

# Doctors in the Finnish labour market

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# References

- “Tohtorit ja lisensiaatit työmarkkinoilla”
  - Jyri Manninen & Saara Luukannel
  - situation 3 years after examination (University of Helsinki)
    - [http://www.helsinki.fi/rekry/materiaalit/tohtorit\\_tyomarkkinoilla.pdf](http://www.helsinki.fi/rekry/materiaalit/tohtorit_tyomarkkinoilla.pdf)
- “Kutsumusta, työtä vai työntöä?”
  - Päivi Tyni
  - all who got their doctor’s degree 1990-2003 (7 universities) in the field of natural science
    - <http://www.luonnontieteilijat.fi/attachments/Tohtoritutkimus.pdf>



# Situation at the time of graduation...

84,0%	working with a relevant job
7,2%	working with a job that doesn't correspond to the education
2,6%	unemployed
6,2%	outside the workforce

# ...and 3 years later

85,7%	working
1,5%	unemployed
0,5%	studying
7,1%	home (e.g. maternity leave)
5,1%	other (e.g. freelancer, retired)



# Where do doctors find a job?

43,1%	university or similar
37,5%	other public sector (including municipalities)
8,3%	organization or congregation
8,3%	private companies
2,2%	self-employed or freelance
0,6%	other

# What kind of employment?

50,3% permanent

48,0% temporary

1,7% own company or freelance

Most doctors (~75%) work as an expert or specialist in their field of knowledge



# Factors that affect your possibility to receive a job

- Major subject
- Previous work experience in that field
- Previous relationship to the employer
- Personality and characteristics
- Specific know-how
- Subject of your thesis
- Active job-searching
- Writing the thesis for the employer
- Language-skills
- Success in your studies
- Networking
- Luck

# Income

- Mean salary for doctors at full-time jobs is 3483 € (natural science 3064 € [J.M.], 3462 € [P.T.] )
- Women generally earn 300 € less than men
- Private companies 4276 €, municipalities 4165 €, universities 3182 €



# Job-quality

- Over 50% consider their job to be dependent on their degree as well as the knowledge they have accumulated through their studies at the university
- 15% feel their job don't require a doctor's degree nor the knowledge they have accumulated
- Doctors in the field of natural science seems to have a job that relates to their field of expertise even more than other doctors

# Perceived advantage of a doctor's degree on the labour market

34% Degree necessary for the job

14% Added to know-how and expertise

10% No advantage

9% Gives an edge in the competition

8% Gives more appreciation



# Perceived disadvantage of a doctor's degree on the labour market

36% No disadvantage

23% Over-educated

16% Considered to be too theoretical and not capable to do normal work

6% Undefined disadvantage

6% Envy and discrimination

4% Too expensive employee

# The contemporary debate - Facts and myths

- People don't usually start to study for a doctor's degree only because they don't get another job but rather because of a will to improve their knowledge or because of a general interest in the field
- Doctors in general are less unemployed than other people with an academic degree (but doctors in the field of natural science show ~0.5-1% higher unemployment figures compared to doctors from other fields)
- Doctors mostly work in the public sector and particularly in an academic environment
- About half of the places where doctors get a job are either a new position (no earlier employee) or a position that didn't previously require a doctor's degree
- Students in the field of natural sciences starts to doctorate at an increasingly younger age, mean age is 27 years, and get their doctor's degree at an age of 30.
- Big difference in wage and working-terms between men and women



# Doctor's degree – strengths and weaknesses

- Form groups of 4-5 persons
  - Make a list of strengths and weaknesses of a doctor's degree compared to a master's degree in your field of expertise
  - Focus on strengths!
  - In what way could these strengths be interesting for a possible future employer and how can we market these strengths?
  - Anything we can do about the weaknesses?