

WORKING IN THE MARITIME AND SHIPPING SECTOR IN NORWAY.

About the maritime and shipping industry

The maritime sector can be divided into two main categories: coastal and international deep sea.

Coastal shipping includes car ferries, fishing boats, fast passenger crafts, coastal express steamers, tugs, cargo ships, tankers, reefers, cable ships, rescue boats and the oil & gas related fleet.

The deep sea category includes the Norwegian foreign-going fleet, both those flying the Norwegian flag (NIS) and those registered under another country's flag. More than 90 per cent of the Norwegian merchant fleet never calls at a Norwegian port, but cross-trades between other countries.

Demand within this sector

The shipping companies' activities are strongly influenced by global economic fluctuations. The Norwegian shipping companies have in recent years experienced a sharp reduction in long-term contracts owing to the international climate of financial recession. A large number of vessels are laid up and many operate in the spot market working short-term contracts. The situation in 2015 is still difficult due to falling oil prices that cause reduced activity for Norwegian fleet.

The average age for Norwegians working in the maritime sector is relatively high, and there are occasional job opportunities mainly for qualified officers. Common requirements for all jobs advertised are relevant formal qualifications (diplomas, education etc.) and/or long-term experience. The job opportunities that arise are normally for qualified and/or certified personnel in the following roles:

- Deck workers (able seamen, ordinary seamen)
- Deck officers
- Motormen and operators
- Ship electricians
- Ship mechanics
- Ship engineers
- Fitters and riggers
- Stewards and cooks

Many Norwegian shipping companies employ personnel from Poland, Latvia, the Nordic countries and from countries outside the EU/EEA (China and the Philippines) for work; predominantly on foreign-going vessels.

Language, education and training requirements

Command of a Scandinavian language (Norwegian, Swedish or Danish) is not only desirable, but often a requirement. For work on Norwegian ferries and fast boats it is an absolute requirement for reasons of safety. In the international maritime sector, a good command of English is essential.

In general, the shipping industry seeks skilled personnel, from workers with current professional certificates to



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college educated technicians and engineers. The employers themselves must meet standards for safety training and quality control in compliance with FTCW conventions, so you will need documentation of your skills and training when applying for maritime jobs.

This overview is not exhaustive, and other, more specific requirements (or limitations) may arise. Please consult the Norwegian Maritime Authority (details below) web site for more on norms and regulatory frameworks.

How to find work in the maritime and shipping industry

Employers and job seekers may contact the National contact point, NAV Service Centre EURES (NSSE) on tel.: +47 75 42 64 04 (Monday- Friday, 08:00 am to 15:30 pm) or e-mail: eures@nav.no to enquire about vacancies. On Mondays and Fridays (10:00 – 13:00) the EURES services in Norway is available on [chat](#).

The Norwegian Labour and Welfare Administration (NAV) database is containing all published vacancies. Go to www.nav.no and choose “*ledige stillinger*” to find the job vacancies.

- Select the category “*Transport, Logistikk, Kommunikasjon og IT*”
- Select the subcategory “*Sjøfart*” for jobs in the maritime sector.

You will also find all vacancies published at www.nav.no at the EURES Portal, www.eures.europa.eu.

Many shipping companies use their own networks and collaborate with other companies to find personnel. You can look up Norwegian shipping companies in the Yellow Pages (www.gulesider.no) by searching for: “Rederi” (*Ship-owning company*), and contact them directly. Many companies have their own homepages and some publish their vacancies directly on their web sites. Sending an e-mail or letter or making a phone call directly to the employers’ personnel department could be helpful.

You will need to compose a CV (preferably in English), giving your personal details and a description of your key skills, practical experience, training and a little about your general interests and hobbies.

There are 16 NAV Maritime Control offices along the coast of Norway that are responsible for mustering, recruiting and issuing discharge books for seamen in both domestic and international trade. These offices also verify that labour contracts adhere to Norwegian law, and that crew members have valid health certificates, passports for international service and the necessary security clearances and training for work at sea. You can get more information from the local NAV office.

Work contracts

Read your rights as an employee and find copies of English contracts on www.workinnorway.no

Wages

Wages in shipping vary widely depending on roster, ship owner’s margins, seniority, routing etc. According to Statistics Norway (SSB) a qualified able seaman may earn on average NOK 460 000, a motormen NOK 410 000 and a ship engineer NOK 710 000 per year gross. You will find more information about average earnings on www.ssb.no/en > Earnings in transport and communication.

Taxes and trade-specific deductions vary correspondingly.

Taxes

When you work for a Norwegian employer, you are required to pay tax in Norway. Visit www.workinnorway.no or www.taxnorway.no to learn more about paying taxes in Norway.

Trade unions

Trade unions play an important role in the Norwegian workplace and most Norwegian workers across the job sectors are organized. You may wish to contact a trade union – some of the largest unions for maritime



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workers are listed below.

- www.sjooff.no (Norwegian Marine Officers' Association)
- www.dnmf.no (Norwegian Union of Marine Engineers)
- www.rederi.no (Norwegian Ship-owners' Association)
- www.sjomannsforbundet.no (Norwegian Seafarers' Union)

Related information

- www.sjofartsdir.no (Norwegian Maritime Authority; here you will also find info about The Norwegian International Ship Register NIS/NOR)
- www.ship-info.com (Shipping Publications)
- www.udi.no (Norwegian Directorate of Immigration)

Preparing for relocation

Visit www.workinnorway.no to get general information about working and living in Norway and step by step guide on how to prepare before relocation. For additional information visit www.nav.no/englisheures



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