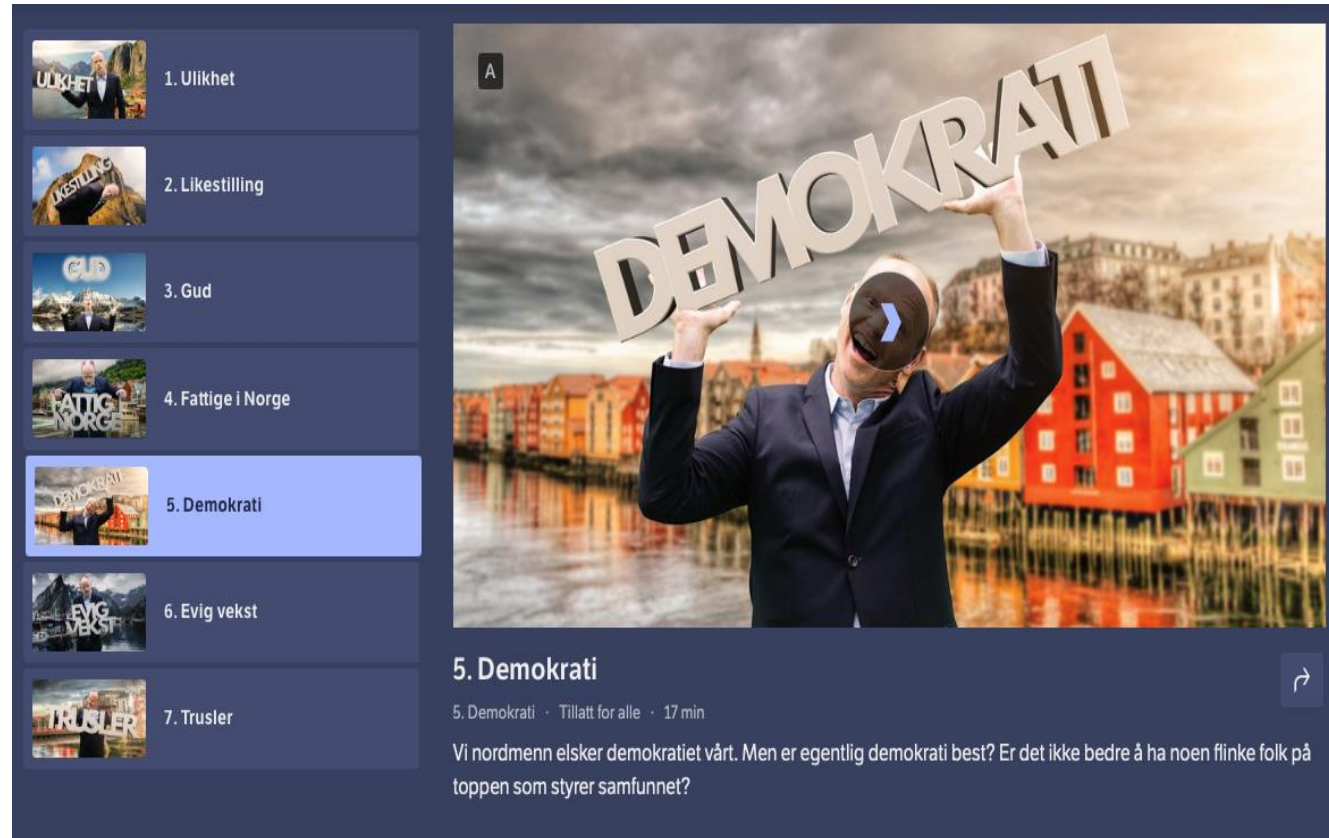


# Working culture Norway, May 2022

- Trust
- Honesty
- Social Individualism
- Gender Equality
- Family
- Punctuality
- Life/work balance



The image shows a video player interface. On the left is a vertical list of seven video thumbnails with their respective titles:

1. Ulikhet
2. Likestilling
3. Gud
4. Fattige i Norge
5. Demokrati (highlighted)
6. Evig vekst
7. Trusler

The main video player area displays a thumbnail for '5. Demokrati'. The thumbnail shows a man in a dark suit holding up large, 3D block letters that spell 'DEMOKRATI'. He is also holding a black circular object with a white right-pointing arrow in front of his face. The background of the thumbnail is a scenic view of a Norwegian town with colorful wooden houses (red, orange, green) built on stilts over water, under a cloudy sky.

Below the thumbnail, the video title '5. Demokrati' is displayed, followed by the text '5. Demokrati · Tillatt for alle · 17 min'. A share icon is visible in the bottom right corner of the video player area.

Vi nordmenn elsker demokratiet vårt. Men er egentlig demokrati best? Er det ikke bedre å ha noen flinke folk på toppen som styrer samfunnet?

# Life/work balance



# Work and welfare

Work-hours (37.5 hours)

Lunch break (0.5 hours)

## Insurance and Benefits by law

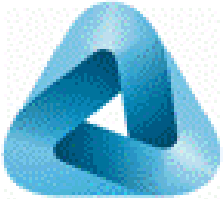
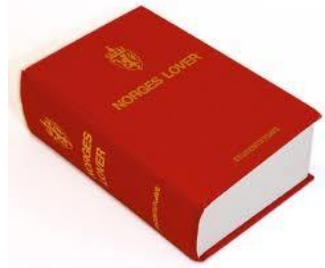
- Pension
- Occupational disease and accidents

## Trade and Industry Unions

- LO (Norwegian Confederation of Trade Unions): <https://www.lo.no>
- NHO (Confederation of Norwegian Enterprise): <https://www.nho.no>
- Tekna (civil engineers): <https://www.tekna.no/en/>
- NITO (engineers): <https://www.nito.no>

## For more information:

Contact the Norwegian Labor Inspection Authority at: <https://arbeidstilsynet.no>



**NHO**



# Taxes

## Income

Social security tax (% of salary) 8,2%

Income tax (22%) + “trinnskatt”

Real Estate – Fortune - Heritage

M.V.A (Merverdi avgift)= Value Added Tax

25% for most service

15% for food (not alcohol/tobacco)

12% for cinema, transportation

<https://skatteetaten.no/person/>

<https://skatteetaten.no/en/person/foreign>

2022	
Trinnene	Sats
0	0,00%
190 350	1,70%
267 900	4,00%
643 800	13,40%
969 200	16,40%
2 000 000	17,40%