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*Social Dialogue at Finnish Universities*  
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# Background

The Universities Act of 2009 <https://www.finlex.fi/sv/laki/ajantasa/2009/20090558>

- Universities became entities in the private sector (not the state).
- The Companies Act was used as a model for internal organisation.
- The board has large powers.
- The rector is appointed by the board (not elected by the university community).

The Cooperation Act of 2021 (samarbetslagen) <https://finlex.fi/sv/laki/ajantasa/2021/20211333>

- Less prescriptive.
- More room for local agreements on the scope of social dialogue.

[https://www.eduskunta.fi/SV/vaski/HallituksenEsitys/Sidor/RP\\_159+2021.aspx](https://www.eduskunta.fi/SV/vaski/HallituksenEsitys/Sidor/RP_159+2021.aspx)

# Negative trend

- Concentration of managerial power (the rector as "CEO").
- Broad social dialogue to the some extent replaced by internal board activity.
- The Cooperation Act (samarbetslagen) may have reduced the volume of social dialogue in the ordinary course of business, greater focus on financial crisis situations.

# What can be done?

Greater focus on the allocation of power between the university collegium (universitetskollegiet) and the board.

- The university collegium as a “supervisory board”?
- How is the rector appointed?
- How is the rector removed?
- What body will decide on the adoption of internal guidelines (riktlinjer) and the internal organisation of the university?

In crisis situations, greater focus on the generation of income.

- The employer focuses on costs: less employees and less square meters = instant savings.
- We focus on income: less employees and less square meters = less income, no net savings.
- The outcome: a broader long-term perspective.