

EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION
COMITE SYNDICAL EUROPEEN DE L'EDUCATION

04/2016

Social Dialogue and Collegial Governance in Higher Education and Research

Report on the ETUCE Survey 2016



Reproduction of all or part of this publication is permitted without authorisation. However, accreditation to ETUCE must be made and copies must be sent to the ETUCE secretariat.

Published by the European Trade Union Committee for Education - Brussels 2016

Table of Contents

Introduction	5
Surveyed trade unions	5
Definitions.....	6
Abbreviations.....	7
Executive summary.....	8
PART 1: Social Dialogue in Higher Education and Research.....	8
1.1 Governance of Social Dialogue in Higher Education and Research	8
1.2 Social partners in Higher Education and Research	8
1.3 Frequency of social dialogue on Higher Education and Research	9
1.4 Level of satisfaction in social dialogue on Higher Education and Research	9
1.5 Topics of social dialogue on Higher Education and Research.....	9
1.6 Topics of collective bargaining in Higher Education and Research.....	10
PART 2: COLLEGIAL GOVERNANCE in Higher Education and Research.....	10
2.1 Governing collegial governance in Higher Education and Research.....	10
2.2 Partners in collegial governance	10
2.3 Frequency of collegial governance	10
2.4 Level of satisfaction with collegial governance.....	10
2.5 Topics of discussion and decision making in the framework of collegial governance on higher education and research includes:	11
SATISFACTION WITH SOCIAL DIALOGUE AND COLLEGIAL GOVERNANCE IN COMPARISON.....	12
Detailed Analysis.....	13
General issues :.....	13
1.1 In which sectors does your trade union organise education employees?.....	13
1.2 Approximately how many employees in higher education and research does your trade union represent? (public/private).....	13
1.3a Is your trade union recognised social partner in your country according to the national law/regulation ?.....	13
1.3b In what framework of dialogue is your union involved ?	14
PART 1 : Social Dialogue in higher education and research	15
1.4 In which education sectors does your trade union take part in social dialogue?.....	15
1.5 Involvement of trade unions in governance : Social dialogue in <i>higher education</i>	15

1.6	Involvement of trade unions in governance : Social dialogue in <i>research</i>	17
1.7	Which forms of Social dialogue is used for social dialogue in higher education and research at what levels?	18
1.8	Whom do you consult and negotiate with at national / regional / local and institutional levels ?	20
1.9	How often do social dialogue negotiations / consultations / information take place?.....	25
1.10	To what extent are you satisfied with the social dialogue on higher education and research in your country ?	26
	Comments.....	29
1.11	Social Dialogue topics in your country: what topics does Social Dialogue on higher education and research include?.....	31
1.12	If it takes place in your country, which topics does the collective bargaining on higher education and research include ?	38
PART 2: COLLEGIAL GOVERNANCE		41
2.1	In which sector does your trade union take part in collegial governance?	41
2.2	Who is involved in collegial governance structure as partner?	41
2.3	In which kind of bodies does collegial governance participation take place?	43
2.4	What is the proportion of internal members and external members of the governing bodies? .	43
2.5	Who elects the collegial governance leadership?.....	45
2.6	How often do collegial governance meetings take place?	47
2.7	To what extent are you satisfied with the collegial governance on higher education and research in your countries?	47
	Comments.....	49
2.8	What topics does discussion and decision making in the collegial governance framework on higher education and research include in your country?	49
CONCLUSION		53

Introduction

Surveyed trade unions

30 teacher trade unions, covering the sectors of higher education and research and representing 23 EU and 4 non-EU countries, replied to the mini-survey between 21 January and 25 April, 2016.

List of responding unions per country

	Country (Abbreviation)	Organisation	Represents members in HIGHER EDUCATION		Represents members in RESEARCH sector	
			Public sec- tor	Private sector	Public sec- tor	Private sector
1	Bosnia and Herzegovina (BH)	HESUEBH	X		X	
2	Croatia (HR)	IURHEEC	X		X	
3	Denmark (DK)	DM	X		X	X
4	Estonia (EE)	UNIVERSITAS	X		X	
5	Finland (FI)	FUURT	X		X	X
6		OAJ	X		X	
7	France (FR)	FERC-CGT	X		X	
8		SNESUP-FSU	X		X	
9	Germany (DE)	GEW	X	X	X	
10	Ireland (IE)	IFUT	X	X	X	
11		TUI	X		X	
12	Italy (IT)	FLC CGIL	X	X	X	X
13	Latvia (LV)	LIZDA	X		X	
14	Lithuania (LT)	FLESTU-ALTUHE	X		X	
15	Malta (MT)	MUT	X	X		
16	Norway (NO)	NAR	X	X	X	X
17		UEN	X	X	X	X
18	Poland (PL)	KSNPL - Solidarność	X		X	
19		ZNP	X		X	
20	Portugal (PT)	FENPROF	X	X	X	X
21	Romania (RO)	ALMA MATER	X		X	
22	Russia (RU)	ESEUR	X		X	
23	Serbia (SRB)	SSS			X	X
24		TUS	X			
25	Slovakia (SK)	TUWES - OZ PŠaV	X		X	
26	Slovenia (SI)	ESTUS	X	X	X	
27	Sweden (SE)	Lärarförbundet (LFB)	X	X	X	X
28		SULF	X	X	X	

29	The Netherlands (NL)	CNV-O	X			
30	United Kingdom (UK)	UCU	X		X	

Definitions

The respondents answered to the questionnaire according to the following definitions.

Definition of Social Dialogue

1. Social partners

The social partners are the bodies representing the **two sides of industry**: the employers and the employees, according to ETUC definition. At the national level social partners are maybe stipulated in the labour law or by other provisions regulating the requirements for representation.

“Social dialogue` describes the negotiations conducted by the *social partners (i.e. employers' and workers' organisations)* in order to defend the interests of their members. It is recognised as an EU objective under Article 151 of the Treaty on the Functioning of the European Union (TFEU).”

Social partners are described in the ILO brochure on Social Dialogue as workers, employers and government: <http://www.ilo.org/public/english/dialogue/download/brochure.pdf>

2. Social dialogue

Social dialogue is defined by the International Labour Office “to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

Social dialogue takes many different forms. It can exist as a **tripartite process**, with the government as an official party to the dialogue or it may consist of **bipartite relations** only between labour and management (or trade unions and employers' organisations), with or without indirect government involvement.

3. Institutionalised or informal social dialogue

Concerted search for a consensus can be **informal or institutionalised**, and often it is a combination of the two. It can take place at the national, regional or local level. It can be inter-sectoral, sectoral or at enterprise level. **Social dialogue institutions** are often defined by their composition. They can be bipartite or tripartite. The tripartite actors are the representatives of governments, employers' and workers' organizations.”

4. Forms of social dialogue

- **NEGOTIATION:** Negotiation is not only an integral – and one of the most widespread – forms of social dialogue. Parties can engage in **collective bargaining** at the enterprise, sectoral, regional, national and even multinational level.
- **CONSULTATION:** It requires an engagement by the parties through an exchange of views which in turn can lead to more in-depth dialogue. The parties participating in tripartite or bipartite bodies can engage in **negotiations and the conclusion of formal agreements**. Some of them are only consultative and information bodies, others are empowered to reach agreements that are binding on the parties (e.g. Governments, workers and employers).
- **INFORMATION-SHARING:** This is one of the most basic and indispensable elements for effective social dialogue. In itself, it implies **no real discussion** or action on the issues but it is nevertheless an essential part of those processes by which dialogue and decisions take place.”

Definition of Collegial governance

According to UNESCO (1997) the **Self-governance and collegiality (collegial governance)** is:

31. Higher-education teaching personnel should have the right and opportunity, without discrimination of any kind, according to their abilities, to take part in the governing bodies and to criticize the **functioning of higher education institutions**, including their own, while respecting the right of other sections of the academic community to participate, and they should also have the right to elect a majority of representatives to academic bodies within the higher education institution.

32. The principles of collegiality include academic freedom, shared responsibility, the policy of participation of all concerned in internal decision-making structures and practices, and the development of consultative mechanisms. Collegial decision-making should encompass decisions regarding the administration and determination of policies of higher education, curricula, research, extension work, the allocation of resources and other related activities, in order to improve academic excellence and quality for the benefit of society at large.

Abbreviations

In the charts and tables presented in this report, apart from the country codes, the following abbreviations are used:

SD	social dialogue
CG	collegial governance

Levels of social dialogue:

Nat	national level
Reg	regional level
Loc	local level
Inst	institutional level

Levels of collegial governance:

Inst	institutional level
Fac	level of faculty
Dept	level of department

Executive summary

29 out of the 30 responding trade unions are recognised as social partners in their countries, the remaining one (FUURT, Finland) did not answer this question.

1 organisation has membership of employees only from the **research sector** (SSS, Serbia) and 3 organisations cover membership only from the **higher education sector** (MUT, Malta; CNV-O, Netherlands; TUS, Serbia).

10 out of the 30 organisations have membership from **private** higher education sectors and 8 organisations cover membership from private research sector. 15 unions represent members only from **public institutes** of higher education and research.

PART 1: SOCIAL DIALOGUE IN HIGHER EDUCATION AND RESEARCH

1.1 Governance of Social Dialogue in Higher Education and Research

The unions are mainly active in **social dialogue in higher education** at **national and institutional** levels. The social dialogue is led by the member organisation itself in the case of 20 unions, but 5 unions replied that it is led by other trade unions in their countries. 20 unions are involved in social dialogue on higher education and research in partnership with (an)other union(s).

Social dialogue in research is led by the organisation **itself** in case of 15 unions: 10 unions are social partners at national level, 1 union at regional level (TUI, Ireland), 2 unions are social partners at local level, and 10 unions have social dialogue at institutional level. Social dialogue in research is **led by another trade union** in the case of 5 unions, mainly at national level (3 unions) and/or at institutional level (4 unions).

19 unions are involved in social dialogue on research in **partnership with other unions**: 18 of these unions conduct social dialogue in partnership at national level, 2 unions are involved in regional social dialogue, 2 in local level social dialogue and 14 at institutional level social dialogue in cooperation with other union(s).

HESUEBH (Bosnia and Herzegovina), MUT (Malta) and ESEUR (Russia) do not participate in the social dialogue on research (or did not answer).

1.2 Social partners in Higher Education and Research

- 27 unions consult with the **ministries of education and research in social dialogue**: 26 unions are in social dialogue with the ministry at national level, 1 union at regional level (HESUEBH, Bosnia and Herzegovina), 1 union at local level (HESUEBH, Bosnia and Herzegovina) and 4 unions (HESUEBH, Bosnia and Herzegovina; OAJ, Finland; KSNPL, Poland; SSS, Serbia) at institutional level.
- 18 unions answered that they are involved in social dialogue on higher education and research also with **other ministries**: the **Ministry of Finances** is the most consulted partner (consulted by 8 unions, in 7 of these cases at national level).
- **Public authorities/institutions**, for example Parliament's Standing Committees or Agencies, like a "Quality Assurance Agency in Education" are social dialogue partners for 11 unions: 8 unions consult them at national level, 2 at regional level, and 2 at institutional level.

- **Employer associations** are the social partners of 13 unions: by all of these unions at national level, by 2 at regional level and by 5 at institutional level. Only 5 trade unions reported that their employer counterpart is a member of EFEE (18 did not answer this part of the question).
- **Other organisations**, for example diverse councils are the consultative partners of 10 unions: at national level 5 unions and at institutional level 8 unions negotiate with these organisations.

1.3 Frequency of social dialogue on Higher Education and Research

- 5 out of 30 trade unions (HESUEBH, Bosnia and Herzegovina; IFUT, Ireland; FLC CGIL, Italy; SSS and TUS, Serbia) are involved in social dialogue consultations/negotiations/information sharing **once a year or less**.
- 6 organisations are involved **three times a year**: ZNP, Poland; ESEUR, Russia; SSS, Serbia; TUWES, Slovakia; ESTUS, Slovenia; UCU, United Kingdom.
- 25 organisations are involved **several times a year**: 23 unions at national level, 4 unions at regional level, 3 unions at local level, and 19 unions at institutional level.

1.4 Level of satisfaction in social dialogue on Higher Education and Research

Out of 29 unions only 1 (SULF, Sweden) is very satisfied: at national, local and institutional level.
 18 unions are satisfied: 15 at national level, 2 at regional, 1 at local and 13 at institutional level.
 14 are unsatisfied: 10 at national level, 3 at regional, 1 at local and 10 at institutional level.
 4 unions are very unsatisfied: 4 at national level, 1 at regional and 1 at institutional level.

1.5 Topics of social dialogue on Higher Education and Research

Most of the 30 unions discuss the following topics in social dialogue on higher education and research:

- **Working conditions of higher education and research staff** (29 unions);
- **Human and trade union rights** (28 unions);
- **Working time of higher education and research staff** (28 unions);
- **Salaries of higher education and research staff** (28 unions).

Fewer, 26-21 out of 30 unions discuss in social dialogue the following issues:

- **Employment contracts of higher education and research staff** (26 unions);
- **Social protection rights** (26 unions);
- **Higher education and research reforms** (25 unions);
- **Professional issues of higher education and research staff** (25 unions);
- **Professional development and training** (25 unions);
- **Gender equality issues of higher education and research staff** (24 unions);
- **Health and safety of higher education and research staff** (24 unions).
- **Financing of higher education and research** (22 unions).
- **Professional autonomy and freedom** (21 unions)

Only 20-14 out of 30 unions discuss professional issues in social dialogue:

- **Professional ethics** (20 unions)
- **Professional standards** (17 unions)
- **Curricula development** (14 unions)

1.6 Topics of collective bargaining in Higher Education and Research

- **Working conditions** are discussed by **27** out of 29 unions
- **Wages** are discussed by **26** out of 29 unions
- **Professional issues of higher education and research employees** are discussed by **19** out of 29 unions.

PART 2:

COLLEGIAL GOVERNANCE IN HIGHER EDUCATION AND RESEARCH

28 unions participate in collegial governance: 6 unions on higher education only, 18 both on higher education and research.

2.1 Governing collegial governance in Higher Education and Research

In the case of 28 unions, certain representatives are involved in collegial governance as consultation partners: staff members in the case of 24 unions, employer associations in the case of 15 unions, rectors in the case of 21 unions, students in the case of 22 unions and others in the case of 5 unions (e.g. Administration council, trade unions, authorities, external stakeholders).

Participation in collegial governance takes place in **different forms** based on the reply of 26 unions: for example in committees which are taking binding decisions (in the case of 22 unions), in advisory to governing boards, deans, rectors/V-C's etc. (in the case of 22 unions, too) and in other forms (in the case of 2 unions).

2.2 Partners in collegial governance

According to the proportion of internal and external members, the **governing bodies** consist of: more than 50% internal members in the case of 10 out of 19 unions and more than 50% external members in the case of 2 out of 19 unions. In the case of 7 out of 19 unions the proportion depends on the region or institute.

The **leadership is elected** by academic staff in the case of 21 out of 27 unions and appointed by others for 19 out of 24 unions.

Academic trade unions are eligible to run their own list in elections according to 14 out of 26 unions. Academic trade unions have to form lists of candidates in competition with others according to 8 out of 23 unions.

2.3 Frequency of collegial governance

Collegial governance meetings take place **less than once a year** in the case of 1 union, namely at institutional level (HESUEBH, Bosnia and Herzegovina), **once a year** in the case of 1 union at faculty level (UNIVERSITAS, Estonia) and **three times a year** in the case of 2 unions: once at institutional level (UCU, United Kingdom) and once at faculty level (UNIVERSITAS, Estonia). Finally, according to the reply of 26 unions collegial governance takes place **several times** per year: in case of 23 unions at institutional level, in case of 21 unions at faculty level and in case of 17 unions at department level.

2.4 Level of satisfaction with collegial governance

Satisfaction with social dialogue on higher education and research is composed as follows:

Out of 27 unions only 2 (TUWES, Slovakia and SSS, Sweden) are very satisfied: 1 at institutional level, 1 at faculty level and both at the level of department.

12 unions are satisfied: 7 at institutional level, 9 at faculty level and 7 at the level of department.

15 are unsatisfied: 15 at institutional level, 7 at faculty level and 5 at the level of department.

2 are unsatisfied: each at institutional and faculty level and 2 at the level of department.

2.5 Topics of discussion and decision making in the framework of collegial governance on higher education and research includes:

- **Institutional strategies, priorities** by **21** unions (20 unions at institutional level, 13 unions at faculty level, 6 unions at department level, 2 unions at other levels, e.g. councils);
- **Curricula development** by **22** unions (15 unions at institutional level, 16 unions at faculty level, 13 unions at department level);
- **Budget allocation** by **23** unions (22 unions at institutional level, 13 unions at faculty level, 5 unions at department level);
- **Professional issues of higher education and research staff** by **20** unions (19 unions at institutional level, 11 unions at faculty level, 5 unions at department level);
- **Institutional budget** by **22** unions (21 unions at institutional level, 10 unions at faculty level, 5 unions at department level, in 1 case in councils);
- **Professional standards** by **20** unions (19 unions at institutional level, 13 unions at faculty level, 8 unions at department level);
- **Professional ethics** by **20** unions (18 unions at institutional level, 12 unions at faculty level, 12 unions at department level, in 1 unions in councils);
- **“Academic” matters** by **19** unions (12 unions at institutional level, 14 unions at faculty level, 8 unions at department level);
- **Professional development and training** by **18** unions (14 unions at institutional level, 11 union at faculty level, 8 unions at department level);
- **Professional autonomy and freedom** by **18** unions (17 unions at institutional level, 11 unions at faculty level, 8 unions at department level, 2 unions at other levels: council and constitution)
- **Promotion** by **18** unions (15 unions at institutional level, 10 unions at faculty level, 9 unions at department level);
- **Career structures** by **17** unions (15 unions at institutional level, 6 unions at faculty level, 5 unions at department level, 2 unions at other levels).

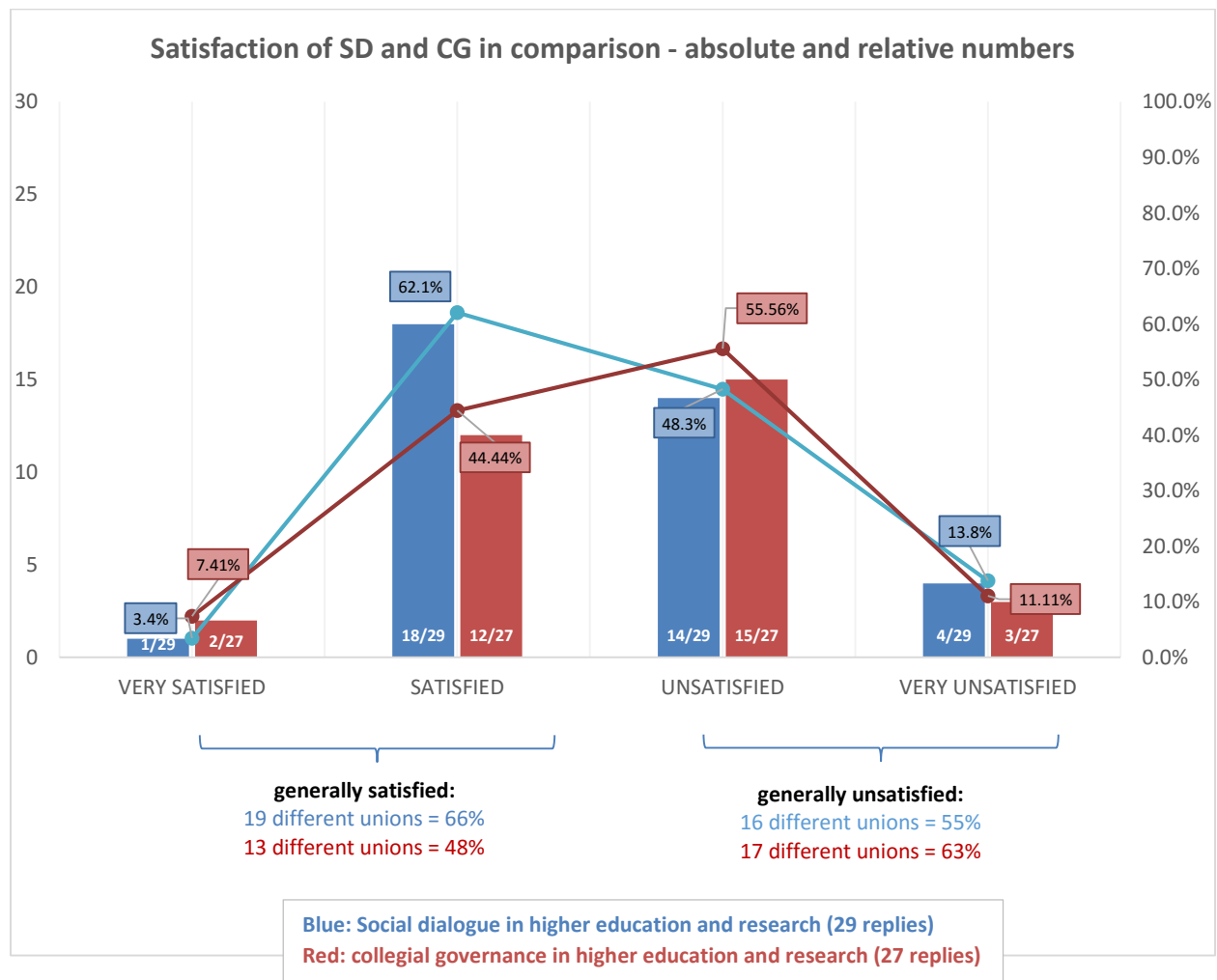
SATISFACTION WITH SOCIAL DIALOGUE AND COLLEGIAL GOVERNANCE IN COMPARISON

The results show that satisfaction with social dialogue is higher than with collegial governance.

Some unions gave several answers which is the reason that numbers cannot be simply added. However, by regarding the amount of positive (very satisfied and satisfied) and negative (unsatisfied and very unsatisfied) answers at large (**any** level), it is clearly visible that the responding unions are rather satisfied with social dialogue and rather dissatisfied with collegial governance:

Concerning social dialogue, 19 different unions in total (out of 29 respondents, so this are 66%) indicated to be very satisfied or satisfied, whereas 16 different unions (55%) indicated to be unsatisfied or very unsatisfied. For collegial governance, only 13 different unions in total (out of 29 respondents, so this are 48%) indicated to be very satisfied or satisfied, but 17 different unions (63%) indicated to be unsatisfied or very unsatisfied.

More specified numbers, in absolute and relative terms, are shown in the graph below.

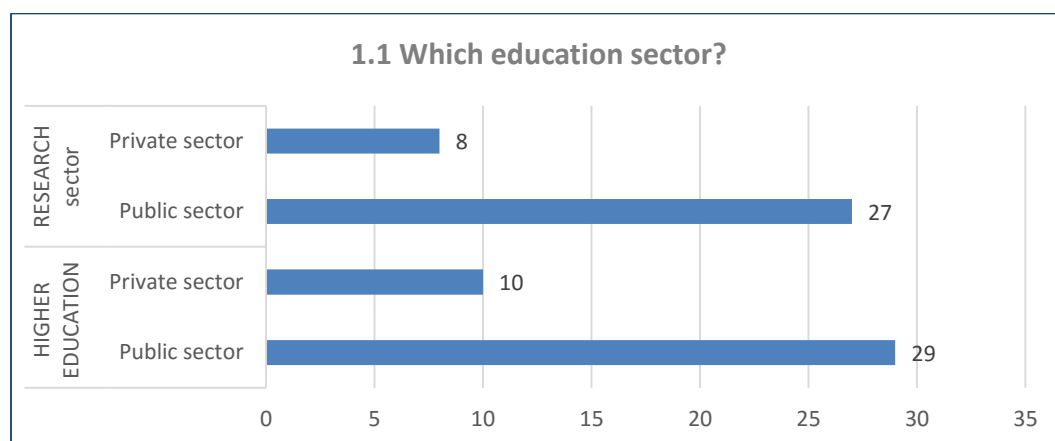


Detailed Analysis

GENERAL ISSUES :

1.1 In which sectors does your trade union organise education employees?

Replies: 30



1 out of the 30 organisations that have responded to the questionnaire organises members **only** in the research sector (SSS, Serbia) while 3 organisations cover **only** the higher education sector (MUT, Malta; CNV-O, Netherlands; TUS, Serbia).

Some unions state that they don't distinguish between higher education and research. Therefore in this report they are seen as active in both sectors.

10 organisations gather members from the private higher education sectors while 8 organisations cover membership from the private research sector.

1.2 Approximately how many employees in higher education and research does your trade union represent? (public/private)

Replies: 29 (DM, Denmark did not answer the question.)

All in all, the 29 organisations that have responded to the question represent approx. 555,900 employees. Since several respondents did not distinguish between public and private or higher education and research for this question, the exact proportions cannot be given. Nevertheless, more institutes work in the higher education sector and the biggest part of represented employees works in public institutes.

1.3a Is your trade union recognised social partner in your country according to the national law/regulation ?

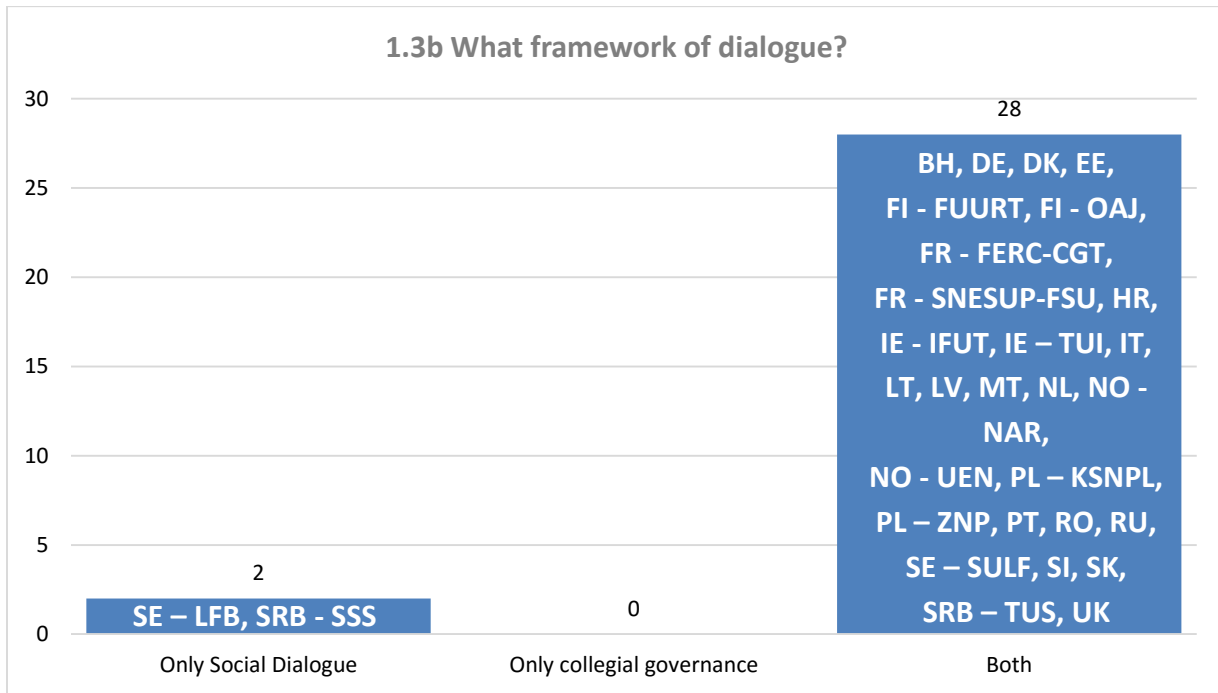
Replies: 29 (FUURT, Finland gave no answer to this question)

All trade unions answering to the question are recognised as social partners in their countries.

In Norway, according to an additional statement, the two responding unions NAR and UEN are members of the trade union confederation “Unio” which is the formal social partner in Norway. Nevertheless, NAR as the biggest trade union in higher education itself always participates in formal social dialogue at an institutional level in higher education. Therefore, NAR and UEN are social partners through their confederation.

1.3b In what framework of dialogue is your union involved ?

Replies: 30 (all unions)



All responding trade unions are involved in social dialogue. 2 out of the 30 unions answered that they are only involved in social dialogue (LIZIDA, Latvia; MUT, Malta; SSS, Serbia; LFB, Sweden; UCU, United Kingdom). 28 unions on the other hand are engaged in collegial governance as well as in social dialogue. Not a single responding organisation has been practicing only collegial governance.

According to this information, in the higher education and research sector social dialogue is the form of dialogue which is applied more often.

PART 1 : SOCIAL DIALOGUE IN HIGHER EDUCATION AND RESEARCH

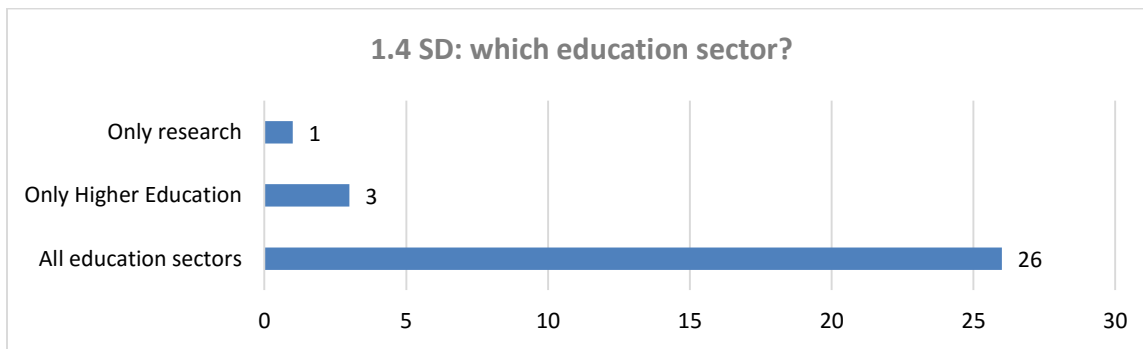
Replies to this part of the survey: 30

All respondents are practicing social dialogue and provided information about their involvement.

The responding unions were asked to answer the following questions according to the definition of social dialogue given in the introduction.

1.4 In which education sectors does your trade union take part in social dialogue?

Replies: 30



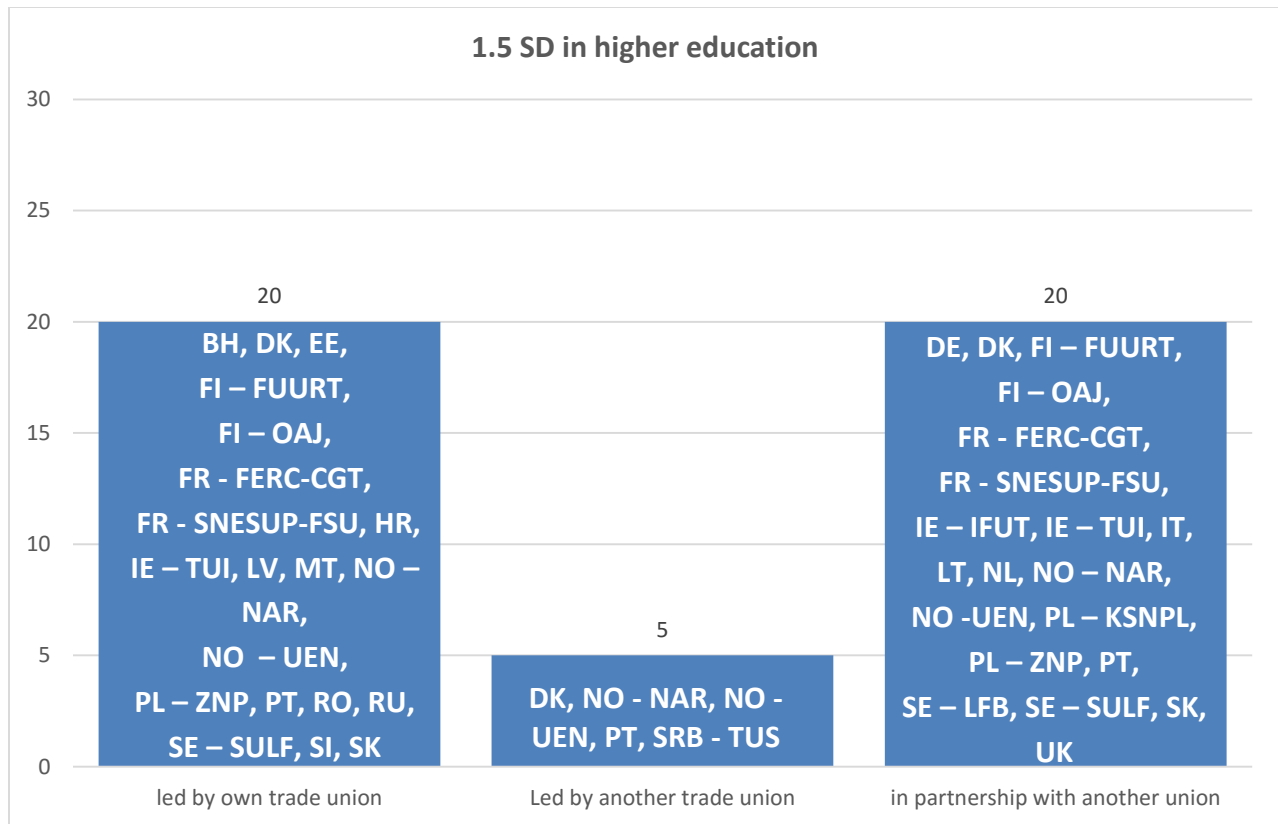
Most of the trade unions (26 out of 30) participate in social dialogue in all education sectors. The Serbian union SSS only practices social dialogue in research and 6 unions (DM, Denmark; UNIVERSITAS, Estonia; SNESUP-FSU, France; IFUT, Ireland; KSNPL, Poland; ALMA MATER, Romania) only in higher education.

1.5 Involvement of trade unions in governance : Social dialogue in *higher education*

Replies: 29 (SSS, Serbia is only active in research and therefore did not reply to this question.)

Social dialogue in higher education is conducted by 29 of the responding unions. In the case of 20 unions the social dialogue in higher education is led by the union itself. 5 unions indicate that it is led by another union. Among these, only the Serbian union TUS clearly says that social dialogue is led by another union, whereas the remaining 4 unions also say that social dialogue is led by their own union. Partly it depends on the level and partly on other reasons, e.g. the discussed issue.

20 unions lead the social dialogue jointly.

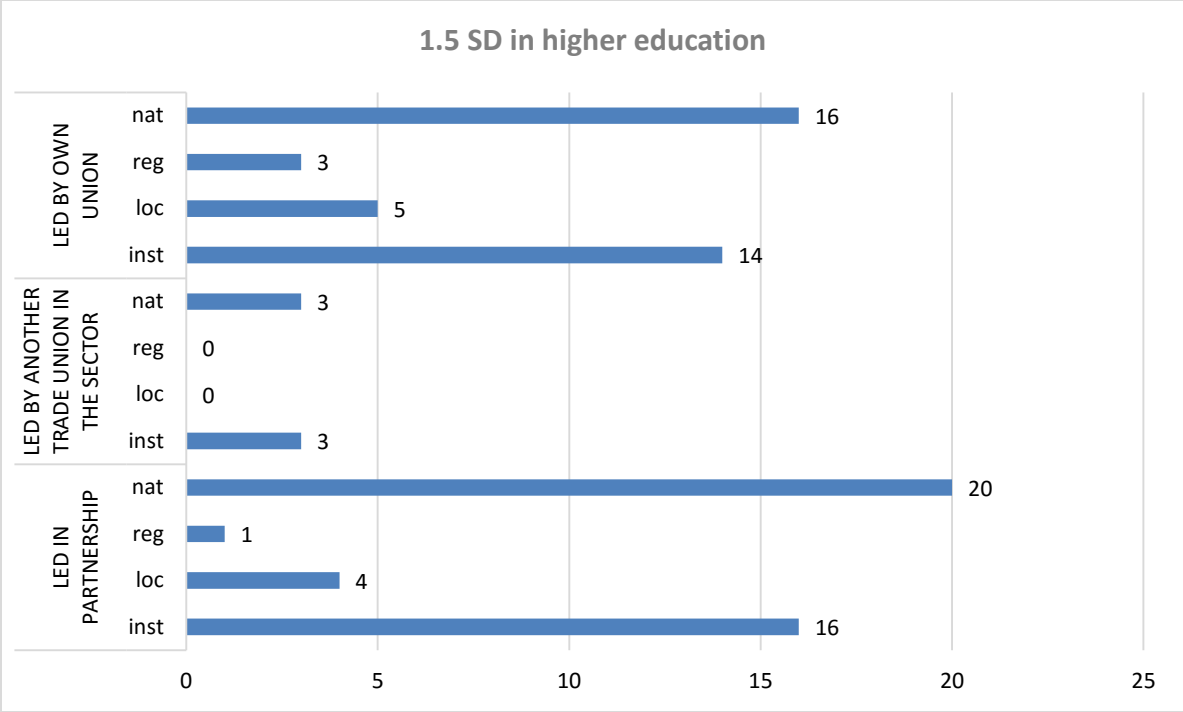


Out of the 29 unions involved in social dialogue, 20 unions lead the social dialogue in higher education on their own. 16 of these unions answered that social dialogue is conducted at national level, in the case of 3 unions at regional level, in the case of 5 unions at local level and in the case of 14 unions at the level of higher education and research institute. IFUT, Ireland is furthermore active at another level (not specified). *

In the case of 5 unions social dialogue in higher education is led by another trade union in the sector. 3 unions indicated this for the national level and 3 for the level of higher education and research institute.

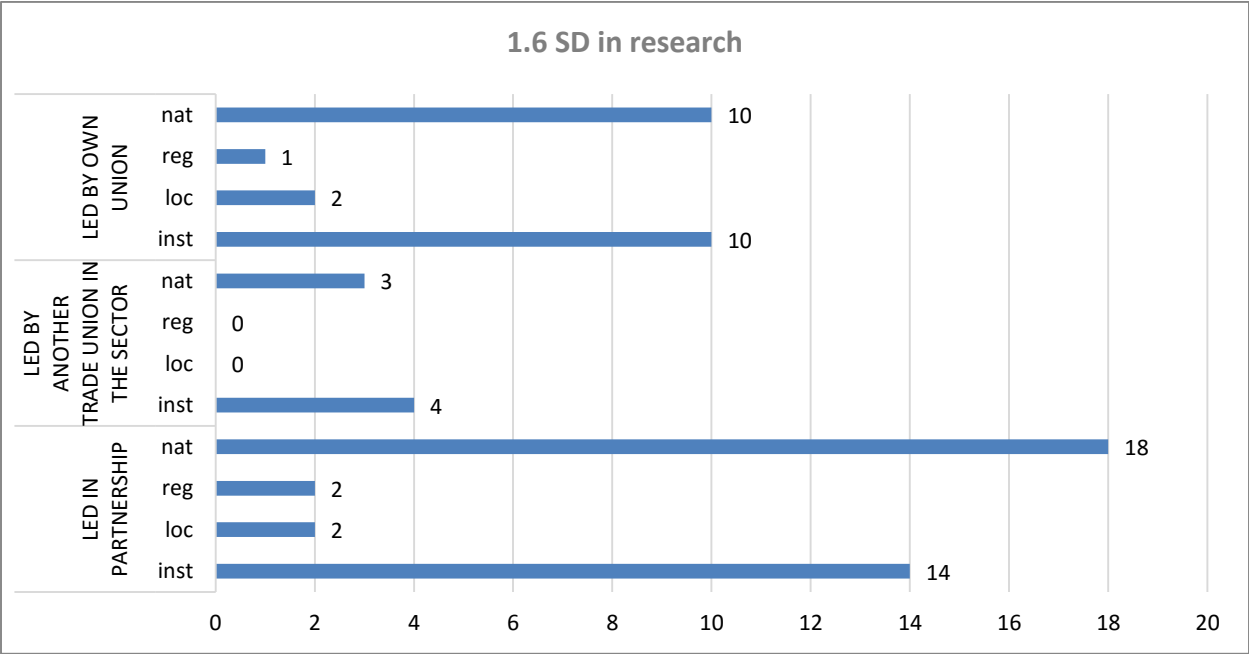
Social dialogue in is led in partnership with other trade unions in the sector by 20 unions. All of them participate in a joint social dialogue at national level, 1 at regional level, 4 at local level and 16 unions at the level of higher education and research institute. In Norway, as explained above, partnership takes place through the confederation “Unio” which is the formal social partner at national level.

* According to an additional statement from NAR, in Norway a regional or local level does not exist above the institutional level. Unions work “locally” at the institutions (or at the faculties/departments there). This must also be regarded for question 1.6 .



1.6 Involvement of trade unions in governance : Social dialogue in research

Replies: 27 (No answer from HESUEBH, Bosnia and Herzegovina; MUT, Malta; ESEUR, Russia)



27 unions indicate to be involved in social dialogue in research. According to the answers of question 1.4, the 3 unions SNESUP-FSU (France), IFUT (Ireland) and ALMA MATER (Romania) are not active in research. However, all of them answered this question about social dialogue in research. SNESUP-FSU, France and ALMA MATER,

Romania even indicated to lead social dialogue in research independently. IFUT from Ireland indicated that it is involved in social dialogue in research through partnership with another trade union.

Furthermore, the 3 unions (HESUEBH, Bosnia and Herzegovina; MUT, Malta; ESEUR, Russia) did not indicate any action or did not want to answer to this question.

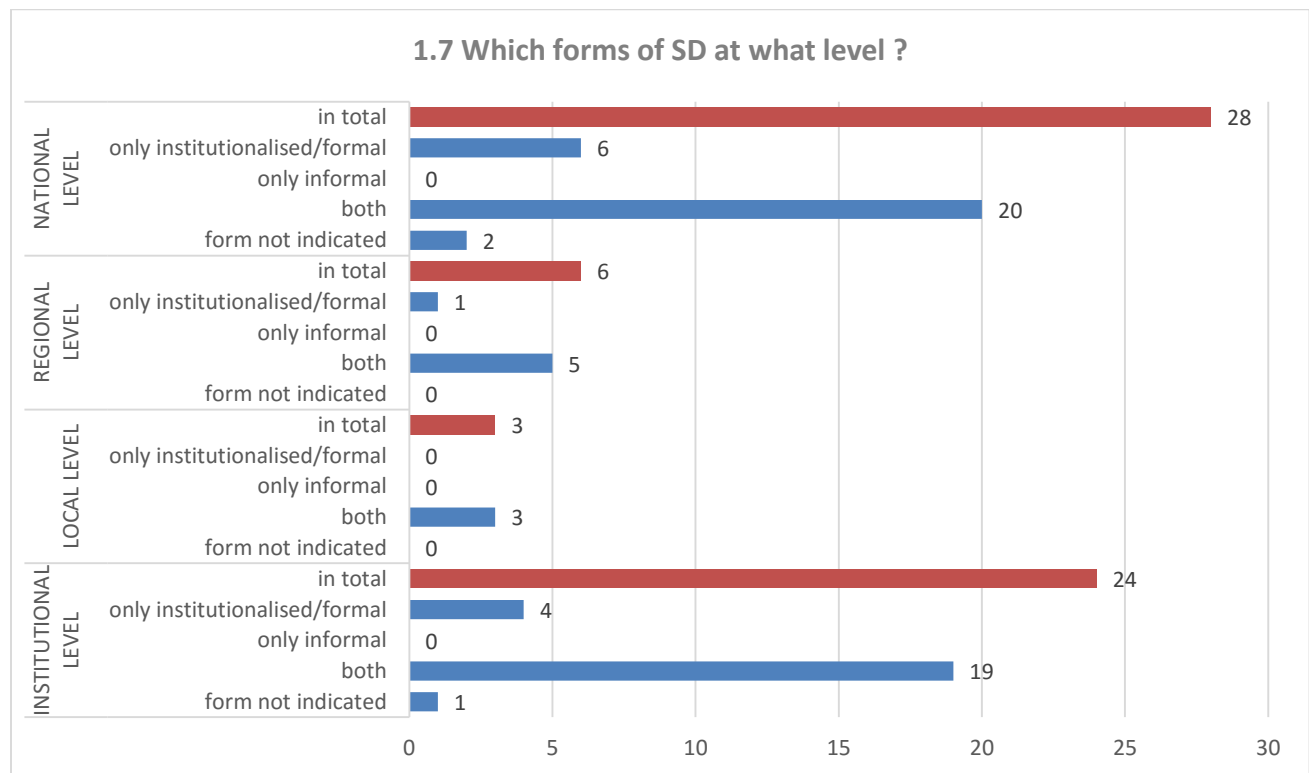
Based on the data collected from 27 unions, the following results can be given:

The social dialogue is led by the union itself in 15 cases in total and by another union in the case of 5 unions (DM, Denmark; NAR and UEN, Norway; FENPROF, Portugal; TUS, Serbia), of which 4 also lead the social dialogue on their own (DM, Denmark; NAR and UEN, Norway; FENPROF, Portugal). In 19 cases the social dialogue in research is led in partnership.

Social dialogue in research is mostly implemented at the national level and also at institutional level quite often. As in higher education, regional and local levels are rarely used for the social dialogue in research. One reason for this is certainly that the structures are individual. E.g. in Norway – according to an additional statement from NAR – a regional or local level does not exist above the institutional level. Unions work “locally” at the institutions (or at the faculties/departments there).

1.7 Which forms of Social dialogue is used for social dialogue in higher education and research at what levels?

Replies: 30



As already visible from the previous results, social dialogue mainly takes place at national (28 unions) and institutional level (24 unions). One important reason for this are different state structures: e.g. in Norway a regional or local level above the institutional level does not exist, whereas in Germany, regions are more emphasised.

Each of the respondents indicated to conduct social dialogue in an institutionalised or informal way or both. Since IURHEEC, Croatia and MUT, Malta did not specify their form of social dialogue, the following data is based on the replies of the remaining 28 unions.

Each of the 28 responding unions conducts institutionalised social dialogue. It is most common at all levels to combine it with an informal way of dialogue. Among the respondents, not a single union uses only informal types of contact, but 5 unions (UNIVERSITAS, Estonia; FERC-CGT, France; LIZDA, Latvia; NAR, Norway and SSS, Serbia) use only institutionalised forms of social dialogue. FERC-CGT, France does so at three different levels, namely the national, regional and institutional level.

1.8 Whom do you consult and negotiate with at national / regional / local and institutional levels ?

Replies: 29 (MUT, Malta did not indicate any action/did not answer to this question.)

consulting partner:	Ministry of Education and research				Other ministries, such as:	Public authorities	Employer association					Other Organisations
	Level:	Nat	Reg	Loc			Inst	Level	Nat	Reg	Loc	
Bosnia and Herzegovina HESUEBH		X	X	X	Ministry for Social Care SD at regional, local, institutional levels							
Croatia IURHEEC	X				Ministry of Labour SD at national level							
Denmark DM	X				Ministry of Finance SD at national level		X			X	No	
Estonia UNIVERSITAS	X					SD at national level					No	University Rectors' Council SD at national level
Finland FUURT	X				Ministry of Finances SD at national level		X			X	Yes	Parliam. Committees SD at national levels Universities SD at institutional level
Finland OAJ	X			X			X				Yes	

France FERC-CGT	X				Public Services; Cultural Affairs, Youth and Sport SD at national level	Deputy director of the Public Re- search Institute SD at regional level Directors of the Public Research Institute SD at institutional level						
France SNESUP-FSU	only con- sulta- tion, no nego- tia- tion											
Germany GEW	X						X				No	Employers SD at institu- tional level
Ireland IFUT	X				Ministry of Ex- penditure SD at national level	Higher Education SD at national level	X			X		
Ireland TUI	X				Public Expenditure and Reform SD at national level	Higher Education Authority SD at national level The Qualifica- tions Authority Ireland SD at national level	X					Management of Institutes of Technology SD at national, regional, local and institu- tional level

Italy FLC CGIL	X				Ministry of Finances SD at national level Authority Regions, Municipalities SD at regional and local level	Evaluation agency; National Univ. Council SD at national level	X	X			Yes	Representative Negotiating Agency of the Public Administration SD at national level Employer institute SD at institutional level
Latvia LIZDA											No	Higher Educ. Council SD at national level
Lithuania ALTUHE	X											
Malta MUT												
Norway NAR	X				Local Govt. and Modernisation; Foreign Affairs SD at national level	Parliament's Standing Committee for Educ. Research; Agency of Quality Assurance in Education SD at national level	X				No	

Norway UEN	X				Local Govt. + Modernisation; Foreign Affairs SD at national level	Parliament's Standing Committee for Educ. Research; Agency of Quality Assurance in Education SD at national level	X				No	
Poland KSNPL	X			X	Health; Development SD at national and institutional level							Rectors, director SD at institutional level
Poland ZNP	X				Social Policy SD at national level							
Portugal FENPROF	X					Univ. Rectors Council; Polytechnical Institutes Presidents Council SD at national level	X			X		University rectors faculty or depart deans; Polytechnical Institute presidents, school or depart deans SD at institutional level
Romania ALMA MATER	X											
Russia ESEUR	X					SD at regional level		X				

Serbia SSS	X			X	Labour SD at national level							
Serbia TUS	X				Finances; Labour SD at national level							
Slovakia TUWES	X				Finances SD at institutional level							
Slovenia ESTUS	X				Finances; Public Administration SD at national level	Rectors Faculties and Directors of Research Institutes SD at institutional level						
Sweden LFB	X				Social Policy SD at national level							Universities Institutional level
Sweden SULF	X					Research Council; higher Education Authority SD at national level	X				Yes	
The Netherlands CNVO	X				Social Affairs SD at national level		X				No	Executive Board of HE institutes SD at institutional level
United Kingdom UCU							X			X	Yes	
total number of active unions at each level	26	1	1	4			13	2	0	5	Yes: 5	
Total number of active unions at large	27				18	11	13				10	

Concerning social dialogue, usually the ministries of education and research are representing the social partner to the unions on higher education and research in the different countries. 27 out of 29 unions do consult this ministry. This consultation mainly takes place at national level (26 unions). According to its state structure, in Bosnia and Herzegovina, it is even consulted at all levels (national, regional, local and institutional). SNESUP-FSU from France specifies that the contact takes place as “only consultation, no negotiation”. LIZDA, Latvia and UCU, United Kingdom are the only 2 unions (out of the 29 respondents) that are not in touch with the ministry of education and research.

In the case of 18 unions, 1-2 other ministries are consulted (e.g. Ministries of Finance) and 11 trade unions also consult public authorities.

Only in the case of 7 out of the 29 responding unions neither any further ministries (apart from the ministry of education and research) nor public authorities are social partners. These 7 unions are: GEW, Germany; OAJ, Finland; SNESUP-FSU, France; ALTUHE, Lithuania; LIZDA, Latvia; ALMA MATER, Romania and UCU, United Kingdom.

5 indicate to be engaged in social dialogue with an employer association which is a member of EFEE: OAJ and FUURT, Finland; FLCGIL, Italy; SULF, Sweden; UCU, UK. (However, only 7 unions replied with "No": DM, Denmark; GEW, Germany; UNIVERSITAS, Estonia; UEN+NAR from Norway, CNVO, Netherlands; LIZDA, Latvia. Consequently, 18 unions did not answer this part of the question.)

FLC CGIL from Italy maintains relationships to 8 different organisations at large (level not regarded), which is the highest amount among the respondents. 5 out of these are ministries or public authorities. Next come NAR and UEN from Norway who both consult 6 different organisations of which 5 are ministries or public authorities. Also OAJ, Finland; TUI, Ireland and FENPROF, Portugal consult 5-6 different social partners.

MUT, Malta did not indicate any action/did not answer to this question.

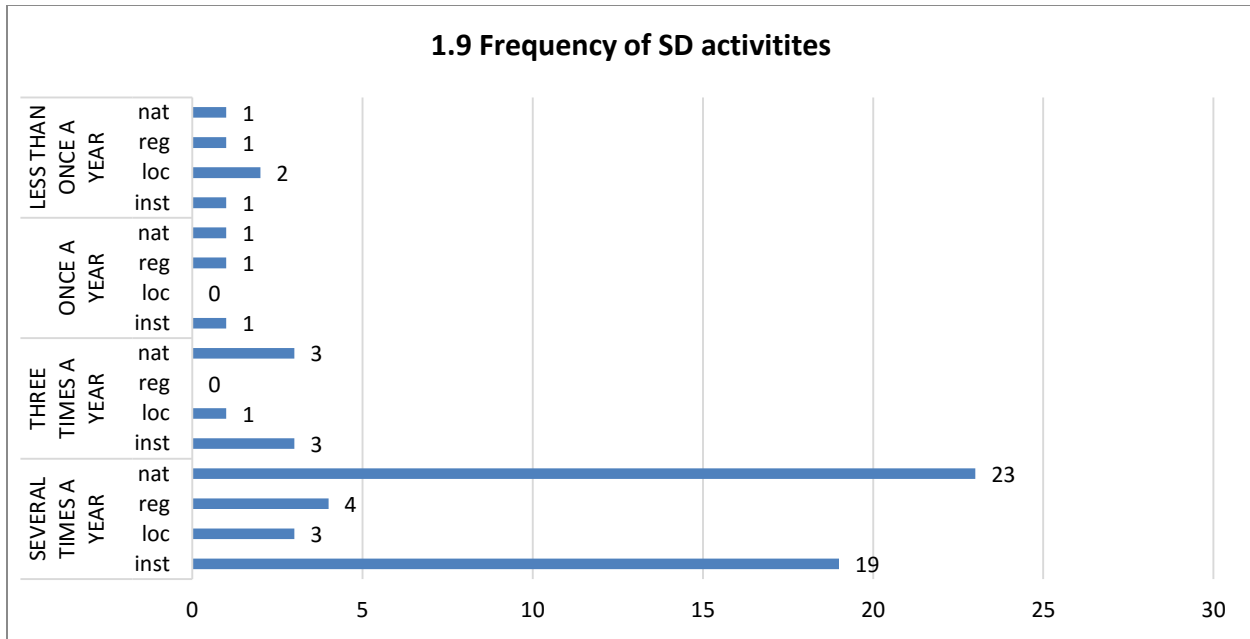
1.9 How often do social dialogue negotiations / consultations / information take place?

Replies: 30 (but FENPROF, Portugal did not indicate a level and is therefore not included in the following statistics.)

25 out of 29* unions are involved in social dialogue consultations/negotiations/information sharing several times a year. For most of them, this only takes place at national and institutional level. The following 6 unions also consult partners at other levels several times a year: FERC-CGT (France), GEW (Germany), TUI (Ireland), ALMA MATER (Romania), ESEUR (Russia) and SULF (Sweden).

As visible in the data, for several unions the frequency depends on the level. Only HESUEBH from Bosnia and Herzegovina (involved in all kind of consultations less than once a year) as well as SSS and TUS from Serbia (both are involved only 1-3 times per year) are rarely involved in social dialogue consultations/negotiations/information sharing. However, HESUEBH from Bosnia and Herzegovina has consultations at regional, local, institutional level which take place less than once a year.

*FENPROF, Portugal did not indicate a level because it depends on the kind of consulted partner and on the negotiated topic.



1.10 To what extent are you satisfied with the social dialogue on higher education and research in your country ?

Replies: 29 (MUT, Malta did not answer this question.)

General overview

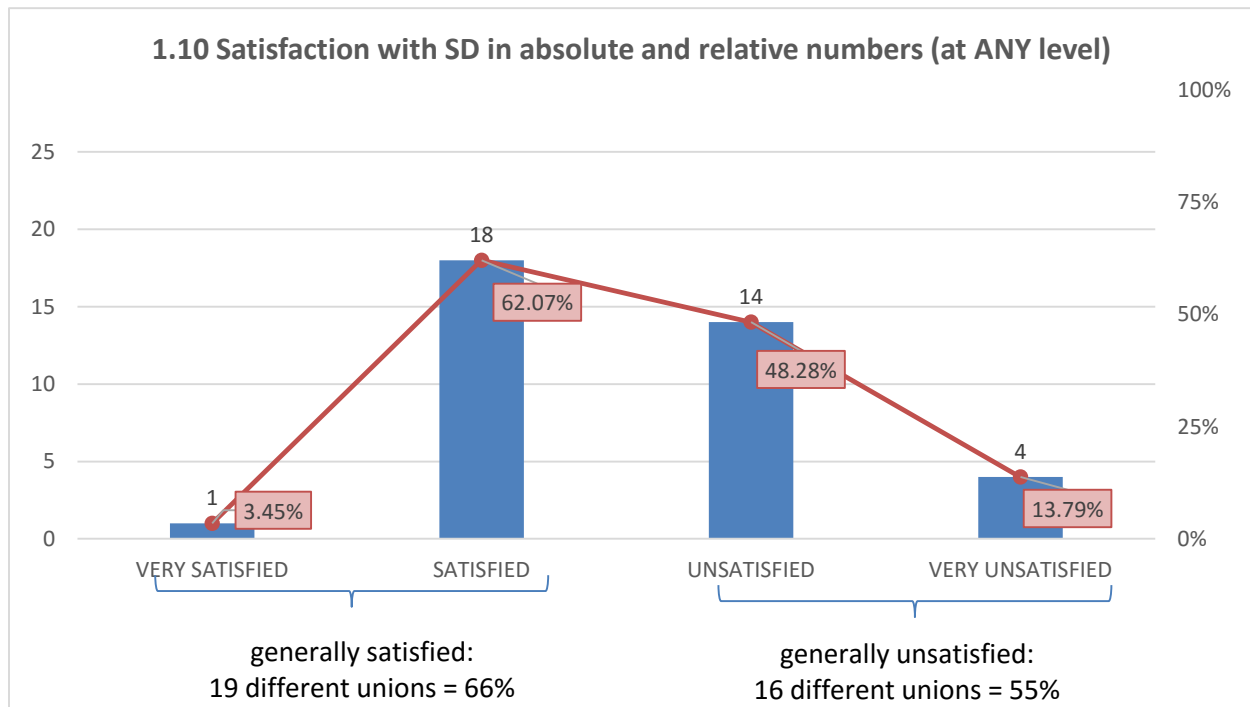
The majority of answers prove a rather positive situation in the respondents' countries.

Regarding the state of satisfaction at large (**any level**), the unions answered as follows: Within the amount of 29 respondents, 1 union is very satisfied, 18 unions are satisfied, 14 unions are unsatisfied and 4 unions are very unsatisfied with social dialogue.

Some unions gave several answers which mostly comes clear by regarding the levels (see graph "1.10 Satisfaction: differences between levels").

By comparing the "positive" and "negative" answers, the following is visible.

19 different unions indicated satisfaction in general (very satisfied and satisfied) which are **66%** of the 29 respondents. In contrast, **16 different** unions indicated dissatisfaction in general (unsatisfied and very unsatisfied) which are **55%** of the respondents.*



*It must be regarded that it is not possible to simply add the numbers (e.g. “very satisfied” and “satisfied”) since several unions indicated satisfaction as well as dissatisfaction – sometimes at the same level, sometimes at different levels (see below). Nevertheless, the amount of “positive” and “negative” answers in general can be compared as shown in the graph “1.10 Satisfaction with SOCIAL DIALOGUE in absolute and relative numbers (at ANY level)”.

Specifically remarkable answers:

It is striking that certain unions indicated to be satisfied and unsatisfied at the same time, namely FUURT and OAJ, Finland; GEW, Germany; FLC CGIL, Italy; KSNPL, Poland and ESTUS, Slovenia.

- The Finnish union **FUURT** is both satisfied and unsatisfied with social dialogue at the national level (and furthermore unsatisfied at institutional level). They explain (full comment below):

“Satisfaction depends on ... universities. This is why there are differences at the national level.”

- The Finnish union **OAJ** is both satisfied and unsatisfied with social dialogue at the national and institutional levels. They explain:

*“National level: depends on topic and issue in general agreement.
Institute level: depends on university”*

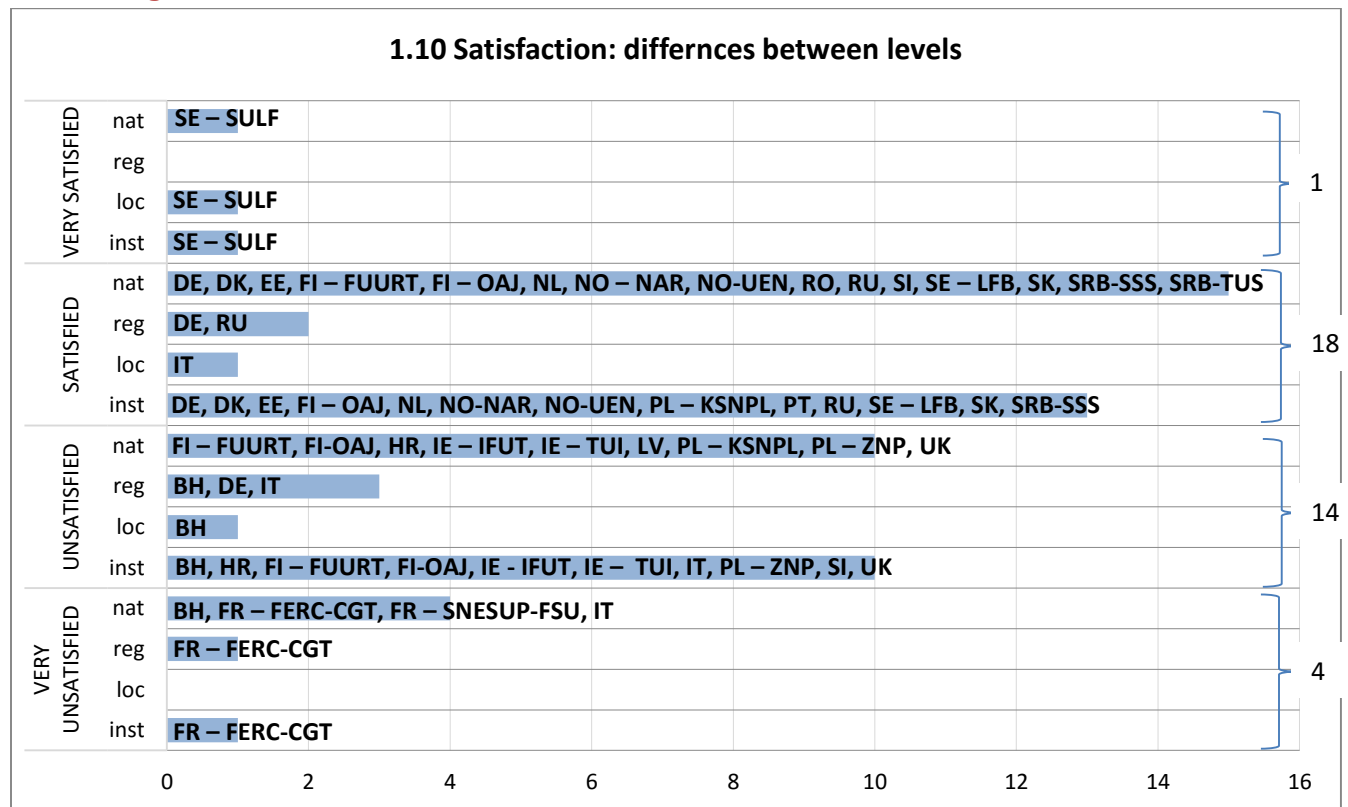
- **GEW** from Germany is both satisfied and unsatisfied with social dialogue at the regional level (and furthermore satisfied with national and institutional level). They explain (full comment below):

“Consultation of trade unions at regional level differs. ...”

- For the remaining unions mentioned above, the differences are caused by different levels. This is shown in the following graph and for the case of KSNPL explained by the comment quoted below. (FLC CGIL, Italy and ESTUS, Slovenia did not explain their choice.)

These unions included, the following results can be presented about the state of satisfaction with social dialogue at the different levels:

Considering the different levels



Out of the 29 unions, only 1 union (SULF, Sweden) is very satisfied with the social dialogue. SULF indicated this for the national, local and institutional level.

As shown above, 18 unions are satisfied with social dialogue. This is the case at national level for 15 and at institutional level for 13 out of these 18 unions. Although social dialogue for these unions is seldom, the Serbian SSS and TUS are both satisfied, whereas HESUEBH, Bosnia and Herzegovina is unsatisfied with social dialogue at all levels of consultation and especially very unsatisfied at national level as there is no social dialogue consultation at all.

14 unions in total are unsatisfied with the social dialogue, mainly at national (10 unions) and institutional level (10 unions).

4 out of the 29 responding unions are very unsatisfied: HESUEBH, Bosnia and Herzegovina; both FERC-CGT and SNESUP-FSU from France and FLC CGIL, Italy. Each of them is very unsatisfied at national level and FERC-CGT from France is even unsatisfied at national, regional and institutional level.

Levels of most complaints and satisfaction: regional focus

It is remarkable that the national and institutional levels are the levels which cause the most complaints but also most of the positive statements:

Satisfied with the **national level** of social dialogue are usually Northern/Central European and Scandinavian unions (from Denmark, Finland, Germany, Norway, Sweden, the Netherlands) and unions from Eastern Europe (Romania, Russia, Serbia, Slovakia, Slovenia). UNIVERSITAS, Estonia is also satisfied.

In contrast, both respondents from Poland and from the remaining Baltic states (Latvia, Lithuania) are unsatisfied with social dialogue at national level. Also the responding unions from the British Isles (Ireland, the UK) as well as Croatia and Finland (both unions from this country are overlapping) are unsatisfied.

Concerning social dialogue at the **institutional level**, the distribution is similar with respect to several countries.

Satisfied are again most of the Northern/Central European and Scandinavian unions (from Denmark, Finland (but only OAJ), Germany, Norway, Sweden, the Netherlands) and some unions from Eastern Europe (Russia, Serbia (only SSS), Slovakia). Satisfied are furthermore the Estonian union UNIVERSITAS again and the Portuguese FENPROF. Whereas KSNPL from Poland is also satisfied with social dialogue at institutional level,

ZNP from Poland is unsatisfied. Moreover, again the responding unions from the British Isles (Ireland, the UK), Eastern Europe (Bosnia and Herzegovina, Croatia (again), Slovenia) and in addition Finland (both unions from this country are overlapping) are unsatisfied with social dialogue at institutional level as well as FLC CGIL from Italy.

Comments:

Satisfied:

- **DM, Denmark** (satisfied):
“There is a long tradition of collective bargaining and solving labour market problems through collective agreements. We support that. However, many subjects which the union is considering as important are not accepted by the Ministries. The same applies at the institutional level, where there are structures in place and a dialogue is ongoing, but not necessary with an outcome which effectively supports our members.”
- **UNIVERSITAS, Estonia** (satisfied):
“The meetings are constructive and the universities have good relationship with the Ministry of Higher education and Research.”
- **SULF, Sweden** (very satisfied):
“We have an ongoing social dialogue at many different levels”

Satisfied and unsatisfied at the same levels:

- **GEW, Germany** (both satisfied and unsatisfied with the regional level of social dialogue, but satisfied with the national and institutional levels):
“Consultation of trade unions at regional level differs.
Collective bargaining is well established at national level. Nevertheless, this does not mean we are satisfied with the results, i.e. we still did not reach agreement on special regulations for higher education and research within the public sector.”
Consultation at institutional level is well established by the German laws on workers’ participation in decision-making (works councils). Nevertheless, this does not mean we are satisfied with every detail or with specific results of the consultation.”
- **FUURT, Finland** (both satisfied and unsatisfied with the national level and satisfied with the institutional level):
“Satisfaction depends on different level of consultation with each universities. This is why there are differences at the national level. It happened that some things changed for the worse after consultation.”
- **OAJ, Finland** (both satisfied and unsatisfied with the national level and the institutional level):
“National level: depends on topic and issue in general agreement.
Institute level: depends on university”

Partially satisfied (satisfied and unsatisfied, but at different levels):

- **KSNPL, Poland** (satisfied/unsatisfied):
“Today we are more satisfied than in the past because previously social dialogue had no effect. In the last months there have been many structural changes due to a new government. However, it is not possible to generalise as there are more than 130 public HE institutes.”

Unsatisfied/very unsatisfied:

- **HESUEBH, Bosnia and Herzegovina** (unsatisfied/very unsatisfied):
“Government and managers are not interested in social dialogue.”
- **FERC-CGT, France** (very unsatisfied):
“There is no real dialogue, only monologue. The trade union’s point of view and demands are not taken into account and trade unionists are not associated to the decision-making process. No “negotiation” is possible; sometimes we can hardly receive clear and reliable information about what the Ministries or the other public authorities are about to decide.”
- **SNESUP-FSU, France** (very unsatisfied):
“We are very unsatisfied as there is no negotiation, simply consultation. Moreover, the ministry rarely takes into account the expression of our unions, although we are the main union of university teachers and researchers.”
- **ALTUHE, Lithuania** (unsatisfied):
“We are unsatisfied since the Ministry of Education and Science agreed to start bargaining on the national education sector collective agreement only starting from 2015. The previous government refused to be involved in broader social dialogue.”
- **UCU, United Kingdom** (unsatisfied):
“At the national it is difficult to get the employers to negotiate meaningfully on terms and conditions such as redundancy avoidance procedures, reducing the use of fixed-term contracts etc.”

1.11 Social Dialogue topics in your country: what topics does Social Dialogue on higher education and research include?

Replies: 30

Topic	HE&R reforms (design, implementation, etc.)					Curricula development					Financing of HE&R					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH													X	X	X	
Croatia - IURHEEC															X	
Denmark - DM	X				X											
Estonia - UNIVERSITAS	X						X			X		X				
Finland - FUURT	X				X					X		X			X	
Finland - OAJ	X				X					X		X			X	
France - FERC-CGT	X						X		X	X		X			X	
France - SNESUP-FSU	X						X									
Germany - GEW	X	X			X											
Ireland - IFUT	X				X											
Ireland - TUI	X											X				
Italy - FLC CGIL	X				X				X			X	X			
Latvia - LIZDA	X											X			X	
Lithuania - ALTUHE	X											X				
Malta - MUT	X				X											
Norway - NAR	X				X		X			X		X			X	
Norway - UEN	X				X		X			X		X			X	
Poland - KSNPL	X											X			X	
Poland - ZNP	X														X	
Portugal - FENPROF	X						X			X	X					X
Romania - ALMA MATER	X								X			X				
Russia - ESEUR	X	X			X		X			X		X			X	
Serbia - SSS	X						X					X			X	
Serbia - TUS																
Slovakia - TUWES	X				X					X		X	X		X	
Slovenia - ESTUS	X											X				
Sweden - LFB																
Sweden - SULF	X			X	X							X			X	
the Netherlands - CNV-O	X				X						faculty	X			X	faculty
United Kingdom - UCU																
Total at each level	25	2	1	13	0	8	0	3	9	2	18	3	1	15	2	
total number of active unions at large	25					14					22					

Topic	Human and trade union rights					Employment contracts of HE&R staff (in general)					Salaries of HE&R staff (in general)					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH			X	X												
Croatia - IURHEEC				X					X			X				
Denmark - DM	X								X			X			X	
Estonia - UNIVERSITAS	X						X			X		X			X	
Finland - FUURT	X			X			X			X		X			X	
Finland - OAJ	X			X			X			X		X			X	
France - FERC-CGT				X								X				
France - SNESUP-FSU	X						X					X				
Germany - GEW	X						X	X		X		X	X		X	
Ireland - IFUT	X			X			X			X		X			X	
Ireland - TUI	X	X	X	X			X			X		X			X	
Italy - FLC CGIL	X						X			X		X			X	
Latvia - LIZDA										X		X			X	
Lithuania - ALTUHE	X						X									
Malta - MUT	X			X			X			X		X			X	
Norway - NAR	X			X			X			X		X			X	
Norway - UEN	X			X			X			X		X			X	
Poland - KSNPL	X						X					X			X	
Poland - ZNP	X			X			X			X		X			X	
Portugal - FENPROF					X		X					X				
Romania - ALMA MA-TER	X		X									X				
Russia - ESEUR	X	X		X			X	X		X		X			X	
Serbia - SSS	X			X			X			X		X			X	
Serbia - TUS	X											X				
Slovakia - TUWES	X	X		X			X	X		X		X			X	
Slovenia - ESTUS	X						X					X				
Sweden - LFB	X						X			X		X			X	
Sweden - SULF	X			X			X			X		X			X	
the Netherlands - CNV-O	X						X			X		X				
United Kingdom - UCU							X			X		X			X	
Total at each level	24	3	3	15	1		23	3	0	21	0	28	1	0	20	0
total number of active unions at large	28					26					28					

Topic	Working conditions of HE&R staff (in general)					Working time of HE&R staff (in general)					Gender equality issues of HE&R staff (in general)					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH																
Croatia - IURHEEC				X					X							
Denmark - DM	X			X		X			X		X			X		
Estonia - UNIVERSITAS	X			X					X				X			X
Finland - FUURT	X			X		X			X		X			X		
Finland - OAJ	X			X		X			X		X			X		
France - FERC-CGT				X		X								X		
France - SNESUP-FSU	X			X		X										
Germany - GEW	X	X		X		X	X		X		X	X		X		
Ireland - IFUT	X			X		X			X		X			X		
Ireland - TUI	X			X		X					X			X		
Italy - FLC CGIL	X			X		X			X		X			X		
Latvia - LIZDA	X			X		X			X		X					
Lithuania - ALTUHE	X					X										
Malta - MUT	X			X		X			X		X			X		
Norway - NAR	X			X		X			X		X			X		
Norway - UEN	X			X		X			X		X			X		
Poland - KSNPL				X		X			X		X					
Poland - ZNP	X			X		X			X		X			X		
Portugal - FENPROF	X					X										X
Romania - ALMA MA-TER	X		X										X			
Russia - ESEUR	X	X		X		X			X		X			X		
Serbia - SSS	X			X		X								X		
Serbia - TUS	X					X								X		
Slovakia - TUWES	X	X		X		X			X		X			X		
Slovenia - ESTUS	X								X							
Sweden - LFB	X			X		X			X		X			X		
Sweden - SULF	X			X					X		X			X		
the Netherlands - CNV-O	X			X										X		
United Kingdom - UCU	X			X		X			X		X			X		
Total at each level	26	3	1	24	0	23	1	0	20	0	22	1	2	15	2	
total number of active unions at large	29					28					24					

Topic	Health and safety of HE&R staff (in general)					Social protection rights					Professional issues of HE&R staff					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH																
Croatia - IURHEEC																
Denmark - DM						X			X		X					
Estonia - UNIVERSITAS				X		X			X					X		
Finland - FUURT	X	X	X	X		X		X	X		X					
Finland - OAJ	X	X	X			X		X	X		X			X		
France - FERC-CGT	X			X		X					X			X		
France - SNESUP-FSU	X			X												
Germany - GEW	X	X		X		X					X	X		X		
Ireland - IFUT	X			X		X								X		
Ireland - TUI	X			X		X			X		X			X		
Italy - FLC CGIL	X			X		X					X			X		
Latvia - LIZDA				X		X					X			X		
Lithuania - ALTUHE	X					X										
Malta - MUT	X			X		X			X		X			X		
Norway - NAR	X			X		X					X			X		
Norway - UEN	X			X		X					X			X		
Poland - KSNPL						X			X		X					
Poland - ZNP	X					X			X		X			X		
Portugal - FENPROF	X			X		X					X					
Romania - ALMA MA-TER						X							X			
Russia - ESEUR	X	X		X		X	X		X		X			X		
Serbia - SSS	X			X		X			X		X					
Serbia - TUS	X															
Slovakia - TUWES	X	X		X		X					X			X		
Slovenia - ESTUS						X								X		
Sweden - LFB	X			X		X			X					X		
Sweden - SULF				X		X	X		X		X			X		
the Netherlands - CNV-O				X		X			X		X			X		
United Kingdom - UCU	X	X	X	X		X			X		X			X		
Total at each level	20	6	3	20	0	26	2	2	14	0	20	1	1	19	0	
total number of active unions at large	24					26					25					

Topic	Professional development and training					Professional standards					Professional ethics					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH																
Croatia - IURHEEC																
Denmark - DM				X								X			X	
Estonia - UNIVERSITAS				X					X					X		
Finland - FUURT				X		X						X			X	
Finland - OAJ				X								X			X	
France - FERC-CGT				X		X			X						X	
France - SNESUP-FSU																
Germany - GEW	X	X		X												
Ireland - IFUT				X												
Ireland - TUI				X		X			X						X	
Italy - FLC CGIL				X											X	
Latvia - LIZDA	X			X		X						X				
Lithuania - ALTUHE						X						X				
Malta - MUT	X			X		X			X			X			X	
Norway - NAR	X			X												
Norway - UEN	X			X												
Poland - KSNPL				X		X			X			X			X	
Poland - ZNP	X					X						X				
Portugal - FENPROF	X					X				X		X				X
Romania - ALMA MA-TER			X						X						X	
Russia - ESEUR	X			X		X	X		X			X	X		X	
Serbia - SSS	X					X						X				
Serbia - TUS																
Slovakia - TUWES				X		X			X			X			X	
Slovenia - ESTUS				X								X			X	
Sweden - LFB				X												
Sweden - SULF	X			X		X			X			X			X	
the Netherlands - CNV-O	X			X		X			X			X			X	faculty
United Kingdom - UCU	X			X		X			X							
Total at each level	12	1	1	21	0	15	1	0	11	1	15	1	1	14	2	
total number of active unions at large	25					17					20					

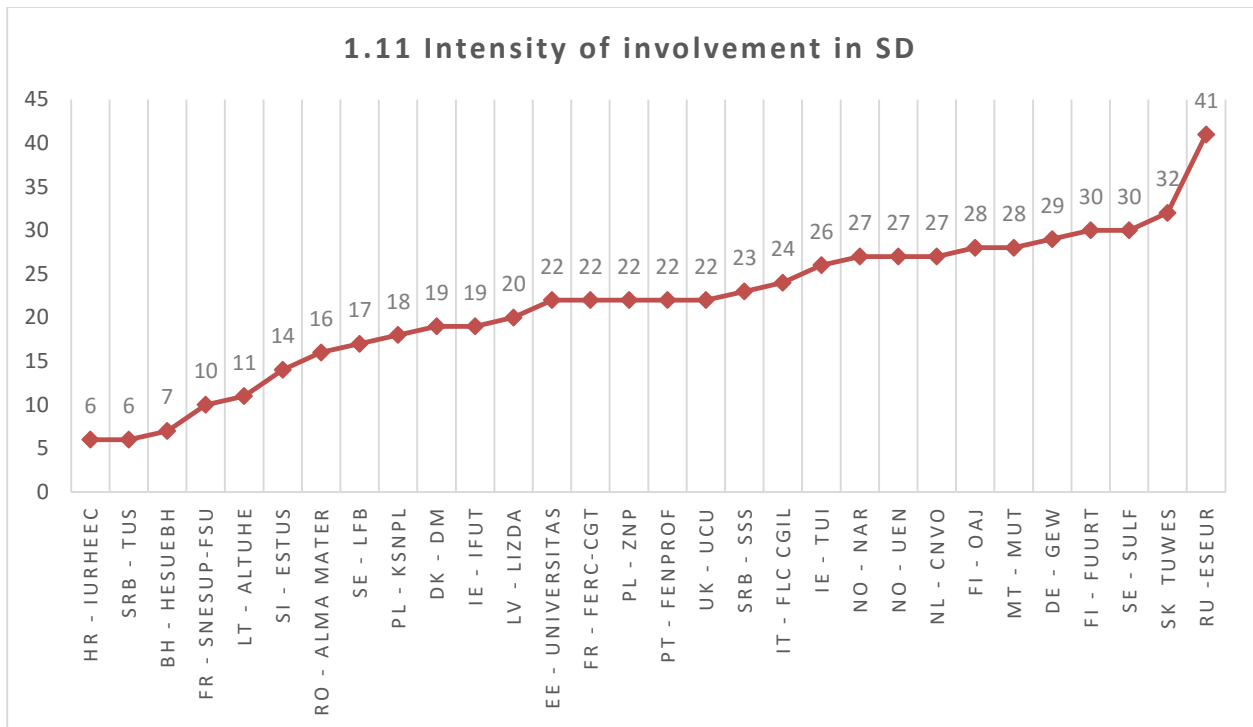
Topic	Professional autonomy and freedom					
	Level	nat	reg	loc	inst	other
Bosnia-Herzegovina - HESUEBH			X	X		
Croatia - IURHEEC						
Denmark - DM	X					
Estonia - UNIVERSITAS			X			
Finland - FUURT	X					
Finland - OAJ						
France - FERC-CGT	X			X		
France - SNESUP-FSU						
Germany - GEW						
Ireland - IFUT						
Ireland - TUI				X		
Italy - FLC CGIL				X		
Latvia - LIZDA	X					
Lithuania - ALTUHE	X					
Malta - MUT	X			X		
Norway - NAR	X			X		
Norway - UEN	X			X		
Poland - KSNPL						
Poland - ZNP	X					
Portugal - FENPROF						X
Romania - ALMA MA-TER				X		
Russia - ESEUR	X	X		X		
Serbia - SSS	X					
Serbia - TUS						
Slovakia - TUWES	X					
Slovenia - ESTUS	X			X		
Sweden - LFB						
Sweden - SULF	X			X		
the Netherlands - CNV-O				X	faculty	
United Kingdom - UCU						
Total at each level	14	1	2	12	2	
total number of active unions at large	21					

All 30 responding unions are active in these 16 topics of social dialogue. According to the information received, social partners most frequently talk about **working conditions**: 29 unions (all except HESUEBH, Bosnia and Herzegovina) participate actively in discussions on this topic, mostly at national and institutional level at the same time (20 unions).

Each topic is discussed mostly at national level and very frequently at institutional level.

The most important topic at national level is the **salary** of higher education and research staff: 28 out of 30 unions participate in these discussions (all except HESUEBH, Bosnia and Herzegovina and ALTUHE, Lithuania).

Except when it concerns salaries, IURHEEC, Croatia does not participate in discussions at national level at all; but for all other topics in which this union is involved, social dialogue is conducted at institutional level.



Regarding the **intensity** of involvement in these discussions, the following can be stated.

The lowest rate of involvement in total (cases of involvement concerning all topics and all levels of involvement in social dialogue) is held by IURHEEC, Croatia and TUS, Serbia; and the highest one by Russia (see graph).

Rate of involvement means the total number of cases in which a union is involved in social dialogue concerning the given topics. (The crosses in one line of a table are simply counted.) The highest possible number of cases is 80 (16 topics x 5 possible levels)*, which would mean that a union is involved in every topic through every possible level (national, regional, local, institutional, other level). In simple terms: there are 16 topics, for each there are 5 levels. Which union has the most discussions going on at large?

E.g. IURHEEC, Croatia is involved in social dialogue on **6 topics**. Each of those topics is discussed **only at one level**: salaries are discussed by IURHEEC at national level (only) and each of the other five topics is exclusively discussed at institutional level. Therefore IURHEEC is involved in discussions in 6 cases in total.

HESUEBH from Bosnia and Herzegovina is involved in social dialogue on only **3 topics**, but always discusses them at 2-3 different levels at the same time. Therefore, the intensity of participation (rate: 7 out of 80 cases) is higher.

ESEUR from Russia is involved in discussions concerning each of these 17 topics, usually at 3 different levels at the same time. Because of this, it has the highest intensity of involvement. Its rate of involvement is 41, which means that ESEUR is involved in 41 discussions.

* It must be regarded that not in every country all of these levels do exist, therefore the participation rate for some countries might seem low in this context although they are committed. However, looking at the data collected, it is visible that this is not the main reason for the differences. E.g. NAR and UEN from Norway, where a separate local or regional level of social dialogue does not exist, both have a relatively high participation rate (27 each). HESUEBH from Bosnia and Herzegovina in contrast only maintains discussions in 7 cases, even though all of the given levels (national, regional, local, institutional) are existing. Thus, a low participation rate is often caused by the fact that a trade union is only involved in a few topics.

1.12 If it takes place in your country, which topics does the collective bargaining on higher education and research include ?

Replies: 30

Topics	Working conditions (hours, employment, terms etc.)					Wages					Professional issues of HE&R employees					
	level	nat	reg	loc	inst	oth er	nat	reg	loc	inst	oth er	nat	reg	loc	inst	oth er
Bosnia and Herzegovina - HESUEBH			X					X						X		
Croatia - IURHEEC				X					X						X	
Denmark - DM	X			X			X		X			X		X		
Estonia - UNIVERSITAS				X					X					X		
Finland - FUURT	X						X		X							
Finland - OAJ	X			X			X		X							
France - FERC-CGT																
France - SNESUP-FSU					X		X									
Germany - GEW	X	X		X			X	X	X							
Ireland - IFUT	X						X								X	
Ireland - TUI	X						X					X				
Italy - FLC CGIL	X			X			X					X			X	
Latvia - LIZDA	X						X					X				
Lithuania - ALTUHE	X						X					X				
Malta - MUT	X			X			X		X			X			X	
Norway - NAR	X			X			X		X							
Norway - UEN	X			X					X							
Poland - KSNPL																
Poland - ZNP																
Portugal - FENPROF	X						X					X			X	
Romania - ALMA MATER	X		X				X							X		

Russia - ESEUR	X			X		X			X		X	X		X	
Serbia - SSS	X			X		X			X		X				
Serbia - TUS	X					X									
Slovakia - TUWES	X			X		X					X			X	
Slovenia - ESTUS	X													X	
Sweden - LFB	X			X		X			X					X	
Sweden - SULF	X			X		X			X		X			X	
the Netherlands - CNV-O	X			X		X								X	
United Kingdom - UCU	X			X		X			X						
Total number of active unions at each level	23	1	2	16	1	22	1	1	14	0	11	1	2	13	0
total number of active unions at large	27					26					19				

In collective bargaining, “working conditions” is the most frequently discussed topic (based on the reply of 27 out of 29 unions) , secondly wages (26) and then professional issues which is discussed by 19 out of 29 unions. Other topics are not discussed. All these topics are mostly discussed at national level and quite frequently at institutional level as well. Collective bargaining at the local, regional or other levels are hardly in place.

It is striking that IURHEEC, Croatia and UNIVERSITAS, Estonia are involved in collective bargaining only through institutional level.

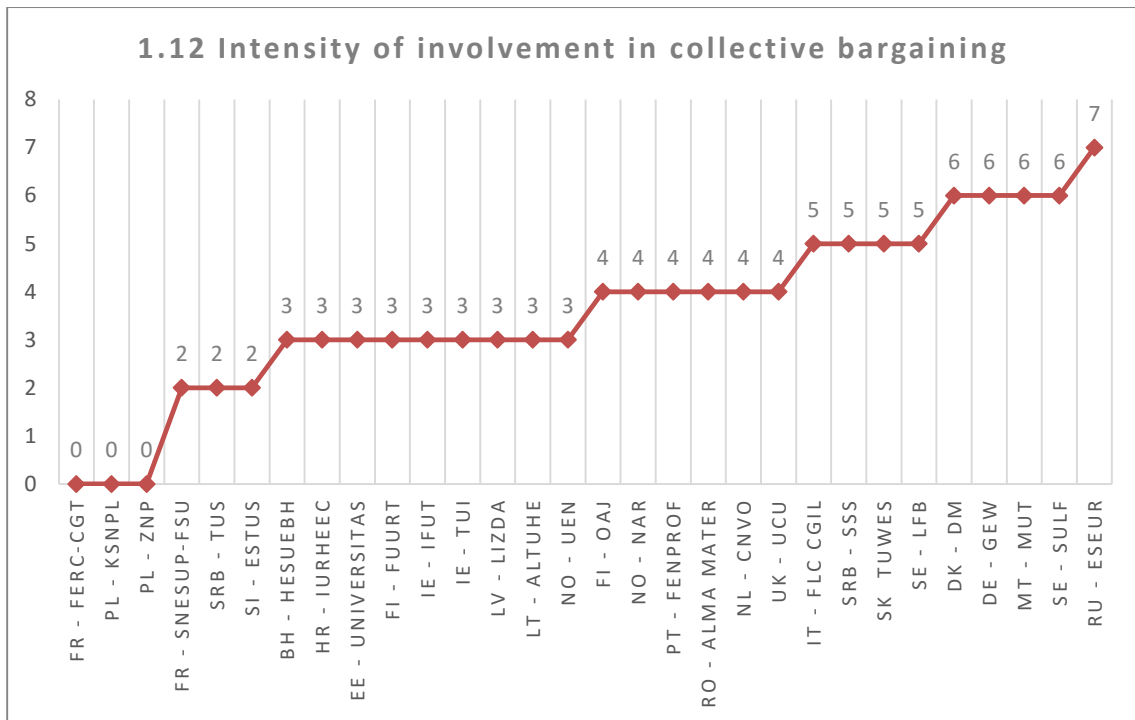
The Polish unions KSNPL and ZNP do not participate in collective bargaining on higher education and research. They state that effectively there is no collective bargaining existing in Poland:

KSNPL: “There is no collective bargaining neither at the national level of HE nor at the level of HE institutions.”

ZNP: “In fact collective bargaining in Poland does not exist in our branch (higher education and science). We have no partners for such agreements and even two years ago the Polish Parliament withdrew the possibility of collective bargaining from higher education law.”

The FERC-CGT (France) did not indicate any action either. They explain:

“There is no such bargaining in the French higher education and research, at least not in the public sector which we represent as a trade union. In France, the scientific workers in permanent positions in research centers and universities are civil servants, so our salaries and in general our working conditions are fixed by the law, they are not the result of negotiations with the employers (universities or research centers). As civil servants, we are under the rule of the « general status of the public sector », which came into effect first in 1983 and was revised several times until now. Therefore, bargaining strictly speaking does not take place.”



Rate of involvement means the total number of cases in which a union is involved in collective bargaining concerning the given topics. The highest possible number of cases is **15** (3 topics x 5 levels), which would mean that a union is involved in every topic through every possible level (national, regional, local, institutional).

ESEUR, Russia again holds the highest rate of involvement since this union is involved in each topic at 2-3 different levels at the same time.

PART 2: COLLEGIAL GOVERNANCE

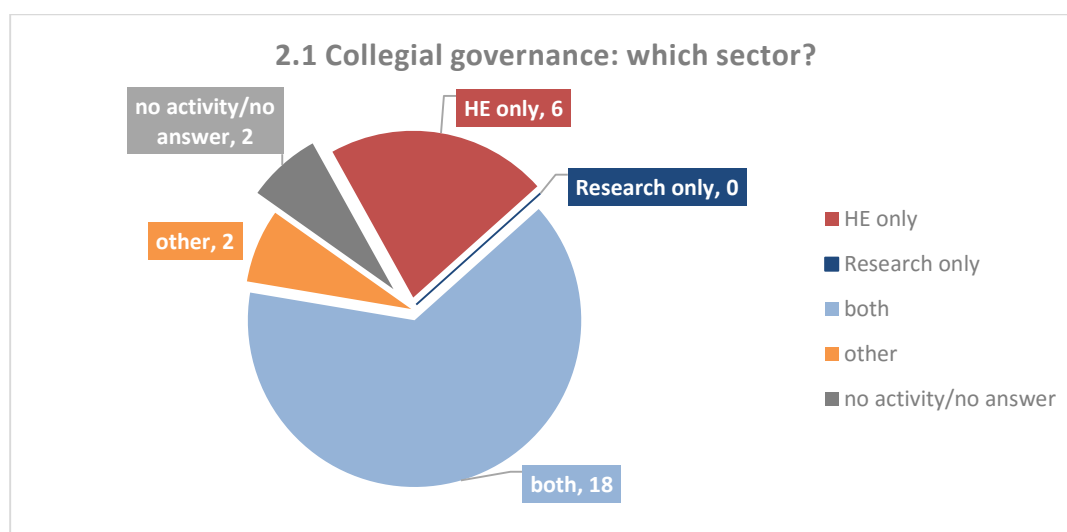
Replies to this part of the survey: 28

Since SSS, Serbia and LFB, Sweden are not active in collegial governance (see point 1.3), they did not answer this part of the survey. The following data is based on the data collected from 28 unions.

The responding unions were asked to answer the following questions according to the definition of collegial governance given in the introduction.

2.1 In which sector does your trade union take part in collegial governance?

Replies: 28



Most trade unions (18 out of 28, that are about 65%) practice collegial governance in higher education as well as in research. DM, Denmark and MUT, Malta are active in other sectors (not identified).

NAR from Norway and FENPROF from Portugal indicate that they do not participate in collegial governance in any of these sectors. NAR for this states that “elected staff members are included, not unions”. Nevertheless, they used to reply to the further questions concerning collegial governance.

2.2 Who is involved in collegial governance structure as partner?

Replies: 28

	Staff members	employer associations	rectors	students	other
Bosnia and Herzegovina - HESUEBH		X			
Croatia - IURHEEC		X			
Denmark - DM	X		X	X	
Estonia - UNIVERSITAS	X	X	X		
Finland - FUURT	X	X	X	X	
Finland - OAJ	X	X	X	X	

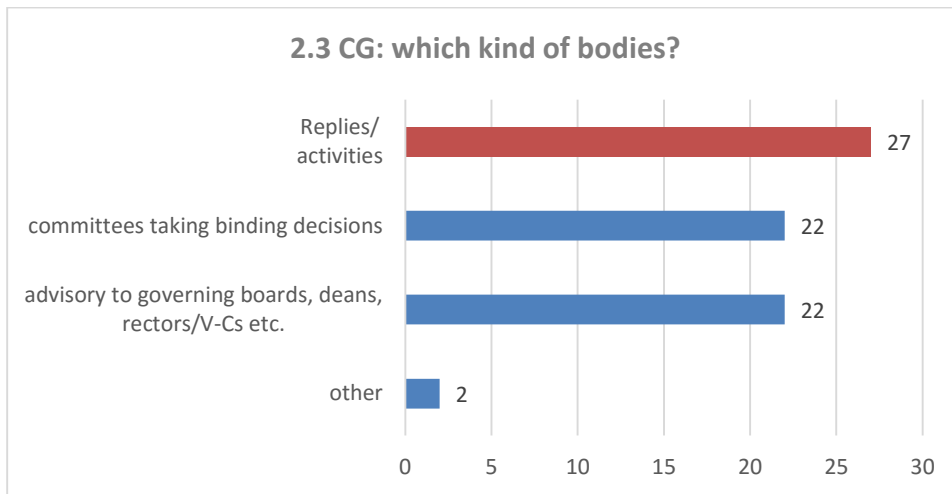
France - FERC-CGT	X				
France - SNESUP-FSU					business, local and regional authorities
Germany - GEW	X		X	X	
Ireland - IFUT		X	X	X	
Ireland - TUI	X	X		X	
Italy - FLC CGIL	X	X	X	X	
Latvia - LIZDA	X	X	X	X	
Lithuania - ALTUHE	X	X	X	X	
Malta - MUT	X		X	X	
Norway - NAR	X		X	X	
Norway - UEN	X		X	X	External Board members appointed by ministry
Poland - KSNPL	X		X	X	trade unions in an advisory capacity
Poland - ZNP	X		X	X	
Portugal - FENPROF	X		X	X	
Romania - ALMA MATER	X	X	X	X	Administration council
Russia - ESEUR	X		X	X	
Serbia - SSS					
Serbia - TUS	X				
Slovakia - TUWES	X	X	X	X	
Slovenia - ESTUS	X	X	X	X	
Sweden - LFB					
Sweden - SULF	X	X	X	X	
the Netherlands - CNV-O	X			X	
United Kingdom - UCU	X	X	X	X	local employers and other external stakeholders as members of university governing bodies
Total number of active unions at each level	24	15	21	22	5
total number of active unions at large (=number of replies)	28				

In the case of 24 out of 28 unions active in collegial governance, staff members of universities are involved in collegial governance as a partner. Only within HESUEBH (Bosnia and Herzegovina), IURHEEC (Croatia), SNESUP-FSU (France) and IFUT (Ireland) staff members of universities are not involved. In most of the 28 unions, rectors and students are involved and in 15 cases, employer associations take part in collegial governance as well.

According to HESUEBH, Bosnia and Herzegovina and IURHEEC, Croatia, for these unions only employer associations are involved in collegial governance.

2.3 In which kind of bodies does collegial governance participation take place?

Replies: 27 (UCU, UK did not give any answer.)



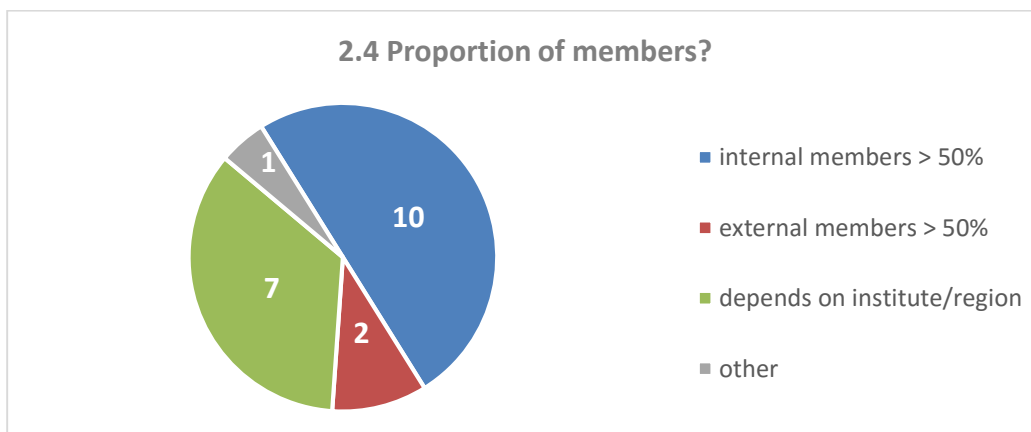
The following statistic is based on the replies by 27 unions.

26 unions participate in collegial governance either through committees taking binding decisions (22 unions) and/or advisory to governing boards and similar (also 22). IURHEEC (Croatia) indicated that collegial governance takes place via the national committee of higher education and research.

“Other” forms of participation are: involvement through the national committee of higher education and research (IURHEEC, Croatia) and participation councils (advice and approval) as well as supervisory board (CNVO, Netherlands).

2.4 What is the proportion of internal members and external members of the governing bodies?

Replies: 20 (Several unions did not answer this question.)



Concerning the proportion of internal and external members within collegial governance, mostly (10 unions) internal members are on the majority. Only for 2 unions, collegial governance consists mainly of external members. For 7 unions, the proportion depends on the institute or region.

MUT, Malta, who indicated “other” states that there is government control in governing boards.

Specification by countries:

	internal members > 50%	external members > 50%	depends on institute/region
Bosnia and Herzegovina - HESUEBH	X		
Croatia - IURHEEC			
Denmark - DM		X	
Estonia - UNIVERSITAS	X		
Finland - FUURT			
Finland - OAJ	(X)		
France - FERC-CGT	X		
France - SNESUP-FSU			X
Germany - GEW			X
Ireland - IFUT			
Ireland - TUI	X		
Italy - FLC CGIL	X		
Latvia - LIZDA			
Lithuania - ALTUHE			
Malta - MUT			
Norway - NAR			X
Norway - UEN			X
Poland - KSNPL			X
Poland - ZNP			X
Portugal - FENPROF	X		
Romania - ALMA MATER	X		
Russia - ESEUR			
Serbia - SSS			
Serbia - TUS	X		
Slovakia - TUWES			
Slovenia - ESTUS	X		
Sweden - LFB			
Sweden - SULF			X
the Netherlands - CNV-O			
United Kingdom - UCU		X in university governing bodies	
Total at each level	10	2	7
total number of active unions at large (=number of replies)	19		

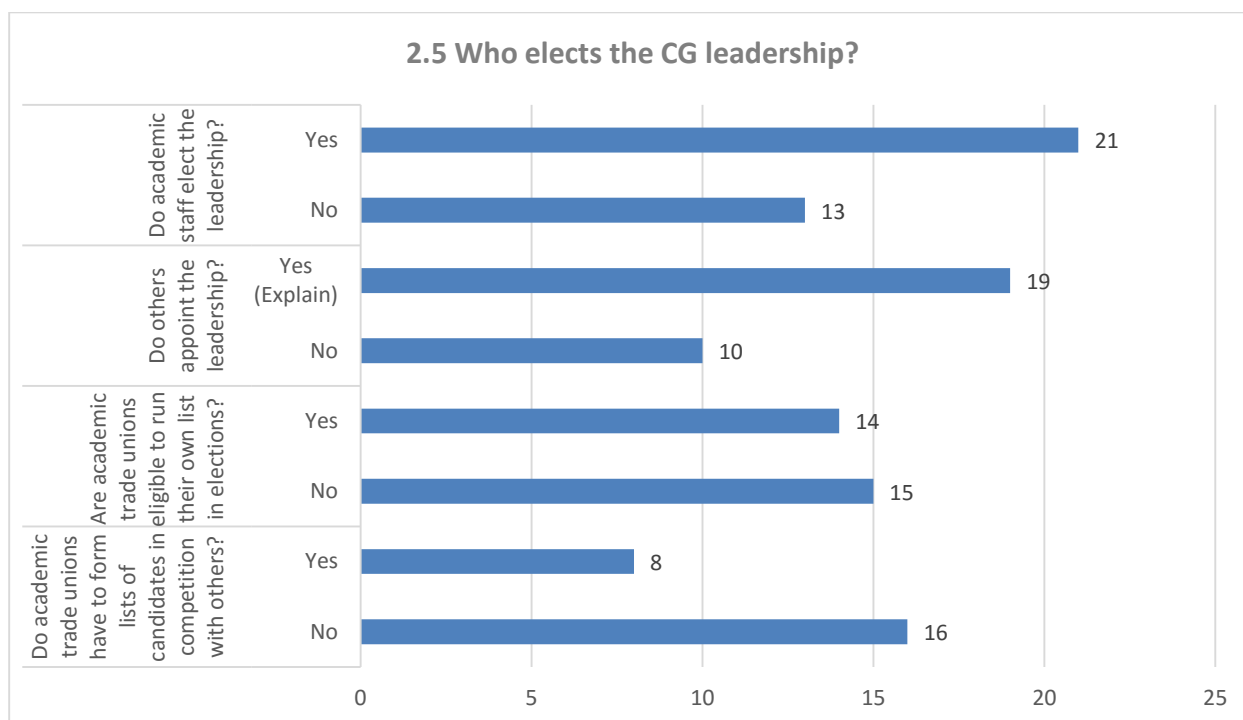
Comments:

- **DK** (more external members): “Others, such as: According to the definition, collegial bodies should have a majority of members of the academic community and have sufficient decision making powers. None of those exist in Denmark at the moment. There are collegial bodies, but those with decision making power have external majority and the academic bodies have only advisory competence. Thus, the answers are not meeting the UNESCO criteria, but as there are collegial bodies (only advisory), it is still relevant to go through the questions.”
- **RO** (more internal): “Internal members choose external members”
- **MT** (none of given answers): “There is a government control in governing board”

2.5 Who elects the collegial governance leadership?

Replies: 28 (but not every union answered to every part of the question)

All 28 unions involved in collegial governance gave any answer to this question. Several unions gave several answers and some unions did not answer every part of the question.



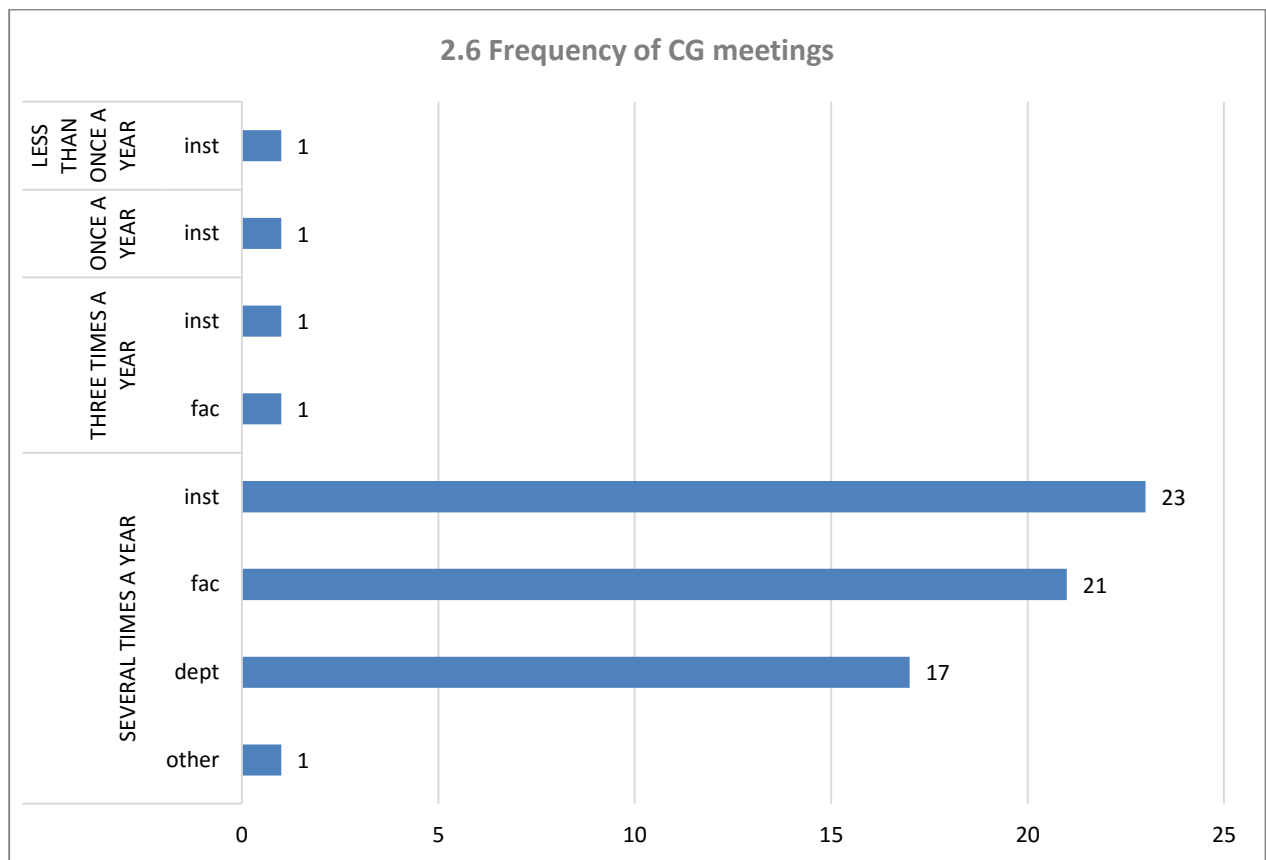
	Do others appoint the leadership? (Explain)
Bosnia and Herzegovina - HESUEBH	
Croatia - IURHEEC	Yes
Denmark - DM	appointed by Board with external majority
Estonia - UNIVERSITAS	Yes
Finland - FUURT	Board of uni/rector

Finland - OAJ	Yes
France - FERC-CGT	president of public institutions appointed by gvt
France - SNESUP-FSU	Yes and No
Germany - GEW	to some extent external bodies designate the leadership
Ireland - IFUT	
Ireland - TUI	Yes
Italy - FLC CGIL	No
Latvia - LIZDA	No
Lithuania - ALTUHE	external Boards of universities with limited participation of staff elects leadership
Malta - MUT	gvt
Norway - NAR	Yes and No
Norway - UEN	Yes and No
Poland - KSNPL	Yes and No
Poland - ZNP	No
Portugal - FENPROF	indirectly by academic staff, students, non-teaching staff
Romania - ALMA MATER	No
Russia - ESEUR	
Serbia - SSS	
Serbia - TUS	
Slovakia - TUWES	No
Slovenia - ESTUS	Yes
Sweden - LFB	
Sweden - SULF	Yes
the Netherlands - CNV-O	supervisory board
United Kingdom - UCU England, Wales, Northern Ireland	Chairs of university governing bodies are usually appointed from within the existing board of governors
United Kingdom - UCU Scotland	No
total number of active unions at large (=number of replies to this part)	24

Scotland: Last changes in law have led to a different situation in Scotland which is a positive development

2.6 How often do collegial governance meetings take place?

Replies: 28



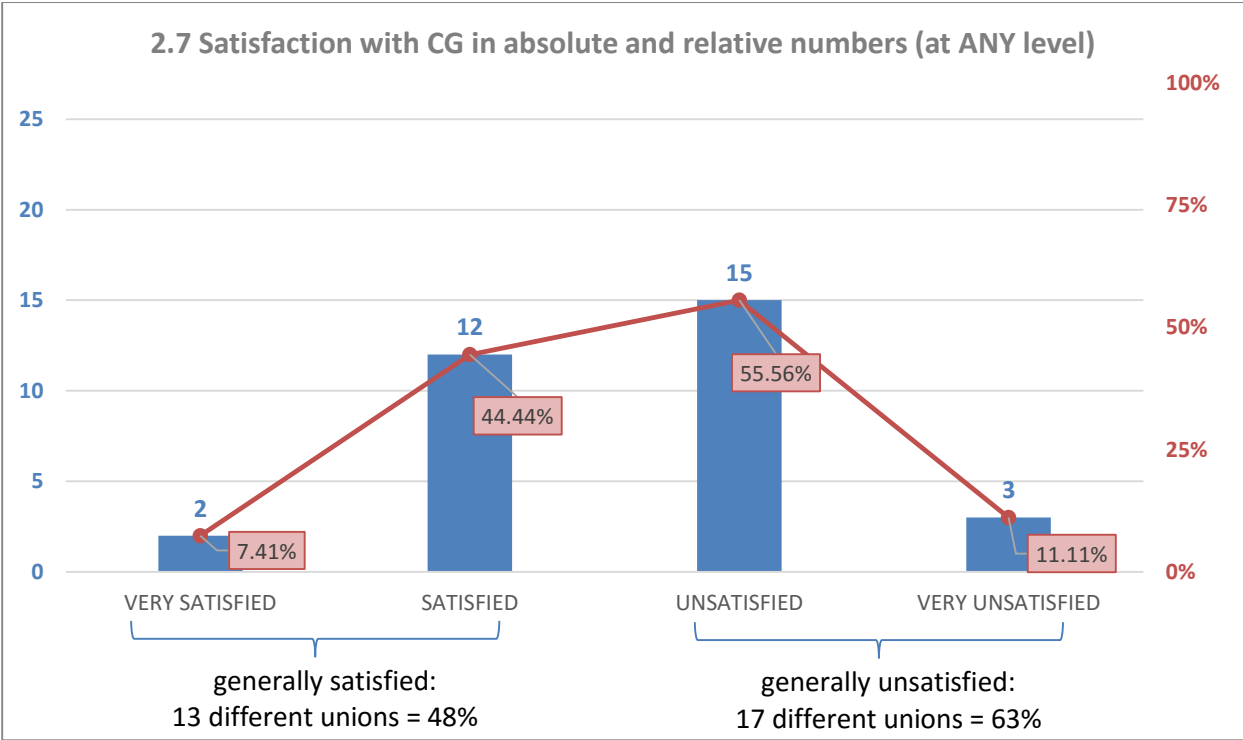
In the case of 26 out of the 28 unions, collegial governance meetings take place several times a year at almost every level. Only in the cases of HESUEBH, Bosnia and Herzegovina; UNIVERSITAS, Estonia and UCU, UK, collegial governance meetings take place three times a year or less. In the case of UCU, UK (three times a year), this is implemented only at institutional level additionally to other meetings at other levels which take place more often. HESUEBH, Bosnia and Herzegovina has the fewest meetings at institutional level as they take place less than once a year.

2.7 To what extent are you satisfied with the collegial governance on higher education and research in your countries?

Replies: 27 (ZNP, Poland did not answer this question.)

The majority of answers prove a rather negative situation in the respondents' countries.

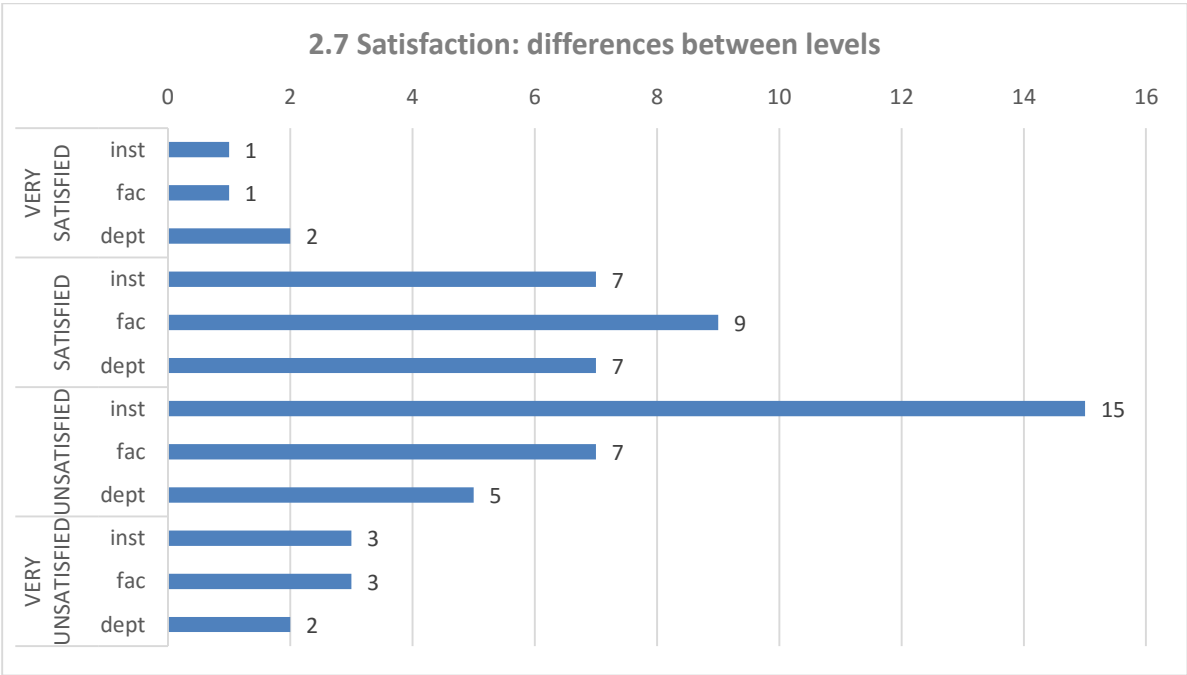
Regarding the state of satisfaction at large (**any level**), the unions answered as follows: Within the amount of 27 respondents, 2 unions are very satisfied (TUWES, Slovakia and SSS, Sweden), 12 unions are satisfied, 15 unions are unsatisfied and 3 unions are very unsatisfied with social dialogue. Some unions gave several answers which mostly comes clear by regarding the levels (see graph "1.10 Satisfaction: differences between levels").



Since several unions indicated satisfaction as well as dissatisfaction, it is not possible to simply add the numbers. Nevertheless, the amount of “positive” and “negative” answers in general can be compared:

13 different unions indicated satisfaction in general (very satisfied and satisfied) which are 48% of the 27 respondents. In contrast, 17 different unions indicated dissatisfaction in general (unsatisfied and very unsatisfied) which are 63% of the respondents.

Regarding differences between the levels, it is striking that dissatisfaction with collegial governance at the institutional level is very high (15 out of 27 unions). On the other hand, the level of faculty is the one which causes the highest satisfaction (9 unions).



Comments:

Satisfied:

- **IT** (satisfied/unsatisfied): “At the level of higher education /research institute collegial bodies have been impoverished of competencies and appear to be very much conditioned by the head of the institution and subordinated (or limited) by the managerial board”

Unsatisfied:

- **DE** (unsatisfied): “The majority in (most) collegial governance bodies is reserved for (full) professors – who form a minority of the staff”
- **FR FEREC-CGT** (very unsatisfied): “One can hardly call it ‘collegiality’.
- **FR SNESUP-FSU** (very unsatisfied): “ We are very unsatisfied because the collegial places do not have enough real power: higher education and research are oriented by the bureaucrats (government, funding agency, business ...)”
- **LT** (unsatisfied): “We are not satisfied by the involvement of collegial governance at the level of university, because the Law on Higher education and Regulations of Universities as a rule do not allow to delegate the members of trade unions to the governance bodies with the own list. On the another hand, ALTUHE has own representative (a positive step) at the National Higher Education Board since 2014”
- **MT** (unsatisfied): “Top posts are normally non elective. There are also a number of governmental appointees on University and Higher Educational Institutions which give a high degree of representation to government which may in certain instances outweigh the vote of academics elected as such.”
- **NO - NAR** (unsatisfied): “Elected collegial boards with authority to make binding decisions have increasingly been replaced by advisory councils at faculty/department levels. Staff members are in minority in boards at all levels.”
- **UK** (unsatisfied): “Governing bodies have increasingly become ‘rubber stamping’ bodies for the vice-chancellors plans.”

For Scotland:

“However, we are hopeful that this new law passed by the Scottish Parliament on university governance should improve the transparency and accountability of governing bodies in Scotland. In addition, the good practice now achieved in Scottish higher education can surely be referred to, and used by others in UCU, to try to prise open bad governance practice elsewhere and try to make the sector more accountable.”

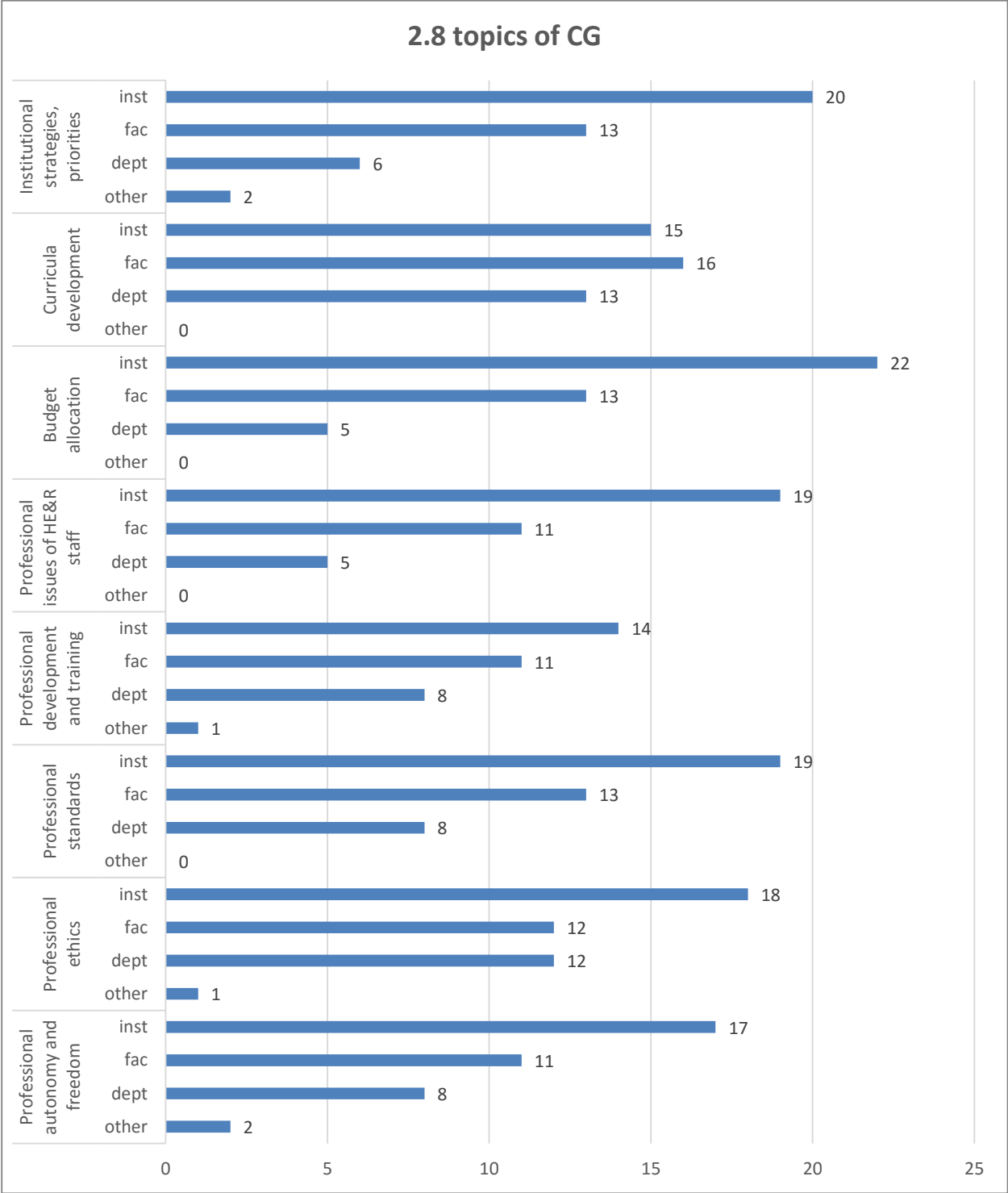
2.8 What topics does discussion and decision making in the collegial governance framework on higher education and research include in your country?

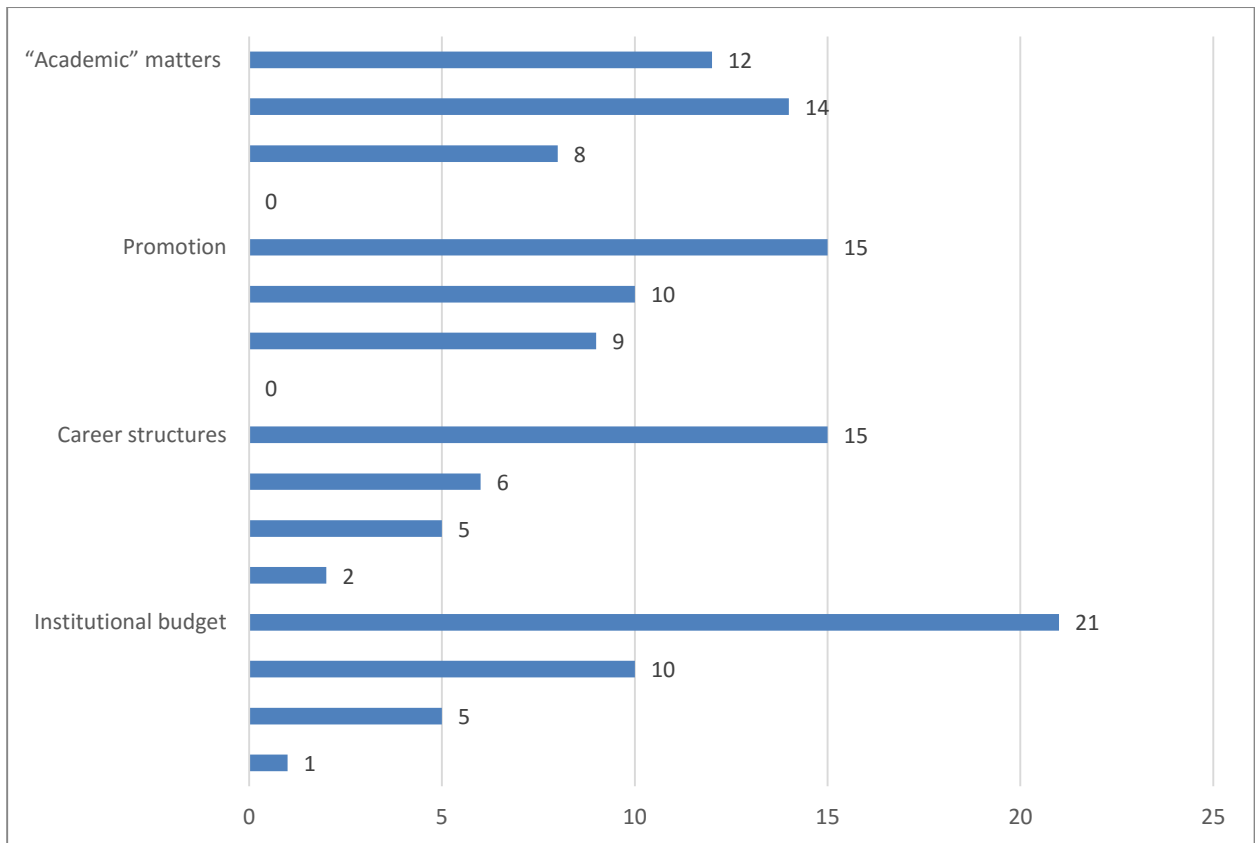
Replies: 28 (but in the following statistic SULF, Sweden is completely not regarded and some certain unions are not regarded for some topics as they did not specify levels)

All 28 unions that are involved in collegial governance have reacted to this question. However, ALTUHE from Lithuania did not indicate any involvement in the given topics and explained: “The national Board of Higher Education has very limited functions at the moment. At the level of the universities, trade unions as a rule do not have proper independent representation at the internal university boards (senates).” Nevertheless, ALTUHE indicated to be involved in “other topics” but did not specify this information. Furthermore, some unions

did not indicate at which levels their topics are discussed, neither gave any explanation for the missing specification. This is the case for SULF from Sweden, who indicated to be involved in each of the given topics. Furthermore TUS, Serbia did not specify the level for several topics and some further unions for some topics.

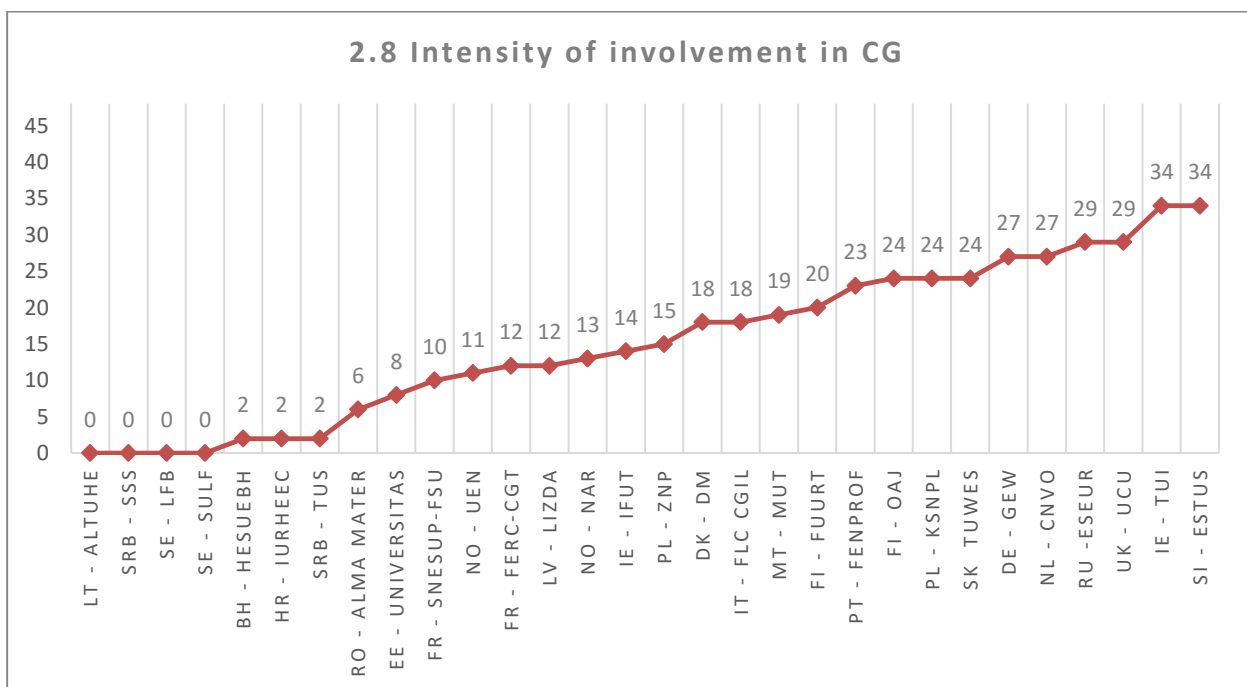
These certain answers, since they are not specific, cannot be regarded in our statistics. Therefore, the union SULF is completely excluded from the following data and the other concerned unions are ignored in the certain cases.





The most discussed topic in collegial governance is the budget at institutional level: Budget allocation is discussed among 23 unions at large (with SULF included it would be 24), by 22 of them at institutional level; and institutional budget is discussed among 22 unions, by 21 of them at institutional level.

Next come curricula development, which is discussed by 22 unions as well (15 at institutional level) and institutional strategies/priorities. The latter is discussed by 21 unions (20 at institutional level).



Rate of involvement means the total number of cases in which a union is involved in collegial governance concerning the given topics. The highest possible number of cases is **48** cases (12 topics x 4 levels) which would mean that a union is involved in every topic through every possible level (institutional, faculty, department, other level).

As explained above, some answers by some unions as well as all answers by SULF, Sweden are not included in these data. (SULF states to be involved in each of the given topics.) Apart from that, the following statements can be given about the involvement in collegial governance:

ESTUS, Slovenia and TUI, Ireland have the highest intensity of involvement. As in social dialogue, ESEUR from Russia has a very high rate of involvement again. That means that usually these unions are involved in plenty of the given topics through several different levels at the same time. Therefore they have a strong involvement in collegial governance.

Since SSS, Serbia and LFB, Sweden are not involved in collegial governance, the rate of involvement is zero. HESUEBH (Bosnia and Herzegovina), IURHEEC (Croatia) and TUS (Serbia) have a very low rate of involvement in collegial governance. Each union is only involved twice: HESUEBH (Bosnia and Herzegovina) is involved in Budget allocation and Professional issues of HE&R staff, in each case at institutional level. IURHEEC (Croatia) are occupied with Budget allocation and institutional budget at institutional level; and TUS (Serbia) with Budget allocation and Institutional strategies, priorities, in each case at faculty level.

CONCLUSION

The trade unions caught by this survey are mainly active in higher education and research and represent far more staff from the public sector. Based on their replies, engagement of the respondents is strongly focused on social dialogue. Social dialogue is conducted by each of the 30 unions, whereas SSS from Serbia and LFB from Sweden are not engaged in collegial governance.

Social dialogue is mainly practiced at national and institutional level several times a year and covers interaction with a great range of diverse ministries and other institutions. Most of the unions deal with various topics in social dialogue and participate actively in their development at several levels. Collective bargaining only concerns three topics, but nearly all of the responding unions participate in collective bargaining. The number of trade unions which are satisfied with social dialogue is higher than the number of unions which are unsatisfied.

Various internal members of the higher education and research institutes are participating in collegial governance, mostly through committees and with advisory functions. Usually, meetings take place several times a year. Various topics are discussed, in the majority of cases at institutional level. The majority of responding unions is not satisfied with collegial governance. This mostly concerns the institutional level.

A special mentioning deserves the strong commitment of the Russian trade union ESEUR at different levels in usual social dialogue, collective bargaining as well as collegial governance; whereas the unions HESUEBH from Bosnia and Herzegovina, IURHEEC from Croatia and TUS from Serbia usually have a low rate of involvement.



**European Trade Union Committee for Education
Comité syndical européen de l'éducation**

Bd du Roi Albert II, 5 – 9th Floor
B-1210 Bruxelles, Belgique

T + 32 2 224 06 91/2
F + 32 2 224 06 94

secretariat@csee-etuice.org
www.csee-etuice.org