

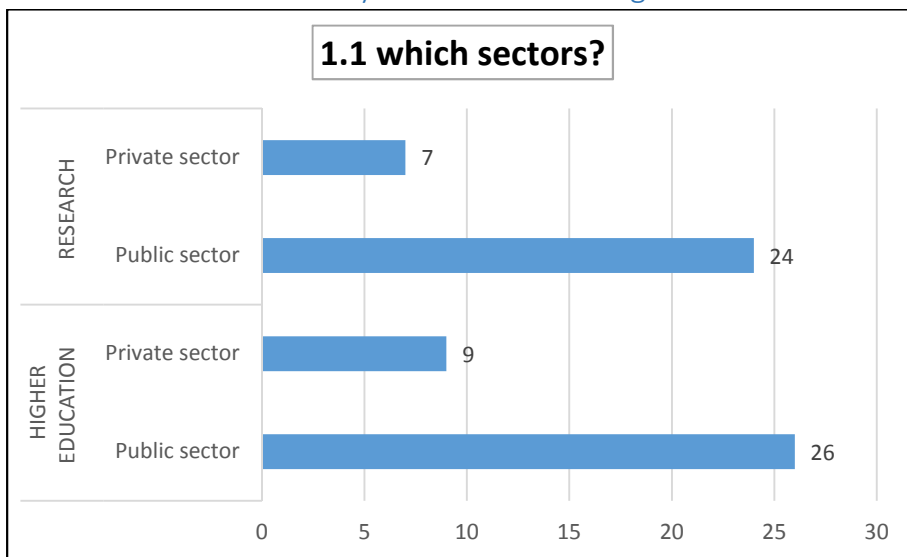
# ETUCE Survey on Social Dialogue and Collegial Governance in Higher Education and Research

## Analysis of the survey 2016

### Detailed Analysis

#### General issues :

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



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

9 organisations gather members from the private higher education sectors while 7 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)

All in all, the 27 organisations represent more than 500 000 employees. Since several respondents did not distinguish between public and private or higher education and research, the exact proportions cannot be given. Furthermore, in some cases (like Norway) two responding unions in one country represent the same employees.

Nevertheless, more institutes work in the higher education sector and the biggest part of represented employees works in public institutes.

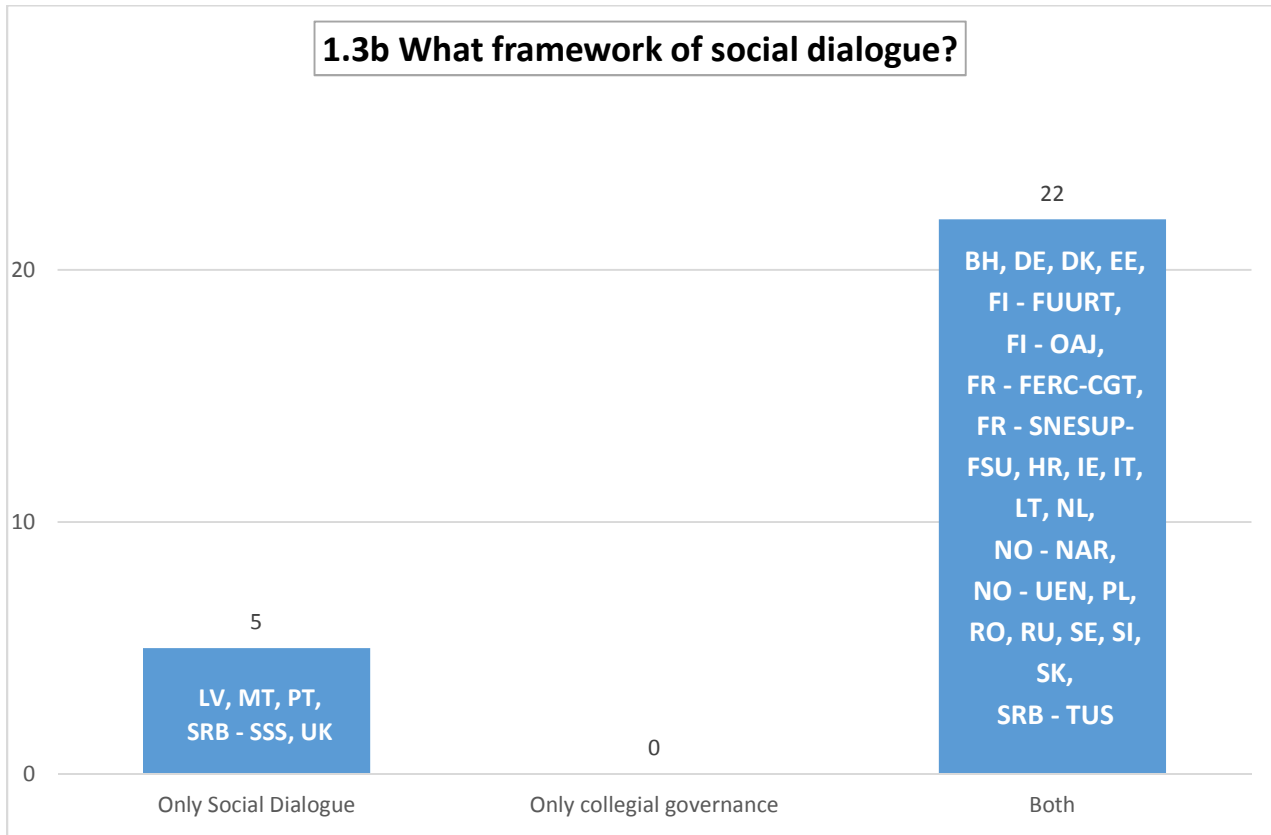
Example comment (UEN, Norway):

“There are approx. 34 000 employees in higher education and research in Norway. 94,5% of these work in the public sector (2014). UEN has 1 213 members in higher education and research public sector and 112 in private sector. We don’t distinguish between higher education and research. Almost all our members come from teacher training colleges and universities.”

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

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

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

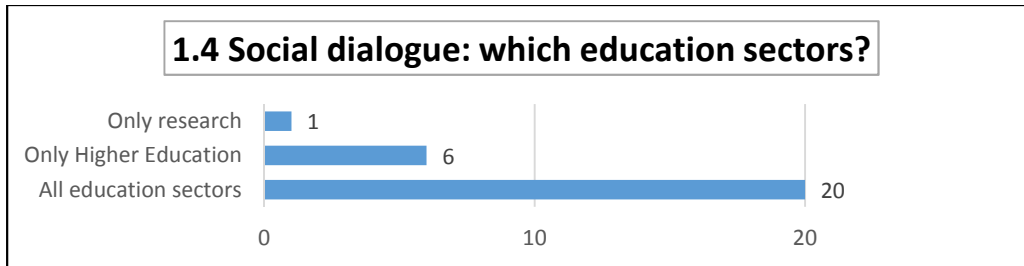


All responding trade unions are involved in social dialogue. 5 out of the 27 unions are only involved in social dialogue (LIZIDA, Latvia; MUT, Malta; SSS, Serbia; UCU, United Kingdom) while the other 22 unions are also engaged collegial governance. Not a single responding organisation has been practicing only collegial governance.

According to this information, in the higher education and research sector social dialogue is the more relevant form of active engagement.

## PART 1 : Social Dialogue practices in higher education and research

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

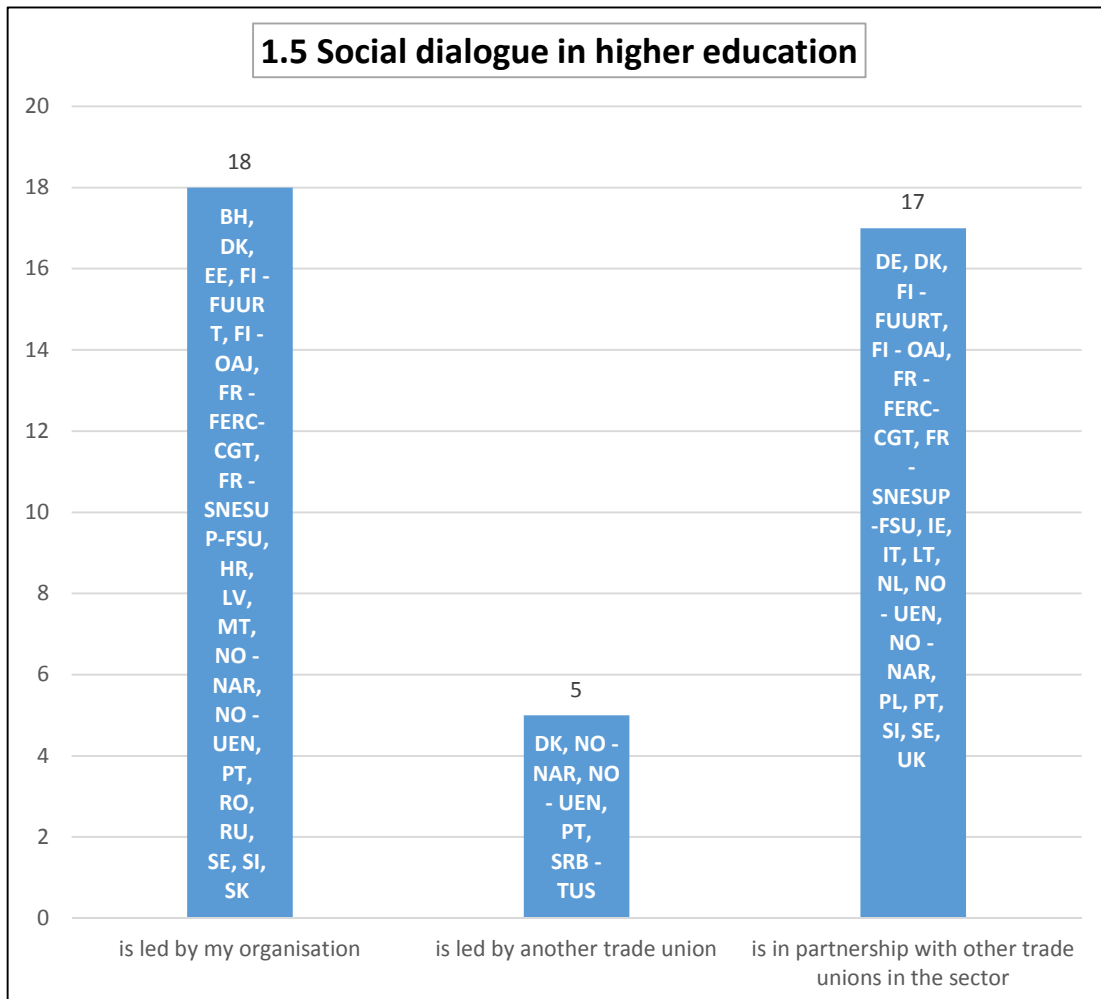


Most of the trade unions (20 out of 27) are active in social dialogue in all education sectors. The Serbian union SSS only practices social dialogue in research and unions (DM, Denmark; UNIVERSITAS, Estonia; SNESUP-FSU, France; IFUT, Ireland; ALMA MATER, Romania) only in higher education.

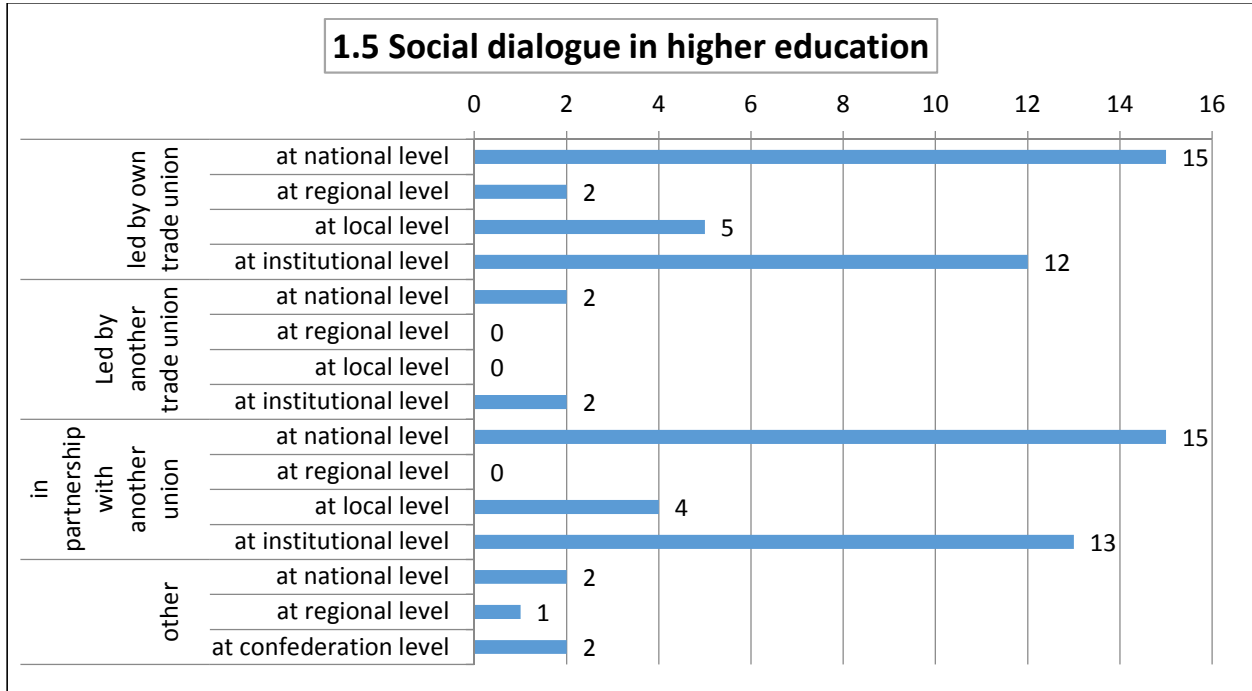
### 1.5 Involvement of trade unions in governance : Social dialogue in *higher education*

Replies to this question: 26

SSS, Serbia is only active in research and did not reply to this question.



In 15 countries the social dialogue in higher education is led by the 18 unions. 5 unions indicate that it is led by another union, but 4 of these unions also say that social dialogue is led by their own union. Only the Serbian union TUS clearly says that social dialogue is led by another union. 17 unions lead the social dialogue jointly.



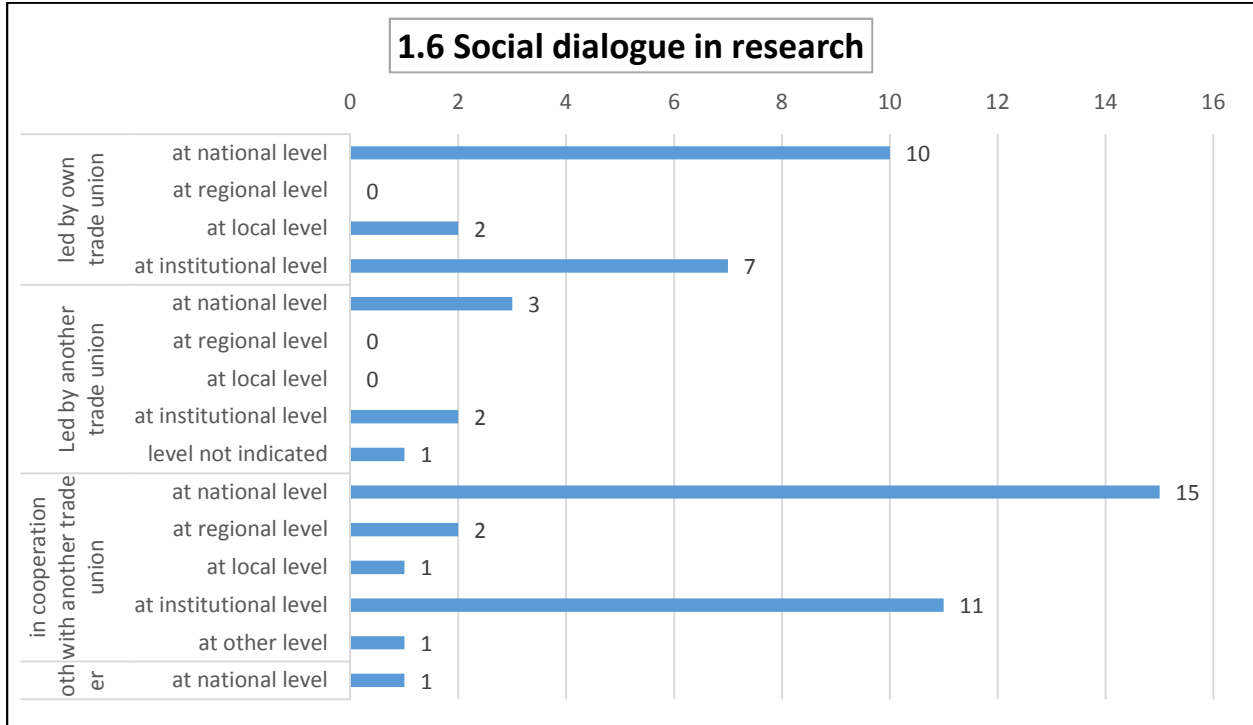
Social dialogue in higher education is conducted by 26 of the responding unions. In the case of 18 unions, the social dialogue in higher education is led by the union itself. 15 of these unions answered that social dialogue is conducted at national level, in the case of 12 unions at the level of higher education and research institute, in the case of 5 unions at local level and in the case of 2 unions at regional level.

Social dialogue in higher education from the trade unions' side is led by another organisation in the case of 5 unions. Not regarding NAR from Norway (which did not indicate a level), 2 unions indicated this for the national level and 2 for the level of higher education and research institute.

Social dialogue in higher education from the trade unions' side is led in partnership with other trade unions in the sector by 17 unions, in the case of 16 unions at national level, of 13 unions at the level of higher education and research institute, of 1 at regional level and of 3 at local level. Again, NAR from Norway is not included in these numbers since it did not indicate a level for its partnership.

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

Replies: 22



In research, social dialogue is led by the union itself in 12 cases in total. The social dialogue is led by another union in the case of 4 unions (DM, Denmark; NAR, Norway\*; FENPROF, Portugal; TUS, Serbia), of which 3 also lead the social dialogue on their own (DM, Denmark; NAR, Norway; FENPROF, Portugal). In 16 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.

According to the answers of question 1.4, the unions (DM, Denmark; UNIVERSITAS, Estonia; SNESUP-FSU, France; IFUT, Ireland; ALMA MATER, Romania) are not active in research. However, all of them answered to this question about social dialogue in research. DM, Denmark; UNIVERSITAS, Estonia; SNESUP-FSU, France and ALMA MATER, Romania even indicated to lead social dialogue in research on their own and only IFUT from Ireland.

5 unions (HESUEBH, Bosnia and Herzegovina; MUT, Malta; UEN, Norway) did not answer to question 1.6.

\* NAR, Norway: level not indicated

1.7 At what level does your trade union conduct any forms of Social dialogue in higher education and research?

Replies:27



At all levels, institutionalised social dialogue is the most common form. Informal contact is used almost as often as institutionalised type of contact.

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

consulting partner:	Ministry of Education and research				Other ministries, such as:	Public authorities	Employer association					Other Organisations
	national	regional	local	institutional			national	regional	local	institutional	member of EFEE?	
BH - HESUEBH		X	X	X	<b>Ministry for Social Care</b> SD at regional, local, institutional levels							
DE - GEW	X						X				No	<b>Employers</b> SD at institutional level
DK - DM	X				<b>Ministry of Finance</b> SD at national level		X			X		
EE - UNIVERSITAS	X					SD at national level					No	<b>University Rectors' Council</b> SD at national level
FI - FUURT	X				<b>Ministry of Finances</b> SD at national level		X			X	Yes	<b>Parliam. Committees</b> SD at national levels  <b>Universities</b> SD at institutional level
FI - OAJ	X			X			X				Yes	
FR - FEREC-GT	X				<b>Public Services; Cultural Affairs, Youth and Sport</b> SD at national level	<b>Deputy director of the Public Research Institute</b> SD at regional level  <b>Directors of the Public Research Institute</b> SD at institutional level						

FR - SNESUP-FSU	only consultation, no negotiation											
HR - IURHEEC	X				<b>Ministry of Labour</b> SD at national level							
IE - IFUT	X				<b>Ministry of Expenditure</b> SD at national level	<b>Higher Education</b> SD at national level	X			X		
IT - FLC CGIL	X				<b>Ministry of Finances</b> SD at national level  <b>Authority Regions, Municipalities</b> SD at regional and local level	<b>Evaluation agency; National Univ. Council</b> SD at national level	X	X			Yes	<b>Representative Negotiating Agency of the Public Administration</b> SD at national level  <b>Employer institute</b> SD at institutional level
LT - ALTUHE	X											
LV - LIZDA											No	<b>Higher Educ. Council</b> SD at national level
MT - MUT												
NL - CNVO	X				<b>Social Affairs</b> SD at national level		X				No	<b>Executive Board of HE institutes</b> SD at institutional level
NO - NAR	X				<b>Local Govt. + Modernisation; Foreign Affairs</b> SD at national level	<b>Parliament's Standing Committee for Educ. Research; Agency of Quality Assurance in Education</b> SD at national level	X				No	



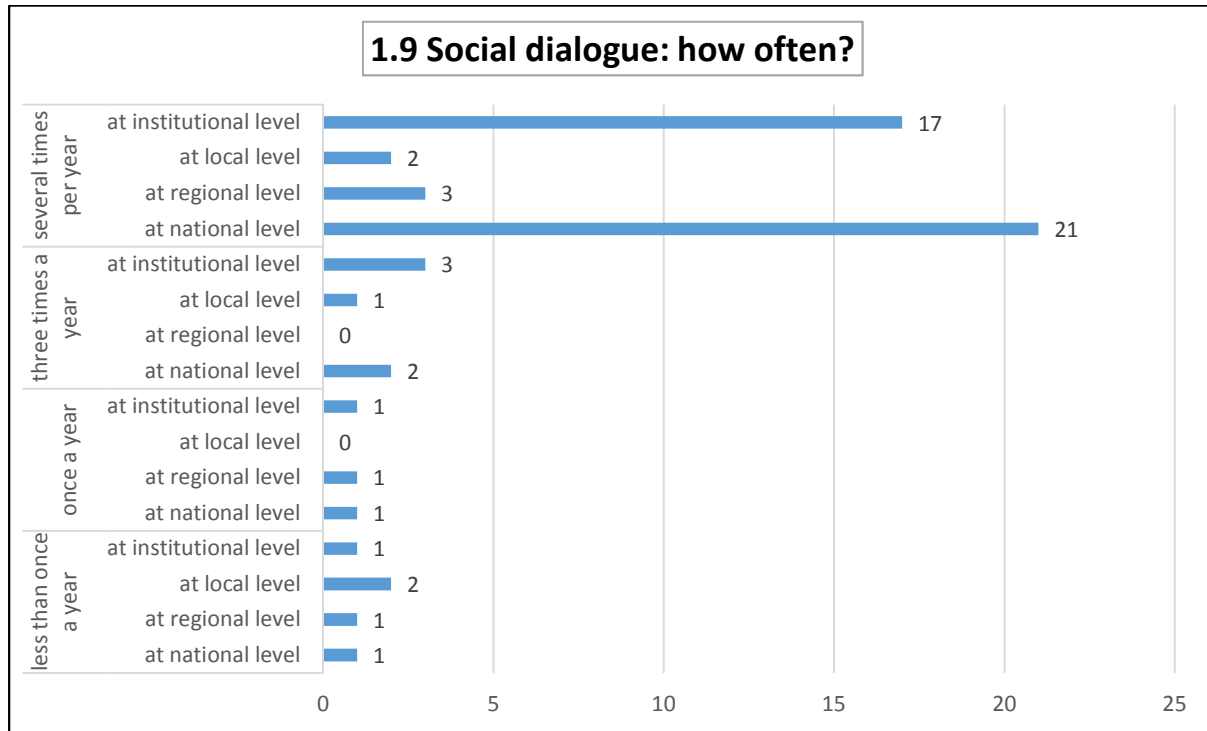
NO - UEN	X				<b>Local Govt. + Modernisation; Foreign Affairs</b> SD at national level	<b>Parliament's Standing Committee for Educ. Research; Agency of Quality Assurance in Education</b> SD at national level	X					No	
PL - KSNPL	X			X	<b>Ministry of Health;</b> SD at national and institutional level								<b>Rectors, director</b> SD at institutional level
PT - FENPROF	X					<b>Univ. Rectors Council; Polytechnical Institutes Presidents Council</b> SD at national level	X				X		<b>University rectors faculty or depart deans; Polytechnical Institute presidents, school or depart deans</b> SD at institutional level
RO - ALMA MATER	X												
RU - ESEUR	X					SD at regional level		X					
SE - SULF	X					<b>Research Council; higher Education Authority</b> SD at national level	X					Yes	
SI - ESTUS	X				<b>Finances; Public Administration</b> SD at national level	<b>Rectors Faculties and Directors of Research Institutes</b> SD at institutional level							

SK TUWES	X				<b>Finances</b> SD at institutional level							
SRB - SSS	X			X	<b>Labour</b> SD at national level							
SRB - TUS	X				<b>Finances;</b> <b>Labour</b> SD at national level							
UK - UCU							X				X	Yes
<b>total</b>	23	1	1	4	14	10	12	2	0	5	Yes: 5	
total number of active unions	24				14	10	13					

Concerning social dialogue, it is usually the ministries of education and research representing the social partner to the unions on higher education and research. Apart from Latvia, the UK and Malta, the ministry is involved, mainly at national level. According to its state structure, in Bosnia and Herzegovina, it is even consulted at all levels (national, regional, local and institutional). Other public institutions can be also social partners, e.g. Ministries of Finance and different councils/committees of Parliaments at national level. 5 out of 13 unions are 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 six unions replied with "No" (GEW, Germany; UNIVERSITAS, Estonia; UEN+NAR from Norway, CNVO, Netherlands; LIZDA, Latvia) , so 16 unions did not answer to this part of the question.)

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?

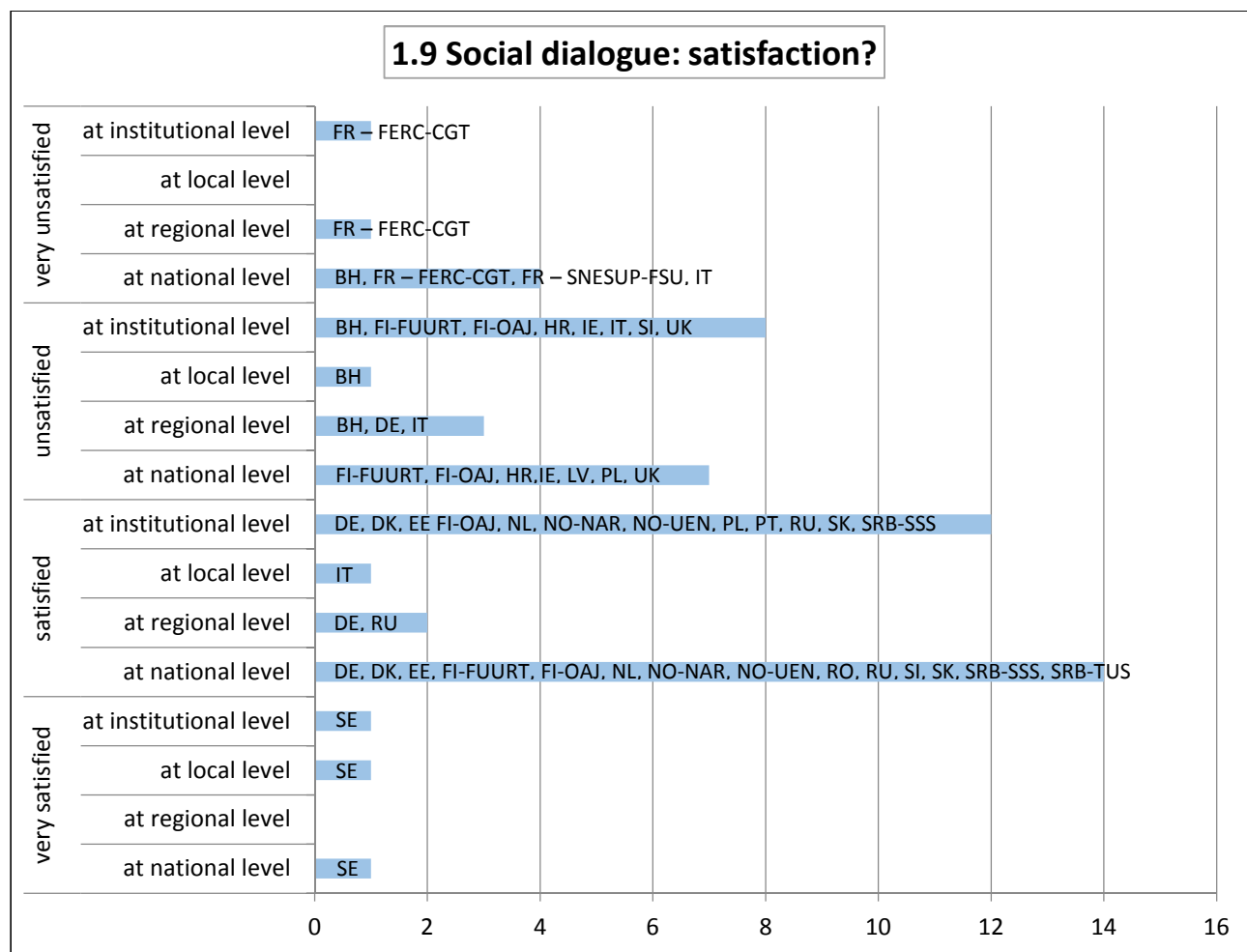


23 out of 27 unions are involved in social dialogue consultations/negotiations/information sharing several times a year. For most of them, this only takes place at national and institutional level. The GEW (Germany), FERC-CGT (France), ALMA MATER (Romania), ESEUR (Russia) and SULF (Sweden) also consult partners at other levels several times a year.

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.

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

Nevertheless, the Serbian unions SSS and TUS are satisfied with their social dialogue, whereas HESUEBH, Bosnia and Herzegovina is unsatisfied with social dialogue at all levels of consultation, especially very unsatisfied at national level as there is no social dialogue consultation at all. 12 unions in total are unsatisfied with the social dialogue, mainly at national and institutional level; and 17 unions are satisfied at national and institutional level. OAJ and FUURT (Finland) and GEW (Germany) are both satisfied and unsatisfied at the same time with the social dialogue at the same levels. Only SULF (Sweden) is very satisfied with the social dialogue at national, local and institutional level.



#### **Comments:**

##### **Satisfied:**

- **DK** (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.”
- **EE** (satisfied): “The meetings are constructive and the universities have good relationship with the Ministry of Higher education and Research.”
- **SE** (very satisfied): “We have an ongoing social dialogue at many different levels”

##### **Partially satisfied:**

- **DE** (satisfied/unsatisfied):
  - “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.”
- “Consultation of trade unions at regional level differs.”
- **FI – FUURT** (satisfied/unsatisfied): “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.”
- **PL** (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:***

- **BH** (unsatisfied/very unsatisfied): “Government and managers are not interested in social dialogue.”
- **FR FERC-CGT** (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.”
- **FR SNESUP-FSU** (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.”
- **LT** (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.”
- **UK** (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?

In the below tables the abbreviations explain the level of social dialogue:

- “Nat” : Social dialogue at national level
- “Reg” : Social dialogue at regional level
- “Loc” : Social dialogue at local level
- “Inst”: Social dialogue at institutional level

Topic	HE&R reforms (design, implementation, etc.)					Curricula development					Financing of HE&R					Human and trade union rights					
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
BH - HESUEBH													X	X	X				X	X	
DE - GEW	X	X		X													X				
DK - DM	X			X													X				
EE - UNIVERSITAS	X					X			X			X					X				
FI - FUURT	X			X					X			X					X			X	
FI - OAJ	X			X					X			X					X			X	
FR - FERC-CGT	X					X		X	X			X								X	
FR - SNESUP-FSU	X					X											X				
HR - IURHEEC														X						X	
IE - IFUT	X			X													X			X	
IT - FLC CGIL	X			X				X			X	X					X				
LT - ALTUHE	X										X						X				
LV - LIZDA	X										X			X							
MT - MUT	X			X													X			X	
NL - CNVO	X			X						faculty	X			X	faculty		X				
NO - NAR	X			X		X			X			X		X			X			X	
NO - UEN	X			X		X			X			X		X			X			X	
PL - KSNPL	X										X			X			X				
PT - FENPROF	X					X			X	X					X						X
RO - ALMA MATER	X							X			X						X		X		
RU - ESEUR	X	X		X		X			X		X			X			X	X		X	
SE - SULF	X		X	X							X			X			X			X	
SI - ESTUS	X										X						X				
SK TUWES	X			X					X		X	X		X			X	X		X	
SRB - SSS	X					X					X			X			X			X	
SRB - TUS																	X				
UK - UCU																					
<b>total</b>	<b>23</b>	<b>2</b>	<b>1</b>	<b>13</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>17</b>	<b>3</b>	<b>1</b>	<b>14</b>	<b>2</b>	<b>21</b>	<b>2</b>	<b>2</b>	<b>13</b>	<b>1</b>	
<b>total number of active unions</b>	<b>23</b>					<b>14</b>					<b>20</b>					<b>25</b>					

Topic	Employment contracts of HE&R staff (in general)					Salaries of HE&R staff (in general)					Working conditions of HE&R staff (in general)					Working time of HE&R staff (in general)						
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other	
BH - HESUEBH																						
DE - GEW	X	X		X		X	X		X		X	X		X		X	X		X		X	
DK - DM				X		X			X		X			X		X			X		X	
EE - UNIVERSITAS	X			X		X			X		X			X		X			X		X	
FI - FUURT	X			X		X			X		X			X		X			X		X	
FI - OAJ	X			X		X			X		X			X		X			X		X	
FR - FERCCGT						X								X		X			X		X	
FR - SNESUP-FSU	X					X					X			X		X			X		X	
HR - IURHEEC				X		X								X		X			X		X	
IE - IFUT	X			X		X			X		X			X		X			X		X	
IT - FLC CGIL	X			X		X			X		X			X		X			X		X	
LT - ALTUHE	X										X					X			X		X	
LV - LIZDA				X		X			X		X			X		X			X		X	
MT - MUT	X			X		X			X		X			X		X			X		X	
NL - CNVO	X			X		X					X			X		X						
NO - NAR	X			X		X			X		X			X		X			X		X	
NO - UEN	X			X		X			X		X			X		X			X		X	
PL - KSNPL	X					X			X					X		X			X		X	
PT - FENPROF	X					X					X					X			X		X	
RO - ALMA MATER						X					X			X		X						
RU - ESEUR	X	X		X		X			X		X	X		X		X			X		X	
SE - SULF	X			X		X			X		X			X		X			X		X	
SI - ESTUS	X					X					X					X			X		X	
SK TUWES	X	X		X		X			X		X	X		X		X			X		X	
SRB - SSS	X			X		X			X		X			X		X			X		X	
SRB - TUS						X					X					X			X		X	
UK - UCU	X			X		X			X		X			X		X			X		X	
<b>total</b>	<b>20</b>	<b>3</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>25</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>23</b>	<b>3</b>	<b>1</b>	<b>21</b>	<b>0</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>0</b>	
<b>total number of active unions</b>	<b>23</b>					<b>25</b>					<b>26</b>					<b>25</b>						

Topic	Gender equality issues of HE&R staff (in general)					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	nat	reg	loc	inst
BH - HESUEBH																				
DE - GEW	X	X		X		X	X		X		X					X	X			X
DK - DM	X			X							X			X		X				
EE - UNIVERSITAS			X		X				X		X			X						X
FI - FUURT	X			X		X	X	X	X		X		X	X		X				
FI - OAJ	X			X		X	X	X			X		X	X		X				X
FR - FERC-CGT				X		X			X		X					X				X
FR - SNESUP-FSU						X			X											
HR - IURHEEC																				
IE - IFUT	X			X		X			X		X									X
IT - FLC CGIL	X			X		X			X		X					X				X
LT - ALTUHE						X					X									
LV - LIZDA	X								X		X					X				X
MT - MUT	X			X		X			X		X			X		X				X
NL - CNVO	X								X		X			X		X				X
NO - NAR	X			X		X			X		X					X				X
NO - UEN	X			X		X			X		X					X				X
PL - KSNPL											X			X		X				
PT - FENPROF	X				X	X			X		X					X				
RO - ALMA MATER	X		X								X							X		
RU - ESEUR	X			X		X	X		X		X	X		X		X				X
SE - SULF	X			X					X		X	X		X		X				X
SI - ESTUS											X									X
SK TUWES	X					X	X		X		X					X				X
SRB - SSS	X					X			X		X			X		X				
SRB - TUS	X					X														
UK - UCU	X			X		X	X	X	X		X			X		X				X
<b>total</b>	<b>19</b>	<b>1</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>17</b>	<b>6</b>	<b>3</b>	<b>18</b>	<b>0</b>	<b>23</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>16</b>	<b>0</b>
<b>total number of active unions</b>	<b>21</b>					<b>21</b>					<b>23</b>					<b>22</b>				



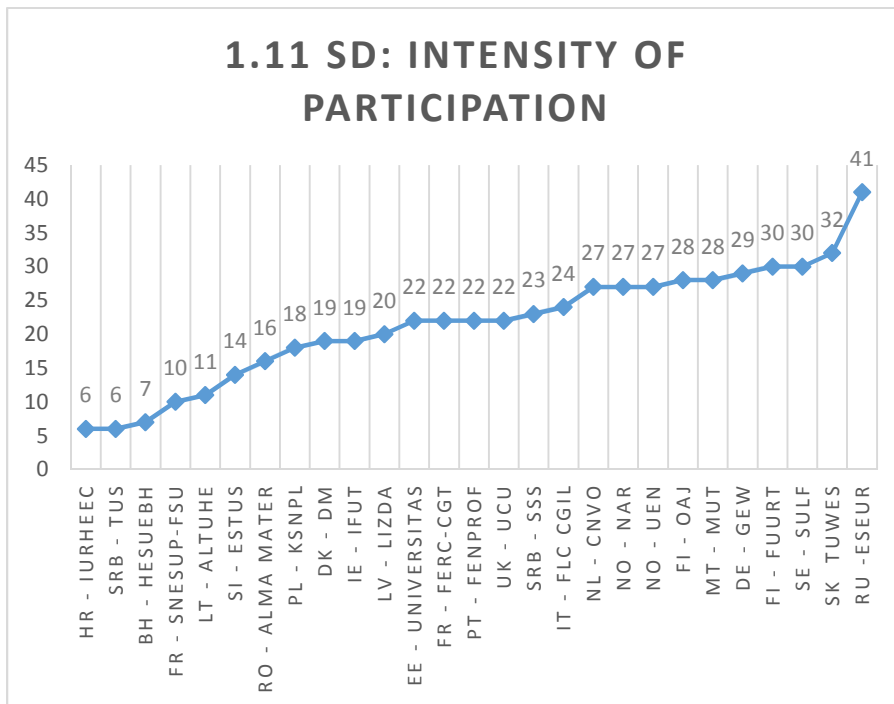
Topic	Professional development and training					Professional standards					Professional ethics					Professional autonomy and freedom						
	Level	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other	
BH - HESUEBH																			X	X		
DE - GEW	X	X		X																		
DK - DM				X								X			X		X					
EE - UNIVERSITAS				X					X					X					X			
FI - FUURT				X		X						X			X		X					
FI - OAJ				X								X			X							
FR - FEREC-CGT				X		X			X						X		X				X	
FR - SNESUP-FSU																						
HR - IURHEEC																						
IE - IFUT				X																		
IT - FLC CGIL				X											X							X
LT - ALTUHE						X						X					X					
LV - LIZDA	X			X		X						X					X					
MT - MUT	X			X		X			X			X			X		X				X	
NL - CNVO	X			X		X			X			X			X	faculty					X	faculty
NO - NAR	X			X													X				X	
NO - UEN	X			X													X				X	
PL - KSNPL				X		X			X			X			X							
PT - FENPROF	X					X				X		X				X						X
RO - ALMA MATER			X						X						X							X
RU - ESEUR	X			X		X	X		X			X	X		X		X	X			X	
SE - SULF	X			X		X			X			X			X		X				X	
SI - ESTUS				X								X			X		X				X	
SK TUWES				X		X			X			X			X		X					
SRB - SSS	X					X						X					X					
SRB - TUS																						
UK - UCU	X			X		X			X													
<b>total</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>0</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>14</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>2</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>2</b>		
<b>total number of active unions</b>	<b>22</b>					<b>15</b>					<b>18</b>					<b>19</b>						

All 27 responding unions are active in social dialogue. According to the information received, social partners most frequently talk about **working conditions**: 26 unions participate actively in discussions on this topic, 23 out of these (also) at national level.

The most important topic at national level is the **salary** of higher education and research staff: 25 out of 25 unions participate in these discussions at national level. Every topic is discussed mostly at national level and very frequently at institutional level. Discussions on salaries of higher education and research staff does not take place in social dialogue at local level.

Except when it concerns salaries, Croatia does not participate in discussions at national level at all.

The lowest participation rate in total (cases of involvement concerning all topics and all levels of involvement in social dialogue) is held by Bosnia and Herzegovina, the highest one by Russia (see graph).



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

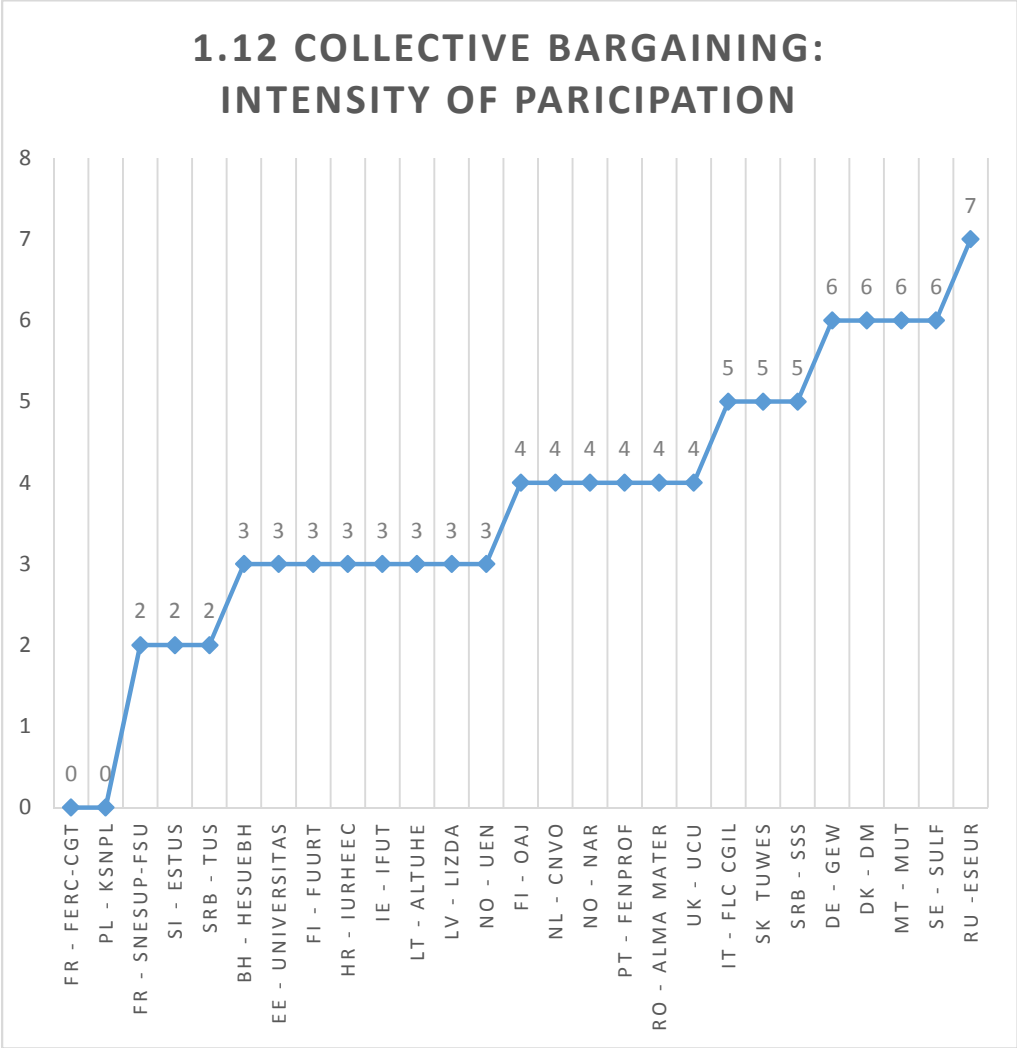
In the below tables the abbreviations explain the level of social dialogue:

- “Nat” : Social dialogue at national level
- “Reg” : Social dialogue at regional level
- “Loc” : Social dialogue at local level
- “Inst” : Institutional level

Topics  level	Working conditions (hours, employment, terms etc.)					Wages					Professional issues of HE&R employees				
	nat	reg	loc	inst	other	nat	reg	loc	inst	other	nat	reg	loc	inst	other
BH - HESUEBH			X					X					X		
DE - GEW	X	X		X		X	X		X						
DK - DM	X			X		X			X		X			X	
EE - UNIVERSITAS				X					X					X	
FI - FUURT	X					X			X						
FI - OAJ	X			X		X			X						
FR - FERC-CGT															
FR - SNESUP-FSU					X	X									
HR - IURHEEC				X					X					X	
IE - IFUT	X					X								X	
IT - FLC CGIL	X			X		X					X			X	
LT - ALTUHE	X					X					X				
LV - LIZDA	X					X					X				
MT - MUT	X			X		X			X		X			X	
NL - CNVO	X			X		X								X	
NO - NAR	X			X		X			X						
NO - UEN	X			X					X						
PL - KSNPL															
PT - FENPROF	X					X					X			X	
RO - ALMA MATER	X		X			X							X		
RU - ESEUR	X			X		X			X		X	X		X	
SE - SULF	X			X		X			X		X			X	
SI - ESTUS	X													X	
SK TUWES	X			X		X					X			X	
SRB - SSS	X			X		X			X		X				
SRB - TUS	X					X									
UK - UCU	X			X		X			X						
total number of active unions	<b>21</b>	<b>1</b>	<b>2</b>	<b>15</b>	<b>1</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>12</b>	<b>0</b>
<b>total</b>	<b>25</b>					<b>24</b>					<b>17</b>				

In collective bargaining, “working conditions” is the most frequent discussed topic (based on the reply of 25 out of 27 unions) , secondly wages (24) and then professional issues by 17out of 27 unions. Other topics are not discussed. All these topics are mostly discussed at national level and the least at institutional level. Collective bargaining at the local, regional or other levels are hardly in place.

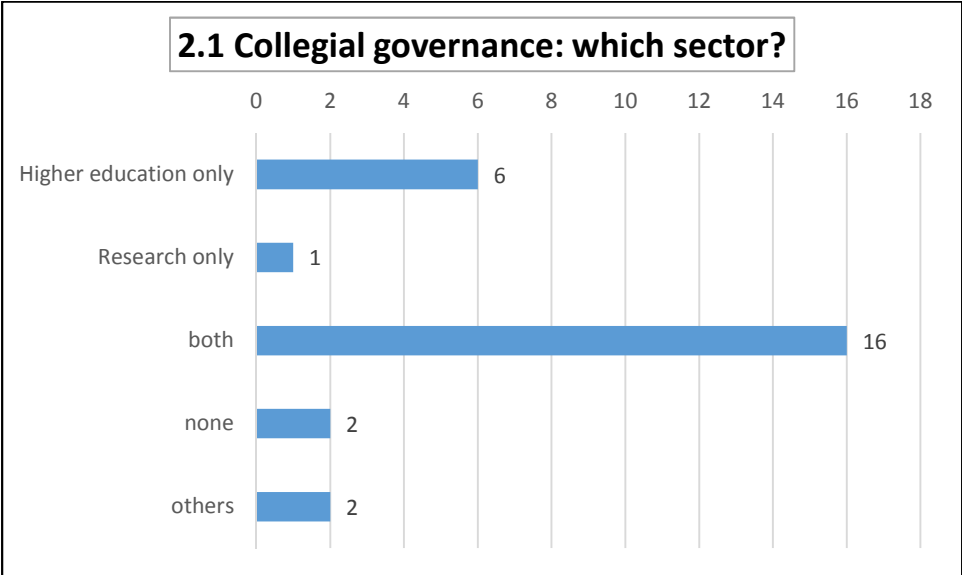
The FERC-CGT (France) and KSNPL (Poland) do not participate in collective bargaining at all, but Russia again holds the highest consultation rate in total (all topics, all levels).



## PART 2: COLLEGIAL GOVERNANCE

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

26 out of the 27 trade unions indicate involvement in collegial governance. SSS from Serbia did not give any answer to PART 2.



Most trade unions practice collegial governance in higher education as well as in research. The union SSS from Serbia is active only in research.

NAR from Norway, FENPROF from Portugal and SSS from Serbia do not participate in collegial governance in any of these sectors. DM, Denmark and MUT, Malta are active in other sectors (not identified).

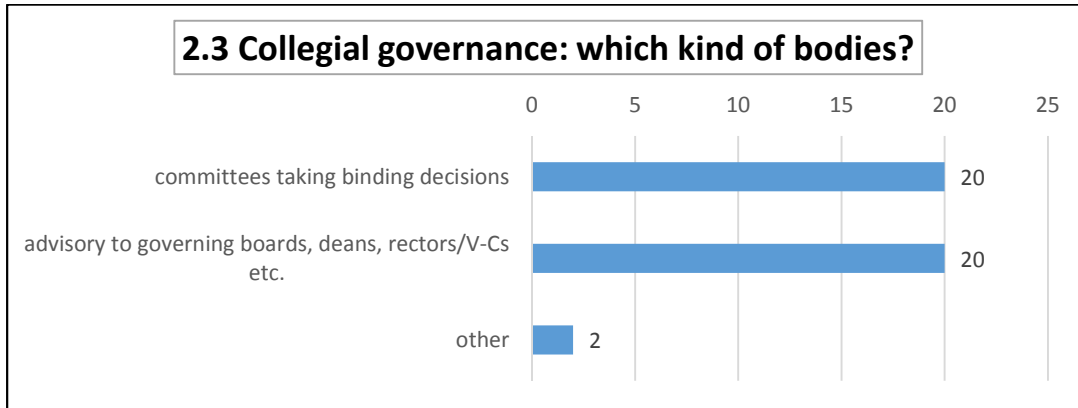
## 2.2 Who is involved in collegial governance structure as partner?

	Staff members	employer associations	rectors	students	other
BH - HESUEBH		X			
DE - GEW	X		X	X	
DK - DM	X		X	X	
EE - UNIVERSITAS	X	X	X		
FI - FUURT	X	X	X	X	
FI - OAJ	X	X	X	X	
FR - FERC-CGT	X				
FR - SNESUP-FSU					business, local and regional authorities
HR - IURHEEC		X			
IE - IFUT		X	X	X	
IT - FLC CGIL	X	X	X	X	
LT - ALTUHE	X	X	X	X	
LV - LIZDA	X	X	X	X	
MT - MUT	X		X	X	
NL - CNVO	X			X	
NO - NAR	X		X	X	
NO - UEN	X		X	X	External Board members appointed by ministry
PL - KSNPL	X		X	X	trade unions in an advisory capacity
PT - FENPROF	X		X	X	
RO - ALMA MATER	X	X	X	X	Administration council
RU - ESEUR	X		X	X	
SE - SULF	X	X	X	X	
SI - ESTUS	X	X	X	X	
SK TUWES	X	X	X	X	
SRB - SSS					
SRB - TUS	X				
UK - UCU	X	X	X	X	local employers and other external stakeholders as members of university governing bodies
	<b>22</b>	<b>14</b>	<b>20</b>	<b>20</b>	<b>5</b>
	<b>26</b>				

In the case of 22 out of 26 unions active in collegial governance, staff members of universities are involved in collegial governance as a partner. Only in HESUEBH (Bosnia and Herzegovina), IFUT (Ireland),

IURHEEC (Croatia) and SNESUP-FSU (France) staff members of universities are not involved. In most of the 26 unions, rectors and students are also involved and in 14 cases, employer associations take part in collegial governance as well. In HESUEBH, Bosnia and Herzegovina and IURHEEC, Croatia, only employer associations are involved in collegial governance.

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

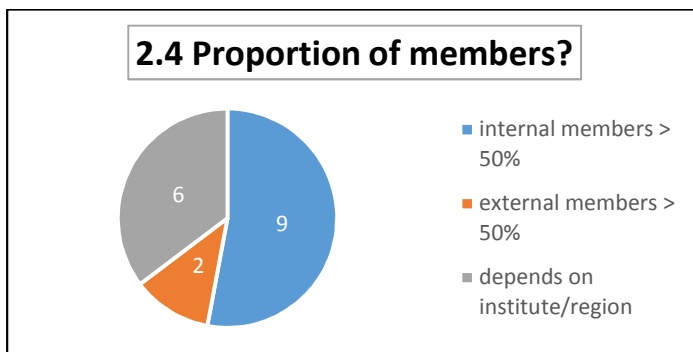


The following statistic is based on the replies by 25 unions (UCU (UK) did not answer to this question).

24 unions participate in collegial governance through committees taking binding decisions (20 unions) and/or advisory to governing boards and similar (also 20). 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?



17 out of the 26 unions indicated the proportion of internal and external members within collegial governance. Mostly (9 cases), internal members are on the majority. In 6 unions, the proportion depends on the institute or region.

Specification by countries:

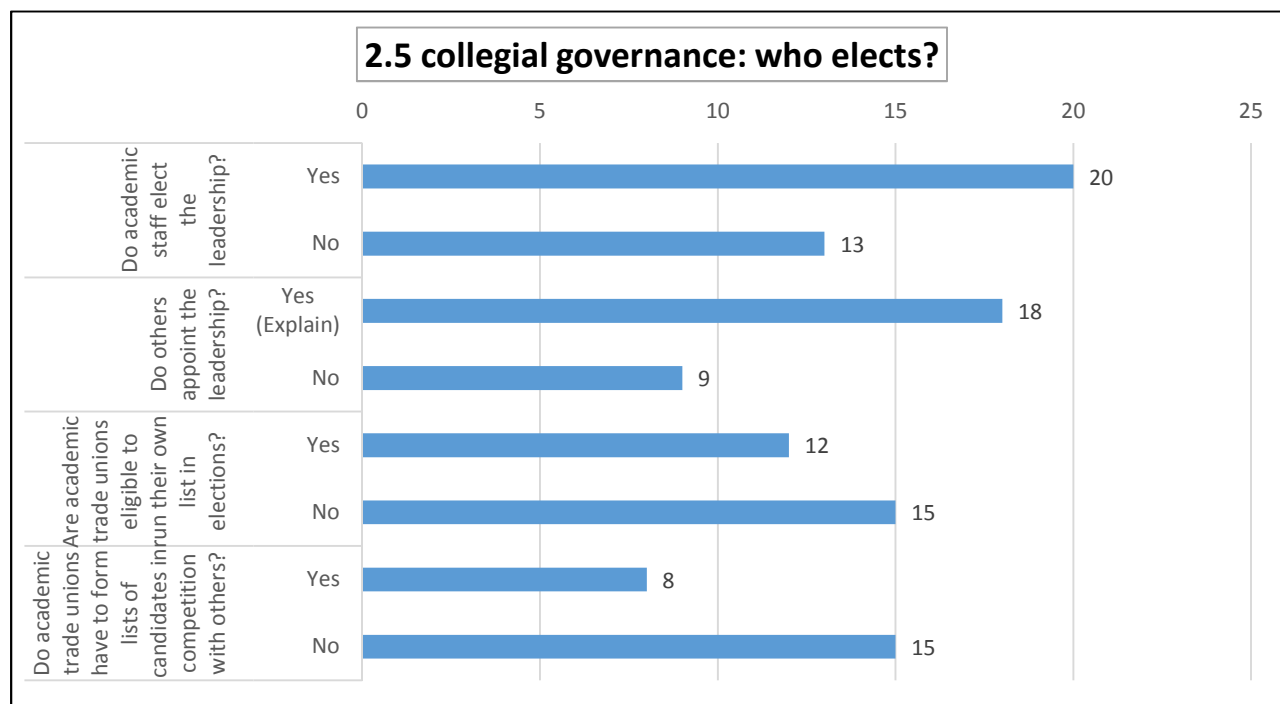
	internal members > 50%	external members > 50%	depends on institute/region
BH - HESUEBH	X		
DE - GEW			X
DK - DM		X	
EE - UNIVERSITAS	X		
FI - FUURT			
FI - OAJ	(X)		
FR - FERC-CGT	X		
FR - SNESUP-FSU			X
HR - IURHEEC			
IE - IFUT			
IT - FLC CGIL	X		
LT - ALTUHE			
LV - LIZDA			
MT - MUT			
NL - CNVO			
NO - NAR			X
NO - UEN			X
PL - KSNPL			X
PT - FENPROF	X		
RO - ALMA MATER	X		
RU - ESEUR			
SE - SULF			X
SI - ESTUS	X		
SK TUWES			
SRB - SSS			
SRB - TUS	X		
UK - UCU		X in university governing bodies	
<b>number of unions</b>	<b>9</b>	<b>2</b>	<b>6</b>
<b>responding unions</b>	<b>17</b>		



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.”
- **MT** (none of given answers): “There is a government control in governing board”
- **RO** (more internal): “Internal members choose external members”

## 2.5 Who elects the collegial governance leadership?

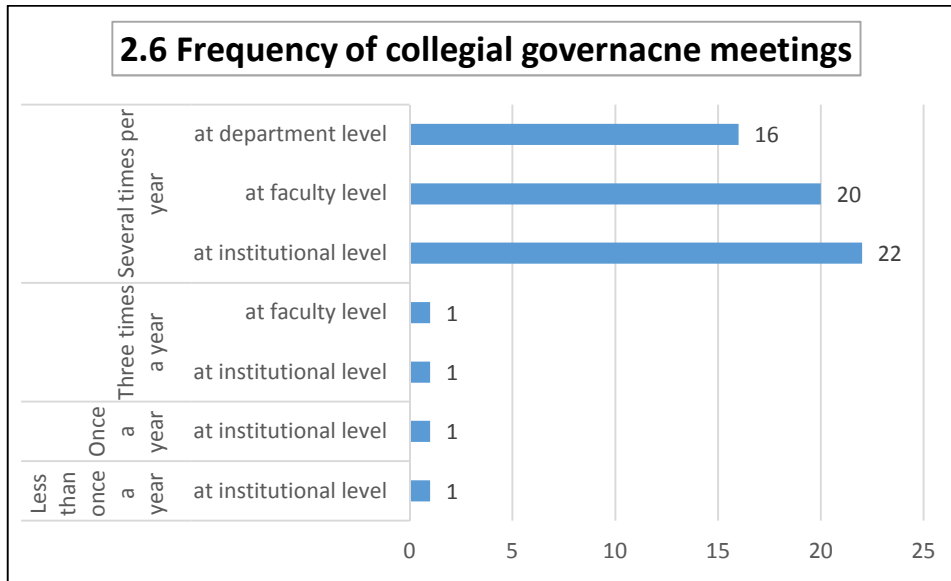


All 26 unions involved in collegial governance answered this question. Several unions gave several answers. Often they lack participation possibilities. The answers concerning the election system of collegial governance leadership are listed below.

	Do others appoint the leadership? (Who?)
BH - HESUEBH	--
DE - GEW	<b>to some extent external bodies designate the leadership</b>
DK - DM	<b>appointed by Board with external majority</b>
EE - UNIVERSITAS	<b>X</b>
FI - FUURT	<b>Board of uni/rector</b>
FI - OAJ	<b>X</b>
FR - FERC-CGT	<b>president of public institutions appointed by gvt</b>
FR - SNESUP-FSU	<b>X</b>
HR - IURHEEC	<b>X</b>
IE - IFUT	--
IT - FLC CGIL	--
LT - ALTUHE	<b>external Boards of universities with limited participation of staff elects leadership</b>
LV - LIZDA	--
MT - MUT	<b>gvt</b>
NL - CNVO	<b>supervisory board</b>
NO - NAR	<b>X</b>
NO - UEN	<b>X</b>
PL - KSNPL	<b>X</b>
PT - FENPROF	<b>indirectly by academic staff, students, non-teaching staff</b>
RO - ALMA MATER	--
RU - ESEUR	--
SE - SULF	<b>X</b>
SI - ESTUS	<b>X</b>
SK TUWES	--
SRB - SSS	(no CG)
SRB - TUS	--
UK - England, Wales, Northern Ireland	<b>Chairs of university governing bodies are usually appointed from within the existing board of governors</b>
UK - Scotland	--

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

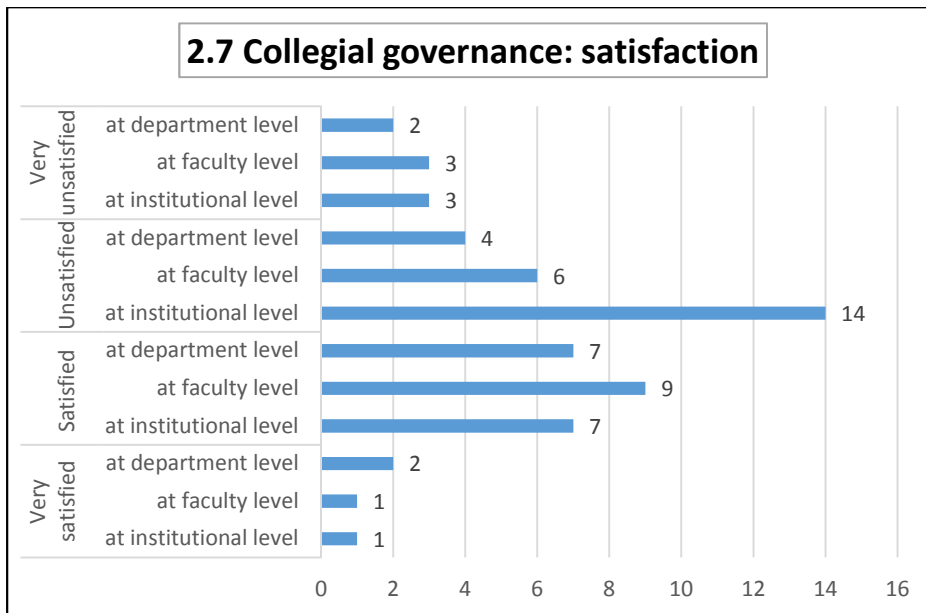
## 2.6 How often do collegial governance meetings take place?



In the case of 24 out of the 26 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: 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: 26



Comments:

Satisfied:

Partially 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”

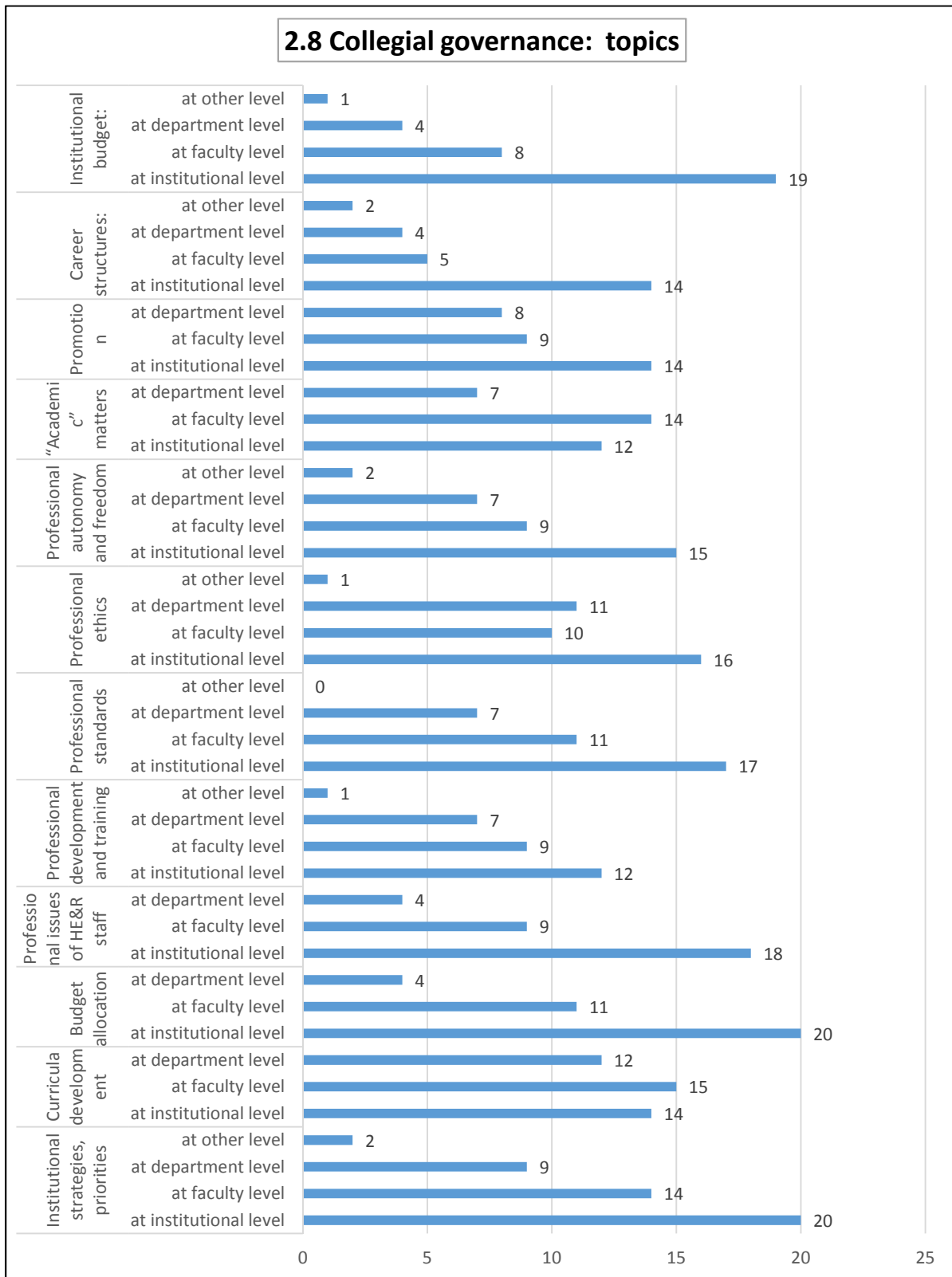
Unsatisfied:

- **DE** (unsatisfied): “The majority in (most) collegial governance bodies is reserved for (full) professors – who form a minority of the staff”
- **FR FERC-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.”

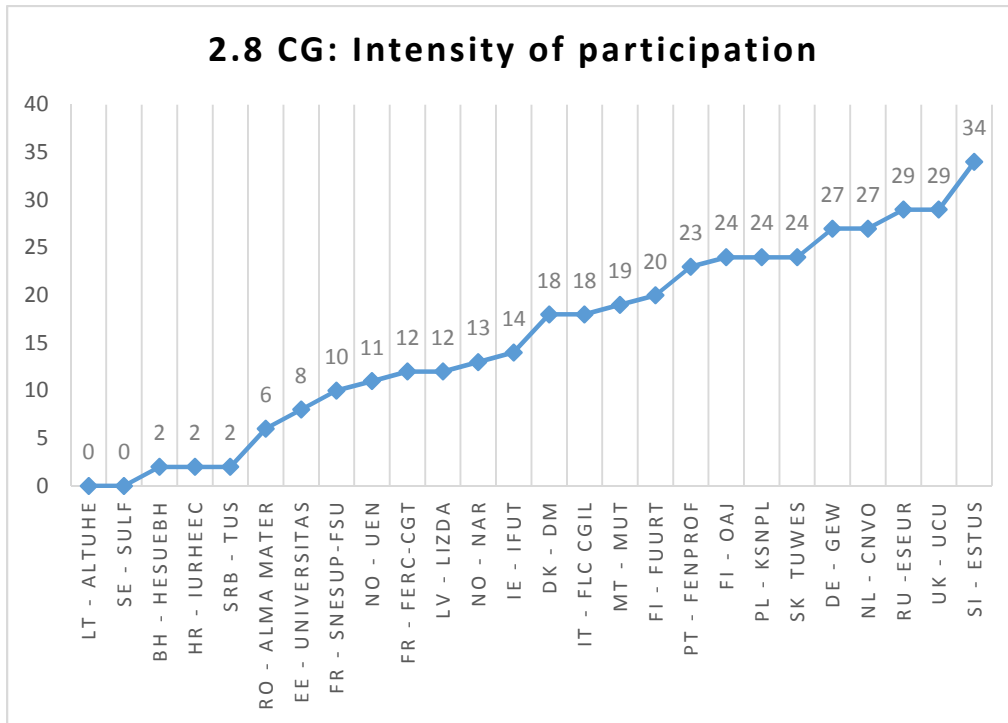
2.8 What **topics** does discussion and decision making in the collegial governance framework on higher education and research include in your country?



The most discussed topic in collegial governance is the budget at institutional level. Next come institutional strategies/priorities and curricula development.

ESTUS, Slovenia; UCU, UK and ESEUR, Russia have the strongest participation in collegial governance.

Latvia and Sweden do not participate in any discussions of these or other topics. Considering the total amount of cases of involvement, HESUEBH (Bosnia and Herzegovina), IURHEEC (Croatia) and TUS (Serbia) participate the least in collegial governance.



## CONCLUSION

The results of this survey show that the engagement of the responding unions who are mainly active in higher education and research and represent far more staff from the public sector, is strongly focused on social dialogue. Social dialogue is conducted by each of the 27 unions, whereas 26 unions are engaged in collegial governance. However, many questions concerning collegial governance were not answered by all of these 26 unions.

Social dialogue is mainly conducted at national and institutional level several times a year, covering interaction with a great range of diverse ministries and other institutions. Most of the unions deal with various topics in social dialogue and are actively participating 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 institutions 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 are not satisfied with collegial governance which mostly concerns the institutional level.