

08/2024

DOCTORAL STUDIES ON SCHOLARSHIP OR ON EMPLOYMENT – WHAT'S THE DIFFERENCE?



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A DOCTORAL STUDENT OR AN EMPLOYEE OR BOTH?

Rights and obligations of employees

- Finnish labor law
- [General collective agreement for universities](#)
 - Defines working time, annual holidays, absences, salary system etc.
- [LUT's own regulations and instructions](#)



Rights and obligations of doctoral students

- Universities Act, decrees
- LUT's own instructions and guidelines on doctoral studies



EMPLOYMENT

»» Characteristics of employment relationship:

- ✓ A written work contract
- ✓ Work is done personally for the benefit of the employer
- ✓ Remunerativeness (salary or some other compensation is paid for the work)
- ✓ The employee works under the supervision and management of the employer
(*työnantajan direktio-oikeus*)



EMPLOYMENT

- Employees have:
 - ✓ A place of work defined in the work contract
 - ✓ Salary in accordance with the general collective agreement (*TES*)
 - ✓ Work tools from the employer (computer, phone etc.)
 - ✓ Workspace in an employer's premises, unless agreed on remote working
 - ✓ A defined working time. Research and teaching staff has annual working time of 1612 hours per year.



DOCTORAL STUDENT ON OWN FUNDING / SCHOLARSHIP

- » LUT has no legal right to lead the work of grantee (*ei työnjohto-oikeutta*).
 - for example, a doctoral student's supervisors instruct and advice the student as they normally do, but students can consider themselves whether they act according to supervisor's guidance, and how much they needs supervising, where and when to do the research.
- » A doctoral student on a scholarship/own funding
 - does not teach, participate in projects' work, generate results to projects nor does any faculty tasks
 - has own work tools (computer, phone, mobile phone plan) and does not have an own office room at LUT
 - does not have defined working time
 - pays travelling expenses to conferences themselves
 - cannot use occupational health care services

Work contract - employee	Grant / scholarship / own funding
Junior researcher	Doctoral student (right to doctoral studies)
Salary, holiday bonus & other employment benefits and liabilities	No salary, no employee benefits
Work tools by LUT (computer, phone etc.)	Own tools
Occupational health care services by LUT	No right to use occupational health care. Health care in a public health care or private health care clinics at person's own cost
Insurances based on employment: - occupational accident insurance - business travel insurance	Insurances: - LUT has an additional occupational accident insurance for researchers on a grant, who are working at LUT campuses (valid only at LUT campuses) - Personal health and travel insurances
Pension insurance & accrual according to Finnish pension legislation	1) Finnish researcher on a grant: pension and occupational accident insurances must be taken from Mela. 2) International researcher on a grant from Finland: pension and occupational accident insurances from Mela (if the researcher is covered by the Finnish residence-based social security). 3) International researcher on a foreign grant or own funding: personal health and accident insurances.
Business travelling (incl. seminars, conferences): LUT compensates the costs according to LUT instructions for travel	Travelling to seminars, conferences at person's own costs /grant
Research exchange, working abroad: LUT compensates certain costs	Own funding / grant to cover the international mobility



JUNIOR RESEARCHER

- A non-tenure position, fixed term for 1+3 years
- The first contract has a 6-month probation period
- Since 1 August 2024, the study right of doctoral studies must be obtained in three months from the start of the junior researcher's employment contract. The application for study right must be submitted to LUT Doctoral School in two months from the start of the employment. LUT Doctoral School will process the application in a month, and if the application meets the admission criteria, the study right of doctoral studies will be granted.
- Note! Agree in the beginning of your employment with your supervisor what you are expected to achieve before the end of the first contract !!!
- The doctoral student's immediate supervisor (usually the first supervisor of the postgraduate studies) conducts a review two months before the end of the first fixed term.