

## Nina Thjørnøe

Partner

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## Practice Areas

Business Restructuring and M&A  
Immigration and Global Mobility  
Wage and Hour

## Overview

Nina Thjørnøe represents small and large employers on a wide range of labor and employment law matters. She has focused her practice on advising companies on:

- Business restructuring and workforce reductions, drafting of relevant documents, negotiations with employees' representatives/unions and individual employees, executing layoffs and termination agreements
- Acquisitions and transfer of undertakings, including evaluation of the employees' rights and obligations, and employment law-related due diligence and advice on any red flags
- Global mobility and immigration; assisting foreign employers with work permits for their employees, and other employment related issues that may arise when posting employees
- Proceedings for the ordinary courts

Nina has authored several articles on [www.internationallawoffice.com](http://www.internationallawoffice.com) with colleague and co-author Ole Kristian Olsby and in the Norwegian magazine *Eiendomsmegleren*. She has made various presentations on employment law for the Rotary Club in Oslo.

Nina was previously an associate in the employment law and corporate law department at a Scandinavian full-service business law firm in Norway and a deputy judge at the District Court of Førde.

## Professional and Community Affiliations

- Member, Norwegian Bar Association

## Education

Master of Law, University of Oslo, 2009  
LL.M., Queen Mary, University of London, 2009

## Bar Admissions

Norway

## Languages

Norwegian  
English

## Publications & Press

### **New ruling on termination and offer of new employment on new terms**

*External Publication*

June 2, 2021

### **Employers' obligation to pay wages during employer period**

*External Publication*

May 26, 2021

### **Alleged retaliation cases after whistleblowing may be processed in the Anti-discrimination Tribunal**

*External Publication*

April 28, 2021

### **Proposal to extend increased daily unemployment benefit and temporary lay-off periods until July 2021**

*External Publication*

February 24, 2021

### **Supreme Court's ruling on workplace sexual harassment provides clarification**

*External Publication*

February 17, 2021

### **New requirements for companies' reporting on equality and non-discrimination in the workplace**

*External Publication*

February 3, 2021

### **Historic ruling on compensation for gender discrimination**

*External Publication*

January 6, 2021

### **Promises of early retirement: Supreme Court rules on employers' right to manage**

*External Publication*

December 9, 2020

**New ruling on principle of equal treatment for hired workers**

*External Publication*

December 2, 2020

**Littler Global Guide - Norway - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**NORWAY: New temporary rules on layoffs in light of Covid-19**

*Littler ASAP*

April 14, 2020

**NORWAY: What are an employer's rights and obligations during the COVID-19 outbreak?**

*Littler ASAP*

March 20, 2020