

6.4 Employees in Statoil

The Statoil group employs approximately 29,000 permanent employees in 40 countries, with more than 18,000 of them being employed in Norway. Of the remainder, 9,399 are employed in the retail business.

In 2009, the Statoil group recruited almost 3,700 new employees, 50% were recruited to the retail organisation. By the end of 2009, 35% were under the age of 35, 57% were between 35 and 55 years old, and 8% were 55 years or older. The table below provides an overview of the number of permanent employees and percentage of women in the Statoil group from 2007 to 2009.

Table 1: Numbers of permanent employees* and percentage of women in the Statoil group from 2007 to 2009

| Geographical Region | Number of employees | | | women | | |
|---------------------|---------------------|---------------|---------------|------------|------------|------------|
| | 2009 | 2008 | 2007 | 2009 | 2008 | 2007 |
| Norway | 18,100 | 17,891 | 17,959 | 31% | 30% | 29% |
| Rest of Europe | 9,593 | 10,475 | 10,151 | 50% | 47% | 46% |
| Africa | 165 | 144 | 117 | 28% | 32% | 34% |
| Asia | 150 | 169 | 144 | 55% | 54% | 52% |
| North America | 584 | 448 | 315 | 34% | 39% | 33% |
| South America | 147 | 102 | 72 | 48% | 53% | 53% |
| TOTAL | 28,739 | 29,229 | 28,758 | 37% | 35% | 37% |
| Non - OECD | 2,703 | 3,009 | 2,904 | 64% | 65% | 66% |

* Service station personnel are included

Table 2: Total workforce by region, employment type, employment contract and new hires in the Statoil group in 2009

| Geographical Region | Permanent employees 2009 | Consultants | Total Workforce* | Consultants** | % of part time | New hires |
|---------------------|--------------------------|---------------|------------------|---------------|----------------|----------------|
| Norway | 18,100 | 5309 | 23,409 | 23% | 4.5 | 1,310 |
| Rest of Europe | 9593 | 4556 | 14,149 | 32% | 7.2 | 2,113 |
| Africa | 165 | 41 | 206 | 20% | NA | 29 |
| Asia | 150 | 36 | 186 | 19% | NA | 13 |
| North America | 584 | 281 | 865 | 32% | NA | 172 |
| South America | 147 | 104 | 251 | 41% | NA | 62 |
| TOTAL | 28,739 | 10,327 | 39,066 | 26% | NA | 3699*** |
| Non - OECD | 2,703 | 314 | 3,017 | 10% | NA | 288 |

* Total workforce consists of number of permanent employees and consultants

** Consultants do not include enterprise personnel

*** 1843 of these were recruited to the retail business

Statoil's low turnover rates reflect a high level of satisfaction and engagement among its employees, which is also supported by the results of the annual organisational and working environment survey. In Statoil ASA, the total turnover rate for 2009 was 0.73%. The figure below provides an overview of the total turnover rate by gender and age in Statoil ASA.

Turnover by gender and age

