

Work permits

A work permit allows you to work in Norway. The provisions apply to applicants from countries outside the EU/EEA/EFTA, and to applicants from EU/EEA/EFTA countries wishing to apply for a permit not under the EU/EEA rules.

To obtain a work permit in Norway you must have a concrete job offer.

If you wish to apply for a work permit as a national of EU/EEA/EFTA countries, see separate information on the rules for this. A work permit pursuant to EU/EEA regulations does not constitute grounds for a settlement permit.

There are seven main types of work permit:

Skilled worker/Specialist

Skilled workers/specialists are persons who are trained in a particular field or have special qualifications needed in Norway. Their expertise must be critical for the enterprise seeking to hire them.

The skilled worker/specialist training must be documented by a certified translation into Norwegian or English. To apply for a work permit as a skilled worker/specialist, the applicant must have a concrete job offer. As a general rule, foreign nationals who apply for work permits as specialists are to apply at the nearest Norwegian foreign service mission, but may apply from Norway if they are lawfully in the country.

If it is likely that the application will be granted by the UDI, the police may issue the applicant a temporary work permit pending processing at the UDI.

A skilled worker/specialist work permit is valid for a particular job and particular place of employment. As a general rule, it must be for full-time employment. The permit is normally granted for one year at a time and is renewable. Wages and terms of employment may not be less favourable than the current collective pay agreement or those that are normal within the trade or profession in Norway.

After three years, the skilled worker/specialist has the right to apply for a settlement permit. Once the skilled worker/specialist has been granted a settlement permit, he or she is no longer tied to a particular place of employment. Skilled worker/specialists may apply for other types of residence or work permit from

Norway. Members of a skilled worker/specialist's family may come to Norway in accordance with the rules pertaining to family reunification. If the family's application is submitted at the same time as the principal person's application, they will be processed together. Family members shall as a general rule submit their applications in their country of origin.

Seasonal worker

A seasonal worker is a foreign national who is to be engaged in typical seasonal work, such as harvesting or picking berries, or as an ordinary summer holiday replacement.

A work permit for a seasonal worker may be granted for up to six months, and a new permit cannot be granted until the applicant has been abroad for six months.

Prior to applying for a seasonal work permit, the applicant must have a concrete offer of employment and a job contract. Wages and terms of employment may not be less favourable than what is normal in Norway.

A person for whom a visa is required and who is lawfully in Norway on a visa and wishes to apply for a seasonal work permit may apply from Norway. Persons who are legally in Norway and are not required to have a visa may also apply from Norway. A seasonal work permit does not constitute grounds for a settlement permit.

Au pair

An au pair is a young foreign national who works for and lives with a Norwegian family in exchange for room, board and pocket money.

The purpose of the stay must be to learn the Norwegian language and culture. The au pair must be between 18 and 30 years of age. A concrete job offer must have been made to the applicant before he or she applies, and the permit must be applied for and granted prior to entry into Norway. The permit may be granted for up to two years and does not constitute grounds for a settlement permit.

Trainee

A trainee is a person wishing to be trained in a trade or profession he or she intends to pursue in the country of origin.

The work has to be essential for the person's qualifications and be a natural part of his or her vocational training. Trainees must generally apply for the permit from their country of origin and remain there until the permit has been granted, unless the position has been arranged by special organizations.

The permit may be granted for up to two years and does not constitute grounds for a settlement permit.

Guest worker

A guest worker is a foreign national whose aim is to acquire knowledge of Norwegian agriculture and Norwegian culture.

The guest worker takes part in the daily chores on a farm, functioning as part of the farm family. An applicant must have a concrete job offer before applying, and the permit must be applied for and granted prior to entry into Norway. The permit may be granted for up to three months and cannot be extended or renewed.

The permit does not constitute grounds for a settlement permit.

Worker in the fish processing industry

Russian nationals from the Barents region may take employment in the fish processing industry in Troms and Finnmark if there is no available domestic labour or workers from the rest of the EU/EEA area.

There must be a concrete job offer prior to applying, and the permit must be applied for and granted before entry into Norway. The permit is granted for up to one year and does not constitute grounds for a settlement permit.

Permit for nationals of EU/EEA/EFTA countries

See separate information about nationals of EU/EEA countries.

You cannot apply for a work permit immediately after an application for asylum has been rejected.

When you apply for a work permit, you must submit the following documents together with your application:

Skilled worker/Specialist:

- Application form with (passport) photograph
- Copy of passport
- A filled-in offer of employment form or contract of employment providing the same information as the offer of employment form
- Documentation of education/training/work experience translated into English or Norwegian

Seasonal worker:

- Application form with (passport) photograph
- Copy of passport
- Offer of employment form, preferably with a recommendation from *Aetat* (employment office – the recommendation shortens case processing time)

Au Pair:

- Application form with (passport) photograph
- Copy of passport
- Standard contract of employment for au pairs with information on the host family's nationality and a description of work tasks.

Trainee:

- Application form with (passport) photograph
- Copy of passport
- Standard contract of employment for trainees
- Documentation of education/training

Guest worker:

- Application form with (passport) photograph
- Copy of passport
- Standard contract of employment (from an approved agency)

Worker in the fish processing industry:

- Application form with (passport) photograph
- Copy of passport
- Offer of employment form
- Copy of "labour passport" (translated into English or Norwegian)
- Copy of certificate of residence (translated into English or Norwegian)

Documentation requirements vary from country to country and are subject to change.

Frequently asked questions

Where do I apply for a work permit?

If you are in Norway, apply at the local police station.
If you are in your country of origin, apply at the nearest Norwegian foreign service mission.

Does it cost anything to apply?

You must pay NOK 1 100 when you submit your application and when you apply for a renewal of the permit. Those who apply pursuant to the EU/EEA regulations do not pay a fee.

If you already are in Norway and/or are applying for a renewal, the fee must be paid when you submit the application to the police (cash/card). The fee can also be paid in advance (credit transfer) with the receipt attached to the application, regardless of whether the application is mailed or submitted in person. The police will inform you of the account number, as the police receive the money, not the UDI.

If the application is to be submitted in Oslo, you can call the police immigration office to obtain the account number. The telephone number for the police in Oslo is 22 34 21 00.

You may find the telephone numbers for other police districts in Norway at <http://www.politi.no>.

How long does it take to process my application?

It varies. See the UDI's website at www.udi.no or call the UDI's applicant information service for updated information in Norwegian and English.

Can I appeal the decision?

Yes. If you appeal, your appeal will be processed by the UDI and then by the Immigration Appeals Board (UNE) if the UDI does not reverse its previous decision. The processing of the appeal does not cost anything.

May an employer, friends, family or a host family apply for a work permit on my behalf?

An employer may apply at the police station if he/she has written authorization from you (separate form). Friends, family and the host family cannot apply on your behalf.

I do not need a visa. May I start to work before my application is processed?

No. You are not allowed to work until the permit has been granted. If you have been granted a temporary permit you may start to work.

Other questions?

If you have any other questions about the rules, contact the Norwegian foreign service mission nearest you. You can also contact the closest police district or the UDI's applicant information service by phone: +47 23 35 16 00 or e-mail ots@udi.no, or look up www.udi.no for more information in Norwegian and English.

The Directorate of Immigration
P.O. Box 8108 Dep.
N-0032 Oslo
Office address: Hausmannsgate 21

Phone: (+47) 23 35 15 00
Fax: (+47) 23 35 15 15
www.udi.no
E-mail: udi@udi.no

Last updated: 07.03.2007