



Talking of  
**women and men**  
in Norrbotten County ...

## Contents

Preface.....	1
How you can use this factbook.....	2-3
Gender equality.....	3-4
Summary.....	4-7
Discuss the statistics .....	8-12
Population.....	13-24
Health .....	25-28
<i>Average age</i> .....	25
<i>Average life expectancy</i> .....	26-27
<i>Sick-leave rate</i> .....	28
Politics and power .....	29-38
<i>Managers</i> .....	30-31
<i>Politics</i> .....	32-38
Education.....	39-48
Gainful employment .....	49-60
<i>Commuting</i> .....	55
<i>Public sector</i> .....	56-57
<i>Gainfully employed by sector</i> .....	58
<i>Tourism-related sector</i> .....	59
<i>Gainfully employed by industry</i> .....	60
Enterprises .....	61-66
Income.....	67-75
<i>Salaries</i> .....	68-69
<i>Income</i> .....	70-72
<i>Pension savings</i> .....	73-74
<i>Women's pensions</i> .....	75
Unemployment .....	76-78
Social allowance .....	79
Parental allowance .....	80-82
Crime.....	83-86
Notes, sources .....	87-89

Production: **Pantzare Information AB, Boden**

No. copies: **500**

Photo: **Patrick Degerman/Synk**

Translation: **www.elex.nu**

Series of reports number **2017/9**

ISSN **0283-9636**

Luleå Grafiska, Luleå, September 2017

In its gender equality work, the County Administrative Board in Norrbotten County takes as its starting point the overarching political gender equality goal “Women and men shall have the same power to form society and their own lives” and the six subgoals. Our remit is to support actors in the County, produce fact-based documentation and initiate gender equality initiatives, and to monitor the impact of the goals.

The main strategy for gender equality work is gender equality integration. One important tool to enable integrating gender equality in different activities is statistics by gender, which highlight women’s and men’s life conditions, prospects and needs in Norrbotten County. Statistics show where there are shortcomings in gender equality, and where progress is being made. In this factbook, conditions for women and men in different areas are brought into focus with reference to the political goals for gender equality.

Another new feature for this year is a user guide giving tips and suggestions on how to use statistics to discuss and reflect on gender equality in the classroom, in the workplace or in the boardroom. The County Administrative Board hopes that this factbook will contribute to increased knowledge in the field of gender equality and can inspire continued gender equality work.

Pantzare Information AB has been tasked by The County Administrative Board to compile and graphically design this factbook. More copies can be ordered from the County Administrative Board in Norrbotten County. On our website you can find more information about gender equality in the County.

September 2017

Malin Stenman

Special Expert on Gender Equality.

---

## How you can use this factbook

---

Here are some tips on how to use the factbook for exercises and debate topics. All the exercises can be carried out as written assignments or discussions.

### 1. Discuss and reflect

On p. 8 the section “Discuss the statistics” deals with questions about different topics in the book. Reflect, discuss and analyse on the basis of this

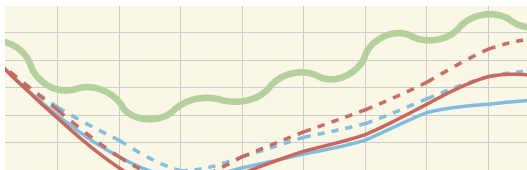
### 2. Why the difference?

Choose yourself some field where women and men differ greatly and discuss/analyse:

- *What can the differences be due to?*
- *Do the differences mean that men and women have different conditions and opportunities?*
- *What can be done to change this and who can do something?*

### 3. Make your own statistics

Choose an issue or an area and conduct an investigation in your group/class/school/work team and divide the figures for girls and boys/women and men.



### 4. Analyse and discuss the results

Based on the statistics you have compiled, a degree of analysis can be made. The analysis should make clear who gets what, on what terms, and who is favoured and disfavoured in different issues, and what can be done about it.

## Questions useful in the analysis are:

- *How many women and men are there in the activities/target group?*
- *How are resources distributed between women and men in the investigated field?*
- *What opportunities do women and men respectively have to influence their own conditions?*
- *Have both women's and men's needs and experiences formed the basis for the design of activities?*
- *How would it look if the basis was conditions for both women and men?*

---

## Sweden's gender equality goals

---

The overall goal of gender equality policy is that women and men shall have the same power to form society and their own lives. The overall goal is divided into six subgoals.

*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.

*Subgoal 5. Healthcare equality*

Women and men, girls and boys shall have the same opportunities for good health and shall be offered healthcare and social care on equal terms.

*Subgoal 6. Men's violence against women must cease.*

Women and men, girls and boys, shall have the same right to and opportunity for bodily integrity.

**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** 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.

### **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.

---

### **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-seven years the average age among women in the County of Norrbotten has increased by 5.2 years. Among men the average age has risen by 5 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 2.2 years for men.

## **Men's life expectancy is increasing most**

Since 1995, the average life expectancy of men has risen by 3.9 years compared with 2.7 years for women. The difference in life expectancy between the sexes has thereby diminished and is now 4.6 years. As regards the average life expectancy for women, the County of Norrbotten is among the six counties with the shortest life expectancy. Among men, those living in the County of Norrbotten have the shortest life expectancy.

## **Managers**

Of the 6.631 people in the County of Norrbotten who in 2015 could be defined as managers, senior officials or leading political representatives, 37 per cent were women and 63 per cent men. Gender equality was most present among leaders in administration, accounting, human resources, information and marketing. 39 per cent were women and 61 per cent men. There was least gender equality among leaders in IT, purchasing/logistics, R&D and production. Among them, only 13 per cent were women. The largest age group among managers was 40-59 years. This applies to both men and women.

## **Women and politics**

The government (Cabinet) comprises twelve women and eleven men. Of members of parliament, 43.6 per cent are women. In the Assembly of Norrbotten County Council, there are 43 per cent women. In the municipal councils in Norrbotten, there are on average 45.8 per cent women. In 1988, the average proportion of women in municipal councils was 31 per cent. In two of the 14 municipalities in the County of Norrbotten, the proportion of women in the municipal council was below 40 per cent after the 2014 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 2016, 43 per cent of women and 29 of men in the county had tertiary education. In the nation as a whole, 47 per cent of women and 37 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 2016, 5.7 new companies per 1,000 women and 11.3 new companies per 1,000 men were started in the county.

In 2016, the proportion of newly started companies managed by women was 31.3 per cent, which puts the county in seventh place in the nation. The national average is for 33.5 per cent of new businesses to be managed by women.

### **Women's full-time salary 88 per cent of men's**

In Upper Norrland women's full-time salaries correspond on average to 90 per cent of men's. Women's full-time salary as a percentage of men's is on average 88 per cent in the nation. The greatest difference exists in Stockholm County, where a woman's average monthly salary is 86 per cent of a man's.



## **Women's work income is 80 per cent of men's income**

A woman in the County of Norrbotten in the age group 20-64 years in 2015 had an earned income corresponding to 80.7 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 78.9 per cent in 2015 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 1988-2016 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

Criminal assault against women reported to the police has increased over the last 30 years by 64 per cent in the County and 115 per cent in Sweden as a whole.

---

## Discuss the statistics

---

### 1. Demographics

**Age.** On average, the population is somewhat older in the County than in Sweden as a whole. Among the elderly, women are in the majority, and among the young, men are in the majority.

**Town and country.** 170,000 of the total county population of 250,000 live in the Luleå region. In both the coastal municipalities and the inland areas, there are more men than women.

**Women are more mobile.** The population of Norrbotten County has decreased by 5.4 per cent in the last 25 years. Among 18-24-year-olds moving within and out of the County, 70 per cent were women. The net population flow among women in the age group 18-24 for the year 2016 was minus 279 and for men in the same age group minus 68, in other words, 279 women and 68 men moved from the County during the year.

- *What may be the effect of an ageing population?*
- *What are conditions like for women and men to live in rural areas?*
- *Why is it that boys to a greater extent remain and why do girls move away?*

### 2. Power and influence

**Our democratic system.** Sweden's democratic system is based on power that comes from the citizens. The people shall be represented through elections to different assemblies. But which groups represent the population of Norrbotten in different contexts? Men are still in the majority among members and chairpersons in municipal companies. In both municipal assemblies and regional assemblies the gender balance is generally within the framework for gender equality, i.e. 40-60 per cent.

*\*The Luleå region = the municipalities of Boden, Kalix, Luleå, Piteå and Älvsbyn*

The majority of leaders in the public sector, over 70 per cent, are women; in the private sector the case is the opposite, since the majority, around 70 per cent, are men. Only 21 per cent of CEOs and directors-general in Norrbotten are women (p. 30-31).

- *Why are there more male managers in the private sector?*
- *In what way is society affected by the unequal gender distribution among those in power in the private sector?*

### 3. Economy and the labour market

**Pay differentials are decreasing.** The average pay of both women and men has increased since 2005. There is slow progress with regard to pay differentials. See the difference between women's and men's average income (total earned income p. 71-72 and pay by sector p. 68-69).

- *What is the effect of men earning more, and what can labour market parties do to reduce pay differentials between men and women?*

**Different conditions on the labour market?** There are differences between women and men in both working hours and unemployment. Look at the tables "Employed in municipalities and local government part-time/full-time" (p. 57) and the table dealing with visible unemployment (p. 78). Unemployment has decreased over time: 5.1 per cent of women are unemployed in employment policy programmes, while the corresponding figure for men is 6.3 per cent. Women work in the public sector to a greater extent than men, while men more often work for example in building and construction, in manufacturing and extraction (see p. 60). Since 1990 the proportion of women working fulltime has increased, but compared to men, women work part-time to a much greater extent.

- *In what way do conditions look different for women and men in the labour market?*
- *Why do men not work in healthcare, social care and schools as much as women do?*
- *Why is there such an uneven gender distribution in certain professions?*
- *What is the reason why men work full-time to a greater extent than women?*
- *What are the consequences of women working part-time to a greater extent?*

#### 4. Education

**Gender-linked study choice.** Out of 19 upper secondary programmes, only one has an equal distribution of girls and boys and is counted as quantitatively gender equal. It is the natural science programme.

Seven programmes, all of them vocational, are instead strongly gender segregated, comprising less than 20 per cent of the under-represented gender. The programmes are Construction; Electrical Engineering and Energy; Vehicle Engineering and Transport; Handicraft and Trades; Business and Administration; Heating Ventilation and Sanitation and Property Management; Healthcare and Social Care.

In the vocational programmes 44.8 per cent of the girls achieve basic university entrance qualifications, while the corresponding proportion of boys is 19.7 per cent. In higher education preparatory programmes the proportion is higher: 96.2 per cent for girls and 91.9 per cent for boys.

- *What factors influence girls' and boys' study choices?*
- *What are the consequences of girls and boys studying in different fields?*

**More women than men continue their studies, and boys have lower merit ratings.** The proportion having tertiary education is higher among women than among men. The proportion of men with tertiary education has increased in the age group 25-44 and fallen in the age group 45-64. Norrbotten is below the national average as regards tertiary education for both men and women. There are still more women than men who choose to continue their studies (p. 45-46). Boys continue to have lower merit ratings than girls.

- *Why are men less educationally inclined than women?*
- *What can be the consequences of men having less education and women more?*
- *What is the influence of differences in merit ratings between boys and girls, and how can this be changed?*

## 5. Family

**Parents work (dis)similarly.** Parents' take-up of parental allowance is slowly becoming more gender equal. In 2007 women in the County used 79 per cent of the allowance days and men 21 per cent, while the figures for the year 2016 were 72 per cent of the days for women and 28 per cent for men. Temporary parental benefit to care for a child (VAB) is somewhat more equally divided, and men's share of days has increased somewhat from 35 per cent in 2007 to 37 per cent in 2016. Women take most of the parental leave and temporary parental benefit

- *What is required for the positive development regarding more gender equal take-up of parental leave to continue and speed up?*
- *Do employers do enough to help both women and men combine gainful employment with parenthood?*

## 6. Men's violence against women must cease

**Violently different.** Young men are over-represented as both perpetrators and victims, while it is elderly women who are most anxious about being subjected to violence.

Statistics on reported cases of assault show that men and women are subjected to violence in different ways and places. Women are subjected to assault above all indoors by person with whom they are acquainted, while men are subjected to assault outdoors by someone they do not know.

- *What consequences can anxiety over violence bring to a person?*
- *Why are young men not more anxious about being subjected to violence?*
- *Why do you think this is the case? What can be the importance of where the assault takes place and who perpetrates the assault, and why?*
- *How do you think the Internet and social media affect children, young people and women?*
- *Do you think there are differences between girls' and boys' exposure on the Web?*
- *Who do you think are perpetrators and why?*

## 7. Health

### **Women have a higher sick rate than men**

In recent years the sickness benefit rate has increased among both women and men. In 2016 women took out 14.4 days of sickness benefit and men 7.1. The corresponding figures for the whole of Sweden are 14.3 and 7.5.

- *Why is men's sick rate lower than women's?*
- *What can be the effects of women's sick rate being higher?*

# Population

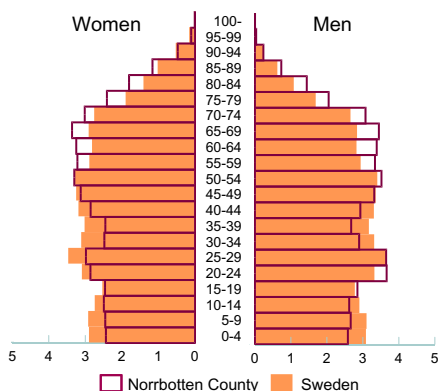


Photo: Anders Alm/Synk

## *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 2016 (%)



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.

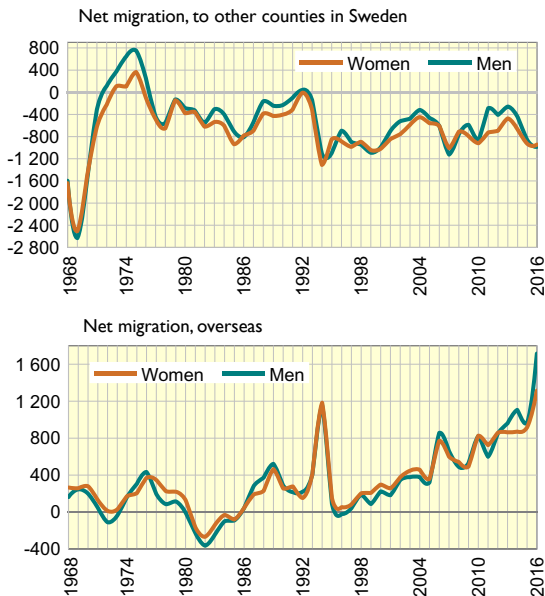
The changes have occurred fast. In the early 1990's, only Uppsala County had a lower proportion of old-age pensioners, aged 65 years and older, in the population. This was largely due to the fact that the number of children per family was greater in the County of Norrbotten than the national average up until the 1950s. In 2016 the county was in sixteenth 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 16.3 per cent of the population in the County of Norrbotten. The national average is 18.7 per cent.



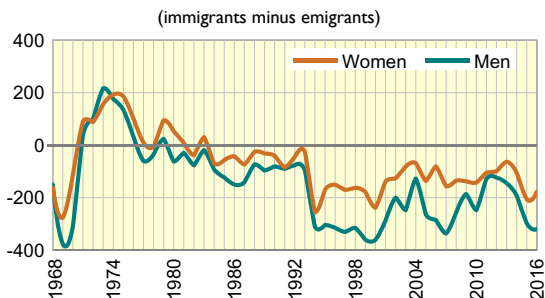
## Too few are moving to the County

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 2011-2016, Norrbotten County had an in-migration surplus thanks to increased immigration.

### Net migration County of Norrbotten 1968-2016



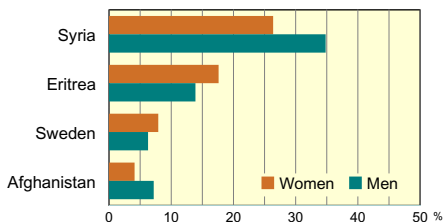
## Net emigration domestic movements, youths 25-29 years



## Net emigration domestic movements 2016

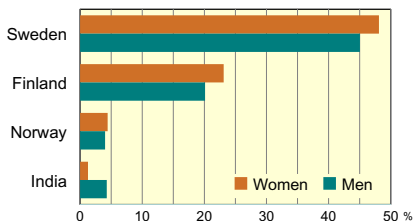
Municipality	Women		Men	
	18-24 yrs	25-29 yrs	18-24 yrs	25-29 yrs
Arjeplog	-7	-2	-11	4
Arvidsjaur	-10	3	-10	1
Boden	-64	-47	-70	-107
Gällivare	-38	4	-29	-3
Haparanda	-10	-12	-29	-21
Jokkmokk	-23	-4	-20	-9
Kalix	-29	3	-30	11
Kiruna	-62	-44	-8	-27
Luleå	97	-63	277	-133
Pajala	-30	-12	-31	-22
Piteå	-62	2	-37	-2
Älvsbyn	-12	-4	-34	-6
Övertorneå	-11	-4	-19	-3
Övertorneå	-18	3	-17	-3

### Immigrants 2016. The County of Norrbotten



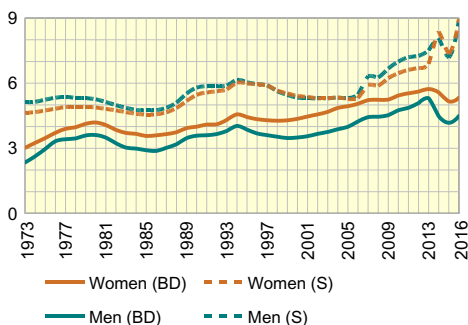
Of the 2,818 people who immigrated into Norrbotten County in the year 2016, 1,630 were women. The four most common nationalities among those immigrating into the county are Syrian, Eritrean, Swedish, and Afghan. The largest proportion, 26 and 35 per cent of both women and men, is Syrian. In second place, Eritreans, followed by Swedes returning to Sweden.

### Emigrants 2016. The County of Norrbotten



Of the 316 women and 373 men who emigrated in 2016, 48 and 45 per cent respectively were Swedish citizens. 23 per cent of the women and 20 per cent of the men were Finns.

## Proportion of foreign citizens in the population 1973-2016

**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, 5.3 and 4.5 per cent respectively. The national average of foreign citizens was 8.9 per cent of the women and men in 2016.

## Population 2016 born abroad

Municipality/ region	Women	Men	Total	Municipality/ region	Women	Men	Total
Arjeplog	157	155	312	Luleå	4,110	3,597	7,707
Arvidsjaur	292	265	557	Pajala	552	340	892
Boden	1,282	1,246	2,528	Piteå	1,310	1,185	2,495
Gällivare	837	671	1,508	Älvsbyn	370	378	748
Haparanda	2,245	1,803	4,048	Övertorneå	748	478	1,226
Jokkmokk	327	344	671				
Kalix	981	704	1,685				
Kiruna	1,406	1,142	2,548	Länet	14,809	12,472	27,281

---

The most common foreign nationalities in the county 2016

---

	Women	Men	Total
Finland	2,607	2,008	4,615
Syria	462	804	1,266
Eritrea	509	651	1,160
Afghanistan	286	604	890
Somalia	304	358	662
Norway	362	298	660
Thailand	473	114	587
Germany	213	258	471
Iraq	104	217	321
Russia	159	77	236
Iran	91	133	224
Poland	104	106	210
Great Britain and Northern Ireland	47	148	195
China	103	75	178
Ethiopia	69	87	156
Spain	57	80	137
Romania	58	75	133
The Netherlands	56	69	125
Myanmar (Burma)	46	70	116
USA	50	65	115
Estonia	54	57	111
Denmark	51	60	111
India	30	69	99
Lithuania	49	48	97
Greece	40	53	93
Turkey	28	62	90
Bulgaria	35	50	85
Democratic Republic of the Congo	36	48	84
Pakistan	29	45	74
France	20	50	70
Total foreign citizens	6,532	6,839	13,371

## 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 19.8 per cent.

Since 1968 the population in the County of Norrbotten has decreased by 8,943 persons in all. The number of women has decreased by 3,810 while the number of men has decreased by 5,133. 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 64 in the year 2016, i.e. compared to 1968 the proportion has decreased by 36 per cent. Women in the age range 80 and older have the index value 449 in the year 2016, i.e. the number has increased by 349 per cent.

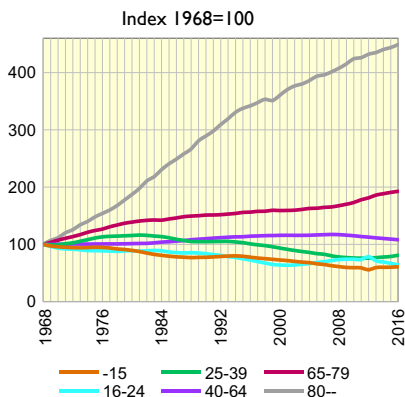
Men in the age group 16-24 years have an index of 72 in the year 2016, i.e. compared to the year 1968 the number has decreased by 28 per cent. Men 80 years and older have an index of 393 in the year 2016, i.e. the number has increased by 293 per cent.

Age	Women		Men	
	County	Nation	County	Nation
0-15	61	105	61	106
16-24	64	93	72	97
25-39	81	135	89	135
40-64	108	122	105	126
65-79	193	157	199	178
80-	449	295	393	267
Totalt	97	125	96	127

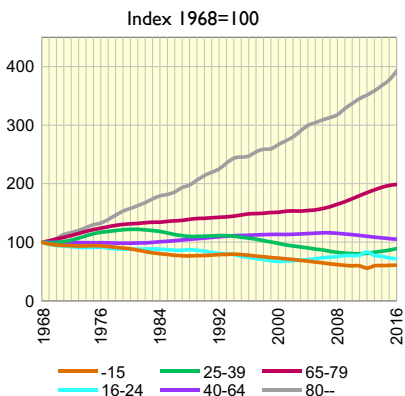
Women and men 2016.  
Index 1968=100

See notes on  
page 89: Index

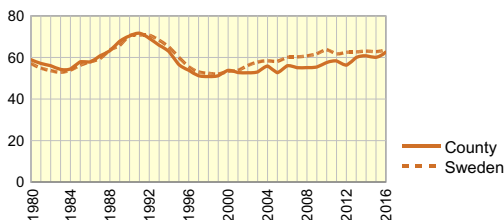
### Women 1968–2016. The County of Norrbotten



### Men 1968–2016. The County of Norrbotten



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

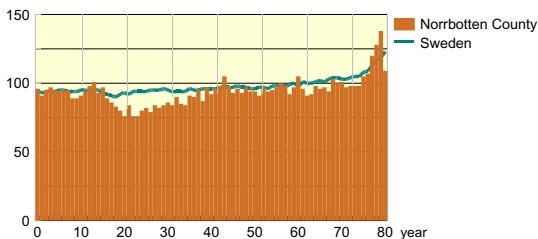


The number of children born per 1,000 women aged 15-44 in Norrbotten County is lower compared to Sweden as a whole. In 2016, for each 1,000 women in the age group, 62,6 children were born in the county and 63,6 children in Sweden. The birth deficit in the county is largely due to the fact that the proportion 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 105 live births of boys per 100 girls. This proportion at birth has long been relatively constant. In 2016 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) 2016





---

 Women per 100 men by age group 2016
 

---

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
Överkalix	79	102	91	104
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 2016

## Women

Municipality/ region	Age 0-15	16-24	25-44	45-64	65-	Total
Arjeplog	208	262	214	300	393	1,377
Arvidsjaur	495	617	519	621	915	3,167
Boden	2,190	2,798	2,409	2,783	3,627	13,807
Gällivare	1,340	1,812	1,402	1,888	2,252	8,694
Haparanda	802	819	747	1,038	1,407	4,813
Jokkmokk	369	485	404	522	685	2,465
Kalix	1,187	1,367	1,296	1,659	2,375	7,884
Kiruna	2,011	2,503	1,944	2,156	2,509	11,123
Luleå	6,202	8,909	6,974	7,288	8,374	37,747
Pajala	452	485	361	625	977	2,900
Piteå	3,455	4,395	3,759	4,054	5,155	20,818
Älvsbyn	644	794	684	739	1,126	3,987
Överkalix	185	262	213	387	559	1,606
Övertorneå	310	341	286	504	693	2,134
County	19,850	25,849	21,212	24,564	31,047	122,522

## Men

Municipality/ region	Age 0-15	16-24	25-44	45-64	65-	Total
Arjeplog	213	335	215	349	387	1,499
Arvidsjaur	520	788	503	657	807	3,275
Boden	2,361	3,460	2,485	2,851	3,078	14,235
Gällivare	1,379	2,132	1,541	2,037	2,173	9,262
Haparanda	833	1,037	810	1,122	1,249	5,051
Jokkmokk	368	623	394	592	663	2,640
Kalix	1,287	1,732	1,364	1,780	2,176	8,339
Kiruna	2,053	3,083	2,148	2,466	2,294	12,044
Luleå	6,534	10,870	7,337	7,245	7,037	39,023
Pajala	460	592	401	722	1,041	3,216
Piteå	3,780	4,939	3,899	4,038	4,430	21,086
Älvsbyn	729	928	716	842	991	4,206
Överkalix	238	371	209	401	553	1,772
Övertorneå	277	502	339	557	725	2,400
County	21,032	31,392	22,361	25,659	27,604	128,048

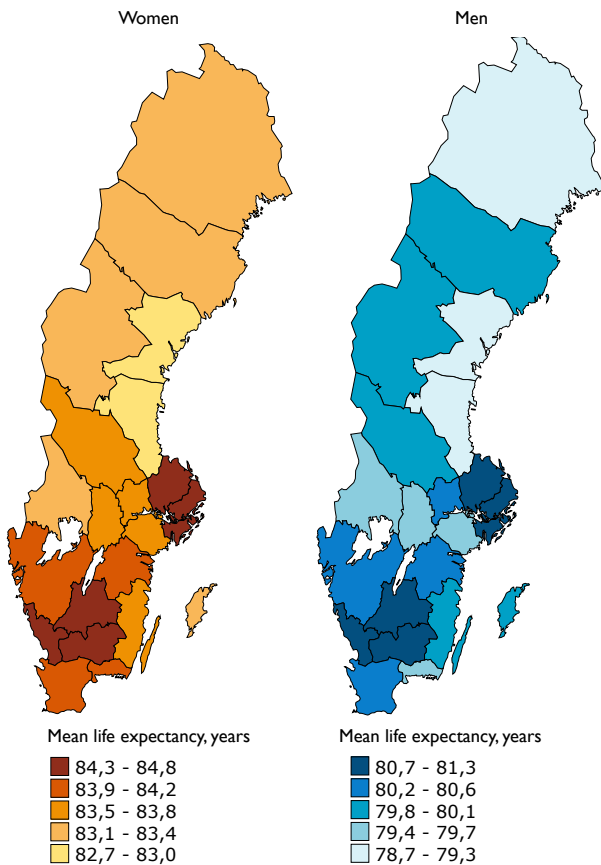
## The average age of the population in the years 1989 and 2016

Municipality/ region	Women		Men		Total	
	1989	2016	1989	2016	1989	2016
Arjeplog	42.1	46.5	41.7	44.1	41.9	45.3
Arvidsjaur	43.1	47.4	41.1	45.9	42.1	46.7
Boden	40.4	46.5	37.5	45.2	38.9	45.9
Gällivare	39.5	51.5	38.3	48.1	38.8	49.8
Haparanda	40.1	47.7	37.9	45.4	39.0	46.6
Jokkmokk	40.9	49.5	40.2	48.1	40.5	48.8
Kalix	40.6	49.1	38.6	48.5	39.6	48.8
Kiruna	37.3	45.7	36.2	44.5	36.7	45.1
Luleå	38.1	46.0	36.1	43.5	37.1	44.8
Pajala	44.1	43.1	41.5	40.5	42.7	41.8
Piteå	39.3	44.4	36.6	41.9	38.0	43.2
Älvsbyn	41.3	45.5	38.9	42.5	40.1	44.0
Övertorneå	45.0	46.8	42.6	44.4	43.7	45.6
Övertorneå	43.3	42.9	40.2	41.6	41.8	42.3
County	39.7	44.9	37.6	42.6	38.6	43.8
Nation	40.8	42.2	38.1	40.3	39.5	41.3

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-seven years the average age among women in the County of Norrbotten has risen by 5.2 years. Among men the average age has increased by 5 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 2.2 years for men.

## Average life expectancy 2016



## 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 2.7 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 4.6 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.

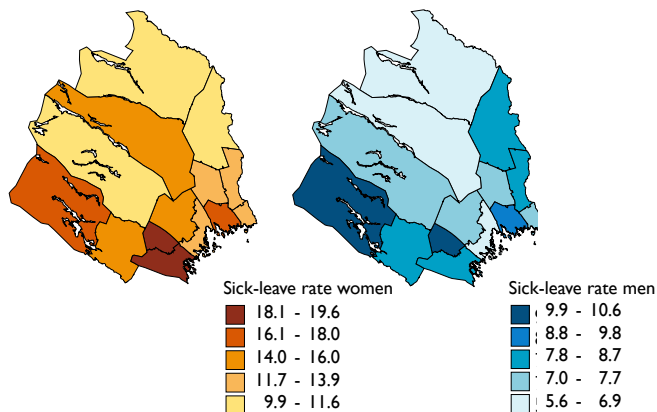
### Average life expectancy 1976-2016

	1976- 1980	1981- 1985	1986- 1990	1991- 1995	1996- 2000	2001- 2005	2006- 2010	2011- 2015	2012- 2016
<b>Women</b>									
County	77.8	79.0	79.8	80.6	81.3	81.7	82.7	83.2	83.3
Nation	78.5	79.5	80.2	81.0	81.8	82.4	83.2	83.8	83.9
<b>Men</b>									
County	71.5	72.6	73.4	74.9	75.8	76.8	78.2	78.5	78.7
Nation	72.4	73.6	74.4	75.6	76.9	78.0	79.1	80.1	80.2

### Average life expectancy by municipality 2012-2016

Municipality	Women	Men	Municipality	Women	Men
Arjeplog	81.1	78.4	Luleå	84.0	79.6
Arvidsjaur	83.2	79.2	Pajala	82.9	77.0
Boden	83.7	80.3	Piteå	83.0	79.5
Gällivare	83.2	76.4	Älvsbyn	82.2	79.3
Haparanda	82.4	76.0	Övertorneå	84.9	74.4
Jokkmokk	81.3	78.8	Övertorneå	82.4	78.4
Kalix	83.2	77.0	County	83.3	78.7
Kiruna	82.8	78.9	Nation	83.9	80.2

## Sick-leave rate 2016



Municipality/ region	Women	Men	Municipality/ region	Women	Men
Arjeplog	16.5	9.9	Luleå	12.9	6.4
Arvidsjaur	15.2	8.2	Pajala	10.2	8.3
Boden	14.4	7.1	Piteå	19.5	7.8
Gällivare	14.1	6.7	Älvsbyn	18.2	10.6
Haparanda	12.4	7.3	Övertorneå	13.4	8.2
Jokkmokk	10.0	7.2	Övertorneå	13.4	8.2
Kalix	16.1	8.9	Länet	14.4	7.1
Kiruna	10.9	5.6	Riket	14.3	7.5

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: Susanne Lindholm

## *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.
- 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.
- 2005 Feminist Initiative is formed on 3 April.
- 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.
- 2016 The government decides on new political gender equality subgoals, gender equal education and equal healthcare and that a new gender equality authority is to be established, planned to start activities in 2018.

## Managers and directors by labour market sector 2015

Sector	Number		Gender distribution (per cent)			
	Women	Men	County Women	Nation Men	County Women	Nation Men
State administration	201	613	25	75	40	60
Public utilities	3	5	38	63	35	65
Municipal council	865	367	70	30	69	31
County Council	232	63	79	21	73	27
Other public institutions	1	2	33	67	48	52
Private joint stock companies	894	2,496	26	74	29	71
Other private enterprises	19	33	37	63	35	65
State owned enterprises	97	321	23	77	36	64
Municipal owned enterprises	59	99	37	63	43	57
Other organisations	114	147	44	56	52	48
Total	2,485	4,146	37	63	38	62

## Managers by management function and gender 2015\*

Type of management activity	Number		Gender distribution (per cent)			
	Norrbottnen	County Men	Norrbottnen Women	County Men	Sweden Women	Sweden Men
MD, Director-General, political representatives, officials.	112	419	21	79	19	81
Administration accounting, HR, info, marketing	723	1152	39	61	40	60
IT, buying/logistics, R&D, production.	254	1641	13	87	18	82
Schools/education, preschool, adult education.	236	103	70	30	69	31
Healthcare, social care, social services	930	450	67	33	67	33
Banking, finance and insurance	51	92	36	64	35	65
Hospitality industry, fitness training and sport	179	289	38	62	35	65
Total	2,485	4,146	37	63	37	63

\* *New classification of occupations, managers and leaders SSYK 2012*

SSYK 2012 reflects managers' levels of responsibility. The highest executive management level, area 11, which codes Managing Directors, Directors General, etc. in areas with management hierarchies, follows international standards. For other managers a matrix model has been produced for areas with codes 12-17 (in the Table listed as managers in administration, accounting, HR, info, marketing, IT, buying/logistics, etc) In the above table, "Other managers" is excluded



## Managers by management function, gender and age 2015

Women, age	16-29	30-39	40-49	50-59	60-64	total
MD, Director-General, political representatives, officials.	3	8	46	44	11	112
Administration accounting, HR, info, marketing	135	114	227	188	59	723
IT, buying/logistics, R&D, production.	9	54	97	77	17	254
Schools/education, preschool, adult education.	1	13	81	97	44	236
Healthcare, social care, social services	28	130	319	345	108	930
Banking, finance and insurance	0	9	23	18	1	51
Hospitality industry, fitness training and sport	19	46	51	50	13	179
Total	195	374	844	819	253	2,485

Men, age	16-29	30-39	40-49	50-59	60-64	total
MD, Director-General, political representatives, officials.	6	50	152	163	48	419
Administration, accounting, HR, info, marketing	171	261	333	300	87	1 152
IT, buying/logistics, R&D, production.	50	246	610	556	179	1 641
Schools/education, preschool, adult education.	1	12	36	34	20	103
Healthcare, social care, social services	6	53	160	165	66	450
Banking, finance and insurance	0	12	41	32	7	92
Hospitality industry, fitness training and sport	21	56	87	105	20	289
Total	255	690	1,419	1,355	427	4,146

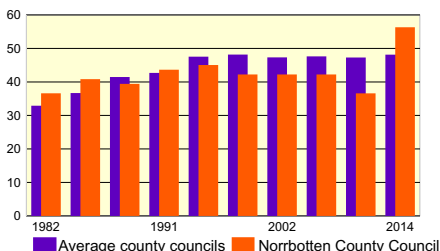
The distribution between women and men in management positions in the county is 37 per cent women and 63 per cent men. The sector that differs from the majority is the Landsting, where 79 per cent women are in managerial positions, and municipal administration, where the distribution is 70 per cent women and 30 per cent men.

There are most women managers in school and education, and health and social care. The smallest proportion is in IT, purchasing, logistics, R&D and production, where only 13 per cent are women, which is below the national average of 18 per cent. The age distribution for women and men in management positions is relatively equal. The proportion of managers within the age bracket 30-49 is 49 per cent for women and 51 per cent for men.

## Women and politics

The government comprises twelve women and eleven men. Of the members of parliament, 43,6 per cent are women. In Norrbotten County Council, 43 per cent are women. In the municipal councils in the county Assembly, an average of 45,8 per cent are women.

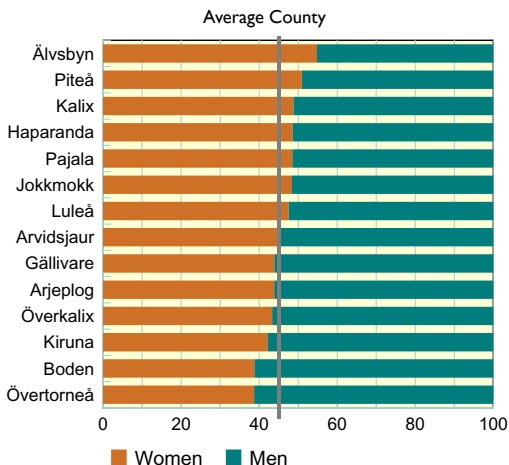
### The proportion of women in the County Council Assembly



### County Council Assembly after the 2014 election

Party	Number		Women, per cent	
	Women	Men	County	Nation
The Conservative party	2	4	33.3	44.5
The Centre party	1	3	25.0	47.1
The Liberal party	1	2	33.3	52.1
The Christian Democrats				50.0
The Social Democrats	12	15	44.4	55.3
The Left party	5	1	83.3	50.6
The Ecological party	2	1	66.7	49.0
The Sweden Democrats	2	1	66.7	14.7
Norrbotten Medical Care Party	6	13	31.6	39.1
Total	31	40	43.7	39.1

## Proportion of women and men in the municipal council assemblies after the election in 2014



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 2014 election. The distribution is most even in Arjeplog (10 wm 10 m), Haparanda (17 wm 18 m), Jokkmokk (15 wm 16 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 Älvsbyn, from 13 to 17 women.

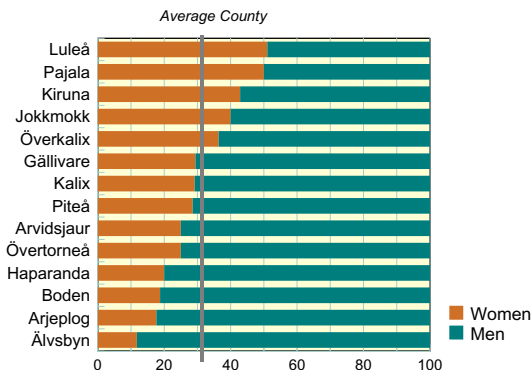
The biggest decrease in the number of women in the municipal council assembly compared to the previous election was reported in Piteå and Haparanda with -1. Överkalix and Arvidsjaur Municipality had reduced the number of seats in its assembly since the previous election by 1.

## Gender equality in the municipal councils

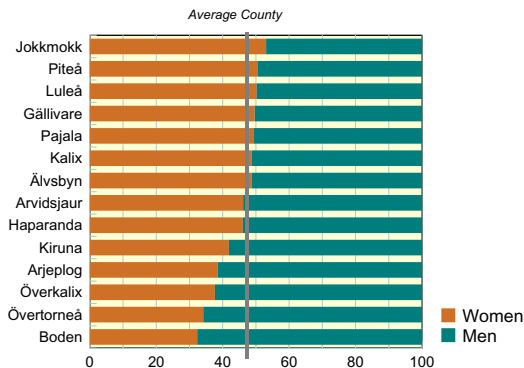


Gender equality is considered to exist when the proportion of women and men respectively is 40% - 60% in a group.

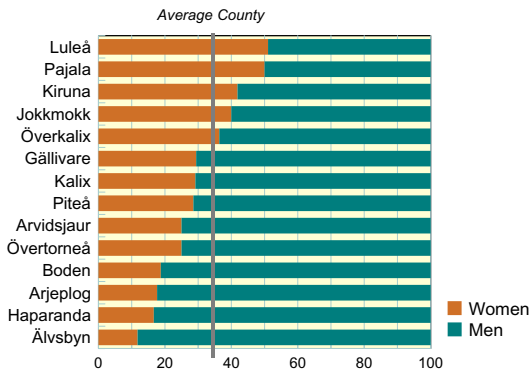
## Distribution of women and men in municipal executives after the 2016 General Election



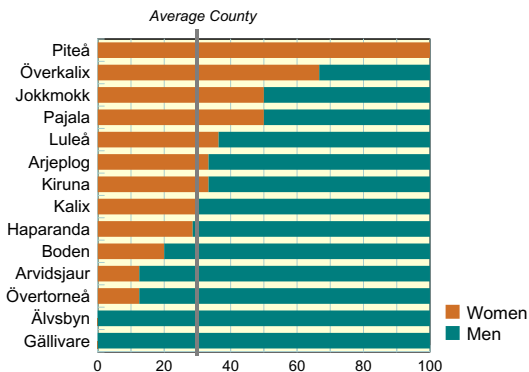
## Distribution of women and men in committees, sub-committees and drafting committees after the 2016 General Election



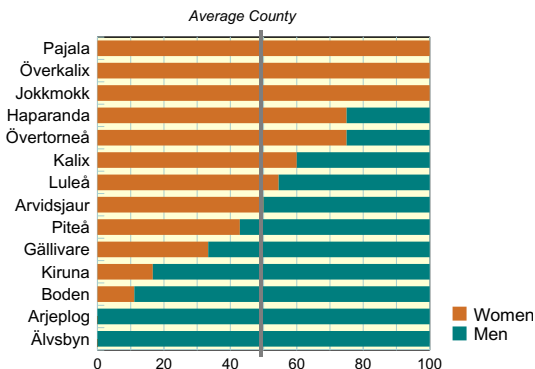
## Distribution of women and men in municipal companies and foundations 2016



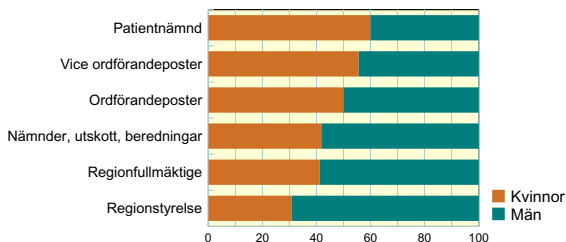
## Distribution of women and men among municipal chairs 2016



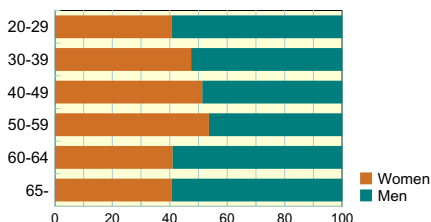
## Distribution of women and men among chief municipal executives and department heads 2016



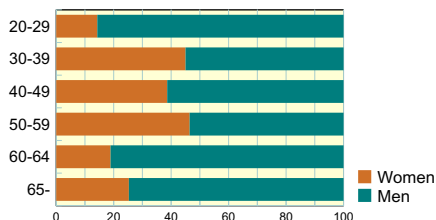
## Distribution of women and men in Norrbotten County Council 2016



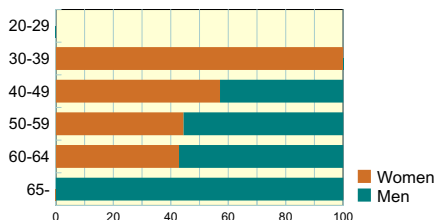
## Age distribution in municipal assembly, municipal executive, committees and sub-committees in municipalities and the County Council 2016



## Age distribution in municipal companies and foundations 2016



## Age distribution among chief municipal and administration officers 2016





# Education



Photo: Johan Gunseus/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 2015/2016

Municipality/ region	Average qualification level			Difference girls and boys as %
	Girls	Boys	All	
Arjeplog	246.0	223.8	232.3	10
Arvidsjaur	220.9	208.2	214.1	6
Boden	241.7	205.7	224.2	18
Gällivare	252.6	215.2	232.7	17
Haparanda	237.6	199.4	219.6	19
Jokkmokk	251.5	185.6	224.1	36
Kalix	226.5	170.9	195.4	33
Kiruna	239.8	218.9	228.3	10
Luleå	243.3	212.4	226.0	15
Pajala	244.6	200.5	223.5	22
Piteå	243.7	210.3	226.7	16
Älvsbyn	218.2	198.1	209.0	10
Övertkalix	252.4	188.8	223.5	34
Övertorneå	218.2	214.3	216.0	2
County	240.6	207.4	223.2	16
Nation	241.1	208.7	224.1	16

Of the 16-year-old school-leavers in 2016, girls' average qualification assessments were 16 per cent higher than boys'. In the County of Norrbotten the greatest difference between girls' and boys' qualification assessments is found in Jokkmokk Municipality, 36 per cent. The smallest difference, two per cent, is found in Övertorneå Municipality.

Merit rating comprises the aggregate of the mark values for the 16 or 17 best marks in the student's school-leaving certificate. A corresponds to 20 points; B to 17.5 points; C to 15 points; D to 12.5 points; E to 10 points; F, which is a fail mark, corresponds to 0 points.

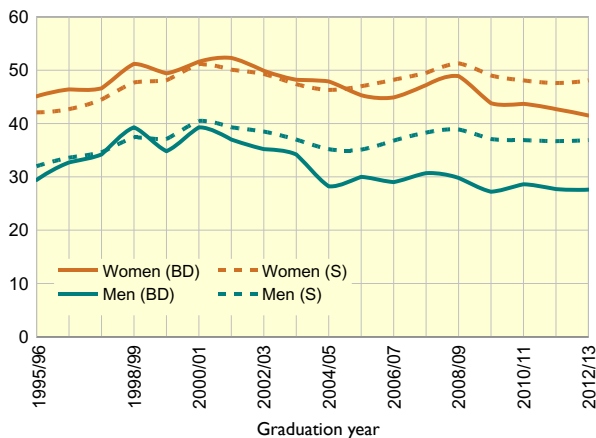
The maximum possible value is 340 points.

\*Applies to students who have studied modern languages.

Graduated from upper secondary school, school year 2016.  
County of Norrbotten

Program	Number of School leavers	Proportion of School leavers		Proportion with secondary education diploma		Proportion with basic university entrance qualification	
	Tot	Women	Men	Women	Men	Women	Men
<b>Vocational programme</b>	931	36.2	63.8	94.4	92.9	44.8	19.7
Child recreation	49	65.3	34.7	..	..	56.3	52.9
Building and Construction Programme	146	15.8	84.2	..	..	30	22
Electrical engineering and Energy programme	158	9.5	90.5	100	95.8	33.3	23.1
Vehicle engineering and transport programme	139	11.5	88.5	100	91	.	5
Business and administr. pr.	51	..	..	..	..	..	.
Handicraft	28	100	0	..	..	42.9	.
Hotel and tourism	20	70	30	..	..	57.1	.
Industrial Technology Programme	95	20	80	..	..	..	..
Natural Resource Use	55	65.5	34.5	..	..	36.1	26.3
Restaurant and food	34	64.7	35.3	..	..	..	..
HVAC and Property Maintenance Programme	40	..	..	..	..	..	..
Health and Social Care Programme	97	83.5	16.5	..	..	77.8	68.8
Courses with national admission	19	..	..	..	..	.	..
<b>University preparatory</b>	1,108	56.4	43.6	96.2	91.9	96.2	91.9
Economics	195	64.1	35.9	94.4	92.9	94.4	92.9
Arts programme	145	71.0	29.0	..	..	95.1	97.6
Humanities programme	21	..	..	..	..	..	..
Natural Science	251	56.6	43.4	..	..	96.5	96.3
Social science	261	72.0	28.0	96.8	82.2	96.8	82.2
Technical	235	20.4	79.6	100	92.0	100	92.0
<b>Upper secondary school Total</b>	2,039	47.2	52.8	95.5	92.5	78.2	52.1
Principal Municipality	899	47.4	52.6	96.0	92.8	80.2	52.1
County Council	31	62.0	38.0	..	..	35.5	26.3
Private	32	34.0	66.0	84.4	87.1	62.5	59.7

# 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 2012/13, 41.5 per cent studied at university level within three years, and among boys the figure was 27.6 per cent. The national average was 48 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.

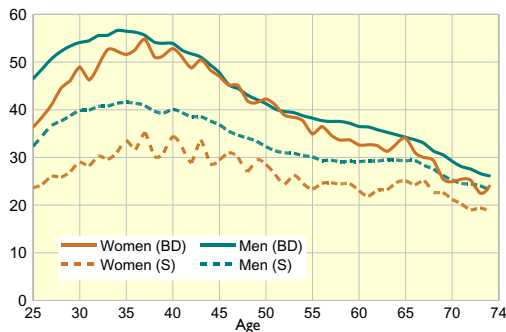
Women's educational level is higher than men's. In the age group 25-64 years 47.6 per cent of women and 36.7 per cent of men respectively have some kind of tertiary education. In the County of Norrbotten 43.2 per cent of women and 28.7 per cent of men have a tertiary education. Men however retain a big advantage as regards research education.

### **Type of education - a gender issue**

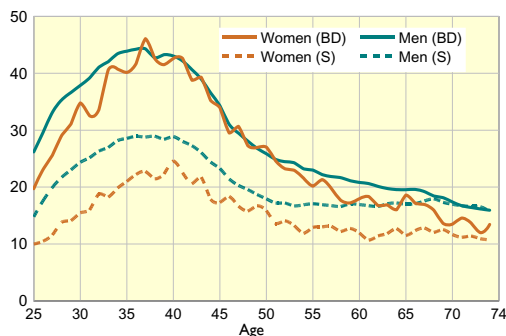
If the level of education is principally a generation issue, then the type of education can largely be seen as a gender issue. Women and men are educated for different areas of the labour market. The younger ones still choose by gender despite political efforts to introduce a more equal gender distribution 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 2015/2016, 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 2016

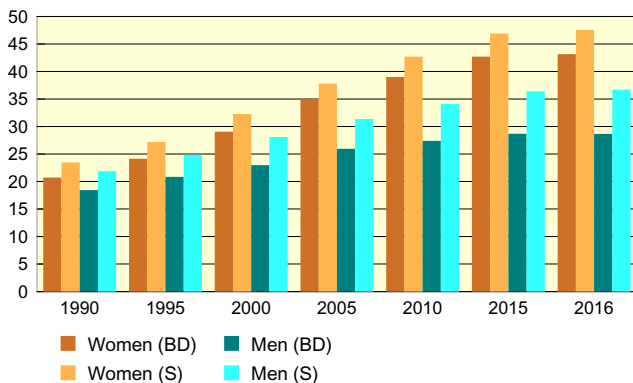


## The proportion of the population possessing at least 3 years' tertiary education including research education in 2016



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

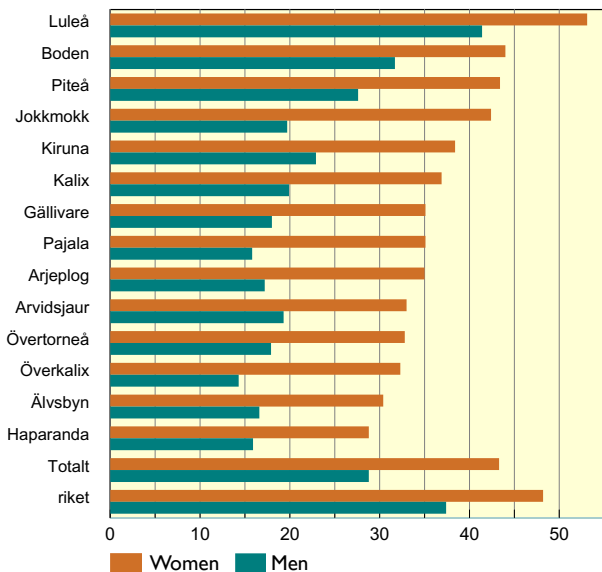
Population 1990-2016 in the age group 25-64 years  
with tertiary education



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 2016 43.2 per cent of women and 28.7 of men in the county possessed a tertiary education. In the whole nation 47.6 per cent of women and 36.7 per cent of men had a tertiary education.

## Proportion of women and men aged 25-64 years with some form of tertiary education in 2016

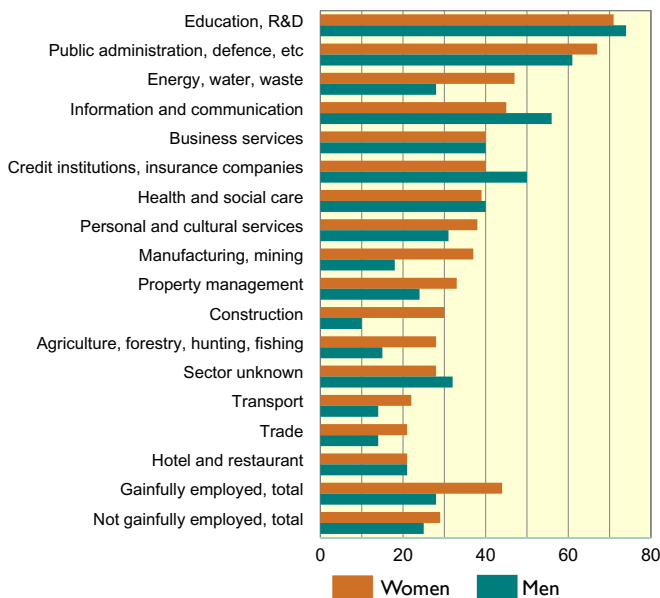


More women than men have a tertiary education in all municipalities in the county and in the nation.

In the County of Norrbotten 43.2 per cent of women aged 25-64 years have a tertiary education and 28.7 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, 2015, 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, 2015

	County			Nation		
Level of education	Total	Per cent		Total	Per cent	
Course	no.	Wm	M	no.	Wm	M
Basic education						
Swedish as a second language	341	55	45	41,954	62	38
English	257	64	36	19,259	65	35
Mathematics	128	62	38	11,472	63	37
Introductory course	62	61	39	11,491	64	36
Social studies	35	66	34	4,525	63	37
Swedish	18	50	50	1,324	52	48
Other courses	8	38	63	1,054	62	38
Total	849	59	41	91,079	63	37
Upper secondary education						
Introductory course	790	64	36	32,168	63	37
Health education	509	87	13	17,702	83	17
Psychiatry I	484	86	14	14,165	84	16
Medicin I	479	85	15	16,299	83	17
Special pedagogy I	463	86	14	15,651	85	15
Mathematics 2b	461	62	38	16,759	59	41
Health and social care	446	85	15	16,046	82	18
Psychology I	417	80	20	16,153	76	24
Ethics and life	415	88	12	15,563	83	17
English 6	383	65	35	20,134	62	38
Health and social care 2	367	89	11	13,756	84	16
Social studies 1b	295	56	44	11,908	59	41
Swedish 2	289	54	46	10,723	54	46
English 5	271	61	39	14,537	61	39
Information and communication	253	73	27	5,468	73	27
Healthcare, dementia	226	90	10	6,873	86	14
Other courses	8,879	55	45	422,516	58	42
Total	15,427	64	36	666,421	63	37

# Work

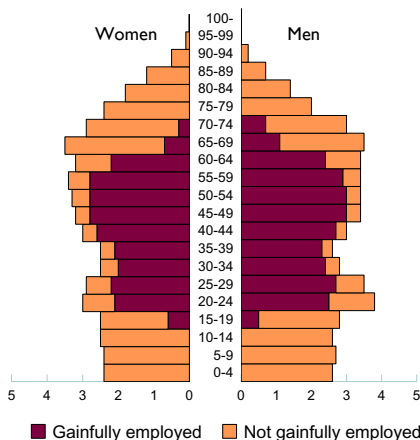


Photo: Patrick Degerman/Synk

## *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 2015.



### 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 46.7 per cent of the whole population was gainfully employed in 2015. The national average was 48.1 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 19.8 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 2015

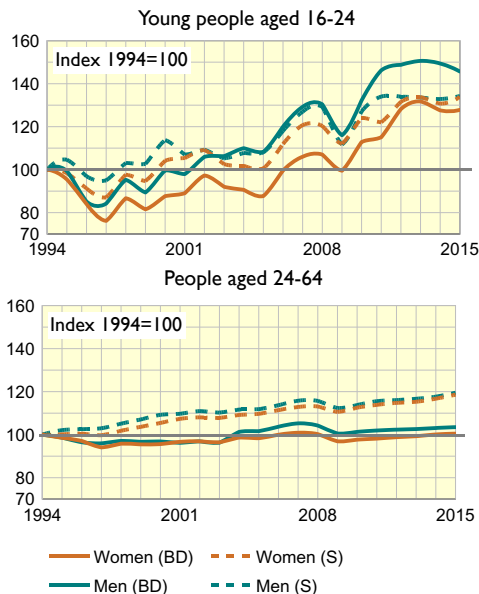
## Women

Municipality/ region	Age 20-24	25-34	35-44	45-54	55-64	Total 20-64
Arjeplog	68.9	83.3	91.1	87.7	77.3	82.5
Arvidsjaur	75.3	83.0	89.2	86.8	74.8	82.2
Boden	70.3	78.1	85.7	84.9	76.4	80.0
Gällivare	83.3	85.0	89.2	90.2	77.7	84.9
Haparanda	65.8	70.0	77.6	78.5	64.0	71.3
Jokkmokk	69.8	77.0	85.6	89.2	82.2	82.2
Kalix	71.0	76.7	85.1	85.7	72.8	79.2
Kiruna	82.2	83.3	90.6	90.5	82.0	86.1
Luleå	62.3	76.7	87.2	87.1	76.8	79.5
Pajala	81.6	71.6	85.5	87.6	75.8	80.0
Piteå	68.3	78.1	86.6	85.7	73.2	79.4
Älvsbyn	76.6	73.5	84.1	82.9	71.9	77.8
Övertorneå	72.5	83.2	80.0	85.1	77.4	80.5
Övertorneå	60.0	79.0	77.8	84.9	76.3	77.7
County	69.2	78.3	86.6	86.6	75.6	80.3
Nation	60.9	73.8	83.1	84.2	73.8	76.8

## Men

Municipality/ region	Age 20-24	25-34	35-44	45-54	55-64	Total 20-64
Arjeplog	82.4	83.5	90.8	87.9	77.3	84.1
Arvidsjaur	77.3	85.2	90.1	89.7	78.4	84.5
Boden	71.7	79.5	87.5	87.6	75.8	81.0
Gällivare	82.1	90.4	89.3	89.8	79.7	86.5
Haparanda	62.8	63.3	63.2	68.6	57.4	62.9
Jokkmokk	72.4	84.0	87.2	89.7	78.9	83.0
Kalix	73.2	80.3	86.5	87.9	75.4	81.3
Kiruna	79.3	89.0	91.7	92.9	81.2	87.6
Luleå	52.5	77.8	89.2	89.4	80.5	79.3
Pajala	71.6	84.6	91.1	83.7	71.6	79.8
Piteå	68.1	82.4	90.4	89.5	79.7	83.5
Älvsbyn	70.5	82.8	87.0	86.0	74.1	80.9
Övertorneå	75.0	86.1	84.8	87.9	72.9	81.0
Övertorneå	64.4	77.7	76.5	82.8	73.2	75.5
County	65.0	81.3	88.1	88.3	77.5	81.3
Nation	60.6	77.4	85.6	85.5	76.6	79.0

## Gainfully employed 1994-2015



During the period 1994-2015, the number of jobs increased by 19 per cent for men aged 25-64. For women, the increase was 18 per cent. In the County of Norrbotten, the number of jobs increased by 3.5 per cent for men and 0.5 per cent for women in the same period.

As regards young people aged 16-24, the increase at national level was 33.7 per cent for women and 34 per cent for men. In the county, jobs for young women increased by 28 per cent and by 45 per cent for young men.

See notes on page 81: Index

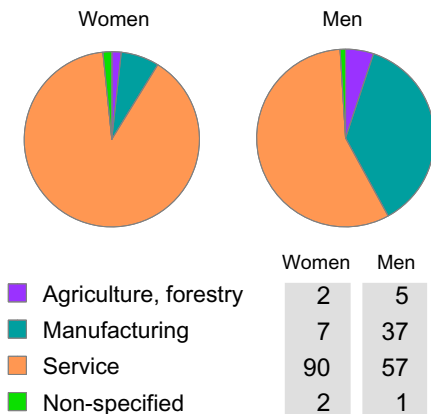
### The youngest and the oldest work part-time

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.

The proportion in part-time employment in the age group 25-34 is 28 per cent for women and 12 per cent for men. The corresponding distribution in the age group 35-44 is 28 and 7 per cent.

#### Gainfully employed in 2015 (%)



## Change in the number of jobs 1994-2015

Municipality/ region	Women		Change 1994-2015 %	Men		Change 1994-2015 %
	Gainfully employed 1994	2015		Gainfully employed 1994	2015	
Arjeplog	692	699	1.0	821	925	12.7
Arvidsjaur	1,462	1,483	1.4	1,527	1,586	3.9
Boden	7,030	5,299	-24.6	6,159	6,063	-1.6
Gällivare	4,644	4,465	-3.9	4,847	5,647	16.5
Haparanda	1,671	1,818	8.8	1,613	1,727	7.1
Jokkmokk	1,353	1,183	-12.6	1,340	1,236	-7.8
Kalix	3,664	3,356	-8.4	3,546	3,675	3.6
Kiruna	5,284	5,953	12.7	6,571	7,628	16.1
Luleå	15,516	20,187	30.1	19,579	23,051	17.7
Pajala	1,265	1,177	-7.0	1,287	1,327	3.1
Piteå	7,814	8,812	12.8	7,657	9,559	24.8
Älvsbyn	1,718	1,708	-0.6	1,633	1,702	4.2
Övertorneå	792	715	-9.7	887	828	-6.7
Övertorneå	925	881	-4.8	958	965	0.7
County	53,830	57,736	7.3	58,425	65,919	12.8
Nation	1,828,696	2,270,560	24.2	1,956,956	2,454,785	25.4

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 7.3 per cent, and there has been a 12.8 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 eight 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 2015

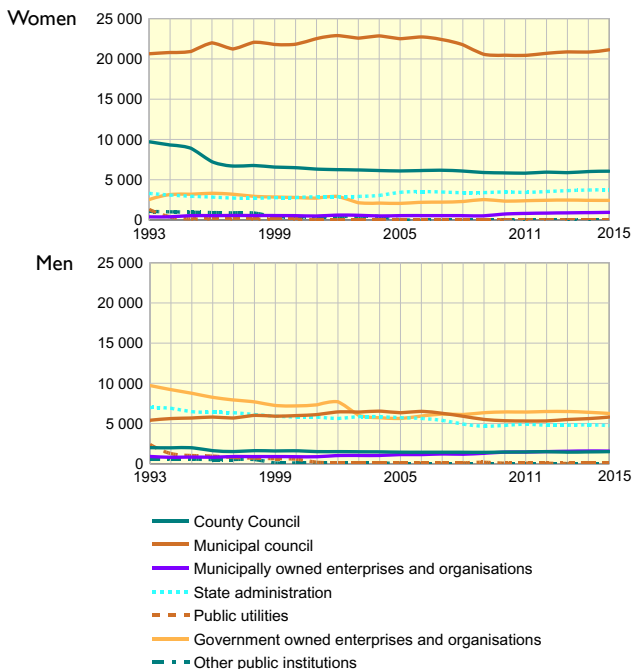
Municipality	Incoming comm.		Outgoing comm.		Net commuting	
	Women	Men	Women	Men	Women	Men
Arjeplog	96	261	58	133	38	128
Arvidsjaur	168	294	123	396	45	-102
Boden	769	1,254	1,902	2,441	-1,133	-1,187
Gällivare	314	813	255	348	59	465
Haparanda	158	226	205	405	-47	-179
Jokkmokk	117	150	134	293	-17	-143
Kalix	301	439	420	858	-119	-419
Kiruna	455	1,096	204	246	251	850
Luleå	3,503	5,388	1,598	2,457	1,905	2,931
Pajala	73	152	147	351	-74	-199
Piteå	559	1,078	1,444	2,423	-885	-1,345
Älvsbyn	212	338	251	716	-39	-378
Övertorneå	65	118	65	146	0	-28
Övertorneå	92	127	117	292	-25	-165

## Work commuting to/from the County of Norrbotten 2015

(also included in the above table)

County	Incoming comm.		Outgoing comm.		Net commuting	
	Women	Men	Women	Men	Women	Men
Västerbotten	486	1 013	373	697	158	326
Stockholm	261	506	491	845	-311	-520
Västernorrland	110	165	104	211	-36	-46
Västra Götaland	78	171	42	117	1	81
Skåne	71	138	62	100	1	-6
Uppsala	57	107	45	62	27	38
Jämtland	49	108	26	41	5	54
Gävleborg	35	80	23	65	15	19
Other counties	183	490	195	377	-22	159
Total	1,330	2,778	1,361	2,515	-31	263

## Gainfully employed in the public sector, County of Norrbotten

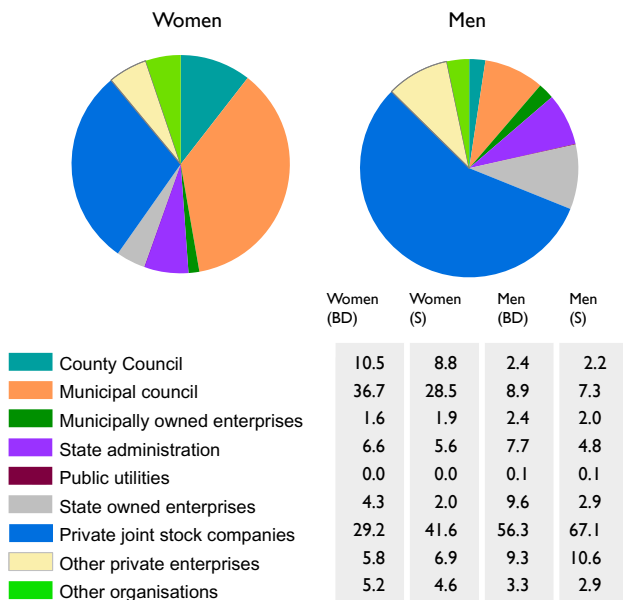


In the County of Norrbotten, 60 per cent of gainfully employed women and 31 per cent of gainfully employed men work in the public sector (incl. publicly owned enterprises and organisations). This may be compared to the national average of 47 and 19 per cent respectively. Between the years 1993 and 2016, the number employed in the public sector in the county fell by 4,600 women and 8,100 men.

Employees in municipalities and county council,  
full-time and part-time respectively, 2016

Municipality/ region	Women Part-time	Fulltime	Prop. employed part-time	Men Part-time	Fulltime	Prop. employed part-time
<i>Municipal employees</i>						
Arjeplog	156	148	51.3	37	82	31.1
Arvidsjaur	300	417	41.8	76	149	33.8
Boden	846	1,116	43.1	217	424	33.9
Gällivare	421	1,033	29.0	119	296	28.7
Haparanda	315	487	39.3	69	168	29.1
Jokkmokk	195	268	42.1	42	89	32.1
Kalix	479	909	34.5	70	285	19.7
Kiruna	482	1,371	26.0	123	289	29.9
Luleå	2,028	3,532	36.5	385	1,212	24.1
Pajala	309	351	46.8	81	131	38.2
Piteå	1,566	1,818	46.3	251	638	28.2
Älvsbyn	476	403	54.2	79	102	43.6
Överkalix	190	157	54.8	47	70	40.2
Övertorneå	219	213	50.7	54	92	37.0
County	7,982	12,223	39.5	1,650	4,027	29.1
Nation	297,137	339,367	46.7	59,283	127,848	31.7
<i>County council employees</i>						
Norrbotten						
County Council	2,016	3,762	34.9	292	1,193	19.7
All County Councils	76,018	110,790	40.7	10,833	41,373	20.8

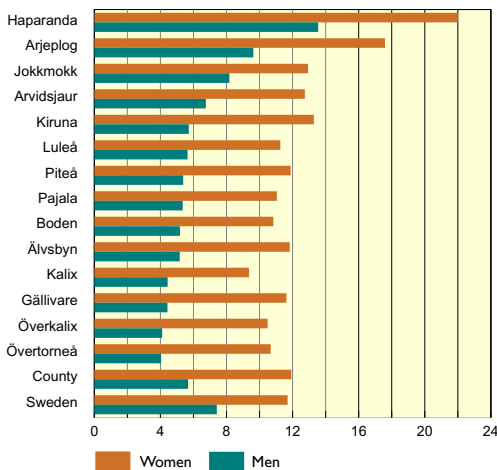
## Gainfully employed by sector in 2015 (%)



Of those gainfully employed in the County of Norrbotten, 40 per cent of women and 69 per cent of men are employed in the private sector. The national average is 53 and 81 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 2015



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 2015, 22 per cent of the gainfully employed women and 14 per cent of the gainfully employed men in Haparanda municipality worked in tourism-related industries.

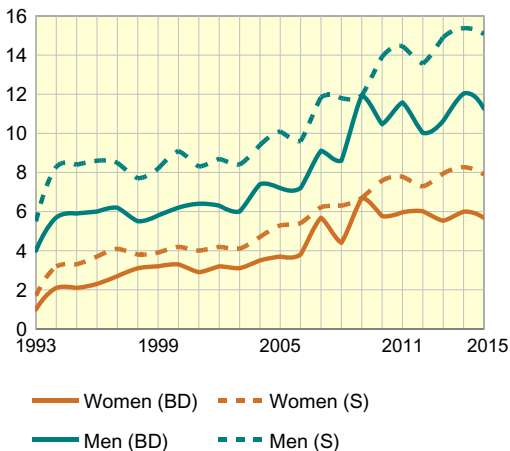
Tourism-related industries include retail trade, zoos and nature reserves, hotels and restaurants, museums and cultural attractions, leisure facilities, ski facilities, etc.

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

## Gainfully employed women and men 2015 County of Norrbotten

	Norrbotten County		County %		Nation %	
	Women	Men	Women	Men	Women	Men
Agriculture,forestry, hunting, fishing	1,003	3,375	1.7	5.1	1.1	3.1
Manufacturing, mining	2,892	12,854	5.0	19.5	5.9	17.4
Energy, water, waste	320	1,362	0.6	2.1	0.5	1.5
Construction	866	10,129	1.5	15.4	1.3	12.4
Trade	5,289	5,876	9.2	8.9	11.4	12.8
Transport, and, storage	1,085	5,041	1.9	7.6	2.1	7.2
Hotel, and, restaurant	2,512	1,684	4.4	2.6	3.8	3.2
Information, and communication	913	1762	1.6	2.7	2.3	5.1
Credit, institutions. insurance, companies	884	592	1.5	0.9	2.1	1.8
Property, management,	686	1,216	1.2	1.8	1.3	1.9
Business, services	4,948	7,057	8.6	10.7	10.6	12.8
Public, authorities, defence. international, organisations	4,825	5,081	8.4	7.7	6.8	4.7
Research, and, development. education	9,230	3,059	16.0	4.6	16.3	5.3
Health, and, medical, care. social, services	18,613	4,251	32.2	6.4	27.9	6.2
Personal, and cultural, services	2,732	1,928	4.7	2.9	5.3	3.6
Sector, unknown	938	652	1.6	1.0	1.4	0.9
All, sectors	57,736	65,919	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 2015, 6 new companies per 1,000 women and 11 new companies per 1,000 men were started in the county.

The proportion of newly-started companies in 2015 managed by women was 31 per cent, which puts the county in sixth place in the nation. The national average is 34 per cent of new businesses managed by women.

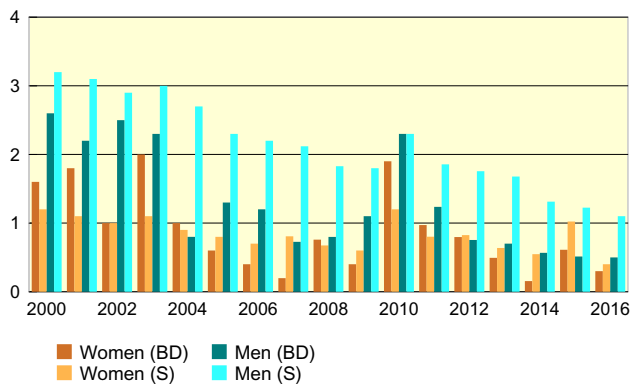
### Newly-started companies in 2015 by gender as a percentage

County	No. new companies	Management (%)		New companies per 1,000*	
		Wm.	Men	Wm.	Men
Stockholm	22,088	35	65	10.9	19.9
Uppsala	2,547	35	65	8.0	14.9
Södermanland	1,719	34	66	7.2	13.3
Östergötland	2,407	30	70	5.5	11.9
Jönköping	1,875	29	71	5.3	12.4
Kronoberg	1,041	30	70	5.6	12.3
Kalmar	1,211	32	68	5.7	11.5
Gotland	410	38	62	9.2	14.7
Blekinge	797	32	68	5.8	11.3
Skåne	9,623	35	65	8.4	15.5
Halland	2,146	33	67	7.6	15.2
Västra,Götaland	11,317	33	67	7.4	14.5
Värmland	1,457	34	66	6.1	11.3
Örebro	1,696	34	66	6.6	12.5
Västmanland	1,569	33	67	6.7	12.9
Dalarna	1,576	34	66	6.7	12.2
Gävleborg	1,500	33	67	6.1	11.7
Västernorrland	1,384	30	70	5.9	13.0
Jämtland	993	32	68	8.5	17.4
Västerbotten	1,471	30	70	5.5	12.3
Norrbottn	1,308	31	69	5.7	11.3
Sweden	70,135	34	66	7.9	15.1

\*) Population aged 16-64



### Number of liquidations per 1,000 private firms

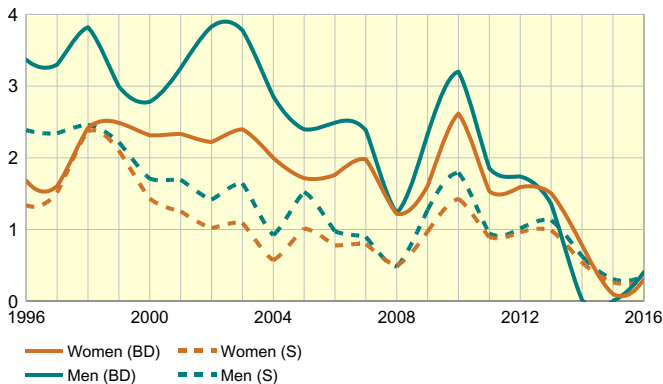


### Women's companies have fewer liquidations

During 2016, the owner was a man in 75 per cent of the bankruptcies in private firms in the County of Norrbotten and 80 per cent in the whole nation. Comparing all privately-owned firms in the county, 0.4 of 1,000 firms owned by men were liquidated in 2016. The corresponding figure for women was 0.3 liquidations per 1,000 firms in 2016.

In the nation, 1.1 of 1,000 private firms owned by men went into liquidation in 2016. The corresponding figure for women was 0.5 of 1,000 private firms.

### Setting-up allowances per 1,000 inhabitants aged 16-64 years, January 1996-2016



In the month of January 2016, 21 women and 31 men in Norrbotten County received a grant to start up a business (start-up grant). That means that 0.3 per 1,000 women aged 16-64 in the county received a grant to start their own business. For men the proportion was 0.4 per 1,000. The comparable national average for women was 1.0 per 1,000 and for men 1.1 per 1,000.

The start-up grant, now known as “Stöd till start av näringsverksamhet” (support for start-up of enterprise), has changed over time with regard to design/content and amount payable. It is operated by the Employment Agency and administrated by the Social Insurance Agency.

---

 Women and men with a setting-up allowance in 2016
 

---

Municipality/ Region	Number		Distribution		Per 1,000 inhab. aged 16-64	
	Women	Men	Women	Men	Women	Men
Arjeplog	0	0	0.0	0.0	0.0	0.0
Arvidsjaur	0	1	0.0	100.0	0.0	0.5
Boden	1	2	33.3	66.7	0.1	0.2
Gällivare	0	1	0.0	100.0	0.0	0.2
Haparanda	1	2	33.3	66.7	0.4	0.7
Jokkmokk	0	0	0.0	0.0	0.0	0.0
Kalix	4	6	40.0	60.0	0.9	1.2
Kiruna	3	4	42.9	57.1	0.4	0.5
Luleå	6	8	42.9	57.1	0.3	0.3
Pajala	1	3	25.0	75.0	0.6	1.6
Piteå	2	1	66.7	33.3	0.2	0.1
Älvsbyn	1	2	33.3	66.7	0.4	0.8
Övertkalix	1	1	50.0	50.0	1.1	1.0
Övertorneå	1		100.0	0.0	0.8	0.0
County	21	31	40.4	59.6	0.3	0.4
Nation	828	1,075	43.5	56.5	0.3	0.4

## Gainfully employed entrepreneurs in 2015. Largest sectors for women and men in the County of Norrbotten

### Women

Sector	Business leader	Own plc	Total
Agriculture, forestry, fishing	760	19	779
Personal and cultural services	514	82	596
Business services	220	173	393
Retail trade	176	203	379
Health and medical care	78	89	167
Manufacturing, mining	101	63	164
Hotel and restaurants	83	77	160
Education	49	27	76
Property management	24	22	46
Information and communication	26	14	40
Construction	17	23	40
Transport, storage	11	19	30
Energy, water, waste	0	4	4
Credit institutions, insurance companies	3		3
Public authorities, defence	0	0	0
Other sectors	387	0	387
Total	2,449	815	3,264

### Men

Sector	Business leader	Own plc	Total
Agriculture, forestry, fishing	2,149	173	2,322
Personal and cultural services	225	67	292
Business services	472	545	1,017
Retail trade	309	506	815
Health and medical care	31	100	131
Manufacturing, mining	259	362	621
Hotel and restaurants	130	113	243
Education	38	38	76
Property management	85	62	147
Information and communication	106	145	251
Construction	558	807	1,365
Transport, storage	180	315	495
Energy, water, waste		13	13
Credit institutions, insurance companies		26	26
Public authorities, defence	0		0
Other sectors	313	0	313
Total	4,855	3,272	8,127

# Income

Sector



Photo: Olof Pettersson

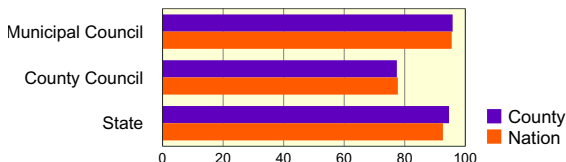
## *Notable years*

- 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 2015, public sector
 

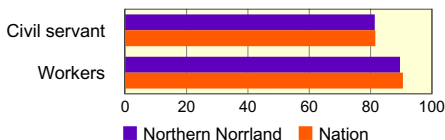
---




---

 Women's full-time salaries as a percentage of men's 2015, private sector
 

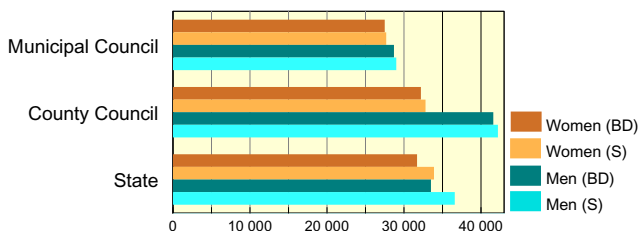
---


**Women's full-time salary 88 per cent of men's**

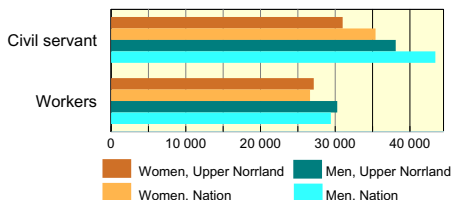
Gender-equality as regards pay is mostly to be found among municipal employees. In Norrbotten County the full-time pay of a female municipal employee corresponds to 95.8 per cent of the pay of a male municipal employee (year 2015). The corresponding figure for Sweden as a whole is 95.8 per cent. For women employed by the state, full-time pay is 94.6 per cent of the average for men. For female county council employees in the county, the figure is 77.5 per cent.

Among private sector employees in Northern Norrland (Norrbotten, Jämtland, Västerbotten and Västernorrland counties) the full-time pay of a woman employee is 90 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 2015 by sector



## Average monthly salary in 2015 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, 84 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**

Women work part-time to greater extent than men, and thereby miss a proportion of earned income.

According to the latest Labour Force Survey by workforce investigation by Statistics Sweden, 3,802,000 people worked full-time in the year 2016. Full-time employment increased among both men and women. The majority of those employed have agreed working hours of 35 hours or more, termed full-time. The number of women employed full-time increased by 44,000, which means that on average, 1,605,000 women worked full-time, i.e. 42 per cent of all full-time employees are women.

Regardless of whether part-time employment is involuntary or involuntary, in addition to affecting the private economy it can also affect opportunities for promotion and can ultimately for women lead



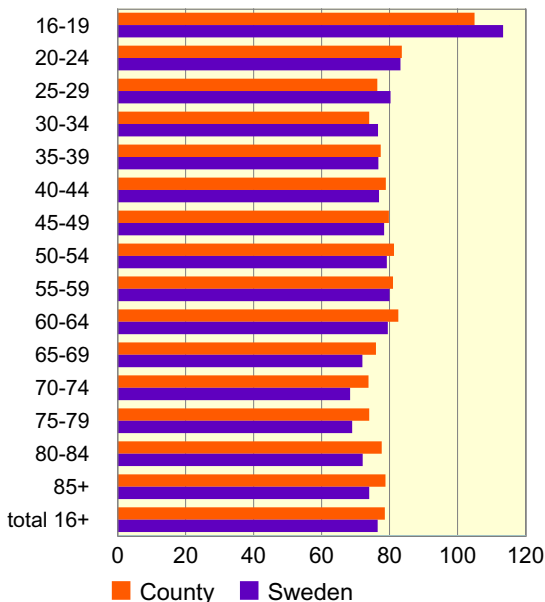
to a lower pension, in combination with generally lower salaries. Today there are major income differences between genders among pensioners, largely because women worked part-time in the past to an even greater extent than today.

### Cumulative earned income, average income 2015

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	265,600	307,000	86.5	172,100	221,600	77.7
Arvidsjaur	259,000	319,400	81.1	175,500	228,500	76.8
Boden	265,300	319,500	83.0	196,200	255,200	76.9
Gällivare	298,800	391,300	76.4	187,300	247,700	75.6
Haparanda	244,400	263,800	92.6	167,700	208,500	80.4
Jokkmokk	253,200	312,600	81.0	182,200	225,800	80.7
Kalix	264,500	322,100	82.1	181,900	244,500	74.4
Kiruna	297,400	391,800	75.9	191,300	263,700	72.5
Luleå	275,800	332,500	82.9	201,000	279,800	71.8
Pajala	259,800	305,700	85.0	172,000	215,200	79.9
Piteå	263,300	345,300	76.3	186,300	274,000	68.0
Älvsbyn	244,500	316,900	77.2	171,200	237,500	72.1
Övertorneå	258,800	299,700	86.4	185,100	217,200	85.2
Övertorneå	252,000	272,300	92.5	172,900	217,500	79.5
County	271,500	336,500	80.7	188,800	255,700	73.8
Nation	268,300	340,000	78.9	194,400	282,000	68.9

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 and Haparanda 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.

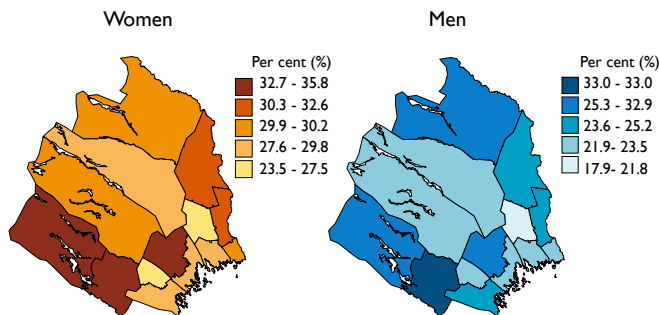
## Women's earned income as a percentage of men's by age group 2015



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 2015 in Norrbotten County corresponds on average to about 81 per cent of a man's income from employment. The national average is around 79 per cent.

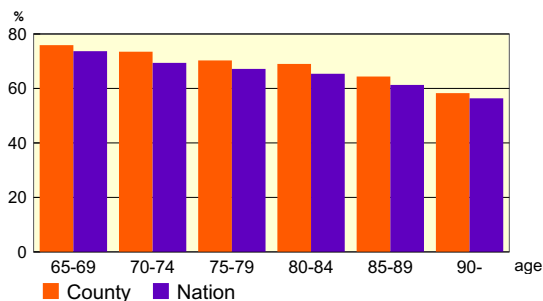
## Pension savings in 2015. Age group 20-64 years



The proportion of income-earners with pension savings  
and the mean value of pension savings, year 2015

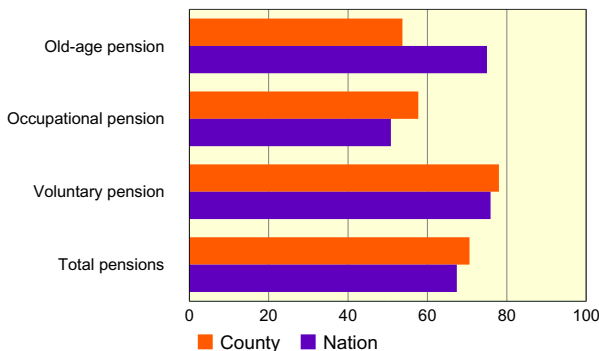
Municipality/ region	Prop. (%) with pension savings		Mean value, pension savings, SEK	
	Women	Men	Women	Men
Arjeplog	33.0	25.6	1,400	1,400
Arvidsjaur	35.8	33.0	1,500	1,500
Boden	32.7	25.4	1,300	1,500
Gällivare	27.6	22.4	1,300	1,400
Haparanda	30.1	22.2	4,100	8,400
Jokkmokk	30.1	22.0	1,300	1,400
Kalix	27.6	22.6	1,300	1,500
Kiruna	29.9	25.3	1,400	1,800
Luleå	28.3	22.5	1,300	1,500
Pajala	30.4	24.4	1,600	1,400
Piteå	28.0	23.6	1,300	1,300
Älvsbyn	24.4	21.9	1,200	1,300
Övertorneå	23.5	17.9	1,200	1,300
Övertorneå	30.3	23.8	2,900	2,400
County	29.0	23.6	1,500	1,700
Nation	26.4	22.1	1,400	1,700

## Women's pensions as a percentage of men's by age group 2015



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 2015



## Private cars, turn of the year 2016/2017 by owner

Municipality region	Private cars in use	of which owned by			Per cent by ownership		
		women	men	company	wm	m	comp.
Arjeplog	1,833	452	758	623	24.7	41.4	34.0
Arvidsjaur	3,782	992	1,743	1,047	26.2	46.1	27.7
Boden	15,937	4,324	8,572	3,041	27.1	53.8	19.1
Gällivare	11,131	3,193	6,059	1,879	28.7	54.4	16.9
Haparanda	5,508	1,633	2,951	924	29.6	53.6	16.8
Jokkmokk	3,020	811	1,354	855	26.9	44.8	28.3
Kalix	9,513	2,741	4,777	1,995	28.8	50.2	21.0
Kiruna	13,571	3,559	7,427	2,585	26.2	54.7	19.0
Luleå	39,336	10,840	20,896	7,600	27.6	53.1	19.3
Pajala	3,592	901	1,469	1,222	25.1	40.9	34.0
Piteå	24,636	6,964	13,168	4,504	28.3	53.5	18.3
Älvsbyn	4,923	1,311	2,539	1,073	26.6	51.6	21.8
Övertorneå	2,134	555	929	650	26.0	43.5	30.5
Övertorneå	2,702	628	1,246	828	23.2	46.1	30.6
County	141,620	38,904	73,890	28,826	27.5	52.2	20.4
Nation	4,768,060	1,312,966	2,434,474	1,020,620	27.5	51.1	21.4

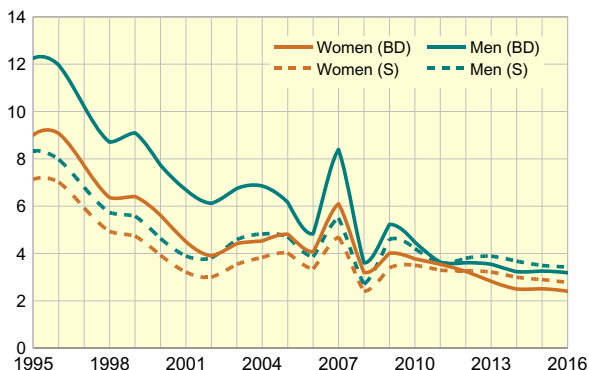
**Cars in use owned by women**

At the turn of the year 2016/2017, 27.5 per cent of the cars in Sweden were owned by women, and the same proportion applies to Norrbotten County. In the municipalities of Haparanda, Kalix and Gällivare the proportion is highest at 29 per cent. Of the cars in the county, 52.2 per cent are owned by men and the rest, 20.4 per cent, are registered to companies.

**Women's pensions**

Later in life, lower salaries and part-time gainful employment make women's pensions lower than men's. In a national comparison, women in Norrbotten have a slightly higher pension. The retirement provision is well below the national average, while supplementary retirement insurance is considerably higher than the average for women in Sweden.

## Unemployed, yearly average number 1995-2016 (%)

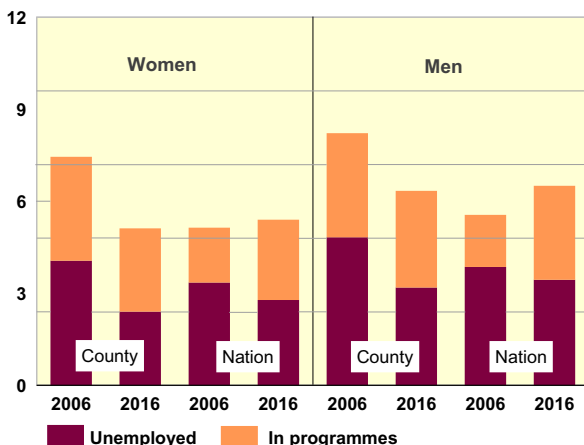


Unemployment in the County of Norrbotten has always been higher than the national average, a state of affairs that changed in 2012. Between the years 1995 and 2016 unemployment fell both among women and men.

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 2016, unemployment in the county was 2.4 per cent among women and 3.2 per cent among men. The comparative figures for the nation were 2.8 and 3.4 per cent respectively.

## Unemployed and in labour market programmes (%)



In the County of Norrbotten in 2006 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 2016, the proportion of women is 5.1 per cent, the proportion of men 6.3 per cent.

In 2006 in Sweden as a whole, 5.2 per cent of women and 5.6 per cent of men were unemployed or in labour market programmes. By 2016 the proportions had increased to 5.4 and 6.5 per cent respectively.

A comparison between municipalities shows great differences. In Haparanda 12.7 per cent of the men were unemployed or engaged in a labour market programme and in Kiruna Municipality 3.9 per cent. Among women 7.2 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, 2006 and 2016 (%)

### Women

Municipality/ region	Unemployed		In programmes		Unemployed and in programmes	
	2006	2016	2006	2016	2006	2016
Arjeplog	3.3	1.7	1.7	2.2	5.0	3.9
Arvidsjaur	3.7	2.9	3.1	2.9	6.9	5.8
Boden	3.4	2.8	2.0	3.1	5.4	6.0
Gällivare	4.5	2.4	3.5	2.2	8.0	4.6
Haparanda	4.7	3.2	6.4	4.0	11.2	7.2
Jokkmokk	3.3	3.4	3.2	2.8	6.5	6.2
Kalix	5.0	2.4	4.8	2.8	9.8	5.3
Kiruna	4.5	2.2	3.8	1.5	8.2	3.7
Luleå	4.4	2.1	2.9	2.8	7.3	5.0
Pajala	4.3	3.6	4.8	2.2	9.2	5.8
Piteå	4.1	2.1	3.2	2.6	7.3	4.8
Älvsbyn	4.7	2.6	4.3	3.0	8.9	5.6
Övertorneå	4.3	3.4	4.7	3.0	9.0	6.3
Övertorneå	3.8	2.7	5.9	3.9	9.7	6.7
County	4.2	2.4	3.4	2.7	7.6	5.1
Nation	3.4	2.8	1.8	2.6	5.2	5.4

### Men

Municipality/ region	Unemployed		In programmes		Unemployed and in programmes	
	2006	2016	2006	2016	2006	2016
Arjeplog	6.0	3.4	2.1	1.4	8.0	4.8
Arvidsjaur	6.1	4.3	2.8	3.7	8.9	8.0
Boden	4.1	3.9	2.0	4.6	6.1	8.5
Gällivare	3.9	2.7	3.0	2.4	6.9	5.1
Haparanda	6.6	6.5	5.1	6.2	11.7	12.7
Jokkmokk	5.0	4.1	3.6	2.9	8.6	7.0
Kalix	5.6	3.6	6.1	3.9	11.8	7.5
Kiruna	3.6	2.3	2.9	1.6	6.5	3.9
Luleå	5.2	2.6	3.2	2.9	8.4	5.5
Pajala	7.7	6.2	4.7	3.8	12.4	10.0
Piteå	4.5	2.6	2.9	2.7	7.4	5.3
Älvsbyn	5.7	3.2	3.6	3.2	9.3	6.4
Övertorneå	6.0	5.9	6.0	3.1	12.0	9.0
Övertorneå	6.5	4.7	6.5	4.7	13.0	9.4
County	4.9	3.2	3.4	3.2	8.3	6.3
Nation	3.9	3.4	1.7	3.1	5.6	6.5



## Households receiving social allowance, years 2010-2015, county

Household type	Number					
	2010	2011	2012	2013	2014	2015
Partners/married						
without children	196	188	181	187	180	165
with children	455	383	348	325	299	312
Single women						
without children	1,554	1,415	1,194	1,218	1,080	1036
with children	921	864	739	724	660	624
Single men						
without children	2,553	2,351	2,186	2,205	2,134	2,030
with children	252	248	221	266	281	260
Total	6,016	5,449	4,869	4,925	4,634	4,427

# Parenthood



## *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. A parent can transfer the right to parental benefit to the other parent with the exception of the 90 days that are allocated to each parent as of 2016.

#### Parental allowance, the fathers' share of days used, 2007-2016

Municipality/ region	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Arjeplog	22	21	25	24	20	23	26	29	30	23
Arvidsjaur	16	20	23	24	25	23	21	20	18	21
Boden	20	22	23	23	24	25	24	25	26	26
Gällivare	21	21	22	23	21	24	25	23	26	27
Haparanda	16	17	16	14	16	21	20	20	21	22
Jokkmokk	20	21	18	22	22	22	19	19	18	23
Kalix	22	22	22	24	24	24	23	25	24	27
Kiruna	22	23	23	24	24	24	25	25	28	27
Luleå	22	24	24	25	26	27	28	28	30	31
Pajala	16	20	18	25	25	23	22	24	25	26
Piteå	21	21	23	24	24	28	26	27	27	28
Älvsbyn	23	21	22	24	21	24	21	22	27	27
Övertorneå	15	17	14	21	19	24	27	25	34	28
Övertorneå	20	18	21	19	21	20	25	26	27	30
County	21	22	22	24	24	25	25	26	27	28
Nation	21	22	22	23	24	24	25	25	26	27

Parents receive parental allowance for a total of 480 days 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 2007-2016

Municipality/ region	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Arjeplog	34	32	33	35	42	33	33	36	37	23
Arvidsjaur	29	34	28	30	30	31	30	26	31	30
Boden	35	35	33	32	34	34	36	35	35	38
Gällivare	33	34	33	32	32	30	37	36	39	37
Haparanda	28	30	28	32	30	26	30	34	35	35
Jokkmokk	27	32	26	27	23	25	31	34	34	31
Kalix	35	33	32	35	37	36	36	41	39	39
Kiruna	36	36	34	33	34	33	35	33	34	38
Luleå	34	35	36	36	36	37	38	38	39	37
Pajala	36	35	32	29	35	35	37	42	41	33
Piteå	39	37	35	38	37	37	38	37	40	41
Älvsbyn	36	37	38	41	41	32	36	34	41	37
Övertorneå	31	33	30	27	33	36	38	39	37	37
Övertorneå	33	32	29	31	25	29	39	46	47	41
County	35	35	38	35	35	35	37	37	38	37
Nation	36	36	34	36	36	36	37	38	38	38

During the year 2016, the men's share of days used was on average 37 per cent in the County of Norrbotten and 38 in the nation.

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

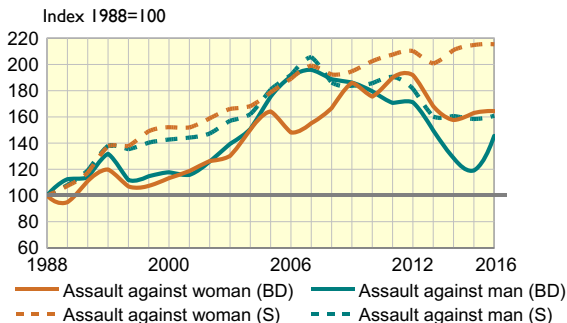


Photo: Erik Holmstedt/Synk.

## *Notable years*

- 1864 Men lose the right to beat their wives.
- 1879 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.
- 2014 On 1 July, legislation came into force on strengthening protection against forced marriage and child marriage
- 2017 National strategy to prevent and combat men's violence towards women.

## Assault-related crimes reported to the police 1988-2016



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 2016 assaults against women had index 164 in the county and 215 in the nation, i.e. the increase is 64 and 115 per cent respectively. Assaults against men in 2016 had index value 145 in the county and 160 in the nation, i.e. the increase from 1988 is 45 and 60 per cent respectively.

## Suspected of assault-related crimes, 2016

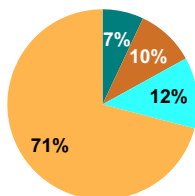
	Region North*		Nation		
	No. suspects	Distribution women men	No. suspects	Distribution women men	
All assault	3,745	19.4 80.6	37,972	19.8 80.2	
of which					
against child	961	27.0 73.0	10,817	28.8 71.2	
against woman	1,325	18.3 81.7	14,471	17.3 82.7	
against man	1,813	15.8 84.2	16,669	15.9 84.1	

\*Since 2015 the police authority has been divided into regions. Region Nord comprises the counties of Norrbotten, Jämtland, Västerbotten and Västernorrland.

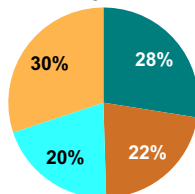
## Assault-related crimes reported to the police by gender of victim, 2016

### Norrbotten County

No. of crimes against women 671

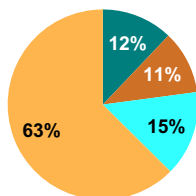


No. of crimes against men 854

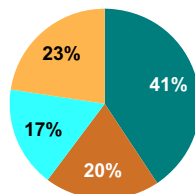


### Sweden

No. of crimes against women 29,047



No. of crimes against men 35,799



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 Northern Norrland, 80.6 per cent of the suspected assailants were men. In assault-related crimes against men, 84.2 per cent of the suspects were men.

## Women and men suspected of crimes in 2016

Type of crime	Suspects in the region	Distribution Region Nord*		Distribution Nation	
		women	men	women	men
Offences against the penal code	10,914	22.3	77.7	22.9	77.1
Of which					
against life and health	3,887	19.3	80.7	19.7	80.3
against liberty and peace <sup>1</sup>	3,175	18.0	82.0	17.6	82.4
defamation	87	29.9	70.1	30.9	69.1
sexual offences	688	2.5	97.5	2.3	97.7
offences against family <sup>2</sup>	40	75.0	25.0	54.8	45.2
theft, robbery etc	3,048	26.8	73.2	27.8	72.2
fraud etc.	871	27.0	73.0	23.3	76.7
embezzlement etc.	307	29.0	71.0	24.9	75.1
debt-related offences	278	21.6	78.4	18.0	82.0
offences inflicting damage	1,039	12.5	87.5	13.4	86.6
offences involv. public danger	134	35.8	64.2	30.6	69.4
forgery	165	26.7	73.3	18.2	81.8
perjury, false prosecution etc.	148	43.9	56.1	41.5	58.5
offences against the State <sup>3</sup>	1,062	15.4	84.6	15.5	84.5
Other offences, of which					
Road traffic offences	3,206	12.6	87.4	11.5	88.5
Narcotics offences	3,777	17.0	83.0	13.7	86.3
Offences against other judicial codes	7,266	15.8	84.2	14.3	85.7
All offences	16,090	20.5	79.5	20.5	79.5

\*Since 2015 the police authority has been divided into regions. Region Nord comprises the counties of Norrbotten, Jämtland, Västerbotten and Västernorrland.

<sup>1)</sup> offences against home privacy, threatening behaviour, molesting etc.

<sup>2)</sup> arbitrary conduct with children, misrepresentation of family status, etc.

<sup>3)</sup> offences against public order, violence against public servant, etc.





[illegible]

## 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](mailto: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](mailto:norrboten@lansstyrelsen.se)  
[www.lansstyrelsen.se/norrboten](http://www.lansstyrelsen.se/norrboten)



Jämställdhetsdelegationen  
[www.jamstallid.com](http://www.jamstallid.com)



REGION  
NORRBOTTEN



County Administrative  
Board of Norrbotten