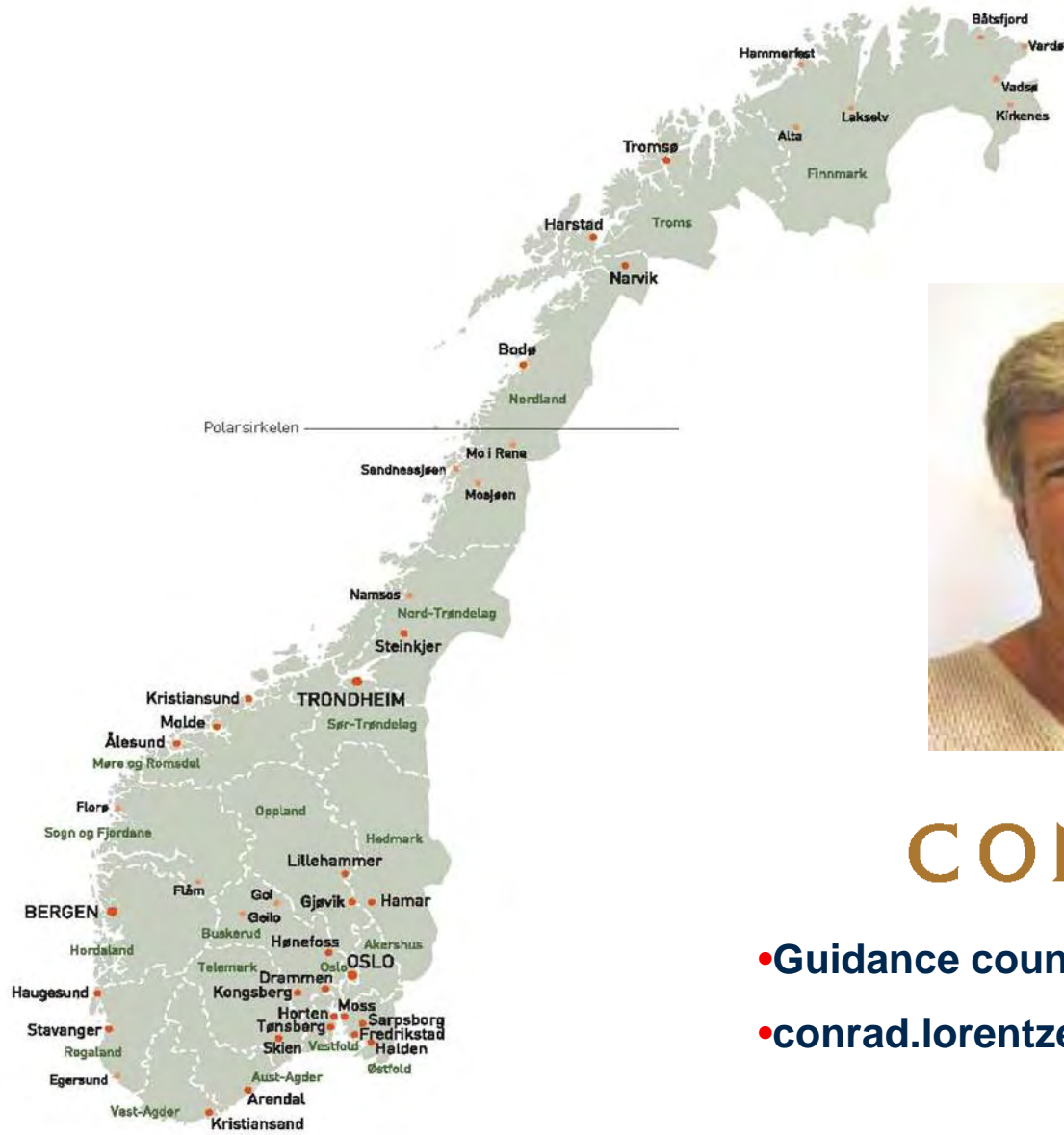




We provide people with opportunities!

The Norwegian Labour and Welfare Service





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Labour market policy



- **The chief goal of the Government's labour market policy is to promote a well-functioning labour market with a high rate of participation in paid employment and inclusive and well-ordered workplaces that make good use of the available labour force. This is important in order to reduce differences in living conditions and maintain and develop the welfare society.**
- Participation in employment is also the most important guarantee individuals have for an assured income. That is why the Government endeavours to pursue an active labour market policy aimed at stimulating a good supply of labour, combating people leaving the workplace and becoming long-term recipients of benefits, and at reducing and preventing unemployment.

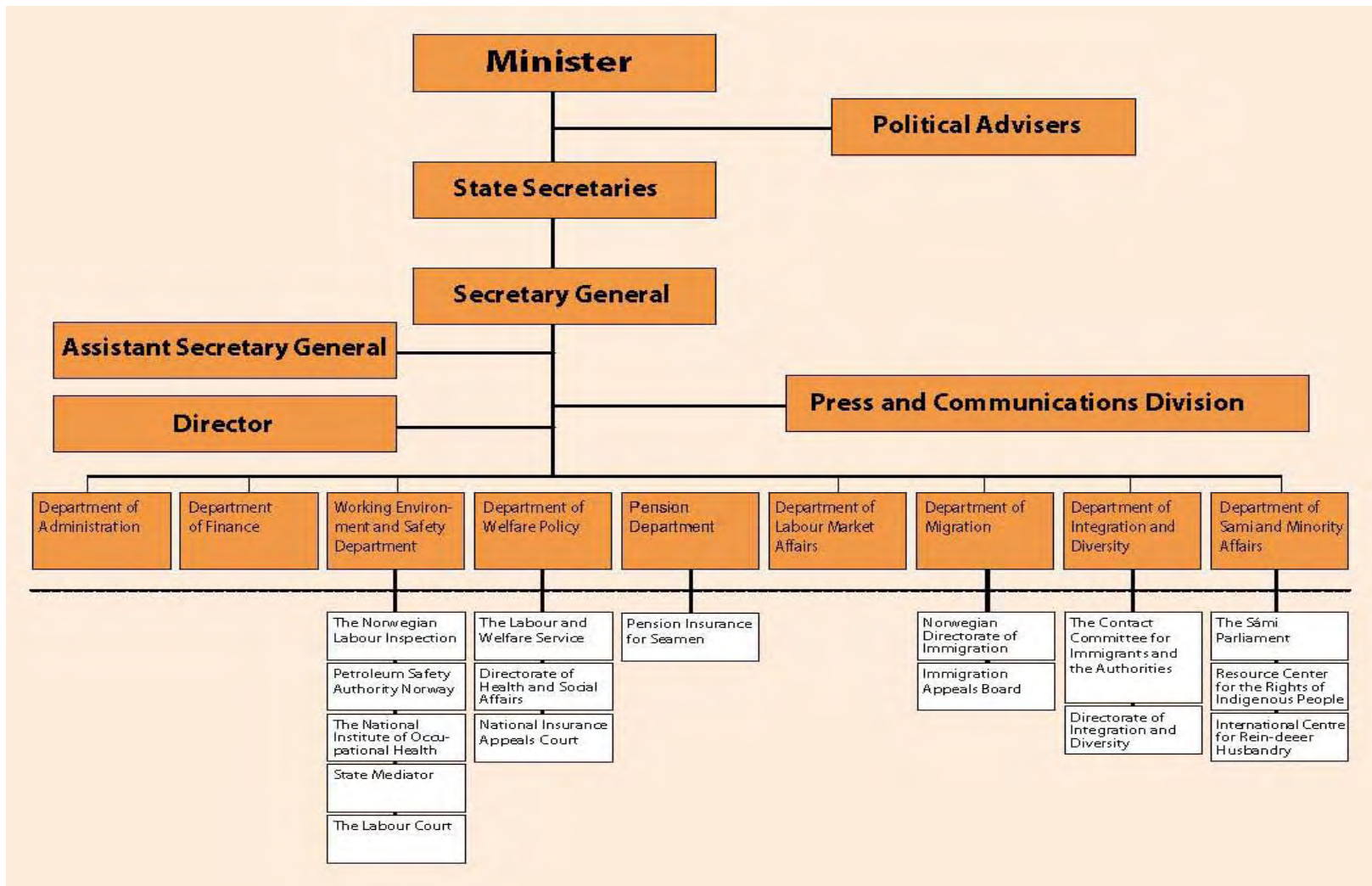


History

- 1897 - The first public employment office opens in Bergen
- 1906 - Public employment act
- 1938 - Unemployment benefit act
- 2006 - The Labour and Welfare Administration Act



Organisational chart



National budget 2008: 32 billion Euro

EXPENDITURE ITEMS

National budget, Min. Labour/Soc. Inclusion	26.3
National Insurance	226.5
Total expenditure	252.8

Broken down by area

Ensuring income and single providers	109.0
Pensioners etc.	106.7
Labour market	10.7
Admin., management and development, Norwegian Labour and Welfare Organisation	10.5
Living conditions	9.0
Integration and diversity	4.5
Protection and immigration	1.4
Working environment and safety	0.7
Sami people and national minorities	0.2

Important individual expenditure items

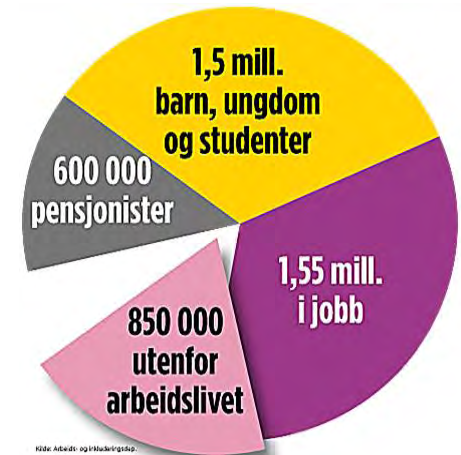
Old age	101.1
Unemployment benefit	4.8
Occupational rehabilitation	11.5
Sickness benefit	30.4
Disability	54.9
Basic and supplementary benefit, aids etc.	8.3
Loss of provider and single providers	6.5
Medical rehabilitation	8.3

About NAV

- **NAV is the Norwegian Labour and Welfare Organisation. It was established on July 1, 2006, and is a comprehensive welfare reform to be completed by 2010.**
- The Norwegian Labour and Welfare Service plays a broad participatory role in the world of work and society, and contributes to the financial security of the individual. This depends on close interaction with the user, working life and local authorities, and a sharper focus on people with special needs in relation to the labour market and others in a challenging life situation.

Challenges in the Norwegian welfare system

- Approximately 700 000 persons in the potential Norwegian work force live on different types of benefits
- Statistics show an increase in the level of sickness benefits and continuous growth in invalidity benefits. The number of young people who receive social benefits and invalidity benefits is increasing too.
- An extensive reform is required to turn the negative development around

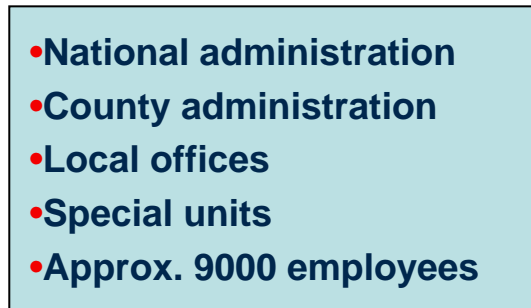


The NAV merger

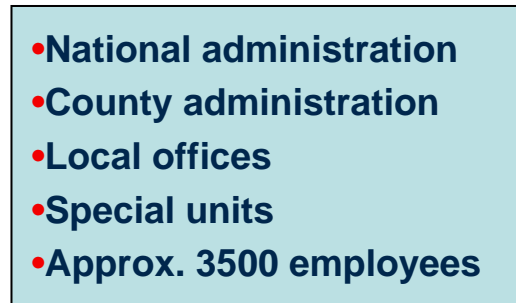
- **NAV is a merger of three former organizations:**
- The National Insurance organization (state)
- The National Employment Service (state)
- The Social Welfare System (municipal)
- The reform concerns 17 500 employees, and more than 2 million users.

The NAV merger

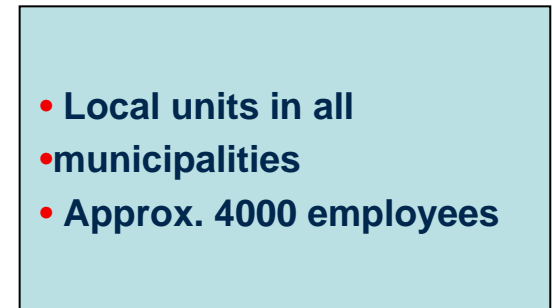
- National Insurance Organization
- (State)



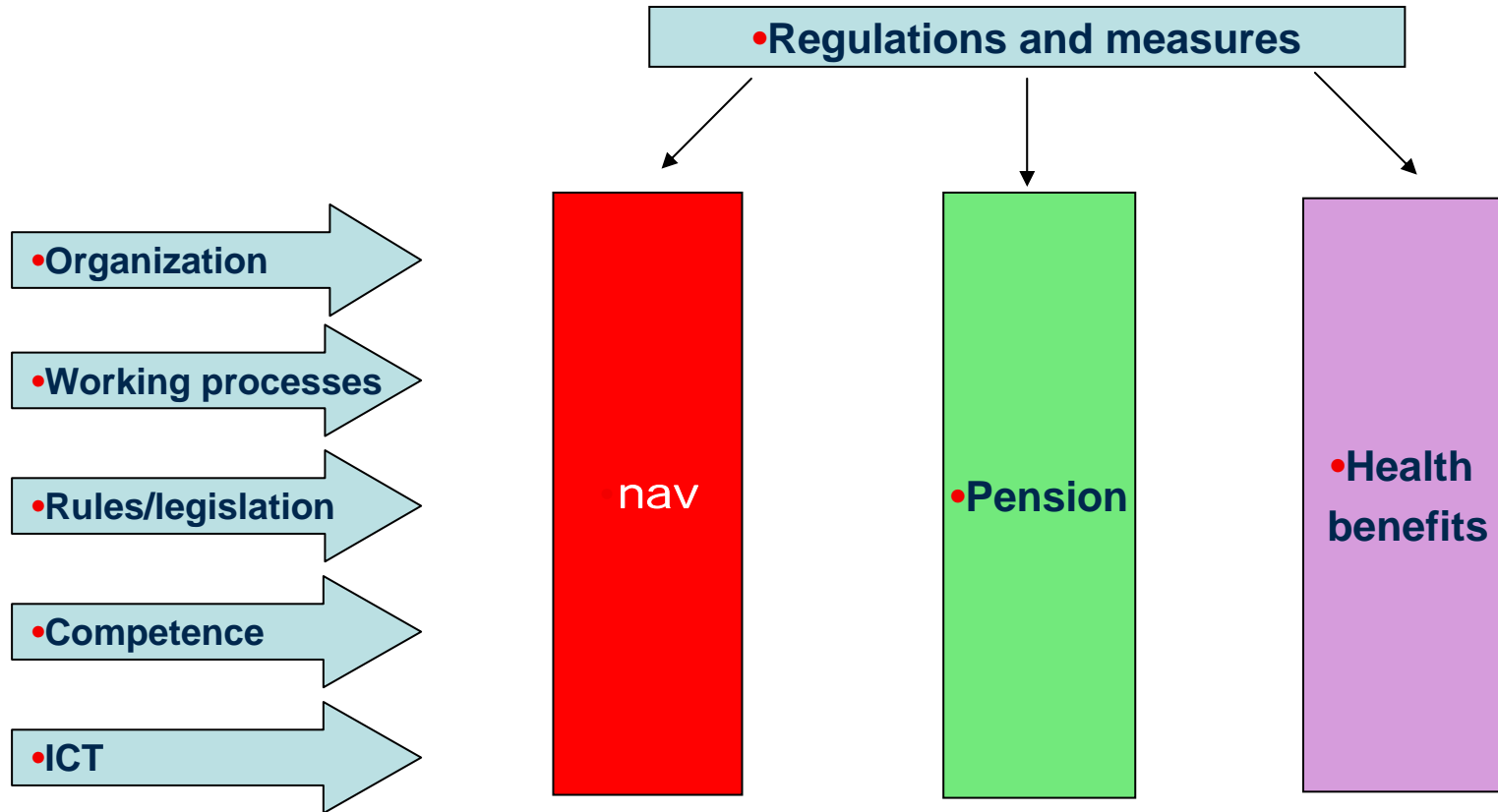
- National Employment Service
- (State)



- Social Welfare
- (Local units)



Three reforms, not one!



The objectives of the reform

- **More people at work and in activity, fewer on benefits**
- **A user friendly, user oriented system**
- **A coordinated, efficient employment and welfare administration**
- To achieve these objectives, an active approach towards the users, focusing on job oriented activities and individual adjusted follow-up systems is required . It is also necessary for the municipal and state organizations to find an adequate way to interact locally.
- **Establishing the local offices**
- There will be a NAV office in every municipality by 2010.

Requirements for achieving the objectives

- In cooperation with the users, at an early stage, identify activities and measures which can lead to a faster return to the labour market.
 - Users shall be given the same service independent of place of residence
 - Users shall come to an office which encourages user participation and user self-service
 - Users shall have their individual needs evaluated quickly and be offered a coordinated range of services suited to their specific needs and requirements
 - An easily accessible point of contact for the user with access to all the services of the employment and welfare organization in every municipality with the possibility of inter-municipal solutions where feasible
-

The aim of the Norwegian Labour and Welfare Administration reform is to

- Get more people into work and useful activity, and fewer on benefit.
- Make things easier for users, and adjust administration to the needs of the consumer.
- Attain a uniform and efficient labour and welfare administration.
- **The Norwegian Labour and Welfare Administration**
- has about 16,000 employees across the whole country.
- Has almost the whole population as its users.
- Administers a third of the Budget through schemes such as unemployment benefits, rehabilitation allowance, pensions, child benefit, cash benefit, among others.

NAV's vision

- **We provide people with opportunities!**
- This vision reflects three fundamental social functions that the Service must ensure:
- **Job opportunities for as many people as possible.**
- **The opportunity of meaningful activity for those with special needs.**
- **The opportunity for secure income in accordance with rights enshrined in legislation.**

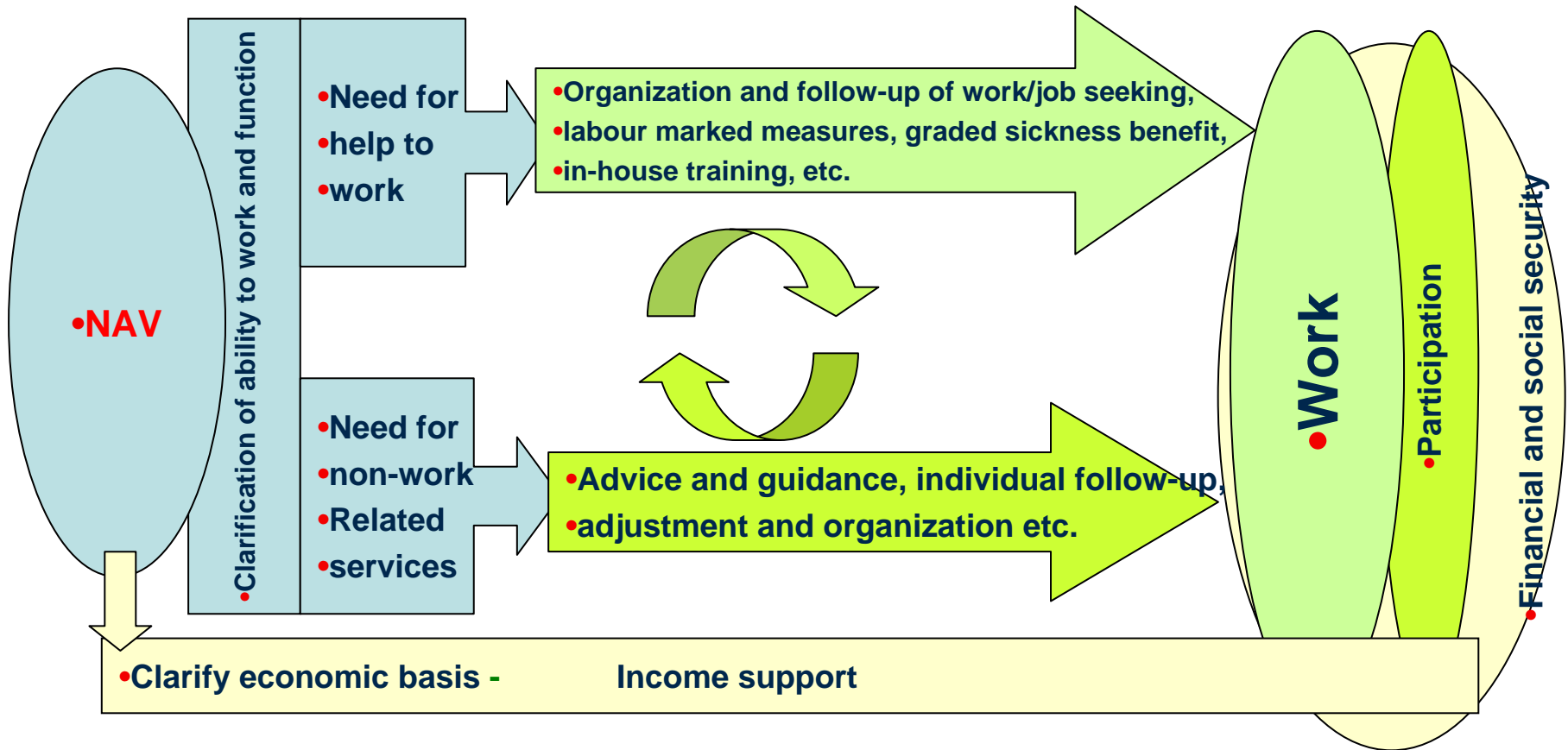
The Norwegian Labour and Welfare Service's values are:

- **Available:**
- – We must be available through the local NAV offices, by telephone and via the Internet. We must be focused in our meetings with people, hear what they say, understand what they mean and make our contribution accordingly.
- **Clear:**
- – We must be clear about what we can contribute and what we require in return. We must be clear about where we are, what we want, and what we can do. We must be clear that in working together, we are here to help the individual.
- **Solution-orientated:**
- – We must be good at finding solutions together with the user, where the user is, and within our own organization. Being solution-orientated requires cooperation, creativity and energy to see through those measures that are fair, possible and necessary.

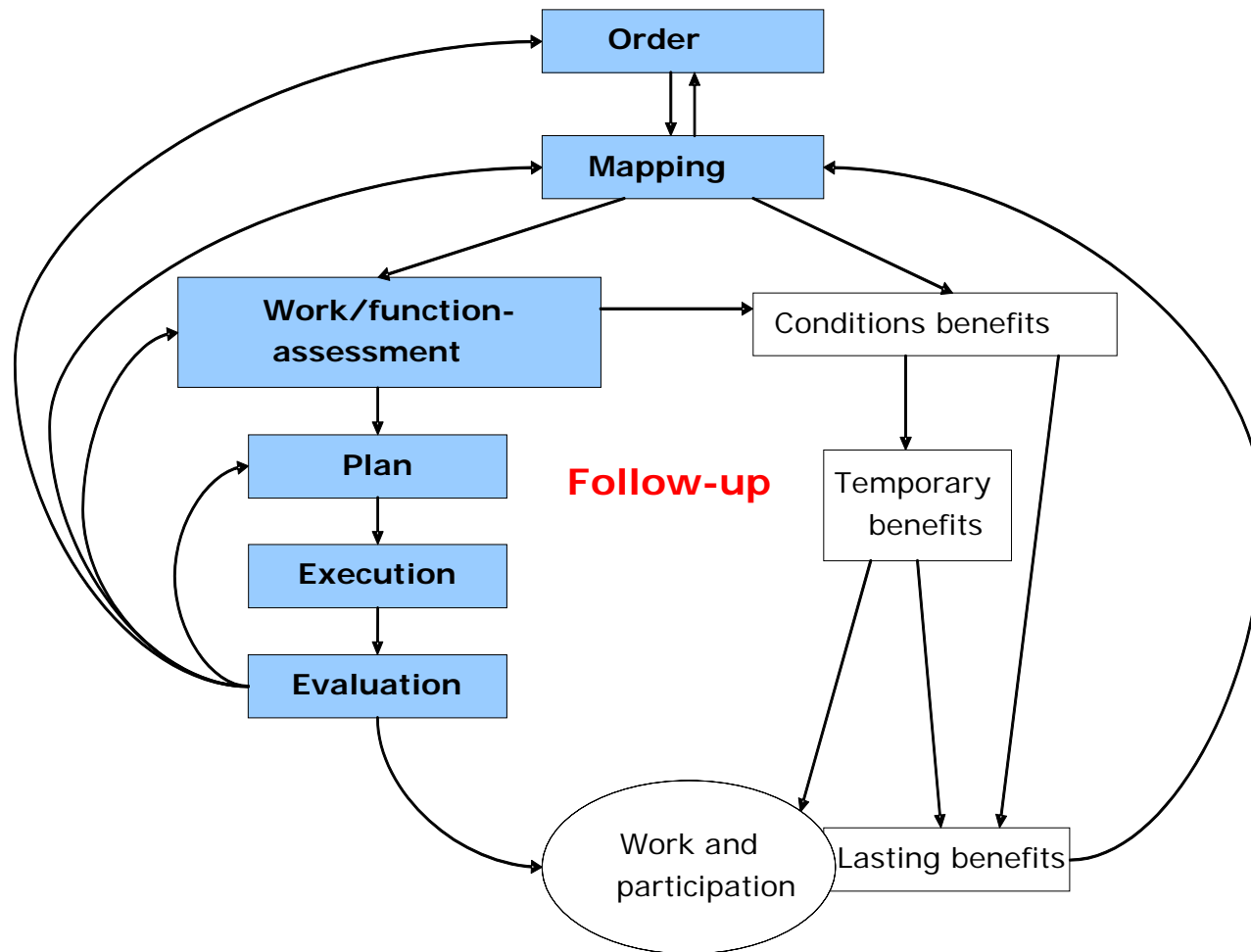
The local NAV offices

- The public will meet
 - a user oriented office, designed for active participation and user self-services
 - competent employees focused on the individual needs and requirements of the user, and with good follow-up procedures
- Inter-municipal solutions may be put to work where the circumstances are right, providing the existence of an agreement between the relevant municipalities and the state department
- Possibility for state and municipality to perform tasks for each other

NAV-offices – main tasks



The follow-up model



Time for a break?



Moving to Norway?

- Know before you go
- A 15 minutes DVD-presentation



Labour market data

- Labour market data published the 28th of February
 - **1,7 % Unemployment**
- **41 993** Registered unemployed
- **6,0 %** Sick leave
- **333 544** People on disability pension
- **39 375** New vacancies

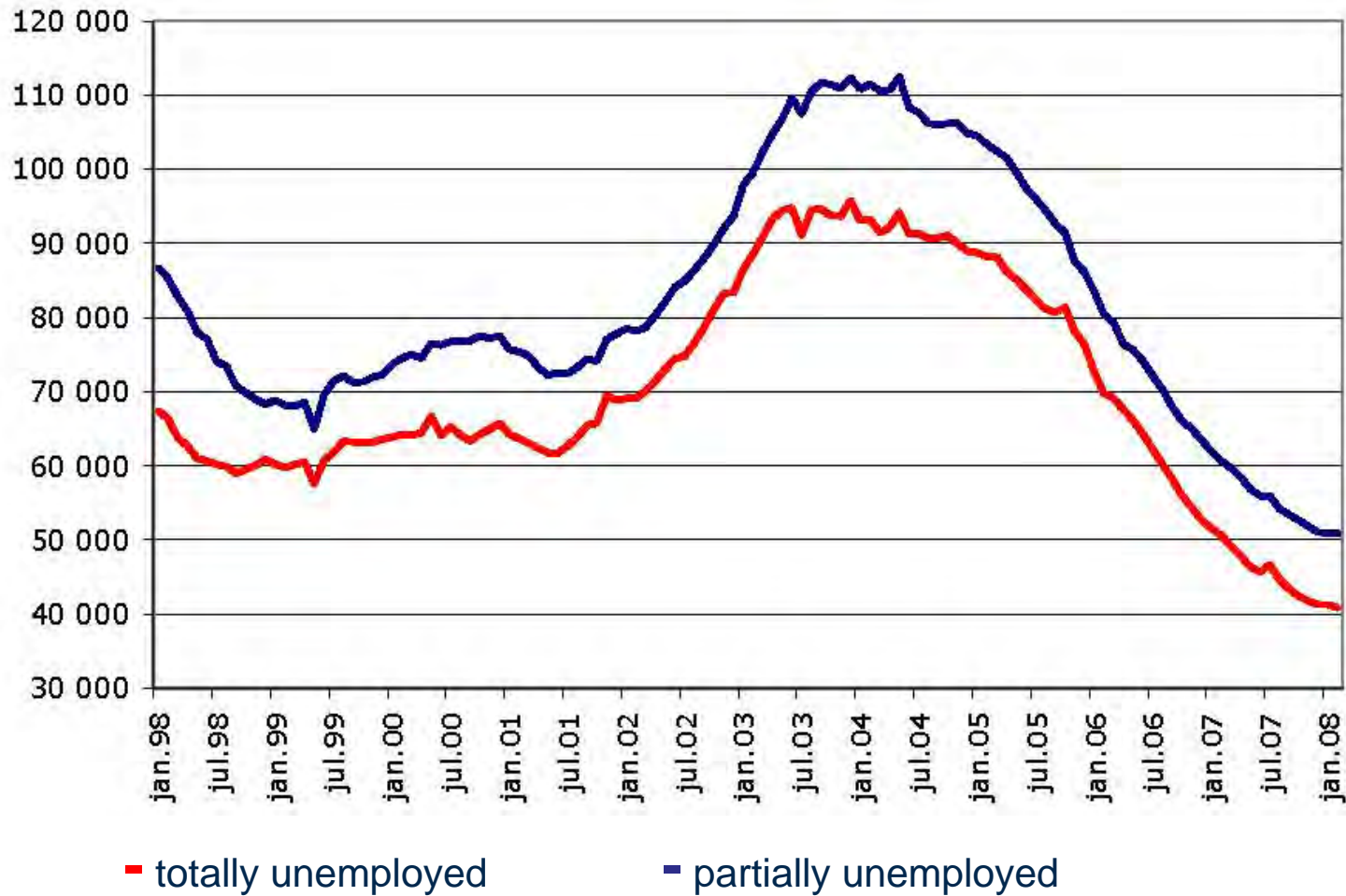
Labour statistics

Labour Market Statistics. February 2008

Table 1: Job seekers by labour market classifications. February 2008

Total	February 2008	% of the labour force	Changes from same month the year before	% change from same month the year before
Registered (totally) unemployed	41 993	1,7 %	-10 066	-19 %
Registered partially unemployed	20 048	0,8 %	-7 586	-27 %
Participants in labour market measures	11 550	0,5 %	-296	-2 %

Unemployment figures



Legislation

- **The Norwegian Labour and Welfare Service administer a large proportion of the most important welfare benefits and social security schemes in Norwegian society. For example, these may be unemployment benefits, sickness benefit, rehabilitation allowance, disability pension, and retirement pension on reaching pensionable age.**
- In addition to administering important economic welfare schemes, the Service is to make a contribution to the efficient operation of the labour market. This means that the Service is required by law to provide jobseekers with advice and help, whether they are already unemployed or are merely seeking to change employment. In this context, the Service also provides assistance to employers looking for new staff.

Important laws

The administration of laws and regulations is an important part of the Ministry's responsibilities. This includes assessing whether laws are expedient and drafting proposals for amendments to existing laws and new laws for consideration by the Storting.

The Ministry of Labour and Social Inclusion is responsible for administering the following laws, among others:

- The Labour Market Act
- The Working Environment Act
- The National Insurance Act
- The Social Services Act – social security benefits and the qualification programme
- The Nationality Act
- The Immigration Act

The Labour Market Act

- The aim of the Act is to facilitate an inclusive working life through a well-functioning labour market with high levels of occupational employment and low unemployment. Among other things, the Act imposes duties on employers in connection with job vacancies that the employer seeks to fill, and rules governing mass redundancies and lay-offs.
- The Act stipulates what basic services and rights you have as a user at your NAV local services office. In addition, the Act regulates employment agencies and hiring of labour.

The Labour and Welfare Administration Act

- The Norwegian Labour and Welfare Service is a new service that was set up on 1 June 2006 when the Directorate of Labour and Welfare took over responsibility for the previous Labour Market Administration and the National Insurance Service.
- The Labour and Welfare Administration Act concern the purpose of the new Service, its organizational provisions, and its interaction with the individual local authority.
- The Act lays down important principles of confidentiality, consumer involvement, and its duty to provide information and guidance to the individual user.

The National Insurance Act

- The National Insurance Act is one of the most important statutes that provides for the central national insurance and welfare schemes in Norway. Within the National Insurance Act, you will find the terms of national insurance membership that are essential to your rights under the Act. You will also find provisions for unemployment benefits, sickness benefits, and benefits related to the course of life and family situations, retirement pension and rules for processing cases.

Economic benefits

- Compulsory membership for residents or employed persons
- All residents in Norway are required to be members of the National Insurance Scheme. It is not necessary to be a Norwegian citizen.
- Persons who are working in Norway or in the Norwegian sector of the Continental Shelf, but who live in another country, are also covered by National Insurance from their first day of work. This applies even if the employer is a foreign firm.

The Social Welfare Act

- This Act governs the responsibilities of each local authority in respect of a number of social welfare services provided to the municipality's inhabitants, like for example, practical help for those with assistance needs, places in institutions and so on.
- The Norwegian Labour and Welfare Service works alongside local authorities on the local offices. It is a condition that local authorities will administer financial assistance benefits at these local offices. This means that applications for financial social welfare must be directed to the local NAV office.

Interaction – state and municipality

- The local office will deliver services for both the state agency and the local authority and in a way that the client experience as one service provider
- The same division of responsibility between the central government and the local authorities
- The front-line service and the employment and welfare offices in the municipalities will be based on a fixed, regulated and binding cooperation agreements between representatives of the state agency and local authorities.
- The Association of local and Regional Authorities and the Department for Labour and Social Inclusion have developed a framework agreement forming the basis for local cooperation agreements between the state and the municipalities as equal partners. The agreement was signed in April 2006. The cooperation is also regulated by legislation.
- To underpin an agreement-based establishment process, a joint front-line service must be given a legal basis. Local cooperation agreements and a minimum solution regarding co-location of front-line services will therefore be made compulsory.
- The state employees and municipal employees will have a joint training and competence development and will work with the same tasks – and there will be one door in and one reception for the users.

Measures of the active employment policy

- **Wage subsidisation**
- Wage subsidisation shall promote the employment of vulnerable groups of job-seekers under ordinary wage and working conditions. This is achieved by granting a time-limited wage subsidy to employers who employ persons in the target group on ordinary wage and working conditions with a view to permanent employment
- **Assessment**
- Assessment involves motivation, guidance, systematic profiling and testing of the individual's capacity for work in order to ascertain any requirement for qualification or other measure that may contribute to the scheme participant gaining employment

Measures cont'd (1)

- **Work Experience**

- The scheme shall provide coached work practice with follow-up. The scheme shall assist in ascertaining the individuals' prospects on the labour market and assist in strengthening participants' means of gaining employment or education. A plan shall be produced for the individual participant.

- **Training**

Training shall assist occupationally disabled persons and ordinary job-seekers in becoming qualified for vacant positions, and in preventing the exclusion of employees who are at risk of relegation from working life.

Measures cont'd (2)

- **Temporary Employment**

Temporary employment schemes shall provide work experience to persons who are at risk of becoming permanently excluded from working life or who have problems establishing themselves on the labour market. Other labour market schemes must be considered before a person can be accepted on an employment scheme

Measures cont'd (3)

- **Supported Employment**

Supported Employment shall provide appropriate and necessary assistance with a view to integrating the occupationally disabled into ordinary working life. The scheme may be provided in the form of profiling, assistance in finding a job, job coaching and follow-up at the workplace, training in work-related and social skills and advice and guidance to the employer/scheme arranger

- Supported Employment is used in connection with vocational rehabilitation in ordinary enterprises, including in combination with other labour market schemes where appropriate.
- Supported Employment may also be used in connection with the transition from school or institutional detention to employment or to a scheme as referred to in the preceding paragraph.

Measures cont'd (4)

- **Permanent Adapted Employment**

Permanent Adapted Employment shall offer persons work in a sheltered enterprise, performing work tasks adapted to the individual's capacity for work. Permanent Adapted Employment may also be offered as individual positions in ordinary enterprises.

- The employment shall contribute to building participants' resources through qualification and adapted work tasks.

- **In-house training**

An in-house training scheme shall contribute to:

- counteracting exclusion from working life through major upheavals, maintaining and building the competence of staff in companies that have restructuring or structural problems of a particularly serious nature for the labour market, or recruitment to vacant positions that are difficult to fill.
- In-house training shall comprise theory, possibly combined with practical experience.

European partnership



- One of the EURES advisers' most important tasks is to assist Norwegian businesses to find suitable labour abroad when there is a lack of Norwegian applicants. Equally important are the tasks of helping job-seekers from EU/EEA countries to find work in Norway and of helping Norwegian job-seekers to find work abroad. Their work is founded on their excellent acquaintance with the labour markets and social conditions in the various countries and a wide-reaching network of EURES advisers.



What can EURES do for you?



- The purpose of EURES is to provide information, advice and recruitment/placement (job-matching) services for the benefit of workers and employers as well as any citizen wishing to benefit from the principle of the free movement of persons.
- EURES has a human network of more than 700 EURES advisers that are in daily contact with jobseeker and employers across Europe.
- In European cross-border regions, EURES has an important role to play in providing information about and helping to solve all sorts of problems related to cross-border commuting that workers and employers may experience.

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