

**A work permit gives you permission to work in Norway. The rules described here apply to applicants from countries outside the EU/EEA/EFTA, and applicants from the EU/EEA/EFTA who wish to apply for a permit pursuant to other rules than the EU/EEA rules.**

**”Au pair” is a work scheme whereby young people can learn a new language and become better acquainted with Norway and Norwegian society by living with a Norwegian family. In return for this, the au pair provides services such as light housework and childminding for the host family. The objective of the au pair scheme is cultural exchange.**

**Please note: Separate rules apply to EU and EEA nationals. However, this information applies to applicants for au pair permits who are nationals of EEA or EFTA countries that are subject to transitional rules.**

### **Who can be granted an au pair work permit?**

To be granted a permit to work as an au pair you must be between 18 and 30 years of age. It must be probable that you will return to your country of origin after your stay, and your circumstances must allow for an uncomplicated return.

### **What is required of the host family?**

- Host families can be married couples, partners or cohabiting couples with or without children, or single parents with children. Single persons without children cannot be a host family.
- Permission will not be granted to work with members of your own family, i.e. parents, siblings, cousins, brothers/sisters-in-law, uncles or aunts.
- Through the host family, the au pair shall learn Norwegian and about Norwegian society, and the host family must therefore speak Norwegian on a daily basis.

- As a general rule you may not have the same nationality as anyone in the host family.
- If one or more members of the host family are of foreign nationality or origin, this nationality should be a different one than yours. If one of the host parents has the same nationality as you, he or she must have lived in Norway for at least ten years.
- The host family can only employ one au pair at a time.
- The host family must spend time with you on a daily basis.

### **What requirements apply to working conditions?**

- A concrete offer of employment must have been made on the Directorate of Immigration’s standard employment contract, signed by you and the host family.
- You may not work for anyone other than your host family, and you may not combine your work as an au pair with other work. This applies regardless of whether the work is paid or unpaid.
- You must not normally work more than five hours a day and maximum 30 hours a week. You may not work for more than 30 hours a week even in return for extra pay.
- You are entitled to a total of 25 weekdays’ holiday per calendar year.
- You are entitled to a minimum of 48 hours off each week (time-off period). The time-off period should preferably be continuous, and must never be less than 24 hours.
- You will perform light work such as housework, childminding and looking after animals. The au pair permit does not allow you to work purely as a domestic help or childminder.
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### How do I apply?

You must complete an application form to apply for a work permit. The application must be sent from your country of origin or another country where you have been living legally for at least six months. As a general rule, you may not come to Norway and start working until your application has been granted. You must hand in your application at the nearest Norwegian foreign service mission (embassy, consulate general). You will also receive the answer to your application via the foreign service mission.

The host family may apply for a work permit on your behalf if you give them your written authorisation. The application may then be submitted to the local police in the district where the host family lives. In such case, the host family will receive the reply to the application (via the police), and the family will then let you know the outcome. It is a precondition that you are actually in your country of origin.

You may not start work until you have been granted a work permit. The police are authorised, on request, to issue a provisional permit if they think it is probable that your application will be granted. This is conditional on the legal application procedure having been followed.

If you need a visa to come to Norway, you must go to the nearest foreign service mission with a copy of your work permit to get an entry visa for Norway. The foreign service mission will make an independent evaluation as to whether the visa can be granted. They are not bound by the provisional work permit.

If the Directorate of Immigration subsequently grants you a permit to work as an au pair, the decision applies from the date on which the provisional permit was issued. No account will be taken of when you actually came to Norway and started work.

### What do I need to enclose with the application?

You must enclose the following with the completed application form:

- The Directorate of Immigration's standard work contract, signed by you and the host family.
- The form "Important information on rights and obligations for au pairs and their host families", signed by you and the host family (and any agency that has been involved).
- Documentation of the host family's nationality (for example a copy of their passports).
- A copy of your passport. Your passport must generally be valid for at least two months after the expiry of your permit period. If the application is submitted in Norway, the date of entry must (if possible) be stated on the passport or other document.
- If the application is submitted from a country other than your country of origin: documentation that you have lived there legally for the past six months.
- If the host family consists of only one host parent: documentation of his/her percentage of the care of the child(ren).
- Where relevant, written authorisation for the host family.
- Passport photo that meets specific requirements.
- You must also pay a fee.

The documentation must be in Norwegian or English.

Please note: Documentation requirements vary from one country to another and may change over time. You should therefore ask for details about requirements at the Norwegian foreign service mission in the country you are applying from.

### Can the permit be extended or renewed?

Provided that you have a valid permit to work as an au pair, you may apply at any time to change host families. (This counts as an application for renewal). If you wish to renew your au pair work permit, either with the same or with a new host family, you must send a new application at least a month before your current permit expires. You may not start to work for the new family until your new application for a work permit has been granted.

You must hand in the application in person to the police in the district where you are living. The same documentation requirements apply as for first-time applications (but you may be 30 years old). A fee is also payable for renewal applications.

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**UDI**  
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## **Special circumstances for au pairs from the Philippines**

The Filipino authorities do not recognise the au pair scheme, and they do not want their citizens to be issued permits to travel to Norway and work as au pairs. However, the Norwegian immigration authorities must comply with Norwegian legislation and cannot reject or refuse to process an application for an au pair work permit on the basis of another country's legislation. This means that Filipinos may be refused permission to leave the Philippines even if they have a permit to work as au pairs in Norway. The Norwegian authorities cannot provide assistance in cases where an au pair is refused permission to leave the country.

## **Frequently Asked Questions:**

### **How long does it take to process an application?**

The processing time varies somewhat. An overview of processing times is available at [www.udi.no/saksbehandlingstider](http://www.udi.no/saksbehandlingstider), or you can contact the Information service for applicants by email or phone (+ 47) 23 35 16 00.

The processing time may be longer if the application is submitted by the host family in Norway. This is largely due to the police's heavy workload.

To avoid any unnecessary delays in processing, it is important to be accurate when completing the application form and to enclose all the requested documentation.

### **Can I appeal against a rejection?**

If your application is rejected, you can appeal against the decision. Your application will then be reconsidered by the Directorate of Immigration. The Directorate may reverse its decision and grant the application. If not, the case will be forwarded to the Immigration Appeals Board (UNE) for reconsideration.

### **More questions?**

If you still have questions about how to apply for an au pair work permit in Norway you can find more information in the Directorate of Immigration's Circular on au pair permits. You can also contact the nearest Norwegian embassy or consulate, or the Information service for applicants

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