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# WORKING ON THE NORWEGIAN SHIPYARD INDUSTRY

(Updated August 2015)



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## About the industry

Norwegian Shipyards direct their business activities towards four main markets: offshore vessels, advanced fishing vessels, passenger/car ferries and specialised coastal vessels.

All together there are 75 yards which are focusing on new building and ships repair. There are approx. 25 pure new building yards, a number which has been almost stable the last decade. One shipyard, however, is operating very well both in new building and ships repair, even though there are two different ways to operate as to disciplines.

Even if we consider some of our shipyards as large, they are categorised as medium or small shipyards compared to European standards.

The global demand for new ships gained after the financial crisis in 2008 which put the contracting on halt. However, as per May 2015 Norwegian shipyards have appr. 1/3 of last years orders which is a challenging situation on new orders.

Norwegian yards build specialist ships with a high level of expertise. The hulls are built in low cost countries, often in shipyards where the Norwegian yards have interests. Innovation and robot technology might change the site of production back to Norway in some of the shipyards. Shipbuilding is vital to many local communities along the Norwegian coast and in many instances, the shipyards are cornerstone companies.

## Demand for workers in the Shipyard industry

Today, the Norwegian shipbuilding industry, including the equipment industry, employs directly approximately 20.000 people. The shipyards employ 5.000 persons. The short time employees, hired labour have been about 3.500 in the shipyards. The maritime industry however, including shipyards, ship owners, equipment industry and services employs approximately 90.000 persons. Norwegian maritime industry is an innovative sector much based on human resources and competence.

To a very large degree, shipyards in Norway have made use of migrant labour from EU/EEA – particularly the new EU member countries. Much of this has been on a short-term basis/hiring through Norwegian and foreign recruitment agencies.

Due to the current state of the market there is a reduced demand for recruitment within the Norwegian shipyard industry.

## **Language, education and training requirements**

There is a demand for the Norwegian Language in the Norwegian ship building industry. Command of English might be sufficient, based on solid professional skills.

To apply for a job in Norway, you **MUST** have a CV in English or in a Scandinavian language. You should have your documents translated into English.

## **How to find work in the Shipyard industry**

For vacancies you may look up the Norwegian Employment and Welfare Service homepage ([www.nav.no](http://www.nav.no)), -only in Norwegian language).

- Choose "*Ledige stillinger*"
- Select the "Kategori" "*Industri, bygg/anlegg, håndverk og verkstedsarbeid*" and then select region(s).
- Enter relevant key words ("*sveiser, verft*" etc.) in the text box below.

Not all employers advertise their jobs so it is a good idea to get in direct contact with potential employers. You will find information about websites and addresses in Yellow Pages via the web or the telephone directory.

General information about working and living in Norway is available on [www.nav.no/english](http://www.nav.no/english)

## **Wages**

Traditionally there have been differences between the wages of contract workers and those permanently employed.

To remedy this one has decided to standardize the wage rate within the shipbuilding and offshore sector. Thus, a minimum wage rate of 160,15 per hour for skilled workers has been introduced for the industry. For non-skilled workers in general the minimum rate per hour is 145,64. Special rates apply for overtime work and work on holydays.

Many yards offer workers housing/temporary accommodation and subsistence with this being deducted from wage packets. For foreign workers particularly, this is a normal arrangement.

## **Taxes**

When you work in Norway for a Norwegian employer, you are required to pay tax in Norway. For more information [www.taxnorway.no](http://www.taxnorway.no).

## **Work Contracts**

Read your rights as an employee and find a standard contract of employment, in English on [www.workinnorway.no](http://www.workinnorway.no).

### **Important notice!**

There is a very strong focus on safety in the shipyard industry in Norway. The yards are regulated by very strict Norwegian legislation in this field and are subject to frequent inspections. It is therefore extremely important that the safety instructions given are respected. HSE courses will be given and HSE information is handed out to everybody working in the yard vicinity. If one breaks the safety rules, this will be sufficient grounds for dismissal. You will find information about terms of employment at the Labour Inspectorate and also safety requirements for places of work in Norway.

### **Preparing for relocation**

Visit [www.workinnorway.no](http://www.workinnorway.no) to get general information about working and living in Norway and step by step guide on how to prepare before relocation. For additional information visit [www.nav.no/englisheures](http://www.nav.no/englisheures).

### **Trade unions and umbrella organisations**

- [www.nssm.no](http://www.nssm.no) (Norwegian shipbuilders)
- [www.norskindustri.no](http://www.norskindustri.no) (Federation of Norwegian Industries)
- [www.lo.no](http://www.lo.no) (The Norwegian Confederation of Trade Unions)
- [www.ncemaritime.no](http://www.ncemaritime.no) (Norwegian Centre of Expertise, Maritime)

### **Various shipyards: (a selection)**

- [www.havyard.no](http://www.havyard.no)
- [www.vard.com](http://www.vard.com)
- [www.um.no](http://www.um.no)
- [www.ulsteingroup.com](http://www.ulsteingroup.com)
- [www.klevenmaritime.no](http://www.klevenmaritime.no)
- [www.bergengroup.no](http://www.bergengroup.no)
- [www.batservice.no](http://www.batservice.no)
- [www.fiskerstrand.no](http://www.fiskerstrand.no) For more yard addresses, you can search [Yellow Pages](#) or [www.1881.no](http://www.1881.no) Search word: skipsverft, shipbuilders and yards.

### **Related information**

- [www.atil.no](http://www.atil.no) (Norwegian Labour Inspection Authority)
- [www.udi.no](http://www.udi.no) (Norwegian Directorate of Immigration)