Implementation of the GDPR in Norwegian law

1 General

Norway is not a full EU member state, but member of the EEA (European Economic Area) Agreement. As such, the GDPR will not have direct effect in Norwegian law. However, GDPR will become Norwegian law through legislation passed by the Norwegian Parliament.

The Ministry has proposed that the Norwegian Parliament passes a translated version of the GDPR text as Norwegian law.

The Parliament has not yet voted on this proposal, but it is expected that this will take place as proposed.

2 Implementation date

It is expected that the GDPR legislation will have effect from 25 May 2018.

3 Main individual adaptions

As the legislative process is still ongoing, the individual adaptions are not yet final. The main expected adaptions/deviations are as follows:

- **Age of consent for minors:** The Ministry has proposed that the age of valid consent for minors in respect of data protection issues shall be 13. This proposal has met considerable criticism during the hearing process as being too young, and it remains to be seen what the age of consent will be.

- **Use of personal identification number as identification method only in qualified circumstances:** Use of the Norwegian public personal identification number ("fødelsnummer" (birth number)) as identification of individuals shall only be used in circumstances where there is an objective need for secure identification and that the method is necessary for identification.
- **Biometric identification methods:** It is still under consideration whether additional regulation regarding biometric identification methods will be implemented

- **E-mails of employees:** There will be specific rules and procedures regarding an employer's access to the e-mail accounts of employees

- **Camera surveillance in working environments:** There will be specific rules regarding an employer's ability to install and use camera surveillance equipment in circumstances where such equipment may also be used to monitor employees