

# **Care workers win important legal victory**

## [Norway](#)

Seven care workers, supported by the Fagforbundet public services union, have won a significant court case that rules they were wrongly classified as self-employed and so were denied the rights of employees. The workers took the case against the Baos private care company and their claim covers the wide range of benefits and rights that they should have been entitled to under the Work Environment Act. These cover paid holidays, overtime pay, working time, sick pay, pensions and other issues. The ruling means the company will have to pay the seven workers around NOK 5.5m (EUR 560000) to compensate for the lost rights. The union sees this as an important ruling for the private care sector where the practice of categorising workers as "self-employed" has become widespread.

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