

Work Programme for the Norwegian Association of Researchers at the University of Oslo (UiO) 2022–2024

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1. PAY AND CONDITIONS

For the University of Oslo (UiO) to be an attractive workplace, and to recruit and keep the best qualified employees in competition with alternative career opportunities in and outside the higher education sector, good pay and conditions are essential.

The local branch works to ensure that:

- the University of Oslo offers the best pay in the university and university college sector, and that the public-private sector pay gap is reduced.
- pay and conditions for members of the local branch are competitive both nationally and internationally, and reflect the competence, responsibility, and effort of the members.
- temporary employees are guaranteed the same development, and good pay and conditions, as permanent employees.
- employees who have a comparatively low wage to others with the same seniority and competence in similar job categories, and employees who have not had a pay adjustment during the last five years, are assessed separately.
- all employee groups are equally included in all negotiation provisions in the Basic Collective Agreement for the Civil Service.

2. WORKING CONDITIONS

a. Temporary employment

Pursuant to Norwegian law, permanent employment shall be the main rule, and temporary employment must only be used at the minimum. Nonetheless, the University of Oslo (as in the higher education sector in general) has a higher number of temporary employees than otherwise in the labour market¹. This consistently applies to both scientific and technical-administrative staff, but especially the researcher titles codes. Temporariness creates a lack of predictability and insecurity for the individual and may have a great adverse effect on the working environment.

A high degree of temporariness makes it less attractive to choose a career in research, as such the University of Oslo misses out on talent. This is particularly alarming from an equality perspective because the lack of predictability leads to more women choosing alternative career paths

The local branch works to ensure that:

- the University of Oslo reduces the use of temporary employment by practising the main rule of permanent employment.
- permanently employed researchers receiving external funding have the same rights as permanent employees.

¹ <https://www.forskerforbundet.no/midlertidig-tilsetting/statistikk/>

- the measures in [the University of Oslo's action plan](#) for reducing temporariness at the university are followed.

b. Working hours

Employees are to a greater extent experiencing that they must spend their leisure time finishing work tasks, and that there is generally too much cross-pressure between requirements and expectations in relation to research and teaching as well as other tasks. Additionally, cuts in administration in many cases lead to administrative tasks being transferred to scientific employees.

The local branch works to ensure that:

- employees can solve their work tasks during normal working hours making it possible to combine a full-time job, family life and leisure time in all phases of life.
- work plans are realistic, that the factors in the work plans causing job strain are negotiated, and that the plans form the basis for assessing and remunerating extra work and overtime.

c. Participation

Local participation forms the basis for third-party cooperation and the Norwegian model. Surveys indicate that the labour market is moving in a more authoritarian direction and that many employees find they have less influence over their own job situation.

The local branch works to ensure that:

- the intention of equal parties in the Basic Collective Agreement for the Civil Service is followed and that participation is ensured throughout the institution by, among others, participation in information meetings, discussions, negotiation meetings and work groups.
- the University of Oslo is as transparent as possible in relation to its activities and decision-making by informing and involving employee representatives at the earliest opportunity.

d. Equality and diversity

Diversity involves a wide range of perspectives, innovation, and competence, and contributes to the enterprises being better equipped for the challenges of tomorrow. No one shall experience discrimination based on sex, ethnicity, national origin, language, religion and life philosophy, disability, sexual orientation, gender identity or age.

The local branch works to ensure that:

- the University of Oslo's [Action Plan for Diversity, Equality and Inclusion 2021–2024](#) is followed, both locally and centrally;
- international employees have a better understanding of the Norwegian system by arranging courses and giving informational material in English.

- all international employees are offered Norwegian courses and given time and resources to complete the course.

e. Competence enhancement and career paths

All employees with scientific, technical, or administrative positions must have career opportunities to ensure a health-promoting and meaningful job situation.

The local branch works to ensure that:

- the University of Oslo has a good job structure, predictability, career paths and opportunities for career development through competence enhancing measures within all job categories.
- the arrangement with sabbatical leave remains in place.
- scientific staff are given the opportunity to increase their competence through professor II positions at other enterprises.
- the University of Oslo makes plans for and links job descriptions and work tasks to life phases to ensure that employees receive good working conditions and use their work capacity and resources throughout their professional career.

f. Working environment

All employees shall be guaranteed a good working environment in accordance with laws and regulations. The working environment at the University of Oslo shall be characterised as transparent with good communication. Employees shall be able to report matters of concern without fearing reprisals.

The local branch works to ensure that:

- individual members receive the help they need by giving advice and assisting the member in encounters with the employer for the purpose of finding good solutions.
- managers particularly complete courses on the rules and regulations relating to the working environment.

g. Academic freedom

Academic freedom is a fundamental premise for research as a truth-seeking activity. To safeguard democracy, it is important that university employees have the freedom to pursue their ideas, to freely publish results, and to criticise circumstances at their own institution and society at large.

The local branch works to ensure that:

- the right of scientific employees to have adequate time to conduct research and to teach, and their right to critical expression, are supported.

h. Intellectual property rights

Defined rules are needed to ensure that the work of employees is not misused or exploited in a manner which the originator finds offensive. The transfer to digital learning materials and teaching has actualised this need.

The local branch works to ensure that:

- the University of Oslo has defined rules which ensure that the work of employees is not misused or exploited in a manner which the originator finds offensive.
- the University of Oslo has a rights policy that safeguards the intellectual property rights of scientific employees, including the reuse of digital learning materials, and compensation for such reuse.

i. Climate, environment and sustainability

Knowledge and competence is crucial to solve climate issues. Involvement, participation, and contribution are key factors in work on the green shift.

The local branch works to ensure that:

- participation occurs in information meetings, discussions, negotiation meetings, work groups and other arenas to follow up [the University of Oslo's comprehensive climate and environment strategy](#);
- the local branch is consciously aware of climate, environment, and sustainability, and makes good diligent choices to minimise their climate footprint, for example, by reducing travel.

3. RESEARCH AND EDUCATION POLICY

For the University of Oslo to realise its ambitious goals, it is crucial that scientific employees are guaranteed enough continuous time for research, teaching and development.

a. Research and education policy

The local branch works to ensure that:

- [research-based teaching](#) is maintained through combined positions.
- the main rule is that scientific employees are permanently employed.
- the merit system for teaching is followed by, among others, ensuring that effort in teaching is awarded in the same way as pay is considered for effort in research.

b. Support services and infrastructure

A good research and department of education services, and a good technical support system are important to ensure that the University of Oslo's core tasks are of high quality. The university libraries are part of the scientific infrastructure and are crucial for enabling researchers and students to access updated and quality-controlled information resources. The university museums handle unique object materials providing a basis for research and communication within a wide range of disciplines, whilst making the University of Oslo visible to society at large.

The local branch works to ensure that:

- the University of Oslo allocates sufficient funds for maintaining and improving the support services and infrastructure that are necessary to ensure high-quality research and teaching.
- the terms and conditions for research at the museums are safeguarded and that the object materials are guaranteed good storage conditions.

4. ORGANISATION AND COMMUNICATION WORK

a. Organisation work

The local branch has an efficient and well-staffed secretariat headed by the chief employee representative, in addition to a widespread network of motivated and scholarly local employee representatives who implement the policies of the branch.

The local branch works to ensure that:

- employee representatives are ensured good training opportunities and are up to date about matters and processes affecting the interests of the members, and relevant matters concerning university policies.
- the work of employee representatives is safeguarded, valued, and prioritised by management when practising their appointments.
- the employer facilitates the recruitment of new employee representatives, so the number of representatives reflects the volume of their work.
- the number of members continues to increase in terms of both recruitment and keeping members, including international employees.

b. Communication work

The communication of the local branch shall be accessible, transparent, and credible. The goal of its communication and advocacy work is for the policies of the Norwegian Association of Researchers to have as much impact as possible.

The local branch works to ensure that:

- our work is visible in all arenas at the University of Oslo through newsletters, media posts and participation in debates.

- information and news articles shall also be available in English to reach international students and employees.