



M O B I L I T Y   G U I D E

N O R W A Y





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## Part I: General country information

<b>Official name:</b>	Kongeriket Norge = Königreich Norwegen = Kingdom of Norway
<b>Capital:</b>	Oslo
<b>Flag:</b>	
<b>Languages:</b>	Written Norwegian has two variants which are on a par with each other: Bokmål (“book language”) harks back to the linguistic legacy of the personal union between Denmark and Norway, whereas Nynorsk (“New Norwegian”) is linked to the original dialects of Western and Southern Norway.
<b>Government:</b>	Norway is a constitutional monarchy. His Majesty King Harald V of Norway acts as the formal head of state, and the prime minister acts as the head of the government. At administrative level, the country is divided into 19 regions (fylke) and 435 districts. The parliament (storting) with its 165 deputies is elected for 4 years.
<b>Inhabitants:</b>	4.5 million, with most people living in the South. 40–45,000 Norwegian Sami (Lapps) are an ethnic minority, a nation in its own right and fellow citizens of Norway at the same time.
<b>Unemployment quota:</b>	3,5 % (2006)
<b>EU-Member State:</b>	Norway is not a member of the European Union, but has been closely associated with the Union since 1994 through the European Economic Area treaty.
<b>National holiday:</b>	The 17th of May is a national holiday, the day in 1814 on which the country was able to grant itself a liberal constitution.
<b>Currency:</b>	1 Norwegian Crown (nkr; NOK) = 100 Øre A currency calculator is available at: <a href="http://www.marketprices.ft.com/markets/currencies/ab">http://www.marketprices.ft.com/markets/currencies/ab</a>
<b>Time:</b>	MEZ or UTC+1
<b>Prefix:</b>	++47
<b>Internet:</b>	.no

## Part II: General information to prepare for mobility

In preparation for a working stay in Norway familiarise yourself with the country, its people and customs.

This will help you – especially in the beginning of your stay – to find your way in your new living and working environment.

### Labour market information

Norway has a low birthrate and is advertising abroad for skilled workers, which it desperately needs, to come and settle in Norway. However, they do not need to emigrate directly, but are also welcome in many places to stay for limited



periods. Efforts to find dentists, people to work in the building trade, motor mechanics and experienced nursing staff are being stepped up. Even the district health service can scarcely cover the demand that it has for staff.

Depending on the region, there are huge variations in the jobs on offer within the local economy. To find out which region is focussing on which sectors, you will find an overview at EURES. <http://europa.eu.int/eures/main.jsp?acro=mi&lang=de&parentId=0&countryId=NO>

### Money earning and living costs

There are no regulations in Norway with regard to minimum wage levels. The salary must be agreed between you and your employer. In many instances, however, there are collective wage bargaining agreements in place which are binding on the membership.

People earn, on average, 3,400 € per month. However, Norway has among the highest tax rates in the whole of Europe. Oslo is regarded as the most expensive capital in the world. Statistics with regard to wage/salary levels for different trades and professions can be found (also in English) at: [www.ssb.no](http://www.ssb.no). Norway is among the countries with the highest costs of living. Average prices for products are:

- ▶ 1 l full-cream milk: 1.32 €
- ▶ 1 small pot of fruit yoghurt: 0.63 €
- ▶ 1 kg of sugar: 1.63 €
- ▶ 1 kg of cheese (Gudbrandsdal): 7.07 €
- ▶ 1 kg of minced meat: 8.01 €
- ▶ 700 g of washing powder: 2.97 €
- ▶ 1 packet of cigarettes (pack of 20): 8.43 €

Norway is not a member of the EU and has not, therefore, brought in the euro. You can obtain money from most ATMs using the EC card. Eurocheques or post-office savings books are no longer accepted.

### Looking for a job: where to start?

There are various options to look for jobs. Some require knowledge of Norwegian. Apart from the links provided hereunder you will find private agencies that offer support. Before accepting such offer, check the market and the reliability. Here some addresses to start with:

#### Agencies:

Aetat, Norway's Employment Service, gives information and arranges placements (the site also has a version in English) <http://www.nav.no>

#### Job databases:

- ▶ [www.finn.no/finn/job](http://www.finn.no/finn/job)
- ▶ [www.nokut.no](http://www.nokut.no)
- ▶ [www.stepstone.no](http://www.stepstone.no)

#### Newspapers:

The largest newspaper covering more than one region is the „Aftenposten“, which appears daily, and which publishes situations vacant, particularly on a Thursday. In the Sunday edition there is often a summary of the adverts which have appeared in the last few days of the week.

<http://www.aftenposten.no/>

#### Largest regional newspapers:

- ▶ „Adresseavisen“ (Trondheim) <http://www.adressa.no/>
- ▶ „Bergens Tidende“ <http://www.bt.no/>
- ▶ „Stavanger Aftenblad“ <http://www.stavanger-aftenblad.no/>

#### Overview of all newspapers:

<http://www.norske-aviser.com/>



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## Working conditions

In other countries the rate of work and the division of time are often different. There is one simple recommendation for assessing how the clock ticks in a foreign business: you simply join in and adjust to the rhythm of your foreign colleagues. In the end, the aim is to get to know another method of working and not to deal with everything the way you would do at home.

### Entitlement to (paid) leave

Holidays: on average 4–5 weeks per year

People who are over 60 years of age are entitled to an additional week's holiday.

### Working Hours per Week

By law: 9 hours per day and 40 hours per week

Average: 37.5 hours

If necessary, people do work for longer, but their leisure time is very important to the Norwegians, and they take care that they get their fair share. As a rule, office hours are from 9 a.m. to 4 p.m., and in the summer months this may be 1 hour less.

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## Social security

Participation in the social security and pensions system is compulsory and is mainly financed by tax receipts. You will be registered by your employer, and the relevant levies are part of your tax obligations. You can be released from these, upon application, if you keep up your insurance in your home country.

If you fall ill, you are covered by your social security contributions. Treatment in public hospitals is, as far as possible, free of charge. If attending a doctor, a personal contribution is due, the level of which is set by parliament (storting)

on an annual basis. For EU citizens, the European Health Insurance card is valid.

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## Looking for accommodation

Depending on the length of your stay and your financial resources, you have various options for finding somewhere to live/spend the night:

### 1. Room/Flat

The rented housing market is small, and many Norwegians own their own home. Search via the local small ads or in the editions of the Aftenposten newspaper, which covers more than a region, apply to estate agents' offices ("eiendomsmeklere"), or ask in cafés or supermarkets. Or ask your employer in advance whether he has any tips. Perhaps he or a colleague has a room for the duration of your stay. Living in private accommodation has the advantage that you have a so-called "family connection", settle in more quickly and are able to learn the language more quickly. Rental agreements, as a rule, are valid for 1 year with the option of an extension for a fixed period. Deposits of between one and three months' rent are normal.

### 2. Youth Hostels

With an international youth hostel pass you have the opportunity of cheap accommodation (8–20 euros) for the initial period or, of course, for your stay, if it is a short one. If in doubt, ask what the maximum period that you can stay there for is. Often it is only 3–6 days. Information and online bookings are available at: <http://www.hihostels.com/dba/continent-EU.de.htm>

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## To be checked before leaving or upon arriving

Before moving to your new country of residence make sure you have:



- ▶ (Temporary) accommodation.
- ▶ Sufficient financial resources for the first month.
- ▶ The right documents
- ▶ General knowledge of your new country of residence.

As soon as you arrive in Norway:

- ▶ Register with the municipality in which you will be living (“folkeregister” – residents’ registration office)
- ▶ As a citizen of the European Economic Area (EEA) and Switzerland you do not require a residence permit or a work permit for a stay of up to 3 months, since freedom

of movement and freedom of residence also apply in Norway.

- ▶ If you are staying for more than 3 months, you must report to the local police with proof of your employment and your passport.
- ▶ If you are not a national of the EEA countries, you will more than likely require a work permit in order to take up a job in Norway. You can find out from the Norwegian embassy or consulate which provisions specifically apply to your home country.

### Part III: Golden rules for intercultural understanding

A society’s hidden rules form the basis for smooth everyday interaction – at home as well as abroad.

Any host will certainly be lenient towards a guest who – despite good manners – behaves differently from a fellow countryman. For instance, think of a guest smoking at table, something quite natural in that person’s home country, but unthinkable in others, and this not only for legal reasons. Or think of the visitor from Paris, who barely knowing you, gives you a kiss on the cheek.

There is no written law on how to behave correctly in another country, and even within a country, rules will vary from one region to another. Any foreign visitor may therefore unconsciously drop a clanger.

Only living in a country for some time, being attentive and interested, will help you to learn the unwritten rules and see the clangers. However, if you as a guest stick to some basic rules, your stay will run smoothly.

- ▶ Don’t be afraid of the unknown. Remember that in your home country you also meet strangers and usually you manage the situation without problems.

- ▶ Let situations sink in. Note the common ground as well as differences, and try to not immediately assess everything in terms of good and bad, better and worse. Things are just different!
- ▶ Confronted with new situations: wait and observe. You may be surrounded by cooperative people, however, be aware that they might never have thought about why things are done this or that way.
- ▶ Get into contact! Nobody expects you to be perfect in the foreign language. So make an effort. Even a few words can open doors.
- ▶ For conversation at your workplace, reflect on your job, your future plans and train the relevant vocabulary before you leave. Also: Read about your home as well as about your target country and region. A country guide of your home region in the hosts’ language might make a nice present.



## Part IV: Everyday-life

### Getting into contact

A handshake is, in most cases, only given when greeting someone for the first time. Otherwise people greet one another with “Morn” (“Morning”) or “Hei” (“Hello”). In Norway, it is normal for people to use the familiar form of address and to call one another by their first name. This also applies in relation to strangers or in public institutions. On official occasions things become more formal. At these people are more likely to use “God dag” (“Good day”). In business life or when addressing older people it is best if you use the title or the correct form. The relaxed manner of the Norwegians may perhaps strike you from the very first time that you meet them. If the start of the conversation is dragging somewhat, the weather is a suitable topic. The Norwegians love it, and it looks good, if you are always up to date with the current situation.

### Language

Depending on the trade and business it is always an advantage to have some knowledge of Norwegian. But, as a rule, you can also get by very well using English, as most Norwegians learn English very early on and also like using it with foreign visitors.

The folkeuniversiteter (adult evening classes) offer you the opportunity to learn Norwegian locally.

Overview: <http://www.fu.no/>

Oslo: <http://www.fuoslo.no>

Some vocabulary to start with:

Hello ► goddag

Good morning ► god morgen

Good evening ► god aften (is a bit oldfashioned)

Good night ► god natt

Hello/Bye ► hei/hallå/ha det

Goodbye ► ha det godt (is a bit oldfashioned)

My name is ... ► mitt navn er ...

Thank you ► takk

Thanks for the food ► takk for maten (you say that after the meal instead of „enjoy your meal“ before the meal)

Please ► værsgod

Please; don't mention it ► bare hyggelig (it was a pleasure for me; it's not worth mentioning)

Sorry ► unnskyld

Yes ► ja

No ► nei

### Working environment

Due to the shortage of skilled workers and the openness of Norwegian businesses, you have good prospects for your application. So you will be given a warm welcome and you will be helped to settle into this unfamiliar working area. Every business “ticks” differently. Therefore, the following recommendations are only to be understood as giving food for thought.

Compared to other European countries, the Norwegian business culture is slightly less formal in nature. There are rather flat organisational structures and even superiors are addressed by their first name. The majority of Norwegian employers expect their employees to work on their own initiative and have a sense of responsibility with regard to their duties. The concerns of the employees are respected and included in company deliberations. Norwegians like most of all making decisions as a team, whereby all opinions are listened to.

### Manners/Etiquette

Norwegians, both men and women, are an easy-going nation, sometimes rather reserved and reticent, but very



hospitable. They are very aware of their traditions and are close to nature. As in all Scandinavian countries, the notion that everyone is equal and the idea of mutual respect also holds sway in public.

In business as well as in private, Norwegians maintain a culture of understatement. It is rare to find exaggerated friendly gestures. It may happen that the person in front of you will not hold the door open for you, and it is more than likely that each person will order a beer just for himself at the bar, even if he is travelling in a group. Also in Norway, people knock before entering a room if the door is closed, but doors are mostly left open.

The following applies in business as well as in private life: let the person opposite you finish what he has to say. Interruptions are not welcome. Norwegians are good listeners, but you should not let yourself get carried away into telling interminable stories. People are geared towards facts, but they also express their opinion clearly. However, this should be well-founded as unnecessary interjections into a conversation are regarded as being impolite. The Norwegian culture of understatement is also reflected in potentially explosive situations. Direct criticism is not expressed. Call for the opinion of the person that you are talking to if you would like to know where you stand – keeping quiet is not regarded as consent.

Since the 1st of June 2004 restaurants, cafés etc. have been smoke-free places. Smoking in public buildings or at other places accessible to the public is not allowed as is equally the case in offices and in workplaces. In urban areas it is even banned at the wheel.

People cannot buy wine and high-proof alcohol in the local supermarkets but only in special „Vinmonopol“ shops. These government shops can be found in all large towns. Beer can be obtained in supermarkets almost everywhere, except in a few places and towns such as Tromsø, where

they have their own sales outlets for beer (“ølutsalg”) as well. Restaurants and cafés require a licence in order to be able to provide alcohol. The minimum age for buying beer and wine is 18, and for spirits it is 20.

The consumption of alcohol on the street is prohibited.

**Beware:** Driving into Norwegian cities (Oslo, Kristiansand, Bergen and Trondheim) is subject to the payment of a toll charge. Payment is made at the toll booths either manually or by means of electronic charging via a dedicated video-controlled lane (subscription/car pass). Foreigners are prohibited from using this lane. If you ignore this, you must expect that the additional charges will be collected once the video recording has been assessed.

## Invitations

Modesty is also demanded in your everyday dealings. Gifts for your host should not turn out to be over the top. A good bottle of wine or a travel guide (in English or Norwegian) to your home area are sufficient and also offer starting points for further conversations. (Note: the importation of alcoholic products with a percentage of alcohol by volume of more than 60 percent is forbidden). As a rule, people turn up on time, but not early.

Many Norwegians dress more smartly for private invitations than they do in the business sphere.

## Topics for conversation

People like holding conversations at a leisurely pace and at a moderate volume. You do not need to “frantically” fill in pauses in the conversation.

When meeting people for the first time, they will certainly be interested in the area you come from. Prepare yourself, but avoid telling stories that are over-pompous or which



**Here, by way of an example, is some information on Christmas in Norway:**

Christmas Eve is, for many people, marked by family traditions. In the middle of the day there is rice pudding, and the person who finds the almond hidden in the pudding often receives a present, mostly a pig made out of marzipan. In the afternoon, people go to the Christmas service and take a candle and flowers to the graves of their dead relatives. At 5 p.m. the church bells ring out and, on television, the Norwegian boys' choir sings "Sølvguttene" to bring in Christmas. Depending on the area in which you live, braised, smoked mutton chops, pork ribs or fish are traditionally served at the banquet on Christmas Eve. The adults their own (home-made) Christmas beer and aquavit, whilst the children are given a special Christmas lemonade. For dessert there is often creamed rice, cold rice pudding with red sauce. An old custom is for the family to walk round the Christmas tree after the meal and sing Christmas carols. The high point for many children is when there is a knock at the door in the evening and Father Christmas comes. For Father Christmas has Christmas presents for all good children with him. But, in Norway, the farmers also have old owls of their own which live in the barn. The owl often plays a trick on us and gets up to mischief if it is not treated well. Therefore, many of them like to put out a large dish of rice pudding made with butter, sugar and cinnamon which can pacify the owl.

**Norway's national holiday:**

Norway's national holiday is the 17th of May, that is the day in 1814 on which the country was able to grant itself a liberal constitution. In addition to the very historical dimension, there is also another, quite simple reason for the popularity of the 17th of May: in this country, with its long and cold winters, it has grown into a great spring festival, and a day on which to celebrate children. For more than one hundred years colourful children's processions have been at the heart of the celebrations. The 17th of May is also the day on which those pupils in their final year of secondary school celebrate the completion of the 13-year period spent at school, even if, for many of them, there are still final examinations to be taken. They call themselves „russ“ and show their status with colourful carpenter's trousers and overalls based on the course of study that they are taking. (Source: Norwegian Foreign Ministry)

portray your country as being more open to the world compared to Norway. Topics such as nature, sport, the economy or daily life offer lots of opportunities on which to hang conversations. The king is universally very well-respected, and criticism of him is out of turn.

Personal information is often left out of conversations and you are better to leave out questions with regard to someone's status, job or income, and also topics such as the high cost of living, criticism of the social system or any criticism at all of Norway.

Norway has only been independent from Sweden for some 100 years and is very proud of this and the growth of the country. Comparisons with Sweden are not well regarded.

The name of the country, „Norge“, means roughly „the way north“, a motto which the seafaring Norwegian nation has followed since the time of the Vikings.

### **Spare time**

Norwegians are regarded as being reserved, conscious of their traditions, very hospitable and close to nature. This love



of nature finds expression, for example, in the Everyman Act, a law concerning living in the open air passed on the 28th of June 1947. It allows people to make free use of the outdoors as a place to stay and to help themselves to the fruits of nature, whilst giving inborn consideration to the world of people, animals and plants.

Schools organise compulsory ski days and most of the postcards produced by the tourist industry prefer to depict natural subjects rather than cultural attractions.

Many Norwegians live in detached houses and large flats which are equipped with every conceivable electrical appliance. Notwithstanding that, the Norwegians set great store by being close to nature and leading a simple life. More than half the population has access to a log cabin far away from the town and spends the weekend or the holidays there. The typical Norwegian log cabin is constructed of tree trunks and consists of a living room, one or two bedrooms, an outside toilet, a woodshed and a small kitchen. It is heated preferably using wood and, although heating oil is permitted, this is used rather infrequently. Hillwalking and going for walks give people the opportunity, as the Norwegians say, to get out of the house. The simple way of measuring how successful a walk is is the number of people you meet on the route. The fewer people you have met, the nicer the walk has been.

As well as in music, literature and art, Norwegian culture can also be discerned in the traditional forms of national dress, the “bunads”, which are worn with pride on special occasions such as weddings, christenings and, of course, on the 17th of May, the national holiday.

Norway, despite the fact that it is thinly populated, has an infrastructure that is well-developed and which works well. Travel and flight schedules, opening times and publicly accessible information are, as a rule, reliable.

## Public holidays

Difference in habits in European countries often exist where you wouldn't expect them. The way people celebrate holidays tells us a lot about the countries' culture. Therefore, to inform yourself about holiday traditions is a good way to get to know more about the country.

In addition to the national holiday on the 17th of May, the Christian holidays are celebrated, among others, and Labour Day on the 1st of May. The main holiday season is from July to the middle of August.

## Eating & drinking

Compared to the rest of Europe, meals are taken really early: having lunch at 11 o'clock and dinner at 3 p.m. is quite normal. Sometimes there is another bite to eat later in the evening.

**Breakfast:** bread with cold cuts, or with a sweet spread, and milk or coffee.

**Main meal:** soup, meat or fish, potatoes and vegetables as well as a dessert.

The habit of making up sandwiches with a spread for work is widespread, and the main meal is sometimes not taken until late afternoon.

Among the typical foods of the country are meatballs and fish dumplings, salmon, lutefisk (stockfish or cod which is marinated in a potash stock), fårikål (mutton or lamb with cabbage) and geitost (pronounced jeit-ust), a brown cheese made of goat's milk and cow's milk and which has a sweetish taste.

Other information: the cheese slicer was invented by the Norwegian Thor Bjørklund in 1925.



Norway is famous for its excellent raw products, in particular fish. Visitors are strongly recommended to try Norwegian fish which is available prepared in many different ways. Smoked salmon, “gravlaks” (pickled salmon) and trout are on

offer in most restaurants, but freshly caught whitefish, such as cod, monkfish and halibut are also to be found. Herring and shellfish are also very popular. Among the special meat dishes are reindeer, elk, venison or grouse.

## Part V: Vocational education & training

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People working abroad obviously speak often about their profession and everyday working life in their home country. It is therefore important to realise that school, vocational education and ways to learn a trade vary distinctively between States.

The aims and guidelines for the Norwegian education system are laid down by parliament.

There is a general obligation to attend school for 10 years which is fulfilled by attending primary school, middle school and secondary school.

Practical and theoretical training stand side by side and are on a par with each other. Purely academic training as well as the accompanying classes in vocational training are offered at the same institution.

There are 15 different departments:

- ▶ General,
- ▶ business management and administration,
- ▶ music,
- ▶ dance and theatre,
- ▶ sport and gymnastics,
- ▶ health and social studies,
- ▶ art,
- ▶ craft and design,
- ▶ agriculture,
- ▶ the fishing industry and forestry,
- ▶ the hotel and food trade,
- ▶ the building and construction trade,

- ▶ technology,
- ▶ electronics,
- ▶ engineering technology and mechanics,
- ▶ chemistry and the processing industry,
- ▶ woodworking, the sales and services trade,
- ▶ and media and communications.

Every young Norwegian between 16 and 19 has a legal right to a total of three years' training.

Public or private secondary schools (videregående skoler) make it possible to achieve, within 3 years, the qualifications which entitle students to enter university or college or to obtain a leaving certificate in vocational training.

### **a Foundation Courses (“grunnkurs GK”)**

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#### **1st Year**

School pupils, both boys and girls, can choose from 15 foundation courses which qualify for vocational training in the form of advanced courses and/or for a business apprenticeship. Depending on the line of work, there are then further training and specialisation routes.

### **b Vocational training (“særløp”) or Secondary Course I (“videregående kurs VK I”)**

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#### **2nd Year**

Students explore one of the 15 vocational areas in more detail. Teaching consists of vocational theory and general training content. School pupils, both boys and girls, who



would like to do vocational training can also enter into a training relationship.

### **c Vocational training (“bedriftsopplæring”) or Secondary Course II (“videregående kurs VK II”)**

#### **3rd +4th Year**

There then follows a 2-year practical stage in a training establishment which consists of one year of practical training and a one-year stage of actual employment.

The first of the two practical years form part of the guaranteed training. If there are not enough apprenticeships, then specialisation is offered at regional level in the form of a secondary course, Course II (at school), which also leads to a professional or journeyman examination. This system requires close cooperation between school and business.

## **Part VI: Selected trades**

In Norway, training in skilled trades, as described above is carried out in a similar way. Depending on the profession and the region, this can last for 3 or 4 years. And, in some cases, the 3rd year is, however, spent at school instead of in a business. The joinery, carpentry and electronic technician trades are described by way of an example. You can find the Norwegian name and special characteristics, if any, with regard to other trades.

### **The “joinery” trade**

<b>Title:</b>	møbelsnekker
<b>Training:</b>	2 years at school with 2 days of practical work in the school workshop, 1 day of technical theory, 2 days of general subjects (maths etc.) per week, and 2 years as an apprentice in a business (no more theory)
<b>Entry Requirements:</b>	10 years of “basic education”
<b>Leaving Certificate:</b>	professional qualification; certificate of completion of apprenticeship

In addition to training, during the 2 years in the business the apprentice receives 50 % of the skilled worker’s wage at the rate of 30 % in the first year of the apprenticeship, and 70 % in the second year. A minimum age of 18 applies with regard to the operation of dangerous machinery without supervision. Specific characteristics of the business and trade: as a rule, working hours are 7.5 hours per day.

### **The “carpentry” trade**

<b>Title:</b>	tømrer
<b>Training:</b>	2 years at school with 2 days of practical work in the school workshop, 1 day of technical theory, 2 days of general subjects (maths etc.) per week, and 2 years as an apprentice in a business (no more theory)
<b>Entry Requirements:</b>	10 years of “basic education”
<b>Leaving Certificate:</b>	professional qualification; certificate of completion of apprenticeship



In addition to training, during the 2 years in the business the apprentice receives 50 % of the skilled worker's wage at the rate of 30 % in the first year of the apprenticeship, and 70 % in the second year. A minimum age of 18 applies with regard to the operation of dangerous machinery without supervision.

#### **Specific characteristics of the business and trade:**

Building things using wood: simply by having access to high-grade wood, Norway has a tradition that stretches far back in time of building things using wood. Today the most interesting new buildings are also made out of wood and bear witness to the great attraction that this material continues to have for Norwegian designers and architects.

In the early Middle Ages many communities throughout Northern Europe erected wooden churches on top of posts driven into the ground. In Norway, these constructions were finally further developed into the unusual churches on stilts in the form that they are known today. There are 28 well-preserved churches on stilts in the country, whereas in the rest of Europe there is now not a single one to be found. These religious buildings comprise the most important contribution of Norway to the architectural history of the world. The church on stilts in Urnes has been placed on the UNESCO list of world heritage sites. The technique of "lafting", building things using timber, has been very highly developed in Norway and there have been many geographical variations of this.

#### **The "systems electronic technician" trade**

**Title:** automatic mechanicer  
**Entry Requirements:** 10 years of "basic education"  
**Training:** in a departure from the standard model, the training content in some regions is delivered over 3 years in a purely aca-

demical form. This is followed by 3 years' employment in a business

#### **The "bricklaying" trade**

**Title:** murer  
**Specific characteristic:** part of the training to be a bricklayer is carrying out the work of a tiler.

#### **The "painter and decorator" trade**

**Title:** maler  
**Specific characteristic:** 1 year at school, 3 years in a business

#### **The "automotive mechanic" trade**

**Title:** bilmechaniker PKWastebilmechaniker LKW

#### **The "baker or pastry cook" trade**

**Title:** baker, konditor

#### **The "hairdressing" trade**

**Title:** frisør



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## Part VII: Links

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### EURES

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- ▶ European Job Mobility Portal (EURES): <http://europa.eu.int/eures/main.jsp?countryId=UK&acro=living&lang=en&parentId=0>

### European guidance

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- ▶ Euroguidance centres in all EU / EEC / accession states and Switzerland can give you information on the advisory system in your home country if you work in another EU member state, and would like to complete a period of training or a degree. <http://www.euroguidance.net>
- ▶ <http://www.fitforeurope.info>
- ▶ If there are problems with regard to the recognition of vocational qualifications, the “guidance service for citizens” of the EU will give you advice free of charge: <http://ec.europa.eu/citizensrights/>
- ▶ Information on countries and their (business) etiquette: <http://www.executiveplanet.com>

### Free online-translation:

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- ▶ <http://babel.altavista.com/tr>
- ▶ en<>nor: <http://www.freedict.com/onldict/nor.html>

### EUROPASS

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- ▶ <http://www.europass-info.de>

### Newspapers online

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- ▶ Verdens Gang (published in Oslo; <http://www.vg.no/>)
- ▶ Aftenposten (Oslo; <http://www.aftenposten.no>)
- ▶ Dagbladet (Oslo; <http://www.dagbladet.no>)
- ▶ Bergens Tidende (Bergen; <http://www.bergenstidende.no>)
- ▶ Adresseavisen (Trondheim; <http://www.adresseavisen.no>)
- ▶ Stavanger Aftenblad (Stavanger; <http://www.stavanger-aftenblad.no/>)
- ▶ Dagens Næringsliv (Oslo, <http://www.dn.no/>)
- ▶ Dagsavisen (früher: Arbeiderbladet, Oslo; <http://www.dagsavisen.no/>)



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## Further information on i.e. accommodation, media etc.:

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- ▶ Yellow pages Norway: <http://www.gulesider.no/>
- ▶ Tourism: <http://www.visitnorway.com>
- ▶ Learning Norwegian via the internet: <http://www.eldrid.ch/norsk/links.htm>

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## Imprint

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