

## European (& the GCC) Employment Law Update

Jurisdiction: Norway  
Date: November 2017

Impact date	Development	Impact
1 July 2017	Whistleblowing	<p>New rules on whistleblowing has been adopted. The rules are intended to increase the protection of whistleblowers and establishes a more extensive obligation for employers to implement whistleblowing policies in the company. The most important changes are the following:</p> <ul style="list-style-type: none"> <li>- All companies which regularly employ more than five employees, will pursuant to the new rules have an obligation to implement whistleblowing routines in the company.</li> <li>- The protection against reprisals will also encompass hired employees.</li> <li>- By notification to supervisory authorities and other public authorities, the authorities will have an obligation to keep the identity of the whistleblower confidential.</li> </ul>
1 July 2017	Working hours	<p>New rules on working hours have been adopted, which under certain circumstances open up for work between 9 pm and 11 pm. The employee must be the one who takes initiative to such work, and it requires a written agreement between the employee and the employer. In order for such work to be legal, it is required that some of the employee's work are postponed until these hours and that the employee over all does not work more than before.</p>

September 2017	Permanent employment, temporary employment and the use of hired staff	<p>The government has proposed new rules with regards to permanent and temporary employment, and the use of hired staff. The most important changes are the following:</p> <ul style="list-style-type: none"><li>- That a legal definition of permanent employment is included in the Working Environment Act, stating that a permanent employment is an employment that is continuous and unlimited in time, where the rules with regards to termination of employment will apply and where the employee is guaranteed predictability for his/her work by way of a real scope of the employment.</li><li>- To include a new provision in the Working Environment act with regards to the use of temporary employment agreements in temporary staff requirements agencies. The new provision states that a temporary employment agreement can be entered into with an employee in a temporary staff requirement agency when he/she is hired out to perform work for one or more employees in another company.</li></ul> <p>It is unclear if and when the new rules will be adopted and when they hence will enter into force.</p>
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