

Workers Right in Norway

Daniel Gudbrandsen, LO



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













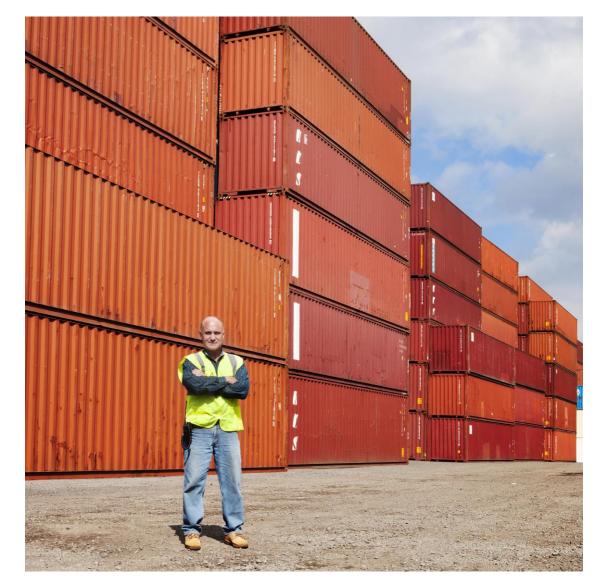


Your duties

 Perform the work you were hired to do

 Follow all safety guidlines 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

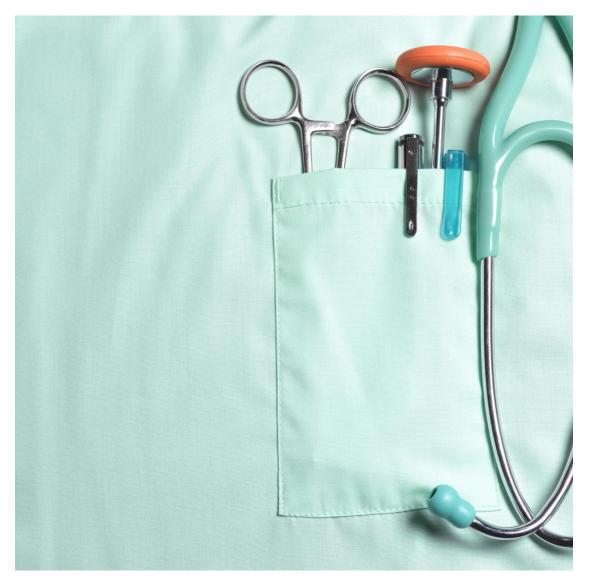
- When you start a new job, or your job role changes, your workplace is reguired to train you for the possition
 - Internal systems
 - Health and Safety
 - Forms





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





<u>Dette bildet</u> av Ukjent forfatter er lisensiert under <u>CC BY-NC-ND</u>

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 awarenes





Dette bildet av Ukjent forfatter er lisensiert under CC BY-SA-NC

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

