

It pays to become a member!

In order to achieve better salaries and working conditions for PhD candidates, it is crucial that the PhD candidates themselves join a trade union. NAR membership is useful for you as a PhD candidate. Join us – it will pay off in the short run as well as the long run.

What we can do for you

- We negotiate salaries for PhD candidates and postdoctoral research fellows, in central as well as local negotiations.
- We protect your interests in any labour dispute. As a member you are entitled to help from the local union representative and, if necessary, legal assistance from our attorneys.
- We protect your intellectual property rights.
- We fight for better working conditions, less use of temporary appointments and more tenured positions.
- We offer regular courses and seminars for PhD candidates and postdoctoral research fellows – free of charge.
- We offer insurance products and banking services on competitive terms. Favourable home mortgage interest rates in *Storebrand Bank*.

Join today! Text "FORSKERFORBUNDET" to **2474**

For PhD candidates, the monthly membership fee is:

NOK 251 (2019) / **260** (2020) / **270** (2021).

Post docs and other regular members pay a monthly fee of

NOK 462 (2019) / **479** (2020) / **498** (2021).

See forskerforbundet.no for a full list of our fees..

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Knowledge gives growth

NAR is Norway's largest trade union and special interest organisation for students and staff in research, higher education and dissemination of knowledge, with more than 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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BETTER CONDITIONS FOR RESEARCH – BETTER CONDITIONS FOR YOU

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Trade union for PhD candidates and postdoctoral fellows



Knowledge gives growth – Organising gives strength

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

We organise knowledge workers within all disciplines, at universities, university colleges, research institutes and university hospitals, public administration, museums, archives, libraries, and industry.

Our main purpose is to increase salaries and improve working conditions in research and higher education and to protect our members' financial and professional interests.

In Norway, 80% of employees in the state and municipal sector (50% of all employees) are members of a trade union. At state owned 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 salary negotiations, and in defending employees' rights. The trade unions negotiate for individual salary increases for their members in the local salary negotiations at each workplace.

Competitive salaries, good working conditions

NAR's overarching goal is to ensure that salaries and working conditions are attractive enough for employers to recruit the best qualified and motivated candidates to pursue a career in research.

NAR is striving to establish better academic career paths with more secure and more predictable frameworks.

Our views:

- PhD candidates must have satisfactory working conditions and the resources to complete their doctorates, including the necessary resources to perform research abroad.
- PhD and postdoctoral posts should be announced across the entire pay spectrum and employers implement a pay policy that ensures that the salary level reflects their competence, attractiveness and experience.
- The starting salary for PhD candidates should be raised to at least the same level as the starting salary for high school lecturers.
- The institutions should implement recruitment plans for establishing clearer career paths for employees.
- PhD candidates should be entitled to unemployment benefits while finishing their thesis, as long as they are real job seekers and only working on their thesis in their free time.

Our work for PhD candidates and postdoctoral fellows

The Norwegian Association of Researchers – Forskerforbundet – is the natural choice if you are in research training; taking a PhD degree or employed as a postdoctoral research fellow.

NAR organizes approximately 2,000 members who are in research training. We are the only trade union with a specific policy for this group of employees.

NAR strives to ensure good working conditions for PhD candidates, through direct contact with the Ministry and through our local branches at each work place.

NAR also strives to ensure PhD candidates and post-doctoral fellows a competitive salary level. On several occasions, we have succeeded in raising the salary level for PhD candidates and postdoctoral fellows during the central salary negotiations for the state sector.

Read more about our work:
forskerforbundet.no/english

