

LIVING AND WORKING IN NORWAY



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#EURESjobs





Facts about Norway

30 YEARS OF
EURES

- Length 1750 km
- 5, 550 203 mill. inhabitants (2024)

Biggest cities:

- Oslo (capital) 709 037
- Bergen 289 330
- Trondheim 212 660
- Stavanger 146 011

Unemployment: 2,6% (March 2024)

Ordinary salary pr month: 40.000-.45.000 NOK (gross) – 3500-3900€

Average income tax: about 1/3 of gross monthly income, incl. Social Security contribution (7,8 %)





Why Norway

- Professional opportunities
- Competitive salaries
- Regulated work life
- Quality of life
- Work life balance
- Work environment (equality)
- Exotic location & adventure



Working life

- Non-hierarchical structure - difficult to see who is the boss
- Informal dressed at work
- Strong trade unions
- To take initiative at work is expected
- Tendency to avoid conflicts
- In meetings, we like to have an agenda
- It is normal to wait in turns to say something in meetings
- Norwegians like to plan
- Indirect orders are normal
- Punctuality is very important
- You do not have to choose between a career and family life, with most people enjoying a good work-life balance, regardless of gender



Norges institusjon for menneskerettigheter, 2023



Business Culture

- Flat structure, equality and trust are core values in working life in Norway, meaning most firms aim for a flat and non-hierarchical structure
- Formal clothing is expected of business people in Norway and prior appointments are necessary
- Norwegian business people tend to be formal and reserved, punctuality is essential
- Standard working hours are usually between 8 or 9 AM to 4 or 5 PM, including a 30 min lunch break, which is normally unpaid
- Workers must have at least 11 hours off between shifts, with any time worked beyond 9 hours in one day, or 40 hours a week, is considered overtime and must be compensated



Visit Norway, 2023

The job market - the jobs most in demand

Health care: nurses; doctor specialists; general practitioners; pharmacists; optometrists; midwives.

Tourism and hospitality: cooks and chefs; waiters/waitresses; bartenders; sommeliers

Seasonal staff: guides; ski instructors; ski resort workers

Transport: bus drivers D/DE; lorry drivers C/CE – with CPC

IT: software development/ system development; digital communication; information security and computer security; data analysis; AI; machine learning; service design.

The job market - the jobs most in demand

Services: mechanics (cars, heavy vehicles, construction engines, machines); hairdressers and barbers

Child care and education: pre-school/ kindergarten teachers; kindergarten assistants; teachers

Industry: electricians; mechanics; plumbers; welders; sheet metal workers; process and machine operators; meat cutters

Engineers: electrical; mechanical; automation and instrumentation.

Construction and civil works: electricians; carpenters; plumbers; drivers of construction engines and cranes; service technicians electronics; welders / sheet metal workers. Engineers.

How to look for jobs

europeanjobdays.eu/en/eures-country/norway



About the EURES Member



EURES Member information

Contact details:
eures@nav.no

Website(s):

- Work in Norway
- New in Norway
- Looking for work in Norway 2024
- Websites for job search within ICT in Norway

www.arbeidsplassen.no job portal search with *english*

www.eures.europa.eu The EURES portal

Social Media: LinkedIn, Facebook

www.gulesider.no Yellow pages



Language

Free online Norwegian language course:

www.ntnu.edu/learnnow

Providers of Norwegian language courses / Directorate for
Higher Education and Skills

<https://hkdir.no/en>



Recognition of education and Authorisation

Recognition of foreign education - Directorate of Higher Education and Skills <https://hkdir.no/en/foreign-education>

E-mail enic-naric@hkdir.no

Authorisation for Regulated professions

<https://hkdir.no/en/foreign-education/regulated-professions-in-norway>

health care personnel; electrician; crane operator; forklift truck operator; accountant/auditor; teacher; ...

How to apply for jobs

Before you apply

Read the job vacancy carefully

Find information about the company

Anything unclear?

Call or e-mail the person to contact

CV

- 1 page, max. 2 pages
- Photo: not obligatory but common
- Adapt your CV to the job
- Decreasing chronological order
- Use bullet points – no sentences - no abbreviations
- Hyperlink to your previous employer(s)' website
- Mention references

NTNU <https://www.ntnu.edu/career/write-a-cv>

EUROPASS <https://europass.europa.eu/>



The cover letter / letter of application

- 1/2 - 1 page
- Match yourself to the job: use key words from the job description
- Don't brag – stay humble and «get to the point»
- Other assets that you have, worth mentioning?
- Your motivation for Norway
- Your motivation for learning the language
- Your availability for an interview: how and when

Working conditions and formalities

 Work in Norway
The Official Guide


Work in Norway

Citizens from
Nordic countries



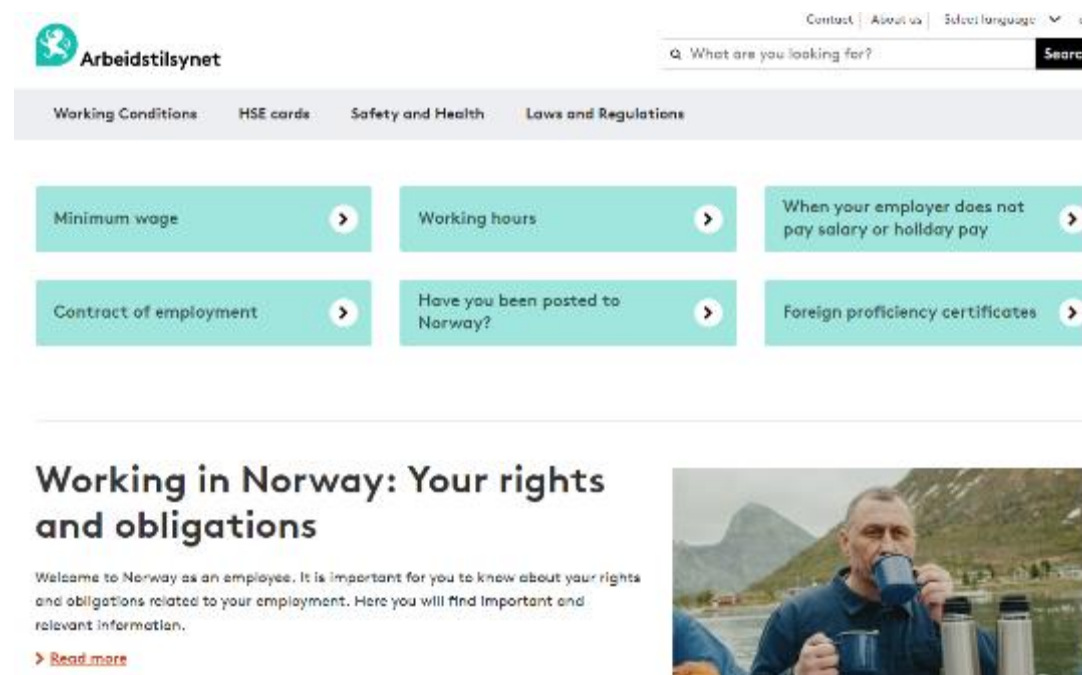
Citizens from
EU/EEA



Citizens from countries
outside EU/EEA



www.workinnorway.no



The image shows a screenshot of the Arbeidstilsynet (Norwegian Labour Inspectorate) website. At the top, there is a navigation bar with links for 'Contact', 'About us', and 'Select language'. Below this is a search bar with the text 'What are you looking for?'. The main content area features a grid of teal buttons with white text and right-pointing arrows, including 'Minimum wage', 'Working hours', 'When your employer does not pay salary or holiday pay', 'Contract of employment', 'Have you been posted to Norway?', and 'Foreign proficiency certificates'. Below the grid, there is a section titled 'Working in Norway: Your rights and obligations' with a brief welcome message and a 'Read more' link. To the right of this text is a photograph of a man in a blue jacket drinking from a blue mug, with a scenic Norwegian landscape in the background.

<https://arbeidstilsynet.no/en>

Nature & Climate

Summer

Spring



Autumn



Winter



Climate in summer

- Along the coast in southern Norway, temperatures can easily reach between 25- 30 degrees
- Water temperatures range from 18 to 23 degrees
- Western Norway have a lot of rain and windy weather



Linns reise, 2016



Visit Norway, 2023



Nicola Montaldo, utilized by Fjord Tours, 2023

Climate in winter

Visit Norway, 2023



Nikel, Life in Norway, 2021

Rob Kints, Getty Images, utilized by
Beaumont, The Guardian, 2021



Megan Starr, 2023

- Norway is on the same latitude as Alaska and Siberia, but has a less harsh climate
- Biggest temperature difference in winter is between the coastal area and the inland
- In the southern coastal areas, winter temperatures normally range between 6 plus degrees to 6 minus degrees
- Northern lights can be seen above the arctic circle in winter, it normally appears from the end of September to the end of March

Southern Norway

- The smallest region in terms of size
- Mild climate
- Summer tourism (Kristiansand Zoo)
- Small coastal towns of whitewashed timber houses, with a complex network of bays and skerries
- Kristiansand and Arendal the biggest towns in the region
- Process industry, including the newly established battery industry



Visit Norway, 2023



Visit Norway, 2023

Visit Norway, 2023



Nikel, Forbes, 2022

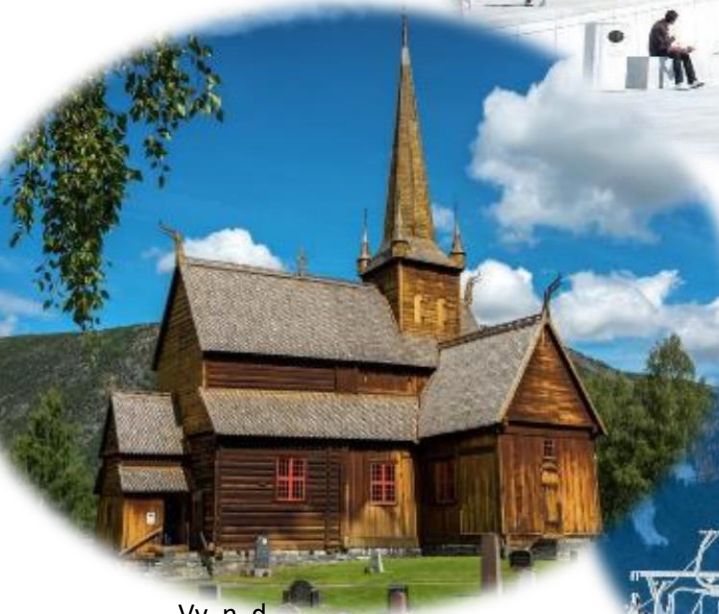
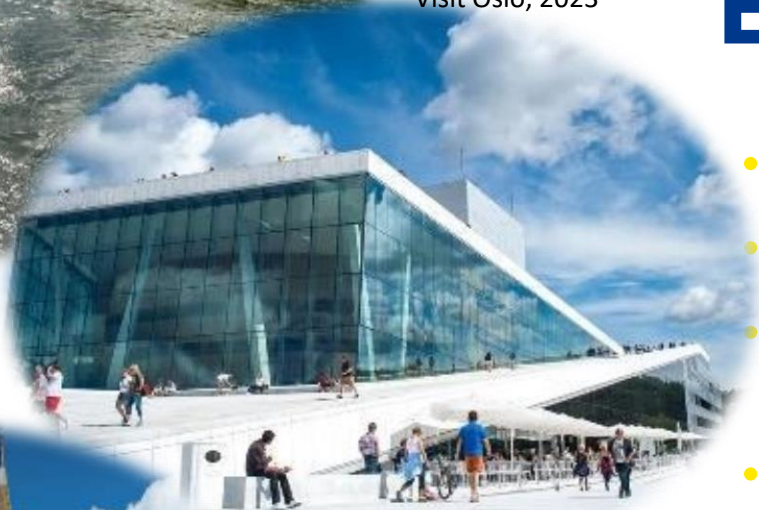
Eastern Norway

- 50% of Norway's population live in this part of Norway
- Oslo, the capital is located here
- The biggest lakes, rivers, widest forests and highest mountains are found in this region
- Best places in Norway for downhill and cross-country skiing in winter



Visit Oslo, 2023

Nikel, Life in Norway, 2022



Vy, n. d.



Utilized by Lillehammer, n.d.

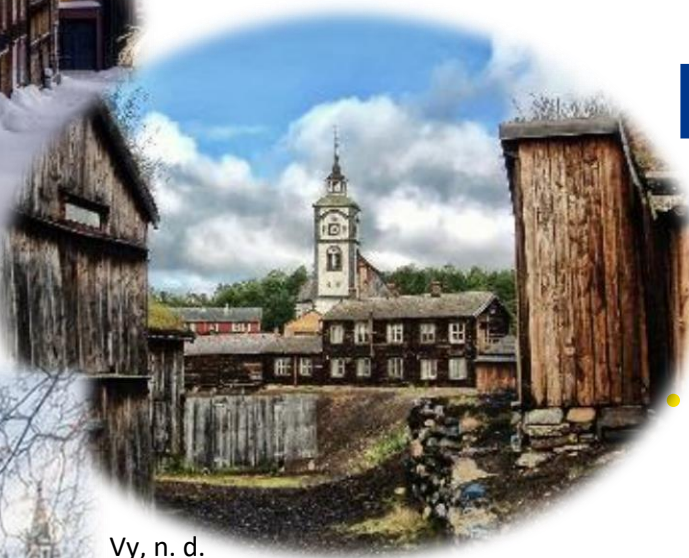
Mid Norway

One of the most fertile regions of Norway, with large agricultural output

- The region with the largest climate variations. Mild and wet winters at the coast and very cold winters in the inland (Røros have records 50 degrees below zero)
- The largest city is Trondheim, where NTNU – the biggest and most important university in Norway is located



Utilized by Hotels.com, n. d.



Vy, n. d.



Sher She Goes, n. d.



Utilized by Hotels.com, n. d.



Visit Norway, 2023



Visit Norway, 2023



Kayak, n. d.



Mattias Fredriksson, utilized by Fiord Norway

Western Norway

- This part of Norway is known for its fjords, waterfalls and steep mountains
- Bergen and Stavanger are the biggest towns in this region
- 25% of the population lives here
- One of the wettest regions in Europe. Rain is more common than snow in the winter
- The oil and gas region of Norway
- Important industry is also tourism and aquaculture

Northern Norway

- 9,3% of Norway's population live here and consists of 35% of the area in mainland Norway
- Land of the midnight sun during summer
- Indigenous sami people
- Fish farming is one of the most important industries

Vegard Stien, utilized by Visit Tromsø, 2023



30 YEARS OF
EURES

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Thank you for your attention

Velkommen til Norge!

Contact a EURES adviser on the EURES portal
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