## Indicators for gender equality. Source data by county, 2016

|  | Østfold | Akershus | Oslo | Hedmark | Oppland | Buskerud | Vestfold | Telemark | Aust- <br> Agder | Vest- <br> Agder | Rogaland | Hordaland | Sogn og <br> Fjordane | Møre og <br> Romsdal | Sør- <br> Trøndelag | NordTrøndelag | Nordland | Troms - <br> Romsa | Finnmark - <br> Finnmárku |
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| Share of 1-5 years olds in kindergarten (per cent) | 89.1 | 92.4 | 87.8 | 92.9 | 91.1 | 90.5 | 90.3 | 91.7 | 91.6 | 89.8 | 90.0 | 91.4 | 92.8 | 92.6 | 93.6 | 93.3 | 92.4 | 93.5 | 90.3 |
| Share of men among municipal county members (per cent) | 62.1 | 55.6 | 61.0 | 59.6 | 60.1 | 59.0 | 60.3 | 64.9 | 64.4 | 64.0 | 62.8 | 62.6 | 61.0 | 61.9 | 61.6 | 56.5 | 60.5 | 63.2 | 60.4 |
| Share of women among municipal county | 37.9 | 44.4 | 39.0 | 40.4 | 39.9 | 41.0 | 39.7 | 35.1 | 35.6 | 36.0 | 37.2 | 37.4 | 39.0 | 38.1 | 38.4 | 43.5 | 39.5 | 36.8 | 39.6 |
| members (per cent) Share of men with higher education (per cent) | 22.1 | 34.5 | 47.2 | 20.8 | 20.8 | 26.3 | 26.4 | 22.1 | 24.8 | 25.7 | 27.9 | 29.8 | 21.7 | 22.7 | 31.9 | 20.6 | 21.3 | 26.4 | 20.2 |
| Share of women with higher education (per cent) | 28.4 | 39.8 | 51.5 | 29.3 | 29.6 | 32.2 | 32.5 | 29.7 | 31.8 | 32.7 | 35.9 | 37.6 | 32.8 | 31.7 | 38.0 | 31.4 | 29.8 | 36.5 | 33.9 |
| Share of men (20-66 years) in the work force (per cent) | 79.5 | 85.9 | 83.2 | 81.5 | 83.6 | 84.2 | 81.5 | 79.5 | 78.1 | 81.2 | 85.6 | 84.4 | 86.0 | 85.2 | 84.3 | 84.0 | 82.1 | 83.3 | 80.3 |
| Share of women (20-66 years) in the work force (ner cent) | 71.9 | 79.8 | 78.1 | 74.9 | 77.1 | 77.3 | 74.2 | 74.0 | 72.6 | 75.2 | 79.1 | 79.1 | 81.9 | 78.8 | 78.6 | 77.7 | 77.1 | 78.4 | 77.4 |
| Average gross income, men (NOK) | 468900 | 603500 | 589500 | 446700 | 453300 | 517200 | 506100 | 473300 | 496000 | 491800 | 584300 | 528600 | 476500 | 501800 | 504800 | 456700 | 462800 | 475400 | 442600 |
| Average gross income, women (NOK) | 330500 | 401400 | 410200 | 332700 | 333900 | 352000 | 339700 | 328800 | 325700 | 325300 | 363400 | 354000 | 339300 | 334700 | 353400 | 329800 | 342200 | 359000 | 355500 |
| Share of employed men (20-66 years) working part-time (per cent) | 12.5 | 10.4 | 13.2 | 14.8 | 13.9 | 11.9 | 12.6 | 13.4 | 13.7 | 13.5 | 11.3 | 12.5 | 11.9 | 12.0 | 13.1 | 14.0 | 12.3 | 12.7 | 12.2 |
| Share of employed women (20-66 years) | 39.7 | 28.7 | 23.7 | 43.8 | 44.0 | 37.7 | 40.7 | 45.2 | 47.8 | 47.4 | 39.4 | 38.8 | 42.0 | 43.4 | 38.2 | 48.3 | 38.4 | 33.3 | 30.2 |
| working part-time (per Share of fathers taking the full fathers quota or more (per cent) | 64.0 | 72.6 | 67.1 | 68.5 | 70.6 | 67.9 | 67.7 | 65.3 | 66.9 | 69.3 | 71.8 | 71.7 | 74.3 | 72.5 | 73.2 | 69.7 | 68.2 | 69.1 | 65.0 |
| Level of gender balanced business structure | 0.6 | 0.7 | 0.7 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.5 | 0.5 | 0.6 | 0.5 | 0.6 | 0.6 | 0.6 |
| (score) <br> Share of men among employees (20-66 years) | 29.2 | 31.1 | 35.7 | 30.5 | 28.7 | 27.8 | 27.7 | 26.6 | 28.9 | 27.8 | 24.7 | 30.1 | 25.8 | 25.2 | 32.0 | 28.3 | 30.7 | 34.0 | 32.6 |
| in public sector (per Share of women among employees (20-66 years) | 70.8 | 68.9 | 64.3 | 69.5 | 71.3 | 72.2 | 72.3 | 73.4 | 71.1 | 72.2 | 75.3 | 69.9 | 74.2 | 74.8 | 68.0 | 71.7 | 69.3 | 66.0 | 67.4 |
| in public sector (per Share of men among employees (20-66 years) private sector (per cent) | 64.2 | 61.0 | 57.8 | 65.9 | 66.0 | 63.4 | 63.8 | 65.9 | 64.8 | 64.6 | 63.9 | 62.9 | 68.7 | 66.8 | 64.3 | 66.9 | 67.2 | 67.1 | 68.0 |


| Share of women among employees (20-66 years) | 35.8 | 39.0 | 42.2 | 34.1 | 34.0 | 36.6 | 36.2 | 34.1 | 35.2 | 35.4 | 36.1 | 37.1 | 31.3 | 33.2 | 35.7 | 33.1 | 32.8 | 32.9 | 32.0 |
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| private sector (per cent) Share of men among leaders (20-66 years) | 66.4 | 65.0 | 60.0 | 63.4 | 64.9 | 66.2 | 69.0 | 65.5 | 67.9 | 68.3 | 67.5 | 65.2 | 62.5 | 66.3 | 65.6 | 63.7 | 61.1 | 61.8 | 61.3 |
| (per cent) <br> Share of women among leaders (20-66 years) | 33.6 | 35.0 | 40.0 | 36.6 | 35.1 | 33.8 | 31.0 | 34.5 | 32.1 | 31.7 | 32.5 | 34.8 | 37.5 | 33.7 | 34.4 | 36.3 | 38.9 | 38.2 | 38.7 |
| (per cent) Level of gender balance in educational programs in upper secondary | 0.7 | 0.7 | 0.8 | 0.7 | 0.6 | 0.7 | 0.7 | 0.7 | 0.7 | 0.7 | 0.7 | 0.7 | 0.6 | 0.6 | 0.7 | 0.6 | 0.6 | 0.7 | 0.6 |

