

Nina Thjømøe

Partner

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Practice Areas

Business Restructuring and M&A

Immigration and Global Mobility

Wage and Hour

Overview

Nina Thjømøe 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 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

The Global Guide Quarterly (Quarter 1, 2025)

Littler Global Guide Quarterly
April 23, 2025

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

International Law Office (ILO)
June 2, 2021

Employers' obligation to pay wages during employer period

International Law Office (ILO)
May 26, 2021

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

International Law Office (ILO)
April 28, 2021

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

International Law Office (ILO)
February 24, 2021

Supreme Court's ruling on workplace sexual harassment provides clarification

International Law Office (ILO)
February 17, 2021

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

International Law Office (ILO)
February 3, 2021

Historic ruling on compensation for gender discrimination

International Law Office (ILO)

January 6, 2021

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

International Law Office (ILO)

December 9, 2020

New ruling on principle of equal treatment for hired workers

International Law Office (ILO)

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