



Stipendiatororganisasjonene i Norge

The Association of Doctoral Organisations in Norway

Annual report
2024

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1. Executive Summary

The Association of Doctoral Organisations in Norway (SiN) is a nationwide umbrella organisation for doctoral interest organisations at Norwegian higher education institutions. SiN works to promote the interests of PhDs, postdocs and other early careers researchers in Norway, by functioning as a network for its member organisations and representing them on matters of mutual interest at the national level and international level.

SiN consists of a board that is elected from its member organisations and meets approximately once a month. Since the board members are spread across the country, the organisation does not have a visiting or a postal address. Communication with and within the organisation mainly takes place via email, phone, video conferencing and Slack chats, although meetings in person are arranged wherever possible, to strengthen collaboration. For the 2024 board period, the SiN board consisted of six board members from four member organisations (2.1). The board's activities, however, are structured to promote the interests of all member organisations. In 2024, SiN had eleven full members and one affiliated member, who collectively represent more than 90% of all PhDs and postdocs (full-time equivalent) in Norway (3.1 and 3.2).

SiN is a non-profit, voluntary, and independent organisation, and is not affiliated with any trade union or political alignment. SiN's focus is in particular on quality researcher education with regards to supervision and training, stable funding, diverse career development opportunities and perspectives, and healthy working conditions. Safeguarding and improving these does not only benefit individual temporary scientific employees, but also Norway's competitiveness in a global academic community. Improving and developing doctoral education in Norway is a continuous process in which SiN collaborates with other relevant institutions and actors in the sector such as the Ministry of Education and Research (KD), the Norwegian Directorate for Higher Education and Skills (*hk-dir*), Universities Norway (*Universitets- og høyskolerådet*, UHR), the Research Council of Norway (*Norges forskningsråd*, NFR), the Committee for Gender Balance and Diversity in Research (*Komité for kjønnsbalanse og mangfold i forskning*, KIF), the Young Academy of Norway (*Akademiet for yngre forskere*, AYF), national trade unions, Movement for a Free Academia and Eurodoc (the European Council of Doctoral Candidates and Junior Researchers). To achieve its aims, SiN works in a variety of ways, through formal representation in external bodies, public debate, consultation statements, working group surveys and reports, and participation in various discussion forums (4.1 – 4.5).

In 2024, the strategy of SiN was to change the experience of doing a PhD/being an early career researcher from adversity to inspiration. The President Ingvild already had a voice in the public where she had addressed and given a series of advice on how younger researchers can deal with intellectual harassment (i.e. where senior researchers such as a

supervisor make us of younger researchers' intellect in order to climb the academic ladder rather than to ensure high quality research and help the PhD candidate or less senior researcher grow in their career), and this created a new public problematization of young researchers situation. This work built very well on work which SiN has done for several years in encouraging institutions to protect PhD candidates and other young researchers who speak out against abuses and who highlight the power imbalances between tenured and non-tenured staff, professors and non-professor. By dealing with the more destructive aspects of academic life, SiN believes this will lead to academia working better for more people, and thus reduce the overall time it takes to finish a PhD, which is beneficial for all parties. In 2024, SiN has been central in bringing harassment in unequal power imbalance into the public debate, and how this can be related to mental health (4.7.1). As Ingvild was already actively addressing these topics for younger researchers, she co-founded the transnational Movement for a Free Academia in April (www.freeacademia.org) and SiN has closely collaborated with Danish former PhD Candidate Maria Toft who is the initiator of this Movement. The aim of the movement is to create an academia based on the ethics of trust, care and integrity, and SiN had both written a position statement and opinion piece on the movement.

Beyond continuing to highlight intellectual harassment and mental health, the Norwegian language requirement has taken most of SiN's time in 2024. Several of the member organisations organised themselves and demanded SiN focus on this in 2024 with the aim to stop and later reverse the language requirement. SiN has spent considerable time on the consultation note, advocating in media through interviews and opinion pieces, and lastly sent a complaint to ESA in collaboration with Pierre Lison, the law firm Schjødt and almost 30 prominent researchers including the Nobel Prize winners Edvard Moser and May-Britt Moser.

SiN has written several consultation statements, met with relevant actors, attended meetings and conferences and participated in EuroDoc.

Internally, as is visible in the financial report, the Norwegian Tax Services has demanded employers' tax (in addition to individual tax) for the board compensation dating several years back. SiN has, however, argued for not paying this tax due to SiN not being an employer but rather a network. At the time of writing the annual report we are still awaiting the final reply from the tax services on whether we need to pay. Due to this, we have saved 100 000 kr for being able to pay the potential fee. This means we have not spent the full amount this year.

In addition to advocating for the interests of our member organisations nationally and internationally, the organisation spent time working with how to best facilitate communication with the member organisations. SiN functions as a network for its member organisations, and as a channel for conveying important information of interest to temporary researchers. To this end, SiN invites member organisations to quarterly meetings, distributes newsletters, maintains a Slack channel for local leaders and boards of doctoral organisations, and regularly provides updates on Facebook, LinkedIn and X/Twitter.

2. Board

2.1 Board Composition

The board for 2024 was elected on the 11th of November 2023, and consisted of:

- **President:** Ingvild Bergom Lunde (UiO)
- **Vice President:** Claire Degail (UiT)
- **Treasurer:** Abdelrahman Abdelaal (UiS)
- **Head of Communications:** Ali Hasan Saber Alkaraly (UiS)
- **Head of Government Relations:** Karl Henrik Storhaug Reinås (UiO)
- **Eurodoc Liaison Officer:** Dimitris Polychronopoulos (USN)

On 23 November 2024, the board for 2025 was elected, which currently consists of:

- **President:** Karl Henrik Storhaug Reinås, UiODoc (UiO)
- **Vice President:** Claire Degail (UiT)
- **Treasurer:** Fei Song (NTNU)
- **Head of Communications:** Davit Gigilashvili (NTNU)
- **Head of Government Relations:** Kamil Piotr Szura (UiS)
- **Eurodoc Liaison Officer:** Naheeda Hamza (UiO)

2.2 Board term

The board for 2025 was elected for a period of 12 months, from the 1st of January 2025 until the 31st of December 2025. The invitation for the 2024 AGM was distributed on October 18th, 2024.

2.3 Gender balance

Of 6 elected board members in November 2024, 3/6 were female and 3/6 were male. The composition of the board thus achieved gender balance. The gender share of females in the 2024 board was similar to the share in 2023 (33%). In 2024, the gender share was 2/6 females and 4/6 males. In 2023 the board consisted of 9 members, of which 3/9 were female and 6/9 were male.

SiN strives to maintain representation across genders, national background and institutions, but the availability of candidates at the AGM has often posed limited. For the AGM 2023, the AGM committee initiated a new procedure where people were nominated

beforehand, and the nomination form was distributed not just to member organisations, but also to their members. In 2024 the board focused on discussing and announcing the board elections during every quarterly member meeting, and also shared info about the elections in SiN's social media. We believe these procedures will, in time, widen the pool of available candidates, to ensure proper representation between genders, nationalities, geography and institutions.

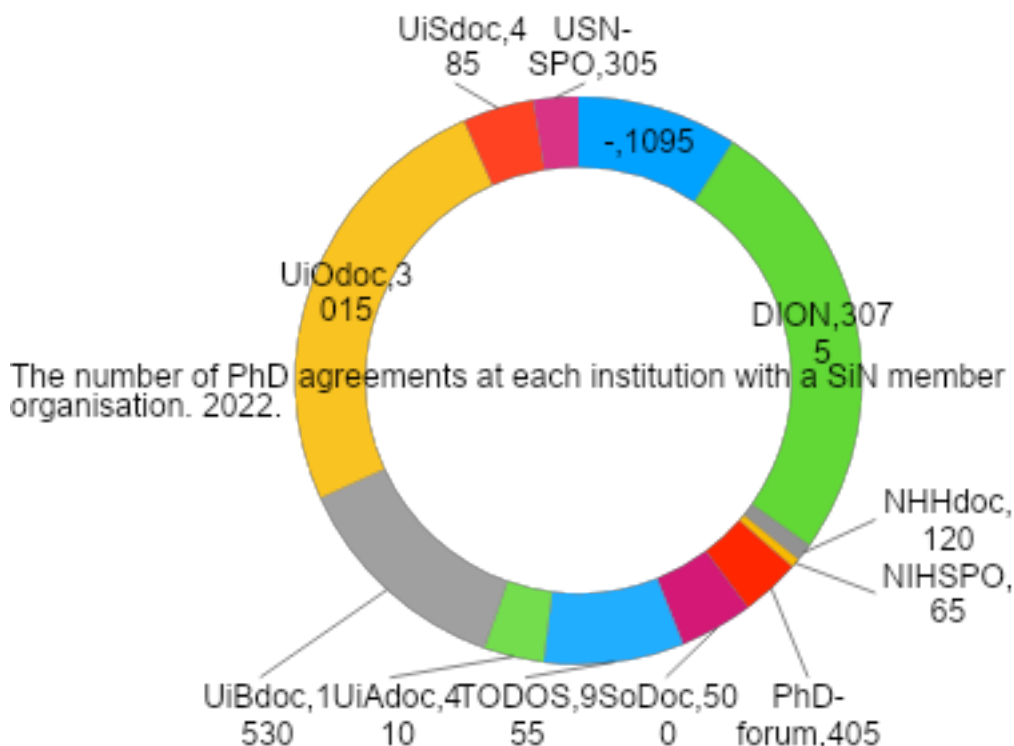
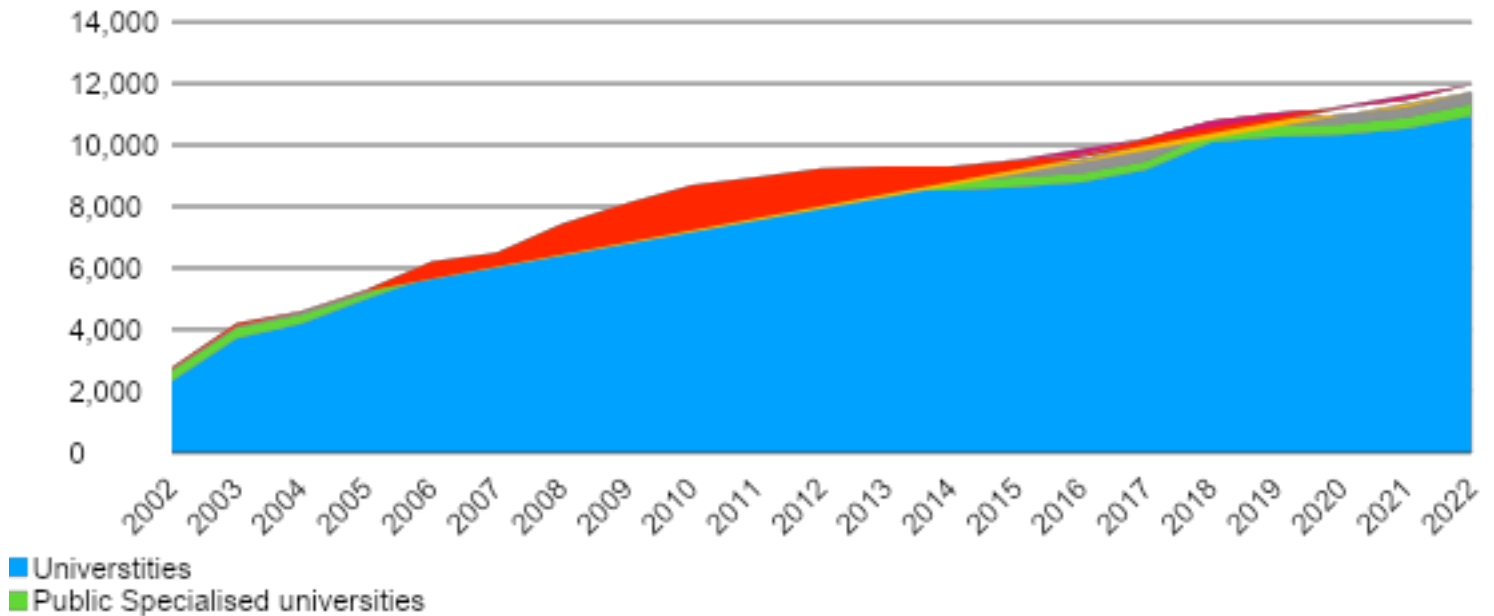
2.4 Working Environment

In 2024, nine board meetings and three quarterly meetings were held digitally. In addition two of the board meetings and the AGM were held physically. Further, SiN board members have met locally for work meetings and participation when possible. It is valuable to fund and to aim for physical meetings as this creates inspiration, better communication and collaboration.

3. Member Organisations

3.1 Regular members

Total number of PhD agreements in Norway 2022-2022



SiN is reliant on public statistics to determine the number of PhD students we represent, we use the [HK-dir database for statistics about higher education](#), and consider active PhD agreements, which can be thought of as “PhD students” and not just “PhD Research Scholars”. SiN had 11 full members in 2024, representing over 90 % of all PhD candidates in Norway (2022 numbers).

3.2 Affiliate memberships

In addition, there is a growing number of inter-institutional doctoral organisations or research schools in Norway, with members from different higher education institutions. To allow these organisations the benefits of national cooperation, SiN plans to allow these organisations to join the shared communication platforms of the network as affiliate members. While not having the same formal rights and duties of regular members that are tied to a single institution, affiliate members share many of the same interests and concerns and are therefore valued partners for dialogue and knowledge exchange. The possibility for affiliate membership (at a reduced membership fee) was formally approved at the AGM on 27 November 2021. Prospective members include the IBA-PhD, the PhD association of the National Graduate School in Infection Biology and Antimicrobials; KLM Tek, the association for temporary employees at the Oslo University Hospital; as well as recently started organisations at Nord University, and BI Norwegian Business School.

3.3 New member organisations

At the AGM 2024, the PhD forum at Østfold University College changed from affiliate membership to a full membership in SiN. VIDdoc (VID vitenskapelige høyskole) was voted a full member in SiN. Besides, SiN has been in contact with BI and Kristiania University of Applied Sciences.

SiN continues to reach out to doctoral organisations in Norway who are not yet connected to SiN, to advise PhDs at institutions who do not yet have a doctoral organisation, and who wish to organise themselves, and to help member organisations who struggle with continuity in their boards.

4. Board meetings and quarterly meetings

SiN has held nine regular board meetings from January until December 2024. The regular meeting times were set and lasted for two hours in the afternoon/evening on a monthly basis, except for in the summer holidays. In addition SiN held two physical weekend board meetings, one in the spring semester and one in the autumn semester.

| Date | Type |
|----------------|----------------------------------|
| 20.01.2024 | Transition meeting |
| 29.01.2024 | Board meeting |
| 04.03.2024 | Board meeting |
| 02.04.2024 | Board meeting |
| 06.05.2024 | Board meeting |
| 24.-26.05.2024 | Physical board meeting in Oslo |
| 19.08.2024 | Board meeting |
| 09.09.2024 | Board meeting |
| 07.10.2024 | Board meeting |
| 11.-13.10.2024 | Physical board meeting in Tromsø |
| 04.11.2024 | Board meeting |
| 02.12.2024 | Final board meeting |

To facilitate dialogue with our member organisations between the Annual General Meetings, SiN hosts quarterly meetings with representatives of local organisations at 3-month intervals. In between quarterly meetings, newsletters were sent out summing up the most important discussion points and items for follow up as well as other news from the SiN board. In the board period 2024, the Quarterly meetings were held on the following dates:

| Date | Type |
|------------|-------------------|
| 26.02.2024 | Quarterly meeting |

| | |
|------------|-------------------|
| 27.05.2024 | Quarterly meeting |
| 16.09.2024 | Quarterly meeting |

Minutes from all board meetings and quarterly meetings can be found on the SiN website.¹

¹ <https://stipendiat.no/documents-2/documents/>

5. Representation in external bodies

5.1 Universities Norway, UHR

Each year, SiN has a delegate in the working committee of the research section of Universities Norway (UHR-forskning), which consists of representatives of each member institution. The section meets 1-2 times a year, and the committee 4-6 times a year. In addition, UHR hosts an annual conference. During 2023, SiN attended the following UHR meetings:

| Date | Meeting | Location |
|------------|---------------------------|-----------------|
| 16.01.2024 | Kontaktkonferansen | Physical - Oslo |
| 17.01.2024 | Working committee | Digital |
| 21.03.2024 | Working committee | Hybrid |
| 06.05.2024 | Unit meeting UHR-Research | Physical - Oslo |
| 03.06.2024 | Working committee | Digital |
| 30.08.2024 | Working committee | Digital |
| 10.10.2024 | Working committee | Digital |
| 18.11.2024 | UHR Conference | Physical - Oslo |
| 19.11.2024 | Unit meeting UHR-Research | Physical - Oslo |
| 06.12.2024 | Working committee | Digital |

Due to lack of capacity we were not able to attend Samarbeidskonferansen in February. It is also worth noting that in 2024 the head of governmental affairs was located in Oslo and all the meetings were held in Oslo. This means SiN saved a lot of money on transportation and hotel. However, to ensure that candidates from all over the country are able to be elected as head of governmental affairs, the cost for travel and accommodation will likely increase when the person holding this position lives in another place in the country. For example, the head of governmental affairs for 2025 lives in Stavanger and one of the unit meetings for UHR-research is also planned to be located in Drammen and not in Oslo. Such unforeseen circumstances could influence the economy of SiN.

5.2 Eurodoc

In 2024, SiN remained an active member of the European Council of Doctoral Candidates and Junior Researchers, representing one of 26 national doctoral organizations from 24

different countries across Europe. The three nations with observer status were removed during the AGM in June 2024 (Bosnia-Herzegovina, Georgia, and Turkey).

The position on the SiN board as Eurodoc Liaison Officer became a two-year position in November 2022, to help the continuity and to strengthen contact between SiN and Eurodoc. Dimitris Polychronopoulos fulfilled his second year in the position, having succeeded Friederike Schäfer who served as Eurodoc Liaison Officer until November 2022. At the AGM in November 2024, Naheeda Hamza was elected to the Eurodoc Liaison Officer position for two years. The transition has taken place for Naheeda Hamza as Eurodoc Liaison Officer, with Dimitris Polychronopoulos elected to the SiN Advisory Board for 2025.

The responsibilities of this position included screening incoming emails from Eurodoc, forwarding relevant information to the SiN board and communication team for national distribution.

Throughout the year, SiN actively participated in several international events, including:

- Eurodoc's AGM: the Eurodoc Liaison Officer attended the Eurodoc AGM in person in Ljubljana, Slovenia. SiN also participated in a qualitative research interview conducted by the Eurodoc Vice-President in February 2024. This research replaced the previous tradition of a quantitative survey.
- Eurodoc Conference and pre-conference, held in Ljubljana, Slovenia.
- Eurodoc national member meetings. The Eurodoc Liaison Officer regularly attended meetings online with national member associations and the Eurodoc Board.
- The UHR Conference in Oslo on 18 November 2024 was also attended by the Eurodoc Liaison Officer and shared a report with the SiN Board about the conference.

| Meeting | Date |
|---|-------------|
| Qualitative interview with national reps, replacing annual survey | 29.02.2024 |
| Eurodoc Board meeting | 26.03. 2024 |
| National association meeting | 27.03.2024 |

| | |
|--|---------------|
| Pre-conference activities: discussions on AGM and Conference | 03.06.2024 |
| Conference: brain circulation, mobility, funding gaps, sustainable research careers, structural impacts on PhD candidates | 04-05.06.2024 |
| AGM: Reports of the board, financial reports, project profitability, budget for the new year, Eurodoc statements, elections of the new board, and future goals of EuroDoc. There were minimal changes to the statutes. | 06-07.06.2024 |
| National association meeting | 24.09.2024 |
| Dimitris Polychronopoulos represented SiN at the UHR Conference in Oslo | 18.11.2024 |
| National association meeting, attended by Naheeda Hamza | 26.11.2024 |

5.3 Committee on Gender Balance and Diversity

In 2024 SiN continued its representation of PhDs and postdocs on the Kif Committee (Komite for kjønnsbalanse og mangfold i forskning / the Committee for Gender Balance and Diversity in Research). The members for 2024 were Nicolas Gibney (Member) and Ole Kristian Dyskeland (Deputy Member).

The Kif committee's work in 2024 focused on the intersection of minority groups in Norwegian academia. The year was marked by visits to several Norwegian institutions, including Oslo Met, Nord University, and the University of South-Eastern Norway (USN), among others. 2024 also marked the 20th anniversary of the Kif committee and this occasion was marked with an anniversary conference in December. In this conference Ingvild participated in a panel debate together with the Academy for Young Researchers' and Gagan Chhabra on younger researchers' wishes for the future.

SiN's representative in Kif additionally joined the committee members in providing comments to a number of government position statements advocating for further inclusionary measures for international researchers. Finally, SiN's representative was able to join a meeting with the Norwegian Minister of Research and Higher Education at the end of 2024.

Further information on the work of the Kif Committee can be found on their website (kifinfo.no)

5.4 Other representation

Ingvild has been asked to share the views of young researchers and SiN in the form of a presentation or panel debate in the foundation of the Movement of a Free Academia, at UiODoc, the national research education conference and KiF 20th anniversary.

| Event | Date |
|--|----------|
| ‘The yearning of something else - the perspective of young researchers’ Co-keynote with Ingvild and Maria Toft at the establishment of the Movement for a Free Academia in Gothenburg | 05.04.24 |
| Towards an academic system and culture built on trust and care? The Gothenburg manifesto of the Movement for a Free Academia Ingvild and Maria Toft presentation at UiODoc PhD and Postdoc Dinner Club | 26.08.24 |
| ‘Ny UH-lov - vil de nye kravene fremme kvalitet i forskerutdanningen’ Presentation by Ingvild at Forskerutdanningskonferansen 2024 “Tilbake til fremtiden - forskerutdanning for en ny tid. | 16.10.24 |
| ‘Psykisk helse, veilederrollen og utfordringer/konflikter stipendiater kan møte i forskerutdanningen’ Presentation by Ingvild at Forskerutdanningskonferansen 2024 “Tilbake til fremtiden - forskerutdanning for en ny tid. | 17.10.24 |
| Veilederrollen Paneldebate with Ingvild, professor at NMBU Sjur Baardsen and senioradvisor Anna Mazzarella. Led by professor and dean Jan Vermaat | 17.10.24 |
| Kjønnbalanse og mangfold for fremtida: Hva ønsker vi oss? Paneldebate with Ingvild, leader Guro Nore Fløgstad in Academy of young researchers Norway and Gaggan Chabbra at the 20th Anniversary of Kif-committee | 5.12.24 |

6. Consultations

6.1 Consultation overview

In 2023, SiN replied to the following national consultations from the Ministry of Education and Research (KD):

| Consultation | Date |
|---|------------|
| Forslag til forskrift om undervisnings- og forskningsstillinger og rekrutteringsstillinger | 05.03.2024 |
| endringer til forskrift om tilskudd til studentboliger | 19.08.2024 |
| Forslag til endringer i universitets- og høyskoleloven og universitets- og høyskoleforskriften” til “Forslag til endringer i universitets- og høyskoleloven og universitets- og høyskoleforskriften | 17.11.2024 |
| Forslag om å presisere og avgrense arbeidsmiljølovens regel om midlertidig ansettelse for «praksisarbeid» | 17.11.2024 |
| Forslag om å avvike adgangen til bedriftsinterne aldersgrenser i arbeidsmiljøloven | 17.11.2024 |

6.2 SiN participation in relationship to government

SiN strives to provide input on all plans, strategies and policy proposals affecting early career researchers in Norway, issued by national governments, councils and interest organisations. In doing so, SiN aims to give a fair representation of the interests of our member organisations, informed by formally adopted position statements. Where pre-existing positions are not available, SiN will ask its member organisations for input in order to come to a balanced commentary. All consultation statements and input on surveys and reports can be found on the website².

A priority for the 2024 board has been to answer all the consultation invitations we are invited to. This has been a doable task, even though some consultations of course are more to the core of our target group than others. In addition we have written a position statement about the movement for a free academia, which means that SiN have outlined which aspects of the movement we think are important to work towards from our point of view. Position statements are important for deciding which political issues and viewpoints we should advocate for. The 2025 board proposes to be more active in making position statements and have a critical walkthrough for the already implemented position statements. It will be important to have politics that is up to date and in active use.

² <https://stipendiat.no/documents-2/hearing-statements/>

At the unit meeting in Universities Norway-Research the 19 November, Karl Henrik Storhaug Reinås, held a short speech about the SiNs working on the new language requirements. This started a productive and fruitful discussion where the sector present at the meeting shared experiences and points of view for what could be a good approach in meeting the new regulations. SiN have had several meetings with different stakeholders and interest groups and organizations in working with the language requirement. This meant that we created an extensive network of different stakeholders that were affected in different ways. This meant we were able to make a community and bring forward voices that could give a nuanced picture of which consequences the new language requirements possibly could have for impacted international temporary scientific staff and how this potentially could damage the recruitment of international scientific staff in a competitive international environment.

7. Contact with member organisations

SiN strives to connect and support doctoral organisations across Norway in their daily activities. Given the increasing number of doctoral organisations, both in Norway and as SiN members, it is no longer possible to include all member organisations in the SiN board. The partial representation of member organisations in the SiN board entails two risks: firstly, that SiN might lose sight of some of its members and therefore give a biased representation; and secondly, that member organisations might lose informal ways to get in touch with each other and hence opportunities to learn from and support their peers.

These risks are partially compensated through the quarterly meetings in between the Annual General Meetings, which provide an opportunity for the SiN board to collect a diverse set of opinions as well as a meeting place for organisations to become acquainted. A balanced representation is also ensured by consulting member organisations on important policy developments initiated by SiN, such as the Norwegian language requirement, covid-19 extensions; the academic career structure; and the government's long-term plan for research and education; as well as during every public consultation SiN submits.

To prevent lengthy processes for each new case that SiN is requested to give input on, and facilitate a fast response to media enquiries, SiN aims to formulate concise position statements through a bottom-up process on a small set of broad topics, and SiN also discusses ongoing interest in the board and quarterly meetings in order to enable a response reflecting the lived experiences of PhDs to journalists. Future statements will be added, and it is SiN's ambition to add more detail and update these policies as the conditions and needs of our members change. All adopted positions are formally adopted through a vote among our member organisations and published on our website³.

To strengthen information flow within our growing network of member organisations, SiN has also established a digital communication channel where the leaders and boards of member organisations can exchange views and contact each other directly without mediation of the SiN board. In 2024, Slack was selected as the tool of choice for these purposes – although this is not fixed and might change depending on preferences of the member organisations. The member organisations has been able to tag SiN board members in this chat in order to answer their questions, discuss with them or to take note of their concerns. This has also been fruitful for the SiN board in order to make informed decision and influence work that best represents the needs of PhDs and early career researchers.

³ <https://stipendiat.no/documents-2/resolutions/>

SiN continues to use email for all formal communication with its member organisations, including meeting invitations, newsletters and consultation processes, and keeps an updated database of contact points, including the leaders and general board email lists.

SiN also serves as a direct contact point for PhD candidates, postdocs and early careers researchers across Norway and has, among other things, received questions about supervision, intellectual property, Norwegian language training, concerns from PhD candidates from “red” countries and what to do when experiencing harassment or bullying at work. In the event of such inquiries, SiN either responds directly or forwards the inquiry to the relevant member organisation or other partners.

In addition to serving the interests of our current members, SiN reaches out to doctoral programmes at higher education institutions that do not have a doctoral interest organisation yet, and offers support to those who might be interested in setting one up and supports those member organisations who may struggle.

8. SiN strategy 2024

SiN started with working to direct their efforts towards important topics in 2019, and has continued this way of working throughout 2020, 2021, 2022, 2023 and 2024. During the transition seminar, with advice of the 2023 board, the board decided on a strategy for 2024 to work on which is presented below.

8.1 Vision 2024: Change the PhD-experience from unnecessary adversity to inspiration.

Among those that started their PhD between 2010-2016, 15% finished their PhD in the proposed 3 years, among PhDs who started their PhD in 2010 and 2011, 19% had not finished after 10 years⁴. Main challenges for PhDs is that they have one work task for a long time and it is difficult to attain a feeling of mastery. Some responsibility is on the PhD candidate in regards to how to learn to feel «mestring» at a daily, weekly and monthly level, but these numbers indicate that it cannot be done without help from the academic system and culture, as well as central actors in power.

In 2024 SiN worked to:

- 1) Arise awareness for PhD candidates about their rights, what they are responsible for and how they can help themselves
- 2) Lobby for other actors to reduce the other “symptoms” that may help PhDs deal with the negative prognosis for finishing on time, for example:
 - Lobby for better rights and conditions
 - Better supervision
 - Inspiring research environments
 - Clarity on career opportunities outside and inside of academia
 - Improve mental health
 - The unique vulnerability of international PhD candidates
- 3) Identify areas of interest to post docs and other early career researchers

8.2 Implementing the vision: Thematic areas

Due to the board consisting of fewer members that form SiN boards, the board decided to change their way of implementing the SiN strategy from working groups to thematic areas. This means that rather than one or two persons having responsibility for a broader task, the entire board worked together on the following themes: “Harassment, mental health and the Movement for a free academia”, “make SiN visible”, “compensation” and “Careers after PhD”.

⁴ Fodstad-Larsen, M.; Haugen, A.; Mundal, B. og SH. Pedersen (2022) Avtalelengder og tidsbruk i ph.d.-utdanninga Ei undersøking på grunnlag av data frå Felles studentsystem. Notat nr. 4/2022. Tilgjengelig: [file:///C:/Users/ingbergo/Downloads/Tidsbruk%20i%20phd_utdanninga%20\(3\).pdf](file:///C:/Users/ingbergo/Downloads/Tidsbruk%20i%20phd_utdanninga%20(3).pdf)

The thematic areas were then used to guide the direction of the efforts of all board members. For example the head of communications wrote two pieces on mental health in our newsletter to member organisations, one focused on mental health in relation to the Norwegian language requirement and on mental health in relation to supervision and who follows up (or rather does not follow up) mental health on PhD candidates on dare to speak up. This theme also informed the president's participation in the Movement for a free academia, and the head of governmental relations (Karl Henrik) worked on the position statement for a free academia. The Vice President attended several meetings with the government on careers for PhDs, and this also informed the presidents responses to journalists as well as the content of reply to consultations notes. When it comes to the thematic area of compensation this was both done to put a focus on the little compensation that SiN obtains from actually being an organization that works specifically on PhDs, and also to learn more about the different organisations compensations, or lack of compensation for the important work they do.

In terms of events, the SiN board arranged a social event where all member organisations were invited to participate the evening before the AGM meeting.

SiN initiated collaboration with The Academy of Young Researchers and the “Organisasjonen ferske forskere” and The Norwegian Association for Researchers. A potential challenge for creating this day is limited funding and dependency on willingness and resources of collaboration from the other actors. Nevertheless, the collaboration with The Academy of Young Researchers was exceptionally fruitful, and resulted in an opinion piece on the Norwegian language requirement, a panel debate and sharing of experiences and opinions throughout the term.

The collaboration with Maria Toft and the Movement for a free academia was also very useful and resulted in public debate which was beneficial for young researchers, and SiN has been able to shape the beginning phases of the movement.

SiN plans to raise its visibility by actively engaging in the public debate through actively suggesting cases to journalists, responding to media requests and writing opinion pieces. SiN social media accounts will also be used to increase visibility.

9. Outreach & Communications

9.1 Strategy: Make SiN visible

The final thematic area which was not mentioned in the previous paragraph was “make SiN visible”. In addition to formal representation and writing reports and articles, SiN strives to disseminate information and advocate for PhDs and postdocs by maintaining an active presence in the public arena. To achieve this, SiN attends major conferences in the field of higher education policy and research politics, gives invited presentations at conferences and higher education institutions, and publishes content on our website.

The communication team has made a concerted effort to implement SiN’s communication strategy “make SiN visible” in practice. This builds on several years of SiN developing and integrating guidelines since 2022, and this year a focus was to establish SiN as a strong voice for PhDs and other early-career scholars in the Norwegian public. In the future, the aim is to not only be visible, but to also make actors listen to and act on the needs of early careers researchers which SiN makes visible.

In our work to strengthen SiN’s public presence and advocacy role, the board has made a conscious effort to improve information flows both with member organisations, and with the ‘general public’ of PhDs and postdocs in Norway. The former was done by consulting member organisations about public statements and (less time-sensitive) interview requests, promoting the activities of local organisations, while also encouraging them to engage with each other and SiN both publicly and in our internal communication platform (Slack). The Head of Communications worked on sharing news in SiNs social media. The 2024-President has invited all local presidents/boards for a talk to get to know the local members and to learn about their need at a national level, so this further informed the focus of the themes. The 2024-President invited all local presidents/boards for a talk to get to know the local members and to learn about their need at a national level, so this further informed the communication in the media.

9.2 Media coverage in 2024

The board (in particular the president) and communication team made it a priority to take an active part in public debate about Norwegian academia in 2024. We reached out to both national and international academic press. The most covered topic was mental health, harassment, the Norwegian language, but a range of issues were covered ranging from removing the tax for the disputation dinner to complaint cases. Below is the media coverage of SiN that we are aware of during the present board period:

| Article | Date |
|---|----------|
| Skulle forlate akademia. Nå er hun nyvalgt leder. Interview Ingvild in Khrono | 26.01.24 |
| Therese ble overrasket etter disputasen: Plutselig var skattefradraget fjernet Comment Ingvild in Khrono | 21.02.24 |
| -Vi kan ikke legge hele ansvaret for stresset over på stipendiater Interview with Ingvild in Universitetsavisa | 26.02.24 |
| Sector pushes back against Norway local language learning rule Interview with Ingvild and other sector leaders in The Times Higher Education | 24.03.24 |
| Mer enn 1 av 3 kvinnelige stipendiater utsatt for sexisme. – Fullstendig uakseptabelt Interview Ingvild about Danish survey on sexual harassment among young researchers | 27.03.24 |
| Vil skape en ny forskningskultur: – Det kreves en helt ny grunntenkning i akademia Interview Ingvild, Maria Toft and Jan Helge Solbakk in Khrono | 27.03.24 |
| Ny forskerbevegelse vil genrejse den frie forskning - Forskerforum Reportage about the establishment of Movement for a Free Academia, Danish | 26.04.24 |
| For Osman Ürper ble det vanskelig å forsørge familien på postdoktorlønn Interview with Ingvild, post doc Osman Ürper and Steinar Vagstad | 30.04.24 |
| Stipendiater arbeidsvilkår: – Mange biter heller tennene sammen Interview Ingvild and Anders Hjertø Lind, Organisasjon for Ferske Forskere in Tendens | 06.05.24 |
| Vi trenger (fortsatt) en nasjonal portal for doktorgradskurs Opinion piece Nicholas Gibney, signed with Ole Kristian Dyskeland and Ingvild | 29.05.24 |
| Med kjærlighet som våpen Reportage on Movement for a Free Academia in the research magazine “Forskningsetikk” | 10.06.24 |
| Har ingen tro på frivillig norskopplæring for stipendiater. – Naivt Interview with Ingvild and Minister of Research and Higher Education Oddmund Hoel | 27.06.24 |

| Article | Date |
|---|----------|
| Nye språkkrav er sløsing med skattebetalernes penger Opinion piece in Aftenposten Ingvild and Feroz M. Shah, leader of Academy of Young Researchers | 03.07.24 |
| Skulle ikke du bli stipendiatenes statsråd, Oddmund Hoel? Opinion piece in Khrono Ingvild, Claire and Karl-Henrik | 11.07.24 |
| Learning Norwegian now mandatory for academics and PhDs Interview with Ingvild and sector leaders in University World News | 18.07.24 |
| Avhandlingen ble avvist: – Dette smaker av akademisk husmannsånd Interview with Karl Henrik and others in Khrono | 18.10.24 |
| Kjærlighetsrevolusjon og frie forskere i akademia? Ja, takk! Opinion piece Ingvild in Khrono | 01.11.24 |
| Kvinner skjuler hvor tøft de har det på jobb etter sykdom. – Jeg lukket døra på kontoret og gråt Interview Ingvild and others in Khrono | 17.11.24 |
| – Det hadde vore ein draum å få Maria Toft som statsråd Interview with Ingvild about views on 2024 and 2025 in Khrono | 7.12.24 |
| Akademia er mest verdifullt når det ser kritisk på seg selv Opinion piece in Khrono by 2022 SiN president, 2023 SiN president, and 2024 & 2025 board | 24.12.24 |
| Forskere og stipendiater klager inn norskkravet til ESA Interview with Karl Henrik about the Norwegian language complaint to ESA | 27.12.24 |

10. Accounting and Future Plans

10.1 Income and expenses 2024

The SiN board operates on the budget approved on the AGM 2023, we present here the 2024 expenses details as below:

| Incomes | | Amount (NOK) | Subtotal (NOK) |
|------------------------------|---|---------------------|-----------------------|
| Membership fees | Regular members | 34,742.28 | 34,742.28 |
| HKdir | Subsidy | 400,000.00 | 400,000.00 |
| Total income (NOK) | | | 434,742.28 |
| Expenses | | Amount (NOK) | Subtotal (NOK) |
| Board work | Compensation | -144,103.30 | -221,617.30 |
| | Taxation for board compensation | -77,514.00 | |
| AGM | Travel, accommodation and food | -46,922.88 | -46,922.88 |
| Transition seminar | Travel, accommodation and food | -14,953.99 | -14,953.99 |
| Physical board meeting | Travel, accommodation and food (Oslo) | -18,086.81 | -47,199.48 |
| | Travel, accommodation and food (Tromsø) | -29,112.67 | |
| EuroDoc | Membership fee | -3,636.18 | -8,692.60 |
| | EuroDoc AGM | -5,056.42 | |
| Representation & conferences | "Spring symposium "Establishment of Movement for a Free Academia"." | -2,714.99 | -5,274.34 |
| | UHR delegate | 0 | |
| | UHR conference | -2,559.35 | |
| | Other conferences | 0 | |
| Events | SiN events | 0 | 0 |
| Other | Website | -778.75 | -18,852.46 |
| | Bank and invoice fees | -4,261.21 | |
| | Auditor | -13,812.50 | |
| Total expenses (NOK) | | | -363,513.05 |
| Balance (NOK) | | | 71,229.23 |

The SiN board began 2024 with 100,767.16 NOK in its bank account and ended the year with 171,996.39 NOK. Some invoices for events held in 2024 were received at the beginning of 2025. For example, the conference fee for the UHR Conference on November 18, 2024, was invoiced in early 2025. As a result, these expenses were not included in the total expenditures for 2024. This delay in invoicing has contributed to the reported expenses for 2024 being lower than originally planned.

The SiN 2024 Board has been particularly cautious with expenditures due to the financial constraints experienced by previous boards. SiN received a notice from the Norwegian Tax Authorities (Skatteetaten) regarding a fine, as they determined that SiN did not qualify as a voluntary organization and had not paid sufficient taxes. The total fine amounted to approximately 100,000 NOK, requiring SiN to allocate resources for this payment. Consequently, the board had to exercise even greater financial restraint throughout the year. Several measures were implemented to reduce costs, including the cancellation of subsidies for the president's mobile plan. Additionally, the maximum subsidy for each local organization to attend the Annual General Meeting (AGM) was set at 2,000 NOK.

10.2 Accounts for 2024 / Årsregnskap 2024 (in Norwegian)

10.2.1 Inntekter og utgifter

Ved årets inngang hadde SiN-2024 styret 100,767.16 NOK i egenkapital.

| Note | Inntekter | NOK |
|------|-----------------------------|--------------------|
| 1 | Medlemsinntekter | 34,742.28 |
| 2 | Offentlig tilskudd | 400,000.00 |
| 3 | Kunnskapsdepartementet | - |
| | Innsamlede midler og gaver | - |
| | Sum inntekt | 434,742.28 |
| | Driftsutgifter | NOK |
| 4 | Reise- og møtekostnader | -109,076.35 |
| 5 | Seminarer og konferanser | -10,330.76 |
| 6 | Eurodoc medlemsavgift | -3,636.18 |
| 7 | Nettside | -778.75 |
| 8 | Banktjenester og faktura | -4,261.21 |
| 9 | Revisjonshonorar | -13,812.50 |
| 10 | Styrekompensasjon | -144,103.30 |
| 11 | Skatt for styrekompensasjon | -77,514.00 |
| 12 | Postboks | - |
| 13 | Regnskapshonorar | - |
| 14 | Skatt for regnskapshonorar | - |
| 15 | Kontor Forsyninger | - |
| | Sum driftskostnader | -363,513.05 |
| | | |

| | | |
|----|--------------------------------------|------------------|
| | Driftsresultat | 71,229.23 |
| | | |
| | Finansinntekter og -kostnader | NOK |
| 16 | Renteinntekter | - |
| | Sum finansinntekter | - |
| | | |
| | Årsresultat | 71,229.23 |
| | | |
| | Overføringer | NOK |
| 17 | Avsatt til annen egenkapital | - |
| | Sum overføringer | - |
| | | |

10.2.2 Eiendeler

SiNs eiendeler er:

| Note | Eiendeler | NOK |
|------|--------------------|-------------------|
| | Bankinnskudd | 171,996.39 |
| | Sum inntekt | 171,996.39 |

Og av egenkapital og gjeld:

| Note | Egenkapital | NOK |
|------|---------------------------------|-------------------|
| 18 | Annen egenkapital | 171,996.39 |
| | Sum inntekt | 171,996.39 |
| | Kortsiktig gjeld | NOK |
| 19 | mottat tilskudd, ikke benyttet | - |
| | Sum inntekt | - |
| | | |
| 20 | Sum egenkapital og gjeld | 171,996.39 |

Se noter til regnskapet som:

- 1 Medlemsavgift fra medlemsorganisasjoner – 3% av årsinntekten til lokalorganisasjonen min 1000 kr og maks 6000 kr
- 2 Tilskudd fra tildeler Direktoratet for internasjonalisering og kvalitetsutvikling i høyere utdanning (Diku)
- 3 KUNNSKAPSDEPARTEMENTET
- 4 Utgifter i forbindelse med SiN generalforsamling 2024, overgangsseminar mellom gammelt og nytt styre og andre møter, herunder
 - Reiseutgifter for styremedlemmer og delegater
 - Måltider
 - Sosialisering event
- 5 Deltakerutgifter for styremedlemmer i forbindelse med UHR-Konferansen 2024, Eurodoc generalforsamling og andre konferanser.
- 6 Årlig medlemsavgift til Eurodoc.
- 7 Årlig kostnad for nettside
- 8 Administrasjonskostnader for bankkonto og faktura.
- 9 Revisorkostnader
- 10 Kompensasjon for SiNs styremedlemmer.
- 11 Arbeidsgiver-skatt for styremedlemkompensasjon.
- 12 Gjelder ikke lenger
- 13 Gjelder ikke lenger
- 14 Gjelder ikke lenger
- 15 Gjelder ikke lenger
- 16 Renteinntekter, siden 2024 er rente innregnet i “8 banktjenester og faktura”.
- 17 Medlemsinntekter avsatt til egenkapital
- 18 Medlemsinntekter avsatt til annen egenkapital.
- 19 Ubenyttet tilskudd fra Kunnskapsdepartementet, grunnet arrangementen av Eurodoc-konferansen i 2017
- 20 Egenkapital og gjeld for 2024

10.3 Planned activities for 2025

A large amount of the research produced in Norway is conducted by temporary scientific staff, like PhDs and PostDoc. In knowing that this group also represents the recruitment base for the scientific staff within the different academic disciplines, it becomes visible

how crucial it is to take good care of these resources so Norway can develop as a robust knowledge society. Research talents in an early career phase need support and connections that help us thrive and proceed in our career to the best of our own potential and benefits for society. The Association of Doctoral Organizations in Norway would like to emphasize that investing in early career researchers is a necessary investment, to secure Norway as a welfare society in the future. However, to be at the forefront of research, as is expected of PhDs and PostDocs, it is essential to have international connections, collaborations and take part in the international and global academic community. That does not mean that we should overlook issues specific to Norway or not develop and use Norwegian as an academic language, but that we need to have an international perspective to take advantage of all the high quality research that is produced all over the world, and make Norway visible on the international scientific scene.

The Association of Doctoral Organizations in Norway (SiN) would like to contribute with what we can, to enhance the condition for a better research future for Norway as a nation. This cannot be done alone, as the board now currently consists of six persons, but we have to reach out to and collaborate with different stakeholders and authorities in our sector, as well in building a strong organization from inside, through caring for and providing support for our member organizations. The fundamental idea is that we only can achieve great improvements if we work together and create a common community where everyone can feel to be a valuable part.

To foster a supportive and thriving environment for early career researchers, some issues need to be brought to the spotlight, so the focus will be on the most urgent matters to be taken care of. As stated in last year's annual report, the misfit between the formal length of a PhD contract and the amount that finishes on time, is an obvious area that needs attention. In knowing that, among those that started their PhD between 2010-2016, Norwegian Directorate for Higher Education and Skills did an analysis from the Student Information System and found that 15% of those who started their PhD between 2010-2016 finished their PhD in the proposed 3 years, 19% had not finished after 10 years⁵. It must be investigated if all PhD projects are doable in the time allotted. With the diversity in projects, where some need to do extensive data collection and planning, while others have data ready available with a design already at hand at the start, it will be important to have PhD projects that actually are realistically to finish during the contracted time.

After having had the yearly transition meeting from the old to the new board, the new board created an action plan to have as a point of departure in our coming work as an organisation. In the action plan for 2025 it is stated that the priority for SiN in 2025 will be:

1. **Contact with member organizations.** The board of the Association of Doctoral Organizations in Norway, do not have the capacity or the competence to represent early career researchers alone. PhDs and PostDocs are a diverse group with

⁵ Direktoratet for høgare utdanning og kompetanse (2022) Avtalelengder og tidsbruk i ph.d-utdanninga. Ei undersøking på grunnlag av data frå Felles studentsystem. Utarbeidet av Magnus Fodstad-Larsen, Arne Haugen, Bjarne Mundal og Stig H. Pedersen.

different interests and opinions, but with a common passion for research. Thus SiN will take advantage of currently 13 different member organizations. To strengthen the communication it is planned to continue sending out newsletters four times a year and make more robust and low-key communication practices. Traditionally we usually have reached out to leaders of our member organizations, but this strategy can be vulnerable in that it often depends on a single person, and in that the other members of our member organizations do not get in touch with us. Our member organizations will thus be included to answer requests and questions from authorities and other stakeholders and also have the opportunity to represent SiN, when the board does not have the capacity itself. SiN also plans to find a common event or other meeting arrangements, to facilitate engagement of member organizations. SiN board 2025 have now changed from Slack to Discord as an internal channel for communication, where all members of the member organizations are invited to take part.

2. **Making SiN visible and heard.** It is a pity that a lot of the group we represent are not aware of SiN's existence and that we are invisible to others in the sector. To promote our members' interests in a proper way, it is unavoidable to be more visible. To increase our visibility we plan to attend as many relevant conferences and meetings we are invited to as possible, write several opinion pieces and take active part in the media debate. We are also planning to answer the consultation processes we are included in and trying to write some more position statements. Our webpage is in need of a facelift as well, and our social media could be used more regularly.
3. **Norwegian language requirement.** This has been a priority issue for the 2024-board, and the 2025-board will follow up this issue.
4. **Making into reality the national platform of PhD courses.** This seems to not be concretized, but is still important for PhD careers paths and there needs to be easier to include ECTS into PhD programmes from different institutions and programmes to have a more specialized offering of courses that better fit the unique PhD projects needs.
5. **Ombud for PhD candidates.** There are today both ombud persons for both students and researchers, but PhD research fellows often fall between being a student, employee and researcher, which means there are unique needs that need to be taken care of.
6. **Career development.** At the start of an academic career there are many decisions that need to be taken, with potentially huge consequences. Thus, the need for support and supervision is crucial. A better balance between the different tasks at hand during a PhD, is often required to thrive in academia. Knowing that permanent positions are relatively few and there are a lot more PhDs than permanent positions, the opportunities to find relevant jobs in the industry or public sector is also important. To have a career that does not have bad consequences

for health in general, but mental health in particular, is a requirement to have success in one's career. Thus, a good support when needed and a better system for how supervision also can take care of personal conditions for the PhDs will be important to shed light on.

All these different priorities will be worked on through our monthly board meetings, and in our day-to-day communication in the board. SiN will continue sending out our quarterly newsletters as well as having our quarterly meeting with our member organizations. An annual general meeting will be held at the end of the year to recruit a new board for the 2026 term.

The capacity of the board is currently limited. That is due to that the task in the board comes in addition to an oftentimes full position as an early career employee. That means that every time and effort put into working with SiN-matters actually eats up the research time available. To avoid having the board members experiencing bad coincidence of using time on representing the interest of temporary scientific staff, it is necessary to find a more sustainable solution when it comes to funding. It is of course nice to have some compensation in form of extra money, but knowing that the time available on research, leisure and other duties are reduced when working on SiN-matters, means that there are a need in also compensating in form of extra time added to the contract as a PhD, PostDoc or other early career researcher. This will potentially make it more attractive to be part of the SiN-board, but also make the work done in SiN more effective, and in turn be beneficial for policymakers. As the number of PhDs and other early career researchers is increasing it will be an increasing workload that will be needed to be handled by SiN. In that we are the only organization that have member organizations at the different institutions offering PhD education, SiN is unique in representing the united interests for early career researchers in Norway. To do this properly it is necessary to get a compensation that actually allows members to do a satisfying job. For example two new member organizations were admitted to SiN through the AGM 2024. SiN now consists of 13 member organizations. To follow all these members up properly requires resources. The board has now divided the member organizations between the different board members, for better contact, but with the resources currently available for SiN. The conflict between doing research and representing temporary scientific staff through SiN, in that all time used on SiN could eat either research time or leisure time and thus bring bad conscience, is a paradoxical dilemma, which can be solved by granting more time by making an extension to our contracts.

10.4 Need for more funding

SiN's primary mission is to be the central representative body for PhD candidates, postdocs and other temporary scientific researchers in an early career phase in Norway. As such, we answer government consultations, engage with other bodies and committees, we represent PhD candidates and postdocs' voices in the national media, and we do advocacy on behalf of our members to improve or influence public policy. We

do so by being available in the forums where policies affecting our members are being discussed, and work to be proactive in the public debate. Conference attendance, and having people present in these fora constitute a significant cost for SiN. Our member organisations do tremendous work locally working with PhD candidates and postdocs, and the institutions. As the number of PhD candidates and researchers grows, our workload grows with it. This ranges from more position statements, media debates, to greater participation at conferences, to more physical and digital events organised for all PhD and post-doctoral researchers in Norway, and potentially in the Nordics. We also observe a growing generation of young researchers who will more openly claim their rights and talk out against injustice. When we engage more in this way, the expectations, opportunities and needs for even more engagement rise.

SiN took a real hit in its activity repertoire during the Covid-19 pandemic and the 2024 board has attempted to increase the activity plan SiN supports in offering PhD candidates in Norway. The 2024 board also would like to attend events such as Arendalsuka to foster discussion with our partners and to promote the value of the PhD degree to civil society. However due to capacity and financial constraints, also when having the potential fine from Skatteetaten, this was not possible to materialize. The board of 2024 wanted to arrange a PhD day too, this has the potential to be a great day *both* to promote the interests for PhDs to learn about their responsibility, rights and roles in the greater research system, and for member organisations to meet and work together across the country. This will take a lot of planning and organizing, so the board was not able to make this happen in 2024, but the ambitions are transferred to the 2025 board.

The current funding does not allow SiN to be start big and sustaining initiatives such as regular events or meet-ups to foster collaboration between the member organisations at the institutions; creating a website solution where PhDs and postdocs can come and discuss challenges and experiences, thus easing the inclusion burden to Norwegian society; nor does it allow effective advocacy on behalf on the PhD candidates in arenas where other groups advocate for their stakeholders. We thus wish to increase our ability to financially and administratively support the local organisations AND promote their interests at a national level.

Regardless of what SiN's members expect, as the number of PhD candidates and postdocs grows, the workload continues to increase for SiN's board. To provide the best possible support to members, it would be expected that the workload expected of the board exceeded the planned 800 hours per board period, as it has done for the past 3 board periods. When knowing that all work on SiN matters for the board members are eating research time, when not compensated for in form of an extension of the contract, there is an unpleasant dilemma for board members how much they can afford in investing in time in SiN as at the same time avoiding being delayed in ones PhD, PostDoc or other temporary scientific position. This can hugely restrict who wants to run for positions in

SiN and how much work one can do when first elected. When knowing that the Student organization of Norway have 6 representatives working full time on promoting the students interest, it is paradoxical that SiN have 6 representatives that should work on SiN matters in addition to an usually already 100 percent position as a temporary employee. This workload is not sustainable, and unfortunately this situation has restricted the board members to have the best chance of finalizing their contracts on time. The president of the 2024 board for example needed to set aside most of her work on her PostDoc position to keep up with the SiN work. This gave SiN good opportunities to better be visible and active in the public debate, but this is not possible to do for all presidents or board members.

Especially among Norwegian candidates which may have more experience navigating the Norwegian public sector system, we experience that more and more choose not be engaged, and we believe we will be able to work with public agencies and others with less friction when there are Norwegians on our board who speak the language and know the system's culture up front. The 2024 president engaged in the public debate before her engagement with SiN, and because of this she has also started teaching on the supervisory relationships and for PhD candidates prior to her engagement as president. In addition she also co-founded the Movement for a Free Academia. This complemented her position as president of SiN, and benefited SiN greatly, but it's not sustainable to expect future presidents and board members to be able to make use of such opportunities. She also experienced that when she was the president for SiN in 2024 there were invitations and expectations that she contributed to give even more talks, media comments or lectures without payment and which the compensations of SiN will not cover as it will affect the other board members compensation. In the future, it would benefit actors in power, the academic system and culture that SiN can spend more time promoting the interests of PhDs, postdocs and other temporary staff with increased funding.

PhD candidates in Norway are employees, students, and varying degrees of researchers. All three of these are defined roles with different degrees of legal and regulatory structure around it. Being among the few, if not the only one, roles where such clearly defined, individual, roles are combined, issues regularly arise where employment law dictates one set of considerations whereas student law dictates a completely different set of considerations. SiN observes great work of our members at most of the established degree-awarding institutions in Norway, but engagement and public discussion lead to a greater expectation to ensure symmetry in how the law is applied to PhD candidates in equal employment at different institutions. SiN can function here as a great partner for the government and parliament, the institutions, and young researchers across Norway.

The more funding we have, the more thoughtful we can be in advising policies making clear where borderlines should be drawn for PhDs between candidates and employees.

The general consensus from the studies on PhD candidate welfare shows that there is an excessive degree of mental health issues among the PhDs, and that the levels of stress and depression are critical. In 2023 we worked on systematising this knowledge and finding solutions to ease the mental burden many PhD candidates feel. With more funding we can follow that up and work closer with the local organisations and universities and do more outreach to make sure the candidates who are uncomfortable talking to their advisor, administrators or HR about their issues can be heard and represented. Unfortunately, the capacity for the board in 2024 did not allow to work further on this initiative, but the 2025 board will have mental health of one of its priorities and thus will make sure that this issue is dealt with, and that mental health become a significant topic to talk about when it comes to temporary scientific staff.

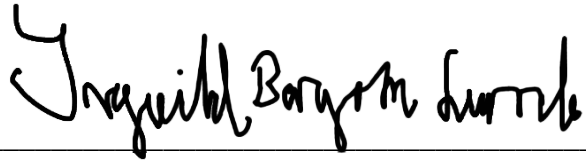
SiN's output has also grown along with its membership. We refer to section 4 of this report to see what we managed in 2024, with more funding in 2025, we should be able to better represent the voice and be constructive in making Norway the best place for PhD candidates to work and study.

We have suggestions below for future funding, this will make it possible to increase the compensation for the board members so it better reflects their actual work time and make it as an extension of the board members contract, instead of an additional salary. It may also encourage Norwegians to be in the board which is beneficial in communicating the interests of PhDs, postdocs and other researchers in the early career phase at a national level, as we experience Norwegians as somewhat more reluctant to take on extra responsibility that does not have a proper compensation. It also increases the amount of funding for arranging a PhD day.

| Incomes | Subtotal (NOK) |
|---|-----------------------|
| Membership fees | 33,000.00 |
| HKdir | 600,000.00 |
| Total income | 633,000.00 |
| Expenses | Subtotal (NOK) |
| Compensation for board members | - 350,000.00 |
| AGM | - 59,900.00 |
| Transition seminar 2025 | - 50,000.00 |
| Physical board meeting(s) (1-2) | - 20,000.00 |
| EuroDoc | - 10,000.00 |
| Representation & conferences | - 37,500.00 |
| Events | - 65,000.00 |
| Other | - 37,625.00 |

| | |
|-----------------------|---------------------|
| Total expenses | - 630,025.00 |
| | |
| Balance | 2,975.00 |

Signatures:



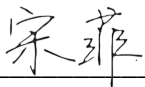
President 2024: Ingvild Bergom Lunde (UiO)



President 2025: Karl Henrik Storhaug Reinås (UiO)



Vice-President/Secretary 2025: Claire Degail (UiT)



Treasurer 2025: Fei Song (NTNU)



Head of Government Relations 2025: Kamil Piotr Szura (UiS)



Head of Communications 2025: Davit Gigilashvili (NTNU)



EuroDoc Liaison 2025 and 2026: Naheeda Hamza (UiO)

25.02.2025