



## European network of legal experts in gender equality and non-discrimination

### NEWS REPORT

<b>Country:</b>	Norway
<b>Title:</b>	Revised age limits in the Working Environment Act (WEA) §15-13a as per 1 July 2015
<b>Date:</b>	10 June 2015
<b>Expert:</b>	Else Leona McClimans
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Age limits lower than 70 years set by employer will be invalid
<b>Ground of discrimination:</b>	Age
<b>Source:</b>	Legislation
<b>Field:</b>	Employment, social protection, social advantages, access to goods and services, education, housing, other)
<b>Applicable law:</b>	WEA § 15-13a as amended by law of 24. April 2015 no 21

### **Content**

**Law development:** The Working Environment Act § 15-13a has until now given a possibility for the employer to terminate an employment when the employee turns 70 years old. This age limit has now been raised to 72 years, in force as of 1 July 2015.

Furthermore, as of 1 July 2015, the mandatory imposed age limits set by employers cannot be lower than 70 years. This is a clarification in regard to previous case law, in which age limits of 67 years decided by the employer, practiced consistently and laid down in the internal regulations, were accepted by the Supreme Court.

A lower age limit than 70 years may be set if necessary due to health or security issues.

**Key points of analysis:** This legal development will require a number of large Norwegian firms to increase the age limit set for employees from 67 years to 70 years. Most of these age limits are found in internal regulations that now need to be amended and adjusted to the higher age limit.

The legislation gives an extension for the introduction of the higher age limit until 1 July 2016 for all, if the limit is established before the implementation of the amended legislation, or when the existing collective agreement expires.

**Internet link source:** See <https://lovdata.no/dokument/NL/lov/2015-04-24-21> (in Norwegian), no information exists in English yet.

**Background documentation:** Prop 48 L (2014-2015) Endringer i arbeidsmiljøloven og allmenngjøringsloven (arbeidstid, aldersgrenser, straff mv).  
<https://www.regjeringen.no/nb/dokumenter/Prop-48-L-20142015/id2345625/?docId=PRP201420150048000DDDEPIS&ch=1&q=>

Innst. 207 L (2014-2015) Innstilling fra arbeids- og sosialkomiteen om endringer i arbeidsmiljøloven og allmenngjøringsloven (arbeidstid, aldergrenser, straff mv).  
<https://www.stortinget.no/no/Saker-og-publikasjoner/Publikasjoner/Innstillinger/Stortinget/2014-2015/inns-201415-207/>