Temporary employment at NTNU
Open meeting 26. February 2019
by Alexander Iversen
Tekna – Teknisk-naturvitenskapelig forening
Here’s Why Norway Is Consistently Rated The Best Place In The World To Live

“It really does feel as if Norwegian society invests in us,” one resident says.

Christine Skreberg On assignment for HuffPost
1935 – The Basic Agreement
Three-party cooperation

• The government is the third party

• Working life parties are routinely included in government decisions

• The government funds the welfare state

• High return on investment
Three components of the Norwegian Model

• Good public welfare

• Good economic management

• Well organized working life
Tools and results

- Strong organizations
- An organized work force
- The Basic Agreement
- Front Runner Model

- Income equality
- Low unemployment rates
- Gender equality
- High productivity
Lege Kristian (49): 20 år uten fast jobb
Lawful temporary employment

• The Working Environment Act

• The Civil Service Act

• Some Collective agreements

• «Three-year rule»
Etter mer enn syv ulike midlertidige arbeidsavtaler, har et Tekna-medlem nå vunnet rettsaken mot Oslo Universitetsbyghuset om fast ansettelse. – En viktig seier for et viktig prinsipp, sier advokatfullmektig i Tekna Synne Lüthcke Lied, som har ført saken for medlemmet.

**VIKTIG SEIER:** Denne dommen er en viktig prinsipiell seier for oss, sier Synne Lüthcke Lied, som er advokatfullmektig i Tekna.
Universities and higher education

- Special rules apply for universities and higher education institutions

- Postdoctoral Fellows

- PhD Candidates

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PhD Candidates’ wages

Eksempel lønnsutvikling

Startlønn År 2 År 3 År 4

Akademikerne LO/YS/UNIO
PhD Candidates wages (2)

Eksempel like tillegg

Startlønn År 2 År 3 År 4

Akademikere LO/YS/UNIO
Annual Wage Settlements

• Two separate ways to structure the settlement

• Settlement size negotiated centrally

• Distribution negotiated locally

• Who looks out for the temporary employees?
Stipendiater har full tilgang til Teknas medlemstilbud, men betaler bare 25 prosent av ordinaer kontingent.

Lønn for stipendiater i statlig sektor  
Forlengelse av stipendiatperioden  
Ansettelsesvilkår for stipendiater

Bli medlem

Bli en del av et nettverk av mennesker som brenner for realfag og teknologi og få mange gode medlemsfordeler i tillegg.

Tekna er et naturlig valg for alle stipendiater innen tekniske og naturvitenskapelige fag. Vi arbeider for at
Networks and professionalism

- Tekna has over 77,000 members in several disciplines of science and technology
- Arranges 1,500 different meetings places annually over the entire country
- Offers 300 professional courses annually. Reduced rates for members
- Many professional networks
Tekna’s professional networks

- Big Data
- Bio-technology
- Self-employed
- Researchers
- Aquaculture and Fish Health
- Railway
- Science teachers
- Civil engineering
- Climate
- Oil and gas
- Health technology
- Association of Chartered Surveyors
Salary and benefits

• Tekna has engaged and well-trained local representatives in approximately 900 organizations throughout the country

  – Cooperate with management and other trade unions, for example issues regarding personnel policy, employment/salary conditions and organizational development.

  – Practice co-determination and assume co-responsibility, for example in processes involving organizational change

  – Act as a driving force for management with regard to members’ needs for competency development

• Tekna’s salary statistics can help you evaluate your wage growth
Other membership benefits

• Legal advice regarding working conditions
• Legal advice in private legal matters

• Guidance regarding career planning and job search
  - Review of employment contract, CV and application letter
  - Tools for career planning

• Magazine *Teknisk Ukeblad* delivered to your home address
Banking and insurance through Danske Bank and Gjensidige

• Close to 80% of our members take advantage of Tekna’s agreement with Gjensidige and Danske Bank.

• Check out the cost of:
  – Mortgage loan
  – Disability, Family Accident and Life insurance policies
  – Car, Household Contents and Home Insurance

• Many members save a great deal more than the cost of their annual membership dues.
Who can become a member and how?

• Everyone holding a Master’s degree comprised of a concentration in math, science and/or technology is welcome too apply for membership.

• Go to www.tekna.no to find an application form.

• PhD Candidates only pay 25 % of normal dues

• Remember that a portion of your membership dues are tax deductible.
Thank you!
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