

JOBSPEEK *by T&A Nordic*

NORWAY CAREER GUIDE * 2026 EDITION

Working in Norway for Foreigners 2026

A fact-checked guide for EU workers considering a career in Norway: rights, wages, working hours, taxes, health & safety and how to apply through a verified recruitment partner.

Operated by T&A Nordic - <https://jobspeek.com>

Free for workers. Always.

SECTION 01

About JobsPeek

JobsPeek is a specialist recruitment platform operated by T&A Nordic. We connect EU workers with verified Norwegian employers across construction, seafood processing and other industrial sectors. We are not a direct employer - we match candidates with real Norwegian companies that are actively hiring.

Our service is completely free for workers at every stage. There are no application fees, no processing fees and no placement fees. Recruitment costs are paid entirely by the hiring employers in Norway. This is the only model we operate.

SECTION 02

The Right to Work in Norway

Norway is part of the European Economic Area (EEA). Citizens of any EU/EEA country - including Poland, Czech Republic, Latvia and the rest of the EU - have the right to work in Norway under freedom of movement rules. No work visa is required.

- EU/EEA citizens may enter Norway and start work without a permit.
- If you stay longer than three months you must register with the Norwegian police (politiet) under the EU/EEA registration scheme.
- You will receive a registration certificate confirming your right of residence as a worker.
- Non-EU/EEA citizens generally need a residence permit for work, applied for through the Norwegian Directorate of Immigration (UDI).

Source: Norwegian Directorate of Immigration (UDI) and politiet.no. Always confirm current rules with the official Norwegian authorities before relocating.

SECTION 03

Wages and Contracts

Norway does not have a single statutory national minimum wage. Instead, several sectors have legally binding minimum rates set under a system called allmenngjoring - the general application of collective wage agreements.

Sectors currently covered by allmenngjoring include construction, shipbuilding, electricians, agriculture and horticulture, cleaning, hotels and restaurants, fisheries processing and freight transport. Minimum hourly rates are reviewed regularly by the Norwegian Tariff Board (Tariffnemnda).

- Every worker must receive a written employment contract (arbeidsavtale) before starting work.
- The contract must state the workplace, job duties, working hours, wages, holiday rights and

notice period.

- Wages are paid into a Norwegian bank account, typically once a month.
- Pay slips must be provided each pay period and show all components of your salary.

Source: Arbeidstilsynet (Norwegian Labour Inspection Authority) and Lovdata.

SECTION 04

Working Hours and Overtime

Working hours in Norway are regulated by the Working Environment Act (Arbeidsmiljøloven). The law sets clear limits to protect workers from excessive hours and unpaid overtime.

- Standard working week: up to 40 hours over 5 working days.
- Many sectors operate a 37.5-hour week through their collective agreement.
- Overtime must be agreed in advance and is capped at 200 hours per year in normal cases.
- Overtime supplement: at least 40% on top of your normal hourly rate.
- You are entitled to daily and weekly rest periods, including a continuous 11-hour daily rest.

Source: Arbeidsmiljøloven, sections 10-4 to 10-8. Always check whether a more generous collective agreement applies to your workplace.

SECTION 05

Holidays and Leave

- 25 working days of annual paid holiday under the Norwegian Holidays Act (Ferie-loven).
- Holiday pay (feriepenger) is calculated as a percentage of the previous year's earnings - 10.2% as a statutory minimum, or 12% for workers entitled to five weeks of vacation.
- Holiday pay is normally paid out in June of the following year.
- There are around ten public holidays per year (e.g. 17 May Constitution Day, Christmas, Easter).
- Parental leave, sick leave and care leave are regulated separately by NAV.

Source: Ferie-loven (Norwegian Holidays Act) and NAV.

SECTION 06

Sick Pay and Healthcare

Workers who pay social security contributions in Norway are part of the National Insurance Scheme (Folketrygden) and are covered by the public healthcare system.

- Sickness benefit: 100% of normal pay from day 1, up to a salary cap.
- The first 16 calendar days are paid by your employer; from day 17 the cost is covered by NAV.
- You must hand in a sickness certificate (sykmelding) to your employer.

- Healthcare is provided through the public system (HELFO/NAV); you will be assigned a regular GP (fastlege) once you have a Norwegian personal number.
- Hospital treatment for serious illness or accident is free of charge to insured workers.

Source: NAV and Helsenorge.no.

SECTION 07

Health, Safety and HMS Card

Norway has some of the strongest workplace safety standards in Europe. Employers are legally required to assess risks, train workers and provide protective equipment.

- Construction workers must hold a valid HMS-kort (HSE card) issued by Arbeidstilsynet.
- The card is mandatory on all building and construction sites in Norway.
- You must wear it visibly on site at all times.
- Workers from EU/EEA countries can apply for the HMS card once they have a D-number or personal number.
- Personal protective equipment (helmet, harness, boots, hi-vis clothing) is paid for and provided by the employer.

Source: Arbeidstilsynet and Byggekort.no.

SECTION 08

Taxes and Registration

Every worker in Norway must register with the tax authority (Skatteetaten) and obtain a tax card (skattekort) before starting work. Without a valid tax card, your employer is required by law to withhold 50% of your wages.

- Foreign workers without a Norwegian personal number receive a D-number from Skatteetaten.
- Apply for the tax card and D-number in person at a Skatteetaten ID-control office.
- Bring your passport or national ID, employment contract and proof of address.
- A simplified tax scheme called PAYE (Pay As You Earn) is available for many short-stay foreign workers - a flat 25% rate that includes social security contributions.
- PAYE is voluntary and may not be the best choice for everyone - check with Skatteetaten before opting in.
- An annual tax return (skattemelding) is filed in spring; most workers receive a pre-filled return.

Source: Skatteetaten.no.

SECTION 09

Cost of Living

Norway is one of the most expensive countries in Europe. Wages are correspondingly high, but you should plan your finances carefully and understand local prices before relocating.

- The largest cities (Oslo, Bergen, Stavanger, Trondheim) have the highest housing and food costs.
- Smaller towns and rural areas are significantly more affordable.
- Many employers in industrial sectors arrange accommodation. Terms vary by employer; rent is typically deducted from wages and the deduction must be itemised on your pay slip.
- A rough monthly budget for a single worker outside Oslo: around 12,000-18,000 NOK for housing, food and transport.
- Norwegian banks (DNB, Nordea, SpareBank 1) require a D-number or personal number to open an account.

Always confirm exact accommodation, transport and deduction terms in writing before signing your contract.

SECTION 10

How to Apply Through JobsPeek

Applying through JobsPeek is straightforward and free for the worker. Our specialists guide you through each step and you only ever speak directly with verified Norwegian employers.

- Submit your basic profile and CV on JobsPeek - it takes around 10 minutes.
- Our team reviews your application and adds you to our active candidate database.
- When a partner employer in Norway matches your skills, we contact you to confirm your availability.
- You speak directly with the employer, ask any questions and decide whether to accept.
- Once you accept, the employer issues your written contract (arbeidsavtale) and onboarding instructions.
- JobsPeek charges no fee at any stage. Recruitment costs are paid entirely by the hiring employer.

SECTION 11

Useful Norwegian Agencies

- Skatteetaten - Norwegian Tax Administration. Tax card, D-number, annual tax return. skatteetaten.no
- NAV - Norwegian Labour and Welfare Administration. Sickness benefit, parental leave, social security. nav.no

- Arbeidstilsynet - Norwegian Labour Inspection Authority. HMS card, working hours rules, safety. arbeidstilsynet.no
- UDI - Norwegian Directorate of Immigration. Residence and work permits for non-EU/EEA citizens. udi.no
- politiet - Norwegian Police. EU/EEA registration scheme, residence cards. politiet.no
- Helsenorge - Public health service portal. helsenorge.no

These are the only authoritative sources for Norwegian labour, tax and immigration rules. Always verify current information directly with the relevant agency before making decisions.

READY TO START?

Apply today through JobsPeek

Free for workers. Verified Norwegian employers. EU candidates welcome.

Visit <https://jobspeek.com>

This guide is provided for general information only and does not constitute legal, tax or immigration advice. All facts have been checked against official Norwegian government sources at the time of publication. Always verify current rules directly with the relevant Norwegian agency.