

## Forskerforbundet's wage policy

The purpose of Forskerforbundet (the Norwegian Association of Researchers, NAR) is to improve wage and employment conditions within the research and higher education sectors, and to protect its members' financial and professional interests. In line with this, Forskerforbundet strives to ensure that our members' wages are competitive, both nationally and internationally. This is necessary for the research and knowledge sector to be attractive as a career path and for it to be able to recruit, develop and retain the best qualified and motivated knowledge workers in competition with alternative career opportunities.

The basis of Forskerforbundet's wage policy is that education and competence should pay off. Our members should have a wage level which reflects their education, competence, responsibilities, and efforts. Research and knowledge are investments in the future. The wage system in the public and private sector must help ensure that enterprises can recruit and retain the necessary expertise.

The Norwegian model with tripartite cooperation between the authorities, trade unions and employers' organisations form the foundation of the Norwegian welfare state, and Forskerforbundet will contribute to its continuation and further development, in such a way that all occupational groups and sectors are safeguarded.

Wage formation takes place through collective bargaining in an organised working life.

In a time and a working life where employers want more management rights, the work to increase trade union awareness is important so that party rights are maintained and developed. In order to strengthen Forskerforbundet's influence towards the employer parties, it is important to increase trade union organisation within all collective bargaining areas, and to increase the proportion of enterprises that are bound by collective agreements.

## Forskerforbundet's work with wage formation

- Forskerforbundet will work to ensure that our members have a wage level that reflects their education, competence, responsibilities, and efforts.
- Forskerforbundet will contribute to the continuation and further development of the Norwegian model of tripartite collaboration.
- Forskerforbundet will work systematically and purposefully to ensure good wage development and the best possible wage and working conditions for our members in central and local collective wage settlements.

- Forskerforbundet's work with wage issues must be built on a solid knowledge base.
- When entering into and amending collective bargaining agreements in all collective bargaining areas, Forskerforbundet will focus on achieving good local dispute provisions.
- Forskerforbundet will work for good tariff-based rights for our members, which are secured through the establishment of collective bargaining agreements centrally and locally.
- Forskerforbundet will work to ensure that our members have good working time arrangements, and that extra work is compensated.
- Forskerforbundet's wage policy shall be based on the following instruments:
  - A general percentage supplement
  - Group additions or adjustments for certain groups of employees.
  - Individual pay raise based on a mutually agreed local wage policy and transparent criteria.
- Forskerforbundet will work for the best possible public service occupational pension and pension schemes for our members.
- Forskerforbundet will work to ensure good starting wages for knowledge workers.
- Forskerforbundet strives to ensure the least possible use of temporary employment, and that the wage development for these is in line with the wage development in general.
- Forskerforbundet will work to establish and maintain competence-based jobs structures with promotion schemes between the levels.
- Forskerforbundet must work against pay differentiation that is based on discrimination.
- Forskerforbundet strives to ensure that professional career development provides as good salary opportunities as a managerial career.
- Forskerforbundet will contribute to the local parties recognizing and respecting each other as equal negotiating parties.
- Forskerforbundet strives to ensure that the work of local union representatives pays off in terms of wages.