

Overview of national measures regarding employment and social security of displaced persons coming from Ukraine

Country Fiche – Norway
August 2022

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Information provided in this fiche considers legal and policy developments up to 31 August 2022.

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1.0 Legal and institutional framework

1.1 Legal framework

1.1.1 List of the legal framework

- I. Legislation implementing the Temporary Protection Directive (TPD or the Directive)¹ and Council Implementing Decision (EU) 2022/382²

Norway is part of the Schengen Agreement and cooperation under the Dublin Regulation. However, the Temporary Protection Directive does not apply to Norway.

[Immigration Act Section 34](#) is applied to give protection to the mass influx of displaced persons from Ukraine. The Immigration Act entered into force on 1 January 2010. See also the [information](#) from the Norwegian Directorate of Immigration. Temporary residence permit is granted on the basis of a group assessment (collective protection). (Please note that the [English version](#) of the Immigration Act is not updated.) Before 1 December 2020, three years of temporary residence permit fulfilled the requirement for permanent residence permit.

[Immigration Regulations Section 7-5a](#) applies to the persons covered by the collective protection. Section 7-5a is a new provision dedicated to displaced persons from Ukraine. It entered into force on 11 March 2022, and some amendments were made on 29 April 2022. The Immigration Regulation entered into force on 1 January 2010.

- II. Legislation having an impact on the (access to) (self-)employment and social security/welfare for the displaced persons coming from Ukraine

Access to employment

- ▶ The Directorate of Integration and Diversity ([IMDi](#)) has the responsibility regarding immigrants participating in working life. [NAV](#) (Norwegian Labour and Welfare Administration) offers work-oriented measures/services. IMDi's and NAV's responsibilities are regulated especially in:
 - ▷ [Integration Act](#), which entered into force on 1 January 2021;
 - ▷ [Act on Labour Market Services](#), which entered into force on 1 July 2005;
 - ▷ [Act on Norwegian Labour and Welfare Administration](#), which entered into force on 1 July 2006;
 - ▷ [National Insurance Act](#), which entered into force on 1 May 1997, see [Chapter 4](#) and [11](#);

¹ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof, OJ L 212, 7 August 2001, p. 12-23, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32001L0055>.

² Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection, OJ L 71, 4 March 2022, p. 1-6, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32022D0382>.

- ▶ [Regulations on unemployment benefits, which entered into force on 1 October 1998, see Chapter 3, 4 and 5.](#)
- ▶ [The Working Environment Act](#), which entered into force on 1 January 2006, has provisions about the working environment, working hours, employment protection.
- ▶ Collective agreement comes in addition. See [website](#) of Norwegians largest trade unions, Norwegian Confederation of Trade Unions (*Landsorganisasjonen i Norge (LO)*).
- ▶ [Legislative amendments](#) to handle a large number of refugees quickly and efficiently, were sanctioned on 10 June 2022, and entered [into force on 15 June 2022](#). For instance, now there are fewer mandatory requirements for the 'introductory Programme', see below Section 4. There is no longer an obligation to participate in the programme, and the length of the programme is made shorter for many. Because of the uncertainty on how long displaced persons from Ukraine will stay in Norway, the Norwegian language training is not made mandatory.

Social security

- ▶ [Regulations on social security coverage for asylum seekers and their family members](#), entered into force on 14 May 2018. Asylum seekers and their family members only get a partial membership in the Norwegian Insurance system.
- ▶ [National Insurance Act., especially Section 2-1.](#)

Social welfare

- ▶ [The Norwegian Immigration Act, Section 95 Paragraph 1](#): displaced persons from Ukraine applying for protection have the right to accommodation.
- ▶ [Section 1 and Section 2 in Regulation on social services for person without permanent residence in Norway](#), entered into force on 1 January 2012. As long as the displaced persons from Ukraine have the right to accommodation from the Government, they do not have several rights under the [Social Services Act](#).
- ▶ [Social Services Act](#), which entered into force 1 January 2010, aims to improve the living conditions of the disadvantaged by contributing to social and economic security. A person can get financial assistance as a temporary benefit to cover costs to live, help to find a temporary accommodation, participation in qualification programs with payment for persons with reduced ability to work and with limited benefits under National Insurance Act and Labour Market Act. Persons who need long-term and coordinated services have the right to have an individual plan prepared. See especially [Sections 17, 18, 19, 27, 28 and 29](#) in the Social Service Act.

1.1.2 Beneficiaries (persons covered by temporary protection)

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
Ukrainian nationals ▶ residing in Ukraine	Yes

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<ul style="list-style-type: none"> ▶ displaced from 24 February 2022 	
<p>Family members</p> <ul style="list-style-type: none"> ▶ of a Ukrainian national present or residing in Ukraine before 24 February 2022 and displaced from Ukraine on or after 24 February 2022 ▶ of third-country nationals and stateless persons, who benefited from international protection or equivalent national protection in Ukraine before 24 February 2022 and were displaced from Ukraine on or after 24 February 2022 	<p>Yes</p> <p>Spouse, cohabitant and children are seen as close family members. Other family members are also covered if they have been a part of the main person's household before 24 February 2022. See Section 7-5a first Paragraph point (d) in above mentioned Immigration Regulations.</p>
<p>Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022</p>	<p>Yes</p>
<p>Stateless persons and nationals of third countries, legally residing in Ukraine before 24 February 2022 on the basis of a valid permanent residence permit and unable to return in safe and durable conditions to their country or region of origin</p>	<p>No</p> <p>Not covered by the collective protection. It may be possible to get residence permit on an individual basis on the ground of strong humanitarian considerations, see Section 38 in the Immigration Act.</p> <p>However, the mentioned persons are covered by the collective protection, if they are close family members or others in the main household of third-country nationals and stateless persons, which are beneficiaries of international or equivalent national protection in Ukraine.</p>
<p>Other persons who are displaced for the same reasons and from the same country of region of origin (Article 7(1) of TPD), including</p> <ul style="list-style-type: none"> ▶ stateless persons and ▶ nationals of third countries other than Ukraine, <p>who are residing legally in Ukraine and who are unable to return in safe and durable</p>	<p>No</p> <p>Not covered by the collective protection. It may be possible to get residence permit on an individual basis on the grounds of strong humanitarian considerations, see Section 38 in the Immigration Act.</p>

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
conditions to their country or region of origin (Article 2(3) Council Decision).	
Any additional category of beneficiaries (i.e. persons who arrived from UA before 24 February 2022)	Yes Ukrainian citizens who arrived in Norway before 24 February 2022 on the basis of a residence permit and Ukrainians who arrived in Norway after 24 February on the basis of a residence permit, are included. In both cases it is a requirement that the residence permit has already expired or is going to expire within two months after the application for protection, see Section 7-5 first paragraph point (b) . Students and seasonal workers are covered by the provisions.

1.2 Institutional framework

- a) National competent authority(ies) providing assistance to the persons enjoying temporary (or adequate) protection coming from Ukraine.

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
General (including status change in question 2)	The Norwegian Directorate of Immigration	Utlendingsdirektoratet (UDI)	https://www.udi.no/
	The Police	Politiet	https://www.politiet.no/tjenester/opphold-i-norge-og-asyll/ukraina/
Employment rights	The Norwegian Directorate of Immigration	Utlendingsdirektoratet (UDI)	https://www.udi.no/
	Norwegian Labour and Welfare Administration	Arbeids- og velferdsforvaltning (NAV)	https://www.nav.no/no/person
	The Norwegian Labour Inspection Authority	Arbeidstilsynet	https://www.arbeidstilsynet.no/
Social welfare and social security rights	Norwegian Labour and Welfare Administration	Arbeids- og velferdsforvaltning (NAV)	https://www.nav.no/no/person

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
	The Directorate of Integration and Diversity	Integrerings- og mangfoldsdirektoratet (IMDi)	https://www.imdi.no/

- b) Existence of a mechanism in place to coordinate the work of these national authorities with respect to persons enjoying temporary (or adequate) protection coming from Ukraine.

[IMDi](#) (The Directorate of Integration and Diversity) is essential for the implementation of the Government's integration policies. IMDi's task is to strengthen the competence of public bodies and others in the field of integration and diversity. Especially NAV (Norwegian Labour and Welfare Administration) is crucial for the displaced person's social welfare and security. It administrates economic welfare schemes and provides jobseekers with help and advice. There are [around 300](#) NAV offices in municipalities and city boroughs.

2.0 Possibility of changing the status

- a) Difference between temporary protection status and other forms of adequate protection³ under national law, in respect of third country nationals and stateless persons coming from Ukraine.

Third-country nationals and stateless persons without international or equivalent national protection from Ukraine are not covered by the collective protection given by Norway. There is an exception for persons who are close family members of a Ukrainian Citizen or have been living together with a Ukrainian citizen, or are close family members or have been living together with a third-country national or stateless person with international or equivalent national protection.

The persons not covered by the collective protection may get residence permit on an individual basis on the grounds of strong humanitarian considerations, if they are unable to return in safe and durable conditions to their country or region of origin, see [Section 38 in the Immigration Act](#).

Other third-country nationals must apply for visitor's visa or residence permit to come to Norway. The residence permit could be granted on grounds of work or studies. Specific and strict conditions must be met to receive a residence permit.

As a general rule the residence permit on grounds of work, , is not given if the position can be filled by domestic labour or labour from EU, see [Section 23 in the Immigration Act](#). Ordinary residence permit also requires that such persons are able to cover their living expenses and have got accommodation, see [Section 58](#). It is normally not possible to apply for a residence permit while staying in Norway. The persons have to apply before entering Norway, see [Section 56](#).

³ 'Adequate protection' under national law is referred to in Article 2(2) of the Council Decision as a possible alternative that may be offered by Member States to temporary protection and therefore does not have to entail benefits identical to those attached to temporary protection as provided for in Directive 2001/55/EC. Nevertheless, when implementing the Council Decision, Member States must respect the Charter of fundamental rights of the European Union and the spirit of Directive 2001/55/EC. The respect for human dignity and therefore a dignified standard of living (such as residency rights, access to means of subsistence and accommodation, emergency care and adequate care for minors) has to be ensured in respect of everyone.

The above-mentioned persons would not have right to introductory programmes and introductory benefits, see [Section 9](#) and [Section 19 under the Integration Act](#). Subsistence benefit or help to get accommodation under the [Social Service Act Section 21](#) and [27](#) is normally not relevant in the beginning of the stay because of the requirements in [Section 58 in the Immigration Act](#). For more about introduction programme and benefits under the [Social Services Act](#), see Section 4 below.

[The National Insurance Act](#) is applicable for the mentioned people if they have a residence permit, and they also get support to get a new job if they have lost their job. Normally they have six months to get a new job as long as their residence permit is valid in this period. What kind of help they receive from NAV (Norwegian Labour and Welfare Administration) may vary. For more about the National Insurance Act, see Section 4 below.

- b) Possibility to file status change inside the territory without the requirement for the person to first leave the country or return to Ukraine from temporary protection or other forms of adequate protection to employment-based residence permit during the temporary protection regime and at the end of this regime (e.g. single permit for work, EU Blue Card for highly-qualified workers, seasonal workers, family reunification).

Status change from collective temporary protection to all types of residence permit is possible during the temporary protection and after.

- c) Relevant national legislation on changing the status (including the procedure to be followed).

Status change from collective temporary protection to all types of residence permit

Conditions set out in the legislation to apply for such a status change while remaining in the country:

As a general rule, residence permit on the basis of work would not be given if the position can be filled by domestic labour or labour from EU, see [Section 23 in the Immigration Act](#). Residence permit also requires that the person is able to cover living expenses and have an accommodation, see [Section 58](#). It is normally not possible to apply for a residence permit while staying in Norway, see [Section 56](#). Residence permit on the basis of work is also given for a limited period and it is a requirement that the persons will return to their home country.

Family reunification requires that the main persons are able to cover family members living expenses and have an accommodation for their family, see [Immigration Act Section 58](#) and [Immigration Regulation from Section 10-7 to Section 10-12](#). There are also requirements to income level in the past and in the future. If such applicants are already in Norway, their income in Norway can also be included when assessing the conditions.

Self-employed persons can also get a residence permit if there is a basis for long-term business. It is a condition that such persons have formal training as skilled persons, see [Immigration Regulations Section 6-18](#).

Residence permit may be possible on individual basis on grounds of strong humanitarian considerations, see [Section 38 in the Immigration Act](#). There are also possibilities for residence permit on the basis of studies, researcher, cultural workers, non-profit organizations, religious organization and humanitarian organizations.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

Normally first-time applicants have to send an application for residence permits before entering Norway. There are some exceptions. Application for residence permit for seasonal work while remaining in Norway, is possible also for first time applicants, see [Immigration Regulations Section 10-1 Paragraph 1 point \(c\)](#).

All types of residence permits are possible to be applied from Norway for Ukrainians, since Norway has suspended the duty to return for Ukrainians, see [UNE's \(The Immigration Appeal Board\) decision of 24 February 2022](#). The requirement to return to the home country to apply for residence permit on the basis of work, studies etc., is set aside for persons from Ukraine.

Granting collective temporary protection does not preclude other application for residence permit. Application of asylum is however put on hold. If the person has a residence permit in another country where it is possible to return to, the application for residence permit based on work etc. will be refused.

See the [information given by UDI \(The Norwegian Directorate of Immigration\)](#) on the topic.

As a general rule, other requirements are the same as those for first time applicants changing status from resident permit on grounds of protection to other grounds.

The residence permit based on work, studies etc could have restrictions for renewal. For example renewal of residence permit on the basis of seasonal work is not possible if the person has already been in Norway for 6 months during a period of 12 months, see [Immigration Regulations Section 6-3 Paragraph 5](#).

After cassation of the collective protection, the requirement of sending an application before entering Norway, may apply. The [Immigration Act Section 56 Paragraph 3](#) opens a possibility to make an exception.

Any alteration of rights with respect to

residence:	employment rights:	social welfare and social security rights:
The residence permit requires that the persons have accommodation. If they need help, the Social Service Act could be applicable.	Residence permit based on work requires a job. Residence permit based on studies, gives a right to work part-time 20 hours weekly, and full-time in ordinary holiday periods. An unemployed person has the same right to receive help to get a job.	No, there are generally no differences. There could be differences since some benefits require a period of work or period of stay, see Section 4 below.

- d) Measures aiming to preclude registration of displaced persons in more than one Member State/EEA-EFTA country (see Article 26 of the Temporary Protection Directive).

Ukrainians do not need visitors' visa to travel to Norway or other countries in the Schengen area. The duty to attend the introduction program can make it impossible to travel out of Norway, see Section 4 below for introduction program.

It is also assumed that subsistence benefits and other help under the [Social Services Act](#) require the person to stay in Norway, see [Section 1.2.1 NAV's \(Norwegian Labour and Welfare Administration\) circular](#).

Ukrainians could travel to Schengen-countries during the period of collective protection. In normal circumstances Norway can reject asylum applications if the persons have been registered applications for protection in another country, or have already got protection in another country, see [Section 32 in the Immigration Act](#).

However, Section 32 does not apply to Ukrainians who are granted collective protection. That means that displaced persons from Ukraine who have granted protection in another country can arrive in Norway and get granted collective protection in Norway. See [Government's legal understanding on page 50-52](#) in a prepared proposals for legislative amendment to handle the situation of mass influx from Ukraine.

Section 32 will be applicable when assessing protection on an individual basis.

3.0 Access to labour market (Article 12 of the Temporary Protection Directive)

- a) Overview on how equal treatment on the labour market as regards working conditions is ensured for persons enjoying temporary (or adequate) protection from Ukraine.

The Working Environment Act and the collective agreements do not differentiate between Norwegian citizens and others for the application of equal treatment principle on the labour market, as long as they are staying lawfully in Norway. Less knowledge of the Norwegian language could probably be a problem, and there are [warnings](#) from Økokrim (the National Authority for investigation and Prosecution of Economic and Environmental Crime) that displaced persons from Ukraine could be exploited for illegal work.

- b) Conditions applicable to persons enjoying temporary (or adequate) protection from Ukraine, (including the procedure to be followed):

- I. The conditions regulating work permits/work authorisation, if required

Temporary residence permit is granted based on a group assessment (collective protection). The permit applies for one year and may be renewed for or extended to three years in total. The temporary residence permit based on [Section 34](#) in the Immigration Act does not give the right to a permanent residence permit. If the displaced person does not get refugee status, an ordinary temporary residence permit for five years is needed to acquire permanent residence permit.

Temporary residence permit based on a group assessment (collective protection) is enough to start working in Norway. Residence permits give immigrants the right and obligation to participate in introductory program.

- II. Recognition of qualifications/diplomas

Norway has [ratified](#) the European Lisbon Convention on the recognition of qualification concerning higher education in the European region.

Nokut (the Norwegian Agency for Quality Assurance in the Education) authorizes foreign vocational education and training (craft or journeyman's certificates), foreign tertiary vocational education (vocational education that builds on secondary education programmes) and higher education (bachelor, master and Ph.D.). Different competent authorities authorize for professions regulated by law. Because of the war, Nokut has suspended the apostille requirement when assessing Ukrainian education and qualifications.

Nokut has also a method to authorize qualifications for refugees lacking documents. The method is limited to person who have residence permit in Norway, and who can speak and understand English, Norwegian or another Scandinavian language. Nokut played a central role in the development and implementation of the European qualification Passport for Refugees.

For some qualifications Nokut has developed an automatic recognition. Nokut is currently working to include Ukrainian qualification into the same system. See Nokut's [website](#) for more information.

III. Eligibility to receive assistance for job seekers (e.g., career counselling, skills assessment, locating appropriate job openings, etc.)

Services for all jobseekers are primarily handled by [NAV](#) (Norwegian Labour and Welfare Administration), but some services are dedicated to immigrants, see [IMDi](#) (The Directorate of Integration and Diversity) and the Integration Act.

Employers are encouraged to provide employment to displaced persons from Ukraine. Among others see [website](#) of NHO (The Confederation of Norwegian Enterprises).

IV. Availability of vocational training/educational opportunities for adults/practical workplace experience.

There are vocational training/educational opportunities available for all immigrants. As mentioned above the training is mandatory according to the Integration Act, but to handle displaced persons from Ukraine, [legislative amendments](#) were made in June 2022 to establish fewer mandatory requirements.. However, persons still have the right to vocational training/educational opportunities.

V. Any exceptions to the general law in force in the country applicable to remuneration and other conditions of (self-) employment

Immigrants who are freelancers and self-employed get the same help to become an employee. If they want to start their own business, they can get access to funding from [Innovasjon Norge](#) (Innovation Norway), which is the Norwegian Government's most important instrument for innovation and development of Norwegian enterprises and industry.

The persons can also apply for start-up support from municipal [support schemes](#). In addition, there are various funds linked to several industries.

Freelancers and self-employed persons do have less favourable social security rights. For example self-employed persons do not have the right to unemployment benefit, see [The National Insurance Act Section 4-3 Paragraph 1](#). The amount of sickness benefit is less and is not paid from the first day of sick leave, see [the National Insurance Act Section 8-34](#).

The [Social Services Act](#) is applicable for freelancers and self-employed persons when financial assistance is needed to cover costs to live.

The [Working Environment Act](#) does not give protection to freelancers and self-employed persons.

4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive)

I. Types of benefits with description and coverage

Social security

Displaced persons from Ukraine covered by the collective protection are seen as part of the Norwegian Insurance system, which provides social security for the members through various phases of life, such as unemployment, illness, disability and old age, see the [National Insurance Act Section 2-1](#). Hence, there are no specific benefits for displaced persons from Ukraine granted collective protection. The displaced persons from Ukraine will formally have the same rights as Norwegian citizens and other staying in Norway when it comes to social security. The Norwegian Ministry of Labour and Social Inclusion has given [an overview](#) of the Norwegian Social Insurance Scheme. Freelancers and self-employed persons do have less favourable social security rights.

Social welfare

Displaced persons from Ukraine applying for protection have the right to accommodation, see [the Norwegian Immigration Act, Section 95 Paragraph 1](#). If the persons stay in an accommodation centre, they receive an amount to cover their personal expenses. See [website](#) of UDI (The Norwegian Directorate of Immigration).

After granting residence permit, [IMDi](#) (the Directorate of Integration and Diversity) can help the person to find a municipality to settle in. The person could get favourable loans from the Government and housing allowances from the state and some municipalities. For loans and benefits from the state, see [website](#) of *Husbanken* (Norwegian State Housing Bank).

Displaced persons from Ukraine could have a right to subsistence benefit under the [Social Services Act](#) if they cannot support themselves. As long as the persons have the right to accommodation from the Government, displaced persons from Ukraine would not have several rights under the Social Services Act, see [Section 18](#) and [Section 2 in Regulation on social services for person without permanent residence in Norway](#).

Subsistence benefit under the [Social Services Act](#) is a temporary benefit to cover living costs. There are some [guidelines](#) about the amount. For example, the monthly amount for a couple with no child is NOK 11 150. Expenses like housing, which vary widely, are not included in the mentioned amount.

An introductory benefit of NOK [222 954](#) on annual basis is given for participation in the introductory program. The amount is lower for persons under the age of 25. The amount is reduced if the immigrant receives other public benefits. Persons with residence permit based on collective protection have normally the right and obligation to participate in the introductory program. [Legislative amendments](#) were made in June 2022

establishing fewer mandatory requirements for persons granted collective protection. Introductory program is now made voluntary for these persons.

Persons lacking formal qualification such as primary school and high school have the possibility to be part of the introductory program. Displaced persons from Ukraine who do not receive the introduction benefit, can get loans and grants from [Lånekassen](#). Lånekassen is a public administrative body with purpose to make education possible.

Persons whose income capacity is reduced because of illness or injury, can be granted qualification benefit if they follow a qualification programme under the [Social Service Act section 29 and 35](#).

On annual basis, the qualification benefit is NOK [222 954](#). The amount is lower for persons under the age of 25 years.

Displaced persons from Ukraine granted collective protection may be entitled to benefits to improve the ability to work and the ability to function in everyday life. Technical aid could also be an option, such as: hearing aid, guide dog, reading and secretarial aid for blind persons, interpreter and escort assistance for deaf-blind persons and motor vehicle or other means of transport, such as orthopaedic aids. The benefits may also be given as a loan for the purchase of technical aids, see [Chapter 6 in the National Insurance Act](#).

Displaced persons from Ukraine in Norway have the right to healthcare for physical and mental issues, addiction problems and dental care. In general, the healthcare for children under 16 years and pregnant women is free. Adults have to pay a small fee at the doctor. There is no payment to be admitted to a medical hospital. Displaced adults have to pay for dental care themselves. See the health authorities' [website](#).

The Government was in [June 2022](#) given the possibility to make temporary exceptions to patient rights to handle the mass influx of displaced persons from Ukraine. For instance, time limits for medical examination and treatment can be extended. The right to a reassessment of state of health (second opinion) can be suspended. The right to choose between treatment locations throughout the country can also be suspended.

[The National Insurance Act Chapter 5](#) makes it possible to have full or partial compensation for a person's necessary expenses for health services. [Chapter 6](#) provides financial compensation for certain additional expenses and special supervision or care due to permanent illness, injury or defect. [Chapter 11 A](#) regulates additional benefits to compensate for expenses like travel expenses and childcare, for implementing work-oriented measure to persons with reduced ability to work because of illness.

In Norway all persons living with children under 18 years are entitled to child benefit without considering the parents income level. Parents with children from 0-5 years get the opportunity of kindergarten, which is subsidized from the Government and there is set a maximum level for parent's payment. Parents who do not use the opportunity of kindergarten, can get a cash support instead. Compulsory school starts at the age of six.

II. Eligibility conditions

Social security

The work assessment allowance and disability benefits, benefits to single parents, survivor's benefits and old-age pension require five years qualification period. See respectively section [11-2](#), [12-2](#), [15-2](#), [17-3](#), [19-3](#) and [20-10](#) in the National Insurance Act.

Disabled refugees and old people have the possibility to be granted supplementary allowances under [Act on supplementary benefit in the event of a short period of resident time](#). Other persons have to ask for help under the [Social Services Act](#).

Some benefits require a minimum income period in advance and/or minimum level of income in a specific time period. To be entitled to parental benefits in case of birth, parents must be in paid employment for six out of ten months ahead of the start of the period of paid leave, see [Section 14-6](#) in the National Insurance Act. The right to unemployment benefit requires a minimum income level in a specific period, see [Section 4-4](#) in the National Insurance Act.

The benefit amount is normally larger if a person has been working and been paying taxes and contributions to the Norwegian Insurance scheme. The amount of several benefits will be affected for displaced persons from Ukraine, who have less working time in Norway.

Social welfare

As mentioned above, the introductory benefit and qualification benefit require participation in specific programmes. Persons with no place to live are helped with accommodation and subsistence benefit if they do not have money to cover living costs themselves. Persons with need of healthcare are entitled to healthcare in the same way as Norwegian citizens.

- III. Any exceptions to the general law in force in the country to access to social security systems or social welfare system relating to employed or self-employed activities

Social security

There are some differences when it comes to social security. Some of these are mentioned below.

Disability benefit can be received when the working ability is reduced because of illness or injury. For self-employed persons all income is included when the ability to have income is considered. It means that income from the business the person has not worked in, is also included. For employees only income from their work is counted and not income which is a result of colleagues or employers help, see [Section 12-9 Paragraph 5](#) in the National Insurance Act.

Further, freelancers and self-employed persons are not covered by occupational injury insurance. They could arrange such insurance privately.

Self-employed persons do not have the right to unemployment benefit. Employees and freelancers are entitled to unemployment benefit if the other conditions are met, see [Section 4-3](#) in the National Insurance Act.

Sickness benefit to freelancer and self-employed persons are less favourable than for employees.

The amount of sickness benefit is less and is not paid from the first day of sick leave, see the National Insurance Act [Section 8-34](#). Freelancers and self-employed persons have the possibility to arrange insurance privately to cover 100 % of the income loss because of illness.

In practice many self-employed persons come out unfavourable under the National Insurance Act. Quite a few do not take out full income from their business to avoid tax and contributions to National Insurance Scheme. Accordingly, they receive benefits on the basis of the income taken out of the business.

Social welfare

Based on desk research no differentiation between employed and self-employed persons could be found when it comes to the social welfare system.

5.0 Public support instruments

Overview of other public support instruments facilitating labour market participation, information about and enforcement of rights and entitlements for displaced persons.

The Government has established [websites](#) for private persons who want to help Ukrainians, like help with transportation of displaced persons from Ukraine to Norway, help with accommodation, help to take care of Ukrainian children coming alone to Norway etc.

The Government has made some changes to the procedures to make it easier to build accommodation places and kindergartens. See the [temporary regulation](#), which entered into force on 7 March 2022 and [legislative amendments](#) of June 2022, which entered into force 15 June 2022.

The latter [legislative amendments](#) also include several other adjustments to handle a large number of refugees quickly and efficiently.

In addition, the Government has [decided](#) to compensate the municipalities if the new built accommodation places are not used.

In order to have a good cooperation between the Government and the municipalities, weekly meetings between the Ministry of Labour and Social Inclusion and all the municipalities have been [established](#).

Employers are encouraged to provide employment to displaced persons from Ukraine. Among others, see the website of [NAV](#) (Norwegian Labour and Welfare Administration), and [NHO](#) (The Confederation of Norwegian Enterprises).

Contractual pension in public sector which allows early retirement, cannot easily be combined with income. The Government allows now pensioners to have a salary from helping Ukrainian displaced persons without reduction of the pension. See Government's [website](#).

For the academic year 2022/2023, higher education institutions can [temporarily](#) make exceptions to the general requirements for individuals with collective protection or asylum in Norway, based on an individual assessment. For further information, see the [website](#) of Direktoratet for høyere utdanning og kompetanse (The Norwegian Directorate for Higher Education and Skills).

The [scholarship scheme](#) for Ukrainian students who were in Norway before the outbreak of the war, will continue for the academic year 2022/2023.

In [June 2022](#) several support schemes were established to provide loans and grants to companies with liquidity problems as a result of the war in Ukraine.