



International
Labour
Organization



Working in Norway

Pre-departure Information for Filipino and Indian Migrant Health Workers Bound for Norway



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Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
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Internationell Facklig Organisation för Offentliga Tjänst
國際公務勞運







ABOUT PUBLIC SERVICES INTERNATIONAL

Public Services International (PSI) is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organizations.

PSI runs a Migration Programme through partnerships with its affiliated public service trade unions worldwide in defending the human and trade union rights of migrant workers, while promoting equality, access to justice and quality public services for all. Visit www.world-psi.org.

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HOW TO USE THIS MATERIAL

This pre-departure booklet contains basic information about several topics to help Indian and Filipino health workers who are bound to work in Finland. It seeks to empower health workers to make informed decisions and raise awareness of the issues related to health labour migration and ethical recruitment. This guide does not provide detailed information or advice, but indicates the areas requiring further research and reflection by the individual.

In instances where the information is complex or likely to change, links to useful websites have been included. Individuals should use this material as a guide only and ensure the veracity and relevance of any information as much as possible.

As circumstances change, information will also change. It is therefore expected that this booklet will be regularly updated to reflect current realities.

This publication has been produced with the assistance of the European Union (EU). The contents of this publication are the sole responsibility of PSI, consultant to the International Labour Organization (ILO), and can in no way be taken to reflect the views of the EU.



INTRODUCTION

Many migrant workers have unrealistic expectations and insufficient information about recruitment procedures, employment and living conditions abroad, labor laws, workers' rights in countries of destination and social costs of migration. This lack of information on migration has placed a staggering number of migrant workers in vulnerable and risky economic and social situations. The availability and accessibility of adequate and up-to-date information is therefore crucial for individuals to make informed decisions and avoid fraudulent practices and other pitfalls in the migration process.

This pre-departure booklet is part of a series of migration information materials developed for Indian and Filipino health workers under the International Labour Organization (ILO) *Decent Work Across Borders*¹ (DWAB). The project has received funding support from the European Union. The project seeks to facilitate an approach to migration that benefits the migrant workers, the source and destination countries within a rights-based framework for labor migration management. The migration information materials seek to address information needs of migrant health workers at all the stages of migration -- from pre-decision to return and reintegration. This booklet focuses on information needed by workers who have already made a decision to migrate to Norway for work.

¹ http://www.ilo.org/manila/info/public/pr/WCMS_173607/lang--en/index.htm

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General Information about Norway



Norway, India and the Philippines at a Glance

			
	NORWAY	INDIA	PHILIPPINES
Population	4,676,305	1,220,800,359	105,720,644
Median age	40.6 years old	26.7 years old	23 years old
Land area	323,802 square kilometers	3,287,260 square kilometers	300,000 square kilometers
Coastline	miles	7,000 miles	36,289 miles
Language	Norwegian	Hindi	Filipino / English
Currency	Euro (EUR)	Indian Rupee (INR)	Philippine Peso (PHP)
Capital City	Oslo	New Delhi	Manila
Largest City	Oslo	Mumbai	Quezon City
Time Zone	UTC +1	UTC+5:30	UTC+08
Calling Code	+47	+91	+63
Literacy Rate	100%	62.8%	95.4%
Fertility rate	1.88 per woman	3 child(ren) per woman	3 child(ren) per woman
GDP	\$499.7 Billion	\$4.76 Trillion	\$431 Billion
GDP per capita	\$99,557.73	\$3,900	\$4,100
Unemployment rate	3.4%	8.5%	7%
Type of Government	Constitutional Monarchy	Constitutional, Federal (Federation), Republic	Constitutional, Presidential, Republic
Drinking age	18	18, Prohibited in some states	18, prohibited 2-5 days before an election

Geography

With a total area of 385,199 square kilometers, Norway is the seventh largest country in Europe. It borders Sweden, Finland and Russia and its exceptionally long coastline is dotted with approximately 50,000 islands of which just 2,000 are inhabited.

Norway is a country of many mountains. It's a rugged land of elevated plateaus, deep forested valleys and a few remaining ice age glaciers, including Folgefonna, Hardangerjokulen and Jostedalbreen - the largest glacier on the continental Europe landmass. A quarter of the country is forested, and approximately 4 per cent is cultivated land.

The islands of Svalbard and Jan Mayen also belong to the Kingdom of Norway.

Weather

Norway has four seasons: spring, summer, autumn and winter.

A combination of humid, westerly winds and the country's close proximity to the sea produces a much milder climate than would otherwise be expected in a country this far north. There are great climatic variations in Norway; temperatures can drop to minus 20-30 degrees Celsius during the winter and reach plus 30 degrees Celsius in the summer.

Population

Norway has a population of five million. Approximately 460,000 are non-nationals. The largest groups from Europe come from Poland, Sweden, Germany and Denmark. Immigrants from countries beyond Europe are mainly from Pakistan, Iraq, Vietnam and Somalia.

Language

Norwegian is used by around 95% of the population as a first language. The language has two separate written standards: Nynorsk (“New Norwegian”, “New” in the sense of contemporary or modern) and Bokmål (“Book Language/Tongue/Speech”). Both forms are used in public administration, schools, churches, and on media. Bokmål is more widely used in Oslo and the larger towns while Nynorsk is used mainly in the west coast.

English is widely spoken in Norway, and virtually every Norwegian can speak or understand English.

Economy

Norway boasts of a thriving mixed economy, with a strong state sector, vibrant private sector, and an extensive social safety net. The government controls strategic areas of the economy such as the vital petroleum sector through large-scale state-majority-owned enterprises and extensive regulation. The Norwegian public sector continues to be among the largest in the world as a percentage of the overall Gross Domestic Product. Compared with other European countries, Norway has a very high standard of living with a strongly integrated welfare system.

The country is endowed with vast natural resources such as oil, gas, hydropower, fish, forests, and minerals. Much of its economic growth has been fueled by its petroleum sector which accounts for the largest portion of export revenue and around 20-30% of government revenue. Norway is the world’s third-largest natural gas exporter and seventh largest oil exporter. Agriculture and traditional heavy manufacturing have declined as services and oil-related industries are growing.

Government

Norway is a constitutional monarchy that divides responsibility between the parliament (Storting) and the King's Council of State, which consists of a prime minister and other ministers of state. The king and his family have no real political power, but are important symbols for the people.

The Storting is the supreme authority that passes laws and controls finances. Representatives are elected by direct vote for a four-year term. One-quarter of the representatives serve in the upper chamber (Lagting), and the rest form the lower chamber (Odelsting). Local government is represented by 430 municipalities in 19 counties. Although the Storting is the most powerful body in the country, each of the municipalities and counties has its own local government which is responsible for the building and running of schools, hospitals, kindergartens, roads, etc.

General elections are held every 4 years as well as local elections. Citizens of a non-Nordic country are entitled to vote if they and have been registered in the population register as a resident of Norway for the last three years before the election.

Holidays

The major holidays are New Year's Day (1 January), Labor Day (1 May), Constitution Day (17 May), Christmas (25 December), and Boxing Day (26 December). Labor Day is celebrated by the labor unions, with parades in the larger towns.

The most important celebration of nationhood is on Constitution Day, which is an occasion for massive public parades by voluntary

organizations, bands, unions, schools, and other civic groups. Christmas and Boxing Day are focused on family visits and gift giving.

Religion

Christianity is the dominant religion with more than 80% of the population affiliated to the evangelical Lutheran Church of Norway. In May 2012, the Constitution was amended to separate the Church of Norway from the State, formally making Norway a secular country with no official religion.

Norway respects religious freedom which means that everyone can practice their religion without being afraid of persecution or punishment. This also means that every individual is free to choose the religion they wish to follow. Equally as important is that every individual is also free to not be part of a religious community.

About a tenth of the population today are immigrants, who have brought in other religions – most noticeably Islam, now the second most practiced religion in the country.



Checklist of things to do/prepare

Essential Travel Documents

When you travel to Norway, you will need to have the following documents with you:

- Passport which is valid for at least six (6) months upon departure
- Visa
- Plane ticket
- Other official papers (i.e. birth/ marriage certificates, employment/ education credentials, adoption or separation papers, school and health records, professional certificates and licenses, resume)

Handcarry these documents and check them from time to time to make sure that nothing is missing or misplaced.

Tip: You must also bring with you enough money to cover living expenses such as rent, food, clothing and transportation for a six-month period. When you are deciding how much money to bring, it helps to research the cost of living in the part of Norway where you plan to live.

Day of Departure

On the day of your departure, observe the following so you would have a convenient and hassle-free travel:

- Be at the airport at least 3 hours before your scheduled flight.
- Submit yourself and your baggage for security check.
- Check in at the airline counter. Keep your boarding pass and baggage claim stubs. Visa documents should not be inside the check-in luggage.
- Filipino migrant workers will have to pay the terminal fee of P550.00 at the terminal fee counter as well as have their documents validated at the POEA labor assistance counter.
- Present your travel documents at the Philippine immigration counter.
- Proceed to the waiting lounge/ designated gate.
- Board the plane when your boarding call is made.

You may check the website of the Philippine Overseas Employment Administration (www.poea.gov.ph - for Filipino workers) or the Ministry of Overseas Indian Affairs (moia.gov.in) for more information on what to do on your day of departure.

Other travel tips:

- Pack carefully taking into consideration the weather in Norway.
- Bring sufficient money with you when you travel to Norway. If it is difficult or expensive to acquire Norwegian kroner (currency in Norway) in your country, it is advisable to have Euros with you before you leave for Norway.
- While Norway has excellent health care, prevention is the key to staying healthy while abroad. A little planning before departure, particularly for pre-existing illnesses, will save trouble later. Bring medications in their original, clearly labeled containers. A signed and dated letter from your physician describing your medical conditions and medications, including generic names, is also a good idea. If carrying syringes or needles, be sure to have a physician's letter documenting their medical necessity. Carry a spare pair of contact lenses and glasses, and take your optical prescription with you.

Travel regulations

Customs regulations in Norway

Within the limit of NOK 6,000 you are allowed to bring with you the following articles free of customs and excise duty:

Alcoholic beverages

Minimum age: 18/20*

1 litre of beverages with more than 22% up to and including 60% alcohol per volume as well as 1½ litre with more than 2.5% up to and including 22% alcohol per volume or three litres with more than 2.5% up to and including 22% alcohol per volume and

2 litres of beer with more than 2.5 % or other beverages with more than 2.5% up to and including 4.7% alcohol per volume.

*For importing alcoholic beverages with more than 22% alcohol per volume the minimum age is 20.

Tobacco

Minimum age: 18

200 cigarettes or 250 g of other tobacco products and 200 leaves of cigarette paper.

Meat, meat products, milk and milk products

Meat, meat products, cheese and foodstuffs except dog and cat food, totalling 10 kilos altogether from EEA countries. From countries outside the EEA, it is prohibited to bring meat, meat products, milk and milk products in one's luggage. Such products must be imported through a veterinary border control station, and the goods must be accompanied by a health certificate.

Animals

Special provisions govern the importation of animals.

Dogs, cats and ferrets from all EU countries must have pet passports, ID marking, valid rabies vaccination, and valid blood-test documentation (does not apply to ferrets). Dogs must also be given approved tapeworm treatment minimum 24 and maximum 120 hours before arrival.

Small rodents, cage birds and rabbits must have valid import permits issued by the Norwegian Food Safety Authority.

Please note that some types of dogs are prohibited in Norway.

There may be exemptions to the information above, and additional rules apply for non-EU countries. Make sure that you consult the full instructions available at the Norwegian Food Safety Authority's website in good time before you travel. You can also contact the Norwegian Embassy or Consulate in your country for advice.

When entering the country, you are allowed to bring Norwegian and foreign bank notes and coins at a total value of NOK 25,000. If the currency you are carrying exceeds this amount it has to be declared on a form available from the customs authorities.

It is prohibited to import the following without special permission:

- Drugs, medicines and poisons (minor quantities of medicine for personal use are permitted)
- Alcohol over 60% per vol.

- Weapons and ammunition
- Fireworks
- Potatoes
- Mammals, birds and exotic animals
- Plants/parts thereof for cultivation

For further information about customs regulations when entering Norway, please visit the Norwegian Customs and Excise website at <http://toll.no/default.aspx?id=3&epslanguage=en>.



Arrival / Things to do upon arrival and during the 1st weeks of stay

Things to do upon arrival

When you arrive in Norway it is very important that you do the following things within the set deadlines:

- Contact the police. Within 7 days of arriving in Norway, everyone who receives a residence permit must go to the police to register. At the police station, you must show your passport or other identification papers and provide all the necessary information. If you do not register with the police, you will be staying in Norway illegally. This may result in you being deported from the country.
- Contact the Norwegian National Registry. Within 8 days of arriving in Norway, everyone who receives a work or residence permit must go to the Norwegian National Registry (“Folkeregisteret”) to register. You will need to show your passport or other identification papers to the National Registry. The National Registry can ask for additional original documents. For more information, contact the National Registry at <http://www.skatteetaten.no>.

- Get a personal identification number? When you register with the National Registry, via your local tax assessment office (likningskontor), you will be awarded an 11 digit identity number (personnummer/fødselsnummer).
- Alternatively, you may visit the Service Centres for Foreign Workers which serve as a one-stop shop for your registration with key local authorities upon arrival as a migrant worker in Norway. The centre is jointly operated by the Labour Inspection Authority (Arbeidstilsynet), the Police (politiet), the Tax Administration (Skatteetaten) and the Norwegian Directorate of Immigration (UDI).

You will need to bring the following documentation proving the right of your stay and work in Norway.

- o a valid passport or ID card that is recognized as a travel document in the Schengen area
- o an employment contract or certificate from your Norwegian employer (if you are working for a staffing agency, you have to submit an additional confirmation of the project that you are working on)
- o housing documents (proving rent or purchase of a place of residence in Norway)
- o documentation of marriage / family relationship (applies for family immigration)
- o evidence of professional competence (applies to nationals from the countries outside the EU/EEA area)
- o proof of income in Norway (applies for permanent residence/renewal)

Service Centres for Foreign Workers

<http://www.sua.no/en/sua/>

Oslo

Address: Schweigaardsgate 17, Oslo (in the office of Skatt øst)

Stavanger

Address: Lagårdsveien 46, Stavanger (in the office of Skatt vest)

Kirkenes

Address: the Tax Administration: Pasvikveien 2,
Kirkenes / the Police: Rådhusvingen 1, Kirkenes

Currency

The currency used in Norway is the Norwegian krone (NOK). The sign of Norwegian krone is kr.



Cost of living

Norwegian salaries may seem very high to Filipino and Indian migrant workers if simply converted to the Philippine peso or Indian rupee. However, one should take into account the cost of living in Norway. After deducting all the basic expenses you'll need to survive in Norway, you might later discover that you will only be able to save an amount significantly smaller than you expected. It is thus crucial that you are well aware of the cost of living to better manage your finances and develop your return and reintegration plans.

Norway is one of the most expensive countries to live in in the world. Here's how you might expect to spend your money in Norway:

Housing will most likely be your single biggest expense. Even a modest room in someone's basement can cost NOK 3,000 a month (equivalent to approximately (Php 20,700 or INR 28,500)-- and that may not include internet, heat or electricity. Plan on roughly NOK 4,000 a month for housing, more if you want more space.

Food: Another high cost item, since food in Norway is generally quite expensive. Plan on about NOK 2,400 a month, or about NOK 600 a week. Compared with Philippine and Indian standards, this may sound like a lot, but in Norway it is not.

Books and supplies: NOK 1,000 a month would not be unreasonable, but you'll end up spending a lot of money at the beginning of the semester, of course.

Transport: This may vary a lot but you should plan on at least NOK 500 a month. Fare is usually cheaper if you book your tickets in advance.

Cost of Basic Goods in Norway

	Norway NOK
Meal at an inexpensive Restaurant	150
Water in a restaurant (0.33 liter bottle)	22.73
Milk (regular), (1liter)	14.69
Rice (white), (1kg)	21.95
Eggs (12)	31.78
Water (1.5 liter bottle)	21.02
Loaf of Fresh White Bread (500g)	23.81
Apples (1 kg)	22.54
Potato (1 kg)	15.18
Tomato (1 kg)	27.64
Chicken Breasts (Boneless, Skinless), (1kg)	108.77
One-way Ticket (Local Transport)	35
Monthly Pass (Local transport regular Price)	650
Taxi Start (Normal Tariff)	69
Taxi 1km (Normal Tariff)	14.28
Gasoline (1 liter)	14.94
Utilities (Basic (Electricity, Heating, Water, Garbage) for 85m2 Apartment	1844.58
Fitness Club, Monthly Fee for 1 Adult	440.04
Cinema, International Release, 1 Seat	110

	Norway NOK
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.97
Apartment rent per month (1 bedroom) in City Centre	9821.98
Apartment rent per month (1 bedroom) Outside of Centre	7754.12

Cost of living in Norway based on data from www.numbeo.com (data updated on September 2014)

Take note that all the aforementioned prices are approximates and may significantly vary from time to time.

You may check the following websites for the latest information on the cost of living in Norway:

www.nyinorge.no/en

www.numbeo.com

Paying for goods and services

It is always a good idea to have a bit of cash on you, and you need Norwegian currency to get by. You will find automated teller machines (ATMs) everywhere in towns and cities, and in most rural areas there will at least be one place where you can withdraw money, such as a kiosk or a petrol station.

The use of credits cards is widespread in Norway, and they are accepted almost everywhere, even for small amounts such as for parking and toll fees. Eurocard, MasterCard, VISA, American Express and Diners Club are the most common. Please note that some grocery shops or supermarkets do not allow foreign credit cards, although they happily take debit cards. If in doubt, ask before shopping.



Food

A typical Norwegian food is brown cheese that is thinly sliced with a cheese plane and eaten on bread.

Breakfast (frokost) usually consists of coffee, breads (flatbread or crisp bread), pickled or smoked fish, cold meats, boiled eggs, and milk products such as cheese, butter, yogurt, and varieties of sour milk. Breakfast may be more substantial than the noon meal (lunsj) which may consist of an open-faced sandwich of bread, cheese, paté, or cold meat, perhaps accompanied by a piece of fruit and coffee.

The late afternoon meal (middag), normally eaten between 4:30 to 6:00 pm, serves as the main meal of the day. It may consist of fish and meat (pork, beef, lamb, chicken) and boiled potatoes, usually served with gravy or melted butter.

Long after middag time, some Norwegian families will have aftens, a supper meal usually made up of an open-face sandwich or smørbrød.

Norwegians are known to love drinking coffee. Beer or wine is drunk occasionally in the evening. Pizza and hamburgers are popular occasional meals and often are served at fast-food restaurants.

Restaurants serving Chinese, Indian, and other foreign cuisine at mid-range prices have become the rage particularly in the main cities of Norway.

In the last several decades, the cuisine has become more diversified and international.



Transportation

Norway has a comprehensive and reliable public transportation system for both local and long-distance travels which include buses, ferries, trains and planes. Moreover, these services are often timed to link with each other.

Ferry and bus departures may vary with the season and the day (for example services on Saturday are particularly sparse, although less so in the summer high season). It is best to know the latest route plan (timetables) when you travel.

At www.177.no you can find information about departure and arrival times for buses, ferries and other means of transport in Norway. It contains links to regional public transport facilities but most of them are in Norwegian language only. You can also dial 177, and ask specific questions related to travel services.

If you are travelling by train, tram or bus, it is cheaper to buy a ticket beforehand than on board. There are different kinds of tickets: single tickets, day passes, weekly passes, travel cards and monthly passes.

Travelling by train in Norway can be very expensive but you can visit the website of the Norwegian State Railways (www.nsb.no) for the latest timetables and seat availability.



Housing

Finding a nice place to live in Norway can be difficult. Getting good accommodation at the right price can be hard, especially in large cities where average rent for a one-bedroom apartment is around NOK ,9,800. Rental prices vary depending on the region or city you live in. You may check out local newspapers and websites for available property and people looking to share flats. You can also advertise yourself as a prospective tenant in the local paper.

When you find accommodation that you are interested in, you should make contact as soon as possible as competition is fierce in Norway.

Another way to find accommodation is to contact a real estate agent. However, be wary of estate agents who ask you to pay a fee upfront before actually assisting you. If you look in the Yellow Pages you will find a list of the real estate agents that handle rental properties. These real estate agents usually offer long- term rental contracts.

The real estate profession in Norway is highly regulated. Real estate agents are required to be a member of the Norwegian Association of Real Estate Agents, whose purpose is to keep professional qualifications updated at all times. Members of this association are expected to have sufficient knowledge regarding the rules and

regulations of the rental market and will help you understand procedures and provisions.

Real estate agents typically require their clients to provide character references and bank reference. They may also perform a credit check. These procedures are designed to protect the landlord from untrustworthy tenants.

As a tenant in Norway, you have rights as stipulated in the Tenancy Act.

For more information on housing and the Tenancy Act, you may visit the link: <http://www.nyinorge.no/en/Ny-i-Norge-velg-sprak/New-in-Norway/Residence/Housing/>.



Communication

There are several service providers you can choose from if you need a telephone subscription. You can visit www.telepriser.no (in Norwegian only) to find out the different providers, compare prices and learn useful tips.

Although overseas calls are expensive, fixed-line calls within Norway are relatively cheap, and special off-peak low rates apply between 5 p.m. and 8 a.m. Telephone bills are issued every three months.

You can access free internet in many libraries, internet cafés, hotels, and airports in Norway. If you need your own internet subscription, there are a number of telephone companies and cable TV companies offering broadband, fast-track, and fiber net accessibility. Availability depends on the area of residence.

Norway's mobile phone companies have roaming agreements with companies in other countries, so if covered by one of these you may be able to use your existing mobile phone in Norway. However, some types of phone issued abroad may not work in Norway.

Post offices are widely available, and are generally open until 5 p.m. on weekdays and until 1 p.m. on Saturdays.

You can find more information on Telecommunication services in Norway at <http://www.nyinorge.no/en/Ny-i-Norge-velg-sprak/New-in-Norway/Transport-and-services/TelephoneinternetTV1/>.



Cultural adaptation

Culture Shock

Culture shock is the reaction one faces when confronted with a new cultural environment; the effect of going from culture into another.

There are four states of culture shock:

Euphoria:

This is the initial state of culture shock, which tends to blend in with the highs of planning a trip and starting off on an adventure. Like a new love, we tend to overlook some of the host country's short-comings and delight in all the new pleasures of being abroad. A quaint 3-hour walk to the closest market and source of food is a quaint representation of how to enjoy the simple things of life. Enjoy this initial state but prepare for a come down.

Anxiety:

A growing amount of anxiety can develop during which the traveller may feel helpless. The difficulties of living abroad, such as language barriers, absence of social cues and familiar geographic references can come to the surface. This can develop into frustration, anger and sleeplessness. Not knowing where and when to cross the street

or even how to find your way back to the market can result in a physical discomfort.

Rejection of the new culture:

This is where that once quaint 3-hour walk becomes an unbearable nuisance. You find yourself thing in terms of things being ‘wrong’ and ‘backwards’. Commonly travellers in this stage start to withdraw themselves from the local community preferring to surround themselves with other foreigners. Beware the 3 am impulse to suddenly call a family member or friend back home.

Adjustment:

With a bit of luck and advanced preparation, one enters the adjusted stage. At this point you can recognize some of the perceived shortcomings of your host culture without rejecting everything. The 3-hour walk becomes just that; a necessary inconvenience.

How to prepare for culture shock

The first step in preparing for culture shock is just knowing what it is. While travelling, remember to look for signs (sleeplessness, anxiety, frustration, anger) and take it seriously.

Know your destination country as much as possible. Familiarize yourself with Norwegian customs and cultural trends. The more familiar you are with the host country the less strange or shocking it will appear.

Keep an open mind. You will encounter customs or practices different from what you have been used to in your origin country. Do not be quick in making judgments. It is also useful to develop a cultural curiosity.

Norwegian Culture

The Family

Many families consist mainly of the nuclear family.

Marriage is not a prerequisite to starting a family.

Many couples live together without legalizing the arrangement with marriage. Therefore, it is best not to make presumptions about people's marital status.

Humility: Jante Law

An important aspect of Norwegian culture is humility. Jante's Law teaches people to be modest and not 'think big'. It is demonstrated in most people's refusal to criticize others. Norwegians try to see all people as being on equal footing. They do not flaunt their wealth or financial achievements and look askance at those who do.

The tenets of Jante Law are:

- You shall not think you are special.
- You shall not believe you are smarter than others.
- You shall not believe you are wiser than others.
- You shall not behave as if you are better than others.
- You shall not believe that you know more than others.
- You shall not believe that you can fix things better than others.
- You shall not laugh at others.

- You shall not believe that others care about you.
- You shall not believe that you can teach others anything.

Etiquette & Customs in Norway

Meeting and Greeting

- Greetings are casual, with a firm handshake, direct eye contact, and a smile.
- Norwegians are egalitarian and casual; they often introduce themselves with their first name only.
- In some circumstances people may use the honorific title “Herr” (Mr.) or “Fru” (Mrs.) and their surname.
- You can wait to be invited before moving to first names although most people will start with this.
- Shake hands and say good-bye individually when arriving or departing.
- Shake hands with people on a first come first served basis.

Gift Giving Etiquette

- If invited to a Norwegian’s home, bring flowers, chocolates, pastries, wine, or imported spirits to the hostess.
- Flowers may be sent the morning of a dinner party so they may be displayed that evening.

- Do not give carnations, lilies or white flowers as they are used at funerals.
- Do not give wreaths, even at Christmas.
- Do not give even numbers of flowers.
- A houseplant is well received in the winter months.
- A bouquet of freshly picked wildflowers is always appreciated.
- Gifts are opened when received.

Egalitarian culture

Norwegian culture is characterized by a commitment to egalitarianism or the philosophy asserting the equality of all people especially in their access to the rights and privileges in society. Norwegian egalitarian values are manifested themselves in many ways such as through the country's extensive welfare system and high regard for gender equality.

Gender Equality in Norway

Norway is considered to be one of the most gender equal countries in the world. The country has enacted a law mandating a minimum of 40 per cent representation of both sexes in the boards of State-owned and private companies. It has also taken steps to further boost women's labor market and political participation.

The welfare state in Norway provides services needed to free women's time and allow both parents to work such as childcare and parental leave.

While Norway has successfully integrated gender equality in many areas of society, a number of challenges still remain such as the persistent gender income gap and violence against women.

Find out more about the gender equality policies in Norway by checking http://www.gender.no/Policies_tools.



Working in the Norwegian Health Sector

Contract of Employment

In Norway, all employees must have a written contract of employment. This applies to all types of employment, both permanent and temporary appointments.

The employment contract describes the rights and duties of both employees and employers. It should at least provide the following information:

- Name of the employee and the employer (identity of the parties).
- The workplace. If there is no permanent workplace or main workplace, the contract of employment shall state that the employee works at different locations, and shall state the business address or, if appropriate, the home address of the employer.
- A description of the work, or the employee's title, post or category of work.

- The date of commencement of the employment.
- The expected duration if the employment is temporary.
- Any provisions relating to a trial period of employment.
- The employee's entitlement to holiday and holiday pay, and the rules for fixing of dates for holidays.
- The employee's and the employer's terms of notice.
- The pay rate that applies or has been agreed on commencement of the employment, any supplements and other emoluments that are not part of the salary, e.g. pension contributions and allowances for meals or accommodation, the method of payment and payment intervals for salary payments.
- Duration and disposition of the agreed daily and weekly working hours.
- Length of breaks.
- Agreement concerning a special working-hour arrangement pursuant to the provisions concerning reduced working hours, flexible working hours, etc.
- Information concerning any collective agreements that regulate the employment. If an agreement has been concluded by parties outside the undertaking, the contract of employment shall state the identities of the parties to the collective pay agreements.

A copy of the Standard Contract of Employment in Norway can be accessed here: <http://www.signform.no/dss/kundeweb/Blankettarkiv/vis/Download.asp?BlankettFilID=1788&KID=617&C=343219538>

Recognition of foreign qualifications in the health sector

Certain categories of health workers are required to apply for certification from The Norwegian Registration Authority for Health Personnel (SAK) so one can practice their profession in Norway. The sole authority to give authorization and licenses to health care personnel lies with SAK. Health workers should seek approval to practice their profession whether they have completed their education in or outside Norway.

A list of the professions that are covered by the authorization scheme can be found at <http://english.sak.no/sites/sak-english/profession/Sider/default.aspx>.

The time it takes to process applications of migrant health workers depends on where the education was undertaken, how comparable it is with circumstances in Norway and how well the application is documented.

SAK is responsible for ensuring that foreign workers possess the necessary professional knowledge and skills and are suitable to be employed in the Norwegian health system.

You should start as soon as possible with the application process because it will take quite some time before you will receive notification from the SAK. There are many steps you must go through before you can receive your authorization.

How to apply

- Read about your particular profession here: <http://english.sak.no/sites/SAK-english/profession/Sider/default.aspx>
- Read the Guidelines for Application for authorization and license as health personnel by accessing this link: (www.sak.no/sites/SAK/slik-soker-du/skjema/Documents/Veiledning%20til%20søknad%20-%20engelsk.pdf)
- Pay the casehandling fee and attach the receipt to your application.
- Download the application form from <http://english.sak.no/sites/sak-english/how-to-apply/Documents/Application%20Form%20for%20Authorisation%20and%20Licence%20as%20Health%20Personnel%20in%20Norway.pdf>.
Print and fill it up accordingly.
- Make certified copies of your documentation as specified in the guidelines.
- Make sure all necessary documentation are attached to the application. See checklist of required documentation here: <http://english.sak.no/sites/sak-english/how-to-apply/Documents/Check%20list%20for%20documentation%20which%20shall%20be%20attached%20to%20the%20application%20for%20Authorisation.pdf>is attached to the application
- Mail the application and all the necessary documentation to SAK.

The Norwegian Registration Authority for Health Personnel (SAK),
P.O. Box 8053 Dep NO-0031 Oslo, Norway).

Documentation

Take note that SAK requires that all documentation be a ‘confirmed true copy’ with a stamp and signature from the confirming body proving that the copy is identical to the original document.

The following bodies are approved by SAK to confirm copies:

- All public bodies
- Lawyers
- Embassies and consulates
- Notaries public
- The educational institutions where the applicant completed his or her education

Original documents not issued in Norwegian or English must be translated into one of these languages by a state-authorized translator. The translation should be enclosed with the copy of the associated original language document.

For more details and the latest updates regarding authorization to practice as a health personnel in Norway, please visit the website of SAK at <http://english.sak.no>.

You may also contact SAK directly for questions concerning the application process by telephone on +47 21 52 07 00 between 0900 1430 or by e-mail to post@sak.no.

Check list of things to do for health workers relocating to Norway

1. Search for a job in Norway.
2. Secure authorization to practice your profession from SAK.
3. Choose the right type of residence permit that will allow you to work in Norway.
4. Obtain a tax card which your employer will use to deduct tax from your pay. You can get a tax card before registering with the police. The tax card will also state your Norwegian personal identification number.
5. You may apply for a residence permit and tax deduction card, obtain a national ID number and information on rights and obligations as an employee in Norway at the Service Centre for Foreign Workers
6. If you have done the paperwork correctly, you should receive your authorization from SAK to practice your health profession in Norway.



Work culture and working conditions

Being an egalitarian society, the Norwegian workplace is generally non-hierarchical in structure comprised of empowered employees. Workers accustomed to the work culture in the Philippines and India might have difficulties adjusting to a working environment where decision-making is often by consensus and employees are empowered. There is a high degree of autonomy in both what employees do and how they do it, and there is generally a high level of trust that everyone contributes to the common goals and objectives.

Work-life balance is engrained in the Norwegian culture, thanks in part to national policies that ensure flexible work options. Norwegian lifestyle focuses on family, leisure, sports and outdoor life. It is acceptable for workers with young children to leave work early to pick up their children from school.

The average working hours in Norway tend to be from 8 am to 4 pm, Monday to Friday, but may vary between sectors. The Norwegian government has set limits for how much employees should work per 24-hour day and per week but working hours may also be regulated by your employment contract and collective agreements.

Wages are not regulated by law in Norway so there is no general minimum wage for workers. It is therefore important to have a clear and unambiguous agreement on pay in your employment contract. Unless otherwise agreed, wages are to be paid at least twice a month. In Norway, it is usual to agree on payment of wages once a month. The employer must provide you with a pay slip stating the pay, tax deducted and any other deductions.

For more information about working conditions in Norway, please check <http://www.arbeidstilsynet.no/language.html?lang=eng>.



Rights and Responsibilities

Labor laws in Norway do not distinguish between Norwegian Citizens and Foreign Citizens when it comes to salary and working conditions. Every migrant worker with a valid Residence Permit which allows the foreigner to work has the same rights under Norwegian Employment Law as Norwegian citizens. That means that as a foreigner, you are entitled to the same salary and working conditions as a Norwegian citizen.

In addition to having rights, migrant workers also have the same obligations as Norwegian citizens, and are subject to the same laws and regulations as Norwegians are (e.g. paying taxes).

The Norwegian Labour Inspection Authority oversees that employers comply with the requirements of the following key laws affecting employees in Norway:

- The Working Environment Act
- The Annual Holidays Act
- The National Holidays Act

You may visit the website of the Norwegian Labour Inspection Authority at <http://www.arbeidstilsynet.no/working-conditions-in-norway.html> for copies of the aforementioned laws.

Victims of human trafficking who are in Norway without a valid residence permit also have rights. For assistance and more information, please visit the ROSA website at <http://www.rosa-help.no/> or call: 22 33 11 60.

Your rights at work

Decent working conditions

All migrant workers are entitled to decent working conditions and a safe and healthy working environment.

Overtime pay and breaks

In principle, the rest period must be 11 hours in the course of 24 hours and 35 hours in the course of 7 days. Employees are entitled to a break if their daily working hours exceed 5 hours, and breaks shall total 30 minutes if the daily working hours exceed 8 hours.

Work in excess of normal working hours shall only occur if it is specifically required and is of a limited duration.

Anyone who works over 40 hours per week is considered to be working overtime and overtime hours are usually paid at least 40 per cent of normal hourly pay.

Night work and work on Sundays is only permitted if the nature of the work makes this necessary.

Sundays and Public Holidays

In Norway, Sundays and public holidays are statutory holidays. 1 May and 17 May are public holidays and you have the right to time off with full pay on these days.

Holidays and holiday pay

As an employee regularly employed in Norway you are entitled to holidays. Those who start work before 30 October are entitled to 25 working days' holiday by the end of the holiday year (which follows the calendar year). Employees who start work after October 30 are entitled to six working days' holiday.

Holiday pay must be earned the calendar year before the holiday is taken and amounts to 10.2 per cent of your normal pay. This amount may be higher for those covered by collective agreements.

Sick leave and self-certified sickness absence

In Norway, employees are entitled to self-declared sick leave where you are able to report to your employer that you are unable to work due to illness without having to present a medical certificate. Generally the self-declared sick leave can be used for up to three calendar days at a time. For longer periods you will need to present a medical certificate from a doctor. Self-declared sick leave can be used four times in the course of a 12-month period.

You must have been employed for at least two months to be entitled to take self-certified sick leave. Take note that the conditions for self-certified sick leave may differ depending on existing workplace rules and collective agreements.

Sickness benefit

You are entitled to sickness benefit when your illness is resulting to a loss of income as long as you have been employed for at least four weeks before sick leave begins.

The illness must be supported by necessary documentation such as a medical certificate.

Leaves

As an employee in Norway you are entitled to various leave rights such as leave in connection with in connection with pregnancy or care related to birth or illness.

No discrimination in employment

Discrimination on the basis of political beliefs, membership of a labour organisation, sexual orientation, age, gender, race, colour, nationality or ethnic origin, religion or other belief, disability, part time employment or employment on a fixed-term contract is strictly prohibited by Norwegian laws.

The Equality and Anti-discrimination Ombud and The Equality and Anti-discrimination Committee are responsible for ensuring compliance with legislation, and can give penalties for infringements of legislation.

Right to take legal action

You have the right to take legal action to ensure compliance with conditions of employment.

Aside from all the rights mentioned, you may benefit from additional benefits and privileges if you are a member of a trade union and covered by a collective agreement.

Obligation to pay taxes

Taxes in Norway enable the government to ensure provision of quality public services to its people such as healthcare, education, transportation and communication.

Everyone working in Norway is liable to pay taxes and must have a tax deduction card. The tax deduction card shows how much tax your employer should deduct before you are paid. You must give your tax deduction card to your employer. All migrant workers who come to Norway must go in person to a tax office to obtain a tax deduction card.

You can find more information about the tax system in Norway at <http://www.skatteetaten.no/en/International-pages/>.

For more information about rights and duties of employees in Norway, visit <http://www.nyinorge.no/en/Ny-i-Norge-velg-sprak/New-in-Norway/Work/>.



Trade Unionism in the health sector

1. What is a trade union?

Trade unions are membership-based groups or organizations that represent, protect and advance the collective interests of workers.

2. What do trade unions do?

- Trade unions speak on behalf of their members.
- Trade unions educate their members about their rights and provide them with information and advice about work-related issues.
- Trade unions provide members with a range of services including research, training, professional development, insurance, financial services and legal counseling.
- Trade unions negotiate or bargain with employers to get better pay and working conditions for members.
- Trade unions campaign on important issues that matter for workers such as low pay, discrimination at the workplace, and precarious work.

3. Why join a trade union?

- You will get support if you have a grievance or a problem at work.
- You're better off in a union. Studies show that union members generally receive higher pay, better benefits, and more paid holidays and flexible working hours than non-members.
- You will be entitled to additional membership services of the union such as insurance and discounts.
- You have more opportunities for trainings to improve your vocational and professional qualifications.
- You are safer and more secure in a union. Unionized workplaces have better health and safety practices and fewer accidents.
- You will be treated fairly at work. Unions protect members from unfair and discriminatory practices in workplaces.
- You will experience a sense of belonging to a group that values and cares for you. People who have a sense of belonging have better physical and mental health, have a greater capacity to manage stress, and tend to live happier lives.
- You have the opportunity to support campaigns that promote a more just and equitable society.

4. Can migrant health workers join trade unions?

All workers including migrant health workers have the basic human right to join and participate in trade union activities.

As explained above, it is important to join a trade union so that your rights are protected. The directory at the end of this booklet provides the list of PSI trade unions in Norway. Contact these unions to find out more about your rights as a migrant worker in Norway.



Immigration

You must have stayed in Norway for a continuous three-year period in order to be granted a permanent residence period.

During these three years, you must have held residence permits that form a basis for permanent residence. This applies to, among others, persons who have been granted asylum or protection, residence for strong humanitarian considerations, most family immigration permits, skilled worker permits or specialist permits. It is no longer a requirement that your stay must have been on the same grounds for the whole three-year period. This means that you can have held different types of permits, but they must all be of a type that forms a basis for permanent residence.

For more information kindly visit the <http://www.udi.no/Kontakt-oss/Opplysningstjenesten-i-UDI-OTS/>.



Integration in Norway

The Norwegian government has various integration programmes aimed at ensuring your smooth arrival and integration into Norwegian society. For more information, visit the website “New in Norway.” <http://www.nyinorge.no/en/>.



Return and Reintegration

Even as you are preparing to migrate, it is also important to plan your return and reintegration, should you decide to eventually return to your home country. Some useful tips:

- Set achievable goals and the time frame of your work abroad and discuss them with your family. Define responsibilities among the members of the family before you go overseas. Prepare for future employment or investment opportunities when you return to your home country. As much as possible, prepare your departure in such a way that you will not lose your skills and experience abroad but instead enhance them to contribute to the health workforce of the country when you come home. Aim to return to health sector employment if you can. Your home country needs your skills.
- Keep in touch with your family and friends as you can. Nowadays, there are various communications and social media technologies that are available and accessible to use.
- Watch your spending. It's tempting to celebrate your return with dining out or giving gifts (“pasalubong” for Filipinos), but it's important to stay within your budget and continue to save

for the future. Don't spend impulsively upon your return and deplete your savings.

- Learn to manage your finances effectively and implement a “forced-savings” program.
- Re-examine future plans, dreams, and expectations as needed.
- Upon return to your home country, reintegrate slowly. The process of reintegration can take a number of months as you rebuild your relationships.

Migrating for work is never an easy decision. Information is crucial in order to make informed decisions. Get as much information as you and weigh your options carefully. Contact the PSI unions in the list of resources to get information and to find out more about your rights as a migrant worker in Norway.



List of resources

http://www.norway.info	Norway's official website
http://www.norwayemb.org.in	Norway's official site in India
http://www.norway.ph	Norway's official site in the Philippines
https://www.nav.no/workinnorway	Official guide on working in Norway put together by the Norwegian Labour and Welfare Administration (NAV), the Norwegian Tax Administration, Norwegian Directorate of Immigration (UDI), Norwegian Labour Inspection Authority and the Norwegian Police
http://www.visitnorway.com	Official travel guide to Norway
http://www.nyinorge.no/en/	nyinorge.no is run by The Norwegian Directorate of Integration and Diversity (IMDi) and contains useful information for migrant workers and other immigrants.
http://www.ssb.no/en/befolkning/artikler-og-publikasjoner/attachment/176087?ts=145db65fb68	Minifacts about Norway by the Norwegian Ministry of Foreign Affairs

Pre-departure Information for Filipino and Indian Migrant Health Workers
Bound for Norway

http://www.norge.no/en/	Gateway to online public services in Norway
http://www.ssb.no/en/	Facts and Statistics about Norway

https://selfservice.udi.no/en-gb/	Application Portal where one can register for a visitor's visa, residence permit, travel document and Norwegian citizenship
http://www.sua.no/en/	The Service Centre for Foreign Workers (SUA) provides foreign workers information and guidance related to employment in Norway. SUA has offices in Oslo, Stavanger and Kirkenes.
http://english.sak.no/	The website of the Norwegian Registration Authority for Health Personnel (SAK) where you can get more information related to recognition of foreign qualifications.
http://www.skatteetaten.no/en/International-pages/	The English web portal of the Norwegian Tax Administration containing all the information you need on the tax system and related obligations in Norway.

Embassies

<p>Embassy of the Philippines Mailing address P.O. Box 322 SENTRUM N-0103 Oslo NORWAY</p> <p>Visiting address: 4th Floor, NedreVollgate 4 0158 Oslo NORWAY</p> <p>Tel: +47-2240-0900 In case of emergency kindly call the Duty Officer at (+47-9500-1072 or these numbers, +47-9024-1171 and +47-9742-6900</p>	<p>http://www.philembassy.no</p>
<p>Embassy of India</p> <p>Embassy of India NielsJuels Gate 30 0244 Oslo Norway</p> <p>For Consular Enquiries:</p> <p>Tele: +47-2411-5910 +47-2411-5911</p> <p>Fax: +47-2411-5929</p> <p>E-mail: consular@indemb.no or cs@ indemb.no</p>	<p>http://www.indemb.no</p>



Directory of PSI Unions

Philippines

Public Services Labor Independent Confederation (PSLINK)

No. 15 Clarion Lily Street
St. Dominic Subdivision 1
Congressional Avenue
Quezon City
PHILIPPINES

Tel: +63-2-924-4710

Fax: +63-2-924-4710

Email: pslinkconfederation@gmail.com

Alliance of Filipino Workers (AFW)

Rm. 204-208, V.I.R. Building
1840-B. E. Rodriguez Sr. Avenue
Cubao, Quezon City 1109
PHILIPPINES

Tel: +63-2-723-2787

Fax: +63-2-410-9737

Email: nhea1973@yahoo.com.ph

Confederation of Independent Unions in the Public Sector (CIU)

Room 300-A N. Dela Merced Bldg.
West Avenue corner Quezon Avenue
Quezon City 1103
PHILIPPINES
Tel: +63-2-374-2035
Fax: +63-2-374-2035
Email: doodz_apl@yahoo.com

Philippine Government Employees' Association (PGEA)

PGEA Building
Maharlika and Masaya Streets
Elliptical Rd., Diliman
1100 Quezon City
PHILIPPINES
Tel: +63-2-926-1573
Fax: +63-2-926-1573
Email: eso_hdmfpgea@yahoo.com

India

Public Services International

Sub-Regional Office for South Asia
61, I Block, Ground Floor, Sector -10
Faridabad,
Haryana 121006 India
Email: kannan.raman@world-psi.org
Tel: +91-12-9226-1175
Fax: +91-12-9228-6198

**Mumbai Mahanagarpalika Karmachari Mahasangh
Municipal Unions' Trust (MMKMMUT)**

Municipal Unions Trust 52/2455
Sai Darshan - Opp. M.I.G. Cricket Club
Bandra East
400051 Mumbai
Maharashtra India
Tel: +91-22-2640-8463
Fax: +91-22-2262-0057
Email: prakash.devdas@yahoo.com

**Karnataka State Government Employees' Association
(KSGEA)**

#01, Cubban Park
Bangalore 560 001 India
Tel: +91-80-2237-5654
Fax: +91-80-2235-4784
Email: bsprasad1953@gmail.com

Tamil Nadu Government Officials Union (TGOU)

7, Neeli Veerasamy Street
Triplicane
Chennai 600 005
Tamil Nadu India
Tel: +91-44-2844-1732
Fax: +91-44-4266-3826
Email: tngou1924@yahoo.co.in

National Organisation of Government Employees (NOGE)

B-202, Gautam Labadhi Appts,
Shivaj Path Tilak Road,
Dombivali East
Mumbai – 421201 India
Tel: +91-12-9510-5140
Fax: +91-12-9228-6198
Email: noge@airtelmail.in; jaylbhan@gmail.com

All India Cantonment Board Employees Federation (AICBEF)

House No. 738, Sector-15
Faridabad
Haryana 121007 India
Tel: +91-12-9228-3940
Fax: +91-12-9228-3940
Email: vlanger@hotmail.com

Indian National Municipal and Local Bodies Workers Federation (INMLBWF)

Municipal Corporation of Hyderabad
North-East Podium, C.C. Complex
Tank Bund Road
Hyderabad 500063 India
Tel: +91 40 23221610
Fax: +91 40 23249813
Email: adilshariff_2003@yahoo.com

Hind Mahila Sabha Indian Women Association (HMSIWA)

House No. 228

D-Block

Panki

Kanpur 208020

Uttar Pradesh India

Tel: +91 512 2262014

Fax: +91 512 2262014

Email: abha_hms@yahoo.com

Norway

EL & IT Forbundet (EL&ITF)

Youngsgt. 11C

0181 Oslo

NORWAY

Tel: +47 2 3063400

Fax: +47 2 3063401

Email: firmapost@elogit.no

LO Stat (LO Stat)

Møllergata 10

0179 Oslo 1

NORWAY

Tel: +47 2 3061051

Fax: +47 2 2420075

Email: lostat@lostat.no

Norwegian Civil Service Union (NTL)

Møllergata 10
0179 Oslo 1
NORWAY
Tel: +47-2306-1599
Fax: +47-2306-1555
Email: post@ntl.no

Norwegian Nurses Organisation (NSF)

Postboks 456 Sentrum
Tollbugata 22
0104 Oslo
NORWAY
Tel: +47-2204-3200
Fax: +47-2204-3240
Email: post@sykepleierforbundet.no

Norwegian Public Sector Trade Union (Delta)

Postboks 9202 Grønland
0134 Oslo
NORWAY
Tel: +47-2101-3600
Fax: +47-8502-8539
Email: post@delta.no

Norwegian Society of Engineers and Technologists (NITO)

Postboks 9100 Grønland
Lakkegata 3
0133 Oslo
NORWAY
Tel: +47-2205-3500
Fax: +47-2217-2480
Email: epost@nito.no

Norwegian Union of General Workers (NAF)

Postboks 8704 Youngstorget

Grubbegt. 6

0028 Oslo

NORWAY

Tel: +47-2306-1050

Fax: +47-2306-1092

Email: norsk@arb-mand.no

Norwegian Union of Municipal and General Employees (NUMGE)

Boks 7003

St. Olavs plass

0130 Oslo

NORWAY

Tel: +47-2306-4000

Fax: +47-2306-4001

Email: post@fagforbundet.no

Norwegian Union of Social Educators and Social Workers (FO)

Postboks 4693

Mariboestgt 13

0506 Oslo

NORWAY

Tel: +47-2306-1170

Fax: +47-2306-1114

Email: kontor@fo.no

Vocational Union for Work and Welfare Employees (AVYO)

Postboks 9214 Grønland

Lakkegata 3

0134 Oslo

NORWAY

Tel: +47-2101-3600

Fax: +47-2101-3904

Email: post@avyo.no

Yrkesorganisasjonenes Sentralforbund - Stat (YS Stat)

Lakkegata 23

9232 Grønland

0134 Oslo

NORWAY

Tel: +47-2101-3600

Email: post@ys-stat.no



Migrant Networks in Norway

For Filipinos:

Filcom Norway - Federation of Filipino organizations and businesses

Filcom Norway Council

council@filcom.no

New Filipino Working Group

Jeannely Langerud

jean.langerud@broadpark.no

Asker og Baerum Filippinsk Folklore Gruppe

Maurena Nordrum

flyreiser@pacific.no

ASOR Active Service Omsorg Rekruttering

Rizalina Galiza Jenssen

riz@broadpark.no

Bantay Bata 163 Friends in Norway

Ronald Fresnedi

Fresjoy@yahoo.com

Batangas Association

Leonardo Reyes
leonardo.reyes@akersolutions.com

Bayanihan - Den filippinske forening i Grenland

Marlene Strand
marlenestrand@hotmail.com
www.bayanihan.no

Bridge Builder Foundation

Nelson Ciano / Roger Bastesen
jnciano@bastesen.no

Couples for Christ

Dr. Rez Ong Esmena Koksvik / Gani Angeles
rkoksvik@hotmail.com

Doce Pares Norway

Danilo Huertas
+47-9702-9914

Drammen Filipino Dance Group

Esther (Gem) D. Tindvik
gin-tind@online.no

Filipino Association of Norway

John Noceda/Alex Bobadilla
john@noceda.net/alex.bobadilla@gmail.com

Filipino Association in Rogaland

Renee Ikdal
renee@senior.as

Filipino Center

Juliana Pedersen
Julie.villa@hotmail.com

Filipino Christian Church Norway

Pastor John Arnold P. Angeles
jpa4569@yahoo.com

Filipino Community In Bodø

Rowena Daliva Ryvold
ryvoldr@yahoo.com
+47-7552-6678; +47-9283-4862

Filipino Friends in Norway

Norie Hipos Andersen / Finn Austdal
nhipander@yahoo.no

Filipino Senior's Association in Norway

Tito M. Velasco
telipau@online.no
+47-9508-1297

Filipino Society in Lofoten

Allan Edward Gervacio
philrussgervz@gmail.com / fsil@filipinosocietyinlofoten.com
www.filipinosocietyinlofoten.com
+47-4731-2635

Filipino Union In Bodø

Rowena Pancho Stengrimsen
rowena.steingrimsen@filipinounionbodo.no
www.filipinounionbodo.no

Filipino Workers Organization

Arlene Klatran / Jeaneth Nydal
senofa@hotmail.com

Filippinsk Ressurscenter

Ruben Gerardo / Macel Ingles
m-gera@online.no

Hiligaynon Association of Norway

Luz Bergersen
luzbergersen@yahoo.com

Hiyas Performers

Ludi Fjeld
lcfjeld@gmail.com

Jesus is Lord

Pastor Gilbert Palmero
jilnorwaychapter@hotmail.com

Likha Scandinavia Dance Group

Grace Vasquez
gdtvasquez@gmail.com

Living Word Bible Center

Bishop Victor
livingwordbiblecenter@yahoo.no

Madayaw Dabaw Norway

Martin Jose Locsin
martilocsin@yahoo.com

Mekeni Norway

Estelita Ponio Puyat
eppuyat@yahoo.com

Mental Helse Flerkulturell Gruppe

Maria T. Greger
mhf.mor@mentalhelse.no

Naic Cavite Chapter

Rommel Gabriel

Philippine Cultural Organization

Marieta Opland
marieta_opland@yahoo.com

Philippine Nurses Association

Cesar Dela Cruz

Philippine Women's Organization

Leonor S. Vintervoll
+47-2273-2110; +47-9132-1968
leonor@aseanwt.com
www.pwo.com

Philippine Women's Organization in Bomlo

Nona Chua Kvale Andal / Guillie Lomongo Hovland
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Roots & Wings (The Filipino Magazine in Europe)

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