

# It pays to become a member

## Information on membership in the Norwegian Association of Researchers (NAR)

**A high degree of organisation is essential to ensure the rights of employees, and a large membership base is important to strengthen NAR's position and impact.**

**In this fact sheet we have compiled answers to some frequently asked questions about membership – why it is important to be organised and why NAR is the right trade union.**

### What are the benefits of membership in NAR?

- **We negotiate your wages at both the local and central levels.**
- **You can influence your own work situation by taking part in the decision-making process – locally and centrally.**
- **We will back you up in the event of disputes or conflicts with your employer. NAR has experience with such cases at universities, colleges, research institutions, hospitals, museums and other workplaces where we have members.**
- **NAR's local branch at your workplace provides a professional and a social network.**
- **You get discounted insurance and other financial member benefits.**
- **We offer free courses, conferences and seminars.**
- **You receive ten issues a year of our periodical Forskerforum, free of charge.**

### Why is it important to be organised?

As an organised member, you have a greater impact on your own work situation and salary than if you stand alone. By becoming organised, you help to secure balance in the labour market and the protection of accrued rights.

You also contribute to strengthening the distinctive nature of the Norwegian Model, based on development and collaboration (between management and employees) at the local level. Solidarity pays.

### But don't I have the same rights in any case?

The collective rights enjoyed by Norwegian employees today were negotiated by the unions. Although some employers choose to accord these rights to their entire workforce, this is not guaranteed for unorganised employees. You stand stronger as an individual when backed by a community with common interests than when you stand alone.

### I have a temporary position, so there's probably no point in becoming organised?

To the contrary! Temporary employees are in a particularly vulnerable position, both in terms of working conditions and wages. The general rule in the Norwegian labour market is permanent employment, but this rule is stretched far in the academic community. Temporary employees frequently find themselves exploited, and do not enjoy the same wage developments as permanent employees.

NAR can help you assess whether your temporary position is legal, and in certain cases demand permanent employment if there are grounds for it. We continually focus on this issue in regard to both local and central authorities and employers, and have a high level of expertise in the area.

## Who can become a member of NAR?

NAR organises **knowledge workers**, in a diversity of work places and occupations. Our members work as archaeologists, dieticians, meteorologists, archivists, librarians, professors and technical-administrative staff, to name a few.

Most of NAR's members are found at universities and colleges, but an increasing number of members are affiliated with research institutes, hospitals and museums.

Anyone employed in research, higher education, museums or cultural heritage work, in **a position requiring higher education** (*minimum Bachelor's degree*), may become a member of NAR.

## I do not hold an academic position – do I still qualify for membership in NAR?

Yes, NAR also offers membership to those working in technical-administrative and other specialist positions that require a higher education. Among our members are archivists, consultants, engineers, meteorologists and librarians.

## I am a student and I don't know if I want to become a researcher. Why should I join NAR?

Why stand on the side-lines when you can be involved in influencing the quality of the teaching you participate in, and of the sector you may be a part of in a few years' time? In NAR, we bring out the best in each other. We are already working for your future wages and working conditions! Also, your membership helps to give us even greater influence.

## I work in an executive position. Is there really any point in joining a union?

Executives are employees as well, and NAR protects your rights as employee in the same way as those of other members.

## What distinguishes NAR from other trade unions?

One of NAR's distinguishing features is our active involvement in research policy, setting us apart from other trade unions. NAR negotiates salaries, protects your working conditions, and acts as a service provider for its members.

NAR represents employees from all professional fields, sharing the fact that they work in research, higher education or cultural heritage. We are the largest and most representative trade union of its kind, and therefore often serve in an advisory capacity on issues relevant to our members.

## Is NAR affiliated with any political party?

NAR is politically independent. We advance our interests across political party lines and have no affiliation with any political party beyond individual members' personal involvement.

## Where can I find more information?

[About membership in NAR](#)

[Membership benefits](#)

[Registration form](#)

[Information in English](#)

- **NAR negotiates to obtain better salaries and working conditions for its members.**
- **NAR advances its members' interests in policy issues related to research and education.**
- **NAR's local chapters have their own elected representatives and can be found at all Norwegian universities, colleges and most research institutions and museums. We also have local chapters at many of the health enterprises, as well as at local, regional and state governing agencies.**