

*Knowledge gives growth*

*Become a member*  
**The Norwegian Association  
of Researchers (NAR)**

A large, glowing yellow hot air balloon basket is the central focus of the image. The basket is made of a complex network of dark lines forming a grid pattern. A person is standing inside the basket, silhouetted against the bright yellow light. The background is a dark, solid color, making the glowing basket stand out prominently.

## Knowledge gives growth – organising gives strength

The Norwegian Association of Researchers (NAR) is Norway's largest trade union and special interest organisation for employees in research, higher education, museums and cultural heritage work. NAR's main purpose is to improve working conditions in research and higher education and to protect members' financial and professional interests.

In Norway, 85% of employees in the state and municipal sector (55% of all employees) are members of a trade union. At higher education and research institutions, around 80% of the staff is organised.

Norwegian trade unions play a significant role in the system of collective bargaining, in wage negotiations, and in defending employees' rights. The trade unions negotiate for individual wage increases for their members in the local wage negotiations at each workplace.

To be eligible for membership in NAR you must hold a position that would normally require higher education; and you must work in research, higher education, museums, cultural heritage work, or public service related to research and higher education.



# Competitive salaries, good working conditions

NAR strives to ensure that all members achieve a salary level that reflects their education, competence, responsibilities and efforts. Salary levels and working conditions should be competitive relative to corresponding positions in the public as well as the private sector.

Vital tasks for NAR are to defend and strengthen employees' rights and to make sure that the research and higher education sector is given sufficient funding for creating good working conditions for the staff.

NAR negotiates to obtain better salaries and working conditions for its members, and is entitled to negotiate on behalf of members employed in state, municipal and private institutions or enterprises.

NAR defends your rights as an employee. As a member, you are entitled to legal assistance from NAR in any questions you might have about your rights, your wages or your working conditions.

NAR compiles salary statistics for relevant occupational categories in the state, municipal and private sector.

## NAR's goals

- All NAR's member groups should get a significant rise in real salaries. Salary levels should be raised considerably and be competitive with comparable positions in society-at-large, enabling the institutions to compete at both the national and international levels when recruiting and retaining the best-qualified individuals.
- Salaries and working conditions should be good enough to motivate and recruit the best-qualified graduates to careers in research, and to recruit top qualified scientists to return to researcher positions.
- The use of temporary positions must be significantly reduced, and job protection must be strengthened in statutory and regulatory provisions.
- Academic positions are to be combined with the right and obligation to engage in research and development, teaching and dissemination.

# Increased research spending, enhanced quality in higher education

NAR strives to ensure that Norwegian research is competitive on the international arena, and supports the parliamentary decision to escalate Norway's total investment in research to three per cent of GDP. Research investments in Norway lag far behind the other Nordic countries measured both as a percentage of GDP and as per capita research investment.

Norway faces formidable challenges associated in particular with health, climate and energy. Investment in research and higher education is an important policy instrument for finding solutions to these challenges, and for promoting future value creation.

Academic staff must be given sufficient time for R&D work and have better opportunities for skills development and self-initiated research. It is NAR's opinion that having sufficient time for R&D work is the key factor for qualifying for top academic positions, and for contributing to international knowledge development.

More than 2 000 PhD candidates are members of NAR, and it is our opinion that the PhD candidates play a key part in Norwegian research and higher education. NAR has drawn up a *Plan of action for PhD candidates* as the foundation for the union's efforts on behalf of this group.

NAR represents the sector in meetings with Stortinget (the Norwegian Parliament) and relevant ministries, and contributes actively by providing suggestions and consultative statements in cases that affect the working conditions of our members.

## NAR's goals

- Norway should increase its research spending to 3 per cent of GDP by 2014.
- Basic allocations to universities, university colleges, research institutes and the 'ABM sector' (archives, libraries and museums) should be strengthened.
- The allocation for independent basic research under the auspices of the Research Council should be increased significantly.
- A government fund should be built up to provide an annual yield of at least MNOK 800 for investment in research infrastructure.
- Academic freedom for individuals and institutions should be safeguarded and strengthened.
- PhD candidates are to be given satisfactory working conditions and the resources to complete their doctorates, including the resources needed to perform research abroad.
- Student places and PhD/post-doctoral positions created over the National Budget are to be fully funded.

# NAR – The Organisation

## The local level

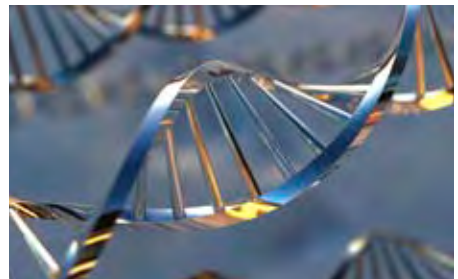
At the individual workplace, NAR is represented by local branches. NAR has a total of some 260 local branches. A local branch is organised at every workplaces where NAR has three or more members. The local branch will take care of your interests at the workplace. A list of all our local branches with the names of our local representatives is available on our website.

## The central level

NAR is run by an Executive Board consisting of a chair, six board members and three deputy members, all of whom are elected for three-year terms of office. NAR's staff assists the Executive Board by carrying out the tasks at hand and by providing legal co-unselling and advice to members and to the local branches and professional networks.

## Professional networks

NAR has 12 professional networks that deal with members' professional interest. Members of NAR can choose to join one of these professional networks. Most of the networks collect an extra membership fee. A list of the professional networks is available on our website.



# Financial benefits

## Guest membership

NAR has made reciprocal membership agreements with our sister organisations in the Nordic countries, Ireland, Great Britain, Canada and the USA.

These agreements ensure that members of NAR who work in the above-mentioned countries will be accorded free guest memberships that will entitle them to advice about work contracts, wages question and other services provided to ordinary members in the respective countries.

Members of NAR's sister organisations will in turn be entitled to the same rights from NAR when working in Norway.

### **NAR has agreements with the following organisations:**

- Canadian Association of University Teachers (CAUT)
- American Association of University Professors, USA (AAUP)
- University and College Union (UCU), Great Britain
- Irish Federation of University Teachers (IFUT)
- Swedish Association of University Teachers (SULF)
- Danish Association of Masters and PhDs (DM)
- Finnish Union of University Researchers and Teachers (FUURT)

## Insurance

NAR has a mandatory insurance program for all its members, consisting of life, disability and critical illness insurance for the member and accident insurance for the entire family. Members can decline involvement in this insurance program by signing a declaration form.

NAR's insurance products for members also includes children's insurance, professional liability insurance, home and household contents insurance and year-round travel insurance. For more information about the insurance products, contact NAR's insurance office at tel. (+47) 21 02 34 30 or by e-mail: [forsikring@forskerforbundet.no](mailto:forsikring@forskerforbundet.no)

## Banking

NAR's agreement with the DnB NOR Group (DnB NOR, Postbanken and Cresco) entitles NAR members to favourable interest rates and reduced loan costs. Further information is available at [www.forskerforbundet.no](http://www.forskerforbundet.no).

# Membership benefits

- NAR's main target is to obtain better wages and working conditions for our members and to strengthen members' rights as employees.
- NAR negotiates salaries for its members; in central negotiations as well as at the local workplace.
- NAR's local branch at your workplace provides a professional and a social network.
- NAR offers a range of courses, conferences and seminars for members, free of charge.
- NAR offers competitively priced insurance products and banking services for members.
- NAR members receive the monthly journal *Forskerforum* for free.

## Membership and insurance fees

NAR has different membership fees, depending on your work situation. Members who hold part time positions pay a reduced fee, so do PhD candidates and students.

*The following fees are valid:*

Type of fee	2011	2012
<b>Ordinary fee</b> <i>(more than half position) – NOK / month</i>	<b>336</b>	<b>352</b>
<b>Reduced fee</b> <i>(half position or less) – NOK / month</i>	<b>184</b>	<b>193</b>
<b>PhD Candidate</b> <i>NOK / month</i>	<b>184</b>	<b>193</b>
<b>Unpaid leave</b> <i>NOK / year</i>	<b>420</b>	<b>444</b>

Mandatory life and disability insurance **kr 134,- / month** (see page 6)

Further information about membership in NAR is available on our website at:

[www.forskerforbundet.no/english](http://www.forskerforbundet.no/english)

NAR is Norway's largest and leading trade union and special interest organisation for employees in research, higher education, museums and cultural heritage work.

NAR has 18 000 members and is affiliated with Unio – the Confederation of Unions for Professionals, Norway.

NAR aspires to strengthen Norwegian research and higher education for the common good and for you as a member.

NAR strives to achieve increased salaries and improved working conditions for its members.

**The Norwegian Association of Researchers**

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# Registration for NAR membership

Name:

Date of birth + Norwegian social security number:

Private address:

Post code and city:

Phone number (work):

Phone number (mobile):

Phone number (private):

E-mail address:

Education level/degree:

Work place (employer):

Faculty/division:

Institute/department:

Job title:

Pay grade:

Work address:

Post code and city:

Wishes to join professional network:

(see page 5)

Recruited by:

(name and membership number)

## Membership fee

(please tick appropriate box)

Ordinary fee (More than 50% position)

Reduced fee (50% position or less)

PhD Candidate

Student

Unpaid leave

Other (please comment)

Place/Date:

Signature

Trade union for employees within  
research, higher education, museums  
and cultural heritage work.

Membership will improve your chances  
of achieving a higher salary and improved  
working conditions.

Fold here

Staple or tape closed

Postage prepaid



ADRESSATEN  
BETALER  
FOR SENNING  
I NORGE

DISTRIBUJES AV  
POSTEN NORGE

**Forskerforbundet**

Svarsending 1112

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