

**Planer og
meldinger**

Plans and reports

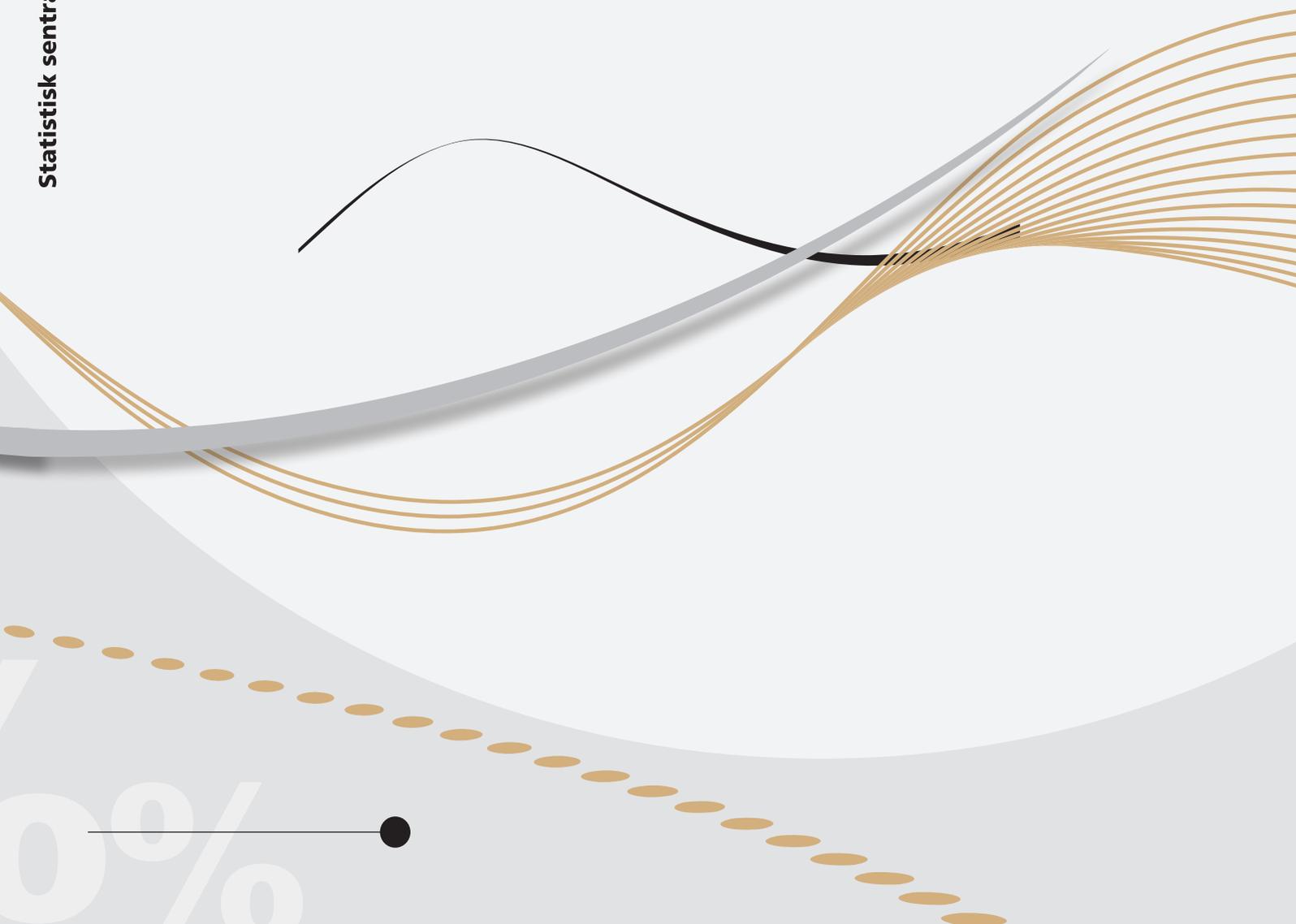
7/2013 ●

**Statistics Norway
Annual report 2012**

Statistics Norway



Statistisk sentralbyrå



**Statistics Norway
Annual report 2012**

2012 - an eventful year for Statistics Norway

For several years, Statistics Norway has modernised and streamlined the production of statistics in order to have the capacity to meet the increasing demand for statistics and analyses. 2012 has been no different in this regard, with the proportion of electronic reporting increasing to 84 per cent from 77 per cent the year before. Research was largely conducted according to plan. Economic outlooks, reports regarding the economic situation, and population projections received considerable media attention. There was a focus on good project management, efficient work processes, and control over finances and staff numbers at Statistics Norway in 2012. Meanwhile, plans for moving to Akersveien in 2014 started to fall into place, a number of departments underwent reorganisation, and several new directors started work.

Streamlining During 2012, there were efforts to streamline production within several areas, something which resulted in the earlier publication of annual income statistics, for example. A new, shared system for sampling and administration has resulted in more efficient sampling and better monitoring of the response burden. Efforts with regard to methodology have resulted in an improved seasonal adjustment for labour market statistics. Standardised solutions, including the increased use of framework solutions for data error handling, are being used in an increased number of surveys.

The Population and Housing Census For the first time in Norway, a purely register-based population and housing census has been conducted. The census date was 19 November 2011, and a large part of the first half of 2012 was devoted to extensive efforts to finalise the basis of the census. The coordination of register-based data for households and housing was more complicated than expected and considerable efforts were devoted to preventing unintentional breaks in the time series for the number of households. The first population figures were published in June, while the figures for households and housing were published in December 2012.

Register-based statistics The population and housing census is a good example of the inherent efficiency and cost-savings in register-based statistics. In an international context, Statistics Norway is at the forefront in the use of registers in the generation of statistics. Our successful collaboration with registry owners continued in 2012. Cooperation agreements were signed with three of 24 registry owners with regard to quality of the administrative data that Statistics Norway uses for statistical purposes, while efforts to establish agreements with the remaining registry owners are continuing in 2013. The cooperation agreements are intended to regulate reciprocal collaboration with regard to quality. As a foundation to the agreements, Statistics Norway prepares standard reports with quality indicators for systematic feedback to registry owners which highlight problem areas and suggest actions to be taken.

Statistics Norway is participating in the Norwegian Tax Administration's modernisation of the National Population Register and has contributed to formulating a strategy for this. Statistics Norway is also participating in the follow-up of a new personal identifier, including the study of such a new personal identifier.

Microdata Statistics Norway owns large amounts of microdata which are of great interest to researchers. Being able to lend microdata quickly and efficiently has long been a challenge; one which Statistics Norway is now seeking to solve by setting up a division for access to micro data. The division was set up within the Department of social statistics in the second half of 2012.

Time Use Survey The results from the time use survey in 2010 were published on 18 January 2012 with a seminar, the publication "Tidene skifter - Tidsbruk 1970-2010", a statistics release and tables in the StatBank. The journal Samfunnsspeilet no. 4 — published in October — had a special issue with new articles based on the Time Use Surveys.

The data have been made available to researchers and students by supplying the anonymised microdata to the Norwegian Social Science Data Services, NSD.

*Research activity
at Statistics Norway*

Research at Statistics Norway during 2012 was largely conducted according to plan. Good progress was made in most of the research projects, including the handover of updated models and model services, as well as the implementation of analyses for public administration. Economic reports were published in February (along with the Economic Outlook for 2010), June, September, and December. New population projections were published in June. Economic outlooks, reports regarding the economic situation, and population projections received considerable media attention.

In addition to efforts related to the development and operation of models, the Research Department conducted numerous projects for the central government administration in 2012. The largest customers are the Ministry of Finance, the Ministry of Children, Equality and Social Inclusion, and the Ministry of Education and Research. Analyses were conducted for more ministries and agencies than has previously been the case. A considerable part of the department's operations is financed through programmes in the Norwegian Research Council. There were good results from applications for project financing in the research council in 2012.

Publication levels for research were higher in 2012 than in previous years. In particular, there was an increase in the publishing in international scientific journals, while publication in Norwegian communication channels — including communications aimed at the public — was also extensive. Seven doctoral theses were completed at Statistics Norway in 2012.

Digitisation project complete

Statistics Norway has now digitised all of its statistical publications, as well as those of its predecessors, dating back to 1832. The digitisation project was completed during 2012 and now comprises a volume of almost 22,000 publications totalling approximately 1.2 million pages. Most of its content has been made available to the users at www.ssb.no

*60 years of national
accounts*

In 2012, national accounts marked its 60-year history by arranging an historic seminar on 12 December. Norway was instrumental in the development of national accounts seen also from an international perspective, and it was Odd Aukrust's pioneering work in the 1950s which laid the foundations of Statistics Norway's long tradition of national accounts.

*International
cooperation*

Statistics Norway's involvement and participation in international statistical cooperation was also maintained throughout 2012. Statistics Norway's managers and employees attended meetings in particular at Eurostat, the UN, and the OECD. With regard to the EEA cooperation, it is essential that Norway is an active participant from the working group level up to the director level. Even if we do not have voting rights in the context of the EU, we are still full members of the European Statistical System and our influence is strongest early on in the processes.

*International
duties*

Norway holds key positions in several international cooperation agencies and is in the period from 2009 to 2013 serving as a member of the UN Statistical Commission. The annual meeting of the Commission was held in New York in February, in which the new guidelines for the preparation of environmental and energy accounting attracted much attention both at home and abroad. Statistics Norway has been an active participant in efforts initiated by the UN, and work is continuing in several areas.

Statistics Norway has maintained its place on the board of the International Comparison Program, in which work on the results from the 2011 project for the measurement of purchasing power parity is now in its final phase. Statistics

Norway headed the Oslo group for energy statistics until the summer of 2012. Statistics Norway is heading the EFTA Working Group of Heads of National Statistical Institutes in the current period.

New ssb.no The project to modernise the website ssb.no had exceeded its budgets and deadlines for several years, and in light of this, the Director General and the Board of Statistics Norway initiated an external evaluation of the project. Veritas was commissioned to carry out the evaluation and uncovered a number of serious shortcomings, particularly with regard to project management. The project was reorganised and re-planned and was back on track in the second half of 2012. The project also took user feedback into account as part of the further development of the website so as to make it more user-friendly. The new website is expected to be launched in the first quarter of 2013. It will continue to be the primary channel for the communication of statistics from Statistics Norway, from now on through a new, modern platform. Statistics Norway is also considering how the new website will be operated, managed, and developed responsibly following the launch.

Project and Portfolio Management On the basis of Veritas' evaluation of the project to modernise ssb.no, in addition to an internal review of the routines within project and portfolio management, in the summer of 2012 it was decided that new methods and tools would be introduced to enhance the planning and management of projects at Statistics Norway. Statistics Norway has chosen to use PRINCE2 for its project and portfolio management by using Management of Portfolios (MoP) and has customised this to Statistics Norway's operations. The framework solutions are a key to the ability of the management to make important and correct decisions for projects at Statistics Norway.

'Lean' at Statistics Norway Statistics Norway introduced the 'Lean' methodology into its working practices so as to operate more competently and to avoid bottlenecks in its processes. Various Lean activities have been implemented throughout 2012, such as comprehensive information, the training of supervisors, and the start-up of several pilot projects. Great support and growing interest has been shown in Lean. Statistic-producing divisions have also undergone quality reviews for a total of 18 statistics. Efforts have been directed towards a collective plan for Lean in Statistics Norway in 2013. It shall be based on the new principles that have been adopted for good project management, with a view to implementing Lean activities more systematically within every department.

Statistics Norway Oslo to move to Akersveien 26 In 2011, it was decided that Statistics Norway Oslo is to move from Kongens gate 6 to Akersveien 26 in February 2014. 2012 has been a year in which important decisions were made regarding the design of the building whose layout will be adapted to modern forms of cooperation. Akersveien 26 will contain both traditional individual offices and open plan offices. Throughout the entire process there have been discussions between the employees and the management regarding how this can best be achieved.

Reorganisation Internal organisational adjustments were carried out in three departments: The Data collection department, the Communications department, and the Administration department. A project was also started to assess the organisation of the IT department.

New department directors in 2012 Siv Nordrum took up the role of Director of communications on 1 January 2012 and Bjørnar Gundersen as Director of administration on 1 February 2012. Per Morten Holt was appointed as Director of Industry statistics and took up the role on 1 September 2012.

Budgets and business plans The budget proposal for 2014 was submitted to the Ministry of Finance by the Board at the end of 2012. Statistics Norway prepares an annual business plan based firmly on the budget letter from this Ministry. This is discussed and adopted by the

Board which considers the business plan to be an important steering document which should reflect the strategic objectives that have been defined. The Board is also involved in work on annual and interim reports to be submitted to the Ministry of Finance.

2012 saw an overall operating loss of NOK 15.4 million compared to a NOK 4.2 million operating profit for 2011. Expenses for 2012 increased by approximately NOK 28 million compared to 2011, of which NOK 22 million can be attributed to increased salary expenses. As of the second half of 2012, measures were implemented to control the increase in staffing expenses. Income from private assignments is at roughly the same level as in 2011, but a thorough clean-up in expenses charging related to this item has resulted in the operating profit for private assignments being roughly NOK 21 million lower than in 2011. This means a decrease in transferred funds from private assignments from NOK 52 million in 2011 to NOK 32 million in 2012, and gives an improved balance between government assignments and private assignments. As at 31 December 2012, Statistics Norway had 958 employees split 587 in Oslo, and 371 in Kongsvinger.

The Board would like to thank Director General Hans Henrik Scheel and all Statistics Norway staff for a successful 2012.

The Board of Statistics Norway

The responsibilities and tasks allocated to the Board of Statistics Norway are stated in the Statistics Act (Act of 16 June 1989, no. 54, regarding official statistics and Statistics Norway). It is stated here that the Board shall consider and determine long-term programmes, budget proposals, and the annual work programme in accordance with proposals from the Director General, and shall compile these matters with an annual report for Statistics Norway, presentable to the Ministry of Finance. In addition, the Board shall undertake general supervision of the development of official statistics, and the operations of Statistics Norway.

Composition of the Board at the beginning of 2011:

- Chairman of the Board: Frøydis Langmark
- Vice Chairman of the Board: Tor Borgenvik
- Board members: Randi Punsvik, Ragnhild Balsvik, Ragnar Torvik, Knut Andersen, and Kaja Sillerud Haugen
- Deputy Board members: Anne Britt Djuve, Eirik Pedersen, Ole Bjørn Røste, Bitten Sveri, and Anders Sønstebø

Ida Helliesen left the Board on 31 December 2011 and Randi Punsvik was appointed as a new Board member.

Meetings in 2012:

There were six general Board meetings and one seminar in 2012.



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

Frøydis Langmark

Frøydis Langmark, Chairman of
the Board

Tor Borgenvik

Tor Borgenvik, Vice
Chairman of the Board

Kaja Sillerud Haugen

Kaja Sillerud Haugen

Knut Andersen

Knut Andersen

Randi Punsvik

Randi Punsvik

Ragnar Torvik

Ragnar Torvik

Ragnhild Balsvik

Ragnhild Balsvik

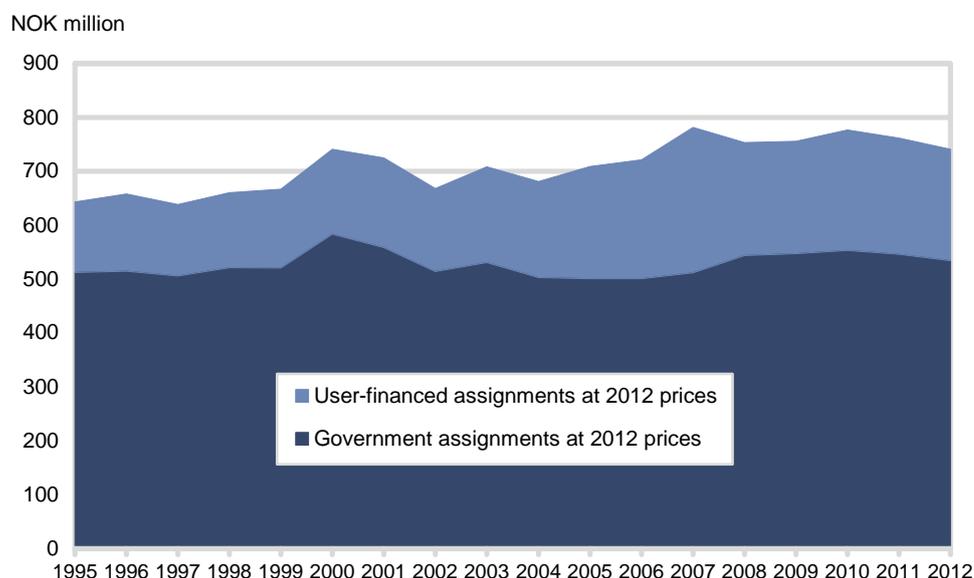
Hans Henrik Scheel

Hans Henrik Scheel,
Director General

Accounts

The accounts for 2012 show an operating loss of NOK 15.4 million. This represents a NOK 19.6 million decrease from the operating profit of 2011. The activity level of user-financed assignments increased in 2012 while revenues are in line with the previous year. In 2012, user-financed assignments comprised 28 per cent of Statistics Norway's total revenues.

Revenues 1995-2012, at fixed 2012 prices. NOK million



The graphic shows that the inflation-adjusted revenues for government assignments and from user-financed assignments underwent modest growth from 1995 to 2012. The increase in government assignments around the year 2000 is due to extra appropriations for the 2001 Population and Housing Census above the normal level for the years 1995 to 2003.

Statistics Norway's total operating revenues amounted to NOK 741.3 million in 2012. This represents a NOK 8.7 million increase over 2011. The change is due to reimbursement for the effect of the wage settlement in 2012.

Total operating expenses in 2012 amounted to NOK 756.6 million. This is NOK 28.3 million higher than operating expenses for 2011. Salary expenses rose by NOK 22.5 million in 2012 compared to 2011. Expenses for goods and services increased by NOK 5.8 million compared to 2011.

The accounts for 2012 show an operating loss of NOK 15.4 million which represents a NOK 19.6 million decrease over the operating profit of NOK 4.2 million in 2011. NOK 64.6 million was brought forward from 2011 to 2012. NOK 49.2 million is available to carry forward to 2013.

Revenue from the sale of publications amounted to NOK 617,000 in 2012 which is roughly the same as in 2011. Revenues from compulsory fines amounted to NOK 13.2 million, a decrease of NOK 3.6 million over 2011. This item has been posted to Statistics Norway's revenue capital, but is not included in the accounts, since the revenues do not accrue to Statistics Norway.

Appropriations for major acquisitions totalled NOK 9.8 million in 2012. Expenses amounted to NOK 6.9 million. NOK 6.4 million was carried forward from 2011, enabling NOK 9.3 million to be carried forward to 2013. Acquisitions consisted primarily of IT investments.

Annual Accounts 2012. Total overview (government assignments and user-financed assignments, excluding major acquisitions). NOK thousand

	Notes	Accounts 2011	Budget 2012	Accounts 2012	Budget 2013
Government appropriations	3	503,400	502,200	506,200	521,600
Assignment revenues	6	207,236	191,159	207,361	197,096
Salary reimbursements	3	4,600	0	10,800	
Additional income, sales revenues item 01		302	0	317	
Refunds	4	17,025	0	16,591	
Total revenues and refunds.....		732,564	693,359	741,269	718,696
Salary expenses	5	518,427	490,638	540,880	510,759
Goods and services	2	209,900	205,689	215,742	199,009
Undistributed funds					
Total operating expenses		728,327	696,327	756,622	709,768
Operating profit/loss		4,237	-2,968	-15,352	8,928
Carried forward from the previous year		60,365	0	64,601	
Carried forward to the next year		64,602	-2,968	49,249	8,928

Government assignments NOK thousand

	Notes	Accounts 2011	Budget 2012	Accounts 2012	Budget 2013
Government appropriations	3	503,400	502,200	506,200	521,600
Salary reimbursements	3	4,600		10,800	
Additional income, sales revenues		302		317	
Refunds	4	17,025		16,591	
Total revenues and refunds		525,328	502,200	533,908	521,600
Salary expenses	5	393,844	357,547	389,585	365,286
Goods and services	2	142,318	142,104	138,797	134,672
Total expenses		536,161	499,651	528,382	499,958
Operating profit/loss		-10,834	2,549	5,526	21,642
Carried forward from the previous year		22,759		11,925	
Carried forward to the next year		11,925	2,549	17,451	21,642

User-financed assignments NOK thousand

	Notes	Accounts 2011	Budget 2012	Accounts 2012	Budget 2013
Fiscal budget revenue requirement		188,900	194,800	194,800	201,200
Revenues above/below budget		18,336	-3,641	12,561	-4,104
Assignment revenues		207,236	191,159	207,361	197,096
Total revenues	6	207,236	191,159	207,361	197,096
Salary expenses	5	124,584	133,091	151,295	145,473
Goods and services	2	67,582	63,585	76,944	64,337
Total expenses		192,166	196,676	228,240	209,810
Operating profit/loss		15,070	-5,517	-20,879	-12,714
Carried forward from the previous year		37,606		52,676	
Carried forward to the next year		52,676	-5,517	31,797	-12,714

Major acquisitions NOK thousand

	Notes	Accounts 2011	Budget 2012	Accounts 2012	Budget 2013
Government appropriations		9,600	9,800	9,800	10,000
Total expenses		3,213	9,800	6,869	10,000
Operating profit/loss		6,387	0	2,931	0
Carried forward from the previous year		3		6,390	
Carried forward to the next year		6,390	0	9,321	0

Notes to the tables

1 Accounting principles

Statistics Norway conducts its accounting according to the cash basis. This means that the accounts present income and expenses that are paid within the financial year. Outstanding accounts receivable or accounts payable are not shown.

2 Total expenses for goods and services

Specification of goods and services	Accounts 2010 NOK thousand	Accounts 2011 NOK thousand	Accounts 2012 NOK thousand
Machinery, equipment, PCs, and computer equipment	5,921	7,575	4,628
Consumables	4,520	3,969	4,026
Travel expenses, training etc.	34,368	31,757	39,902
Office services etc.	60,370	66,312	63,575
Consultancy services	30,634	33,403	37,353
Library	1,775	2,259	1,921
Maintenance, fixtures and fittings, and equipment	4,976	3,888	3,859
Maintenance of buildings	838	1,691	1,049
Operation of buildings	57,425	59,046	59,429
Total operating expenses	200,826	209,900	215,742

Total expenses for goods and services in 2012 amounted to NOK 215.7 million. This is NOK 5.8 million more than in 2011.

3 Government assignments

Government appropriations for 2012 amounted to NOK 506.2 million. In addition, salary reimbursements for wage settlements in 2012 amounted to NOK 10.8 million, making the overall government appropriation NOK 517 million.

4 Reimbursements for sick leave and maternity leave

Reimbursements for sick leave and maternity leave totalled NOK 16.6 million in 2012, an increase of NOK 0.4 million from 2011.

5 Salary expenses

Salary expenses were NOK 22.5 million higher than in 2011. The change is due to an increase in user-financed assignments and reimbursement for the effect of the wage settlement.

6 User-financed assignments

The revenue requirement in the 2012 appropriation was set at NOK 194.8 million. The accounts for 2012 show that revenues from user-financed assignments amounted to NOK 207.4 million.

Statistics on statistics

Response burden on business and industry

The total burden of providing information to Statistics Norway's surveys increased by eight full-time equivalents (FTEs) between 2011 and 2012. For business and industry, the response burden increased by four FTEs in the same period. This increase is primarily related to the data collection of the Agricultural Census.

The response burden for individuals and public institutions increased by four FTEs. The *Consumption and Savings* survey is the primary cause of the increase. This is now being conducted as a larger study every three years compared to the previous, smaller annual survey.

Response burden FTEs

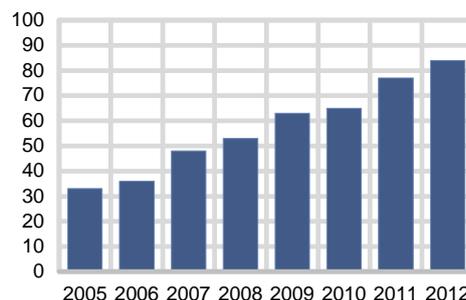
	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	171	183	175	177	177	146	137	126	134
Business & ind., total ...	98	103	94	108	107	103	100	86	90
Other	73	81	81	69	70	43	37	40	44

15 per cent of companies in the private sector took part in one or more of Statistics Norway's surveys in 2012. 11 per cent of small businesses in the private sector received a form from Statistics Norway in 2012. These are companies with fewer than 10 employees. The corresponding figure for companies with 10-19 employees is 74 per cent. Companies with more than 50 employees comprise only a small part

of the population (1 per cent), and 98 per cent from this group participated in at least one survey in 2012.

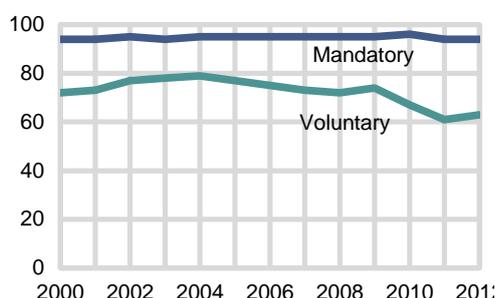
Electronic reporting The objective is to increase electronic reporting for business and industry surveys. In 2012, the share of respondents who reported electronically was 84 per cent. The establishment of shared data reception in 2012 facilitated the increased use of Altinn.

Proportion of respondents reporting electronically 2005-2012 Per cent



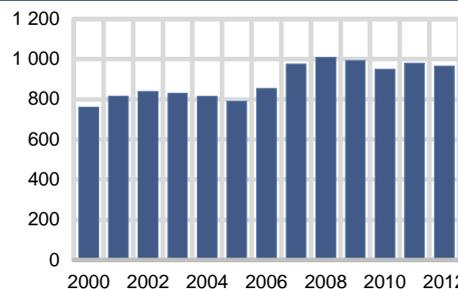
Response rates Response rates are an important indicator of quality. Statistics Norway's right to impose mandatory surveys on business and industry results in a high response rate for these surveys. The response rate for respondents from business and industry was 94 per cent in 2012. This is the same as for 2011. Response rates are lower for voluntary surveys.

Response rates 2000-2012



Statistics releases Statistics Norway made 967 statistics releases in 2012. This was 13 fewer than the year before. Seven new statistics were released, and three ceased.

Number of statistics releases 2000-2012



Publications 192 publications were published in 2012, 44 more than the year before. This increase is incidental as the number of publications can vary considerably from year to year.

Titles in the various publication series and other publications. 2002-2012

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total releases	161	170	153	127	243	224	250	238	189	148	192
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	108
Other publications ³	41	41	21	26	106	111	113	105	74	65	84
- Economic Surveys	6	6	6	6	6	6	6	6	6	6	6
- Samfunnsspeilet	5	6	6	6	5	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 More articles in scientific journals were published in 2012 than in 2011, with 87 and 63 respectively. The number of books and articles in books went unchanged. Lecture activity was high. 144 talks at national and international scientific conferences were held in 2012 compared with 112 in 2011. In addition there were 163 other talks - roughly the same as in 2011. Researchers had 12 feature articles and signed media contributions. Seven doctoral theses were completed in 2012 compared to 3 the year before.

The use of Nynorsk The use of Nynorsk language in everyday statistics releases on ssb.no increased to 30 per cent in 2012 compared with 28 per cent in 2011. Unsigned publications, including the Statistical Yearbook, had a Nynorsk usage rate of 12 per cent in 2012 compared with 10 per cent the year before. In total, statistics releases, brochures, and job advertisements had a Nynorsk usage rate of 29 per cent. All of Statistics Norway's forms are available both in Bokmål and Nynorsk. Statistics Norway's website has a Nynorsk usage rate of 17 per cent¹.

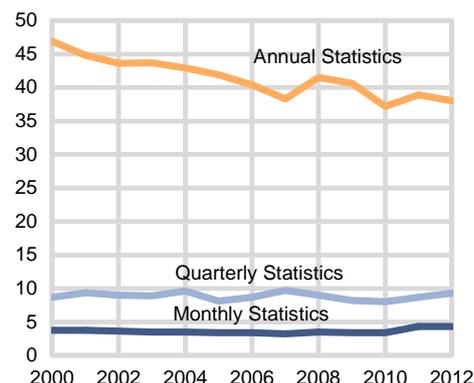
Punctuality and timeliness Internationally as well as in Norway, official statistics are required to be announced in advance and published on time. Non-punctuality in 2012 was 13 per cent.

Punctuality. Deviations from announced time of release. 2001-2012 per cent

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total deviations	13	10	8	11	10	6	10	10	12	11	12	13
Too early	3	2	2	2	3	1	3	3	3	4	4	1
Too late	10	8	6	9	7	5	7	7	9	7	8	12

The timeliness of statistics is important for users. Timeliness is measured as the number of weeks from the end of the observation period to publication. For 2012, a new and better method for measuring timeliness was implemented. This makes it difficult to interpret the trend over time. The timeliness of monthly statistics was 4.3 weeks, quarterly statistics 9.3 weeks, and annual statistics 38.0 weeks.

Timeliness - the number of weeks from the end of the reference period until publication. 2000-2012



Errors in statistics releases As of September 2012, serious and other content errors in statistics releases and the corrections of these have been systematically logged following several years without adequate registration. A rough calculation for the period shows that between 7 and 8 per cent of releases contained content errors. None were deemed "very serious" according to the definitions which have been developed.²

Digitisation of Statistics Norway's publications Well over 21,000 of Statistics Norway's publications and those of its predecessors up until 2000 have been digitised and most of them have been published on ssb.no. Consequently, they are available for use by those who require historical statistics and long time series. Publications are available through a separate entry, www.ssb.no/histstat/publikasjoner/.

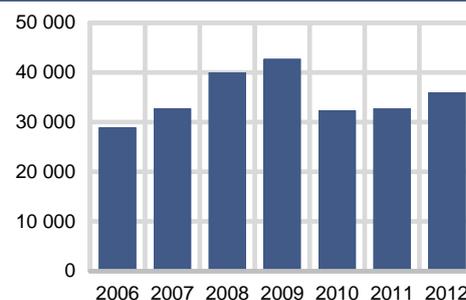
Publications have been continuously published on the webpage since year 2000, consequently the collection of publications on ssb.no is now complete.

¹ The result is based on a Google search for the word pairs ikkje/ikke (not) and frå/fra (from).

² An error is considered serious when at least one of the following criteria are met:

- The error is central to statistics, i.e. key figures, economic aggregates.
- The error will significantly affect the perception of the situation by society.
- The error is market sensitive.

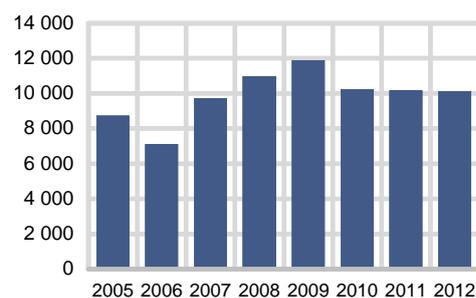
Media coverage Statistics and analyses from Statistics Norway are often mentioned in the Norwegian media. The chart shows the number of references to *Statistics Norway* in all Norwegian media (both printed and electronic) as monitored by Retriever. This represents a clear increase on the previous year, but is still lower than the peak in 2009. The increase is primarily attributable to printed media.

Media coverage rate 2006-2011

The Library and information centre

The information service handled around 10,000 inquiries, by email and telephone, with questions about national and international statistics; a number that has remained relatively stable for several years.

The library has electronic statistical and article databases which are increasingly replacing paper publications, while their use is increasing steadily through access to new resources and the use of those that already exist. In 2012, users made approximately 80,000 downloads/views and 20,000 searches. User statistics for this area are being developed.

Information service (External enquiries). 2005-2012

Traditional lending and external visits are simultaneously becoming less extensive, which can be explained by the increasing access to statistics and publications via ssb.no.

Lending 2005-2012

	2005	2006	2007	2008	2009	2010	2011	2012
Total	4,105	3,946	3,889	4,206	5,114	3,556	3,225	2,901

Working at Statistics Norway

Statistics Norway had 958 employees at the end of 2012: 587 in Oslo and 371 in Kongsvinger. This compares with 980 employees at the end of 2011. Statistics Norway also had 220 interviewers dealing with questionnaire surveys: 85 working locally across the country and 135 centrally located. This corresponded to 72 FTEs in 2012. There were 50 employees on different types of leave.

78 employees left the organisation in 2012, equal to 6.8 per cent of the total. 47 people were recruited during the year.

Men and women at Statistics Norway

There are more women than men in Statistics Norway – 53 per cent women and 47 per cent men – the same as in the last four years. In Oslo, there are roughly the same numbers of women as men (49 per cent women). 61 per cent are women in Kongsvinger. At the end of 2012, Statistics Norway had 54 managers, 43 per cent of whom were women, representing an increase of 3 percentage points on the previous year.

Competence

Courses and training options are offered on an ongoing basis in response to reported needs from managers and employees. 60 in-house courses were held in 2012, with a total of 460 participants. These were primarily courses in

methodology, IT, and communications. Training programmes also took place for new managers.

The Proteam (project management, process analysis and teamwork) development programme was conducted, with 25 participants in four sessions.

Statistics Norway also organised three courses as part of the European Statistical Training Programme (ESTP), one of which was in collaboration with the Swiss Office for Statistics.

Statistics Norway's employees were represented by four trade unions in 2012, 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.

Salary trends The calculated average annual salary increase for full-time employees at Statistics Norway was 4.9 per cent, compared with 4.5 per cent the year before.

Average monthly salary for full-time employees of Statistics Norway at 1 September 2010-2012

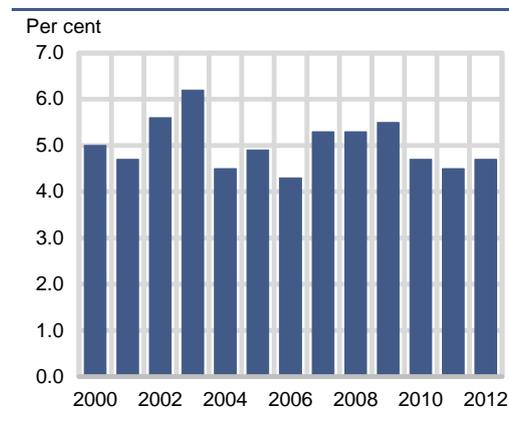
	2010	2011	2012
Number	801	815	793
Monthly salary	37,678	39,290	41,710
Change in monthly salary	4.8	4.3	5.8

A more inclusive workplace Statistics Norway has an inclusive workplace agreement. The objectives of this agreement are to be proactive in keeping sick leave at a low level and to safeguard human resources by means of an active life phase policy based on individual needs.

Statistics Norway is constantly striving to improve the conditions related to health, safety and the environment for all employees. Emphasis is given to adapting the workplace to prevent health problems, and a facility for exercising for health is made available during working hours.

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.

Sick leave 1999-2012. Per cent



Average sick leave at Statistics Norway in 2012 was 4.7 per cent which represents a slight increase over the year before (4.5 per cent).

Premises and universal design Statistics Norway has approximately 35,000m2 of building space at its disposal. In 2012, 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 to Statistics Norway's premises to accommodate disabled persons and wheelchair users. Markings for the vision-impaired and induction loop systems have been installed in meeting rooms. In 2012 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.

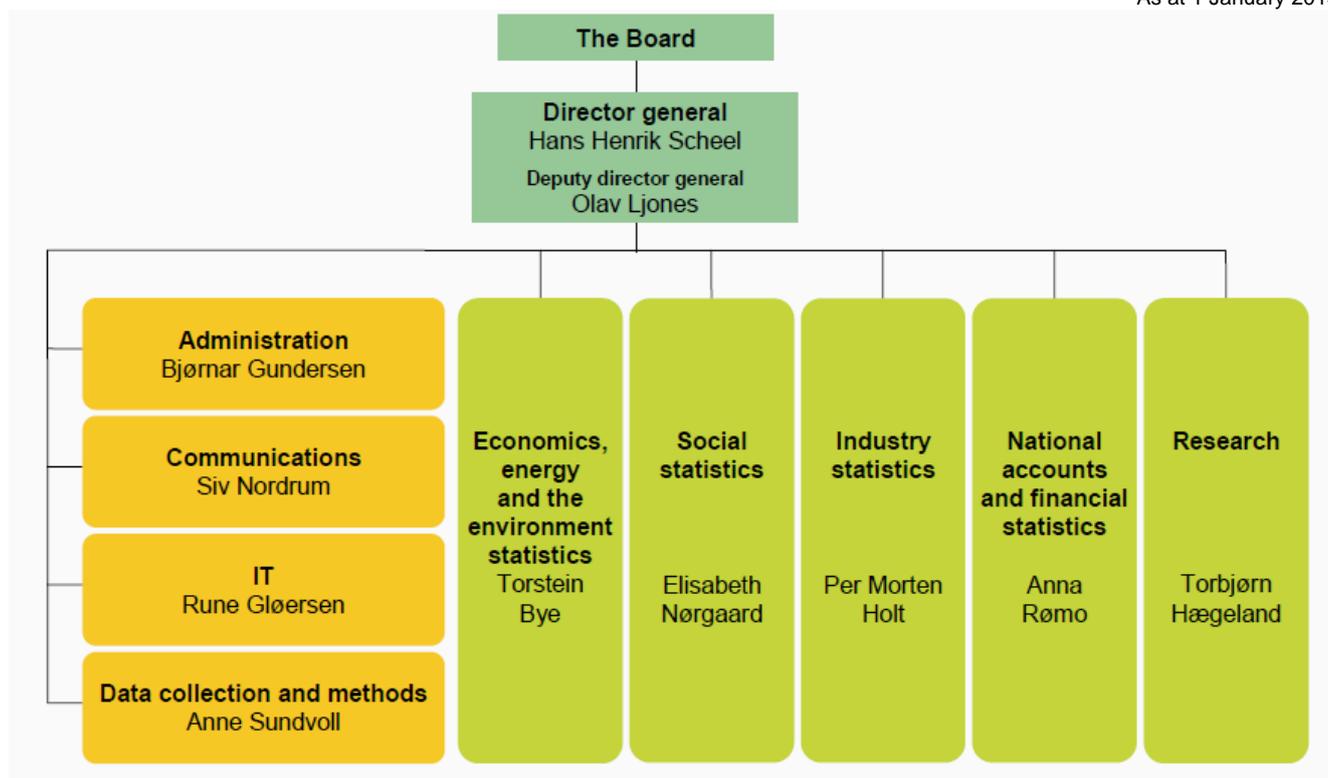
Integration

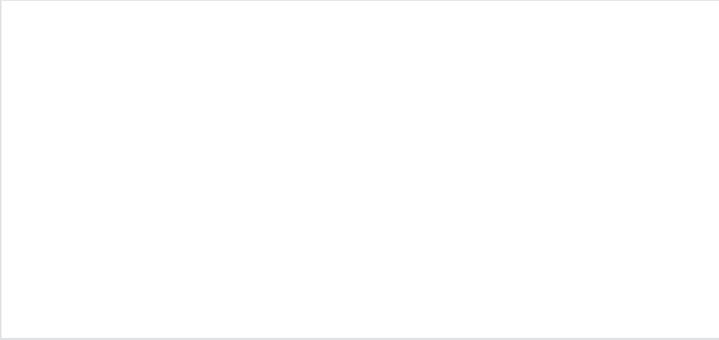
At the end of 2012, 8 per cent of employees came from a non-EEA background, compared to 7 per cent in 2011. Statistics Norway complies with the regulation to interview at least one immigrant, if the applicant is qualified for the position.

Ethics

Ethics are a priority area for 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 2013





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