

Communication Campaign

KNOW YOUR RIGHTS

a cooperation between



Norwegian Labour
Inspection Authority



REPUBLIC OF ESTONIA
LABOUR INSPECTORATE



VALSTYBINĖ DARBO INSPEKCIJA
PILNŲ LAISVĖS APSAUGOS IR DARBO MINISTERIJOS

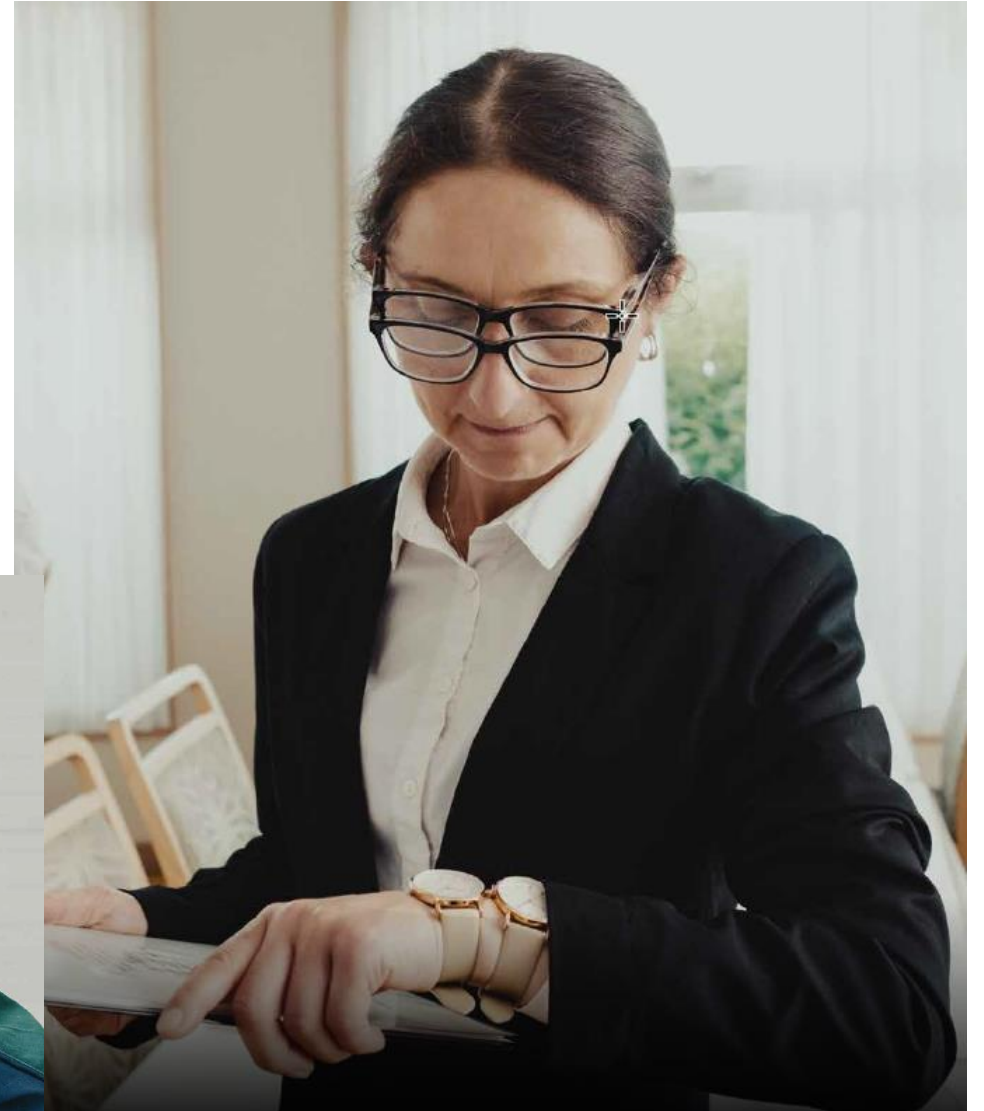


INSPECTIA MUNCII

Kampanjestart: 21. september

- Gjennomføres gjennom annonsering over flere faser i sosiale medier og andre digitale flater hvor målgruppene befinner seg i løpet av en ett-årsperiode.
- Samarbeid mellom Arbeidstilsynet i Norge, Bulgaria, Romania, Estland og Litauen og er finansiert av midler fra EØS.
- Hensikt: å gjøre utenlandske arbeidstakere bedre kjent med sine rettigheter og plikter i norsk arbeidsliv (forebygge sosial utnyttning og a-krim)
- FAFO har utarbeidet kunnskapsgrunnlag om målgruppene og Geelmuyden Kiese bistår med kampanjeutforming og gjennomføring.

Målgruppa



Hovedbudskap

- Jobber du i Norge? Da har du krav på minstelønn i noen bransjer. Les mer på knowyourrights.no
- Lik jobb, like rettigheter. Jobber du for et norsk selskap, har du krav på det samme som dine norske kollegaer.
- Mange arbeidstakere har rett til betydelig høyere lønn ved å kreve minstelønn. I Norge har du rett til minstelønn i noen utvalgte bransjer.
- Overtidsbetaling, minstelønn og ferie. Du har mange rettigheter når du jobber i Norge. Vet du hva du har krav på?
- Alle som jobber i Norge har rett til lønn, regulert arbeidstid og ferie.

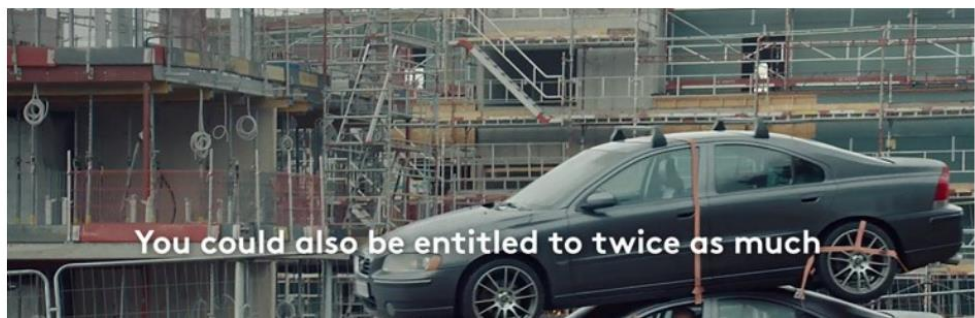
Kampanjeelementer

- Informasjonsside knowyourrights.no (ligger på arbeidstilsynets nettsider)
- Filmer for å vekke oppmerksomhet
- Postkort og plakater til fysiske møteplasser og seminarer
- **Hvordan nå ut?**
 - Målrettet annonsering
 - Spre informasjon gjennom aktuelle organisasjoner og andre aktører/interessenter

Working in Norway: Your rights and obligations

Welcome to Norway as employee. It is important for you to know about your rights and obligations related to your employment. Here you will find important and relevant information.

| GB English | NO [Norwegian](#) | BG [Bulgarian](#) | EE [Estonian](#) | LT [Lithuanian](#) | RO [Romanian](#)
| RU [Russian](#)



Payment

You are entitled to a minimum wage when you work in certain sectors in Norway.

Minimum wages in some sectors	▼
Pay slip	▼
Salary deductions	▼
Did you not receive your wages, holiday pay or overtime supplement?	▼
Holidays and holiday pay	▼

Working hours

As an employee in Norway, you always have the right to know when you work. Ordinary working hours are also regulated, ensuring that you know when and when you are entitled to overtime remunerations.

Working hours
Overtime
Breaks
Calculation of average working hours
Daily and weekly off-duty time
Night, and Sunday work

Contracts

While working in Norway you are always entitled to a written employment contract. This applies whether you are employed in a permanent or temporary position, and whether you work full-time or part-time.

Employment contract	▼
Permanent or temporary appointment?	▼
Work schedule	▼
Are you a posted worker?	▼
Board and lodging	▼
Termination, dismissal and temporary lay-off	▼

Working environment

As an employee in Norway, you are entitled to a proper working environment. There are high demands on safety in the workplace, and much is regulated by law.

Safe working environment	▼
Safety representatives	▼
Duty of participation and notification of breaches	▼
Mandatory HSE card for the construction and cleaning sectors	▼



You could also be entitled to twice as much

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Know your rights

Many workers could get significantly higher wages, just by claiming minimum wage. In Norway you are entitled to a minimum wage when working in specific sectors.

Visit knowyourrights.no to learn more about:

- Minimum wages
- Contract of employment
- Permanent or temporary employment
- Working hours, overtime and overtime pay
- Holidays and holiday pay
- Termination and temporary lay-off
- Health and Safety, collaboration and HSE cards

Contact the Labour Inspection Authority on telephone +47 73 19 97 00. You can also visit our advisers at the Service Centre for Foreign Workers (sua.no) if you need more information, or wish to report on critical issues regarding your workplace.

knowyourrights.no

Poster med nyttige begreper

USEFUL TERMS WITHIN THE NORWEGIAN RESTAURANT AND SERVICE INDUSTRY

- FROKOSTBUFFET -

At home, Norwegians eat very simple breakfasts – often just a slice of bread with cheese. When attending a "frokostbuffet" (breakfast buffet), however, Norwegians go crazy. Scrambled eggs, fruits, yoghurt and sausages; suddenly everything goes together on the same plate.

- FORKLE -

"Forkle" is the Norwegian word for apron. Curiously enough, no one uses aprons when cooking at home – except when baking before Christmas (purely based on nostalgia).

- SMALAHØVE -

"Smalahøve" is a Norwegian delicacy made from a sheep's head. Salted and often smoked, the head is then dried. Before serving, the smalahøve is boiled or steamed for hours. Particularly brave Norwegians also insist on eating the eyeballs, claiming this is the best part of the dish.

- OSTEHØVEL -

Norwegians don't cut their cheese with a knife, they use an "ostehøvel" – a cheese slicer. The osthøvel can be used to slice both "guleost" and "brunost" and is (along with the paper clip) probably the most famous Norwegian invention.

- MINSTELØNN -

Within the restaurant and service industry in Norway, you are entitled to a minimum wage – "minstelønn". Many foreign workers could get paid much more, just by claiming minstelønn.

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Visit knowyourrights.no to learn more.

USEFUL TERMS WITHIN THE NORWEGIAN CONSTRUCTION INDUSTRY

- SPARKEL -

The Norwegian word for plaster. Used to describe any type of plaster and is typically applied on all surfaces to give Norwegian interior a smooth finish (see also: "Gipsplate").

- GLAVA-RULL -

The rough climate in Norway has led to Norwegians being extremely concerned with isolating their homes. "GLAVA-rull" is by far the most common brand and type of isolation in Norway. However, if someone asks for "GLAVA-ruller", it doesn't necessarily mean that they want that specific brand. They just want isolation.

- TOMMESTOKK -

A "tommestokk" is the Norwegian term for a folding rule. Directly translated, it means an "inch stick", which is ironic since no one uses inches to measure anything here in Norway.

- GIPSPLATE -

"Gipsplate" is the Norwegian word for drywall or plasterboard. Nowadays, Norwegians want "gipsplate" on all their walls to ensure plain and smooth surfaces in every room.

- MINSTELØNN -

Within the construction industry in Norway, you are entitled to a minimum wage – "minstelønn". Many foreign workers could get paid much more, just by claiming minstelønn.

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Nøkkeldbudskap på varer



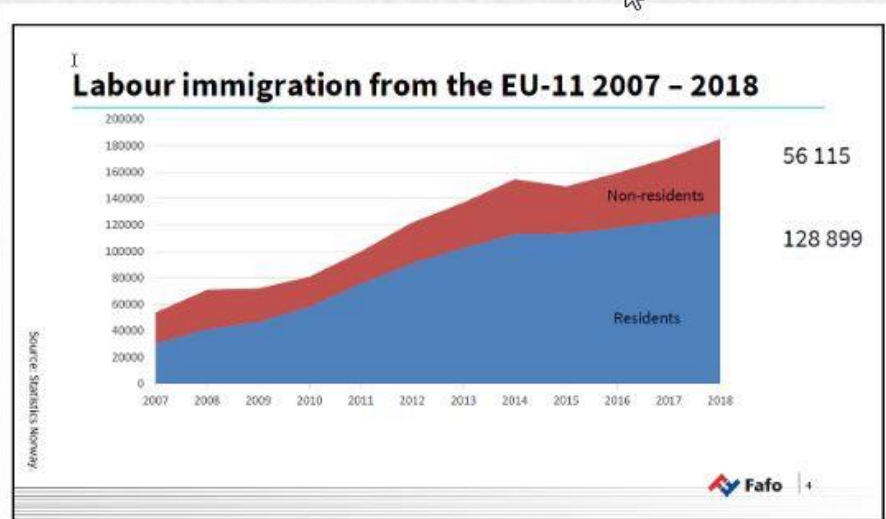
Måling og oppfølging

- Måling: Kan si noe om hvor mange vi når, antall visning av film og annonser, reaksjoner og klikk på nettsida, men vanskelig å måle om vi får til en reell endring (reduert a-krim)
- Opplegg for svarberedskap og moderering av kommentarer i annonser på FB.

Bakgrunnsinfo

- Om målgruppa og deres medievaner

About the target groups



Source: Survey conducted by FAFO in autumn 2019.

Number and scope

- approximately 130,000 workers from the 11 newest EU countries have reported moving to Norway in 2018 (registered as a resident),
- in addition, more than 55,000 are on short-term stays in Norway (seasonal workers, posted workers and commuters)



- The largest proportion of jobs are in North-West Norway (shipbuilding), in Northern Norway (fishing industry) and in Central Norway (agriculture).
- 497 companies from the four countries registered their assignments in Norway in 2018. In total, these businesses registered 9,555 posted workers. Construction is the dominant sector.

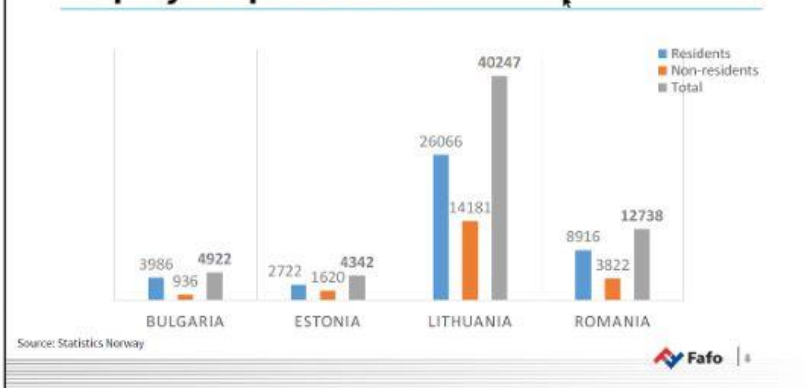
About the target groups

Where do they come from?



- More than 80 per cent are from Poland (about 65,000), Lithuania and Romania.
- Lithuania approx. 40 000
- Romania approx. 12 000
- Bulgaria approx. 4 900
- Estonia approx. 4 300

Employees per 2018



They work mainly in the construction, industrial and hotel and restaurant industries.

- Lithuania: Construction is the predominant industry (32%),
- Romania: Manufacturing is the largest industry employing Romanian workers (19%).
- Estonia: Construction is the predominant industry among the Estonians (34%)
- Bulgaria: Among the Bulgarians, 22 per cent work in hotels and restaurants.

«Money talks»

Characteristics

- Low education
- Money is the main motivation
- Most men aged 30 to 50 years from the rural areas
- Speaks poor English and cannot afford language courses
- Little knowledge of Norwegian society and regulations
- Don't trust the authorities Don't trust the unions
- Not interested in information - what's in it for me?
- Exploited without even knowing about it
- There are cultural differences between the different immigrants, but they are in the same situation in Norway.

Different media habits

Romania

- 96% have mobile, of which 60% have a smartphone
- 11 million (out of 19 million) are active on social media
- 10 mill on Facebook

Bulgaria

- 94% have mobile, of which 55% are smartphone
- 3.80 mill (of 7 mill) active on social media
- 3.70 mil on Facebook

Estonia

- 97% have mobile, 67% have a smartphone
- 750,000 (of 1.3 million) are active on social media
- 690,000 on Facebook

Lithuania

- 96 per cent have mobile, of which 64 per cent have a smartphone
- 1.7 million (out of 2.8 million) are active on social media
- 1.6 million on Facebook

Contact points

Potential point of contacts (FAFO)

- EURES (The European Job Mobility Portal)
- Different web-sites in home-countries – job portals
- Groups on social media
- Recruitment or temporary agencies in home-countries
- Relatives and friends living abroad
- Embassies
- Ministries of foreign affairs
- Trade union website in Norway (Fellesforbundet)
- Workinnorway.no (NAV, Skatteetaten, UDI, Arbeidstilsynet, Politiet)
- Nyinorge (IMDI)
- Consulting firms established in Norway (many accountant firms)
- Social media
- Digital media
- Caritas