

# Wages and Working Conditions in Norway

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



[www.fellesforbundet.no](http://www.fellesforbundet.no)



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.

Following demands made by Fellesforbundet, the minimum wage and other conditions in our tariff agreements applies to building sites in the Oslofjord region. The Oslofjord region comprises the counties of Østfold, Akershus, Oslo, Buskerud and Vestfold. Fellesforbundet has demanded that the same conditions must apply for construction sites in Hordaland.

This brochure is for you – an employee in Norway. It provides you with information on pay and working conditions, and your rights as an employee in Norway.

## ***Contact Fellesforbundet***

If you are in doubt concerning the conditions that apply to you at your place of work or if you require more information on your rights and obligations as an employee, contact Fellesforbundet.

If you do not receive the wages you are entitled to or your rightful working conditions, contact Fellesforbundet.

To achieve the best possible pay and working conditions while you are working in Norway, it is important that you join a trade union.

## ***Wages***

You are entitled to an hourly wage of minimum NOK 126 if you are a skilled worker and minimum NOK 115 if you are unskilled.

## ***Overtime payment and shift work supplement***

You are entitled to an additional 50 percent on the hourly rate for working hours exceeding 37.5 hours per week on an average. If overtime work takes place between 2100 hours and 0600 hours, on a Sunday or other public holiday, you are entitled to a 100 percent supplement on the hourly rate. If you work on a shift basis, you are entitled to a shift work supplement.

### ***Travelling and subsistence allowance***

If you are sent on a work assignment involving overnight stays outside the home, your employer shall cover the necessary expenses for subsistence and the actual expenses for a reasonable number of journeys to your home.

### ***Public holidays, 1 May and 17 May***

In Norway, Sundays and public holidays are statutory holidays. 1 May and 17 May are also public holidays.

You are entitled to normal wages on public holidays and on 1 and 17 May when these days would otherwise have been normal working days, provided you are not absent from work on the working day before or after the public holiday.

### ***Holidays and holiday pay***

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.

### ***Employment contract***

You must have an employment contract with your employer. The contract shall state the name of the employer, the name of the employee, where you are 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***

You 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.

### ***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.

## ***RIGHTS AND REGULATIONS WHICH APPLY ONLY IF YOU ARE EMPLOYED IN A NORWEGIAN ENTERPRISE***

### ***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.

### ***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.



***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/Finnmark, Tromsø      | 77 60 35 30    |







Fellesforbundet  
(The United Federation of Trade Unions)  
Lilletorget 1  
0184 Oslo

phone: 23 06 31 00  
telefax: 23 06 31 01  
website: [www.fellesforbundet.no](http://www.fellesforbundet.no)  
e-mail: [fellesforbundet@fellesforbundet.no](mailto:fellesforbundet@fellesforbundet.no)