



# Living and Working in Norway



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# NAV EURES

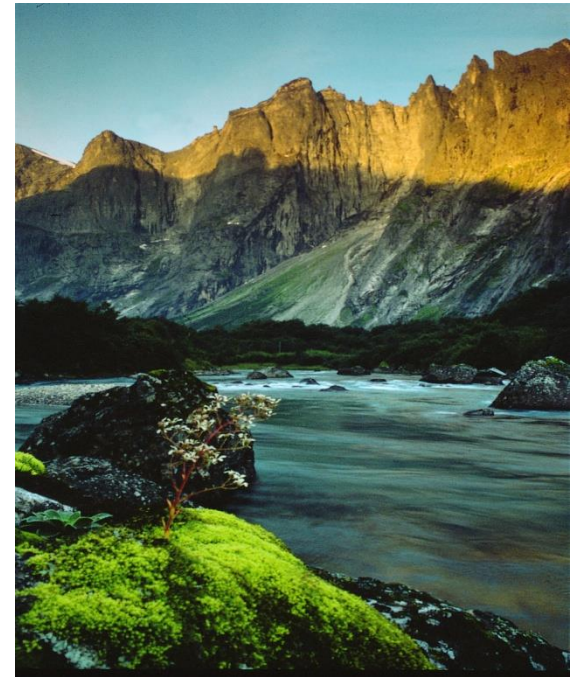
- Labour and Welfare Administration
  - Job Centre
  - National Insurance
  - Welfare office



- EUROpean Employment Services
  - Advisors in 32 countries
  - Job market and job search
  - Living and working
  - Recruitment assistance

- [www.nav.no](http://www.nav.no)

- [www.eures.no/english](http://www.eures.no/english)





# Norway

- Currency Norwegian kroner, NOK
- Constitutional monarchy, King Harald V
- Prime Minister Ms Erna Solberg
- Conservative government



€ 1 = NOK 8,20





# Characteristics

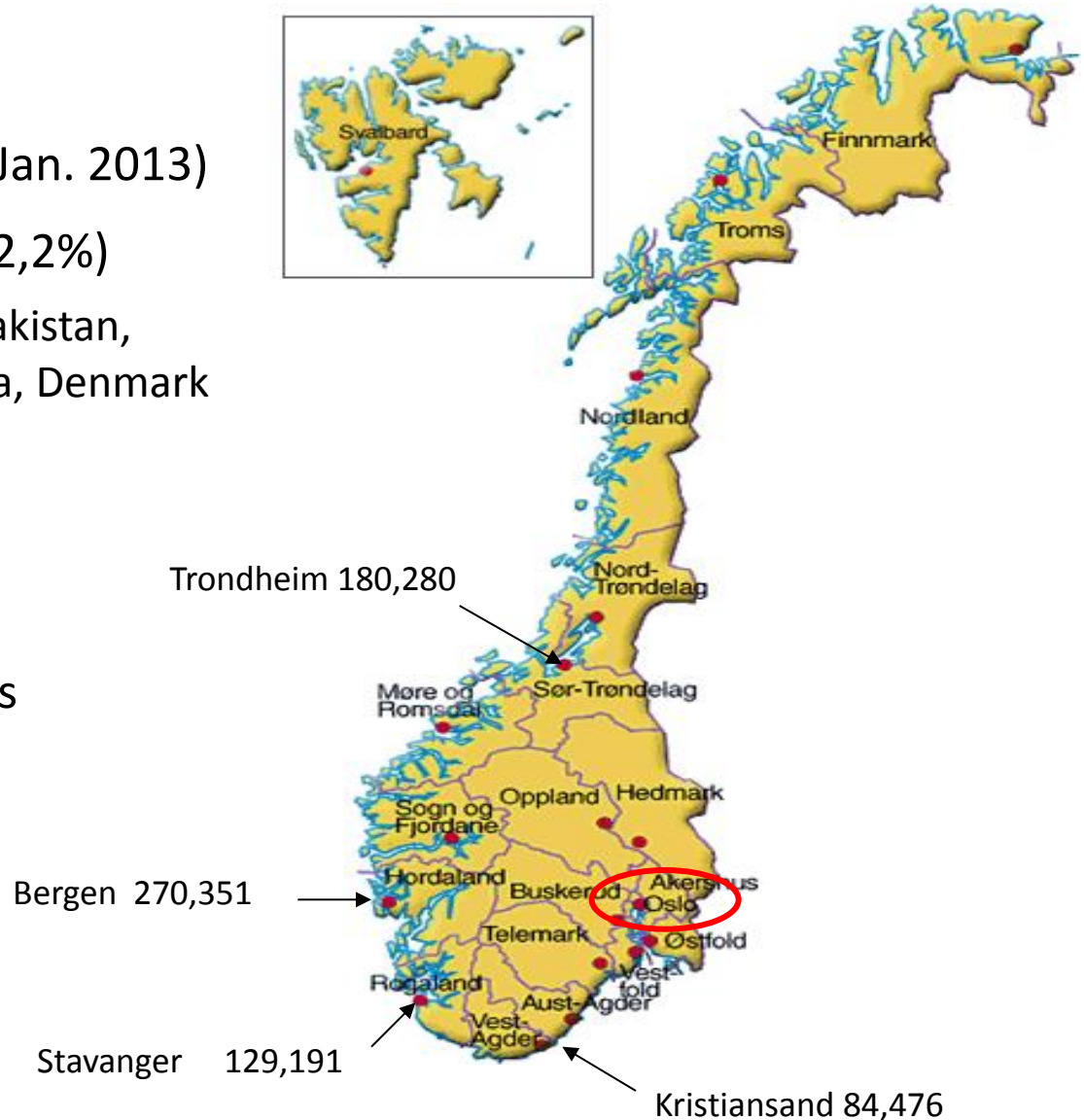
- -30° to +30°C
- Bright summers/Midnight Sun
- Dark winters/Polar Night
  - Northern Lights (aurora borealis)
- Natural variety
- Outdoor culture
- High standard of living
- Extensive welfare system
- Safe working conditions





# Geography

- Population 5,063,709 (Jan. 2013)
- 600,922 immigrants (12,2%)
  - (Poland, Lithuania, Pakistan, Sweden, Irak, Somalia, Denmark and Germany)
- 19 counties
- Capital Oslo
  - 626,953 inhabitants
- Biggest cities:





# Norway

- Length 1750 km
- 432 km at the widest, 6 km at the narrowest
- 25,148 kms of coastline
- 7th largest in Europe
- 16 persons per km<sup>2</sup>









# Language

- Two official forms:
  - Standard Norwegian (bokmål)
  - New Norwegian (nynorsk)
- Regional dialects
- Close to Swedish and Danish
- Norwegians speak English well
- Most employers require Norwegian or a Scandinavian language
- Norwegian courses held in most towns
- Free language courses not offered, but is not expensive (sometimes the Red Cross offer free Norwegian courses)
- Several online courses in Norwegian is offered





# Online Norwegian courses

- <http://www.skapago.eu/en.html>
- <http://www.ntnu.edu/now>
- <http://www.campusonline.no/english>
- <http://www.innovativelanguage.com/learn-norwegian/online-course>
- <http://www.verbalplanet.com/learn-norwegian.asp>
- <http://www.learn-norwegian.net/>

# “How to understand a Norwegian”



- Flat structure – Who is the boss?
- Conformity/Equality/No special treatment
- Enjoying space, keeping distance, privacy
- Not the most impulsive ones – need time
- Cold lunches
- “Rude”?
- Dress code



# Labour Market Statistics

- Unemployment: 2.6% (October -13); 69,564 persons  
(lowest in Rogaland with 1,9% and highest in Oslo and Finnmark with 3,4%)
- In October 14, 233 vacancies were advertised
- Another 15,000-20,000 jobs not advertised
- There is still a need for workforce in several sectors, but the need is less urgent than before.





## SURPLUSES

- Norway has a surplus of:
  - Economists, marketing
  - Architects
  - Office staff
  - Unskilled workers



# SHORTGES

- Companies and institutions need:
  - Engineers (especially mechanical, structural, electro, automation, hydraulic, piping engineers)
  - Pre-school educators
  - Teachers (especially in science subjects and maths)
  - Nurses (great demand)
  - Medical doctors
  - Clinical psychologists
  - Pharmacists
  - Bus drivers (in certain regions), taxi drivers
  - Hair dressers
  - Cooks and waiters



# COMPANIES NEEDING ENGINEERS

- [www.oilcareers.com](http://www.oilcareers.com)
- <http://offshore.no/international/>
- [www.petro.no](http://www.petro.no)
- Aker Solutions ([akersolutions.com](http://akersolutions.com))
- FMC Technologies ([fmctechnologies.com](http://fmctechnologies.com))
- Statoil ([www.statoil.com](http://www.statoil.com))
- National Oilwell Varco ([www.nov.com](http://www.nov.com))
- Kvaerner ([www.kvaerner.com](http://www.kvaerner.com))
- Kongsberg Gruppen ([www.kongsberg.com](http://www.kongsberg.com))
- Aibel ([www.aibel.com](http://www.aibel.com))
- Fabricom ([www.fabricom.no](http://www.fabricom.no))
- Subsea7 ([www.subsea7.com](http://www.subsea7.com))
- [www.nodeproject.no](http://www.nodeproject.no) (business cluster – 57 companies)
- Roxar ([www.roxar.no](http://www.roxar.no))





# Most needed engineers

- Petroleum engineers
- Subsea engineers
- Drilling engineers
- Piping engineers
- Mechanical engineers
- Hydraulic engineers
- Naval Architects
- Structural engineers
- Machine design engineers
- Electrical engineers
- Stress analysts
- Steel calculation
- Electronic and computer engineers
- Instrument engineers
- Automation engineers
- Mechatronics/robotics

**No demand for environmental engineers and chemical engineers**

**Less demand for civil engineers with no experience with steel structures**



# Working Conditions

- Written contract
- 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
- 30 days for employees over the age of 60
- 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.
- Holiday pay is accumulated
- The working environment act. [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no) (available in English)





# 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%.
- Deductions!
  - EU citizens are entitled to a deduction called “standardfradrag” in the two first years (10% or max NOK 40,000 per year)
  - House mortgage or debts etc. increase your deductions
- Tax return form submitted every year in April



# National Insurance I

- What is covered through the National Insurance?
- **Sickness Benefit**
  - 100% pay first year
  - 66% second year if still in active treatment
- **Unemployment Benefit**
  - About 63% of pay for a maximum of 2 years
- **Child birth benefit**
  - 12 months with 80% pay or 10 months, 100% pay
  - Paternity leave 14 weeks



# National Insurance II

- What is covered through the National Insurance?
- **Old-age pension**
  - Retirement age in Norway is 67 years
- **Disability benefit**
- **Free hospital treatment**
- **Free dental treatment for under-18s**
- **Free of charge schools and universities**





## National Insurance III

- What is covered through the National Insurance?
- Child benefit
  - Ages 0 to 18: NOK 970 (€120) per month
- Single-parent benefits
- Cash benefit “Kontantstøtte”
  - Ages 1 to 2 years:
    - From 13 months to 18 months, NOK 5000 per month (617 euro)
    - From 19 months to 23 months, NOK 3303 per month (408 euro)
- You have to apply for these benefits at NAV.



## COSTS

- Food (except meat) and cloths are not so expensive.
- Alcohol and cigarettes are very expensive.
- Eating out in a restaurant is also expensive.
- One beer will cost about 8,50 euro and a glass of wine will cost about 10 euro in a pub/restaurant. One coffee will cost about 3 euro
- Cars are very expensive.
- Petrol is also expensive, despite the fact that Norway is an oil producing country. The prices will vary from day to day. On average it costs about 1,85 euro per liter.
- It is expensive to visit Norway as a tourist.



# What do you get for your wages?

- Prices for foodstuffs are on average 62% higher in Norway compared with the average prices in EU-countries. Milk, cheese, eggs and meat are 65% more expensive in Norway compared with the average in Europe.
- Fish and other seafood are not so expensive.
- 6 hours' work = 1 week's supply of food
- How Norwegians spend their salary:
  - housing, electric etc. 27%
  - public transport, car 20%
  - food & household goods 18%
  - culture, leisure 12%
- UNDP: Norway highest score for income, duration of life, and living conditions.



## Average Prices

	NOK	EUR		NOK	EUR
Bread, 750 g	28	3,45	Big Mac menu, large	90	11
Milk, 1l	18	2,20	CD	170	21
Butter, 250 g	17	2,60	Cinema ticket	90	11
Cheese, 1 kg	90	11	Newspaper	20	2,45
Beer, 0,33 l	19	2,35	Magazine	59	7,38
Coffee, 250 g	20	2,50	Chocolate, Mars	12,50	1,56
Potatoes, 1 kg	14	1,70	Hair cut, women	450	56,25
Coca Cola, 1,5 l	23	2,80	Hair cut, men	400	50
Beef, 1 kg <sup>200</sup>	225	27,80	Bus ticket, Oslo	25	3,13
Sausage, 1 kg	100	12,35	Cigarettes, 1 pack	90	11
Salmon, 1 kg	85	10,50			
Fresh Shrimps, 1 kg	129	16			



## Accommodation

- Most Norwegian people own their own house. About 90% of couples living together own their own house/apartment. About 67% of young couples and single parents own their own house/apartment.
- The average rent for a house/apartment is NOK 6000 (€ 740) per month. Oslo and Stavanger are more expensive.
- You can get your own house with a garden for about NOK 2,000,000 to 3,500,000 (€ 247,000-432,000). Prices vary depending on location and size. Exception Oslo and Stavanger.







# Homes

## Homes on the Internet

- [www.finn.no](http://www.finn.no)
- [www.net.no/boligpriser](http://www.net.no/boligpriser)
- [www.eiendomsnett.no](http://www.eiendomsnett.no)
- [www.bolignorge.no](http://www.bolignorge.no)
- [www.meglernett.no](http://www.meglernett.no)
- [www.bolignett.no](http://www.bolignett.no)
- [www.zett.no](http://www.zett.no)
- [www.ssb.no](http://www.ssb.no) (National statistics bureau)





# Homes

Browser address bar: <http://www.finn.no/>

Google search bar

Advertisement: BMW. AKKURAT NÅ HOS BILIA. 1% RENTE PÅ ALLE NYE BMW. BMW GARANTI 3 AR 200.000 km

FINN Mulighetenes marked

Logg inn SPID

Sett inn annonse

Oppdrag	Reise	Torget	Jobb
Eiendom	Bil	Båt	MC
Møteplassen	Kart	Bedrifter	Næring

Sett inn annonse

**Svindelforsøk via SMS**

Vær oppmerksom på svindelforsøk der du får en SMS fra en merkelig avsender der du blir bedt om å trykke på en link eller ta kontakt på epost. Flere tips for trygg handel.

FINN.no

Liker

141 809 personer liker FINN.no.

Sosial tilleggsfunksjon for Facebook

Følg oss på Twitter

twitter

Nå er det billig å booke storbyferie

Sammenlign priser på høstens storbyferie- vela den billigste eller

Storbyferie?



# Salaries

- The average wage in Norway is among the highest in Europe
- Average monthly salary NOK 36,700 (€ 4530)
- The 10% best paid average NOK 71,400 (€ 8814) per month
- The 10% least paid average NOK 20,600(€ 2543) per month
- The average salary in the oil and gas sector is NOK 59,700 (7370) per month
- No minimum salaries, but collective agreements by sector
- Wage negotiations once a year (in April-May) between the trade unions and the Norwegian Employers' Confederation



## Where to find jobs

- [www.nav.no](http://www.nav.no) (Norwegian)
  - [www.nav.no/english](http://www.nav.no/english) (jobs posted in English)
  - [www.finnjobb.no](http://www.finnjobb.no)
  - [www.stillinger.no](http://www.stillinger.no)
  - [www.indeed.com](http://www.indeed.com)
- 
- NAV Service Centre Phone: **+47 800 33 166**
    - (Mon-Fri 08:00-18:00)
  - Contact the EURES Adviser in your area





## Work/Residence permits

- Norway is not a member of the European Union, but a member of the European Economic Area (EEA).
- All EU/EEA citizens have the right to take up work in Norway
- Portuguese citizens do not need a work permit and can begin work the day they arrive in Norway



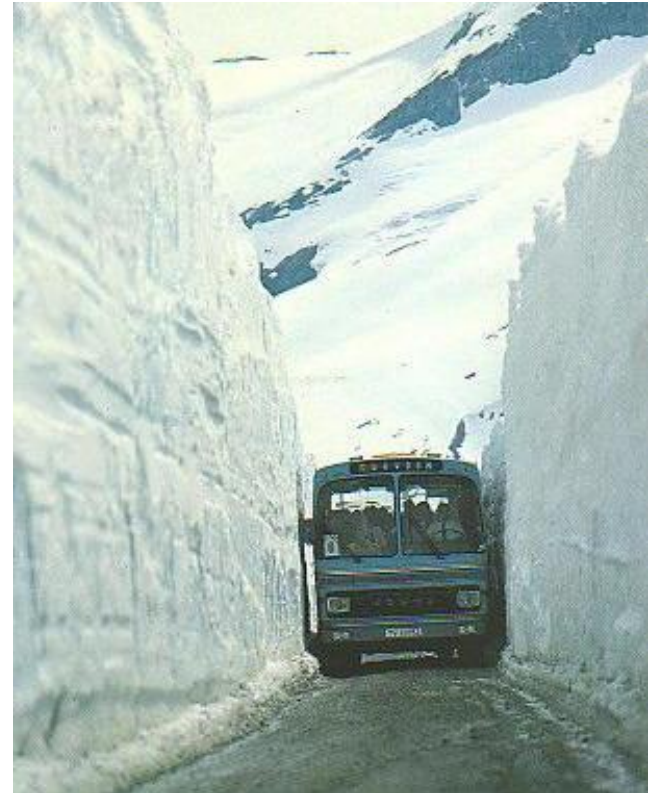
# Work/Residence permits

- Registration required within 3 months at the local police station , or as soon as you have received a job contract.
  - This is a formality
- You can stay in Norway for 6 months as a jobseeker, but have to register with the police after 3 months.
- When you have a jobcontract you must register at <https://selfservice.udi.no/>, print out and bring it with you to the local police station or to SUA ([www.sua.no](http://www.sua.no)). Also bring:
  - ID-card/passport
  - A certificate of residence (lease)
  - Job contract

# Arriving in Norway

- Police (Politiet)  
[www.politi.no](http://www.politi.no)
- Tax Office/ National Registry  
[www.skatteetaten.no](http://www.skatteetaten.no)
- Bank
- NAV  
[www.nav.no](http://www.nav.no)  
Child benefit  
Family doctor  
Call centre +47 810 33 810
- SUA ([www.sua.no](http://www.sua.no))

Service Centre for foreign workers (Oslo and Stavanger)





## Web sites of interest

- [www.euresenglish.no](http://www.euresenglish.no)  
Portal - living and working in Norway
- [www.nav.no](http://www.nav.no)  
Job data base, national insurance
- [www.udi.no](http://www.udi.no)  
Directorate of Immigration
- [www.skatteetaten.no](http://www.skatteetaten.no)  
Tax office
- [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no)  
Labour Inspection Authority
- [www.toll.no](http://www.toll.no)  
Customs
- [www.nokut.no](http://www.nokut.no)  
The Norwegian Agency for Quality Assurance in Education
- [www.sak.no](http://www.sak.no)  
The Norwegian Registration Authority for Health Personnel



# Unions for engineers

- NITO – [www.nito.no](http://www.nito.no) 72,000 members
- Tekna – [www.tekna.no](http://www.tekna.no) 61,000 members
  - Legal assistance and also private legal advice
  - Advice regarding salary negotiations
  - Professional courses and conferences
  - Individual career coaching
  - Support during the job search process
  - Useful reports, tools and personal follow up
  - Bank and insurance offers
  - Newsletters and magazines
  - Tax deductible membership fees



# NORTHERN NORWAY





# NORWAY - NATURE





# WINTER IN NORWAY





## CONTACT

CVs and requests can be sent to

[eures@nav.no](mailto:eures@nav.no)

(All EURES advisers in Norway will then have access to your CV)

Eli Skaug Syvertsen

[eli.skaug.syvertsen@nav.no](mailto:eli.skaug.syvertsen@nav.no)



Sejam bem-vindos!

