

European (& the GCC) Employment Law Update

Jurisdiction: Norway
Date: October 2018

Impact date	Development	Impact
4 June 2018	Travel time may count as working time	<p>The Supreme Court has ruled that time spent travelling outside of normal working hours to/from a different location than the normal workplace may be regarded as working time.</p> <p>The decision will impact mandatory resting periods, overtime compensation and maximum limits for working time for individuals that travel a lot.</p>
20 July 2018	Employer rights to access employee emails	<p>The Government has introduced new regulations on employers' rights to access employees' emails and other electronically saved material. Employers may only access employees' email or private files if:</p> <ul style="list-style-type: none"> (a) it is necessary for the operations of the business; or (b) there is suspicion of gross breach of the employee's duties.
20 July 2018	Camera surveillance at the workplace	<p>New regulations have been introduced on video surveillance at the workplace. Video surveillance of the workplace is, in most cases, allowed if the surveillance is justified by security reasons or reasons related to life and/ or health. There are specific requirements for notification, distribution and deletion of the recordings.</p>
1 January 2019	Definition of permanent employment	<p>The Government has proposed new rules with regard to permanent and temporary staff.</p> <p>Permanent employment is defined as employment that is continuous and unlimited in time. The rules regarding termination of employment apply and the employee is guaranteed predictability for their work.</p>

1 January 2019	Preferential right to employment	The Government has proposed new rules specifying that the preferential right to employment for part-time employees also applies to part of the available position.
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