

2024

# WORKATION IN: NORWAY

Overview of Mandatory Employee Protection Law



## Workation in: Norway – Mandatory employee protection law

In a connected world, mobile delivery of work performance is becoming increasingly more common. The most popular phenomenon here is probably the so-called "workation". When employers allow work from abroad, it is not uncommon for mandatory employee regulations to be ignored, regularly unintentionally and out of lack of knowledge.

However, according to Art. 8 (1) 2 and Art. 9 (1) Rome I Regulation, mandatory employee regulations must be taken into account. Usually, these concern personal occupational health and safety law enacted in the public interest for reasons of public welfare.

When allowing an employee to work temporary in **Norway**, the following mandatory regulations are to be observed by any employer based in an EU member state regardless of the applicable laws in that state and any contractual choices of law.

The following list is only intended as an overview and cannot replace a specific case assessment.

- 1. Minimum wage** There is no general minimum wage for all sectors and workers in Norway. Nevertheless, minimum wages have been introduced in certain sectors in general application of collective agreements.

Generally applicable collective agreements are agreements concerning pay and working conditions that apply to everyone who works in the specific sector, regardless of whether they are party to the agreement.

The following sectors have generally applicable collective agreements:

**Construction:**

- For skilled workers: NOK 238,30. For unskilled workers without any experience of construction work: NOK 214,90. For unskilled workers with at least one year's experience of construction work: NOK 223,80. For workers under 18 years of age: NOK 146,50.

**The maritime construction industry:**

- Workers who perform production, assembly and installation work in the maritime construction industry, cf. section 2 of the regulations, shall have an hourly wage of at least: For skilled workers: NOK 204,51. For semi-skilled workers: NOK 195,54. For unskilled workers: NOK 186,67.
- In the case of work requiring **overnight stays** away from home, with the exception of workers taken on at the work site, the following hourly supplement shall be paid: For skilled workers: NOK 40,90. For semi-skilled workers: NOK 39,11. For unskilled workers: NOK 37,33.

- **Shiftwork:** At workplaces with shiftwork the following hourly supplement shall be paid: For work in a two-shift arrangement (36.5 hours a week): First shift: until 14.00 hours on Saturday: no supplement. Second shift: NOK 21,16. For shiftwork after 14.00 hours on days before Sundays and public holidays: NOK 45,22. From 14.00 hours on Christmas Eve and New Year's Eve and on the Saturdays before Easter Sunday and Whit Sunday: NOK 64,83. Every hour after 24.00 hours a supplement shall be paid corresponding to the supplement for the third shift: NOK 32,46.
- **For work in a three-shift arrangement (35.5 hours a week):** First shift: until 14.00 hours on Saturday: no supplement. Second shift: NOK 21,81. Third shift: NOK 32,46. For shiftwork after 14.00 hours on days before Sundays and public holidays: NOK 46,53. From 14.00 hours on Christmas Eve and New Year's Eve and on the Saturdays before Easter Sunday and Whit Sunday: NOK 66.66.
- **For continuous three-shiftwork (33.6 hours a week):** First shift: until 14.00 hours on Saturday: no supplement. Second shift: NOK 23,12. Third shift: NOK 34,29. For shiftwork after 14.00 hours on days before Sundays and public holidays: NOK 49,13. From 14.00 hours on Christmas Eve, New Year's Eve, and on the Saturdays before Easter Sunday and Whit Sunday: NOK 70,44.
- **Conversion from normal working hours:** When converting from normal working hours, 37.5 hours a week, to alternative working hour arrangements, use the following table: From 37.5 hours – 36.5 hours: 2.74%. From 37.5 hours – 35.5 hours: 5.63%. From 37.5 hours – 33.6 hours: 11.61%.

### Agriculture and horticulture

- **Vacation and harvest workers:** Workers under 18 years of age: NOK 124,90. Over 18 years of age – employed for up to 12 weeks: NOK 144,90. Over 18 years of age – employed 12 to 24 weeks (3-6 months): NOK 150,40. Workers over 18 years of age who are employed for more than 6 months shall receive the rate for unskilled permanent employees.
- **Permanently employed workers:** Unskilled workers: NOK 164,80. Workers under 18 years of age: NOK 134,40. Supplement for skilled workers: NOK 14.00.
- **Weekend/public holiday supplement for farm relief workers on permanent rotas:** A supplement of 25 % is paid per hour worked: between 00.00 hours on Saturday and 24.00 hours on Sunday. Between 00.00 hours and 24.00 hours on Christmas Eve and New Year's Eve. Between 00.00 hours and 24.00 hours on movable holidays and on 1 May and 17 May. Apprentices shall be paid at least 80% of the rate for permanently employed workers. See above.

- **Reimbursement of expenditure:** Allowances paid as reimbursement of expenditure actually incurred on account of posting of workers, such as expenditure on travel, board and lodging, shall not be regarded as part of the wage pursuant to the Regulations.

#### **Cleaning workers:**

- Workers who perform cleaning work shall have a minimum hourly rate of: NOK 216,04.
- Workers under 18 years of age who perform cleaning work, shall have a minimum hourly rate of: NOK 165,05.

#### **Fish processing enterprise**

- **Skilled workers and production workers with associated work operations, warehouse workers, transport workers, security guards, cleaners, canteen workers, craftsmen, service technicians, supervisors, controllers, instructors and refrigeration technicians, cf. section 2 of the regulations on general application of the collective agreement for fish processing enterprises (Norwegian only), shall have a minimum hourly wage of:** For skilled workers: NOK 220,03. For production workers: NOK 206,03. Workers under 18 years of age who perform work pursuant to section 2 of the regulations on general application of the collective agreement for fish processing enterprises shall have a minimum hourly wage of 80% of the minimum wage rate. Workers over 17 years of age who have worked for 12 weeks in the enterprise shall be remunerated according to the wage groups under which their work is classified. Pay seniority earned by school pupils may be carried forward to the following year within the same sector. Pay seniority earned as young workers shall also apply after reaching 18 years of age.
- **Shiftwork:** At workplaces with shiftwork, the following supplements shall be paid in addition to the hourly rate: For work in a two-shift arrangement: 20% of the minimum wage rate. For work in a three-shift arrangement: 25% of the minimum wage rate.

#### **Electricians:**

- **Workers carrying out installation, assembly and maintenance of electrical systems for automation, computing, telecommunications etc. shall have a minimum hourly wage of:** For skilled workers carrying out skilled work: NOK 242,34. For other workers: NOK 213,66.
- **Shiftwork:** In connection with shiftwork, the following hourly supplement shall be paid in addition to the hourly rate: For work in a two-shift arrangement: 17 % of the minimum wage rate. For work in a three-shift arrangement: 27.3 % of the minimum wage rate.

#### **Freight transport by road:**

- This applies to all employees carrying out road freight transport with vehicles with a gross vehicle weight exceeding 3.5 tonnes. This also applies to employees in undertakings established outside Norway if transportation is a provision of service as defined in section 1-7 of the Working Environment Act (posted employees).
- Minimum hourly wage: All employees carrying out freight transport by road (with vehicles with total weight over 3.5 tonnes) shall have a minimum hourly wage of NOK 207,00.
- This does not apply to the transportation of the undertakings' own goods.

#### **Passenger transport by tour bus:**

- This applies to all employees of enterprises operating passenger transport by coach or bus when such transport is not subject to competition for licences (in accordance with section 8 the Professional Transport Act).
- Minimum hourly wage: Employees of enterprises operating passenger transport by coach or bus shall have a minimum hourly wage of: NOK 202,62.
- This also applies to employees of foreign undertakings provided that the transport assignment is organised in a manner involving posting of workers as part of a temporary service provision, as defined in section 1-7 of the Working Environment Act.
- This does not apply to apprentices or persons taking part in labour market schemes.

#### **Hotel, Restaurant and Catering:**

- **Workers over 20 years of age and workers over 18 years of age who have a minimum of four months work experience:** Hourly wage: NOK 190,79.
- **Young workers:** 16 years old: NOK 128,58. 17 years old: NOK 138,08. 18 years old: NOK 152,34.
- Deduction from gross income for lodging provided by the enterprise: Single room: NOK 630,83 a month. Double room: NOK 420,30 a month.
- Wage deductions for lodging can only be made when employees live in simple, furnished lodgings, typically a single or a double bedroom in a hotel where the employee is working. If the enterprise provides more independent lodgings, with e.g. cooking facilities, the employer and employee must come to an agreement with regard to rent. There are no rules with regard to evening, night and weekend overtime supplements, but the employee and employer may stipulate various supplements in the employment agreement. Working hours and overtime arrangements must comply with the provisions in the Working Environment Act.
- **The following groups are not entitled to minimum wage:**  
**Managers and middle managers:** An employee who to a

large extent leads, allocates and checks work performed by others is considered a manager or a middle manager, e.g. head chefs, head waiters and home economists.

**Apprentices/labour market initiatives:** In order to be an apprentice, there must be an agreement regarding training in a training establishment between an upper secondary school and an approved training establishment, which then is the apprentice's employer. For participants in labour market initiatives, there must be a decision or agreement with the Norwegian Labour and Welfare Administration (NAV).

- **Tips:** The Norwegian Labour Inspection Authority does not consider tips part of the wages, pursuant to the regulations on general application of wage agreement. If the employer reports tips as income and thus includes the tips in the calculation basis for holiday pay, taxes and social security benefits, tips will be considered wages.

## 2. Minimum paid leave

The main rule in Norway is that all employees are entitled to a holiday (ferie) and holiday pay (feriepenger). You are entitled to 25 working days holiday per year. Working days are all the days of the week except Sundays or statutory/public holidays.

An employee has the right and obligation to use their full holiday, and the employer is obliged to ensure that you take your full holiday. You cannot freely decide when to go on holiday. If you have specific holiday plans, remember to ask for your employer's permission two months before your holiday.

## 3. Public holidays

Name	Date	Scope of application
<b>New Year</b>	January 1st	Nationwide
<b>Maundy Thursday</b>	Varies from year to year	Nationwide
<b>Good friday</b>	Varies from year to year	Nationwide
<b>Easter sunday</b>	Varies from year to year	Nationwide
<b>Easter Monday</b>	Varies from year to year	Nationwide
<b>May 1st</b>	May 1 st	Nationwide
<b>May 17st</b>	May 17	Nationwide
<b>Ascension Day</b>	Varies from year to year	Nationwide
<b>Whit Monday, Pentecost Monday</b>	Varies from year to year	Nationwide
<b>Christmas Eve</b>	December 24	Nationwide
<b>Christmas day</b>	December 25	Nationwide
<b>Boxing day</b>	December 26	Nationwide
<b>New Years Eve</b>	December 31	Nationwide

#### 4. Maximum working time

There are limits for how much you may work per 24-hour day and per week. These limits are laid down in the Working Environment Act but may also be regulated by your employment contract and by any collective agreements. As a general rule, normal working hours in Norway are 9 hours within 24 hours and 40 hours in 7 days.

The normal working hours may be calculated on the basis of a fixed average. This means that you may work more than the limit for normal working hours during certain periods in exchange for working correspondingly shorter hours during other periods. The average number of hours worked must be within the limits for normal working hours.

Calculation on the basis of a fixed average may be agreed in writing between the employer and the employee, be laid down in a collective agreement between the employer and a group of employees or be practised in accordance with a dispensation granted by the Labour Inspection Authority.

##### **Agreement between the employee and the employer:**

For a period of up to one year, working hours may be distributed as follows:

- 10 hours per 24 hours
- 48 hours per 7 days

The limit of 48 hours per seven days may be calculated according to a fixed average over a period of eight weeks provided. But normal working hours shall not exceed 50 hours in a week.

However, the average number of hours in the period must not exceed the statutory limits for normal working hours.

##### **Agreement between the employer and employees' representatives in an undertaking bound by a collective pay agreement:**

For a period of up to one year, working hours may be distributed as follows:

- 12,5 hours per 24 hours
- 48 hours per 7 days

The limit of 48 hours per seven days may be calculated according to a fixed average over a period of eight weeks provided. But normal working hours shall not exceed 54 hours in a week.

However, the average number of hours in the period must not exceed the statutory limits for normal working hours. Nor may extended working hours be worked continuously for more than eight weeks.

##### **On the consent of the Labour Inspection Authority:**

For a period of up to 26 weeks, working hours may be distributed as follows:

- 13 hours per 24 hours
- 48 hours per 7 days or 48 hours on average during a period of 8 weeks



However, the average number of hours in the period must not exceed the statutory limits for normal working hours.

**Exceptions:** Employees in managerial positions or positions with a high level of independence are excepted from the above stated rules regarding working time.

## 5. Minimum rest periods

### Breaks

An employee is entitled to at least one break if their daily working hours exceed five and a half hours. If the daily working hours is a total of eight hours or more, breaks must collectively amount to at least half an hour.

If an employee must remain at the workplace during their break, or if there is no adequate break room, the break shall be considered part of working hours.

If an employee works more than two hours after regular working hours have ended, the employee will be entitled to another break of at least half an hour. This break will be considered part of working hours.

### Daily and weekly off-duty periods

There are rules for daily and weekly off-duty periods. This is to ensure enough rest and leisure time for employees.

Employees are entitled to a minimum of:

- 11 hours of continuous off-duty time per 24 hours
- 35 hours of continuous off-duty time per 7 days

Employers and employee-elected representatives in undertakings bound by a collective agreement may agree on shorter continuous off-duty periods, but no shorter than:

- 8 hours per every 24 hours
- 28 hours per every 7 days

The weekly number of leisure hours cannot be reduced. It is possible to agree on a shorter off-duty period per 24 hours if the employee is given an equivalent period of rest (hour for hour). This period of rest must be taken no later than after finishing the second work period. For example, an employee may work 16 hours, take 8 hours off, and then work another 16 hours. However, they must then have an off-duty period of at least 14 hours (11 hours + 3 hours as compensation for a lost rest period).

## 6. Occupational safety laws

### Relevant laws:

- The Norwegian Working Environment Act:  
<https://lovdata.no/dokument/NLE/lov/2005-06-17-62>
- The Norwegian National Insurance act:  
<https://lovdata.no/dokument/NL/lov/1997-02-28-19?q=ftrl>

### The obligation to have an Occupational Health Service

The employer is obliged to link the business to an occupational health service approved by the Norwegian Occupational Safety and Health Administration when the levels of risk in the business so require. Among other businesses, this includes the building and construction



business, healthcare services, the transportation business, and a lot of different production businesses.

The occupational health service must assist the employer, employees, working environment committees and health and safety representatives in creating a safe working environment that promotes good occupational health.

### **The obligation to have a Health and Safety Representative (Verneombud)**

For all Norwegian employers and companies, a Health and Safety Representative must be elected among the employees, by the employees. If the company employs less than five people, the parties can agree in writing on another arrangement, including that there should be no Health and Safety Representative in the company. The Norwegian Labour Inspection Authority can decide whether a company must have a Health and Safety Representative despite of these rules.

### **The obligation to have a Working environment committee**

In businesses where at least 30 employees are regularly employed, there must be a Working Environment Committee (in Norwegian this is called Arbeidsmiljøutvalg), where the employer, the employees and the occupational health service are represented. Working environment committees must also be established in businesses with between 10 and 30 employees, when one of the parties in the business requires it. The committee must act to implement a fully responsible working environment in the company. The committee must participate in the planning of the protection and environmental work, and closely follow developments in matters concerning the safety, health, and welfare of the employees.

### **The obligation to provide information and discuss matters of importance regarding the employees' working environment**

In businesses which regularly employ at least 50 employees, the employer must inform about and discuss matters of importance to the employees' working relationship with the employees' union representatives.

### **The obligation to have routines for internal reporting**

All employees have a right to report objectionable conditions in the employer's business, and the employer has an obligation to have routines for internal reporting.

Such objectionable conditions may be circumstances that are in violation of legal rules, written ethical guidelines in the business or ethical norms that are widely accepted in the society.

## **7. Maternity Protection provisions**

### **Caring leave**

Parents are entitled to two weeks' care leave when giving birth or taking over care of a child.

When can a father or co-parent take leave?

The father or co-parent can take his two weeks of carer's leave in the period from two weeks before the birth to two weeks after the mother has returned home. If the care of the family dictates it, the father or co-mother can postpone the time of the leave.

Caring leave is basically unpaid unless the employee has an agreement with the employer, possibly a collective agreement that gives better rights, which is common.

Taking over leave for parents who do not live together.

If the parents do not live together, the right to leave can be taken out by someone else who helps the mother.

### **Parental leave**

Parents are entitled to leave in connection with a birth or after a birth. Parents are also entitled to be paid parental benefit while they take this leave. It is also possible to combine claiming graduated parental benefit with working part-time; this is called partial leave.

Parents are entitled to a total of 12 months' leave in connection with a birth. These 12 months include the mother's entitlement of up to 12 weeks' leave during the pregnancy and 6 weeks' leave which can only be taken by the mother after the birth.

In addition to these 12 months, each of the parents is entitled to 1 year's leave each, for each birth. This leave must be taken immediately after the first year of leave.

The Working Environment Act only regulates the entitlement to leave from work, and not the payment of parental benefit. Payments are being made by NAV (the Norwegian Labour and Welfare Organization).

### **Accommodation and relocation in case of pregnancy**

When an employee is pregnant, the employer has a duty to ensure that the employee is not exposed to harmful influences that may pose a risk of reproductive harm.

The employer must arrange for accommodation or relocation.

The employer must ensure that an employee who is pregnant is not exposed to harmful effects that could lead to reproductive harm. If there is such a risk, the employer must ensure the necessary arrangements or, if necessary, relocation of the pregnant woman.

## **8. Protection of young people at work**

Children under 15 years of age or attending compulsory education shall not perform work subject to this Act except

- a. cultural work or the like,
- b. light work provided the child is 13 years of age or more,
- c. work that forms part of their schooling or practical vocational guidance approved by the school authorities provided the child is 14 years of age or more.

### **Prior consent for work by children and young people**

As a general rule, children under the age of 15 or who attend secondary school must not work. Exceptions can be made for children who are to perform and perform cultural, artistic, sporting or advertising work if the employer has obtained prior consent from the Norwegian Labor Inspection Authority.

Employers must apply for prior consent from the Norwegian Labor Inspection Authority if children under 15 or attending secondary school are to;

- cultural work
- artistic work
- sporting work
- advertising work

The employer must obtain prior consent from the Norwegian Labor Inspection Authority before the work starts. We cannot give permission for other types of work.

**Working hours** for persons under 18 years of age shall be so arranged that they do not interfere with their schooling or prevent them from benefiting from their lessons.

(2) In the case of children who are under 15 years of age or are attending compulsory education, working hours shall not exceed:

- a. 2 hours a day on days with teaching and 12 hours a week in weeks with teaching,
- b. 7 hours a day on days without teaching and 35 hours in weeks without teaching,
- c. 8 hours a day and 40 hours a week for the total of working hours and school hours where the work is part of an arrangement involving alternating theoretical and practical education.

In the case of young persons between 15 and 18 years of age who are not attending compulsory education, working hours shall not exceed 8 hours a day and 40 hours a week.

When children work for two or more employers, working hours shall be calculated as a total of the hours worked for all employers. The employer is obliged to obtain information concerning hours worked for other employers.

Children who are under 15 years of age or are attending compulsory education shall not work between 8.00 p.m. and 6.00 a.m.

Young persons between 15 and 18 years of age who are not attending compulsory education shall have an **off-duty period** of at least 8 hours including the time between 11 p.m. and 6.00 a.m. Work between 9 p.m. and 11 p.m. is night work, and is not permitted unless necessitated by the nature of the work or unless there is an exceptional and time-limited need for night work.

Persons under 18 years of age shall have a **rest break** of at least 30 minutes, if possible continuous, if daily working hours exceed four hours and 30 minutes.

Within each period of 24 hours, there shall be a continuous off-duty period of at least:

- a. 14 hours for children who are under 15 years of age or are attending compulsory education,
- b. 12 hours in the case of young persons between 15 and 18 years of age who are not attending compulsory education.

Persons under 18 years of age shall have a continuous off-duty period of at least 48 hours per seven days. The off-duty period shall as far as possible be on a Sunday or public holiday.

Persons under 18 years of age who attend school shall have at least four weeks holiday a year, of which at least two weeks shall be taken during the summer holiday.

## 9. Anti-discrimination provisions

- Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act):  
<https://lovdata.no/dokument/NLE/lov/2017-06-16-51>
- The Norwegian Working Environment Act chapter 13:  
[https://lovdata.no/dokument/NLE/lov/2005-06-17-62#KAPITTEL\\_14](https://lovdata.no/dokument/NLE/lov/2005-06-17-62#KAPITTEL_14)

These provisions require the equal treatment of employees of different genders, religions, nationalities, social and cultural backgrounds, ages, and sexual orientations. Different treatment must have an objective and justified reason.

## 10. Reporting obligations to authorities when taking up work

If you are employing foreign citizens, it is your responsibility to check that the employee has a right to work in Norway. Foreign workers must generally have a residence permit in Norway, depending on the workers country of origin:

- Nordic citizens (Swedish, Danish, Icelandic and Finnish) can work in Norway without registering with the police.
- Other EU/EEA citizens must register with the police at the latest three months after arriving in Norway. If the EU/EEA workers plan to live in Norway for more than six months, they must report the move at the latest eight days after arrival.
- Non-EU/EEA citizens must apply for residence permit in order to work in Norway.

Reporting obligations may exist on the basis of the Posted Workers Act, depending on the specific industry.

In particular, employers from the following sectors must observe reporting obligations.

Registration under the Posted Workers Act:

- Main construction trade
- Roofing trade
- Electrical trades
- Building cleaning services
- Scaffolding trades
- Care services
- Slaughtering and meat processing (meat industry)
- Chimney sweeping trade
- Security services (security guards at commercial airports)
- Stonemasonry and stone sculpture trades
- Training and further education services according to the Second or Third Book of the German Social Code

## 11. Miscellaneous Sick Pay

The employer is obliged to pay sick pay to the employee for the first 16 calendar days of a sick leave, cf. National Insurance Act § 8-18. The employer's period is calculated from and including the first full day of sick leave. The employer is only obliged to pay sick pay for the days that wages should have been paid.

The sick pay is 100% of the "sick pay basis". The "sick pay basis" is calculated based on an average of the income reported in the last 3 calendar months before the sick leave started.

### **The employer's national insurance contribution (Employer's tax)**

The employer is normally obliged to pay employer's tax. If the employee has a social security exemption in Norway, the employer may still be exempt from paying employer's tax. This tax is normally 14,1% of the total salary and holiday pay for each employee and shall be paid six times a year.

Payment deadlines:

1st period – 15 March

2nd period – 15 May

3rd period – 15 July

4th period – 15 September

5th period – 15 November

6th period – 15 January

Payments must generally be made to the Norwegian Tax Administration.

### **Occupational Injury Insurance (Yrkesskadeforsikring)**

All employers in Norway must establish an occupational injury insurance (yrkesskadeforsikring). Occupational injury insurance is required by Norwegian law. An employer who does not have occupational injury insurance risks paying compensation themselves if an employee gets ill or injured at work or gets an occupational related injury. A compensation claim from an employee can involve large costs related to financial loss and compensation for permanent injury.

The insurance only covers accidents/diseases that employees are exposed to at work, during working hours and at the workplace. Strain injuries, accidents that occur during leisure time and diseases that are not recognized as occupational diseases, is exempted. You can buy additional insurance that includes accidents that are not work-related, and some companies do that even though it is not mandatory.

All employees in all job percentages must be insured. This includes employees who are undergoing work training via the public sector (NAV), school pupils on placement and any unpaid work assistance. You buy such occupational injury insurance through an insurance company.

### **Occupational Pension Scheme**

Provided the employee is a member of the Norwegian social security system, all employers in Norway must establish a mandatory occupational pension scheme (in Norwegian it is called OTP) for the employees. As an employer, you are required to set aside a minimum of 2% of the employees' salaries (up to NOK 1 423 440, 2024) per year as pension for your employees.

### **HSE-card**

All workers who provide cleaning services, offer services related to manual car care, wheel changes and wheel storage or carry out work on building and construction sites must hold an HSE card. This requirement applies to both Norwegian and foreign workers.

- The HSE card shows who the worker is and which company the person in question works for. The card verifies that both the company and the worker are registered on the necessary public registers.
- It is the responsibility of the employer to ensure that the employee has a valid HSE card.
- The HSE card must include the name and photo of the employee, as well as the name of the company.
- The HSE card must be worn when at work and in such a way that it is clearly visible.
- Companies providing cleaning services cannot order HSE cards until they have applied for authorisation.

- The HSE card is the employer's property. When an employee leaves their job, the employer must destroy the HSE card to avoid misuse.

### **Privacy**

All businesses that collect and use personal data must comply with the General Data Protection Regulation (GDPR), and the Norwegian Personal Data Act (<https://lovdata.no/dokument/NL/lov/2018-06-15-38>)

The aim of this regulation is to give citizens greater control over how data that can be linked to them is used, shared and stored. This applies to both your employees and your customers. The regulations are particularly strict if your business handles sensitive personal data such as health information or information concerning children.

## **12. Staffing companies**

### **New system for approval**

All staffing companies that engage in the leasing of labor in Norway must apply for approval from the Labour Inspection Authority. Only staffing companies with such approval can legally lease out employees. The application can be found at the company's page at Altinn.

There are different documentation requirements for approval as a staffing company, based on the type of company you have and whether the company is registered in Norway or not

In order to be approved as a staffing company, the following minimum documentation must be uploaded:

- Documentation of safety representative (Verneombud)
- Documentation of working environment committee (If applicable)
- Examples of different types of employment contracts (Full-time, part-time, temporary etc.)
- Insurance certificates
- Documentation of the company's legal form in home country
- Documentation that shows how the company ensures equal treatment.
- Warranty from bank or insurance company
- Foreign companies must have a legal representative with establishment or domicile in Norway.
- Make sure that the company is registered and listed in in relevant public registers, such as:
  - The Central Coordinating Register for Legal Entities
  - The Employee and Employer Register
  - The Register of Business Enterprises

Feel free to contact us if you have any questions about Norwegian labour law.



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