



Living and Working in Norway



Erik Jørgensen/Innovation Norway



Johan Wildhagen/Innovation Norway



Nils-Erik Bjørholt/Innovation Norway

NAV EURES Norway
Inger Christensen

Norway - "way to the North"



Geography



- Population 5.000.000 (Mar. 2012)
- Immigrants: 600,000
- Capital Oslo
- 19 counties

- Biggest cities:

Bergen 270 000

Trondheim 180 000

Stavanger 235 000

Oslo 625 000

Kristiansand 83 500

Norway

- Currency Norwegian kroner, NOK
- Constitutional monarchy, King Harald V
- Prime Minister; since October 2013, Erna Solberg
- Conservative Party/Coalition government



Characteristics

- A northern climate, milder along the south and west coast.
- Bright summers/dark winters
- Natural variety
- Outdoor culture
- High standard of living
- Extensive welfare system
- Safe working conditions



Language

- Most Norwegians speak English.....
 - But most of the employers require that you speak Norwegian, or a Scandinavian language
- Norwegian courses held in most towns (for payment).
- Two official forms of Norwegian:
 - Standard Norwegian (bokmål)
 - New Norwegian (nynorsk)
- Close to Swedish and Danish (we understand each other)
- Many regional dialects
- Norwegian is the workplace language. Some exceptions: Oil and petroleum sector, some construction worksites, some cooks, restaurant, and cleaning positions, some seasonal (agriculture, fish industry)
- **Free online class:** <http://www.ntnu.edu/norwegiancourse/norwegian-on-the-web>
- **Online Class (not free of charge):** www.campusonline.no



Work in Norway
The Official Guide

Work in Norway

Citizens from Nordic countries

Citizens from EU/EEA

Citizens from countries outside EU/EEA

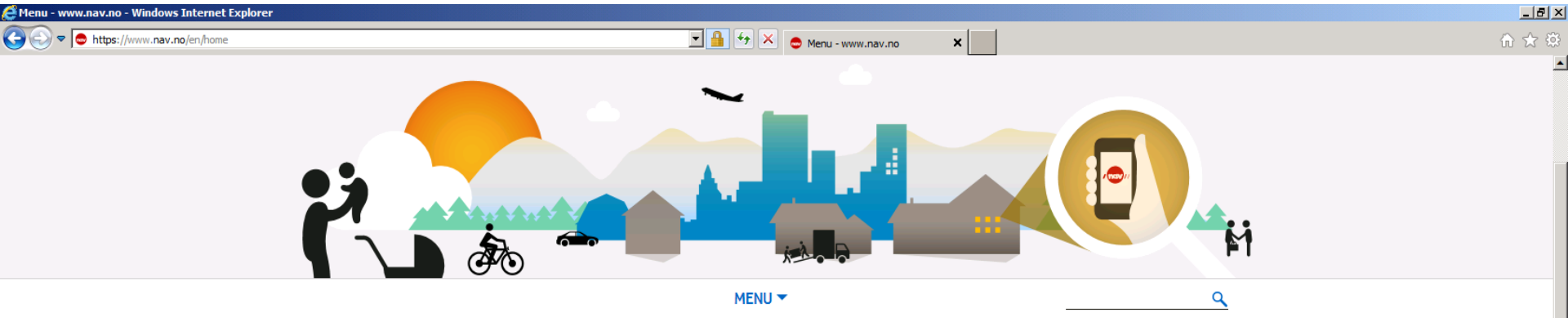
Recruit workers to Norway

For Norwegian companies looking to recruit foreign work force

The Norwegian labour market
The demand for unskilled workers in Norway is not expected to rise in the coming year. However, it is still expected a continuing demand for highly skilled workers in some sectors, NAV announces.

NAV Skatteetaten LDI Arbeidsløstymen Politiet

www.nav.no/en/Home



WORK IN NORWAY

This is the place to start if you want to work in Norway and need information about job seeking and social security.



FORMS AND APPLICATIONS

Once you have selected a form, you are automatically taken to a guide to completing the form.



SERVICES AND BENEFITS

Here you will find information about NAV's services and benefits with links to more detailed information.

USEFUL INFORMATION

[NAV EURES Services -for jobseekers from EU/EEA](#) ▶

[NAV EURES Services - for employers](#) ▶

[Labour market information in English](#) ▶

[Work and residence on Svalbard](#) ▶

NEWS

08/09/2014
[Cash-for-care benefit rules changed 1 August 2014](#)

19/06/2014
[Chat with EURES about work in Norway](#)

02/06/2014
[Information to disability pension recipients](#)

SHORTCUTS

[NAV Service Centre EURES](#) ▶

[NAV telephone helplines](#) ▶

[Publications](#) ▶

[Workinnorway-The Official Guide](#) ▶

[Information in Polish](#) ▶

Shortages

- Companies and institutions are in need of:
 - Pre-school teachers
 - Teachers (especially in science subjects and maths)
 - Medical doctors, nurses
 - Specialized nurses
 - Truck Mechanics and car Mechanics,
 - Electro- mechanics
 - Electricians – language requirements
 - Industrial plumbers
 - Cooks, pastry chefs and waiters
 - Hair dressers – language requirements
 - Engineers



Job seeking I

- Make a Curriculum Vitae (CV) in English or a Scandinavian language
- Europass CV
- 2-3 reference persons is common (who speak English!)
- First CV and cover letter, other documents if requested
- Be prepared for this, have scanned copies of certificates, diplomas, letters of reference etc ready to go!





Job seeking II



- Curriculum Vitae (CV) in English for Norwegian employers:
 - Personal (name, address, phone, e-mail etc.)
 - Education (describe shortly)
 - Work Experience (describe shortly)
 - Courses and certificates
 - Language skills
 - Interests
 - References (former employer + phone numbers)
 - Photo?
 - 1-2 pages maximum



Job seeking III



- Find jobs at:
 - www.nav.no/en/Home
 - www.finn.no
 - Advisement: www.nav.no/englisheures
- Advisement about job seeking: www.nav.no/englisheures, eures@nav.no
- Call for jobs at: NAV Service Centre Phone
 - Phone: +47 800 33 166
 - Monday – Friday 08:00 – 18:00
- Contact the EURES Adviser in your area

Working Conditions

- Written contract
- 3-6 months probationary period
- Salary paid once a month
- Employer draws tax from your monthly pay
- 37,5 working hours per week
- Shift workers have 35,5 hours working week.
- Maximum 40 hours per week.





Working Conditions



- Holiday: 25 working days per year
- Holiday pay normally paid out in the month of June
- Holiday pay 12% of gross pay for trade union members
- 10,2% for non trade union members.
- The working environment act. www.arbeidstilsynet.no (available in English)



Is Norway expensive?



- Most Norwegian families are two-income economies
- Clothing and food prices average for Europe
- Income tax is also average for Europe
- Housing is expensive (approximately 40 % of your income)
- Luxury items are expensive (hotels, alcohol, cigarettes etc)
- VAT (sales tax) on some items higher than in many countries....
- Cars are very expensive.
- Petrol is also expensive, about 1,8 euro per liter (August 2014).
- It is expensive to visit Norway as a tourist.

Taxes

- If you work in Norway for a Norwegian employer, you pay income tax to Norway
- Average income tax is 28% (24.5%)
- The National Insurance contribution is 7.8% of gross salary.
- Deductions!
 - EU citizens are entitled to a deduction called “standardfradrag” in the two first years (10% or max NOK 40,000 per year)
 - Interest paid on mortgages and loans can be deducted from taxable income
 - Tax return form submitted every year in April





Useful web sites



Recognition of qualifications

www.nokut.no (vocational and higher education)

www.sak.no (authorization of health personnel)

www.dsb.no (National electrical safety authority – authorization for electricians)



Work/Residence/Registration



- Norway is an EEA (not EU) member
- EU/EEA citizens have the right to work in Norway
- Job holders must register with UDI (Directorate of Immigration):
 - <https://selfservice.udi.no> (Self-service online registration)
 - Or nearest police station (bring passport and other necessary documents)
- Job seekers register only when staying longer than 3 months
- www.sua.no Service Centre for Foreign Workers

**Grazie per
l'attenzione!**

