

Norway

Worker Classifications

In Norway, managers and others hired in an especially independent position may be exempt from various rules including working time regulations.

Fixed Term Contracts

Fixed-term contracts are permitted only in limited circumstances where the work is of a temporary nature. Fixed-term contracts are permitted for a maximum of 12 months at a time. They can be renewed, but the total contract cannot exceed three years. After that point, the Worker can claim permanent employee status. It is very difficult for employers to terminate employment contracts in Norway, even if a fixed-term contract.

Probationary Periods

Probationary periods are permitted for up to six months. During a probationary period, only 14 days' notice of termination is required so long as there is valid cause (e.g. misconduct) and an adequate amount of formal warnings and discussions prior to the termination. Notice begins the day it is received by the Worker during the probationary period. Workers are owed all benefits.

Holidays

Workers in Norway recognize 12 paid public holidays. Work performed on a public holiday must be paid at 200%.

Vacation

Workers are entitled to 25 working days of paid vacation each year (for Workers over the age of 60 up to 31 days). Accrued but unused leave must be paid at the end of the employment.

Sick Leave

Workers may take three consecutive days of paid sick leave up to four times each year without producing a medical certificate. If a medical certificate is provided, the Worker is entitled to pay from the employer for the first 16 calendar days of injury / illness. After that point, the government takes over responsibility for payment ("daily sickness benefit"). Workers may be off for injury or illness for up to 52 weeks. Workers are also entitled to paid leave to care for a sick child up to their 12th birthday.

Working Hours

A standard workweek is Monday through Friday. 8 hours per day and 40 hours per week inclusive of a 1-hour unpaid meal break. Normal working hours may not exceed 9 hours per day or 40 hours per week. Work on Sundays is not permitted unless necessitated by the nature of the work. ANY work performed on a weekend or on a holiday should be compensated at 200%.

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Overtime

Work in excess of the agreed-upon standard hours is considered overtime and should only occur when there is an exceptional and time-limited need for it. Overtime must be paid at 140% at minimum. Overtime work must not exceed 10 hours per seven days, 25 hours per four consecutive weeks, or 200 hours per 52 weeks.

Mandatory Bonuses

There is a vacation allowance due in June of each year.

Termination

Unilateral termination of employment not by a Worker is very difficult in Norway. It requires valid cause and generally involves a formal process including formal and written warnings plus a discussion of notice meeting (drøftelsesmøte) prior to giving official notice. Termination must be in writing. Notice begins on the 1st day of the month following the notice meeting. The length of notice then depends on the Worker's age and length of service. If terminated for redundancy, the Labour and Welfare Administration must be notified.

Resignation

Workers must provide notice of resignation as outlined in their employment contract, which is generally 14 days during the probationary period and one to three months after the probationary period.

Other End Of Employment Rules

Even where a position is no longer needed, termination of an employment contract is very difficult and complex. However, it is possible to end an employment agreement due to objectively justified circumstances relating to the operation of the business.