

Published as attachment to Circular UDI 2007-020V2

## **Important information on rights and obligations for au pairs and their host families**

The purpose of the au pair scheme is to give young people aged between 18 and 30 an opportunity to learn Norwegian and become acquainted with Norwegian culture through living with and participating in the daily life of a Norwegian family.

### **The mandatory standard contract**

The employment contract, signed by the au pair and the host family, regulates the au pair's working conditions and gives the au pair the following rights:

- Minimum pay/ pocket money of NOK 4,000 gross (before tax) per month in addition to free board and lodging
- Maximum 30 working hours per week. An au pair may not normally work for more than five hours a day. Work over and above this is prohibited, even in return for extra pay
- Au pairs are only permitted to work for the host family and may not work for other employers or private persons
- Au pairs must live in the host family's home, where they must have a room of their own
- Right to time off in accordance with the (Norwegian) Working Environment Act and Act relating to Holidays
- An opportunity to learn Norwegian, course fees of up to NOK 6,000 per year to be paid by the host family, and an opportunity to participate in leisure activities

Neither the host family nor the au pair may sign any additional contracts that contravene the terms and conditions of the standard contract.

### **Insurance**

An au pair with a valid work permit will automatically become a member of the Norwegian National Insurance scheme. No extra insurance is required for the au pair period.

### **Work permit**

If an au pair wishes to change host families, he/she must submit a new application for a work permit. The au pair will not be permitted to start work with the new host family until a new work permit has been issued.

An au pair work permit may be renewed, but the total period is limited to two years. Applications for renewals of work permits must be submitted to the local police in the district where the au pair is living.

**Termination/dismissal**

The employment contract may be terminated by either party giving at least one month's notice. If the host family treats the au pair badly or is guilty of gross breach of its contractual obligations, the au pair is recommended to contact the local police. In such cases, the au pair is entitled to terminate the contract with immediate effect.

**Revocation of the permit**

Only the Directorate of Immigration is entitled to revoke a work permit. Termination of the contract by the host family does not mean that the au pair must leave Norway immediately. The Directorate of Immigration or the police will warn the au pair that they are considering revoking the work permit and give the au pair an opportunity state his or her case, normally within three weeks. Until the deadline for the au pair to state his/her case has expired, the au pair is entitled to find a new host family and submit an application to work for it.

**The Directorate of Immigration's information service for applicants:**

Website: [www.udi.no](http://www.udi.no), tel: (47) 23 35 16 00, email: [ots@udi.no](mailto:ots@udi.no)

I have read and understood the contents of this circular.

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Signature of au pair, place and date

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Signature of host family, place and date

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Signature/stamp of agency (where relevant)