

# WORKING IN THE CONSTRUCTION INDUSTRY IN NORWAY

*(Updated February 2017)*



## About the construction sector

In January 2017 the unemployment rate for this sector is 5,5 % (100 % unemployed without a program) (6,6% 2016). The number for all sectors for the same period is 3,2 %. For the same period the access of vacancies in this sector increased by 46 %.

There is an Official guide for employers and employees wanting to work or do business in Norway: [www.workinnorway.no](http://www.workinnorway.no)

## Demand within this sector

Skilled workers such as:

- Electricians
- Carpenters
- Engineers: construction, building projects, road- and railway
- Plumbers and HVAC plumbers
- Management, machine mechanics
- Bricklayers
- Tinsmiths
- drivers/operators of construction engines (cranes and earth moving machines)
- Application officer, building permits

## Language, education and training requirements

The working language in the construction industry is Norwegian. With a lack of Norwegian language skills many employers will require at least a minimum of good English skills in order to function at the workplace.

The construction industry is generally in need of highly skilled personnel, from workers with current professional certificates (called 'fagbrev') to college-educated technicians/engineers (Norwegian titles for engineers: "ingeniør" for Bachelor's level engineer, and "sivilingeniør" for Master's level engineers). The employers themselves must meet standards for safety

precautions and quality control measures, so you will need to document your skills when applying for construction jobs.

Special formalities apply to:

- **Electricians and electrical contractors:** to be allowed to work as an electrician or an electrical contractor in Norway, you must apply for permission to the Norwegian Directorate for Civil Protection (DSB). [www.dsb.no](http://www.dsb.no). Choose “National electrical safety authority” in the English version for more information.
- **Operators of dangerous equipment such as cranes, trucks and earth moving machines** are required to provide documentation of certified safety training to the Norwegian Labour Inspection Authority, see [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no) or via [www.workinnorway.no](http://www.workinnorway.no). Choose “permit to use a foreign operator’s licence” in the English version.

### How to find work in the construction 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](mailto:eures@nav.no) to enquire about vacancies. On Mondays and Fridays (10:00 – 13:00) the EURES services in Norway is [available on chat](#).

Go to [www.nav.no](http://www.nav.no), choose “ledige stillinger”.

- define your search: choose the category “Industri, bygg/anlegg, etc” then the under-category “Bygg og anlegg”.
- Further below you can define in which geographical region you wish to work in “velg fylke/kommune”
- please note the possibility to use only a keyword search in the “Søk etter stillinger” search field.
- The system allows you to register your search, and will provide you with matching vacancies automatically. Choose “abonner på dette søket”
- You can also look up vacancies in Norway at the European Job Mobility Portal [www.eures.europa.eu](http://www.eures.europa.eu).

More and more of the recruitment to the construction industry happens through private recruitment agencies (called “bemanningsbyrå” or “bemanningsforetak”). You can use the Norwegian Yellow Pages [www.gulesider.no](http://www.gulesider.no) or [www.proff.no](http://www.proff.no) to look up these companies, use “bemanningsbyrå” as a keyword search.

NB: Recruitment agencies are obliged by law to register at the Norwegian Labour Inspection Authority, “Arbeidstilsynet”. Whenever you find a job vacancy at a recruitment agency, you can check if this agency is listed in the official register on [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no), choose “Bemanningsforetak” then “søk i register for bemanningsforetak”, write the name of the agency and click “Søk”.

There are also job vacancies on the news and information website for the construction industry [www.bygg.no](http://www.bygg.no).

## Work contracts

Read your rights as an employee and find copies of English contracts on [www.workinnorway.no](http://www.workinnorway.no)

### *ID-cards for construction workers*

As a measure to ensure that employees' health, safety and working environment are in accordance with regulations, all Norwegian and foreign building and construction enterprises must provide their employees with ID cards. These personal ID-cards are issued for two years at a time, and must be worn visibly at all times. More information on the [www.workinnorway.no](http://www.workinnorway.no)

## Wages

The Norwegian building and construction industry has instituted a minimum wage scale for construction workers which is to be followed, by all companies, according to the law. According to the Collective Agreement for the Building Industry, the "guaranteed minimum earnings" are as follows (in NOK, Norwegian crowns, pr hour and gross):

- Skilled workers: 193,60
- Unskilled workers with no experience in construction work: 174,00
- Unskilled workers with at least one year's experience in construction work: 181,50
- Workers under 18 years of age: 116,70

*The EU Directive on temporary work, implemented in Norway from the 1st of January 2013, ensures temporary workers the same working conditions as permanent workers.*

Depending on production schedules, travel requirements and other work-related assignments, you may also be entitled to overtime pay, compensation for board and lodging and other expenses.

## Taxes

When you work for a Norwegian employer, you are required to pay tax in Norway. Visit [www.workinnorway.no](http://www.workinnorway.no) or [www.taxnorway.no](http://www.taxnorway.no) to learn more about paying taxes in Norway.

## Trade unions

In Norway, trade unions play an important role in the power-balance in the overall society and at the workplace. You may wish to contact them - one of the most important in the construction industry is the Norwegian United Federation of Trade Unions ("Fellesforbundet").

- [www.fellesforbundet.no](http://www.fellesforbundet.no) (for Construction workers) and [www.bygningsarbeider.no](http://www.bygningsarbeider.no) (site for Fellesforbundet in Oslo)
- [www.afag.no](http://www.afag.no) (for Architects)
- [www.nito.no](http://www.nito.no) (for Engineers)
- [www.tekna.no](http://www.tekna.no) (for Engineers)

## Employer organizations

- [www.bnl.no](http://www.bnl.no) (Federation of Norwegian Construction Industries)
- [www.arkitektur.no](http://www.arkitektur.no) (Norwegian Architects Association)
- [www.eba.no](http://www.eba.no) (Construction Entrepreneurs Association)
- [www.rif.no](http://www.rif.no) (for consulting Engineers)

## Important things to consider

There are regulations about working hours, salaries, insurance, and other conditions at the workplace. Employers should ensure that their activities are run in accordance with the law. The authority which deals with these questions is the Norwegian Labour Inspection Authority. There is a lot of valuable information about working conditions on its website (in English, Polish, Lithuanian and Estonian): [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no) or via [www.workinnorway.no](http://www.workinnorway.no)

## Preparing for relocation

Visit [www.workinnorway.no](http://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](http://www.nav.no/englisheures)

## Related information

- [www.workinnorway.no](http://www.workinnorway.no) (official guide – cooperation between NAV, the Norwegian Tax Administration, the Norwegian Directorate of Immigration, the Norwegian Labour Inspection Authority and the Police )
- <http://eures.europa.eu> (EURES Job Mobility Portal)
- [www.arbeidstilsynet.no](http://www.arbeidstilsynet.no) (Norwegian Labour Inspection Authority)
- [www.udi.no](http://www.udi.no) (Norwegian Directorate of Immigration (UDI))