



Statistics Norway

Annual Report 2008

Cover:

Researcher Torbjørn Eika had to go right to the bottom of the large screen to show how serious the financial crisis is. From the press conference on economic trends for Norway and abroad 4 December 2008.

Photo: Torbjørn Tjernsberg

Statistics Norway's Director General

Øystein Olsen on the financial crisis

After a good four years of strong growth in the Norwegian economy, there was a marked reversal in early 2008 and growth flattened out. In early autumn, the problems on the international finance markets worsened dramatically and the outlook for both the Norwegian and the international economy then deteriorated greatly. Activity is now declining substantially in many of the major economies and unemployment is gathering pace at a rate that we have not seen since the Second World War. There are reasons to believe that, internationally, the recession will be both deep and long-lasting.

The serious problems in the financial sector have developed over an extended period. The crisis needs to be viewed against a backdrop of a long period of strong economic growth, a period in which large, global imbalances have arisen, with substantial debt accumulated in some countries, such as the USA, and corresponding persistent operating surpluses in other regions, such as China. This has been instrumental in making interest rates in the OECD countries low over a long period; borrowing and debt have increased greatly.

This period of long-term high economic growth, combined with low interest rates, produced favourable conditions for a strong expansion of the financial sector and the development of new, complicated loan products. US financial institutions led the way in this trend, not least by pushing housing loans at lenders with poor credit histories and uncertain ability to make repayments. Such housing loans were then packaged up and sold on numerous times and in a multitude of variants. The risk was spread globally through international capital markets. This trend led to a massive inflation of financial institutions' balance sheets.

The Norwegian economy is not shielded from the problems in the international financial markets and a steep decline in our export markets is anticipated. Sections of Norwegian industry and other export-oriented business will be affected. Companies will close and jobs will be lost. Nonetheless, there are reasons to believe that the Norwegian economy is well equipped to get through a difficult period. Freedom of action in public finances is now being used to counter the fall in domestic demand. Low interest rates are giving many households more to spend. In addition, a persistently high level of activity in the petroleum sector will stimulate some sections of business. Overall, the rise in unemployment in Norway is likely to be moderate in comparison with other countries, and large groups of wage earners and households will also see sound growth in income in 2009.

But there remains great uncertainty about economic developments.

Oslo, 19 February 2009

Øystein Olsen
Øystein Olsen



Photo: CF-Wesenberg/kolonihaven.no

Report of the Board of Directors: A year of change

The year 2008 at Statistics Norway was marked by an expansion of the total output of statistics, a number of new initiatives and major projects accomplished. A framework project for the improvement and standardisation of statistical production (FOSS) was instigated. The work of developing a new web service was also intensified.

We have fixed goals related to production volumes, topicality, timeliness, response rates and response burden. The Board is satisfied with the results and emphasises the ongoing work of modernising statistical production, not least in order to restrict the response burden.

The latter part of 2008 was affected by the financial crisis. Hardly anyone, including Statistics Norway, foresaw how profound the international decline would be or the consequences it would have for Norway. Experiences from and events surrounding the financial upheaval will present new challenges in the time ahead both for statistical production and for analytical activities.

Changes to the organisation of statistical and research activities in 2007 have been followed up by new reorganisation processes, involving, among other things, centralisation of the IT function and the establishment of a new data capture department from 1 January 2009. The Board is of the opinion that the changes that have been made will help Statistics Norway to develop and renew itself.

The framework project for the improvement and standardisation of statistical production (FOSS) was established in 2008. FOSS comprises a range of projects within three main areas: The development of standardised work processes, systematic quality measurements and the development of the organisation and expertise to underpin these. 28 projects were launched in 2008, and 19 completed. Key projects include an integrated system for editing and estimation (ISEE) and a quality review of all statistics.

The Board has also noted the major work that is now being put in to renew Statistics Norway's website, ssb.no. The Internet is Statistics Norway's most important channel to its users. The launch of the new website is scheduled for the first half of 2010. The goal of the project is that ssb.no should be at all times a contemporary and user-friendly service with secure communications solutions that ensure that the end-user can find answers rapidly and also gain access to new knowledge.

Throughout 2008, Statistics Norway has worked on the introduction of a new standard for economic activities (NACE). This will be employed as of 2009 for a series of short-term statistics and structural statistics. Eurostat proposes that all countries should supply their national accounts in accordance with a new economic activities standard from September 2011. This is a radical endeavour for all aspects of economic statistics and also includes the back-calculation of time series.

In 2008, the Norwegian presence on Svalbard was also more visible in Statistics Norway. From 1 January 2007, the scope of the Statistics Act was extended to include the archipelago. In 2008, Statistics Norway published a consumption survey, a price level survey and income statistics for Svalbard. Preparatory work was also undertaken for ongoing population statistics for Svalbard from 2009. The Board keenly anticipates new statistical publications concerning Svalbard.

The Board underlines the importance of extensive international cooperation in the area of statistics. The key arena here is European statistical cooperation, through which regulations in the field of statistics are adopted which are binding on

Norway through the EEA agreement. On 20 June 2008, the Ministry of Finance laid down a new set of regulations pursuant to the Statistics Act which describes the implementation of these regulations into Norwegian Law.

In April, in collaboration with the United Nations Statistics Division (UNSD), Eurostat and the World Bank, Statistics Norway organised an international conference on climate change and official statistics. The conference enjoyed broad participation and represented an important step in the debate on the consequences that climate change may have for the development of official statistics.

The 2008 accounts show a deficit for both government and user-financed assignments, but activities were kept well within the framework of funds carried forward. The operating deficit was NOK 17.5 million in all, but funds carried forward from 2007 came to NOK 54.0 million. The deficit on item 01 corresponds to almost NOK 6 million, while user-financed assignments (item 21) show an operating deficit of NOK 11.5 million.

In 2008 Statistics Norway prepared risk assessments for a number of areas within the parameters ensuing from the requirements in the financial regulations. Risk assessments of this kind are an important instrument for preventing critical situations from arising.

In July 2008, the European Parliament adopted a *framework regulation* on population and housing censuses. Prior to this, international requirements in this field have been issued as *recommendations*. During 2008, Eurostat formulated detailed descriptions of what countries are to supply in terms of data and metadata. On this basis, Statistics Norway will implement the necessary quality-improvement measures before the next census, which is planned to be taken in 2011. In order to be in a position to execute a fully register-based population and housing census, in 2008, Statistics Norway, in collaboration with the Directorate of Taxes and Statens kartverk (the Norwegian Mapping and Cadastre Authority), extended work on improving coverage of house numbers in multi-dwelling residences in the Norwegian National Population Register. Focused initiatives were carried out in Oslo and Bergen which helped raise the level of coverage.

As part of the work on the European Statistics Code of Practice, Statistics Norway reviewed the statistical activities of seven other Norwegian statistics producers. As an outcome to this review, Statistics Norway took over responsibility for preparing statistics for the aviation sector from Avinor.

In 2008, the Research Council of Norway published its evaluation of economic research in Norway. The Board has noted that the evaluation panel recommended that Statistics Norway should focus more on international project cooperation and publication in international journals, but is also attentive to the fact that such a focus must not be at the cost of the assignments that Statistics Norway already carries out for Norwegian society.

New population forecasts, which will now be performed annually, were published, as planned, in May. These forecasts indicate a possible increase in Norway's population from 4.8 million in 2008 to around 6.9 million in 2060.

The Board also notes the work which Statistics Norway performs in reporting and evaluating at an international level. The Director General has headed an evaluation of the latest round of estimates of international purchasing power parities (ICP), which were presented at the UN's Statistical Commission in New York in February 2008. Under a mandate from the UN, Statistics Norway is also heading up the task of preparing new principles and manuals for international energy statistics, through the so-called Oslo Group.

Odd Aukrust, who led the Research Department for 30 years before taking retirement in 1984, passed away in the summer of 2008.

The Board refers interested readers to its 2008 report to the Ministry of Finance. The Board would like to thank Øystein Olsen and his staff for a good year in 2008.

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.

Frøydis Langmark
 Director Frøydis Langmark, Chairwoman

Lars-Erik Borge
 Professor Lars-Erik Borge, Vice Chairman

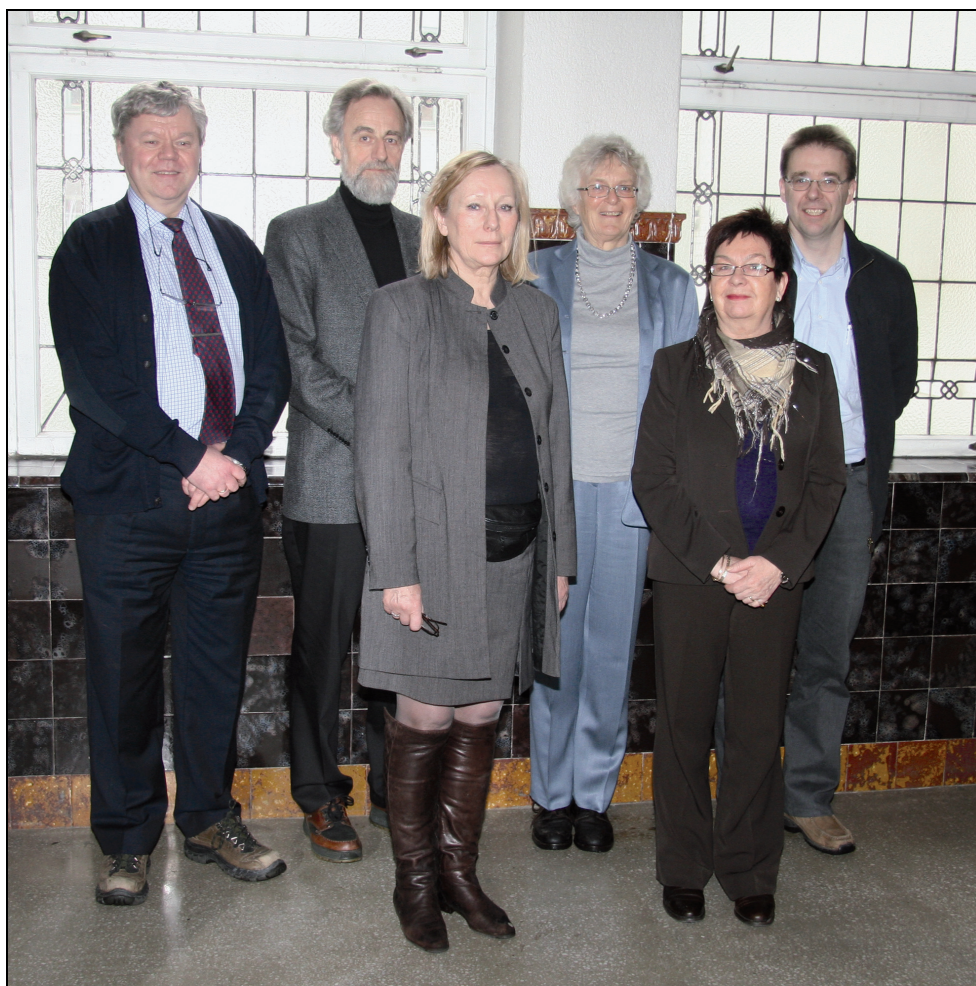
Tor Borgenvik
 Chief municipal executive Tor Borgenvik

Eilef A. Meland
 Associate professor Eilef A. Meland

Solveig Nygårdseter
 Adviser Solveig Nygårdseter

Einar Hope
 Professor Einar Hope

Ida Helliesen
 Finance Director Ida Helliesen



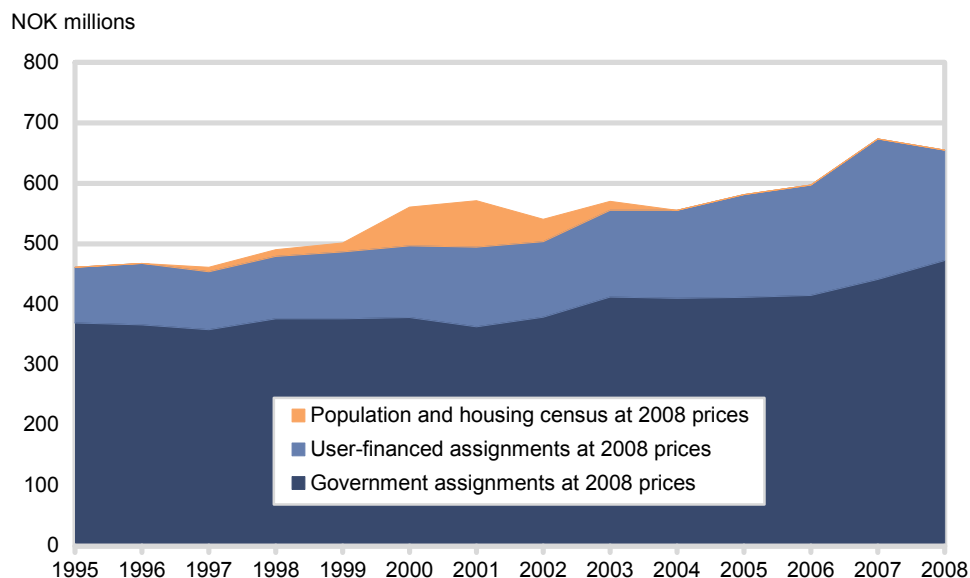
From left: Tor Borgenvik, Eilef A. Meland, Frøydis Langmark, Ida Helliesen, Solveig Nygårdseter and Lars-Erik Borge.

Einar Hope was not present.

Budget and accounts

The 2008 accounts show a deficit for both government and user-financed assignments, but activities were kept well within the framework of funds carried forward. The operating deficit was NOK 17.5 million in all, but funds carried forward from 2007 came to NOK 54.0 million.

Historical accounts¹. Revenues 1995-2008, at fixed 2008 prices. NOK millions



¹The figure shows a slight increase in inflation-adjusted revenues from government assignments, and a somewhat larger decrease for user-financed assignments.

Statistics Norway's total operating revenues totalled NOK 654.7 million in 2008, which is NOK 15.9 million higher than in 2007. The main reason for the increase is an increase in appropriations for state-financed assignments resulting from the 2008 wage settlement.

Total operating expenditures in 2008 came to NOK 672.3 million, which were NOK 48 million higher than in 2007. Wage costs rose by NOK 36.2 million from 2007 to 2008, while the costs of goods and services rose by NOK 11.7 million over 2007.

The 2008 accounts show a negative operating result of NOK 17.6 million, NOK 32.1 million lower than the result in 2007. NOK 54.2 million was brought forward from 2008 to 2007. Accordingly, a total of NOK 36.6 million has been carried forward to 2009.

The activity level and revenues from user-financed assignments fell in 2008. The share of user-financed assignments in 2008 represented 28 per cent of Statistics Norway's total revenues, compared with a share of 35 per cent in 2007. The main reason for this is that the financial statistics that were taken over from Norges Bank in 2007 were financed as a separate assignment in that year but are part of the government's assignment in 2008.

Revenues from the sale of publications are not included in Statistics Norway's accounts. Neither are revenues from compulsory fines. These revenues are posted centrally in the central government fiscal account. In 2008, revenues from the sale of publications amounted to NOK 779,700, while revenues from compulsory fines came to NOK 10.7 million, an increase of NOK 1.3 million over 2007.

Appropriations for major acquisitions totalled NOK 10.2 million in 2008. Expenditures were NOK 4.5 million, a reduction of NOK 1.8 million from 2007. IT investments make up the majority of the acquisitions.

Annual accounts 2008. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK 1,000s

	Notes	Accounts 2007	Budget 2008	Accounts 2008	Budget 2009
Government appropriations	3	396 600	440 800	440 100	467 100
Commission revenues		220 566	182 774	182 238	181 296
Wage reimbursements	4	5 900	0	14 300	0
Refunds	5	15 739	0	18 062	0
Total revenues and refunds		638 805	623 574	654 700	648 396
Wage costs	6,8	437 518	435 725	473 768	464 520
Goods and services	2,9	186 761	198 336	198 509	195 480
Total operating expenditures		624 278	634 061	672 276	659 999
Operating result	10	14 527	-10 487	-17 576	-11 603
Brought forward from the previous year		39 676	54 202	54 202	36 626
Carried forward to the next year		54 203	43 715	36 626	25 023

Government assignments. NOK 1,000s

	Notes	Accounts 2007	Budget 2008	Accounts 2008	Budget 2009
Government appropriations	3	396 600	440 800	440 100	467 100
Wage reimbursements	4	5 900	0	14 300	
Refunds	5	15 739	0	18 062	
Total revenues and refunds		418 239	440 800	472 462	467 100
Wage costs	6	298 488	311 939	343 357	341 265
Goods and services		116 358	128 763	135 095	133 933
Total expenditures		414 846	440 702	478 451	475 198
Operating result		3 394	98	-5 989	-8 098
Brought forward from the previous year		16 272	19 665	19 665	13 676
Carried forward to the next year		19 665	19 763	13 676	5 578

User-financed assignments. NOK 1,000s

	Notes	Accounts 2007	Budget 2008	Accounts 2008	Budget 2009
Fiscal budget revenue requirement		206 000	170 000	187 000	177 500
Revenues above/below budget		14 566	12 774	-4 762	3 796
Commission revenues		220 566	182 774	182 238	181 296
Total revenues	7	220 566	182 774	182 238	181 296
Wage costs	8	139 030	123 786	130 411	123 255
Goods and services	9	70 402	69 573	63 414	61 547
Total expenditures		209 433	193 359	193 825	184 801
Operating result	10	11 134	-10 585	-11 587	-3 505
Brought forward from the previous year		23 404	34 537	34 537	22 950
Carried forward to the next year	10	34 537	23 952	22 950	19 445

Major acquisitions. NOK 1,000s

	Notes	Accounts 2007	Budget 2008	Accounts 2008	Budget 2009
Government appropriations	11	8 500	10 200	10 200	11 100
Total expenditures	12	6 390	10 200	4 545	11 100
Operating result	13	2 110	0	5 655	0
Brought forward from the previous year		378	2 488	2 488	8 143
Carried forward to the next year	13	2 488	2 488	8 143	8 143

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	Accounts 2006, NOK 1,000s	Accounts 2007, NOK 1,000s	Accounts 2008, NOK 1,000s
Specification of goods and services			
Machines, equipment and PCs	8 043	14 544	12 946
Consumables	5 155	5 921	5 735
Travel expenses, training etc.	27 167	31 960	33 877
Office services etc.	51 799	58 306	57 233
Consultancy services	16 069	16 787	24 658
Library	1 473	1 602	1 583
Maintenance and operation	4 978	5 309	4 455
Maintenance of buildings/plants	4 529	1 199	2 173
Management/rental of premises	44 690	51 133	55 848
Total operating expenditures	163 903	186 761	198 509

Total operating expenses were NOK 198.5 million in 2008. This is NOK 11.7 million more than in 2007. The increase is due primarily to increased expenditure on, for instance, consultancy services, travel and higher costs for property management.

3 Government assignments Government appropriations in 2008 were NOK 440.8 million. In the Norwegian Parliament's treatment of White Paper no. 59 (2007-2008), Statistics Norway's funding framework was reduced by NOK 0.7 million. This is due to a framework transfer on the occasion of Statistics Norway's transition to a new finance system through the Government Agency for Financial Management. The budget framework was also increased by NOK 14.3 million as a result of the 2008 wage settlement.

The revised government appropriation was thus NOK 454.4 million.

4 Wage reimbursements Statistics Norway received NOK 14.3 million in compensation for the wage settlement in 2008.

5 Reimbursements for sickness absence and maternity leave Reimbursements for sickness absence and maternity leave totalled NOK 18.1 million in 2008, an increase of NOK 2.3 million over 2007. The average sickness absence in 2008 was 5.3 per cent, the same as in 2007.

6 Wage costs for government assignments Expenditure on salaries for government assignments was around NOK 45 million higher than in 2007, due in part to wage costs relating to Norges Bank being budgeted as a government assignment in 2008.

7 User-financed assignments The revenue requirement in the appropriations was increased by NOK 17 million to NOK 187 million in the new budget. The accounts for 2008 show that revenues from user-financed assignments came to NOK 182.2 million. This is a reduction of NOK 38.3 million from 2007, and is due primarily to appropriations relating to the transfer of statistical assignments from Norges Bank being allocated to item 01 in 2008.

8 Wage costs for user-financed assignments Wage expenditure shows a reduction of NOK 8.6 million from 2007, due to wage costs relating to Norges Bank being budgeted against item 01 in 2008.

9 Operating expenses for user-financed assignments Expenditure on goods and services was NOK 7 million lower than in 2007. This is because operating costs relating to Norges Bank were budgeted against item 01 in 2008.

10 Operating result for user-financed assignments The 2008 accounts show a deficit of NOK 11.6 million. This is a reduction of NOK 22.7 million from 2007. Outstanding claims amounted to NOK 14.3 million at 31 December 2007, an increase of around NOK 11.6 million over 2007.

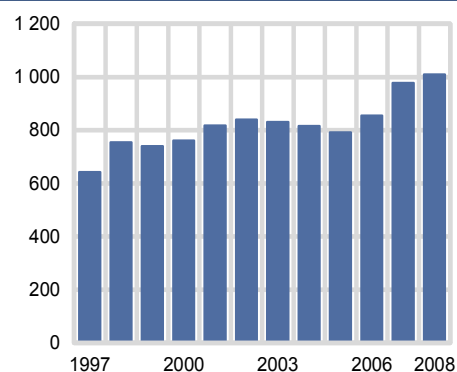
- 11 Government appropriations for major acquisitions** Appropriations for major acquisitions totalled NOK 10.2 million in 2008. This is NOK 1.7 million more than in 2007.
- 12 Expenditure on major acquisitions** Major acquisition expenses came to NOK 4.5 million, NOK 1.8 million less than in 2007.
- 13 Operating result for major acquisitions** The accounts for major acquisitions show a surplus of NOK 5.6 million. With the NOK 2.5 million brought forward from 2007, NOK 8.1 million will be carried forward to 2009.

Statistics on statistics

Statistics releases The number of statistics releases in 2008 was 1,009, which is 32 more than in 2007. These included new statistics on household incomes and on central government performance (StatRes).

Response burden on business and industry The total response burden relating to providing information to Statistics Norway's surveys remained at the same level as in 2007, but there was a minor increase in the response burden on business and industry in line with the increase in the number of statistics.

Number of statistics releases. 1997-2008



Response burden. 2003-2008. Man-years

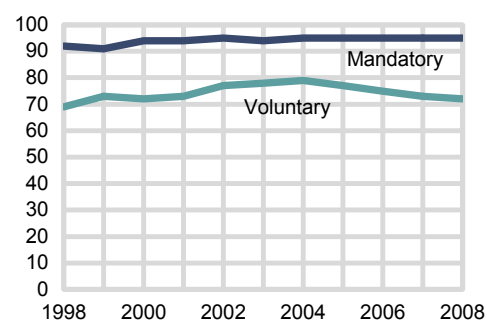
	2003	2004	2005	2006	2007	2008
Total	180	172	186	179	179	178
Business and industry, total	92	99	105	98	110	108
Other	88	73	81	81	69	70

Electronic reporting Since the spring of 2008, all users of Altinn who have a statutory obligation to provide information to Statistics Norway have been able to access their forms directly when they are logged in to Altinn. Statistics Norway has thus established a fully comprehensive electronic reporting facility which is integrated with Altinn. All paper-based forms have an equivalent web form or a solution for reporting via a file export from the company's data system. A project is in progress to eliminate the use of paper-based forms in initial communications with respondents. Strong support for electronic reporting will be an important foundation for streamlining and improving topicality.

Proportion of respondents reporting electronically. Per cent

	2005	2006	2007	2008
Electronic reporting.....	33	36	48	53

Response rates Statistics Norway's mandate to require business and industry to submit forms results in a high response rate. However the response rate for voluntary surveys is also higher than for most other voluntary surveys carried out in society. There are ongoing efforts to keep the response rate at a high level. It is primarily the survey of consumer expenditure that has had a declining response rate.

Response rates (per cent). 1998-2008

Publications In 2008, 250 printed publications were issued, 26 more than in the previous year. The number of publications varies little from year to year. 114 analyses were released, 18 more than in 2007, while there were 7 more Reports and 13 more Discussion Papers than in the previous year. The number of Statistical Analyses fell to 9 in 2008, against 11 in 2007.

Titles in the various publication series and releases. 1997-2008

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total	268	286	316	284	274	161	170	153	127	243	224	250
Official Statistics of Norway ¹	76	61	64	48	66	46	47	28	27	26	17	23
Analyses ²	77	84	97	95	107	74	82	104	74	111	96	114
Other publications ³	115	141	155	141	101	41	41	21	26	106	111	113
- Economic Survey	9	9	9	9	6	6	6	6	6	6	6	6
- Samfunnsspeilet	4	6	6	6	6	5	6	6	6	5	5	5

¹ In addition, 501 reports from the 2001 Population and Housing Census were published in 2003.

² Includes Reports, Reprints, Discussion Papers, Statistical Analyses and Social and Economic Studies. Reprints are excluded as of 2007.

³ Also includes the Notater and Documents series and "This is ..." publications.

Research activities – external publishing

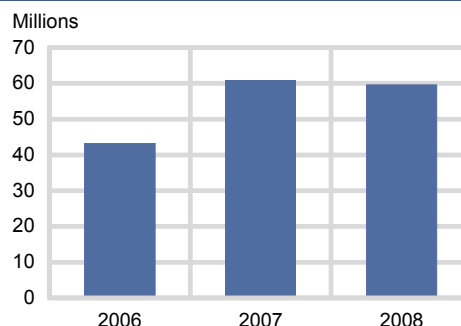
Research publications remained at the same level as in previous years. The number of international journal articles increased slightly, whereas Norwegian articles decreased. The number of books and articles in books was low in 2008. Statistics Norway's researchers gave 67 talks at scientific conferences, compared with 105 in 2007, and 133 other technical talks, against 107 in 2007. 27 newspaper articles were published. Six members of staff were awarded a PhD in 2008.

External publishing. 1997-2008

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Journal articles	20	39	24	41	35	34	38	50	41	49	50	56
- International journals	13	17	15	28	22	17	22	30	27	31	24	39
- Norwegian journals	7	22	9	13	13	17	16	20	14	18	26	17
Books and articles in books	7	4	13	18	17	8	10	10	17	15	18	6
- International	-	2	12	13	12	5	8	4	13	10	12	4
- Norwegian	7	2	1	5	5	3	2	6	4	5	6	2

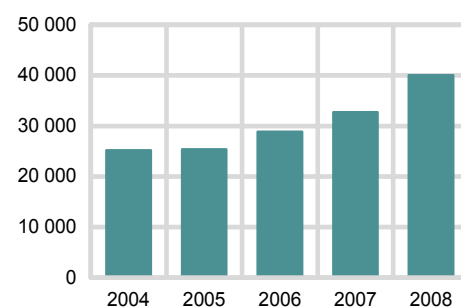
Hits on ssb.no In 2008 there were 59.6 million hits on the ssb.no website. This was a slight fall from 2007.

Number of hits/visits to ssb.no. 2006-2008.



Media coverage Statistics from Statistics Norway appear daily in the Norwegian media, which shows that we are an important source of information in society. The graph shows the number of references to Statistics Norway in all Norwegian media (both printed and electronic) monitored by Retriever.

Number of media mentions. 2004-2008



Use of the library Use of Statistics Norway's library increased, in terms of both loans of publications and enquiries from users.

Loans by user group. 2004-2008

	2004	2005	2006	2007	2008
Statistics Norway employees	2 276	2 221	2 504	2 523	2 900
Other libraries	1 272	1 182	929	957	973
Private/institutions	649	702	513	409	333
Total	4 197	4 105	3 946	3 889	4 206

External enquiries. 2004-2008

	2004	2005	2006	2007	2008
E-mail	5 610	5 359	4 936	5 948	6 621
Telephone	2 942	2 645	2 488	3 220	3 829
External visitors	735	713	484	548	511
Total	9 287	8 717	7 908	9 716	10 961

The use of Nynorsk 29 per cent of Statistics Norway's daily statistical releases were in the Nynorsk language in 2008. For the first time in 2008, and on the recommendation of the Norwegian Language Council, Statistics Norway did not include signed publications/articles in its reporting of the Nynorsk share. The statistics on language use therefore cover neither the Reports and Notater series nor the Economic Survey and Samfunnsspeilet journals. As a result there were considerably fewer pages reported and a considerably higher Nynorsk share in 2008. Nynorsk accounted for 20 per cent of publications in 2008, against 6 per cent in 2007, and 30 per cent of the Official Statistics of Norway series were in Nynorsk, against 26 per cent in 2007.

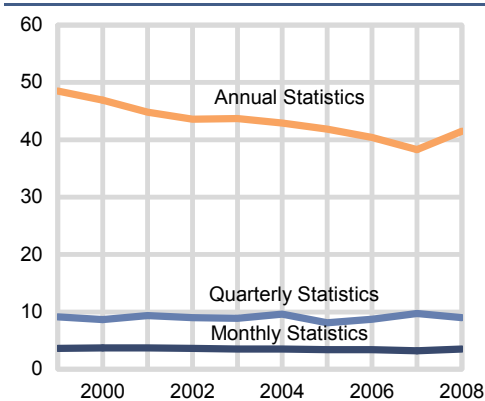
Punctuality and topicality Internationally as well as in Norway it is a requirement that official statistics are announced in advance and published on time. Failures in punctuality in 2008 were the same as in 2007, 10 per cent.

Punctuality. Deviations from announced time of release. 1998-2008. Per cent

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total	10	13	15	13	10	8	11	10	6	10	10
Too early	2	4	2	3	2	2	2	3	1	3	3
Too late	8	9	13	10	8	6	9	7	5	7	7

The topicality of statistics is important for users. Topicality is measured as the number of weeks from the end of the reference period to release. Topicality for the annual statistics was somewhat weaker. This is due to a reorganisation of the calculation methodology, which has changed from a limited sample to a full census.

Topicality. 1999-2008. Number of weeks from reference period to publication



Working in Statistics Norway

Statistics Norway had 1,014 employees at the end of 2008; 627 in Oslo and 387 in Kongsvinger. There were also 227 interviewers who worked on questionnaire surveys. A total of 68 employees left Statistics Norway in 2008, a turnover of 6.7 per cent, compared with 7 per cent in 2007. 91 new employees were recruited during 2008.

Six members of staff were awarded a PhD in 2008 and four qualified as statistical advisers.

Men and women There are more women than men in Statistics Norway: 54 per cent women and 46 per cent men, as was also the case at the end of 2007.

Proportion of women at the end of the year.

	1998	2001	2002	2003	2004	2005	2006	2007	2008
Executive officers, lower level	79	84	85	84	84	83	86	84	85
Executive officers, higher level	40	43	48	50	48	53	58	59	59
Academic/research positions	34	32	33	35	37	37	37	40	42

At the start of 2009, Statistics Norway had 55 managers: 19 women and 36 men. The proportion of women was therefore 34.5 per cent.

Competence In line with the human resource strategy, work was done in 2008 to meet future competence needs. A new manager development programme (to start in 2009) has been elaborated and a separate course for new managers was held. A framework for defining competences and mapping competence requirements is under development. In addition, different initiatives are being targeted for more focused and appropriate recruitment. Statistics Norway paid a number of visits to universities and colleges. Internal mobility increased in 2008, not least as the result of a number of internships.

In 2008, 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 are active contributors both in professional and human resource issues in Statistics Norway.

Wage trends The calculated average annual salary increase for full-time employees in Statistics Norway for 2008 was 7.9 per cent, a full 2 percentage points higher than in 2007. For the civil service as a whole, the 2008 wage rise was 6.6 per cent, against 5.1 in 2007. There are special wage supplements which had a very positive impact on Statistics Norway in 2008 (4.3 per cent). The carry forward to 2009 is approximately the same as in the previous year and wage adjustments were a full one per cent lower than in 2007.

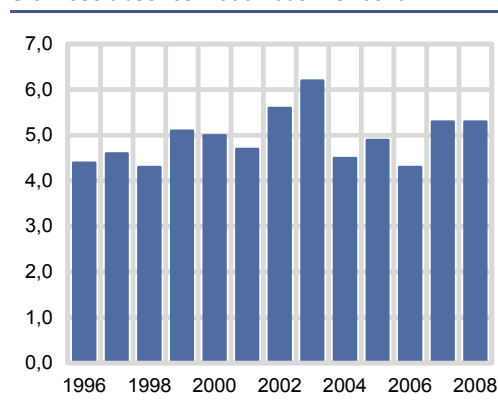
Calculated annual salary increase for full-time employees of Statistics Norway 2006-2008. NOK and percentage changes.

	2006	2007	2008
Annual salary	358 531	379 405	409 481
Annual salary increase in per cent		5.8	7.9

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.

In 2008, the average absence due to sickness was 5.3 per cent, the same as in 2007. Statistics Norway is committed to improving factors that affect the health, safety and environment of its employees. In order to prevent ill health, focus is given to physical conditions in the workplace. The follow-up of employees who are absent due to sickness or are at risk of becoming sick is given priority. The *Exercise for health* initiative is practiced during working hours both in Oslo and Kongsvinger.

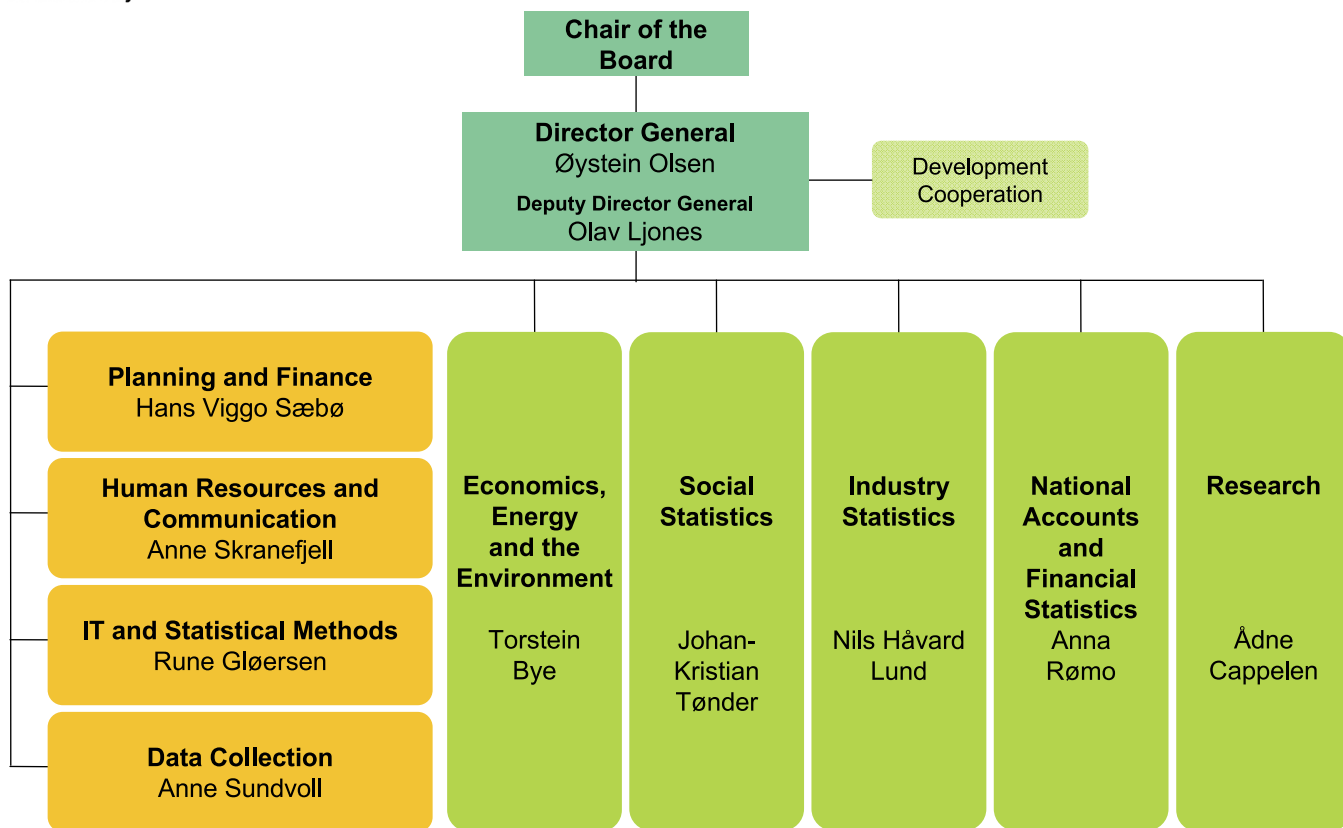
Sickness absence. 1996-2008. Per cent



Job vacancy advertisements make clear that facilities are available for persons with reduced functional capacity and qualified applicants with reduced functional capacity are always invited to job interviews. In 2008 Statistics Norway entered into a trainee programme instigated by the Norwegian Directorate for Health and Social Affairs, with two trainees.

Premises and universal design Statistics Norway occupies approx. 35,000m² of building stock. In 2008, the buildings were maintained in cooperation with their landlords and under a specific plan. Universal design forms part of the planning and operation of the premises. Adaptations have been made for the functionally disabled, wheelchair users, marking for the sight-impaired and telecoils in meeting rooms. Universal design forms part of the requirements specification in offers to tender where relevant.

Statistics Norway – a green organisation Statistics Norway has been certified as a *Miljøfyrtårnbedrift* [environmental lighthouse organisation] since 2005. In 2008, all areas were assessed and reviewed, and recertification of environmental work was issued for three more years.



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