



Statistics Norway

Annual Report 2007

Statistics Norway's director general

Øystein Olsen on the Norwegian economy



Photo: Per Ståle Bugjerde / Dagens Næringsliv

2007 was another outstanding year for the Norwegian economy. The economic growth continued at high speed, inflation was low, employment rose markedly and unemployment fell to the lowest level in several decades. Strong growth in the global economy has led to a boost to Norwegian exports of traditional goods and higher prices of important export products.

The net migration to Norway has reached unprecedented levels in the past two years. The increased flexibility in the labour market, resulting from increased labour immigration, has dampened the pressure in the economy and resulted in a strengthened and sustained cyclical upturn.

In the development ahead we are likely to see lower economic growth as a result of supply-side limitations and a weaker development globally. The instability in international financial markets continued into 2008, and there is currently a greater risk for a cooling off in the world economy. Such a development will affect the Norwegian economy through both lower market growth and lower export prices. However, the Norwegian economy seems to be well prepared for a setback internationally. Unemployment is low and the activity level is high in several areas of the economy. In addition, the government has some room to manoeuvre in terms of financial policy should there be a need for extra stimulus.

The fiscal rule for the budgetary policy shall ensure a gradual phasing in of the petroleum revenues. This could be regarded as a rather ambitious savings scheme. Projections of public revenues and expenditures nevertheless show that the return on the capital is sufficient to finance the increase in expenditures in the long run. If the possibilities for implementing efficiency measures or introducing cost pricing are limited or unexploited, the tax level will have to increase in the future. The ongoing debate about the pension reform reflects the choices and priorities that we will face in the time ahead.

Oslo, 21 February 2008

Øystein Olsen

Report of the Board of Directors: Statistics Norway describes society

2007 was an eventful year for Statistics Norway. A European evaluation showed that Statistics Norway is in the forefront of international statistics in many areas. A new strategy was launched, we took over the responsibility for several statistics and staff from Norges Bank and, for the first time, Statistics Norway was responsible for counting the votes in an election.

At the beginning of June, Statistics Norway underwent a peer review on the European Code of Practice. A team consisting of three statisticians from Eurostat and the statistics office in the UK and Spain examined institutional issues such as independence, quality awareness and dissemination. In addition to talks with the management and others in Statistics Norway, the team held talks with representatives from the Statistics Council, the Ministry of Finance, researchers and other users. The Board is content with the results of the review, which show that Statistics Norway is in the forefront with regard to professional independence among other things.

The Board is also content with Statistics Norway's contributions in relation to the inquiry into the Norwegian greenhouse gas accounts by a team of eight experts from the UN in spring 2007. This evaluation was an important part of the work towards ensuring quality and reliability in the emission figures before Norway entered the Kyoto period on 1 January 2008. The conclusions of the team were positive and the estimates were approved, however, the team pointed out that some parts of the documentation can be improved.

The Norwegian Council of Research has evaluated the economic research carried out in Norway, including that of Statistics Norway. The preliminary evaluation is positive with regards to Statistics Norway's influence on the collection of economic statistics, development and maintenance of economic models and general contributions to the societal debate. However, it was pointed out that there is room for improvement with regard to international publishing and international cooperation.

As in previous years, the international cooperation was extensive in 2007. Statistics Norway's top management is represented in several important forums. Olav Ljones, deputy director general, was elected president of the International Association for Official Statistics (IAOS) in 2007. Øystein Olsen chaired a Friends of the Chair group that has evaluated the work concerning international purchasing power parities for the UN Statistical Commission. Øystein Olsen is also a member of the Partnership group under the SPC, the programme committee for statistics in the EU statistics cooperation. In addition, several members of staff are represented in various committees and groups working to improve international comparisons of statistics and the development of new statistics areas. An important aspect of the international work is advisory services in countries that are building up a statistical organisation.

A new strategy for Statistics Norway was launched at the beginning of 2007. In addition to a main strategy, sub-strategies for human resources, IT, data collection and ethics were developed.

In the Board's opinion, the strategy process has been very useful for the organisation. It is important to identify and clarify central goals for the organisation, and to discuss different strategic alternatives. In 2007, the strategy process was continued in organisational changes that resulted in the number of statistics departments being increased from three to four. Olav Ljones was appointed deputy director general, a new position in Statistics Norway, and Anna Rømo and Torstein Bye were appointed as directors. Based on the strategy, several projects have been

initiated to standardise the production of statistics and launch a new and improved *ssb.no*. The ongoing development work is important to ensure that Statistics Norway continues to fulfil its task as a central supplier of important information on Norwegian society.

In 2007, Statistics Norway's activities were extended to include statistics production formerly covered by Norges Bank. As a result, 28 members of staff and several statistics were transferred to Statistics Norway. The Board is satisfied with this transfer, which represents an important step towards improved coordination and further development of Norwegian financial statistics. In 2007, the Statistics Act was extended to include Svalbard. During the next few years, more complete statistics on Svalbard will be developed.

Statistics Norway's task is to develop official statistics as a common factual basis for society. The Statistics Act stresses Statistics Norway's responsibility for statistics in Norway and its role as a central research institution. In addition, Statistics Norway is often given tasks related to coordination and data processing because it has the required expertise and is trusted by the population. In 2007, Statistics Norway was responsible for the counting of votes following the local election. This formed the basis for the development of more and improved election statistics. The project was very demanding in terms of performance, but the reporting from the municipalities and the dissemination of data to the media went according to plan on election night. The Board is therefore positive towards a continuation of this work in future elections.

The activities of the state cover a wide area, and there is a need to further develop and publish statistics on state activities in a systematic way. This is the objective of StatRes. StatRes is a system for presenting statistics and indicators on resource utilisation, activities and results for state activities. The Board is content that the first publications related to StatRes took place in 2007, focussing on indicators for state child welfare, higher education, the specialist health service and central government. StatRes will be further developed and extended in the years to come in close cooperation with customers and specialists in various areas.

Statistics Norway plays an important role as a distributor of knowledge. Organising courses and seminars is an important part of this work. In 2007, almost 1 900 people attended courses and seminars aimed at our users and other interested parties, an increase of 30 per cent from 2006.

We have fixed goals related to production volumes, actuality, timeliness, response rates and response burden. The Board is satisfied that most of the goals for 2007 were achieved. The Board attaches importance to the ongoing efforts to further reduce the response burden.

Statistics Norway is a large institution with almost 1 000 members of staff in Oslo and Kongsvinger in addition to 235 interviewers working from Oslo or other parts of the country. The staff increase in 2007 was mainly due to the transfer of the financial statistics from Norges Bank. This resulted in the need for larger facilities in Oslo, and we moved into additional offices in Kongens gate 11 in summer 2007.

In 2007, Statistics Norway decided to change over to the Agresso financial system and the Contempus electronic invoice system. This was delivered by the SSØ (Government Agency for Financial Management). The Board sees this change as an important measure towards reducing vulnerability and maintaining high-quality, cost-efficient financial management.

The accounts for 2007 show that expenses were well within budget limits. The operating profit was NOK 14.5 million, which is a good basis for meeting new and challenging tasks in the years ahead.

We refer to a more detailed report in the Board's report to the Ministry of Finance. The Board would like to thank Øystein Olsen and his staff for a good year in 2007.

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. The Board shall otherwise oversee the developments of official statistics and the activity in Statistics Norway.

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



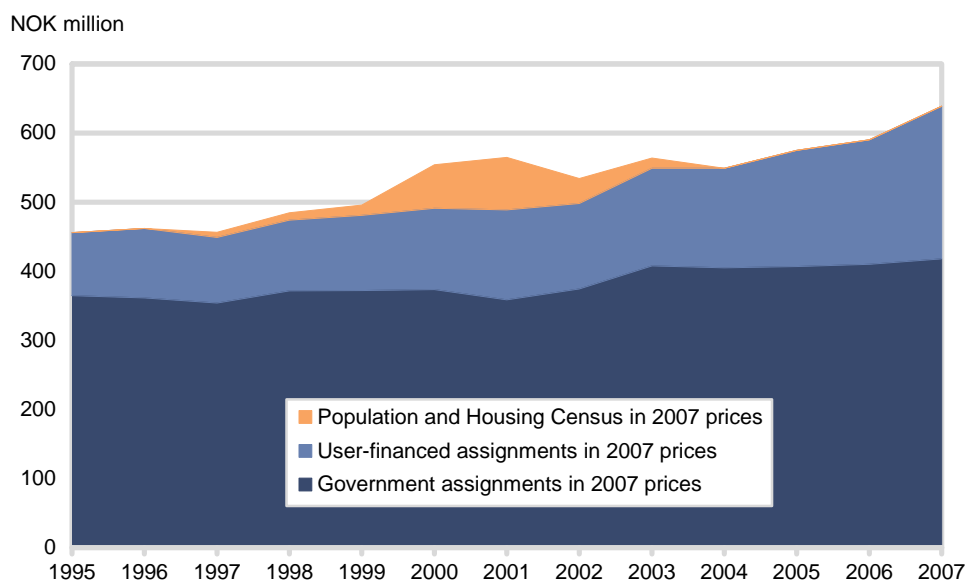
From left: Eilef A. Meland, Solveig Nygårdseter, Ida Helliesen, Frøydis Langmark, Einar Hope, Lars-Erik Borge.

Tor Borgenvik was not present.

Budget and accounts

Statistics Norway's operating profit for 2007 was NOK 14.5 million. This is NOK 4 million less than in 2006. The activity level and revenues from user-financed assignments continued to increase in 2007.

Historical accounts¹. Revenues 1995-2007, in fixed 2007 prices. NOK million



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

Statistics Norway's operating revenues totalled NOK 638.8 million in 2007. This is NOK 72.3 million more than in 2006. The main reason for the increase is an increase in revenues from user-financed assignments, particularly the takeover of the financial market statistics from Norges Bank. The deviation from the budget is related to the fact that the income from user-financed assignments was higher than budgeted, in addition to a higher turnover of staff than anticipated.

NOK 13 million represents advance payments for assignments to be carried out in 2008.

Ministries and other state institutions are our main customers and accounted for 64 per cent of the user-financed revenues in 2007.

Total operating expenditures totalled NOK 624.3 million in 2007, which was NOK 76.3 million more than in 2006. Total wage costs increased by NOK 53.4 million from 2006 to 2007.

Operating expenditures for goods and services increased by NOK 22.9 million from 2006.

The accounts for 2007 show an operating profit of NOK 14.5 million, which is NOK 4 million less than in 2006. NOK 39.7 million was brought forward from 2006 to 2007. Thus NOK 54.2 million was carried forward to 2008 in total.

Revenues from the sale of publications are not included in Statistics Norway's accounts. Neither are revenues from compulsory fines. These revenues are entered in the state accounts. Revenues from the sale of publications amounted to NOK 378 000. This is NOK 435 000 less than in 2006. Revenues from compulsory fines amounted to NOK 9.4 million, an increase of NOK 0.7 million from 2006.

Appropriations for major acquisitions totalled NOK 8.5 million in 2007, while expenses were NOK 6.4 million, which is a decrease of NOK 9.6 million from 2006. IT investments make up the majority of the acquisitions.

Annual accounts 2007. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK 1 000

	Notes	Accounts 2006	Budget 2007	Accounts 2007	Budget 2008
Government appropriations	3	371 700	393 300	396 600	440 800
Commission revenues	8	173 327	193 824	220 566	182 774
Wage reimbursements	4	8 200	0	5 900	
Refunds	5	13 288	0	15 739	
Total revenues and refunds		566 515	587 124	638 805	623 574
Wage costs	6,10	384 069	415 266	437 518	435 725
Operating expenses	2,7,11	163 903	174 793	186 761	198 335
Total operating expenditures		547 972	590 059	624 278	634 060
Operating result	8,12	18 543	-2 935	14 527	-10 486
Brought forward from 2005		20 820	39 676	39 676	54 203
Carried forward to 2007		39 363	36 741	54 203	43 717

Government assignments. NOK 1 000

	Notes	Accounts 2006	Budget 2007	Accounts 2007	Budget 2008
Government appropriations	3	371 700	393 300	396 600	440 800
Wage reimbursements	4	8 200	0	5 900	
Refunds	5	13 288	0	15 739	
Total revenues and refunds		393 188	393 300	418 239	440 800
Wage costs	6	277 125	278 695	298 488	311 939
Operating expenses	7	114 919	114 545	116 358	128 763
Total expenditures		392 044	393 240	414 846	440 702
Operating result	8	1 144	60	3 394	98
Brought forward from 2005		14 816	16 272	16 272	19 666
Carried forward to 2007	8	15 960	16 332	19 666	19 764

User-financed assignments. NOK 1 000

	Notes	Accounts 2006	Budget 2007	Accounts 2007	Budget 2008
Appropriations		150 000	185 000	206 000	170 000
Additional income		23 327	8 824	14 566	12 774
Commission revenues		173 327	193 824	220 566	182 774
Total revenues	9	173 327	193 824	220 566	182 774
Wage costs	10	106 943	136 571	139 030	123 786
Operating expenses	11	48 984	60 248	70 402	69 572
Total expenditures		155 927	196 819	209 433	193 358
Operating result	12	17 400	-2 995	11 134	-10 584
Brought forward from 2005		6 004	23 404	23 404	34 538
Carried forward to 2007	12	23 404	20 409	34 538	23 954

Major acquisitions. NOK 1 000

	Notes	Accounts 2006	Budget 2007	Accounts 2007	Budget 2008
Government appropriations	13	9 300	8 500	8 500	10 200
Total expenditures	14	15 957	8 500	6 390	12 688
Operating result	15	-6 657	0	2 110	-2 488
Brought forward from 2005		7 035	378	378	2 488
Carried forward to 2007	15	378	378	2 488	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 operating expenses	Accounts 2005, NOK 1 000	Accounts 2006, NOK 1 000	Accounts 2007, NOK 1 000
Machines, equipment and PCs	8 831	8 043	14 544
Consumables	5 058	5 155	5 921
Travel expenses, training etc.	26 727	27 167	31 960
Office services etc.	49 021	51 799	58 306
Consultancy services	15 240	16 069	16 787
Library	1 274	1 473	1 602
Maintenance and operation	5 331	4 978	5 309
Maintenance of buildings/plants	1 779	4 529	1 199
Management/rental of premises	47 365	44 690	51 133
Total operating expenditures	160 626	163 903	186 761

Total operating expenditures were NOK 186.8 million in 2007. This is NOK 22.8 million more than in 2006.

3 Government assignments

Government appropriations in 2007 were NOK 393.3 million. In the revised national budget, Statistics Norway received NOK 3.3 million for the implementation of the housing address project. In addition, compensation for the wage settlement was NOK 5.9 million in 2007. The revised government appropriation was thus NOK 402.5 million.

4 Wage reimbursements

Statistics Norway received NOK 5.9 million in compensation for the wage settlement in 2007.

5 Reimbursements for sickness absence and maternity leave

Reimbursements for sickness absence and maternity leave totalled NOK 15.7 million in 2007, an increase of NOK 2.5 million from 2006. The average sickness absence increased from 4.3 per cent in 2006 to 5.3 per cent in 2007.

6 Wage costs for government assignments

Wage costs were approximately NOK 21.4 million higher than in 2006.

7 Operating expenses for government assignments

Operating expenditures for goods and services increased by NOK 1.4 million from 2006.

8 Operating result for government assignments

The operating profit was NOK 3.4 million, of which NOK 3.3 million is funding for the housing address project to be carried forward to 2008.

9 User-financed assignments

The revenue requirement in the appropriations was increased by NOK 21 million to NOK 206 million in the new budget. The accounts for 2007 show that revenues from user-financed assignments came to NOK 220.6 million. This is an increase of NOK 47 million from 2006, and is mainly due to the takeover of the financial market statistics from Norges Bank and a general increase in activities in 2007. Approximately NOK 13 million of the revenues in 2007 apply to activities to be carried out in 2008.

User-financed assignments, by customer group

	2006		2007	
	NOK million	Per cent	NOK million	Per cent
Total	173,3	100,0	220,6	100,0
Ministries	64,9	37,4	76,5	34,7
Other state institutions	31,1	17,9	65,0	29,5
Private customers	14,0	8,1	12,9	5,9
Municipal customers	0,7	0,4	1,2	0,5
International customers	28,5	16,4	26,0	11,8
Research institutes and universities	8,5	4,9	16,5	7,5
The Research Council of Norway	25,6	14,8	22,4	10,2

- 10 Wage costs for user-financed assignments** The wage costs increased by NOK 32 million from 2006, mainly due to the take-over of the financial market statistics from Norges Bank and a general increase in activities in 2007.
- 11 Operating expenses for user-financed assignments** Operating expenses were NOK 21.4 million higher than in 2006.
- 12 Operating result for user-financed assignments** Statistics Norway's operating profit for 2007 was NOK 11.1 million. This is NOK 6 million less than in 2006. Outstanding claims amounted to NOK 2.7 million at 31 December 2007, a decrease of around NOK 6 million from 2006.
- 13 Government appropriations for major acquisitions** Appropriations for major acquisitions totalled NOK 8.5 million in 2007. This is a decrease of NOK 0.8 million from 2006.
- 14 Expenditure for major acquisitions** Major acquisition expenses were NOK 6.4 million. This is NOK 9.6 million less than in 2006, and mainly due to several major IT acquisitions in 2006, including an upgrade of storage systems, new firewall systems and server investments. Some of the planned investments for 2007 have been postponed to 2008.
- 15 Operating result for major acquisitions** The accounts for major acquisitions show a profit of NOK 2.1 million. Taking the amount brought forward from 2006 into account, NOK 2.5 million was carried forward to 2008.

Statistics on statistics

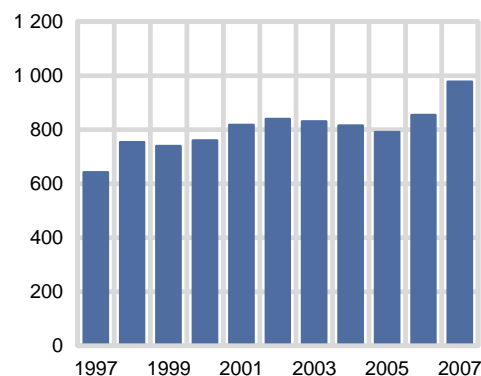
Statistics releases

The number of statistics releases in 2007 was 977, which is 122 more than in 2006. The increase was mainly due to the transfer of the financial market statistics from Norges Bank, resulting in 106 new releases in 2007.

Response burden for business and industry

The total response burden related to providing information to Statistics Norway's surveys was unchanged from 2006 to 2007, but there was an increase in the response burden for business and industry. This is due to the takeover of Norges Bank's financial market statistics. The takeover resulted in an increase in Statistics Norway's response burden, but a decrease in Norges Bank's response burden. In addition, the result was affected by a one-off survey in relation to the recoding of trade and industry units to a new NACE standard.

Number of statistics releases. 1997-2007



Response burden. 2003-2007. Man-years

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

Electronic reporting

All surveys aimed at business and industry can be delivered electronically. Statistics Norway's IDUN solution is most common, but an increasing number of surveys can be submitted via Altinn. The strong growth in electronic reporting from 2006 to 2007 is primarily due to a general increase in the use of IDUN in almost all surveys. In addition, half of the data entered in connection with the one-off survey

related to the introduction of a new industrial standard was electronic. The increased use of Altinn in the wage statistics has also contributed to almost half of all direct data collection being carried out electronically in 2007. This development is in line with Statistics Norway's strategy.

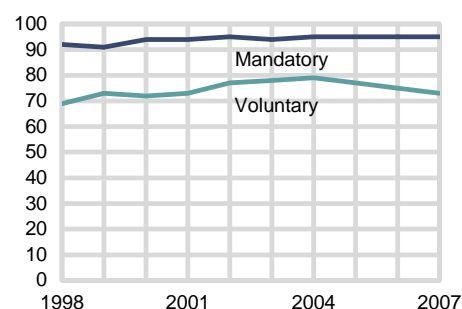
Proportion of respondents reporting electronically. Per cent

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

Response rates

Statistics Norway's right to use mandatory surveys results in a high response rate. However the response rate is also high for voluntary surveys; considerably 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 consumption survey that has a low response rate.

Response rate. 1998-2007



Publications

The number of standard printed publications was 224 in 2007. This is a decrease from 2006 and a development which has been predicted and is in line with the emphasis on electronic dissemination. The number of Official Statistics of Norway publications decreased by nine, mainly due to the fact that this series is for documentation purposes only and that several of the publications are published less than once a year. The number of analysis publications also fell slightly. The number of Reports rose by seven, while there were 16 fewer Discussion Papers. Statistical Analysis publications remained constant.

Various publications. 1997-2007

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

Research activities – external publishing

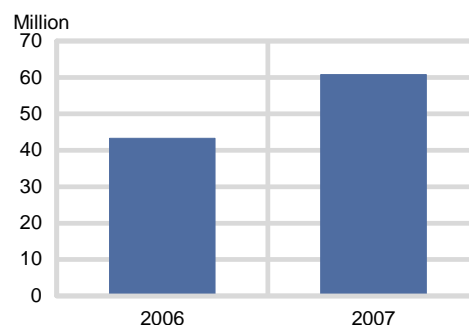
Research publications remained at the same level as in previous years. The number of Norwegian journal articles increased slightly, whereas international articles decreased. Books and articles in books remained stable. Statistics Norway's researchers held 105 lectures at academic conferences in Norway and abroad, which is 12 more than in 2006. Four members of staff were awarded a PhD in 2007.

External publishing. 1997-2007

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

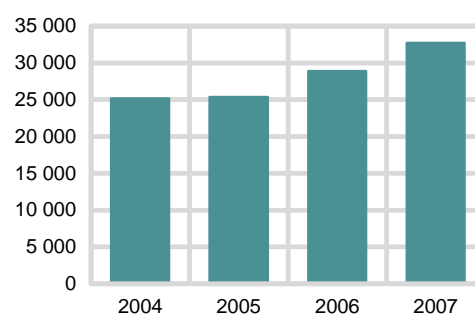
Hits on ssb.no The use of ssb.no continued to increase in 2007. As in previous years, search engines made up a considerable share of all hits.

Number of hits and visits on ssb.no. 2006-2007. Million



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 diagram shows the number of references to Statistics Norway in all Norwegian media (both printed and electronic) covered by Retriever. Some of the increase can be ascribed to the fact that more media take part in the survey.

Statistics Norway in the media. 2004-2007



Use of the library The use of Statistics Norway's library has changed over time. The number of loans is falling, but the number of enquiries increased in 2007 following several years of decline.

Loans distributed by user group. 2004-2007

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

External enquiries. 2004-2007

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

The use of Nynorsk The use of Nynorsk in Statistics Norway's publishing fell slightly in 2007, but Statistics Norway fulfilled the requirement of the Language Act in most areas. 31 per cent of Today's statistics were in Nynorsk in 2007, the same level as in 2006. The Official Statistics of Norway series had a Nynorsk share of 26 per cent (down from 28 per cent), but for all publications the share was 6 per cent (down from 8 per cent). All forms and related material are available in both Bokmål and Nynorsk. All standard classifications in Statistics Norway's standard database are also available in both language forms.

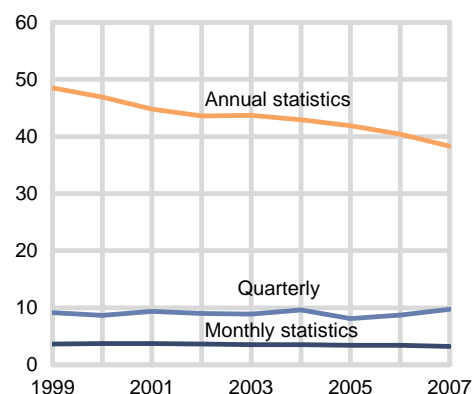
Punctuality and timeliness

Internationally as well as in Norway it is a requirement that official statistics are announced in advance and published on time. The punctuality in 2007 was lower than in 2006, but at the same level as in previous years.

Punctuality. Deviations from announced time of release. 1998-2007. Per cent

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

The timeliness of the statistics is important for our users, and is measured as the number of weeks from reference period to release. The timeliness is good and was improved further in 2007, both for annual statistics and monthly statistics. The negative development in the quarterly statistics in 2007 is due to a considerable delay in the road goods transport survey.

Timeliness. 1999-2007. Number of weeks from reference period to publishing

Working in Statistics Norway

Statistics Norway had 998 staff at the beginning of 2008, compared with 967 at the beginning of 2007. The increase was due to the takeover of the financial market statistics from Norges Bank. Employees based in Oslo total 612, while 386 are based in Kongsvinger. In addition to this are 131 interviewers located throughout the country and 104 interviewers working in Oslo or Kongsvinger.

Men and women

The distribution at the beginning of 2008 was 54 per cent women and 46 per cent men, almost unchanged from 2007.

Proportion of women at the end of the year.

	1998	2001	2002	2003	2004	2005	2006	2007
Office positions	93	90	94	93	90	89	88	91
Executive officers, lower level	79	84	85	84	84	83	86	84
Executive officers, higher level	40	43	48	50	48	53	58	59
Academic/research positions	34	32	33	35	37	37	37	40

There were 52 managerial positions in Statistics Norway at the beginning of 2008. With 17 women and 35 men in these positions, the percentage of female managers is 33, the same as in 2007. The average age of managers is 51.

At the start of 2008, 48 per cent of all employees had higher degrees from universities, while 18 per cent had degrees from university colleges or lower degrees from universities. Whereas 39 per cent of women have university education at Master level, this is the case for 61 per cent of men. A total of 49 per cent of the employees with a higher education have worked in Statistics Norway for less than five years.

There are 156 part-time employees in Statistics Norway, with 70 of these working less than 80 per cent. The majority of part-time employees are women.

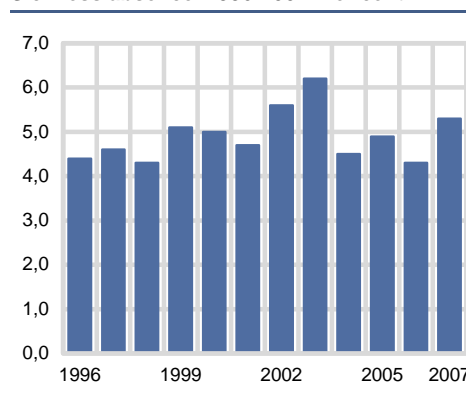
The turnover of staff increased in 2007. A total of 72 members of staff left during the year. This corresponds to around 7 per cent compared with 5 per cent in 2006. Among those who left Statistics Norway, 65 per cent had university education at Master level. Statistics Norway recruited 113 new staff in 2007, of which 78 per cent have university education at Master level.

A more inclusive workplace

Statistics Norway entered into an inclusive workplace agreement in 2002. 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 2007, the average absence due to illness was 5.3 per cent, compared with 4.3 per cent in 2006. Statistics Norway is committed to improving 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. 1996-2007. Per cent



Representatives for the six trade unions in Statistics Norway are members of 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.