



Minimum rights for immigrant workers

STAY

EU/EEA-citizens have the right to work, study and live in Norway. Every EU/EEA-citizen who is staying in Norway for more than three months must register.

If you have come to Norway to seek work you may stay here for six months. You must register with the police within three months after you arrived to Norway. To register you must prove that you are an employee, a self-employed, a service worker, or that you have your own funds to support yourself and accompanying family.

WORK

Employment

There are to be signed a written employment contract at every workplace. This applies regardless of whether it is a permanent position or a temporary employment, and regardless of how long the employment lasts.

The employment contract must include all significant content of the employment. Such as:

- Names of the employer and the employee
- Name of the work place
- A description of the job or the title of the position
- The date of commencement of the employment.
- The expected duration if the employment is temporary.
- Any provisions relating to a trial period of employment.
- The employee's and the employer's terms of notice.
- Duration and disposition of the agreed daily and weekly working hours.

Salary

There is no general minimum wage in Norway. Wages are subject to agreement between the employer and the employee as part of the written employment contract.

Although there is no general minimum wage in Norway, minimum rates of pay have been introduced in certain sectors.

When working more than regular hours, the employee have the right an additional 40 % of agreed salary per hour. An agreement of a lower percentage rate is not allowed.

Sickness benefit for EEA-citizens

Principal rules for entitlement to sickness benefit

- You must be occupationally disabled due to a functional impairment that is clearly caused by your own illness or injury.
- You must have worked for at least four weeks – time worked in another EEA country is also included in the qualifying period.
- You must lose pensionable income due to your disability. It is a condition that the basis on which your income is calculated is at least 50 per cent of the basis amount under the Norwegian national insurance scheme.

How to apply for sickness benefit when staying in Norway

In order to qualify for sickness benefit, you must document your occupational disability by producing a doctor's certificate /sick leave certificate. This does not apply during the employer's period, when the employee is entitled to use self-certification. Your employer will be able to give you more information about this. During this period of time the claim for sickness benefit must be directed to the employer.

When the employer's period has expired, sickness benefit will be paid by NAV. You should send your claim for sickness benefit to NAV Local Services where you are staying in Norway. Your employer is obliged to provide information about your income and employment details to NAV. Payments will be made directly to you. In some cases the employer will advance sickness benefit to the employee and claim a refund from NAV. You will need to clarify this with your employer.

HEALT CARE

Everyone residing in Norway is entitled to health care services. However, it may vary which services you will be entitled to get financially covered. Health personnel in Norway are bound by professional secrecy and all health care is voluntary.

Residency for up to 90 days

European health insurance card prove that you as an EU/EEA-citizen are entitled to necessary health care at any public treatment institution. You have to pay deductibles like any Norwegian citizen. Citizens from countries outside the EU/EEA must have travel insurance to cover necessary health care.

Residency for 3 to 12 months

Citizens of EEA countries who work in Norway have the right to health care and have to pay deductibles assimilated with Norwegian citizens.

Residency for more than 12 months

You are regarded a resident in Norway when the stay is intended to last or has lasted at least 12 months. As a resident with a Norwegian social security number, you have full rights to coverage of healthcare.

Necessary health care

Any person with a general physician in Norway must contact their doctors office for consultation. In case you do not have a GP, you may contact a emergency room. Both general physicians and the emergency rooms have the authority to refer to a specialist if needed.

Emergency health care

Any person residing in the kingdom, have the right to emergency health care due to Norwegian law. This includes health care that is considered urgently needed. In case of emergency contact the emergency central by dialling 113.

HOUSING

Temporary accommodation

The municipality is obliged to find temporary accommodation for those who

cannot do it themselves. The service is to help with acute homelessness and is not supposed to last over time. Acute homelessness means that the service recipient does not have a place to stay for the next 24 hours. The responsibility is maintained by NAV. The provision implies an obligation to provide an actual domicile to those who are not able to provide one themselves. It is not a requirement that the service recipients have tried to find a domicile themselves. However, it is a requirement that the temporary accommodation is professionally secure.

According to Norwegian law, people who do not have Norwegian citizenship or habitual residency in the kingdom do not have the right to individual services with the exception of information, council and guidance. A person who cannot secure their subsistence can still have the right to economic benefits and assistance of finding temporarily housing according to Norwegian law. Assistance can be provided until the benefits can be received from the home country.

To find your nearest NAV-office call +47 55553333 or visit www.nav.no

Employees who come to Norway from countries outside of EU/EEA to work

Membership of the national insurance act is the foundation for the possibility to receive benefits from NAV. If you are employed in Norway you are automatically a member of the national insurance act. This applies even though you live in another country. It is not essential that you are a Norwegian citizen, registered in the Norwegian population registry, or pay taxes in Norway. What is necessary is that you are legally entitled to perform work in Norway.

Through the membership you are entitled to Norwegian health care as well as earning pension due to the regulations in the national insurance act. The membership requires you to pay national insurance contributions.

As a self-employed you will not be a member of the national insurance act unless you live in Norway. According to the national insurance act you are considered a Norwegian resident if you legally have the right to live in Norway for 12 months.