



# Labour market policy

Qualitative report

**Norway 2001**



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## A - Introduction

## A - Introduction

The first publication of the **Qualitative Reports** of the **Labour Market Policy (LMP) database** is issued in 16 volumes, one for each country participating in the LMP data collection<sup>1</sup>. The reports present qualitative information extracted from the database to describe, in total, 550 labour market policy measures included in the Eurostat database for the year 2001. The reports constitute a fundamental component of the Eurostat Labour Market Policy (LMP) database allowing the user to understand what lies behind the figures on expenditure and participants collected in the database. The qualitative reports give a succinct description of each of the labour market policy measures and should be considered as complementary information to the publication *Labour Market Policy - Expenditure and Participants - Data 2001*<sup>2</sup>.

The reports all have the same structure: Part A presents the Introduction, Part B includes the Inventory of measures - i.e. the list of all measures grouped by category, and Part C presents the main details of each measure in three sections: Identification, Description, and Supplementary information. The *Description* contains seven sub-sections: Aim, Beneficiaries, Action/Instrument, Financing/Support, Eligibility, Legal basis, and Recent changes. The *Supplementary Information* contains nine sub-sections covering the target groups, the conditions for participation and other characteristics of the measure. Together, these items summarise the qualitative information collected through the LMP questionnaire<sup>3</sup>.

The measure descriptions in the LMP database are up-dated every year with the contribution of the LMP delegates in each country and should be published by Eurostat every 2 years. They are also available as a chapter of the Basic Information Reports (BIRs) produced by the European Employment Observatory<sup>4</sup>.

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<sup>1</sup> The reports are issued primarily in English but French and German versions are also available on request. Eurostat makes every effort to ensure that measure descriptions entered in one language are updated in the other two languages but the alignment of translations cannot be guaranteed. Bearing this in mind, the preferred language for each country report is considered to be English for all countries except Belgium, France and Luxembourg (French); Germany and Austria (German).

<sup>2</sup> European Social Statistics - *Labour market Policy - Expenditure and Participants - Data 2001*. Eurostat Theme 3 - Population and Social conditions - 2003 Edition.

<sup>3</sup> *Labour Market Policy Database - Methodology* - April 2000. Eurostat Working Papers.

<sup>4</sup> The BIRs are produced on behalf of the European Employment Strategy Unit (General Directorate of Employment and Social Affairs) and can be accessed via <http://www.eu-employment-observatory.net/en/publications/bir>.

## B - Inventory of measures

## Inventory of measures

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9.2	<i>Unconditional</i>
<b>Number of measures: 26 (including 1 mixed measure(s) with a total of 2 components)</b>	

## C - Qualitative information by measure

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 0 - General PES  
**Measure n°/name:** 26      **Job seekers registered in Public Employment Service (Aetat)**  
**Type of action:** 0      General PES

**Description:**
**Aim:**

Provide general labour market services

**Beneficiaries:**

Jobseekers and employers

**Action/Instrument:**

The Public Employment Service (Aetat) monitors labour market trends and implements labour market policies by proposing, initiating and carrying out necessary measures.

Efforts are focused on the following main objectives:

- 1) Helping job-seekers find jobs
- 2) Assisting employers in recruitment and restructuring efforts
- 3) Preventing and alleviating the harmful effects of unemployment

The most important tasks are to:

- \* Find job-seekers for vacant positions and vacant positions for job-seekers.
- \* Provide information about vacant positions, occupations and education.
- \* Provide information about job-seekers and vacant positions.
- \* Adapt job-seekers' skills and qualifications to requirements of the market.
- \* Assist employees who have difficulties finding or keeping jobs (rehabilitation) for social or health-related reasons .
- \* Administrate national insurance benefits (unemployments benefits, grants for training, rehabilitation benefits) .

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Employed at risk, Registered jobseekers	<b>Detailed target groups:</b>	Youth, Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone-parents, Public priorities and other
<b>Unemployment registration:</b>	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to service providers	<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> Not available
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1948 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 1 - Intensive counselling and job-search assistance  
**Measure n°/name:** 4      **Job clubs**  
**Type of action:** 1      Intensive counselling and job-search assistance

**Description:**
**Aim:**

To help participants to get a job in short time.

**Beneficiaries:**

Unemployed aged 19 or above who have adequate education and/or adequate experience, but for some reasons do not get a job.

**Action/Instrument:**

Job-clubs are based on a group methodology where social relations, learning from each other and mutual inspiration are the key concepts. Learning about the process of jobseeking is the essential part, and all the real jobseeking is done within the group.

Job-clubs are administered and operated by PES and normally last for 8 weeks.

Participants who are entitled to unemployment benefit can keep this support throughout the job-club-period. Other participants may receive an alternative allowance during the period of the job-club.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Participants must be above the age of 19 and have minimum secondary school qualifications.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed	<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Other LMP benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to service providers	<b>Planned duration:</b>	<i>Typical:</i> 8 Weeks <i>Maximum:</i> 8 Weeks
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1995 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 7      **Labour Market Training (AMO)**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To facilitate the labour market integration through vocational training adapted to the needs of employers

**Beneficiaries:**

Registered unemployed, occupationally disabled persons and employed at risk.

**Action/Instrument:**

Labour market training (LMT) is mostly given as ordinary classroom education, provided either by the public school system or by private educational institutions and paid for by the PES. The fields of education are diverse, but the vast majority of courses fall within the secondary school level of education. The secondary school level courses offered within the LMT can be interchanged with modules of courses offered by the public school system, but LMT does not offer a complete set of modules in a specific course. A few courses are aimed at unemployed with unfulfilled primary education.

LMT lasts a maximum of 10 months. Those participants who are entitled to unemployment benefit can keep this support throughout the LMT period. Other participants receive a trainee allowance, which is included in the expenditure of this measure.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Registered unemployed aged over 19, people in an unstable employment situation and occupationally disabled persons. Unemployed aged 20 - 24 years have to be registered as unemployed at least 3 months before starting on LMT.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Employed at risk	<b>Detailed target groups:</b>	Disabled, Immigrants/ethnic minorities, Public priorities and other
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Unemployment benefit, Other LMP benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to service providers	<b>Planned duration:</b>	<i>Typical:</i> 10 Months <i>Maximum:</i> 10 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1976 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 8      **Traineeship/sponsorship scheme**  
**Type of action:** 2.2      Workplace training

**Description:**
**Aim:**

To facilitate labour market integration through workplace training

**Beneficiaries:**

New entrants on the labour market and long-term unemployed.

**Action/Instrument:**

Traineeship/vocational training can take place both in private and governmental-owned companies, in non-profit institutions and in public administration. The company has to establish a qualification plan describing tasks, manual operations and a time schedule for each of the participants. The participants are meant to be engaged in several tasks and operations during the training period. The firm will also appoint a mentor who is supposed to supervise and guide the participant throughout the training period.

Participants who are entitled to unemployment benefit can keep this support throughout the training period. Other participants receive a trainee allowance, which is included in the expenditure of this measure. The participants receive no salary from the companies.

The traineeship/vocational training schemes normally run for a maximum of 6 months, but can be extended by 4 further months in certain cases. A new training period in the same company is not allowed until 12 months have elapsed.

The measure is administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed (LTU)	<b>Detailed target groups:</b>	Youth
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Unemployment benefit, Other LMP benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 6 Months <i>Maximum:</i> 6 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1980 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 9      **In-house training (BIO)**  
**Type of action:** 2.2      Workplace training

**Description:**
**Aim:**

To facilitate the retraining workers employed in enterprises undergoing restructuring

**Beneficiaries:**

Workers employed in enterprises undergoing restructuring

**Action/Instrument:**

During a period of restructuring, enterprises may receive aid for a maximum of 13 weeks in order to train workers in new production skills, new machinery and equipment.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Employed at risk	<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 13 Weeks <i>Maximum:</i> 13 Weeks
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1976 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 10      **Apprentices in government agencies**  
**Type of action:** 2.4      Special support for apprenticeship

**Description:**
**Aim:**

To facilitate labour market integration through apprenticeship contracts in government agencies

**Beneficiaries:**

Young unemployed (under 25)

**Action/Instrument:**

The framework for apprenticeships in government agencies is identical to that in private sector. The apprentices are paid a so-called 'apprenticeship salary' by the government agency and the PES then pays the agency a certain amount per month to compensate for the mentor arrangement.

The duration is dependent on the occupation in question. Most of the apprenticeships in government agencies are carried out in the transport sector and last around 2 years.

**Financing/support:**

Central government budget (budget of the Labour Market Administration) and state/regional government budgets.

**Eligibility:**

Young unemployed (under 25)

**Legal basis:**

The Employment Act and Legislation concerning vocational training.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	Youth
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	Other benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 2 Years <i>Maximum:</i> 2 Years
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1988		
	<i>Year ended:</i>	2001		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 3 - Job rotation and job sharing  
**Measure n°/name:** 12      **Temporary substitute places**  
**Type of action:** 3.1      Job rotation

**Description:**
**Aim:**

To provide unemployed persons with on-the-job training whilst regular employees take a sabbatical for education.

**Beneficiaries:**

Unemployed with relevant education, but who are lacking experience.

**Action/Instrument:**

Companies who take on unemployed persons to replace employees taking a sabbatical year are paid a monthly allowance by the PES. Employers entitled to engage participants in temporary substitute places can be private or government-owned firms, public administration and non-profit organisations. The participants have a status of employee during the period of the temporary substitute places, and they receive a market based wage from the hosting company. The employer is not obliged to give the unemployed person exactly the same tasks or operations as the employee he replaces.

The duration of temporary substitute places is limited to 10 months and a new training period is not allowed until 6 months has elapsed.

Temporary substitute places are administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Unemployed with secondary school or higher education.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	None
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 10 Months <i>Maximum:</i> 10 Months
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1992		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 5      **Mobility promoting grants**  
**Type of action:** 4.1      Recruitment incentives

**Description:**
**Aim:**

To facilitate the geographical mobility of jobseekers wanting to take up a job.

**Beneficiaries:**

Jobseekers relocating in order to take up a job offer.

**Action/Instrument:**

Mobility grants are awarded to jobseekers moving to take on a job offered by the PES. In some instances jobs found by the individual will also be eligible for the mobility grant, but beneficiaries must have been registered job-seekers at the time of the job

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	None
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to individuals ( Lump-sum payments)		<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> Not available
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	Not available		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 6      **Wage subsidies to employers**  
**Type of action:** 4.1.1 Permanent

**Description:**
**Aim:**

To encourage employers to hire certain groups of unemployed.

**Beneficiaries:**

Persons unemployed for more than 6 months, unemployed aged over 60 or under 25, immigrants, refugees, lone parents and other disadvantaged groups (not include the disabled group)

**Action/Instrument:**

A wage subsidy is paid by the PES to the employer (every third month) and can account for between 50 and 75 percent of the salary in the first 6 months, depending upon the target group. A maximum 40 percent subsidy for at most 6 further months is also granted for immigrants.

The participants and the other employees have equal tasks, and the participants have the status of employees throughout the period of wage-subsidy to the employers.

Eligible employers may be private or governmental-owned firms, but not public administration or non-profit organisations.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Unemployed registered by the PES who are;

- aged 60 years or above
- aged below 25 years
- women
- new entrants on the labour market
- immigrants.

Other groups may also participate on this labour market measure.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed (LTU)	<b>Detailed target groups:</b>	Youth, Older, Immigrants/ethnic minorities, Re-entrants/lone-parents, Public priorities and other
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 6 Months <i>Maximum:</i> 6 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1976 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 28      **Wage subsidies for the occupationally disabled**  
**Type of action:** 4.1.1      Permanent

**Description:**
**Aim:**

To encourage employers to hire unemployed person who are occupationally disabled

**Beneficiaries:**

Occupationally disabled

**Action/Instrument:**

A wage subsidy is paid by the PES to the employer (every third month) and can account for between 50 and 75 percent of the salary in the first 6 months, depending upon the target group.

The participants and the other employees have equal tasks, and the participants have the status of employees throughout the period of wage-subsidy to the employers.

Eligible employers may be private or governmental-owned firms, but not public administration or non-profit organisations.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed (LTU)	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 6 Months <i>Maximum:</i> 6 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1976 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 13      **In-house rehabilitation (BIA)**  
**Type of action:** 5.1      Regular employment

**Description:**
**Aim:**

To maintain regular employment of disabled workers through rehabilitation measures

**Beneficiaries:**

Disabled workers at risk of exclusion from the regular labour market.

**Action/Instrument:**

The participants either take on ordinary tasks and operations in the company/government agency, or they are placed in a specific department working with extraordinary tasks and operations. The duration of in-house rehabilitation is limited to 12 months. Participants receive normal salaries during the rehabilitation period, and a compensation is paid by the PES to the company in order to cover both a part of the salary and a part of the employers costs for guidance.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Disabled workers at risk of exclusion from the regular labour market.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Employed at risk	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 12 Months <i>Maximum:</i> 12 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1989 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category:** 5 - Integration of the disabled  
**Measure n°/name:** 18      **Integration subsidies**  
**Type of action:** 5.1      Regular employment

**Description:**
**Aim:**

To encourage the employment of mentally disabled persons

**Beneficiaries:**

Mentally disabled persons

**Action/Instrument:**

An integration subsidy is granted to companies/government agencies, which employ a mentally disabled person. During the integration period, participants take on ordinary tasks and operations, but are heavily guided. This first phase can last up to 3 years. At the end of the subsidy period the participants can be hired and continue to work without guidance. In order to compensate on permanent basis for the lower productivity of the participants, the company is not obliged to pay salaries. A common way of doing it, is to pay a small bonus each year. The main income source for participants is thus disability pension or a combination of salary and disability pension.

The measure is administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Mentally disabled persons

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Inactive		<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	Other LMP benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 3 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1992		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 19      **Supported employment (AB)**  
**Type of action:** 5.1      Regular employment

**Description:**
**Aim:**

To encourage the employment of heavily disabled persons in the regular labour market

**Beneficiaries:**

Persons with heavy disabilities

**Action/Instrument:**

The participants take on ordinary tasks and operations in firms/governmental agencies, but are heavily guided in the first phase. The mentors are hired by the employer. There are at least 5 participants per mentor, and the mentorship lasts as long as necessary, but with a limit of 3 years. During the training period, the participants receive a salary which has been negotiated between the employer and each of the participants. In addition to this, the participants may receive a partial disability pension or special rehabilitation allowance (SPA). The measure is administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Persons with heavy disabilities

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Inactive	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Other benefit
<b>Type of expenditure:</b>	Transfers to service providers	<b>Planned duration:</b>	<i>Typical:</i> 3 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1995 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 23      **Sheltered workshops (AMB phase 1)**  
**Type of action:** 5.1      Regular employment

**Description:**
**Aim:**

To facilitate the socio-professional integration of disabled through the provision of activities in a sheltered environment

**Beneficiaries:**

Occupationally disabled persons.

**Action/Instrument:**

The participants in this measure are employees in companies whose main object is to assess whether the participants need further rehabilitation or not. A secondary objective of the companies is to produce ordinary goods and services in a free market situation. The PES supports the companies with a monthly compensation per employee. After assessment, participants may be guided towards phase 2 of the AMB sheltered workshops (measure NO-24).

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Disabled

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Other LMP benefit
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 3 Months <i>Maximum:</i> 6 Months
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1970 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 15      **Preparatory job training (AFT)**  
**Type of action:** 5.2      Sheltered employment

**Description:**
**Aim:**

To facilitate the socio-professional integration of disabled persons through the provision of activities in a sheltered environment

**Beneficiaries:**

Severely disabled

**Action/Instrument:**

The participants take on specific tasks and operations in a sheltered workplace. The measure can be characterised as 'assisted on the job-training', in the sense that the participants take on specific tasks under supervision and guidance from a mentor. The sheltered workshops produce and sell a wide range of products, and are organised as share-holding companies with local governments as majority share-holders. No profit is paid to the share-holders. The PES pays the workshop a monthly compensation for each participant. The participants do not receive any payment from the workshop, but instead receive an allowance paid by the PES (special rehabilitation allowance, SPA, see measure NO-17). Preparatory job training can last up to 18 months. The measure is administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Severely disabled jobseekers

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Inactive		<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	Other benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 18 Months <i>Maximum:</i> 18 Months
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1995		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 24      **Sheltered workshops (AMB phase 2)**  
**Type of action:** 5.2      Sheltered employment

**Description:**
**Aim:**

To facilitate the socio-professional integration of disabled through the provision of work and training in a sheltered environment with a view to a future integration into the regular labour market.

**Beneficiaries:**

Disabled

**Action/Instrument:**

The participants in this measure are employed in a company whose prime aim is to provide job-training combined with surveillance. The long-term aim is to transfer the participants into regular employment. Participation can last up to 2 years.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Disabled persons having completed phase 1 of the AMB sheltered workshops (measure NO-23)

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	Other LMP benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 1 Years <i>Maximum:</i> 2 Years
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1970		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 14      **Public sector employment for the occupationally disabled**  
**Type of action:** 5.3      Other rehabilitation and training

**Description:**
**Aim:**

To facilitate the labour market integration of disabled through the creation of socially useful jobs within the public sector

**Beneficiaries:**

Disabled

**Action/Instrument:**

Occupationally disabled can occupy temporary jobs related to public (state or local) investments in infrastructure, jobs in the health and care sectors, in education at lower level, or in the service sector, etc. The participants take on specific tasks and operations which are both useful and meaningful, but which would not have been carried out at this place without a subsidised work force.

The participants have the status of employees of the State or Local Authority during the temporary job and receive a market-based wage. The public body hosting the participants is then paid a certain proportion of the wage cost by the PES. The jobs can last up to 3 years.

This measure is administered by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Occupationally disabled registered in PES

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	None
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 3 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1991		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 16      **Job training groups (ATG)**  
**Type of action:** 5.3      Other rehabilitation and training

**Description:**
**Aim:**

To facilitate socio-professional integration through job training groups.

**Beneficiaries:**

Young, very hard to place persons aged under 30 (Criminals, drug addicts)

**Action/Instrument:**

Participants learn how to deal with employers and how to structure their everyday life. Training groups are lead by outside persons hired by local government and supervised by the PES. Participants actually engage in work in a public sector organisation whilst on this training course and are paid a normal wage, of which the PES covers a proportion. The maximum duration of the measure is 20 months.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Socially disabled' (e.g: criminals, drug addicts), under 30

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to employers (Lump-sum payments)	<b>Planned duration:</b>	<i>Typical:</i> 20 Months <i>Maximum:</i> 20 Months
<b>Responsible institution(s):</b>	Local government, Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1990 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 21      **Practice in regular places of work**  
**Type of action:** 5.3      Other rehabilitation and training

**Description:**
**Aim:**

To facilitate the socio-professional integration of disabled persons through the provision of temporary jobs

**Beneficiaries:**

Occupationally disabled persons not ready for a qualification or placement measure.

**Action/Instrument:**

The participants take on tasks and operations within companies/government agencies which are both useful and meaningful, but which would not have been carried out at this place without a subsidised work force. These jobs can last up to 3 years. The participants receive rehabilitation grant. A few persons instead benefit from special rehabilitation allowance (SPA) or disability pension. No compensation is paid to the employer. However, if a participant needs additional support during all or part of the period of their participation to the measure, a lump sum can be paid to the traineeships/sponsors (in most cases the employer).

**Financing/support:**

Central government budget (budget of the Labour Market Administration). The measure is administered by the PES.

**Eligibility:**

Occupationally disabled

**Legal basis:**

The Act of the National Insurance System.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	Other LMP benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to employers (Lump-sum payments)		<b>Planned duration:</b>	<i>Typical:</i> 3 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1994		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 22      **Education in regular schools**  
**Type of action:** 5.3      Other rehabilitation and training

**Description:**
**Aim:**

To facilitate the socio-professional integration of disabled through education in the regular school-system.

**Beneficiaries:**

Occupationally disabled persons.

**Action/Instrument:**

The duration of this measure is unlimited.

The participants receive rehabilitation grant. A few persons instead benefit from special rehabilitation allowance (SPA) or disability pension. No compensation is paid to the school. However, if a participant needs additional support during all or part of the period of their participation to the measure, a lump sum can be paid to the traineeships/sponsors (in most cases the school).

**Financing/support:**

Central government budget (budget of the Labour Market Administration). The measure is administered by the PES.

**Eligibility:**

Occupationally disabled

**Legal basis:**

The Act of the National Insurance System.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed, Inactive	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Other LMP benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to service providers	<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> Not available
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1994 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 6 - Direct job creation  
**Measure n°/name:** 11      **Temporary public employment (KAJA)**  
**Type of action:** 6.2      Temporary

**Description:**
**Aim:**

To avoid labour market exclusion through the creation of socially useful jobs within the public sector.

**Beneficiaries:**

Registered unemployed who are at risk of being excluded from the labour market and who cannot find any other suitable LMP measures (mainly long-term unemployed)

**Action/Instrument:**

KAJA is a measure of last resort. Before entering into KAJA, other labour market measures should either be tried or taken into consideration.

The measure provides concerns temporary jobs related to public (state or local) investments in infrastructure, jobs in the health and care sectors, in education at lower level, or in the service sector and which would not have been carried out without a subsidised work force.

The duration of KAJA is restricted to 10 months and a new period is not allowed until 6 months has elapsed.

The participants have the status of employees of the State or Local Authority during the temporary job and receive a wage of 85 percent of the market rate. The public body hosting the participants is then paid a certain amount per person by the PES.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Persons unemployed for at least six months who are not eligible for unemployment benefit and persons receiving unemployment benefit but who are at risk of being excluded from the labour market.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed (LTU)		<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	n.a.	<b>Other cash benefits:</b>	None
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to employers (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> 10 Months <i>Maximum:</i> 10 Months
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1933		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 7 - Start-up incentives  
**Measure n°/name:** 25      **Start your own business**  
**Type of action:** 7      Start-up incentives

**Description:**
**Aim:**

To encourage unemployed persons to become self-employed

**Beneficiaries:**

Registered unemployed creating their own business.

**Action/Instrument:**

During the period of planning and implementation of their own business, participants have to be registered as jobseekers at the PES and continue to receive unemployment benefit. The participants receive no additional benefits from the PES, but they usually receive a grant in order to start their own business from the "Norwegian industrial and regional development fund".

However they are not sanctioned from receiving unemployment benefit if they refuse to take a job offered by the PES. The application contains a business plan where the applicant has to convince the PES that the business is sustainable in the long term. The PES will not give any financial support other than the prolongation of the unemployment benefit, which can last for a maximum of 6 months.

**Financing/support:**

Central government budget

**Eligibility:**

Registered unemployed creating their own business.

**Legal basis:**

The Act of the National Insurance System.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	Yes	<b>Other cash benefits:</b>	Unemployment benefit
	<i>Registration continued:</i>	No		
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> 6 Months
<b>Responsible institution(s):</b>			<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	Not available		
	<i>Year ended:</i>	Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category:** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 1      **Unemployment benefits**  
**Type of action:** 8.5      Bankruptcy compensation

**Description:**
**Aim:**

To partially compensate for earnings lost due to unemployment.

**Beneficiaries:**

Unemployed persons having earned over a minimum amount in the previous year(s) and who are actively seeking work.

**Action/Instrument:**

Unemployment benefits are part of the Norwegian national security system. The maximum compensation period is 156 weeks (three years). The duration and the amount of the benefit vary according to the previous salary earned by the worker. A person aged between 64 and 67 is entitled to a minimum amount of benefit but no other age groups have similar privileges. Unemployment benefit is administered by the PES, and is thereby an integrated part of the services carried out by the Norwegian labour market administration. If an unemployed person does not accept a relevant job offer the PES can easily, and on its own initiative, stop the unemployment benefit.

A jobseeker can maintain eligibility to unemployment benefit during a period of planning and start-up of his/her own company. Such people are therefore counted amongst those receiving unemployment benefit.

The expenditure reported under this measure also includes some bankruptcy compensation payments.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Unemployment benefit is payable to a registered unemployed person (regardless of age) who is seeking a new job through the public employment service (PES) and was paid a salary last year of at least 63.300 Nkr, or was paid an average salary of at least 50.600 Nkr. over the last three years. Income is defined as gross labour income. Income earned in public temporary employment schemes, earnings from interests, shares and business do not create unemployment benefit. Self-employed persons are not entitled to unemployment benefits.

**Legal basis:**

The Act of the National Insurance System.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed	<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	<b>Other cash benefits:</b>	Unemployment benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 1 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Central government, Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1936 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 17      **Special rehabilitation allowance (SPA)**  
**Type of action:** 8.1.2      Unemployment assistance

**Description:**
**Aim:**

To provide income support for disabled persons during activation

**Beneficiaries:**

Disabled persons participating in LMP measures.

**Action/Instrument:**

SPA is an allowance paid to socially disabled job seekers when participating in labour market measures designed for the disabled, or during the pre-measure and between-measure phases. Disabled persons can benefit from the SPA for a maximum duration of 3 years.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**

Disabled benefiting from LMP measures.

**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	Other LMP benefit, Other benefit
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> 3 Years <i>Maximum:</i> 3 Years
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> 1988 <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 27      **Payments for occupational rehabilitation between measures**  
**Type of action:** 8.1.2      Unemployment assistance

**Description:**
**Aim:**

To provide income support for persons in occupational rehabilitation but between measures.

**Beneficiaries:**

Occupationally disabled

**Action/Instrument:**

Allowance paid to occupationally disabled persons in the period between rehabilitation measures.

**Financing/support:**

Central government budget

**Eligibility:**

Occupationally disabled

**Legal basis:**

The Act of the National Insurance System.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Registered jobseekers	<b>Detailed target groups:</b>	Disabled
<b>Unemployment registration:</b>	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	<b>Other cash benefits:</b>	None
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments)	<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> Not available
<b>Responsible institution(s):</b>	Public employment services	<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

**Identification:**

**Country:** Norway      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 29      **Waiting benefit**  
**Type of action:** 8.1.2      Unemployment assistance

**Description:**
**Aim:**

Unemployment assistance to workers who have exceeded the period of entitlement to unemployment insurance benefit.

**Beneficiaries:**

Unemployed who have exceeded the period of entitlement to unemployment insurance benefit (156 weeks)

**Action/Instrument:**

Waiting benefit is paid by the PES. The amount is based on the rate of unemployment benefit on the last day in the unemployment benefit period.

**Financing/support:**

Central government budget (budget of the Labour Market Administration)

**Eligibility:**
**Legal basis:**

The Employment Act.

**Recent changes:**

None

**Supplementary information:**

<b>Target groups:</b>	Unemployed		<b>Detailed target groups:</b>	None
<b>Unemployment registration:</b>	<i>Condition for participation:</i>	Yes	<b>Other cash benefits:</b>	None
	<i>Registration continued:</i>	Yes		
<b>Type of expenditure:</b>	Transfers to individuals (Periodic cash payments)		<b>Planned duration:</b>	<i>Typical:</i> Not available <i>Maximum:</i> Not available
<b>Responsible institution(s):</b>	Public employment services		<b>Area of Application:</b>	National
<b>Implementation:</b>	<i>Year started:</i>	1997		
	<i>Year ended:</i>	Ongoing		