

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

Country Fiche – Norway
February 2023

© European Labour Authority, 2023

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the copyright of the European Labour Authority, permission must be sought directly from the copyright holders.

Neither the European Labour Authority nor any person acting on behalf of the European Labour Authority is responsible for the use which might be made of the following information.

The present document has been produced by Milieu Consulting SRL and EFTHEIA as author(s). This task has been carried out exclusively by the author(s) in the context of a contract between the European Labour Authority and the author(s), awarded following a tender procedure. The document has been prepared for the European Labour Authority, however, it reflects the views of the author(s) only. The information contained in this report does not reflect the views or the official position of the European Labour Authority.

Information provided in this fiche considers legal and policy developments up to 31 January 2023.

Disclaimer: The information in the present document is provided solely for general guidance purposes about the different national measures, including those, where relevant, implementing Council Directive 2001/55/EC activated by Council Implementing Decision (EU) 2022/382, adopted by the Member States as well as EEA countries in the field of access to labour market and social protection applicable/having impact on the situation of displaced persons from Ukraine. The country fiche has no legal value but is of informative nature only. The information is provided without any guarantees, conditions or warranties as to its completeness or accuracy. ELA accepts no responsibility or liability whatsoever with regard to the information contained in the fiche nor can ELA be held responsible for any use which may be made of the information contained therein.

This information is:

- a) of a general nature only and is not intended to address the specific circumstances of any particular individual or entity;
- b) not necessarily comprehensive, complete, accurate or up to date;
- c) sometimes linked to external sites over which ELA has no control and for which ELA assumes no responsibility;
- d) not professional or legal advice.

For further information please contact the competent national authorities.

Contents

1.0	Legal and institutional framework.....	4
1.1	Legal framework	4
1.1.1	List of the legal framework	4
1.1.2	Beneficiaries (persons covered by temporary protection).....	6
1.2	Institutional framework	7
2.0	Possibility of changing the status.....	8
3.0	Access to labour market (Article 12 of the Temporary Protection Directive).....	11
4.0	Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive).....	13
5.0	Public support instruments	16

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 (UDI). A temporary residence permit is granted on the basis of a group assessment ('temporary collective protection'). Please note that the [English version](#) of the Immigration Act is not updated. Before 1 December 2020, holding a temporary residence permit for three years fulfilled the requirement for a permanent residence permit. Today the requirement is five years.
- ▶ [Immigration Regulations](#) Section 7-5a applies to the persons covered by the 'temporary 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.
- ▶ Amendments to Section 7-5a of the [Immigration Regulations](#) were made on 23 January 2023. The original duration of the temporary collective protection was one year. Since the situation in Ukraine has worsened, the permit will now automatically be extended for [another year](#). See also [information](#) from the UDI.

- 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. The Norwegian Labour and Welfare Administration ([NAV](#)) offers work-oriented measures/services. IMDi's and NAV's responsibilities are regulated especially in the:
 - ▷ [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;

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>.

- ▷ [National Insurance Act](#), which entered into force on 1 May 1997, see Chapter 4 and 11;
- ▷ [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 the [website](#) of the Norwegian largest trade unions and the Norwegian Confederation of Trade Unions (*Landsorganisasjonen i Norge* 'LO').
- ▶ [Act 88 on Temporary Amendments to the Law as a Result of the Arrival of Displaced Persons from Ukraine](#) was adopted on 10 June 2022. The Act 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 2008. 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

- ▶ [Norwegian Immigration Act](#), Section 95 Paragraph 1: displaced persons from Ukraine applying for protection have the right to accommodation.
- ▶ Section 1 and Section 2 of the [Regulation on social services for person without permanent residence in Norway](#), entered into force on 1 January 2012. As long as displaced persons from Ukraine have the right to accommodation from the Government, they will not be entitled to individual services under the [Social Services Act](#), with the exception of information, advice and guidance.
- ▶ [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 of living, help to find a temporary accommodation, participation in qualification programs with payment for persons with reduced ability to work and with limited benefits under the [National Insurance Act](#) and the [Act on Labour Market Services](#). 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 of the [Social Service Act](#).
- ▶ [Temporary regulation on exemptions from the Planning and building Act for accommodation of persons seeking protection \(asylum seekers\)](#), which entered into force on 7 March 2022, and was replaced by [Temporary regulation on exemptions from the Planning and Building Act to deal with high arrivals of displaced persons from Ukraine](#) which entered into force 15 June 2022.

1.1.2 Beneficiaries (persons covered by temporary protection)

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<p>Ukrainian nationals</p> <ul style="list-style-type: none"> ▶ residing in Ukraine ▶ displaced from 24 February 2022 	Yes
<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>A spouse, a 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) of the Immigration Regulations.</p>
<p>Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022</p>	Yes
<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 temporary collective protection. It may be possible to get a residence permit on an individual basis on the ground of strong humanitarian considerations, see Section 38 of the Immigration Act.</p> <p>However, the mentioned persons are covered by the temporary 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 	<p>No</p> <p>Not covered by the temporary collective protection. It may be possible to get a residence permit on an individual basis on the grounds of strong humanitarian considerations, see Section 38 of the Immigration Act.</p>

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<p>► nationals of third countries other than Ukraine,</p> <p>who are residing legally in Ukraine and who are unable to return in safe and durable conditions to their country or region of origin (Article 2(3) Council Decision).</p>	
<p>Any additional category of beneficiaries (i.e. persons who arrived from Ukraine before 24 February 2022)</p>	<p>Yes</p> <p>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) Section 38 of the Immigration Act. Students and seasonal workers are covered by the provisions.</p>

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
<p>General (including status change in Section 2)</p>	<p>The Norwegian Directorate of Immigration</p> <p>The Police</p>	<p>Utlendingsdirektoratet (UDI)</p> <p>Politiet</p>	<p>https://www.udi.no/</p> <p>https://www.politiet.no/tjenester/opphold-i-norge-og-asyl/ukraina/</p>
<p>Employment rights</p>	<p>The Norwegian Directorate of Immigration</p> <p>Norwegian Labour and Welfare Administration</p> <p>The Norwegian Labour Inspection Authority</p>	<p>Utlendingsdirektoratet (UDI)</p> <p>Arbeids- og velferdsforvaltning (NAV)</p> <p>Arbeidstilsynet</p>	<p>https://www.udi.no/ and UDI's Facebook page</p> <p>https://www.nav.no/no/person</p> <p>https://www.arbeidstilsynet.no/</p>

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
Social welfare and social security rights	Norwegian Labour and Welfare Administration	Arbeids- og velferdsforvaltning (NAV)	https://www.nav.no/no/person
	The Directorate of Integration and Diversity	Integrerings- og mangfoldsdirektoratet (IMDi)	https://www.imdi.no/
	The Norwegian Directorate of Health	Helsedirektoratet	https://www.helsedirektoratet.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.

The Directorate of Integration and Diversity ([IMDi](https://www.imdi.no/)) 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. The Norwegian Labour and Welfare Administration (NAV) is crucial for the displaced person's social welfare and security. It administers economic welfare schemes and provides jobseekers with help and advice. There are [around 300](#) NAV offices in municipalities and city boroughs.

To ensure 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](#).

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 'temporary 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.

Persons not covered by the 'temporary collective protection' may get a 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 of the [Immigration Act](#).

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.

Other third-country nationals must apply for a visitor's visa or a residence permit to come to Norway. A 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, a residence permit on grounds of work, is not given if the position can be filled by domestic labour or labour from the EU, see Section 23 of the [Immigration Act](#). An ordinary residence permit also requires that such persons are able to cover their living expenses and have accommodation, see Section 58 of the [Immigration Act](#). Normally, it is not possible to apply for a residence permit while staying in Norway. The persons have to apply before entering Norway, see [Section 56](#).

The above-mentioned persons would not have the 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](#) Sections 21 and 27 is normally not relevant at the beginning of the stay because of the requirements in Section 58 in the [Immigration Act](#). For more about the [Introduction Programme](#) and benefits under the [Social Services Act](#), see Section 4 below.

The [National Insurance Act](#) is applicable for the above-mentioned persons if they have a residence permit. They also get support to get a new job if they have lost theirs. 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 temporary collective protection to all types of residence permits 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 temporary collective temporary protection to all types of residence permits

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

As a general rule, a residence permit on the basis of work would not be given if the position can be filled by domestic labour or labour from the EU, see Section 23 of the [Immigration Act](#). A residence permit also requires that the person is able to cover living expenses and has an accommodation, see [Section 58](#). Normally, it is not possible to apply for a residence permit while staying in Norway, see [Section 56](#). A 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](#) Section 10-7 to Section 10-12. There are also requirements regarding previous and future income level. If such applicants are already living in Norway, their income in Norway can also be included when assessing the terms.

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.

A residence permit may be granted on an individual basis on grounds of strong humanitarian considerations, see Section 38 of the [Immigration Act](#). There is also the possibility to be granted a residence permit on the basis of studies. In some cases, a residence permit is granted to researchers, cultural workers, non-profit organizations, religious organizations and humanitarian organizations.

Any differences 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).

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

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

See the [information given by UDI](#) on the topic.

As a general rule, the other requirements are the same as those for first-time applicants changing status from a residence 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 a residence permit on the basis of seasonal work is not possible if the person has already been in Norway for six months during a period of 12 months, see [Immigration Regulations](#) Section 6-3 Paragraph 5.

After the end of the temporary 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:

The residence permit requires that the persons have accommodation. If they need help, the Social Service Act could be applicable.

employment rights:

The residence permit based on work requires a job.
The residence permit based on studies, gives the right to work 20 hours per week on a part-time basis or full-time in ordinary holiday periods.

social welfare and social security rights:

There are generally no differences. There could be differences since some benefits require a period of work or a period of stay, see Section 4 below.

	An unemployed person has the same right to receive help to get a job.	
--	---	--

- 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 a visitors' visa to travel to Norway or other countries in the Schengen area. However, the duty to attend the [Introduction Programme](#) made it impossible to travel out of Norway. Legislative [amendments](#) were made, and the obligation to participate in the Introductory Programme ceased from 15 June 2022 see Section 4 below for more on the Introduction Programme.

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 of the [NAV's \(Norwegian Labour and Welfare Administration\) circular](#).

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

However, Section 32 of the Immigration Act does not apply to Ukrainians who are granted temporary collective protection. That means that displaced persons from Ukraine who have been granted protection in another country can arrive in Norway and be granted temporary collective protection in Norway. See [Government's legal understanding pages 50-52](#) in prepared proposals for legislative amendments 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 the equal treatment principle on the labour market, as long as they are lawfully staying in Norway. Having little knowledge of the Norwegian language could probably be a problem. The National Authority for investigation and Prosecution of Economic and Environmental Crime (Økokrim) [warned](#) that displaced persons from Ukraine could be exploited for illegal work. The Norwegian Labour Inspection Authority (Arbeidstilsynet) has made some informative videos about labour rights in Norway for displaced persons from Ukraine. The videos are available on [YouTube](#).

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

The grant of a temporary residence permit is based on a group assessment (temporary collective protection). The permit is valid 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 a refugee status, an ordinary temporary residence permit for five years is needed to acquire a permanent residence permit.

A temporary residence permit based on a group assessment (temporary collective protection) is enough to start working in Norway. Residence permits give immigrants the right to participate in an [Introduction Programme](#). From 15 June 2022 there is no longer a duty to participate in the Introduction Programme (see Section 4 for more details on the Introductory Programme).

II. Recognition of qualifications/diplomas

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

The Norwegian Agency for Quality Assurance in the Education (Nokut) 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.). In Norway, certain professions are regulated by law, and require authorisation in order to be practised. Because of the war, Nokut has suspended the apostille requirement when assessing Ukrainian education and qualifications. Apostille is a confirmation that the documents are valid.

Nokut has also a method to authorise qualifications for refugees lacking documents. The method is limited to persons who have a 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 qualifications into the same system. See Nokut's [website](#) for more information.

For people with higher education, it can take some time to get Ukrainian education approved. In certain professions, such as medical doctors, a series of tests must be passed. They often take time and the persons have to cover the costs themselves. For this group of people, these requirements are obstacles to practice their profession in Norway.

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 the Norwegian Labour and Welfare Administration ([NAV](#)). Some services are specifically dedicated to immigrants, see the Directorate of Integration and Diversity ([IMDi](#)) and the Integration Act.

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

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 Introduction Programme was mandatory according to the Integration Act. But to handle displaced persons from Ukraine, [legislative amendments](#) were made in June 2022 and there is no longer an obligation to participate in the programme, see Section 4 for more details on the Introductory Programme.

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 [Innovation Norge](#). The latter 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 benefits, 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 temporary collective protection are seen as a part of the Norwegian insurance system, which provides social security to 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 who have been granted temporary collective

protection. Displaced persons from Ukraine will formally have the same rights as Norwegian citizens and others 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 and medical care

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 the UDI.

After granting a residence permit, the [IMDi](#) 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 the [website](#) of the Norwegian State Housing Bank (*Husbanken*).

Displaced persons from Ukraine could have a right to subsistence benefits 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 will be restricted of several rights under the Social Services Act, see Section [18](#) and Section 2 of the [Regulation on social services for person without permanent residence in Norway](#).

Subsistence benefits under the [Social Services Act](#) are temporary benefits 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 to participate in the [Introduction Programme](#). 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 permits based on temporary collective protection normally have the right and obligation to participate in the [Introduction Programme](#). [Legislative amendments](#) were made in June 2022 to establish fewer mandatory requirements for persons who have been granted temporary collective protection. The introductory program is now made optional for these persons.

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

Persons whose income capacity is reduced because of illness or injury, can be granted a qualification benefit if they follow a qualification programme under the [Social Service Act](#) Sections 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 who have been granted temporary 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, a guide dog, reading and secretarial aid for blind persons, an interpreter and escort assistance for deaf-blind persons and a 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 of 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 for the doctor's visits. There is no payment needed to be admitted to a medical hospital. Displaced adults have to pay for dental care. See the health authorities' [website](#).

In [June 2022](#), the Government was 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 the 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. The purpose of additional benefits is to compensate for specific expenses incurred in connection with the implementation of a work-oriented measure. For example, travel expenses and childcare can be compensated. Additional benefits are benefits in case of illness according to the Social Security Ordinance. It is a condition for the right to additional benefits that the members' ability to work has been reduced to such an extent that they are prevented from retaining or obtaining income-generating work. Illness, injury or blemish must be a significant contributing factor to the reduced ability to work.

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 receive the opportunity for their children to attend kindergarten, which is subsidized by the Government. There is also a maximum limit on parents' payments. Parents who do not use the opportunity of kindergarten, can get a cash support instead. Compulsory school starts at the age of six. Information for Ukrainians about kindergarten and compulsory school in Norway is available [here](#).

II. Eligibility conditions

Social security

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

The five-year qualifying period could make it difficult for many Ukrainians to be entitled to benefits in Norway.

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 benefits 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 benefits 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 benefits 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 own 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 benefits. Employees and freelancers are entitled to unemployment benefits if the other conditions are met, see [Section 4-3](#) in the National Insurance Act.

Sickness benefits for freelancers and self-employed persons are less favourable than for employees.

The amount of sickness benefits 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 from the first day of sick leave.

In practice, many self-employed persons are in an unfavourable situation under the National Insurance Act. Quite a few do not take out full income from their business to avoid tax and contributions to the National Insurance Scheme. Accordingly, they receive fewer 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, such as to help with the transportation of displaced persons from Ukraine to Norway, to help with accommodation, and to 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 accommodations and kindergartens. See the [Temporary regulation on exemptions from the Planning and building Act for accommodation of persons seeking protection \(asylum seekers\)](#), which entered into force on 7 March 2022, and was replaced by [the Temporary regulation on exemptions from the Planning and Building Act to deal with high arrivals of displaced persons from Ukraine](#) which entered into force 15 June 2022.

The latter also include several other adjustments to handle a large number of refugees quickly and efficiently.

In addition, the Government [decided](#) to compensate the municipalities if the newly built accommodations are not used.

To ensure 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 the Norwegian Labour and Welfare Administration ([NAV](#)) and the Confederation of Norwegian Enterprises ([NHO](#)).

A contractual pension in the public sector which allows early retirement, cannot easily be combined with an income. The Government allows pensioners to get a salary for helping displaced persons from Ukraine without any reduction of the pension. See Government's [website](#).

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

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.