

Statistics Norway Annual Report 2010

The Director General of Statistics Norway

Hans Henrik Scheel on the Norwegian economy

Economic growth showed a distinct improvement in 2010 following the strong setback in the wake of the financial crisis. The economic situation in Norway is now considerably brighter than it was a year ago. Business investment in mainland Norway stopped declining and rose through the year. Household real income increased markedly, boosting consumption growth. In conjunction with low interest rates, this led to the fall in house-building being replaced by a new upturn. The increase in unemployment also appears to have levelled out and hours worked are increasing. Our assessment now is that a modest economic upturn began in the second half of 2010. Statistics Norway's calculations indicate that the upturn will become more marked over the present year and the next, to the effect that the recession we are currently facing will be over in 2013. In order to avoid an overheating of the Norwegian economy, we envisage that use of oil money in the next few years will be notably lower than 4 per cent of SPU, the Norwegian Government Pension Fund - Global.

Oil is important to the Norwegian economy, but, both now and in the future, it is on-going value creation through ordinary working activities that will comprise the main foundation of our national prosperity. A high level of national prosperity depends on a skilled population who participate in employment with great adaptability.

Norway has high labour force participation, but annual working hours are among the lowest in the OECD. Furthermore, the proportion of people of working age receiving social security benefits has increased considerably. The inclusive workplace objective involves getting more members of marginal groups into income-generating work – and hence the right to social security. These individuals often have poorer health than others, and a greater risk of falling out of working life again. To some extent, it can therefore be said that a high share of social security is a reflection of the ability to keep many people in work.

The use of social security results in a loss of tax revenue and higher public charges. The question is whether the present system, attitudes and practices represent the best balance between the failures that any system will, from time to time, produce: should we be granting social security to individuals who are not unable to earn a living? And are we granting inadequate benefits to those who are unable to earn a living. Since many are neither fully fit nor fully incapacitated, the combination of social security and paid employment will be an option for large groups of people. Given that this is a "mix" that the individual, to some extent, has influence over, the rules for tax and deductions of benefits against earnings will play a key role in determining the scale of the social security burden. Many people on benefits will currently have little to gain from progressing from social security into paid employment. This is especially true of people providing for children and where the market wages are relatively low.

The level of welfare will depend on labour force participation, the working population's skills, access to real capital and society's ability to adapt and adopt advanced technology. Our adaptability to and provision for these areas will determine the very nature of the Norwegian "post-oil society".

Oslo, 4 March 2011

Hans Henrik Scheel



Report of the Board of Directors: A good year for Statistics Norway

2010 was a good year for Statistics Norway. The indicators for operational activities accorded reasonably well with the objectives set out in the ministerial Letter of Instruction. Efforts to modernise statistical production made great progress. Cooperation with the media was good. The Agricultural Census achieved a high response rate. There was also a positive trend in the use of house numbers in multi-household dwellings, which is a precondition for a register-based population and housing census in 2011.

Statistics Norway's main focus in 2010 was the modernisation and standardisation of data capture and statistical production. The objective was to establish standardised processes, both for streamlining our work and also for safeguarding quality in processes and results. Increased use of common data solutions is one key element in modernising data capture, with a particular emphasis on Altinn, the electronic reporting system. In 2010, work began on deploying common solutions and new tools developed in AltinnII. For example, the Agricultural Census 2010 was performed with the aid of a form developed in the new Altinn version. The development of framework solutions to ensure optimal coordination with AltinnII got well underway in 2010 and will be further progressed in 2011. The conversion of forms from AltinnI and Statistics Norway's in-house IDUN system also began in 2010.

A number of other improvement measures were also carried out, including a standardised and improved system for sample administration. The Board is satisfied with the results showing improved electronic response input in 2010. For many surveys carried out in 2010, electronic response input well exceeded 90 per cent.

Interviewing activities yielded regular production through the year. In addition to regular permanent assignments, much of the data capture for the time use survey was performed. A new *System for interviewing activities* has been developed and this was implemented in the first half of 2010. A lot of effort was put into counteracting the tendency for declining response rates.

An overview of the populations is key to the task of providing the best possible basis for preparing official statistics through the efficient processing of statistical populations. The work of enhancing and quality-assuring statistical base populations continued in 2010, with particular emphasis on quality-assuring and coordinating register-based data on housing and households by registered and actual address. In addition, some aspects with a foreign dimension in the Central Register of Establishments and Enterprises (CRE) were implemented, and the EuroGroup Register (EGR) was expanded to include the 5,000 largest groups in the EU.

The Board is also satisfied with the sound cooperation Statistics Norway has enjoyed with other public-sector agencies, notably in the EDAG project, aimed at establishing electronic dialogue with employers. The Board stresses in particular that this initiative will lead to a lower response burden for respondents.

The system for prioritising between development projects, so-called portfolio management, was well-adapted to and integrated into Statistics Norway's planning and follow-up routines in 2010. A custom, integrated system for data editing and estimation was enhanced and employed in a significant number of new areas.

The geodatabase was put into operation in 2010, and will provide a basis for GIS in both the Agricultural Census and the Population and Housing Census. The data was also used to quality-assure the geographical coordinates recorded for units in the Central Register of Establishments and Enterprises. The use of GIS underpins the key aims of Statistics Norway's strategy and strengthens the enhancement of statistics in several important areas without increasing the response burden.

Statistics Norway is in the midst of a major reorganisation of *ssb.no*, the largest since the site was set up in 1995. The in-house systems of the current website are to be replaced with new, up-to-date publishing solutions. This renewal comprises a new user interface, internal publishing systems and the development of services and functionality for distributing information. The Board is satisfied that the redesign will produce more secure systems and simpler publication routines and will facilitate the creation of new services; and, in particular, that it is being financed from the ordinary budget. The launch of the new *ssb.no* site is set for Sunday 27 November 2011.

The Board notes that four doctoral theses were completed in 2010; on contemporary cohabitation in Norway, on social inequality in couples setting up home, on criminal careers and life situations, and finally on consumer behaviour. Research publication was also substantial and there was notably much activity in talk and lecturing activities.

There was also considerable international cooperation in 2010 and the Board values Statistics Norway's active participation highly. Through the Director General, Statistics Norway heads the work of evaluating the last round of calculations of international purchasing power parities (ICP). The Director General was a member of the Board of the Conference of European Statisticians (CES Bureau), part of the UN Economic Commission for Europe (UNECE). Statistics Norway has an active role in the Oslo Group on Energy Statistics, appointed by the UN. The work is concentrated on preparing a draft for a new manual. The manual is being submitted for approval at the 2011 meeting of the UN Statistical Commission, after the draft's hearing in the autumn of 2010. Statistics Norway heads up and runs the secretariat for a "Sponsorship on Quality" in conjunction with Eurostat. The working group, with members from eleven countries, is to make recommendations for how quality work in the field of statistics is to be taken forward in Europe. The work is to be completed in the first half of 2011. World Statistics Day was marked for the first time on 20 October 2010, on the initiative of the UN.

In May 2010, Eurostat undertook a review of Statistics Norway's work processes in connection with the production of the annual National Accounts, a so-called direct verification mission. The comments from Eurostat were followed up and a revised documentation note for the 2005 National Accounts was prepared.

The annual structural statistics were published in accordance with the old and new industry standard (NACE Rev. 2) for statistics year 2008, in the form of final figures in the spring of 2010. The work of introducing the new standard in the National Accounts has proceeded at full pace, in anticipation of first-time publication in November 2011. The Agricultural Census 2010 was performed as planned on 31 July 2010 with the first results published by year-end.

In 2010, there was a follow-up of the quality review of statistics production from 2008. This pointed out weaknesses in the areas of user contact, awareness of quality in register data, use of mechanical corrections and documentation. As a result of this, a range of measures were implemented in most of the statistical sections.

The accounts for 2010 show that expenses were well within budget. Operating profit for 2010 was a good NOK 25 million. The Board is satisfied with the establishment of fixed annual meetings with the Ministry of Finance concerning the budget proposal for the year following the present one, and with the Office of the Auditor General of Norway concerning reporting, with a review of the previous year.

A framework for internal control was set up in 2010. This combines internal control as defined in finance legislation with quality control of statistics.

The Board extends its thanks to Director General Øystein Olsen for his excellent cooperation over the last six years, and wishes him every success in this new post as Governor of Norges Bank, the central bank of Norway. The Board also thanks all employees for their solid contribution in 2010.

The responsibilities and duties of Statistics Norway's Board of Directors are specified in the Statistics Act (*the Act of 16 June 1989 no. 54 concerning official statistics and Statistics Norway*). The Act states that the Board shall handle and determine a long-term programme, budget proposals and an annual programme of work in accordance with proposals from the Director General, and submit these issues, together with the annual report for Statistics Norway, to the Ministry of Finance. In addition, the Board shall supervise developments in official statistics and Statistics Norway's operations.



From left: Frøydis Langmark, Ragnar Torvik, Einar Hope, Ida Helliesen, Ragnhild Balsvik, Kaja Sillerud Haugen, Tor Borgenvik and Hans Henrik Scheel.

Frøydis Langmark, director
(Chair)

Tor Borgenvik, chief
municipal executive, Deputy
Chair

Kaja Sillerud Haugen, Advisor

Professor Einar Hope

Ida Helliesen,
director of finance

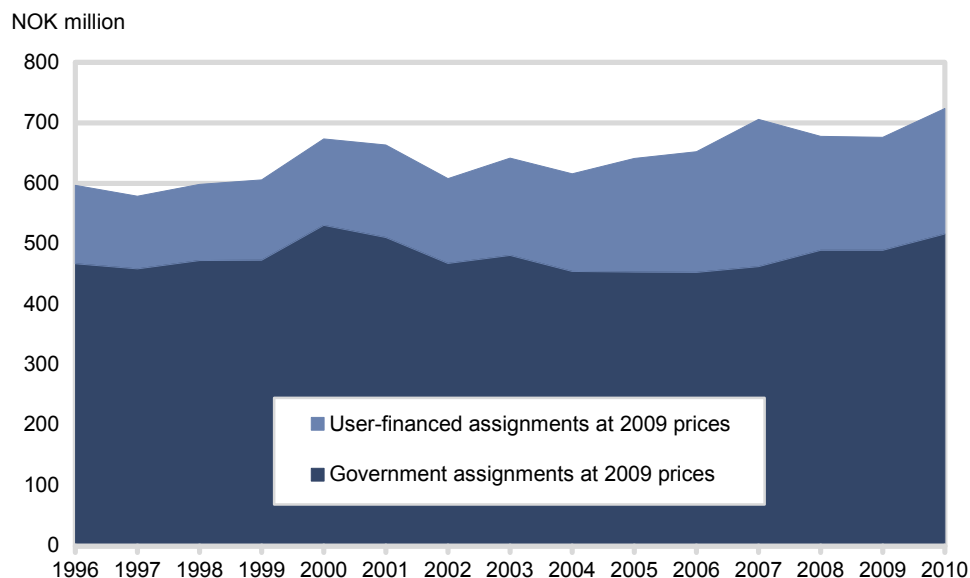
Professor Ragnar Torvik

Post. Doc Ragnhild Balsvik

Accounts

Statistics Norway's operating profit for 2010 was NOK 25.6 million, which is an improvement of NOK 27.9 million on 2009. The activity level and revenues from user-financed assignments continued to increase in 2010, and represented 29 per cent of Statistics Norway's total revenues for the year.

Revenues 1995-2010. NOK millions



The figure shows that the inflation-adjusted revenues for government assignments and from user-financed assignments underwent modest growth from 1995 to 2010. The increase in government assignments around the year 2000 is due to an extra appropriation above the normal level for the years 1995 to 2003, which was for the Population and Housing Census 2001.

Statistics Norway's total operating revenues came to NOK 723.8 million in 2010, which is NOK 44.8 million higher than in 2009. The change is due primarily to increased revenues from assignments and compensation for the effect of the wage settlement in 2010.

Total operating expenditures in 2010 came to NOK 698.3 million, which were NOK 19.9 million higher than in 2009. Wage costs rose by NOK 0.7 million from 2009 to 2010, while the costs of goods and services rose by NOK 19.2 million over 2009.

The 2010 accounts show an operating profit of NOK 25.6 million, which is NOK 27.9 million more than in 2009. NOK 34.7 million was brought forward from 2009 to 2010. Accordingly, a total of NOK 60.3 million has been carried forward to 2011.

In 2010, revenues from the sale of publications amounted to NOK 386,000, NOK 262,500 less than in 2009, while revenues from compulsory fines came to NOK 12 million, an increase of NOK 1.2 million over 2009. This item has been posted to Statistics Norway's revenue capital, but not included in the accounts, since the revenues do not accrue to Statistics Norway.

Appropriations for major acquisitions totalled NOK 10.4 million in 2010. Expenditures were NOK 12.1 million, a reduction of NOK 5.5 million from 2009. Acquisitions consisted primarily of IT investments.

Annual accounts 2010. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK 1,000s

	Notes	Accounts 2009	Budget 2010	Accounts 2010	Budget 2011
Government appropriations	3	467 100	485 400	485 400	503 400
Assignment revenues	6	186 635	183 138	208 348	181 955
Wage reimbursements	3	3 700		10 300	
Additional income, sales revenues item 01				86	
Refunds	4	18 643		19 797	
Total revenues and refunds		676 078	668 538	723 931	685 355
Wage costs	5	496 755	476 009	497 441	492 041
Goods and services	2	181 610	198 338	200 826	204 337
Undistributed funds			402		
Total operating expenditures		678 365	674 749	698 267	696 378
Operating result		-2 287	-6 211	25 664	-11 023
Brought forward from the previous year		36 627		34 702	
Carried forward to the next year		34 340	-6 211	60 366	-11 023

Government assignments. NOK 1,000s

	Notes	Accounts 2009	Budget 2010	Accounts 2010	Budget 2011
Government appropriations	3	467 100	485 400	485 400	503 400
Wage reimbursements	3	3 700		10 300	
Additional income, sales revenues				86	
Refunds	4	18 643		19 797	
Total revenues and refunds		489 443	485 400	515 583	503 400
Wage costs	5	367 481	350 658	371 553	368 364
Goods and services	2	125 967	134 902	131 305	138 980
Undistributed funds			402		
Total expenditures		493 448	485 962	502 858	507 344
Operating result		-4 005	-562	12 726	-3 944
Brought forward from the previous year		13 676		10 033	
Carried forward to the next year		9 671	-562	22 759	-3 944

User-financed assignments. NOK 1,000s

	Notes	Accounts 2009	Budget 2010	Accounts 2010	Budget 2011
Fiscal budget revenue requirement		177 500	183 200	183 200	188 900
Revenues above/below budget		9 135	-62	25 148	-6 945
Assignment revenues		186 635	183 138	208 348	181 955
Total revenues	6	186 635	183 138	208 348	181 955
Wage costs	5	129 274	125 351	125 888	123 677
Goods and services	2	55 643	63 436	69 521	65 357
Total expenditures		184 917	188 786	195 410	189 034
Operating result		1 718	-5 648	12 938	-7 080
Brought forward from the previous year		22 951		24 669	
Carried forward to the next year		24 669	-5 648	37 607	-7 080

Major acquisitions. NOK 1,000s

	Notes	Accounts 2009	Budget 2010	Accounts 2010	Budget 2011
Government appropriations		11 100	10 400	10 400	9 600
Total expenditures		17 562	10 400	12 078	9 600
Operating result		-6 462	0	-1 678	0
Brought forward from the previous year		8 143		1 681	
Carried forward to the next year		1 681	0	3	0

Notes to the tables*1 Accounting principle*

Statistics Norway keeps its accounts according to the cash-accounting principle. This means that the accounts show the expenditures and revenues recorded during the fiscal year. Outstanding claims and receivables are not shown.

2 Total expenses for goods and services

Itemisation of goods and services	Accounts 2008 NOK 1,000s	Accounts 2009 NOK 1,000s	Accounts 2010 NOK 1,000s
Machines, equipment and PCs	12 946	7 630	5 921
Consumables	5 735	5 133	4 520
Travel expenses, training etc.	33 877	33 755	34 368
Office services	57 233	45 719	60 370
Consultancy services	24 658	28 293	30 634
Library	1 583	1 807	1 775
Maintenance of equipment	4 455	5 364	4 976
Maintenance of buildings	2 173	2 210	838
Operation of buildings	55 848	51 699	57 425
Total operating expenditures	198 508	181 610	200 826

Total operating expenses were NOK 200.8 million in 2010. This is NOK 19.2 million more than in 2009.

3 Government assignments

Government appropriations in 2010 were NOK 485.4 million. In addition, there was compensation for the wage settlement in 2010 of NOK 10.3 million, making the overall government appropriations NOK 495.7 million.

4 Reimbursements for sickness absence and maternity leave

Reimbursements for sickness absence and maternity leave totalled NOK 19.8 million in 2010, an increase of NOK 1.2 million from 2009.

5 Wage costs

Wage costs were only NOK 0.7 million higher than in 2009 in spite of the wage settlement. This is due to a reduction in the number of man-years of labour.

6 User-financed assignments

The revenue requirement in the 2010 appropriation was set at NOK 183.2 million. The accounts for 2010 show that revenues from user-financed assignments came to NOK 208.3 million. This is an increase of NOK 21.7 million over 2009.

Statistics on statistics*Response burden on business and industry*

The total burden of providing information to Statistics Norway's surveys was reduced by 9 man-years of labour from 2009. Five of these are because the response burden for kindergartens is to be allocated to the Ministry of Education and Research and not to Statistics Norway.

For business and industry, the response burden was reduced by 3 man-years of labour.

Response burden. Man-years

	2003	2004	2005	2006	2007	2008	2009	2010
Total	180	171	183	175	177	177	146	137
Business and industry,								
total	92	98	103	94	108	107	103	100
Other	88	73	81	81	69	70	43	37

23 per cent of private sector enterprises received forms from Statistics Norway in 2010, while the share in 2009 was 16 per cent. The increase is due primarily to the Agricultural Census, a survey on labour force costs and the extended agriculture survey in 2010. Conversely, sample size for on-going surveys fell in 2010.

Among enterprises with 20 or more employees, a total of 91 per cent (93 per cent in 2009) were involved in at least one survey, compared with 21 per cent of enterprises with fewer than 20 employees. Among enterprises with fewer than 10 employees, 20 per cent (11 per cent in 2009) received forms from Statistics Norway.

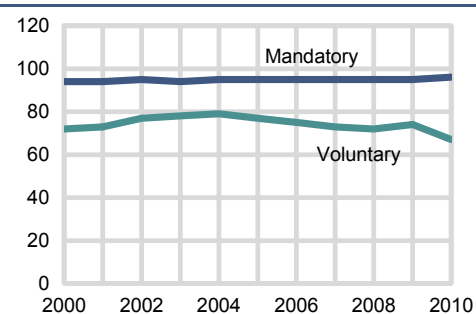
Electronic reporting A cut in the issuing of paper forms for the initial approach to business and enterprises has had a positive effect. A number of surveys which were formerly paper-based now have well over 90 per cent electronic reporting. In 2010, the share of respondents who reported electronically was 65 per cent. If the Agricultural Census 2010 is excluded from the calculation, the share was 71 per cent.

Proportion of respondents reporting electronically. Per cent

	2005	2006	2007	2008	2009	2010
Electronic reporting	33	36	48	53	63	65

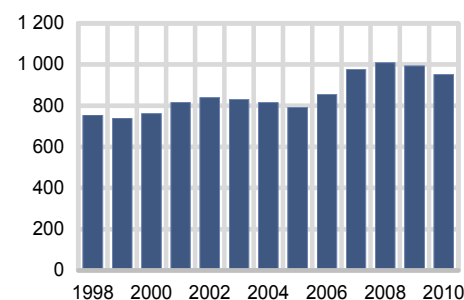
Response rates High response rates are an important indicator of quality. Statistics Norway's right to impose mandatory surveys on trade and industry naturally increases the response rate for these surveys. However the response rate for voluntary surveys is also higher than for most other voluntary surveys carried out in society.

Response rate. 2000-2010



Releases of statistics Statistics Norway had 951 statistics releases in 2010. This was 42 fewer than in the previous year. The reduction is due to the merging of some statistics.

No. of statistics releases. 1998-2010



Publications 38 fewer printed publications were issued in 2010 than in the preceding year. This marked decline is due to the discontinuance of the series Official Statistics of Norway (NOS) and to only 48 publications in the Notater/Documents series against 81 in 2009.

Titles in the various series and editions. 2001-2010

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total publication	274	161	170	153	127	243	224	250	238	189
Official Statistics of Norway ¹	66	46	47	28	27	26	17	23	26	13
Analyses ²	107	74	82	104	74	111	96	114	96	102
Other publications ³	101	41	41	21	26	106	111	113	105	74
- Economic Surveys	6	6	6	6	6	6	6	6	6	6
- Samfunnsspeilet	6	5	6	6	6	5	5	5	5	5

¹ The NOS series has been discontinued as of 2010.

² The figure includes Reports, Discussion Papers, Statistical Analyses and Social and Economic Studies. As of 2007, Reprints are not included.

³ From 2006, also includes the Notater series, which was not previously included in the statistics. Also includes Documents and "This is ..." publications.

Research activities – external publication In 2010, fewer journal articles, books and articles in books were published than in the previous year, while talk and lecturing activities by Statistics Norway's researchers was at a high level. The researchers gave 112 talks (against 79 in 2009) at national and international scientific conferences.

External publishing. 2001-2010

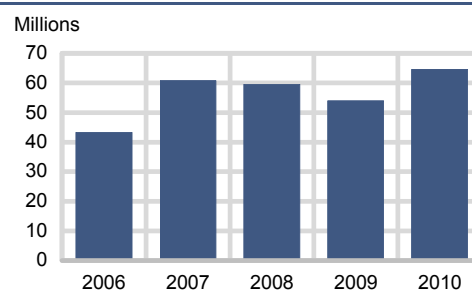
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Journal articles	36	38	51	39	41	42	53	61	76	64
- International	23	19	31	22	27	28	27	41	50	45
- Norwegian	13	19	20	17	14	14	26	20	26	19
Books and articles in books	18	13	10	7	17	18	16	7	22	10
- International	13	9	5	4	13	13	12	5	12	8
- Norwegian	5	4	6	3	4	5	4	2	10	2

The use of Nynorsk

The share of Nynorsk fell from 2009. Daily releases are now at 25 per cent in Nynorsk against 30 in 2009. The Official Statistics of Norway series was discontinued in 2010 and the residual publications were 20 per cent in Nynorsk against 33 per cent in 2009. 14 per cent of unsigned publications, including the Statistical Yearbook, were in Nynorsk. In total, 24 per cent of statistics releases, brochures and advertisements were in Nynorsk.

Hits on ssb.no

In 2010 there were 64.5 million hits on the ssb.no website. This was an increase of 20 per cent over 2009.

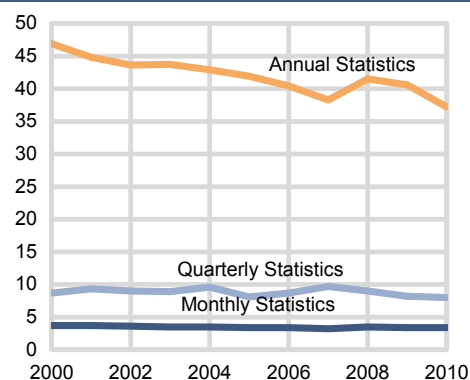
No. of hits on ssb.no. 2006-2010. Millions*Punctuality and topicality*

Internationally as well as in Norway, it is a requirement that official statistics are announced in advance and published on time. Non-punctuality in 2010 was at 11 per cent.

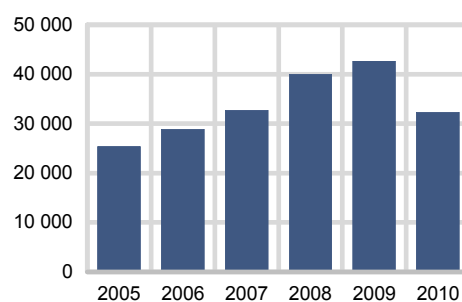
Punctuality. Deviations from announced time of release. 2000-2010 Per cent

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total deviations ...	15	13	10	8	11	10	6	10	10	12	11
Too early	2	3	2	2	2	3	1	3	3	3	4
Too late	13	10	8	6	9	7	5	7	7	9	7

The topicality of statistics is important for users. Topicality is measured as the number of weeks from the end of the observation period to release. Topicality for monthly statistics was the same as in 2009, while both annual and quarterly statistics showed better topicality than in 2009.

Topicality. 2000-2010. No. of weeks from end of reference period to publication*Media coverage*

Statistics from Statistics Norway received many mentions in the Norwegian media. There was a fall of around 20 per cent from the previous year, which entails approximately 8,000 fewer mentions in web media. The number of mentions in print media showed a slight increase. The graph shows the number of references to Statistics Norway in all Norwegian media (both printed and electronic) monitored by Retriever.

No. of media mentions. 2005-2010

Enquiries to Statistics Norway's library

With regard to the use of Statistics Norway's library, there was a fall from 2009 in the number of loans, especially among in-house borrowers. Among external enquiries, there was a noticeable decline in the number of e-mails and a reduction in the number of telephone enquiries.

Loans by user group. 2004-2010

	2004	2005	2006	2007	2008	2009	2010
Statistics Norway employees	2 276	2 221	2 504	2 523	2 900	3 812	2 548
Other libraries	1 272	1 182	929	957	973	1 011	917
Private/institutions	649	702	513	409	333	291	191
Total	4 197	4 105	3 946	3 889	4 206	5 114	3 556

External enquiries. 2004-2010

	2004	2005	2006	2007	2008	2009	2010
E-mail	5 610	5 359	4 936	5 948	6 621	8 085	6 517
Telephone	2 942	2 645	2 488	3 220	3 829	3 383	3 294
External visitors	735	713	484	548	511	423	426
Total	9 287	8 717	7 908	9 716	10 961	11 891	10 237

Digitisation of Statistics Norway's publications

By the end of 2012, Statistics Norway shall have digitised, made full-text searchable, and published on ssb.no all of Statistics Norway's 20,000 publications. The digitised material is to be supplied to the Norwegian National Library. During 2009 and 2010, digitisation was completed for 611,000 pages out of a total 1,200,000, 495,000 of which are so far available on ssb.no. These pages comprise 7,900 publications.

Working in Statistics Norway

Statistics Norway had 974 employees at the end of 2010; 586 in Oslo and 388 in Kongsvinger. At the same period in the previous year, there were 1,013 employees, 626 in Oslo and 387 in Kongsvinger. The fall is due to adjustments in new recruitments and to retirements. There were also 180 interviewers who work with questionnaire surveys.

61 people left the organisation in 2010, corresponding to 6.3 per cent of employees. 35 new employees were recruited.

Men and women

There are more women than men in Statistics Norway – 54 per cent women and 46 per cent men – the same as in the last 3 years.

At the end of 2010, Statistics Norway had 53 managers, 36 per cent of whom were women.

Competence

A number of competence initiatives were implemented and undertaken in 2010. The management development programme, which started in 2009, was completed. Its themes were strategic management, personal leadership, change management and continual learning. In connection with the programme, a 360 degree management evaluation was performed for the first time.

In 2010, Statistics Norway instigated systematic competence mapping and planning based on a defined framework. The object of this work was first and foremost to achieve a more systematic discussion of competence, identify specific needs for competence development, create an action plan and implement training measures.

In 2010, Statistics Norway organised a wide range of internal courses, including methods and tools to support statistical production and research, as well as arranging a number of international courses (Eurostat). In addition, Statistics Norway performs important course and seminar activities for external users of statistics.

In 2010, employees of Statistics Norway were represented by six trade unions in the Working Environment Committee and the Working Environment and Liaison Committee. The employees also have one representative on the Board. The trade unions were active contributors both in professional and human resource issues in Statistics Norway.

Wage trends Wage increases for employees of Statistics Norway from 2009 to 2010 averaged 4.8 per cent.

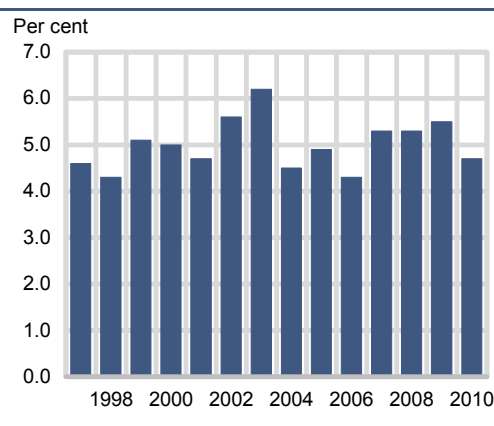
Average monthly salary for fulltime employees of Statistics Norway at 1 September 2006-2010

	2006	2007	2008	2009	2010
Number	797	833	837	862	801
Monthly salary	30 098	32 370	35 192	36 142	37 810
Change in monthly salary		7.5	8.7	2.7	4.8

A more inclusive workplace Statistics Norway has an inclusive workplace agreement. The objectives of this agreement are to be proactive in keeping sickness absence at a low level and to safeguard human resources by means of an active life phase policy based on individual needs.

Average sickness absence in 2010 was 4.7 per cent, a fall from 5.6 per cent in 2009. Statistics Norway strives constantly to improve the determinants for health, safety and the environment for all the employees. In order to prevent ill health, focus is given to physical conditions in the workplace. A facility for training for health is made available during working hours.

Sickness absence. 1998-2010. Per cent



Job vacancy advertisements make it clear that facilities are available for persons with reduced functional capacity, and qualified applicants with reduced functional capacity are always invited to job interviews.

Premises and universal design Statistics Norway occupies approx. 35,000m² of building stock. In 2010, the buildings were maintained in compliance with rental agreements and in response to needs.

Universal design forms part of the planning and operation of the premises. Adaptations have been made for disabled persons, including wheelchair users, marking for the sight-impaired and induction loop systems in meeting rooms. In 2010, universal design was part of the requirements specification in offers to tender where relevant.

The rental agreement for the premises at Kongens gate 6 and 11 in Oslo expires on 1 March 2014. The procedure of finding new premises began in 2010 with support from estate agents from DTZ Realkapital. It is intended to sign a contract in April 2011.

Statistics Norway – a green organisation Statistics Norway has been certified as a *Miljøfyrtårnbedrift* [environmental lighthouse organisation] since 2005.

- Integration* At 31.12.2010, Statistics Norway employed 66 immigrants (6.8 per cent) against 65 (6.4 per cent) in 2009. This includes employees with an immigrant background from outside the EEA area. Statistics Norway complies with the regulation to interview at least one immigrant, if the applicant is qualified for the position.
- Ethics* Ethics have a high priority at Statistics Norway. Statistics Norway has a sub-strategy named “Ethics and Statistics”, and works constantly on ethical behaviour. In addition to general ethical standards, Statistics Norway adheres to laws, national ethical guidelines and standards for statistical work, including, for statistical production, the EU/EEA Code of Practice and the UN’s Fundamental Principles of Official Statistics.

Per 1 February 2011

