

R E P O R T

for the period ending 31 May 2016, in accordance with Article 22 of the Constitution of the International Labour Organisation, from the Government of Norway on the measures taken to give effect to the provisions of the

CONVENTION (NO. 102) SOCIAL SECURITY (MINIMUM STANDARDS), 1952

ratification of which was registered on 30 September 1954.

I

**AMENDMENTS IN LEGISLATION
AND
ADMINISTRATIVE REGULATIONS ETC**

Part I General Provisions

Reference is made to previous reports.

Part II Medical Care

Reference is made to previous reports.

The maximum patient's cost sharing per prescription for reimbursable medicaments has throughout the report period been NOK 520.

Reference is made to the information provided under Article 10, concerning cost-sharing ceiling I and II.

During the report period, ceiling I has been adjusted as follows:

- from NOK 1 880 to NOK 1 980 in January 2012
- from NOK 1 980 to NOK 2 040 in January 2013
- from NOK 2 040 to NOK 2 105 in January 2014
- from NOK 2 105 to NOK 2 185 in January 2015

There has been no increase in 2016.

During the report period, ceiling II has been adjusted as follows:

- from NOK 2 560 to NOK 2 620 in January 2013
- from NOK 2 620 to NOK 2 670 in January 2014

There has been no increases since January 2014.

Part III Sickness Benefit

Reference is made to previous reports.

With effect from 1 March 2015, patients have been given a statutory right to “necessary health care” from the specialist health service. This gives entitlement to health care of a reasonable standard based on an individual evaluation of the patients' medical needs. Specialist health service covers the health services which are not provided by the municipal health service.

Part IV Unemployment Benefit

Reference is made to previous reports.

From 1 January 2016, a person who has received unemployment benefit for more than 52 weeks is entitled to unemployment benefit during holidays of up to four weeks.

Before 1 January 2015, a person who had received unemployment benefit for more than eight weeks during a calendar year, was entitled to a holiday supplement. From January 1 2015, no such supplement is granted.

From 1 January 2016, a person who by his or her own fault has lost employment, or who, without due cause, has rejected a job offer, has to wait 12 weeks (previously: eight weeks) from the acceptance of the claim to the actual payment. In the case of reoccurrence the waiting period will be 26 weeks.

During the report period, the period in which a person may receive unemployment during temporary layoff, has been adjusted as follows:

- from 52 weeks to 30 weeks in January 2012
- from 30 weeks to 26 weeks in January 2014
- from 26 weeks to 30 weeks in July 2015

Part VI Employment Injury Benefit

The Basic amount (abbreviated "B.a.") is the basis for calculating the disability benefit. The B.a. is adjusted once a year in accordance with the increases of the general real income level, with a view to give the pensioners a fair share in the general economic growth.

During the report period, the basic amount and the special supplement (which is calculated as a percentage of the basic amount) were increased several times, as shown in the table below:

Period	Basic amount	Full special supplement	Special supplement for disabled persons married to another pensioner		Special supplement for pensioners supporting a spouse over 60 years of age	Special supplement for other married pensioner and single	
1 May 2012	82 122	82 122 100%	60 770 74.0%	*82 122 100%	164 244 200%	82 122 100%	NOK of BA
1 May 2013	85 245	85 245 100%	63 081 74.0%	*85 245 100%	170 490 200%	85 245 100%	NOK of BA
1 May 2014	88 370	88 370 100%	65 393 74.0%	*88 370 100%	176 740 200%	88 370 100%	NOK of BA

General remark: Pensions are paid monthly, for 12 months per year. The monthly amounts are rounded off to the nearest NOK. Therefore, the annual amounts may deviate slightly from the amounts found by simply applying the given percentage to the basic amount of the year in question.

- * Married pensioners are each entitled to the same special supplement amount as single pensioners if both spouses receive a minimum pension.

For a pensioner married to a pensioner who had a supplementary pension, which was higher than the special supplement, the special supplement was equal to 74.0 per cent of the B.a. (minimum rate). However, the total supplementary pension and special supplement could not represent a lower amount than twice the special supplement according to ordinary (i.e. the higher) rate. The same provisions applied to cohabitants that previously have been married to each other or have children together.

As a starting point, a full basic pension equals 100 per cent of the basic amount. However, the full basic pension will be reduced by 15 per cent if the pensioner's spouse (or a cohabitant whom he/she previously was married to, has children together with or has been living with for at least 12 of the last 18 months) receives a pension or has a yearly income exceeding twice the basic amount.

From 1 January 2015, the disability pension is paid by different rates, depending on whether the disabled person has another adult person with whom he/she is sharing living costs:

Period	Basic amount	Minimum amount for disabled persons married /cohabitating with another adult (ordinary rate)	Minimum amount for disabled persons living alone (high rate)	
1 May 2015	90 068	205 355 228%	223 368 248%	NOK of BA
1 May 2016	92 576	211 073 228%	229 588 248%	NOK of BA

When two disabled persons are married/cohabitate, they are both entitled to receive disability pension at the ordinary rate.

In order to get the full minimum amount (whether ordinary rate or high rate), a full insurance period (40 years) is required. Disabled persons with shorter insurance periods will get a proportionally reduced disability pension.

II

PART I GENERAL PROVISIONS

Article 6

1. Recourse is had to subparagraph (b).
2. Reference is made to Article 65, title I, B) and C).

We find the highest number of men employed in the industry Wholesale and retail trade (193 000 persons in 2015, LFS).

The average annual pay for a male worker with an occupation in the category Crafts and related trades workers in the industry Wholesale and retail trade was NOK 422 400 in 2015. This follows the guidelines of cross-tabulating ISIC rev. 4 and ISCO-08/major group 7.

As these are the latest available statistics, we are for the purposes of this report using NOK 422 400 as the basis for calculations for the first quarter of 2016.

The pay is based on payment for normal working hours, 7,5 hours a day, 5 days a week, 260 days per year. It does not include pay for overtime, but covers basic salaries, variable additional allowances and bonuses.

PART II MEDICAL CARE

Article 9

The insurance scheme is administered by public authorities, and every person resident in the Realm is protected to the extent they fill the conditions of the law.

- A. Recourse is had to subparagraph (c).
- B. As a main rule, every person resident in the Realm is protected. With reference to Article 76, title III, on 31 December 2015:

Number of residents protected (equal to the total number of residents) is
5 213 985.

- C. The number of persons insured is thus 100 per cent of the number of residents.
- $(A/B) \times 100 = 100$ per cent

Article 10

- A. Reference is made to previous reports as to the outlines of cost-sharing by the beneficiary for various forms of medical care.
- B. Recourse is had to subparagraph 2.

With reference to paragraph 1.a (i) and (ii) and 2, the cost-sharing rates, after being increased 1 January 2015, are as follows:

Consultation	Expenses covered by the patient
Consultation by a GP – with evening, night or weekend surcharge	NOK 141 NOK 238
Home visit by a GP – with evening, night or weekend surcharge	NOK 190 NOK 304
Consultation or home visit by a specialist	NOK 320

Reference is made to previous reports, and the 2016 report on the implementation of ILO-Convention No. 130.

There are several exemptions from cost-sharing.

Other measures taken to avoid inflicting hardship in connection with cost-sharing:

The ceiling for cost-sharing to prevent inflicting hardship on persons dependent of frequent consultations/prescriptions (Ceiling I) is NOK 2 185 in 2016. Information on developments during the report period is given above.

The ceiling for cost-sharing covering physical therapy, dental treatment subject to reimbursement and accommodation fees at rehabilitation centres and treatment abroad (Ceiling II), is NOK 2 670 in 2016. Information on developments during the report period is given above.

After the ceiling has been reached, a card is issued giving entitlement to free treatment, medicines and benefits as mentioned for the remainder of the year.

Article 11

Reference is made to previous reports.

Article 12

Reference is made to previous reports.

PART III SICKNESS BENEFIT

Article 15

A. Recourse is had to Article 15 (a).

Reference is made to previous reports.

The insurance scheme is administered by public authorities, and all employees are protected to the extent that they fill the conditions of the law.

With reference to Article 76, title I, the following information can be given for 2014 and 2015. The percentage of insured employees will, however, for obvious reasons be the same:

- B. Reference is made to previous reports. The number of protected employees was equal to the number of employees, as all economically active persons, as well as non-active persons legally residing in Norway, are protected.
- C. The number of insured employees is 100 per cent of the number of employees.

Article 16

Article 65, Title I, II, and V

- A. Reference is made to previous reports.

Sickness allowance equals the hourly gross wages and is taxed as earned income. It is paid for five days a week for a total period of 260 days (52 weeks). The benefits are paid by the employer for the first 16 calendar days, and thereafter by the National Insurance Scheme.

Maximum sickness benefit, with effect from May 2016, is 6 times the basic amount: NOK 92 576 x 6 = NOK 555 456 a year.

The highest daily rate of sickness benefit in May 2016 is:

$$\frac{\text{NOK } 555\,456}{52 \times 5} = \text{NOK } 2\,136$$

- B. Recourse is had to Article 6, subparagraph (a).
- C. As stated above under Article 6, the average annual pay for a male worker with an occupation in the category Crafts and related trades workers in the industry Wholesale and retail trade was NOK 422 400 in 2015.
- D. The standard beneficiary is a skilled manual male employee with wife and two children.

Sickness benefits for one year:

52 weeks, including 16 days
paid by employer = NOK 422 400

Amount of benefit granted a year = NOK 422 400

- | | | |
|----|---|---------------------|
| E. | Family allowance – payable during employment | = NOK 23 280 |
| F. | Family allowance – two children | = NOK 23 280 |
| | Total family allowance during contingency | = <u>NOK 23 280</u> |
| G. | Sum of benefits payable under contingency (D+F) as a percentage of the sum of the standard wage and family allowance payable under employment (C+E) | |
| | $D+F/C+E = 445\,680/445\,680 = 1.00$): <u>100 per cent</u> | |

PART IV UNEMPLOYMENT BENEFIT

Norwegian calculations are based on Article 65.

Title I A:

All income from work the previous year, or an average of earnings from the three previous years, constitute the basis serving for the calculation of the unemployment benefit.

The Daily Cash Allowances amounts to 0.24 per cent of the basis serving for the calculation of the unemployment benefit, and is payable 5 days per week. No benefits are calculated from earnings exceeding 6 times the basic amount (as per 1 May 2016: NOK 555 456).

As per 1 May 2016, the basic amount is NOK 92 576, cf. Part VI below.

The maximum amount is NOK 1 333 per day, which equals NOK 6 665 per week.

Title 1B:

The “skilled male employee” is determined by Statistics Norway, in accordance with paragraph 6, sub-paragraph (b).

The wage of a typical male employee is calculated on a yearly basis.

Title 1 C:

Statistics Norway and The Norwegian Technical Calculation Committee for Wage Settlements state that the average wage for a male industrial worker in 2015 was NOK 422 400. This equals a weekly income of NOK 8 123.

Title II:

The standard beneficiary is a man with a wife and two children (below 18 years), with an income of NOK 422 400.

Title II D:

Amount of benefit per day (0.24 per cent of NOK 422 400) NOK 1 014 + family allowances (NOK 17 per day per child x 2) NOK 34 = NOK 1 048.

Title II E:

Family allowances for two children below 18 years equals NOK 1 940 per month. Family allowances for children are payable to everyone, whether being employed or not.

Title II F:

See D above.

Title II G:

Weekly benefit payable according to the example: NOK 1 048 x 5 = NOK 5 240.

This equals 64.5 per cent of the average industrial worker's monthly income plus family allowances.

Title V:

See above. The benefits and family allowances are calculated irrespectively of gender. Dependant's allowances are given for children, but not for spouses.

Article 76:

Concerning Article 21: All employees in Norway are protected under the Unemployment Benefits Scheme.

Reference is made to previous reports.

PART VI EMPLOYMENT INJURY BENEFIT

Article 32

Reference is made to previous reports.

Article 33

- A. Recourse is had to subparagraph (a).
- B. Reference is made to previous reports.
- C. cf. Article 76, Title I

- A. The number of employees protected under the employment injury scheme in 2015 was: 2 765 000.
- B. The total number of employees in average for the same year was: 2 765 000.
- C. $(A/B) \times 100 = 100$ per cent. The number of persons being insured is 100 per cent of the number of employees.

Further on statistical figures/samples: Reference is made to previous reports.

Article 34

Reference is made to previous reports.

Article 35

Reference is made to previous reports.

Article 36

- A. Recourse is had to Article 65.
- B (i) As regards incapacity for work cf. Article 65, Titles I, II and V

Reference is made to previous reports.

Title I

- A. Sickness allowance equals the hourly gross wages. Ceiling: annual income of 6 times the basic amount ($6 \times \text{NOK } 92\,576 = \text{NOK } 555\,456$). It is paid for five days a week for maximum 248 days from the National Insurance Scheme after allowance has been paid by the employer for 16 calendar days (i.e. a total benefit period of 52 weeks – five days a week, i.e. 260 days a year). The highest daily rate of sickness benefit in May 2016 was NOK 2 136. $\text{NOK } 2\,136 \times 260 = \text{NOK } 555\,456$ a year. The sickness benefit is taxed as income from work.
- B. Recourse is had to Article 65, paragraph 6(b).

- C. As stated above under Article 6, the average annual pay for a male worker with an occupation in the category Crafts and related trades workers in the industry Wholesale and retail trade is NOK 422 400.

Title II

D. Temporary incapacity of work

Benefits in connection with employment injury involving temporary incapacity for work are granted in conformity with the provisions of Section 13 of the National Insurance Act.

The standard beneficiary is a skilled manual male employee with wife and two children.

Sickness benefits for one year:

52 weeks, including 16 days
allowance paid by the employer = NOK 422 400

Amount of benefit granted a year = NOK 422 400

- E. Family allowance
Two children – payable during employment = NOK 23 280

- F. Family allowance during the contingency = NOK 23 280

- G. Sum of benefits payable under contingency (D+F) as a percentage of the sum of the standard wage and family allowance payable under employment (C+E):

$$(D+F)/(C+E) = 445\,680/445\,680 = 1.00) : \underline{100 \text{ per cent}}$$

Title V

The benefits are the same for men and women.

- B.(i) As regards death of a breadwinner cf. Article 65, Titles I, II, V and VI

Reference is made to previous reports.

Title I

- A. Reference is made to previous reports.
- B. Recourse is made to Article 65 paragraph 6(b).

Reference is made to previous reports.

- C. The standard beneficiary is a skilled manual male employee with wages equal to NOK 422 400 a year.

Title II

D. Permanent disability

If totally incapacitated (100 per cent) the standard beneficiary will, according to Article 65 paragraph 6(b), receive annually:

Disability benefit: $\frac{\text{NOK } 422\,400 \times 66}{100} = \underline{\text{278\,784}}$

(E) Family allowance – two children = NOK 23 280

(F) Family allowance – two children = NOK 23 280

Supplement for two children = NOK 74 061

Total family allowance during contingency = NOK 97 341

- (G) Sum of benefits payable under contingency (D+F) as a percentage of the sum of the standard wage and family allowance payable under employment (C+E):

$$(D+F)/(C+E) = 376\,125/445\,680 = 0.844 : \underline{84.4 \text{ per cent}}$$

cf. Article 65, Title V

The rights are the same for men and women.

cf. Article 65, Title VI

Period under review	Cost-of-living index ^{<1>}	Earnings	Benefit for the standard beneficiary ^{<2>}
A) 1 st quarter 2011	130.2	389 000	314 609
B) 1 st quarter 2016	143.4	422 400	352 845
C) Percentage A/B	90.8	92.1	89.2

^{<1>} 1998 cost-of-living index = 100

^{<2>} The standard benefit is calculated on the basis of the basic amount as adjusted 1 May 2016. The calculations are based on 40 years of insurance. Family allowances are not included.

Article 37

Reference is made to previous reports.

Article 38

Reference is made to previous reports.

PART VII FAMILY BENEFIT

Reference is made to previous reports.

Parents of a child under the age of 18, who are residing in Norway, are entitled to child benefit. The annual rate is NOK 11 640 per child, i.e. NOK 970 per month. The amount has not been changed during the reporting period.

From 1 April 2014, the supplement child benefit for children living in Finnmark county, Svalbard and certain parts of Troms county was annulled.

In December 2015, 673 202 persons received child benefits, for 1 133 340 children.

PART VIII MATERNITY BENEFIT

Reference is made to previous reports.

Since 1978, both parents are entitled to public benefit when giving birth and looking after their new-born. Hence the correct term for this benefit is no longer maternity benefit, but parental benefit. Since 1993, parts of the parental benefit period has been reserved for the father.

From 1 July 2011, the parental benefit period was increased by one week, to 47 weeks with 100 per cent coverage, or 57 weeks with 80 per cent coverage.

From 1 July 2013, the benefit period was increased with two additional weeks, to 49 weeks with 80 per cent coverage and 59 weeks with 100 per cent coverage. Three weeks are reserved for the mother and must be used prior to birth. The remaining part of the parental leave was divided in three: 14 weeks reserved for the mother, 14 weeks reserved for the father, and the remaining period could be divided between the parents (shared period).

From 1 July 2014, the period that is reserved for the mother and father was reduced to

10 weeks for each. At the same time, the shared period was increased by 8 weeks, so that the total benefit period remained the same, 49/59 weeks.

In 2015, 85 367 women and 58 382 men received parental benefits.

PART XII EQUALITY OF TREATMENT OF NON-NATIONAL RESIDENTS

Article 68

Reference is made to previous reports.

PART XIII COMMON PROVISIONS

Article 70

Reference is made to previous reports.

Article 71

1. The National Insurance Scheme is financed by contributions from employees, self-employed persons and other members, employers' contributions and contributions from the state. Contribution rates and state grants are decided by the Parliament. Figures given here apply for 2016.

The following benefits are financed by contributions from the state only: Lump sum grants in case of maternity and adoption, grants to improve the functional ability, basic benefit, attendance benefit, guaranteed supplementary pension for persons disabled at birth or early in life, educational benefits, child care benefits, transitional benefits for survivors and single, divorced and separated supporters, benefits for surviving family nurses, and advance payments of maintenance payment for children that exceed the reimbursement from the person liable.

Contributions from employees and self-employed persons are calculated on the basis of pensionable income. Contributions on pensionable income are not paid on income less than NOK 49 650. The contributions shall not exceed 25 per cent of income exceeding the threshold amount.

Cash benefits in the case of sickness, maternity and unemployment are taken into account as pensionable income.

The contribution rate of employees is 8.2 per cent of pensionable income (gross wage income). The contribution rate of a self-employed person is 11.4 per cent of

pensionable income (income from self-employment). The contribution rate for other kinds of personal income (pensions etc.) is 5.1 per cent.

The employer's contribution is assessed as a percentage of paid out wages. As a general rule, the employers' contribution rate is 14.1 per cent. However, for employees residing in certain parts of the country/employed within certain branches, lower rates apply.

NATIONAL INSURANCE SCHEME ACCOUNTS (millions NOK) 2015	
State contributions	116 150
Contributions by the insured and the employers	299 435
Other receipts	4 505
Total revenues 2015	420 090

In Norway, family allowance, cash benefit for families with small children and supplementary allowance for persons with short residential periods in Norway, are financed over the State Budget.

Article 72

Reference is made to previous reports.

PART XIV MISCELLANEOUS PROVISIONS

Reference is made to previous reports.

III

Reference is made to previous reports.

IV

There have been no decisions by the Courts of law or other tribunals involving questions of principle concerning the application of the Convention.

V

The present report will be communicated to the Social Partners in Norway.

Oslo, June 2016