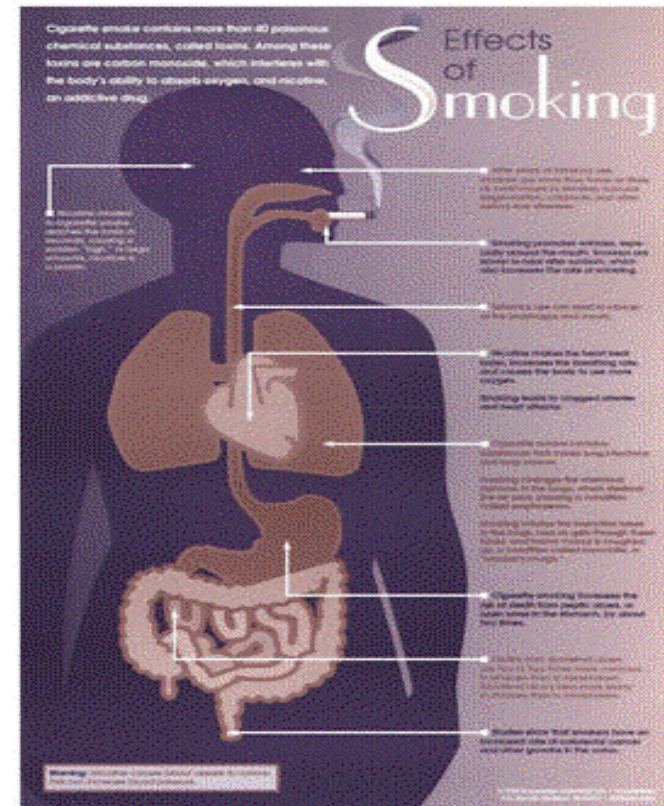
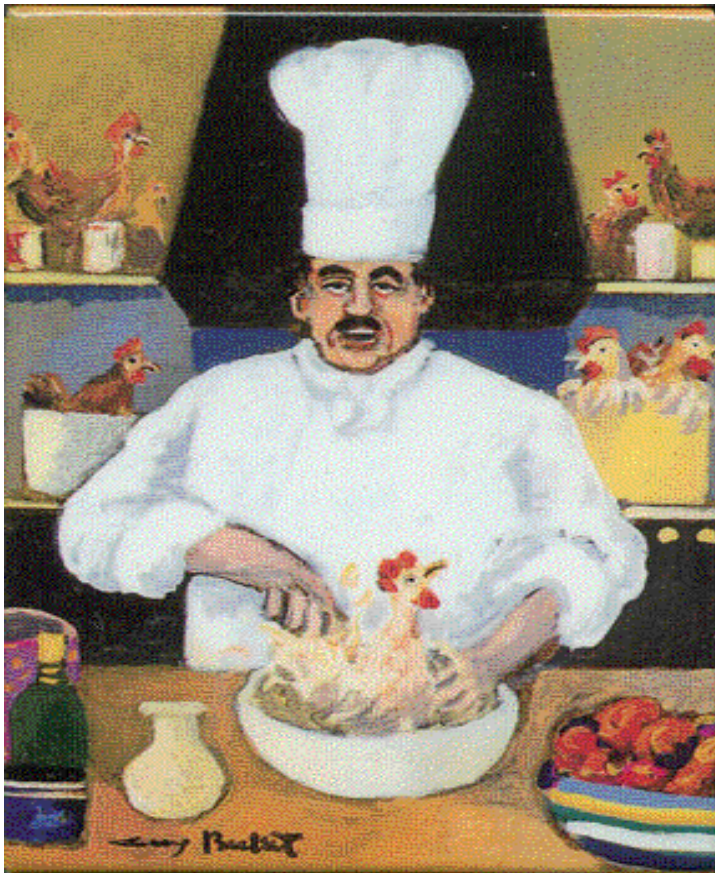


Health

- § **A lack of 6100 people within the health sector:**
- § **Doctor specialists**
- § **Doctors - rural areas**
- § **Dentists - public sector**
- § **Nurses – specialized, especially midwives**
- § **Assistant nurses – future need**
- § **Personal assistants**



Hotel and restaurant



- § A need for chefs and cooks
- § Also waiters, headwaiters and barkeepers.
- § Biggest need in and around Oslo
- § Increasing demand year round and particularly during summer season.

"Seasonal work"

§ FISHING INDUSTRY

Stagnation, but optimism: research within farming of new species.

§ Low demand for labour.

§ All along the west coast, many small companies; most recruitment in the northern counties.

§ Most work on land: Fish processing. Hard working conditions.

§ **Fish sent to China for processing**

§ TOURISM

Cooks, waiters, cleaners, guides

Transport

- § Strong demand for taxidriviers
- § Bus drivers
- § Lorry drivers
- § Many of the recently unemployed people are able to fill some of these vacancies.





NORWAY NEEDS ENGINEERS!



**ARE YOU AN ENGINEER IN ONE OF THE FOLLOWING FIELDS?
OIL/GAS INDUSTRY, SHIPPING AND CONSTRUCTION**

Piping Pipe design Subsea Mechanics Structure Steel construction	Marine technology Process Electrical Instrument Safety/QA/HES Procurement	Construction (building industry) Hydraulics IT (higher level) project management
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Norway needs also qualified technicians in many of these fields, and especially technical designers (Autocad)

The companies require:

- engineer diploma OR solid work experience in the engineering field
- young graduates can also apply
- sound knowledge of English (written and spoken)

The companies offer:

- good working conditions
- long term contracts
- opportunity to develop in a country with a booming oil and gas sector

Thank you for sending us your CV and a cover letter to engineers@nav.no

Please indicate:

- when you are available
 - if there are any particular regions in Norway you would prefer to work in,
- and we will do our best to place your CV in accordance with your wishes.

Your CV will be forwarded to employers, which will contact you if they find your CV relevant.

Result Engineer-project!

- § **15 Job Fairs for Engineers in 2008**

- § **140 engineers to 35 companies**

- § **From Portugal, Germany, Sweden and Poland**

- § **180 companies are interested in this project**



About 800 engineers CV – Master's level

AutoCAD/design

Automation/mechatronics

Chemistry

Construction

* Electricity

* Electronics

Environment

Geo engineers

Hydraulics

HVAC

IT



Materials

* Mechanics

Marine / naval arch.

Piping

Process (chemistry)

Safety / QA / QC

Structures

Telecommunication

Petroleum

Water treatment



NORMAL WORKING CONDITIONS

- § **Work contract**
- § **6 months trial period**
- § **Salary normally paid once a month. The employer deducts the taxes from your monthly pay.**
- § **Normal working hours are 37,5 hours per week. Shift workers have 35,5 hours.**
- § **Holliday: 25 working days per year. 30 days for employees over the age of 60.**
 - **Holliday pay 12% of gross pay for trade union members. 10,2% for non trade union members.**
 - **You have to earn your paid holliday by working the previous calendar year.**

Salaries

- § **The average wage in Norway is among the highest in Europe.**
- § **According to the statistics the average monthly salary is NOK 32,300 (about 3600 euro).**
- § **The 10% best paid wage earners receives in average NOK 62,300 (7000 euro) per month.**
- § **The 10% lowest paid wage earners receives in average NOK 18,600 (2100 euro) per month.**
- § **No minimum salaries in Norway. Normally according to collective agreements.**
- § **Wage negotiations once a year (in April-May) between the trade unions and the Norwegian Employers' Confederation**

Wages for engineers

- § The wages for engineers will range from NOK 350,000 to 750,000 (Euro 39,000 to 74,000) per year, before taxes.
- § Service engineers, who travels a lot will have very high salaries. Senior engineers in the field of drilling, piping, petroleum, subsea will also have very high salaries.
- § An average salary for an engineer with 4-5 years of experience is about NOK 370,000 to 420,000 (Euro 41,000 to 47,000) per year.
- § The salaries offered in Oslo and Stavanger is normally higher than in other Norwegian regions. This is to compensate for the increased living costs in these towns.

TAX

- Everybody who works in Norway for a Norwegian employer most pay income tax in Norway.
- Normal tax 33 % per month
 - June is tax-free
 - December is half tax-free
 - = ca 25 % tax each year
- § 10 % off income tax is free for foreigners the 2 first years
 - e.g: earn 300.000, = 30.000 is tax-free, pay tax of only 270.000
 - = ca 22 % tax each year
- Tax return form. Must be delivered before the end of April.

NATIONAL INSURANCE I

What is covered through the National Insurance?

- **Sickness benefit.** 100% pay first year, 66% of the pay the second year.
- **Benefits related to child birth.** 12 months with 80% of ordinary pay or 10 months with 100% pay. Paternity leave 6 weeks.
- **Unemployment benefit.** About 63% of pay for a maximum of 2 years.

NATIONAL INSURANCE II

What is covered through the National Insurance?

- **Old-age pension.** (Retirement age in Norway is 67 years)
- **Disablement benefit.**
- **Free treatment in the hospital.**
- **Free dental treatment for those under the age of 18.**

NATIONAL INSURANCE III

What is covered through the National Insurance?

- **Child benefit.** The ages from 0 to 18. NOK 970 per month (about 107 Euro).
- **Benefits for single parents.**
- **Cash benefit “Kontantstøtte”.** From the age of 1 to 3. Maximum NOK 3657 per month (406 Euro).
- You have to apply for these benefits at Nav Trygd if the child is not born in Norway.

What do you get for your wages?

- § **Norway - fifth place in Europe for cheap food!**
 - (Düsseldorf is the cheapest)
- § **If you work 2 hours and 2 minutes, you have enough money to buy one week's supply of food**
- § **Norwegians spending of their salary:**
 - housing, light, heating - 25%
 - public transport, car - 20%
 - food - 12%
 - culture, leisure time - 12%
- § **UN: Norway highest score for income, duration of life, and living conditions.**

Costs

- § It is more expensive to be tourist in Norway, than to actually live there.
- § Food (except meat) and cloths are not so expensive.
- § Alcohol and cigarettes are very expensive.
- § Eating out in a restaurant is also expensive.
- § Cars are very expensive.
- § Petrol is also expensive, despite the fact that Norway is an oil producing nation. The prices will vary from day to day. On average it costs about 1,3 euro per litre.

HOUSE/COSTS

- § **Most Norwegian people own their own house. About 90% of couples who lives together own their own house/apartment. About 67% of young couples and single parents own their own house/apartment.**
- § **The average rent for a flat is**
 - 1 room 470 euro, 2 room 540 euro , 3 room 610 euro per month.
 - Oslo and Stavanger is much more expensive
- § **You can get your own house with a garden for about NOK 1,500,000 to 2,000,000 (170,000 euro to 220,000 euro). Prices vary. Exception Oslo and Stavanger.**
- § **Oslo is the most expensive town in the world.**

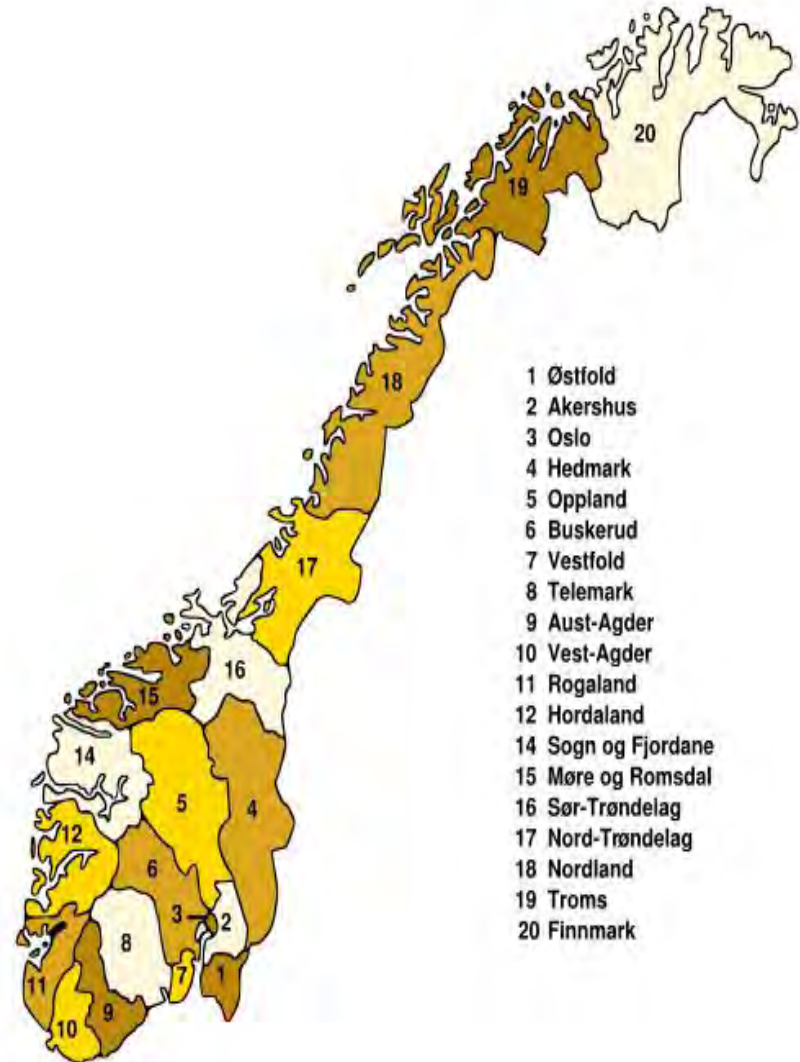
Average price to buy per square metre (all of Norway €2.988)

§ Oslo	€4.060
§ Bergen	€3.433
§ Stavanger	€3.350
§ Tromsø	€3.337
§ Trondheim	€3.084
§ Sandnes	€2.880
§ Kristiansand	€2.783
§ Lillehammer	€2.651



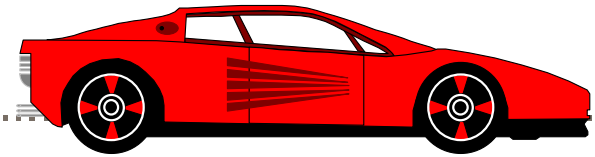
Average price per square metre (Counties)

§	Oslo	€4.060
§	Hordaland (Bergen)	€3.241
§	Akershus	€3.133
§	Rogaland (Stavanger)	€2.928
§	Trøndelag (Trondheim)	€2.747
§	North-Norway (Tromsø)	€2.590
§	Agder (Kristiansand)	€2.470
§	Vestfold	€2.253
§	Buskerud	€2.217
§	Oppland (Lillehammer)	€2.157
§	Østfold	€2.096
§	Møre & Romsdal (Molde)	€2.084





Bring your car along?



§ To drive a foreign car in Norway is allowed if:

§ 1) Commuter

§ Your family can't live in Norway. You must go home each month, and stay home all in all 185 days each year.

or

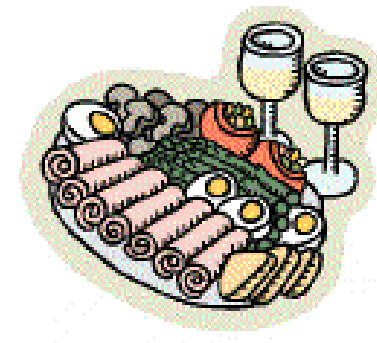
§ 2) Timelimited employment contract (max 2 years)

If your stay is more than 1 year, you must contact the Norwegian Customs (Tollvesenet) to get a permit for 1 more year

§ Always keep the timelimited employment contract in your car!!!!!!!!!!!!!!!!!!!!

Important custom rules

- § Max 1,5 liter wine (up to 22%) and 1 liter spirits (up to 60%)
- § and 2 liter beer (up to 4,75 % alcohol)
- § 200 sigarettes
- § 10 kg meat and cheese
- § 10 kg fruit, berries and vegetables
- § **NO POTATOES!!**
- § Goods valued at max 6000.- NOK



Jobseeking

- § **60-70% of the jobs are not advertised**
- § **Make a Curriculum Vitae (CV) in English. The Europass CV is getting more common to use.**
- § **Use www.gulesider.no and**
- § **Companies web sites**
- § **Contact employers directly**
- § **Use your personal network**
- § **You can send your CV to eures@nav.no**

Where to find the jobs

§ www.nav.no (only available in Norwegian)

§ www.eures.no and www.eures.europa.eu

§ NAV Service Centre Phone: +47 800 33 166

(Monday – Friday 08:00 – 18:00)

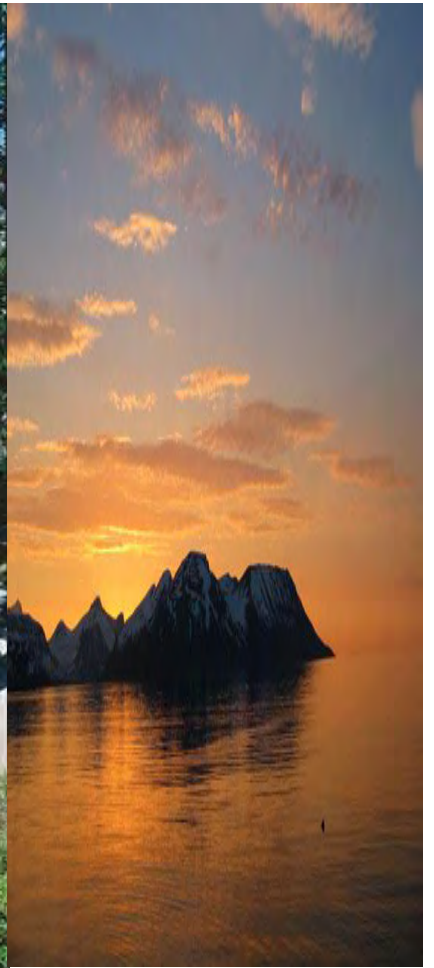
§ Contact the EURES Adviser in your area

§ www.finn.no

§ www.finnjobb.no

§ www.norske-aviser.com









§ Further information:

§ www.norway.no

§ www.eures.no

§ www.nav.no



Contact

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