

# Workers' accommodation

**When an employer provides living quarters for its workers, the accommodation must be suitable.**

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From 1 June 2024, the requirements that apply to accommodations have been made more clear. Among other things, the Workplace Regulations now specify that the worker

- as a rule should have single occupancy rooms as their bedroom
- must have access to a shower and toilet in the immediate vicinity of their bedroom (at least one shower and one toilet per five workers)
- must have access to living areas in the immediate vicinity of their bedroom, with a table and chairs
- should have access to Wi-Fi

## Accommodation requirements

The employer is responsible for making sure the accommodations are suitably designed, furnished and maintained at all times. The accommodations must allow for privacy and dignity for all workers who live there. The standard of the accommodations shall be in accordance with the general technological and social level of society in general.

The accommodation must have

- a bedroom with a window that opens (should be single occupancy rooms as a rule)
- living areas in the immediate vicinity of the bedroom (if the bedroom is large enough, the requirement for living areas may be met by an area within the bedroom)
- a wardrobe or closet for clothes storage
- a shower and toilet in the immediate vicinity of the bedroom (at least one shower and one toilet per five workers)
- a laundry room with a washing machine and options for drying clothes
- a kitchen/dining room with options for cooking, space to eat, a dining table and chairs
- necessary cleaning supplies

If possible, the accommodation should have internet access through Wi-Fi.

## What does suitable accommodation entail?

The accommodation must be suitable, among other things, in terms of

- daylight and views
- maintenance and possibility of satisfactory cleaning and good standards of hygiene
- temperature, humidity, ventilation and air quality
- toxic and harmful substances
- biohazards
- storage, preparation and consumption of food
- clothes storage
- washing and drying clothes
- fire and electrical safety

[See the Labour Inspection Authority's comment to Section 3A-1 of the Workplace Regulations on general requirements for accommodation and suitability \(in Norwegian\)](#)

## Bedroom

As a rule, each worker shall have their own separate bedroom.

Sufficient rest is important for the workers' health and safety in the workplace. To ensure that the worker gets enough rest and is able to have privacy, the location of the bedrooms must ensure the workers disrupted as little as possible.

Bedrooms cannot be access points for other rooms.

## Bedrooms may be shared in some circumstances

There are some exceptions to the requirement of single-occupancy bedrooms:

- **Seasonal work for a period of up to 12 weeks in a calendar year**
  - This exception only applies to seasonal work. Maintenance and restoration work is not covered by this exception.
  - There must be at least 4 m<sup>2</sup> of floor space per person.
  - There cannot be more than 4 workers per room.
- **Short-term work outside of the ordinary workplace**
  - This exception applies in situations where providing single-occupancy rooms is difficult.
  - The duration of the work must be less than one week.
  - There must be at least 4 m<sup>2</sup> of floor space per person.
  - There cannot be more than 4 workers per room.
- **Agreement between employers' association and trade union**
  - An employers' association and a trade union with nomination rights (more than 10,000 members) may agree on exceptions from the requirement of single-occupancy bedrooms.
  - There cannot be more than 2 workers per room.

While there are exceptions to the requirement of single-occupancy bedrooms, the employer must consider whether shared bedrooms are suitable.

## Living areas

The living area must be in the immediate vicinity of the bedroom. The living area must be furnished with a sufficiently high number of tables and chairs with a backrest to accommodate the number of workers who normally use the living areas at the same time.

The area of the living area must be equivalent to at least 1.5 m<sup>2</sup> per person.

If the bedroom is sufficiently large, the living area requirement may be met by the bedroom area. If so, the bedroom must

- be a single-occupancy bedroom
- have enough space for a bed, a table and a chair
- be furnished in such a way that it is possible to move

Internet access via Wi-Fi should be available if possible. The living area should also include a TV and a sofa or similar furniture.

If several workers share a bedroom (e.g. during seasonal work), the living area and the bedroom cannot be the same room. Workers must be able to rest without being disrupted by others using the same room.

## Dining room and kitchen

Normally, the accommodation must include a dining room and kitchen.

If food is to be stored and prepared in the accommodation, the workers must have access to

- a refrigerator
- an oven and hob (stove)
- a sink

Workers should also have access to a coffee maker, a freezer, a dishwasher and a microwave.

The employer must ensure that the dining room is large enough and appropriate for the number of workers who normally use it at the same time. The room area should be at least 6 m<sup>2</sup>, with at least 1.2 m<sup>2</sup> floor area per seat.

The kitchen and dining room should not be a part of the living area.

[See the Labour Inspection Authority's comment to Section 3A-1 \(f\) of the Workplace Regulations on storage, preparation and consumption of food \(in Norwegian\)](#)

## Access to shower and toilet

The accommodation must have a lockable shower and lockable toilet in the immediate vicinity of the bedroom. As a minimum, there must be one toilet and one shower per five workers. The accommodation must include a mirror.

In connection with the toilet, there must be access to a hand sink with running hot and cold water.

Showers must

- be sufficiently large
- have running hot and cold water
- have sufficient ventilation to eliminate steam

## Fire safety

Electrical systems, fire alarms and fire extinguishing equipment must comply with the [requirements of the Fire Prevention Regulations \(lovdata.no, in Norwegian\)](#). Fire extinguishers must be easily accessible.

The electrical system must have sufficient capacity for the number of workers and the use of electronic equipment.

The accommodation must have escape routes and emergency exits. If escape through a window is not an option, there must be alternative escape routes. All bedrooms must have a window that can be used as an escape route.

[Escape routes and emergency exits must comply with the requirements of Section 2-21 of the Workplace Regulations](#)

## House rules

When multiple workers share the accommodation, the employer and the workers should work together to prepare house rules.

The house rules can include information about

- distribution of chores
- cleaning and good order
- infection prevention
- laundry times
- cooking
- alcohol
- smoking
- quiet hours
- right to entertain guests

## When is an employer responsible for the accommodation?

The employer is responsible for making sure that accommodation provided to the worker by the employer, is suitable. Normally, it is clear when the employer is responsible, e.g. when the employer owns and lets the property used for accommodation.

The employer is not responsible for the accommodation if the employer, as an example, only mediates contact with various landlords, and the worker personally decides to sign a tenancy agreement with one of them.

In other words, the employer is responsible if there is a clear connection between the employment relationship and the worker staying in the accommodation.

## The Labour Inspection Authority has the authority to inspect accommodations

The Labour Inspection Authority shall have free access to any property subject to the act. This also includes accommodation provided by the employer.

The Labour Inspection Authority inspects to make sure that the accommodation requirements have been met and that the accommodation is suitably designed, furnished and maintained. During such inspections, the Labour Inspection Authority often collaborates with other public bodies, such as the fire service and municipal authorities.

If the employer is bound by a collective agreement, additional accommodation requirements may apply – beyond the ones laid down in the Working Environment Act and Workplace Regulations. The Labour Inspection Authority's inspections do not cover requirements in collective agreements.

[Read more about how we perform inspections \(in Norwegian\)](#)

# Legislative framework

[Requirements for accommodation provided by the employer, Chapter 3A of the Workplace Regulations \(in Norwegian\)](#)

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