

Know your rights and organize!

**FORSKER
FORBUNDET**

Presentation by Norwegian Association of
Researchers (Forskerforbundet)

February 2019

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HJERNE
KRAFT
VERK

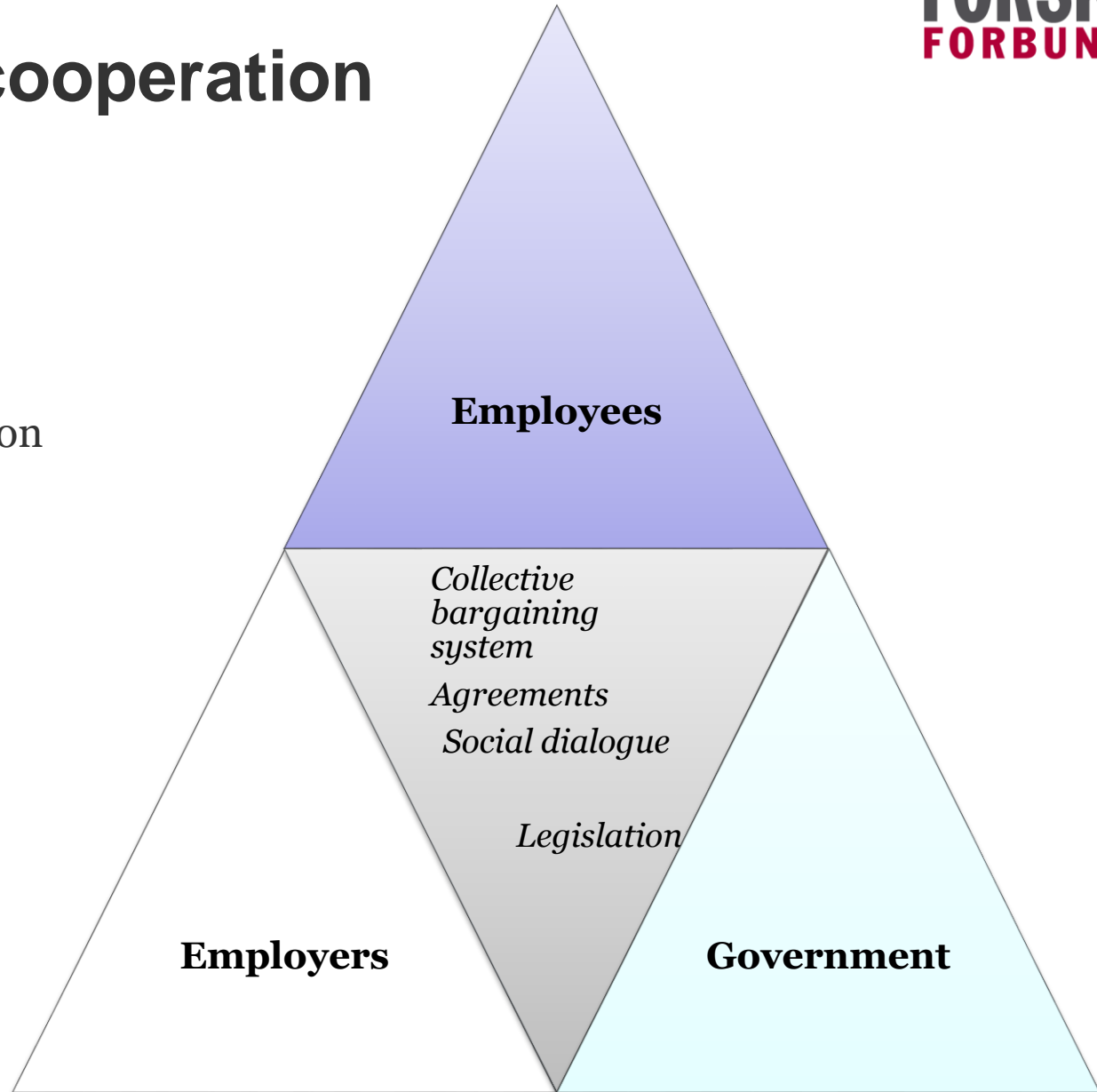


The Nordic model – the Norwegian way!



Tri-partite cooperation

- Trust
- Cooperation
- Transparency
- Sharing as a common good



In Norway all employees are entitled to...

- Minimum wages
- Regulated working hours
- Sick leave – fully paid
- Parental leave
- Vacation and spare time
- A healthy and sound working environment
- Unemployment dole in case of loss of work

And Pension

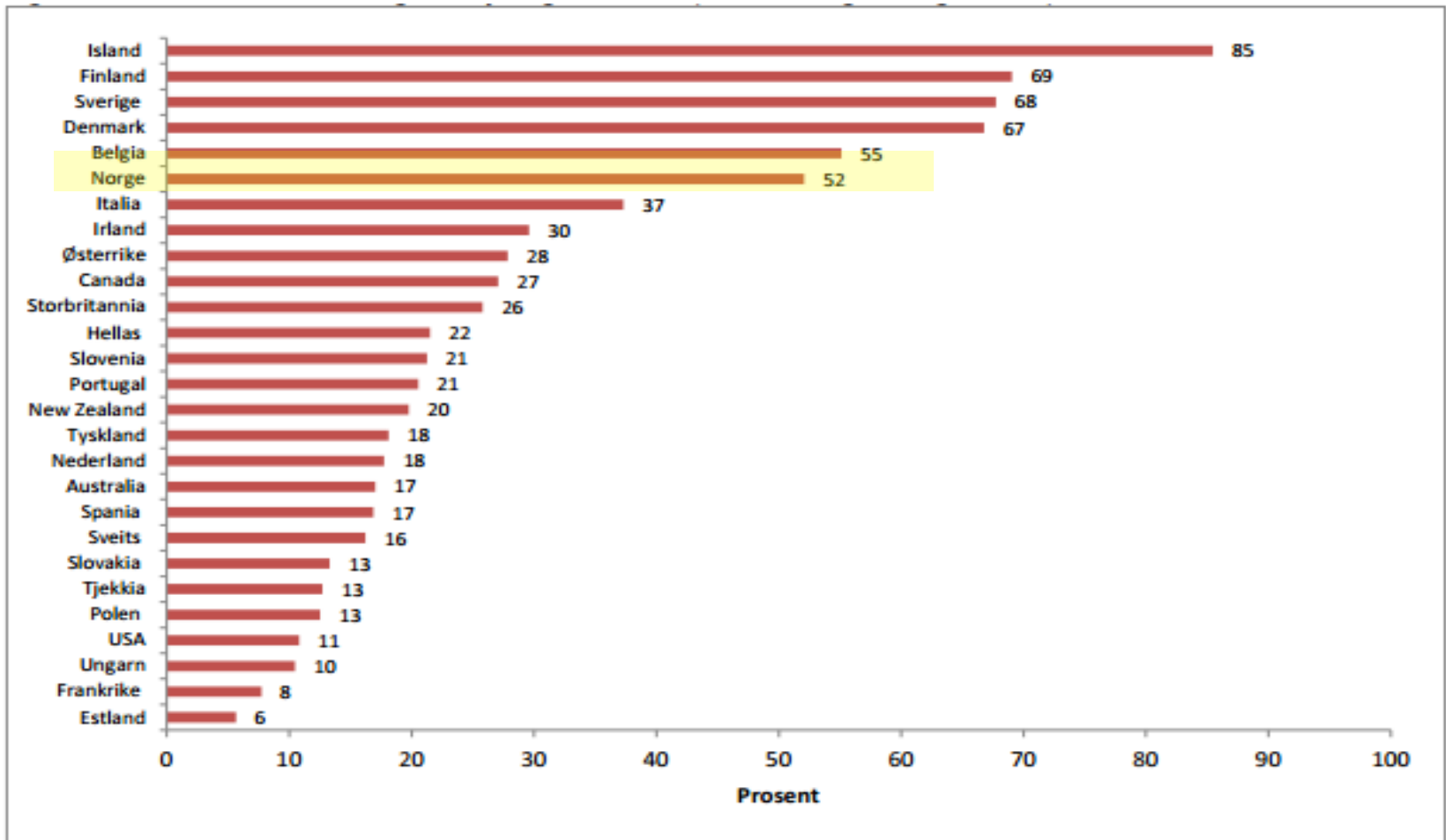
Employees in Norway are entitled to

- Retirement pension
- Dependent pension
- Disability pension

Join us – and you will get access to pension expertise who can guide and advice you.

Or contact NAV/SPK

Union membership internationally

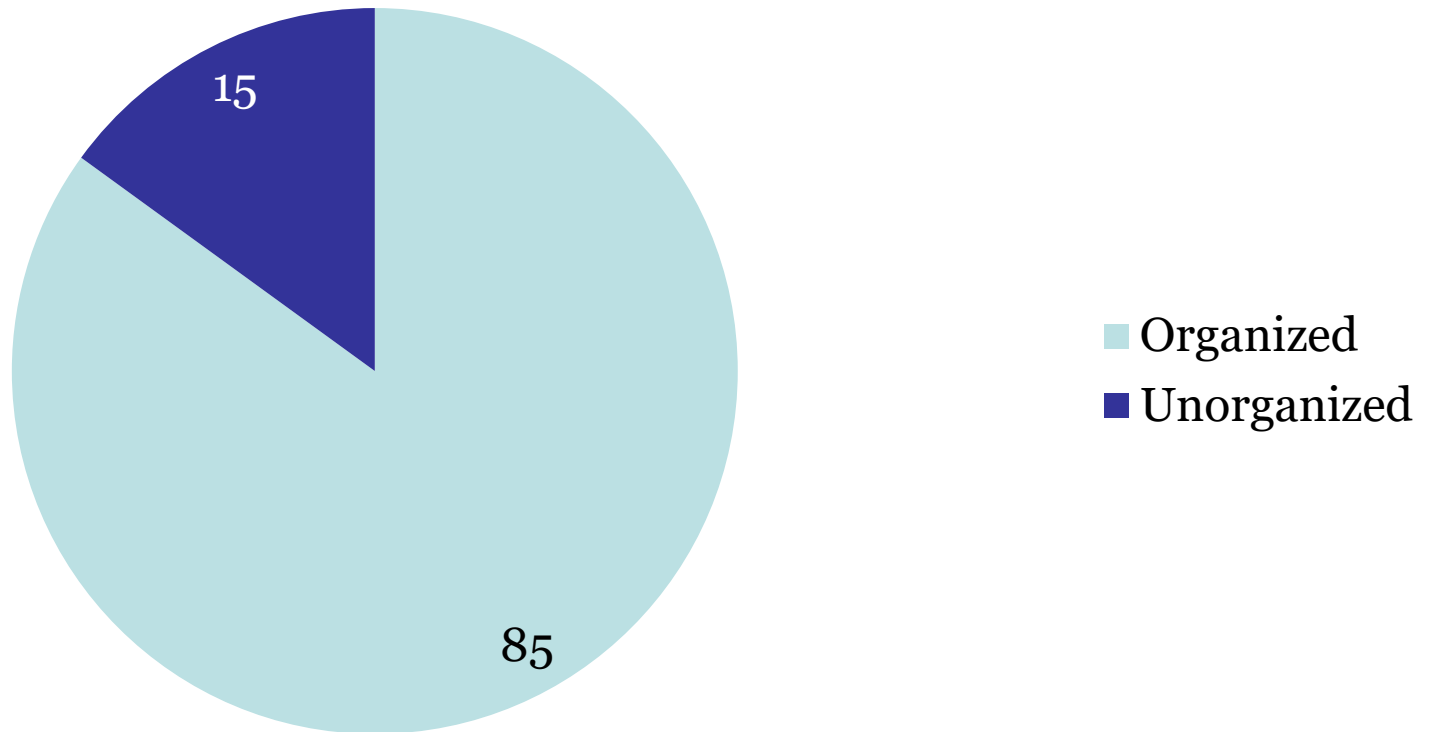


Kilde: OECD Stat, Trade Union Density (mars 2016)

Union membership in Norway

- Membership is optional
- Employers have no say on the right to organize or membership
- Unions are free and independent organisations
- Membership is not dependent on your type of employment
- Many unions organize certain types of workers, with certain qualifications
- 50/50 organized and not in Norway

Union membership in the public sector



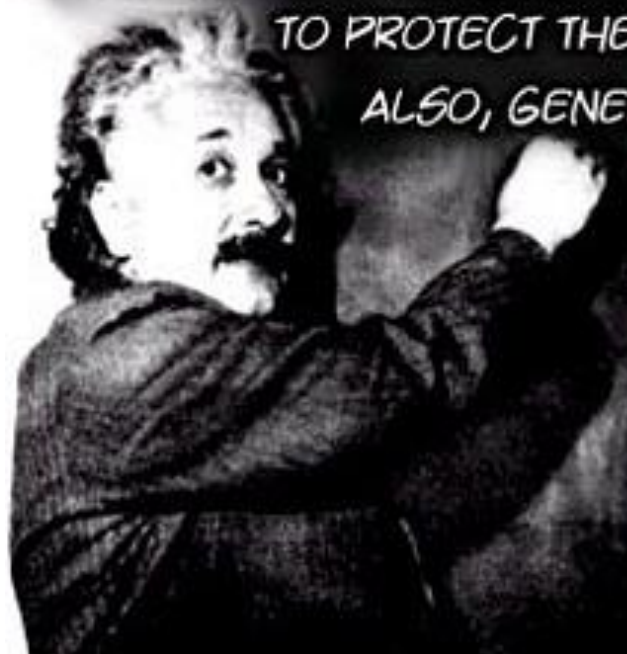
Joining a union is about

- Solidarity
- Common interests – mutual benefits
- Protecting your rights – and those of your fellow woman
- Having a place to turn when in difficulties at work



EINSTEIN WAS SMART ENOUGH TO JOIN A UNION...ARE YOU?

*"I CONSIDER IT IMPORTANT, INDEED URGENTLY NECESSARY
FOR INTELLECTUAL WORKERS TO GET TOGETHER, BOTH
TO PROTECT THEIR OWN ECONOMIC STATUS AND
ALSO, GENERALLY SPEAKING, TO SECURE
THEIR INFLUENCE IN THE
POLITICAL FIELD."*



Albert Einstein

charter member AFT Local 552
Princeton University, comments
in 1938 on why he joined union

Norwegian Association of Researchers (NAR) = Forskerforbundet

- The professional association for university teachers and staff, researchers and doctoral candidates
- 22.500 members
- A non-political organization
- Unio member (National confederation of professional associations, predominantly in public services)

What can NAR do for you?

- Negotiate your salary.
- Protect your interests in any labour dispute.
- Protect your intellectual property rights.
- Fight for working conditions and tenured positions
- Speak up for the interest of research and researchers.
- NAR's local branch is a network
- Good insurance and banking

Concerns (early stage researchers)

- Temporary employment in research sector
 - Intellectual harassment
 - (lack of good) Career paths
 - PhD education
- +
- Institutional governing
 - Open access/freedom of choice
 - Office facilities
 - Workload – work-life balance



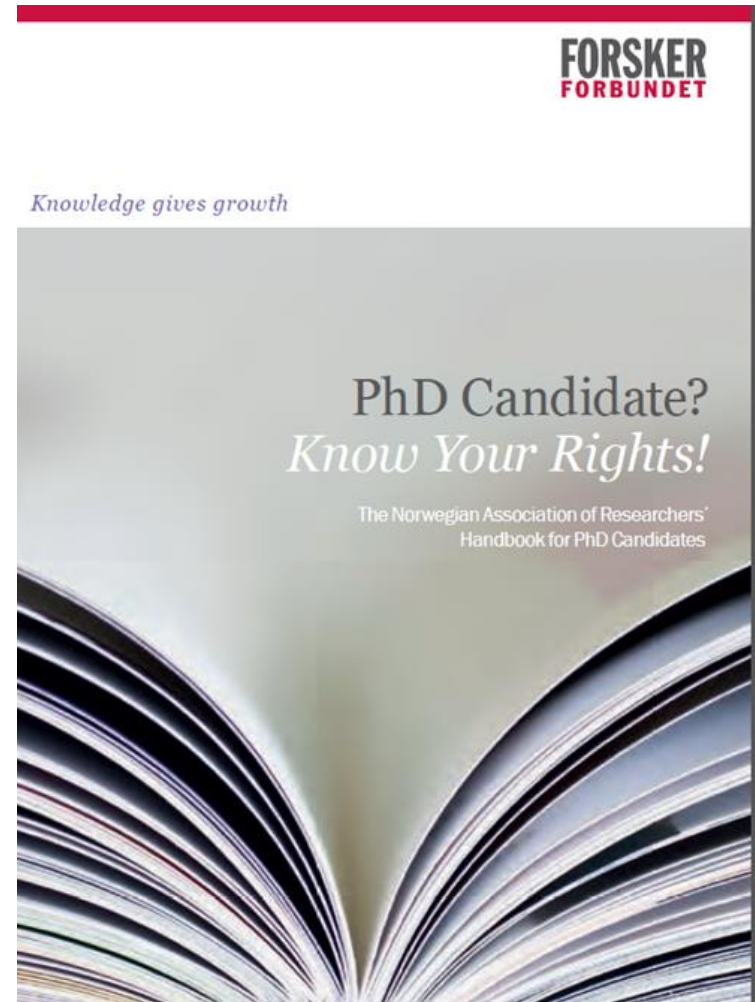
Your rights and duties as an employee – PhD Candidate and Post docs

Stipendiat and postdoktor

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Local courses and advice



PhD Candidate / Research Fellow - Forskerforbundet - Internet Explorer

https://www.forskerforbundet.no/english/research-fellow/

Jon Wikene Iddeng Logg ut / English Ekstranett Intranett

Søk etter...

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Lønn / Arbeidsvilkår / Bli medlem / Om Forskerforbundet / Min side /

Forsiden > Information in English

PhD Candidate / Research Fellow

Thinking of joining a union? The Norwegian Association of Researchers (NAR) is the natural choice if you are in research training; taking a PhD degree or employed as a post-doctoral research fellow.

The Norwegian Association of Researchers (NAR)
Join the union!

NAR organizes approximately 2,000 members in recruitment posts (PhD candidates and post-doctoral fellows) and is the only trade union with a specific policy for this group.

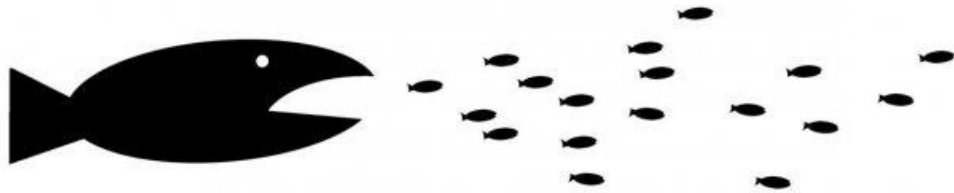
NAR has contributed to increasing the starting salary for PhD candidates by 20 pay grades in 15 years, and that post-doctoral fellows now have the same starting salary as associate professors.

NAR membership

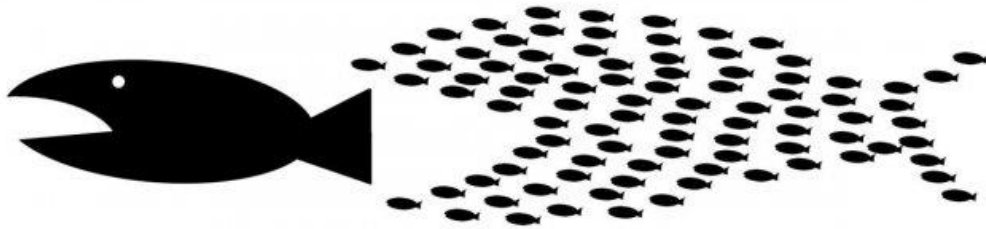
- Become a member of Forskerforbundet
- Membership registration form
- Folder: Join the union!
- Facts: It pays to become a member

Publications

- Handbook for PhD Candidates
- Policy Paper on Early Stage Researchers (ETUCE)
- Supporting Early Career Researchers / The Role of Employers and Trade Unions
- Regulations concerning terms and conditions of employment



DON'T PANIC,



ORGANISE!

Text (codeword) FORSKERFORBUNDET to 2474,
you will get a link to a membership scheme

Thanks for your attention!

Jon Iddeng

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