



Workers Right in Norway

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Norwegian Confederation of Trade Unions (LO)

- The largest union in Norway
 - 987 000 members
 - 25 unions
- Works for maintaining and improving workers rights.
 - Salary
 - Holidays
 - Job protection
- For students and youths we do a yearly check of worker rights
 - LO Summerpatrol



Your duties

- Perform the work you were hired to do
- Follow all safety guidelines and speak out if something is dangerous
- Notify your boss if you cannot perform your job. If you are sick or late





Contracts

- Contracts are mandatory for all jobs
- Must include:
 - Your name and details
 - Workplace and other details
 - What job are you hired for
 - (If temporary, end date)
 - Salary
 - Holidaytime and break

Training

- When you start a new job, or your job role changes, your workplace is required to train you for the position
 - Internal systems
 - Health and Safety
 - Forms



Salary and overtime

- Norwegian law does not have a mandatory salary level
 - Negotiations between you and your boss
 - Negotiations between the union and the company
 - Tariffavtale – Collective Agreement
- Overtime, work over 40 hours per week.
 - 40% mandatory pay
 - 50-100% with a collective agreement



Working hours

- Standard working hours
 - 9 hours max per day
 - 40 hours max per week





Breaks and holidays

- Breaks
 - Break after 5.5 hours, undefined time
 - Lunch after 8 hours, 30 minutes
 - Under 18? Even more breaks!
- Holiday
 - 4 weeks and 1 day or 5 weeks
 - Holiday pay



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What if my boss wants to fire me?

- You cannot be fired without just cause.
 - What is just cause?
 - Not showing up for work
 - Showing up drunk
 - Stealing etc.
- Warnings must be given



Interviewing

Discrimination and cultural awareness



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Things you cannot be asked...

- Union membership
- Sexual orientation
- Your health
 - Pregnancy/family planning
 - Chronic illness
- Unless it is relevant to the job:
 - Your political views
 - Religious views

