

Wages and Working Conditions in Norway

Information to employees from the Czech Republic, Estonia,
Latvia, Lithuania, Poland, Slovakia, Slovenia and Hungary



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Fellesforbundet

Welcome as an employee in Norway

Fellesforbundet (The United Federation of Trade Unions) wishes you welcome to Norway. The members of our trade union include employees in the building industry, the engineering industry, and agriculture. We have negotiated nationwide wage agreements that determine pay levels and other benefits for all employees embraced by these agreements.

This brochure will serve to provide you with information on pay and working conditions in Norway. To achieve the best possible pay and working conditions while you are working in Norway, it is important that you join a trade union.

Registration as an employee

All employees working in Norway must be registered in the Employee Register (the A-register). Your employer is responsible for ensuring that you are registered, but it can be a wise move to make sure that you have actually been registered by the employer.

All foreign employees working on the Continental Shelf or on building and construction sites in Norway must be registered with the Central Office – Foreign Tax Affairs (SFU).

Rights and regulations applying to all employees working in Norway

Employment contract

All employees working in Norway must have an employment contract with the employer. This contract shall state the name of the employer, the name of the employee, where the employee is employed and the conditions of employment that have been agreed. The employment contract must be dated and signed by the employer.

A safe and satisfactory working environment

All employees working in Norway have the right to a safe and satisfactory working environment. Fellesforbundet has regional safety officers who can assist employees in the building and construction industry, if required. Safety officers are based at our different district offices.

Working hours and overtime

Normal working hours in Norway are fixed at 40 hours per week, and 9 hours per day. For any work exceeding this, an overtime supplement of at least 40 percent of the hourly rate shall be paid.

If there is an agreement on working hours where employees may take time off in lieu on an hour-to-hour basis, no overtime supplement is paid.

Sundays and public holidays, 1 May and 17 May

In Norway, Sundays and public holidays are statutory holidays. 1 May and 17 May are public holidays and you have the right to time off with full pay on these days.

Holidays and holiday pay

When working in Norway you are entitled to an annual holiday of 21 working days provided you have worked for the full holiday earning period. You are also entitled to holiday pay.

Industrial injury insurance

All employers having employees working in Norway must take out industrial injury insurance cover for employees in respect of industrial injury and occupational disease.

Ban against accepting payment for arranging employment

If you obtain employment in Norway through an agency or a person, the agency or person may not accept payment from you for procuring work. Agencies or hiring services are not allowed to take payment from employees.

Rights and regulations which apply only if you are employed in a Norwegian enterprise

Employees from the Czech Republic, Estonia, Latvia, Lithuania, Poland, Slovakia, Slovenia and Hungary, who on their own initiative wish to take up employment in Norway, must have a specific offer of full-time employment before applying for a resident's permit in Norway. Details of the information that must be given in the application and the documentation required can be obtained from the employer or the website <http://www.udi.no>.

Remember, an employee may not start work before a resident's permit has been granted.

Wages

One of the conditions for obtaining a resident's permit is that you must receive a tariff wage or a wage level that is normal in the industry concerned.

The table below shows the minimum wage levels and the average wage levels (as at 1 sept. 2005) for skilled workers in two different industries.

	Minimum wage		Average wage	
	NOK	€	NOK	€
Engineering industry	111.59	14	148.28	18
Building industry	126.00	16	166.80	21

If you work in agriculture, it is a condition for obtaining a resident's permit that you receive a wage level of at

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least NOK 84.50 per hour for work of up to three months' duration. For work exceeding three months, you must receive at least NOK 104.50 per hour.

You are entitled to a wage that must not be lower than the minimum wage level, but may well be higher.

In Norway, you will receive a gross wage from which income tax is deducted. Income tax is paid in by the employer before you receive your net wage.

Pay slips

You have the right to a pay slip. Pay slips shall give information on gross wage, net wage and tax-withholding, so that you can check that tax has been deducted.

Unauthorized wage deductions are not permitted

An employer may not otherwise make deductions from an employee's wages and holiday pay unless this has been agreed in writing between employer and employee. If you leave your employment before your notice expires, an employer may however make a deduction from your wages for the expenses he has incurred in this connection.

Termination of employment

If you are employed in a Norwegian enterprise and your employment is terminated, the Norwegian rules for

termination of employment will apply. Termination of employment must be given in writing. The period of notice is usually one full calendar month after you have received notice of termination. If you are employed for a trial period and this is stated in writing, the period of notice is 14 days.

Contact Fellesforbundet

As you can see from reading this brochure, you have many statutory rights as an employee in Norway. If, in addition, you are a member of a trade union, and a wage agreement applies to the enterprise where you work, you will benefit from additional rights in Norwegian society. If you would like more information on the rights and obligations of employees, please contact Fellesforbundet. The addresses of our district offices are given on the back of this brochure.

If you are employed at Snøhvit, Melkøya, Tjeldbergodden, Mongstad, Kårstø, Kollsnes, Ormen Lange and Sture

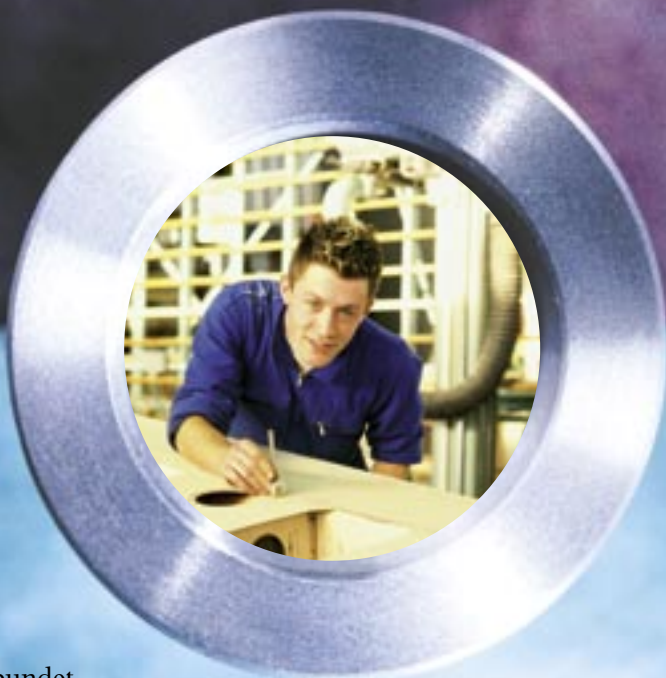
If you are employed by a foreign enterprise working in Norway, the Norwegian minimum wage regulations do not apply.

However, following demands made by Fellesforbundet, the aforementioned minimum wage regulations, and certain other regulations in our tariff agreements, are generally applied at the 7 above mentioned petroleum facilities with effect from 1 December 2004.

Contact Fellesforbundet if you require further information on the regulations that apply at these plants.

**Addresses and telephone numbers of
Fellesforbundet's district offices:**

Østfold, Sarpsborg,	69 10 23 40
Akershus, Oslo,	23 06 32 90
Oslo, Oslo,	23 06 15 84
Hedmark, Hamar,	62 54 09 90
Oppland, Gjøvik,	61 18 79 20
Buskerud, Drammen,	32 25 59 80
Vestfold, Tønsberg,	33 30 70 70
Telemark, Porsgrunn	35 57 29 70
Aust-Agder, Arendal	37 07 30 10
Vest-Agder, Kristiansand S.	38 12 06 50
Rogaland, Stavanger	51 50 02 00
Hordaland, Bergen	55 30 91 50-70
Sogn og Fjordane, Førde	57 82 09 88
Møre og Romsdal, Molde	71 20 16 40
Sør-Trøndelag, Trondheim	73 87 94 10
Nord-Trøndelag, Steinkjer	74 13 56 00
Nordland, Bodø	75 54 96 50
Troms/Finmark, Tromsø	77 60 35 30



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