Living and working in Norway

NAV
- NAV: Norwegian Labour and Welfare Administration
  - Job Centre
  - National Insurance
  - Welfare and Sosial Service Office

EURES: EURopean Employment Services
- 27 Advisors
- Job market and job search
- Living and working information
- Recruitment assistance
- www.nav.no // www.nav.no/eures
Norway

- Population 5 mill
- Immigrants 500,000

- 19 counties
- Capital: Oslo 612,000

Biggest cities:
- Bergen 250,000
- Trondheim 170,000
- Stavanger 130,000
Language

- Two official forms
  - Standard Norwegian and new Norwegian
- Close to Swedish and Danish
- Many regional dialects
- Norwegians speak English well
- You have to pay for the language course
- Norwegian or a Scandinavian language
- Norwegian courses in most towns

Dictionaries and e-learning tools available:

- [www.ntnu.edu/now/intro](http://www.ntnu.edu/now/intro) (FREE online Norwegian course)
- [www.migranorsk.no](http://www.migranorsk.no) (web-based course)
- [www.lexin.no](http://www.lexin.no) (dictionary)
- [www.dialang.org](http://www.dialang.org) (language test)
- [http://steinpastein.cappelen.no](http://steinpastein.cappelen.no) (language question paper)
- [www.nyinorge.no](http://www.nyinorge.no) (Norway “handbook”)
- Book/CD courses available from FNAC
- [www.fagbokforlaget.no](http://www.fagbokforlaget.no) (web-based course called “Min Vei”). Gives Norwegian tuition up to the level of B1.
Residence/Registration

- Norway is an EEA (not EU) member
- EU/EEA citizen have the right to work in Norway from the first day of arrival.
- Website: www.workinnorway.no
- Job holders must register with UDI:
  - Register online, at the nearest police station or Service Centre for Foreign workers
  - Job seekers self-register only when staying longer than 3 months
- You will also need a National Identification number
  - Tax office/population register – www.skateetaten.no

The Labour market in Norway

- Current situation
  - 2.9 % unemployment (February 2014)
  - 77 900 persons
- Sectors with highest unemployment
  - Building and construction (5.8%)
  - Tourism & Transport (4.9%)
- Sectors with lowest unemployment
  - Education (0.8%)
  - Academic positions (1%)
Labour Market – Shortages

- Well qualified Engineers, mainly Oil & Gas
- IT specialists (with experience)
- Mechanical Industry (skilled workers)
- Health sector (doctors, pharmacists and specialised nurses)
- Hotel and tourism (chefs and waiters (seasonal))
- Pre-school teachers
- Construction sector (highly skilled workers only)
- Transport (bus drivers in certain regions)

The Demand for Health professionals in Norway

- In recent years the demand for health personnel has increased especially for nurses and doctor specialists.

- Different factors which impact the need:
  - Baby Boomers becoming pensioners and too few qualified Scandinavian students
  - Increased amount of nurses working part time
  - Language requirements (B2 Level?)
  - Home healthcare services
  - Budgets for state and municipal services
Companies recruiting Health Professionals

The Health Sector in Norway is organised in 3 main parts:

- **The Municipal Health Services** (Kommunehelsetjenesten)
- **The Regional Health Authorities** (Regionale helseforetak)
  - [www.helse-nord.no](http://www.helse-nord.no)
  - [www.helse-midt.no](http://www.helse-midt.no)
  - [www.helse-sorost.no](http://www.helse-sorost.no)
  - [www.helse-vest.no](http://www.helse-vest.no)
- **Private Health Services** (Private helsetjenester)

What are the companies looking for:

- Dedicated professionals
- Motivation for integration within the work environment
- **<<All rounders>>**
- Good people skills
- A desire to deliver the best health services
- Candidates that dare to ask questions
What is important for companies:

- Authorization from www.SAK.no
- Solid English skills are very important – both written and spoken.
- Most companies recruiting in the Health sector expect candidates to learn Norwegian before arrival.
- Motivation to work for THEIR company
- The candidates’ real motivation for Norway.

What do the companies offer?

- Often permanent positions, but not always
- Sometimes relocation package
- The "Scandinavian way of life" (balanced work/private life with normal working hours being 37.5-40 hours/week)
- Good possibilities of developing skills within your field
- Comfortable salaries
- Fringe benefits are quite common (discount membership at gym, office at home, "flexi hours")
Working conditions

- Written contract is mandatory
- 6 months probational period
- Period of notice – 3 months
  - 2 weeks during probation
- Salary paid once a month
- Employer draws tax from your monthly pay
- 37,5 working hours per week
- Shift workers can have 35,5 hours working week
- Maximum 40 hours per week

Salaries

- In Norway there is no legal minimum wage that applies for all branches and professions.
- Employers and unions regularly negotiate wages and working conditions, resulting in a wage agreement (tarifavtale).
- Member companies then commit themselves to pay wages according to agreement for your occupation.

- According to www.ssb.no 2013:
  - Average salary for Doctors working for the Regional Health Authorities is gross NOK 65 600,- per month, and for nurses gross NOK 42 500,- per month.
Contact with EURES Norway

• Most CVs sent to EURES advisers in Norway will be forwarded to NSSE (NAV EURES Service Centre)
  – The candidates get general information about European job seekers and the Health Sector.
• The CVs of nurses, doctors and pharmacists with a relevant background will be kept in our “CV-base”.
• We forward CVs to companies who contact us, and the company interested in particular candidate will contact will get in touch directly.

How to find jobs?

• Know somebody who can recommend you to the company?
• Company websites (look for “ledige stillinger” or “jobbsøker”)
• Apply for vacancies at
  – https://www.nav.no/stillinger/stillinger?q=english
  – https://finn.no/jobb/
• National newspaper “Aftenposten”
  – biggest on vacancies (Sunday edition is best)
• Linked-In
• Career events
Culture

- Flat structure in the workplace
- Conformity/Equality/No special treatment
- Enjoying space, keeping distance, privacy
- Cold lunch at 11:00?
- "Dugnad" – working for free
- Dress code: Informal
- Importance of nature

Cultural differences

- Norway has very low hierarchy
- Employees are encouraged to show self initiative
- Communication at the work place is more or less informal
- With low hierarchy, it is also easy to talk to the manager, the project manager or the team manager directly
- Nearly no hand shakes, unless you meet someone for the first time
Why Norway?

- Professional opportunities
- Salary
- Company reputation
- Ease of migration within Europe
- English spoken companies
- Adventure
- Quality of life
- Work life balance
- Work environment (equality)
- Exotic location
NORTHERN NORWAY
NORWAY - NATURE
Useful websites

Job related
• www.nav.no (Labour and Welfare organisation)
• www.nav.no/eures (Nav Eures Norway)
• www.eures.europa.eu
• www.finnjobb.no
• www.stillinger.no (job portal)

• Nav Service Centre phone: + 47 800 33 166
  - (Mon-Fri 0800-1800)
Useful web sites

New in Norway
• www.norway.no (Gateway to public sector)
• www.visitnorway.no (Travel)
• www.nyinorge.no (New in Norway)
• www.workinnorway.no

Official pages
• www.skatteetaten.no (Tax card and personal number)
• www.toll.no (Customs)
• www.udi.no (Work and residence permits, registration)

Thank you!
eures@nav.no