



Norwegian Ministry
of Labour and Social Affairs

Promoting a lifelong work career by enabling employment for vulnerable youth

The Healthy Workplaces Summit 2017,
Bilbao, Spain, Wednesday 22. November 2017

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NORWAY: KEY FIGURES 2016

Scarcely populated

5 ¼ million

High life expectancy

Women: 84 years

Men: 80 years

Well functioning economy

High productivity

High wealth creation

Well functioning labour market

High employment rate

- Total population 78,6 %
- Female 76,7 %
- Seniors 72,6 %

Low unemployment

- Total work force 4,7 %
- Long term 1,2 %
- Youth unemployment 10,9 %

Good welfare system

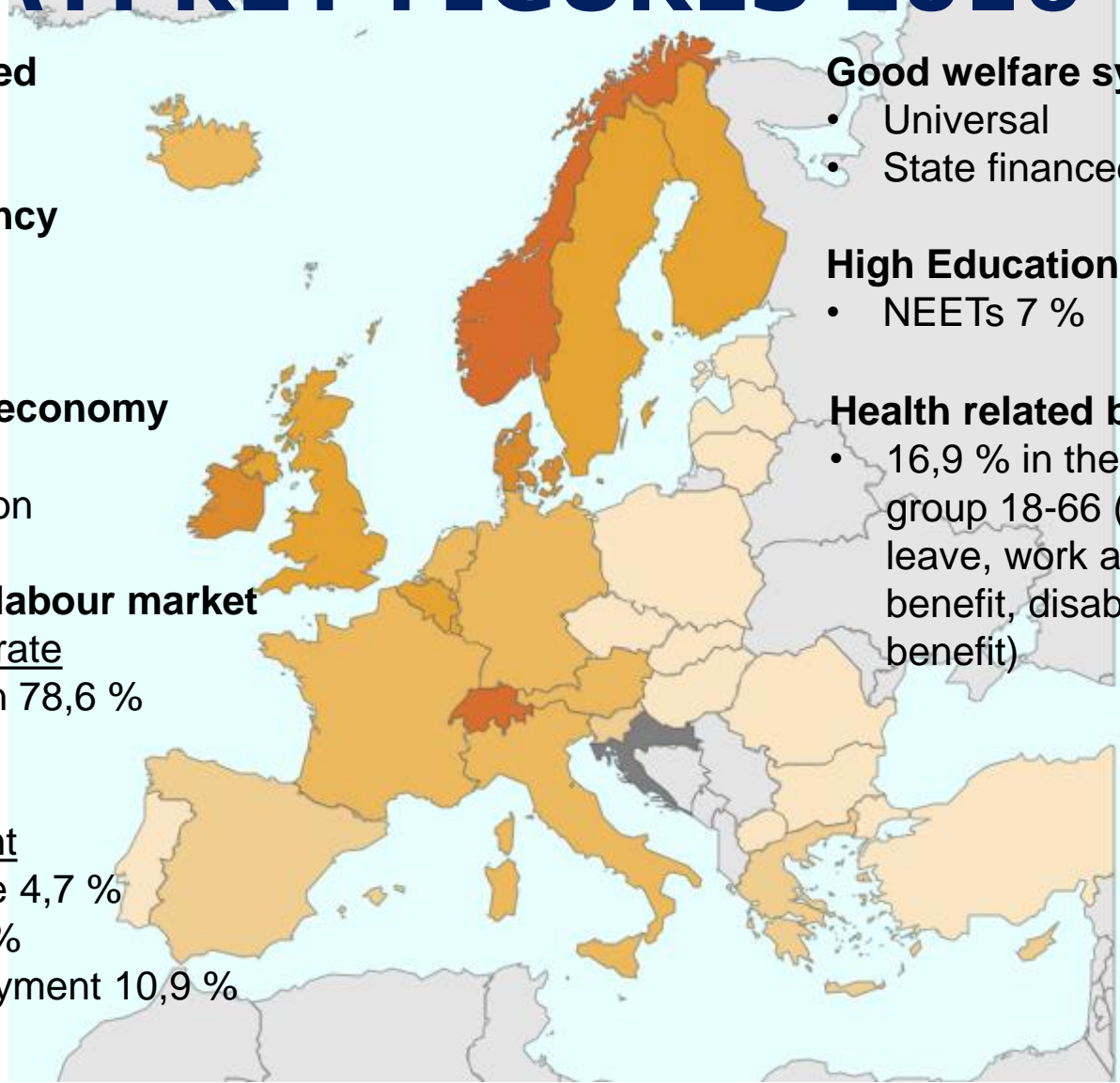
- Universal
- State financed

High Education level

- NEETs 7 %

Health related benefits

- 16,9 % in the age group 18-66 (sick leave, work allowance benefit, disability benefit)



INCREASING EMPLOYMENT FOR VULNERABLE YOUTHS – OPPORTUNITIES AND CHALLENGES

- Structural features characterising the labour market provide opportunities and create challenges
- Globalization, increased competition, competence requirements and demand and room for flexibility
- Job seekers and workers with less work experience, low qualifications, reduced work capacity, health problems, those who temporarily or permanently need work place adjustment, are at risk



Norwegian Labour market policy

- Active and mainstreamed labour market policy
- Labour market schemes, measures and follow-up in the ordinary labour market
- Differentiated services:
 - self-service solutions for most job seekers
 - early intervention and individually tailored follow-up for vulnerable groups
 - Several initiatives targeted at youth
- Young people, immigrants and long term unemployed are prioritized
- Activity- and mobility requirements in benefit schemes
- Cooperation with the social partners and businesses



Initiatives targeted at youth

The Job strategy for people with disabilities

The main strategy

- Labour market measures in the ordinary labour market
- Follow-up and adjustment schemes
- Strengthened several times since launched in 2012

The main target group

- Disabled with reduced work ability under the age of 30

The main objective

- Employment in the ordinary labour market



Initiatives targeted at youth

The Governments new youth initiative

Replaces three previous youth Guarantees with a more targeted and powerful nation-wide youth program

Target group: All youth not in employment, education, or other appropriate activities eight weeks after being registered by the PES as job seekers (unemployed or with reduced work ability), under the age of 30

Contents: Within eighth weeks quickly ensure a planned and individually tailored work oriented follow up from PES

Objective: Promote education, job search, work, or other appropriate activity



Cooperation with the social partners

The Inclusive Workplace Agreement (IA)

- **Objectives:** Improving the working environment, strengthening occupational safety, preventing and reducing sickness absence, increasing the employment of young disabled, counteracting early retirement and increasing the retirement age
- **Content:** Enterprises signing IA-agreements triggering rights in the form of grants and technical assistance from PES
- **Three focus areas (2017-2018):** After a midway assessment it was agreed upon three focus areas (for the rest of the IA-period); 1) Preventive work environment 2) Entrance to working life for young people with reduced work ability and 3) Knowledge development of the IA-agreement.



Cooperation with the social partners on youth

The IA-action plan for employment of youth

Target group

- Young people under 30 with reduced work capacity who can get ordinary work with follow-up by PES
- IA-businesses and their employers and union representatives

Content

- Strengthening ongoing initiatives and cooperation between the social partners, enterprises and PES
- Further development of knowledge of good examples
- PES has the responsibility for overall coordination, and will cooperate with the social partners to implement the initiatives

Objectives:

- Education, employment, employment with wage subsidies or work-related activity in a workplace



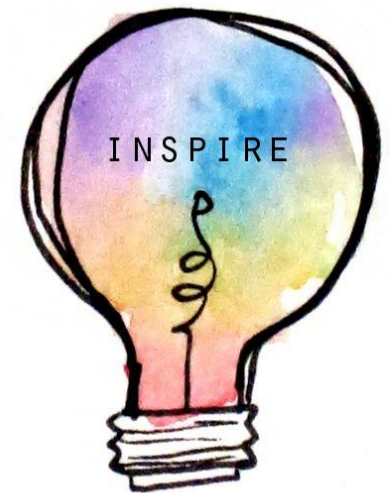
Success factors for employment of vulnerable youth

- Providing qualification and education
- Emphasising the work place as the main arena for inclusion
- Providing labour market measures supporting participation in the ordinary labour market: Counselling, mentoring and ongoing support is key factors as well as training and work experience in real-life working environment
- Wage subsidies combined with close follow-up
- Early intervention and well-coordinated services (e.g. PES, education, social services and health)
- A national drive combined with flexibility at the local level
- Close cooperation with the social partners and businesses to establish trust and an arena for inclusion
- Creating an understanding for common objectives among businesses, employees and public authorities



Transferability?

- My aim has been to share and gain knowledge on an important and challenging policy area – improving employment for people from vulnerable groups
- I would not say that we have found the final solution, as we still face several challenges, but we might do something right. I think that some of the success factors that I highlighted in the previous slide are universal
- My intention is to inspire you to pick ideas that might be relevant for your specific context, or to learn from our mistakes
- There is a need for a more evidence based policy making



Thank you for your attention!

