

**Planer og
meldinger**

Plans and reports

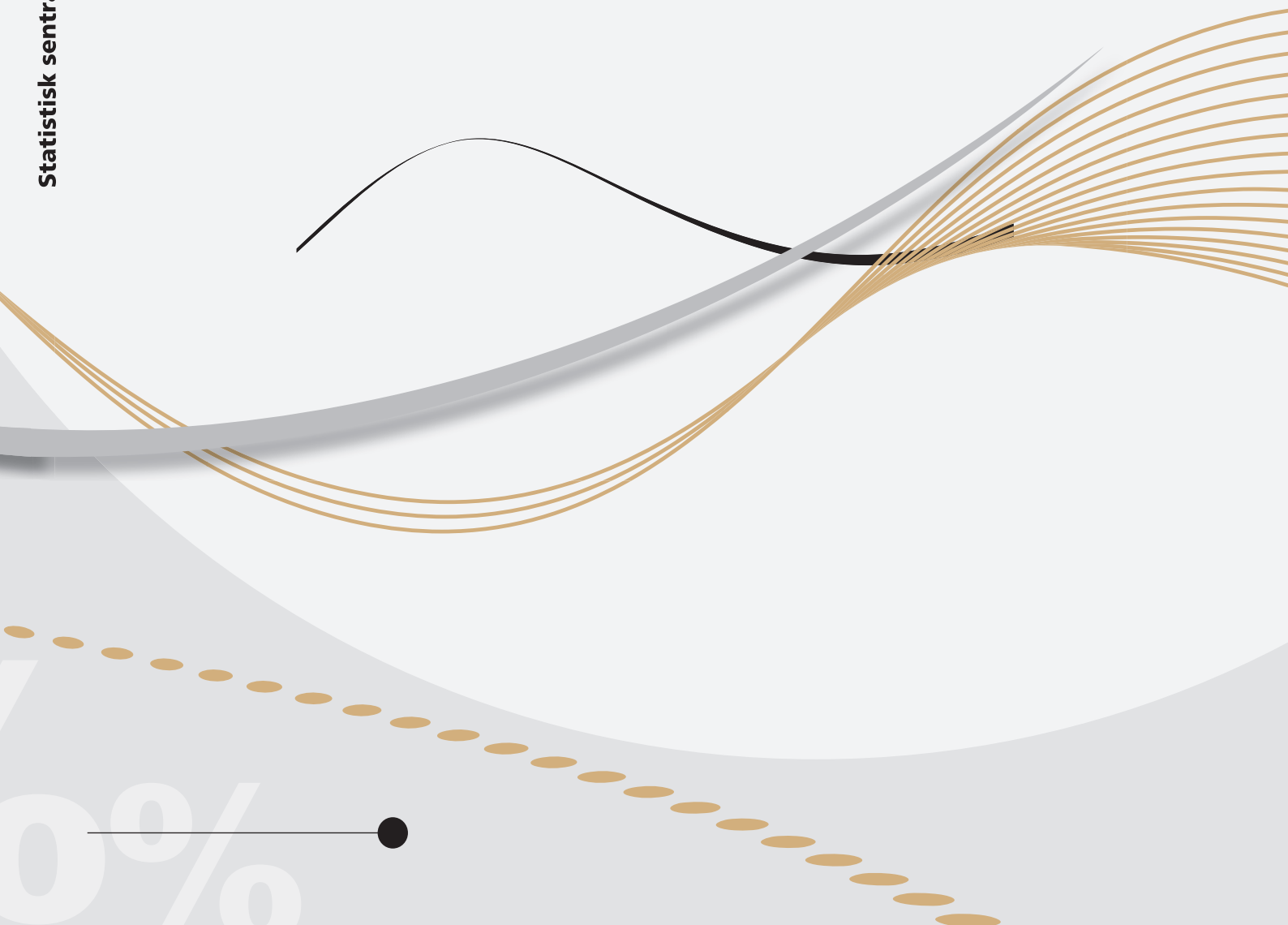
10/2010 ●

Statistics Norway Annual Report 2009

Statistics Norway



Statistisk sentralbyrå



Statistics Norway's Director General

Øystein Olsen on the way out of the financial crisis

The financial crisis of the autumn of 2008 and the subsequent recession triggered potent measures aimed at the financial sector and changes in the economic policies of most countries. The policy amendments were widely endorsed and were to some extent coordinated internationally. Now, eighteen months after the most acute crisis was triggered off, it seems clear that the policies are working and economic growth through 2009 was significantly better than expected at the start of the year.

In Norway, the financial sector has ridden out the crisis well, and the authorities' most important contribution was to make available necessary guarantees and lending facilities to those financial institutions that may have needed it. The economic reversal in Norway was also weaker than in most other OECD countries, and for a number of reasons. The use of economic policy instruments in Norway was more intense than in most other countries; interest rates fell greatly and stimulated demand from households and business. The financial policy also yielded a strong expansive impetus, and the relatively large public sector in Norway in itself had the effect of stabilising changes in production and demand.

But it is still too soon to put the financial crisis and its economic consequences behind us. Internationally in particular, many unresolved problems remain. In many countries, the national debt is growing so fast that current financial policies are unsustainable. Smaller countries on the European periphery currently appear to be the most vulnerable, but the situation could also become serious for more central countries, if they are unable to reduce public expenditure and increase taxes. However, both the IMF and the OECD are warning against winding down the stimulus measures too soon. If this were to happen as early as in 2010, it may suppress an incipient recovery and, in the worst case, strangle it at birth. This may lead to more subdued growth in the Norwegian economy.



PHOTO: CF-Wesenberg/kolonihaven.no

In Statistics Norway's latest report on economic trends in February 2010, we assume that, internationally, growth will pick up gradually. A continued weak investment trend in Norway, combined with a gradually strengthening Norwegian krone, means that businesses exposed to international competition are not receiving sufficient impetus to generate any significant growth in the future. The economic policy will however contribute to continued high consumption growth, so that growth in the mainland economy will pick up during 2010. With a shift in investment in the mainland industries towards the end of 2011, growth in the GDP of mainland Norway will also approach trend growth. Our estimates indicate meanwhile that the recession will end in 2013.

Oslo, 9 March 2010

Øystein Olsen
Øystein Olsen

Report of the Board of Directors: an eventful year

2009 was an eventful year for Statistics Norway, as for many others. The financial crisis, climate negotiations, swine flu and parliamentary elections regularly made the headlines. In many of these areas, Statistics Norway has a key role to play, as a source of knowledge on the facts and correlations. From its well-resourced position and based on solid efforts from our many skilled employees, last year Statistics Norway expanded the production of statistics and analyses and took further steps towards the modernisation of the organisation.

One outcome of the financial crisis has been a need to expand and develop new statistics within both the financial market and globalisation, at the same time as the national accounts are being revised. In 2009, Statistics Norway operated with a broad scope to cater for these requirements. This was the case, not least, in the development of statistics for international trade in services, direct investments and activities in multinational enterprises. The exchange of information on multinationals between countries is necessary in order to produce high-quality statistics and is taking place, for instance, through the establishment of Eurostat's EuroGroup Register, to which Norway contributes.

For the first time in connection with a parliamentary election, in 2009, Statistics Norway was responsible for the technical processing of election results submitted from municipalities throughout Norway. The Board is pleased to note that the Ministry of Local Government and Regional Development has signalled its satisfaction with the work Statistics Norway did with regard to the election. Two days after the election, an error was discovered in the forecast model for Rogaland county. There was also an error in the returns from Telemark county municipality which altered the distribution of mandates for Møre og Romsdal. Such matters are unfortunate for Statistics Norway and the Board is keen to have roles and responsibilities for forthcoming elections clarified with the Ministry.

2009 was also a year of preparations for major national censuses: the Agricultural Census in 2010 and the Population and Housing Census in 2011. The Board emphasises that these censuses will be based to a significant degree on administrative registers. At the end of 2009, close to 90 per cent of all persons living in multi-dwelling residences had been assigned full addresses (dwelling numbers). In advance of the Population and Housing Census, a form will be sent out with a view to mapping the highest level of education of immigrants, data which is not yet available in the administrative registers. Much of the data for the Agricultural Census will also be acquired from register data, but a supplementary questionnaire-based survey of some 45,000 agricultural enterprises to ascertain labour input, supplementary industries and the environment will be necessary.

During the last year, a new strategy was devised for work on environmental statistics. Both the *Climate and Pollution Agency* and the *Ministry of the Environment* were involved in the discussions. Priority will continue to be given to the work on statistics for atmospheric emissions and discharges of hazardous chemicals. In addition, the work on financial instruments and land use will be strengthened, as well as statistics and indicators on sustainable development. Resources devoted to statistics on water, sewage and waste disposal will be somewhat reduced.

The Board has noted a number of initiatives, both internationally and in Norway, that demonstrate that the need for data on quality of life is increasing. In September, the Stiglitz Commission presented its report to the French President, Nicolas Sarkozy. It contains a number of recommendations on the use and further development of statistics to shed light on quality of life. Although Statistics Norway already has a lot of statistics capable of elucidating in a broad sense the economy and living conditions, the Stiglitz Commission's recommendations will have consequences for the future development of statistical output, as the Board indicated in its budget letter to the Ministry of Finance for 2011.

A new organisational structure for SSB became operational early in 2009. This involves implementing new service agreements for the on-going activities between the new Department of IT and Statistical Methods and the executing departments which order IT services. A system for prioritising between development projects – portfolio management – has also been put in place. This system is an extension of the FOSS (Enhancement and standardisation of statistical production) programme. A new data collection department has primary responsibility for modernising and streamlining data capture, notably through an increased focus on electronic data capture. In 2009, Statistics Norway prepared for the transition to AltinnII. Key services in this new version include new and improved form design tools, services for disseminating large data files and joint reporting with data distribution to the different agencies concerned. The standardisation of auditing and other production routines is being enhanced through Statistics Norway's integrated system for editing and estimation (ISEE).

In partnership with the Directorate of Taxes, NAV and the Brønnøysund registers, Statistics Norway has conducted a preliminary study of coordinated data collection from employers on wages, pension premiums and employment (EDAG). This collaborative project is aimed at simplifying matters for employers, providing better information for the users, and producing significantly better data for the agencies. The Board sees this work as highly important and wishes to emphasise the significance of continuing this project in 2010 and 2011 through a joint pilot project between the four institutions. The main project is planned for completion in 2012 and 2013.

The ssb.no website was set up back in 1995 and has grown into a comprehensive and important web service for information on Norwegian society. The systems are developed in-house, and in 2009 there was a comprehensive modernisation project underway to renew ssb.no. There are plans for a new publication system, a new user interface and improvements in the options for onward dissemination of information. The new ssb.no website will be launched in the autumn of 2010.

International statistical cooperation is important and Statistics Norway contributes actively in various arenas. From 2010, Statistics Norway will be taking over as the Nordic representative on the United Nations Statistical Commission (UNSC) for a four-year term. In 2009, Øystein Olsen was elected as chair of the ICP Executive Board (International Comparison Program). The Director General has also become a member of the CES Bureau, the steering group for statistical cooperation in UNECE. In conjunction with Eurostat, Statistics Norway also heads up work to develop frameworks and tools for quality management and reporting in the European statistical system.

The 2009 accounts show that activities were kept well within the framework of funds carried forward. The operating deficit for Statistics Norway as a whole was NOK 2.3 million, but funds carried forward from 2008 came to NOK 34.3 million. The deficit on item 01 corresponds to NOK 4 million, while user-financed assignments (item 21) show an operating surplus of NOK 1.7 million.

Statistics Norway's absences due to sickness are lower than the national average, at 5.5 per cent in 2009, which is a small increase over 2008 (5.3 per cent).


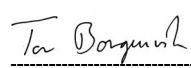

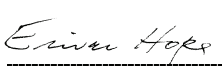

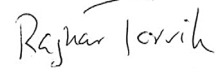

The Board would like to thank Ådne Cappelen who, at the end of December, retired as director of Statistics Norway's research department after 11 years of service. The Board has appointed Torbjørn Hægeland as the new research director. Anne Sundvoll was appointed as technical director of the new data collection department.

Svein Longva, who was Statistics Norway's Director General from 1991 until his appointment as State Conciliator of Norway in December 2004, passed away on 16 April 2009. The Board commemorates with thanks Svein Longva's huge contribution to Statistics Norway through his long professional life. At the annual meeting of the United Nations Statistical Commission in February 2010, a special technical seminar was held in memory of Svein Longva.

The Ministry of Finance has reappointed Frøydis Langmark as chair of the Board of Directors from 1 February 2010 until the end of 2013. Board member and adviser Tor Borgenvik takes over as vice-chair. Professor Ragnar Torvik and Post-doc Ragnhild Balsvik have been appointed as new board members. The Board thanks Professor Lars Borge and Eilef Meland, associate professor, for their contributions to the work of the Board.

The Board also extends its thanks for the diligent work of Statistics Norway's staff. Their efforts are crucial to the pivotal role that Statistics Norway plays in Norwegian society.

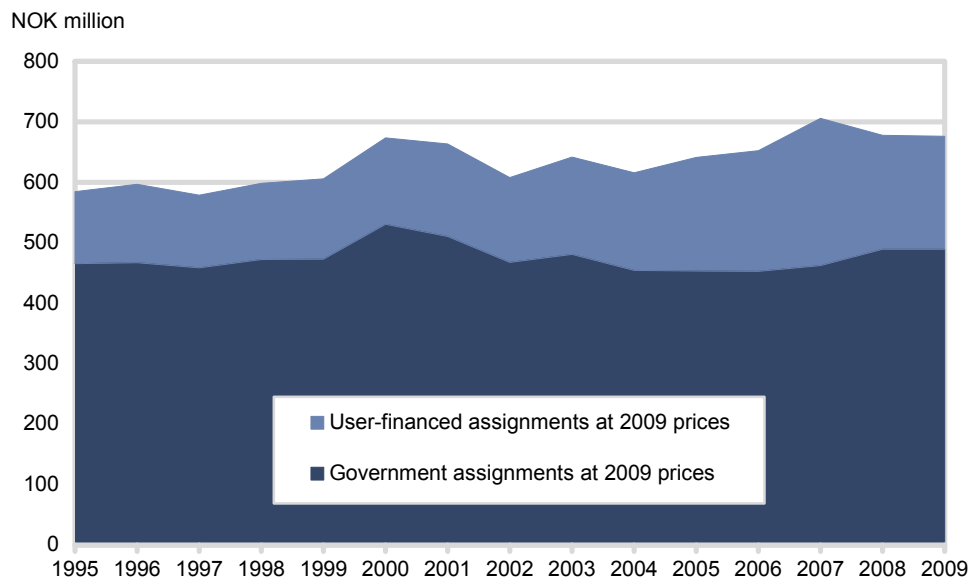
The responsibilities and duties of Statistics Norway's Board of Directors are specified in the Statistics Act (*the Act of 16 June 1989 no. 54 concerning official statistics and Statistics Norway*). The Act states that the Board shall handle and determine a long-term programme, budget proposals and an 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 (Chair)	Tor Borgenvik, chief municipal executive (Vice Chair)	Solveig Nygårdseter, adviser	Professor Einar Hope
			
Ida Helliiesen, director of finance	Professor Ragnar Torvik	Post. Doc Ragnhild Balsvik	

Accounts

Statistics Norway's accounts for 2009 show an operating loss of NOK 2.3 million, which is an improvement of NOK 15.3 million on 2008. The activity level and revenues from user-financed assignments continued to increase in 2009, and represented 28 per cent of Statistics Norway's total revenues for the year.

Historical accounts¹. Revenues 1995-2009, at fixed 2009 prices. NOK million



¹ The figure shows that the inflation-adjusted revenues for government assignments and from user-financed assignments underwent modest growth from 1995 to 2009. The increase in government assignments around the year 2000 is due to an extra appropriation for the Population and Housing Census 2001.

Statistics Norway's total operating revenues came to NOK 676.1 million in 2009, which is NOK 21.4 million higher than in 2008. The main reason for the increase is a rise in appropriations for government assignments resulting from the full-year effect of the 2008 wage settlement.

Total operating expenditures in 2009 came to NOK 678.4 million, which were NOK 6.1 million higher than in 2008. Wage costs rose by NOK 23 million from 2008 to 2009, while the costs of goods and services were reduced by NOK 16.9 million relative to 2008.

Statistics Norway's accounts for 2009 show an operating loss of NOK 2.3 million, which is an improvement of NOK 15.3 million on 2008. NOK 36.6 million was brought forward from 2008 to 2009. Accordingly, a total of NOK 34.3 million has been carried forward to 2010.

In 2009, revenues from the sale of publications amounted to NOK 648 500, NOK 131 200 less than in 2008, while revenues from compulsory fines came to NOK 10.8 million, an increase of NOK 100 000 over 2008. This item have 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 11.1 million in 2009. Expenditures were NOK 17.6 million, an increase of NOK 13 million from 2008. Acquisitions consisted primarily of IT investments.

Annual accounts 2009. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK 1 000

	Notes	Accounts 2008	Budget 2009	Accounts 2009	Budget 2010
Government appropriations	3	440 100	467 100	467 100	485 400
Commission revenues	6	182 238	181 296	186 635	183 138
Wage reimbursements	3	14 300	0	3 700	0
Refunds	4	18 062	0	18 643	0
Total revenues and refunds		654 700	648 396	676 078	668 538
Wage costs	5	473 768	464 520	496 755	476 009
Goods and services	2	198 509	188 480	181 610	198 338
Undistributed funds			7 000		402
Total operating expenditures		672 276	660 000	678 365	674 748
Operating result		-17 576	-11 604	-2 287	-6 210
Brought forward from the previous year		54 203	0	36 627	0
Carried forward to the next year		36 627	-11 604	34 340	-6 210

Government assignments. NOK 1 000

	Notes	Accounts 2008	Budget 2009	Accounts 2009	Budget 2010
Government appropriations	3	440 100	467 100	467 100	485 400
Wage reimbursements	3	14 300		3 700	
Refunds	4	18 062		18 643	
Total revenues and refunds		472 462	467 100	489 443	485 400
Wage costs	5	343 357	341 265	367 481	350 658
Goods and services	2	135 095	126 933	125 967	134 902
Undistributed funds			7 000		402
Total expenditures		478 451	475 198	493 448	485 962
Operating result		-5 989	-8 098	-4 005	-562
Brought forward from the previous year		19 665		13 676	
Carried forward to the next year		13 676	-8 098	9 671	-562

User-financed assignments. NOK 1 000

	Notes	Accounts 2008	Budget 2009	Accounts 2009	Budget 2010
Fiscal budget revenue requirement		187 000	177 500	177 500	183 200
Revenues above/below budget		-4 762	3 796	9 135	-62
Commission revenues		182 238	181 296	186 635	183 138
Total revenues	6	182 238	181 296	186 635	183 138
Wage costs		130 411	123 255	129 274	125 351
Goods and services	2	63 414	61 547	55 643	63 436
Total expenditures		193 825	184 802	184 917	188 786
Operating result		-11 587	-3 506	1 718	-5 648
Brought forward from the previous year		34 538		22 951	
Carried forward to the next year		22 951	-3 506	24 669	-5 648

Major acquisitions. NOK 1 000

	Notes	Accounts 2008	Budget 2009	Accounts 2009	Budget 2010
Government appropriations		10 200	11 100	11 100	10 400
Total expenditures		4 545	11 100	17 562	10 400
Operating result		5 655	0	-6 462	0
Brought forward from the previous year		2 488		8 143	
Carried forward to the next year		8 143	0	1 681	0

Notes to the tables

1 Accounting principles

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

Specification of goods and services	Accounts 2007 NOK 1 000	Accounts 2008 NOK 1 000	Accounts 2009 NOK 1 000
Machines, equipment and PCs	14 544	12 946	7 630
Consumables	5 921	5 735	5 133
Travel expenses, training etc.	31 960	33 877	33 755
Office services etc.	58 306	57 233	45 719
Consultancy services	16 787	24 658	28 293
Library	1 602	1 583	1 807
Maintenance and operation	5 309	4 455	5 364
Maintenance of buildings/plants.....	1 199	2 173	2 210
Management/rental of premises	51 133	55 848	51 699
Total operating expenditures	186 761	198 509	181 610

Total operating expenses were NOK 181.6 million in 2009. This is NOK 16.9 million less than in 2008. The reduction is due primarily to reduced fees for the EEA subscription, a deferred lease payment and a redating of the payment of data licences.

3 Government assignments

Government appropriations in 2009 were NOK 467.1 million. In addition, there was compensation for the wage settlement in 2009 of NOK 3.7 million, making the overall government appropriations NOK 470.8 million.

4 Reimbursements for sickness absence and maternity leave

Reimbursements for sickness absence and maternity leave totalled NOK 18.6 million in 2009, an increase of NOK 0.6 million from 2008.

5 Wage costs for government assignments

Wage costs were approximately NOK 24.1 million higher than in 2008. This is due primarily to the full-year effect of the wage settlement in 2008.

6 User-financed assignments

The revenue requirement in the 2009 appropriation was set at NOK 177.5 million. The accounts for 2009 show that revenues from user-financed assignments came to NOK 186.6 million. This is an increase of NOK 4.3 million over 2008,

Statistics on statistics

Response burden on business and industry

The total burden of providing information to Statistics Norway's surveys was reduced by 31 man-years of labour from 2008. 25 of the man-years of labour reported in 2008 were for surveys that Statistics Norway performed on behalf of other organisations. These should not be included in the response burden for Statistics Norway and have been deducted as of 2009.

Among enterprises with 20 or more employees, 93 per cent (89 per cent in 2008) took part in at least one survey. For enterprises with fewer than 20 employees, 13 per cent took part, while for those with fewer than 10 employees, 11 per cent were involved in a survey.

Response burden. 2004-2009. Man-years

	2004	2005	2006	2007	2008	2009
Total	172	186	179	179	178	146
Business and industry, total	99	105	98	110	108	103
Other	73	81	81	69	70	43

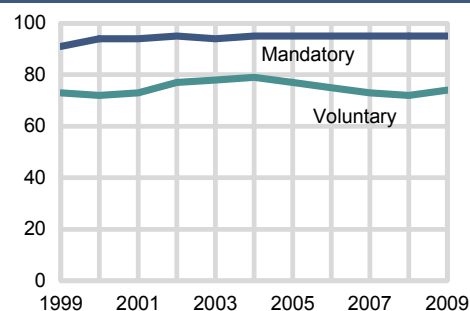
Electronic reporting A cut in the issuing of paper forms for the initial approach to businesses and enterprises led to an increase in the proportion of them reporting electronically in 2009 of 63 per cent. A number of surveys which were formerly paper-based had, by the end of 2009, an electronic response input of greater than 90 per cent.

Proportion of respondents reporting electronically. Per cent

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

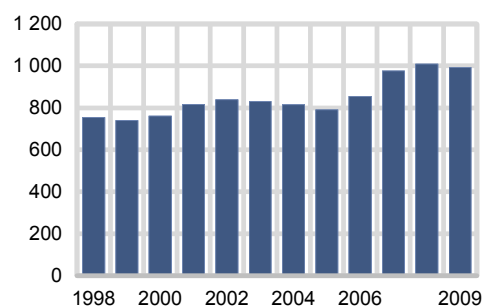
Response rates High response rates are an important indicator of quality. Statistics Norway's right to impose mandatory surveys on trade and industry naturally increases the response rate for these surveys. However the response rate for voluntary surveys is also higher than for most other voluntary surveys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

Response rate. 1999-2009



Statistics releases The number of statistics releases in 2009 was 993, which is 16 less than in 2008. This fall is because some of the statistics were combined, which was the case, for instance, for some price statistics.

Number of statistics releases. 1998-2009



Publications 12 fewer printed publications were issued in 2009 than in the preceding year. The number fluctuates from year to year.

Titles in the various publication series and releases. 1998-2009

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total	286	316	284	274	161	170	153	127	243	224	250	227
Official Statistics of Norway ¹	61	64	48	66	46	47	28	27	26	17	23	26
Analyses ²	84	97	95	107	74	82	104	74	111	96	114	96
Other publications ³	141	155	141	101	41	41	21	26	106	111	113	105
- Economic Survey	9	9	9	6	6	6	6	6	6	6	6	6
- Samfunnsspeilet	6	6	6	6	5	6	6	6	5	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. As of 2007, Reprints are not included.

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

Research activities – external publishing Research publication was more extensive in 2009 than previously. Notably, a number of articles were published in foreign journals. The number of books and articles in books was somewhat higher in 2009 than previously. Statistics Norway's researchers gave 79 talks at scientific conferences at home and abroad, compared with 77 in 2008, and 147 other technical talks, against 134 in 2008. 28 newspaper articles were published.

External publishing. 1998-2009

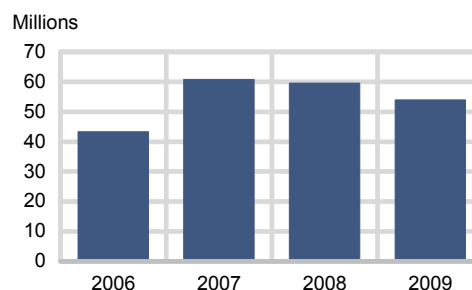
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Journal articles	39	24	41	35	34	38	50	41	49	50	56	76
- International journals	17	15	28	22	17	22	30	27	31	24	39	50
- Norwegian journals	22	9	13	13	17	16	20	14	18	26	17	26
Books and articles in books	4	13	18	17	8	10	10	17	15	18	6	22
- International	2	12	13	12	5	8	4	13	10	12	4	12
- Norwegian	2	1	5	5	3	2	6	4	5	6	2	10

The use of Nynorsk

The proportion of the Nynorsk language in Statistics Norway's publications rose slightly in 2009. For the daily releases of statistics, 30 per cent were in Nynorsk (up 1 per cent). 33 per cent of Official Statistics of Norway were in Nynorsk, against 30 per cent in 2008. Since, as of 2008, publications with named authors are not counted, the proportion of publications in Nynorsk was 22 per cent during the year, an increase of 2 percentage points over 2008.

Hits on ssb.no

In 2009 there were 53.9 million hits on the ssb.no website. This was a fall of 10 per cent from 2008.

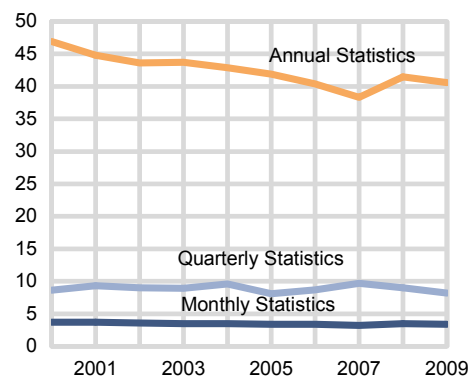
No. of hits on ssb.no. 2006-2009. Millions*Punctuality and topicality*

Internationally as well as in Norway, it is a requirement that official statistics are announced in advance and published on time. Failures in punctuality in 2009 came to 12 per cent, a bit more than in 2008. The increase was in the number of delayed releases, and is due in part to delays in the supply of data to the National Accounts and data from the Directorate of Taxes for income statistics.

Punctuality. Deviations from announced time of release. 1999-2009. Per cent

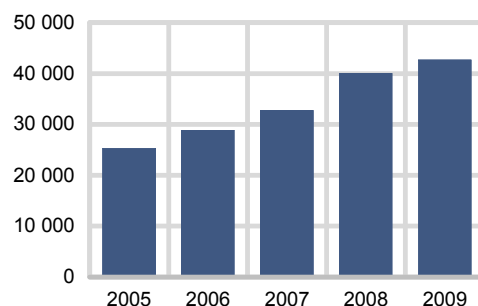
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total	13	15	13	10	8	11	10	6	10	10	12
Too early	4	2	3	2	2	2	3	1	3	3	3
Too late	9	13	10	8	6	9	7	5	7	7	9

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. In 2009, topicality improved for annual, quarterly and monthly statistics.

Topicality. 2000-2009. Number of weeks from reference period to publication

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. 2005-2009



Use of the library Use of Statistics Norway's library increased in terms of both loans of publications and enquiries from the users, with the exception of loans to private individuals/institutions, which have shown a downward trend for many years.

Loans by user group. 2005-2009

	2005	2006	2007	2008	2009
Statistics Norway employees	2 221	2 504	2 523	2 900	3 812
Other libraries	1 182	929	957	973	1 011
Private/institutions	702	513	409	333	291
Total	4 105	3 946	3 889	4 206	5 114

External enquiries. 2005-2009

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

Working in Statistics Norway

Statistics Norway had 1,013 employees at the end of 2009; 626 in Oslo and 387 in Kongsvinger. There were also 186 interviewers who work with questionnaire surveys. 66 employees left in 2009, making a turnover of 6.5 per cent, on a par with 2008. 55 new employees were recruited during 2009.

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 over the previous two years.

Proportion of women at the end of the year

	1998	2002	2003	2004	2005	2006	2007	2008	2009
Executive officers, lower level ...	79	85	84	84	83	86	84	85	85
Executive officers, higher level ..	40	48	50	48	53	58	59	59	58
Academic/research positions	34	33	35	37	37	37	40	42	43

At the end of 2009, Statistics Norway had 55 managers: 22 women and 33 men. The proportion of women was therefore 40 per cent.

Competence Competence development is an important focus area in Statistics Norway and concerted efforts are being made to realise the competence strategy.

In 2009, all the managers took part in a management development programme, new criteria were established for management in Statistics Norway and the managers underwent 360 degree leadership evaluation.

A tool for mapping competence in the organisation has also been developed. This is aimed at revealing competence requirements and offering a better basis for competence planning. In order to increase in-house mobility, separate guidelines have been drawn up for interdepartmental observation.

In 2009, Statistics Norway also 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 considerable course and seminar activities for external users of statistics.

In 2009, 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 2009 was 4.8 per cent, some 3 percentage points lower than in 2008. For the central government as a whole, the 2009 wage rise was 4.5 per cent, against 6.7 per cent in 2008. The majority of the annual salary increase for full-time employees in Statistics Norway in 2009 was a carry-forward of 3.2 per cent from 2008. The general supplementary wage agreement constituted only 0.4 per cent, and wage adjustments 1.2 per cent.

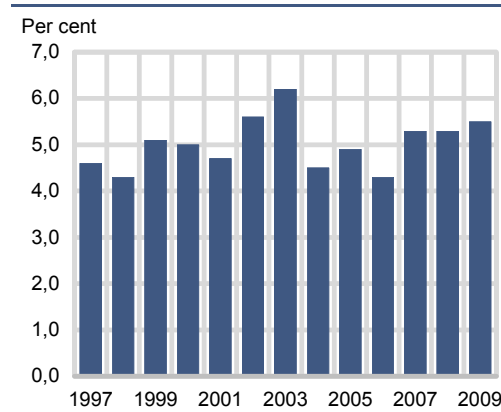
Calculated annual salary increase for full-time employees of Statistics Norway 2006-2009. NOK and percentage changes

	2006	2007	2008	2009
Annual salary	358 531	379 405	409 481	429 324
Annual salary increase in percent		5.8	7.9	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.

In 2009, the average absence due to sickness was 5.5 percent, slightly higher than in 2008. 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 are given priority. The *Exercise for health* initiative is practised during working hours both in Oslo and Kongsvinger.

Sickness absence. 1997-2009. 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. In 2009 Statistics Norway participated in a trainee programme instigated by the Norwegian Directorate for Health and Social Affairs, with two trainees. One of the trainees was given permanent employment on conclusion of the programme.

Premises and universal design Statistics Norway occupies approx. 35 000m² of building stock. In 2009, 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 disabled persons, including wheelchair users, marking for the sight-impaired and induction loop systems 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.

Integration

At 31.12.2009, Statistics Norway employed 65 immigrants (6.4 per cent) against 58 (5.7 per cent) in 2008. These are 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. In addition to general ethical standards, Statistics Norway adheres to laws, 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. Please also see the brochure "Ethics and Statistics".

