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This survey is intended for information purposes only, giving a general overview of the Norwegian Social Insurance Scheme. It has no value as a legal document. No rights may be derived from the information given herein. All claims for Social Insurance benefits must be founded on applicable legislation.

January 2021

THE NORWEGIAN SOCIAL INSURANCE SCHEME

The main general social insurance schemes in Norway are the National Insurance Scheme, the Child Benefit Scheme and the Scheme for Cash Benefit for Families with Small Children.

Benefits from the National Insurance Scheme are granted according to an act of 28 February 1997.

Child benefits are granted according to an act of 8 March 2002.

Cash benefit for families with small children is granted according to an act of 26 June 1998.

1 PERSONAL SCOPE OF THE NATIONAL INSURANCE SCHEME

As a general rule, all persons who are either resident or working as employees in Norway or on permanent or movable installations on the Norwegian Continental Shelf, are compulsorily insured under the National Insurance Scheme. The same applies to persons living in Svalbard (Spitsbergen), Jan Mayen, and the Antarctic and Sub-Antarctic dependencies (Bouvet Island, Peter I Island and Queen Maud Land), provided that they are employed by a Norwegian employer or were insured under the National Insurance Act prior to their stay in these areas. Compulsorily insured are also certain categories of Norwegian citizens working abroad.

Citizens from EEA countries working on Norwegian ships, except hotel and restaurant staff on cruise ships registered in the Norwegian International Ship's Register, are compulsorily insured. Foreign (not EEA) citizens not resident in Norway or any other Nordic country, who are employed on ships in foreign trade, registered in the regular Norwegian Ship's Register, are compulsorily insured only with regard to entitlement to occupational injury benefits and funeral grants. Persons of the same category, but

employed on ships in the Norwegian International Ship's Register, are not compulsorily insured for any contingency.

Excluded from compulsory insurance are foreign citizens who are employees of a foreign state or of an international organisation. Under specified conditions, the same applies to persons with a short-term employment in the Realm and persons exclusively in receipt of pension from abroad etc.

The compulsory insurance coverage is maintained during a temporary stay abroad. A stay abroad of less than one year is regarded as temporary. If the person concerned takes paid work abroad, however, the insurance coverage terminates.

Persons who are not insured according to the above mentioned provisions, may apply for voluntary insurance, if certain conditions are met.

2 THE NATIONAL INSURANCE SCHEME'S BENEFITS

Persons insured under the National Insurance Scheme are entitled to old-age pension, survivors' pension, disability benefit, basic benefit and attendance benefit in case of disablement, technical aids etc., work assessment allowance, occupational injury benefits, benefits to single parents, cash benefits in case of sickness, maternity, adoption and unemployment, medical benefits in case of sickness and maternity and funeral grant.

Many benefits from the National Insurance Scheme are determined in relation to a basic amount (B.a.). This amount is annually adjusted by the King with effect from 1 May, in accordance with the increase in wages. In 2020, the average B.a. was NOK 100 853 and the B.a. per 1 January 2021 is NOK 101 351.

The rates of benefits given below apply per 1 January 2021.

3 FINANCING OF THE NATIONAL INSURANCE SCHEME

The National Insurance Scheme is financed by contributions from employees, self-employed persons and other members, employers'

contributions and contributions from the state. Contribution rates and state grants are decided by the Parliament. Figures given here apply for 2021.

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

Contributions from employees and self-employed persons are calculated on the basis of pensionable income. Contributions on pensionable income are not paid on income less than NOK 59 650. The contributions shall not exceed 25 per cent of income exceeding this threshold amount.

Cash benefits in case of sickness, maternity and unemployment are taken into account as pensionable income. The same applies to work assessment allowance and benefits to single parents.

The contribution rate for employees is 8.2 per cent of the pensionable income (gross wage income). The contribution rate for a self-employed person is 11.4 per cent of the pensionable income (income from self-employment). The contribution rate for other kinds of personal income (pensions etc.) is 5.1 per cent.

The employers' contributions are assessed as a percentage of paid out wages. The employers' contributions are differentiated according to where the enterprises are established. There are regional zones based on geographical situation and level of economic development. The employers' contribution rates in these zones vary from 0.0 per cent to 14.1 per cent.

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

4 OLD-AGE PENSION

As a consequence of the Pension Reform, the possibility of flexible drawing of old-age pensions for persons aged 62 to 75 has been introduced. In order to draw an old-age pension before attaining the age of 67, the pension must, when the person in question attains the age of 67, at least equal the minimum pension level for persons with an insurance period of 40 years.

The pension may be drawn fully or partially. The drawing alternatives are 20, 40, 50, 60, 80 and 100 per cent. Work and pension may be combined, without deductions being made in the pension. If one continues to work, additional pension entitlement is earned, up to and including the year in which one attains the age of 75, even if one has already started drawing the pension.

Pensions drawn with effect from 2011 and later will be subjected to a life expectancy adjustment. Life expectancy adjustment is a mechanism whereby the pensionable age or the pension level is linked with the development in the population's life expectancy. When the life expectancy of the population increases, one will have to work a little longer in order to be entitled to the same annual pension, because the pension entitlement one has earned will have to be divided on a longer life expectancy. The pension is calculated by dividing one's pension capital by an annuity divisor. The divisor is determined on the basis of the remaining life expectancy at the time pension drawing begins. This mechanism entails that the annual pension amount will be higher, the longer pension drawing is deferred. The provisions on pension drawing is designed to be neutral, meaning that the sum of the old-age pension one receives during one's period as a pensioner, shall be independent of when pension drawing starts.

The pension reform has also had an impact on the indexation provisions. Pensions in payment are indexed to wages, and then subtracted 0.75 per cent. The minimum pension level will be indexed to wages, but adjusted according to the effect of the life expectancy adjustment for pensioners who are 67 year of age. Pension rights in the course of acquisition are indexed to the average wage rate.

As a consequence of the pension reform, new provisions have also been introduced for pension calculation for persons born after 1953. For persons born in the years 1954–1962, the old age-pension will consist of

proportional parts calculated according to the new and the old earning provisions. Persons born in 1963 or later will have their entire pension calculated according to the new earning provisions. The old provisions are described in Section 4.1, and the new provisions are described in Section 4.2.

4.1 Old-age Pension – old provisions

Old-age pension consists of a basic pension, a supplementary pension and/or a special supplement, and possible supplements for children and spouse (income-tested). For old-age pensions drawn with effect from 2011 or later, for persons born in 1943 or later, a pension supplement is granted instead of the special supplement.

Basic pension, supplementary pension and/or special supplement or pension supplement is divided by the person's annuity divisor at the time of drawing, and then adjusted depending on whether the pension is drawn fully or partially. The pension will be adjusted annually in line with the increase in wages, and then subtracted 0.75 per cent.

4.1.1 Basic Pension and Supplements for Spouse and Children

Persons, who are insured for pension purposes and who have a total insurance period of five years between the age of 16 and the year they become 66, are entitled to a basic pension. The condition of present insurance affiliation, does not apply to persons who have been insured for at least 20 years (on the basis of periods of residence etc.) or are entitled to a supplementary pension, cf. Section 4.1.2.

The basic pension is calculated on the basis of the insurance period, and is independent of previous income and contributions paid. A full basic pension requires an insurance period of minimum 40 years. If the insurance period is shorter, the basic pension will be proportionally reduced. For persons who are not insured for pension purposes and who have less than 20 years of insurance (based on residence periods etc.), the basic pension is calculated on the basis of the same number of years as the supplementary pension.

As a starting point, a full basic pension equals 100 per cent of the B.a. (NOK 101 351). However, the full basic pension will be 90 per cent of the B.a. (NOK 91 216) if the pensioner's spouse (or a cohabitant whom he/she

previously was married to, has or has had children together with or has been living with for at least 12 of the last 18 months) receives pension or has an annual income exceeding 2 B.a. (NOK 202 702).

The basic pension is divided by the person's annuity divisor at the time of drawing, and then adjusted depending on whether the pension is drawn fully or partially. The pension will be adjusted annually in line with the increase in wages, and then subtracted 0.75 per cent.

A pensioner, who has attained the age of 67, who is in receipt of a full old-age pension and who is supporting a spouse (or a cohabitant whom he/she was previously married to or has children together with) who is not a pensioner, may be entitled to a supplement of up to 25 per cent of the minimum pension level at the high rate.

An old-age pensioner supporting children under the age of 18, may be entitled to a supplement of up to 20 per cent of the minimum pension level at the high rate for each child.

If the pensioner's income exceeds a set ceiling, the supplement for supported spouse/children will be reduced by 50 per cent of the exceeding income.

If the basic pension is reduced due to insufficient insurance periods, the supplements will be reduced proportionally.

4.1.2 Supplementary Pension

The aim of the scheme is to maintain, to a certain degree, the accustomed standard of living upon retirement.

A person is entitled to a supplementary pension if his/her annual income exceeded the average B.a. of any year for five years after 1966. Full credit (pension points) is given for income up to 6 B.a. (NOK 605 118).

Furthermore, 1/3 of income between 6 B.a. and 12 B.a. (NOK 1 210 236) is credited as pensionable income. (Before 1992, income up to 8 B.a. (NOK 806 824) was credited at full rate, and income between 8 B.a. and 12 B.a. at 1/3.) Income exceeding 12 B.a. is disregarded.

The amount of the supplementary pension depends on the number of pension earning years and the annual pension points. A full supplementary pension requires as a general rule 40 pension-earning years. In the case of less than 40 pension-earning years, the pension is reduced proportionally.

Pension points are computed for each calendar year by dividing the pensionable income up to 6 B.a. (before 1992: 8 B.a.) minus one B.a., with the B.a. Income between 6 B.a. (before 1992: 8 B.a.) and 12 B.a. is divided by 3 B.a.

Example: If the pensionable income was six times the average B.a. in 2020:

$(6 \times \text{NOK } 100\,853) - \text{NOK } 100\,853$ = 5 pension points

NOK 100 853

The maximal pension point, which can be credited for any one year, is 7. However, from 1971 through 1991, the maximal pension point was 8.33.

A full annual supplementary pension (basic supplementary pension) is 42 per cent (supplementary pension percentage) of the amount which appears when the current B.a. is multiplied by the average pension point figure for the person's twenty best income years (final pension point). If the person concerned has earned pension points for less than twenty years, the average of all pension point figures credited is used. For years prior to 1992, the supplementary pension percentage is 45. The supplementary pension is then divided by the pensioner's annuity divisor at the time of drawing, and then adjusted depending on whether the pension is drawn fully or partially. The pension will be adjusted annually in line with the increase in wages, and then subtracted 0.75 per cent.

Persons who are taking care of children under 7 years of age and of disabled, sick and elderly persons at home, are credited a pension point figure in the supplementary pension scheme up to 3.00 (per year for the years 1992–2009). This corresponds to pension earning based on income from work of NOK 403 412. For years after 2010, they are credited an annual pension earning of 18.1 per cent of 4,5 B.a.

A surviving spouse etc. (cf. Section 5.1) will at age 67 transfer to old age pension, and receive his/her personally acquired supplementary pension, or 55 per cent of the aggregated supplementary pension of both the survivor and the deceased, if this is more favourable.

4.1.3 Special Supplement/Pension Supplement

Pensioners who have no, or only a small, supplementary pension, are entitled to a special supplement from the National Insurance Scheme.

A full special supplement is payable if the insurance period is at least 40 years. The special supplement is reduced proportionally in the case of a shorter period. There will be a NOK for NOK reduction in the special supplement for any supplementary pension received by the pensioner.

To pensions drawn with effect from 2011 or later, for persons born in 1943 or later, a pension supplement is granted instead of the special supplement. The pension supplement equals the difference between the minimum pension level and the pension basis (basic pension and supplementary pension).

The minimum pension level is determined with several rates, depending on marital status and the income of the spouse/cohabitant. A person, with at least 40 years of insurance, is entitled to an unreduced minimum pension level at the age of 67. If the insurance period is shorter (but at least 5 years), the pension supplement is reduced proportionally.

4.2 Old-age Pension – new provisions

According to the new provisions, old-age pension consists of an income-based pension, calculated on the basis of previous income, cf. Section 4.2.1. A guaranteed pension will be granted to persons who have earned no, or only a small, income-based pension, cf. Section 4.2.2.

4.2.1 Income-based Pension

All pensionable income earned between the ages of 13 and 75 counts towards the pension.

For each year of pension earning, a pension capital is accumulated. The annual pension earning equals 18.1 per cent of pensionable income. All income up to a ceiling of 7.1 B.a. (NOK 716 056) is included.

The income-based pension is determined on the basis of the pension capital at the time of drawing. The pension capital is then converted to an annual pension by dividing it by the pensioner's annuity divisor. The annuity divisor reflects the remaining life expectancy at the time of drawing.

4.2.2 Guaranteed Pension

Persons, who are insured for pension purposes and who have a total insurance period of five years between the age of 16 and the year they become 66, are entitled to a guaranteed pension. The condition of present insurance affiliation does not apply to persons who have been insured for at least 20 years (on the basis of periods of residence etc.).

The guaranteed pension is granted at two different rates, depending on marital status and the income of the spouse/cohabitant. The guaranteed pension is determined on the basis of the insurance period, and is independent from both previous income and paid contributions. Full guaranteed pension is granted to persons who have been insured for at least 40 years. The guaranteed pension is reduced proportionally in the case of a shorter insurance period than 40 years.

The guaranteed pension is reduced by 80 per cent of the income-based pension.

5 SURVIVORS' BENEFITS

5.1 Benefits to Surviving Spouse

A surviving spouse (or cohabitant who previously has been married to or has children with the deceased) under the age of 67, who has not started drawing old-age pension and who is not entitled to a disability pension, may be entitled to pension benefits if he/she is insured with entitlement to pension benefits and the deceased was insured and able to work for at least five years immediately prior to death. The surviving spouse is also entitled to benefits if the deceased had been drawing a pension for a period of at least five years prior to his/her death. If the deceased had earned a supplementary pension, the surviving spouse is not required to be insured. In these cases, a corresponding basic pension is also granted. Furthermore, the condition that the survivor shall be insured for the granting of a basic pension is waived if either the survivor or the deceased has been a resident in the Realm for at least 20 years.

Survivors' pension may be granted to a surviving spouse etc. if the marriage lasted for five years or the survivor has or previously had children with the

deceased or is taking care of the children of the deceased, and the aggregated duration of the marriage and the period of care after the death is at least five years.

A divorced spouse etc. who has not remarried at the time of the death of the former spouse, is entitled to benefits according to the same rules, provided that the death occurs within five years after the divorce, and the marriage has lasted for at least 25 years, or 15 years if there were children in the marriage. The five-year requirement does not apply if the divorced survivor at the time of the death was receiving alimony from the deceased. The benefits terminate if the beneficiary re-marries.

A full survivors' pension consists of a basic pension equal to the B.a., and 55 per cent of the supplementary pension which the deceased received, or would have been entitled to, as totally disabled. If the deceased was 67 years or older, earning up to the time of death is included, but not longer than the 75th year for persons born in 1943 or later, or longer than the 69th year for persons born in 1942 or earlier.

If the deceased, due to the length of the insurance period, received or would have received a reduced basic pension, the survivor's basic pension is reduced proportionally.

In addition, a surviving spouse may be entitled to a special supplement of 1 B.a. The special supplement is reduced proportionally in the case of a shorter insurance period than 40 years. The amount of any supplementary pension is deducted from the special supplement.

The survivors' pension is income tested. If the surviving spouse etc. in fact has, or may be expected to get, an annual income exceeding 50 per cent of the B.a., the pension will be equal to the difference between a full pension and 40 per cent of the exceeding income. A surviving spouse etc. under the age of 55 is expected to have an annual earned income of at least 2 B.a. (NOK 202 702). For a survivor without earned income, the pension will be reduced by NOK 60 811, unless the person concerned have a reasonable cause for not having any income. Survivors who are not employed at the time of death, are allowed a reasonable transitional period.

A transitional benefit may on certain conditions be granted to a surviving spouse etc. who is not entitled to a survivors' pension. The transitional benefit is determined according to the same rules as a survivors' pension.

A surviving spouse who needs education or vocational training in order to be able to provide for him-/herself, may be granted additional allowances and allowance to cover tuition fees.

Child care benefit may be granted to a surviving spouse etc. who, due to education or work, must leave the necessary care of the children to someone else. The benefit equals 64 per cent of the expenses for child care, but is limited to NOK 50 340 for the first child, NOK 65 688 for two children and NOK 74 436 for three or more children. If the surviving spouse etc. has income exceeding 6 B.a. (NOK 608 106), he/she is not eligible for child care benefit.

When a surviving spouse etc. must move in order to find work or attend education, grants are made to cover moving expenses.

Child care benefit and allowances to cover tuition fees may be granted to a surviving spouse who is working or studying even if the deceased did not fulfil the requirement of three years of insurance immediately prior to the contingency, provided that the survivor is insured with entitlement to pension benefits. These benefits are, however, only paid as long as the survivor continues to be insured in this respect.

5.2 Children's Pension

Children under 18, insured with entitlement to pension benefits, are entitled to a children's pension if one or both parents are deceased, provided that the deceased was insured with entitlement to pension benefits for five years immediately prior to the death. The surviving child is also entitled to benefits if the deceased had been drawing a pension for a period of at least five years immediately prior to his/her death. If both parents are deceased, children undergoing education are entitled to pension until they reach twenty years of age.

If one parent is dead, the full annual children's pension for the first child equals 40 per cent of the B.a. (NOK 40 540), and for each subsequent child 25 per cent of the B.a. (NOK 25 338).

If both parents are dead, the first child receives a children's pension equal to the survivors' pension which would have been paid to the parent who was entitled to the highest pension. The full children's pension for the second child equals 40 per cent of the B.a., and 25 per cent of the B.a. for each subsequent child.

However, when there are two or more children, the pensions are added together and divided equally among the children.

Children's pension assessed as a percentage of the B.a. is granted at reduced rate in accordance with the reduction a possible basic pension to a surviving spouse is subjected to due to uncompleted insurance periods.

6 DISABILITY BENEFITS

Disability benefits comprise disability benefit, basic benefit and attendance benefit.

6.1 Disability benefit

An insured person between 18 and 67, whose income capacity is permanently reduced by at least 50 per cent due to illness, injury or defect, is entitled to a disability benefit. For an insured person who is receiving Work Assessment Allowance when the claim for disability benefit is made, it is sufficient that the income capacity is permanently reduced by 40 per cent. As a main rule, it is required that he/she has been insured for at least five years immediately prior to the contingency.

The benefit is payable as long as the person remains insured. This requirement does not apply if the person has been resident in the Realm for at least 20 years. A person who has been a resident for less than 20 years, is entitled to a disability benefit solely based upon previous income.

The disability benefit is calculated on the basis of the average pensionable income of the best three of the previous five years before the onset of disability. Income exceeding 6 B.a. (NOK 608 106) is not taken into account. The disability benefit rate per year is 66 per cent of the calculation basis. The yearly minimum is 2.28 B.a. (NOK 231 080) for persons living with a spouse/cohabitant, but is 2.33 B.a. (NOK 236 148) if the person subsequent to 31 December 2014 received a recalculated disability pension. For others, the yearly minimum is 2.48 B.a. (NOK 251 350).

Future insurance periods up to and including the year in which the person attains the age of 66 are taken into account. Limitations apply if the person has had periods of some length abroad. If the total of previous and future

insurance periods is less than 40 years, the disability benefit is proportionally reduced.

Insured persons born disabled or having become disabled before reaching the age of 26, are entitled to a higher yearly minimum benefit. The yearly minimum is 2.66 B.a. (NOK 269 594) for persons living with spouse/cohabitant and 2.91 B.a. (NOK 294 931) for others. However, the requirements of sickness and documentation are stricter than the requirements that apply for the general determination of disability.

In the case of partial disability, the benefit is reduced proportionally.

A supplement of up to 40 per cent of the B.a. is on certain conditions granted for each supported child under the age of 18. The total amount of disability benefit and children supplement may not exceed 95 per cent of the income prior to the disability. The supplements are income-tested.

When the disability benefit is awarded, a limit for additional income is determined. This limit equals the insured person's expected income after disability (if less than full disability), plus 0.4 B.a. If the person has a pensionable income above this limit, the benefit will be reduced proportionally. However, the degree of disability is not reassessed.

6.2 Basic Benefit and Attendance Benefit

An insured person, who due to permanent illness, injury or defect has certain necessary extra expenses, may be entitled to basic benefit.

A basic benefit is granted if the disability (illness, injury or defect) involves extra expenses at least equal to, or above, the lowest basic benefit rate.

There are six basic benefit rates, which are adjusted each year by Parliament. Annual rates in 2021 are: NOK 8 232, NOK 12 564, NOK 16 464, NOK 24 252, NOK 32 868 and NOK 41 052.

An attendance benefit may be granted if the disabled person needs special attention or nursing. There are four attendance benefit rates, which are adjusted by Parliament. Annual rates in 2021 are: NOK 14 748, NOK 29 496, NOK 58 992 and NOK 88 488. The three highest rates are only granted to persons under the age of 18.

Parents providing special attention and nursing for a child which have received attendance benefit for at least three years, are entitled to

attendance benefit for three months after the attention and nursing has come to an end due to the death of the child.

The basic benefit and the attendance benefit are reduced accordingly if granted in addition to a National Insurance pension that is reduced due to reduced insurance periods. The basic benefit and the attendance benefit are, however, not reduced due to reduced insurance periods in cases where the benefit is granted independently, i.e. not as an addition to a pension.

7 BENEFITS FOR IMPROVING ABILITY TO WORK AND FUNCTION IN EVERYDAY LIFE (TECHNICAL AIDS)

Insured persons may be entitled to benefits for improving the ability to work and the ability to function in everyday life if residing in Norway.

Benefits for improving the ability to work are granted to insured persons who due to illness, injury or defect have a permanent reduction of their ability to work or if the opportunity to choose occupation or work place considerably reduced. Benefits are granted in connection with measures that are necessary and appropriate in order to obtain or keep suitable work.

An insured person whose ability to function in everyday life is considerably and permanently reduced due to illness, injury or defect, is granted benefits in connection with measures necessary in order to improve his or her everyday life-function or in order to be able to be nursed in his or her own home.

The benefit may be given as loan of, grant to or monetary loan for the purchase of technical aids, hearing aid, delineator for tailoring, seeing eye dog, reading and secretarial aid for blind and visually impaired persons, interpreter for deaf and hearing impaired persons, interpreter and escort assistance for deaf-blind persons, motor vehicle or other means of transport, orthopaedic aids, breast prosthesis, prosthesis for facial defects, eye prosthesis, wigs etc.

8 WORK ASSESSMENT ALLOWANCE

Insured persons may be entitled to Work Assessment Allowance if they have been insured for at least five years immediately prior to claiming the allowance. An insurance period of one year is sufficient if the claimant was insured when the working capacity was reduced, and the insurance periods after the age of 16 are at least equal to the periods without insurance, or if the claimant after the age of 16 has been insured with the exception of maximum five years.

Work Assessment Allowance is granted to insured persons between the ages of 18 and 67 whose working capacity is reduced by at least 50 per cent due to illness, injury or defect. Work Assessment Allowance shall cover living expenses and is normally granted when the person in question is undergoing active treatment or vocational measures, or when the person in question has tried such measures and is still considered to have a certain possibility of becoming employed, and is being followed up by the Norwegian Labour and Welfare Service.

Work Assessment Allowance is calculated on the basis of the pensionable income the year before the working capacity was reduced by at least 50 per cent. The Work Assessment Allowance shall, however, be calculated on the basis of the average pensionable income of the last three calendar years prior to the contingency, if this results in a higher basis. The maximal calculation basis is 6 B.a. (NOK 608 106). The benefit rate per year is 66 per cent of the calculation basis, and is paid for five days a week. Insured persons who had low, or no, pensionable income before the working capacity was reduced by at least 50 per cent, is guaranteed a minimum annual benefit of 2 B.a. (NOK 202 702). For persons under the age of 25 the minimum benefit is 2/3 of 2 G (NOK 135 135). In addition, a child supplement of NOK 27 is granted for each dependent child under the age of 18. The supplement is paid for five days a week.

Supplementary allowances can be granted to insured persons between the ages of 18 and 67. These allowances shall fully or partially compensate for expenses which they have incurred while undergoing vocational measures.

9 HEALTH CARE BENEFITS

All persons insured in the Norwegian Social Insurance Scheme are granted free accommodation and treatment, including medicines, in hospitals. This follows from the provisions of the Act on Specialist Health Care and the Act on Mental Health Care. In the case of treatment given outside hospitals, the provisions of the Health and Care Services Act and the National Insurance Act apply.

For treatment outside a hospital by a doctor (a general practitioner or a specialist), a psychologist or physiotherapist, and also for prescriptions of important drugs and for transportation expenses in connection with examination or treatment, the patient has to pay a share of the cost. The municipality, the regional health authority and/or the National Insurance cover the remaining part of the expenses. As per 1 January 2021 the cost-sharing amount in connection with treatment by a general practitioner is NOK 160 for each consultation, and by a doctor in the specialist health service or a specialist in clinical psychology NOK 375. For important medicaments and nursing items, the cost-sharing amount is 39 per cent of the cost of the prescription (maximum NOK 520 per prescription). For reiterated prescriptions a new cost-sharing amount shall be paid when a supply equal to three months' consumption has been received.

There are exemptions from the cost-sharing provisions for certain diseases and groups of people. Children under the age of 16 are completely exempted from cost-sharing for health services. Children under the age of 18 are exempted from cost-sharing for psychotherapy and dental treatment. Necessary medical examinations during pregnancy and after confinement are free. Persons who have attained the age of 67 and who are drawing full old-age pensions, are exempted from cost-sharing for important medicinal products, provided that the pension does not exceed the minimum pension level. In addition, old-age pensioners, recipients of disability benefit and persons receiving pensions from the collectively bargained AFP scheme, who receive special supplement from the National Insurance Scheme, are exempted from cost-sharing.

As from 1 January 2021, the two cost-sharing ceilings (ceiling 1 and ceiling 2) are replaced by an overall common ceiling. The new ceiling relates to expenses for treatment by physicians and psychologists, important drugs, transportation expenses related to examination and treatment, physical

therapy, some forms of dental treatment that is subject to reimbursement, accommodation fees at rehabilitation centres and treatment abroad. After the ceiling has been reached, a card is issued giving entitlement to free treatment and benefits as mentioned, for the rest of the calendar year. The ceiling is set by the Parliament on a yearly basis. For 2021 it is set at NOK 2 460.

10 DAILY CASH BENEFITS IN CASE OF SICKNESS, MATERNITY ETC.

10.1 Daily Cash Benefits in Case of Sickness

An insured person who has an annual income of at least 0.5 B.a. (NOK 50 675) is entitled to daily cash benefits in case of sickness if he/she is incapable of working due to sickness. It is, as a general rule, required that the occupational activity has lasted for at least 4 weeks prior to onset of sickness.

Daily cash benefits for employees equal 100 per cent of pensionable income, and are paid from the first day of sickness for a period of 260 days (52 weeks). Daily cash benefits in case of sickness are paid by the employer for the first 16 calendar days, and thereafter by the National Insurance Scheme. During the period in which daily cash benefits are paid by the employer, no minimum income level is required. Income exceeding 6 B.a. (NOK 608 106) is not taken into account.

Self-employed persons get sickness benefits corresponding to 80 per cent of pensionable income from the 17th day of sickness for a period of 248 days. By voluntarily paying a higher rate of contributions, self-employed persons may receive 80 per cent of pensionable income from the first day of sickness or 100 per cent from the seventeenth day of sickness or the first day of sickness.

Old-age pensioners have no reduction in their pension when maintaining an earned income. Daily cash benefits in case of sickness is granted to insured persons between 62 and 67 years of age, irrespective of whether they have started to draw their pensions. Insured persons between 67 and 70 years of age are entitled to daily cash benefits in case of sickness for up

to 60 days if the earned income exceeds 2 B.a. (NOK 202 702). Daily cash benefits in case of sickness are not granted to insured persons who have attained the age of 70.

10.2 Daily Cash Benefits in Case of Absence from Work

10.2.1 Care benefits

An insured employee who is absent from work due to necessary care for a sick child at home or in a health institution, is entitled to daily cash benefits (care benefits) up to 10 days per calendar year, or 15 days if taking care of more than two children. Parents may receive such benefits up to and including the year of the child's 12th birthday. If the child is chronically ill or disabled, the benefits may be received up to and including the year of the child's 18th birthday. An employee with disabled or chronically sick child/children may receive such benefits for 10 extra days per chronically ill or disabled child.

The number of days is doubled for single parents.

When only one of the parents has custody of the child, the period of entitlement to benefits may, under certain conditions, be divided between them.

An insured employee is entitled to care benefits during necessary care for children under 12 years of age, or 18 years of age as described above, if the person providing daily child care is sick, or prevented from taking care of the child because he/she is accompanying another child to treatment or examination. An insured employee is also entitled to care benefits during absence from work when the child due to sickness needs a follow-up doctor's visit etc., even if the child is not sick or in need of care that particular day.

Care benefits are calculated as daily cash benefits for the person's own sickness (sickness benefits) and paid by the employer up to 10 days during a calendar year. If the employee is entitled to receive benefits for more than 10 days, the employer is obliged to pay, but will get a refund from the National Insurance Scheme.

If the employee only is taking care of a chronically ill or handicapped child, the employer will get the costs refunded in full by the National Insurance Scheme (i.e. from the first day of absence).

Self-employed persons and freelancers are entitled to care benefits from the National Insurance Scheme to the same extent as employed persons. Care benefits are paid by the National Insurance Scheme from the 11th day. If the self-employed person or the freelancer only has care for a disabled or chronically sick child who has attained the age of 12 years, the National Insurance Scheme covers the care benefits fully (from day one). The care benefits are calculated as sickness benefits, but given with 100 per cent of pensionable income up to 6 B.a. (NOK 608 106).

10.2.2 Attendance allowance and training allowance

An insured occupationally active person who cares for a child under the age of 18 who, due to illness or injury, needs constant supervision and care, is entitled to daily cash benefits (attendance allowance) from day one. If necessary, up to two care givers may receive the allowance at the same time. No upper age limit applies in the case of mentally handicapped children who need constant supervision and suffers from a serious or potentially fatal disease or injury.

The allowance is calculated according to the same rules as sickness benefits from the National Insurance Scheme and is given at 100 per cent of the basis for calculation up to 6 B.a. (NOK 608 106), until the child's 18th birthday, provided that the conditions are met. The allowance may be graded down to 20 per cent when the child is supervised by others in an established supervision or relief arrangement (kindergarten, school etc.). If the child dies during the benefit period, attendance allowance may be paid for up to three months.

An insured occupationally active person taking care of close relatives or friends at home during the terminal phase is entitled to daily cash benefits (attendance allowance) from the National Insurance Scheme for a period of up to 60 days for each patient.

An insured occupationally active parent is entitled to cash benefits (training allowance) while attending approved training courses in order to improve his/her ability to take care of a child who is disabled or sick over a long period. There is no age limit on this allowance. Training allowance is

calculated according to the same rules as sickness benefits from the National Insurance Scheme, and is given at 100 per cent of the calculation basis up to 6 B.a. (NOK 608 106).

Self-employed persons and freelancers are entitled to attendance allowance and training allowance from the National Insurance Scheme to the same extent as employed persons.

10.3 Cash benefits in Case of Maternity and Adoption

10.3.1 Pregnancy benefits

An employee who, according to law, has to refrain from working for a certain period prior to confinement due to hazardous working conditions/environment, is entitled to pregnancy benefits. This applies from the time she stops working and until three weeks prior to birth. Also self-employed persons and freelancers are entitled to pregnancy benefits.

10.3.2 Parental benefits due to birth and adoption

Insured parents who have been in paid employment etc. for six out of ten months preceding the beginning of the period of paid leave, are entitled to parental benefits in case of birth, or adoption of a child below the age of 15.

Parental benefits are not payable in case of adoption of stepchildren. However, the adoptive parent has the same entitlement as fathers in cases where the adoption takes place during the parental benefit period following the birth of the child. This entitlement applies from the time of adoption and for the remaining part of the benefit period.

The parental benefit period is 49 weeks with 100 per cent compensation (full rate) or 59 weeks with 80 per cent compensation (reduced rate). In case of adoption, the benefit period is 46 or 56 weeks respectively. Parental benefits are calculated in the same way as cash benefits in case of sickness.

Three weeks immediately prior to birth and six weeks immediately after the birth are reserved for the mother. In case of adoption, this rule does not apply. At full rate, 15 weeks of the benefit period are reserved for the father (father's quota), 15 weeks are reserved for the mother (mother's quota) and 16 weeks may be shared between the parents. At reduced rate, 19 weeks

are reserved for each of the parents and 18 weeks may be shared between them.

The father may only make use of the common parental benefit period if the mother is occupationally active, takes a publicly approved full-time education, combines work and approved education to give a full time total, is unable to take care of the child because of illness or injury, is admitted to a health institution or takes part in either an introduction programme or a qualification programme on full time basis.

When having twins, parents will get 17/21 extra weeks of parental benefits. When having three or more children in the same birth, they get a full extra period of parental benefits (46/56 extra weeks).

If the mother receives disability pension, the father may receive parental benefits for a period equivalent to the father's quota even if the mother is not occupationally active or undergoes full-time education etc.

Parental benefits may be combined with reduced working hours. A written agreement with the employer concerning the extent and duration of the part-time work is required. The parental benefit is reduced correspondingly, but the benefit period is extended. Both the mother and the father can make use of this possibility. Only the three weeks prior to and the six weeks after the delivery which are reserved for the mother are excluded.

The parental benefit period may be postponed if the parent works full-time. A written agreement with the employer must be presented to the Labour and Welfare Service before the start of the postponement.

The parental benefit must be used within three years of the birth or adoption.

10.3.3 Lump sum maternity and adoption grants

Women who do not qualify for parental benefit, are entitled to receive a lump sum grant of NOK 90 300. Fathers who adopt alone or who, under certain circumstances, take over the care for the child, may also be entitled to this grant.

10.3.4 Grants for parents adopting children from abroad

Parents who adopt children from abroad receive a lump sum grant of NOK 101 351.

11 UNEMPLOYMENT BENEFITS

Unemployment benefit partially compensates for loss of income due to unemployment. Working hours must have been reduced by at least 50 per cent compared to previous working hours.

In order to qualify for unemployment benefit, the insured person must be a genuine jobseeker, i.e. capable of work and registered as an applicant with the Labour and Welfare Service. He or she must also, at short notice and in any part of Norway, be available for any type of part time or full time work or labour market measure that he or she is physically and mentally capable of doing. The person concerned may be entitled to unemployment benefit even if he or she does not fully meet the availability requirement due to circumstances such as age, health or work of caring nature. If a person is considered to be unemployed by his or her own choice, i.e. if he or she has given notice voluntarily, refused to take a suitable job or refused to participate in labour market measures, a prolonged waiting period may be imposed, or benefits may temporarily be suspended.

Previously earned income is a condition for entitlement to unemployment benefit. The person concerned must have had an income from work of at least 1.5 B.a. (NOK 152 027) the preceding twelve completed calendar months prior to the date of the application for unemployment benefits, or an income from work of at least 3 B.a. (NOK 304 052) during the preceding 36 completed calendar months prior to the date of the application for unemployment benefits. Daily cash benefits in case of sickness granted for maternity related illnesses, pregnancy benefits and parental benefits are considered as equal to income from work in this respect.

Unemployment benefit may be paid when the insured person has been unemployed and has been registered with the Labour and Welfare Service as a genuine jobseeker for at least three of the last fifteen days.

Unemployment benefit is calculated on the basis of income from work, daily cash benefits during unemployment, sickness, maternity and adoption

paid during the preceding twelve completed calendar months prior to the date of the application for unemployment benefits, or the average over the preceding 36 completed calendar months prior to the date of the application for unemployment benefits, pending on which alternative gives the best financial result for the unemployed. The maximal calculation basis is 6 B.a. (NOK 608 106). The benefit rate per day is 0.24 per cent of the calculation basis and is paid five days a week. This will normally give an annual compensation rate of 62.4 per cent of the calculation basis. A supplement of NOK 17 per day is granted for each dependent child under the age of 18.

The benefit period varies depending on earlier income from work. Income from work amounting to at least 2 B.a. (NOK 202 702) gives a benefit period of 104 weeks (2 years). Income amounting to less than 2 B.a. gives a benefit period of 52 weeks (1 year). When the initial benefit period has expired, a subsequent benefit period may immediately be granted, provided that the requirements concerning previous income are met again.

12 FUNERAL GRANT

A means-tested lump-sum of maximum NOK 25 377 may be granted by the National Insurance Scheme in case of death, to cover expenses in connection with the funeral.

13 BENEFITS IN CASE OF OCCUPATIONAL INJURY

Employees and certain other groups, e.g. military personnel and pupils/students are obligatorily covered for occupational injury under the National Insurance Scheme. Self-employed persons and freelancers may take out voluntary insurance.

An insured person who is the victim of an occupational injury is entitled to benefits according to special rules generally more favourable than the ordinary rules. This applies to medical benefit etc. as well as pensions. In addition to any other benefits, a compensation for non-economic loss (reduced quality of life) may be granted on the basis of the medical nature

and degree of the injury. The maximum compensation from the Social Insurance Scheme is 75 per cent of the B.a. (NOK 76 013) a year.

Injury, sickness or death caused by an accident at work is regarded as occupational injury. Certain diseases are regarded as equal with occupational injury. Fatigue injuries and mental suffering caused by continuous strain are generally not regarded as falling within the scope of the legislation concerning occupational injury.

As a main rule the injury or sickness must occur while working at the place of work during working hours.

Employees are also covered by an occupational injury compensation act outside the framework of the National Insurance legislation.

14 BENEFITS TO SINGLE PARENTS

A single parent who has a clear majority of the daily care for the child than the other parent may be entitled to transitional benefit, childcare benefit, education benefit and grants to cover necessary moving expenses in order to gain employment.

A parent is considered to be single if unmarried, divorced or separated and not living together with a person:

- with whom he/she has children, or
- to whom he/she has been married.

A person is not considered to be a single parent if he or she lives with a spousal equivalent and they have a joint household, without having a child together.

If, during the period a person is receiving benefits as a single parent, he or she has a new child with the same partner, none of the parents are considered to be a single parent. The same applies if a mother or father has previously received such benefits for a child the partners have together.

As a main rule, it is required that the single parent has been insured for five years immediately prior to claiming benefits. Both the parent and the child must as a general rule be resident and staying in Norway.

The transitional benefit is intended to cover subsistence expenses. From the youngest child is one year old, there is a requirement of occupational activity, in the form of:

- education or work for at least 50 per cent of full time,
- establishing a business, or
- reporting to the Norwegian Labour and Welfare Administration as a genuine job seeker.

The education in question must be considered by the Norwegian Labour and Welfare Administration to be necessary and appropriate in order for the person to attain or keep employment.

The maximum annual transitional benefit to a single parent is 2.25 B.a. (NOK 228 040). If the single parent has an annual income from work exceeding 0.5 B.a., the transitional benefit is reduced by 45 per cent of the exceeding income.

As a general rule, transitional benefit may be granted until the child attains the age of 8, but not for more than a total of 3 years. However, after a new child birth, a new transitional benefit may be granted until the child is entitled to a place in a day care centre. Furthermore, the benefit period may be prolonged by two extra years if the parent undergoes education in order to gain employment. Also, for single parents with more than two children or for persons who became a single parent before attaining the age of 18, the benefit period may be prolonged by three years.

Childcare benefit and allowances to cover tuition fees are granted according to the same rules and mainly on the same conditions as for a surviving spouse, cf. Section 5.1. As a general rule, childcare benefit for a working single parent may be granted up to and including the fourth school year, but it may in certain cases be granted for a longer period.

15 ADVANCE PAYMENT OF CHILD MAINTENANCE

Advance payment of child maintenance is granted according to an act of 17 February 1989.

Advance payment of child maintenance is granted for children under the age of 18, resident in Norway, if they are not living with both parents. This

ensures a monthly minimum contribution towards the child's maintenance, when the child maintenance from the debtor is delayed or remains unpaid. It is a requirement that the maintenance payment from the debtor is to be collected through the Collection Agency of the Labour and Welfare Administration (NAVI).

The advance payment is income-tested, and is granted as either an increased advance amount, a full advance amount or a reduced advance amount (NOK 1 670, NOK 1 250 and NOK 830, respectively, per child, per month).

The increased advance amount is granted when the recipient's annual income is not in excess of NOK 297 500. The threshold for the full advance amount is NOK 468 500 (singles, one child). The reduced advance amount is granted up to a threshold of NOK 534 400. Persons with income in excess of this amount will not qualify for an advance.

The threshold amounts and the advance amount are adjusted with effect from 1 July each year.

An additional advance amount of NOK 420 per child per month aged 11 or older, is granted when the recipient's annual income is not in excess of NOK 297 500.

16 CHILD BENEFITS

Child benefits are granted for children resident in Norway under the age of 18.

The monthly rate is NOK 1 354 for children under the age of 6 and NOK 1 053 for children between 6 and 18 years old. This implies an annual rate of NOK 16 248 and NOK 12 648, respectively.

From 1 September 2021, the monthly rate for children under the age of 6 is NOK 1 654.

Single parents are entitled to benefit for one more child than they actually have (extra benefit). Cohabitants who have children together or have been living together for at least 12 of the last 18 months are not entitled to the extra benefit.

Single parents who meet the conditions for extra benefit according to the Child Benefit Act and full transitional benefit according to the National Insurance Act and who care for one or more children under the age of three, are entitled to an additional infant benefit. This additional infant extra benefit is granted per provider, regardless of how many children under the age of three he/she has. The additional infant benefit is NOK 7 920, i.e. NOK 660 per month.

17 CASH FOR CARE BENEFIT FOR FAMILIES WITH INFANTS

Cash for care benefit is granted for children resident in Norway between the ages of 13 and 23 months. The most important condition for receiving the full rate of the cash for care benefit is that the child does not attend day care centre that receives public grant. When the child lives with both parents, a previous insurance period of at least 5 years is required for both parents.

The cash benefit is calculated according to the following rates:

Agreed time in day care centre per week	Cash benefit in per cent of full rate	NOK per month for children aged 13–23 months
No use of day care centre	100	7 500
Up to 8 hours	80	6 000
From 9 to 16 hours	60	4 500
From 17 to 24 hours	40	3 000
From 25 to 32 hours	20	1 500
33 hours or more	0	0

18 TAXATION OF SOCIAL SECURITY BENEFITS

Benefits from the National Insurance Scheme are taxable income, and is as a main rule taxed according to the same provisions as income from work, except for the lump-sum grants and the benefits in kind. However, special tax provisions ensure that pensioners and recipients of some other benefits are paying less tax than wage earners. These provisions ensure that a number of the minimum benefits of the National Insurance Scheme are exempted from income tax. On the other hand, the so-called minimum deduction is slightly lower for pensions than for income from work.

Disability benefit and work assessment allowance are taxed as income from work.

For survivors, as well as for single parents receiving transitional benefits, a tax limitation provision ensures lower or no taxes for pensioners with low income and low wealth. As a result of this provision, income approximately equal to the level of the minimum pension is exempted from tax. Income in excess of this amount, including a wealth addition, is taxed at a rate of 55 per cent, so that the advantage is scaled down until it becomes more beneficial to be taxed according to the ordinary provisions on taxation of pensioners.

Old-age pensioners are entitled to a special tax deduction. This deduction ensures that pensioners with only a minimum pension are not liable to pay tax. The effect of the deduction is gradually reduced for pensioners with higher pensions. The supplement for pensioners supporting a spouse is tax free.

In addition to the special tax provisions, old-age pensioners and recipients of survivors' benefits are liable to pay a lower National Insurance contribution than employees etc. (cf. Section 3 Financing of the National Insurance Scheme).

Child benefits and cash benefits for families with infants are not taxable income. The children's pension is not taxable until the year after the child attains the age of 17 years.

Pensioners who have moved abroad are taxed according to the provisions concerning taxation at source. The tax rate is set to 15 per cent. Some of the bilateral treaties for the avoidance of double taxation and the prevention of fiscal evasion, which Norway have established with other

countries, stipulate that pensions may only be taxed in the country of residence. In such cases, the pensioners will consequently not be liable to pay taxes according to the Norwegian provisions concerning taxation at source.

19 SOCIAL SECURITY AGREEMENTS

Norway has ratified bilateral social security agreements with the following countries:

Austria, Australia, Bosnia & Herzegovina, Canada, Chile, Croatia, France, Greece, Hungary (regarding Medical Care), India, Israel, Italy, Luxembourg, Montenegro, the Netherlands, Portugal, Serbia, Slovenia, Switzerland, Turkey, the United Kingdom and the USA, in addition to a separate Understanding with Quebec.

Moreover, there is a social security convention between the Nordic countries.

1 January 1994 the EEA Agreement entered into force. It applies to all EU countries and three of the EFTA countries (Iceland, Liechtenstein and Norway).

A revised EFTA Convention, the Vaduz Convention, entered into force 1 June 2002.

These agreements may extend or limit the provisions otherwise in force.

20 THE SUPPLEMENTARY ALLOWANCE SCHEME

Supplementary allowance is granted according to an act of 29 April 2005.

As a main rule, the National Insurance Scheme covers all residents of Norway, cf. Section 1. In order to be eligible for an old-age pension equal to the minimum pension level (guaranteed pension) based solely on residence, one must have resided in Norway for 40 years before the age of 67. Those who have lived in Norway for a shorter period may not qualify for a pension that is adequate to live on. Persons who have attained the age of 67, who resides in Norway and who do not have sufficient pension or other

financial means due to the fact that they have less than 40 years of residence in Norway, are guaranteed a minimum income from the supplementary allowance scheme.

The maximum amount of the allowance for this group is as per 1 January 2021 NOK 193 188 per year for single recipients and recipients with spouse or cohabitant under 67 years of age. For each of the spouses/cohabitants when they both have reached the age of 67 years, and for a recipient who is sharing residence with his or her adult children or other adults, even when the relationship between them is not defined as similar to marriage (shared household), the maximum amount is NOK 183 587.

With effect from 1 January 2021, the scheme has been extended to include disabled refugees who, due to their short period of residence in Norway, are not entitled to the minimum annual disability benefit. In order for a disabled refugee to be included in the supplementary allowance scheme, it is required that the person in question has had his or her claim for disability benefit processed and that it has been concluded that the National Insurance Act's conditions for entitlement to disability benefit have been met, with the exception of the requirement concerning prior insurance periods.

As of 1 January 2021, the maximum amount of the allowance for this group is 2.48 B.a. (NOK 251 350) per year for single recipients, and recipients with a spouse under 67 years of age, who is not a disabled refugee. For all others, the maximum amount of the allowance is 2.28 B.a. (NOK 231 080).

The allowance is subject to a strict means test and is reduced if the person or his/her spouse or cohabitant has other income from work or capital assets or Norwegian or foreign pensions or disability benefits.

The recipient cannot stay abroad for more than 90 days per 12 month period without losing his/her entitlement to the benefit.

The allowance is not granted if the applicant has capital assets in excess of 0.5 B.a. (NOK 50 676).

The allowance is supplementary in relation to the ordinary pension and disability benefits of the general National Insurance Scheme. This excludes persons who are receiving benefits from National Insurance Scheme equal to the level of the minimum old-age pension or the minimum annual disability benefit, or higher.

The allowance is granted without conditions of qualifying periods or completed periods of insurance. Recipients are required to make a reapplication once a year by personal attendance at the local office of the Labour and Welfare Administration.

The supplementary allowance scheme is neither a part of the comprehensive National Insurance Scheme, nor a part of the Social Assistance Scheme. It is fully financed over the Central Government Budget and it is managed by the Norwegian Labour and Welfare Service.

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