



HR Electronic Records – Norway

Natively Electronic Documents

What is the legal value of native electronic documents (that do not require signature by the parties)?

The majority of legislation generally recognizes the validity and probative value of documents that are natively electronic (i.e., created as electronic originals), subject to compliance requirements.

Norway allows natively electronic documentation and, generally, evidence in civil disputes can be provided in electronic form (Civil Procedure Act, 2005). Therefore, HR-related documents (e.g.

employment contracts, letters of intent, etc.) can be created directly in electronic form, without need for a paper original.



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