

New Academic work, new academic contracts?

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Section 1: Academic profession and contracts
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(Fixed-term university researchers in the Finnish knowledge economy)

Structure of the Presentation

1. The Background: the research project
2. Academic Capitalism as a theoretical frame
3. Recent Developments of the Finnish Higher Education Policy
4. Some Features of the Fixed-term Research Work Force in Finnish Universities
5. Conclusions

Fixed-term Researchers in the Finnish Knowledge Economy

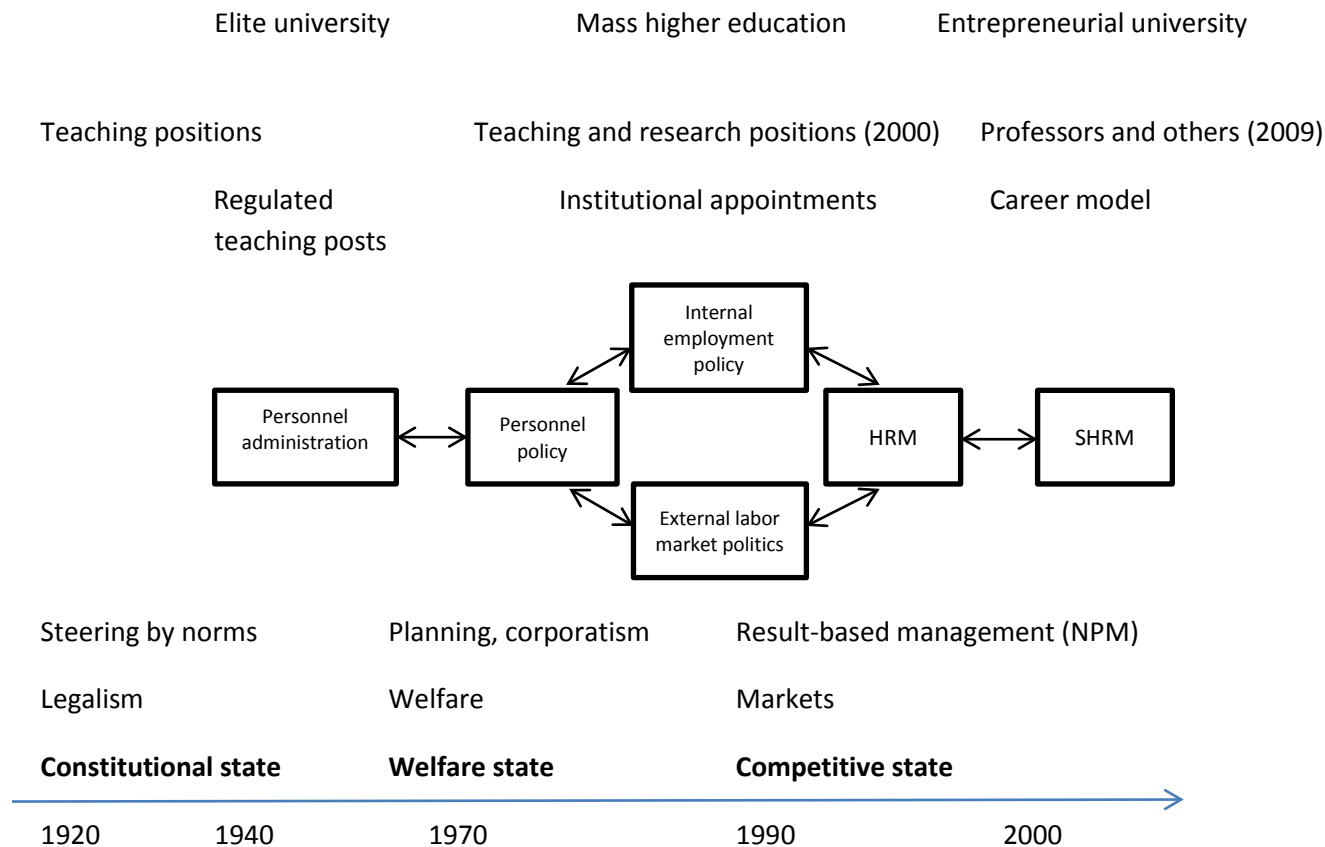
- Two year project
- Mix-methods study
- Primary Data:
 - Interviews of representatives of labor market organizations
 - Interviews of personnel directors of target universities
 - Survey on fixed-term researchers
- Secondary Data:
 - Documents
 - **Follow-up survey data**
 - Statistics Finland Salary Data
- Sub question 1: How the number of fixed-term researchers has changed?

Academic Capitalism Framework

(Leslie, L.; Rhoades, G.; Slaughter, S.)

- Overall: globalization and market(like) procedures affecting higher education as a part of society
- National policy: research and innovations as a means to produce national welfare
- Higher education policy: attention on economy and efficiency in the steering of higher education
- In academia: the aims of universities and individual researchers to raise outside funding on competitive basis
- In institutions: reorganization of higher education on the university level
- HRM: effects of changes on the functions and positions of academic personnel

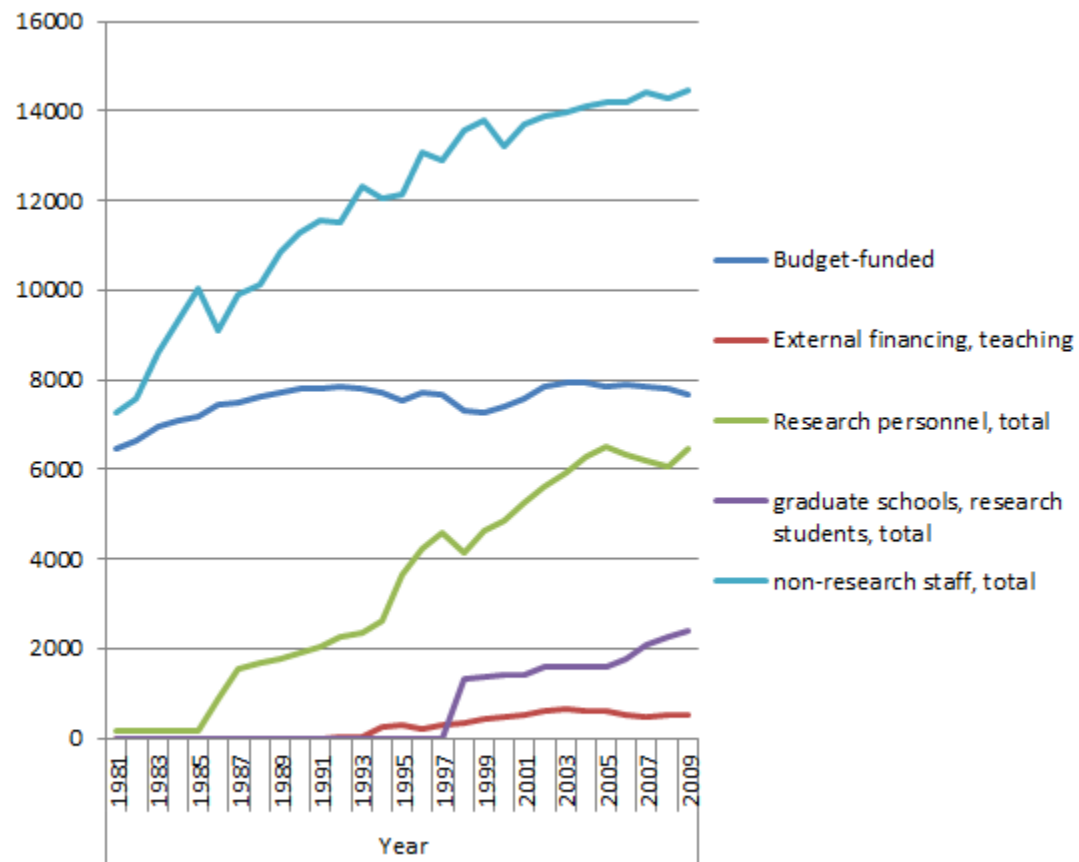
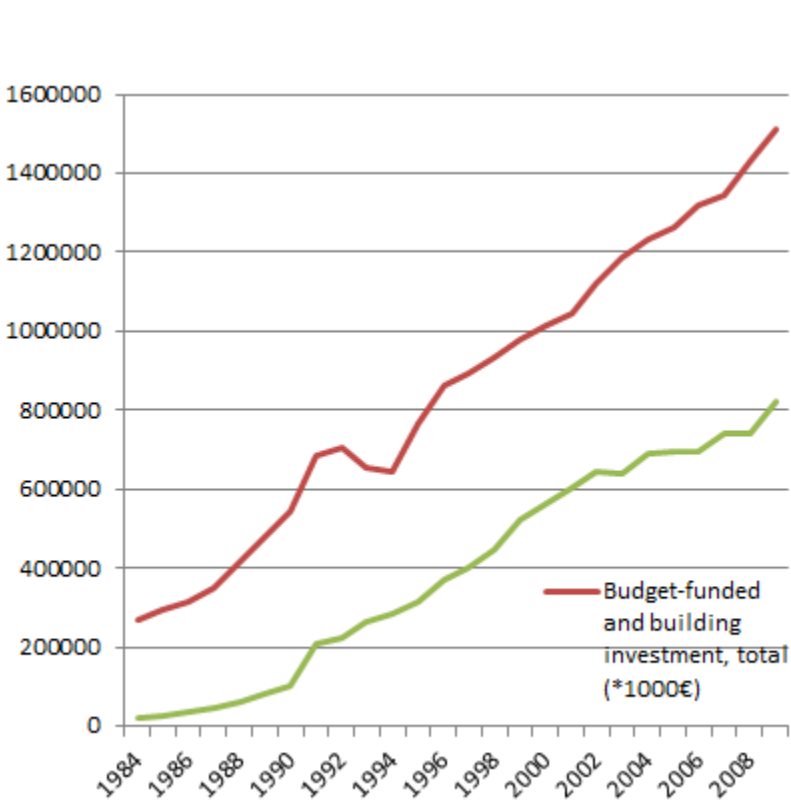
The development phases of Finnish public personnel policy in the frame of academic capitalism



Some Landmarks of Recent Finnish Higher Education Development

- severe budget cuts during the economic recession in the years 1991-93
- from the early 1990s on the period of innovation policy
- 1991 establishment of polytechnics units into Finland
- from the year 1993 all universities into the performance based funding, budgeting, and steering system (performance contracts for universities)
- centers of excellence 1994 (research and teaching) and graduate schools 1995
- 1997 the Universities Act applied to all universities
- 2003 attention paid to the number of fixed term contracts in state administration on the level of government platform, detailed instructions
- 2010 the latest Universities Act
 - university staff from civil servants to employees
 - universities formally private institutions
 - full employer status to universities
 - universities functioning formally as private sector labor market organizations

Background Figures of the Finnish Higher Education Development

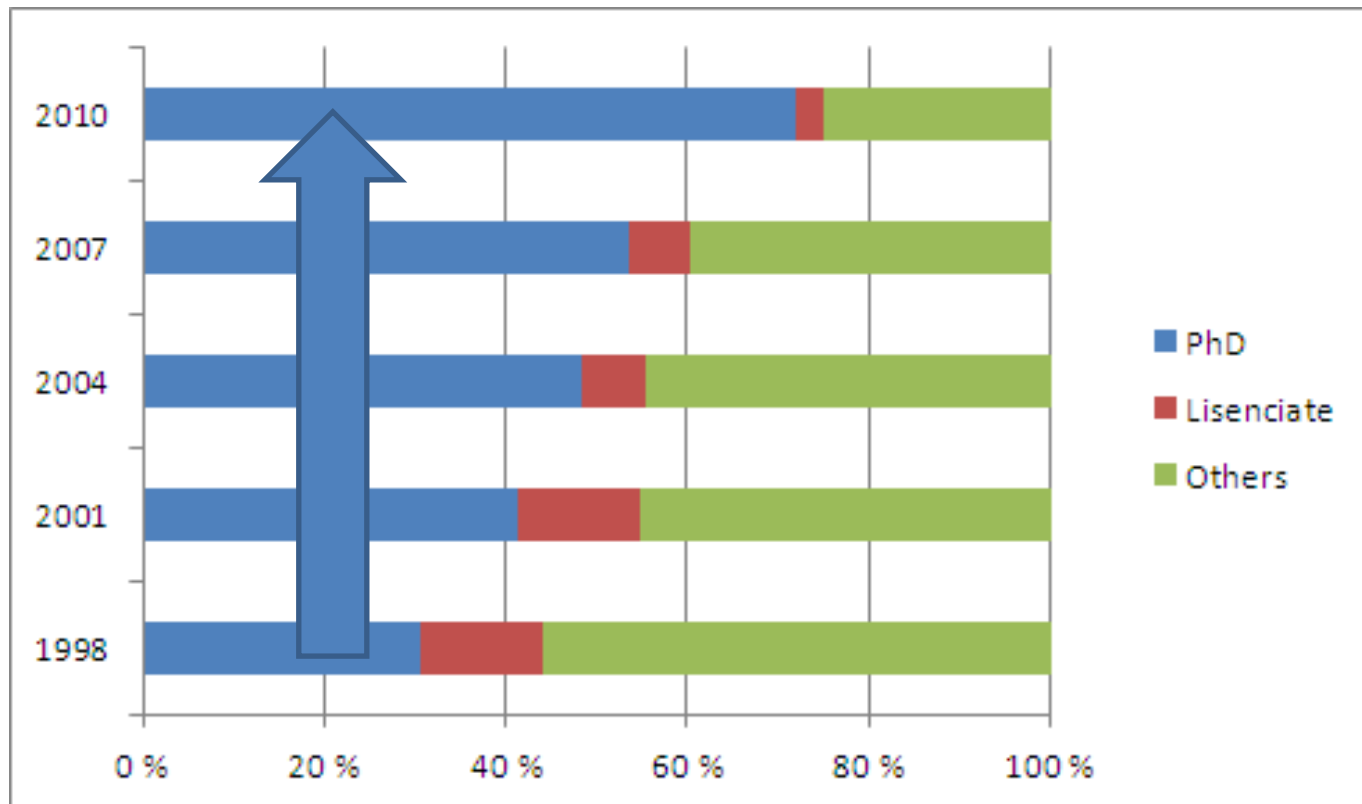


Development of Fixed Term Contracts

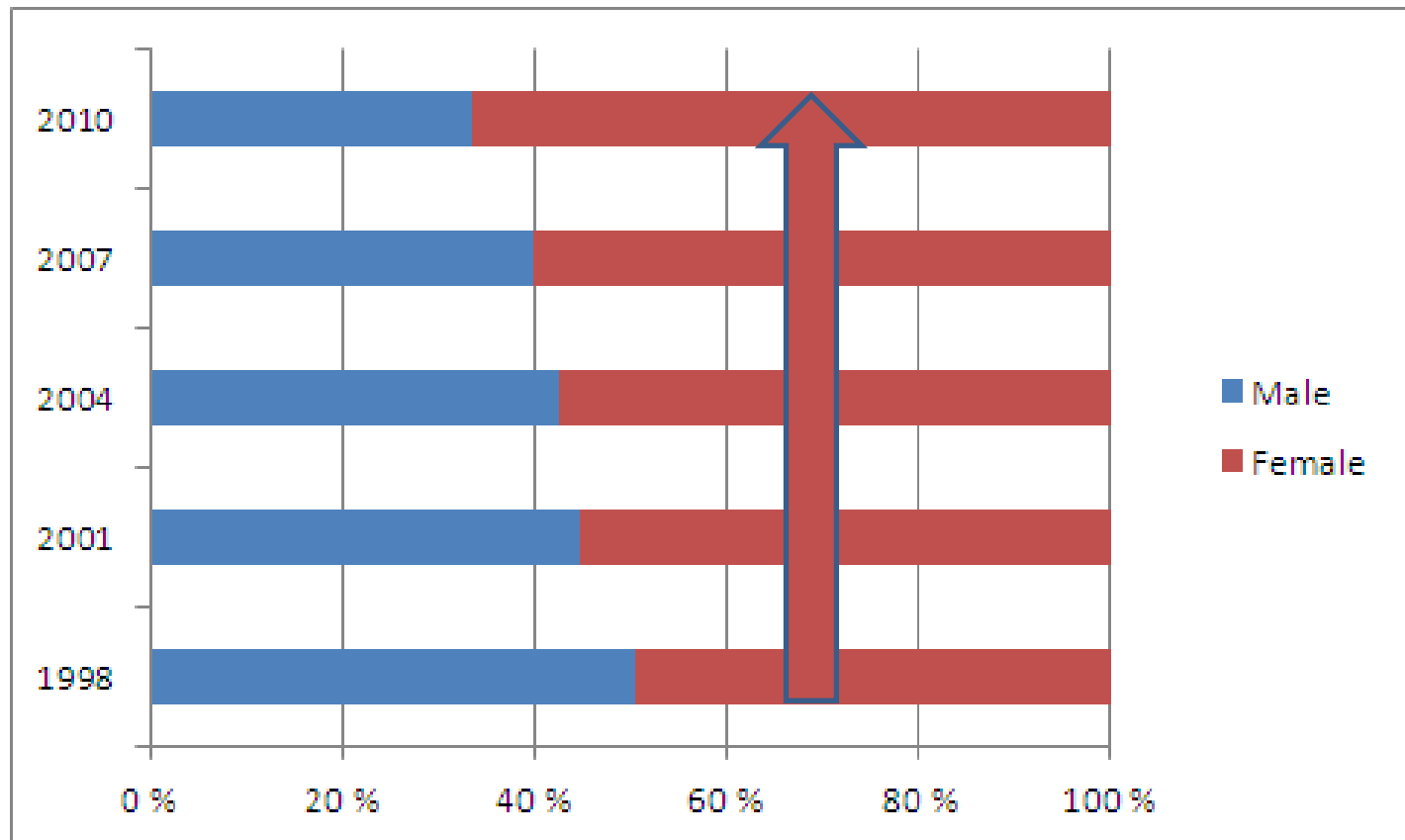
- The Finnish Union of University Researchers and Teachers Survey Data: Years 1998,2001,2004,2007,2010
- To our study included:
 - Fixed term contract holders max 35 months contract
 - Functioning in the universities
 - Researcher positions
- N ~ 300-500
 - Duration of career
 - Number of Fixed-term contracts
 - Unemployment periods
 - Scholarship periods
 - Work related stress

Who are the fix term researchers (less than 35 months)?

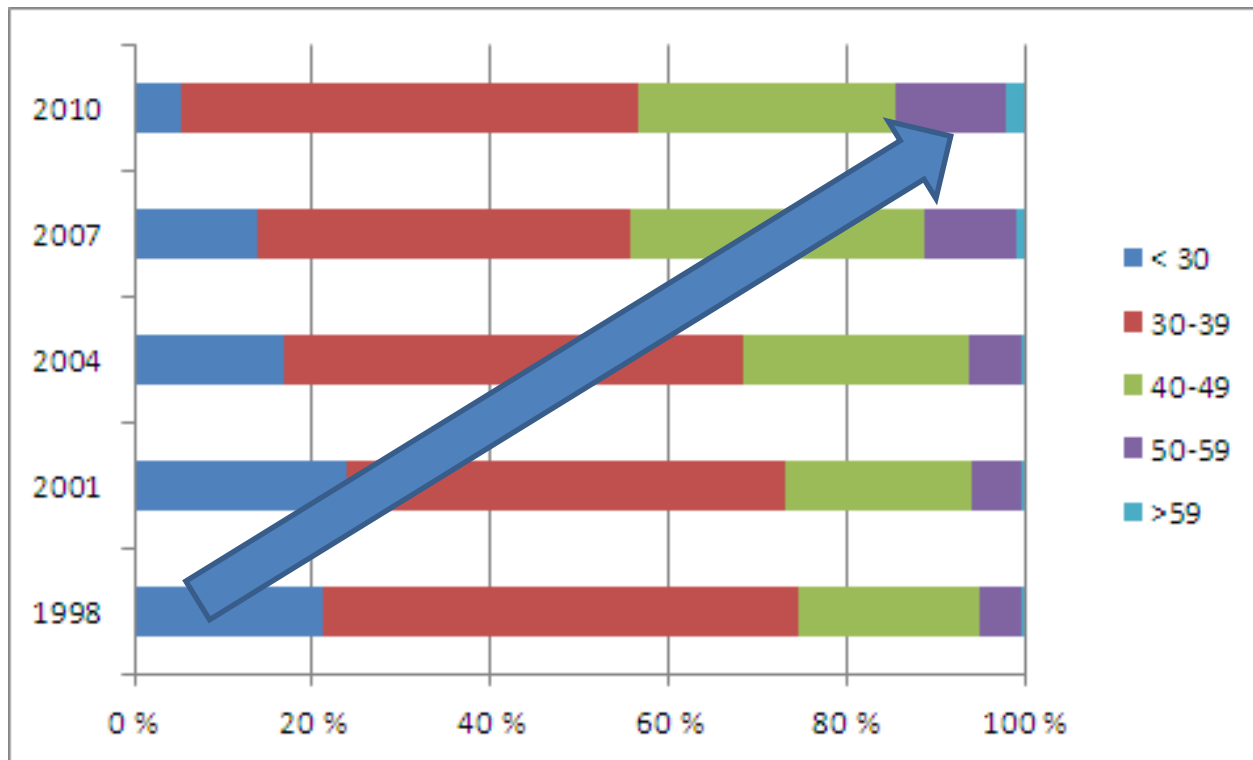
Level of Education



Gender of fixed term researchers

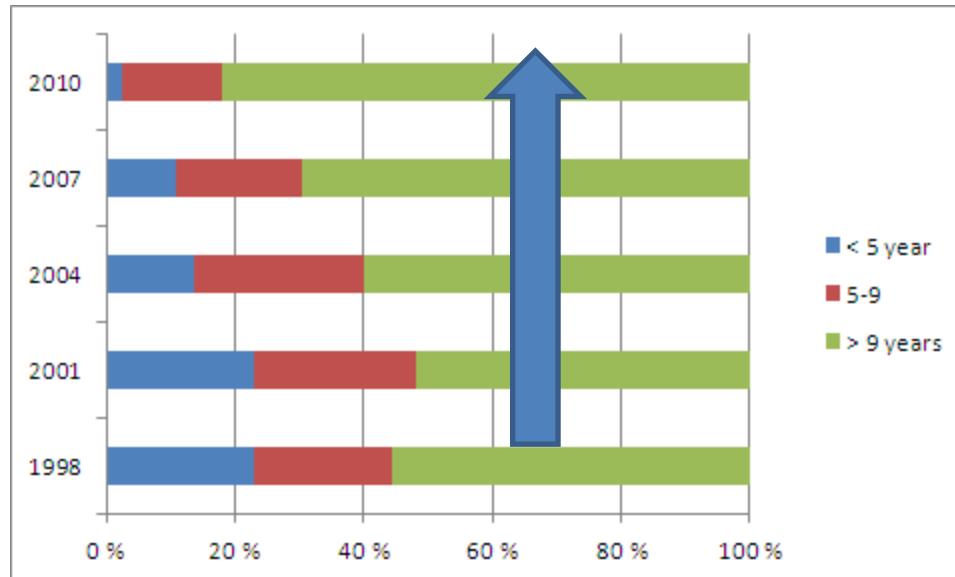


Age of fixed term researchers

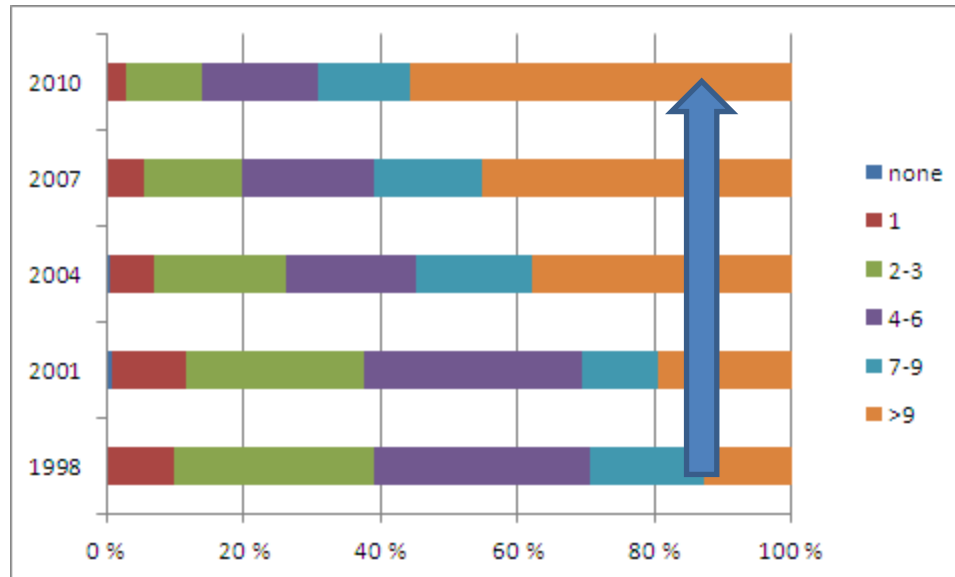


How is their work?

Length of career



Number of contracts

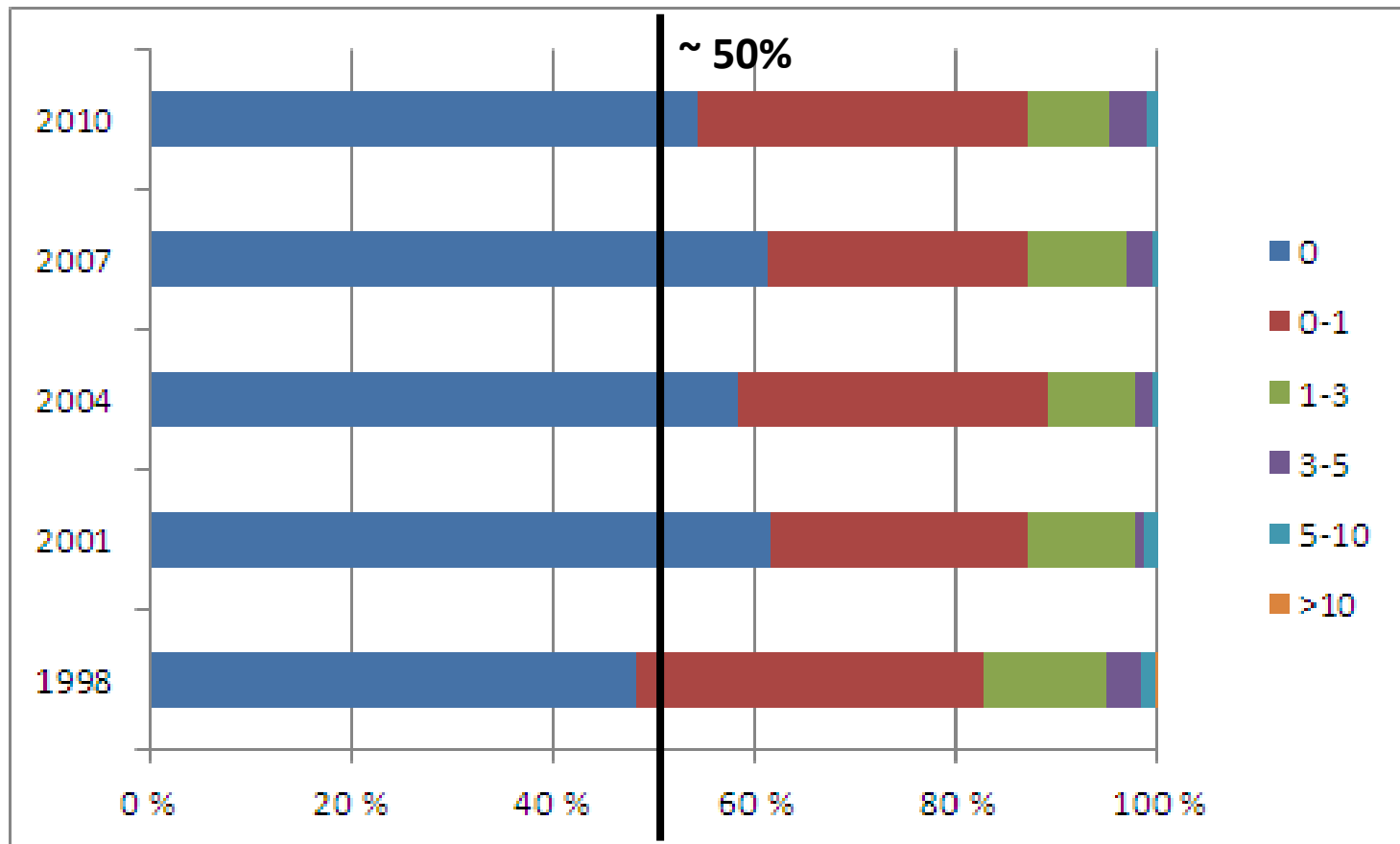


- Less than 5 years on career (1998-2007) > 4 20 % → 43 %
- 5-9 years on career (1998-2010) > 7 21% → 48 %
- More than 10 years on career (1998-2010) > 10 33% → 62 %
- Share of 30-39 year old respondents (1998-2010) > 7 25% → 67%

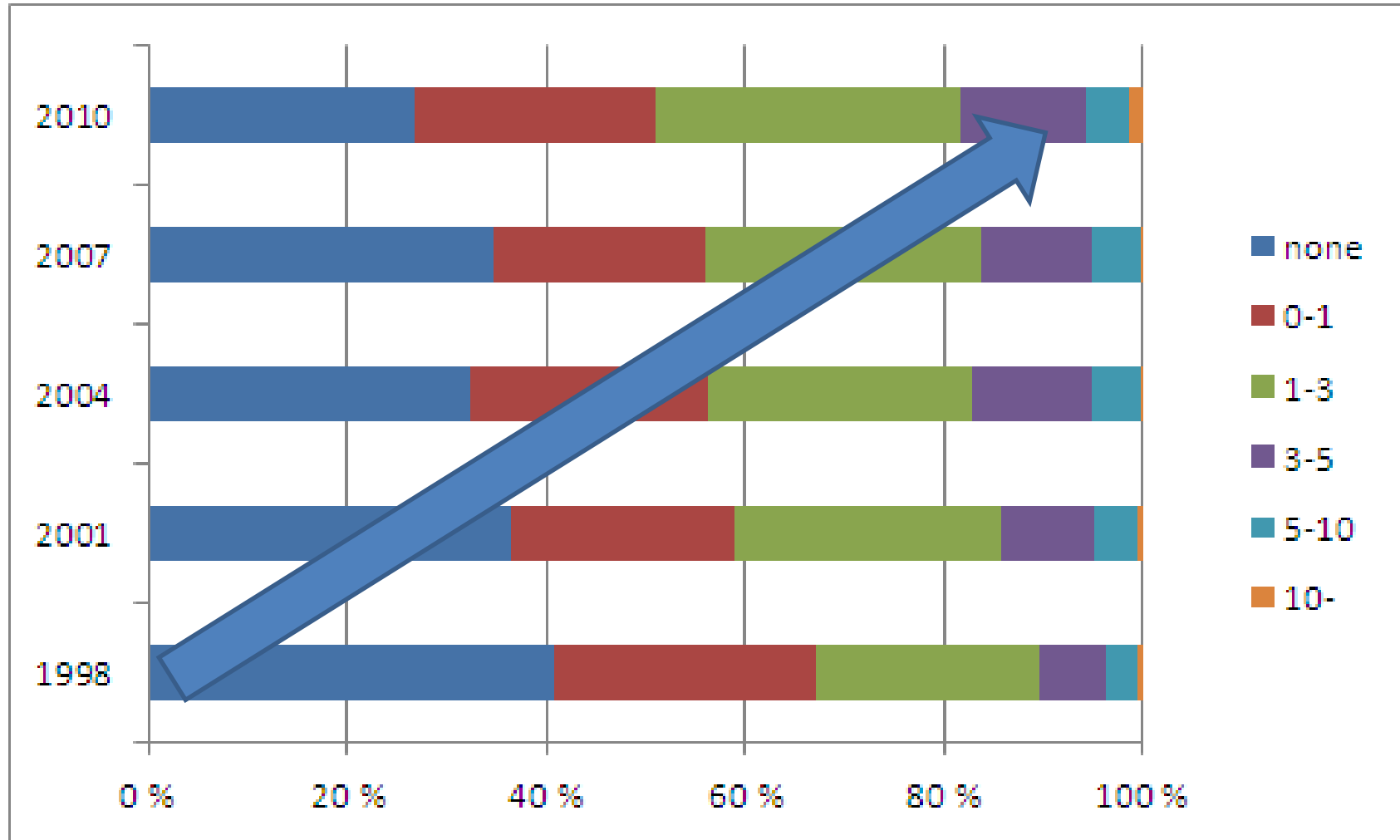
Length of contracts (max 35 months)

- No differences by degree or discipline
- Average length of contract 14 months → 7 months (1998-2010)

Unemployment (during last 2 years in months)

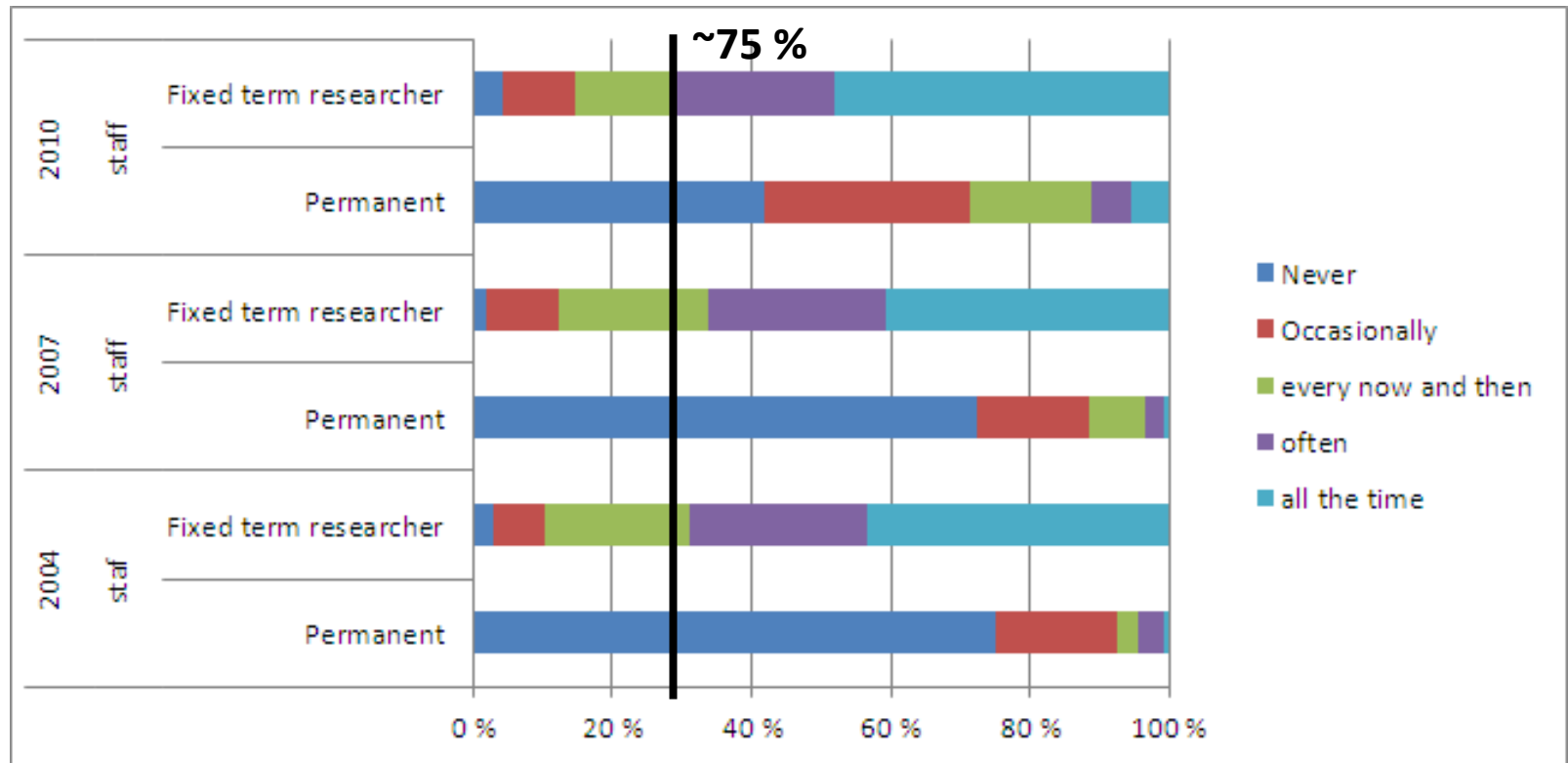


Scholarships during academic career

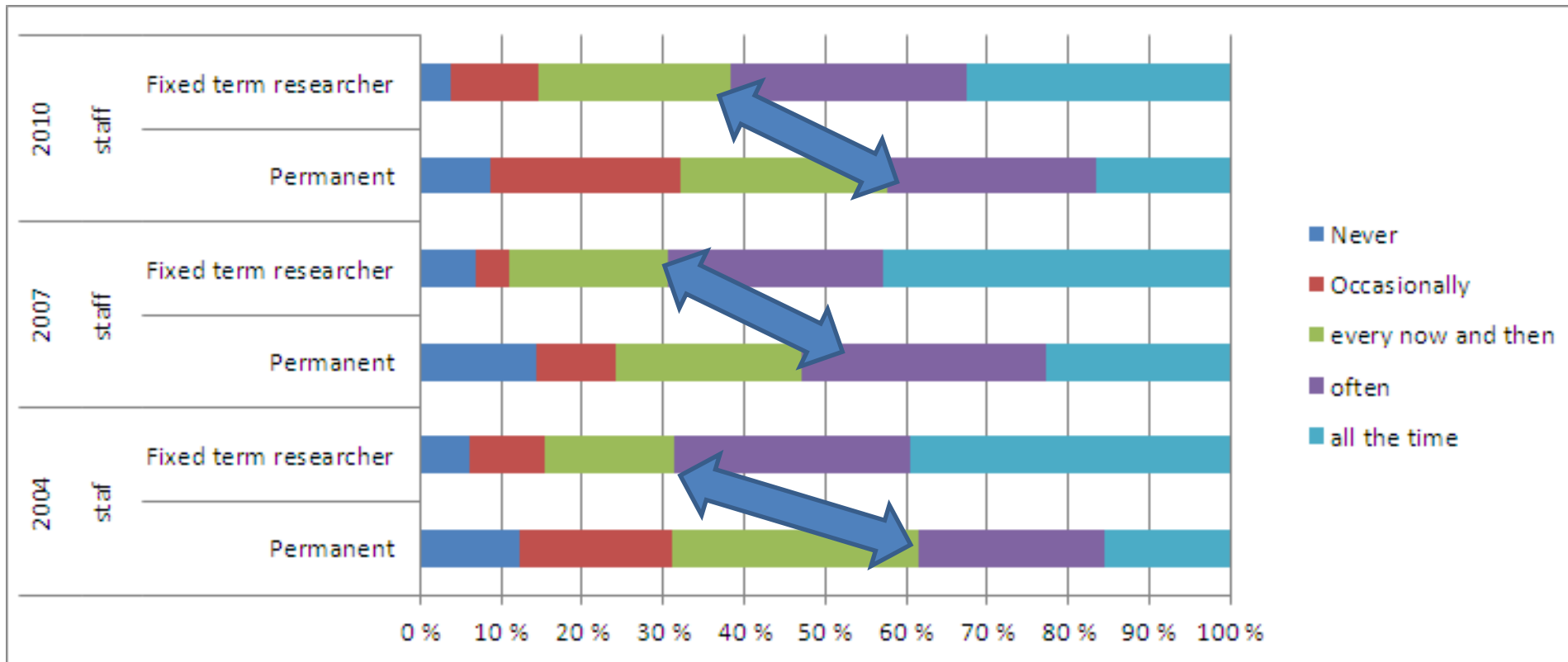


How does it feel?

Work related stress caused by uncertainty



Work related stress caused by funding applications



Conclusions

- Implications of Academic Capitalism
 - Females, doctors, aging
 - fragmented funding and contracts
 - Career not always a first step
 - Uncertainty and stress
 - “2nd class” workers
- Limitations of the data