

## It pays to become a member!

**FORSKER  
FORBUNDET**

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NAR's main purpose is to increase salaries and improve working conditions for our members.

### As a member you are entitled to:

- Legal assistance from NAR in any questions you might have about your rights as an employee, your salary level or your working conditions.
- Assistance from NAR's local branch in the local pay negotiations and other issues relating to your employment.
- Support and assistance in restructuring and downsizing processes at your work place.
- The monthly journal *Forskerforum* for free.
- Insurance and banking services on competitive terms. Unio's agreement with *Storebrand Bank* offers our members favourable home mortgage interest rates.

The monthly membership fee is  
NOK **434** (2016) / **447** (2017) / **462** (2018)  
for regular membership.  
Reduced fee for PhD candidates.

See [forskerforbundet.no](http://forskerforbundet.no) for a full list of our fees.

NAR is Norway's largest trade union and special interest organisation for knowledge workers in research and higher education, with 20 000 members.

If you work in research, teaching, dissemination and administration of knowledge, NAR is the right union for you.

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### Norwegian Association of Researchers

P.O. Box 1025 Sentrum  
N-0104 Oslo, Norway  
Phone 21 02 34 00  
[post@forskerforbundet.no](mailto:post@forskerforbundet.no)  
[forskerforbundet.no](http://forskerforbundet.no)

*Knowledge gives growth*

## Trade union for knowledge workers

www.kingdesign.no / 03.16 / 3000

Norwegian Association of Researchers (NAR)

## Knowledge gives growth – Organising gives strength

The Norwegian Association of Researchers (NAR) is Norway's largest trade union and special interest organisation for knowledge workers in research, higher education and dissemination of knowledge. We have more than 20 000 members.

NAR organises students and knowledge workers within all disciplines, at universities, university colleges, research institutes and university hospitals, public administration, along with museums, archives, libraries, and industry.

We aim to close the wage gap between employees in the higher education sector and comparable groups in the public sector, and to reduce the wage gap to comparable groups in the private sector.

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.

## Competitive wages, good working conditions

NAR strives to ensure that wage conditions for knowledge workers are competitive, both nationally and internationally.

- Wage levels should reflect members' expertise, responsibilities and efforts. Increased efforts should translate into a higher salary.
- Wages and working conditions must be attractive enough for the institutions to recruit the best qualified and motivated knowledge workers.
- We aim to close the wage gap between employees in the higher education sector and comparable groups in the public sector, and to reduce the wage gap to comparable groups in the private sector.
- All knowledge workers – whether they are working in scientific, technical or administrative positions – should have job security and career development opportunities.
- Permanent employment is the general rule under Norwegian law, and the use of temporary employment should be kept to a minimum.
- Temporary employees should have equally good wage conditions and wage development as permanent employees.

## Increased research spending, quality in higher education

NAR is of the opinion that Norway's investments in research must be strengthened. Government authorities must take greater responsibility for stimulating increased investment in research in business and industry.

- Knowledge institutions must receive adequate basic funding to ensure stability and a long-term approach, as well as freedom of action both to implement research initiatives and to maintain their academic breadth.
- Institutions should implement recruitment plans for establishing clearer career paths for employees.
- Mergers in the research and knowledge sector must be voluntary, be motivated by the drive to improve quality and have support from the institutions.
- Higher education institutions should offer research-based teaching. As a main rule, academic staff should hold combined positions and engage in R&D work, teaching and dissemination.
- There should be equal access to higher education in Norway. Students are to be guaranteed financing that will enable them to study full-time.

