



Tekna

Temporary employment at NTNU

Open meeting 26. February 2019

by Alexander Iversen

Tekna – Teknisk-naturvitenskapelig forening

**The
Economist**

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**Why the world should look at
the Nordic countries**

A 34-PAGE SPECIAL REPORT



Tekna

Tekna – Teknisk-naturvitenskapelig forening



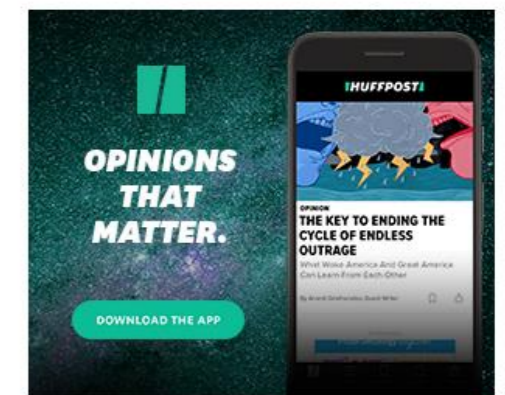
Here's Why Norway Is Consistently Rated The Best Place In The World To Live

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

Christina Skreiberg On assignment for HuffPost



CHRISTINA SKREIBERG



AdChoices

TRENDING

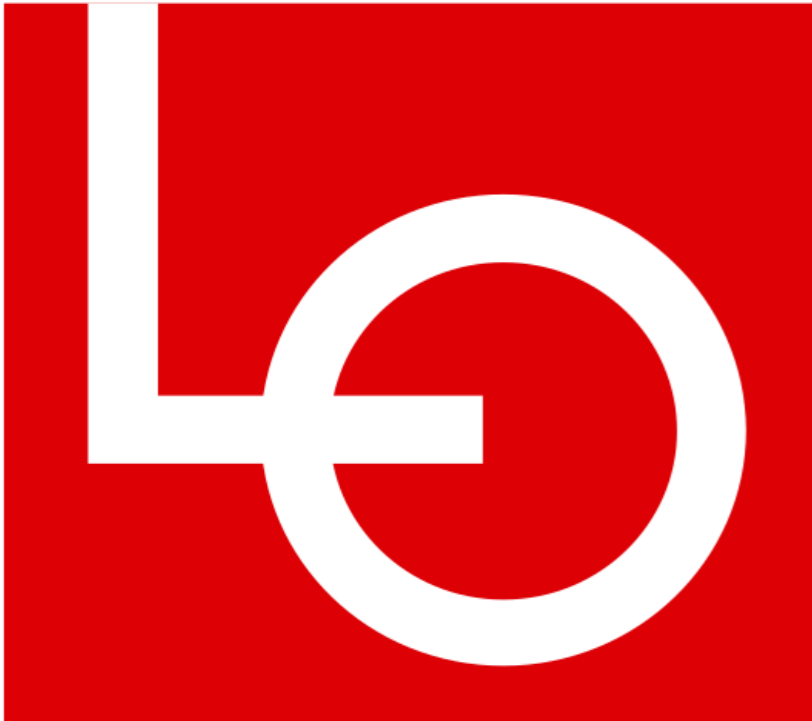


Tucker Carlson Says Spiked Profanity-Laden Interview Was 'Heartfelt'



Feds: Racist 'Domestic Terrorist' Coast Guard Lieutenant Plotted To Kill Democrats, Reporters

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

annonse

Feriehus
til sommer-
ferien

dansommer

BESTILL HER



60 PROSENT HER OG DER: Kristian Rødland er midlertidig postdoktor ved Institutt for helse og samfunn på medisinsk fakultet ved Univ... VIS MER ▾

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 Universitetssykehus 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.

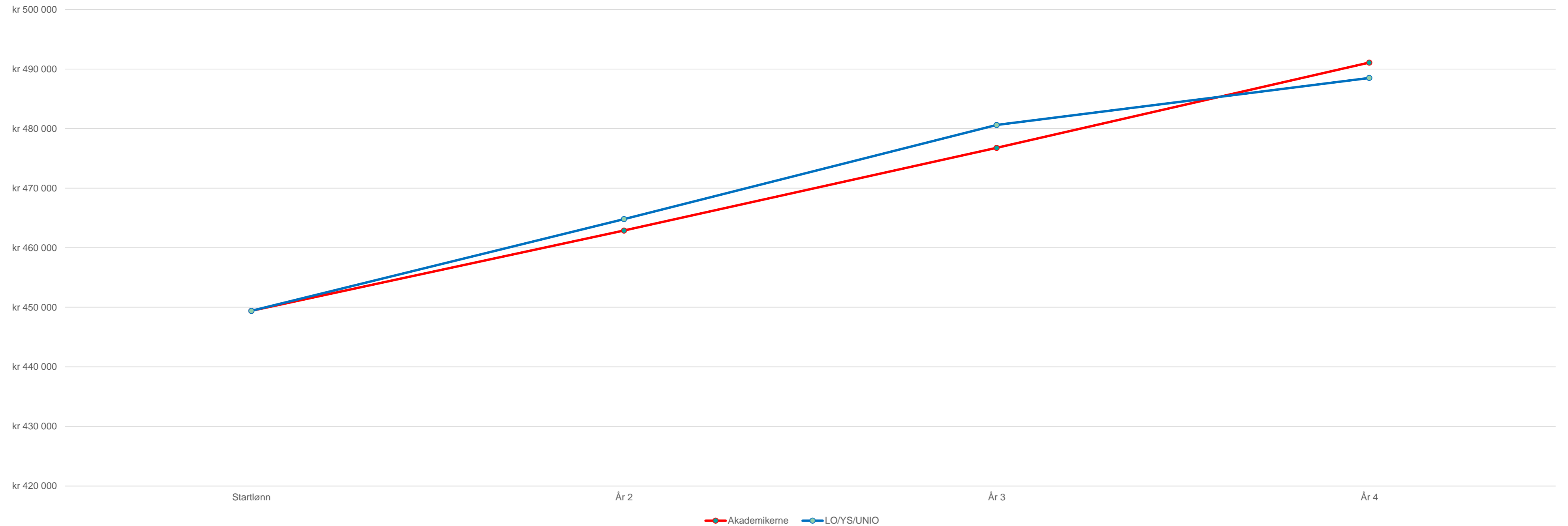
Universities and higher education

- Special rules apply for universities and higher education institutions
- Postdoctoral Fellows
- Phd Candidates

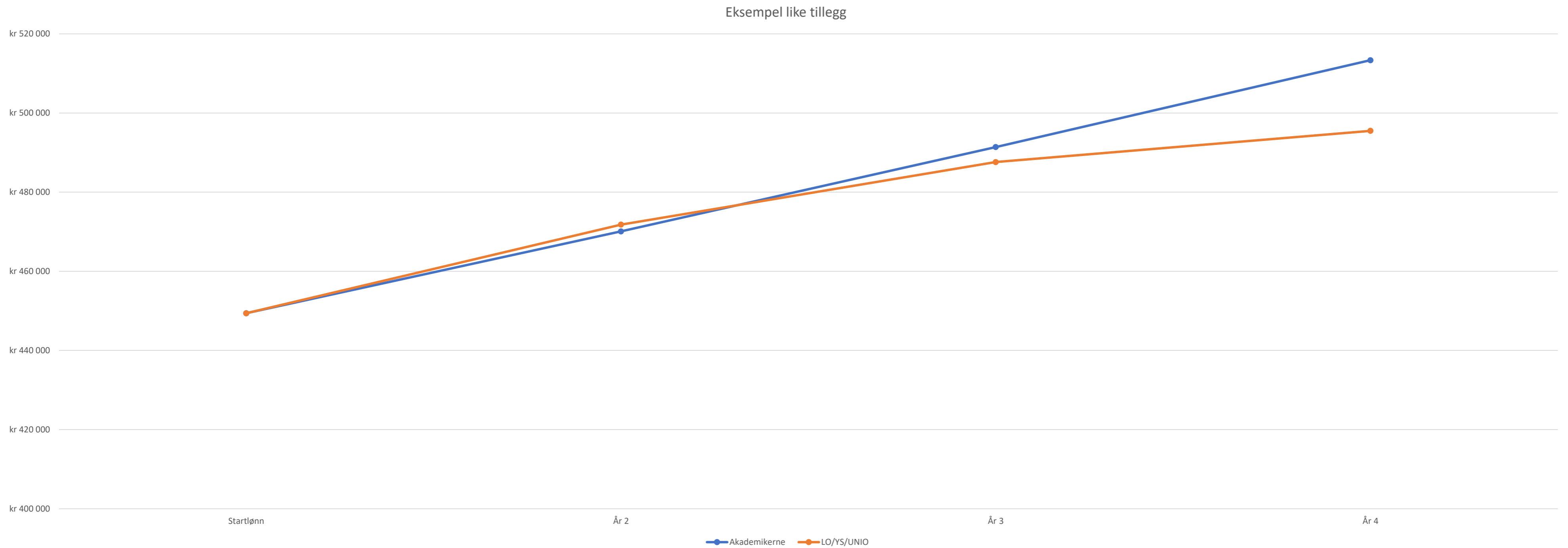
Institusjon	2004	2014	2016	2018
Universitetet i Bergen	17,6	23,2	25,2	23,3
UiT Norges arktiske universitet	29,5	22,	19,	22,8
Universitetet i Oslo	23,7	23,1	24,9	22,6
NMBU		17,1	18,0	18,1
NTNU	23,1	18,9	18,4	18,0
Universitetet i Stavanger		18,9	16,9	15,4
Universitetet i Sørøst-Norge				14,8
Nord universitet			15,7	14,5
OsloMet - storbyuniversitetet				11,2
Universitetet i Agder		7,3	10,4	11,2
Snitt universiteter	22,9	19,8	20,0	18,5

PhD Candidates' wages

Eksempel lønnsutvikling



PhD Candidates wages (2)



Annual Wage Settlements

- Two separate ways to structure the settlement
- Settlement size negotiated centrally
- Distribution negotiated locally
- Who looks out for the temporary employees?

Stipendiat – PhD

For deg som er stipendiat

[FORSIDEN - TEKNA](#) / [LØNN OG ARBEIDSVILKÅR](#) / STIPENDIAT – PHD

Stipendiater har full tilgang til Teknas medlemstilbud, men betaler bare 25 prosent av ordinær 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.

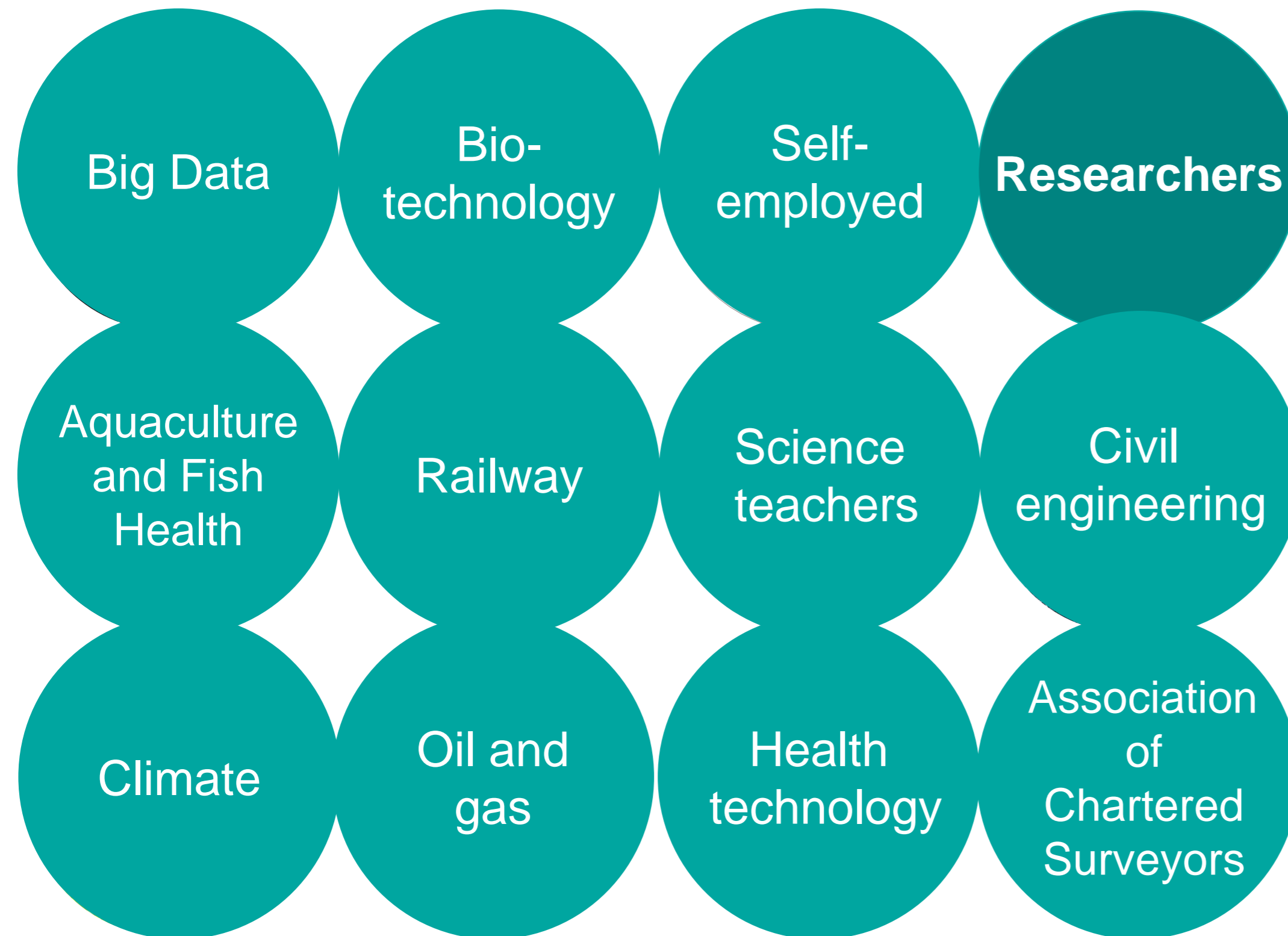


Tekna er et naturlig valg for alle stipendiater innen tekniske og naturvitenskapelige fag. Vi arbeider for at

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



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

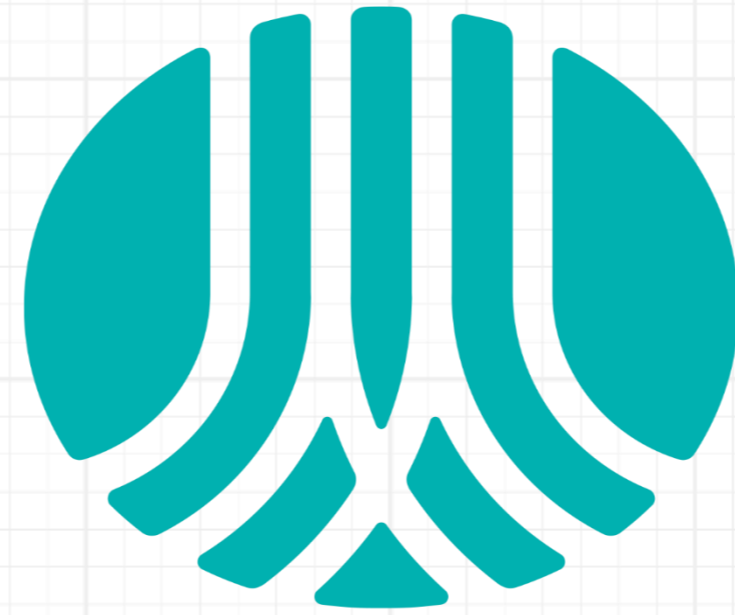
- Legal advice regarding working conditions
- Legal advice in private legal matters
- Guidance regarding career planning and job search
 - Review of employment contract, CV and application letter
 - Tools for career planning
- Magazine *Teknisk Ukeblad* delivered to your home address

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.



Tekna

Thank you!

Alexander.iversen@tekna.no