

# Staffing enterprises

**All staffing enterprises engaged in hiring out labour in Norway must be registered with the Norwegian Labour Inspection Authority.**

## What is a staffing enterprise?

A staffing enterprise is an enterprise whose purpose is to hire out labour. Hired labour means workers who are employed by the staffing enterprise, while their work is directed by the principal/client or entity hiring them.

## All staffing enterprises must be registered

All activities that have the purpose of hiring out labour in Norway, must be registered as a staffing enterprise with the Norwegian Labour Inspection Authority. It is illegal to purchase staffing services from an enterprise that is not listed in this register.

## Find registered staffing enterprises

[Search for registered staffing enterprises \(only in Norwegian\)](#)

## Registering a staffing enterprise

[Registrar staffing enterprise \(only in Norwegian\)](#)

## Who must register?

Alle staffing enterprises that hire out labour in Norway, must be registered with the Norwegian Labour Inspection Authority.

If your purpose is to hire out labour, you must register your activity as a staffing enterprise.

You do not have to register as a staffing enterprise if you are a manufacturer and hire out labour when you have extra capacity.

[When can labour be hired from other activities than staffing enterprises?](#)

## Only main entities can apply for registration

It is your main legal entity that must apply to be registered with the Norwegian Labour Inspection Authority. Sub-entities or departments that are not independent entities, cannot apply.

## What roles must you have in Altinn in order to send in forms and read mail from us?

To send in forms and read mail from us, you must have these roles in Altinn:

- You must have the role of reporter/sender in order to fill in and send forms.
- You must have the role of mail/archive in order to read digital mail.

[Read more about the different roles in Altinn \(altinn.no\)](#)

## Processing time

You will be informed when your report has been processed; at the latest in 28 days.

## Annual reporting – confirm that you still want to be registered as a staffing enterprise

As a registered staffing enterprise, you must submit a report to confirm that you want to remain on the register for registered staffing enterprises. You send this report to the Norwegian Labour Inspection Authority before the deadline. In this report you must confirm that you still meet the requirements in [forskrift om Bemanningsforetak §7 \(in Norwegian\)](#) (Section 7 of the Regulations relating to staffing enterprises).

The deadline for sending the report is normally 31 January, but for 2021 the deadline was postponed to 1 June.

You will receive a letter from us with more information on how to send your report, in plenty of time before the deadline. Therefore, please do not send us your annual report and any documentation before you have received this information letter on what you must send us and how to do it.

## What happens if you do not send in a report?

If you do not send in a report before the deadline, your staffing enterprise will be deleted from the register, and it will be illegal for you to hire out labour.

## Requirements for having a staffing enterprise registered

Various requirements need to be met before a staffing enterprise can be registered. It depends on what type of company you have and whether your enterprise is registered in Norway or not.

### Requirements for all enterprises

In addition to being registered with the Norwegian Labour Inspection Authority, all staffing enterprises must be registered in the Register of Legal Entities and as an employer with the Norwegian tax authorities.

Staffing enterprises must also be registered with employees in [the State Register of Employers and Employees \(Aa-registeret\) \(nav.no\)](#). The Norwegian Labour Inspection Authority collects information on the number of employees from the Register of Legal Entities, which in turn collects data from the State Register of Employers and Employees.

### Enterprises registered in Norway

Staffing enterprises can be registered as private or public limited companies in Norway.

### Enterprises registered in another EEA country

Staffing enterprises registered as public or private limited companies or similar forms of enterprises in another EEA country, meet the requirements for operating in Norway. The enterprise must attach documentation of said registration unless this is shown in the Register of Legal Entities.

### Other enterprises outside the EEA or Norwegian and foreign enterprises that are not private or public limited companies

Staffing enterprises that are not registered as public or private limited companies, and enterprises registered outside the EEA, must provide security in the form of a guarantee from a bank or insurance company. This guarantee must be for at least NOK 30 000 for a private limited company, corresponding to the minimum equity required for a limited company. Please attach documentation for this guarantee, e.g. by means of a bank account statement.

### **Permanent representative for a foreign enterprise**

All foreign enterprises that do not have a permanent business address or base in Norway, must have a Norwegian representative with a Norwegian business address. This representative must have

- authorisation to receive claims and act in a legal capacity on behalf of the enterprise
- his/her home or permanent business address in Norway

We will obtain information from the Register of Legal Entities as to who is your Norwegian representative.

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