



# PhD Candidate? Know your rights!

The Norwegian  
Association of Researchers'  
Handbook for  
PhD Candidates

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# Dear PhD Candidate!

The major societal challenges we face require more researchers and greater research efforts. In the future, we will need more personnel with research expertise – not only at universities, colleges and research institutes, but certainly also in the public service, and the organisation and business sectors.

It is you who are taking a PhD education today who will take Norwegian research further. You will be the ones educating future generations of students, supervising new research fellows, renewing and improving public services, contribute to innovation and new jobs, and find new ways to combat climate change. Exciting tasks await you, both during your PhD candidacies and after. Hence, you should feel wanted and valued as employees. We know, however, that this is not always the case.

The research career can be unreasonably long towards tenure, and many have trouble finding relevant positions. As research recruits, you may experience periods of heavy workloads and unpredictable working conditions. Some of you may have problems related to supervision or working environment. Others may feel omitted or marginalised, not having support from their employer. Moreover, quite a few of you may feel that your salaries lag behind.

In these situations it is useful to know more about what your rights are, and what it takes to improve your working days. This is why we have issued this handbook. We hope that you will find it useful, and that you will choose to join NAR as a member. We will continue working for the improvement of your rights, working conditions and status as PhD candidates. You can read more about this in NAR's Work Programme, which is published on our web site.

Wishing you all a prosperous PhD period,



Guro Elisabeth Lind

President, the Norwegian Association of Researchers



# 1 Acts and Regulations Applying to the Employment of PhD Candidates

As a PhD candidate, your rights and terms of employment are regulated by several laws and regulations. We will refer to some of them in this handbook, of which the most important are:

- The Working Environment Act, an act that applies to all employees in Norway, regardless of nationality or employer. The act defines common rights regarding the working environment, work hours, employment agreements and more.
- The Civil Service Act, which applies to all employees of the Norwegian Civil Service, e.g. all universities, university colleges and state-owned research institutes.
- Regulations concerning terms and conditions of employment for the posts of post-doctoral research fellow, research fellow (PhD Candidate), research assistant and resident sets the terms for the employment of PhD candidates. See page 18.
- The Basic Agreement (Hovedavtalen) and The Basic Collective Agreement (Hovedtariffavtalen) in the state sector regulates codetermination and salary levels, as well as working hours, pensions, paid/unpaid leave and holidays, for all state employees. The agreements are renegotiated every second year (hovedoppgjør). Similar agreements exist for employees of the municipal and the private sectors. In addition, each institution has its own regulations. These local regulations may strengthen employees' rights but cannot weaken the rights regulated by national acts and regulations.
- As a PhD Candidate, you are both a student and an employee. All institutions with a PhD program have their own regulation for PhD candidates, which defines terms concerning the doctoral education and your rights and obligations as a student.

## 2 Terms of Employment

Permanent employment is the main rule of Norwegian work life. This important principle ensures predictability and job security for the employees. The PhD candidate position, however, is legally limited to a term of 3 or 4 years, as it is defined as a *teaching grade*. As a PhD, your terms of employment are therefore somewhat different from the normal terms of employment for temporary positions. The position is pursuant to the Act relating to State Employees, the Act relating to Universities and University Colleges and to the national regulations concerning terms and conditions of employment. For PhD candidates who are not employed by a university or a university college, there are some differences with respect to salaries and working conditions. See chapters 2.10 and 3.5 for more information.

The goal of the PhD period is to achieve a doctoral degree, which qualifies for academic positions at the level of associate professor. The purpose of the regulation is therefore to secure the time necessary to finish a thesis, normally in the course of three years. PhD candidates have, like other workers in Norway, a work week of 37,5 hours, and holiday as stated in acts and collective agreements.

### 2.1 Employment contract

As all other employees, PhD candidates are entitled to a written contract of employment, which states their grade code and title, salary level and other special terms for the position. In addition, the employment contract should specify the period of employment, the location of the workplace, the work tasks and the conditions and obligations for the position. The employment contract should also state the responsible academic supervisor, admission to a PhD programme, a plan for completion of the doctoral education, and state the responsibilities of the institution, the supervisor and the PhD candidate.

#### Our advice:

- Make sure that your contract of employment is adequate and take good care of it. It is a legally binding document and can be very important if disputes should arise.

## 2.2 PhD Programme

Admission to a PhD programme is a condition for employment as a PhD candidate. It is, however, not unusual for institutions to employ PhD candidates provided that they be admitted to a PhD programme at a later stage. The contract of employment should state the final date for admission to a doctoral education, and for submission of the final plan for the doctoral education. If an admission agreement is not present within the contract deadline, the employer will have grounds for termination of the contract. Transfer to another PhD programme may only be carried out by agreement with the employer. All institutions with a PhD programme will have their own regulations that define how they structure their programme.

## 2.3 The employment period

According to the regulations, the normal employment period for a PhD candidate is four years in a full position, with 25 % (or one year) compulsory duties. Other employment periods are allowed. However, according to the regulations, it is required that *“the period of appointment shall include three years of pure doctoral education”*. The minimum employment period is, therefore, three years. A shorter period may be possible if you have already completed parts of your doctoral education. The regulations allow for part-time employment during the whole or part of the period, if the employment is at least 50%, and there is an agreement with the employer.

## 2.4 Doctoral education and compulsory duties

The organised doctoral education consists of the research work (thesis) and the training component (mandatory and elective courses). The final plan for doctoral education shall be approved and regulated by contract at the latest three months after the appointment is taken up. The doctoral education is the core of the candidate's duties. Depending on the employment period, the PhD candidate may also have *compulsory duties*.

From this, it follows that those PhD candidates who have an employment period of three years do not have compulsory duties,

and that any employment period exceeding three years is meant for compulsory duties. The extent of the compulsory duties should be stated in the announcement text and the employment contract for PhD candidates with longer employment periods than three years. The employment contract should also specify the content of the compulsory duties. Compulsory duties should “as far as possible be relevant to the doctoral programme”, which means tasks like teaching, supervision, and research administration.

Although it is the employer's responsibility that these rules are obeyed, it may well become the PhD candidate's problem if they are not. Many candidates experience that preparing for teaching takes a very long time the first time they do it. Some employers therefore allow PhD candidates longer time for preparing teaching than tenured employees get. If this is not the case at your institution, it can be wise to agree upon some repetition of lectures from one semester to the next.

#### **Our advice:**

- Make sure that your compulsory duties are specified in your employment contract, and that the scope does not exceed the agreed percentage.

## **2.5 Should one take on other duties?**

PhD candidates should not be required to undertake extra work duties beyond the agreed doctoral education and compulsory duties. However, many candidates are asked to take on additional duties (teaching, supervising, etc.) against remuneration. This work experience can be both useful and interesting, but at the same time, the extra duties may cause a delay in your research work. Both the candidate and the employing institution will benefit from completion of the doctoral education within the scheduled period. Therefore, both parties should be reluctant to the candidate taking on other work duties.

#### **Our advice:**

- You should not feel pressured to take on any work duties that you do not want to perform, or that take up too much of your time. Normally, if you take on extra duties, it would be better to get extended time than extra money. This way you receive a full salary, and you keep your rights as an employee for a longer time.

## 2.6 Leave, absence, and extension

All kinds of leave to which employees are entitled pursuant to statutes or collective agreements give them the right to an extension of the employment period. This applies to sick leave, maternity leave, leave to carry out care work, leave in connection with military service, and leave to act as a leading representative in an national organisation for PhD candidates. Still, according to the regulations, absence must amount to *at least two continuous weeks* in order to give grounds for extension. For example, this means that leave due to sickness (own or children's) does not give grounds for extension unless you have documentation from your doctor that the sick leave amounts to at least two continuous weeks.

The regulations do specify that such leave should be distributed proportionately between the research work and the compulsory duties, and that in special cases it may give grounds for the exclusive reduction of the compulsory duties. Some institutions also have regulations that provide candidates with an extension if the total sum of several periods of leave go beyond two weeks. You should check what the rules are at your institution.

As a rule, the employment period for PhD candidates cannot be broken, but candidates can be granted leave to take up short-term (up to six months) temporary teaching and research posts, overseas fellowships and the like. The period of employment may be extended correspondingly.

If you are delayed due to special care burdens or unforeseen obstacles (like a pandemic), your employer *may* grant you an extensions of the employment period. Typically, an extension may be granted if the candidate cannot be held responsible for these obstacles. Deficient supervision, disproportionately large or long lasting projects and lack of necessary infrastructure are examples of such obstacles. You have to apply for such an extension.

### Our advice:

- Document all your leave of absence pursuant to statutes or agreements. If your employer will not grant you an extension, use the opportunity to ask your local trade union to try to persuade the institution to alter its practice.
- Whether you get an extension or not, make sure your leave of absence is distributed proportionately between your research work and your compulsory duties.



## 2.7 Employer responsibility and personnel management

The institution that employs you has the personnel responsibility for you, regardless of how your PhD position is financed. Primarily, the head of the department where you are employed will be responsible for you. Ultimately, the personnel department of the institution and the top executive at the institution (for example the rector) has the responsibility. Neither your supervisor nor the head of your doctoral programme has any kind of employer or personnel responsibility. A person with formal employer responsibility should oversee and sign your employment agreement.

### Our advice:

- Do not hesitate with contacting the person who has the personnel responsibility for you if you are uncertain about your terms of employment, doctoral education, or supervision.

## 2.8 When the period of appointment is over

The position as PhD candidate is a legal temporary appointment on a fixed-term contract, and the candidate shall automatically resign the post without notice when the period expires. For all appointments lasting more than one year, the employer shall give the employee at least one month's written notice that the contract will expire. According to the Act relating to State Employees, § 9 (3), state employees who have had a temporary appointment of at least three uninterrupted years with the same employer shall be regarded as permanently employed. However, fixed-term positions like PhD candidates are exempt from this rule. Likewise, a PhD candidate upon completing their PhD degree will not have right of preference to another appropriate post (see regulation to the act relating to state employees, § 8).

## 2.9 Unemployment after the period of appointment

After submission of their thesis, PhD candidates qualify for the same unemployment benefits as other wage earners who have lost earned income because of unemployment. In order to qualify for unemployment benefits, you have to be a genuine job-seeker. This means that you may not pursue any activities during regular working hours that would make you unavailable for the labour market.

PhD candidates are not entitled to unemployment benefits while preparing the defence of their thesis. This is stated in NAV's circular on unemployment benefits and education, section 3.9.3. Therefore, PhD candidates are not regarded as genuine job seekers in the last two weeks before their thesis defence.

As a general rule, PhD candidates who have not submitted their thesis by the end of the appointment period cannot continue to work on their thesis and at the same time qualify for unemployment benefits. In our experience, it is NAV's practice to regard any work on a doctoral thesis as an educational activity, even if the work is done outside working hours. NAV therefore routinely denies unemployment benefits to PhD candidates, as they are not considered genuine job seekers. In order to be entitled to unemployment benefits, applicants must therefore stop all work on their doctoral thesis and get a written confirmation from their supervisor that all supervision has ceased.

Forskerforbundet finds it quite unacceptable that applicants are excluded from working on their thesis on their own spare time, outside regular working hours. We are pursuing this question with the authorities.

## 2.10 PhD candidates who are not employed at universities or university colleges

### Private colleges

The regulation concerning terms and conditions of employment for research fellows apply to private colleges and university colleges, and therefore to PhD candidates employed by these institutions.

### State-owned research institutes

Following the Civil Service Act § 9 and the regulation concerning terms and conditions of employment for research fellows § 5, state-owned research institutes can also employ PhD candidates.

### Other non-governmental institutions

Non-governmental institutions outside the university and college sector are not bound by the regulations concerning terms and conditions of employment for research fellows, or the Civil Service Act. These institutions are bound by the Working Environment Act, which gives no legal basis for the temporary appointment of PhD candidates. Hospitals, health enterprises and private research institutions therefore have to negotiate an agreement with the trade unions in order to have the legal right to employ PhD candidates. As of January 2023, NAR and Tekna have such an agreement with the employer organisation Abelia,

who organises many private research institutes. NAR and Tekna also used to have an agreement with Spekter, who organises many health enterprises, but the agreement was terminated in 2020. As a consequence, health enterprises do not have the necessary legal basis to employ PhD candidates, and there are no regulations that secure the PhD candidates in the health sector the same rights as the candidates in the state sector.

### Our advice:

- If you are not employed by a university or university college, make sure that your appointment is legal, that it is pursuant to the regulations, and that a collective agreement regulates your salary and working conditions (your local union representative can help you). As a minimum, you should have the same working conditions as state-employed PhD candidates.

## 3 Salaries

The salary level for state employed PhD candidates is adjusted through central and local negotiations. In the central negotiations, the Confederation of Unions for Professionals (Unio) represents NAR, and in the local negotiations, the local representative from NAR represents its members. If you are not employed in the state sector, see 3.5.

PhD candidates have a minimum wage, which is set in the collective agreement. In addition, all PhD candidates who are a member of NAR get a yearly, automatic salary increase of 3% in up to four years. If you are a PhD candidate for more than four years, then you will not get an automatic salary increase after the fourth year. However, you will still be able to increase your salary through the negotiations described below.

### 3.1 Central negotiations

As mentioned above, PhD candidates get an automatic, yearly increase in salary. This is a result of negotiations between Unio and the state (in this context, the state is an employer). Central negotiations are conducted yearly, but the whole collective agreement is only negotiated every second year, in the process called *the main settlement*, or "hovedoppgjøret" in Norwegian. Here, both salary levels and other working conditions are negotiated. In the years between the main settlement, the negotiations are only about salary levels.

At the moment (January, 2023), there are two collective agreements in the state. One covers the members of the main organisations Akademikerne and Unio. In this agreement, the yearly salary increases are defined through percentages, as in the 3% yearly salary increase mentioned above. If you are a member of NAR working in the state, your salary will be stated in NOK, not as a pay grade, and the yearly salary increase will vary depending on which 'salary ladder' you belong to. PhD candidates have their own ladder — the ladder of 3% yearly increase in up to four years.

### 3.2 Negotiations at start of employment

PhD candidates have, as other employees, the right to negotiate their starting salary. Here, the candidate negotiates themselves, but you may contact your local union representative before the negotiation to ask about salary levels for PhDs at your institution. Since you get a yearly salary increase of 3%, your automatic salary increase will be higher if you have a better starting salary.

The salary level for the position should be stated in the announcement of the position. Minimum yearly starting salary for PhD candidates is, as of May 2022, 501 200 kr. It is worth noting that this is the minimum salary level, and that the employer is free to hire PhD candidates with a higher salary. Also, note that this minimum salary level is from May 2022. If you were employed as a

PhD before this, your starting salary may have been lower.

Most employers will only offer a minimum salary, and it is therefore up to the individual PhD candidate to negotiate a better starting salary. You may have some good reasons for getting a higher salary if you are especially competent and/or if your skills are sought after elsewhere. Previous work experience does not give you the right to a higher salary, but it can be used as an argument in the negotiations.

**Our advice:**

- We recommend that you demand a higher pay grade than the minimum, especially if you have any additional qualifications beyond your Master's degree, or if your specific qualifications are in demand outside academia. The worst thing that can happen is that the employer says no.

### 3.3 Local salary negotiations

In addition to central negotiations, salary negotiations are held annually at each institution, between union representatives and the employer. The union representatives negotiate salary increases for their members, based on pay claims sent in by the members. In the state sector, these negotiations happen every autumn.

Since PhD candidates are secured an automatic, yearly salary increase of 3%, other groups tend to be prioritized in the local negotiations. Still, we recommend that you submit a salary claim if you have good reasons for why you deserve a higher salary, for instance if you have achieved something unique or if you have taken on an extra workload. All employees in the state, and many in other sectors, have the right to a yearly salary conversation with their leader – you should use this chance to discuss your wish for a higher salary. In addition, your employer must consider if you have the appropriate salary level during the first year of your employment.

### 3.4 Salary negotiations on special grounds

PhD candidates in the state can, as other employees, forward a salary claim outside of the regular negotiations if there has been significant changes in their work tasks or if they wish to be rewarded for extraordinary work effort. Thus, if you have achieved something extraordinary, like publishing an article in a well-known journal or receiving an award, then you can ask for a higher salary. The same is true if you are offered better working conditions or salary at another institution. This is not so common when you are a PhD candidate, but if you are considering changing jobs, then offers from other employers can be used as an argument for increasing the salary of your current job. If you want to forward a claim, you should talk to your local union representative — they will negotiate for you.

#### Our advice:

- Take advantage of the existing opportunities to get a salary increase. Researchers tend to have a low salary, partly because they seldom make pay claims. Also, remember that every new employment contract is an opportunity to negotiate your salary.

### 3.5 PhD candidates outside the state sector

NAR has an agreement with the employer organization Abelia which allows for the employment of PhD candidates at private research institutes (see 2.10). NAR does not enter into such agreements if the work conditions do not correspond to those at the universities and university colleges.

The salary level of PhD candidates is not set in collective agreements outside the state sector. At private research institutes, the level is usually negotiated in a local agreement between the union representatives and the employer. At smaller institutions, however, there might not be any agreement that defines the salary level, and it is up to the PhD candidate to make sure that they get the same salary as PhD candidates in the state, and have the same yearly salary increase.

#### Our advice:

Pay attention to how the salary level of PhD candidates is affected by different negotiations (you can get updated information about negotiations at [forskerforbundet.no](http://forskerforbundet.no)). If your salary does not match that of PhD candidates in other sectors, talk to your manager or your local union representative.

## 4 The Norwegian Public Service Pension Fund — Pensions and Housing Loans

Membership of the *Norwegian Public Service Pension Fund (Statens Pensjonskasse)* is obligatory for state employees. They accumulate pension entitlements (retirement pensions as well as disability pensions) according to current pension rules.

All Pension Fund members can affiliate to the Fund's insurance scheme and apply for a housing loan. Be aware that you lose the right to the favourable loan terms if you move to a job that does not provide membership in the Norwegian Public Service Pension Fund after your PhD period. NAR membership also entitles you to favourable insurance schemes and housing loan interest rates.

## 5 The Norwegian Association of Researchers — Your Union?

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

The Norwegian Association of Researchers (NAR) is Norway's largest trade union and special interest organisation for employees in research and higher education. We have around 25 000 members, of which around 2000 are PhD candidates.

NAR strives to ensure good working conditions for PhD candidates, through direct contact with the authorities and through our local branches at each university and university college. NAR also strives to ensure

PhD candidates a competitive salary level. On several occasions, we have succeeded in raising the salary level for PhD candidates during the central salary negotiations for the state sector.

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.



## Membership benefits

- PhD candidates pay a reduced NAR membership fee (25 % of regular fee the first year, then 50% second to fourth year of the PhD period).
- NAR members are offered competitively priced insurance products and banking services.
- NAR offers a range of courses, conferences and seminars for members, free of charge. This includes webinars for PhD candidates and postdocs in English.
- NAR negotiates salaries for its members in central negotiations as well as at the local workplace. We can assist you when your starting salary is determined at the time of appointment.
- NAR's main target is to obtain better salaries and working conditions for our members and to strengthen members' rights as employees.
- NAR's members can get free legal aid in matters regarding their salaries and working conditions.
- NAR's local branch at your workplace provides a professional and a social network.

# Regulations concerning terms and conditions of employment for the posts of *post-doctoral research fellow* (postdoktor), *research fellow/ PhD candidate* (stipendiat), *research assistant* (vitenskapelig assistent) and *resident* (spesialistkandidat) (excerpts)

Laid down by the Ministry of Education and Research on 31 January 2006 with amendments issued on 7 December 2006 pursuant to section 6-4, fourth paragraph, of the Act of 1 April 2005 No. 15 relating to universities and university colleges.

## Chapter 1 — Provisions concerning the various posts

### Section 1-1 General provisions

Pursuant to section 6-4 (1) (f) to (i) of the Act relating to universities and university colleges, appointment for a fixed term of years may be used for posts such as postdoktor (post-doctoral research fellow), stipendiat (research fellow), vitenskapelig assistent (research assistant) and spesialistkandidat (resident).

### Section 1-3 — Research fellow (Stipendiat)

- 1 The objective of a research fellowship is completion of doctoral education to the level of a doctoral degree.
- 2 The objective of a research fellowship in the arts within the Programme for Research Fellowships in the Arts is an academic qualification at the level of associate professor.
- 3 The normal fixed term of appointment is four years with 25 per cent compulsory duties. The period of appointment shall include three years of pure doctoral education.
- 4 The appointing authority shall decide the total length of the period in each case. Due consideration shall be paid to the scope of the compulsory duties, the necessary time frame and plan for completion of the project and the financial basis of the project.
- 5 A shorter period of appointment may be decided when the research fellow has already completed parts of his or her doctoral education programme or when the appointment is based on a previous qualifying post (research fellow, research assistant, or the like) in such a way that the total time used for doctoral education amounts to three years.
- 6 Within the Programme for Research Fellowships in the Arts the research fellowship period is stipulated to be three years.

- 7 Should the employer decide in a specific case to grant an application for 50 per cent or more part-time employment during the whole or part of the period, the period of appointment may be extended in such a way that doctoral education or artistic development work is equal to three years full-time equivalent.
- 8 Admission to a doctoral degree programme is a condition for appointment as a research fellow. The final plan for doctoral education shall be approved and regulated by contract at the latest three months after the appointment is taken up. The final date for admission to a doctoral degree programme must be stated in the contract of employment. The final date for submission of the final plan for the doctoral education shall also be stated. The plan shall state the name of the person assigned the duty of supervising the research fellow. If an agreement concerning admission to a doctoral degree programme has not been concluded within the time limit stated in the contract of employment, this may give grounds for termination of the contract of employment by the employer.
- 9 Transfer to another doctoral degree programme may only be carried out by agreement with the employer. Transfer to a doctoral degree programme other than that stipulated by the contract of employment except by agreement with the employer may give grounds for termination of the contract of employment.
- 10 Admission by the board of the Programme for Research Fellowships in the Arts is a condition for appointment as a research fellow within the research fellowship programme for the arts
- 11 Each year, a report shall be submitted concerning the progress of the organized doctoral education. The research fellow and supervisor are jointly responsible for the report.
- 12 The distribution of duties between doctoral education and compulsory duties shall be stated in the contract of employment. The content of the compulsory duties besides doctoral education should also be specified, cf. section 1-3 (13) and (14). It shall be specified which doctoral degree programme the research fellow is attached to.
- 13 Compulsory duties besides research should as far as possible be relevant to the doctoral programme. Administrative duties shall be limited and should not normally constitute more than ten per cent of the total annual working hours.
- 14 The institutions shall lay down their own guidelines for the content of the compulsory duties and for the distribution of duties during the period of appointment. The employer must ensure that such duties do not exceed the specified limit.

## Chapter 2 — Joint provisions

### Section 2-1 — Appointment for a fixed term

- 1 No-one may be employed for more than one fixed term in the same category of post at the same institution.
- 2 A contract of employment for a fixed-term post may not include provisions concerning severance pay.

### Section 2-2 — Working hours

Employees shall be covered by the statutes and agreements concerning working hours, holiday and sick leave that apply at any time.

## **Section 2-3 — Leave and extension of the period of appointment**

- 1 With the exception of research assistants, leave to which employees are entitled pursuant to statutes or collective agreements shall not be taken into account in connection with the calculation of the period of appointment. The same shall apply to leading representatives in national organisations for these posts.
- 2 Extension shall be granted for reduced working hours owing to care of children and close family pursuant to section 10-2, fourth paragraph, of the Working Environment Act.
- 3 Leave may be granted to take up short-term temporary teaching and research posts, overseas fellowships and the like when this may be done without delaying the progress of the post-doctoral research fellowship project, doctoral degree course, artistic development work or specialist training by more than half a year. In such cases, the period of appointment may be extended correspondingly.
- 4 Decisions concerning extension of the period of appointment shall be taken by the appointing body.
- 5 In order to give grounds for extension, absence must amount to at least two continuous weeks.
- 6 In the case of research fellows, the appointing body may in specific cases grant extension of the period of appointment owing to circumstances that have precluded the progression of the doctoral education. Such circumstances may be special care burdens or unforeseen obstacles of a work nature for which the research fellow cannot be held responsible. When such circumstances result in delays, extension of the period of appointment may be granted, provided that the research fellow will be able to complete the doctoral education before the expiry of the extension period.
- 7 In the case of sick leave of less than two weeks' duration for post-doctoral research fellows and research fellows with compulsory duties, such leave should be distributed proportionately between the research work and the compulsory duties.
- 8 In the case of research fellows with compulsory duties, two or more short legitimate absences of less than two weeks may give grounds for the exclusive reduction of the compulsory duties part when deemed necessary in order that the research fellow shall be able to complete the doctoral education within the period of appointment.

- NAR is Norway's largest and leading trade union and special interest organisation for employees in research, higher education and dissemination of knowledge
- NAR has around 25 000 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

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