



## Tackling the problems: What works and what does not?

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### "The Norwegian Way"

Well organised Working Life  
Tripartite cooperation

Active Labour Market Policy

Universal Social Security

Comprehensive Public  
Services

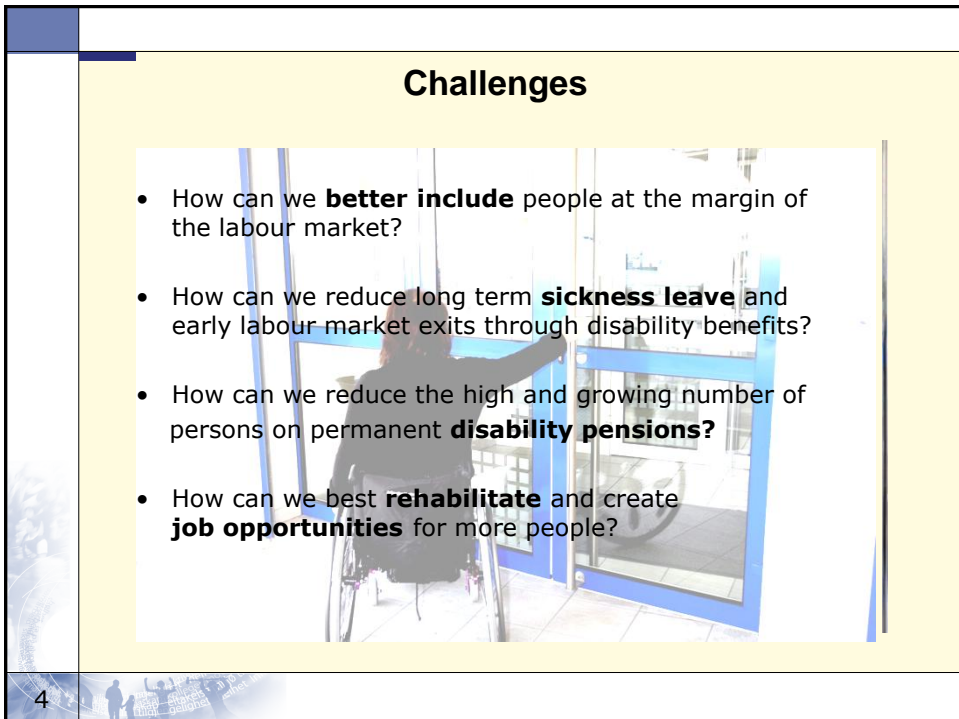
Taxation and Redistribution





## Good results

- Equality and an egalitarian society
- High labour force participation and low unemployment
- Economic growth, transferability and effectiveness
- Stability and predictability
- Confidence



## Challenges

- How can we **better include** people at the margin of the labour market?
- How can we reduce long term **sickness leave** and early labour market exits through disability benefits?
- How can we reduce the high and growing number of persons on permanent **disability pensions**?
- How can we best **rehabilitate** and create **job opportunities** for more people?

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## How can incentives for key actors be improved?

### *What we do:*

- Overall **Priority** to
  - tripartite cooperation
  - active labour market policy
  - those who need most support
- **Organisational** incentives
  - "The NAV Reforms"
  - Merge PES, NIA and Social benefits admin.
- Incentives for **individuals**
  - Limited duration of benefits
  - Close following-up for those who need so

### *What we might consider:*

- Better incentives for **Employers?**
- Better incentives for **Public Services Providers?**

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## What reform is needed to better utilise partial work capacity?

### *What we do:*

- Early intervention and following-up from the workplace during sickness absence.
- Priority to coordinated rehabilitation
- Combine disability benefits and work

### *What we might consider:*

- More / better combination of wage subsidies, employer support and rehabilitation *at the workplaces?*
- Stimulate and support "chains of enterprises" for rehabilitation purposes?

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## What institutional reform is needed to deliver better employment services?

### *What we actually do:*

We think that the

- Tripartite cooperation for more Inclusive Workplaces, and
  - The "NAV-refoms" (organisation, measures, practice)
- are right, good and important.

### *What we will do:*

- Steady state implementation!
- In spite of the actual economic downturn  
- or even triggered by it!
- Develop good monitoring, evaluations and learning.

*We believe in this!*

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## The moment of truth



**OTTO ARNE RAVNDAL (46)**  
Sjefører i Farnes  
Selskapsbil og kjøretøyveien.  
Dokumentarisk

## **Ingen armer, ingen hindring**

Norsk arbeidsliv mangler 100 000 mennesker. 46 000 funksjonshemmede er klare til innsats. Noen lykkes.

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