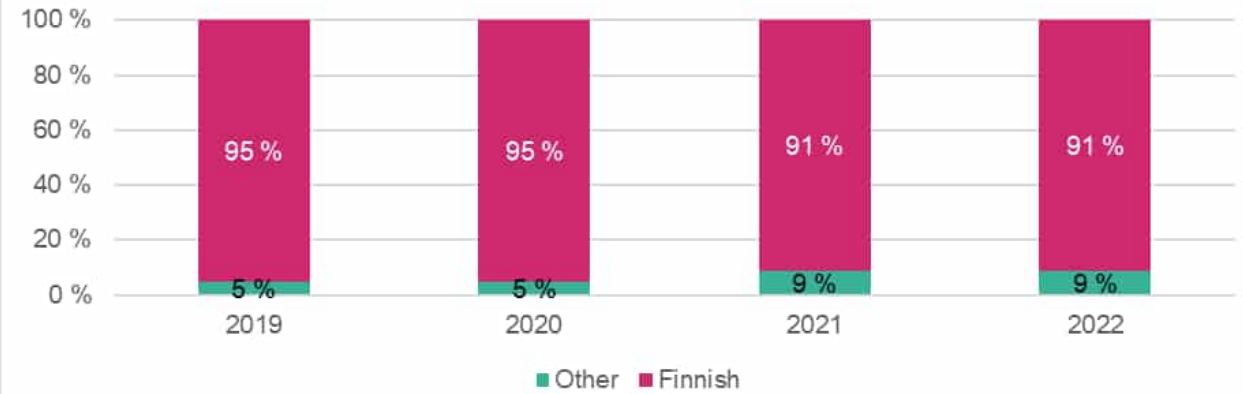


Professors by citizenship

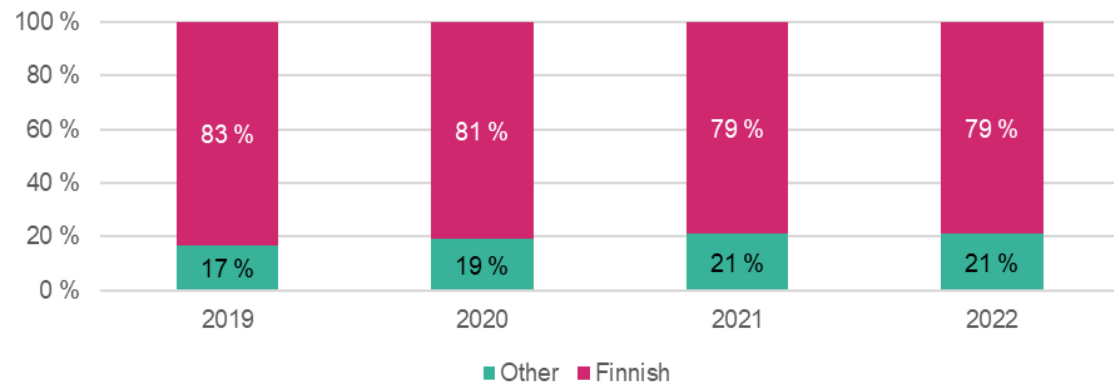
ITC Professors by citizenship 2019-2022



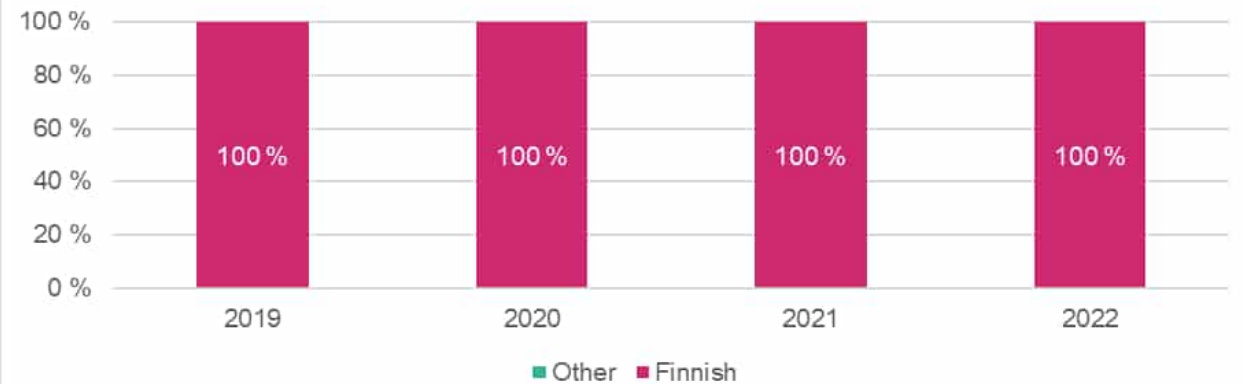
MET Professors by citizenship 2019-2022



ENS Professors by citizenship 2019-2022

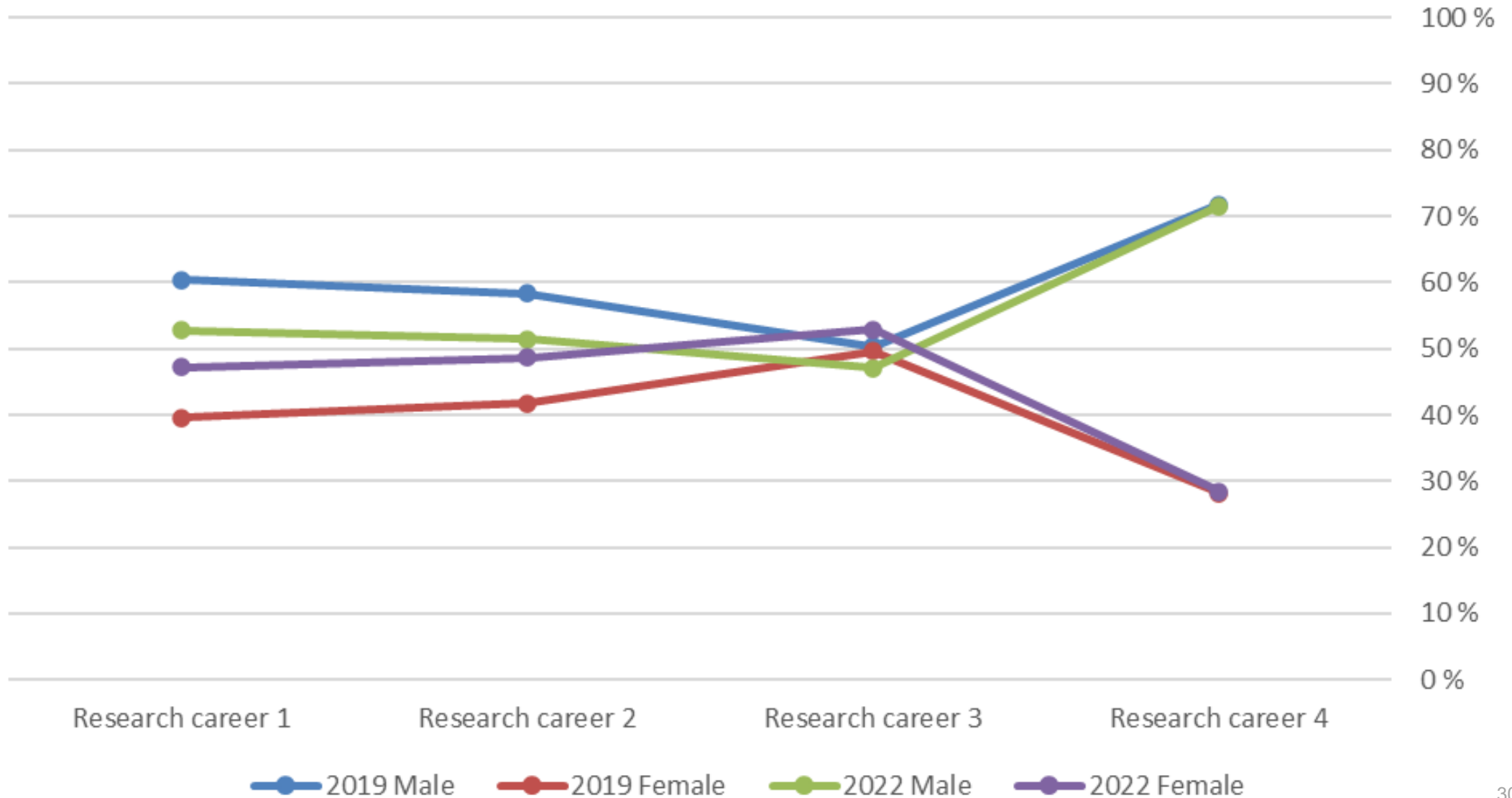


BEN Professors by citizenship 2019-2022

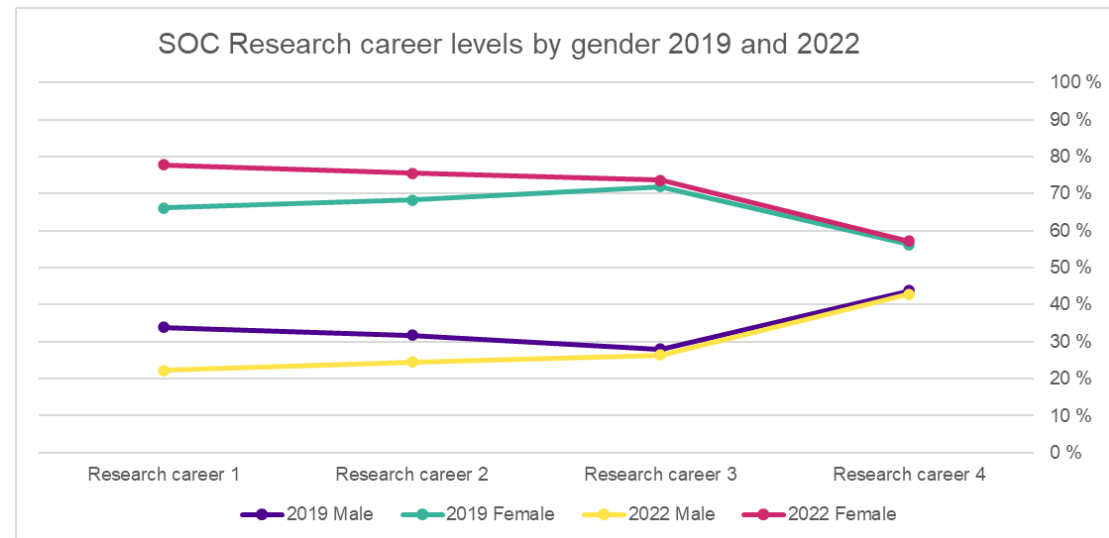
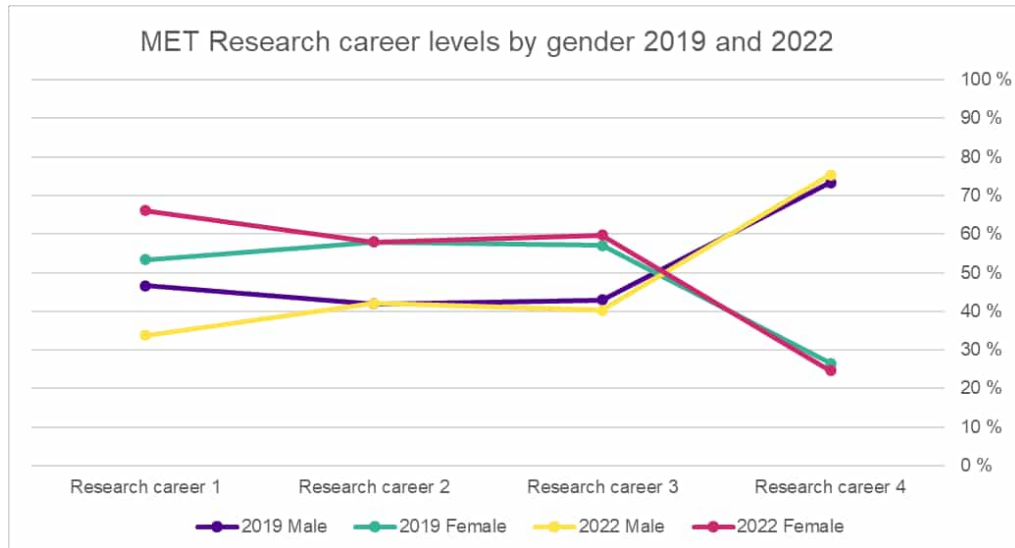
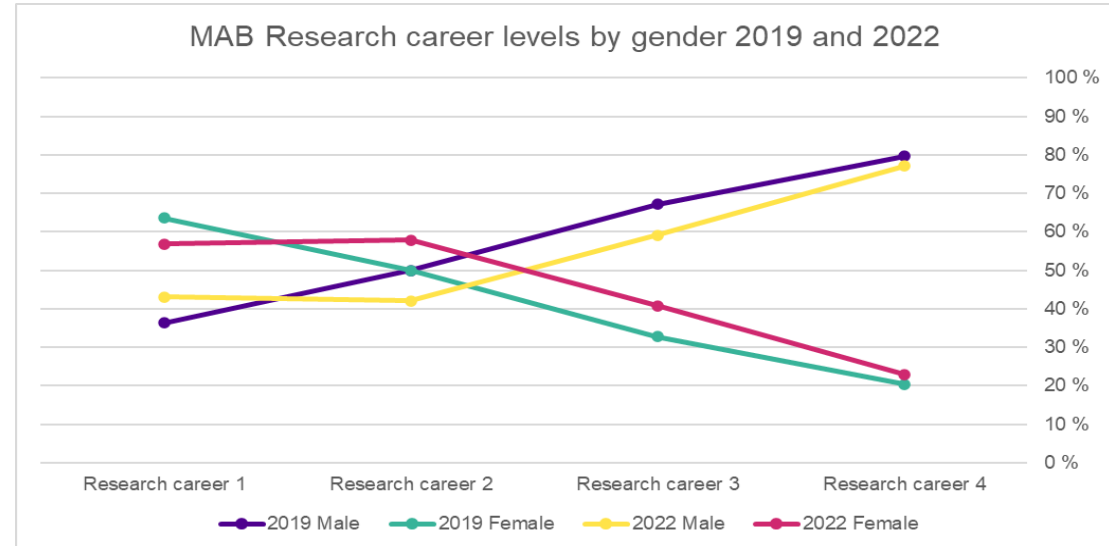
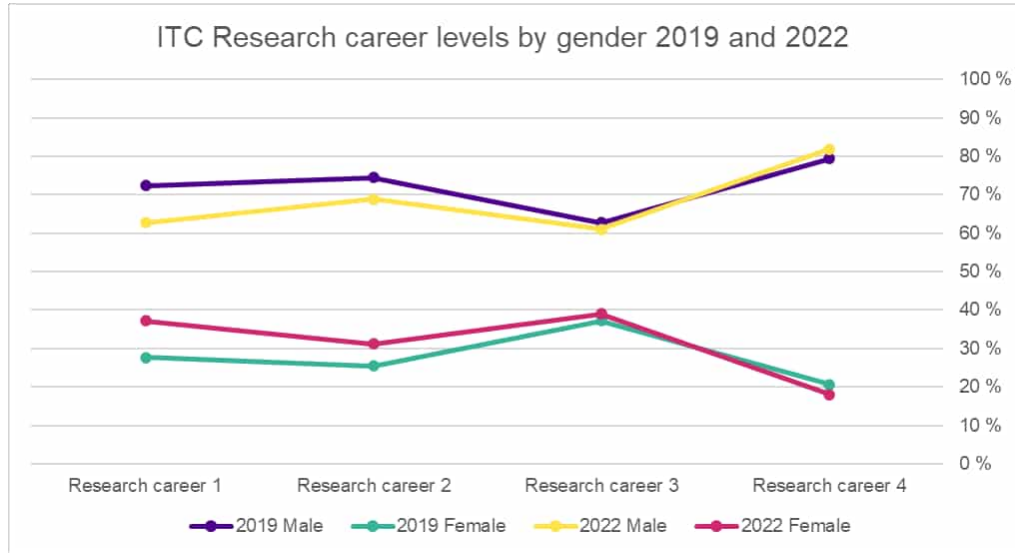


At MAB, EDU and SOC international professors $n < 3$, so not included here

Research career levels by gender 2019 and 2022



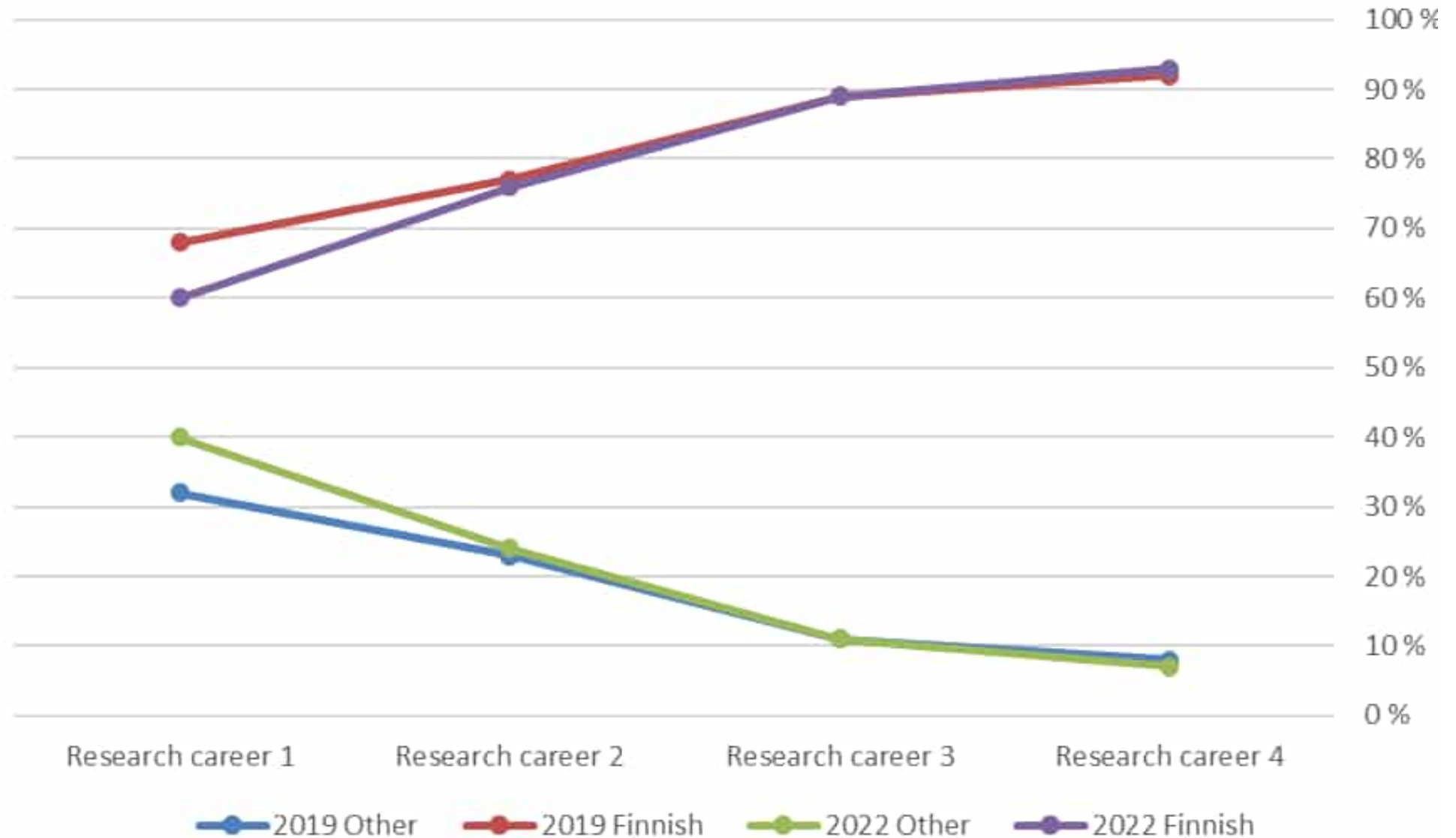
Research career levels by gender



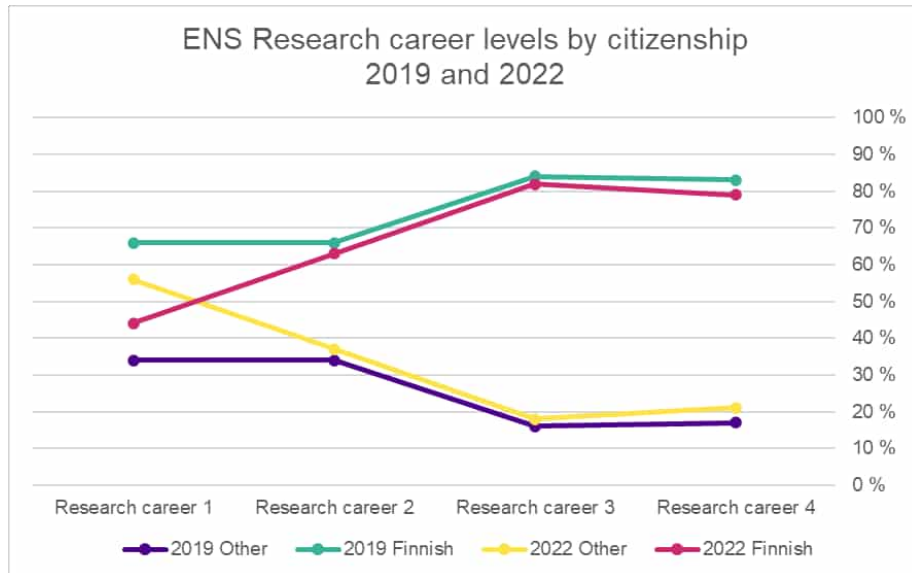
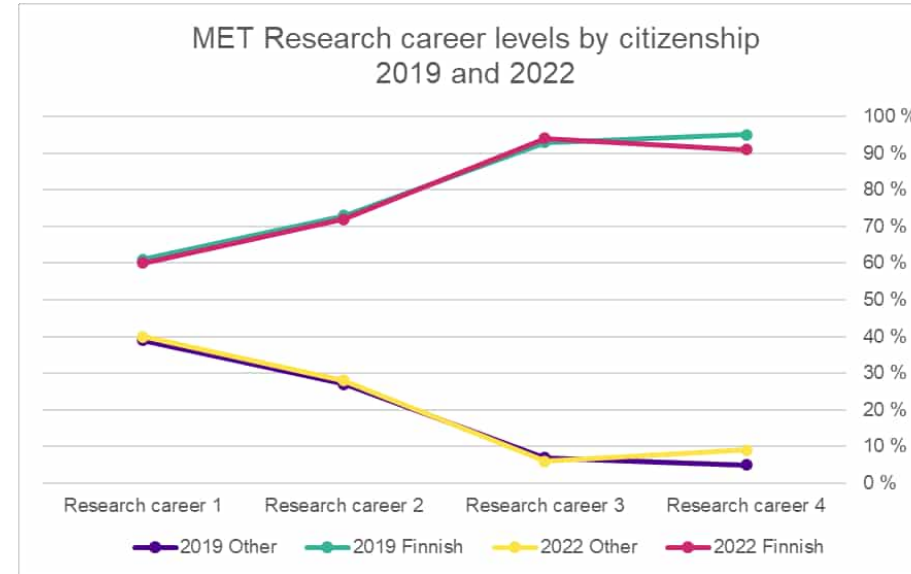
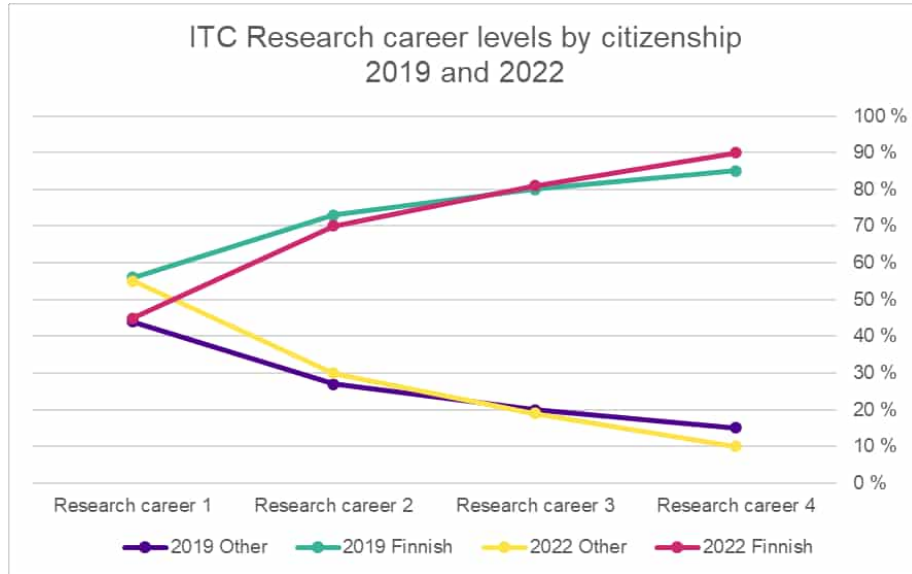
At EDU, BEN and ENS n<3 in several categories so excluded here

Research career levels by citizenship

2019 and 2022

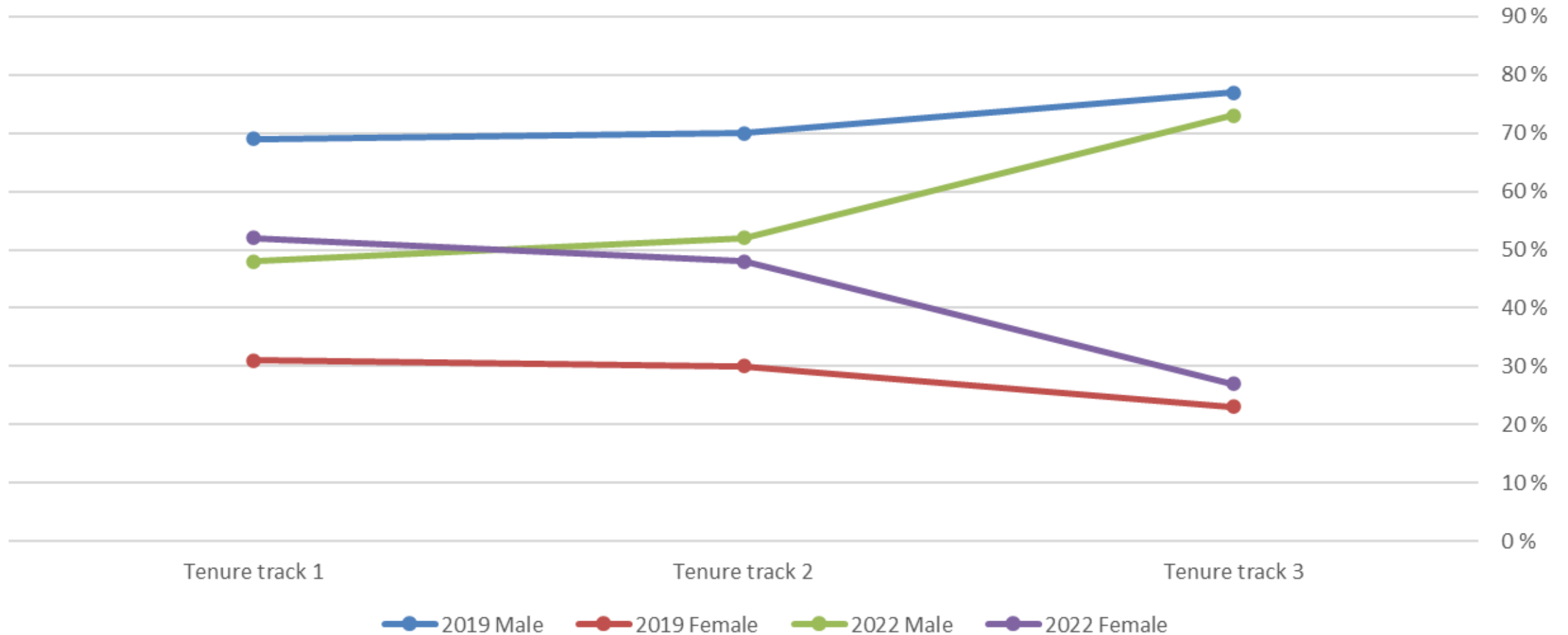


Research career levels by citizenship



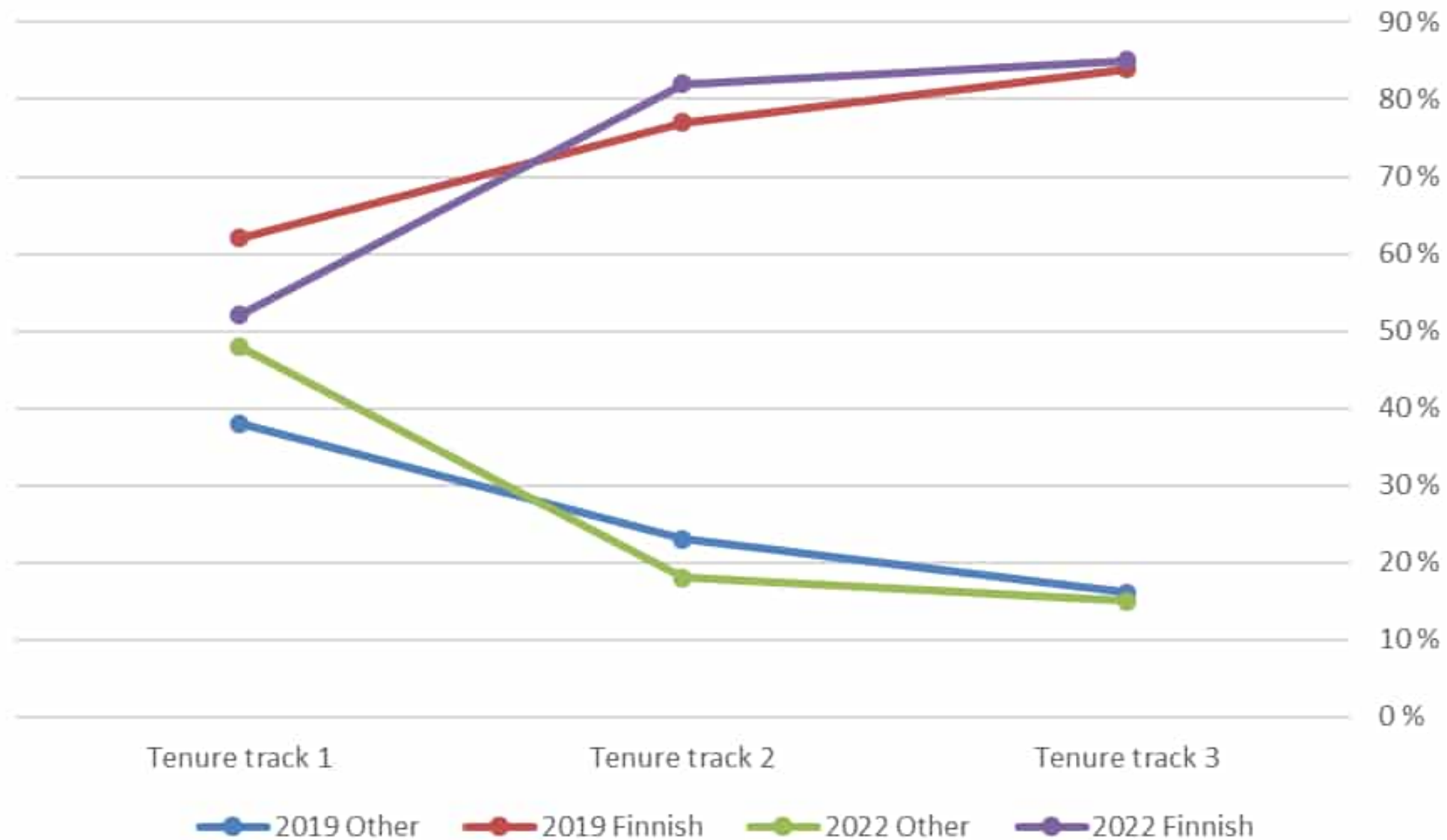
EDU, BEN, MAB and SOC n<3 in several categories, so excluded here

Tenure track career levels by gender 2019 and 2022



Tenure track levels by citizenship

2019 and 2022





Leadership

Our goal is non-discriminatory and equal support from supervisors for all.

We conduct an annual occupational well-being survey and make careful use of the results. We work closely with the occupational health services.

We provide training for supervisors in areas such as age and diversity management.

In the occupational well-being survey, we monitor, eg:

- How equality and non-discrimination are implemented at our Units
- How fair and equitable is the work of our supervisory staff
- How well do supervisors consider people's diversity

In 2022,

61% of supervisors men

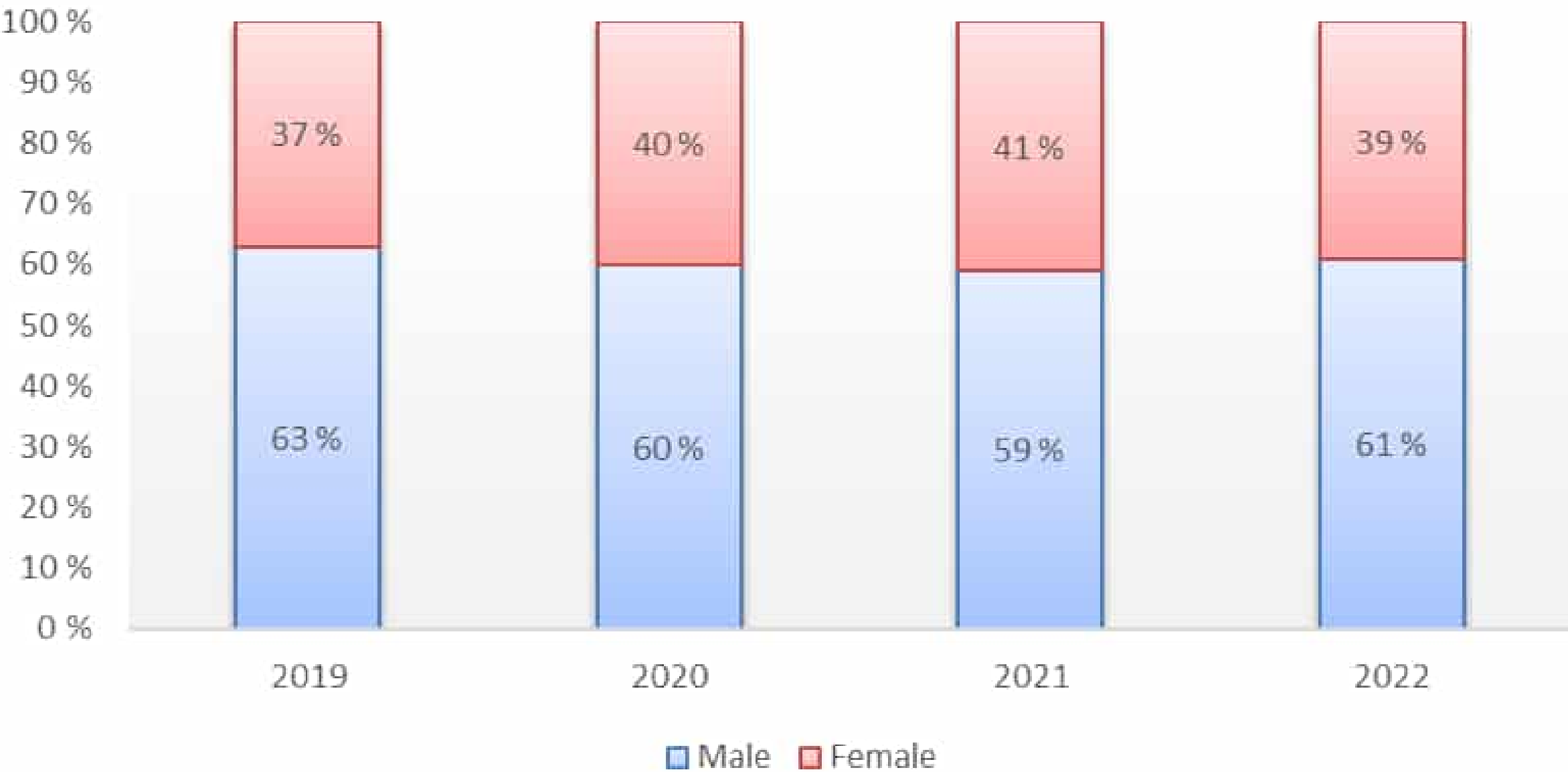
39% women

9% international

Issues we measure and actions we take, leadership

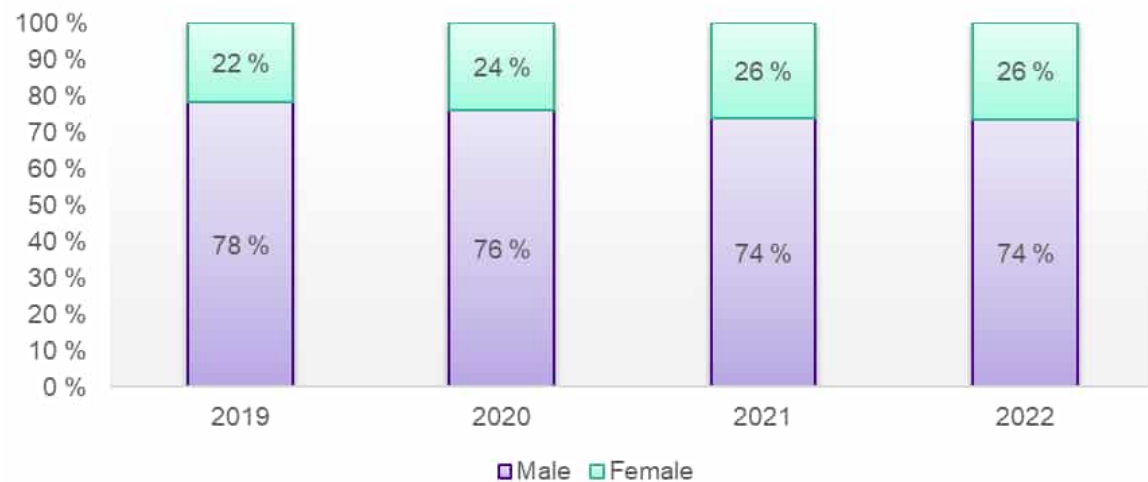
- Applicable parts of the occupational well-being survey, summary of the 2021 results (pdf)
 - 14. Equality and non-discrimination at our Unit are implemented in: review now: whole University: 3.74
 - in future years by staff groups: teaching and research staff, other expert and support staff, and by gender
 - 21. My supervisor acts in a fair and non-discriminatory way towards all: review now: whole University: 4.16
 - in future years by staff groups: teaching and research staff, other expert and support staff, and by gender
 - 22. My supervisor knows how to consider diversity of people: review now: whole University: 4.09
 - in future years by staff groups: teaching and research staff, other expert and support staff, and by gender
- Equality and non-discrimination training for supervisors:
As part of the OSAAVA leadership training and the Research Leadership Morning series: Leading diversity in research groups and projects
- Statistics on supervisors: gender, nationality (Finns – non-Finns)
men 61% - women 39%, Finns 91% - non-Finns 9%

Supervisor positions by gender 2019-22

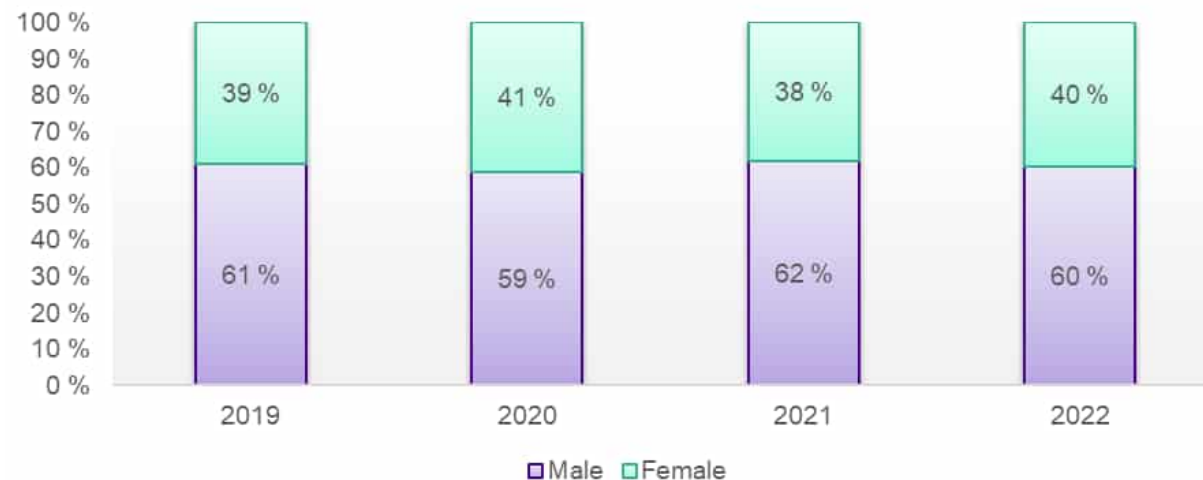


Supervisor positions by gender

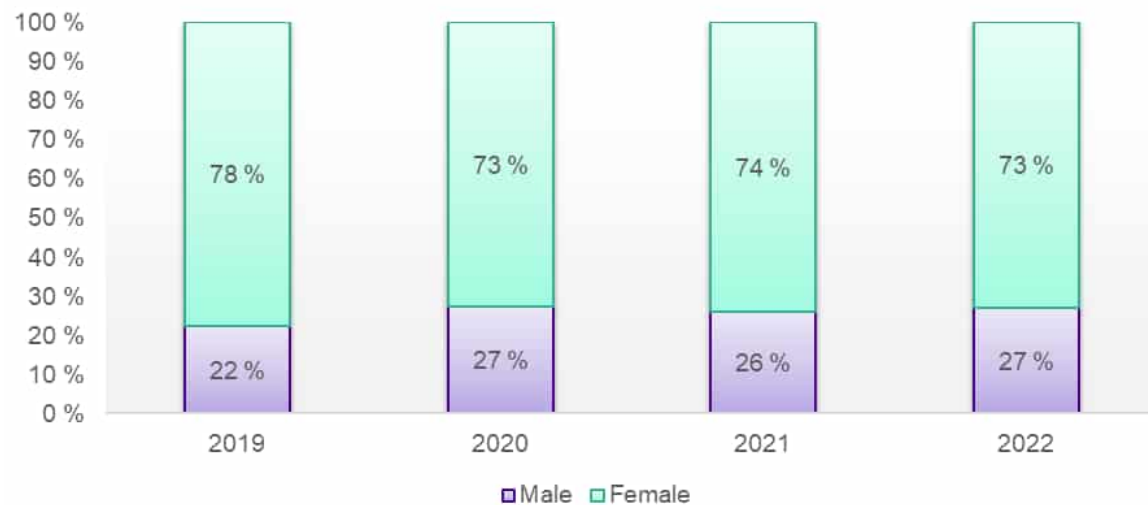
ITC Supervisor positions by gender 2019-2022



MET Supervisor positions by gender 2019-2022



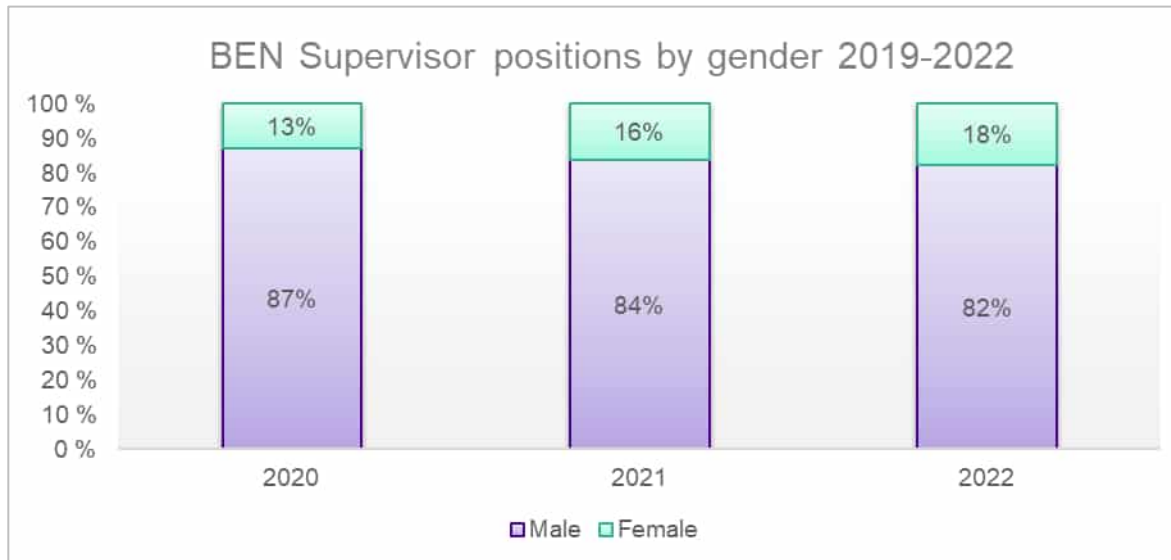
EDU Supervisor positions by gender 2019-2022



MAB Supervisor positions by gender 2019-2022

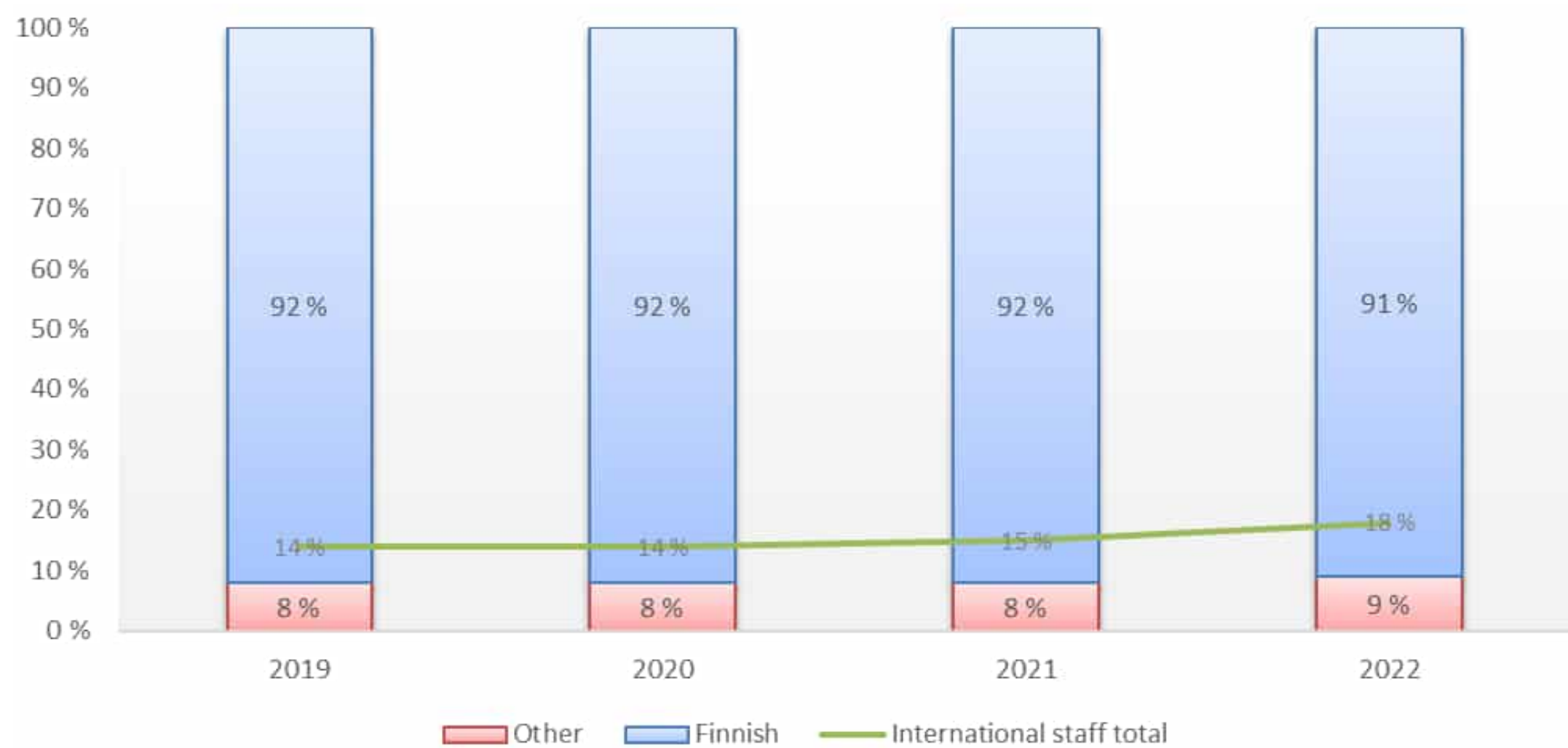


Supervisor positions by gender 2



Kindly note: At BEN faculty in year 2019 women supervisors $n < 3$, hence only the years 2020-2022 included here

Supervisor positions by citizenship 2019-2022



Reference date 04/2022, by the end of 2022, the proportion of international staff was 19%



Work–life balance

Our goal is flexible and equal work and private life reconciliation.

Universities are leading the way in family leave reform: both parents receive the same amount of paid parental leave.

Part-time work and study leave are examples of other flexibilities.

Family leaves

A pregnant employee receives 40 days of the paid pregnancy allowance period. In addition, both parents will also get a paid parental leave of 32 days

Part-time working

We support reconciling work and private life with part-time work arrangements

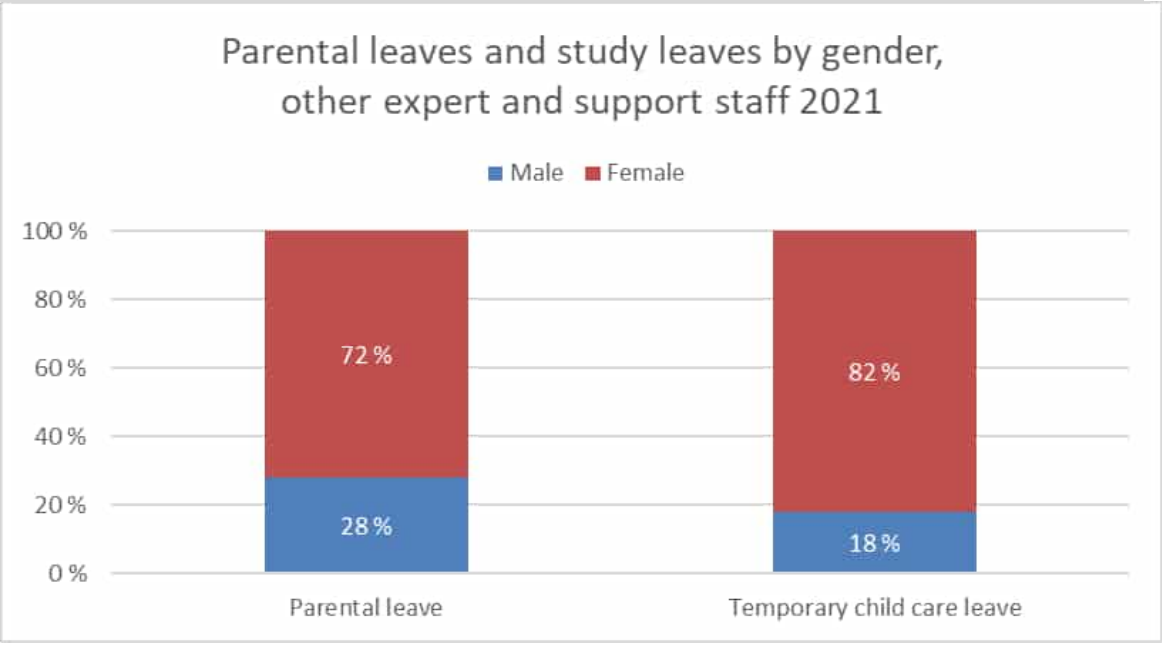
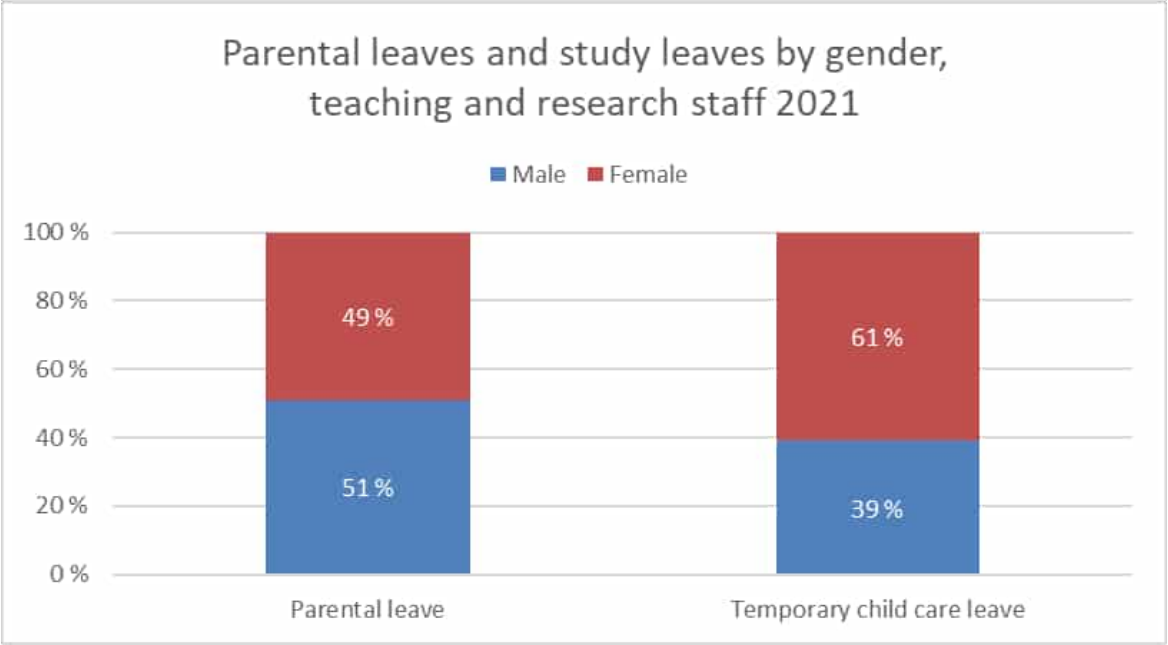
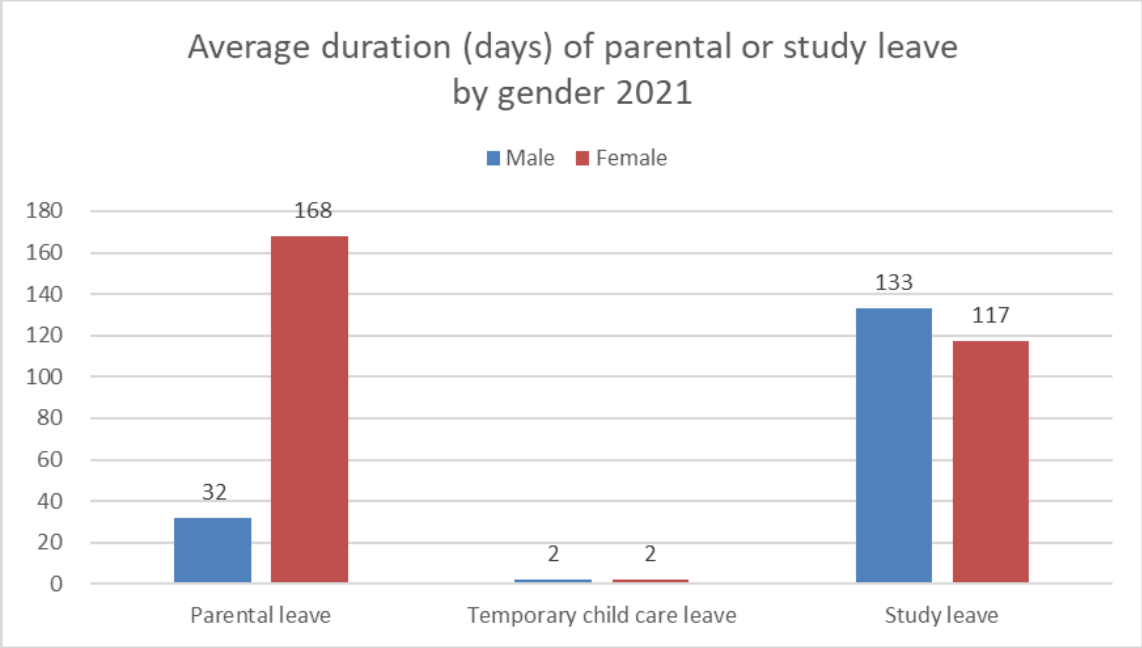
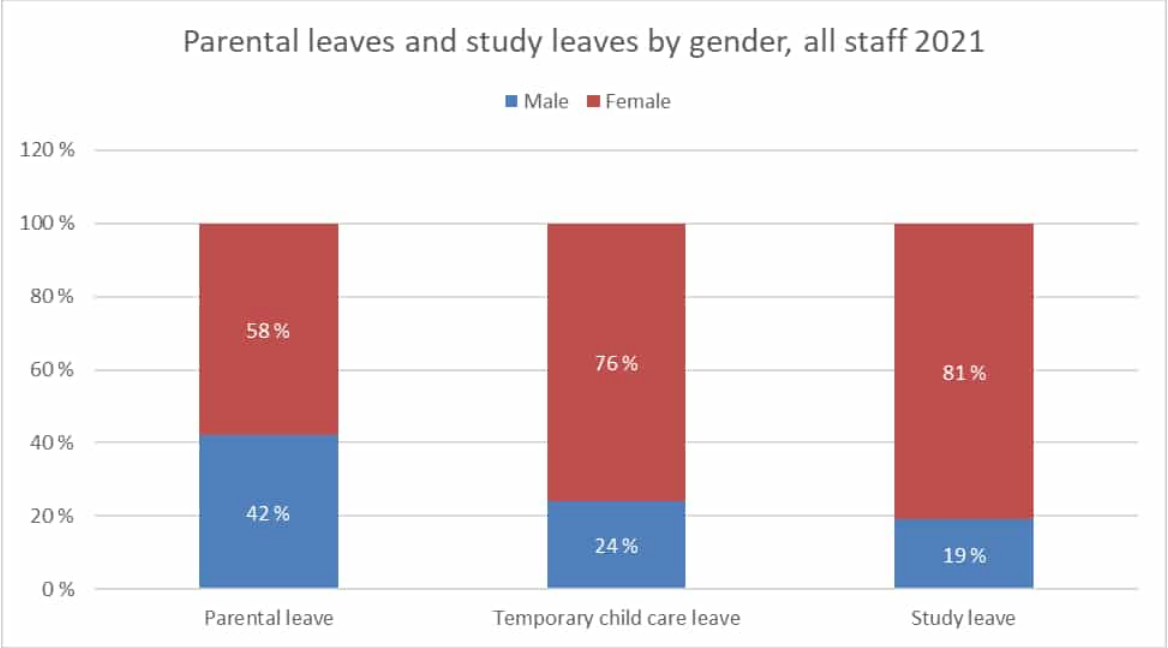
Study leave

We also encourage our employees to develop their skills through study leave arrangements

Issues we measure and actions we take, work-life balance

- Statistics on family leave (full year)
- Statistics on study leave (full year)
- Statistics on part-time work (annual review date 30 September)
- Review by gender, age

Parental and study leaves





Studying

Tampere University is an accessible university. Everyone has equal and fair opportunities to study here.

We survey students' experiences every year and use the results to develop teaching and guidance.

We organise training for teaching and guidance staff on diverse learners and addressing diversity.

Student recruitment in 2022

New students

- In Bachelor's degrees 2,604
43% men
57% women
- In Master's degrees 1,068
46% men
54% women

International student recruitment in 2022

- Students accepted 751
78% non-EU/EEA
22 % EU/EEA
- 68 nationalities

Annual student surveys

- Individual study arrangements
- Equal and non-discriminatory teaching conditions, and assessment of academic performance

Issues we measure and actions we take, studying

- The indicators will be refined and monitoring will be carried out together with Education and Learning
- Statistics (Vipunen & Sisu) on students:
 - New Bachelor's and Master's degree programme students: gender, possibly field of study/degree programme
 - New postgraduate students per year: gender, nationality (Finnish - EU/EEA – non-EU/EEA), in the future possibly field of study/degree programme, age: over 35 years old
- Statistics (Admissions, Studyinfo) on international student recruitment:
 - gender, field, nationality (EU/EEA – non-EU/EEA), in the future tuition fees, grant programme
- Accessibility of studies and learning materials: partially implemented
- Individual study arrangements (special arrangements): guidelines and contacts: yes, statistics (number), feedback received, please see slide 47
- Student surveys in 2022 where applicable, please see slides 48-50

1st year

- I am aware that it is possible to have special arrangements (individual study arrangements) if necessary: 62%

2nd & 4th year

- Inclusion:
 - o I think that teaching situations (eg lectures) are equal and non-discriminatory at the University: 75%
 - o Assessment of academic performance (eg course grades) is, in my opinion, equal and fair: 73%
 - o I know what to do in a situation where I feel that teaching is not equal or non-discriminatory: 36%
 - o Have you experienced or witnessed harassment, racism or inequality in or outside teaching situations: 17%
 - o I know how to react if I encounter harassment, racism or inequality in my University community: 51%

Individual study arrangements

Instructions and contact persons

- Contact persons: specialist Elisa Sinikallio (accessibility contact person at Education and Learning), specialist Sini-Maria Siren and coordinator Sanna-Mari Mertaniemi
- Instructions for students in Student's guide: [Accessibility and individual study arrangements](#)
- Instructions on implementation for teaching staff: [Accessibility and individual study arrangements for teacher](#)

Statistics

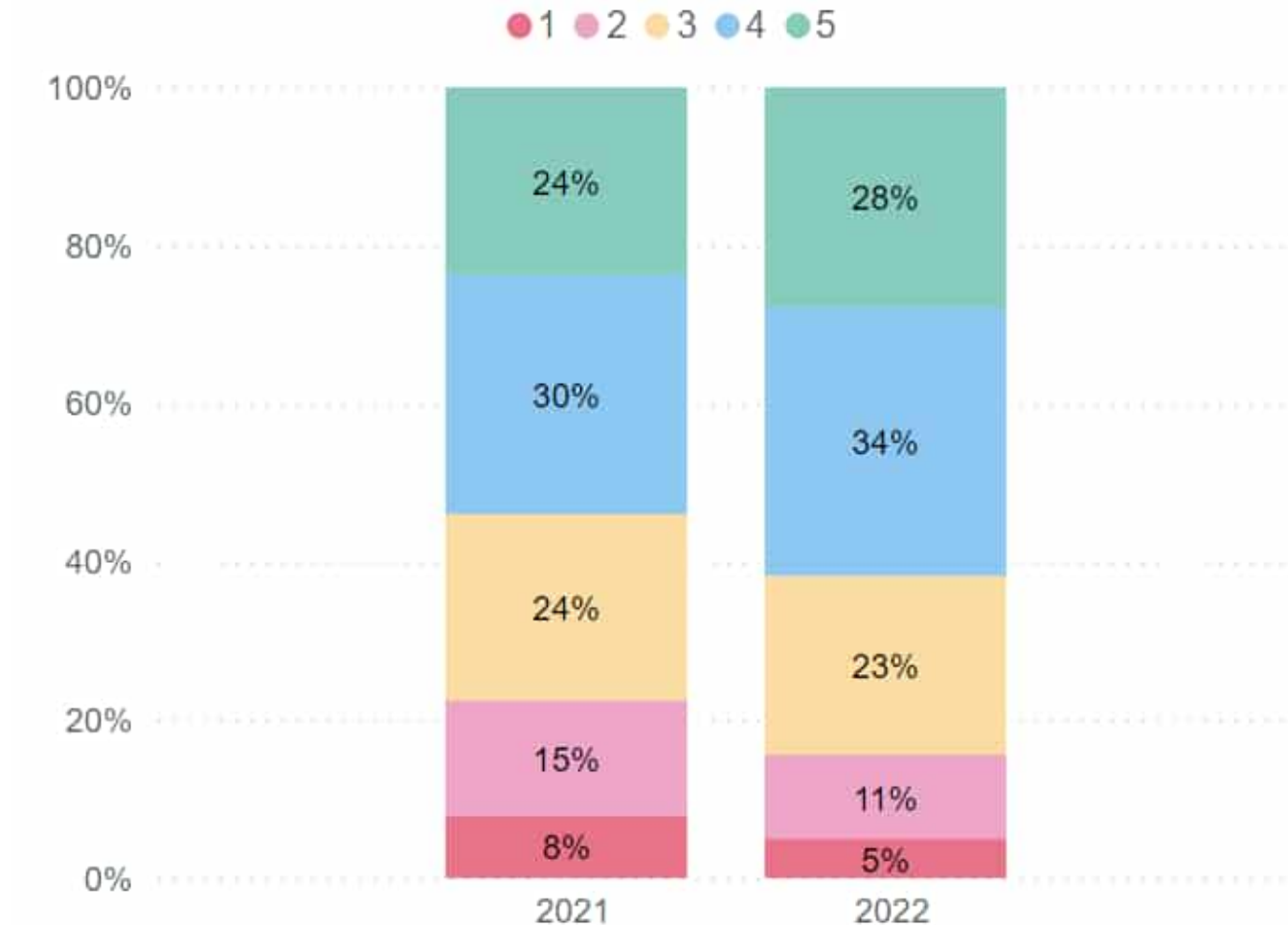
- The number of Proposals for Individual Study Arrangements written in 2021-2022: 229
- The number of Proposals for Individual Study Arrangements written in 2022-2023 (by 14.3.2023): 209

Received feedback:

- There is a feedback survey for students. Constantly open in Student's guide, responses are anonymous. Responses from 51 students. The survey was introduced in autumn 2021.
- Majority of the students (about 80%) feel that their needs and wishes were taken into account well enough when writing the proposal
- Most students report that teachers have been able to put in place the arrangements listed in the proposal at least sometimes (always 21%; usually 34%; sometimes yes, sometimes no 36%; usually no 9%)
- Students report experiences about problems in teachers' knowledge and attitude, practical problems (tight schedule, availability of material) may complicate implementing the arrangements. Teachers' reactions and understanding of the matter vary. The policy may feel stressful since the arrangements must be agreed on separately each time.

Individual study arrangements: First year students' survey

I am aware of the possibility to get special arrangements, if needed



Scale 1 - 5

1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree

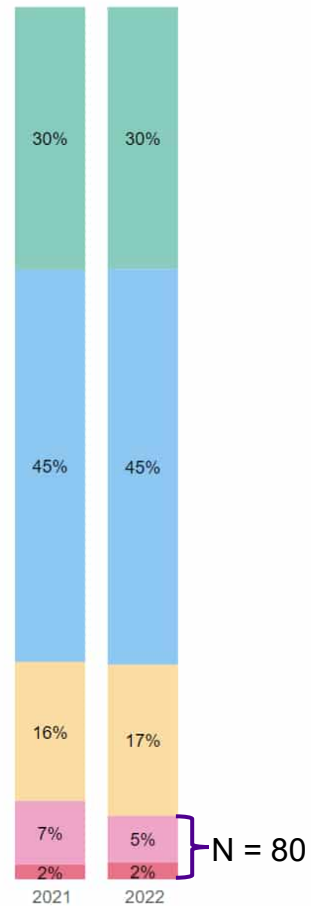
In 2022,
62% of the respondents are aware
of the possibility to get special
arrangements (individual study
arrangements).

This is 8% more than in 2021.

Equality and non-discrimination: 2nd and 4th year students' survey

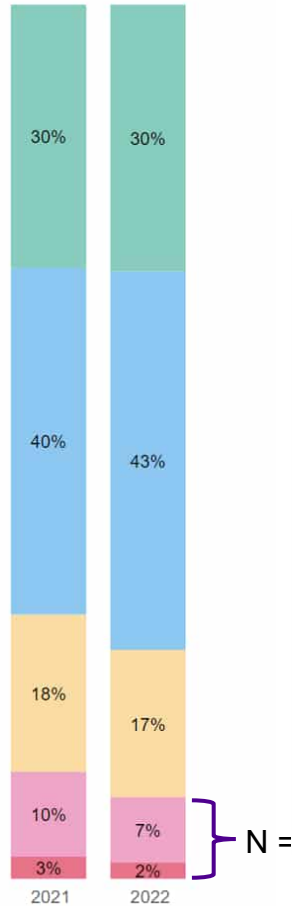
To my mind, teaching situations (eg lectures) at the university are equal.

1 2 3 4 5



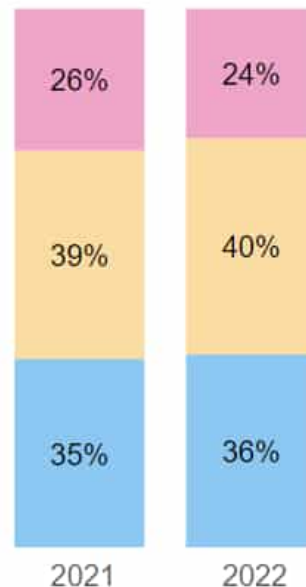
To my mind, assessment of study attainments is equal.

1 2 3 4 5



I know what to do in a situation where I feel the teaching is not equal.

Yes
Can't say
No



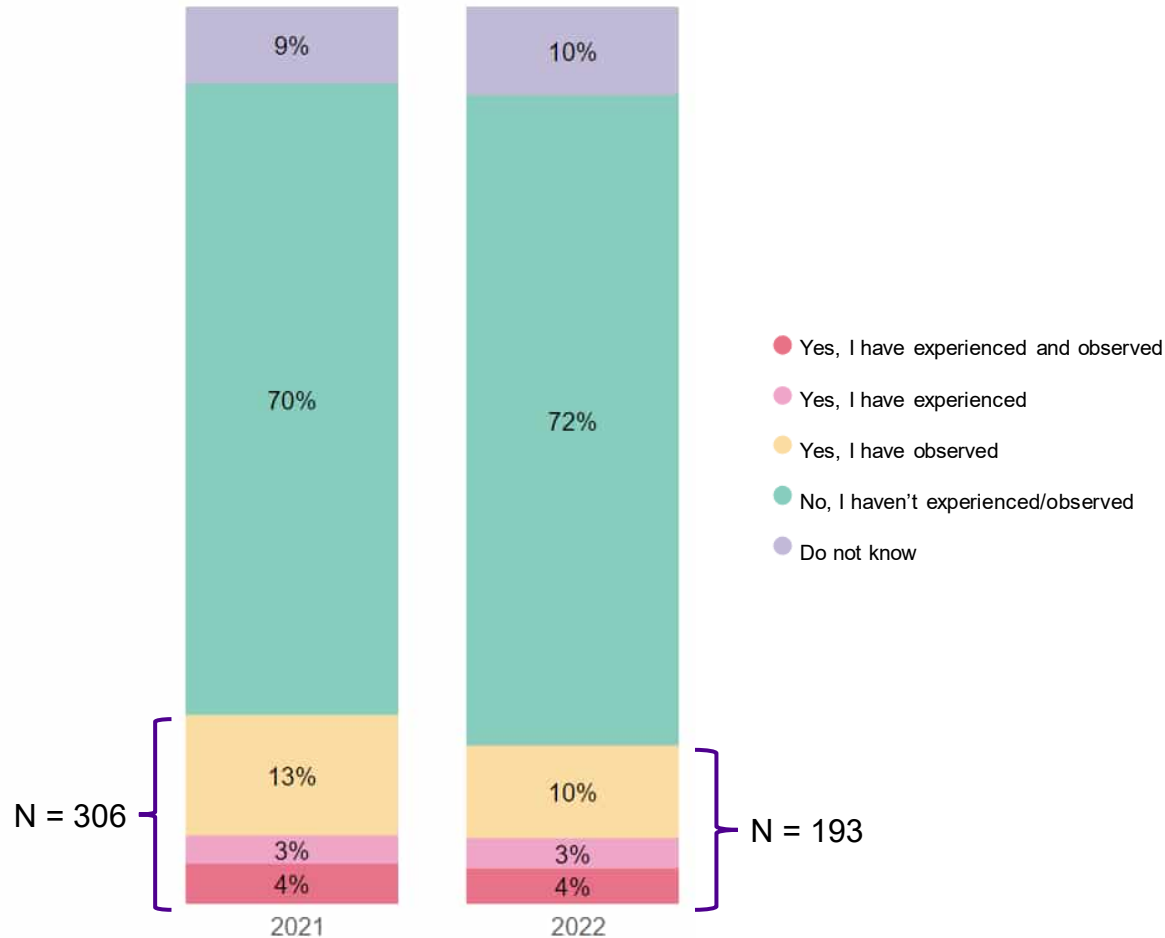
- **Majority** of the respondents (over 70%) feel that teaching situations and the assessment of study attainments are equal
- However, **almost 10%** of the respondents feel that teaching situations and assessment are not equal
- As much as one fourth of the respondents don't know what to do if teaching is not equal

Scale 1 - 5

1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree

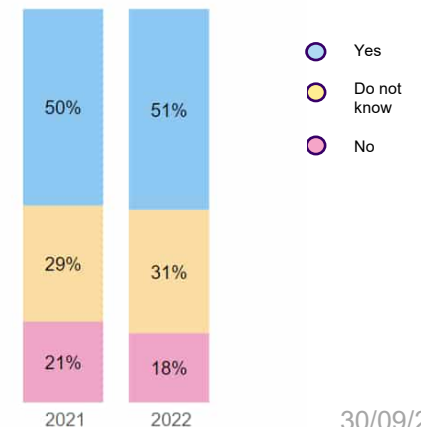
Harassment, racism and inappropriate conduct: 2nd and 4th year students' survey

Have you experienced or observed harassment, bullying, inappropriate conduct or racism at the university, during or outside teaching situations?



- **Majority** of the respondents (**about 70%**) have not experienced or observed harassment, racism or inappropriate conduct.
- However, **almost 20%** of the respondents have experienced or observed
- **Half** of the respondents know what to do when facing harassment, racism or inappropriate conduct.

I know what to do when facing harassment, racism or inappropriate conduct in the university community





Research

We offer equal and fair research opportunities.

Human Resources Strategy for Researchers is a sign of our commitment to developing an equal working environment.

Compliance with the equality and non-discrimination requirements of institutional research funders (EU: GEP, Academy of Finland, foundations)

HRS4R quality work



In 2022,

42% of new postgraduate students men,
58% women,
28% international,
25% over 35 years old

Issues we measure and actions we take, research

- Compliance with the equality and non-discrimination requirements of institutional research funders (EU: GEP; Academy of Finland; foundations): implemented
- HRS4R quality work (label): implemented
- Statistics (Vipunen) on new postgraduate students: gender, nationality (Finnish – non-Finns, in the future also EU/EEA – non-EU/EEA, and possibly field of study men 42% - women 58%, Finns 72% - non-Finns 28%)
- Focusing on the role of grant holders and international researchers: partially implemented