Norway Tax Knowledgebase

Employee personal income tax

Tax residence

Criteria for tax residency: An individual is considered a tax resident of Norway if they:

1. Are present in Norway for more than 183 days in any 12-month period.
2. Are present in Norway for more than 270 days in any 36-month period.
3. Have their primary place of residence or habitual abode in Norway, which can be established from the first day of presence if the intention is to stay for more than 183 days (not just a temporary stay).
4. Norwegian citizens are generally considered tax residents unless they can prove they are resident elsewhere under a tax treaty. After moving from Norway, a person is generally still considered a tax resident for the following three calendar years unless they prove they have stronger personal and economic ties to another country and have not stayed in Norway for more than 61 days during the income year.

Conditions for the obligation to file the PIT

Generally, you are required to submit a tax return if you have earned income in Norway or on the Norwegian continental shelf during the relevant income year. This includes:

1. Tax residents of Norway:
Individuals considered tax residents in Norway are typically liable for tax on their worldwide income and net wealth. They will usually receive a pre-populated tax return ("Skattemelding") from the Norwegian Tax Administration in the spring (by 30 April).

If you receive a Skattemelding, you are required to carefully review the information, make any necessary corrections or additions (e.g., for deductions not automatically included, income from abroad, or changes in assets and debt), and submit it by the deadline.

2. Non-residents with Norwegian-source income:
Individuals who are not tax residents in Norway but have earned certain types of income from Norwegian sources are generally required to file a tax return. This can include income from employment performed in Norway, business activities, property in Norway, and dividends from Norwegian companies.

Specific rules may apply to foreign individuals generating income from activities in Norway's economic zone and on the continental shelf (e.g., in sectors like aquaculture, mineral activities, renewable energy, and carbon management).
Some non-residents on short work stays or new to Norway might be part of the PAYE (Pay As You Earn) scheme, a simplified taxation system where tax is deducted at a fixed rate by the employer. While this simplifies tax payment, individuals under PAYE should verify if a separate tax return is still required or if the PAYE system fulfils their declaration duties.

It is usually possible to opt out of the PAYE scheme if the general tax rules are more favourable. Note that individuals falling under certain specific tax liabilities for activities in the economic zone and continental shelf may not be eligible for the PAYE scheme.

3. Individuals receiving a pre-populated tax return (Skattemelding):
Receiving a Skattemelding generally signifies an obligation to review, correct if necessary, and submit it, even if no changes are needed. The tax authorities provide this information based on data from employers, banks, and other relevant sources. It is the taxpayer's responsibility to ensure its accuracy and completeness.

Tax report in question (Form name)

The primary tax report for an individual is the "Skattemelding" (Tax Return). It is submitted electronically via the Tax Administration's portal ("Altinn").

Various schedules or annexes might be required depending on the individual's specific income types or deductions.

Tax year

The tax year in Norway is the calendar year: January 1 to December 31.

Tax rates

1. Ordinary income (Alminnelig inntekt) of an individual:
Flat rate of 22%.

2. Bracket tax (Trinnskatt) on an individual's personal income (Personinntekt) for 2025:

- Bracket 0: NOK 0 – NOK 217,400: 0%
- Bracket 1: NOK 217,401 – NOK 306,050: 1.7%
- Bracket 2: NOK 306,051 – NOK 697,150: 4.0%
- Bracket 3: NOK 697,151 – NOK 942,400: 13.7%
- Bracket 4: NOK 942,401 – NOK 1,410,750: 16.7%
- Bracket 5: Over NOK 1,410,750: 17.7%

Note: *For individual residents of Troms and Finnmark counties, the rate in bracket 3 is typically lower; this specific regional variation for 2025 should be confirmed from official sources.*

3. Norwegian wealth tax:
Tax-free threshold: You don't pay wealth tax on the first NOK 1,760,000 of your net wealth (this doubles to NOK 3,520,000 for jointly assessed couples).

Tax on wealth above threshold:
- Tier 1: For wealth between NOK 1,760,001 and NOK 20,700,000, the combined tax rate is 1.0% (0.525% to the municipality + 0.475% to the state).
- Tier 2: For wealth exceeding NOK 20,700,000, the combined tax rate is 1.1% (0.525% to the municipality + 0.575% to the state).

Tax returns and payment of tax

1. Tax returns (Skattemelding):
Pre-completed by the tax administration for individual taxpayers. The deadline for changes for income year 2024 was April 30, 2025 (for most individual wage earners/pensioners) and May 31, 2025 (for self-employed individuals).

2. Filing status: Individuals are taxed separately, even if married (though some deductions/thresholds can be shared or are doubled for couples).

3. Tax payments by individuals:
- Employees: Tax is withheld at source by the employer from the individual's salary.
- Self-employed individuals: Pay advance tax in instalments.
- Residual tax/refunds for individuals: Determined by the tax assessment notice ("Skatteoppgjør").

Personal deductions (salary)

1. Minimum standard deduction (Minstefradrag):
- For an individual's employment income: 46% of salary, capped at a maximum of NOK 92,000.
- For an individual's pension income: Max NOK 73,150.

2. Personal allowance (Personfradrag):
NOK 108,550. Automatically deducted from an individual's ordinary income.
3. Trade union fees: Individual deduction up to NOK 8,250.
4. Parental allowance (Foreldrefradrag): Individual deduction for documented childcare expenses (e.g., for children up to 12 years old), up to NOK 25,000 for one child and NOK 15,000 for each subsequent child.

Tax allowances

1. Employer gifts to an employee: Employee gifts are generally taxable, but exceptions include non-cash gifts up to NOK 5,000 annually, NOK 8,000 for long service after 20 years (and every 10 years after), and NOK 4,000 for special occasions like marriage, turning 50 (and every 10 years after), retirement after 10 years, or company anniversaries divisible by 25 years. It is not permitted to give gifts in the form of cash. However, gift vouchers that cannot be exchanged for money will be acceptable.
2. Staff discounts: Staff discounts of up to NOK 10,000 per year on company or supplier goods are tax-free, and when combined with tax-free gifts, employers can give up to NOK 15,000 annually in non-cash benefits, with the key difference being that gifts don't need to be related to the company's products or services.
3. Bank cards/credit cards: If an employee needs a bank card or credit card for business travel or other purposes, the employer can reimburse the annual fee without triggering any tax obligation.
4. Reasonable welfare measures: Payments in kind which can be considered to be 'reasonable welfare measures' for all or a high proportion of the employees are not considered to constitute taxable income. An example of this could be a joint gathering aimed at improving workplace well-being.
5. Company holiday accommodation: If holiday accommodation is available to all employees or a significant group of employees, with equal entitlement for everyone to use it, this will normally be considered a tax-free benefit for the employees.
6. Overtime subsistence: The employer can cover the cost of a meal tax-free up to a value of NOK 200 when the employee works continuously for at least 10 hours. This assumes that the employer buys the food or that the employee documents the cost through receipts.
7. Clothing: No tax obligation will be triggered for an employee when their employer purchases and requires an employee to wear a uniform or special protective clothing. Uniforms are characterised by a consistent appearance and a uniform-like style, often with a logo, and are unsuitable for private use. Protective clothing is often used due to high levels of wear or dirt, or for hygienic reasons. Examples of this include boiler suits at car repair workshops or overcoats in the health service.

Additional tax reliefs (not mentioned above)

1. Interest on debt: Interest paid by an individual on loans (e.g., mortgage interest) is generally deductible against their ordinary income at the 22% tax rate.
2. Gifts to voluntary organisations: Individual deduction for gifts to certain approved charitable organisations, up to NOK 25,000.
3. BSU (Housing Savings for Youth): Savings scheme for individuals under 34. A tax deduction of 10% of the amount saved during the year (up to NOK 27,500 saved annually, so max deduction NOK 2,750).
4. Seafarer's deduction: Seafarers can claim a 30% income deduction up to NOK 80,000 for earnings onboard a ship, but it must be reported on the tax return and match the salary reported by the employer.

5. Tax exemption card limit: For individuals with very low income, the threshold for the tax exemption card (meaning no tax or National Insurance Contributions are paid below this income) is NOK 100,000 for 2025.
6. Increased tax-free limit for short-term rental of own home/holiday property: The tax-free limit for individuals from such rentals was proposed to be increased to NOK 15,000 for 2025.
7. Tax-free limit for surplus electricity sales from private homes: New rules proposed for 2025 aim to simplify and provide tax relief for individuals selling surplus electricity from their private homes, potentially with a tax-free threshold (e.g., NOK 15,000 was mentioned in proposals).
8. Special deductions related to disability or high illness-related expenses: These are subject to specific, often restrictive, conditions and documentation.

How to submit the tax return

1. Receive pre-filled tax return: Most individual wage earners and pensioners receive a pre-filled tax return ("Skattemelding") from the Norwegian Tax Administration (Skatteetaten) in March/April of the year following the income year. This is accessible online via the Altinn portal (www.altinn.no) or Skatteetaten's "My Tax" (Min Skatt) service.
2. Login: Individuals log in using electronic IDs such as BankID, Buypass, or MinID.
3. Review and verify: Carefully review all pre-filled information, including income, deductions, assets, and debts. Compare it with your own records (payslips, bank statements, mortgage statements, etc.).
4. Make changes and additions:
- Correct any errors in the pre-filled data.
- Add any missing income (e.g., foreign income, rental income not pre-filled).
- Claim any deductions you are entitled to that are not pre-filled (e.g., certain travel expenses, childcare costs if not automatically included, gifts to approved charities).
- The system guides you through various topics and items.

5. Submit electronically: Once all information is correct and complete, the tax return is submitted electronically through Altinn/Skatteetaten's portal.
6. Deadline:
- For wage earners and pensioners: April 30th of the year following the income year. (For income year 2024, the deadline was April 30, 2025).
- For self-employed individuals (sole proprietors): May 31st of the year following the income year. (For income year 2024, the deadline was May 31, 2025, or June 2nd if May 31st fell on a weekend).

7. Confirmation and tax assessment: After submission, you usually receive an initial calculation. The final tax assessment notice ("Skatteoppgjør"), stating whether you are due a refund or owe more tax, is typically issued between April/June and November.
8. Corrections for previous years: If you discover errors in tax returns for previous years (generally up to three years back), you can submit a correction yourself (RF-1366 or by amending the specific year's return directly in the system if it's the most recent past year).

Others

Individuals who relocate from Norway and emigrate for tax purposes or who become tax residents in another jurisdiction pursuant to a tax treaty are deemed to have realised any latent gains on shares, securities funds, share options, etc.

The exit tax basis is the calculated unrealised gain based on the fair market value of the shares as at the day before the exit and the historical cost price or fair market value of the shares when the individual became resident in Norway. Unrealised gain above NOK 3 million is subject to taxation at 37.84% for gains on shares and similar investments. Other rates apply for interest funds and employment-related share options. As long as security is provided and shares gains are not realised, a 12-year deferral (with interest) or annual down payment over 12 years may be elected.

If the individual returns to Norway within 12 years, still owning the shares, the exit tax lapses. Tax compliance and reporting obligations must be met during the 12-year period. If dividends are paid before the exit tax is settled, 70% of the dividends must be used to pay off the exit tax. Exit tax also applies to gifts and inheritances of shares to a company or individual resident outside Norway. The threshold is NOK 100,000 in latent gains, and no tax-free deduction is given.

Employee taxation of income (int, div, royalties)

Interest income: Tax rates

Interest income is generally classified as ordinary income (alminnelig inntekt). The flat tax rate on ordinary income is 22%.
There is no specific separate progressive tax rate solely for interest income beyond its inclusion in ordinary income.

Dividend income: Tax rates

Dividends received by resident individuals are generally taxed as ordinary income. The effective tax rate on an individual's dividends for 2025 is 37.84%. This is calculated as the ordinary income tax rate (22%) multiplied by an upward adjustment factor for dividends (1.72 for 2025). A basic allowance ("skjermingsfradrag" or shielding deduction) is deducted from the individual's dividend income before the upward adjustment and taxation.

Capital gains: Tax rates

Shares: Gains from the sale of shares by an individual are generally taxed as ordinary income. The effective tax rate for 2025 is 37.84% (22% ordinary income tax rate * 1.72 upward adjustment factor), after deducting a shielding allowance ("skjermingsfradrag") personal to the shareholder.

Real estate (owned by individuals):
Gains from an individual's sale of their primary residence are often tax-exempt if the owner has lived in it for at least 12 of the last 24 months before the sale. Gains from an individual's sale of other real estate (e.g., secondary homes, rental properties) are generally taxed as ordinary income at 22%.

Other assets (owned by individuals): Gains from an individual's sale of other assets are generally taxed as ordinary income at 22%. Losses are usually deductible.

Exit tax: An exit tax applies to an individual's unrealised capital gains on shares and other securities exceeding NOK 3 million when ceasing Norwegian tax residency.

Royalty income: Tax rates

Royalty income received by an individual is generally treated as ordinary income (alminnelig inntekt) and taxed at the flat rate of 22%.

If the royalty income is connected to a business activity carried out by the individual (sole proprietor), it will also form part of the basis for calculating National Insurance Contributions (10.9% for 2025) and Bracket Tax (Trinnskatt) on personal income.

Withholding

Withholding tax on interest: Rates

Residents: There is no withholding tax on interest. This income is reported and taxed as part of their ordinary income in their annual tax assessment.

Non-residents: Generally, Norway does not levy withholding tax on interest paid to non-resident individuals. Specific anti-abuse rules may apply in certain situations.

Withholding tax on dividends: Rates

Residents: No withholding tax is applied to dividends paid by Norwegian companies to Norwegian resident individuals.
Non-resident individuals: A withholding tax of 25% is levied on dividends paid by Norwegian companies to non-resident individual shareholders. This rate may be reduced or eliminated under an applicable double taxation agreement.

Withholding tax on capital gains: Rates

Residents: No withholding tax on capital gains for resident individuals.

Non-residents: No withholding tax on capital gains for non-resident individuals, with exceptions (e.g., gains from real estate or assets connected to an individual's business activities in Norway are taxable in Norway). Tax treaties are relevant.

Withholding tax on royalties: Rates

Residents: No withholding tax is applied to royalties paid by Norwegian payers to Norwegian resident individuals, as these are included in their ordinary income assessment.
Non-residents: Norway introduced a withholding tax on royalties (among other payments like interest and certain lease payments) made to related parties resident in low-tax jurisdictions. The rate is generally 15% on the gross payment.
For royalties paid to non-resident individuals not covered by the specific rule above (i.e., not related parties in low-tax jurisdictions), the situation is more nuanced. Historically, Norway did not have a general withholding tax on royalties paid to non-residents. However, tax liability could arise if the income was attributable to a business carried on by the individual in Norway or if a tax treaty allocated taxing rights to Norway.

Double Taxation Treaties (DTTs): The rate of withholding tax on royalties paid to non-resident individuals is often reduced or eliminated under the terms of a DTT between Norway and the recipient's country of residence. The specific treaty must be consulted. Typical treaty rates can range from 0% to 15%. The recipient usually needs to provide documentation (e.g., certificate of tax residency) to claim treaty benefits.

Fees for technical services:

Norway does not impose withholding tax on technical service fees. However, if part of the fee is payment for the right to use or the use of intangible assets, that part may be treated as a royalty payment that could be subject to withholding tax.

Employee tax - Special regimes to apply

Special tax regimes (if applicable)

1. PAYE (Pay-As-You-Earn) scheme for foreign workers:
Foreign workers on short-term assignments or those not considered tax residents but liable to tax on remuneration from work in Norway may opt for this simplified scheme.

The tax rate is 25% (for 2025) on the individual's gross salary income, including holiday pay and any taxable benefits in kind. This rate includes the individual's national insurance contributions. No personal deductions are allowed under this scheme.

Conditions apply, including limitations on the individual's total income (the PAYE income limit for 2025 should be confirmed with Skatteetaten, but historically around NOK 640,000-670,000, subject to adjustment).

2. Svalbard tax regime:
Individuals resident in Svalbard are subject to a separate, simplified tax system. For 2025: Income tax: 8% on an individual's income up to 12 times the National Insurance Scheme's basic amount (G-beløp).

Income tax: 22% on an individual's income exceeding that threshold.
Individual's National Insurance Contribution: 7.7% on salary, etc. (5.1% on pensions).

Impatriate Law (Inbound employee regulations)

Norway does not have a broad "impatriate law" offering extensive flat tax rates for foreign specialist individuals.

The PAYE (Pay-As-You-Earn) scheme (as described under "Special tax regimes") with a flat tax of 25% is an option for certain foreign individual workers.

Expatriate Law (Working abroad rules)

Norwegian tax resident individuals working abroad remain subject to Norwegian tax on their worldwide income.

Double taxation agreements are applied to prevent double taxation on an individual's income, typically using an exemption method (with progression) or a credit method.
The exit tax rules are a key consideration for individuals who are ceasing their Norwegian tax residency.

Digital nomads’ tax regimen

Svalbard: Norway offers a visa route for individual independent contractors/digital nomads to reside and work remotely from Svalbard, subject to Svalbard's separate and lower tax regime for individuals. more info: https://www.udi.no/en/word-definitions/svalbard/

Mainland Norway: There is no specific "digital nomad visa" separate from general work or residence permits for individuals. If an individual digital nomad becomes a tax resident of mainland Norway (e.g., stays for more than 183 days), they are taxed on their worldwide income under standard Norwegian personal income tax rules.

Double taxation agreements (link website)

Everything about double taxation treaties (DTTs) in Norway can be found here:
https://www.regjeringen.no/en/topics/the-economy/taxes-and-duties/tax-treaties-between-norway-and-other-st/id417330/

Impatriate Law (Inbound employee regulations)

How to apply and deadlines for employees

Norway does not have a comprehensive "impatriate law" with broad flat tax rates or extensive general tax exemptions for all highly skilled foreign specialists. The primary scheme relevant is the PAYE (Pay-As-You-Earn) scheme for foreign workers:

Description: An optional simplified taxation scheme for certain foreign individual workers in Norway.

- **Tax rate:** A flat 25% on gross salary income (including benefits in kind). This 25% includes the employee's National Insurance Contributions (7.7%). If the individual is exempt from Norwegian National Insurance Contributions (e.g., holding an A1/certificate of coverage from an EEA country), the PAYE tax rate is 17.3%.
- **No deductions:** Individuals under this scheme cannot claim any deductions (e.g., for commuting, interest expenses, standard minimum deduction, personal allowance).
- **No tax return:** No annual Norwegian tax return ("Skattemelding") needs to be filed by the individual for the income covered by PAYE. They receive a "Tax receipt for PAYE" instead of a tax assessment notice.
- **Duration:** Typically, if an individual is going to live in Norway, they must switch to the general tax rules after their first year. If they are not living in Norway but undertake temporary work assignments, they may fall under the PAYE scheme each time they apply for a tax deduction card for such assignments.

Requirements for the individual to use the PAYE scheme:

- The individual must be a foreign worker.
- The gross employment income must not exceed a certain annual limit. For 2025, this income limit is NOK 697,150 (this aligns with the threshold for Bracket 3 of the Trinnskatt, and was specified by Skatteetaten in relation to the PAYE scheme examples).
- The individual must apply for a tax deduction card upon starting work in Norway. Most new foreign workers with short stays or in their first year are automatically considered for PAYE unless they opt out.
- The individual must not have other types of taxable income in Norway that would require assessment under general rules (e.g., significant business income from a sole proprietorship in Norway, substantial capital income in Norway not covered by final withholding).

Digital nomads' tax regime

How to apply and deadlines for employees

The Norwegian digital nomad visa enables foreign nationals who meet the required criteria to live and work remotely in Norway. In line with many other EU countries, Norway has introduced a more straightforward visa program for remote workers.

It is essential to note that remote workers in Norway will be liable to pay local taxes and must apply for a VAT number. However, the new Norwegian digital nomad visa is a much simpler application process than most other visa types.

D-visa

The D Visa is a national visa for foreigners wishing to study, work or live in a Schengen country for longer than 90 days. It is a long-stay visa that applies for travel purposes such as:

- Tourism
- Professional activities
- Study, training programme, or internship
- Family reasons

The D visa is issued by the consulate authorities of the country that the applicant is looking to stay in for over 90 days.

Digital nomad visa

The digital nomad visa is easier to apply for than the D visa, provided all the relevant documents are available. The digital nomad visa can be issued for up to two years and is renewable while living in Norway at a local police station.

Self-employed visa or the independent contractor visa

To work as a self-employed person in Norway, you will need to apply for a residence permit. The applicant must be a skilled worker with vocational training or education of at least three years, be a graduate, or hold another acceptable qualification.

With a self-employed visa, the applicant must intend to set up a permanent business in Norway; therefore, this is not a relevant type of visa for temporary work in Norway.

Independent contractor vs digital nomad visa: What's the difference?

The main difference between an independent contractor visa and a digital nomad visa is that the independent contractor visa is for a work project based in Norway. In contrast, a digital nomad typically has freelance projects that can be based anywhere, as long as they have at least one client based in Norway.

Svalbard digital nomad visa
Svalbard is described as the true Arctic and is popular with tourists who want to see the Northern Lights or experience expeditions and other types of cold adventures. Svalbard is visa-free; however, there are requirements, such as obtaining work and accommodation, which can be challenging. This is why more people choose to live in mainland Norway and visit Svalbard instead of residing there.

Norway's digital nomad visa requirements
There are a number of key requirements that must be met for a digital nomad visa to be approved, including:

- Applicant must have a valid passport (a 6-month validity period is usually required)
- Proof of being self-employed or working for a non-Norwegian company
- Proof of a minimum gross annual income of €35,719 (bank statement)
- Health insurance
- A contract with a Norwegian client must state the minimum salary for a skilled employee, which is set at 189,39 NOK per hour (approx. 40 euros per hour)
- Proof of accommodation in Norway
- Completed and signed the application form and two passport photos

Norway's independent contractor visa: Additional documents
To apply for the Norway independent contractor visa, you will also require:

- Proof of relevant qualifications in your profession
- Visa application fee (€600)

Who can apply for the digital nomad visa for Norway
Many different types of professionals can apply for a digital nomad visa, with freelancers such as graphic designers, web developers, and marketing specialists being examples of suitable job types.

How to apply: Step-by-step guide
The application process is fairly straightforward and quick to complete once you have gathered all of the required documents. The application can be started online using the UDI website. If the applicant is in Norway, they can take their documents to their local police station, but for applicants outside of Norway, an appointment at the Norwegian embassy will be required.

1. Prepare and gather the documents required for applying
You will need to provide the following documents for your Norway digital nomad visa:

- Passport & copy of passport
- Two passport photos
- Address of accommodation in Norway
- Contract with Norwegian client

- Documentation of a business established abroad
- Proof of education
- CV & work history
- Completed application form
- Printed and signed UDI checklist
- 600€ application fee

The documents must be either in English or Norwegian, and you should take all the original documents to the visa appointment.

2. Print and sign the UDI checklist

The checklist is a comprehensive list of all the documents required for the visa appointment. You must print and sign this to confirm that you have all the original documents required.

3. Submit your application

Arrange the visa appointment at your nearest Norwegian embassy and take all of the required documents to the appointment to submit your application.

4. Wait for the approval

The waiting period for the application can vary depending on whether you have applied through an embassy. It usually takes around 15 days to process the visa application; however, document verification can take longer at the embassy, depending on their workload. It typically takes around 30 days to process an application through the embassy.

Visa's validity: How long does it last?

The Norwegian digital nomad visa is initially valid for two years, and after that time, there is an option to apply for renewal to extend it for further years or even to a lifetime visa.

How much does the Norway digital nomad visa cost?

The application fee for the Norway digital nomad visa is €600.

Do digital nomads have to pay taxes in Norway?

Yes, digital nomads are required to pay taxes in Norway if they spend more than 183 days in the country. The tax-to-income ratio is currently 22% for Norwegian residents and remote workers who must register for VAT.

Employees working for Norwegian employers are entitled to numerous benefits; however, as a remote worker, you would not qualify for most of these benefits. However, if you have Norwegian clients, you may benefit from higher-than-average pay rates compared to other European countries.

Norway digital nomad visa summary

Norway's digital nomad visa is the ideal gateway for individuals seeking to experience a rich culture and live in a prosperous and beautiful country while working remotely. Numerous types of occupations can qualify for a Norway digital nomad visa, and for people who enjoy adventure, there are few better destinations than Norway.

The application process is relatively straightforward, and it can provide non-EU nationals with the opportunity to determine whether they wish to reside in Norway for an extended period and renew their visa or apply for a different type of visa.