



NORWEGIAN MINISTRY
OF LABOUR AND SOCIAL INCLUSION

Action Plan

Action Plan for Integration and Social Inclusion of the Immigrant Population and Goals for Social Inclusion





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The Minister's Preface



Norway intends to be the most inclusive society in the world. Everyone living in Norway shall have equal opportunities to contribute to and participate in Norwegian society. The immigrant population must be able to achieve the same standard of living conditions

as the rest of the population. These are goals we have not yet managed to achieve.

Therefore the Government has proposed an action plan for integration and social inclusion of the immigrant population that will come into force in 2007. In this plan the Government is concentrating its efforts on four fields that are decisive for successful inclusion – Employment, Childhood, education and language, Gender Equality and Participation.

The Government is developing and expanding the scope of concrete goals, using them as indicators of the degree of social inclusion of the immigrant population. We will use seventeen goals for the social inclusion of the immigrant population within the domains of eight ministries to gauge whether we are on the right track to a society where each individual has equal opportunities.

A handwritten signature in blue ink that reads "Bjarne Håkon Hanssen". The signature is written in a cursive, flowing style.

Bjarne Håkon Hanssen

Minister of Labour and Social Inclusion

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Definitions

- The immigrant population consists of persons with two parents born abroad.
- A distinction is made between persons who are immigrants (born abroad), and persons who are born in Norway of two parents born abroad. Those in the first group are called immigrants, those in the second group are called descendants.
- Persons who have only one parent born abroad are not counted as part of the immigrant population.
- Refugees are persons who have been granted residence in Norway due to their need for protection.

Statistics

as of 1 January 2006 unless otherwise indicated

- The immigrant population amounts to 387 000 persons, corresponding to 8.3 per cent of the population.
- Forty-seven per cent of the immigrant population has Norwegian citizenship.
- In 1970 the immigrant population in Norway came to around 59 000 persons or 1.5 per cent of the population.
- The immigrant population in Norway comprises persons from more than 200 countries. The ten largest immigrant groups have backgrounds from Pakistan (27 675), Sweden (23 489), Iraq (20 076), Denmark (19 179), Vietnam (18 333), Somalia (18 015), Bosnia-Herzegovina (14 822), Iran (14 362), Turkey (14 084) and Yugoslavia/Serbia and Montenegro (12 905).
- Seventy-four per cent of the immigrant population has a non-western background. Non-western countries are countries in Eastern Europe, Asia, Africa, Latin America, and Turkey.
- During the most recent five-year period there has been virtually no increase in the number of persons with Swedish, Danish or British immigrant backgrounds. There has also been a relatively small increase in the number of persons with Pakistani or Vietnamese backgrounds. In contrast, the number of Russians has more than doubled, and the number of Iraqi, Somali and Poles has almost doubled. The only Western immigrant group with substantial growth during the last five-year period is Germans.
- As of 1 January 2005, there were 107 000 persons resident in Norway who arrived as refugees or family members of refugees. The ten countries with the highest numbers of persons with refugee backgrounds are Iraq, Bosnia-Herzegovina, Somalia, Iran, Vietnam, Serbia and Montenegro, Sri Lanka, Afghanistan, Chile and Russia.
- A total of 68 200 persons are descendants (persons born in Norway of two parents born abroad). This means that around every sixth person in the immigrant population has been born in Norway. The largest group comprises persons born in Norway of Pakistani parents, a total of 12 200, 45 per cent, of those with a Pakistani background were born in Norway, followed by persons with Vietnamese parents (6 100), Turkish parents (4 800) and parents from Sri Lanka (4 500).
- The descendants are still quite young. Only four per cent are 30 years of age or older, 86 per cent are under 20 years of age and 78 per cent are under 16 years of age.
- Thirty-two per cent of the immigrants have lived in Norway for less than five years, while 16 per cent have lived in Norway for 26 years or more. A total of 48 per cent of the Danes have lived in Norway for more than 26 years. At the other end of the scale we have Afghans, where 81 per cent have lived in Norway for less than five years. A large proportion of Ukrainians, Russians, Poles and Somali, respectively 72, 66, 51 and 51 per cent, have lived in Norway for less than five years.
- All in all, the gender ratio in the entire immigrant population is roughly equal, and this applies to most country groups as well. The proportion of women is high from Thailand (84 per cent), the Philippines (76 per cent) and Russia (66 per cent), while the proportion of men is larger from Great Britain (58 per cent), Afghanistan (57 per cent) and Iraq (57 per cent).
- Immigrants live in all the municipalities in Norway, but two municipalities have no non-western immigrants. Forty-seven per cent of the non-western immigrant population and 38 per cent of the Western immigrant population live in Oslo and Akershus. The 12 municipalities in Norway with the highest numbers of settled immigrants are Oslo, Bergen, Stavanger, Drammen, Trondheim, Bærum, Kristiansand, Skedsmo, Fredrikstad, Sandnes, Skien and Lørenskog.

Source: Statistics Norway

SECTION I

Action Plan for Integration and Social Inclusion of the Immigrant Population



An inclusive society

The Government is working for a tolerant and diverse society. Each and every person shall have the same rights, obligations and opportunities, regardless their ethnic background, gender, religion, sexual orientation or functional ability. Equal rights, solidarity, fairness and a good policy for wealth distribution are the fundamental values for the creation of such a society. They are the underpinnings in the Government's integration and social inclusion policies. An inclusive society requires equal rights between the genders, and a society without racism and discrimination.

The goal for the Government's social inclusion policy is that each person who lives in Norway shall participate in society and have equal opportunities. The Government's job is to ensure that immigrants are able to contribute their resources in working life and general society as quickly as possible. The Government wishes to prevent the development of a class-divided society where persons with immigrant backgrounds have poorer living conditions and a lower rate of social participation than the general population.

The aim of the integration policy is that newly arrived immigrants are quickly able to contribute to and participate in society. The introductory programme for newly arrived immigrants and the right and obligation to attend teaching in the Norwegian language are important measures in the integration policy. Rapid and good settlement of refugees shall form the basis for an active life in safe surroundings.

The Norwegian welfare society is based on solidarity – on the idea that each and every person must contribute to society according to his or her abilities and aptitudes if society is to be able to give something in return. Racism and discrimination are incompatible with the idea of equal worth and the goal of equal opportunities. Everyone basically has the same formal rights and obligations. The Government's efforts will be focused on giving each person the genuine opportunity to enjoy these rights.

More than eight per cent of Norway's population have immigrant backgrounds, and this immigrant population is a large and complex group. There are large variations between groups and individuals when it comes to such aspects as age, education level, number of years of residence in Norway, attitudes, mode of living and traditions.

The majority of immigrants participate in society on an equal basis with others. Most speak Norwegian, are employed and manage well. Many young persons with immigrant backgrounds take higher education and obtain the jobs they are qualified for. In cultural life we see a diversity of actors. Many persons with immigrant backgrounds take an active part in politics and NGOs.

We also see tendencies that reveal differences in living conditions between the immigrant population and the rest of the population, where the immigrant population as a whole have poorer living conditions than the general population. Unemployment for immigrants as a group is more than three times higher than for the general population. Immigrants, particularly non-western immigrants, are over-represented in households with persistently low incomes. The low employment and high unemployment rates among non-western immigrants are an important reason why this group has difficult living conditions. There are also tendencies where children with immigrant backgrounds as a group perform less well in primary school than other children, which has major consequences for their further education and opportunities.

The action plan for integration and social inclusion of the immigrant population underlines the Government's focus on integration and social inclusion for the coming national budget period. The action plan addresses four fields that are decisive for success in social inclusion activities: Employment, childhood, education and language, gender equality and participation. The action plan includes new measures and continues and reinforces previously implemented measures. The total value of the plan is NOK 400 million.

Parallel to the launch of the action plan for integration and social inclusion of the immigrant population the Government is presenting an action plan against poverty. Several measures aimed at strengthening inclusion of immigrants in the labour market and promoting inclusion of vulnerable children and young people have been implemented as part of the Government's action plan against poverty.

The new Norwegian Labour and Welfare Organisation (NAV) creates the framework for a comprehensive and coordinated programme for persons needing assistance to obtain and maintain employment. In the autumn of 2006 the Government presented a report to Parliament on employment, welfare and social inclusion with proposals as to how measures, services and benefits should be arranged to help more people find employment. The immigrant population's situation and opportunities in working life are addressed in this report.

Employment

Employment is of major importance for each individual's living conditions and financial situation. Ensuring employment for everyone is the most important step we can take to reduce social differences. The Government is working for a more inclusive working life that includes all types of people, where the expectation is that each and every person shall participate in working life to the best of their abilities. The workplace is an important arena for interpersonal contact and thus one of the most important meeting-places for immigrants and the rest of the population.

Norway currently has a very healthy labour market with low unemployment and high employment rates. However, unemployment for immigrants as a whole is three times as high as for the rest of the population. This discrepancy has remained stable over a long period of time. Unemployment has structural, financial and individual causes. The efforts and measures invested in finding people employment must therefore be specifically made for and adapted to the problems they aim to solve.

The first job for newly arrived immigrants is to learn the Norwegian language and become familiar with Norwegian society. The authorities are responsible for facilitating the situation so that each individual can acquire the necessary knowledge. The integration process generally takes place in the municipalities, and the integration subsidy is the most important financial contribution the central authorities give to each municipality for this activity. Guaranteeing the right and obligation to participate in instruction in the Norwegian language and the introductory programme for refugees are very important measures that help to speed up the process whereby immigrants and refugees rapidly enter working life and become self-reliant. The Norwegian Labour and Welfare Organisation is cooperating with local authorities on the introductory programme, and shall generally assist in finding people employment more quickly.

The introductory programme shall boost the opportunities of newly arrived immigrants to participate in working life and social life through its basic-qualifications programme. This scheme was made obligatory in September 2004. Many immigrants who were settled in Norway prior to this time, or who are not included in the target group under the Introduction Act, have thus not got off to the good start provided by the introductory programme with individual follow-up and targeted qualification. In the national budget for 2006 the funding for a programme to contribute to qualification for immigrants who have been outside working life for extended periods of time was doubled. This programme is called «Ny sjanse» (New chance). In the national budget for 2006 the Government reintroduced the right and obligation to attend the introductory programme for family members who are reunited with persons who have been granted residence on humanitarian grounds after they had been excluded from the target group qualifying for the introductory programme for a year, and the municipalities were again allocated integration subsidies for this group.

Persons who arrive as asylum seekers must often spend extended periods of time in a reception centre while waiting for a decision in their case. The Government believes that instruction in the Norwegian language should commence as early as possible so that those who are granted residence in Norway can quickly participate in and contribute to society.

The Government's aim is that young people with immigrant backgrounds who have grown up and have expectations in Norway shall have equally good opportunities in the labour market as other young persons. More than 60 per cent of descendants are less than 24 years of age, and many are therefore pursuing an education and not participating in working life. When young people with immigrant backgrounds are encouraged to pursue an education it is vital that they in the next stage in fact enter the labour market on a par with others. The experience of having the same opportunities as others helps to create a sense of belonging in the Norwegian society.

It is important to work broadly to include everybody in the labour market, whether this is as an employee or independent business operator. Motivation to participate in working life and qualification to enter Norwegian social and working life are one part of this. At the same time we must ensure that immigrants are actually allowed into working life. The majority population and employers must not exclude people due to uncertainty about their backgrounds. All employers, whether state, municipal or private, should have a deliberate and active recruitment policy relating to persons with immigrant backgrounds and should counteract all types of direct and indirect discrimination. In the state administration, employers are obliged to call in at least one applicant with an immigrant background for interviews when hiring personnel, provided that the applicant is qualified. Senior managers of all wholly state-owned enterprises are urged to introduce the same scheme. The Government has also focused on large privately-owner companies as they are important employers who help set the standards in Norwegian working life.

Childhood, education and language

All children and young people shall have the same rights and opportunities to develop, regardless their parents' financial situation, immigrant background, skin colour, education and geographical background. The Government shall ensure that children and young people with immigrant backgrounds have a good basis for contributing to and participating in society. Parents are the most important persons in children's lives, and parents have particular responsibility for their children's well-being and for enabling them to participate fully in Norwegian society.

All children should be able to speak the Norwegian language before they start school. By attending a day-care centre children who do not speak much Norwegian at home will have the opportunity to learn the Norwegian language and prepare for starting school. For some children language stimulation or similar measures may be useful in improving their Norwegian language skills. The Government shall aim to have a larger proportion of children with immigrant backgrounds attend day-care centres.

A good public school where pupils with differing backgrounds meet on an equal footing is an important factor for a future inclusive society. School is facing major challenges when it comes to providing all children with satisfactory studies and adapted education, including those with another linguistic background than Norwegian. The national tests that were given in 2005 showed that pupils

with immigrant backgrounds in general had a lower score in reading than the entire pupil group. The proportion of pupils with immigrant backgrounds who complete and pass upper secondary school is also slightly lower than for the general population as a whole. Some schools are facing special challenges due to a high proportion of pupils with immigrant backgrounds. This requires extra resources for the teaching in school and for the cooperation between the home and school.

Efforts for children and young people with immigrant backgrounds also include preventing racism and discrimination. All children in Norway benefit from experiences with and knowledge about our multicultural society. Children and young people with immigrant backgrounds need positive role models. One of the Government's aims for inclusion is that the proportion of employees with immigrant backgrounds in day-care centres, child welfare and schools shall be increased.

Persistently low income is a greater problem in the immigrant population than in the population as a whole, and poverty in particular hurts children and young people. Figures from Statistics Norway show that between two and three of ten children under 18 years of age with immigrant backgrounds lived in households with long-term low incomes from 2002 to 2004. This figure is far too high. Universal welfare schemes and free and reasonable common goods, as well as measures aimed at combating poverty among vulnerable groups, will have significant impact on the growing up conditions for many children and young people with immigrant backgrounds.

Gender equality

An inclusive society requires equal rights and opportunities between the genders. The Government intends to achieve equality for everyone, including the immigrant population. Double discrimination is a genuine problem for women with immigrant backgrounds. They may find themselves subjected to discrimination as both women and immigrants.

Financial independence is an underpinning for all equality. Employment and own income give financial independence and opportunities to choose for the individual and the family. The employment rate for women with immigrant backgrounds is ten per cent lower than for men with immigrant backgrounds, and it is far less common for women with non-western immigrant backgrounds to have their own wage income than for other women in Norway. The Norwegian society is generally based on two-income families. If a family chooses to let one of the partners be home this often means a lower standard of living. In such cases public benefits and subsidies neither can nor should compensate for a lower total income from work.

Familiarity with the language and Norwegian society is also a requirement for following up children in the day-care centre and school and also during their leisure activities. Women have a very important role in raising their

children. Ensuring that the mother is familiar with, participates in and contributes to the society improves the growing up conditions for her children. The Government intends to launch labour market measures designed specifically to increase the participation of women in working life and society in general.

The Government's aim is that everyone shall have equal opportunities. The Government will therefore counteract actions and traditions that take away the right of young people to decide for themselves and their own lives. Forced marriages and genital mutilation are punishable offences in Norway, and the environments in which this occurs have a clear responsibility to prevent it. The Government shall increase the efforts to prevent such violations through targeted activities and by supporting the efforts of immigrants themselves.

Participation

All inhabitants in Norway shall have equal opportunities to participate in political and voluntary organisations, in neighbourhood activities and the local community. Each person has an independent responsibility for using these meeting-places and for becoming involved in their own local community, in their children's leisure activities and in the political and civilian communities. Absence of racism and discrimination are requirements for participation on equal terms.

NGOs are important and necessary actors in a democratic society. Voluntary work activates and involves people and creates arenas for interaction. This may promote tolerance between population groups and counteract racism and discrimination. Participation in voluntary activities also contributes to establishing contacts and networks that might be useful in such areas as working life. The Government shall contribute to ensuring that organisations representing immigrants use their voices and are heard on issues that concern the development of society. Funding of NGOs, sports and culture is therefore an important measure in creating an inclusive society.

The Government also wishes that as many of those who settle in Norway as possible should become Norwegian citizens. Becoming a Norwegian citizen is a way of embracing the political values that underpin Norwegian society, such as democracy and human rights.

Each and every person shall have access to public services and institutions. If any group systematically stands out, for example by having poorer health or poorer housing conditions than the general population, this reveals barriers, either in the groups themselves or in greater society, that impede equal opportunities for all. Adapted public services are a requirement if everyone, regardless background and aptitude, is to have equal services and opportunities.

In recent years, at any point in time around 100 000 persons have been living in Norway for less than five years. Newly arrived encounter completely different challenges than immigrants who have lived longer in Norway and the general population. Often the use of an interpreter is a requirement for immigrants to access services and to ensure that the assistance and programmes provided are in accordance with the needs of the recipient.

Measures



1 Increasing the integration subsidy

Responsible: The Ministry of Labour and Social Inclusion

The Government wants to see refugees and their families settled as quickly as possible so they can contribute their resources to working life and social life as quickly as possible. The local authorities are the principal actors in satisfying the goal of settlement, and receive state subsidies for integration and settlement of refugees during the five initial years after a refugee has been settled. The integration subsidy is the most important measure to achieve rapid and good settlement. The Government shall increase the integration subsidy by NOK 47 million. The total amount for the five-year period will be NOK 476 000 for an adult and NOK 456 000 for a child.

2 Efforts for immigrants in the labour market

Responsible: The Ministry of Labour and Social Inclusion

Currently, immigrants are a prioritised target group for admission to labour market programmes. With the around 11 800 programme places in 2007, the Government shall further strengthen the focus on immigrants by putting in around NOK 165 million extra, which will provide 1 300 programme places, as well as staff resources for following up programme participants. This applies to both newly arrived immigrants in introductory programmes and immigrants with special assistance needs.

3 Programme for basic competence in working life

Responsible: The Ministry of Education and Research

Results of the ALL survey (2003) showed that many immigrants from non-western countries lacked basic skills in at least one of the fields of reading, numerical understanding and problem solving. Therefore NOK 10 million has been allocated to strengthening and expanding the programme for basic competence

in working life in the Government's action plan against poverty, which was presented together with the action plan for integration and social inclusion of the immigrant population. The programme was established in 2006 with a NOK 24.5 million appropriation.

The purpose of the programme is to prevent adults from being rejected from working life because they lack basic skills. The programme provides benefits to companies and public enterprises wishing to launch training programmes for employees or job-seekers.

4 Continuing the qualification programme «Ny sjanse» (New Chance)

Responsible: The Ministry of Labour and Social Inclusion

The Government shall be continuing the qualification programme *New Chance* by funding it with NOK 20 million in 2007. *New Chance* is a programme featuring paid qualification based on the model of the introductory programme for immigrants who after several years in Norway have no permanent ties to the labour market and thus depend on social benefits. This programme shall contribute to giving more immigrants a permanent contact with the labour market.

5 Continued focus on immigrants' entrepreneurship activities

Responsible: The Ministry of Labour and Social Inclusion

Immigrants founding new enterprises in Norway are a positive contribution to value creation in society. NOK 2 million was allocated in the national budget for 2005 for pilot projects involving entrepreneurship among immigrants. In 2007 the Government shall continue to fund these pilot projects by the amount of NOK 2 million to obtain more knowledge on how to facilitate entrepreneurship activities among immigrants.

6 Pilot project with moderate affirmative action for persons with immigrant backgrounds to state administration positions

Responsible: The Ministry of Labour and Social Inclusion

In the course of the first six months of 2007 the Government shall clarify the basis for carrying out pilot projects involving moderate affirmative action for persons with immigrant backgrounds. Based on the report a decision shall be made as to whether pilot projects are to be implemented involving moderate affirmative action for persons with immigrant backgrounds to public administration positions. Moderate affirmative action means that if there are equal or approximately equal qualifications, a candidate with an immigrant background shall be chosen.

7 Active recruitment of persons with immigrant backgrounds to state administration and health authorities

Responsible: The Ministry of Labour and Social Inclusion

Through its allotment letters the Government shall call on all agencies within the state administration and the health authorities, based on their current condition and abilities, to draw up concrete plans aimed at increasing the recruitment of persons with immigrant backgrounds. These agencies' annual reports shall include results from implementing this measure and achievement of objectives. Management training in diversity in these agencies will also be given.

8 Norwegian language instruction for asylum-seekers

Responsible: The Ministry of Labour and Social Inclusion

The Government shall reintroduce instruction in the Norwegian language for asylum seekers and is allocating NOK 42.6 million for this measure. The instruction shall start in the autumn of 2007. Asylum seekers staying in regular reception centres shall receive up to 250 teaching hours in the Norwegian language. The instruction in the Norwegian language shall be terminated when a final negative decision has been made after an appeal to the Immigration Appeals Board. Those who are granted a residence permit shall continue to receive the instruction due

The Government's campaign to increase recruitment of immigrants to working life

Continuing the award for ethnic diversity in working life

In 2005 the Ministry of Labour and Social Inclusion established an award given for ethnic diversity in working life. The award is the result of collaboration between the Ministry, employee/employer associations and other actors with expertise in the immigrant field.

The diversity award shall be continued and will be awarded annually to an enterprise that stands out for its efforts to promote ethnic diversity at the workplace. The goal is to spread knowledge and inspiration about effective measures and results by focusing on the good examples of immigrant participation in working life. The diversity award shall be a positive incentive for companies and enterprises and also promote co-operation between the authorities and the major working life organisations with the intention of increasing the efforts and awareness of this issue.

Survey of descendants' participation in working life

The Ministry of Labour and Social Inclusion shall initiate a study of participation in working life by descendants of non-western immigrants. As the descendants of the immigrants are still young, current knowledge on how they cope in the labour market is limited. The first age groups of young people are now in the first stages of their working careers, and their progress in the years to come will be followed. The research and development project shall be launched in 2007.

Increased recruitment of immigrants with non-western backgrounds: employee/employer associations assess strategies and measures

The employee/employer associations play an important part in identifying and implementing strategies and measures that can contribute to reducing unemployment and increasing the employment for persons with non-western backgrounds. On an initiative from the Minister of Labour and Social Inclusion, a working group was convened with representatives from employee/employer associations and the authorities to assess strategies and measures aimed at increasing the recruitment of immigrants with non-western backgrounds to working life.

The working group will be submitting concrete proposals for measures employers in the public and private sector should initiate to increase the recruitment of immigrants with non-western backgrounds into working life. The working group will also propose measures and strategies focused particularly on ensuring rapid transition from education to employment for the many non-western descendants now on their way into working life, and to increase employment among women with non-western backgrounds. The working group will present its report in February 2007.

to their right and obligation to attend instruction in the Norwegian language and social studies pursuant to the Norwegian Introduction Act. This Act stipulates that the local authorities must offer immigrants up to 2 700 hours of instruction in the Norwegian language in addition to the 300 compulsory teaching hours in Norwegian and social studies.

9 Continuing pilot projects to survey the language skills of four-year-olds

Responsible: The Ministry of Labour and Social Inclusion

The Government shall continue to allocate NOK 10 million to survey the language skills of four-year olds (SPRÅK 4) at health clinics. The health clinics in Norway see all children. The purpose of this programme is to uncover the needs of four-year-olds for language stimulation to improve language skills prior to starting school.

10 Språkløftet (Language Promotion): Follow-up of children based on the language survey at health clinics

Responsible: The Ministry of Education and Research

Språkløftet – Language Promotion – will offer children who were found in need of follow-up by the health-clinic language survey more examinations and diagnoses if necessary. If needed, the children will be offered adapted language instruction and teaching in Norwegian that includes the parents/guardians, particularly the mothers. This programme also offers competence development for participating persons from various expert environments. NOK 5 million has been allocated for this project.

11 Free core time in day-care centres

Responsible: The Ministry of Labour and Social Inclusion

The Government shall establish a programme for free core time in day-care centres for all four- and five-year-olds in areas with a high proportion of minority-language children. This programme shall comprise all children in these areas. It shall include information about and contact with parents. It also aims to ensure that day-care centre staff has adequate expertise on multicultural education and language stimulation. In total the Government shall allocate NOK 26.5 million to this pilot project, whereof NOK 16.5 million is additional funding for 2007.

12 More resources to schools with more than 25 per cent minority-language pupils

Responsible: The Ministry of Education and Research

The Government intends that schools with a high proportion of minority-language pupils shall provide high-quality teaching and will thus be attractive to all pupil groups. The Government shall spend NOK

6 million on development projects at schools with more than 25 per cent minority-language pupils. The aim is to stimulate schools with a high number of minority-language pupils to find good ways of dealing with the special challenges they face and to improve pupils' learning profits and results.

13 New subject curricula for education in Norwegian and the native language for linguistic minorities

Responsible: The Ministry of Education and Research

The Government has decided that new subject curricula shall be made especially for Norwegian and native language instruction. These curricula are level-based and shall be applied independently of the school stage. When pupils have attained the adequate skill level in Norwegian they shall follow the instruction in accordance with the regular syllabus.

In addition to making new curricula, new instruments shall be provided for assessing pupils' skills in Norwegian. The purpose of the changes is to make it easier to determine when pupils should switch to the regular Norwegian curriculum. The new curricula shall come into force in the 2007 – 2008 school year.

14 Positive role models – stimulating children to pursue an education

Responsible: The Ministry of Children and Equality

Young people with immigrant backgrounds are under-represented in higher education in Norway. The basis for recruitment is narrower in part because this group has a higher dropout rate in upper secondary education than the majority. The Government shall improve the situation so that more young persons with immigrant backgrounds complete upper secondary education and go on to take higher education.

To give children with immigrant backgrounds more positive role models the Government shall allocate NOK 3 million to a mentor project. Students in the three largest university college regions will be given the opportunity to serve as mentors for children with immigrant backgrounds in primary and lower secondary school. The purpose of this programme is to stimulate more children and young people to start and complete an education and to give students, primarily training in child welfare or social welfare, additional knowledge about children, young people and families with immigrant backgrounds.

15 Strengthening measures for children and young people in large urban communities

Responsible: The Ministry of Children and Equality

The Government's action plan against poverty has been allocated NOK 10 million to strengthen a subsidy programme for children and young people in

large urban communities to ensure good growing up conditions and to level out differences in living conditions. The large cities are more dominated by poverty problems and a higher rate of poor living conditions in some of their districts than in other municipalities. A total of NOK 31.5 million will be allocated to this in 2007. Twenty-three large urban communities and seven prioritised city districts in Oslo are covered by this scheme. The funds are used on holiday and leisure activities for children, young people and families with poverty problems and on labour market measures for young people with little or incomplete education. There is also a

need for development activities for groups suffering from poverty problems.

16 Competence team against forced marriages

Responsible: The Ministry of Labour and Social Inclusion

The Government shall raise competence on forced marriages in the general public and particularly in the public services to enable the necessary support and follow-up. This also applies to other assistance agencies and organisations assisting persons who

New initiatives in the school sector

Reduce dropout rate in upper secondary education – working group

In January 2006, the Ministry of Education and Research convened a working group to assess measures for more successful completion of upper secondary education. The reason for this assignment is that a substantial and stable number of pupils and apprentices do not complete their upper secondary education. The completion rate is particularly low in vocational education programmes. The working group shall propose concrete measures to improve the completion rate. The measures concerned apply to individual pupils/apprentices, school owners and employee/employer associations, and also include measures the national education authorities are responsible for.

Schooling abroad

Oslo University College has on assignment from the Ministry of Labour and Social Inclusion carried out a survey project on the causes and effects of children of Pakistani origin attending school in Pakistan. The project has resulted in the report «Skolegang i Pakistan - barn med innvanderbakgrunn som går på skole i foreldrenes opprinnelsesland» (Schooling in Pakistan – children with immigrant backgrounds attending school in the native country of their parents). The Ministry of Education and Research and the Ministry of Labour and Social Inclusion are together considering the recommendations in the report.

Revision of the strategy plan «Likeverdig utdanning i praksis!» (Equal education in practice!)

The Ministry of Education and Research is revising the «Equal education in practice!» strategy plan. The purpose of the strategy is to improve the teaching of minority-language children, young people and adults. The strategy plan is in force for five years until 2009. The revised plan will be submitted in the autumn of 2006.

Approval and acceptance of higher education from abroad

The Government shall make it simpler and quicker to obtain approval of education taken in other countries. Many immigrants with higher education find it difficult to obtain approval of the training they have received in their country of origin. This represents a barrier for employers and society in general so they are unable to benefit from this competence.

The Ministry of Education and Research has convened a committee to examine issues related to the current system for approval and acceptance of higher education in Norway. The committee shall propose measures to speed up, simplify and make case processing of applications for approval of higher education taken abroad more user friendly, while also ensuring that it is fair. The committee shall especially assess the need for changes that may better integrate immigrants in the labour market. The committee shall present its recommendations by 1 December 2006.

Committee reviewing the objectives of school and day-care centres

The King in Council on 2 May 2006 appointed a committee to review the objectives of schools and day-care centres. The committee, chaired by Inga Bostad, Deputy Head of the University of Oslo, and with 14 other committee members, shall analyse and assess the various aspects of the objective of the education and the purpose of day-care centres, with particular emphasis out on social development with increased internationalisation and diversity, formulations related to the Christian fundamental values and changes in the education system.

The committee shall present its report by 1 June 2007.

are vulnerable to forced marriage. The Government shall therefore allocate NOK 2 million to strengthen the competence team against forced marriage and make the team permanent. The team's primary task shall be to advise and guide the assistance services. The team currently consists of representatives from the UDI (the Directorate of Immigration), Oslo police district, Red Cross, IMDi (the Directorate of Integration and Diversity) and Bufdir (the Directorate for Children, Youth and Family Affairs).

17 Measures to prevent forced marriage: Information, awareness-raising activities and expanding knowledge

Responsible: The Ministry of Children and Equality

The Government is initiating measures aimed at preventing forced marriage, and shall continue the work on this on-going issue, in addition to initiating new targeted measures. These measures will be in the areas of information and awareness-raising activities, competence raising, improvement of knowledge on this issue, various preventive measures and emergency assistance. The parental generation is an important target group. Activities must be undertaken in cooperation with other ministries, experts and the assistance services, including family services and NGOs. NOK 2 million has been allocated for this in 2007.

18 Information to newly arrived on genital mutilation and forced marriage

Responsible: The Ministry of Children and Equality

Persons who have recently arrived in Norway from regions where forced marriage and/or genital mutilation are practised must be immediately informed that these acts are illegal and punishable in Norway. Today information on the ban against genital mutilation and forced marriage is only given to asylum seekers arriving in Norway. Those receiving the information must sign a receipt acknowledging that they have received the information in connection with the asylum interview and that they have understood it. This activity will be continued under the auspices of the Ministry of Labour and Social Inclusion. Following the recommendations in a report on this measure, it will be extended as a pilot project to include new family immigration arrivals and resettlement refugees. NOK 2 million has been allocated for this in 2007.

19 Measures against genital mutilation: changing attitudes and expanding knowledge

Responsible: The Ministry of Children and Equality

Active and long-term activities against genital mutilation are important. The previous *OK project*, which was completed in December 2004, achieved good results. The efforts now being initiated are based on experiences from this project. It is important to change attitudes through information campaigns.

Information must be provided on where to obtain assistance and what can be done. The Ministry of Children and Equality will be responsible for coordinating the activities that will be undertaken in dialogue and cooperation with immigrant organisations and other relevant expert communities. NOK 2 million has been allocated for this in 2007.

20 Strengthen NGOs and voluntary activities that promote participation and inclusion

Responsible: The Ministry of Labour and Social Inclusion

NGOs are important actors in the work to achieve social inclusion and participation, for example by serving as spokespersons in relation to the local and central authorities. NGOs and voluntary activities in local communities contribute to contact, interaction and network building between persons with immigrant backgrounds and the majority population. The Government will increase the funding for this by a total of NOK 2 million in 2007.

21 Awareness-raising activities against racism and discrimination

Responsible: The Ministry of Labour and Social Inclusion and the Ministry of Children and Equality

The European Council campaign «All Different – All Equal» will be active in all the European Council's member countries during the campaign period from June 2006 to October 2007. The campaign targets young people and focuses on diversity, human rights and participation. Norway is putting its efforts into continuing activities against prejudice and discrimination. The Norwegian Children and Youth Council (LNU) is serving as the secretariat, and the costs are NOK 2.6 million in 2006 and NOK 1.7 million in 2007.

Norway participates in the EU's non-discrimination programme, and has received funding for a national awareness-raising campaign relating to the Act on prohibition of discrimination on the basis of ethnicity, national origin, ancestry, skin colour, language, religious and ethical orientation (the Discrimination Act), which will take place from November 2006 to October 2007. The Equality and Anti-discrimination Ombud will be responsible for the campaign. Norway will also participate in celebrating 2007 as the European year of equal opportunities.

22 Efforts against discrimination in the police

Responsible: The Ministry of Justice

The Government shall continue its efforts against discrimination in the police. The Ministry of Justice shall give priority to a number of measures: raising the competence of police and law enforcement employees and the public prosecuting authority, increasing recruitment of persons with ethnic minority backgrounds to the police and public prosecuting authority, and working to retain employees with

minority backgrounds by helping each employee feel included in the common community. Dialogues shall be initiated between the police and representatives of the minority population, and complaints about the police that are related to ethnicity will be dealt with very thoroughly and categorised so reports can be prepared on the basis of the figures. The general population shall receive appropriate and easily available information about their options for lodging complaints and appeals, including the option of lodging complaints with the Equality and Anti-discrimination Ombud.

23 Study of discrimination in the housing market

Responsible: The Ministry of Local Government and Regional Development

Immigrants are over-represented in the rental housing market. Based on the somewhat incomplete research in this field it appears that the scope of discrimination is not large, but some serious cases are reported. Anti-discrimination provisions are embedded in the housing acts, including the Norwegian Tenancy Act. The Government intends to monitor whether the provisions are actually complied with, and shall therefore conduct a study of discrimination in the rental housing market. This includes examining international experiences of which methods that are best suited for uncovering various types of discrimination.

24 Monthly decisions on housing benefits

Responsible: The Ministry of Local Government and Regional Development

Having a good place to live is an important requirement for integration and participation in society and housing benefits are an important measure for assisting those who encounter difficulties in the housing market. Around four per cent of the population received housing benefits in 2004. Among the immigrant population, around 18 per cent received housing benefits, and among immigrants with non-western backgrounds one of four received housing benefits. The high proportion of housing benefit recipients reflects the generally low income level and that many are settled in districts with high housing prices and steep rents.

The Government intends to improve and simplify the scheme and in the national budget for 2007 proposes to introduce monthly decisions on housing benefits. In the Government's action plan against poverty, NOK 7.5 million has been appropriated for this measure. The introduction of monthly decisions will contribute to strengthening household liquidity and will reduce the need for supplemental social benefits. The scheme is expected to have a total cost of NOK 27 million.

Measures in Groruddalen, an Oslo district

The Government shall introduce measures for districts in large cities with special challenges, such as Groruddalen in Oslo. The proportion of residents with immigrant backgrounds is far higher here than the national average. More than 30 per cent of the population had immigrant backgrounds, and the large majority of these came from non-western countries (as of 1 January 2006). In the primary and lower secondary schools in the district the proportion of minority-language pupils varies from 35.3 to 50 per cent (figures from 2003).

The City of Oslo local authority and the Government have entered into an agreement on comprehensive measures for Groruddalen which include four programme areas continuing for ten years. Within the framework of the action plan for integration and social inclusion of the immigrant population the Government has launched measures focusing on Groruddalen. A number of the measures in the action plan focus fully or in part on this district. These are:

- Efforts for immigrants in the labour market
 - Free core time in day-care centres
 - Language promotion: follow-up of children based on the language survey at health clinics
 - More resources to schools with more than 25 per cent minority-language pupils
 - Positive role models – stimulating children to pursue an education
 - Strengthening measures for children and young people in large urban communities
 - Prevention of life-style diseases among persons with immigrant backgrounds
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25 Citizenship ceremony

Responsible: The Ministry of Government Administration and Reform / The Ministry of Labour and Social Inclusion

The Government will be allocating NOK 5.2 million for the implementation of citizenship ceremonies in 2007, whereof the sum of NOK 2 million represents a new scheme. Through these ceremonies the Government wishes to ensure that the transition to Norwegian citizenship is celebrated in an appropriately solemn manner. The responsibility for conducting the ceremonies has been given to the County Governors. The ceremony will show how new citizens are welcomed into the national and local community with equal opportunities to participate and contribute their resources. The ceremony also underlines that new citizens both symbolically and practically embrace the fundamental values that are the underpinnings of our society. Persons who accept the invitation to participate in the ceremony shall pledge loyalty and allegiance and will receive a gift book.

26 Further education of religious leaders

Responsible: The Ministry of Labour and Social Inclusion

The Government deems it important that leaders with immigrant backgrounds in religious communities where a majority of the members have immigrant backgrounds have knowledge about Norwegian social conditions and insight into the fundamental values the Norwegian society is based on, and that they should have reflected upon what it means to be a religious leader in a religious community in Norway.

From 2006 to 2008 a pilot project will be operated by the University of Oslo to develop the content and structure of a module-based programme for further training of leaders of religious communities. During the project period training will be given to around 20 participants in each module. NOK 500 000 has been allocated for this project in 2006.

27 Establishment of permanent interpreter education

Responsible: The Ministry of Education and Research

Public sector interpretation contributes to guaranteeing due process of law and guaranteeing everyone equal services. The availability of qualified interpreters is inadequate and the Government intends to establish a permanent education programme for interpreters. The purpose of this scheme is to increase the number of interpreters available to the legal system, health services and other public services so that citizens with another language background are ensured their rights. The funds, NOK 6 million, shall be used on initiating and operating a permanent interpreter education under

the auspices of a state university college in the autumn of 2007, in cooperation with other education institutions.

28 Prevention of life-style diseases among persons with immigrant backgrounds

Responsible: The Ministry of Health and Care Services

There is a need to strengthen and focus on preventive activities for groups at risk in the population in general and in the immigrant population in particular. The Government will allocate NOK 3 million to establish a low-threshold programme to promote physical activities and good eating habits as a stage in preventing life-style diseases and promoting dental health in groups at risk in the immigrant population.

NOK 2 million has been allocated to stimulate the development and establishment of low-threshold programmes in a number of city districts in Groruddalen in Oslo. These programmes will be based on documented knowledge about effective methods for promoting physical activities, good eating habits and healthy lifestyles for high-risk groups, and on successful activities to promote good dental health.

NOK one million shall be set aside for the dissemination and implementation of knowledge-based methods for establishing locally based low-threshold programmes that promote physical activities, good eating habits and healthy lifestyles for high-risk groups in other city districts and municipalities with high proportions of inhabitants with immigrant backgrounds.



SECTION II

**Goals for Social Inclusion
of the Immigrant Population**



Goals for social inclusion of the immigrant population

To ascertain whether the Government is succeeding in its efforts to include and integrate immigrants and their descendants, we must be able to measure the effect of the policies and the measures that are implemented. Concrete and clear goals with accompanying indicators showing whether the goals are being met are needed to determine whether the policy and the State's measures and resource allocation are working effectively. The goals and the indicators must therefore be considered within the context of the action plan for integration and social inclusion of the immigrant population. Reports on the goals for inclusion will show the results in relation to the challenges we are facing in the inclusion field, while the action plan puts forward the Government's strategy and measures to deal with these challenges. The goals will express what the Government specifically wishes to attain through its policy for diversity and inclusion. The goals and the accompanying indicators do not, however, paint a complete picture of the situation as it is.

The national budget for 2006 introduced 15 goals for the social inclusion of immigrants and their descendants. To measure the effects in several important social areas the Government is now introducing two new goals in this year's national budget: one in the responsibility area of the Ministry of Children and Equality and one in the responsibility area of the Ministry of Education and Research. All in all, the goals cover the areas of responsibility of eight ministries.

These goals have long-term perspectives. To be able to follow how the situation is developing and the results of the

policy, the ministries in charge shall report annually on the attainment of the goals in accordance with the sector responsibility principle. Each goal is accompanied by one or more indicators showing whether they are developing in the right direction.

Here we present a comprehensive overview of the social inclusion goals and the status of the goal attainment. The goals in the budgetary proposition for the responsible ministry are also presented, followed by an overview of the measures launched by the Government in each policy area.

To ensure that the goals are realised, systematic reports are important as they can be monitored over time to ascertain that developments are heading in the right direction. Therefore, in formulating the goals importance has been attached to creating result indicators for each goal to show the development in the field in question. It is nevertheless important to bear in mind that these indicators only show a cross-section, not the entire situation. The indicators must also be interpreted according to a number of variables, such as gender, age, education and training and place of residence. There may also be other external causes leading to a changed situation. When speaking about the immigrant population it is particularly important to bear in mind the cause of immigration and length of residence in Norway. We often see that differences may be connected to whether a person has arrived as a refugee or as a job-seeking immigrant, or to the number of years in residence in Norway. The Government shall continue its work on refining the indicators and developing new ones that will provide a more comprehensive picture of the situation.

Overview of goals and the responsible ministries

The Ministry of Labour and Social Inclusion

- The ministry must strive to provide immigrants and their descendants with increasing ties to the labour market, controlled for conditions in the labour market.
 - The proportion of immigrants with persistently low incomes shall be reduced towards the level of the general population.
 - To function in society, adult immigrants shall learn adequate Norwegian during the five first years of their residence in Norway.
-

The Ministry of Children and Equality

- Contribute to increasing the proportion of employees with immigrant backgrounds in child welfare services.
-

The Ministry of Health and Care Services

- Health differences between ethnic groups shall be reduced.
-

The Ministry of Justice

- To reflect the diversity of the population, one shall strive to increase the proportion of employees with immigrant backgrounds in the police, the prosecuting authority and the correctional services.
 - One shall strive to increase the proportion of lay judges with immigrant backgrounds.
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The Ministry of Local Government and Regional Development

- The proportion of persons with immigrant backgrounds and the right to vote that participate in municipal, county and parliamentary elections shall correspond to the total election turnout.
 - Immigrants shall be ensured that they have a place to live and that they are not excluded in the housing markets.
-

The Ministry of Government Administration and Reform and the Ministry of Labour and Social Inclusion

- The proportion of persons with immigrant backgrounds who are employed by the State shall be increased.
-

The Ministry of Culture and Church Affairs

- Increased participation and increased proportion of active performers with immigrant backgrounds in the culture and media sector.
-

The Ministry of Education and Research

- Children and young people with immigrant backgrounds shall master the Norwegian language as early as possible in their schooling to ensure that they have good learning profit.
 - The proportion of descendants completing upper secondary education shall correspond to the proportion of the general population.
 - The proportion of immigrants who arrived in Norway while of lower secondary school or upper secondary school age and who complete upper secondary education shall be increased.
 - The proportion of employees in primary and lower secondary school and upper secondary education with immigrant backgrounds shall be increased.
 - To facilitate for optimal language development for preschool children one shall strive to increase the number of children with immigrant backgrounds in day-care centres.
 - Contribute to increasing the number of preschool teachers with immigrant backgrounds.
-

The immigrant population's current situation in Norway – additional information

The 17 goals for inclusion and reports on them only give a partial picture of the progress of the social inclusion activities. It is also important to obtain a broader information base on how immigrants and descendants find their place in society and how they experience their life situation and place in Norway. At the request of the Ministry of Labour and Social Inclusion, Statistics Norway (SSB) is therefore working on two comprehensive projects: «Levekår blant ikke-vestlige innvandrere og etterkommere» (Living conditions among non-western immigrants and descendants) and «Innvandrerens vei inn i det norske samfunnet (Monitor)» (Immigrants' path into Norwegian society). These studies will provide more knowledge on various aspects of the life and living conditions for immigrants in Norway and on developments over time.

Study of living conditions among non-western immigrants

Statistics Norway (SSB) annually carries out comprehensive interview studies to learn more about general living conditions in Norway for the entire population. Some immigrants are also included in these studies, but there are too few and their dropout rate is too high to provide us with general knowledge about immigrant living conditions. Some immigrant groups have greater challenges in their encounter with Norwegian society than others. Therefore «Levekårsundersøkelsen blant ikke-vestlige innvandrere 2005-2006» (The study of living conditions among non-western immigrants 2005-2006) is focusing on immigrants in Norway with backgrounds from the ten largest non-western countries. Five thousand persons ranging from 16 to 70 years of age, 500 from each country, will be interviewed. The interview involves a number of topics significant for people's living conditions. Among the most important are finances, housing conditions, employment, health and education. The survey is designed to find issues such as perceived discrimination, language, social contact and family, both in Norway and the country of origin, and special challenges in the labour and housing markets. The aim is that the data from this study should be compared to the general studies of living conditions Statistics Norway undertakes and also to previous studies of immigrant living conditions. Another aim is to compare the findings with similar studies in other countries, particularly our closest neighbours.

Moreover, 1500 descendants ranging from 16 to 24 years of age will be interviewed to obtain particular knowledge about the situation for young descendants when it comes to school and education, employment, perception of future prospects, family and social relations and perceived discrimination. One aim here is to determine how inclusion develops from one generation to the next. The study comprises descendants with backgrounds from Pakistan, Turkey and Vietnam because these are the only groups where the number of descendants is large enough for this purpose.

The first findings from the study of living conditions will be presented toward the end of 2007.

Innvandrerens vei inn i det norske samfunnet (Monitor) (Immigrants' path into Norwegian society)

The idea behind the monitor study is to gain a better comprehensive understanding of the path immigrants take into Norwegian society by following developments over time with respect to employment, education, income and other important living condition areas, and with respect to demographic behaviour. The project in general is based on Statistics Norway's register data, such as overviews of income, education, social benefits, crime rate, election turnout, demographics and much more. Using the indicator set it will be possible to follow the result of the integration processes in the most important areas over time, and the monitor results will provide a broader and better overview of immigrants and their path into Norwegian society. By following individuals over time and by using the variables residence time and generation actively in the analyses it will be possible to see the differences between immigrants and the rest of the population.

The project aims to create a comparability base over time so that changes in indicator values are not only a result of changes to the group's composition. The initial results are expected by the end of 2007. These will be followed up with more findings, and the time perspective and the number of topic areas will be expanded.

Statistics about the immigrant population and their living conditions can be found on Statistics Norway's website: http://www.ssb.no/english/subjects/00/00/10/innvandring_en/.

Employment, welfare and language



Goal:

The ministry must strive to provide immigrants and their descendants with increasing ties to the labour market, controlled for conditions in the labour market.

Indicators:

- The proportion of unemployed immigrants.
- The proportion of employed immigrants.
- The proportion of participants in labour-market programmes who are immigrants compared to the proportion of immigrants among the registered unemployed.
- The proportion of unemployed descendants compared to immigrants and the total population.
- The proportion of employed descendants compared to immigrants and the total population.
- The proportion of employed immigrants with full-time positions.
- The proportion of employed immigrants with part-time positions.

Status (as of the fourth quarter 2005):

- Unemployment among immigrants in the labour force was 8.4 per cent.

- The proportion of employed immigrants amounted to 57.5 per cent of everyone from 16 to 74 years of age. In the total population, 69.4 per cent were employed.
- Among participants in labour market programmes, immigrants constituted 31 per cent, while they amounted to around 20 per cent of all the unemployed.
- Unemployment among descendants was 5.7 per cent of the labour force, and was 1.4 percentage points lower than in November the previous year. Unemployment for the population in total was 3 per cent, and for immigrants 8.4 per cent.
- The proportion of employed descendants was 55.9 per cent. The level was thus 1.6 percentage points below immigrants and 13.5 percentage points lower than the total population. The general reason why the employment proportion is lower for descendants than for immigrants is differences in age composition. Many descendants are still pursuing an education and thus outside the labour market. Among descendants from 25 to 39 years of age the proportion of employed is 72.8 per cent. The employment proportion for similar age groups in the population is 80.7 per cent and for immigrants 62.2 per cent.
- Among employed immigrants 67 per cent worked full time, while 33 per cent worked part time. In the general population a total of 71 per cent were registered with full-time employment while 29 per cent worked part-time.

(Source: Statistics Norway)

Employment

- Employed persons are those between 16 and 74 years of age who performed income-generating work lasting at least one hour in the reference week, as well as persons who have such work but who were temporarily absent. Persons in labour market programmes with pay from an employer are also classified as employed.
- Unemployed persons are persons capable of working who apply for income-generating work to the Norwegian Labour and Welfare Organisation and who are ready and able to take on the employment they are seeking. The person in question must also have been without income-generating employment during the last few weeks.
- The labour force is the sum of all employed and registered unemployed persons.

Goal:

The proportion of immigrants with persistently low incomes shall be reduced towards the level of the general population.

Indicators:

- The proportion of immigrants with persistently low incomes compared to the population as a whole.
- The proportion of children under 18 years of age with immigrant backgrounds living in households with persistently low incomes compared to all children.

Status:

- During the three years from 2002 to 2004, 18 per cent of immigrants in total and 24 per cent of immigrants with non-western backgrounds were registered with persistently low incomes, when low income is measured as 50 per cent of the median income (OECD scale). When low income is measured at 60 per cent of median income (EU scale), these proportions were 29 per cent and 37 per cent. The proportion with persistently low incomes in the population as a whole during the same period was respectively 3 per cent (50 per cent of the media income, OECD scale) and 8.5 per cent (60 per cent of the median income, EU scale).
- During the three years from 2002 to 2004 around two of ten children under 18 years of age with immigrant backgrounds lived in households with persistently low incomes when low income is measured at half of the median income. Measured at 60 per cent of the median income, three of ten children with immigrant backgrounds lived in low income households. In comparison, respectively 3.5 per cent and 5.6 per cent of all children lived in households with persistently low incomes during the same period.

Goal:

To function in society, adult immigrants shall learn adequate Norwegian during the five first years of their residence in Norway.

Indicator:

The proportion of adult immigrants who have lived five years in Norway and who have sat for and passed the Norwegian language test.

Status:

- 14 200 adult immigrants had five years' residence in Norway at the end of 2005. The figure does not include persons with Norwegian citizenship on arrival.
- 17.3 per cent of adult immigrants who had five years' residence in Norway had sat for the Norwegian language test at the end of 2005.
- 13.6 per cent of immigrants who had five years' residence in Norway had passed the oral test and 11.7 per cent had passed the written test.

The Norwegian language tests are the final tests for the Norwegian language instruction offered to immigrants. The test comprises an oral and a written section, which may be taken alone or together.

Poverty

Persons whose financial resources deviate significantly from the common income level in society have far less opportunities to obtain goods and participate in activities. Low income is an important poverty indicator, even if other circumstances also are of significant importance for individual living conditions. Poverty is a multi-dimensional and composite problem. The Government intends to measure and follow the development of different aspects of poverty using a broad set of indicators.

Persistently low income. Persistently low income is here defined as the average income over a period of three years below respectively 50 per cent and 60 per cent of the median income.

Median income. Median income is the middle amount of income distribution after sorting income by amount. The median income is thus the income that splits the population down the middle into two equal parts, where one half has lower income than the median and the other half has higher income.

OECD and EU scale. To enable comparison between the financial welfare of households of different types and sizes it is normal to adjust income using so-called equivalency scales. An equivalency scale expresses the size of an income for a household comprising, for example, four persons, if this household is to have the same living standard or financial welfare as a single person. The OECD scale attaches less importance to the advantages of the large scale of households due to the fact that more persons share the expenses than the EU scale.

Education and childhood



Preschool children

Goal:

To facilitate for optimal language development for preschool children one shall strive to increase the number of children with immigrant backgrounds in day-care centres.

Indicator:

The proportion of minority language children in day-care centres compared to the proportion of children in day-care centres in total.

Status:

- At the end of 2005, 676 preschool teachers with immigrant backgrounds were employed in day-care centres (634 women and 42 men), compared to 603 in 2004. In 2005 this constituted 3.1 per cent of all preschool teachers working in Norwegian day-care centres. In 2004 the proportion was 3.0 per cent.
- In the autumn of 2005, 5.5 per cent of students training to become preschool teachers had immigrant backgrounds (298 of a total of 5400 students). Of these 44 were men. In the autumn of 2004, 4.8 per cent of students training to become preschool teachers had immigrant backgrounds (255 of a total of 5258 students).

(Source: Statistics Norway)

Goal:

Contribute to increasing the number of preschool teachers with immigrant backgrounds.

Indicators:

- The proportion of preschool teachers with immigrant backgrounds employed in day-care centres.
- The proportion of students with immigrant backgrounds pursuing an education to become preschool teachers.

Status:

- At the end of 2005, 676 preschool teachers with immigrant backgrounds were employed in day-care centres (634 women and 42 men), compared to 603 in 2004. In 2005 this constituted 3.1 per cent of all preschool teachers working in Norwegian day-care centres. In 2004 the proportion was 3.0 per cent.
- In the autumn of 2005, 5.5 per cent of students training to become preschool teachers had immigrant backgrounds (298 of a total of 5400 students). Of these 44 were men. In the autumn of 2004, 4.8 per cent of students training to become preschool teachers had immigrant backgrounds (255 of a total of 5258 students).

(Source: Statistics Norway)

Education

Goal:

Children and young people with immigrant backgrounds shall master the Norwegian language as early as possible in their schooling to ensure that they have good learning profit.

Indicators:

- The proportion of children and young people with immigrant backgrounds receiving special language instruction.
- Results from national tests in reading and mathematics in fourth grade for children with immigrant backgrounds compared to the group of pupils as a whole.

Status:

- Of 622 744 pupils in primary and lower secondary school in the 2005-2006 school year, 37 556 received special instruction, i.e. 6 per cent of all the pupils in primary school (Source: «Grunnskolen informasjonssystem – GSI» (The information system for primary and lower secondary school)).
- Of pupils with immigrant backgrounds in primary school in the 2005 – 2006 school year, 75 per cent received special language instruction.
- In 2005 immigrants attained 4.7 fewer points than the pupil group as a whole in reading on the national tests. The corresponding figure for descendants was 2.5 points (Source: Bonesrønning 2006). In the 2004-2005 school year national tests were carried out for the 4th, 7th and 10th stages in primary and lower secondary school and the foundation course in upper secondary school. These tests were carried out in mathematics, English reading and writing and Norwegian reading and writing.

Table 1. Standardised results of national tests, Year 4 – 2004 and 2005

	Reading	
	2004	2005
All pupils	50,0	50,0
Girls	51,2	51
Boys	48,8	49
Immigrants	45,2	45,3
Born in Norway by two foreign-born parents	48,6	47,5

Source: Bonesrønning 2006

Results from the national tests are standardised so that the average results for pupils have been set at 50 with a standard deviation of 10 for each of the tests. The national tests were given in 2004 and 2005. The Government has decided not to give the national tests in 2006, but new and improved tests will be given in 2007.

Goal:

The proportion of descendants completing upper secondary education shall correspond to the proportion of the general population.

Indicators:

- The proportion of descendants going directly from primary and lower secondary school to upper secondary education, compared with the total number of pupils that year as a whole.
- The proportion of descendants attaining vocational competence or qualifying for higher education within five years after completing primary and lower secondary school compared to the total number of pupils that year as a whole.

Status:

- In 2005, 95.4 per cent of descendants went straight from primary and lower secondary school to upper secondary education, compared to around 97 per cent of the population as a whole. This is an increase from 2003, when the proportion of descendants going straight from primary and lower secondary school to upper secondary education was 94.8 per cent.
- A total of 61.9 per cent of descendants starting foundation courses in 1999 had completed and passed upper secondary education after five years. The proportion for all pupils in total was 70.5 per cent. A total of 33.8 per cent of descendants dropped out of upper secondary education compared to 24.2 per cent of the pupils in total.

Source: Statistics Norway

Goal:

The proportion of immigrants who arrived in Norway while of lower secondary school or upper secondary school age and who complete upper secondary education shall be increased.

Indicator:

The proportion of immigrants aged 13 to 19 when arriving in Norway who complete and pass upper secondary education.

Status:

- A total of 21 498 persons currently between 20 and 40 years of age came to Norway while 13 to 19 years of age.
- Of those who came to Norway while 13 to 19 years of age, who today are 20 to 40 years of age, 28.9 per cent have completed and passed upper secondary education.
- A total of 10 506 women and 10 992 men currently between 20 and 40 years of age arrived in Norway while 13 to 19 years of age. 29.4 per cent of the women and 28.5 per cent of the men have completed upper secondary education.

(Source: Statistics Norway)

Goal:

The proportion of employees in primary and lower secondary school and upper secondary education with immigrant backgrounds shall be increased.

Indicators:

- The proportion of persons with immigrant backgrounds in education leading to teacher qualifications.
- The proportion of persons with immigrant backgrounds employed in education.

Status:

- A total of 5.1 per cent of those attending education qualifying for teaching in 2005 (general teacher, pre-school teacher, vocational teacher, master, higher university degree and practical-pedagogical education) had immigrant backgrounds. This proportion is not fully comparable to previous figures due to changes in the teacher education.
- A total of 27.1 per cent of those attending education qualifying for teaching in 2005 were men. 5.3 per cent of all the men had immigrant backgrounds, while this applied to 5 per cent of the women taking education.
- A total of 3.9 per cent of employees in teaching positions in municipal primary and lower secondary schools in 2005 (regardless type of contract) had immigrant backgrounds. This is a small increase from the year before, when 3.5 per cent had immigrant backgrounds.
- A total of 4 per cent of employees in county-operated upper secondary education in 2005 (regardless type of contract) had immigrant backgrounds. This is a small increase from the year before, when 3.6 per cent had immigrant backgrounds.

(Source: Statistics Norway)

The child welfare service's duties

The primary duty of the child welfare services is to give assistance to children, young people and families in difficult situations. The duties of the child welfare services are regulated by the Act relating to Child Welfare Services and the act's regulations. Consideration of what is best for the child is the overriding principle. The child welfare services can initiate assistance measures such as:

- Guidance and advice to the family
- Financial benefits allowing the child to participate in leisure activities and similar activities
- Placement in a day-care centre, the after-school programme and similar
- Outreach contact
- Visitor home
- Relocation outside the home (care order)

Goal:

Contribute to increasing the proportion of employees with immigrant backgrounds in child welfare services.

Indicators:

- The proportion of students with immigrant backgrounds pursuing an education to become child welfare educators.
 - The proportion of women and men with immigrant backgrounds taking education to become child welfare educators.
 - The proportion of employees with immigrant backgrounds employed in child welfare services.
 - The proportion of women and men with immigrant backgrounds employed in child welfare services.
-

Status:

- At the end of 2005, 4.1 per cent of all students taking education as child welfare educators had immigrant backgrounds. Twenty-six per cent were men and, needless to say, 74 per cent were women.
- At the end of 2005, 4.5 per cent of all child-welfare services employees had immigrant backgrounds. Forty-one per cent of these were men and, needless to say, 59 per cent were women.

(Source: Statistics Norway)

Pupils with immigrant backgrounds in Norwegian schools

- Of all children of primary school age (6-12 years), 7.8 per cent were immigrants or descendants. The figure was 7.3 per cent of all children of lower secondary school age (13-15 years). Young people with immigrant backgrounds constituted 7.8 per cent of the entire 16 to 18 age group (Source: Statistics Norway).
 - The term «language minority» is used for pupils with another native language than Norwegian or Sami who do not master Norwegian adequately to benefit from the regular teaching when given in Norwegian.
 - The Education Act and Private Schools Act give pupils from language minorities the right to special instruction in Norwegian until their skills are adequate to follow the regular teaching in school. Pupils arriving in Norway without Norwegian language skills, and other pupils whose Norwegian language skills are too poor to follow the teaching when given in Norwegian, are also entitled to instruction in their native language, bilingual instruction in subjects, or both, during a transition phase.
 - In the 2005-2006 school year around 623 000 pupils attended primary and lower secondary school (GSI) and around 183 000 pupils were attending upper secondary school (Source: The Directorate of Education 2006).
 - A total of 37 556 pupils in primary and lower secondary school received special instruction in Norwegian and a total of 20 744 pupils received bilingual subject instruction or instruction in the native language, or both, in the 2005-2006 school year. In upper secondary school 3366 pupils were given overall achievement grades in oral Norwegian as a second language. Around 800 pupils were registered in special courses for minority-language pupils. Compared to the 2004-2005 school year the considerable increase is due to better reporting of pupils with special courses for minority-language pupils in 2005-2006.
 - National tests are nation-wide tests of pupils' basic skills in reading, writing, mathematics and English. In 2005 national tests were carried out in the 4th, 7th, 10th and 11th stages.
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Health and social welfare



Goal:

Health differences between ethnic groups shall be reduced.

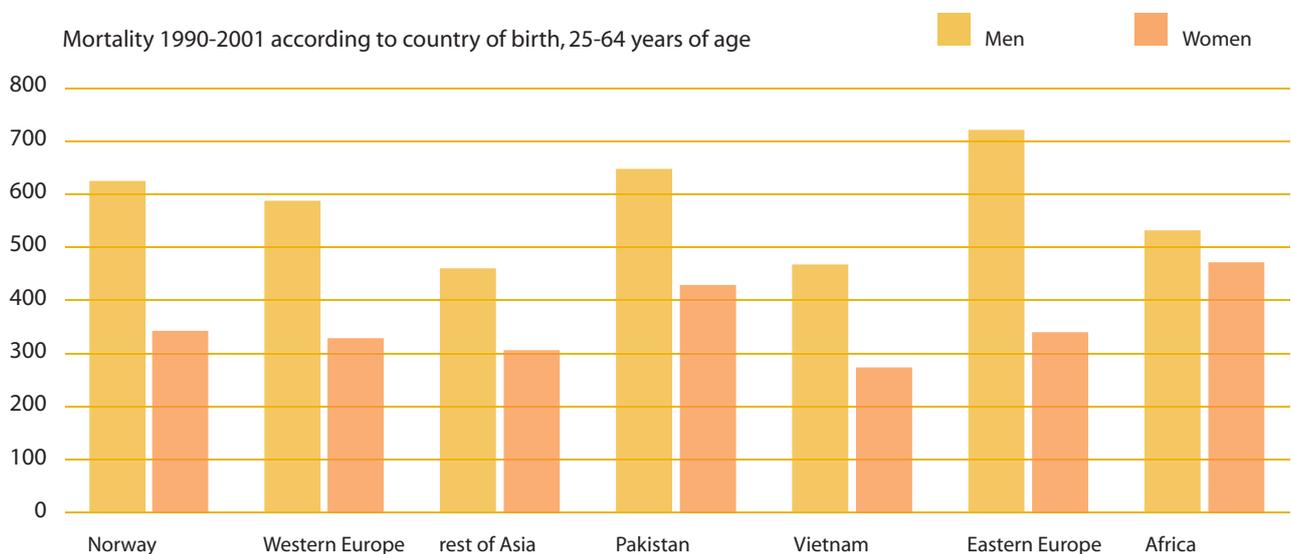
Indicator:

- Mortality rates for women and men with immigrant backgrounds in the 25-64 age group compared to the mortality rate for the population as a whole.

The Government has initiated work to develop mortality as an indicator. The Government shall continue to develop the indicator for next year's budget. Issues to be examined include differences in infant mortality (0-1 years of age), violent deaths among young people (10-29 years of age) and deaths due to heart and pulmonary diseases and cancer for the middle-aged population (for example 40-64 years of age).

The National Institute of Public Health has monitored individuals born between 1926 and 1965 (see Figure 1) for mortality in the years 1990 to 2001 and according to country of birth. The age group was limited to persons between 25 and 64 years of age in 1990 because the immigrants are relatively young.

When this work was started it was found that there are some problems in connection with analyses of mortality among immigrants. First a large proportion of immigrants emigrate: around 20 per cent of the immigrants emigrated during this period, while only two per cent of those born in Norway emigrated. If there is a difference in sickness rates for those who emigrate and those who remain resident in Norway, this will influence the mortality estimates. It is important to bear in mind that descendants, who have parents born abroad but who are born in Norway, go under the «Norway» category in the analyses.



Main findings:

- Persons born in Vietnam had the lowest mortality rate – lower than both those born in Norway and Western countries.
- Persons born in Pakistan had a higher mortality rate than those born in Norway.
- Men born in Eastern Europe had the highest mortality rate.

The health situation in various immigrant groups

The health situation for children and young people

- Youths with Norwegian and Eastern European backgrounds drink alcohol more frequently than those with non-western backgrounds.
- Girls with Norwegian backgrounds more often smoke on a daily basis than girls with non-western backgrounds.
- The incidence of symptoms of emotional problems and behavioural problems in boys is higher among descendants than among immigrants. Among girls, the incidence of symptoms is higher among immigrants.
- There are major differences between ethnic groups when it comes to both emotional problems and behavioural problems.

The health situation for adults

- Diabetes occurs more frequently in some non-western immigrant groups than in the population in general.
- A large proportion of immigrants are not very active and obesity is common. Obesity is generally more prevalent in women than men, but varies among the ethnic groups.
- Immigrants have significantly increased frequency of mental disorders. The highest proportion is found among immigrants from Asia and Africa.

Infectious diseases

- Non-western immigrants have higher incidences of some infectious diseases than the general population. The diseases in question include tuberculosis, HIV, hepatitis B, malaria, hepatitis A, typhoid fever and shigellosis (bacterial dysentery).

The police, correctional services and the legal system



Goal:

To reflect the diversity of the population, one shall strive to increase the proportion of employees with immigrant backgrounds in the police, the prosecuting authority and the correctional services.

Indicators:

- The proportion of employees with immigrant backgrounds in the police and prosecuting authority.
- The proportion of employees with immigrant backgrounds in the legal system and the correctional services.

Status:

- In 2005, two per cent of employees in the police and the prosecuting authority had immigrant backgrounds. This amounted to 299 persons, whereof 124 were men and 175 were women. Of these, 102 had Asian backgrounds, while 72 had backgrounds from Eastern Europe. Table 2 shows the number of employees in the police and prosecuting authority according to immigrant background.

Table 2. Employees in the police and prosecuting authority, according to immigrant background. 2005.

	Total	Men	Women
Total	14 546	9 026	5 520
Immigrants total	299	124	175
The Nordic countries	55	18	37
Other Western Europe	27	11	16
Eastern Europe	72	18	54
North America, Oceania	4	3	1
Asia	102	55	47
Africa	32	18	14
Southern and Latin America	7	1	6

Source: Statistics Norway

- As of the final quarter in 2005 the proportion of employees with immigrant backgrounds in the legal system and the correctional services was 2.2 per cent. This amounted to 144 persons, whereof 62 were men and 82 were women. In total this amounts to an increase of 18 employees with immigrant backgrounds, or 0.2 per cent compared to 2004.

Table 3. Employees in the legal system and correctional services, according to immigrant backgrounds. Fourth quarter 2005.

	Total	Men	Women
Total	3 040	6 417	3 377
Total immigrants	82	144	62
The Nordic countries	21	40	19
Other Western Europe	7	17	10
Eastern Europe	20	29	9
North America, Oceania	2	2	0
Asia	26	40	14
Africa	5	12	7
Southern and Latin America	1	4	3

Source: Statistics Norway

Goal:

One shall strive to increase the proportion of lay judges with immigrant backgrounds.

Indicator:

The proportion of lay judges with immigrant backgrounds.

Status:

- The selection of lay judges and members of the jury for the period 2004-2008 has 2.8 per cent with immigrant backgrounds.
- One per cent has a background from countries outside Europe and North America.

The table below shows statistics from Statistics Norway of lay judges, according to country of origin as of 1 January 2004.

Table 4. Lay judges, according to immigrant backgrounds.

	Total	Men	Women
Total	70 009 *	34 999	34 991
Total immigrants	1 949	928	1 021
Europe/North America	1 218	491	727
Other	731	437	294

Source: Statistics Norway

* The figure includes 19 lay judges Statistics Norway is unable to distribute according to country of origin due to the absence of information on backgrounds.

The police

- The main duties of the police include maintaining general order, preventing punishable offences and protecting citizens and their legal activities, in addition to investigating violations of the law. The police also have special duties, such as organising search and rescue missions, issuing passports, immigrant control, traffic safety activities and inspection of sales of arms.
- As of 31 December 2005, a total of 14 546 persons were employed in the police and the prosecuting authority; 5520 women and 9026 men.

The correctional services

- The correctional services make remand cells available to the police and execute penal sentences that have been imposed.
- The correctional services are responsible for carrying out remands in custody and penal sanctions in a way that takes into consideration the security of all citizens and attempts to prevent recidivism by enabling the offenders, through their own initiatives, to change their criminal behaviour.

The courts

- There are around 70 000 regular lay judges and jury members in Norway today.
- Municipal councils elect lay judges and jury members every four years. The basic conditions for election as a lay judge or member of the jury are that one is 18 years of age or older, eligible to vote in municipal elections and financially responsible (the latter requirement is today not strictly interpreted).

Elections and housing



Goal:

The proportion of persons with immigrant backgrounds and the right to vote that participate in municipal, county and parliamentary elections shall correspond to the total election turnout.

Indicators:

- The percentage of immigrants that voted in the last local election compared to the total election turnout.
- The percentage of immigrants that voted at the last parliamentary (national) election compared to the total election turnout.

Status:

The 2005 parliamentary election

- At the election in 2005, 77.4 per cent of the electorate voted, while only 53 per cent of all immigrants entitled to vote used their right to vote.
- There is, however, a large difference in election turnout between persons with Western immigrant

backgrounds, where the election turnout was 76 per cent, and persons with non-western immigrant backgrounds, where 49 per cent voted.

- We see an increase in total election turnout of two percentage points, cf. Table 5. For persons with immigrant backgrounds in total and for persons with Western immigrant backgrounds election turnout increased by one percentage point, while the increase among persons with non-western immigrant backgrounds is four percentage points.

Local elections 2003

After the local elections in 2003, Statistics Norway carried out a study of election turnout among persons with immigrant backgrounds.

Election turnout was lower at the 2003 election among those entitled to vote with immigrant backgrounds than among the general population. The 2003 election saw a general decline in election turnout, and election turnout is lower in local elections than parliamentary elections. This also applies to those entitled to vote and who have immigrant backgrounds.

Elections

- Immigrants with Norwegian citizenship or at least three years of residence in Norway may vote in municipal and county elections (local elections). Moreover, citizens of Nordic countries who have settled in Norway at the latest on 31 May of the election year may vote. To vote in parliamentary elections it is necessary to be a Norwegian citizen.
- At the parliamentary elections in 2005, 122 100 Norwegian citizens with immigrant backgrounds were entitled to vote. At the municipal and county elections in 2003 a total of 227 800 persons with immigrant backgrounds were entitled to vote. Of these, 109 100 were Norwegian citizens and 118 700 were foreign nationals.

Table 5. Election turnout – percentage of the electorate

	Total	Total immigrants	Immigrants with Western backgrounds	Immigrants with non-western backgrounds
Parliamentary elections 2005	77,4	53	76	49
Parliamentary elections 2001	75,5	52	75	45
Local elections 2003	59,3	41 (35)	64 (39)	36 (25)
Local elections 1999	61,7	40 (38)	58 (40)	44 (32)

The figures in parenthesis show turnout among immigrants without Norwegian citizenship.

Source: Statistics Norway

Table 6. Election turnout among immigrants, according to nationality and gender at parliamentary elections in 2005. Percentage of electorate.

	Total	Men	Women
Total	53	51	55
The Nordic countries	77	75	78
Western Europe, excluding Turkey	77	76	77
Eastern Europe	46	42	51
Northern America and Oceania	70	77	65
Asia, Africa, Southern and Latin America, Turkey	49	49	50

Source: Statistics Norway

Goal:

Immigrants shall be ensured that they have a place to live and that they are not excluded in the housing markets.

Indicators:

- The proportion of immigrants receiving financial housing benefits from the state authorities.
- The proportion of persons born in countries outside Europe and Northern America who have no housing.

Status:

- The proportion of immigrants receiving housing benefits increased from 14 to 18 per cent from 2002 to 2004. The proportion of recipients among immigrants with non-western backgrounds in the same period increased from 19 to 25 per cent. During the same period the percentage of recipients in the general population remained stable at 4.1 per cent.
- In the first quarter of 2006, 3418 households following the introductory programme received housing benefits. Recipients had an average household income of NOK 2 315 and on average received NOK 2 189.

Table 7. The proportion of immigrants in households receiving housing benefits, percentages.

The proportion of immigrants in households receiving housing benefits, percentages	1996	1999	2001	2002	2003	2004
Total population	3,2	4	4,3	4,1	4,6	4,1
Total immigrants	16	13	16	14	16	18
Immigrants with non-western backgrounds	24	20	23	19	22	25

Source: Statistics Norway and the Norwegian State Housing Bank

Table 8. Persons without a residence, according to immigrant backgrounds.

Homeless persons	1996	2003	2005
Total number of persons without a residence	6200	5200	5500
Proportion born in countries outside Europe and Northern America	13 %	10 %	13 %
Proportion born outside Western Europe	1 %	1 %	2 %

Source: Project reports from SINTEF's Building and Infrastructure from 1997 (no. 216), 2004 (no. 371) and 2006 (no. 403).

The increase in the proportion of immigrants receiving housing benefits in the period 2002-2004 is in part due to changes in the regulations for housing benefits. From the autumn of 2004 refugees receiving introduction benefits were entitled to housing benefits. A number of persons renting housing were able to apply for housing benefits from 2001 to 2004 due to the changes in the regulations. This has benefited immigrants in particular, as around 40 per cent of immigrants live in rented housing, cf. Statistics Norway's «Folke- og bolig telling 2001 – Innvandreres boforhold» (Census and housing count 2001 – Housing conditions for immigrants).

The number of the persons without a residence in Norway has been surveyed three times, in 1996, 2003 and 2005. The next study will be undertaken in 2007. The number of

persons without a residence has declined since 1996, but increased slightly since 2003. The proportion of persons without a residence born outside Norway is higher than in the general population. There are large differences from one municipality to the next, and between groups of municipalities. In Oslo 26 per cent of the persons without a residence had backgrounds from Africa or Asia. The proportion of persons without a residence born in countries outside Western Europe has increased by one percentage point. The proportion of persons born in countries outside Western Europe has nevertheless declined relatively. This is because in 1996 around four per cent and in 2005 around 6.6 per cent of the population had been born in countries outside Western Europe.

Housing

- The vast majority of persons without immigrant backgrounds live in housing they own (84 per cent). The proportion of ownership varies greatly from one immigrant group to the next. The time of residence in Norway appears to have much importance when it comes to owning or renting. While only 19 per cent of immigrants from Iraq and Afghanistan lived in housing they owned in 2001, 74 per cent of immigrants with backgrounds from India and 67 per cent from Pakistan lived in housing they owned. This also relates to the fact that refugees often rent housing, frequently from the local authorities, for a period of time after arrival.
- Several people with immigrant backgrounds live in the same dwelling, and particularly immigrants from Asia live in the largest households. Similarly, immigrants from Afghanistan, Somalia and the former Yugoslavia often live in households with more than four persons. Persons with immigrant backgrounds also have more people living in each dwelling than persons without immigrant backgrounds. Immigrants from non-western countries have less space and the lowest number of rooms per person. Of those without immigrant backgrounds, 68 per cent lived in housing units comprising 100 square meters or more. Of non-western immigrants, 35 per cent live in housing units with 100 square meters or more.

Culture and the media



Goal:

Increased participation and increased proportion of active performers with immigrant backgrounds in the culture and media sector.

Indicators:

- The proportion of employees with immigrant backgrounds in the culture and media sector.
- The proportion of board members appointed by the state authorities in theatre and orchestra institutions.
- The proportion of Norwegian fiction titles authored by persons with immigrant backgrounds purchased by Arts Council Norway.*

* See fact box

Status:

- Employees with immigrant backgrounds amount to 6.8 per cent of all employees in the culture and media sector. Of these, 54 per cent were women and 46 per cent were men

(Source: Statistics Norway).

- Of 100 board members appointed by state authorities in theatre institutions and symphonic orchestras, four board members have immigrant backgrounds (three women, one man). This amounts to a proportion of 4 per cent. The report comprises 17 stage art institutions (theatre, opera, ballet) and six orchestra companies with permanent annual subsidies from the Ministry of Culture and Church Affairs

(Source: The Association of Norwegian Theatres and Orchestras).

- In 2005, 197 titles were purchased under the scheme for new Norwegian fiction for adults, whereof four were by authors with immigrant backgrounds, 2 per cent. The purchase scheme for new Norwegian fiction for children and young people comprised 128 titles, whereof two titles were by authors with immigrant backgrounds, i.e. a proportion of 1.6 per cent

(Source: Arts Council Norway).

Arts Council Norway's purchase scheme for new Norwegian fiction

Arts Council Norway's purchasing scheme for new Norwegian fiction annually comprises the purchase of around 200 titles of fiction for adults and around 100 titles for children and young people. The purchased titles comprise the bulk of the total titles of fiction published by Norwegian publishers. The purchased books are made available to the general public through the public libraries.

The state authorities as an employer



Goal:

The proportion of persons with immigrant backgrounds employed by the State shall be increased.

Indicators:

- The proportion of persons with non-western immigrant backgrounds employed in state public administration.
- The proportion of persons with immigrant backgrounds employed in wholly state-owned companies.

Status:

- *The proportion of persons with non-western immigrant backgrounds employed in state public administration:*

In October 2004 only 2.3 per cent of state administration had non-western immigrant backgrounds. State administration comprises the ministries and their subordinate agencies. There were, however, major variations between the ministry fields. The proportion of employees with non-western backgrounds was highest in the fields covered by the Ministry of Local

Government and Regional Development, 7.6 per cent, followed by the Ministry of Health and Care Services with 5 per cent. The Ministry of Defence and the Ministry of Justice and the Police were at the bottom with respectively 0.5 and 1 per cent of employees with non-western backgrounds. Figures as of October 2005 will be presented in October 2006.

- *The proportion of persons with immigrant backgrounds employed in wholly state-owned companies:*

Statistics from Statistics Norway for 2004 and 2005 show that the proportion of employees with immigrant backgrounds in wholly state-owned companies increased from 7.5 to 7.8 per cent from the fourth quarter of 2004 to the fourth quarter of 2005. The proportion of persons with non-western backgrounds employed in wholly state-owned companies increased from 4.2 to 4.4 per cent.

The proportion of employees with immigrant backgrounds was in the fourth quarter of 2005 highest in the health authorities with 8.6 per cent. A total of 4.4 per cent of employees in health authorities had non-western backgrounds. A total of 2.8 per cent of these were women. In the wholly state-owned companies 6 per cent had immigrant backgrounds, whereof 4.6 per cent had non-western backgrounds.

Calling in persons with immigrant backgrounds to interviews

- The scheme comprises agencies and enterprises within the state wage agreement area (the ministries and their subordinate agencies).
- All the employers shall call in at least one applicant with a non-western background to a job interview if the applicant is qualified for that position.
- To track the development and experiences with the scheme, the Ministry of Government Administration and Reform shall regularly collect reports from the state administration. A study shall be undertaken in September 2006.

Published by:
Ministry of Labour and Social Inclusion

Additional copies may be ordered from:
Government Administration Services
Kopi- og distribusjonsservice
www.publikasjoner.dep.no
E-mail: publikasjonsbestilling@dss.dep.no
Fax: + 47 22 24 27 86

Publication number: A-0010 E
Printed by: Nr1Arktrykk AS 02/2007
Impression: 500
Design: www.lucas.no

