

Support for continued data collection and analysis concerning mobility patterns and career paths of researchers

Country profile – Remuneration Norway

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1 RESEARCHER REMUNERATION IN ACADEMIA

1.0 Introduction

This is one of a series of more than 40 country profiles summarising data on the remuneration of researchers and work-related benefits in the academic sector. Data were collected for the European Commission in 2012 by an extensive network of national experts as part of the MORE 2 study. The profiles provide also complementary data from official sources.¹

A report containing a comparative analysis of the data and more qualitative information related to the remuneration of researchers will also be published as part of the MORE2 study.

The profiles are structured as follows:

1. Main indicators
2. Salaries, stipends and benefits by job position and employment contract
3. Tax system
4. Labour legislation in the Higher Education Sector
5. Social security system
6. Quality of life
7. Where available: Gross annual earnings and hourly earnings of non-academic researchers
8. Where available: Salary data of university researchers by country – A literature survey

In the first section, the main indicators on remuneration (salaries, stipends, and the degree of autonomy of universities to decide on remuneration-related aspects) are compared with the EU-average and the US. In the second section, the profiles summarise minimum, average and maximum annual gross salaries (both in national currency and in purchasing power parities) for all available job positions and employment statuses.

The following sections present an assessment of the value of the gross annual salaries. As it is very difficult to collect data on net salaries that are meaningfully comparable across countries due to very specific regulations, the country profiles include information on the dues that are typically deducted from gross salaries in order to provide an indication of the level of net salaries. Furthermore, data are also presented on the public benefits researchers receive for these deductions. It is important to note that the data provide an indication of the remuneration package and do not offer an exact, comparable measure for researcher salaries across countries.

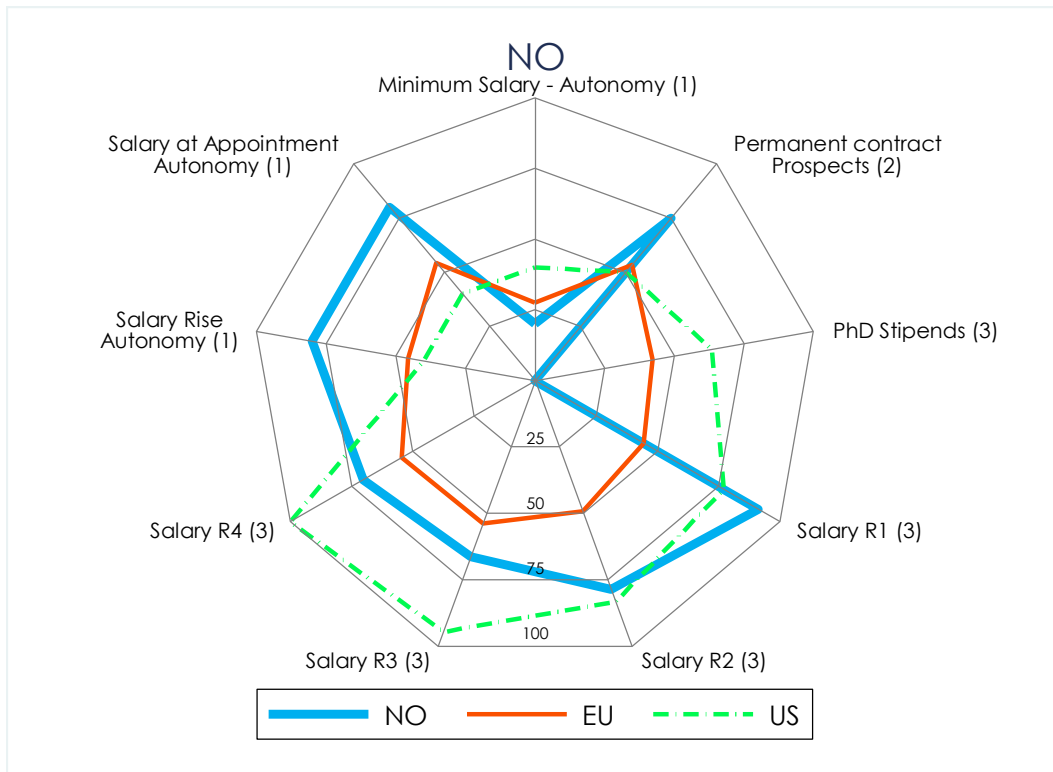
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

Further information on data collection and results of the study is available in:

IDEA Consult et al, 2013. MORE2 - Support for continued data collection and analysis concerning mobility patterns and career paths of researchers, Remuneration Cross-Country Report (WP4). European Commission, DG Research and Innovation.

¹ Data have been collected in 2012. If there are more recent data available, they have not been included in the country profiles but the respective sources are listed in chapter 7 of the MORE2 WP4 report (IDEA et al. 2013).

1.1 Main indicators



Source: MORE II expert survey; Spokes are normalised minimum = 0, and maximum = 100% in case of „PhD-Stipends“ and „Salaries R1-R4“, maximum = R1 in case of „Permanent contract“, and maximum = 5 in case of „Salary rise“, „Salary at appointment“, and „Minimum salary“. Missing values are set to zero.

- 1) **Degree of autonomy:** „Salary rise“, „Salary at appointment“, and „Minimum salary“ based on question: „Please indicate the institutional level at which the following aspects of public university researchers are de-termined?“ Scale: (1) National, (2) Regional (state), (3) Sector/collective agreements, (4) University, (5) Individual negotiation, (0) missing value;
- 2) **Prospect of a “permanent contract”** shows the lowest career stage (R1-R4) at which university researchers can obtain permanent contracts.
- 3) **Salaries:** „PhD Stipends“, „Salaries R1-R4“ show gross annual salaries (in PPP €) paid in the country as a percentage of the best paying country at this career stage.

1.2 Salaries, stipends and benefits by job positions and employment contract

| Rank | Name | Type of contract | | Annual Gross Salary in national currency and (in PPP €) | | | Mandatory insurances | | |
|-------|--|-------------------|-------------------|--|---------------------|-----------------------|----------------------|--------------|---------|
| | | Employment status | Contract duration | Minimum | Average | Maximum | Health care | Unemployment | Pension |
| R1 | PhD-Candidate ¹⁾ | Stipendiary | | . | . | . | | | |
| | | | | (.) | (.) | (.) | | | |
| R1 | PhD-Candidate (employed) ²⁾ | Civil Servant | Fixed 2-4 years | 416,000 (31,178) | 424,586 31820.35 | 642,900 (48,184) | X | X | X |
| R2/R3 | Associate Professor ³⁾ | Civil Servant | Permanent | 468,000 (35,075) | 571,548 42836.14 | 689,200 (51,654) | X | X | X |
| R4 | Professor ⁴⁾ | Civil Servant | Permanent | 572,700 (42,922) | 711,036 53290.43 | 1,215,800 (91,121) | X | X | X |

Source: MORE II - Expert; National currency: NOK; Annual Gross Salary: Source: 2, 3, 4) 2012; Statens sentrale tjenestemannsregister; Notes: ad 3) Associate Professor' could be either R2 or R3; ad Salary: All PhD candidates employed by state universities or universities colleges are civil servants, with the rights and duties prusant to the Basic Collective Agreement for Civil Service and its regulations; ad Stipends: Stipends are only relevant for a small minority of PhD-candidates (approximately 5-7%). No data available; When PhD candidates have a research stipend it is like a normal job with a working week of 37.5 hours per week and the right to paid holiday pursuant to current law. There are no restrictions on nationality or that they are not allowed to have another job while conducting the PhD. The only restriction is regarding availability and the correct academic degree. PPP: Salaries and Stipends in national currency are converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; if the year of the salary or the stipend is not 2011, the amount was grossed up to 2011 using the unit labour costs index of the AMECO database.

1.3 Tax System

| Taxes | | | | | | |
|--|---------|---------|---------|--|--|--|
| Income bracket in national currency from | 0 | 456,401 | 741,701 | | | |
| Income bracket in national currency to | 456,400 | 741,700 | max | | | |
| Marginal Tax rate | 14.1 | 23.1 | 26.1 | | | |

| | |
|--------------------|--|
| Levy of income tax | The employer automatically deducts the income tax from the gross salary. The employee pays the income tax after her annual tax declaration |
|--------------------|--|

| Tax Wedge in % of labour costs | | | |
|--|-------|---|-------|
| Single, no children (average wage) | 36.83 | Married couple, two children (average wage) | 30.01 |
| Single, no children (167% of average wage) | 42.60 | Married couple, two children (167% of average wage) | 32.90 |
| Married couple, no children (133% of average wage) | 34.40 | | |

Tax rate: Source: OECD, 2011*; **Levy of income tax:** Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; **Tax Wedge in % of labour costs:** Source: OECD, 2010*; **Note:** Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.4 Labour legislation in the Higher Education Sector

| Institutional levels determining remuneration aspects | | | |
|---|------------------------------------|------------------------------|----------|
| Salary (at appointment) | Individual negotiation; University | Unemployment insurance | National |
| Salary rise | University | Health care insurance | National |
| Minimum salary | National | Retirement pension insurance | National |
| Working time | National | | |

| | |
|---|------------------------------|
| Relevant factors for salary rise (incl. rank) | Seniority(1); Performance(1) |
|---|------------------------------|

Source: MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?".

| Dismissal of University Researchers | | | | | |
|--|-----------------|----------------|---|------|---------|
| | 9 months tenure | 4 years tenure | 20 years tenure | | |
| Notice period (in months) | 1.0 | 6.0 | 20.0 | 2013 | MORE II |
| Severance pay (in months) | 0.0 | 0.0 | 0.0 | 2008 | OECD |
| Duration of Compensation in case of Unemployment (in Months) | 24 | 2010 | OECD | | |
| Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old) | | | | | |
| Two-earner married couple, no child | 64 | | Two-earner married couple, two children | 66 | |

Dismissal of University Researcher: Note: Conversion into months if original data are listed in weeks or days: weeks/7 days * 30 days; days * 30 days; **Country-specific comment:** In case of dismissal of fixed-term positions no notice period is applied;

Duration of Compensation in case of Unemployment (in Months): Note: For a 40-year old (where benefits are conditional on work history, the table assumes a long and uninterrupted employment record); **Country-specific comment:** Dismissed civil servants might monthly receive salary compensation up to 66% of pay up to 3 years for persons younger than 50 years, up to 4 years (50-54) and up to 12 years (55+) if the person actively applies for new jobs. The compensation is terminated when the person gets a new position; **Average Net Replacement Rate:** Source: OECD, 2010*; **Note:** The percentage of a worker's pre-unemployment income that is paid out by the unemployment insurance when the worker becomes unemployed in two different categories of personal circumstances.

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.5 Social Security System

| | | | | | | | |
|-----------------------------------|-------|-------|------|-----------------------------------|------|-------|------|
| Public social spending (% of GDP) | 20.80 | 2007* | OECD | Public health spending (% of GDP) | 5.71 | 2007* | OECD |
|-----------------------------------|-------|-------|------|-----------------------------------|------|-------|------|

| Insurances usually go beyond what is mandated by law | | | | | | | |
|--|---|--|--|--|---|--|--|
| Additional health care insurance | | | | | | | |
| Additional health care insurance by university | - | | | Do researchers usually have additional private health care insurance? | - | | |
| Covered by researchers' remuneration package (incl. mandatory insurance) | - | | | | | | |
| Additional retirement pension insurance | | | | | | | |
| Additional retirement pension insurance by university | - | | | Do researchers usually have additional private retirement pension insurance? | - | | |
| Additional (private) retirement pension insurance is... | - | | | | | | |

Additional health care/retirement pension insurances by university: Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; **Do researchers usually have additional private health care/retirement pension insurance?** Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; **Covered by researchers' remuneration package (incl. mandatory insurance):** Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; **Additional (private) retirement pension insurance is...:** Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.6 Quality of Life

| Income and Welfare | | | | Governance | | | |
|--|--------|-------|-----------|---|---------|-------|-----------|
| GDP per capita (in PPP €) | 44,456 | 2011 | Worldbank | Voice and Accountability # | 2 / 46 | 2011 | Worldbank |
| GDP per capita (in €) | 70,476 | 2011 | Worldbank | Political Stability and Absence of Violence # | 3 / 46 | 2011 | Worldbank |
| Human Development Index # | 1 / 46 | 2011* | HDI | Government Effectiveness # | 8 / 46 | 2011 | Worldbank |
| Life expectancy | 81.10 | 2011* | UNDESA | Regulatory Quality # | 16 / 46 | 2011 | Worldbank |
| | | | | Rule of Law # | 4 / 46 | 2011 | Worldbank |
| | | | | Control of Corruption # | 6 / 46 | 2011 | Worldbank |
| Quality of public child care | | | | Quality of Education | | | |
| Net childcare costs (% avg wage) | 9.66 | 2004 | OECD | Average Years of Schooling # | 10 / 45 | 2010 | OECD |
| Childcare fees (% avg wage) | 9.01 | 2004 | OECD | PISA reading score # | 10 / 43 | 2009 | OECD |
| Public spending on childcare and early education (% GDP) | 0.96 | 2007* | OECD | PISA mathematic score # | 17 / 43 | 2009 | OECD |
| Public spending on family benefits (% GDP) | 2.91 | 2007* | OECD | PISA science score # | 21 / 43 | 2009 | OECD |
| Public spending on pre school services (% GDP) | 0.29 | 2007* | OECD | Public expenditures on education (% of GDP) | 6.10 | 2009 | OECD |
| Ratio of child to carer | 8.00 | 2009 | OECD | Private expenditures on education (% of GDP) | 0.11 | 2009* | Eurostat |
| Ratio of children to teaching staff | - | | | | | | |

Ranking within countries with available data covered in this study; **GDP per capita (in PPP €):** Note: GDP per capita is converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; **Life expectancy:** Note: Number of years a new born infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life; **Net childcare costs:** Note: for a dual earner family with full-time arrangements of 167% of the average wage in % of the average wage; **Childcare fees:** Note: Childcare fees per two-year old attending accredited early-years care and education services; Childcare fees in % of average wage; **Public spending on childcare and early education:** Note: Total spending in % of GDP; **Public spending on family benefits:** Note: Public expenditure on pre-school services in % of GDP; **Public spending on pre school services:** Note: Public expenditure on pre-school services, in % of GDP; **Ratio of children to carers:** Note: Shows the average child-to-carer/educator ratio for children not yet 4 years of age who attend licensed day care facilities; **Ratio of children to teaching staff:** Note: For children attending pre-school, certified teacher-to-child ratios are calculated by dividing the number of full-time equivalent children enrolled in pre-school programmes by the number of full-time equivalent teachers at that level.

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.7 Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €)

| Subsample | Number of Observations | Gross annual earnings in the reference year | | | | | | | | Average gross hourly earnings in the reference month | | | | | | | | Annual days of holiday leave | |
|---------------|------------------------|---|--------|--------|--------|--------|--------|--------|---------|--|-------|-------|-------|-------|-------|-------|-------|------------------------------|---|
| | | Mean | p1 | p5 | p25 | p50 | p75 | p95 | p99 | Mean | p1 | p5 | p25 | p50 | p75 | p95 | p99 | p50 | |
| Gender | | | | | | | | | | | | | | | | | | | |
| male | 122681 | 46,221 | 23,211 | 28,850 | 35,187 | 40,875 | 53,131 | 77,671 | 103,830 | 23.39 | 12.05 | 14.88 | 17.97 | 20.76 | 26.64 | 38.69 | 52.38 | 25 | |
| female | 157455 | 37,141 | 22,646 | 27,010 | 31,522 | 35,158 | 38,936 | 55,637 | 75,197 | 19.03 | 11.77 | 14.03 | 16.28 | 18.07 | 19.96 | 27.89 | 37.5 | 25 | |
| Age | | | | | | | | | | | | | | | | | | | |
| <20 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 20-29 | 33716 | 33,482 | 19,553 | 23,582 | 28,291 | 31,112 | 35,901 | 49,911 | 68,705 | 16.96 | 10.11 | 12.22 | 14.6 | 16.02 | 18.08 | 24.2 | 32.67 | 25 | |
| 30-39 | 90421 | 40,706 | 22,869 | 27,414 | 31,719 | 35,359 | 44,533 | 65,394 | 87,688 | 20.72 | 11.89 | 14.21 | 16.34 | 18.17 | 22.44 | 32.36 | 44.59 | 25 | |
| 40-49 | 70334 | 44,490 | 25,568 | 29,220 | 34,394 | 38,021 | 48,501 | 73,679 | 98,135 | 22.65 | 13.27 | 15.15 | 17.69 | 19.51 | 24.51 | 36.81 | 49.19 | 25 | |
| 50-59 | 62297 | 43,488 | 27,099 | 30,392 | 35,273 | 37,801 | 44,626 | 72,121 | 94,364 | 22.17 | 14.06 | 15.76 | 18.14 | 19.4 | 22.6 | 35.99 | 46.88 | 25 | |
| 60+ | 23368 | 44,036 | 27,054 | 30,702 | 35,562 | 38,467 | 46,006 | 72,327 | 92,466 | 22.47 | 14.04 | 15.99 | 18.26 | 19.74 | 23.34 | 36.07 | 45.87 | 25 | |

Source: Eurostat - Structure of Earnings Survey 2006, own calculations. Table displays mean and percentiles (p1-p99). Note: Non-academic researchers are identified if both criteria are fulfilled: ISCED Codes 5A/B or 6 and ISCO 2 or 3; Country-specific comment: Employees more than 60 years of age are entitled to 5 more days of holiday (in total 30 days).

1.8 Salary data of university researchers by country – A literature survey

| Norway | | | | | |
|-------------------------|----------------|----------|------------------------|---------|--|
| Position | Salary (Range) | Currency | Reported salary | Year | Source Note |
| PhD researcher | 2817 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) minimum |
| PhD researcher | 3203 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) average |
| Post Doc | 3090 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) minimum |
| Post Doc | 3950 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) average |
| Professor | 4657 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) minimum |
| Professor | 5297 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) average |
| Lecturer | 4017 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) minimum |
| Lecturer | 4330 | € | Monthly gross salary | 2005 | Academic Careers Observatory (ACO) average |
| Seniors at universities | 38378 | € | Annual salary | 2007-08 | Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL |
| Juniors at universities | 26593 | € | Annual salary | 2007-08 | Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL |
| Rank 4 | 4491 | PPP US\$ | Average monthly salary | 2010 | Altbach et al. (2012) public universities |
| Rank 3 | 4755 | PPP US\$ | Average monthly salary | 2010 | Altbach et al. (2012) public universities |
| Rank 2 | 4667 | PPP US\$ | Average monthly salary | 2010 | Altbach et al. (2012) public universities |
| Top rank | 5847 | PPP US\$ | Average monthly salary | 2010 | Altbach et al. (2012) public universities |
| Professor | 9300 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, average |
| Professor | 15000 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, top of scale |
| Professor | 8900 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, median |
| Professor | 7500 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, bottom of scale |
| Associate professor | 7300 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, average |
| Associate professor | 9200 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, top of scale |
| Associate professor | 7100 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, median |
| Associate professor | 6400 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, bottom of scale |
| Senior lecturer | 7200 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, average |
| Senior lecturer | 9200 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, top of scale |
| Senior lecturer | 7300 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, median |
| Senior lecturer | 6400 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, bottom of scale |
| Lecturer | 6800 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, average |
| Lecturer | 8000 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, top of scale |
| Lecturer | 6900 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, median |
| Lecturer | 5300 | US\$ | Monthly salary | 2008 | Altbach et al. (2012) public higher education institution, bottom of scale |