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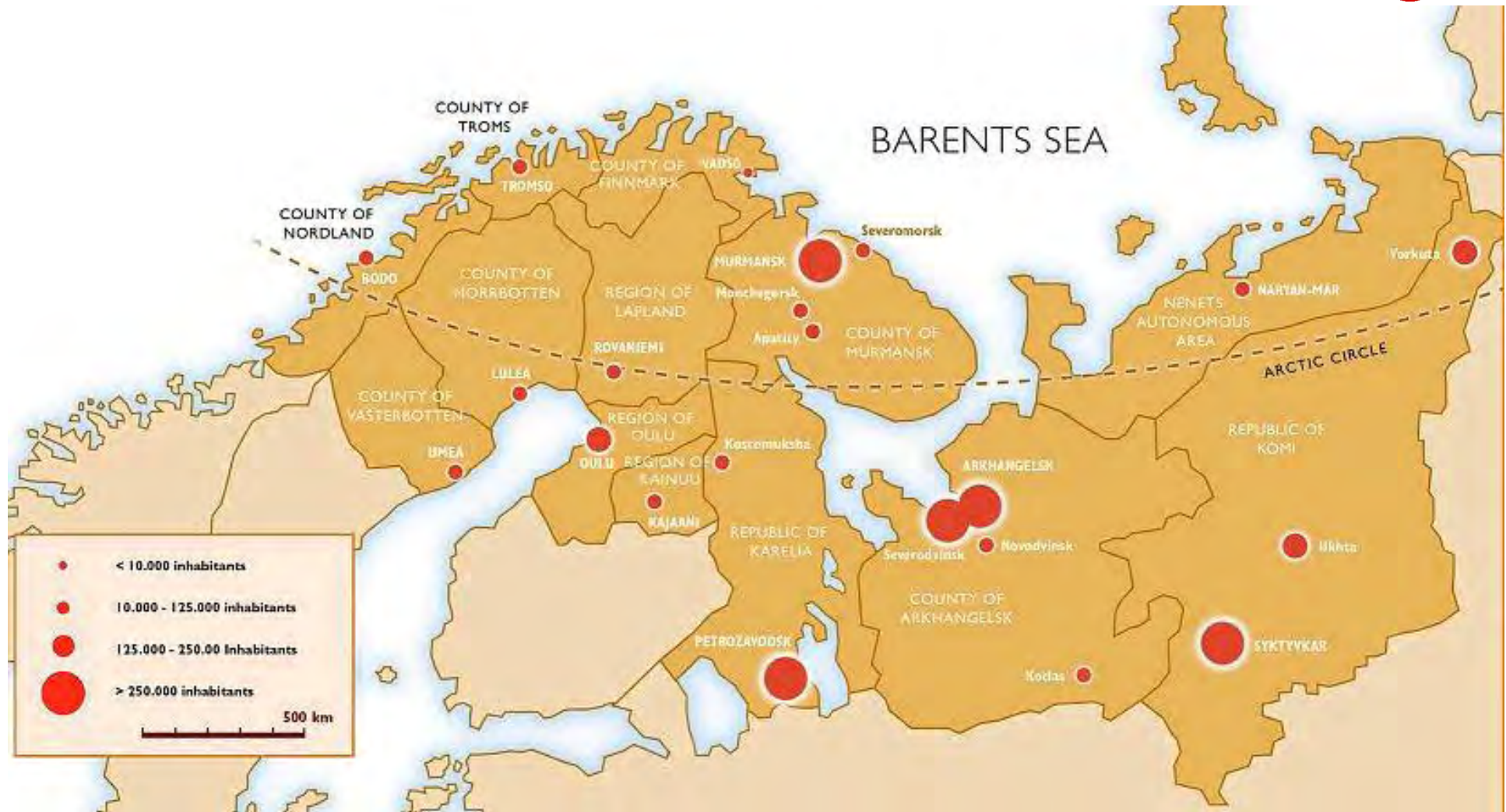
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**Living and working in Norway**

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•Moskva

# Tromsø









# Norway

§ The Norwegian currency is Norwegian kroner, NOK.

1 euro = 9 NOK

§ Norway is a monarchy.



# Geography

- § 1750 km long
- § 430 km at the widest and 6 km at the most narrow
- § 25.148 km coastline
- § 4,8 million inhabitants incl. 459.000 "foreigners"
- § Growth 64.000 in 2008
- § Capital city: Oslo 560.000 inhabitants
- § Biggest cities:
 

– Bergen:	248.000
– Trondheim:	165.000
– Stavanger:	120.000
– Kristiansand:	79.000
– Fredrikstad:	72.000
– Tromsø:	67.000





## 218.000 Europeans in Norway more than 6 months per 1. January 2008

<b>1. Poland</b>	<b>32069</b>
<b>2. Sweden</b>	<b>26244</b>
<b>3. Denmark</b>	<b>19220</b>
<b>4. Germany</b>	<b>17472</b>
<b>5. Bosnia-Hercegovina</b>	<b>15649</b>
<b>6. Turkey</b>	<b>15003</b>
<b>7. Russia</b>	<b>12823</b>
<b>8. United Kingdom</b>	<b>11784</b>
<b>9. Kosovo</b>	<b>11052</b>
<b>10. Finland</b>	<b>6528</b>
<b>11. The Netherlands</b>	<b>5998</b>
<b>12. Lithuania</b>	<b>5119</b>

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## 65000 foreigners less than 6 months

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§ Nordic countries	24000
§ Poland	15100
§ Lithuania	4800
§ West-Europe	8000



# Norway

















## Population and language

- § **Sami population in the north**
- § **Two official languages:**
  - Bokmål
  - Nynorsk
  - + Sami language in certain municipalities
- § **Many different dialects**
- § **Norwegian is closely related to Swedish and Danish**
- § **Most Norwegian people speak English quite well**
- § **..... but most of the employers require that you speak Norwegian, or a Scandinavian language**



## Characteristic features

- § Climatic differences from  
– 40 to + 30
- § Natural phenomena: Midnight  
sun and Northern Lights
- § Big variety in nature
- § Great outdoor life
- § High standard of living
- § Extensive welfare system
- § Safe working conditions



## Norwegians from a foreigner's perspective



- § Flat structure – Who is the boss?
- § Equality/No special treatment
- § Need of space, keep a little distance and privacy
- § Not the most impulsive ones – need time.
- § Boring, cold lunches
- § "Unpolite" - Problems with saying "hello"
- § Dress code



## Dress code





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## The labour market

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### § Unemployment rate

1. January 2009: 2,6 % (65.000 people)

3,1 % for men - 2,0 % for women

Highest in construction 5,2 % and industry 4,1 %

### § Lowest unemployment amongst:

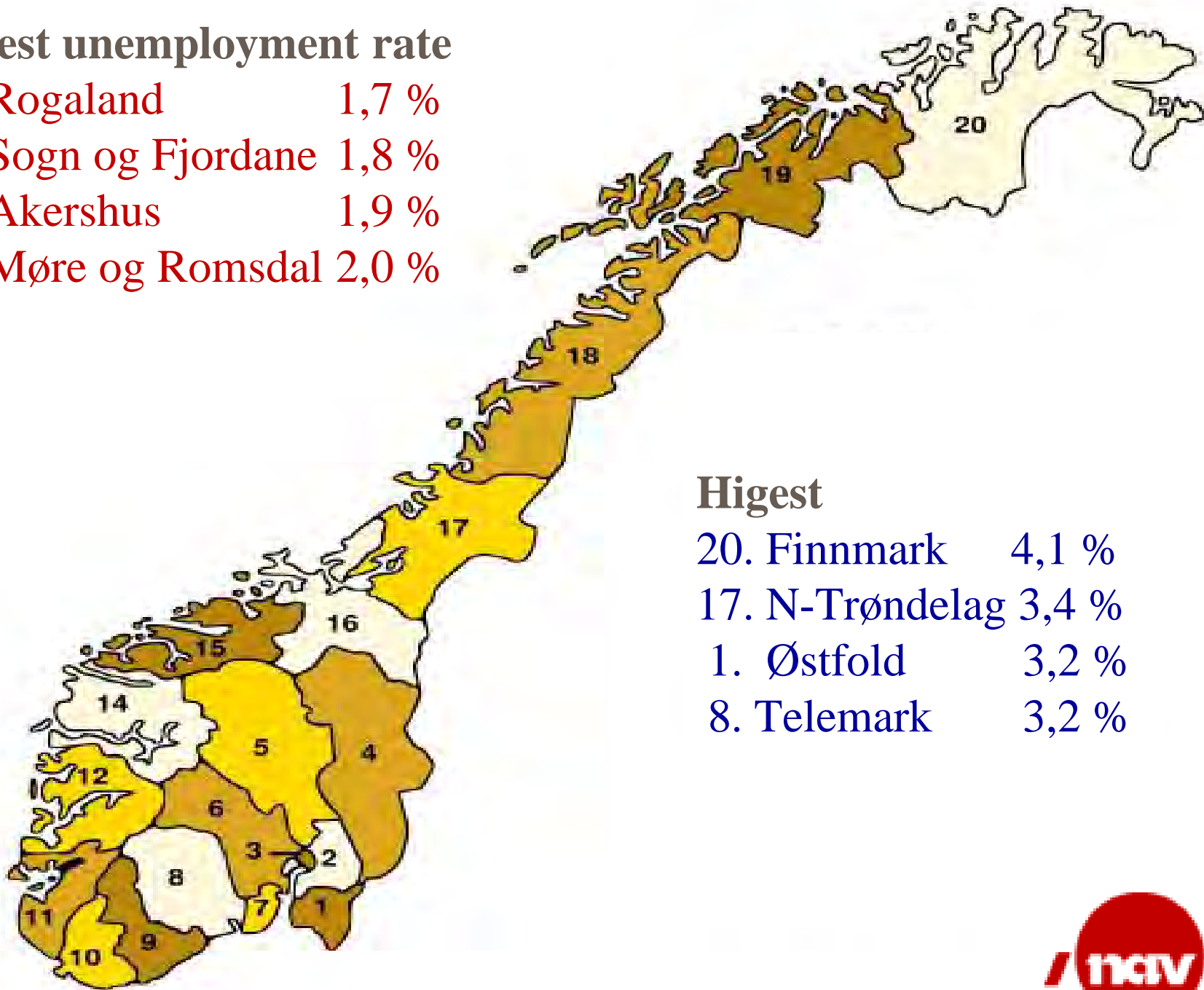
- teaching/education 0,6 %

- Leaders, health, all kind off engineers and IT  
developers and programmers; 1,0 %



## Lowest unemployment rate

- 11. Rogaland 1,7 %
- 14. Sogn og Fjordane 1,8 %
- 2. Akershus 1,9 %
- 15. Møre og Romsdal 2,0 %



## Higest

- 20. Finnmark 4,1 %
- 17. N-Trøndelag 3,4 %
- 1. Østfold 3,2 %
- 8. Telemark 3,2 %



## Labour Market Statistics

- § **The unemployment rate has increased in most regions due to the financial crisis**
- § **We expect an unemployment rate of 3 % by 2010**
- § **There are now a decreasing number of vacancies within all occupational groups. 62 % fewer vacancies in industry and 57 % in construction compared with last January.**
- § **Big challenge: To find enough qualified people**
- § **Many companies still have recruitment problems. Especially those needing engineers**
- § **Recruitment from abroad is, and will still be crucial**

## Mechanical Industry

- § Part of the industry is experiencing increased unemployment
  - Still need for
- § Industrial Plumbers
- § Industrial mechanics
- § Machine Operator (CNC)



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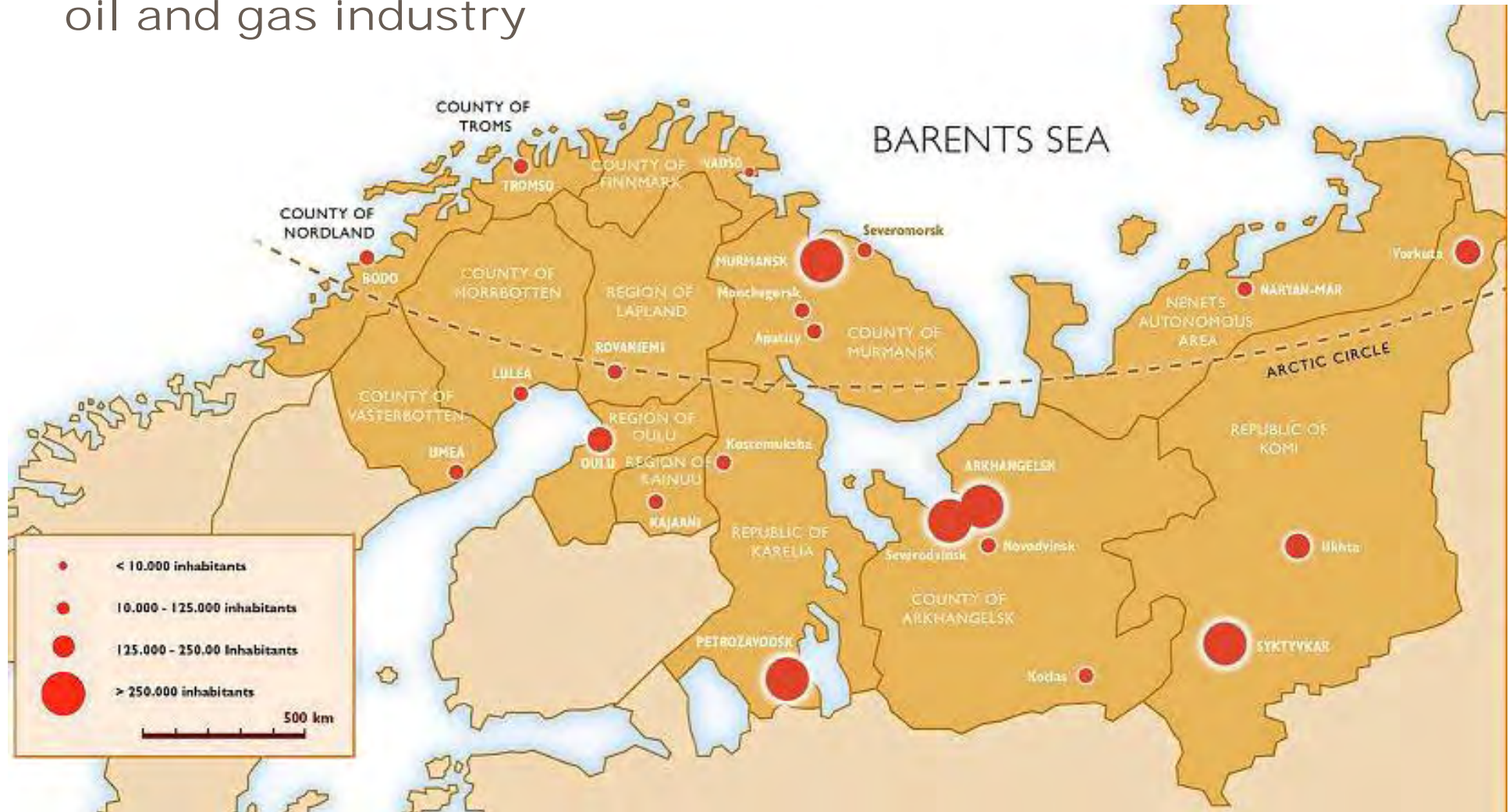


## The petroleum sector



- § About 80.000 employees in this sector. 35% offshore
- § Norway is no 5 in oil/3 in gas
- § Safety course and medical certificate needed
- § Large competition for the jobs
- § Highly skilled personnel with long experience
- § Shortages: Petroleum engineers and specially skilled operators
- § Main source of recruitment from the Mechanical industry

# Statoil/Hydro is "in" the Russian oil and gas industry



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## **Building and construction**

- § **Up till now: Boom!**
- § **But now cooling down considerably**
- § **Import of workers from abroad, particularly from Poland and Lithuania**





# IT



- § **More than 60 % of all companies in this sector are expecting growth and need more people next year.**
- § **2350 more programmers and system developers are needed.**