



Executive Summary

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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.

