



Thorkil H. Aschehoug

Partner

Thorkil H. Aschehoug focuses on individual and collective employment law, discrimination law, freedom of expression, criminal law, as well as litigation and arbitration. He has experience from the lawmaker and supervision perspective from serving in the Legal Department of the Norwegian Labour Inspection Authority and from the employee side as a lawyer to various trade unions belonging to the Confederation of Vocational Unions (YS). He has also experience from the Federation of Norwegian Construction Industries (NHO Byggenæringen). For 10 years he served as a member of The Equality and Anti-discrimination Tribunal. For more than 15 years he has served as an Employment Law Specialist in various law firms. He is top ranked in Employment law rankings like Chambers & Partners.

✉ tha@sands.no

☎ +47 22 81 46 32

📱 +47 90 80 98 77

Expertise areas

Arbeitsrecht

Compliance und
Risikomanagement

Interne Untersuchungen

Work experience

- 2024–
● **SANDS Advokatfirma DA**
Partner
- 2020–2024
● **Advokatfirmaet Grette AS**
Partner
- 2019–2020
● **The Federation of Norwegian Construction Industries**
Lawyer
- 2009–2018
● **Advokatfirmaet Grette AS**
Senior Lawyer | Senior Associate
- 2005–2009
● **The Professional Drivers Trade Union**
Lawyer
- 2006
● **The Financial Sector Trade Union**
Associate
- 2004

- **Parat (Trade Union)**
Associate

2001–2004
- **The Norwegian Labour Inspection Authority**
Legal Adviser, Legal Section

Education

- 2001
University of Oslo
Master of Laws

Awards

- Top ranked in Employment law rankings like Chambers & Partners (band 4)

Memberships / Posts

- 2018–
Norwegian Association of Lawyers
Member of the specialist committee for labour law
- 2014–2023
The Equality and Anti-discrimination Tribunal
Member