



ETUCE

European Trade Union Committee for Education

EI European Region

Education International

Internationale de l'Éducation

Internacional de la Educación

<http://www.ei-ie.org>

ETUCE Survey on Social Dialogue and Collegial governance in Higher Education and Research Analysis of the survey

EUROPEAN REGION-
ETUCE

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Executive summary

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Christine BLOWER

27 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 3 March, 2016.

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	Country	Organisation	Represents members in HIGHER EDUCATION		Represents members in RESEARCH sector	
			Public sector	Private sector	Public sector	Private sector
1	Bosnia and Herzegovina	HESUEBH	X		X	
2	Germany	GEW	X	X	X	
3	Denmark	DM	X		X	X
4	Estonia	UNIVERSITAS	X		X	
5	Finland	FUURT	X		X	X
6		OAJ	X		X	
7	France	FERC-CGT	X		X	
8		SNESUP-FSU	X		X	
9	Croatia	IURHEEC	X		X	
10	Ireland	IFUT	X	X	X	
11	Italy	FLC CGIL	X	X	X	X
12	Lithuania	ALTUHE	X		X	
13	Latvia	LIZDA	X		X	
14	Malta	MUT	X	X		
15	The	CNV-O	X			
16	Norway	NAR	X	X	X	X
17		UEN	X	X	X	X
18	Poland	KSNPL	X		X	
19	Portugal	FENPROF	X	X	X	X
20	Romania	ALMA MATER	X		X	
21	Russia	ESEUR	X		X	
22	Sweden	SULF	X	X	X	
23	Slovenia	ESTUS	X	X	X	
24	Slovakia	OZPŠaV	X		X	
25	Serbia	SSS			X	X
26		TUS	X			
27	United	UCU	X		X	

All 27 trade unions are recognised as social partners in their countries.

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).

9 organisations have membership from private higher education sectors and 7 organisations cover membership from private research sector.

PART 1: Social Dialogue in Higher Education and Research

1.1 Governance of Social Dialogue in Higher Education and Research

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 18 unions, but 5 unions replied that it is led by other trade unions in their countries. 17 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 14 unions: 11 unions are social partners at national level, 3 unions are social partners at local level, and 9 unions have social dialogue at institutional level. Social dialogue in research is **led by another trade union** in the case of 5 unions either at national level (2 unions) or at institutional level (3 unions).

16 unions are involved in social dialogue on research in **partnership with other unions**: all of these unions conduct social dialogue in partnership at national level, but 3 unions are involved in regional social dialogue, 2 in local level social dialogue and 14 at institutional level social dialogue in cooperation with (an)other union(s).

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

1.2 Social partners in Higher Education and Research

- 24 unions have **social dialogue** with the **ministries of education and research**: 23 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.
- 14 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 7 unions only in national level social dialogue).
- **Public authorities/institutions**, for example Parliament's Standing Committees or Agencies, like Quality Assurance Agency in Education, are also social dialogue partners: 7 unions consult them at national level, 2 at regional level, and 2 at institutional level.
- **Employer associations** are the social partners of 13 unions (12 unions at national level, 2 at regional level, 5 at institutional level).

Only 5 trade unions reported that their employer counterpart is a member of EFEE.

- **Other organisations**, for example various councils are social partners of 8 unions: at national level 4 unions and at institutional level 6 unions negotiate with these organisations.

1.3 Frequency of social dialogue on Higher Education and Research

- **5** out of 27 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**.
- **5** organisations are involved **three times a year**: ESEUR, Russia; ESTUS, Slovenia; OZPŠaV , Slovakia; SSS, Serbia; UCU, United Kingdom
- **23** out of 27 organisations are involved **several times a year**: 21 unions at national level, 3 unions at regional level, 2 unions at local level, and 17 unions at institutional level.

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

- Only SULF, Sweden is **very satisfied** with the social dialogue on higher education and research and refers this to social dialogue at national, local and institutional levels.
- **17** out of 27 unions are **satisfied**.
- **12** out of 27 unions are **unsatisfied**.
- **4** out of 27 unions are **very unsatisfied**, all of them with national level social dialogue.

The French FERC-CGT is very unsatisfied with social dialogue at national, regional and institutional levels.

1.5 Topics of social dialogue on Higher Education and Research

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

- **Working conditions of higher education and research staff (26 unions);**
- **Human and trade union rights (25 unions);**
- **Working time of higher education and research staff (25 unions);**
- **Salaries of higher education and research staff (25 unions).**
- **Employment contracts of higher education and research staff (23 unions);**
- **Social protection rights (23 unions);**
- **Higher education and research *reforms* (23 unions);**

Fewer, unions discuss in social dialogue the following issues:

- **Professional issues of higher education and research staff (22 unions);**
- **Professional development and training (22 unions);**
- **Gender equality issues of higher education and research staff (21 unions);**
- **Health and safety of higher education and research staff (21 unions).**
- ***Financing* of higher education and research (20 unions).**

Only 19-14 out of 27 unions discuss mainly professional issues in social dialogue:

- **Professional autonomy and freedom (19 unions)**

- **Professional ethics (18 unions)**
- **Professional standards (15 unions)**
- **Curricula development (14 unions)**

1.6 Topics of collective bargaining in Higher Education and Research:

- **Working conditions** are discussed by **25** unions.
- **Wages** are discussed by **24** unions.
- **Professional issues of higher education and research employees** are discussed by **17** unions.

PART 2: COLLEGIAL GOVERNANCE in Higher Education and Research

24 unions participate in collegial governance: 6 unions on higher education only, 16 on higher education and research, and 2 unions in other fields (not identified).

2.1 Governing collegial governance in Higher Education and Research

In the case of 26 unions*, certain representatives are involved in collegial governance as consultation partners: staff members in the case of 22 unions, employer associations in the case of 14 unions, rectors in the case of 20 unions, students in the case of 20 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 25 unions: for example in committees which are taking binding decisions (in the case of 20 unions), in advisory to governing boards, deans, rectors/V-C's etc. (in the case of 20 unions) and in other forms (in the case of 2 unions).

* Based on the previous question, 3 out of 27 unions (NAR, Norway; FENPROF, Portugal; SSS, Serbia) do not practice collegial governance, however all unions answered to all/most of the questions concerning collegial governance with the exception of SSS, Serbia.

2.2. Partners in collegial governance

The **governing bodies** consist of (according to the proportion of internal and external members) more than 50% internal members in the case of 10 out of 17 unions, more than 50% external members in the case of 3 out of 17 unions and in the case of 6 out of 17 unions the proportion depends on the region.

The **leadership is elected** by academic staff according to the reply of 20 out of 26 unions, elected by others in the case of 13 unions, and appointed by others (in the case of 18 unions).

Academic trade unions are eligible to run their own list in elections according to 12 unions. Academic trade unions have to form lists of candidates in competition with others according to 8 unions.

2.3 Frequency of collegial governance

Collegial governance meetings take place **less than once a year** in the case of 1 union at institutional level (HESUEBH, Bosnia and Herzegovina), **once a year** in the case of 1 union at faculty level (UNIVERSITAS, Estonia), **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 24 unions collegial governance takes place **several times** per year: in case of 22 unions at institutional level, in case of 20 unions at faculty level and in case of 16 unions at department level.

2.4 Level of satisfaction with collegial governance

- 2 out of 26 unions are **very satisfied** with collegial governance on higher education and research in their country: SULF, Sweden is very satisfied at institutional, faculty and department level, and OZPŠaV, Slovakia is very satisfied at department level.
- 12 unions are **satisfied**: 7 at institutional level, 9 at faculty level, 7 at department level;
- 14 unions are **unsatisfied**: all at institutional level, but 6 of them are satisfied with collegial governance at faculty level, and 4 unions at department level;
- 3 unions are **very unsatisfied**: All of them are dissatisfied with collegial governance at institutional level and at faculty level, and 2 unions at department level.

2.5 Topics of discussion and decision making in the framework of collegial governance

on higher education and research includes:

- **Institutional strategies, priorities** (in case of **22** unions: 20 unions at institutional level, 14 unions at faculty level, 9 unions at department level, 2 unions at other levels, e.g. councils);
- **Curricula development** (in case of **23** unions: 14 unions at institutional level, 15 unions at faculty level, 12 unions at department level);
- **Budget allocation** (in case of **23** unions: 20 unions at institutional level, 11 unions at faculty level, 4 unions at department level);
- **Professional issues of higher education and research staff** (in case of 22 unions: 18 unions at institutional level, 9 unions at faculty level, 4 unions at department level);
- **Institutional budget** (in case of **22** unions: 19 unions at institutional level, 8 unions at faculty level, 4 unions at department level, in 1 case in councils);
- **Professional standards** (in case of **19** unions: 17 unions at institutional level, 11 unions at faculty level, 7 unions at department level);
- **Professional ethics** (in case of **19** unions: 16 unions at institutional level, 10 unions at faculty level, 11 unions at department level, in 1 unions in councils);
- **“Academic” matters** (in case of **19** unions: 12 unions at institutional level, 14 unions at faculty level, 7 unions at department level);
- **Professional development and training** (in case of **18** unions: 18 unions at institutional level, 1 union at faculty level, 5 unions at department level);
- **Professional autonomy and freedom** (in case of **18** unions: 15 unions at institutional level, 9 unions at faculty level, 7 unions at department level, 2 unions at other levels: council and constitution)
- **Promotion** (in case of **18** unions: 14 unions at institutional level, 9 unions at faculty level, 8 unions at department level);
- **Career structures** (in case of **17** unions: 14 unions at institutional level, 5 unions at faculty level, 4 unions at department level, 2 unions at other levels).