 **EMPLOYMENT RELATIONS IN NORWAY**

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1.0 **Introduction to Norway**

The Kingdom of Norway is a sovereign nation on the Scandinavian peninsula in the northern Europe. It has a population of about 5 million and is a country with second least population density in Europe. Oslo is the capital of Norway where majority of people in Norway live. It has a very enlarged shape, one of the most rugged coastlines in the world with two- third of mountainous area and 50,000 islands off this coastline. Norway gained its independence in 1905 and in 1990’s emerged as one of the world’s leading petroleum exporters and today, Norwegian Economy is widely dependent on its petroleum industry. Norway’s natural beauty has attracted many tourists from all over the world. According to Encyclopedia Britannica 2017, Norway’s ethnic composition includes 83.2 % of Norwegian, 8.3 % as other Europeans and 8.5% as others. More than 15,000 Norwegians speak North Sami as their first language and English as their second language. English is mostly used in Norwegian commerce and industry. According to Encyclopaedia Britannica 2011, the religious affiliation of Norway has 82.1% of the people are Evangelical Lutheran, 3.9% are Christians, 2.3% are Muslims, 1.8% are Roman Catholic, 2.4 % are others and 7.5% are however, unspecified. The Encyclopaedia Britannica 2018 shows the Norway age breakdown where 18.9% of people are under 15, only 4.9% are between the age group of 15-19, 33.6% are between 20-44 age group, 27.8% are in between 45- 66 age category and the age group between 69-79 has 10.6% of people. It is interesting that Norway has productive workers who can produce valuable products in short time and hence, hourly rate of pay in Norway is high which further results in Norway among the expensive countries.

1. **Tips on Norway Recruiting and Hiring**

It is important to understand the country’s culture and business norms in order to faster the hiring process and make it more effective. It is recommended to consider these tips while recruiting and hiring in Norway.

1. Focus on Equality- Norwegian business culture believes in equality and expects the managers to be a coach or facilitator who guides the employees, rather than just giving instructions. It is expected to involve the employees in the decision-making process as well and bringing in the sense of equality at workplace.
2. Favor quick and Informal communication- The hierarchical levels in the Norway businesses are very little to no level at all. They believe in informally communicating the thoughts and bringing openness in the employees to achieve results more effectively and efficiently.
3. Show No gender preferences- There is no discrimination tolerated on the basis of gender, ethnicity, sexual orientation, religion or political views. While hiring in Norway, it is important to consider diverse workforce in order to eliminate discriminatory practices.
4. Arrive on Time- It is considered extremely impolite and disrespectful if someone is coming late for a meeting. It is recommended to greet everyone using their first names, even they are a subordinate. At the time of holding an initial interview, formal title should be considered first and switch to the candidate’s first name.
5. **Recruitment Practices in Norway**

The recruitment process in Norway includes five stages:

1. **Screening all the applications received within the deadlines**- It includes assessing the applications and screening them on the basis of the requirements of the job description. Some companies in Norway do not have a detailed feedback to the applicants who wants to understand why they were not considered.
2. **Assessments and tests for shortlisted candidates**- This step involves testing the candidates to further short list them. These tests could be Aptitude tests, personality assessments tests, situational tests, technical tests and language tests depending on the job applied.
3. **Interviews of the shortlisted candidates**- These includes face to face interviews and the interviewing team includes someone form Human Resources, a technical analyst and the hiring manager.
4. **Background Checks of final candidates**- In order to make sure that the suitable staff is hired, the companies do background check and request/ follow up on the references. Some positions may require specific screening checks like police checks or criminal records.
5. **Job offer and contract**- When the final candidate is selected then the candidate will receive their job offer and a contract is signed if required.

However, there are some types of information that you can not ask in Norway like candidate’s family life, religion, sexual orientation, ethnicity and functional disability unless that information is required for knowing that if the candidate can handle the work or not. No discriminatory questions should be asked during the interviews or request a certificate of good conduct unless required for a particular position or profession. The Norwegian Data Protection Authority restricts asking for certain information including sensitive personal information. The health of the candidate is also personal, and the company cannot ask questions about their health or about any future health problems unless job requires special health considerations. The candidate’s credit report can only be asked in the final rounds of recruitment process and if the position is high ranking and needs economic responsibility.

1. **Hiring practices in Norway**



A written employment contact is a point to start hiring process in Norway. It is mandatory for the employers to draft an employment contract within one month of the start date of the employee. The separate labor laws are highlighted in Collective bargaining agreement and the employment contract is required to meet or exceed the requirements mentioned by CBA depending on the industry. The employment contract is required to state the following terms:

1. Compensation- It should involve the salary or wage that the person will be getting when hired for a particular job.
2. Benefits- It involves benefits other than the basic compensation that the person will be getting like health benefits.
3. Termination and Entitlement requirements- It should state the situations which can lead to warnings or immediate termination of the employee.
4. Working hours- It should say the number of hours the person will be getting and how much time investment is required from the employee.
5. Overtime- It should state the number of hours allowed for overtime in a week and the other restrictions for overtime.

**Where to post job vacancies?**

In Norway, trade unions, newspapers and websites are the best way of finding job positions. The most commonly used newspaper in Norway is Aftenposten and the various websites for online job vacancies are as follows:

1. Arbeidsplassen
2. EURES
3. Gule Sider
4. FINN
	1. **Miscellaneous information**

Norwegian Employment Act of 2005 is Norway’s employment law which is governed by the general courts of Norway. The Working Environment Act is another act that highlights the employment relationships that whether the employee is hired for permanent or temporary work. It is essential to keep few things in mind while onboarding employees like firstly determining what kind of work culture employee wants and then clearly explaining that to the employees, explaining the code of conduct of the company to make sure that employee is well prepared to join the company. Employees normally work for 9 hours a day and if any employee works for more than 9 hours a day or 40 hours a week is considered as overtime and they should be paid 40% more than the standard pay. However, employees cannot work for than 10 hours a week as overtime or 25 hours every four weeks.


6.0 **Bibliography**

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