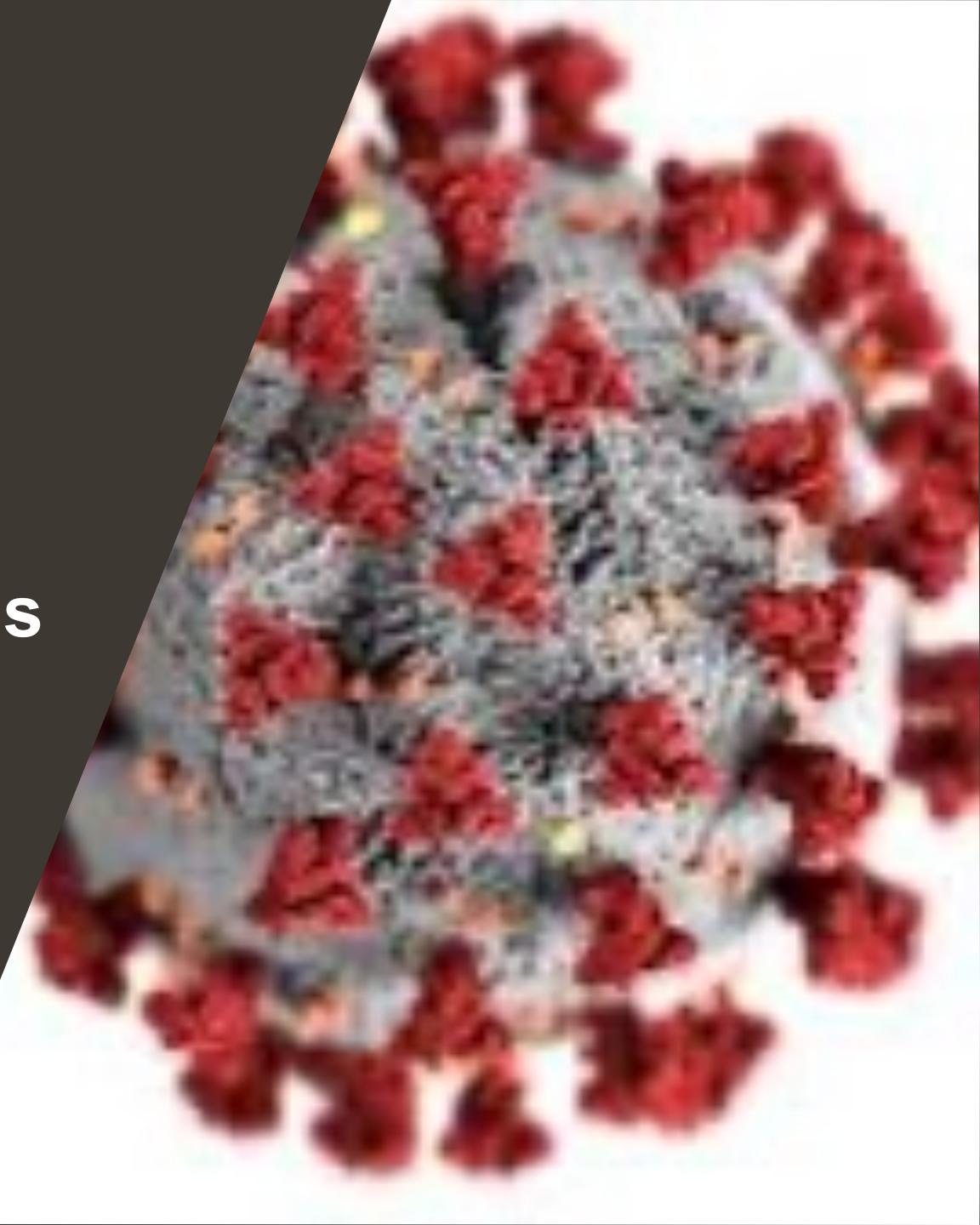


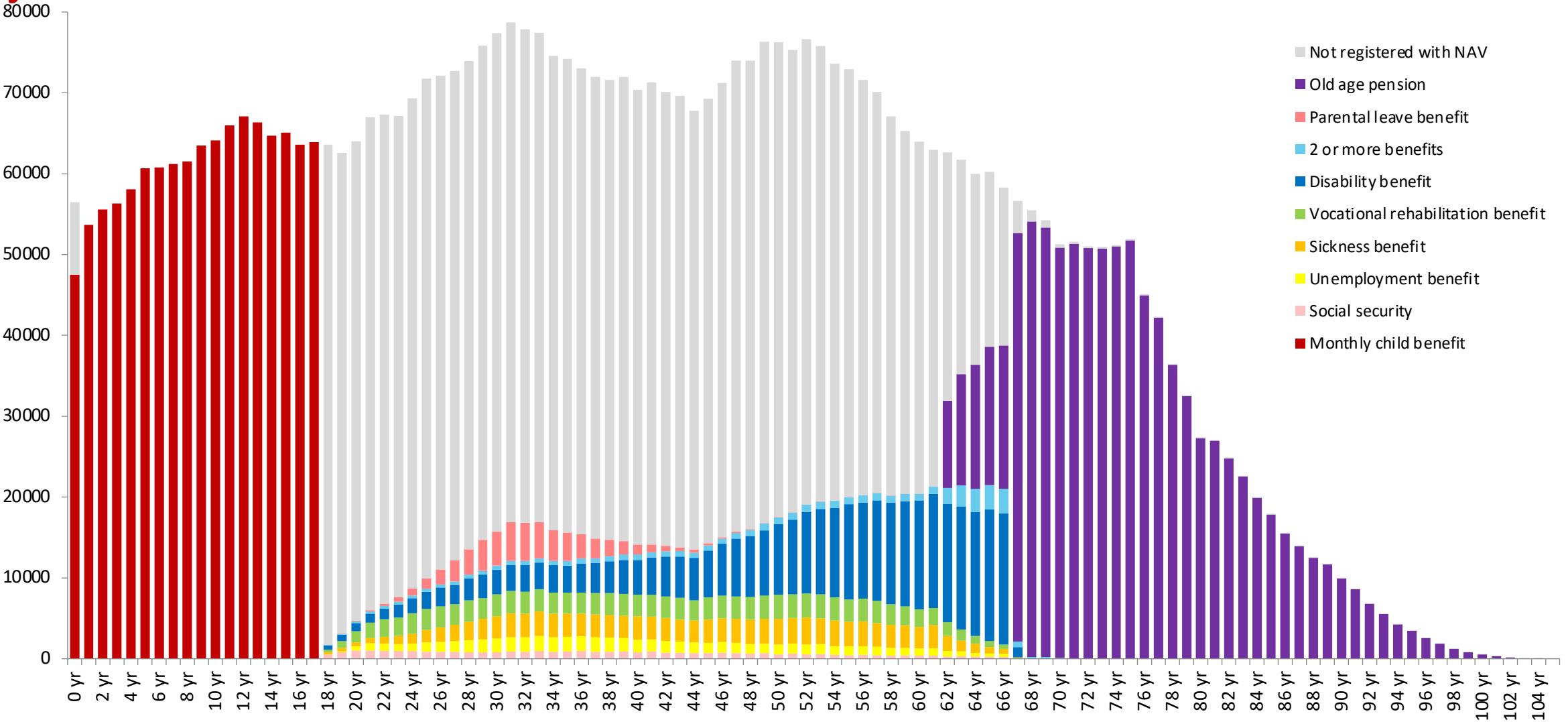


A tour of the Norwegian welfare and benefits system on sickness and health

Ulf Andersen
Head of Statistics // NAV



Norway has one of the most comprehensive welfare systems in the world



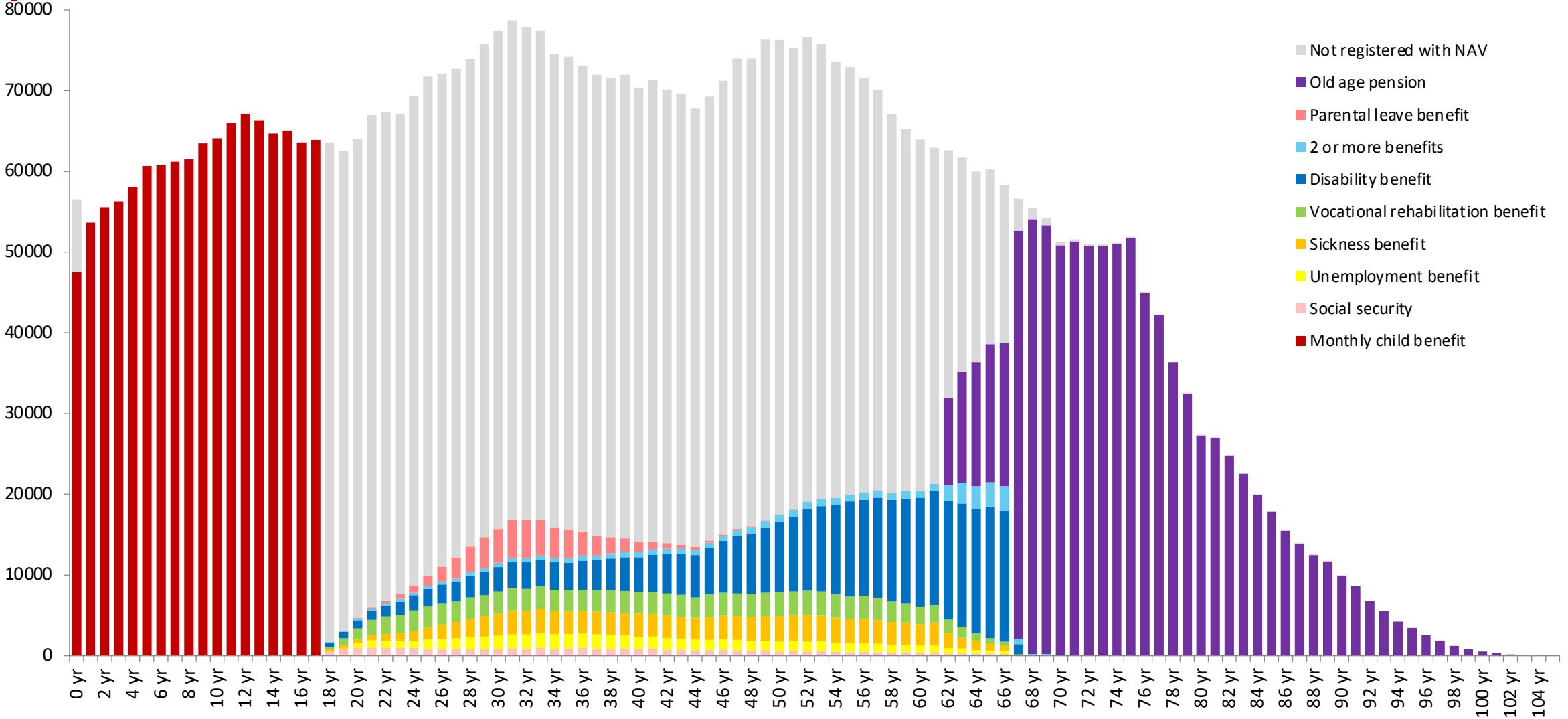
All numbers are status for citizens residing in Norway as of December 2017. Social security, unemployment benefit, sickness benefit, vocational rehabilitation benefit and disability benefit are controlled for double-counting, and therefore counts citizens with only this benefit. Citizens with 2 or more of these benefits are shown as «2 or more benefits». Source: NAV. Population numbers per annum are as of 1. January 2018. Source: SSB

If you take **all of todays 50-year olds in Norway** (which there are 76 296 of), guess how many have had a **subsistence benefit** from NAV during their adult life?



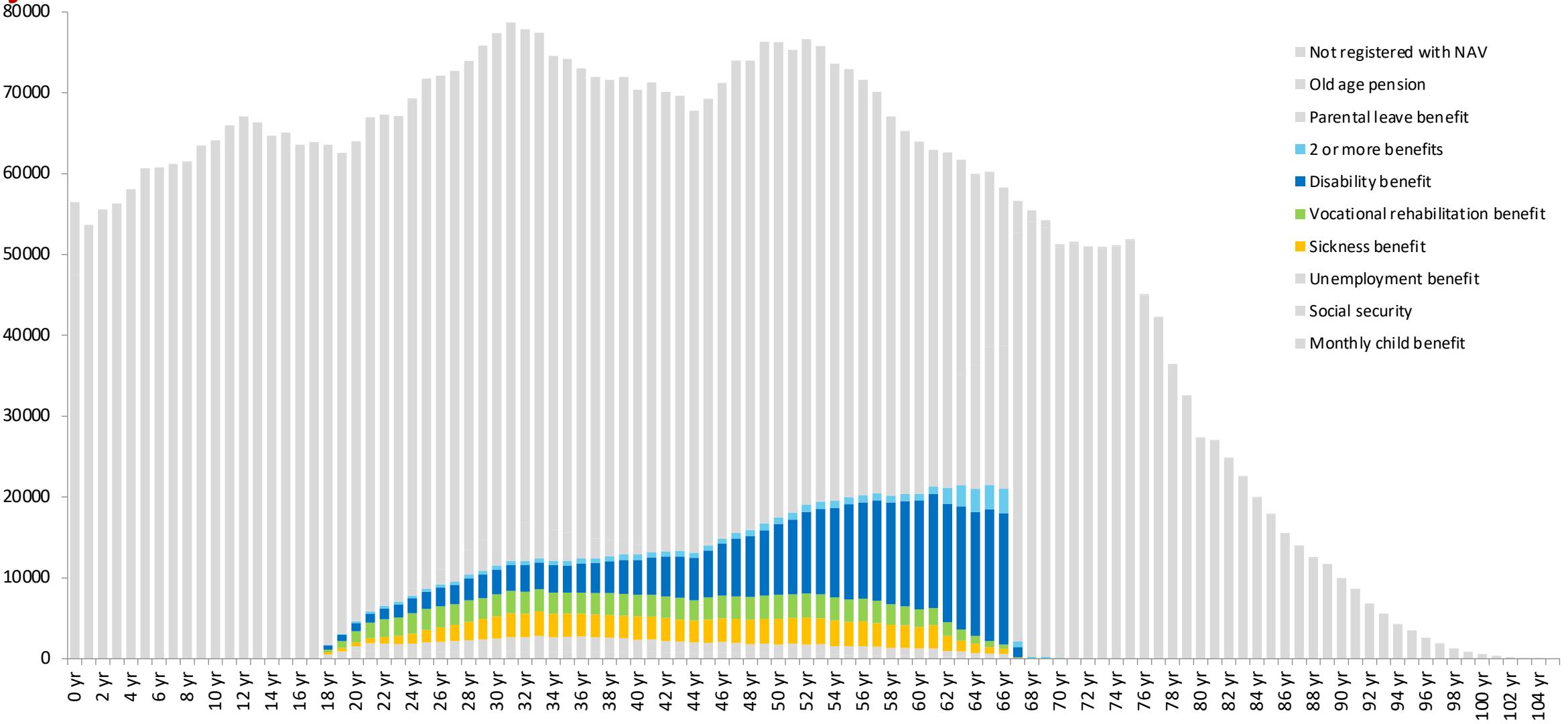
90%

Norway has one of the most comprehensive welfare systems in the world



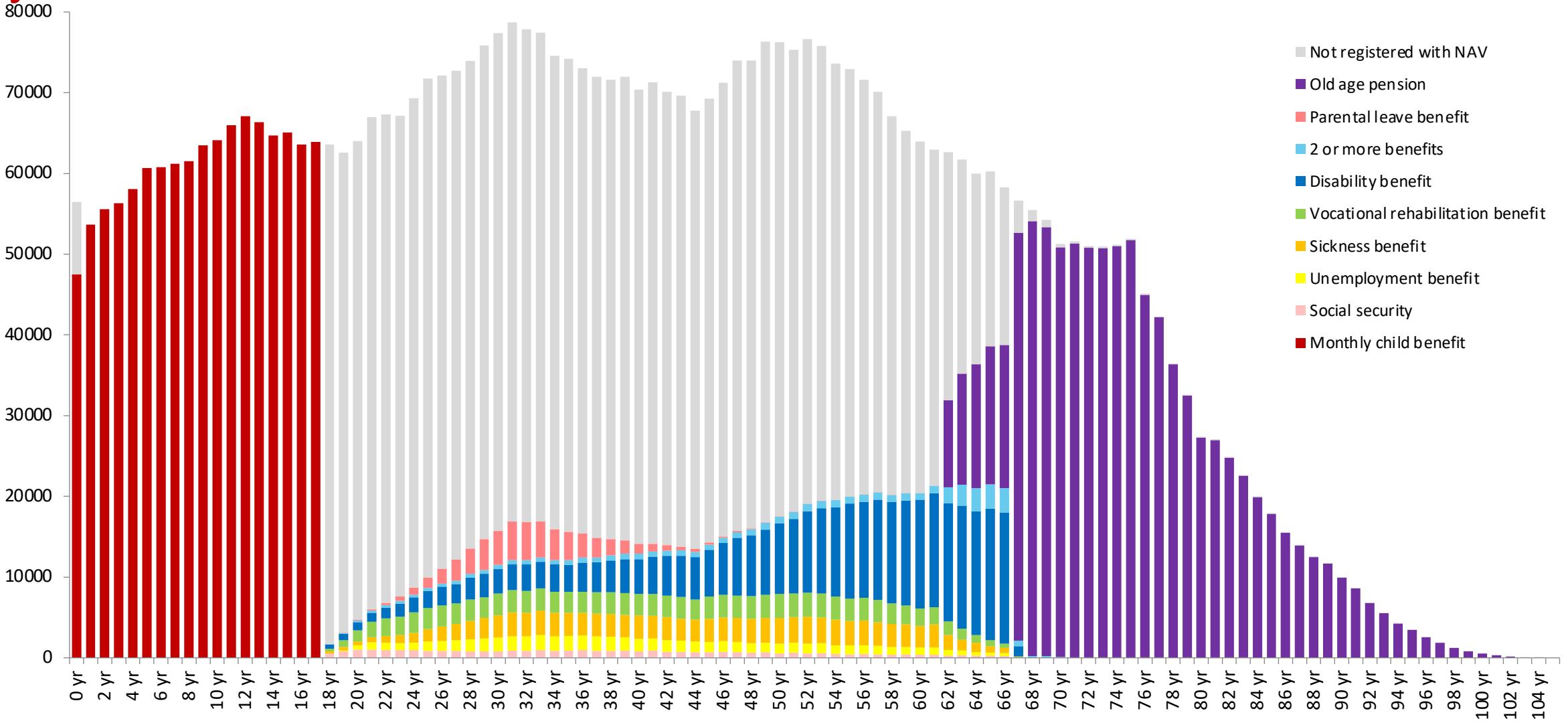
All numbers are status for citizens residing in Norway as of December 2017. Social security, unemployment benefit, sickness benefit, vocational rehabilitation benefit and disability benefit are controlled for double-counting, and therefore counts citizens with only this benefit. Citizens with 2 or more of these benefits are shown as «2 or more benefits». Source: NAV. Population numbers per annum are as of 1. January 2018. Source: SSB

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Population numbers per annum are as of 1. January 2018. Source: SSB

Norway has one of the most comprehensive welfare systems in the world



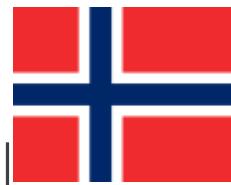
All numbers are status for citizens residing in Norway as of December 2017. Social security, unemployment benefit, sickness benefit, vocational rehabilitation benefit and disability benefit are controlled for double-counting, and therefore counts citizens with only this benefit. Citizens with 2 or more of these benefits are shown as «2 or more benefits». Source: NAV.
Population numbers per annum are as of 1. January 2018. Source: SSB

3

days

*Price at purchase of
KNM Helge Ingstad
was 3,78 billion NOK*





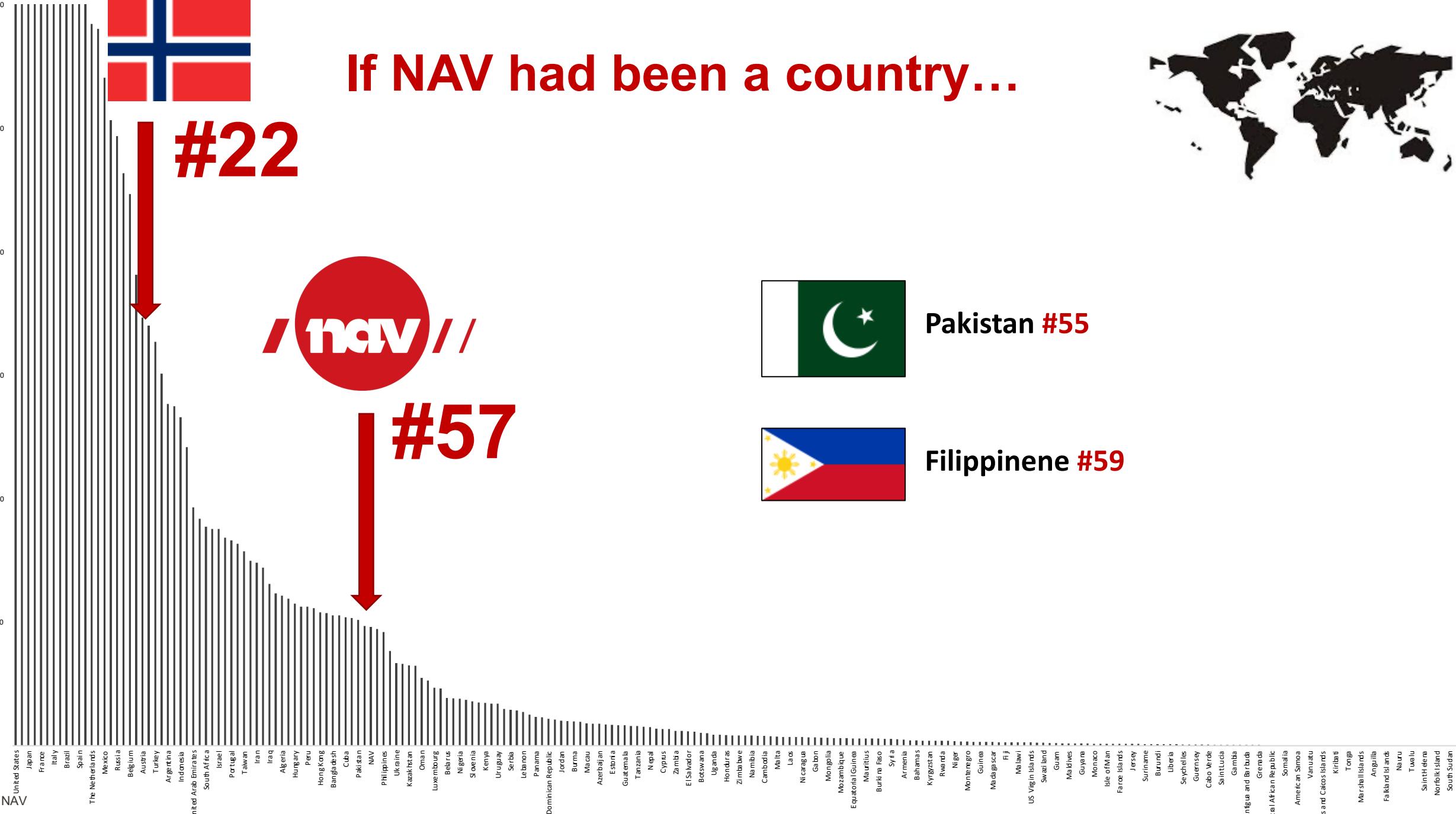
If NAV had been a country...



#22



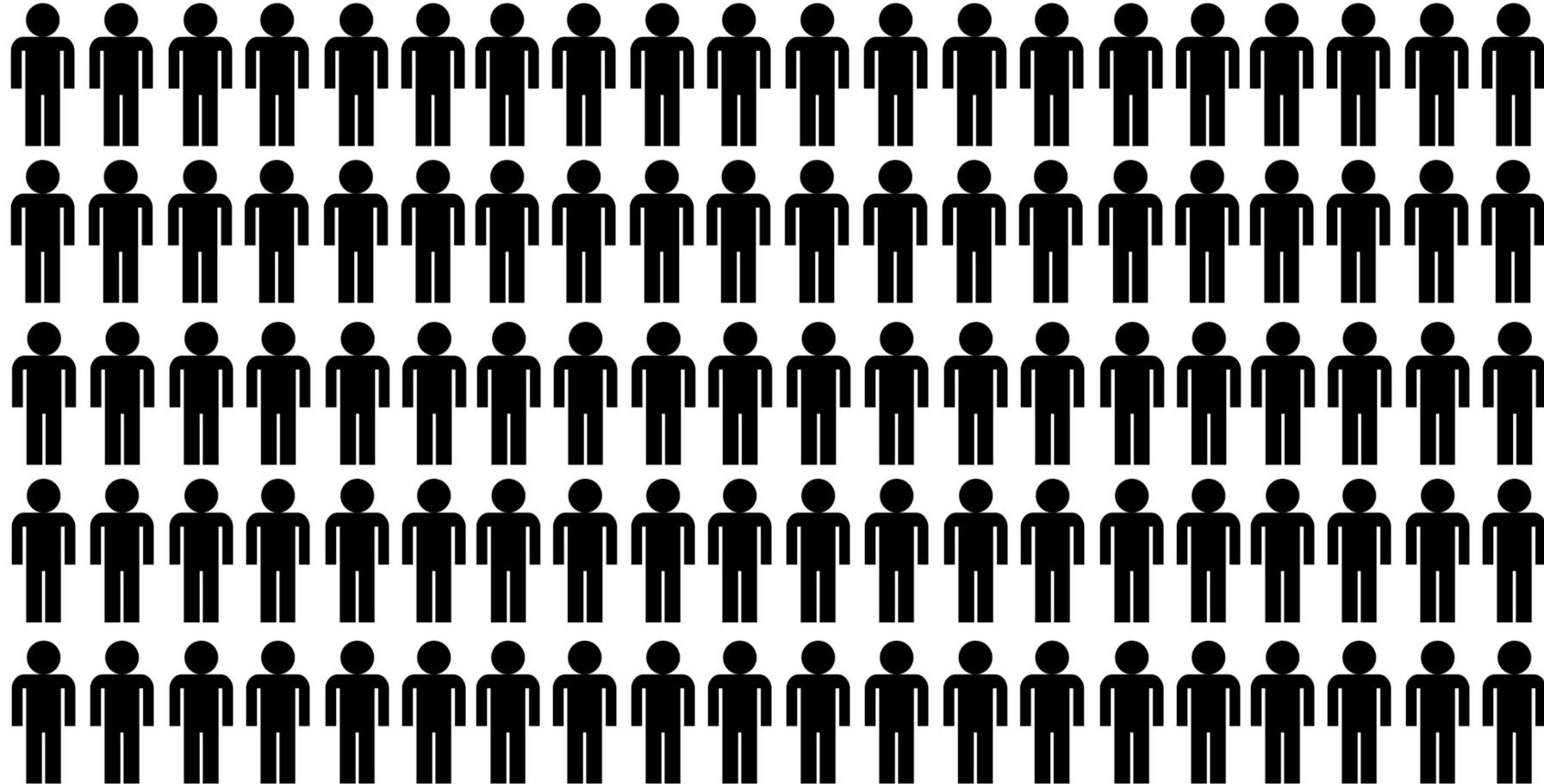
#57



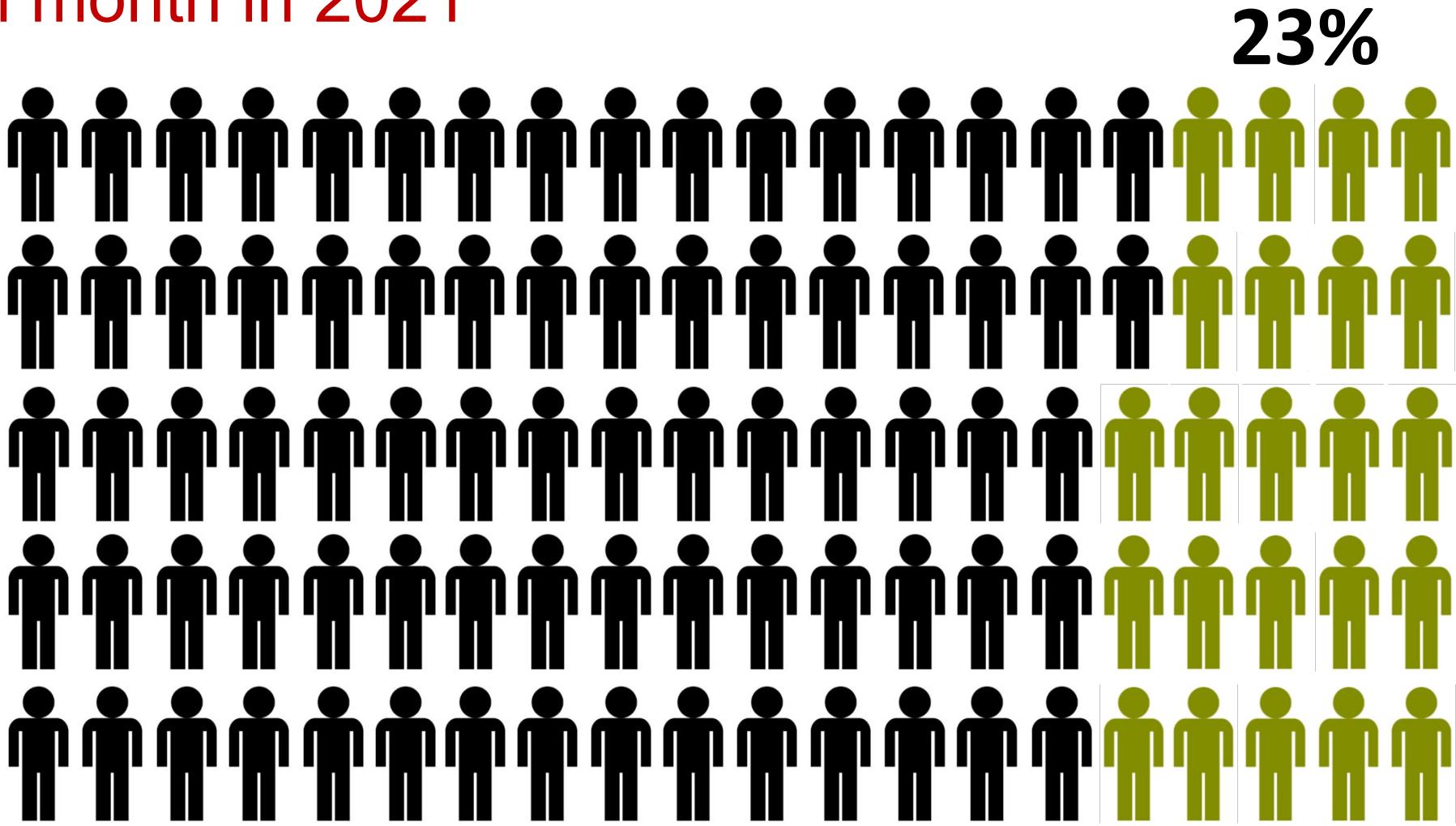
Expenses on all the world's state budgets

// NAV

Share of recipients 18 – 66 yrs of subsistence benefits each month



Share of recipients 18 – 66 yrs of subsistence benefits each month in 2021



Share of recipients 18 – 66 yrs of subsistence benefits during all of 2021



These are benefits and users primarily related to sickness and health...

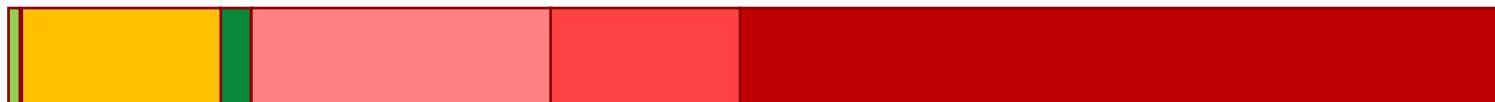
214 billion NOK in subsistence benefits related to worklife in Norway

Work support benefit: 1,3 bn (0,6%)

Unemployment benefit: 26,4 bn (12,3%)

Single parent support: 1,8 bn (0,8%)

86%



Sickness benefit: 49,2 bn (23%)

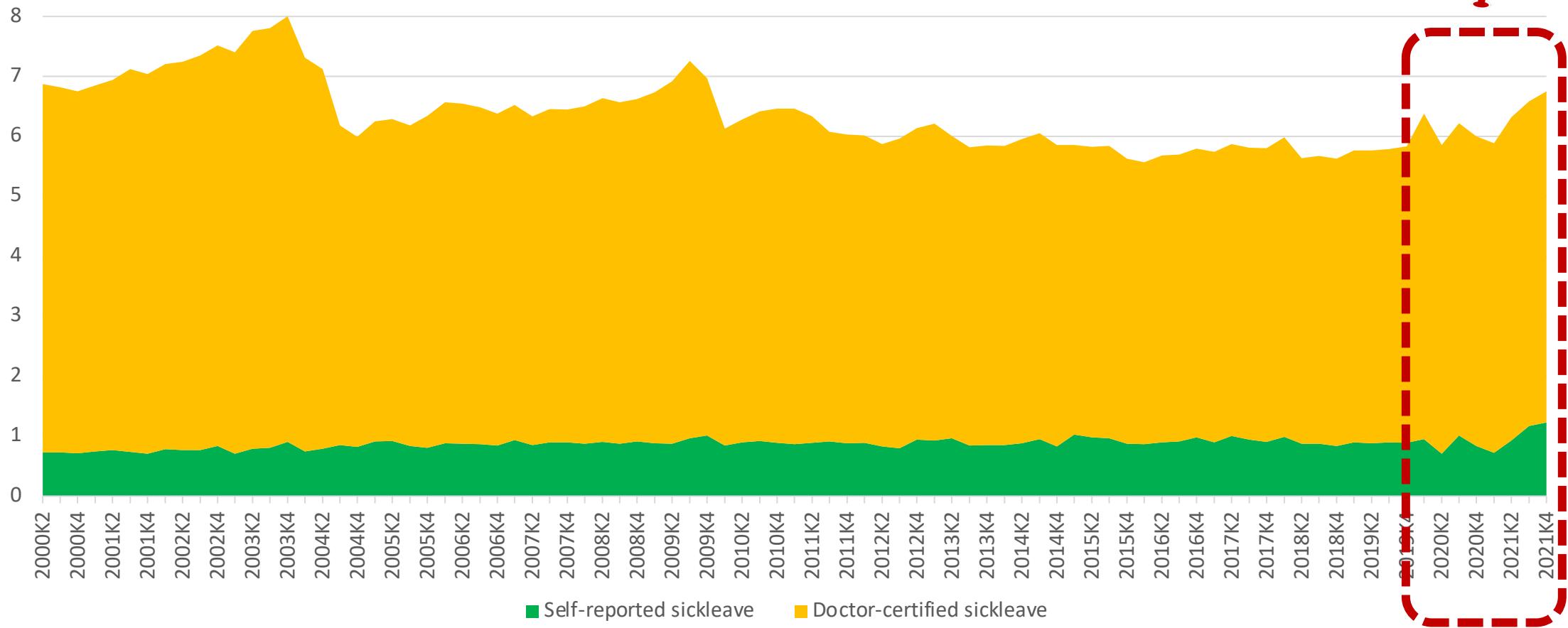
Vocational rehabilitation benefit: 32,9 bn (15,4%)

Disability benefit: 102,3 bn (47,8%)

**A lot of future
exclusion
starts with
sickness...**



The seasonally adjusted sickleave figures of Norway



Norges «sykeste» kommune

Hemsedal, Bærum og Asker har lavest uføreandel i Norge. I Ballangen står det dårligere til. Kommunen har flest uføre og høyest sykefravær i landet.

ARBEIDSLIV

Christian Bjerknes
Oslo

Den lille kommunen Ballangen i Ofoten skiller seg ut i statistikken over Norges friskeste og sykreste kommuner. Ikke bare har Ballangen høyest uføreandel i landet, de har også det høyeste sykefraværet.

- Vi vet ikke helt hvorfor det er slik, men i samarbeid med Nav er vi i ferd med å kartlegge situasjonen og finne årsaker. Det er viktig vite om hva som føller pasienten foran begynner å medsinne, sier døfør Per Kristian Arntzen (Sp) Ballangen.

Friskest og sykest i Norge

Dette er kommunene med lavest og høyest sykefravær i landet. Tapte dagsverk på grunn av egen sykdom i prosent av avtalte dagsverk i 2016.

Friskest

Moskenes	2,9	■
Dovre	3,2	■
Rømskog	3,3	■
Balestrand	3,4	■
Hemsedal	3,4	■
Snåase Snåsa	3,5	■
Agdenes	3,7	■
Fyresdal	3,7	■
Aurland	3,7	■
Os (Hedm.)	3,8	■

Sykest

Hasvik	7,9	■
Kvænangen	8,1	■
Skjervøy	8,1	■
Roan	8,4	■
Skånland	8,6	■
Karlsøy	8,6	■
Bjugn	9,0	■
Tjeldsund	9,0	■
Lavangen	9,6	■
Ballangen	12,5	■

Dette er kommunene med lavest og høyest uføreandel. Uførepensjonister mellom 18 og 67 år i prosent av befolkningen i 2016.

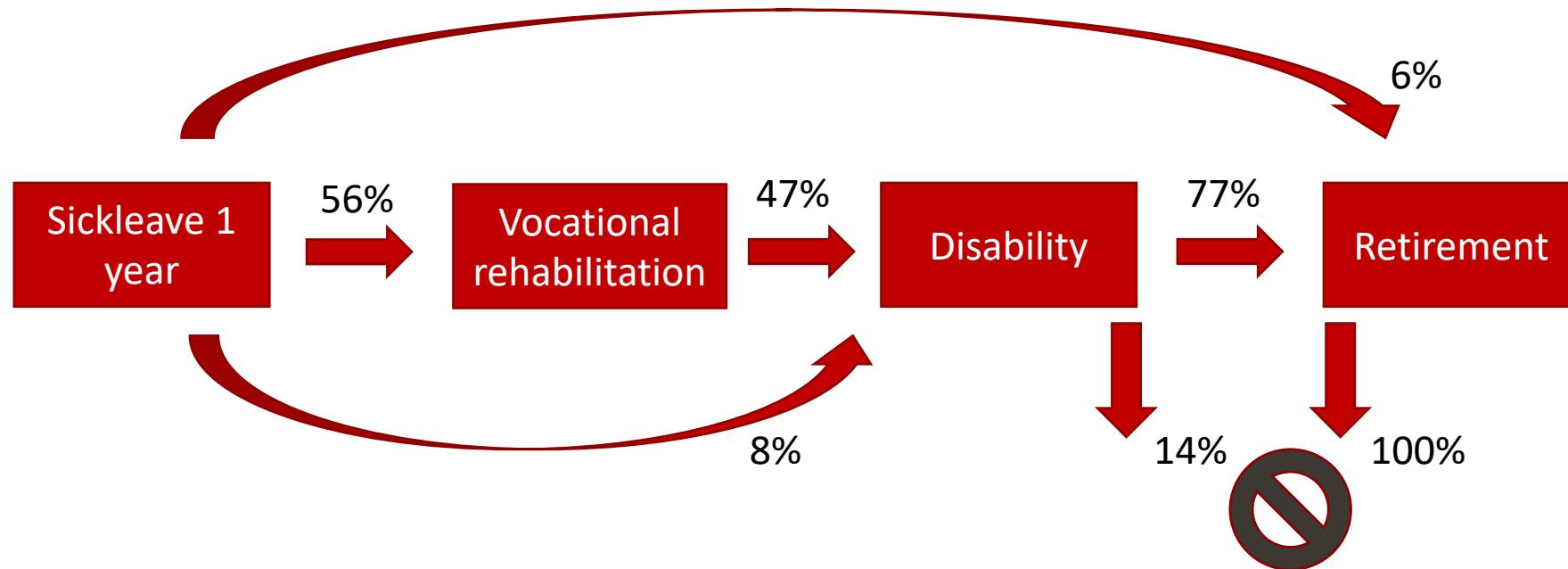
Friskest

Hemsedal	2,7	■
Bærum	3,1	■
Asker	3,2	■
Sogndal	3,3	■
Sola	3,4	■
Stranda	3,5	■
Oslo	3,6	■
Leikanger	3,6	■
Oppegård	3,6	■
Ås	3,7	■

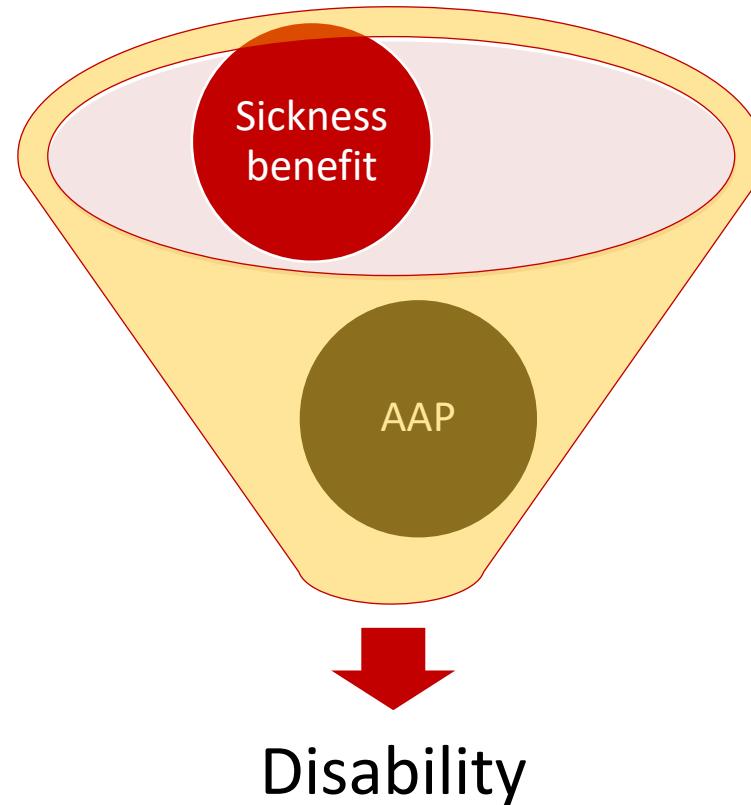
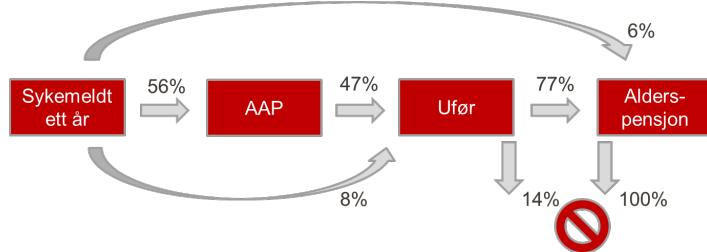
Sykest

Gjerstad	11,2	■
Bindal	11,2	■
Bygland	11,3	■
Søndre Land	11,3	■
Dyrøy	11,4	■
Verran	11,5	■
Eidskog	11,6	■
Iveland	11,6	■
Våler (Hedm.)	12,5	■
Ballangen	13,0	■

The path of sickness in NAV...



So to reduce disability (and exclusion from the labour market), sickleave needs to be reduced



OECD in 2013:

«Norway has the highest sickleave and the highest costs associated with sickleave across the whole OECD...»

OECD in 2013:

«Norway has the highest sickleave and the highest costs associated with sickleave across the whole OECD ...»

Human Development Index (HDI) Ranking

From the 2020 Human Development Report

Search in table

Page 1 of 19



-



Rank

1

Country

Norway

HDI value
(2019)

0.957

SOL

Min feed

Logg inn



Verdens beste land å bo i

Norge toppler FN-kåring for 15. år på rad

FN kårer nok en gang Norge til verdens beste land å bo i. Samtidig er nye typer ulikheter i samfunn verden over i ferd med å utvikle seg, ifølge FN-rapporten.



NRK

Logg inn



Urix

Nyhetsbrev Urix forklarer Korrespondentbrevet PC >

Norge toppler kåring over verdens beste helsevesener

Norge klatter fra en delt fjerdeplass til toppen på en stor undersøkelse over helsevesenet i rike land. Landet som bruker klart mest penger på helse, havner desidert sist.



- Nordmenn har veldig lav moral

Publisert: **for 5 år siden**
Sist oppdatert: **for 5 år siden**



Carina Charlotte Carlsen
[Tips meg](#)

f Del på Facebook

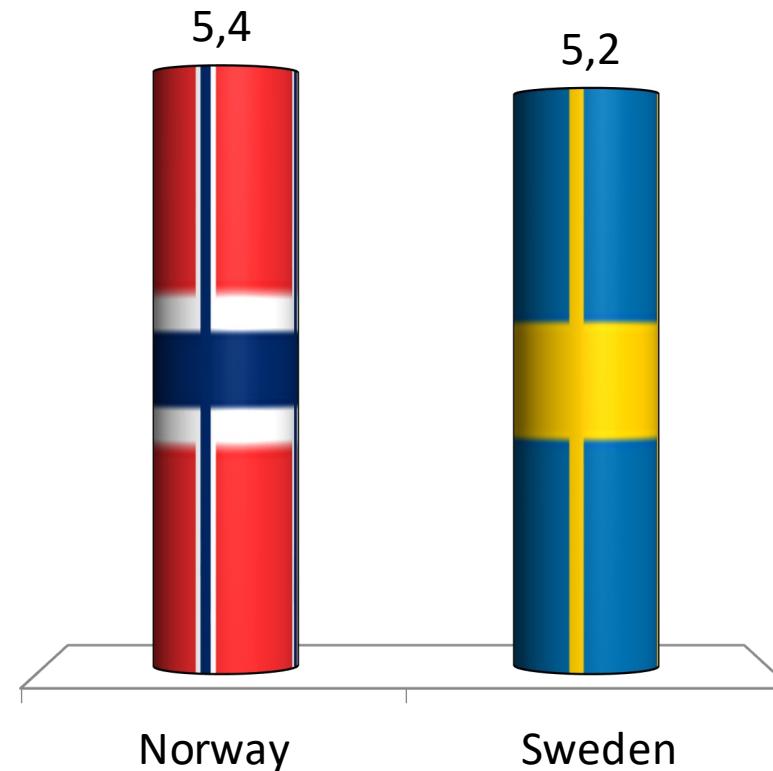
twitter Del på Twitter

Svenskene ler godt av syke nordmenn.

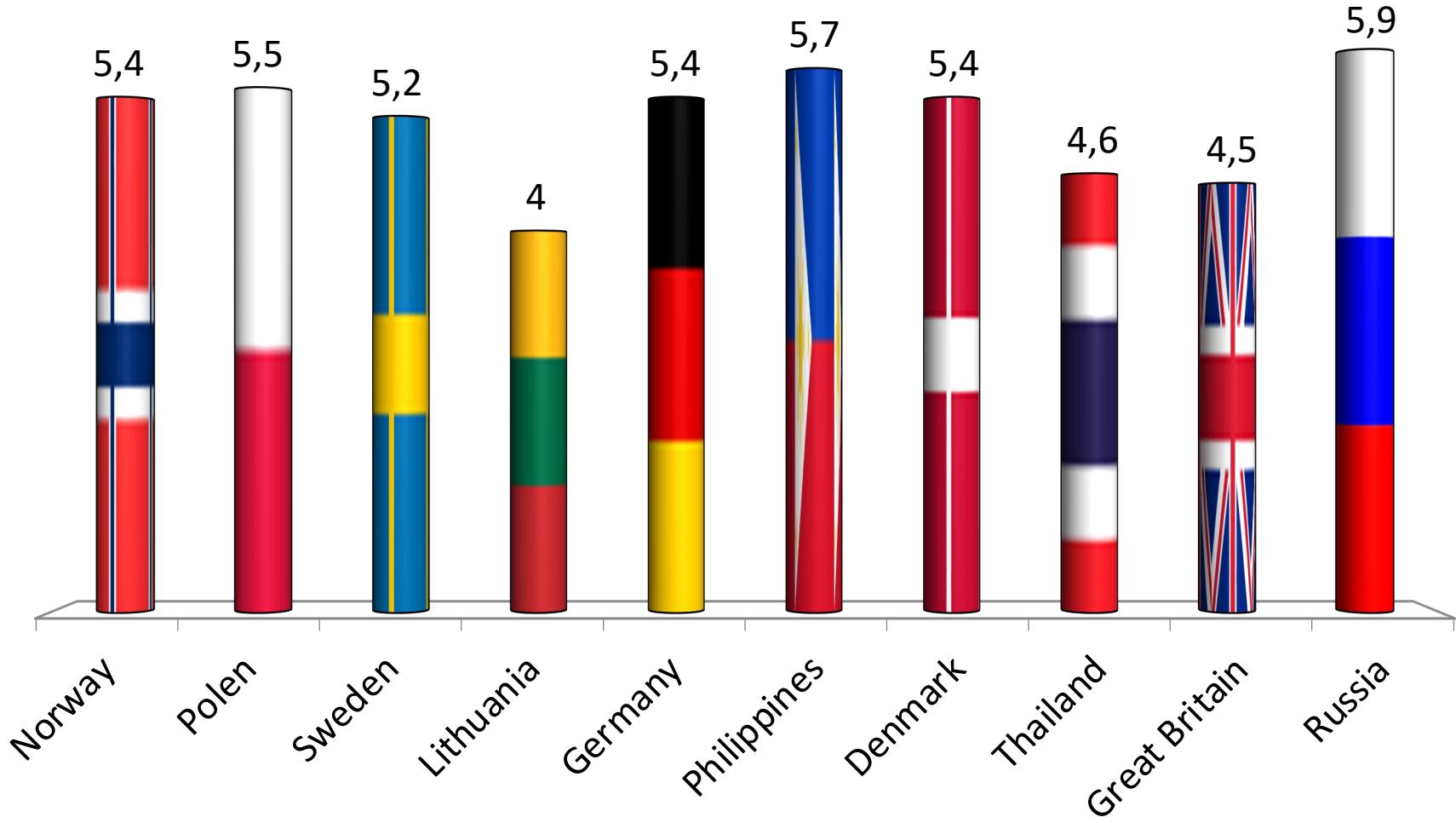
«Nordmenn har veldig lav moral og er trolig blant de sykestes menneskene i verden.»

Nordmenn er dobbelt så syke som svenskene.

Etter at Nettavisen NA24 tidligere denne måneden skrev om det store spraket i sykefravær sammenlignet med nabolandet vårt, Sverige, ler de godt av oss.



Norwegians more sick than other nationalities?



Could it be that Norway has the «right» level of sickleave, whereas other countries keep it artificially low?

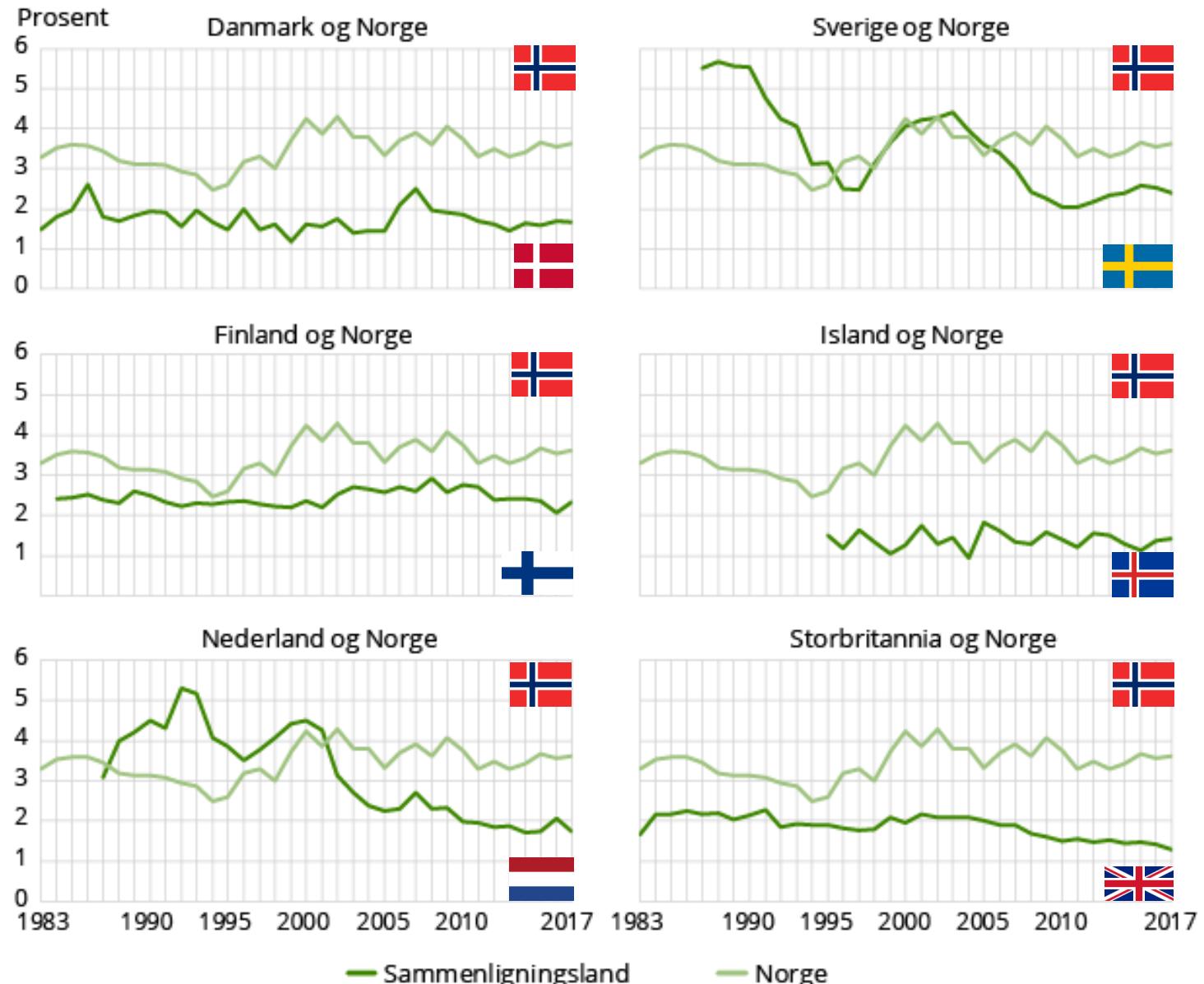
- A result of «correct» use of sickleave?
 - We stay at home when sick, and don't come to work «half-ill»?
- A result of high employment?
 - Higher sickleave due to more women in the work force?
- A result of an inclusive labour market?
 - Inclusion of people with disabilities result in more sickleave?
- A result of good redundancy protection?
 - Being sick in Norway cannot lead to layoffs.



But...

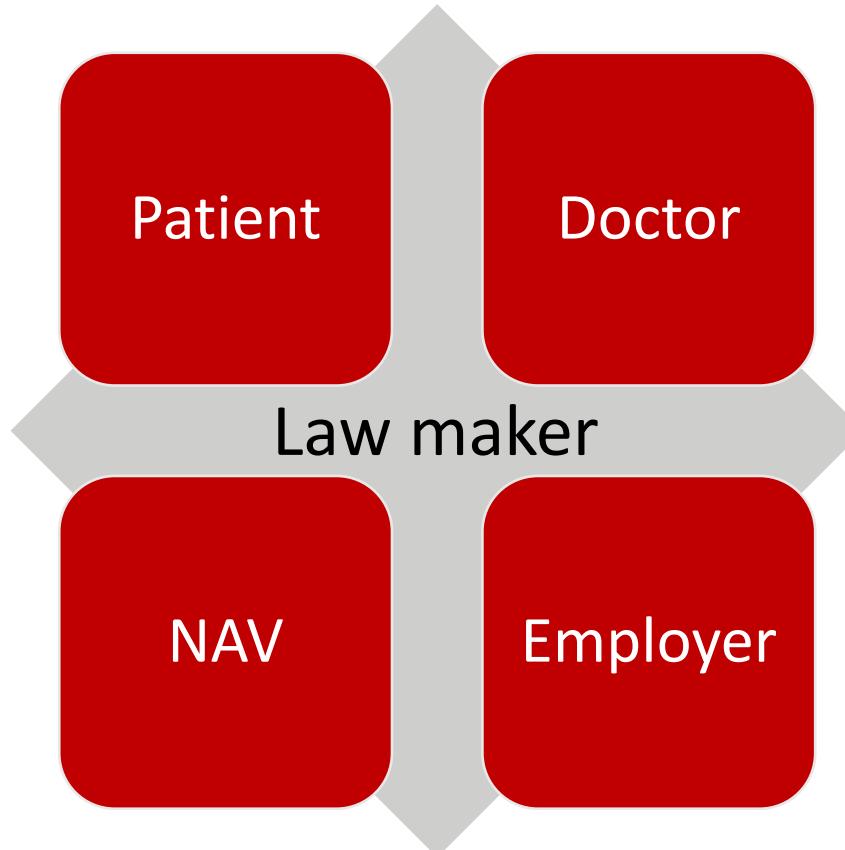
- Many of these factors go for most of the countries we like to compare ourselves with?

Sykefravær av minst én ukes varighet som prosent av alle sysselsatte. 1983-2017.
Norge sammenlignet med andre land

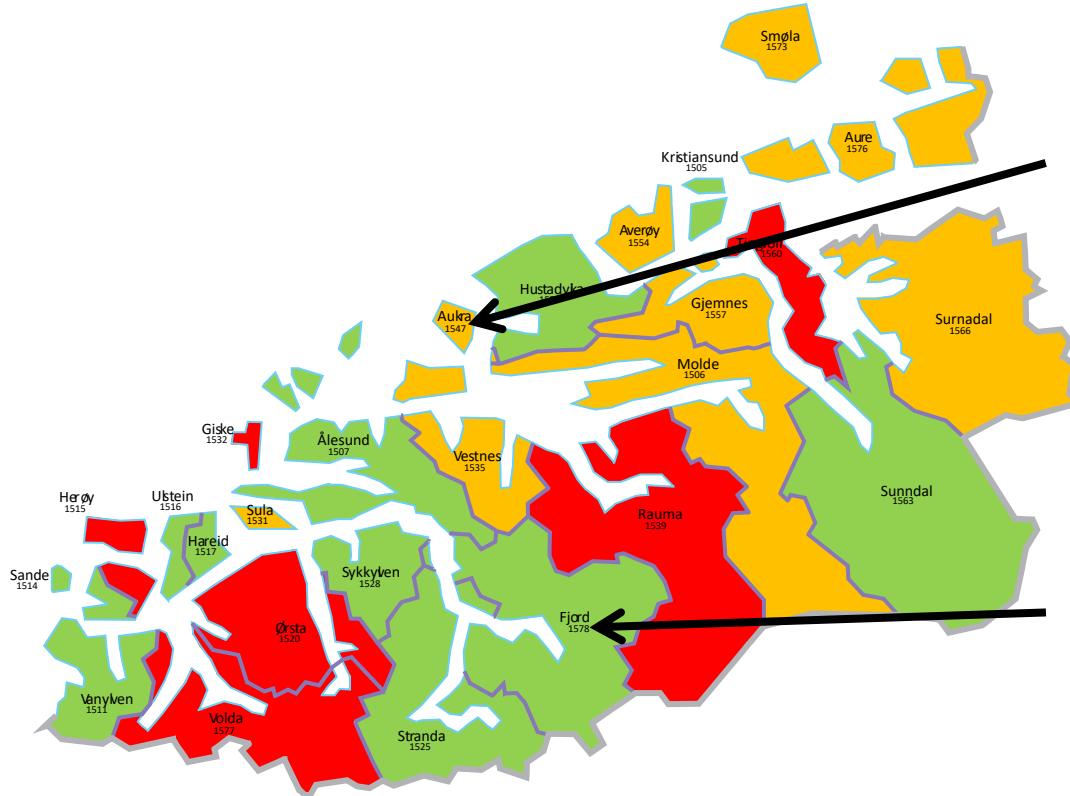


Kilde: Arbeidskraftundersøkelsen i de ulike landene. Filuttrekk fra Eurostat.

Can the Norwegian sick pay scheme be a reason?



Doctors sick leave practice: weakness/tiredness (A04)



Aukra

Fjord



(14 days)

(116 days)

January

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February

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26	27	28				

March

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April

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May

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June

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April

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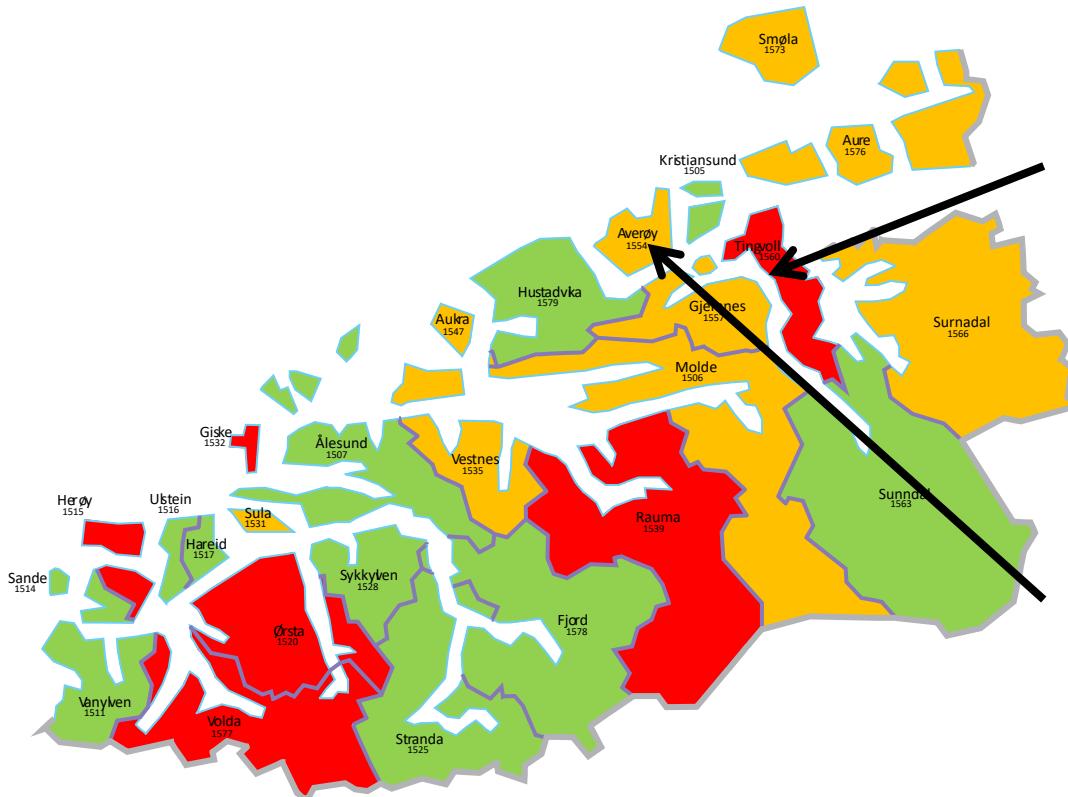
May

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June

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Doctors sick leave practice : Low back symptoms (L03)



Tingvoll

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
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29	30	31				

Averøy

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12	13	14	15	16	17	18
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26	27	28	29	30	31	

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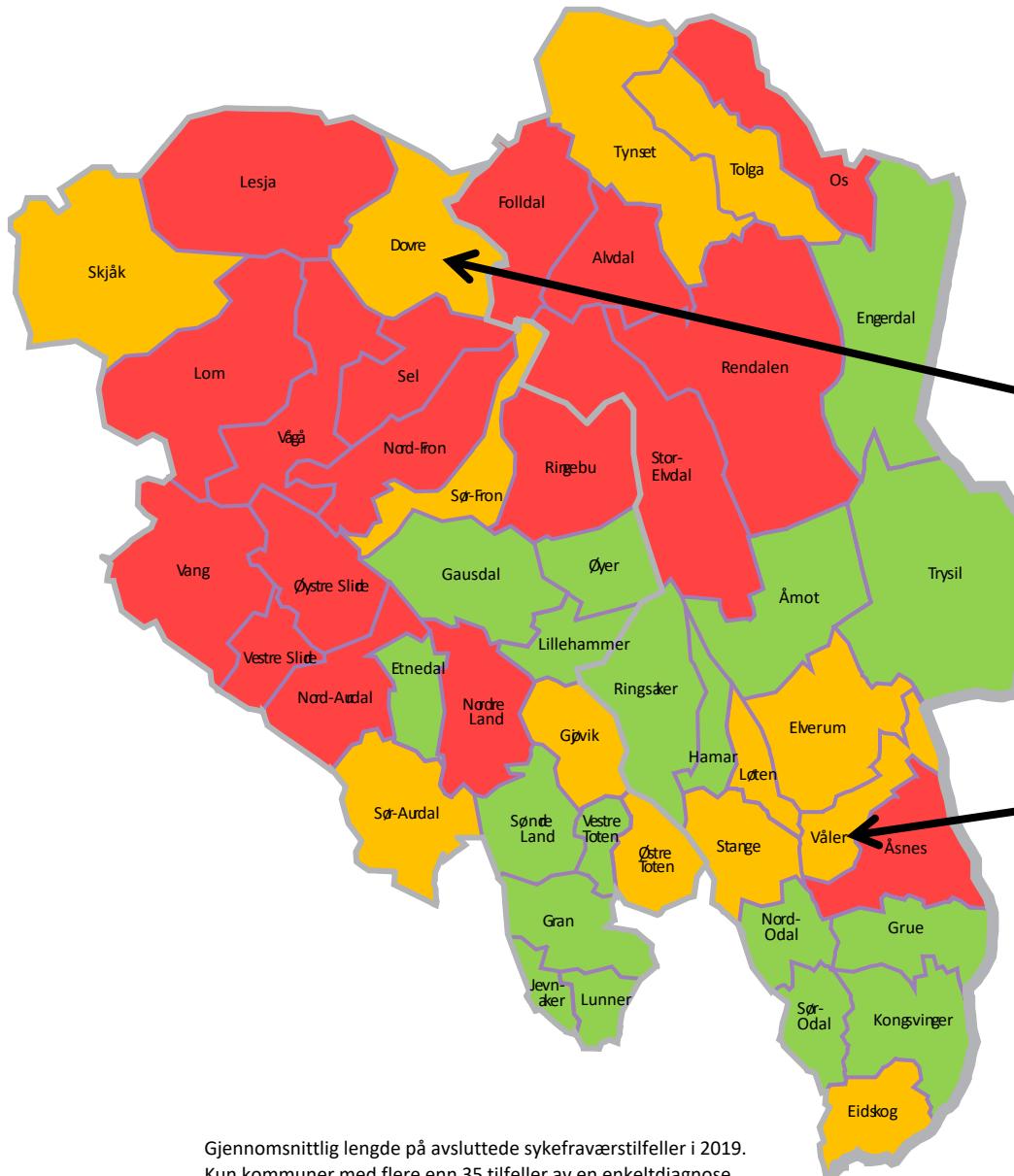
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18	19	20	21	22	23	24
25	26	27	28	29	30	31



(13 days)

(65 days)

Doctors sick leave practice : L02, L03 og L84



Dovre

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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S	M	T	W	T	F	S
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26	27	28				

S	M	T	W	T	F	S
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21	22	23	24	25	26	27
28	29	30	31			

S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Våler

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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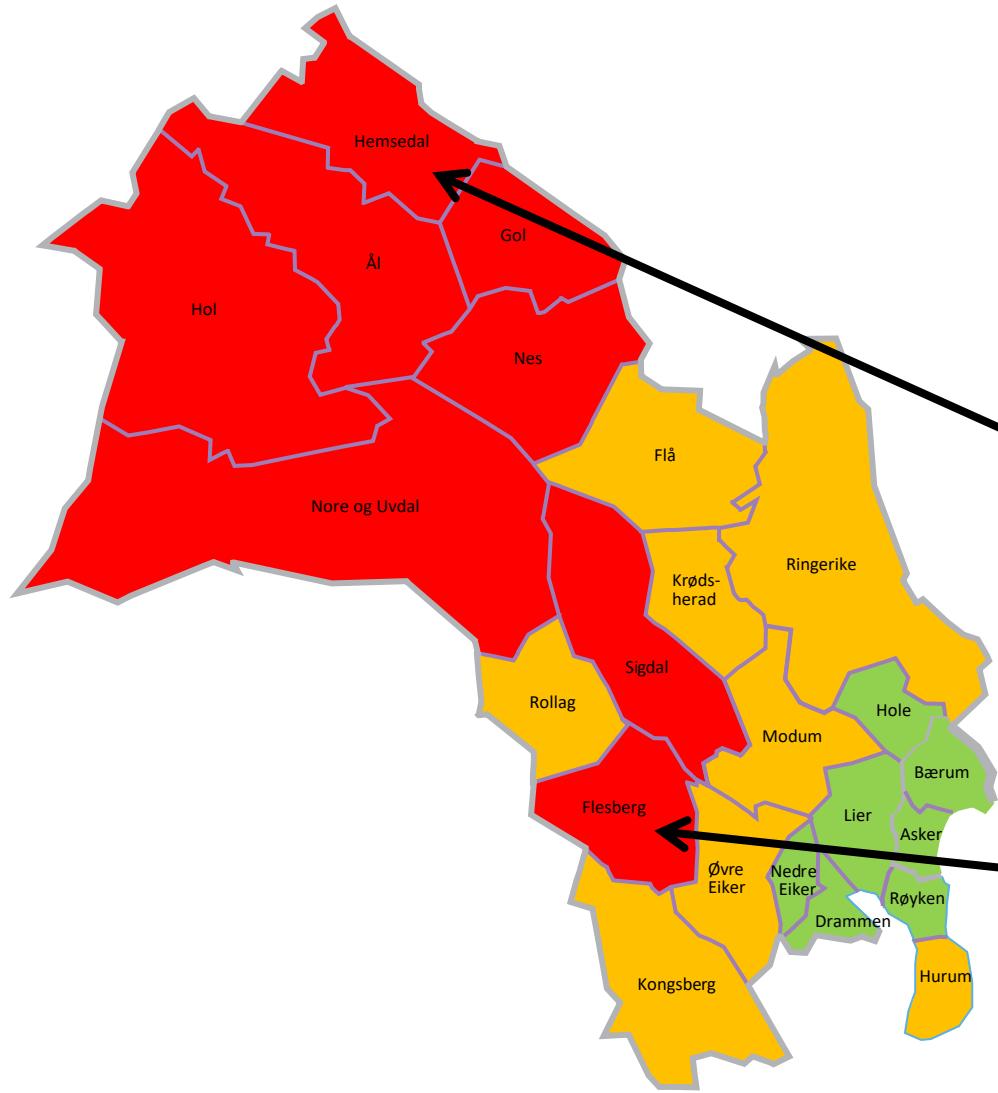
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8	9	10	11	12	13	14
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



(16 days)

(77 days)

Doctors sick leave practice : Back syndrome with radiating pain (L86)



Hemsedal

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
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29	30	31				

February						
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March						
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April						
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May						
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June						
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11	12	13	14	15	16	17
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(33 days)

Flesberg

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
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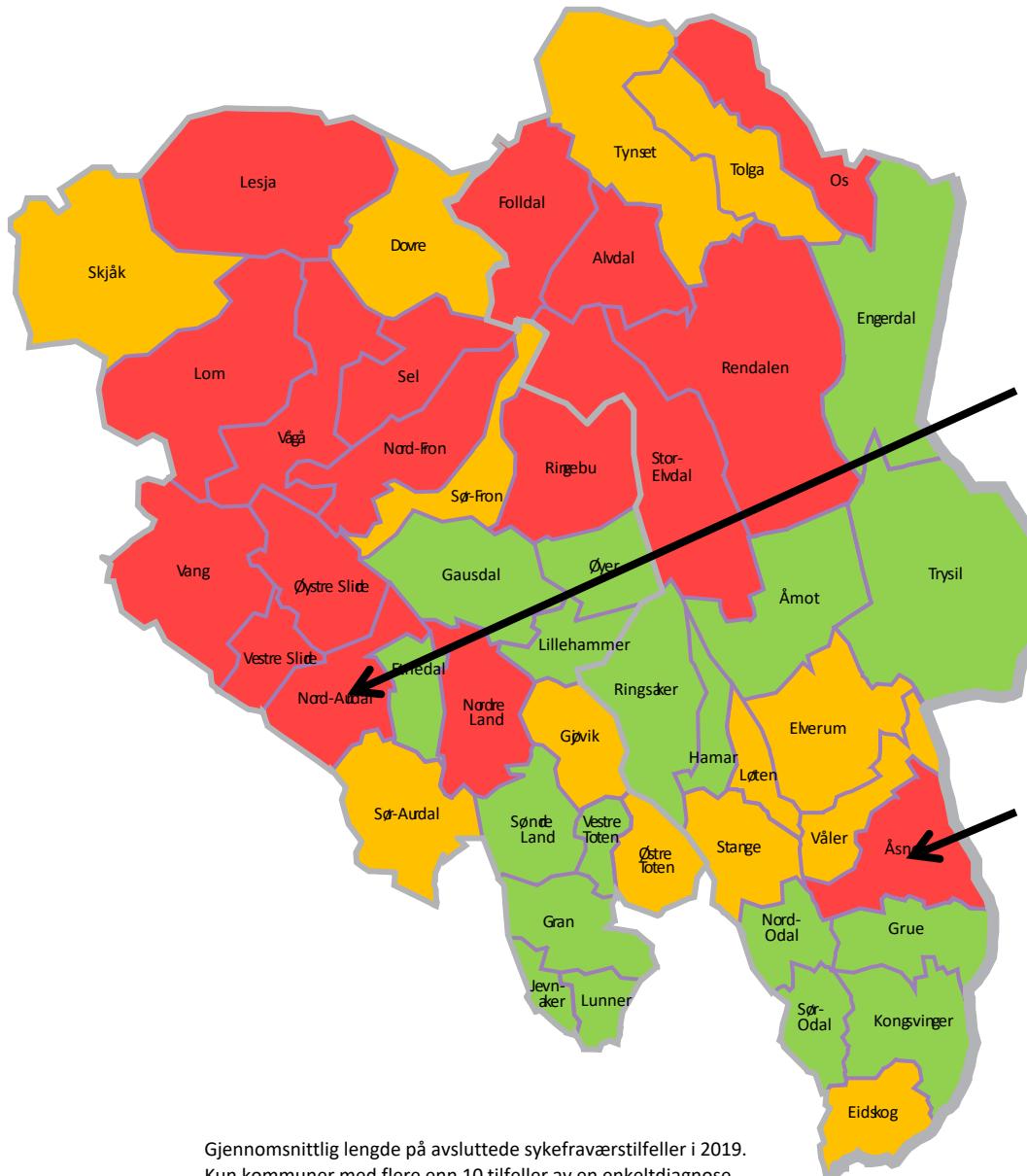
March						
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April						
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May						
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21	22	23	24	25	26	27
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June						
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Doctors sick leave practice : Shoulder syndrome (L92)



Nord-Aurdal

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
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22	23	24	25	26	27	28
29	30	31				

March						
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22	23	24	25	26	27	28
29	30	31				

April						
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23	24	25	26	27	28	29
30	31					

May						
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15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30	31			

June						
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30	31			



(38 days)

Åsnes

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

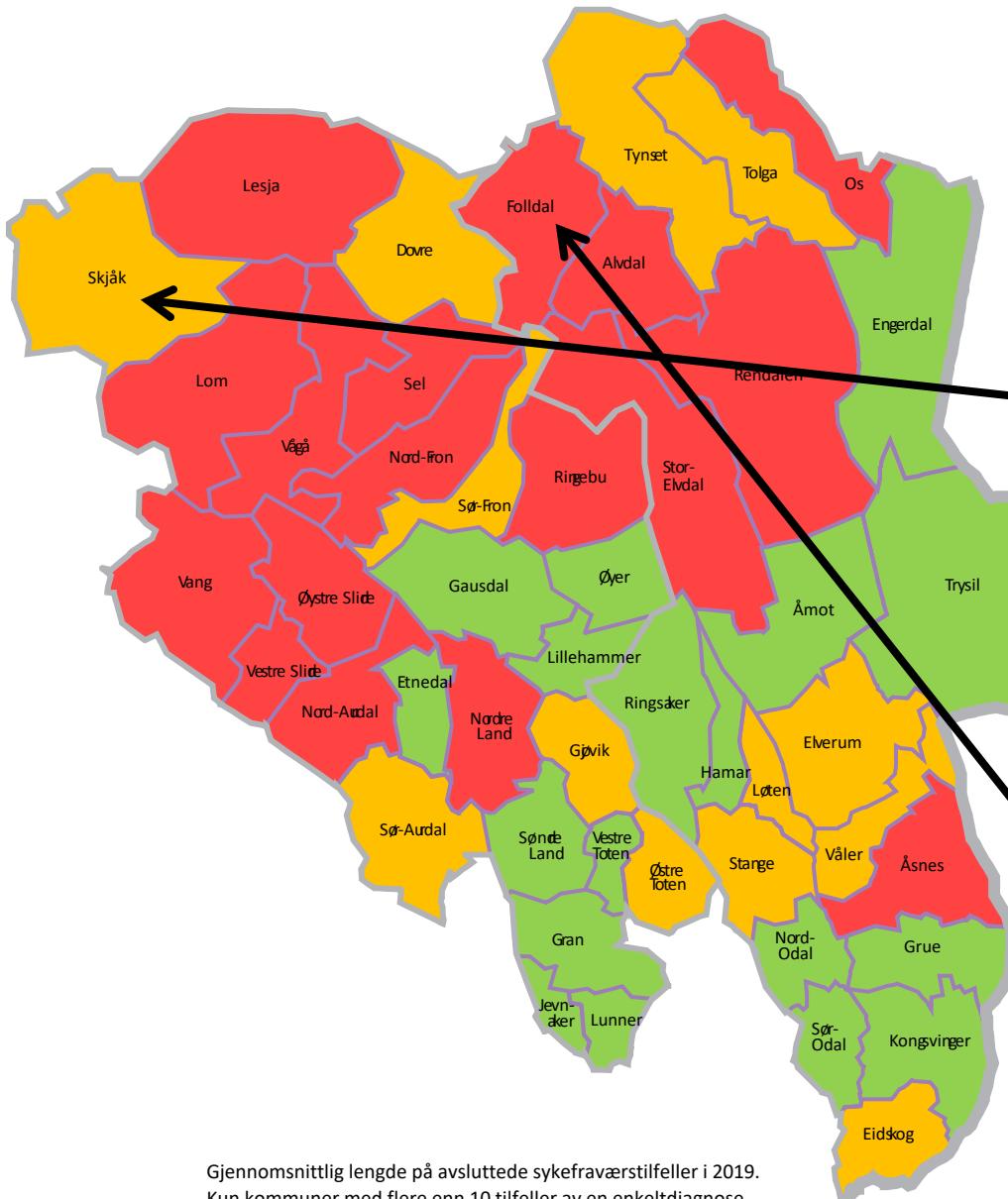
April						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30				

June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30				

(184 days)

Doctors sick leave practice : Acute stress reaction (P02)



(20 days)

Skjåk

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Folldal

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

March						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30	31			

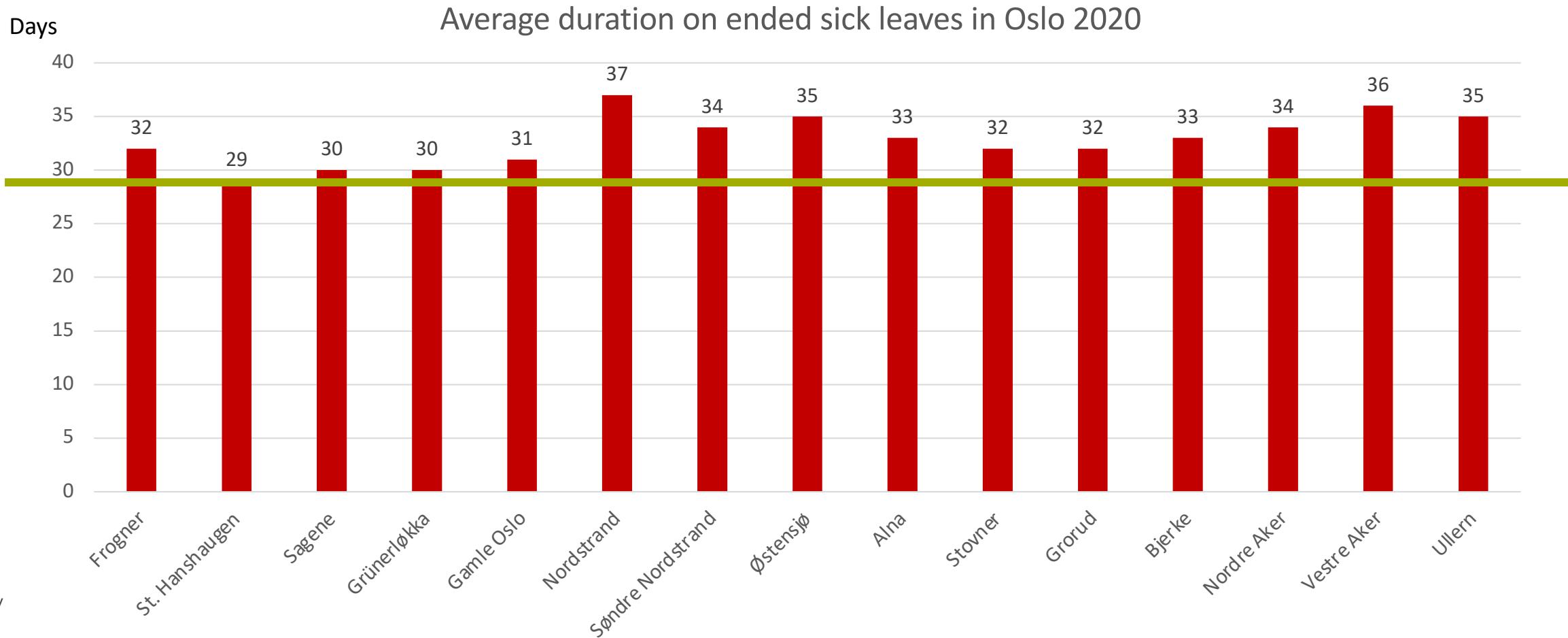
(89 days)

The duration of sick leaves can thus vary a lot...

If we lowered the duration of sick leave in Oslo to the lowest of the neighbourhoods (29 days), the savings would be:

Over 750 000 work days, or 3 000 work years

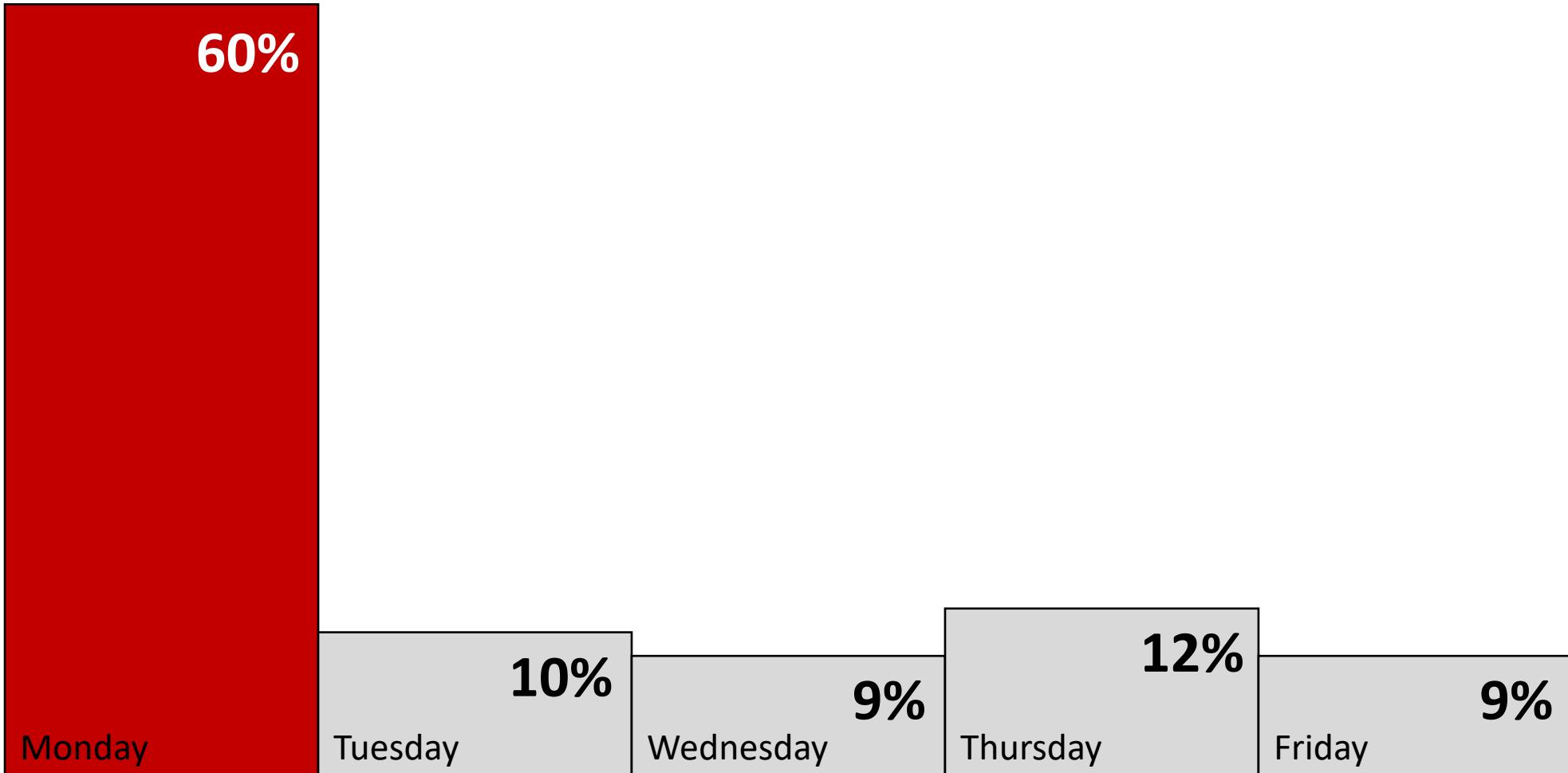
11%...



Each year in Norway we have around 1.4 million doctor-verified sickleaves

Monday	Tuesday	Wednesday	Thursday	Friday
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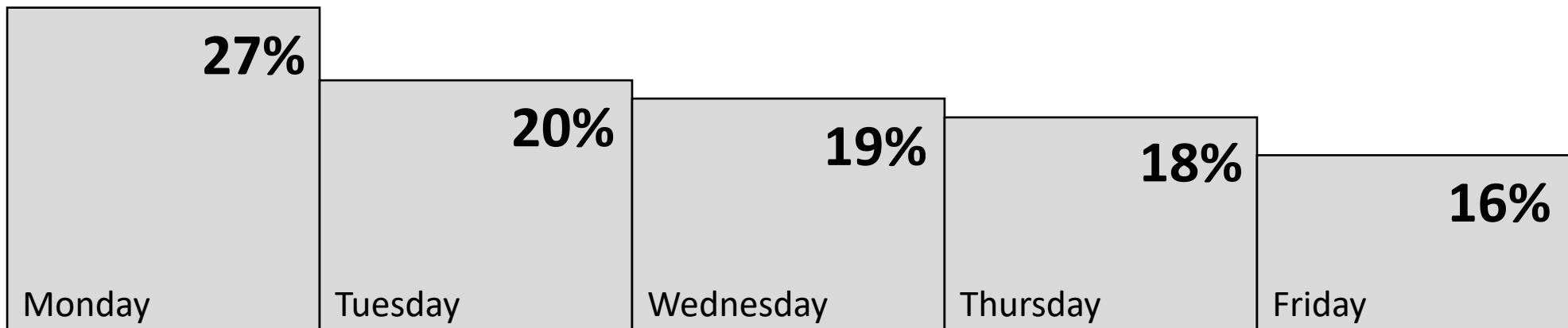
Each year in Norway we have around 1.4 million doctor-verified sickleaves



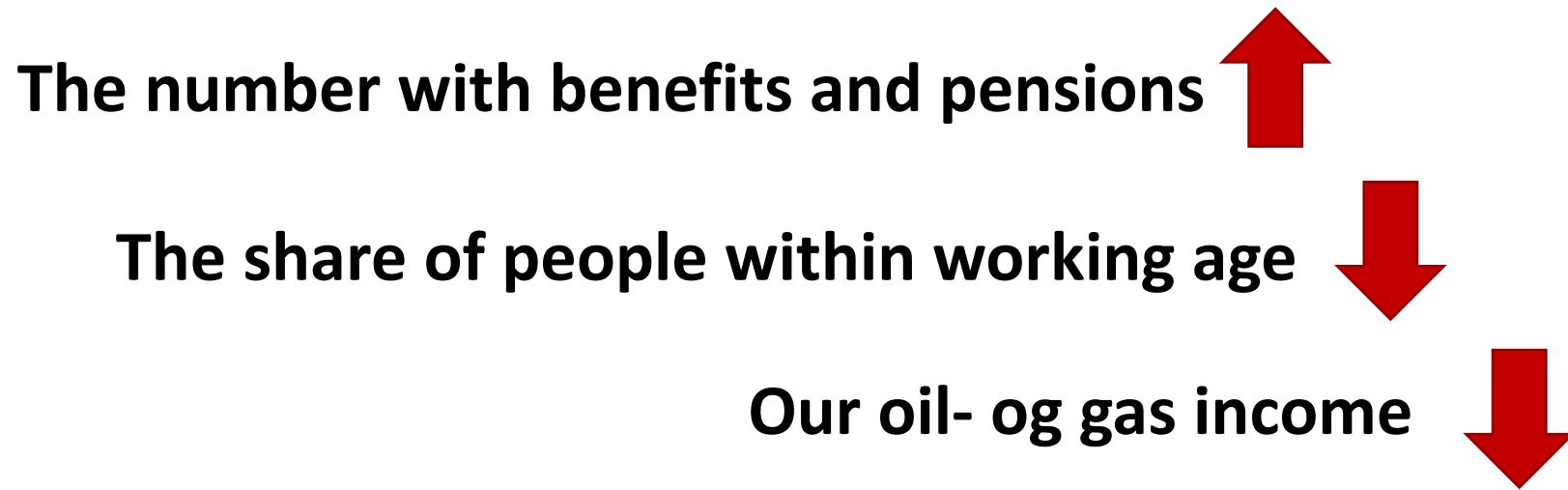
Each year in Norway we have around 1.4 million doctor-verified sickleaves

Norway had saved **865 000 work days**, or **3 500 years...**

That's almost **3 %** of all lost work days...



We are very interested in the issues of sickness and health,
because we have a BIG challenge ahead of us...

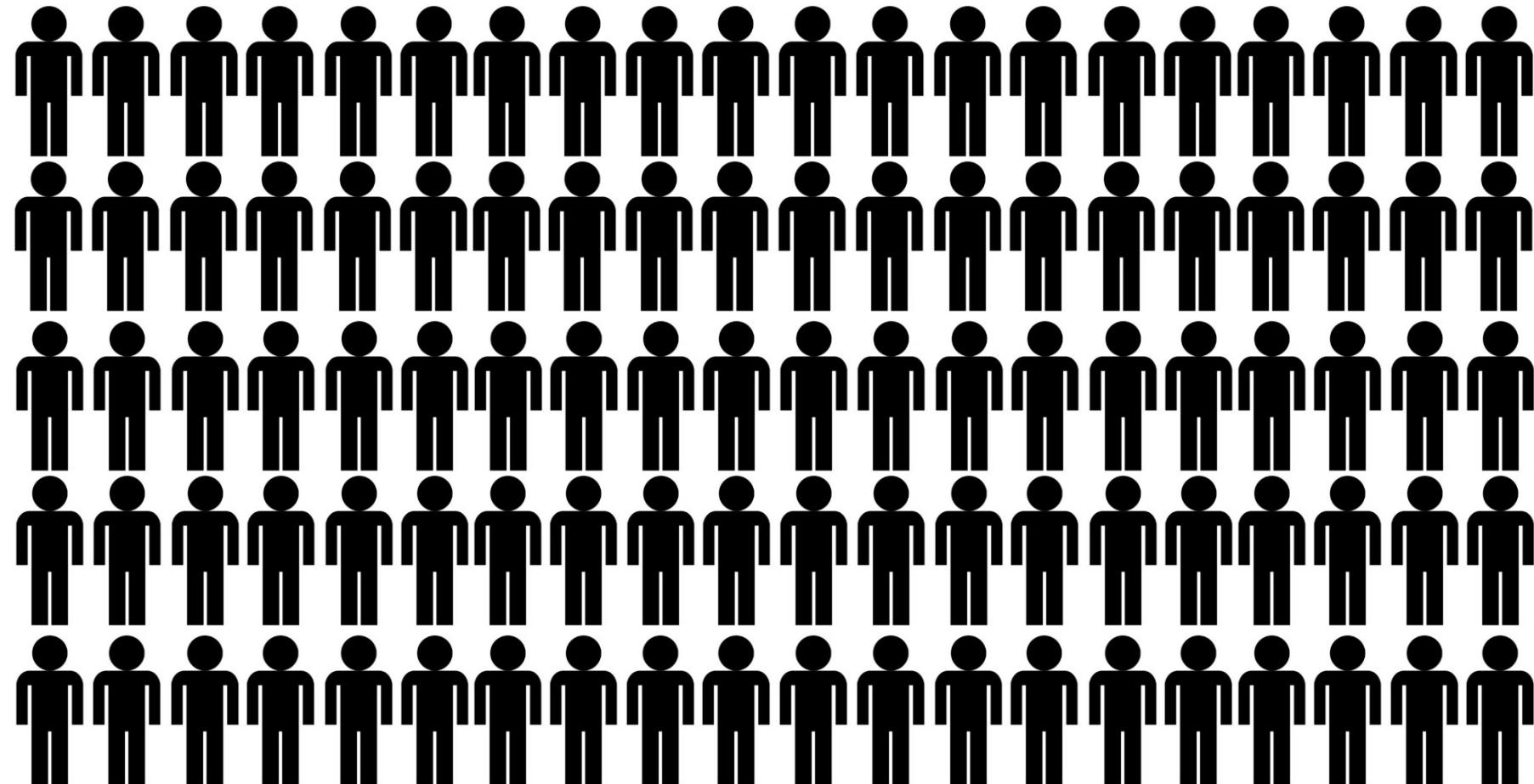


So we have to **reduce exclusion** and
increase inclusion to the work force...

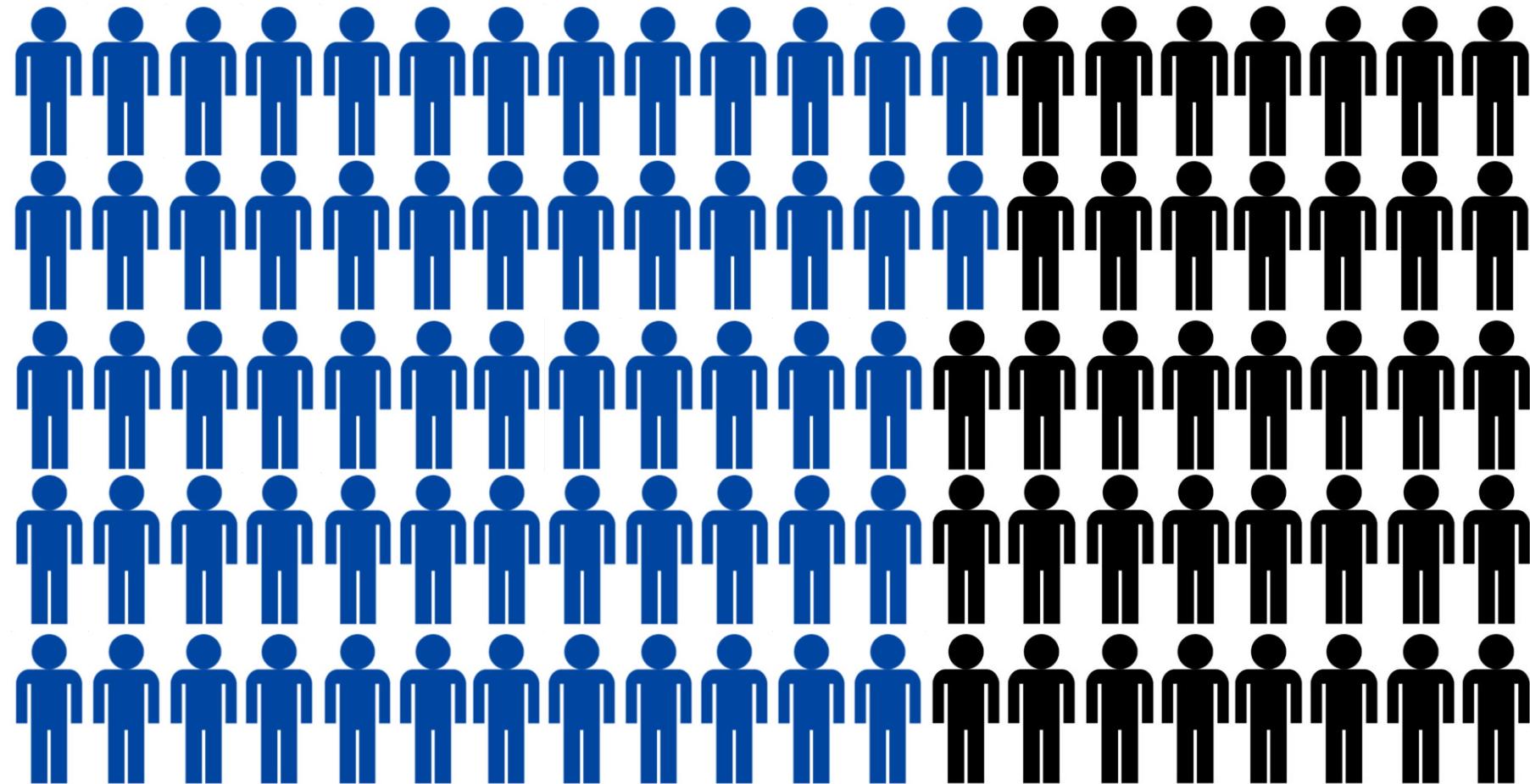
Because many people are excluded from the labour market...



Work, education, benefits and exclusion

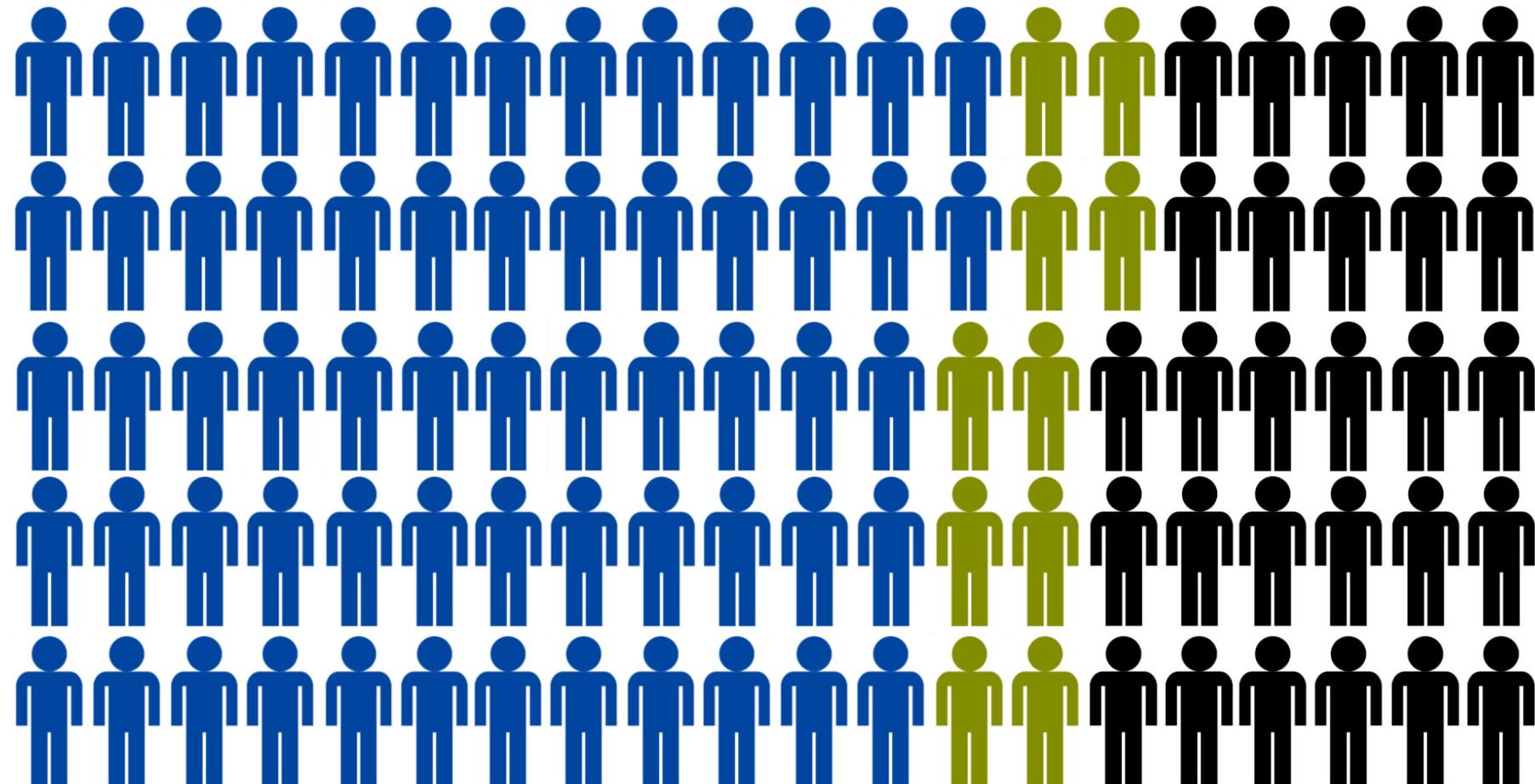


Work, education, benefits and exclusion



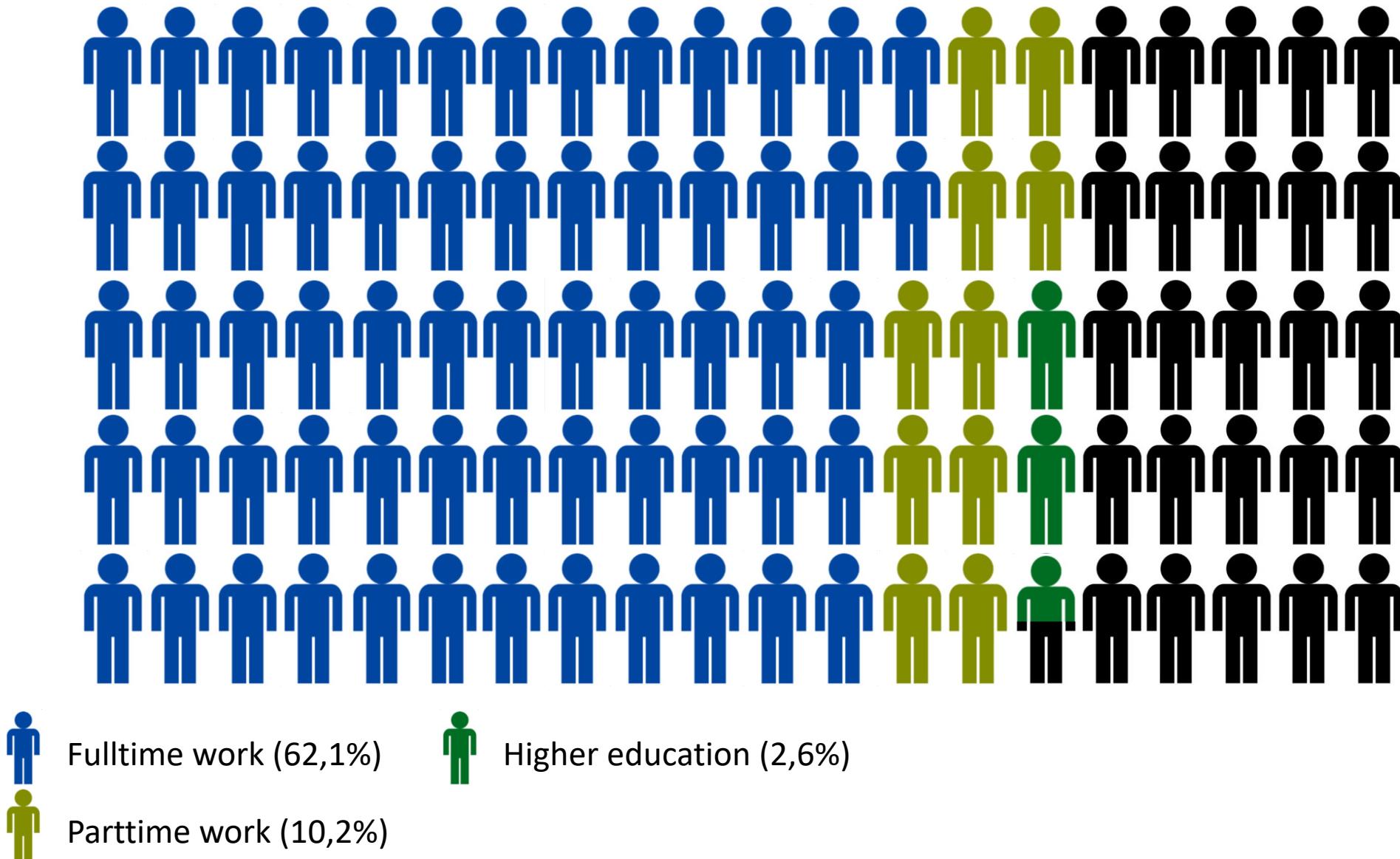
Fulltime work (62,1%)

Work, education, benefits and exclusion

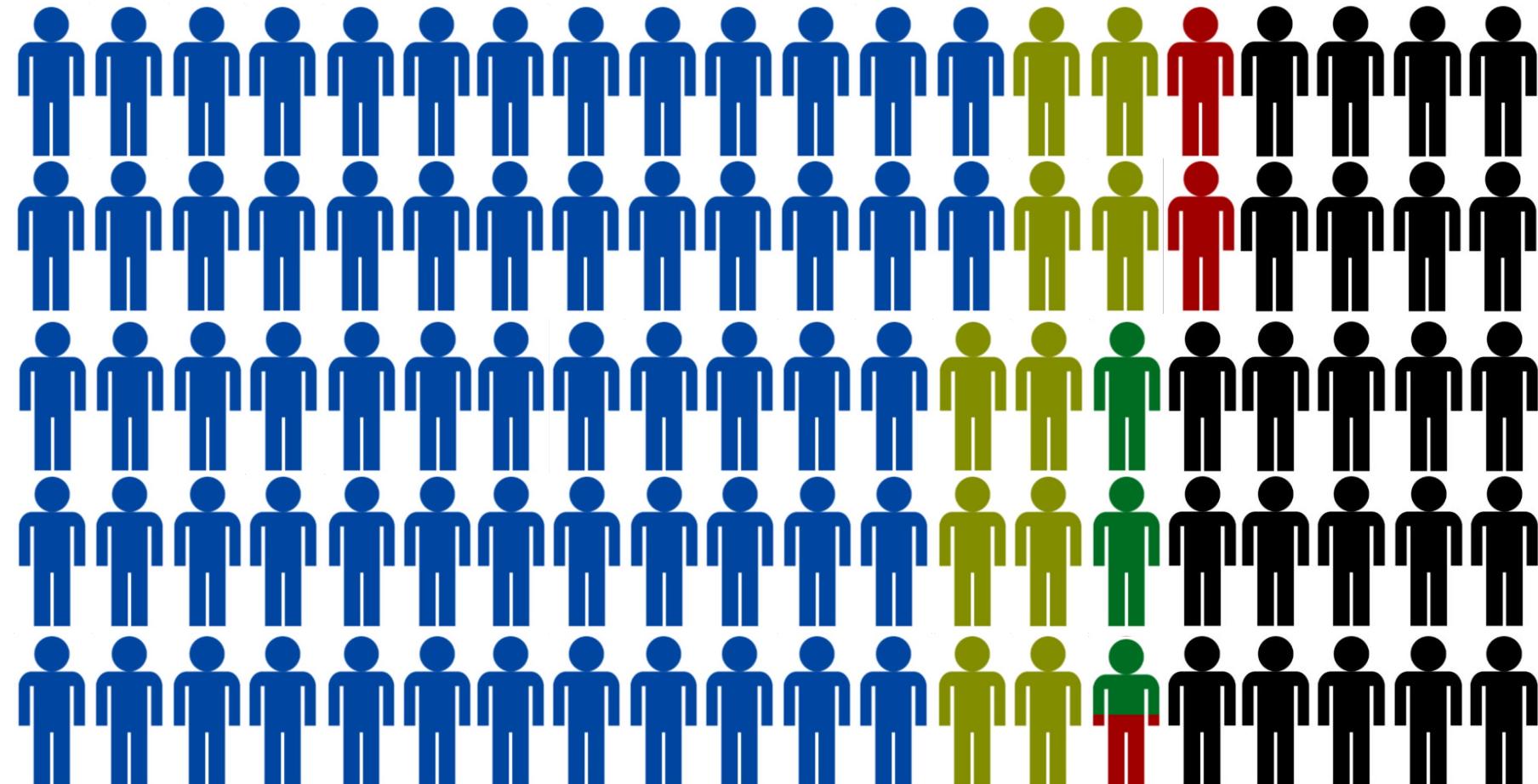


-  Fulltime work (62,1%)
-  Parttime work (10,2%)

Work, education, benefits and exclusion



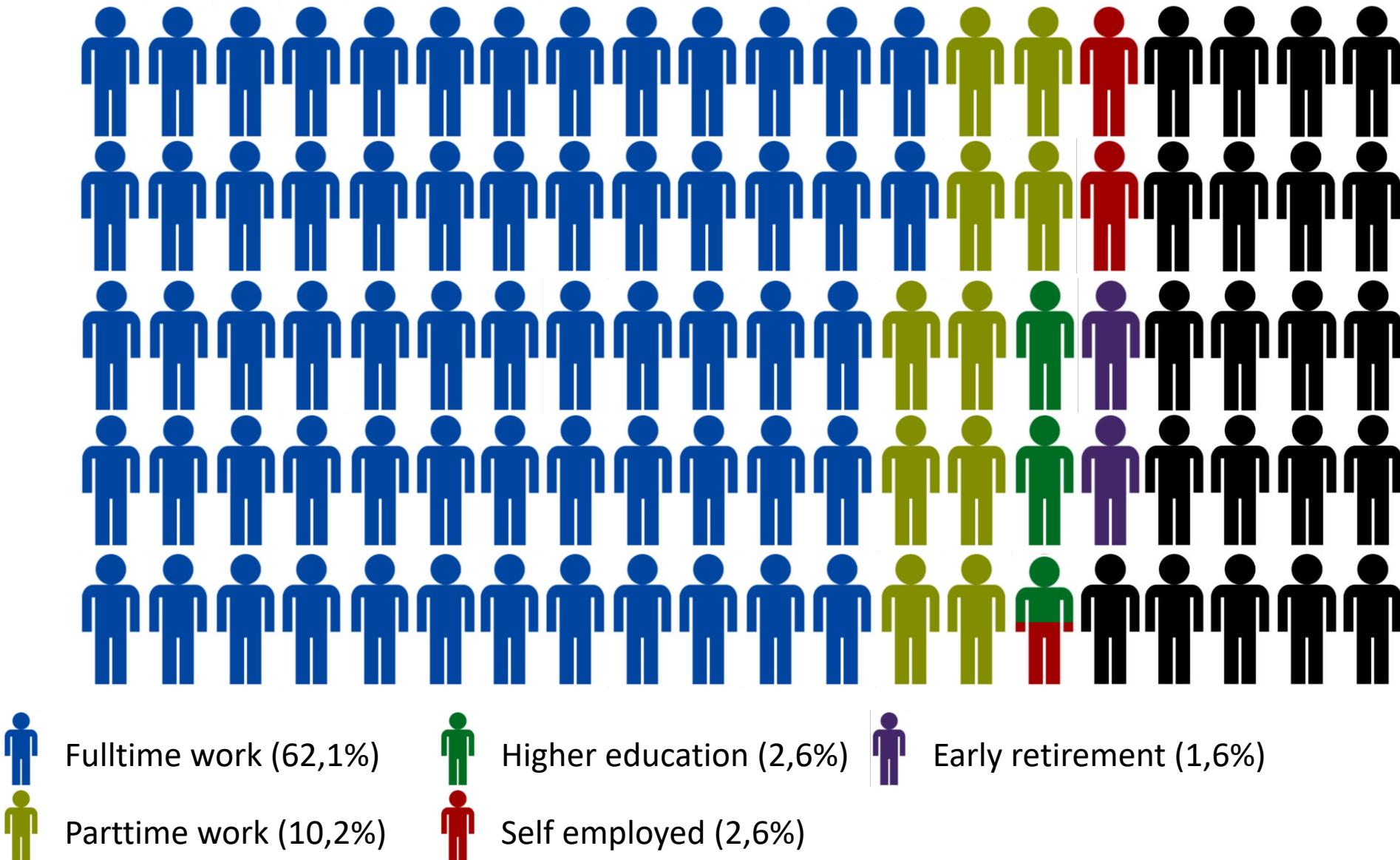
Work, education, benefits and exclusion



Fulltime work (62,1%)
Parttime work (10,2%)

Higher education (2,6%)
Self employed (2,6%)

Work, education, benefits and exclusion



Work, education, benefits and exclusion

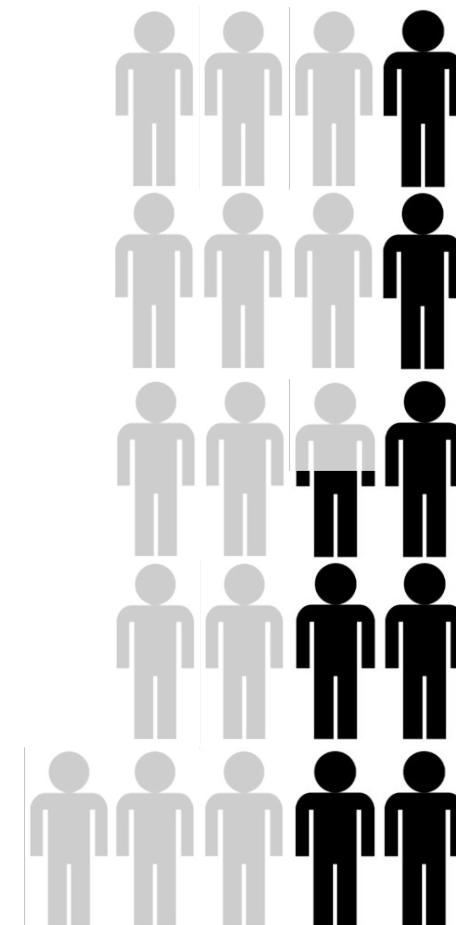


21% of all 20-66 yrs

692 000

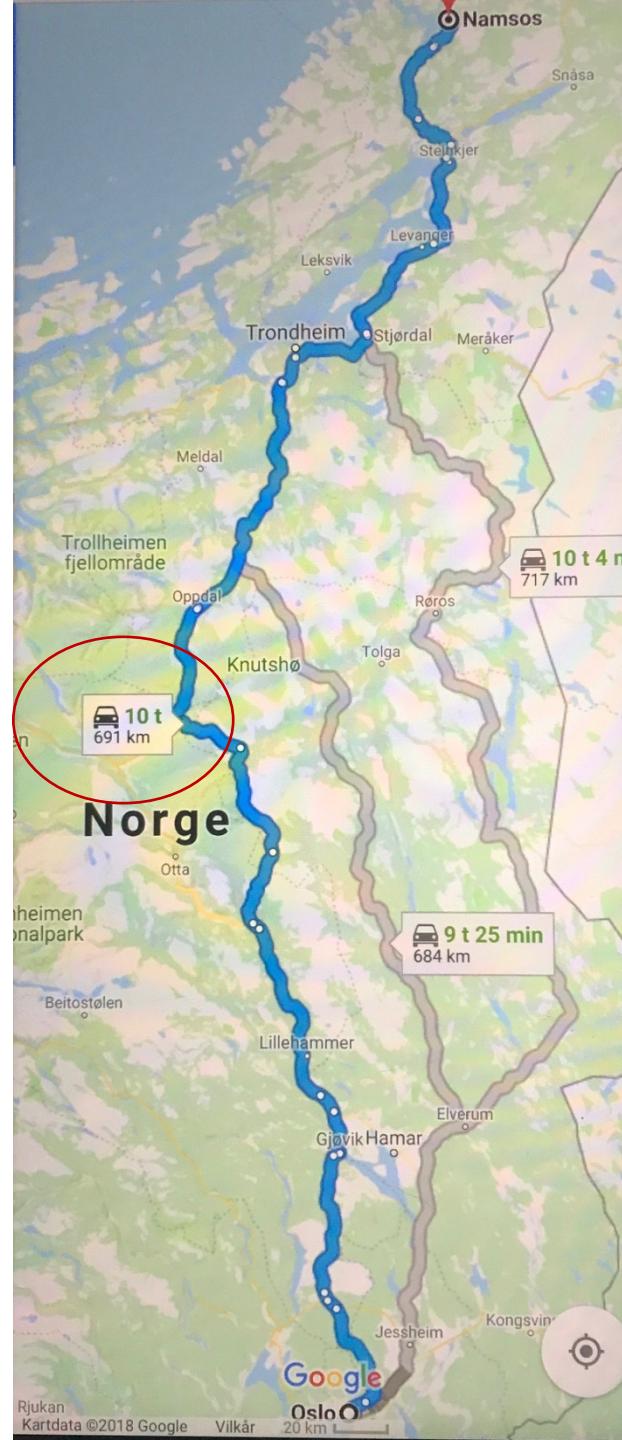
people

**438 000 (63%) receive benefits
254 000 (37%) receive nothing**



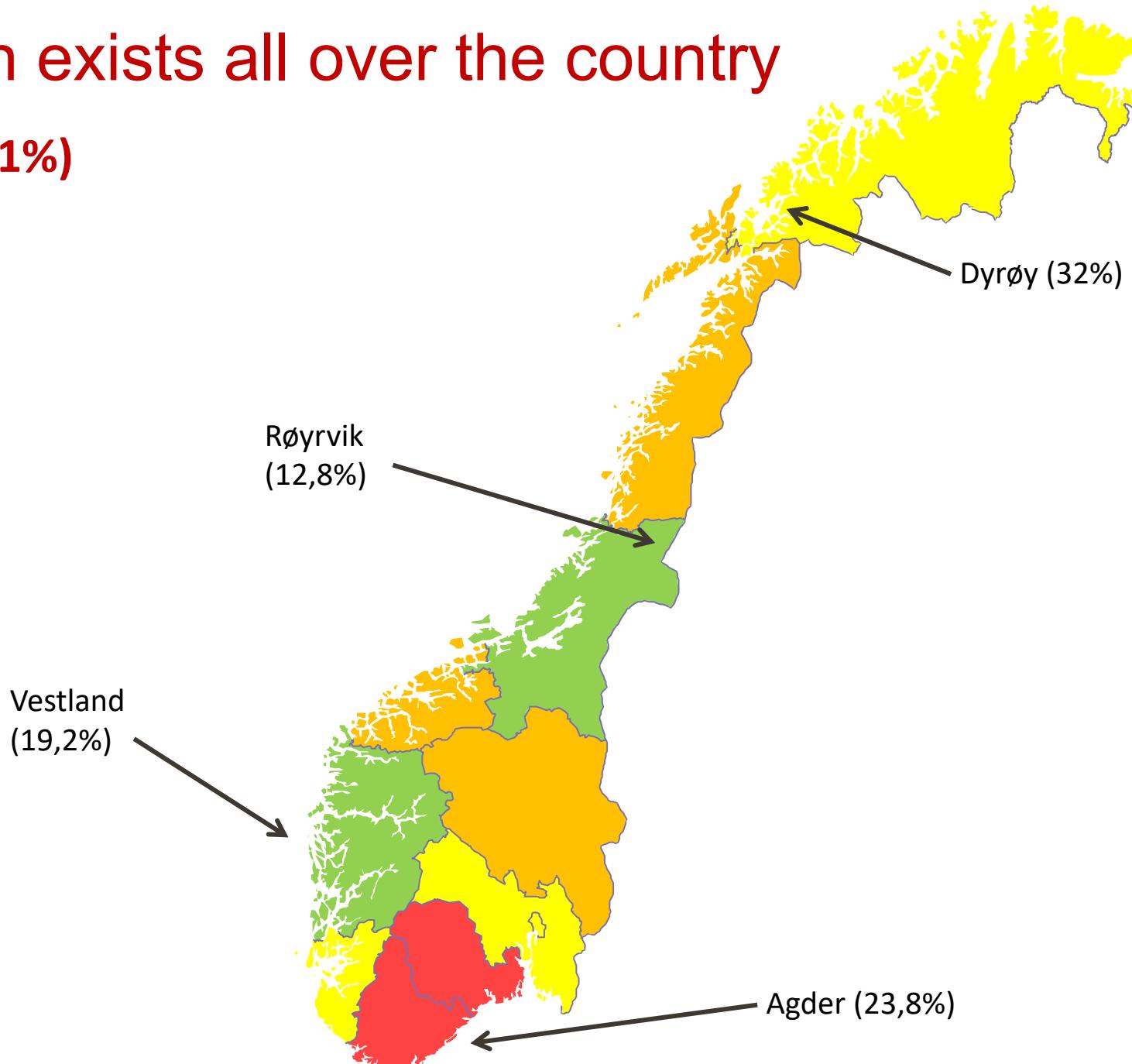
 Benefits (13,3%)
 Nothing (7,7%)

Imagine these **692 000**
people between 20
and 66 yrs holding
hands from Oslo going
north on our main
highway E6...



Exclusion exists all over the country

(Norway 21%)

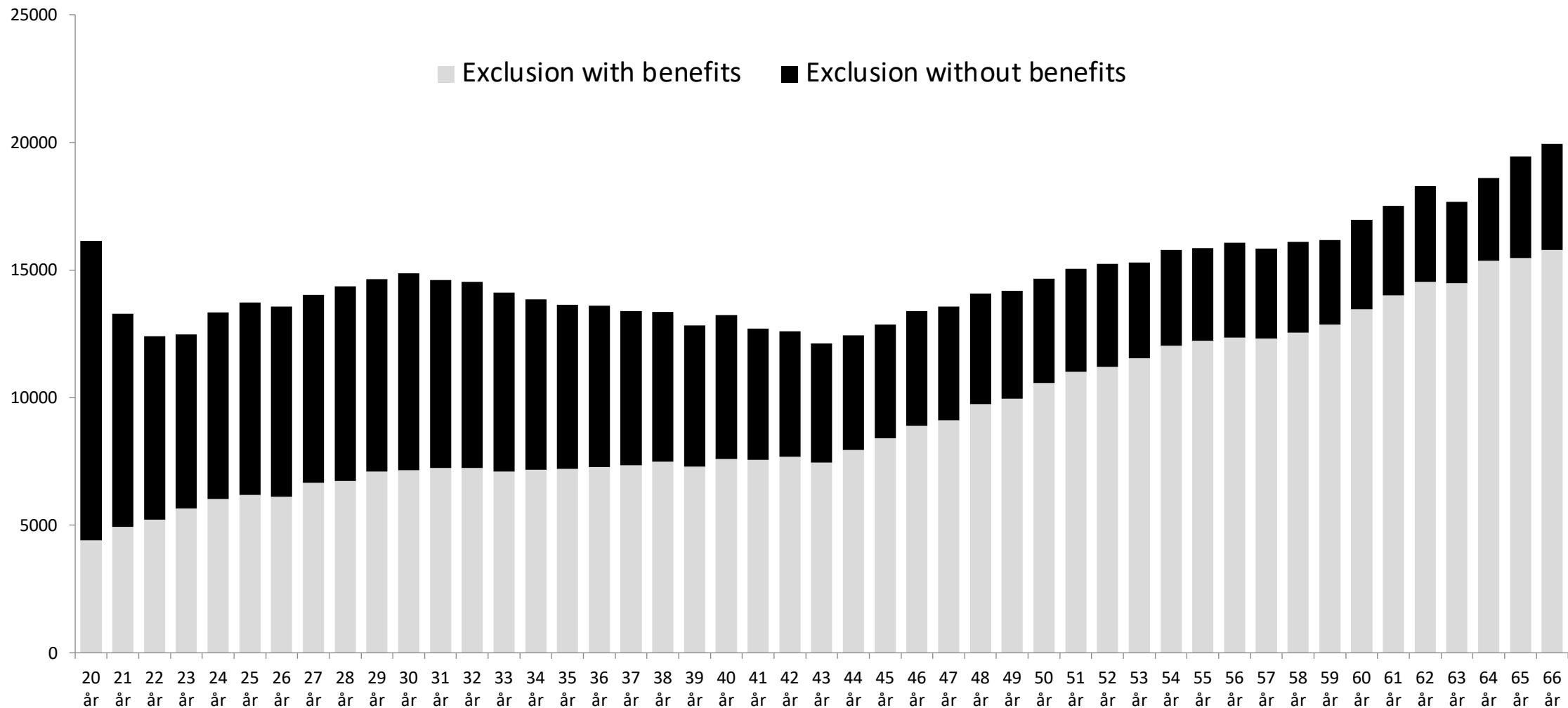


Exclusion from the
labour market 20-66:

- Under 20%
- 20% – 20,9%
- 21% – 21,9%
- Over 22%

~~Exclusion~~ is found across all age groups

Work force reserve



What stands in the way of adults being included in the labour market?

**They do
not want
to be
included**
(lack motivation)

**They cannot
be included**
(lack qualifications)

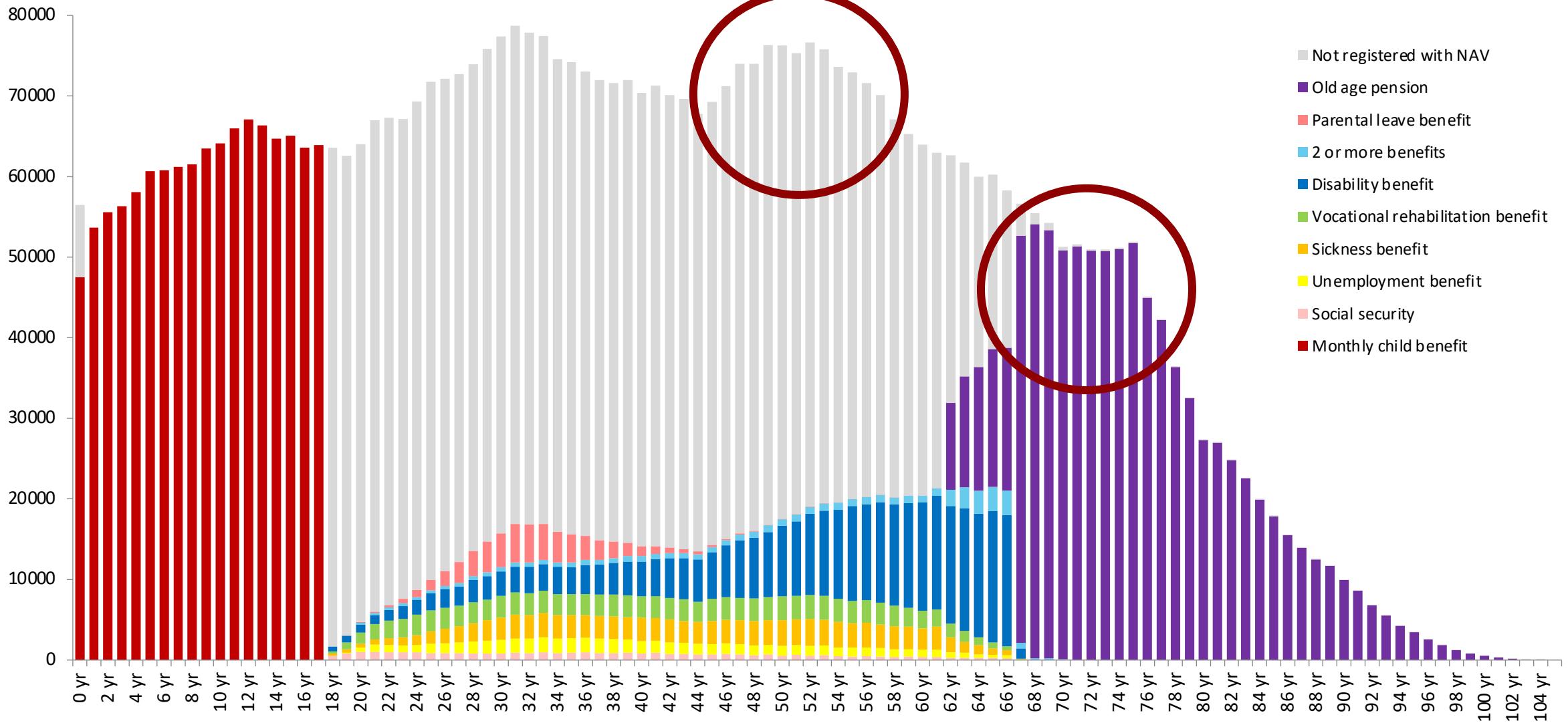
**They are
not allowed
to be
included**
(lack opportunity)



Det var en fest hver gang noen klarte
det kunststykket å bli trygda.

**Only cross-sectorial cooperation can
reduce or remove these obstacles...**

It's about the future of our welfare system



All figures show status of citizens residing in Norway as of December 2021. Social security, unemployment benefit, sickness benefit, vocational rehabilitation benefit and disability benefit are controlled for double-counting, and are therefore shown here as citizens receiving only this benefit. Citizens with 2 or more of these benefits are shown as «2 or more benefits». Source: NAV.
Population numbers per annum are as of 1. January 2022. Source: SSB

