



Talking of
women and men
in Norrbotten County ...

Contents

Preface.....	1
Gender equality.....	2
Summary.....	3-6
Population.....	7-18
Health	19-22
<i>Average age</i>	19
<i>Average life expectancy</i>	20-21
<i>Sick-leave rate</i>	22
Politics and power	23-32
<i>Managers</i>	24-25
<i>Politics</i>	26-32
Education.....	33-42
Gainful employment	43-54
<i>Commuting</i>	49
<i>Public sector</i>	50-51
<i>Gainfully employed by sector</i>	52
<i>Tourism-related sector</i>	53
<i>Gainfully employed by industry</i>	54
Enterprises	55-60
Income.....	61-69
<i>Salaries</i>	62-63
<i>Income</i>	64-69
<i>Pension savings</i>	67
<i>Net capital</i>	68
<i>Women's pensions</i>	69
Unemployment	70-72
Social allowance	73
Parental allowance	74-76
Crime.....	77-80
Notes, sources	81

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Women and men shall have equal influence on society and influence over their own lives. Knowledge is needed to enable changing society in the direction of increased equality between women and men.

Gender equality is a question of knowledge, and for increased gender equality in Norrbotten County there is a need for continuous work on attitudes and norms concerning gender and equality and work with gender equality integration. Besides that, statistics by gender are important in highlighting life conditions for women and men, their prerequisites and needs in Norrbotten, and to draw attention to where there is gender inequality. This booklet of facts focuses on conditions for women and men in different areas with reference to the goals of gender equality policy.

It is the hope of the County Administrative Board that this booklet will contribute to your added knowledge in the field of gender equality, and that you may contribute to added gender equality in the section of society that you can influence. The County Administrative Board publication *Strategi för jämställdhetsintegrering i Norrbotten 2014-2016* (Strategy for Gender Equality Integration in Norrbotten, 2014-2016) includes a presentation of a status report and the challenges in the County. It also focuses on the overall vision for gender equality – A Gender-Equal Norrbotten – and to achieve this we need to work together.

Pantzare Information AB, commissioned by the County Administrative Board, has collated and graphically designed this booklet of facts. More copies of this booklet may be ordered from the County Administrative Board in Norrbotten County. On our website you will also find the Strategy for Gender Equality Integration in Norrbotten 2014-2016.

June 2014

Malin Stenman
Special Expert on Gender Equality

Qualitative gender equality

Qualitative gender equality focuses on women's and men's life conditions. It is about discovering how values, attitudes, norms and ideals affect women's and men's opportunities in school, in the workplace, in politics and in other areas of the community.

Quantitative gender equality

Quantitative gender equality is a question of striving for equal gender distribution. That means that in a group the proportion of women and men respectively is 40 to 60 per cent or more even. Quantitative gender equality is no guarantee for qualitative gender equality.

National gender equality goals

The overriding goal of the gender equality policy is a society where women and men both have the same influence over society and their own lives.

Subgoal 1. Equal distribution of power and influence.

Women and men have the same rights and opportunities to be active members of society and influence conditions for decision-making.

Subgoal 2. Economic equality between the sexes.

Women and men shall have the same opportunities and conditions with regard to education and gainful employment leading to lifelong economic independence.

Subgoal 3. Equal distribution of unpaid care and household work.

Women and men shall assume the same responsibility for work in the home, and shall have opportunities to give and receive social care on equal terms.

Subgoal 4. Men's violence against women must stop.

Women and men, girls and boys shall have the same rights to and opportunities for physical integrity.

Gender equality integration

Gender equality integration is the overall method used to reach the gender equality policy goals and thereby a gender-equal society. The strategy means that a gender equality perspective is incorporated in all decision-making, at all levels and at all stages in the process, by players who normally participate in decision-making.

Since equality between women and men is created where ordinary decisions are made, resources are allocated, and norms and perceptions are formed, the gender equality perspective must permeate day-to-day work. The strategy has been developed to counteract the tendency for gender equality issues be marginalised or subordinated to other political issues and activities.

Summary of the statistics

In this booklet, *Talking of women and men in Norrbotten County*, statistics have been used to illustrate the present situation and developments, and to compare the county with the national average. In some cases, the statistics can be a year or two old, but they are nevertheless the most recently produced.

The population is becoming older

During the last twenty-four years the average age among women in the County of Norrbotten has increased by 5 years. Among men the average age has risen by 4.8 years. For the whole of the country during the same period of time, the average age has risen by 1.4 years for women and by 2.1 years for men.

Men's life expectancy is increasing most

Since 1995, the average life expectancy of men has risen by 3.6 years compared with 2.6 years for women. The difference in life expectancy between the sexes has thereby diminished and is now five years. As regards the average life expectancy for women, the County of Norrbotten is among the eight counties with the shortest life expectancy. Among men, those living in the County of Norrbotten have the shortest life expectancy.

Managers

Of the 5,859 people in the County of Norrbotten who in 2012 could be defined as managers, senior officials or leading political representatives, 35 per cent were women and 65 per cent men. There was most gender equality among senior officials in special-interest organisations, where 45 per cent of the managers were women.

There was least gender equality among managing directors and local managers in large companies. Only 22 per cent of them were women.

The largest age group among managers was 40-59 years. This applies to both men and women. Of the female managers, 20 per cent were under 40 years and of the male managers, 17 per cent.

Women and politics

The government (Cabinet) comprises thirteen women and eleven men. Of members of parliament, 49 per cent are women. In the Assembly of Norrbotten County Council, there are 37 per cent women. In the municipal councils in Norrbotten, there are on average 44 per cent women. In 1988, the average proportion of women in municipal councils was 31 per cent. In one of the 14 municipalities in the County of Norrbotten, the proportion of women in the municipal council was below 40 per cent after the 2010 election.

Educational level

More women than men have tertiary education in all municipalities in the county and at national level. In 1990, 21 per cent of women and 18 per cent of men in the county in the age group 25-64 years had some form of tertiary education. The corresponding figure for the whole country was 23 per cent for women and 22 per cent for men. In 2013, 41 per cent of women and 28 of men in the county had tertiary education. In the nation as a whole, 45 per cent of women and 36 per cent of men had tertiary education.

Type of education - a question of gender

Girls have higher average marks than boys. Throughout, there are more women than men who continue their studies at university/college

within three years of finishing upper secondary school. The proportion of women in the County of Norrbotten who begin university level education is on a par with the national average. The proportion of men in the County who begin university level education is lower than the national average.

Women and men study for different areas of the labour market. The younger generation still chooses by gender, despite political efforts toward a more egalitarian gender distribution in those educational courses where women or men have been significantly under-represented.

Every third new company is managed by a woman

In 1993, 1 company per 1,000 women was started and 4 companies per 1,000 men in the age group 16-64 years in the County of Norrbotten. In 2012, 6 new companies per 1,000 women and 10 new companies per 1,000 men were started in the county.

In 2012, the proportion of newly started companies managed by women was 33.4 per cent, which puts the county in seventh place in the nation. The national average is for 31 per cent of new businesses to be managed by women.

Women's companies have fewer bankruptcies

During 2013, the owner was a man in 75 per cent of the bankruptcies in private firms in the County of Norrbotten and 82 per cent in the whole nation. Comparing all privately-owned firms in the county, 0.6 of 1,000 firms owned by men were liquidated in 2013. The corresponding figure for women was 0.5 liquidations per 1,000 firms in 2013.

In the nation, 1.7 of 1,000 private firms owned by men went into liquidation in 2013. The corresponding figure for women was 0.7 of 1,000 private firms.

Setting-up allowance

In the month of January 2013, 110 women and 109 men in the County of Norrbotten were receiving financial assistance for setting up a business (setting-up allowance). That means that 1.5 out of 1,000 women in the age group 16-64 years in the County of Norrbotten were receiving

assistance to start a business of their own. The proportion of men was 1.4 of 1,000. The corresponding national average is 1 out of 1,000 women and 1.1 out of 1,000 men.

Women's full-time salary 86 per cent of men's

In Upper Norrland (Västerbotten and Norrbotten Counties) women's full-time salaries correspond on average to 88 per cent of men's. Women's full-time salary as a percentage of men's is on average 86 per cent in the nation. The greatest difference exists in Stockholm County, where a woman's average monthly salary is 84 per cent of a man's. However, the monthly salary for both women and men is highest in Stockholm County.

Women's work income is 77 per cent of men's income

A woman in the County of Norrbotten in the age group 20-64 years in 2012 had an earned income corresponding to 76,6 per cent of a man's earned income. In 1991 a woman's earned income was 71 per cent of a man's. The national average is 76,7 per cent in 2012 and 69 per cent in 1991. Since the 1990s, women's earned income in the County of Norrbotten has increased in relation to men's in all age groups. The work income can be seen as a measure of how much women and men are rewarded for their work input. The work income is affected not only by the salary but also by the working hours. The working hours vary greatly between women and men, since women to a greater extent work part-time and women more often draw parental benefit.

Crime

In assault-related crimes, it is more usual in the County of Norrbotten than in the nation that the victim and perpetrator know one another. This applies whether the victim is male or female. The change in the county during the period 1988-2013 shows that the proportion of crimes where the perpetrator is unknown is increasing and that the county in this respect is approaching the national average.

Population

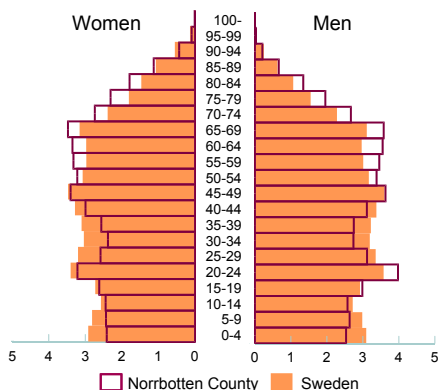


Photo: Maskot/Enlio

Notable years

- 1845 Equal inheritance rights for women introduced.
- 1858 An unmarried woman over 25 may achieve her majority. If she marries she again becomes a minor.
- 1863 Unmarried women reach their majority at the age of 25.
- 1884 Unmarried women reach their majority at the age of 21.
- 1921 Married women achieve their majority at 21.
Women and men are given equal status in the new Matrimonial Code
- 1951 Women may retain Swedish citizenship even after marrying a foreign citizen.
- 1982 New Name Act. Upon marrying, the woman and man may choose whose surname to take. Public funding to women's organisations.
- 1987 New special law on the joint home of co-habiting partners.

The population of the County of Norrbotten 2013 (%)



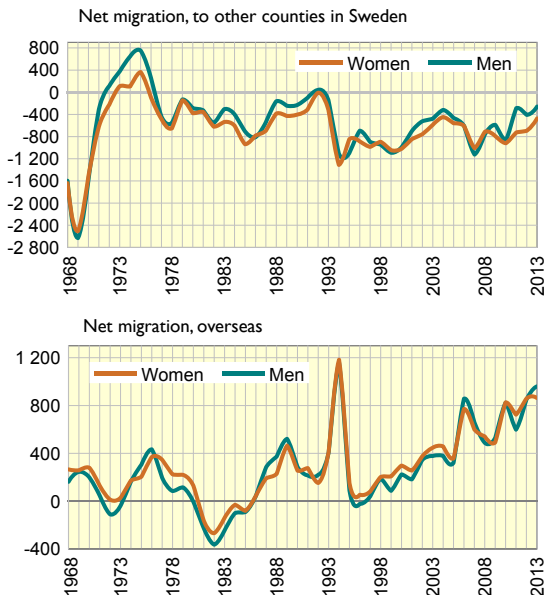
In the County of Norrbotten the age structure is no longer in line with the national average. The County of Norrbotten has a larger proportion of its population in the age group 50-84 years than the nation on average. The county has a lower proportion of women in the age group 20-49 years and a lower proportion of men aged 25-49 years. The proportion aged under 20 is 21 per cent. The national average is 23 per cent.

The changes have occurred fast. In the early 1990's, only Uppsala County had a lower proportion of old-age pensioners, aged 65 years and older, in the population. This was largely due to the fact that the number of children per family was greater in the County of Norrbotten than the national average up until the 1950s. In 2013 the county was in thirteenth place when all counties were listed by lowest proportion of persons aged 65 and over. Looking at the proportion of children aged 0-15 years, these are 16 per cent of the population in the County of Norrbotten. The national average is 18 per cent.

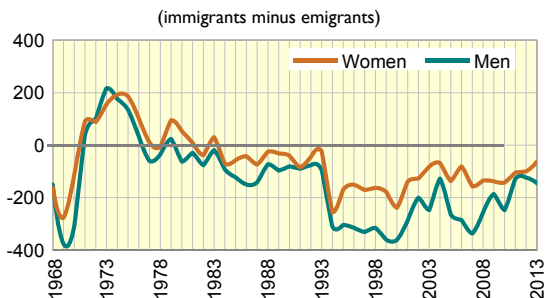
Too few are moving to the County

People have always moved, and the reasons for this vary. People move to gain an education, to find a job suited to their education, to come to a new environment, to be closer to relatives and friends, etc. But one problem for the County of Norrbotten is that too few choose to move to the county. The trend was broken in 2011. In the years 2011-2013, Norrbotten County had an in-migration surplus thanks to increased immigration.

Net migration County of Norrbotten 1968-2013



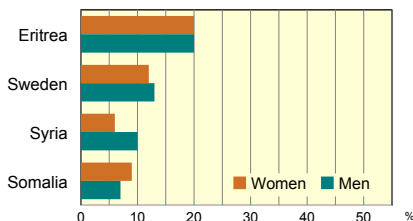
Net emigration domestic movements, youths 25-29 years



Net emigration domestic movements 2013

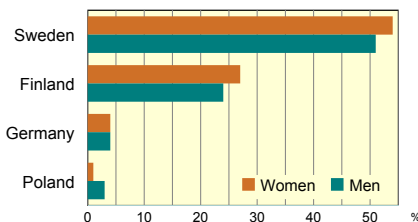
Municipality	Women		Men	
	18-24 yrs	25-29 yrs	18-24 yrs	25-29 yrs
Arjeplog	-8	-1	-19	-6
Arvidsjaur	8	-2	-2	-10
Boden	-55	-21	6	-12
Gällivare	-31	1	-3	-10
Haparanda	-23	-5	-1	-1
Jokkmokk	-9	-6	-6	4
Kalix	-36	0	-36	-6
Kiruna	-19	14	28	-6
Luleå	97	-49	238	-80
Pajala	0	10	7	3
Piteå	13	4	5	3
Älvsbyn	-20	-2	-16	-17
Överkalix	-4	-6	-14	2
Övertorneå	-10	0	-17	-9

Immigrants 2013. The County of Norrbotten



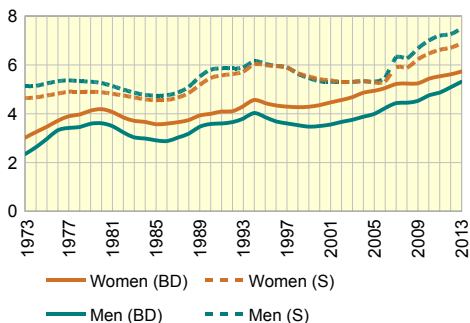
Of the 2,591 people who immigrated to the County of Norrbotten during 2013, 1,221 were women. The four most common nationalities among the immigrants to the county were Eritrean, Swedish, Syrian and Somali. The largest proportion, 20 per cent of the women and of the men, were Eritrean. In second place were Swedes returning to Sweden.

Emigrants 2013. The County of Norrbotten



Of the 358 women and 410 men who emigrated in 2013, 54 and 51 per cent respectively were Swedish citizens. 27 per cent of the women and 24 per cent of the men were Finns.

Proportion of foreign citizens in the population 1973-2013



More foreign women

The proportion of foreign citizens in the population is lower in the County of Norrbotten than the national average. This applies to both women and men. In the county the proportion of foreign women is higher than the proportion of foreign men, 5.7 and 5.3 per cent respectively. The national average of foreign citizens was 6.9 per cent of the women and 7.5 per cent of the men in 2013.

Population 2013 born abroad

Municipality/ region	Women	Men	Total	Municipality/ region	Women	Men	Total
Arjeplog	141	138	279	Luleå	3,770	3,163	6,933
Arvidsjaur	244	209	453	Pajala	510	276	786
Boden	1,200	1,108	2,308	Piteå	1,077	892	1,969
Gällivare	794	574	1,368	Älvsbyn	322	273	595
Haparanda	2,221	1,737	3,958	Övertorneå	725	468	1,193
Jokkmokk	255	197	452				
Kalix	939	627	1,566				
Kiruna	1,333	929	2,262	County	13,710	10,714	24,424

The most common foreign nationalities in the county 2013

	Women	Men	Total
Finland	2,853	2,217	5,070
Thailand	586	149	735
Norway	364	293	657
Eritrea	306	336	642
Somalia	279	333	612
Afghanistan	192	400	592
Germany	193	239	432
Iraq	123	221	344
Iran	107	146	253
Russia	170	72	242
Myanmar (Burma)	87	117	204
Poland	100	89	189
Syria	54	121	175
China	99	73	172
Great Britain and Northern Ireland	43	127	170
Denmark	54	83	137
USA	49	74	123
Turkey	29	69	98
Pakistan	31	57	88
India	28	59	87
Ethiopia	37	46	83
The Netherlands	38	44	82
Estonia	48	31	79
Ukraine	47	27	74
Colombia	38	32	70
Democratic Republic of the Congo	34	36	70
Latvia	33	37	70
Burundi	36	31	67
France	21	44	65
Lithuania	37	28	65
Total foreign citizens	7,022	6,741	13,763

A new pensioner boom

The proportion of elderly people in the population is increasing. Sweden has already had a strong increase in the age group 65 years and older. Ahead of us there is a new increase, which will last until the beginning of the 2030s. It is the baby boom from the 1940s and the late 1960s that will reach retirement age. The old people will represent a considerably larger proportion of the population than today. A couple of years into the 2030s, the pensioners, those who are 65 years and older, will represent a quarter of the population in the country. This is a large increase compared with today's 19.4 per cent.

Since 1968 the population in the County of Norrbotten has decreased by 10,077 persons in all. The number of women has decreased by 3,819 while the number of men has decreased by 6,258. The structure of the population has changed substantially, with a large increase in the number of old people and a large decrease in the number of young people.

In order to better illustrate the changes, the index 100 is used for individuals in different age groups. The year 1968 has been used, where the number of individuals in different age groups has been given the value 100. In the county, women in the age group 16-24 have an index of 71 in the year 2013, i.e. compared to 1968 the proportion has decreased by 29 per cent. Women in the age range 80 and older have the index value 435 in the year 2013, i.e. the number has increased by 335 per cent.

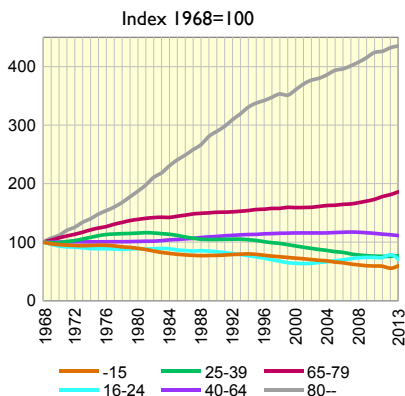
Men in the age group 16-24 years have an index of 77 in the year 2013, i.e. compared to the year 1968 the number has decreased by 23 per cent. Men 80 years and older have an index of 359 in the year 2013, i.e. the number has increased by 259 per cent.

Age	Women		Men	
	County	Nation	County	Nation
0-15	59	99	60	99
16-24	71	99	77	100
25-39	77	126	83	126
40-64	111	120	109	124
65-79	186	147	189	166
80-	435	295	359	255
Total	97	122	95	122

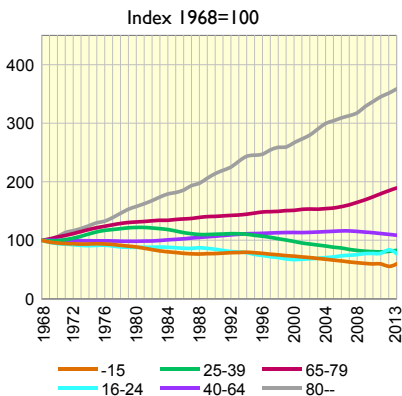
Women and men 2013.
Index 1968=100

See notes on
page 81: Index

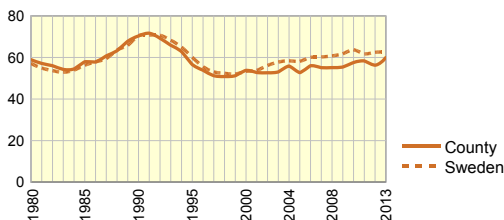
Women 1968–2013. The County of Norrbotten



Men 1968–2013. The County of Norrbotten



Number of children born per 1,000 women aged 15-44

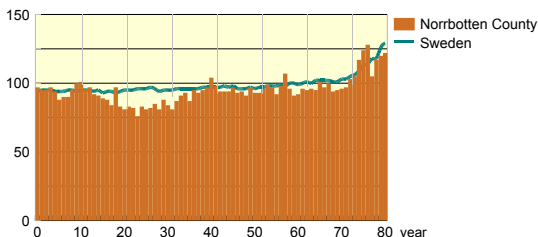


The number of children born per 1,000 women aged 15-44 in Norrbotten County is lower compared to Sweden as a whole. In 2013, for each 1,000 women in the age group, 60 children were born in the county and 63 children in Sweden. The birth deficit in the county is largely due to the fact that the proportion of young women has become smaller because of extensive out-migration.

The surplus of females is shifting upwards through the age groups

In Sweden, slightly more boys than girls are born. The proportions are 104 live births of boys per 100 girls. This proportion at birth has long been relatively constant. In 2013 there were more men than women in all ages up to 70 years of age.

The number of women per 100 men (0-80 years) 2013



 Women per 100 men by age group 2013

Municipality/ region	Women per 100 men			
	20-34 yrs	35-49 yrs	50-64 yrs	65- yrs
Arjeplog	78	98	89	104
Arvidsjaur	83	98	97	118
Boden	80	94	100	121
Gällivare	87	87	92	107
Haparanda	82	91	96	111
Jokkmokk	85	105	89	106
Kalix	76	96	94	110
Kiruna	85	91	87	113
Luleå	83	97	100	121
Pajala	77	85	85	100
Piteå	90	97	100	120
Älvsbyn	89	95	89	119
Övertorneå	67	90	84	103
County	84	95	96	115
Nation	95	97	99	119

Male surplus in de-population areas

Women move more often than men. The rate of de-population has had the effect that many municipalities now have a very uneven distribution by sex in ages when people are most liable to move. This can be seen for example in the age group 20-34 years. In all municipalities in the County of Norrbotten there is a deficit of women in that age group.

Population 31 December 2013

Women

Municipality/ region	Age 0-15	16-24	25-44	45-64	65-	Total
Arjeplog	207	116	284	406	415	1,428
Arvidsjaur	475	304	631	832	951	3,193
Boden	2,173	1,443	2,910	3,777	3,473	13,776
Gällivare	1,324	968	1,803	2,560	2,252	8,907
Haparanda	805	431	895	1,419	1,296	4,846
Jokkmokk	319	267	461	736	691	2,474
Kalix	1,241	677	1,512	2,277	2,286	7,993
Kiruna	1,954	1,243	2,569	2,957	2,484	11,207
Luleå	6,017	4,597	8,845	9,861	7,891	37,211
Pajala	449	292	452	805	999	2,997
Piteå	3,358	2,273	4,609	5,462	4,897	20,599
Älvsbyn	630	432	807	1,046	1,117	4,032
Övertorneå	193	156	246	496	567	1,658
Övertorneå	310	210	323	663	686	2,192
County	19,455	13,409	26,347	33,297	30,005	122,513

Men

Municipality/ region	Age 0-15	16-24	25-44	45-64	65-	Total
Arjeplog	213	171	324	444	400	1,552
Arvidsjaur	529	374	693	877	805	3,278
Boden	2,289	1,822	3,214	3,860	2,877	14,062
Gällivare	1,357	1,051	2,123	2,792	2,109	9,432
Haparanda	818	542	1,019	1,498	1,163	5,040
Jokkmokk	349	299	490	804	650	2,592
Kalix	1,316	898	1,676	2,420	2,084	8,394
Kiruna	2,082	1,454	2,831	3,423	2,199	11,989
Luleå	6,306	5,603	9,828	9,890	6,545	38,172
Pajala	461	326	541	975	999	3,302
Piteå	3,650	2,527	4,881	5,529	4,092	20,679
Älvsbyn	711	450	886	1,153	936	4,136
Övertorneå	231	187	303	514	543	1,778
Övertorneå	343	319	410	778	667	2,517
County	20,655	16,023	29,219	34,957	26,069	126,923

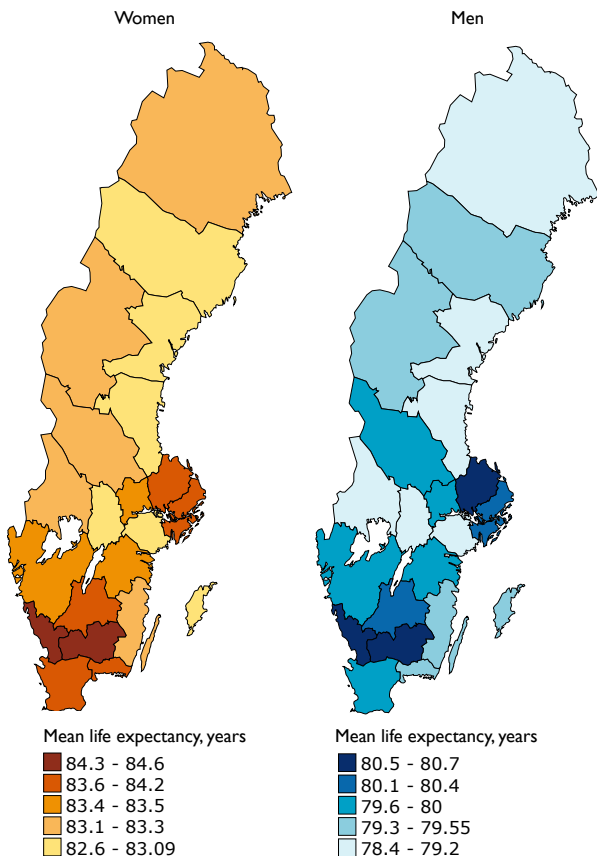
The average age of the population in the years 1989 and 2013

Municipality/ region	Women		Men		Total	
	1989	2013	1989	2013	1989	2013
Arjeplog	42.1	47.6	41.7	45.6	41.9	46.6
Arvidsjaur	43.1	47.4	41.1	44.2	42.1	45.8
Boden	40.4	45.3	37.5	42.3	38.9	43.8
Gällivare	39.5	45.5	38.3	44.3	38.8	44.9
Haparanda	40.1	46.1	37.9	44.1	39.0	45.1
Jokkmokk	40.9	47.8	40.2	46.0	40.5	46.9
Kalix	40.6	47.2	38.6	45.0	39.6	46.1
Kiruna	37.3	42.9	36.2	41.3	36.7	42.1
Luleå	38.1	42.8	36.1	40.3	37.1	41.5
Pajala	44.1	49.1	41.5	48.0	42.7	48.5
Piteå	39.3	44.1	36.6	41.7	38.0	42.9
Älvsbyn	41.3	46.0	38.9	43.7	40.1	44.8
Övertorneå	45.0	50.8	42.6	48.0	43.7	49.4
Övertorneå	43.3	49.2	40.2	46.6	41.8	47.8
County	39.7	44.7	37.6	42.4	38.6	43.5
Nation	40.8	42.2	38.1	40.2	39.5	41.2

One can clearly notice the consequences of many years' net emigration. The population is becoming older and there are relatively few families of childbearing age, which gives a low number of births. However, the number of children born per 1,000 women in the age group 15-44 is lower in the county compared to Sweden (See p.16).

In the last twenty-four years the average age among women in the County of Norrbotten has risen by 5 years. Among men the average age has increased by 4.8 years. For the whole of the country during the same period of time, the average age has risen by 1.4 years for women and by 2.1 years for men.

Average life expectancy 2013



Men's average life expectancy is rising - women's remains unchanged

Since 1995 the average life expectancy for men has risen by 3.6 years compared with 2.6 years for women in the county. Since the end of the 1970's, the mortality rate for middle-aged men has decreased more than that for women. The difference in life expectancy between the sexes has thus become smaller and is now five years. Seen from an international point of view the average life expectancy is very high in Sweden.

Mortality rates are decreasing these days, mainly for the older part of the population from about 50 years and older and the mortality rates are expected to continue to fall in those age groups.

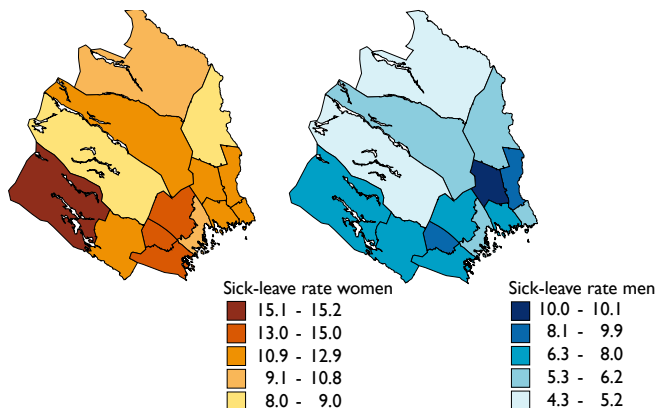
Average life expectancy 1971-2013

	1971- 1975	1976- 1980	1981- 1985	1986- 1990	1991- 1995	1996- 2000	2001- 2005	2006- 2010	2009- 2013
Women									
County	77.7	77.8	79.0	79.8	80.6	81.3	81.7	82.7	83.2
Nation	77.7	78.5	79.5	80.2	81.0	81.8	82.4	83.2	83.6
Men									
County	71.6	71.5	72.6	73.4	74.9	75.8	76.8	78.2	78.5
Nation	72.1	72.4	73.6	74.4	75.6	76.9	78.0	79.1	79.7

Average life expectancy by municipality 2009-2013

Municipality	Women	Men	Municipality	Women	Men
Arjeplog	82.2	79.4	Luleå	84.1	79.5
Arvidsjaur	84.0	78.0	Pajala	82.8	75.5
Boden	82.7	79.1	Piteå	82.8	79.0
Gällivare	83.6	76.7	Älvsbyn	83.7	79.7
Haparanda	83.0	75.3	Övertorneå	84.0	76.2
Jokkmokk	83.5	80.3	Övertorneå	83.0	79.0
Kalix	82.8	77.6	County	83.2	78.5
Kiruna	82.0	78.4	Sweden	83.6	79.7

Sick-leave rate 2013



Municipality/ region	Women	Men	Municipality/ region	Women	Men
Arjeplog	15.2	7.0	Luleå	9.9	5.4
Arvidsjaur	11.5	7.3	Pajala	8.2	5.4
Boden	13.0	6.5	Piteå	13.7	6.5
Gällivare	11.5	5.5	Älvsbyn	13.6	8.2
Haparanda	11.4	5.7	Övertorneå	10.9	8.2
Jokkmokk	8.0	4.3	Övertorneå	10.9	8.2
Kalix	12.0	6.3	County	11.3	5.9
Kiruna	9.2	4.7	Riket	10.8	6.0

The sick-leave rate refers to the number of paid days of sickness benefit, occupational injury sickness benefit, rehabilitation benefit, from social insurance per registered insurée aged 16-64. The sick-leave rate is shown for a rolling twelve-month period. All days expressed as “whole days”, e.g. two days at half benefit become one day.

Politics and power



Photo: Malin Hoelstad / SvD / TT

Notable years

- 1919 Equal and universal suffrage for women is introduced.
- 1921 First election took place where women could vote.
- 1921 First female member of parliament, Kerstin Hesselgren.
- 1943 First female members of the County Council of Norrbotten, Frida Jansson, Töre and Anna Kopperi, Malmberget.
- 1945 First woman from the County of Norrbotten in parliament Märta Boman, Råneå.
- 1947 First woman in the government, Karin Kock.
- 1971 First female member of the Administrative Board of the County of Norrbotten, Beda Nilsson, Arvidsjaur.
- 1985 Karin Söder (C) becomes party leader of a parliamentary party and thereby becomes the first woman to hold such a post.
- 1992 New Equal Opportunities Act (SFS 1991:433).
- 1994 The Swedish riksdag becomes the world's most gender-equal parliament. Of 349 members, 144 are women.
- 1994 Revised Equal Opportunities Act. New national policy for gender equality.
- 1995 UN World Women's Conference, in Beijing
- 2004 A commission is set up to overview gender equality policy.
- 2006 Parliamentary decision on new goals for gender equality policy.
- 2008 A new anti-discrimination law is adopted.
- 2009 Amended laws in the matrimonial code permit same-sex marriages.

Managers and directors by labour market sector 2012

Sector	Number		Gender distribution (%)			
	County	Men	County		Nation	
	Women		Women	Men	Women	Men
State administration	58	127	31	69	44	56
Public utilities	0	3	0	100	34	66
Municipal council	736	373	66	34	68	32
County Council	202	63	76	24	72	28
Other public institutions	1	0	100	0	34	66
Private joint stock companies	721	2,523	22	78	26	74
Other private enterprises	24	30	44	56	33	67
State owned enterprises	138	470	23	77	36	64
Municipal owned enterprises	59	96	38	62	37	63
Other organisations	105	130	45	55	50	50
Total	2,044	3,815	35	65	35	65

Managers and directors by age 2012

Women	Age group					
	16-29	30-39	40-49	50-59	60-64	Total
Senior public officials and political repr.	0	0	17	19	5	41
Senior officials in special-interest organisations	1	1	1	1	1	5
Managing directors, local managers, etc.	3	8	18	14	3	46
Operations and business managers	38	180	380	441	139	1,178
Managers, special functions	8	47	120	85	30	290
Managers, small companies and units	26	94	177	150	37	484
Total	76	330	713	710	215	2,044

Men	Age group					
	16-29	30-39	40-49	50-59	60-64	Total
Senior public officials and political repr.	0	2	14	28	12	56
Senior officials in special-interest organisations	1	1	0	5	1	8
Managing directors, local managers, etc.	4	51	130	152	39	376
Operations and business managers	48	209	529	477	176	1,439
Managers, special functions	11	103	216	219	78	627
Managers, small companies and units	39	190	464	446	170	1,309
Total	103	556	1,353	1,327	476	3,815

Managers, year 2012

Type of management work	Number		Gender distribution (%)			
	County	Men	County	Nation	County	Men
	Women		Women	Men	Women	Men
Senior public officials and political representatives	41	56	42	58	43	57
Senior officials in special-interest organisations	5	8	38	62	42	58
Managing directors, local managers, etc.	46	376	11	89	14	86
Operations and business managers	1,178	1,439	45	55	46	54
Managers, special functions	290	627	32	68	33	67
Managers, small companies and units (fewer than 10 empl.)	484	1,309	27	73	30	70
Total	2,044	3,815	35	65	35	65

Senior officials and political representatives

Organise, manage and are responsible for the implementation of political decisions; plan, manage and coordinate the activities of authorities, municipalities and the county council.

Senior officials in special-interest organisations

Plan, manage and coordinate the activities of special-interest organisations; are responsible for negotiations, safeguarding interests and information. Special-interest organisations include political parties, employers', trade and employees' organisations, humanitarian organisations and sports clubs.

Managing directors, local managers, etc.

Plan, manage and coordinate the activities of large and medium-sized enterprises, public enterprises, hospitals, universities, etc. according to guidelines set by a board; formulate and decide goals and policies; make decisions on work organisation and major investments; present the company and its operations; present results and reports to the board.

Operations and business managers

Plan, manage and coordinate the production of goods and services in large and medium-sized companies, etc. Accountable to a managing director or similar.

Managers, special functions

Plan, manage and coordinate the work in a staff or specialist function in large and medium-sized enterprises, etc. Accountable to a managing director or similar.

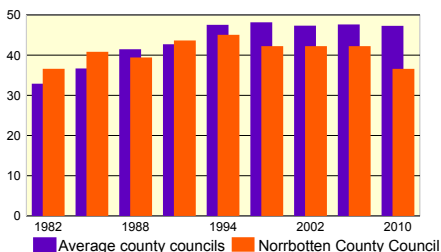
Managers, small companies and units

Plan, manage and coordinate the activities of small enterprises, authorities, public bodies, etc.; make decisions, have responsibility, present results and are accountable to their owners if any, and plan and manage everyday activities.

Women and politics

The government comprises thirteen women and eleven men. Of the members of parliament, 49 per cent are women. In Norrbotten County Council, 37 per cent are women. In the municipal councils in the county Assembly, an average of 44 per cent are women.

The proportion of women in the County Council Assembly

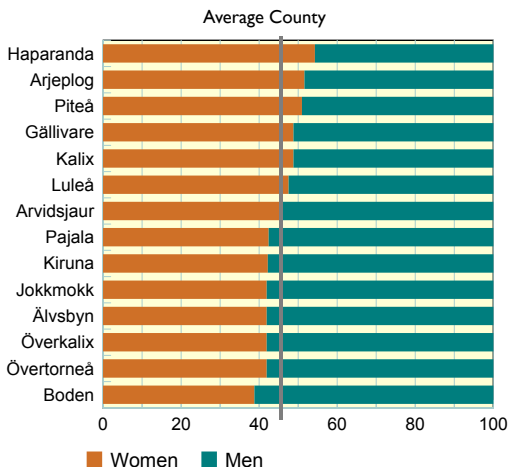


County Council Assembly after the 2010 election

Party	Number		Women, per cent	
	Women	Men	County	Nation
The Conservative party	2	7	22.2	44.5
The Centre party		4	0.0	47.1
The Liberal party	1	2	33.3	52.1
The Christian Democrats				50.0
The Social Democrats	16	17	48.5	55.3
The Left party	2	4	33.3	50.6
The Green party	2	1	66.7	49.0
Other*)	3	10	23.1	14.7
Total	26	45	36.6	39.1

*) Norrbotten Medical Care Party (in Norrbotten)

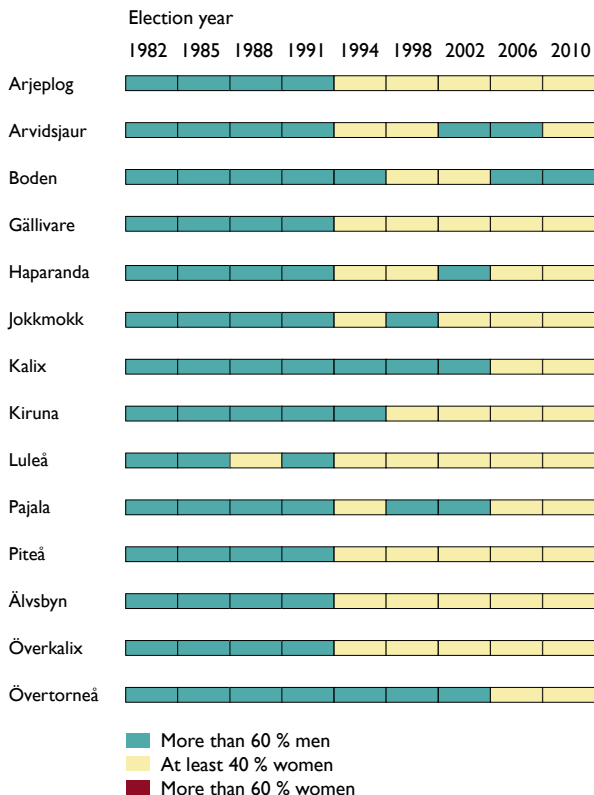
Proportion of women and men in the municipal council assemblies after the election in 2010



In one of the 14 municipalities in the County of Norrbotten the proportion of women in the municipal council assembly is lower than 40 per cent after the 2010 election. The distribution is most even in Arjeplog (16 wm 15 m), Gällivare (20 wm 21 m), Kalix (20 wm 21 m) and Piteå (26 wm 25 m). The biggest increase in the number of female councillors compared to the previous election was in Arvidsjaur, from 9 to 14 women.

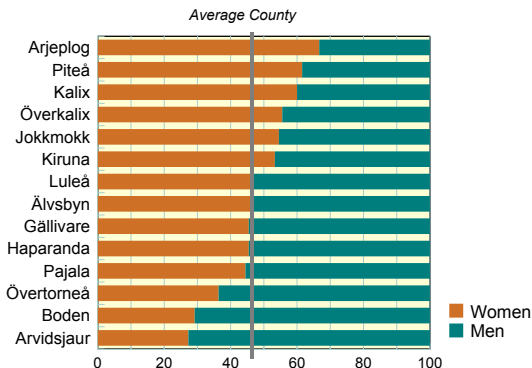
The biggest decrease in the number of women in the municipal council assembly compared to the previous election was reported in Jokkmokk with -3. Övertorneå Municipality had reduced the number of seats in its assembly since the previous election by 4.

Gender equality in the municipal councils

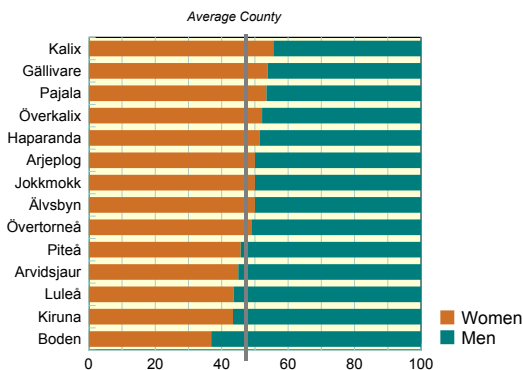


Gender equality is considered to exist when the proportion of women and men respectively is 40% - 60% in a group.

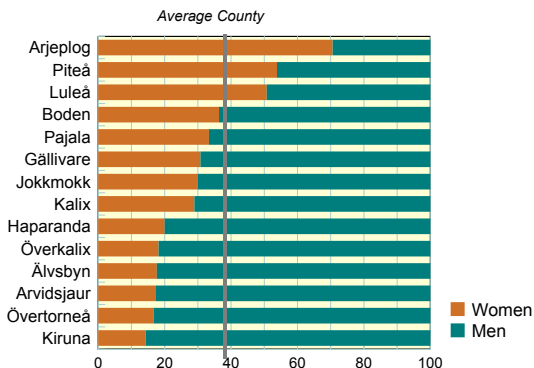
Distribution of women and men in municipal executives after the 2010 General Election



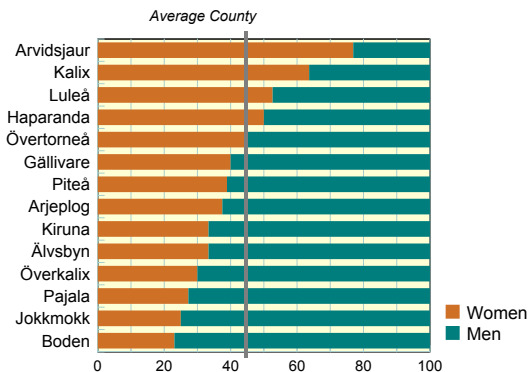
Distribution of women and men in committees, sub-committees and drafting committees after the 2010 General Election



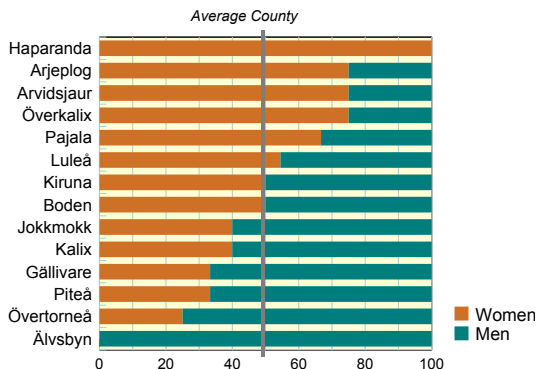
Distribution of women and men in municipal companies and foundations 2014



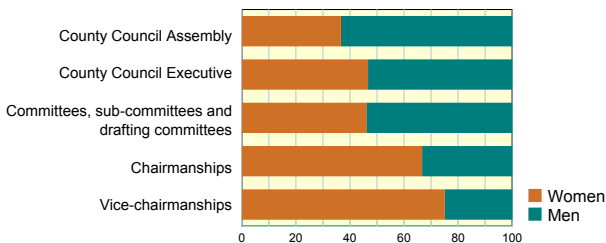
Distribution of women and men among municipal chairs 2014



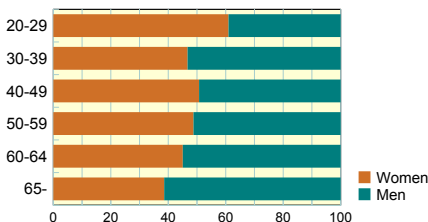
Distribution of women and men among chief municipal executives and department heads 2014



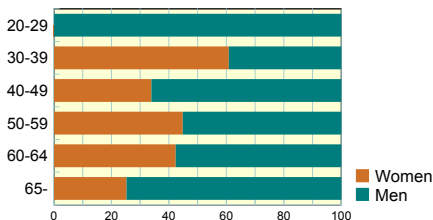
Distribution of women and men in Norrbotten County Council 2014



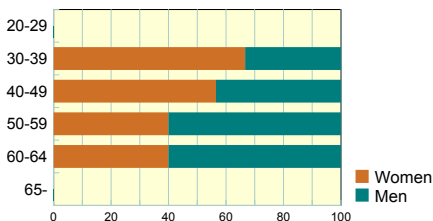
Age distribution in municipal assembly, municipal executive, committees and sub-committees in municipalities and the County Council 2014



Age distribution in municipal companies and foundations 2014



Age distribution among chief municipal and administration officers 2014



Education



Photo: Patrick Degerman/Synk

Notable years

- 1842 Obligatory elementary school is introduced for women and men.
- 1859 Women entitled to hold certain teaching positions.
- 1870 Women have the right to graduate as private students.
- 1873 Women are given the right to take a degree.
- 1918 Women are able to become heads /senior teachers at grammar schools.
- 1925 With some exceptions, women gain same rights as men to civil service jobs.
- 1927 State secondary grammar schools are opened to girls.
- 1969 Comprehensive schools receive a new curriculum. School should promote gender equality.
- 1970 Upper secondary school gets a new curriculum. School should promote gender equality.
- 1980 Spouse means test for student loan abolished.
Comprehensive schools receive a new curriculum.
School must promote gender equality.
- 2002 The Equal Treatment of Students at Universities Act was introduced. Under it, gender discrimination is forbidden in universities and the universities must work to set goals.

Qualification assessment, comprehensive school 16-year-olds, school year 2012/2013

Municipality/ region	Average qualification level			Difference girls and boys as %
	Girls	Boys	All	
Arjeplog	209.3	187.2	196.9	12
Arvidsjaur	219.5	209.1	214.0	5
Boden	235.9	214.2	224.8	10
Gällivare	218.3	204.7	211.2	7
Haparanda	214.7	213.4	214.0	1
Jokkmokk	222.7	190.1	205.7	17
Kalix	208.3	192.5	200.9	8
Kiruna	220.0	194.5	206.7	13
Luleå	223.8	201.4	212.5	11
Pajala	249.5	204.9	227.6	22
Piteå	222.2	201.7	211.7	10
Älvsbyn	227.3	197.3	214.1	15
Övertkalix	228.2	216.1	220.5	6
Övertorneå	246.8	140.1	173.6	76
County	223.4	201.0	212.0	11
Nation	224.3	202.4	213.1	11

Of the 16-year-old school-leavers in 2013, girls' average qualification assessments were 11 per cent higher than boys'. In the County of Norrbotten the greatest difference between girls' and boys' qualification assessments is found in Övertorneå Municipality, 76 per cent. The smallest difference, one per cent, is found in Haparanda Municipality.

Average qualification assessment:

The pupils may count points for a maximum of 16 subjects according to the following:

$F=0$, $E=10$, $D=12.5$, $C=15$, $B=17.5$ and $A=20$, and

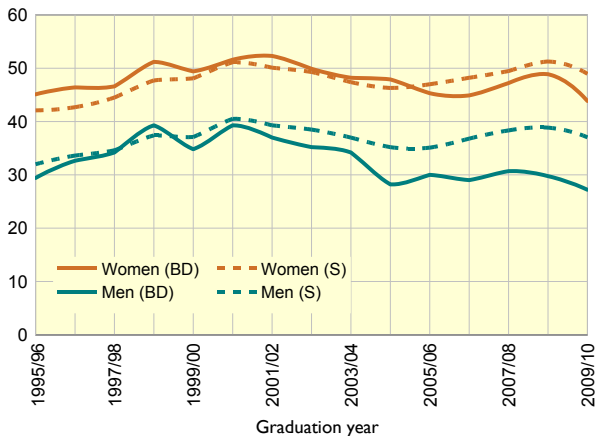
$G=10$, $VG=15$ and $MVG=20$ for pupils repeating Year 9

The maximum number of points a pupil can achieve is 320.

Graduated from upper secondary school, school year 2013.
County of Norrbotten

Programme/variant	Number Women	Men	Total	Distribution, %	
				W	M
Child recreation programme	63	23	86	73.3	26.7
Construction programme	14	160	174	8.0	92.0
Electrical engineering pr.	5	144	149	3.4	96.6
Energy programme	7	33	40	17.5	82.5
Arts programme	66	47	113	58.4	41.6
<i>Variant thereof:</i>					
<i>Art and design</i>	19	7	26	73.1	26.9
<i>Dance</i>	..	0	..	..	..
<i>Music</i>	38	38	76	50.0	50.0
<i>Theatre</i>	..	..	..	..	..
Vehicle engineering pr.	11	108	119	9.2	90.8
Business and administration pr.	65	17	82	79.3	20.7
Handicraft programme	..	..	51	..	..
Hotel, restaurant and catering	44	10	54	81.5	18.5
Industrial programme	6	54	60	10.0	90.0
Food programme	..	..	8	..	..
Media programme	62	20	82	75.6	24.4
Natural Resource Use prog.	57	33	90	63.3	36.7
Natural Science programme	121	99	220	55.0	45.0
<i>Variant thereof:</i>					
<i>Mathematics - computer science</i>	14	24	38	36.8	63.2
<i>Environmental sciences</i>	..	..	14	..	..
<i>Scientific</i>	95	73	168	56.5	43.5
The Health Care programme	112	10	122	91.8	8.2
The Social Science programme	208	96	304	68.4	31.6
<i>Variant thereof:</i>					
<i>Economics</i>	73	50	123	59.3	40.7
<i>Culture</i>	..	..	6	..	..
<i>Social science</i>	102	40	142	71.8	28.2
<i>Liberal Arts</i>	20	5	25	80.0	20.0
Technical programme	35	131	166	21.1	78.9
Specially-designed programme	200	186	386	51.8	48.2
Individual programme	0	..	..	..	..
Private schools	67	118	185	36.2	63.8
All	1,207	1,295	2,502	48.2	51.8
.. = classified data					

Begun college/university studies within 3 years of upper secondary graduation (%)



There are consistently more women than men who continue with higher studies within three years of graduating from upper secondary school. The proportion of women in the County of Norrbotten who begin higher studies is on a par with the nation. The proportion of men in the county who begin a university-level education is lower than the national average.

Among girls graduating from upper secondary school in the County of Norrbotten in the school year 2009/10, 44 per cent studied at university level within three years, and among boys the figure was 27 per cent. The national average was 49 per cent of girls and 37 per cent of boys.

The education level of the population

The education level of the population is constantly rising. An upper secondary education is no longer the privilege of a minority, but rather the normal case, in particular among the younger generations. Also tertiary secondary education has successively become more common.

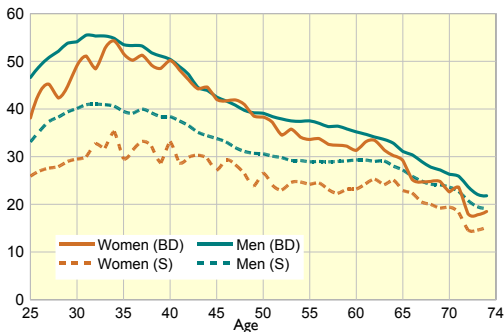
Women's educational level is higher than men's. In the age group 25-64 years 44.5 per cent of women and 35.2 per cent of men respectively have some kind of tertiary education. In the County of Norrbotten 40.7 per cent of women and 28 per cent of men have a tertiary education. Men however retain a big advantage as regards research education.

Type of education - a gender issue

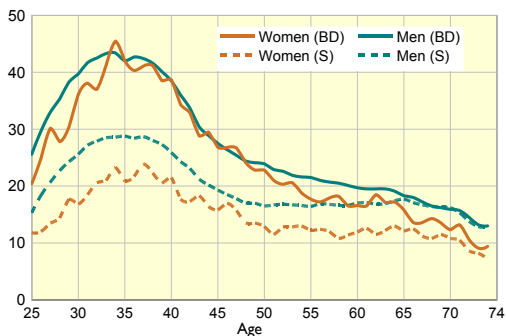
If the level of education is principally a generation issue, then the type of education can largely be seen as a gender issue. Women and men are educated for different areas of the labour market. The younger ones still choose by gender despite political efforts to introduce a more equal gender distribution in the education courses where one gender has been strongly under-represented. Among women a technological/scientific education has become more frequent in connection with the major investments in courses in this sector in the 1980s and 1990s. Among men a technological/scientific education has become even more frequent and pedagogical or healthcare-oriented education has become even less frequent.

For certain higher level educational courses, e.g. for doctors, dentists, economists, lawyers etc. the gender distribution has become more equal among younger generations. In 2012/2013, more women than men graduated in the fields of medicine/odontology and law/social sciences. Among civil engineers an increasing proportion of women in younger age groups may be noted.

Proportion of the population with tertiary education 2013

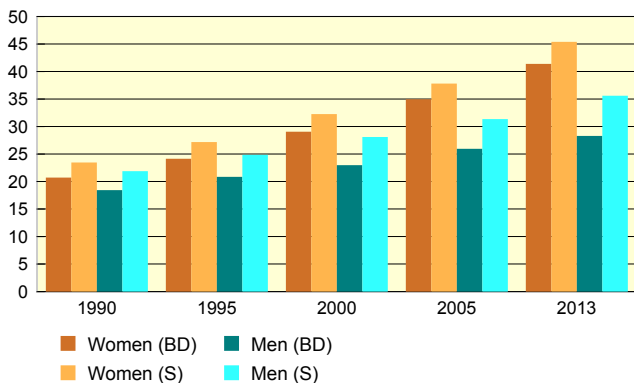


The proportion of the population possessing at least 3 years' tertiary education including research education in 2013



It is more common among women than among men to possess some form of tertiary education.

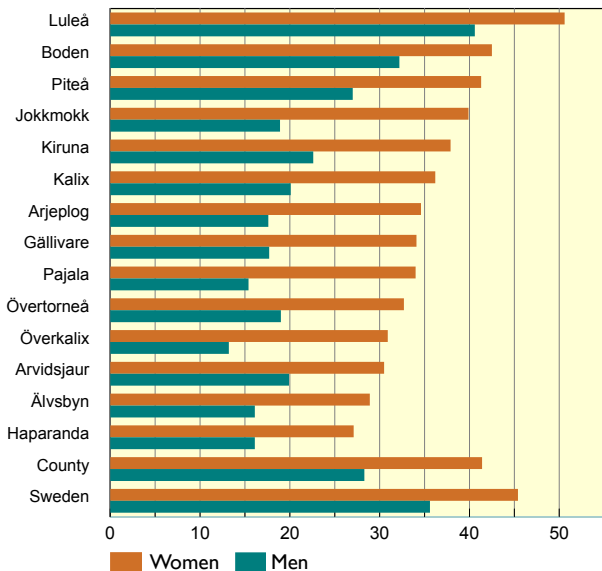
Population 1990-2013 in the age group 25-64 years with tertiary education



The educational level of the population is constantly rising. The proportion of the population in the age group 25-64 years with some form of tertiary education is increasing among women and men in both the county and the nation.

In 1990 21 per cent of women and 18 per cent of men in the county had some form of tertiary education. The corresponding comparative figure for the whole nation was 24 per cent of women and 22 per cent of men. In 2013 41.4 per cent of women and 28.3 of men in the county possessed a tertiary education. In the whole nation 45.4 per cent of women and 35.6 per cent of men had a tertiary education.

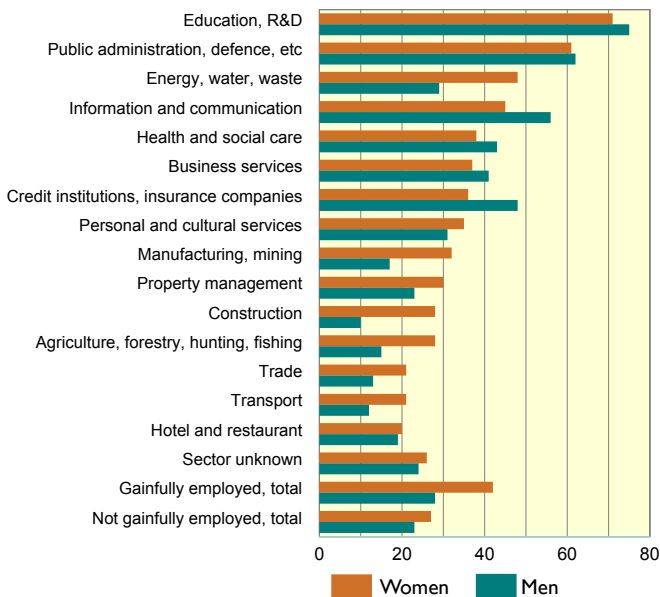
Proportion of women and men aged 25-64 years with some form of tertiary education in 2013



More women than men have a tertiary education in all municipalities in the county and in the nation.

In the County of Norrbotten 41.4 per cent of women aged 25-64 years have a tertiary education and 28.3 per cent of men. The highest proportion of persons with a tertiary education is found in the municipalities of Luleå and Boden.

Proportion of women and men aged 20-64 years with tertiary education by sectors, 2012, the County of Norrbotten



Tertiary education among personnel is most frequent in sectors such as education and research, public administration, information and communication.

Participants in adult education courses, by educational level and course, 2012

	County			Nation		
Level of education	Total	Per cent		Total	Per cent	
Course	no.	Wm	M	no.	Wm	M
Basic education						
English	263	66	34	19,346	68	32
Swedish as a second language	254	65	35	31,569	66	34
Mathematics	183	65	35	13,138	66	34
Social studies	85	59	41	5,651	70	30
Introductory course	48	46	54	11,563	68	32
Swedish	39	59	41	2,211	57	43
Other courses	4	25	75	1,415	72	28
Total	876	63	37	84,893	67	33
Upper secondary education						
Introductory course	605	71	29	30,199	64	36
Mathematics B	400	74	26	14,630	63	37
Psychology A	345	73	27	10,297	79	21
Ethics and life	319	63	37	9,666	85	15
Mathematics A	313	87	13	11,104	63	37
Working environment	297	76	24	12,426	69	31
Social studies A	290	70	30	9,398	62	38
Computer studies	288	87	13	10,011	69	31
English A	284	86	14	9,249	63	37
Healthcare	277	66	34	9,370	87	13
Swedish B	247	61	39	7,319	57	43
Medical care (basic)	245	90	10	8,361	86	14
Social care	234	56	44	8,676	87	13
Health and social care	230	89	11	6,979	85	15
Medicine I	228	60	40	6,126	86	14
Religion A	203	64	36	6,235	60	40
Other courses	10,577	59	41	494,626	60	40
Total	15,382	65	35	664,672	63	37

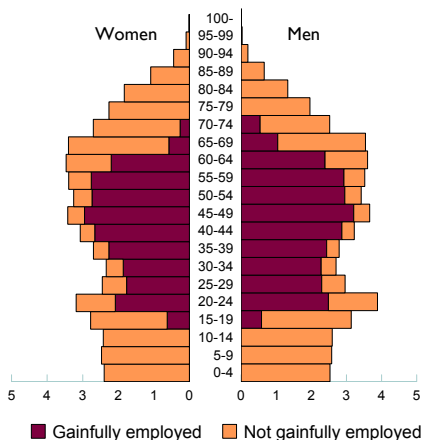
Work



Notable years

- 1846 Widows, divorced or unmarried women are permitted to work in handicraft and certain forms of commerce.
- 1859 Women may hold certain teaching posts.
- 1925 Women have, with certain exceptions, the same right as men to state appointments.
- 1958 Women win the right to join the clergy.
- 1976 Regulation on gender equality in the state sector.
- 1980 Legislation against gender discrimination at workplaces.
Gender equality agreement for local and county councils.
- 1983 New equal opportunities agreement between
SAF (Employers) and LO-PTK (Unions).
All occupations open to women, including defence.
- 1984 Gender equality agreement in the state sector.
- 2001 Equal opportunities legislation is tightened as regards equality analysis of salaries.
- 2008 A new anti-discrimination law is adopted.
- 2009 The Gender Equality Ombudsman is abolished and instead the Discrimination Ombudsman is introduced.
- 2010 Military service training is replaced by voluntary military basic training for women and men.

Proportion of the population gainfully employed (%) in the County of Norrbotten 2012.



Increased support obligations

Long periods of higher education, high unemployment and premature retirement are factors that affect the proportion of gainfully employed persons. In the County of Norrbotten 48.7 per cent of the whole population was gainfully employed in 2012. The national average was 47.5 per cent.

In Sweden those aged 65 and over will constitute a quarter of the nation's population a couple of years into the 2030s. Today's figure is 19.4 per cent. At the same time, the proportion of the population of employable age will become somewhat smaller, as will the proportion of children. Support obligations will thereby increase. For the county, developments in that direction will proceed at different speeds depending on the migration deficit, the ages of those moving and developments in the labour market.

Earning frequencies 2012

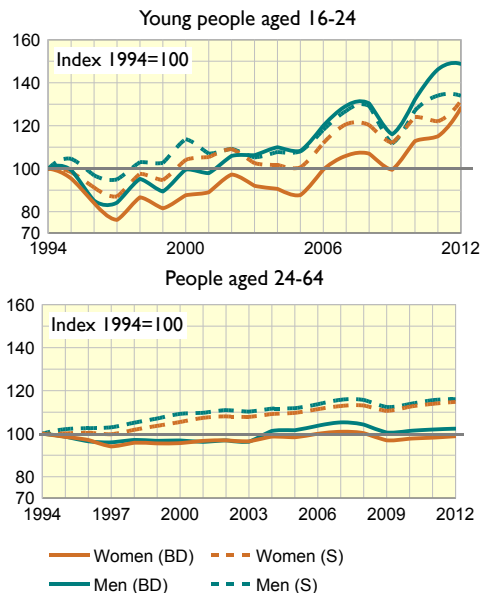
Women

Municipality/ region	Age 20-24	25-34	35-44	45-54	55-64	Total 20-64
Arjeplog	78.5	88.1	86.7	85.1	74.3	82.5
Arvidsjaur	74.2	83.3	87.3	86.2	69.7	80.3
Boden	66.3	74.9	83.0	83.2	74.0	77.5
Gällivare	78.0	80.3	85.9	86.4	74.4	81.1
Haparanda	59.6	65.3	75.4	79.9	57.1	67.9
Jokkmokk	68.3	73.4	87.9	89.8	73.1	80.0
Kalix	72.1	74.4	85.0	84.2	67.8	77.1
Kiruna	83.2	84.5	90.3	90.4	77.7	85.6
Luleå	57.5	74.7	85.6	85.2	74.3	77.1
Pajala	76.2	70.3	86.9	86.8	72.9	78.8
Piteå	61.4	74.6	85.7	84.4	70.4	76.8
Älvsbyn	69.6	70.2	83.9	82.9	71.8	76.8
Övertorneå	75.9	77.5	83.8	83.5	71.6	78.3
Övertorneå	61.2	63.5	80.6	83.7	71.3	74.6
County	65.4	75.7	85.4	85.2	72.3	78.0
Nation	57.4	72.7	83.2	83.4	72.3	75.6

Men

Municipality/ region	Age 20-24	25-34	35-44	45-54	55-64	Total 20-64
Arjeplog	64.0	84.8	90.3	87.1	77.5	82.0
Arvidsjaur	76.7	88.0	90.6	88.1	74.9	83.9
Boden	65.3	79.8	86.4	86.0	72.4	78.9
Gällivare	82.4	86.1	89.2	88.2	77.3	84.6
Haparanda	59.2	69.4	64.5	69.0	52.1	62.3
Jokkmokk	73.5	81.0	90.1	86.7	72.5	80.3
Kalix	66.3	80.3	88.1	85.0	75.1	80.1
Kiruna	83.8	88.7	92.9	91.7	77.4	87.2
Luleå	52.6	77.3	88.5	88.4	77.5	78.3
Pajala	81.0	89.5	89.7	83.6	70.4	80.6
Piteå	65.3	82.2	90.6	88.3	76.5	81.9
Älvsbyn	68.4	82.6	88.5	83.6	75.7	80.7
Övertorneå	67.9	79.9	81.3	85.7	71.3	77.5
Övertorneå	66.9	74.0	82.1	83.3	71.9	76.0
County	64.0	80.8	88.2	87.0	74.6	80.1
Nation	58.9	77.2	86.3	85.0	75.8	78.5

Gainfully employed 1994-2012



During the period 1994-2012, the number of jobs increased by 16 per cent for men aged 25-64. For women, the increase was 15 per cent. In the County of Norrbotten, the number of jobs increased by 2 per cent for men but decreased 1 per cent for women in the same period.

As regards young people aged 16-24, the increase at national level was 32 per cent for women and 34 per cent for men. In the county, jobs for young women increased by 28 per cent and by 49 per cent for young men.

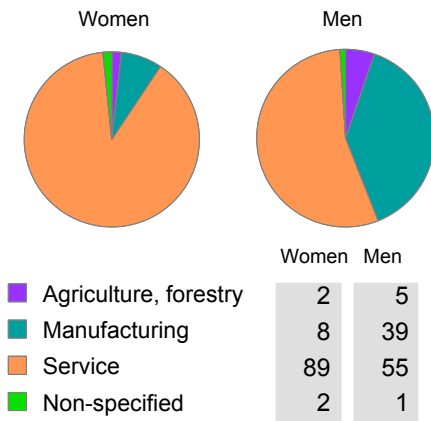
See notes on page 81: Index

The youngest and the oldest work part-time

Approximately a fifth of all young people in the age group 16-19 are employed. It is very common for these people to work part-time, and of all age groups, this age group has the highest proportion of part-time employees: this applies to both sexes. This can be explained to some extent by the fact that about half the young people working are studying at the same time. Another explanation is that the youngest ones on the labour market often have temporary jobs that are not full-time jobs.

Part-time work is also very common in the 60-65 age group. Among two thirds of employed women and among one third of employed men in this age group work part-time. A large group of people who are not working full-time are people who have some form of part-time pension.

Gainfully employed in 2012 (%)



Change in the number of jobs 1994-2013

Municipality/ region	Women		Change 1994-2013 %	Men		Change 1994-2013 %
	Gainfully employed 1994	2013		Gainfully employed 1994	2013	
Arjeplog	692	737	6.5	821	932	13.5
Arvidsjaur	1,462	1,458	-0.3	1,527	1,580	3.5
Boden	7,030	5,180	-26.3	6,159	5,745	-6.7
Gällivare	4,644	4,386	-5.6	4,847	5,570	14.9
Haparanda	1,671	1,853	10.9	1,613	1,820	12.8
Jokkmokk	1,353	1,137	-16.0	1,340	1,281	-4.4
Kalix	3,664	3,351	-8.5	3,546	3,765	6.2
Kiruna	5,284	5,882	11.3	6,571	7,548	14.9
Luleå	15,516	19,395	25.0	19,579	22,218	13.5
Pajala	1,265	1,186	-6.2	1,287	1,371	6.5
Piteå	7,814	8,525	9.1	7,657	9,313	21.6
Älvsbyn	1,718	1,687	-1.8	1,633	1,711	4.8
Övertorneå	792	727	-8.2	887	826	-6.9
Övertorneå	925	860	-7.0	958	1,031	7.6
County	53,830	56,364	4.7	5,425	64,711	10.8
Nation	1,828,696	2,188,561	19.7	1,956,956	2,378,939	21.6

The table refers to the gainfully employed day population, i.e. those having their workplace in the municipality regardless of municipality of residence. The number of women employed in the county has risen by 4.7 per cent, and there has been a 10.8 per cent rise in the number of men employed. In Sweden as a whole, employment increased among both women and men.

Large differences can be seen between the municipalities in Norrbotten County. In nine of the 14 municipalities in the county, the proportion of jobs has fallen as regards women. The proportion of jobs for men on the other hand has increased in every municipality but three.

Work commuting across municipal boundary 2012

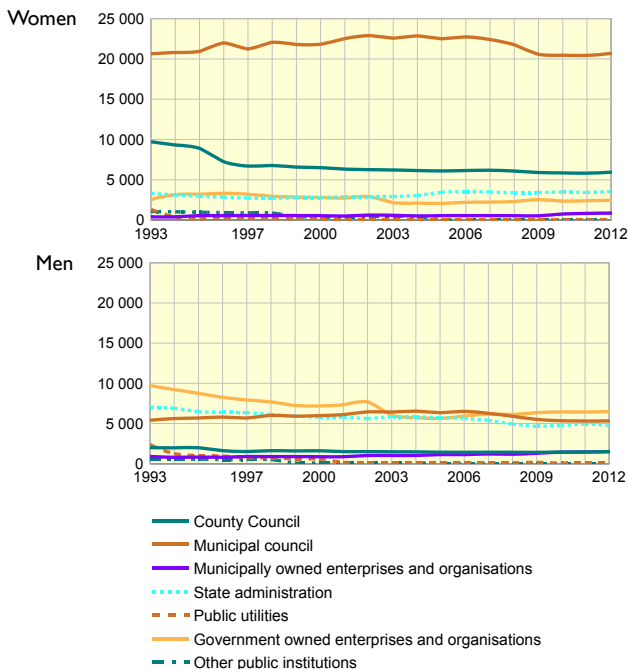
Municipality	Incoming comm.		Outgoing comm.		Net commuting	
	Women	Men	Women	Men	Women	Men
Arjeplog	94	254	58	160	36	94
Arvidsjaur	158	323	142	403	16	-80
Boden	713	1,155	1,799	2,314	-1,086	-1,159
Gällivare	301	787	216	374	85	413
Haparanda	175	275	212	397	-37	-122
Jokkmokk	87	220	129	282	-42	-62
Kalix	298	437	436	836	-138	-399
Kiruna	385	1,155	214	293	171	862
Luleå	3,351	5,083	1,551	2,432	1,800	2,651
Pajala	91	159	124	393	-33	-234
Piteå	540	1,046	1,376	2,405	-836	-1,359
Älvsbyn	208	375	254	711	-46	-336
Övertorneå	74	125	84	166	-10	-41
Övertorneå	78	127	129	290	-51	-163

Work commuting to/from the County of Norrbotten 2012

(also included in the above table)

County	Incoming comm.		Outgoing comm.		Net commuting	
	Women	Men	Women	Men	Women	Men
Västerbotten	497	999	339	673	158	326
Stockholm	254	486	565	1,006	-311	-520
Västra Götaland	88	157	124	203	-36	-46
Västernorrland	70	189	69	108	1	81
Skåne	58	101	57	107	1	-6
Uppsala	55	100	28	62	27	38
Jämtland	40	117	35	63	5	54
Östergötland	32	70	17	51	15	19
Other counties	179	494	201	335	-22	159
Total	1,273	2,713	1,435	2,608	-162	105

Gainfully employed in the public sector, County of Norrbotten

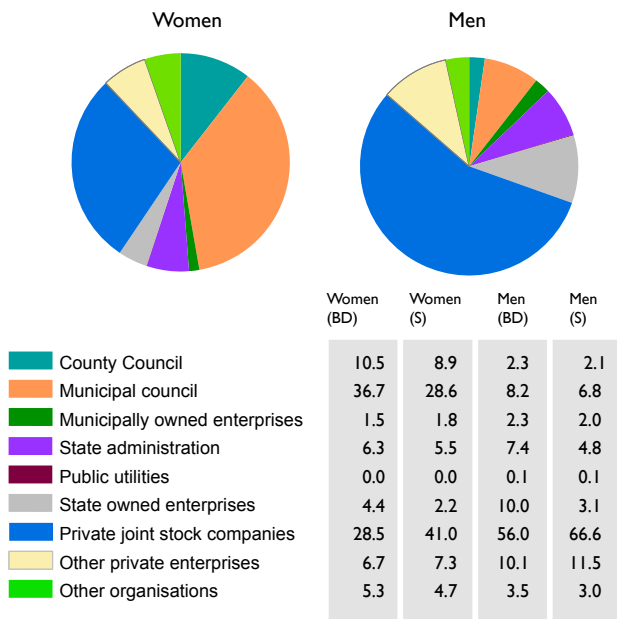


In the County of Norrbotten, 59 per cent of gainfully employed women and 30 per cent of gainfully employed men work in the public sector (incl. publicly owned enterprises and organisations). This may be compared to the national average of 47 and 19 per cent respectively. Between the years 1993 and 2012, the number employed in the public sector in the county fell by 5,500 women and 8,300 men.

Employees in municipalities and county council,
full-time and part-time respectively, 2013

Municipality/ region	Women Part-time	Fulltime	Prop. employed part-time	Men Part-time	Fulltime	Prop. employed part-time
<i>Municipal employees</i>						
Arjeplog	153	154	49.8	41	62	39.8
Arvidsjaur	303	386	44.0	69	120	36.5
Boden	1,035	1,016	50.5	210	439	32.4
Gällivare	534	972	35.5	87	293	22.9
Haparanda	358	463	43.6	76	169	31.0
Jokkmokk	220	240	47.8	29	79	26.9
Kalix	641	756	45.9	102	262	28.0
Kiruna	589	1,300	31.2	67	246	21.4
Luleå	2,266	3,395	40.0	331	1,182	21.9
Pajala	379	331	53.4	54	119	31.2
Piteå	1,688	1,645	50.6	229	615	27.1
Älvsbyn	546	348	61.1	73	86	45.9
Övertorneå	226	153	59.6	48	61	44.0
Övertorneå	219	227	49.1	46	100	31.5
County	9,157	11,386	44.6	1,462	3,833	27.6
Nation	313,616	304,189	50.8	55,449	116,780	32.2
<i>County council employees</i>						
Norrbotten						
County council	2,223	3,368	39.8	301	1,135	21.0
All county councils	80,244	105,077	43.3	11,092	39,194	22.1

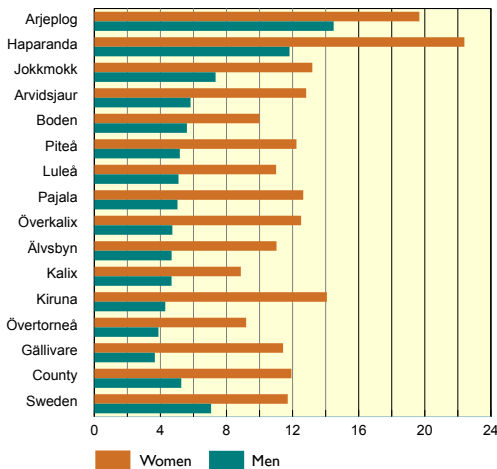
Gainfully employed by sector in 2012 (%)



Of those gainfully employed in the County of Norrbotten, 35 per cent of women and 66 per cent of men are employed in the private sector. The national average is 48 and 78 per cent respectively.

The majority of those employed in the private sector are employed in private limited liability companies.

The proportion of all gainfully employed persons working in tourism-related industries in 2012



Twelve per cent of all gainfully employed women in the county and approximately seven per cent of all gainfully employed men work in tourism-related industries.

The tourism-related industries, then, together employ significantly more women than men. In 2013, 22 per cent of the gainfully employed women and 12 per cent of the gainfully employed men in Haparanda municipality worked in tourism-related industries.

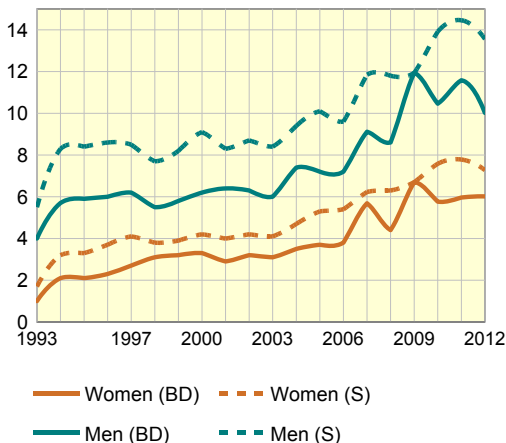
Tourism-related industries include retail trade, zoos and nature reserves, hotels and restaurants, museums and cultural attractions, leisure facilities, ski facilities, etc.

In one of the included industries - ski facilities - more men than women are employed.

Gainfully employed women and men 2012 County of Norrbotten

	Norrbotten County		County %		Nation %	
	Women	Men	Women	Men	Women	Men
Agriculture, forestry, hunting, fishing	998	3,423	1.8	5.3	1.1	3.2
Manufacturing, mining	2,932	13,748	5.2	21.2	6.4	18.9
Energy, water, waste	312	1,301	0.6	2.0	0.5	1.5
Construction	1,039	10,013	1.8	15.5	1.2	12.2
Trade	5,280	5,810	9.4	9.0	11.6	12.9
Transport and storage	1,026	5,076	1.8	7.8	2.3	7.4
Hotel and restaurant	2,276	1,412	4.0	2.2	3.7	2.9
Information and communication	1,036	1,840	1.8	2.8	2.4	5.1
Credit institutions, insurance companies	924	580	1.6	0.9	2.2	1.8
Property management	565	1,092	1.0	1.7	1.2	1.8
Business services	5,090	6,460	9.0	10.0	10.4	12.3
Public authorities, defence, international organisations	4,110	4,768	7.3	7.4	6.6	4.7
Research and development, education	9,269	3,014	16.4	4.7	16.1	5.1
Health and medical care, social services	17,908	3,557	31.8	5.5	27.6	5.5
Personal and cultural services	2,672	1,956	4.7	3.0	5.3	3.6
Sector unknown	927	661	1.6	1.0	1.4	0.9
All sectors	56,364	64,711	100	100	100	100

New companies per 1,000 inhabitants aged 16-64



Every third new company is managed by a woman

In 1993, 1 company per 1,000 women was started and 4 companies per 1,000 men in the age group 16-64 years in the County of Norrbotten. In 2012, 6 new companies per 1,000 women and 10 new companies per 1,000 men were started in the county.

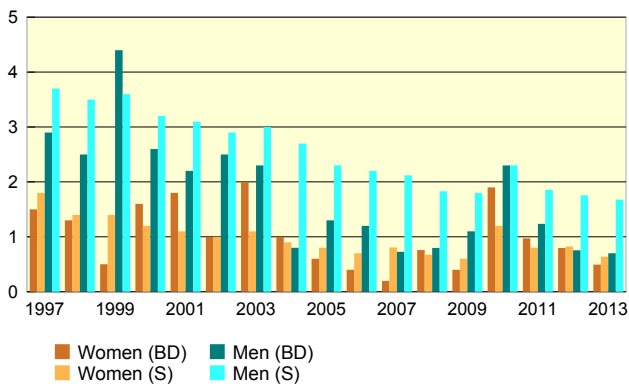
The proportion of newly-started companies in 2012 managed by women was 33 per cent, which puts the county in seventh place in the nation. The national average is 31 per cent of new businesses managed by women.

Newly-started companies in 2012 by gender as a percentage

County	No. new companies	Management (%)		New companies per 1,000*	
		Wm.	Men	Wm.	Men
Stockholm	21,615	32	59	10.2	18.2
Uppsala	2,522	33	59	7.5	13.4
Södermanland	1,657	34	58	6.8	11.3
Östergötland	2,481	32	62	5.9	11.0
Jönköping	1,779	32	59	5.6	9.8
Kronoberg	1,090	33	60	6.5	11.1
Kalmar	1,255	38	57	6.9	9.9
Gotland	468	32	53	8.6	14.0
Blekinge	831	27	67	5.1	11.5
Skåne	9,648	29	60	7.1	14.5
Halland	2,095	34	56	7.8	12.6
Västra Götaland	10,899	28	62	6.0	13.1
Värmland	1,509	31	60	5.7	10.5
Örebro	1,641	32	63	6.1	11.6
Västmanland	1,481	34	60	6.4	10.9
Dalarna	1,691	33	58	6.8	11.3
Gävleborg	1,583	37	55	7.1	10.1
Västernorrland	1,291	24	67	4.4	11.5
Jämtland	861	35	57	8.0	12.4
Västerbotten	1,490	26	66	4.8	11.6
Norrbottn	1,329	33	61	6.0	10.0
Sweden	69,216	31	60	7.3	13.6

*) Population aged 16-64

Number of liquidations per 1,000 private firms

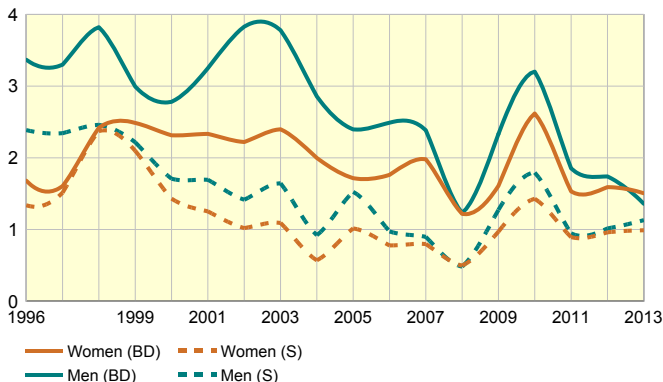


Women's companies have fewer liquidations

During 2013, the owner was a man in 75 per cent of the bankruptcies in private firms in the County of Norrbotten and 82 per cent in the whole nation. Comparing all privately-owned firms in the county, 0.6 of 1,000 firms owned by men were liquidated in 2013. The corresponding figure for women was 0.5 liquidations per 1,000 firms in 2013.

In the nation, 1.7 of 1,000 private firms owned by men went into liquidation in 2013. The corresponding figure for women was 0.7 of 1,000 private firms.

Setting-up allowances per 1,000 inhabitants aged 16-64 years, January 1996-2013



In the month of January 2013, 110 women and 109 men in the County of Norrbotten were receiving financial assistance for setting up a business (setting-up allowance). That means that 1.5 out of 1,000 women in the age group 16-64 years in the County of Norrbotten were receiving assistance to start their own business. The proportion of men was 1.4 of 1,000. The corresponding national average is 1 out of 1,000 women and 1,1 out of 1,000 men.

 Women and men with a setting-up allowance in 2013

Municipality/ Region	Number		Distribution		Per 1,000 inhab. aged 16-64	
	Women	Men	Women	Men	Women	Men
Arjeplog	3	3	50.0	50.0	3.7	3.2
Arvidsjaur	4	3	57.1	42.9	2.3	1.5
Boden	9	6	60.0	40.0	1.1	0.7
Gällivare	7	8	46.7	53.3	1.3	1.3
Haparanda	6	12	33.3	66.7	2.2	3.9
Jokkmokk	6	2	75.0	25.0	4.1	1.3
Kalix	10	6	62.5	37.5	2.2	1.2
Kiruna	9	6	60.0	40.0	1.3	0.8
Luleå	24	30	44.4	55.6	1.0	1.2
Pajala	2	5	28.6	71.4	1.3	2.7
Piteå	12	15	44.4	55.6	1.0	1.2
Älvsbyn	9	5	64.3	35.7	3.9	2.0
Överkalix	4	2	66.7	33.3	4.5	2.0
Övertorneå	5	6	45.5	54.5	4.2	4.0
County	110	109	50.2	49.8	1.5	1.4
Nation	2,932	3,462	45.9	54.1	1.0	1.1

Gainfully employed entrepreneurs in 2012. Largest sectors for women and men in the County of Norrbotten

Women

Sector	Business leader	Own plc	Total
Agriculture, forestry, fishing	708	17	725
Personal and cultural services	556	56	612
Retail trade	222	210	432
Business services	249	182	431
Hotel and restaurants	98	84	182
Manufacturing, mining	113	65	178
Health and medical care	90	65	155
Education	48	33	81
Construction	24	34	58
Property management	22	17	39
Information and communication	21	17	38
Transport, storage	19	19	38
Energy, water, waste		4	4
Credit institutions, insurance companies		1	1
Public authorities, defence			0
Other sectors	450		450
Total	2,620	804	3,424

Men

Sector	Business leader	Own plc	Total
Agriculture, forestry, fishing	2104	173	2277
Construction	566	746	1312
Business services	500	487	987
Retail trade	375	530	905
Manufacturing, mining	292	373	665
Transport, storage	224	319	543
Personal and cultural services	236	60	296
Hotel and restaurants	129	108	237
Information and communication	92	138	230
Property management	92	47	139
Health and medical care	38	83	121
Education	31	33	64
Credit institutions, insurance companies		26	26
Energy, water, waste	3	16	19
Public authorities, defence		2	2
Other sectors	354		354
Total	5,036	3,141	8,177

Income

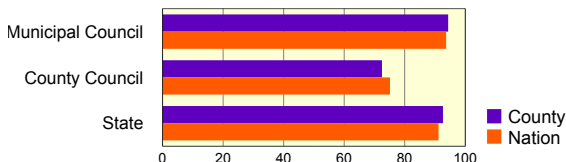


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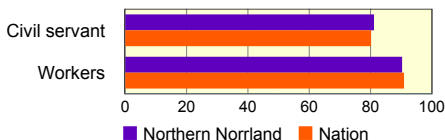
Notable years

- 1874 Married women are given control over their own income.
- 1935 Equal basic state pension for women and men.
- 1947 Equal pay for equal work is introduced for state employees.
- 1960 SAF and LO decide to abolish special women's salaries within a five year period.
- 1971 Separate taxation, i.e. individual taxation of work income, replacing joint taxation.
- 1995 Statutory requirement to map pay differences between women and men in all workplaces.
- 2001 Gender equality legislation is tightened as regards pay audit and action plan for gender-equal pay.

 Women's full-time salaries as a percentage of men's 2012, public sector



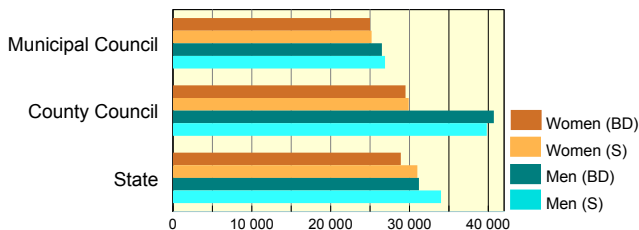
 Women's full-time salaries as a percentage of men's 2012, private sector


Women's full-time salary 85 per cent of men's

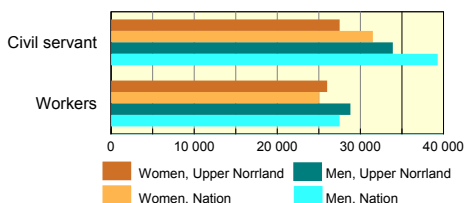
Gender-equality as regards pay is mostly to be found among municipal employees. In Norrbotten County the full-time pay of a female municipal employee corresponds to 94 per cent of the pay of a male municipal employee (year 2012). The corresponding figure for Sweden as a whole is 94 per cent. For women employed by the state, full-time pay is 93 per cent of the average for men. For female county council employees in the county, the figure is 72 per cent.

Among private sector employees in Northern Norrland (Norrbotten and Västerbotten counties) the full-time pay of a woman employee is 91 per cent of a man's, while the corresponding figure for white-collar workers in the private sector in Northern Norrland is 81 per cent.

Average monthly salary in 2012 by sector



Average monthly salary in 2012 private sector



The labour market can be divided into two principal sectors, the public sector and the private sector. Just over half of all women in the labour market work in the public sector. A majority of men, about 80 per cent, work in the private sector. The number of women and men in the whole labour market is approximately equal.

Salary differences are smaller in the low-paid sectors and greatest in the well-paid sectors. Women are concentrated to certain low-paid occupations such as care-oriented work and pre-school teaching in the public sector and office, sales and cleaning work in the private sector. In these groups of occupation the salary differences between the sexes are small. Men work to a greater extent than women in well-paid occupations both in the public and the private sector.

Women's and men's work income

Women and men choose different educational courses that lead to different occupations. Even with the same education or occupation, women and men work within different sectors. Women to a greater extent than men work in the public sector. Therefore there are great differences between women and men on the labour market.

The working income can be seen as an indicator of how women and men are rewarded for their labour. The working income is affected not only by the salary but also to a large extent by the hours worked. Working hours vary greatly between women and men. Women work part-time to a greater extent, and overtime to a lesser extent than men, which means that the difference in working income is often greater than the difference in monthly salary.

The proportion of part-time employees is highest in care-related occupations. Of the employees in that group, 83 per cent are women. These women also work part-time to a greater extent than women in general.

Part-time employment affects both income and pension

To a greater extent than men, women work part-time, and therefore miss part of an earned income. According to the latest workforce investigation by Statistics Sweden, a third of all women in Sweden work part-time, in comparison to 10 per cent of men.

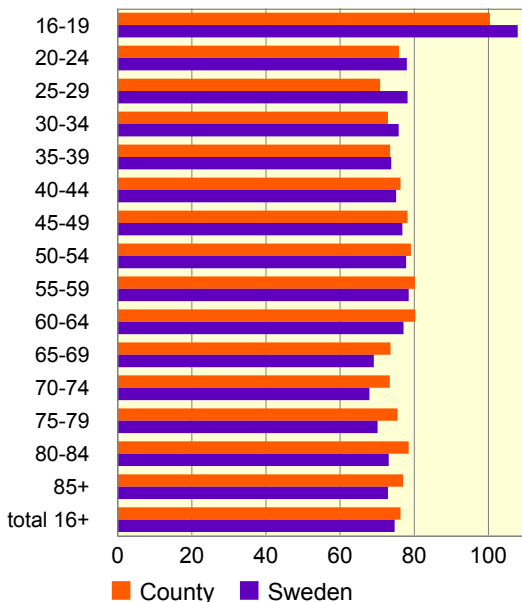
Regardless of whether part-time work is voluntary or involuntary, in addition to economic effects, it can also affect chances of job promotion and can ultimately lead to a lower pension, in combination with women's generally lower pay. Today there are considerable income differences between genders among retired people, largely because in the past women worked part-time to a greater degree than today.

Cumulative earned income, average income 2012

Municipality/ region	Age 20-64 years			Age 65 years or more		
	Average income, SEK		Women's income as % of men's	Average income, SEK		Women's income as % of men's
	Women	Men		Women	Men	
Arjeplog	242,900	287,400	84.5	162,500	209,400	77.6
Arvidsjaur	238,400	308,100	77.4	160,200	213,100	75.2
Boden	239,000	301,100	79.4	179,000	239,500	74.7
Gällivare	267,300	369,200	72.4	173,600	236,000	73.6
Haparanda	223,600	253,500	88.2	154,300	195,100	79.1
Jokkmokk	233,400	287,500	81.2	169,100	212,400	79.6
Kalix	242,700	296,600	81.8	169,500	225,900	75.0
Kiruna	275,500	380,600	72.4	178,800	245,400	72.9
Luleå	247,300	308,400	80.2	184,100	261,900	70.3
Pajala	239,200	293,200	81.6	158,600	197,000	80.5
Piteå	238,000	320,200	74.3	172,200	253,500	67.9
Älvsbyn	221,100	298,100	74.2	162,800	223,100	73.0
Övertorneå	235,100	273,900	85.8	169,200	209,900	80.6
Övertorneå	231,400	261,300	88.6	159,800	201,000	79.5
County	245,700	315,500	77.9	174,000	238,600	72.9
Nation	244,400	318,000	76.9	178,800	263,800	67.8

The highest mean incomes among women are in the municipalities of Gällivare and Kiruna. The lowest mean income is that of women in Älvsbyn Municipality. For men the highest mean incomes are in the municipalities of Gällivare and Kiruna. The lowest mean income is that of men in Haparanda Municipality.

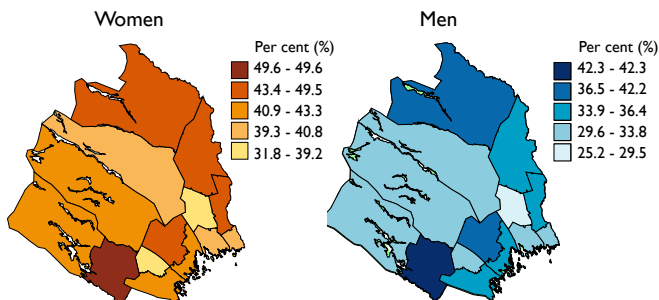
 Women's earned income as a percentage of men's by age group 2012



Women's income from employment as a percentage of men's is higher in Norrbotten County than in Sweden as a whole.

In the 45-64 age group, a woman's income from employment in the year 2012 in Norrbotten County corresponds on average to about 79.4 per cent of a man's income from employment. The national average is around 77.5 per cent.

Pension savings in 2012. Age group 20-64 years



The proportion of income-earners with pension savings
and the mean value of pension savings, year 2012

Municipality/ region	Prop. (%) with pension savings		Mean value, pension savings, SEK	
	Women	Men	Women	Men
Arjeplog	42.3	32.6	4,800	5,500
Arvidsjaur	49.6	42.3	4,800	5,000
Boden	46.4	36.5	5,200	5,400
Gällivare	40.0	31.7	5,200	5,800
Haparanda	39.3	29.6	6,000	9,700
Jokkmokk	41.7	30.5	5,000	5,200
Kalix	39.6	31.9	5,000	5,500
Kiruna	44.1	36.8	5,200	5,800
Luleå	42.1	33.9	5,400	5,700
Pajala	45.0	34.4	5,000	5,100
Piteå	40.9	34.8	5,000	5,500
Älvsbyn	35.9	30.8	4,800	5,200
Övertorneå	31.8	25.2	5,200	6,000
Övertorneå	43.4	34.5	5,500	5,400
County	42.1	34.1	5,200	5,700
Nation	40.2	33.3	5,500	6,000

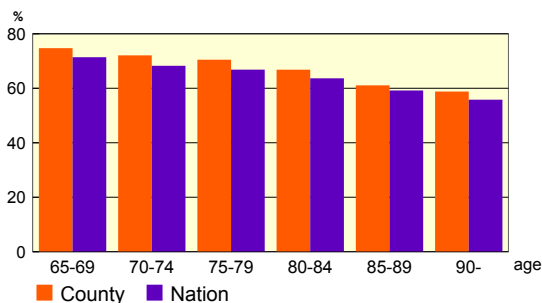
Net capital 2007

Municipality/ region	Net capital, SEK		Proportion, SEK millionaires in population.	
	Women	Men	Women	Men
Arjeplog	267,000	369,000	6.9	11.3
Arvidsjaur	247,000	368,000	6.6	10.7
Boden	233,000	372,000	7.0	9.9
Gällivare	233,000	473,000	7.9	11.9
Haparanda	247,000	377,000	6.9	10.7
Jokkmokk	188,000	304,000	5.6	9.1
Kalix	245,000	401,000	7.4	11.0
Kiruna	244,000	338,000	6.4	10.4
Luleå	356,000	489,000	9.7	14.4
Pajala	277,000	548,000	9.1	14.6
Piteå	308,000	436,000	7.6	13.6
Älvsbyn	243,000	369,000	6.4	10.8
Överkalix	207,000	428,000	7.2	11.1
Övertorneå	260,000	549,000	9.3	13.7
County	285,000	431,000	5.4	8.3
Nation	537,000	710,000	16.9	19.9

Private cars, turn of the year 2013/2014 by owner

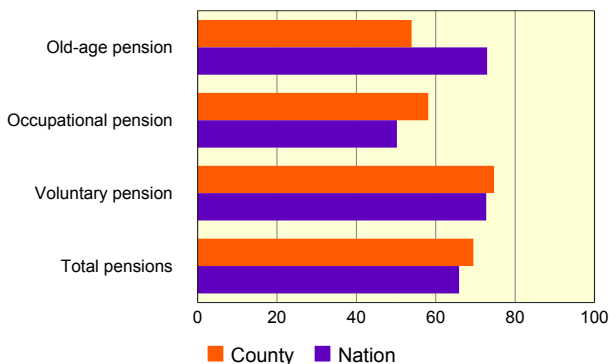
Municipality region	Private cars in use	of which owned by			Per cent by ownership		
		women	men	company	wm	m	comp.
Arjeplog	1,834	467	763	604	25.5	41.6	32.9
Arvidsjaur	3,758	970	1,821	967	25.8	48.5	25.7
Boden	15,180	4,142	8,217	2,821	27.3	54.1	18.6
Gällivare	11,186	3,122	6,292	1,772	27.9	56.2	15.8
Haparanda	5,299	1,600	2,812	887	30.2	53.1	16.7
Jokkmokk	3,005	796	1,348	861	26.5	44.9	28.7
Kalix	9,394	2,702	4,801	1,891	28.8	51.1	20.1
Kiruna	13,437	3,453	7,502	2,482	25.7	55.8	18.5
Luleå	37,725	10,154	20,350	7,221	26.9	53.9	19.1
Pajala	3,737	932	1,584	1,221	24.9	42.4	32.7
Piteå	23,589	6,619	12,815	4,155	28.1	54.3	17.6
Älvsbyn	4,794	1,281	2,493	1,020	26.7	52.0	21.3
Överkalix	2,169	581	966	622	26.8	44.5	28.7
Övertorneå	2,682	636	1,239	807	23.7	46.2	30.1
County	137,789	37,455	73,003	27,331	27.2	53.0	19.8
Nation	4,495,473	1,232,911	2,309,129	953,433	27.4	51.4	21.2

Women's pensions as a percentage of men's by age group 2012

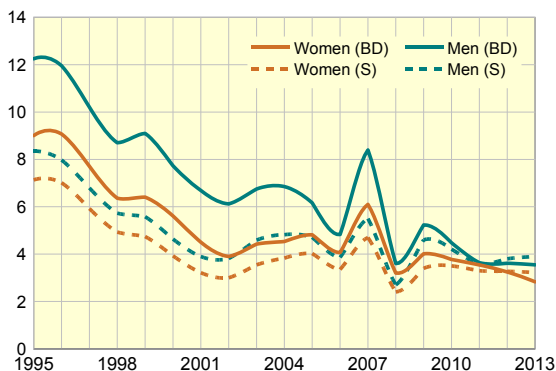


Lower salaries and part-time gainful employment later in life lead to a smaller pension than for men.

Women's pensions as a percentage of men's 2012



Unemployed, yearly average number 1995-2013 (%)

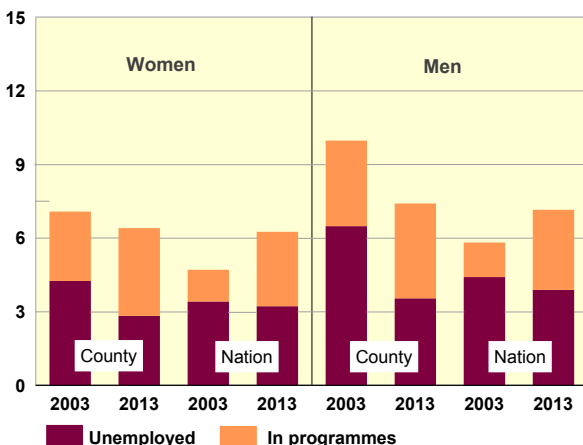


Unemployment in the County of Norrbotten has always been higher than the national average, a state of affairs that changed in 2012. Between the years 1995 and 2013 unemployment fell both among women and men.

In 1995 unemployment in the county was 9 per cent among women and 12.3 per cent among men. The comparative figures for the nation were 7.1 per cent for women and 8.3 per cent for men.

By 2013, unemployment in the county was 2.8 per cent among women and 3.5 per cent among men. The comparative figures for the nation were 3.2 and 3.9 per cent respectively.

Unemployed and in labour market programmes (%)



In the County of Norrbotten in 2003 7.1 per cent of the women and 10 per cent of the men aged 16-64 years were unemployed or engaged in labour market programmes. For 2013, the proportion of women is 6.4 per cent, the proportion of men 7.4 per cent.

In 2003 in Sweden as a whole, 4.7 per cent of women and 5.8 per cent of men were unemployed or in labour market programmes. By 2013 the proportions had increased to 6.3 and 7.2 per cent respectively.

A comparison between municipalities shows great differences. In Haparanda 12.3 per cent of the men were unemployed or engaged in a labour market programme and in Kiruna Municipality 4 per cent. Among women 8.4 per cent in Haparanda were unemployed or engaged in a labour market programme and in Kiruna Municipality 3.7 per cent.

Unemployed and in labour market programmes, 2003 and 2013 (%)

Women

Municipality/ region	Unemployed		In programmes		Unemployed and in programmes	
	2003	2013	2003	2013	2003	2013
Arjeplog	1.7	2.9	1.4	2.1	3.1	5.0
Arvidsjaur	3.8	3.4	3.6	3.4	7.4	6.8
Boden	2.5	3.1	1.1	4.1	3.6	7.2
Gällivare	4.2	2.8	2.8	3.7	7.0	6.5
Haparanda	5.6	3.7	5.6	4.7	11.2	8.4
Jokkmokk	3.4	3.2	3.4	3.9	6.8	7.1
Kalix	4.5	3.1	3.7	4.3	8.2	7.4
Kiruna	5.5	2.1	3.0	1.6	8.5	3.7
Luleå	4.6	2.9	2.2	3.5	6.8	6.4
Pajala	4.5	2.8	5.1	2.8	9.6	5.6
Piteå	3.9	2.4	3.1	3.8	7.0	6.2
Älvsbyn	4.1	2.8	3.0	4.4	7.1	7.2
Övertorneå	3.7	3.2	4.1	3.8	7.8	7.0
Övertorneå	6.4	3.5	6.4	3.9	12.8	7.4
County	4.3	2.8	2.8	3.6	7.1	6.4
Nation	3.4	3.2	1.3	3.0	4.7	6.3

Men

Municipality/ region	Unemployed		In programmes		Unemployed and in programmes	
	2003	2013	2003	2013	2003	2013
Arjeplog	6.8	5.5	3.8	2.6	10.6	8.2
Arvidsjaur	7.3	4.9	4.0	3.6	11.2	8.4
Boden	4.1	3.8	2.0	5.1	6.1	8.9
Gällivare	5.3	2.7	3.3	3.8	8.6	6.5
Haparanda	9.6	6.0	5.8	6.3	15.4	12.3
Jokkmokk	5.7	3.8	4.5	3.2	10.1	7.0
Kalix	8.8	4.2	5.4	5.5	14.2	9.8
Kiruna	7.0	2.3	3.1	1.7	10.1	4.0
Luleå	6.1	3.3	2.9	3.6	9.0	6.9
Pajala	11.1	4.4	6.2	3.8	17.3	8.2
Piteå	5.6	3.1	2.9	3.6	8.6	6.7
Älvsbyn	7.0	4.1	3.5	4.2	10.5	8.3
Övertorneå	8.1	5.7	5.7	4.5	13.8	10.2
Övertorneå	11.8	5.7	9.3	4.7	21.1	10.4
County	6.5	3.5	3.5	3.9	10.0	7.4
Nation	4.4	3.9	1.4	3.3	5.8	7.2

Households receiving social allowance, years 2007-2012, county

Household type	Number					
	2007	2008	2009	2010	2011	2012
Partners/married						
without children	242	257	253	196	188	181
with children	372	407	460	455	383	348
Single women						
without children	1,458	1,567	1,621	1,554	1,415	1,194
with children	783	762	843	921	864	739
Single men						
without children	2,346	2,360	2,578	2,553	2,351	2,186
with children	192	185	225	252	248	221
Total	5,421	5,586	6,069	6,016	5,449	4,869

Parenthood



Photo: Maria Fäldt/Synk

Notable years

- 1901 Women are given the right upon giving birth to 4 weeks' unpaid leave.
- 1938 Contraception becomes legal. Maintenance advance is introduced.
- 1939 Gainfully employed women may not be dismissed due to pregnancy, childbirth or marriage.
- 1947 Children's allowance is introduced.
- 1950 Both parents become guardians of their children.
- 1955 Constitutional 3 months' paid leave for gainfully employed women at childbirth.
- 1964 Birth pills approved in Sweden.
- 1974 Parental insurance is introduced, giving parents the right to share childbirth leave. Temporary allowance is introduced.
- 1979 The right to a six-hour working day for parents of small children without income compensation.
- 1980 Allowance is increased to 360 days. The "10 day benefit" for the father is introduced.
- 1989 Allowance is increased to 450 days.
- 1990 Temporary allowance is increased to 120 days per child and year.
- 1995 "Father's month" is introduced.
- 2002 Number of days for parental allowance increases to 480 days, 60 of which are reserved for each parent and cannot be transferred.
- 2008 A gender equality bonus in the form of tax deduction is introduced upon drawing parental allowance.
- 2012 Double days are introduced in parental insurance, giving parents the right to simultaneously draw parental allowance for 30 days up until the child's first birthday.

Men also have children

Parents who share the custody of the child each have the right to half of the total amount of parental leave days. One parent can transfer the right to parental allowance to the other parent with the exception of 60 days, the so-called “father’s months”.

Parental allowance, the fathers’ share of days used, 2005-2013

Municipality/ region	2005	2006	2007	2008	2009	2010	2011	2012	2013
Arjeplog	21	21	22	21	25	24	20	23	26
Arvidsjaur	21	19	16	20	23	24	25	23	21
Boden	20	22	20	22	22	23	24	25	24
Gällivare	19	19	21	21	22	23	21	24	25
Haparanda	14	15	16	17	16	14	16	21	20
Jokkmokk	19	24	20	21	18	22	22	22	19
Kalix	19	20	22	22	22	24	24	24	23
Kiruna	20	19	22	23	23	24	24	24	25
Luleå	21	22	22	24	23	25	26	27	28
Pajala	20	21	16	20	17	25	25	23	22
Piteå	20	22	21	21	23	24	24	28	26
Älvsbyn	20	20	23	21	22	24	21	24	21
Överkalix	22	16	15	17	14	21	19	24	27
Övertorneå	20	19	20	18	21	19	20	20	25
County	20	21	21	22	22	24	24	25	25
Nation	20	21	21	21	22	23	24	24	25

Parents receive parental allowance for a total of 480 days (was 450 days in 1989-2006) for their first child. Upon the birth of additional children, they receive compensation for a further 180 days for each subsequent child. The days are to be used as paid leave before the child reaches the age of eight or finishes the first school year.

Temporary parental allowance for care of a sick child.
Fathers' share (%) of days used 2004-2013

Municipality/ region	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Arjeplog	38	48	26	34	32	33	35	42	33	33
Arvidsjaur	37	30	28	29	34	28	30	30	31	30
Boden	40	36	36	35	35	33	32	34	34	36
Gällivare	40	33	35	33	34	33	32	32	30	37
Haparanda	31	35	31	28	30	28	32	30	26	30
Jokkmokk	35	32	26	27	32	26	27	23	25	31
Kalix	40	36	37	35	33	32	35	37	36	36
Kiruna	41	36	37	36	36	34	33	34	33	35
Luleå	42	37	36	34	35	36	36	36	37	38
Pajala	36	38	41	36	35	32	29	35	35	37
Piteå	43	40	38	39	37	35	38	37	37	38
Älvsbyn	45	40	41	36	37	38	41	41	32	36
Överkalix	34	34	35	31	33	30	27	33	36	38
Övertorneå	37	30	33	33	32	29	31	25	29	39
County	41	37	36	35	35	38	35	35	35	37
Nation	41	36	36	36	36	34	36	36	36	37

During the year 2013, the men's share of days used was on average 37 per cent in the County of Norrbotten and in the nation respectively.

Temporary parental allowance may be paid out to parents who need to refrain from gainful employment in order to care for a child aged under 12 (in certain cases, under 16) due to the child's, or the child's ordinary guardian's, illness or infectious condition.

From 1995, a parent may transfer his or her right to a parental allowance for care of a sick child to another insured person who then in the parent's place must refrain from gainful employment in order to receive the allowance.

Violence and crime

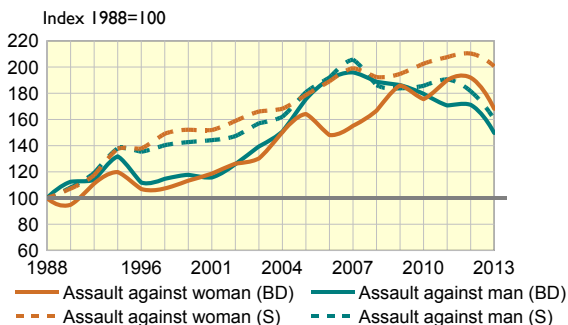


Photo: Johan Gunséus/Synk

Notable years

- 1864 Men lose the right to beat their wives.
- 1975 New abortion act. Free abortion up to the 18th week.
- 1979 Ban on parental corporal punishment.
- 1982 All assault on women in a private place comes under general prosecution.
- 1982 Ban on pornographic exhibits in public places.
- 1988 The Restraining Orders Act is introduced.
- 1990 The question of violence against women is for the first time brought up as a separate gender equality issue in its own section in the government bill 1990/91: 113 Different under Equal Conditions.
- 1998 Act on Violence against Women (amendment of Penal Code).
Act on Prohibition against Female Genital Mutilation.
The Equal Opportunities Act tightened concerning sexual harassment.
- 1999 Ban on purchase of sexual services.
- 2002 Law against trafficking for sexual purposes.
- 2004 Anti-trafficking law is extended to include trafficking for forced labour, trade in body organs, etc.
- 2005 New legislation on sex crimes.
- 2006 Children who have witnessed violence are victims of crime and have the right to support under the Social Services Act.
- 2010 Strengthening of legislation concerning child pornography crimes.
- 2011 Sweden signs the European Council Convention on preventing and combating violence against women and domestic violence.

Assault-related crimes reported to the police 1988-2013



The number of assault-related crimes against women in 1988 was 408 in the County of Norrbotten and 13,482 in the nation. Reported assault-related crimes against men the same year were 587 in the county and 22,257 in the nation. These figures in the diagram have been given the index value 100.

In 2013 assaults against women had index 168 in the county and 201 in the nation, i.e. the increase is 68 and 101 per cent respectively. Assaults against men in 2013 had index value 150 in the county and 160 in the nation, i.e. the increase from 1988 is 50 and 60 per cent respectively.

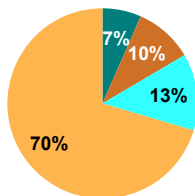
Suspected of assault-related crimes, 2013

	Norrbotten County		Nation	
	No. suspects	Distribution women men	No. suspects	Distribution women men
All assault	357	18.2 81.8	13,976	17.6 82.4
of which				
against child	72	29.2 70.8	3,854	29.1 70.9
against woman	143	11.9 88.1	5,306	14.2 85.8
against man	161	16.1 83.9	6,046	13.3 86.7

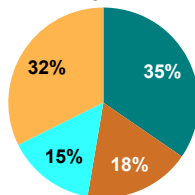
Assault-related crimes reported to the police by gender of victim, 2013

Norrbotten County

No. of crimes against women 686

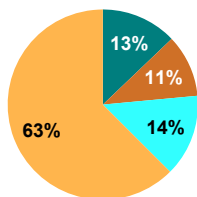


No. of crimes against men 879

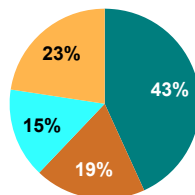


Sweden

No. of crimes against women 27,056



No. of crimes against men 35,668



■ Outdoors by unknown ■ Outdoors by known
■ Indoors by unknown ■ Indoors by known

In cases of assault-related crime it is more common in the County of Norrbotten than the national average that the victim and assailant know one another. This applies whether the victim is a woman or a man.

As regards assault-related crimes against women in the county, 87 per cent of the suspected assailants were men. In assault-related crimes against men, 84 per cent of the suspects were men.

Women and men suspected of crimes in 2013

Type of crime	Suspects in the county	Distribution County		Distribution Nation	
		women	men	women	men
Offences against the penal code	1,478	20.9	79.1	22.8	77.2
Of which					
against life and health	372	17.7	82.3	17.3	82.7
against liberty and peace ¹	357	17.6	82.4	16.3	83.7
defamation	12	16.7	83.3	32.0	68.0
sexual offences	48	6.3	93.8	2.4	97.6
offences against family ²	9	33.3	66.7	56.9	43.1
theft, robbery etc	557	24.4	75.6	28.1	71.9
fraud etc.	109	15.6	84.4	18.7	81.3
embezzlement etc.	27	18.5	81.5	23.8	76.2
debt-related offences				15.3	84.7
offences inflicting damage	160	10.6	89.4	10.7	89.3
offences involv. public danger	20	35.0	65.0	27.1	72.9
forgery	22	22.7	77.3	17.1	82.9
perjury, false prosecution etc.	22	36.4	63.6	39.0	61.0
offences against the State ³	217	15.7	84.3	15.3	84.7
Other offences, of which					
Road traffic offences	794	10.8	89.2	10.8	89.2
Narcotics offences	500	14.6	85.4	12.6	87.4
Offences against other judicial codes	317	12.0	88.0	11.8	88.2
All offences	2,512	17.9	82.1	19.0	81.0

¹⁾ offences against home privacy, threatening behaviour, molesting etc.

²⁾ arbitrary conduct with children, misrepresentation of family status, etc.

³⁾ offences against public order, violence against public servant, etc.

Notes

Certain terms occurring in the book are here briefly explained.

Index.

In indexed calculations a quantity number is stated as applicable in the record year (base year) represented by the value 100. The percentual changes are subsequently calculated in relation to that year. An index value of 120 means an increase of 20 per cent since the base year. An index value of 70 means a reduction of 30 per cent since the base year.

Number of women per 100 men

Here a re-calculation has been done for each topic in order to provide a clearer value for female and male predominance respectively. A value of over 100 means more women than men and a value below 100 then means more men than women. For example the value 112 means that there are 12 per cent more women and the value 88 means that there are 12 per cent fewer women.

The designations (BD) and (S)

In a number of diagrams, for reasons of space, the designations (BD) for the County of Norrbotten and (S) for the whole nation have been used.

Sources

Statistics Sweden, SCB
Swedish Public Employment Service
National Council for Crime Prevention, BRÅ
National Agency for Education
Swedish Social Insurance Agency

County Administrative Board contact:
Regional expert on gender equality Malin Stenman,
E-mail: malin.stenman@lansstyrelsen.se

Länsstyrelsen i Norrbottens län

SE-971 86 Luleå

Sweden

Address: Stationsgatan 5
Telephone: +46 010-225 50 00
Fax: +46 920-22 84 11
E-mail: norrboten@lansstyrelsen.se
www.lansstyrelsen.se/norrboten



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County Administrative
Board of Norrbotten