



WORKING IN THE SHIP YARD INDUSTRY IN NORWAY

(Updated July 2017)



About the industry

Norwegian ship yards focus their business activities on four main markets: advanced fishing vessels, passenger/car ferries, offshore vessels and specialised coastal vessels.

Today, offshore vessels play a minor part in the activities due to the decrease in the offshore market. Consequently, ship yards have a reduced order book compared to previous years.

Currently there are 75 yards which are focusing on new buildings and ships repair. There are approx. 25 pure new building yards, a number which has been stable the last decade. Even though we consider some of our shipyards as large, they are categorised as medium or small shipyards compared to European standards.

Norwegian ship yards build specialist ships to a high technical standard. The hulls are built in low cost countries, often in ship yards where the Norwegian yards are shareholders. Innovation and robot technology are responsible for production returning back to Norway in some cases. Ship building is vital to many local communities along the Norwegian coast and in many instances, the shipyards are cornerstone companies in the community.

Demand for workers

Today, the Norwegian ship building industry, including the equipment industry, directly employs approximately 16000 people. Approximately 110000 people are involved in the maritime sector in general. The shipyards employ approximately 3700 persons. Norwegian maritime industry is an innovative sector based on human resources and competence. It includes shipyards, ship owners, equipment industry and services.

To a large degree, ship yards in Norway have made use of migrant labour from EU/EEA countries – particularly from the new EU member countries. Primarily this has been on a short-term basis, hiring through Norwegian and foreign recruitment agencies.

There is a reduced demand for recruitment within the Norwegian shipyard industry due to the current state of the market

Language, education and qualifications requirements

There is an increasing demand for the Norwegian language in the Norwegian ship building industry. Fluency in English may be sufficient, based on solid professional skills.

To apply for a job in Norway, you must have a CV in English or in a Scandinavian language. You should have your documents translated into English.

Norwegian language courses: there are various providers of language courses in Norway including online courses. You can find them at [Skills](#), the National Agency for Lifelong Learning (www.kompetansenorge.no)

How to find work within the shipyard industry?

Job vacancies published by NAV www.nav.no can be found on the European job mobility portal [EURES](#).

You may also contact the national contact point, NAV Service Centre EURES, to enquire about job vacancies:

- phone: (+47) 55 55 33 39 - Monday- Friday, 08:00 to 15.30 (CET)
- e-mail: eures@nav.no
- [chat](#): every Friday, 10:00 to 13.00 (CET)

Most job vacancies in Norway are written in Norwegian at www.nav.no. Some job vacancies are written in English, [here](#). Not all employers advertise their jobs. It is a good idea to get in direct contact with potential employers. You will find information about websites and addresses in Yellow Pages or similar via the web.

General information about working and living in Norway and tips for your job search are available on www.nav.no/english or www.workinnorway.no.

Wages

The wage rate within the ship building sector has been standardised. A minimum wage rate of NOK 169, 94 per hour for skilled workers has been introduced for the industry. For non-skilled workers in general the minimum rate per hour is NOK 154, 59. Special rates apply for overtime work and work on holydays.

Many yards offer workers housing/temporary accommodation and subsistence with this being deducted from their wages. This is a normal arrangement for foreign workers.

Taxes

You are required to pay tax in Norway when you work for a Norwegian employer. For more information - www.taxnorway.no

Important notice

There is a strong focus on safety in the shipyard industry in Norway. The yards are regulated by strict Norwegian legislation in this field and are subject to frequent inspections. It is important that the safety instructions given are respected. HSE courses will be given and HSE information is distributed to everybody working in the yard vicinity. Breaking safety rules will be sufficient grounds for dismissal. You will find information about terms of employment at the Labour Inspectorate and also safety requirements for places of work in Norway.

- www.arbeidstilsynet.no (Norwegian Labour Inspection Authority)

Trade Unions

In Norway, the trade unions play an important role in working life. Over 50% of the employees in Norway are members of a trade union. You may wish to contact a trade union to get more information about working in this industry.

- www.lo.no (The Norwegian Confederation of Trade Unions)
- www.fellesforbundet.no (United Federation of Trade Unions)
- www.nito.no (The Norwegian Society of Engineers and Technologists)

Related information

- www.nssm.no (Norwegian shipbuilders)
- www.norskindustri.no (Federation of Norwegian Industries)
- www.ncemaritime.no (Norwegian Centre of Expertise, Maritime)
- <http://maritimt.com/ordre/2017/ordre2017-06.pdf> (Order book ships)

Preparing for relocation

Visit www.workinnorway.no to get general information about working and living in Norway and step by step guide about registration, paying taxes, working conditions and how to prepare before relocation.

Shipyards,a selection:

- www.havyard.com
- www.vard.com
- www.gmv.no
- www.ulstein.com
- www.klevenmaritime.no
- www.bergengroup.no
- www.batservice.no
- www.fiskerstrand.no
- www.larsnes-mek.no
- www.fmvas.no
- www.slettaverft.no

For more yard addresses, you may search www.gulesider.no (*Yellow pages*) or www.1881.no (search word: *skipsverft* (ship builders and yards))