

**Planer og
meldinger**

Plans and reports

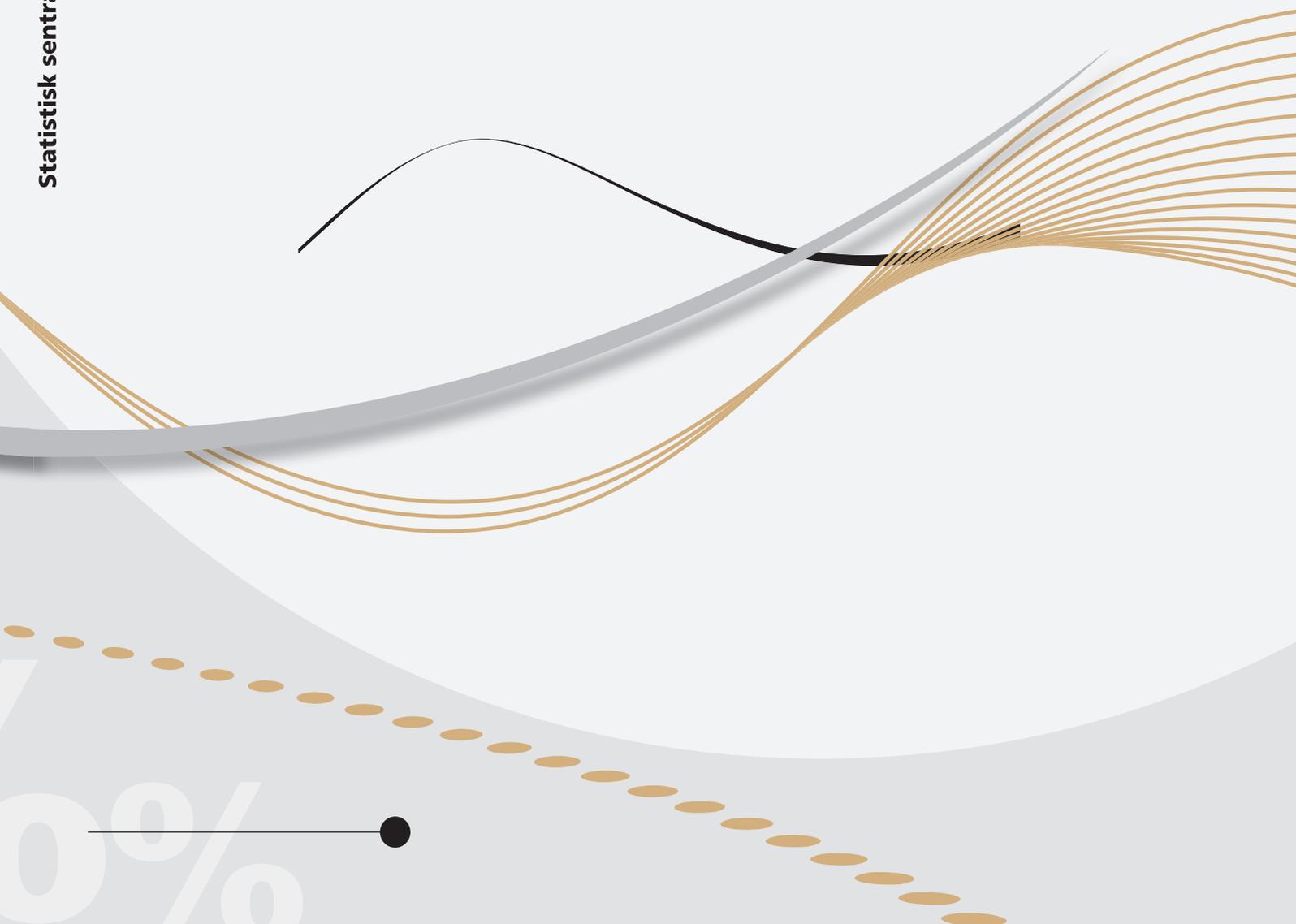
6/2012 ●

**Statistics Norway
Annual Report 2011**

Statistics Norway



Statistisk sentralbyrå



Statistics Norway Annual Report 2011

1. 2011 – an important year

2011 was an important year for Statistics Norway with the first register-based population and housing census in Norway, holding of the municipal and county election and a new Director General. The indicators describing ongoing activities were largely in line with the objectives set out in the ministerial Letter of Instruction, and the accounts show a good result for the year.

- The Population and Housing Census.* 19 November 2011 was the date of the population and housing census in Norway. For the first time in the history of the country, the population census was taken as a purely register-based census without the population having to complete forms, and at a far lower cost than previously. One important aspect of the census on this occasion was the mandatory reporting to the EU's statistical office, Eurostat. This will help produce comparable statistics in Europe at a more comprehensive and detailed level than previously. The Board values this improved opportunity for comparisons between countries and considers it an historic event that Norway can now obtain more frequent and eventually ongoing population-census-like statistics.
- Register-based statistics* One precondition for reliable register-based statistics is constructive and effective cooperation with the register owners. The work on data capture and population registers together with the modernisation programme for data capture is contributing to an increased focus on registers. The particular objective is to improve the quality of the registers. Members of the Statistics Council are also participating in this initiative. Aside from close cooperation with the register owners, the work in 2011 was concentrated on describing assignments and updating the list of registers employed. The Board supports the work of modernising data capture and is pleased that Statistics Norway is developing new electronic reporting solutions for the Altinn II platform and increased use of the services in Altinn II. This proactive focus on new reporting solutions will simplify the work of respondents and reduce the use of printed forms. The Board underlines that Statistics Norway's objective is to secure high response rates and good quality data.
- Election 2011* In 2011, Statistics Norway also had the responsibility of collating the results of the municipal and county election into a central database and reporting results to the media and authorities.
- Research activity at Statistics Norway* The Research Department is supplying increasingly more analyses for ministries and agencies. Good progress was made in most of the research projects, including the handover of updated models and model services. Many analyses, in particular economic trends and population projections, attracted a lot of attention. Publication in scientific journals is an important aspect of quality assurance of the activities and has risen in recent years. In 2011, three doctoral theses were completed: one in the Research Department, one in the Division for Education Statistics and one in the Division for Information and Documentation.
- Publication of statistics* In disseminating statistics and analyses, the aim is satisfied users. From small beginnings in 1995, when Statistics Norway began a dedicated Internet service for publishing the week's statistics, electronic publication has become Statistics Norway's primary channel to its users. The system gradually became difficult to navigate and there was a clear need to modernise ssb.no. This effort has proved to be more extensive and demanding than anticipated and, following a long development period, the objective is a launch in 2012. The Board supports the planned evaluation of the project, and expects that this will produce important knowledge for future projects in Statistics Norway.
- Digitisation marks the bicentenary of the Constitution* 2014 is the date of the bicentenary of the Norwegian Constitution. One of Statistics Norway contributions to the anniversary is to digitise and publish all Norwegian statistical publications on ssb.no. This will make all official Norwegian statistics readily accessible and greatly facilitate descriptions of the development of Norway

using statistics. The digitisation project is well underway and, during 2012, some 22,000 publications will have been scanned and published on ssb.no.

50 years of Statistics Norway Kongsvinger

In August, the Board had the pleasure of attending the celebration of Statistics Norway's 50 years in Kongsvinger and the 135-year anniversary of the organisation as a whole. The day included an historic retrospective of activities in Kongsvinger. Representatives of the ministry, the county and the municipality were present, and underlined the importance of Statistics Norway as a key knowledge industry in the region. The main emphasis was on the social side of the event, which was widely appreciated by the staff. The Board has noted that the local Glåmdalen newspaper reported on the celebrations as perhaps the most important in the district in living memory.

International cooperation

In 2011, Statistics Norway sustained its strong commitment to and participation in international statistical cooperation. In the wake of the financial crisis, meeting activity, especially in Eurostat, was somewhat lower than previously. At management level however, the permanent meetings were maintained, and Statistics Norway's managers attended meetings notably in Eurostat, the UN and OECD throughout the year. Especially notable in 2011 was the work in Sponsorship on Quality (EU), chaired by Hans Viggo Sæbø, which was concluded with an acknowledgment from the European Statistical System Committee in September.

International duties

Norway has a core role in a number of international collaborative bodies. In 2009, Statistics Norway was elected as a member of the UN's Statistical Commission for a four-year period and, as previously, participated in the annual Commission meeting in New York in February. The work on purchasing power parities in ICP was continued in 2011. Statistics Norway is a member of the ICP Board and participates in the Technical Advisory Group (TAG). Statistics Norway chairs the Oslo Group on Energy Statistics, and set out new international guidelines for energy statistics for final approval by the UN Statistical Commission in New York in February. Director General Hans Henrik Scheel is chairing the EFTA Working Group of Heads of National Statistical Institutes from September 2011 for the next two years.

New premises

In 2011, it was decided that Statistics Norway Oslo's time at the Kongens gate address was drawing to a close. In February 2014, activities will be transferred to new premises at Akersveien 26. The Board believes that the new premises will be a clear improvement for Statistics Norway, and within the present budget.

Security and preparedness

Following the bombing in the government quarter in Oslo and the shooting on Utøya on 22 July, Statistics Norway has reviewed and improved its security routines. The Board has been informed about how the events of 22 July affected Statistics Norway. An external company has also performed a risk and vulnerability assessment of Statistics Norway.

An inclusive workplace

With effect from 1 April 2011, Statistics Norway entered into a new inclusive workplace agreement. Statistics Norway has been an inclusive workplace business since 2003. Among other things, the new agreement involves early and close follow-up of sickness absence with an emphasis on preventive measures. Average sickness absence in Statistics Norway in 2011 was 4.5 per cent, a fall from 4.9 per cent in the previous year.

Reorganisation

After Hans Henrik Scheel assumed the Director Generalship of Statistics Norway in February 2011, a number of changes were made in the organisation. These concerned the Department of Planning and Finance (100) and the Department of Human Resources and Communication (600). The human resources and property divisions of department 600 were transferred to department 100. The division for international development cooperation was also moved to department 100. The departments have been renamed the Department of Administration (100) and the

Department of Communications (600). A number of internal reorganisations have also been made in the Department of Economics, Energy and the Environment, and the Division for External Trade has been transferred to the Department of National Accounts and Financial Statistics.

Three new departmental directors in 2011

In September, the head of the Division for Social Welfare Statistics, Elisabeth Nørgaard, was appointed as Director of Social Statistics (300). Also in September, the Director of Communications at the University of Oslo, Siv Nordrum, was appointed Director of the Department of Communications. She took up her post on 1 January 2012. In October, Bjørnar Gundersen was appointed Director of the Department of Administration, taking up the post on 16 January 2012. The Board welcomes the three new directors to the management of Statistics Norway.

The Board's supervision of activities

The budget proposal for 2013 was submitted to the Ministry of Finance by the Board at the end of 2011. The budget letter emphasised the increasing international requirements for statistical submissions, and the extra resources required in the work on electronic integration. Based on the main lines of the budget letter, Statistics Norway is preparing an activity plan for discussion and adoption by the Board. The Board considers the activity plan to be an important steering document which should reflect the strategic objectives that have been defined. The Board participates in the work on the annual report and half-yearly report to the Ministry of Finance.

Operating profit for 2011 was a good NOK 4.3 million. In 2011, Statistics Norway decided to expand the scope of performance indicators to provide a broader description of activities. The new performance indicators will begin as of 2012. Portfolio management of the largest and most IT-intensive development projects in Statistics Norway has proved useful for prioritising resource use and safeguarding continuity in the development work within IT. Upgrading and administrating new technology is demanding work, and there are delays in some areas.

The Board would like to thank Director General Hans Henrik Scheel and all Statistics Norway staff for a good year in 2011.

The Board of SSB:

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.

Composition of the Board at the start of 2011:

- Chair: Frøydis Langmark
- Deputy Chair: Tor Borgenvik
- Members: Einar Hope, Ida Helliesen, Kaja Sillerud Haugen, Ragnhild Balsvik, and Ragnar Torvik
- Deputy members: Anne Britt Djuve, Eirik Pedersen, Ole Bjørn Røste, Randi Punsvik and Anders Sønstebø

On 1 July 2011, Einar Hope stepped down from the Board, and Knut Andersen was appointed as a new member.

Meetings in 2011:

There were 5 ordinary board meetings and one seminar in 2011. In addition, an extraordinary meeting was held by telephone in October in connection with the appointment of a director for the Department of Administration.



From left: Tor Borgenvik, Knut Andersen, Kaja Sillerud Haugen, Frøydis Langmark, Ragnar Torvik, Ragnhild Balsvik, Randi Punsvik and Hans Henrik Scheel.

Frøydis Langmark

Frøydis Langmark, Chair of the Board

Tor Borgenvik

Tor Borgenvik, Deputy Chair

Kaja Sillerud Haugen

Kaja Sillerud Haugen

Knut Andersen

Knut Andersen

Randi Punsvik

Randi Punsvik

Ragnar Torvik

Ragnar Torvik

Ragnhild Balsvik

Ragnhild Balsvik

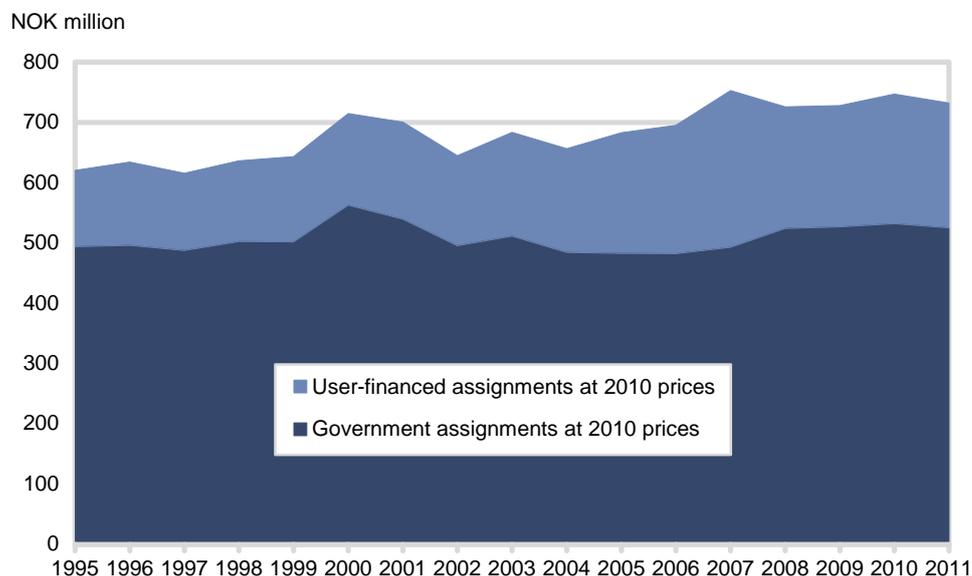
Hans Henrik Scheel

Hans Henrik Scheel,
Director General

2. Accounts

The accounts for 2011 show an operating profit of NOK 4.2 million. This is NOK 21.4 million less than the operating profit in 2010. The activity level and revenues from user-financed assignments fell in 2011. In 2011, user-financed assignments comprised 28 per cent of Statistics Norway's total revenues.

Revenues 1995-2011, at fixed 2011 prices. NOK millions



The figure shows that the inflation-adjusted revenues for government assignments and from user-financed assignments underwent modest growth from 1995 to 2011. 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 732.6 million in 2011, which is NOK 8.6 million higher than in 2010. The change is due primarily to increased appropriations and compensation for the effect of the wage settlement in 2011.

Total operating expenditures in 2011 came to NOK 728.3 million, which is NOK 30 million higher than in 2010. Wage costs rose by NOK 21 million from 2010 to 2011, and the costs of goods and services rose by NOK 9.1 million.

The 2011 accounts show an operating profit of NOK 4.2 million, NOK 21.4 million lower than in 2010. NOK 60.4 million was brought forward from 2010 to 2011. There is therefore NOK 64.6 million to carry forward to 2012.

Revenues from the sale of publications amounted to NOK 602,000 in 2011, which is NOK 216,500 more than in 2010. Revenues from compulsory fines amounted to NOK 16.8 million, an increase of NOK 4.8 million over 2010. 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 9.6 million in 2011. Expenses were NOK 3.2 million, leaving NOK 6.4 million to carry forward to 2012. Acquisitions consisted primarily of IT investments.

Annual accounts 2011. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK 1,000s

	Notes	Accounts 2010	Budget 2011	Accounts 2011	Budget 2012
Government appropriations	3	485 400	503 400	503 400	502 200
Commission revenues	6	208 348	181 955	207 236	190 959
Wage reimbursements	3	10 300	0	4 600	
Additional income, sales revenues item 01		86	0	302	
Refunds	4	19 797	0	17 025	
Total revenues and refunds.....		723 931	685 355	732 564	693 159
Wage costs	5	497 441	492 041	518 427	490 638
Goods and services	2	200 826	204 337	209 900	205 688
Undistributed funds					
Total operating expenditures		698 267	696 378	728 327	696 327
Operating profit		25 664	-11 023	4 237	-3 168
Brought forward from the previous year		34 702	0	60 365	
Carried forward to the next year		60 366	-11 023	64 602	-3 168

Government assignments. NOK 1,000s

	Notes	Accounts 2010	Budget 2011	Accounts 2011	Budget 2012
Government appropriations	3	485 400	503 400	503 400	502 200
Wage reimbursements	3	10 300		4 600	
Additional income, sales revenues		86		302	
Refunds	4	19 797		17 025	
Total revenues and refunds		515 584	503 400	525 328	502 200
Wage costs	5	371 553	368 364	393 844	357 547
Goods and services	2	131 305	138 980	142 318	142 104
Total expenditures		502 858	507 344	536 161	499 651
Operating profit		12 726	-3 944	-10 834	2 549
Brought forward from the previous year		10 033		22 759	
Carried forward to the next year		22 759	-3 944	11 925	2 549

User-financed assignments. NOK 1,000s

	Notes	Accounts 2010	Budget 2011	Accounts 2011	Budget 2012
Fiscal budget revenue requirement		183 200	188 900	188 900	194 800
Revenues above/below budget		25 148	-6 945	18 336	-3 841
Commission revenues		208 348	181 955	207 236	190 959
Total revenues	6	208 348	181 955	207 236	190 959
Wage costs	5	125 888	123 677	124 584	133 091
Goods and services	2	69 521	65 357	67 582	63 585
Total expenditures		195 410	189 034	192 166	196 676
Operating profit		12 938	-7 080	15 070	-5 717
Brought forward from the previous year		24 669		37 606	
Carried forward to the next year		37 607	-7 080	52 676	-5 717

Major acquisitions. NOK 1,000s

	Notes	Accounts 2010	Budget 2011	Accounts 2011	Budget 2012
Government appropriations		10 400	9 600	9 600	9 800
Total expenditures		12 078	9 600	3 213	9 800
Operating profit		-1 678	0	6 387	0
Brought forward from the previous year		1 681		3	
Carried forward to the next year		3	0	6 390	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

Specification of goods and services	Accounts 2009 NOK 1,000s	Accounts 2010 NOK 1,000s	Accounts 2011 NOK 1,000s
Machines, equipment and PCs	7 630	5 921	7 575
Consumables	5 133	4 520	3 969
Travel expenses, training etc.	33 755	34 368	31 757
Office services etc.	45 719	60 370	66 312
Consultancy services	28 293	30 634	33 403
Library	1 807	1 775	2 259
Maintenance and operation	5 364	4 976	3 888
Maintenance of buildings	2 210	838	1 691
Operation of buildings	51 699	57 425	59 046
Total operating expenditures	181 610	200 826	209 900

Total operating expenses were NOK 209.9 million in 2011. This is NOK 9.1 million more than in 2010.

3 Government assignments

Government appropriations in 2011 were NOK 503.4 million. In addition, there was compensation for the wage settlement in 2011 of NOK 4.6 million, making the overall government appropriations NOK 508 million.

4 Reimbursements for sickness absence and maternity leave

Reimbursements for sickness absence and maternity leave totalled NOK 17 million in 2011, an increase of NOK 2.8 million from 2010.

5 Wage costs

Wage costs were NOK 21 million higher than in 2010. The change is due to an increased appropriation and compensation for the effect of the wage settlement.

6 User-financed assignments

The revenue requirement in the 2011 appropriation was set at NOK 188.9 million. The accounts for 2011 show that revenues from user-financed assignments came to NOK 207.2 million.

Costs associated with the Board's activities in 2011

Costs for board fees amounted to NOK 408,478, including national insurance contributions. Operating costs for the Board came to NOK 78,425 in 2011.

3. Statistics on statistics*Response burden on business and industry*

The total burden of providing information to Statistics Norway's surveys was reduced by 11 man-years of labour from 2010. For business and industry, the response burden was reduced by 14 man-years of labour. This large reduction is connected with the heavy response burden involved in the Agricultural Census in 2010.

The response burden for individuals and public institutions increased by three man-years of labour. This increase is primarily connected with the survey on education completed abroad and the time-use survey of 2010.

Response burden. Man-years

	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total	180	171	183	175	177	177	146	137	126
Business & ind., total ..	92	98	103	94	108	107	103	100	86
Other	88	73	81	81	69	70	43	37	40

15 per cent of all companies in the private sector received a form from Statistics Norway in 2011, whereas in 2010 the proportion was 23 per cent. The reduction is connected in particular with the heavy response burden involved in the Agricultural Census conducted in 2010.

Among enterprises with 20 or more employees, a total of 90 per cent (91 per cent in 2010) were involved in at least one survey, compared with 13 per cent of enterprises with fewer than 20 employees. Among enterprises with fewer than 10 employees, 11 per cent (20 per cent in 2010) received forms from Statistics Norway.

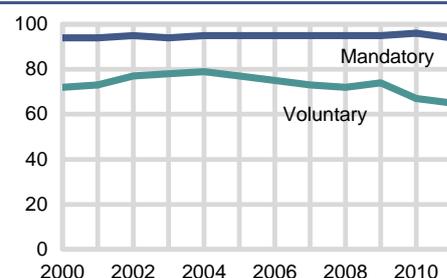
Electronic reporting The objective is to increase electronic reporting for business surveys. In 2011, the share of respondents who reported electronically was 77 per cent. This is a considerable increase over 2010.

Proportion of respondents reporting electronically. Per cent

	2005	2006	2007	2008	2009	2010	2011
Electronic reporting	33	36	48	53	63	65	77

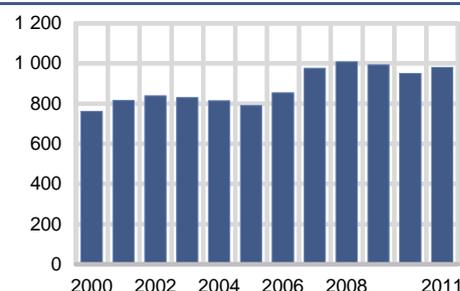
Response rates High response rates are an important indicator of quality. Statistics Norway's right to impose mandatory surveys on trade and industry naturally increases the response rate for these surveys. 94 per cent of the respondents in trade and industry replied to Statistics Norway surveys in 2011. The response rate is lower for voluntary surveys, but higher than for most other voluntary surveys conducted in the country.

Response rates. 2000-2011



Releases of statistics Statistics Norway had 980 statistics releases in 2011. This was 29 more than in the previous year.

Number of statistics releases. 2000-2010



Publications The decline in the number of printed publications continued. There were 40 fewer releases in 2011 than in 2010, and the decline relates to all series.

Titles in the various publication series and releases. 2002-2011

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total	161	170	153	127	243	224	250	238	189	148
Official Statistics of Norway ¹	46	47	28	27	26	17	23	26	13	-
Analyses ²	74	82	104	74	111	96	114	96	102	83
Other publications ³	41	41	21	26	106	111	113	105	74	65
- Economic Surveys	6	6	6	6	6	6	6	6	6	6
- Samfunnsspeilet	5	6	6	6	5	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. Reprints are excluded as of 2007.

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

Research activities – external publication In 2001, the same number of journal articles were published as in the year before. For books and articles in books, the number was somewhat lower. Statistics Norway's researchers conducted extensive talk and lecturing activities in 2011.

The researchers gave 109 talks (against 112 in 2010) at national and international scientific conferences.

External publishing. 2001-2010

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Journal articles	38	51	39	41	42	53	61	76	64	63
- International	19	31	22	27	28	27	41	50	45	47
- Norwegian	19	20	17	14	14	26	20	26	19	16
Books and articles in books	13	10	7	17	18	16	7	22	10	7
- International	9	5	4	13	13	12	5	12	8	5
- Norwegian	4	6	3	4	5	4	2	10	2	2

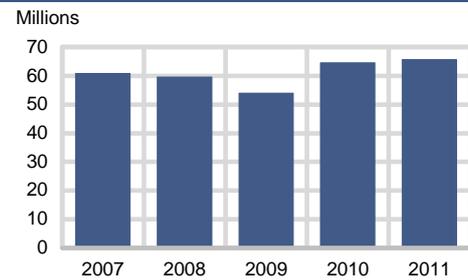
The use of Nynorsk

The Nynorsk language's share increased from 2010. Daily releases are now at 28 per cent in Nynorsk, against 25 in 2010. In total, 27 per cent of statistics releases, brochures and advertisements were in Nynorsk. All Statistics Norway's forms are available in both language versions.

Hits on ssb.no

In 2011 there were 65.6 million hits on the ssb.no website.

No. of hits on ssb.no. 2007-2011. Millions.



Punctuality and topicality

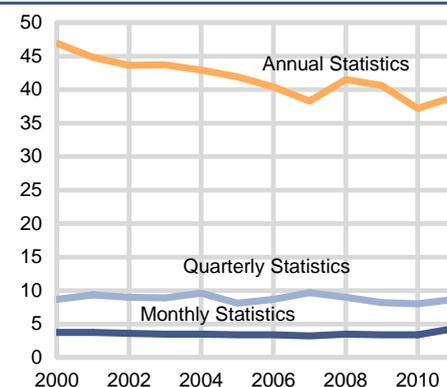
Internationally as well as in Norway, it is a requirement that official statistics are announced in advance and published on time. Non-punctuality in 2011 was at 14 per cent.

Punctuality. Deviations from announced time of release. 2000-2011. Per cent

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total	15	13	10	8	11	10	6	10	10	12	11	14
Too early	2	3	2	2	2	3	1	3	3	3	4	4
Too late	13	10	8	6	9	7	5	7	7	9	7	8

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. For 2011, a new and better method for measuring topicality was implemented. This makes it difficult to interpret the trend over time. Topicality of the monthly statistics was 4.3 weeks, of the quarterly statistics 8.7 weeks and of the annual statistics 38.9 weeks.

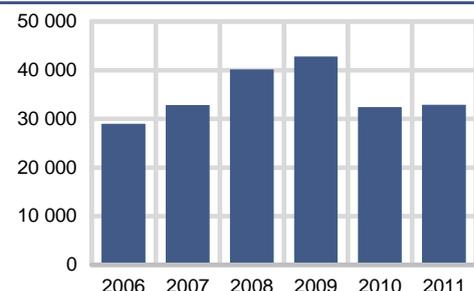
Topicality. 2000-2011. Number of weeks from end of reference period to publication



Media coverage

Statistics from Statistics Norway are often mentioned in the Norwegian media. The chart shows the number of references to Statistics Norway in all Norwegian media (both printed and electronic) monitored by Retriever. There was a small increase from 2010, but clearly lower than the peak year of 2009.

Number of media mentions. 2006-2011



Enquiries to the Library and Information Centre

There was a small fall from 2010 in the number of loans. The number of enquiries was at a similar level.

Loans by user group. 2004-2011

	2004	2005	2006	2007	2008	2009	2010	2011
Statistics Norway employees	2 276	2 221	2 504	2 523	2 900	3 812	2 548	2 331
Other libraries	1 272	1 182	929	957	973	1 011	917	708
Private/institutions	649	702	513	409	333	291	191	186
Total	4 197	4 105	3 946	3 889	4 206	5 114	3 556	3 225

External enquiries. 2004-2011

	2004	2005	2006	2007	2008	2009	2010	2011
E-mail	5 610	5 359	4 936	5 948	6 621	8 085	6 517	6 153
Telephone	2 942	2 645	2 488	3 220	3 829	3 383	3 294	3 600
External visitors	735	713	484	548	511	423	426	419
Total	9 287	8 717	7 908	9 716	10 961	11 891	10 237	10 172

Digitisation of Statistics Norway's publications

All of Statistics Norway's some 20,600 publications over the years are to be digitised and published on ssb.no during 2012. At year-end, 16,250 of them, or nearly 80 per cent, had been digitised. 60 per cent were also available to users of ssb.no.

4. Working in Statistics Norway

Statistics Norway had 980 employees at the end of 2011; 594 in Oslo and 386 in Kongsvinger. This compares with 974 employees at the end of 2010. Statistics Norway also had 196 interviewers who deal with questionnaire surveys: 99 local interviewers around the country and 97 centrally-located. They performed just under 53 man-years of labour in 2011. There were 71 employees on different types of leave.

67 employees left the organisation in 2011, equal to 6.8 per cent of the total, and as many 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 4 years. In the age group below 40 years old there are as many women as men.

At the end of 2011, Statistics Norway had 52 managers, 40 per cent of whom were women.

Competence

Courses and training options are on a continuous basis in response to reported needs from managers and employees. 58 in-house courses were held in 2011, with a total of 760 participants.

The courses cover a range of areas, with special emphasis on methods and tools that underpin statistical production.

The work on systematic competence mapping and planning, instigated in 2010, continued in 2011, laying a foundation for specific initiatives. An e-learning course in the national accounts was completed and a pilot run.

The Proteam (project management, process analysis and teamwork) development programme was carried out, with 26 participants in four sessions.

Statistics Norway also organised a number of international courses (Eurostat).

In 2011, employees of Statistics Norway were represented by four 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 2010 to 2011 averaged 4.5 per cent.

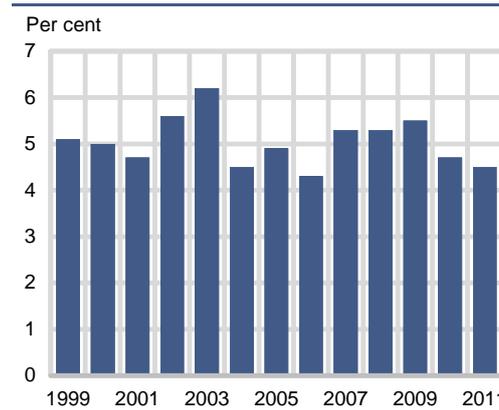
Average monthly salary for fulltime employees of Statistics Norway at 1 September 2006-2010

	2009	2010	2011
Number	862	801	815
Monthly salary	36 093	37 678	39 290
Change in monthly salary	2,7	4,8	4,3

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 2011 was 4.5 per cent, a fall from 4.9 per cent in 2010. Statistics Norway strives constantly to improve the determinants for health, safety and the environment for all employees. Emphasis is given to adapting the workplace to prevent health problems, and a facility for training for health is made available during working hours.

Sickness absence. 1999-2011. 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 2011, 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 2011 as before, universal design was part of the requirements specification in offers to tender where relevant.

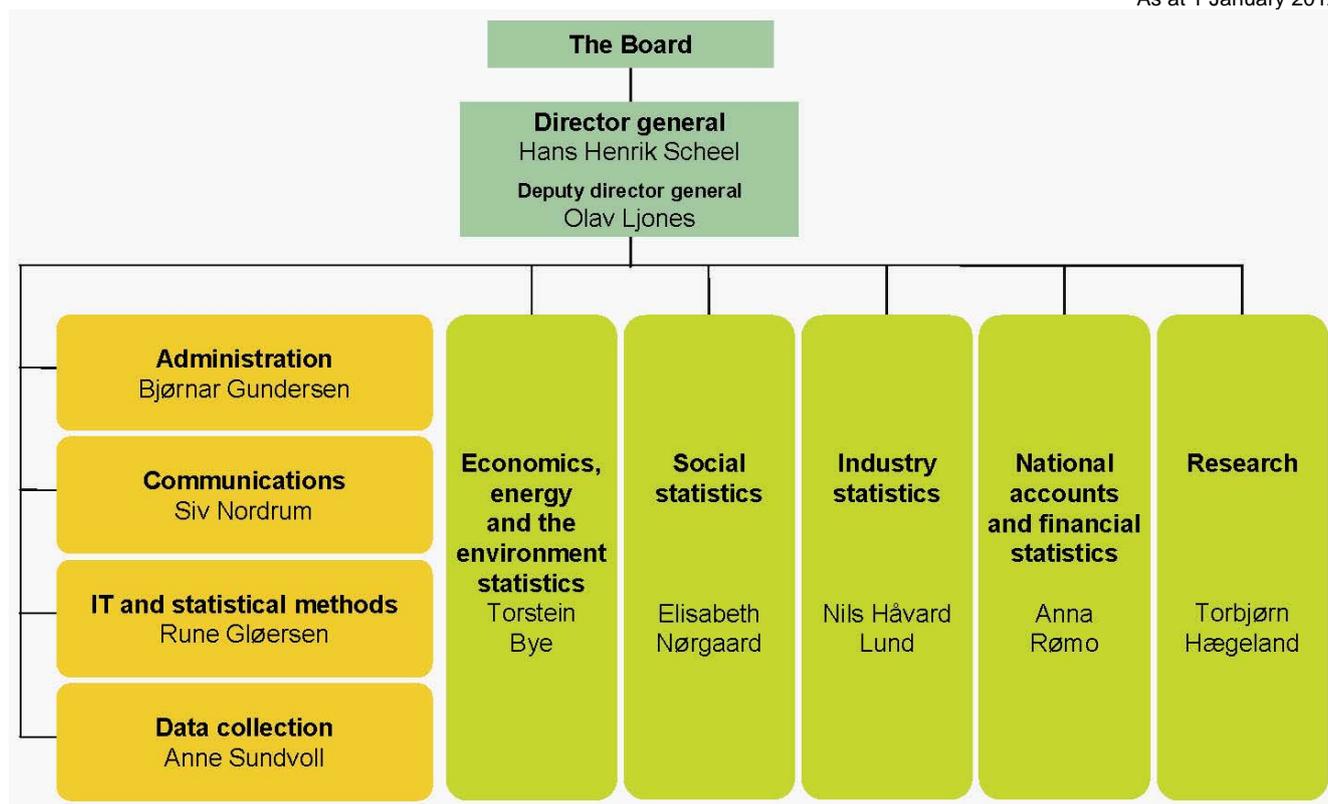
The rental agreement for the premises at Kongens gate 6 and 11 in Oslo expires on 1 March 2014. On 17 February 2014, Statistics Norway Oslo is moving to Akersveien 26.

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

Integration At year-end 2011, Statistics Norway employed 70 people with an immigrant background from outside the EEA. This corresponded to 7.1 per cent of employees, compared with 6.8 per cent in 2010. 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.

As at 1 January 2012





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