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for the period 1 July 1969-30 June 1973, received
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NORWAY

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II. The Act of 5 June 1970 No. 34 amending the General Civil Penal Code of 22 May 1902 (prohibition of racial discrimination) etc.

By this amendment, the protection provided under the Penal Code against racial discrimination etc. is extended, with a view to Norway's ratification of the United Nations Convention of 21 December 1965 on the Elimination of All Forms of Racial Discrimination. (Norway ratified the Convention on 6 August 1970). By the amendment, the Penal Code's provision concerning discriminatory statements etc. was made more far-reaching than before. Furthermore, a new penal provision was adopted against discrimination in the exercise of economic activities, for example in hotels, restaurants and shops. The provision also affects any discrimination exercised regarding admission to public entertainments etc., since the same conditions must be applied equally to allcomers. The penal provisions are directed not only against discrimination on grounds of race, but also discrimination on grounds of faith, colour or national or ethnic origin.

III. A. The right to work

2. Right to just and favourable Conditions of Work

By Act of 16 June 1972 the local labour inspectorate was reorganized and expanded in order to make it more efficient. The municipal labour inspectorate will accordingly be replaced by state-run local inspectorates. Twelve local labour inspectorates will be established on regional basis (with a total of 68 branch offices).

From 1 January 1973 an addition has been made to section 43 of the Workers' Protection Act. According to these regulations, a person is entitled to old age pension after the age of 67. However, if a person between the age of 67 and 70 wants to continue in his job, he may not be dismissed. Upon request, the employee must state whether or not he wants to continue working after he has reached the age of 67.

According to a new regulation taking effect from 1 January 1973, an employee, who wants to continue working after having reached the age of 67, has the right to cause inquiries to be made as regards alternative employment more suitable for his age in the enterprise. Also according to this regulation the same applies to an employee who, due to an accident or after a period of sickness, is in need of work more suitable for his state of health.

3. Right to protection against unemployment and underemployment

A number of mobility-promoting measures have been put into effect for the benefit of workers who are, or who expect in the near future to be without satisfactory employment.

As of 1 January 1971 the Unemployment Insurance has been incorporated into the National Insurance Scheme. From the funds of the Scheme the Labour Exchange Service offers aid for mobility promoting measures, such as travel assistance, removal aid, family subsidies and installation benefits. The incorporation of unemployment benefits into the National Insurance Scheme was followed by a Royal Decree of 25 August 1972 giving new regulations for subsidies in order to promote labour mobility. Contributions were increased at the same time.

A number of subsidy arrangements have been established particularly to aid removals that, because of structural changes, are necessary in order to find sufficiently remunerative employment.

The Committee for Industrial Location

The task of the Committee for Industrial Location (Lokaliseringsutvalget) is fixed by the Act of 20 March 1970. One of the main points in the Act is the obligation to report in conjunction with newly establishing or expansion beyond a set size within industrial and handicrafts companies. The arrangement is valid within 26 communities in the five largest urban regions. The Committee for Industrial Location is to advise companies and present location alternatives; even so, the companies are completely free to choose their location after this legally determined guidance has been given.

The Regional Development Fund

The Regional Development Fund (Distriktenes utbyggingsfond) was established by the Act of 16 December 1960. The regulations now valid for the Development Fund were approved on 20 August 1971. The Fund grants loans and offers security for loans for the top financing of investments in different activities in districts with a poorly developed basis for existence. The loans given by the Fund are mainly long-term or medium-term investments loans. In exceptional cases the Fund can acquire shares. In addition, the Fund can give security for working loans. In special cases direct loans for working capital are made.

Regional transport assistance

As from 15 June 1971 a system went into effect for subsidies for the transportation of finished and semi-finished products of a certain processing value in order to ease the competitive disadvantages that result from great transport distances. In this conjunction those sections of the country included in the arrangement have been divided into three areas, the northern, middle and southern subsidy areas. The aid is fixed at 35 per cent, 25 per cent and 15 per cent of the total freight expenses and is valid only for the transportation of goods from these areas to areas not included under the arrangement. The products must be transported further than a set minimum distance. The subsidies are also given at reduced rates to transports taking place within the northern subsidy area, from the northern to the middle and southern subsidy areas, and from the middle to the southern subsidy area.

4. Right of everyone who works to just and favourable remuneration ensuring a decent living for himself and his family

Low income groups have been a subject for attention for a number of years. These groups are allowed special wage supplements in the wage negotiations. The problem was recently taken up for examination on a broad basis. By Order-in-Council of 3 March 1972 a "low income survey" has been started to chart the actual living conditions for various groups in Norway and to analyse the causes of differences. A research group has been appointed, as well as a council of which the members represent occupational groups and official authorities to assist the research group.

6. Reasonable limitation of working hours

The Act of 5 May 1972 reduced the working hours for workers engaged in continuous shift work to 40 hours per week. Included in such shiftwork is work that because of its nature or prevailing conditions cannot be interrupted and must go on throughout the whole week on a 24-hour basis. This means according to the stipulations of the Act mostly industries in continuous operation and power stations.

B. The right to social security, including social insurance in the event of unemployment

By Act of 19 June 1970 it was resolved that the Unemployment Insurance Scheme should be incorporated into the National Insurance Scheme as of 1 January 1971, and that the Act of 28 May 1959, respecting unemployment insurance should be rescinded as of that same date. As of that date, therefore, the Unemployment Insurance as an independent insurance system came to an end.

The transfer of the regulations in the Act on Unemployment Insurance to the National Insurance Act and the Employment Act has taken place in general without their actual content being changed to any real degree.

C. The right to an adequate standard of living

In 1972 the National Assembly agreed to a unified plan for the expansion of sheltered work arrangements. It also provides for an expansion programme for the period 1973-76 resulting in a considerable extension of activities in this field in the years to come. The programme also underlines the importance of developing permanent sheltered work including sheltered work in public employment.

4. Right to continuous improvement of living conditions

A significant new step in the direction of industrial democracy is the legislation introduced by the Act of 12 May 1972 and adopted in the form of an amendment to the Companies Act of 1957. In the Act, regulations have been established for extending employee participation in the decision-making process in the joint-stock companies of a certain size.

In such companies with more than 50 employees, a majority of the employees shall be able to request that a third of the members of the management board, and in any case at least two members, shall be elected by and among the employees. In companies with more than 200 employees, a new company institution shall be introduced - the board of representatives. This institution, which shall consist of one third elected by and among the employees, and two thirds by the general shareholders' assembly, is given important functions. The board of representatives shall elect the company's management board, and be the company's final authority concerning decisions on investments which are of considerable scope in relation to the company's resources. The same applies to decisions on rationalization or reorganization of the enterprise which will result in major changes to, or redistribution of, the labour force. The amendment also gives the employees in companies with a board of representatives a guarantee that, if requested, one third of the management board shall consist of representatives of the employees. The Act came into operation as from 1 January 1973.

For enterprises which are not organized as joint-stock companies and enterprises owned by the public, there will be established laws with the purpose of ensuring the workers employed by these a similar right of representation.

The introduction of direct participation by the employees in the public sector, other than enterprises, is also being prepared by a special committee.

5. Right to the protection and improvement of the human environment

The Norwegian Ministry of Environment was established in May 1972 with responsibility for the co-ordinated planning of the country's use of water and land resources, for control of pollution, waste and noise, for conservation and protection of nature and cultural monuments, co-ordination of national environmental research, and for co-ordination of Norway's participation in international environmental co-operation.

Legislation

A law concerning amendments to the Building and Planning Act was passed in June 1973. This law provides for the adoption of county planning as a major tool in the implementation of national, regional and local planning goals.

In 1974-75 a number of new laws are anticipated:

- a comprehensive Planning Act which will cover the use, management and development of land and natural resources,
- a comprehensive Act on pollution and noise control, to replace the two current laws on air and water pollution,
- a Product Control Act which will cover the manufacture, use, and disposal of products containing environmentally dangerous substances.

D. 2. The improvement of all aspects of environmental and industrial hygiene

A new act has been passed regarding inflammable goods, in part replacing the existing Act of 1871 regarding Combustible Objects. The Act will come into force on 1 January 1975. An act concerning explosive goods has been passed and will come into force later. Regulations are also being prepared for the storage of industrial gases and of fertilizers containing nitrate of aluminium. At present it cannot be said when this legislation can enter into force.

E. The right of the family motherhood and childhood to protection and assistance

4. Right of parents to determine freely and responsibly the number and spacing of their children

The general public has shown a greatly increased interest in family planning in the last few years.

Under the provisions of the Act of 16 June 1972, concerning Health Centres and Health Measures for Children etc., the individual municipalities will be secured the necessary basis, in terms of qualified personnel and finance, for providing

proper facilities in the family planning field. The Act entered into force on 1 April 1974. This piece of legislation facilitates the integration of modern family planning services with the existing public health programme, particularly as part of the work of the MCH (mother-and-child health) centres.

The Government has announced that it intends to submit a Bill on abortion to Parliament. It is based on the principle that the decision whether or not abortion should take place rests exclusively with the expectant mother subject to an obligation to hear the views of the father. This right is unrestricted during the first twelve weeks of pregnancy; from the twelfth to the twenty-fifth week abortion may be performed only for medical, eugenic or socio-medical reasons. It must be performed in a hospital or clinic: members of the staff may refuse to co-operate in this operation on grounds of conscience.

The Bill forms part of a comprehensive families' policy aimed at:

- improving the facilities in children's day nurseries;
- providing increased support for single persons with dependent children;
- providing increased support for families with low incomes;
- making optional counselling more readily available to women seeking abortion so that they may be fully informed on the subject before making their decision;
- improving sexual education in schools, inter alia, by providing more teacher training courses; and
- incorporating family planning at all levels of the social and public health services.

F. The right to education

The former Act concerning the Folk School of 1959 was superseded in 1969 by the Act concerning the Basic School which entered into force from 1 July 1971. From that date statutory compulsory school attendance was extended to 9 years.

The first paragraph of Section 12 in the Basic School Act of 13 June 1969 No. 24 runs as follows:

"Children and young people shall have the right and obligation to attend the Basic School, unless they are receiving an equivalent education from some other source."

It is further laid down in the third paragraph of the same section that the obligation to attend school continues until the pupil has completed the ninth class, although in exceptional cases a pupil may be allowed to leave after having attended school for 8 years.

In addition it is the Government's intention to propose a Bill making the Basic School Act likewise applicable to functionally handicapped children.

Under the Act of 19 June 1969 No. 49 concerning Financial Support for Young People undergoing Higher Education, the State provides economic assistance to young people with long daily journeys between home and educational establishment; financial assistance to young people compelled to reside away from home while studying, and special stipends based on the parents' or the pupil's economic situation. The State also extends low-interest loans to persons seeking such loans for educational purposes. The Act of 6 March 1970 concerning Grants to Private Schools lays down the rules covering official grants to private schools as well as the prerequisite conditions for receiving such grants. For a private school to qualify to receive an official grant, its objective must be to carry out experiments, or it must have been founded on religious and/or ethical grounds, or else fulfil a quantitative educational purpose (Section 1 in the Act).

G. The right to participate freely in cultural life

General cultural facilities have latterly been increased and extended to special groups of the population through extraordinary official appropriations. Cultural facilities for children and young people have been improved and expanded in regard to sport, children's theatre, music schools, school libraries and suchlike. There has been an improvement in the study facilities and various forms of activity available to old people, and extraordinary official appropriations have been earmarked with a view to improving the cultural facilities for the functionally handicapped. For example, to replace former legislation, there is the Act of 18 June 1971 No. 80 concerning Public and School Libraries which lays down that all counties, municipalities, elementary schools and hospitals are to have libraries which, aided by Government grants, are assigned the task of promoting knowledge, education and other cultural activities by placing books and other suitable material, free of charge, at the disposal of all who reside within the Realm. By means of extraordinary appropriations under the Fiscal Budget, funds have been set aside for library facilities for the blind.

2. The Act of 17 April 1970 No. 21 regarding the Right to Inventions made by Employees

The Act lays down as its starting point that whoever makes any invention while he is employed in the service of another person is entitled to his inventions in the same manner as other inventors. The Act nevertheless imposes certain limitations on this principle. For example, the employee will be bound, in certain cases, to place his invention at the disposal of his employer in return for remuneration.