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EMCC

European Monitoring Centre on Change

Norway: Public authorities information and consultation on dismissals

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Norway

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

Last modified: 10 December, 2021

Native name:

Arbeidsmiljøloven; Arbeidsmarkedsloven

English name:

Working environment act; Labour market act

Article

15-2 (Working environment act); 3, 8 (Labour market act)

Description

An employer who plans to have collective dismissals or to shut down a company has to submit relevant information to the public authorities.

In the event of collective dismissals, the Norwegian Labour and Welfare Administration (NAV) has to be notified 30 days before the planned collective dismissals (at least 10 dismissals within 30 days). Employers are required to notify public authorities 'at the earliest opportunity'. The employees' elected representatives may comment on the notification directly to NAV.

The notification should be the same as the one given to the employees, stating:

- the grounds for any redundancies,
- the number of employees who may be made redundant,
- the categories of workers to which they belong,
- the number of employees normally employed,
- the groups of employees normally employed,
- the period during which such redundancies may be effected,
- proposed criteria for selection of those who may be made redundant,
- proposed criteria for calculation of extraordinary severance pay, if applicable.

Projected collective redundancies shall not come into effect earlier than 30 days after NAV has been notified.

Comments

Normally, NAV will not be involved in consultations before the public announcement. The involvement of NAV is established by the labour market act (arbeidsmarkedsloven).

Cost covered by

Not applicable

Involved actors other than national government

Public employment service
Trade union
Other

Involvement others

Innovation Norway

Thresholds

Company size by number of employees:

10

Number of affected employees:

10

Sources

-  Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
-  Eurofound (2012), Norway: Unions test business closure law, EIROline articles
-  EMCC - Social partner and government agency involvement in the restructuring process
-  EMCC - Legal framework for restructuring
-  Working environment act (in English)
-  Arbeidsmiljøloven (Working environment act in Norwegian)
-  Arbeidsmarkedsloven (Labour market act in Norwegian)

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