

Kjartan Ólafsson
Tryggvi Hallgrímsson



Tea for two
Illustrating Equality



With support from the European community – Programme relating to the community Framework Strategy on Gender Equality (2001-2005).



Centre for Gender Equality
Iceland

Kjartan Ólafsson
Tryggvi Hallgrímsson

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Iceland

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Centre for Gender Equality

Borgum v/Nordurslod

IS-600 Akureyri

ICELAND

E-mail: jafnretti@jafnretti.is

www.jafnretti.is and www.gender.is

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Introduction

In November 2006 partners from five countries, Bulgaria, Finland, Greece, Iceland and Norway, started a project given the name Tea for two (TFT). The project was promoted and coordinated by the Centre for Gender Equality in Iceland, the national authority for gender equality issues in Iceland and received substantial financial support from the European Union (EU). This is a trans-national project and aims to analyse the participation of women and men in local government and politics and promote their equal participation at this level. The main objectives of the TFT project are the following:

1. To collect information on women's and men's participation in local governments and develop a tool for such data collection and measurement.
2. Make the information available
 - To the general public, in visual and accessible form
 - To local governments to evaluate their progress towards a more equal society
 - To governments to monitor municipal authorities status on gender equality
 - For future comparison and monitoring of changes

This project aims is to promote equal participation of women and men in local politics and governments. It will analyse the situation and strengthen the practical municipal work for gender equality and raise awareness of the issue. Other aims were:

- Developing a computer program to make the result visible
- Results analysed and made accessible to the partners on a secured website
- Results made public on an open website after approval by all partners
- Compare the results between participating municipalities in all partner countries
- Analyse status and challenges for the municipalities that have done well – as well as municipalities that have done less well
- Publish the results of each participating country domestically
- Publish joint final report
- Stimulating discussion on the subject on a European level by holding an international conference

The project began officially on the 1st of October 2006 and is finished 15 months later in January 2008. The first seven months focused on developing a tool for data collection and measurement while the latter half focused on writing reports for publication. Four trans-national meetings were held during the project period, one in Norway, one in Bulgaria, one in Finland and final conference in Iceland.

The total budget of the project was 325.242,59 Euro of which 80% funding came from the European Union (260.194,07 Euro) and the remaining 20% were funded by the project promoter the Centre for Gender Equality in Iceland.

The Centre for Gender Equality in Iceland was the project promoter. The Centre coordinated the project which involved managing and planning all major organisational matters and was therefore responsible for the overall organization and realization of the project. The trans-national partners were responsible for realisation of the project within their countries. This includes conducting the research within their countries, both background information and direct questionnaires, and communicating with two National Experts from their countries to take part in the Expert Advisory Group. Four countries (Norway, Bulgaria, Finland and Iceland) also had to organise the trans-national meetings which took place in their respective countries. The Research Centre of the University of Akureyri (RHA) was responsible for the coordination of the research work in the project and for collecting and analysing the research material for Iceland. The Research Centre was also responsible for writing the final report.

This final report is the outcome of the research part of the TFT project. The report is written by the research coordinator of the TFT project, Mr. Kjartan Ólafsson researcher at the Research Centre of the University of Akureyri, and Mr. Tryggvi Hallgrímsson, researcher at the Research Centre of the University of Akureyri and based on contributions from the members of the TFT steering committee . Contributing to this report have been the following:

Grammatiki Papazoglou, Central Union of Municipalities and Communities of Greece (KEDKE), Greece.

Lily Abadjieva, Ministry of Labour and Social Policy, Bulgaria.

May Endresen, The Norwegian Association of Local and Regional Authorities (KS), Norway.

Sinikka Mikola, The Association of Finnish Local and Regional Authorities, Finland.

Gender equality and the municipal level

Sex and gender

Ideas about human nature and about the difference between men and women have prevailed since the dawn of mankind. These ideas have a common thread in that there is a basic biological difference in the nature of men and women. Some of the ideas put forward even assume that the two sexes are so alike that it is almost as if the two sexes are two different species! These ideas can be traced back to Plato and his writings on biological difference of the sexes. Thinking along these lines has characterised Western thinking up until this century and has traditionally been used to justify male predominance in the light of their alleged superiority.

The practice of distinguishing different characteristics for the two sexes is in fact a premise for the hierarchy of the sexes and their characteristics. Traces of this attitude are to be found in every aspect of our culture and language is a very illustrating example, e.g. “man” and “mankind”. This essentialist thinking has in years past led to men being credited among other things to having a bigger brain than women, as they were assumed to monopolize reason and sensibility. Women on the other hand were thought to be controlled more by emotions and whims. They were also supposed to have a more caring nature and therefore upbringing and housekeeping were thought to be intrinsic for them. Reciprocally the analytical and masculine nature of men made governance and power a natural part of masculinity.

These ideas presented above and similar ones about the different nature of men and women have been used to justify the different status and roles of men and women. Even today there are people in the West who believe that there is an inherent difference in the capabilities of the sexes. What's more most of these people believe that women's status is biologically based and see women's inferior status as inevitable. This attitude has been termed sexism and is the ideology that one sex is superior to the other and defends the “status quo”. As all the major institutions of society are controlled by men sexism manifests itself in most cases in male prejudice and discrimination against women. However, sexism has been on the decline for the last couple of decades as the battle for equal rights and equal opportunities for men and women has gained steam at least in daily discussions. People differ, however, on the issue and many think that although the sexes have gained equal legal status in most of the western world other forces, such as stereotypes of what women are capable of doing, still hold them down and are even growing stronger as the legislation loosens up.

There are two key words in this popular debate that should be thrown in to the mix: sex and gender. Sex as most of us know refers to the biological distinction of being male or female and is under normal circumstances established at the moment of conception. Gender on the other hand refers to the culture bound understanding that society puts in to the biological sex, i.e.

expectations regarding femininity and masculinity. That way every society has certain ideas about what it means to be a man or a woman, what duties it entails and how men and women are supposed to look and act. Gender is then a historically, socially and culturally constructed difference between the sexes as society “moulds” individuals in accordance to society’s gender expectations. The bottom line is that being male or female is a biological fact but becoming a man or woman is a cultural process.

It wasn’t until the 1950s and 1960s that feminists rejected in a decisive way prevailing ideas about the inherent biological nature of the sexes. Instead they redirected the attention to the cultural- and social moulding of the sexes. Those who adhere to these ideas of moulding say that gender difference is not something natural but a social creation upheld in society. Anthropologists paved the way for the “moulding theory” by pointing out that gender roles and what has been perceived as the nature of the sexes varies from one society to the next. There of course exist ideas about the difference between the sexes and desirable gender roles in every society but they vary between different societies. Even the dualism we know from western ideas about the sexes, where only two genders exists as oppositions to each other, is not present in some societies where there exist three or more types of gender one can choose from. This is a strong argument against the notion that there is an inherent difference in the nature of the sexes. Despite well-grounded arguments from anthropologists regarding this issue there still persist all kinds of resilient and unfounded ideas about difference in the nature of the sexes.

There is no doubt that gender has great implications in society and largely affects our life chances as it is the primary category of social relations. It is therefore our society and culture to where we can attribute most differences between men and women. If we come to think of it if it were just for biological differences alone, then we would not find the vast diversity that exists in gender relations as the majority of human traits are shared by both men and women. Therefore you have to wonder why biological differences are so often used to explain inequality between the sexes.

Gender equality

From its foundation the European Union have had gender equality as one of the key concernment in the employment and social policy. “Gender equality is achieved when the different behaviour, aspirations and needs of women and men are equally valued and favoured and do not give rise to different consequences that reinforce inequalities”.

The EU has made legislations trying to enforce equality between men and women over the past three decades. These legislations have ensured equal treatments in many ways, e.g. access to work, training, promotion and working conditions. That also includes equal pay, social security benefits, and guaranteed rights to parental leave.

The policies in gender equality by the EU are in five areas. These areas are: employment, balanced participation in decision-making, balancing work and private life, social inclusion and

social protection, mainstreaming in other policy areas. With slight alteration of focus, these areas have served as a conceptual framework throughout the Tea for two project.

Employment

The gap between women and men at work, in 25 EU Member States was 15,2% in 2004. Gender equality on work market is important both economically and socially. Economically, gender equality is important because all those women or men who are not working can be a major boost to the economy if they are working. Also it is important economically to have gender equality on work market because it will make the market more variegated, e.g. in decision making. Socially those women or men who are not working are more likely to live in poverty and social exclusion, particular in older age.

In the 25 EU Member States the employment gap is varied between groups. The gap is much bigger between older women and older men than between young women and young men. Immigrant women have also much lower employment rate than immigrant men. In unemployment the gap between the sexes in the EU is 1,7%.

One of the basic principles in the EU is equal pay for equal work. Despite this principle the gender pay gap is still big (about 15% in 2003), were the gap is bigger in the private sector than in the public sector. This principle was laid down in the Treaty of Rome as the first EU's legal provision on gender equality. There fore pay differential between men and women, in the EU, solely based on gender is not permitted.

One other key factor considering employment and wage differentials is gender imbalance at work. Though the gender imbalance or segregation at labour market has decreased there are still many jobs which are dominated by men and others which are dominated by women. Jobs that are dominated by men are often better paid but in the same way jobs that are dominated by women are less paid. This imbalance is also inconvenient for it risks the exacerbating skills gaps in these sectors, were too few women or men work. Were men are dominating in the workforce are for instance: in science, technology, engineering and construction. But the domination of women is e.g. in health care and social services, education, retail and public administration.

Balanced participation in decision-making

Gender equality in decision making is one of the key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account (European Union, 2005).

Balancing work and private life

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important to have adequate facilities for childcare to allow women to take up jobs and carry on working throughout

their lives. Also it is important to have quality service which starts at young age thus women are not for long time from the work market. It is important for both parents to have parental leave for the balance between work and family life. If there is not any parental leave, women would not be in the same position as men because they have to leave work to get birth. Also if only women would have the rights to have parental leave, companies would rather hire a man for any job, especially if the woman is at the age to give birth.

The flexibility in the use of parental leave is a good addition to the balance between work- and family life. To have that flexibility it will able both parents to take more responsibility at home at the same time they stay at the work market.

For the same reasons as discussed above, the need for sufficient day-care services becomes important. Women are by all standards less likely to re-enter the work market if children do not get access to day-care or preschool.

Social inclusion

To get more women to the work market it is essential that working does pay. Women have much higher risk of poverty than men. One of the reasons is because single parent families are more often headed by women, often depending only on a minimum income. This is among the reasons why social inclusion is very important for gender equality. It is also important for governments to build a pension system that has equal treatment for both women and men. Women are more often working at home and might not earn rights for pension; therefore poverty is high with single parent families.

Gender difference in education is an important factor of gender equality as a whole. Equal shift between man and women at all levels of education is a meaningful factor in gender equality. Even though gender difference is not as much in higher education as before, there are much fewer women in the scientific and technological fields of higher education than men.

The municipal level

Because of the unitary nature of most European countries local governments have a high status and often a very coherent character. The political ladder between; national, regional and local government is a short one, giving the work of politicians on each level of government more scope in terms of influence. Therefore local government has great means to influence above and beyond the immediate municipality.

Even though local government is subordinate to provincial authority or national government, it plays a significant role in the lives of people. Variously referred to as communes, parishes or municipalities local government is universal. Municipalities carry out numerous roles that affect the context in which individuals and families work and live. In order to serve the best interests of the community as whole government officials must recognise that different groups within the population have different needs and interests. Therefore it becomes necessary to find the means

to mediate between differing interests. This includes mediating between the different needs and interests of women and men.

Broadly the tasks of local governments involve implementing national policy on a number of issues. This entails a range of activities such as providing local public services to implementing national welfare programs. Local governments can be thought of as the place where the “day-to-day” activity of politics and governments gets done. It is with this in mind that the issues of gender equality and the politics of municipal governance meet.

Women and men are not necessarily affected in the same way by local government. As discussed above, women and men have differing needs in terms of services and differing opportunities to successfully influence the way they provided. In the same way men and women have had differing access to processes of governance. Local government has a duty to actively peruse ways to change this.

If equality can be thought of as comparable decision making power then no country in the world has achieved true gender equality. In this respect municipal government provides a very important platform for bringing women to the table of decision making. If municipalities are to seriously contribute to securing gender equality they need specialized capabilities to assess the consequences of there actions and the success of there policies. Specialized capabilities involve analytical tools to determine if women and men benefit in the same way from decisions made and services provided.

The aim of the TFI project was to develop such a tool. This has been a success.

The five countries at a glance

It is not the purpose of this research project to focus on the situation in each of the five countries participating in the project. However, it is both necessary and useful to take a quick look at the landscape of gender equality and local authorities in the five participating countries. Also it is thought to be of interest to provide some basic information about the five countries.

Bulgaria

Bulgaria at a glance

Bulgaria, officially the Republic of Bulgaria, is a country in South-eastern Europe, and a member state of the European Union. Bulgaria joined NATO on March 29, 2004 and the European Union on January 1, 2007. The country has been a member of the United Nations since 1955, and is a founding member of OSCE. As a Consultative Party to the Antarctic Treaty, Bulgaria takes part in the governing of the territories situated south of 60° south latitude.

Bulgaria borders the Black Sea to the east, Greece and Turkey to the south, Serbia and the Republic of Macedonia to the west, and Romania to the north, mostly along the Danube. Bulgaria also shares a maritime border with Turkey, Romania, Ukraine, Russia, and Georgia. The territory of Bulgaria is 111 000 sq. km. and its capital is Sofia. Other major cities are Plovdiv - site of a major annual international trade fair, the Black Sea cities of Varna and Burgas, and Ruse on the Danube River. Rich farmland in the Danube Valley, 130 kilometres (80 miles) of sandy beaches on the Black Sea, and mountainous terrain characterize one of Eastern Europe's least densely populated nations.

Bulgaria is a country with an ancient history dating back to prehistoric times, the Thracian, Greek and Roman worlds of antiquity and the powerful Bulgarian Empire of the middle Ages founded in 681. The Bulgarian people are one of the most ancient. The Bulgarian state was founded on the present-day territory of Europe in 681 and ever since that time the name of the country has always been the same. What follows are some of the most significant dates and events in the history of Bulgaria:

885 - Cyril and Methodius created the Slavonic script

864 - 866 - Bulgaria adopted Christianity

1018- 1185 - Bulgaria fell within the limits of the Byzantine Empire and Rule

1185 - Restoration of the Bulgarian state

1396 - 1878 - Bulgaria was under the Turkish Yoke

1878 - 1944 - Bulgaria was a constitutional monarchy

1944 - 1989 - Bulgaria was a people's republic, governed by the communist party
Since 10 November, 1989 - Bulgaria has been a parliamentary republic.

Geographically and climatically, Bulgaria is noted for its diversity, with the landscape ranging from the Alpine snow-capped peaks in Rila, Pirin and the Balkan Mountains to the mild and sunny weather of the Black Sea coast, from the typically continental Danubian Plain (ancient Moesia) in the north to the strong Mediterranean influence in the valleys of Macedonia and the lowlands in the southernmost parts of Thrace. The relief of the country is diverse, including vast lowlands, planes, low hills, high and low mountains, valleys, river basins and deep gorges. The surface structures were formed during different geological eras. The average altitude of Bulgaria is 470 m. In the northernmost part of Bulgaria, to the south of the Danube River, lies the Danubian Hilly Plane, the largest plane in the country. In the eastern part of Bulgaria, by the Black Sea Coast, there are well outlined wide beaches. These occupy approximately 130 km of the Bulgarian Black Sea coast (378 km). The Kamchiya-Shkorpilovtsi Beach Line is the longest (12 km). These beaches are wide and strewn with fine sand.

Population - 8,228,006 / according to the census taken in 2000/. The population consists chiefly of Bulgarians. There is a substantial minority of Turks, and smaller groups of Gypsies. Partly due to its mountainous terrain, Bulgaria's population density is one of the lowest in Eastern Europe, about 81 persons per square kilometres. About two-thirds of the people live in urban areas, compared to one-third in 1956.

The official language is Bulgarian. The alphabet is Cyrillic. Education is free and compulsory to age 15. Scientific, technical, and vocational training is stressed.

Religion - 86.6% of the population is Eastern Orthodox, 13% are Muslims. The principal religious organization is the Bulgarian Orthodox Church, to which most Bulgarians belong. Other religions include Islam, Roman Catholicism, Protestantism, and Judaism.

State government - Bulgaria is an independent state and the form of government is of people's democracy. All citizens have equal rights as the law is concerned disregarding sex, nationality, race, religion, education and occupation, social and material status.

Political System - The present Constitution provides for a multi-party parliamentary system and free elections and separates the legislative, the executive and the judicial power. The 240-seat National Assembly, or Parliament, is vested with the legislative power. The Members of Parliament are directly elected for a 4-year term on the basis of proportional representation. Parties and political coalitions need 4% of the popular vote to qualify. The President serves as Head of State, and is directly elected every 5 years for a maximum of two-terms. President Georgi Parvanov was elected in January 2002 and was re-elected in October 2006. The Council of Ministers (the Government), chaired by the Prime Minister, currently consists of 18 ministers. The Prime Minister is primarily nominated by the largest parliamentary group and is given a mandate by the President to form a cabinet.

The Bulgarian judicial system has a four-level court structure containing three separate instances: regional courts, district courts, appeal courts and a Supreme Court of Cassation. A Supreme Judicial Council is in charge of the self-administration and organization of the judiciary. The Constitutional Court reviews the constitutionality of laws and statutes brought before it. Bulgaria is divided in 28 regions, each headed by a regional governor, who is appointed by the Government. The 264 municipalities form the basis for administrative and territorial self-government.

Gender equality in Bulgaria

Bulgarian national legislation is approximated and harmonized with the *acquis communautaire* in the area of equal treatment of women and men, aside of Directive 79/7/EEC regarding the statutory social security schemes offering protection against the risks of sickness, invalidity, old age, accidents at work and occupational diseases and unemployment and in social assistance.

The Legal guarantees for gender equality are contained in:

Bulgarian Constitution and many Laws (Labour Code – Article 8, Paragraph 3 and the special protection of pregnant women and mothers; the Law on Employment Promotion – Article 2; the Law on Social Assistance – Art. 3; the Law on Civil Service – Art. 35; the Social Security Code – Art. 3; the Civil Procedure Code – equality of spouses in front of the law; equal legal means of protection in legal proceedings; the Penal Code – particular protection of violations against women's gender inviolability, which make the PC one of the most democratic and humane in Europe; the Penal Procedure Code – guaranteeing equal treatment of women and men in the court; Law on Execution Of the Penalties, the Law on Public Education – Art. 4; the Law on Higher Education – Art. 4; the Law on Safety and Health at Work – Art. 16; the Law on Protection Of the Child – Art. 10, etc.).

Specialized Laws – the Law for Protection Against Discrimination, the Law on Combating the Traffic in Human Beings, the Law on Protection against Domestic Violence, the Law on Ombudsman.

Since 2000 the policy of equal treatment for women and men (i.e. gender policy) in the Republic of Bulgaria is under the responsibility and competence of the Ministry of Labour and Social Policy.

In 2003 the Consultative Commission for Equal Opportunities for Men and Women to the Minister of labour and social policy was established, with the purpose to consult the development of the yearly National Plan for Employment Promotion.

Since 2004 in MLSP was created a separate unit, designed to develop, coordinate, implement and monitor the gender policy – the Equal Opportunities for Women and Men sector, which was incorporated in the Demographic Policy, Social Investments and Equal Opportunities directorate in October 2005.

In November 2004 the foundations of a national structure of equal treatment for women and men had been set with the establishment of the National Council on Equality between Women and Men to the Council of Ministers (NCE). Its chairperson is the Minister of labour and social policy. The Council is a constant body with consultative functions. Its members are deputy ministers, heads of agencies and representatives of the social partners. As a supervisors and experts there are also representatives of the NGOs, working in the field of gender equality

Since the beginning of 2005 in all institutions and organizations there are appointed coordinators in relation with the secretariat of the National Council and focal points, responsible for the policy of equality between women and men in the respective area. Delegated officials were also assigned to participate in the National Council, entitled to make decisions on Council Members' behalf. Thus, the national structure in charge to elaborate and implement the gender equality policy was built and the respective state officials have undergone gender education for carrying out the principles of equal treatment for women and men projects of MLSP, financed by the state budget, the MATRA Programme of the Nederland government and ILO.

In 2005 the first National Action Plan for Gender Equality Promotion was implemented, adopted with a Decision of the Council of Ministers. With the National Plans the institutions and organizations include the subjects of equal treatment in their programmes. The measures in the Plan are in compliance with the Beijing platform for action, adopted on the Fourth UN World Conference on Women, Beijing, 1995, and are a mechanism for the implementation of the state policy of equality in every field of social, economic and political life. The Action Plans define 11 main targets. In 2006 the second National Action Plan for Gender Equality Promotion was partially carried out, but due to financial reasons wasn't fully implemented.

In 2005 the Council of Ministers submitted a Draft Bill on Equal Opportunities for Women and Men at the National Assembly.

Issues to be solved

The complete National Mechanism for Equal Opportunities for Women and Men in the sense of the Beijing platform for action, adopted on the Fourth UN World Conference on Women, Beijing, 1995 is not established yet.

The functioning of the National Council on Equality between Women and Men to the Council of Ministers is not financially provided.

The Gender Equality Policy is implemented through the National Action Plan for Encouragement of Equality between Women and Men with financial resources from the budgets of the respective Ministries. Numerous measures cannot be implemented due to lack of designated resources.

The mechanism for applying the equal pay principle is lacking.

The legal grounds for applying temporary measures promoting equality is lacking.

Local authorities in Bulgaria

Bulgaria is a Parliamentary Republic with local self-government, implemented at the municipalities.

Bulgaria is divided into 6 planning regions¹ (NUTS 2), 28 administrative regions (NUTS 3) and 264 municipalities (LAU 1). According to the OECD definition, there are 20 predominantly rural NUTS 3 regions, seven - intermediary rural regions and only one predominantly urban region - the capital Sofia. Thus, predominantly and intermediary rural regions cover 98.8% of the territory and account for 84.3% of the population of Bulgaria.

The national definition, used for Agricultural Policy And Rural Development aims, defines rural areas as municipalities, in which no settlement has a population over 30 thousand people. According to this definition, 231 municipalities in Bulgaria are classified as rural. The rural areas represent 81% of the Bulgarian territory and 42% of the population.

Each municipality consists of one or more settlements.²

On average, a Bulgarian municipality encompasses about 25 villages with a total population of about 30 000 who live on an average territory of 422 square kilometres.

Each municipality consists of one or more settlements - mayoralties, or wards (in cities with a total population of above 100 000 people – Sofia, Plovdiv and Varna). Mayoralties consist of one or more villages with a total population of over 250 people.

The municipality is a major administrative and territorial unit, where the local self-government is carried out.³

The term of office of the local self-government officials is four years. In case of premature termination of a mayor's prerogatives, partial elections are held. In case of premature termination of a municipal councillor's prerogatives, he/she is replaced by the next candidate on the ballot.

What is a Municipal Council?

Municipal council is a local self-government body, whose members are elected on a proportion basis for a period of 4 years. It consists of elected municipal councillors. The municipal council is presided by the Municipal Council Chair, who organizes and manages its activities.

The members of the municipal council elect among themselves the members of the standing and temporary commissions, and adopt the Municipal Council's Structure and Activity Regulations. Municipal councillors are assisted in their work by the respective municipal administration.

¹ The Law on the Regional Development, (Promulgated in SG, issue 14 of 20.02.2004)

² The Administrative and Territorial Division Act of the Republic Of Bulgaria, (Promulgated in SG, issue 63 of 14.07.1995)

³ The Law on the Local Self-government and the Local Administration, (Promulgated in SG, issue 77 of 17.09.1991, amended)

The municipal council:

- Defines the overall municipal development policy.
- Adopts and controls the implementation of the municipal budget.
- Determines the size of municipal fees.
- Makes decisions concerning the acquisition, maintenance and management of municipal property.
- Makes decisions concerning the drafting and approval of the municipal territorial development plans and their modifications.
- Approves the structure of the municipal administration.
- Makes decisions with regard to the carrying out of administrative reforms, which concern municipality's territory, the holding of local referendums, and the municipality's associating with other municipalities.
- Calls sittings at least six times a year. If in the course of three months the Municipal Council does not hold a sitting, its rights are suspended with a Decision of the Municipal Election Committee and in the next three months new municipal council elections are carried out.⁴

The mayor exercises the executive power within the municipality. He/she:

Manages the overall executive activity of the municipality by coordinating and controlling the work of the various units.

Appoints and dismisses the employees of the municipal administration;

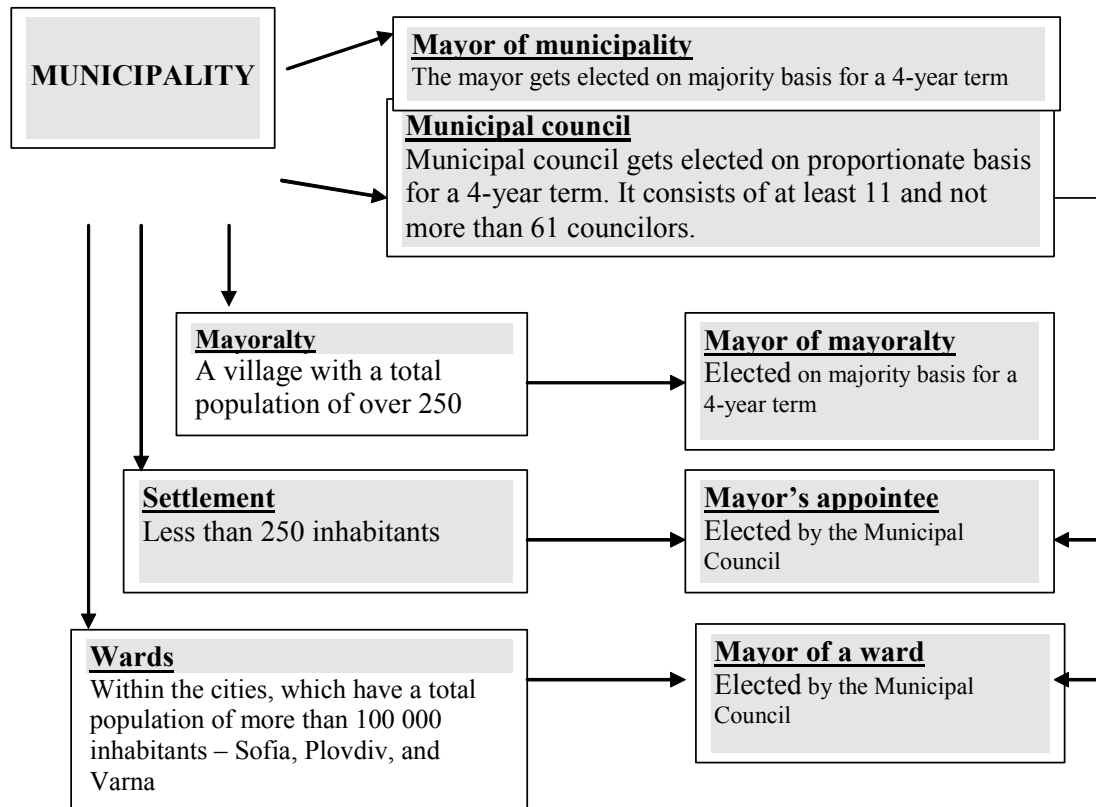
Organizes the implementation of the municipal council's decisions;

Implements the municipal budget and reports to the municipal council and the citizens;

Represents the municipality before natural and legal persons, public organization, political parties and the court.

⁴ The Law for Election of Members of Parliament and Councilors, (Promulgated in SG, issue 32 of 22.04.1977; amended issue 72 of 1981, issues 27 and 87 of 1986)

Structure of municipal management and administration



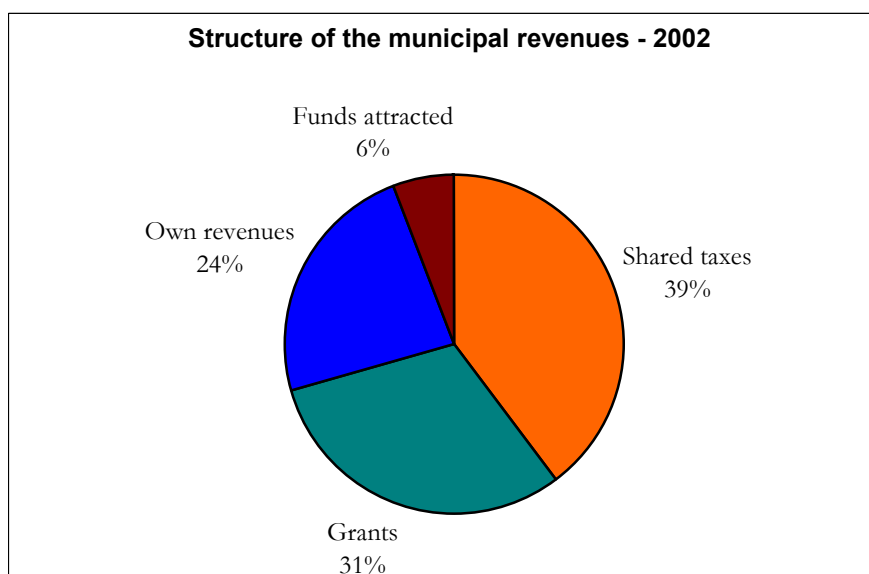
Municipalities are responsible for:

- Collection and treatment of household waste.
- Urban Development Construction and maintenance of streets, squares, parks, gardens, street lights.
- Operation of public transport on the territory of municipality.
- General and detailed town plans. The municipality adopts specific strategies and plans concerning the development of its territory, complying with its specific environmental, historic, social and other needs.
- Maintenance and further development of local sports, tourist and other recreational facilities.
- Municipal schools - grammar, primary, and secondary schools (including remuneration and social security payments of the respective staff), municipal hospitals and social

institutions, social services centres, cultural, historical, and architectural monuments of municipal importance.

- Municipal kindergartens.
- Municipal theatres, orchestras, museums and their art collections, libraries, etc.;
- Defining the fees for municipal services.
- Management of municipal property for the benefit of the citizens.
- Management of municipal companies and enterprises;
- Adoption and implementation of the Municipal Budget.
- The activities linked to the management of healthcare, education, social security and culture, are shared between the municipalities and the national government.
- According to the Constitution, the municipality has an independent budget.
- The State, according the Law, determines the nature and sources of municipal funds and also what purposes they can be spent for.
- The funds that make up the municipal budgets come from.
- Government transfers – those are the money, provided to the municipalities under the form of general and dedicated subsidies.

Own revenues – those are the local taxes, paid by the citizens, such as Real Estate tax, Inheritance tax, Donation tax, Vehicle tax, etc.; local fees for household waste, use of shopping mall space, markets, sidewalks, squares, streets; fees for services of nurseries, kindergartens, camps, chalets, social service facilities, administrative and maintenance services, protection of agricultural property, and other municipal fees, cash inflows from services, rendered by the municipality as well as revenues from the management of municipal property.



The Constitution and the Local Self-government and Local Administration Act give the municipalities the right to associate with each other for the protection of their common interests.

In 1996 the Bulgarian municipalities were united in the National Association of Municipalities in the Republic of Bulgaria (NAMRB). The Association has the right, by law and in practice to:

Represent municipalities before the central government and international organizations;

Protect the rights and defend their interests;

Draft proposals for amendment in legislation on local self-governance,

Hold annual consultations with the Ministry of Finance on the draft State Budget in its part, concerning municipalities.

There are also 10 regional municipal associations, whose goals are linked to finding solutions to specific regional problems.

Gender equality in local authorities

The gender equality issue at local level is not tackled yet. The local administrations, as part of the structures that have to be involved in the so-called National Mechanism for Gender Equality, do not possess the preparedness and capacity to carry out the responsibilities to implement the State policy for gender equality at local level.

Rare are the local administrations with specially appointed official, who is in charge with the Gender Equality issues – for example, in the town of Tarnovo there is such an official from 2 ½ years now, the so-called “focal point”, who is in charge with gender equality, youth and family issues. Two year ago an NGO project (Bulgarian Gender Research Foundation) promoted the process of appointing an Official in charge of women’s issues in the cities of Varna, Gorna Oriahovitsa and Plovdiv. Currently only the official at Gorna Oriahovitsa continues to function on part-time basis.

In the Sofia City Municipality for a year (2004) there was an Ombudsman on Gender Issues.

In the city of Shumen there is a Gender Equality Commission, established with a decision of the Municipal Council in June 2005.

In the city of Razgrad several NGOs, working on gender equality issues, have established a consortium, through which they actively participate at the Municipal Council’s sittings and are trying to put on the agenda the issues of women’s, youth and family issues.

At the first sitting of the Municipal Council at the town of Kazanlak for 2007 the Municipal Councillors’ suggestion is going to be passed, notably for establishing of Women, Children and Family Issues Commission or Council with the Municipal Council.

The Ministry of Labour and Social Policy is prepared to carry out training for local authorities' and decision-makers' representatives, in order to promote the process of establishing Commissions of Councils on Gender Issues and the appointing of local administration.

Finland

Finland at a glance

The population of Finland is 5.3 million. Of the total population 300,000 represent the Swedish-speaking minority. Finland is a large country and one of the least densely populated countries in the EU. The country's overall population density is only 17 people per square kilometre. Finland is more than a thousand kilometres long, and its northernmost end is located in the northern periphery of Europe. The southern coastal area at the Baltic Sea has good connections to the central areas of Europe.

Some facts about Finland

The past decades have seen a concentration of both business and population in the largest urban regions and southern Finland. More than 80 per cent of the country's 5.3 million inhabitants live in densely populated areas, and rural areas have less than a million inhabitants. Population density is highest in the large urban areas in Southern Finland and the coastal regions. Half of the Finns live within 160 kilometres from the centre of Helsinki. Lapland, the northernmost region, equals Portugal or Hungary in size, but it has a population of less than 200,000, which makes only about 2 people per square kilometre. The Finns have plenty of space for everyone to enjoy the forests, lakes and unspoilt countryside, particularly at their 470,000 holiday residences and summer cottages.

Finland is a highly industrialised welfare state. The main industries in Finland include metal and engineering, forest products and information and communications technology. In the 2000s, electronics has been the most important sector in terms of both value added and exports. The services are the biggest sector in the industrial structure.

In 2004 the Finland's industrial structure was the following (Industrial structure 2004, share of employed population, Statistics Finland 2007):

Public service	32,4 %
Industry	19,1 %
Trade	15,3 %
Business services, finance and insurance	13,8 %
Transport	7,5 %
Construction	6,1 %
Agriculture	4,2 %

Gender equality in Finland

Equality matters fall within the scope of the Ministry of Social Affairs and Health in Finland. Those responsible for the practical implementation of equality are the Ombudsman for Equality, the Gender Equality Unit, and the Council for Equality.

Gender equality is and has been one of the pillars upon which the Finnish welfare society has been built. Currently Finland has celebrated the centenary of full political rights which is reflected in the welfare society. Even in the national epos Kalevala the women have strong role. The extensive provision of social and health care services by the municipalities has enabled women to access paid work, as well as supported the evolution of more equal gender relations. Indeed, the Nordic welfare society is often perceived as an emancipatory project that aspires towards an equal and just society through shared responsibility.

There are some challenges faced by the Finnish society in achieving gender equality, however. The leading posts are male dominated. The segregation of the labour market and the unbalanced sharing of costs of regeneration (e.g. parental leave) between the employers of male dominated and female dominated fields also pose a challenge. Moreover, on the average women receive 80% of men's pay, which is very much due to the segregation of the labour market. On this a governmental programme is running.

Balancing the work and family life between men and women is still a challenge. Young women find it more difficult to obtain permanent jobs in comparison with young men. On the other hand, in Finnish gender equality policy men are viewed as allies in the process of achieving gender equality. In effect, special measures are also taken to support men's rights in specific contexts, such as the right to active parenthood, alongside with activities strengthening women's rights.

Statistics Finland produces statistics concerning gender equality. Statistics Finland's Women and Men in Finland 2005 pocket book of statistics is published every other year and is available in English. It contains statistics on the position of women and men and on equality between the genders in Finland. The statistics in the publication are mainly based on the data of Statistics Finland but other data sources have also been used. The publication is intended to draw an overall picture of the position of women and men in different areas of society in Finland.

National policy for gender equality

The national legislation affecting gender equality includes:

The Equality Act from 1986, amended a few times e.g. in 1995 and 2005

The Constitution of Finland 11.6.1999

The laws on welfare services, family policy, education, etc.

The Equality Act 8.8.1986, amended in June 2005

The Contracts of Employment Act 2001 30.4.1970

The Act on Civil Servants of the State 19.8.1994

The treaties and directives of EU, European Parliament, European Council, UN

The Finnish Local Government Act, March 17, 1995

National family policy supports equality

The national welfare policy supports the gender equality for instance by:

Maternity and/or parental leave until the child is 10 months with 70% salary on the average

The right to parental leave until the child has is 3 years old (and the right the right to return to work) but with less subsidy

Fathers are urged to use part of the parental leave and the additional paternal leave

The right to work diminished working hours until the child has 10 years (with diminished salary)

Apackage of gifts for the newborn baby

Advice and monitoring of health of the mother and the baby until the child goes to the school by municipal health care centres

Fathers are urged to take part in the upbringing of the child from the beginning e.g. services, different campaigns, discussion groups only for fathers.

Some experiences

Applying quotas in all levels has increased the impact of women in politics.

Quotas have brought the point of views of other sex in dominant sectors e.g. men in social services and women in technical sector.

Women support open and transparent decision making.

Women make so called “stupid questions” concerning the content of decisions, processes and timetables.

In smaller municipalities it is more difficult to achieve equality and apply quotas, especially amongst small political parties.

Good quality and adequate welfare services are basis for the reconciliation of work and family life, and also forms the basis to political life.

Finnish local authorities

In Finland, local authorities or municipalities play a highly influential role in society. On a European scale, Finnish local authorities are responsible for an exceptionally wide variety of duties. Local authorities provide services for the residents, and welfare services are among the most important responsibilities. The most important services relate to: social welfare, health care, education, environment and technical infrastructure.

Success factors for local authorities include efficient regional co-operation, industrial policy and educational services of a high international standard. IT services are continuously developed, and the residents use them actively. Public decision making in Finland is transparent, and the residents are actively involved. In local government, the preparation for decision making takes place openly, giving residents the opportunity to exert influence. There are currently in 2007 416 municipalities in Finland, the majority of them relatively small. 43 of them are bilingual and 19 Swedish-speaking. Some of the smallest municipalities have only a few hundred inhabitants, whilst the capital, Helsinki, has half a million. One in five, one million Finns, live in the Helsinki Metropolitan Area. After Helsinki, the biggest cities in Finland are Espoo, Tampere, Vantaa, Turku, Oulu, Lahti, Kuopio, Jyväskylä and Pori. A significant project to restructure local government and services is in progress in Finland, the municipalities will merge and the number of them is diminishing.

Local self-government

Local government in Finland is based on local self-government by the people. The central features of local self-government are safeguarded in the Finnish Constitution:

The residents elect the supreme decision-making body, the municipal council.

The council has the general decision making authority in local affairs. In addition, the local authorities have certain specified responsibilities.

The local authorities have the power to make financial decisions, based on the right to levy taxes.

Local government is separate from central government, and the municipal bodies are partly independent of the state. Municipal administration is based on the Local Government Act, which governs how municipalities may organise their administration. The Local Government Act is based on recognising the diversity of municipalities. It secures the residents' welfare in a democratic manner.

Municipal management system

The Finnish municipal management system is characterised by division into political and professional management. The local authorities can organise the municipal administration relatively freely. Each municipality must have a municipal council, a municipal board, an auditing committee for auditing municipal administration and finance, and an election committee that is responsible for organising elections. A municipality must also have a municipal manager, elected by the municipal council. The municipal manager is not a member of the local council.

The municipal council expresses the will of the residents. It lays down the general operative and financial outlines and decides on the main objectives. The council is a future-oriented strategic director that defines long-term objectives and goals.

The municipal board is responsible for municipal administration and financial management. It prepares matters to be decided by the council, executes the decisions and watches over their legality. The board's responsibilities are more practical than those of the council. Municipal boards hold a strong administrative position in Finland.

There may be committees working under the municipal board. The committees perform the permanent duties assigned by the municipal council. The responsibilities of the committees may include, for example, social and health care services, education, urban planning, environment and cultural and leisure services.

The municipal manager works under the municipal board as the head of municipal administration, financial management and other functions. Finland is taking the first steps towards a mayor system based on elected officials. In connection with the revision of the Local Government Act, propositions have been made to establish the mayor model by legislation.

Municipal elections every four years

The municipal council's power is delegated by the residents in direct, secret and proportional elections, held every four years. The number of councillors is proportional to the population of the municipality and may vary from 17 to 85. In the municipal elections of 2004, the number of elected council members totalled 11 966. Changes in population and municipal mergers will result in a decrease in the number of councillors over the next few years.

Municipal personnel

In total, the local and joint authorities in Finland employ nearly 430 000 people, which constitutes one-fifth of Finland's entire workforce. In comparison, the state only employs some 124 000 people at its various levels. Due to the demographic age imbalance in Finland, it is estimated that by 2020 half of the current personnel will retire. This leaves municipalities competing against one another for employees. The most common positions in the municipal sector are nurses, practical nurses, teachers and doctors. Besides these, other substantial groups include kindergarten teachers, family day care providers, municipal home-helpers, firemen and property maintenance operatives. The municipal personnel in Finland is divided sector-wise as:

Health care	30%
Education and culture	27%
Social welfare services	26%
Municipal enterprises and services	5%
Community planning and public works	4%
General administration	4%
Real estate	2%
Public order	2%

Regional administration

Regional administration in Finland encompasses State regional administration and regional administration within local self-government. State regional authorities perform tasks allotted to them by central government at regional level and direct the activities of State local administration. The main regional authorities are the six State Provincial Offices, fifteen Employment and Economic Development Centres, thirteen Regional Environment Centres and the nine regional offices of the Finnish Road Administration. In addition, a large number of district authorities operate in different administrative Municipalities may establish a separate organization in a form of a Joint Municipal Board to organize specific functions such as providing educational, social or health care services. There are over 200 joint municipal boards.

The 19 mainland regions in Finland, Regional Councils, are also joint municipal boards, intermunicipal joint authorities formed by their member municipalities. In addition the autonomous province of Åland forms one region. Regional councils are compulsory for all the municipalities as a way of regional municipal co-operation. Their statutory tasks are regional policy and regional physical planning.

Gender equality in local authorities

Finland believes in equal representation and participation of both sexes in municipal decision-making. According to gender quota regulations, at least 40% of the members in municipal organs shall be of either sex, with the exception of the elected municipal council. The percentage of women in the average is:

- * 36% in the councils
- * 46% on the boards
- * 48% on the committees
- * 25% municipal boards and councils have a female chairperson.

In big cities the gender representation is more balanced, where 41 – 55 % of the councillors are women. For instance in Helsinki the share of women is 53 %. In the metropolitan region of Helsinki in the City of Espoo women's share is 55%, in the City of Vantaa 47,8 % and in the City of Kauniainen 45,7 %. The main city in the northern part of the country, Oulu, has the representation of 51% of women in the council. In the city of Kuopio, in the eastern Finland, the representation of women is 41 %. In the latest national parliament elections 18, March 2007 there were 84 women elected which is 42 % of all the 200 representatives. Of all the candidates 42 % were women. Of all people employed by the municipalities, 80% are women; however, only 10% of the municipal managers are women. 55% in the managerial positions are women due much to the fact in the personnel management and care taking jobs the majority are women.

The municipalities enhance gender equality in many ways

In Finland, municipalities work towards gender equality by:

Providing basis for reconciliation of work and family life by rendering welfare services

In political decision making and by quotas,

Enhancing the equality as a duty of the employers by active equality policy and equality planning

Taking equality into account in rendering services through mainstreaming

Voluntary actions (eg. Equality Committees)

The Committees for Equal Opportunities are voluntary organs that municipalities are free to establish. At the moment, mainly the biggest cities have set up the committees for equality. They consist of politicians, and the aim is to bring up equality issues, make proposals to the municipal government, render opinions, support the equality work of the administration. The committees do not, however, have any legal power. Many municipalities have already devised gender equality strategies and taken measures in promoting the issue in an active way. These include the employer's plans for equality, pilot activities of mainstreaming the municipal services and the municipal budget.

The amended Act on Equality Between Women and Men requires the municipalities:

- as employers to take into account more specific regulations in promoting equality systematically by equality planning, to take active measures to promote equality and follow-up the implementation, prohibit discrimination
- as the duty of public authorities to promote equality
- in all their activities
- to implement measures to remove obstacles of equality,
- in rendering services the different needs, interests and values of each sex should be taken into account
- to apply quota in political bodies of the municipality and the municipal joint ventures (40 % of each gender)
- to promote equality by equality planning and prohibiting discrimination in the educational institutes

The Association of Finnish Local and Regional Authorities supports the municipalities.

The Association of Finnish Local and Regional Authorities (AFLRA) supports the efforts towards gender equality by the Finnish municipalities by encouraging municipalities to network for gender equality and share information and experiences. The Association also seeks to develop models and record good practices to be shared between municipalities. It also gives advice on the topic and safe-guards the general interests of municipalities on the matter.

Greece

Greece at a glance

Greece is situated in Southeastern Europe, with an area of 131,957 sq.km. and a population of 10,964,020. Athens is the capital of Greece with a population of 3,192,606.

The Hellenic Republic is a Presidential Parliamentary Democracy. There are three hundred elected members in Parliament with elections held every four years. Greece has been a member state of E.U. since 1981, and the currency is euro.

The islands are Greece's chief morphological trait and an integral part of the country's civilisation and tradition. The Greek territory comprises 6,000 islands and islets scattered in the Aegean and Ionian Sea, a truly unique phenomenon on the European continent; of these islands only 227 are inhabited.

Greece is one of the most popular tourist destinations worldwide. Annually it welcomes more than 14 million tourists, a figure that places it in the 15th position on the World Tourism Organisation list of countries with inbound tourism (according to WTO data).

History

The earliest traces of human habitation in Greece date from the Palaeolithic period (120,000 – 10,000 B.C. approximately). Nowadays visitors of the country can see the “fingerprints” of Greek history from the Palaeolithic period to the Roman era at the hundreds of archaeological sites, as well as in the archaeological museums and collections scattered all over the country (the Greek mainland and the islands).

The result of the Greek War of Independence was the formation of an independent Greek kingdom in 1830, which, however, covered only a restricted territory. The Greek state took its contemporary form after the end of World War II with the incorporation of the Dodecanese Islands. In 1974, after a seven-year dictatorship, a referendum was held and the system of government changed from a constitutional monarchy to a Presidential Parliamentary Democracy

According to the inventory of 2001, realised by the National Statistical Service, the population of Greece amounts to 10.961.758 residents.

Greece has been divided administratively to 13 Regions, which include 54 Prefectures, which have 914 Municipalities and 120 Communities. Each Prefecture has its own Local Union of Municipalities and Communities (TEDK), which are Legal Persons of Private Law. In Greece there are 51 TEDK (the Local Union of Municipalities of Communities Attica is also reported in the 4 Prefectures of Region Attica).

Greece is separated project to 13 Regions, 54 Prefectures. In level of local self-government, the recent “Kapodistrias” reorganized the country in administrative level reducing the number of “communities” and creating new bigger Municipalities. The mayors and the Prefects of the

country are elected every four years, while the General Secretaries of the Regions are appointed by the Government.

Region	Prefectures	Municipality	Community	Municipality Population	Community Population
Anatolikis Makedonias Thrakis	5	48	7	600.332	10.735
Attikis	4	102	20	3.721.894	39.916
Vorio Aigaio	3	35	1	205.750	371
Ditiki Ellada	3	72	2	739.106	1.400
Ditiki Makedonia	4	44	17	291.226	10.296
Ipiros	4	57	19	342.509	11.311
Thesalia	4	93	12	738.335	15.553
Ionion Nison	4	33	6	209.610	3.374
Kentrikis Makedonias	7	128	6	1.868.408	3.544
Kritis	4	68	4	597.163	3.968
Notio Aigaio	2	45	13	295.988	5.273
Peloponisos	5	100	7	633.570	5.372
Stereas Elladas	5	89	6	596.472	8.687
Sum	54	914	120	10.840.533	121.225

Gender equality in local authorities

Through Community Support Framework II (NOW initiative), but predominantly through Community Support Framework III, a series of structures were developed in Local Government that significantly contribute towards Equality. Their contribution is mainly related to the fact that they offer women the possibility to “be released” from a series of obligations, to gain free time and to be able to claim a place on the labour market.

Taking into consideration that the majority of citizens employed in said structures are women, the substantial contribution of said structures to Equality can be easily understood. The following local government structures are considered as mainly contributing to Equality:

1. DAY CARE CENTRES
2. DAY CARE CENTRES FOR SPECIAL NEEDS CHILDREN
3. NURSERIES
4. KINDERGARTENS
5. CENTRES FOR CHILDREN’S CREATIVITY
6. CENTRES FOR SPECIAL NEEDS CHILDREN’S CREATIVITY
7. ELDERLY DAY CARE INSTITUTIONS
8. HOME ASSISTANCE

Regional Committees for Gender Equality:

The organisation of social policy structures at a local level concerns both local government and the decentralised state bodies, namely the regions. The role of regional structures is more related to the state operation and the national activities in the area of social protection, while local government is the one taking up actions that can be locally detected. Unfortunately, this is not an absolute statement, as local government does not have at its disposal the resources to support structures of local character. With a view to achieving a decongestion of centralised operation and to promoting regional policies, Regional Committees for Gender Equality were established, as per the provisions of Article 6 paragraphs 2, 3 and 4 of Law 2839/ 2000 (Government Gazette No. 196A/ 12.9.2000). The competences of the Regional Committees for Gender Equalities, according to their operational regulation (Government Gazette No. 1433/B/22.10.2001), include the following matters:

Submission of proposals to the competent Regional bodies, as well as to the General Secretariat for Gender Equality, for the adoption of necessary measures that will contribute to the promotion and establishment of gender equality in all areas.

Organisation of events, open discussions, conventions and educational programmes, whose subject is gender equality at a Regional level and women's participation in social and economic life.

Recording regional authorities and structures promoting gender equality issues.

Contact Local Government Organisations, Non-Governmental Organisations and Regional Social Authorities and coordination of activities related to gender equality issues.

Submission of proposals to the Regional Councils regarding the integration of activities in the Programmes of the Region, of the Prefectures, of the Municipalities, focusing on the establishment of equal opportunities for both genders.

Citizen awareness and information on gender equality issues.

Participation in European Union Programmes, in cooperation with the Regional Development Funds.

Participation in programmes of every kind, aiming at fighting women's unemployment and at increasing women's entrepreneurship.

In 2000, together with the institution of the Regional Committee for Gender Equality, an effort was made to set up, within Local Government Organisations, equality committees under the coordination of the Regional Committees for Gender Equality. The equality committees of the Local Government Organisations operated primarily with the Municipalities' personnel, which had been previously trained to receive women and provide them with information on labour and family issues. In each Region of the country an effort was made to allow an unofficial communication and consultation network to operate between the Local Government Organisations and the Regional Committees for Gender Equality. This endeavour, after having initially showed a positive perspective, did not flourish when the Regional Committees for Gender Equality started to weaken, due to problems in the renewal of the employment contracts of their staff.

Apart from the establishment of Structures contributing to equality, there are also additional programmes financed by Community Support Framework III directed at women. In this respect, it is worthwhile to closely observe the development and perspective shaped by the programmes currently in progress, in which Local Government takes part and which are directed at women.

The most representative instance is measure no. 5.3 "Integrated interventions in favour of women" in the framework of the Operational Programme "Employment and Vocational Training".

Said project concerns the enforcement of Action Plans for guaranteeing Integrated Interventions in favour of the female population and aims at improving women's access to and participation in the labour market, at a Regional level, through the provision of specialised information, consultation and social support.

Currently in Greece, 17 Action Plans are being enforced and a total of 242 authorities are carrying out Consultation and Publicity tasks. Local government plays a major role in all such activities. More specifically:

36 Prefectures

34 Municipalities

84 Local Government Enterprises

12 Regional Committees for Gender Equality

9 Unions of Municipalities

are undertaking Consultation and Publicity activities and only 67 authorities in total are not related to the local government. Local government participates in the “Integrated Interventions in favour of women” by 72%.

Women’s Associations – Unions

It is known that in the past, women’s organisations were created and operated, throughout the entire country. Especially during the first years following the political changeover in 1974, in most Municipalities of Greece, women’s Associations existed and were actively operational.

It would not be an overstatement to claim that such associations were essentially the ones who often “compelled” Local Government Organisations to start dealing with equality issues. Eventually many of these associations weakened, mainly due to financial reasons. Nevertheless, even today tens of such organisations still exist, and with their activity they substantially contribute to the promotion of equality issues. Today, women’s associations existing at a local level still cooperate with the respective authorities in Local Government.

Iceland

Iceland at a glance

Iceland, an island in the North Atlantic, has a landscape distinguished by volcanoes, glaciers and hot springs. Along with political and economic stability, Icelandic society is characterised by near-universal literacy and globally high living standards.

After Britain, Iceland is the second largest island in Europe. Since it is located at Europe's western frontier, the Norsemen and Celts who settled it did not arrive until the ninth and tenth centuries. After a long period of Danish rule, Iceland became a sovereign republic in 1944, with a parliamentary democratic government.

Located at a so-called "hot spot" on the mostly underwater Atlantic ridge, Iceland has numerous active volcanoes and an abundance of hot springs, which provide the inhabitants with warm water for bathing and heating their buildings. About 11% of the landscape is covered by lava and another 12% by glaciers. Most of the people live in towns and villages by the fjords and bays along the seacoast. In the 19th and 20th centuries, the population increased considerably, and today numbers about 300,000, of whom around 170,000 live in the capital city, Reykjavík, and its vicinity.

The native language, Icelandic, is spoken by the whole population and has remained very similar to the Old Norse that was spoken in Viking times. The vast majority of Icelanders belong to the state church, which is evangelical Lutheran.

Gender equality in Iceland

In May 2000, a new Act on Equal Status and Equal Rights of Women and Men was passed by the Icelandic Parliament, Althingi. This resulted in various structural changes. The official equality system is divided into three: The Equal Status Council, The Complaints Committee and the Centre for Gender Equality. The Centre is a national bureau and is in charge of administering the above mentioned act, as well as providing counselling and education in the field of gender equality, for the governmental and municipal authorities, institutions, companies, individuals and non-governmental organisations.

The ministry of social affairs is responsible for gender equality issues. Based on the Act on Equal Status and Equal Rights of Women and Men the minister of social affairs is responsible for designing and implementing a four year gender equality advancement plan which is to be a direct plan of actions and allocation of funds for equality advancement and which is to be evaluated at the end of each four year period.

When it comes to the status of gender equality in Iceland it can be pointed out that the country ranked number four on the 2006 Gender Gap Index (<http://www.weforum.org>). The Global Gender Gap Report 2006 covers all current and candidate European Union countries, 20 from Latin America and the Caribbean, over 20 from sub-Saharan Africa and 10 from the Arab world.

Together, the 115 economies cover over 90% of the world's population. The index mainly uses publicly available "hard data" indicators drawn from international organizations and some qualitative information from the Forum's own Executive Opinion Survey.

Iceland did, like its neighbouring countries in Scandinavia, undergo a dramatic social change in the latter part of the 20th century. As regards men and women this change affected not the least the interplay between the labour market and the family life. Icelandic men have for decades been very active in the labour market with labour participation up to and around 90% for long periods. Until the nineteen sixties the women's labour participation was often between 30-40% when it started to rise and reached almost eighty percent for both married and un-married women at the turn of the 21st century. Women's labour participation in Iceland is thus amongst the highest in the world. The extensive preschool and day-care system built up by most municipalities is a major contributor to this. In year 2002 almost 90% of children aged 2-5 years had a place in preschools or in day-care provided mainly by municipalities.

There is however a clear difference between men and women in Iceland in many areas of life. Women still bear to a greater extent than do men, the responsibility on children and the home. Women work less hours in paid work with Icelandic men working on the average almost 47 hours in year 2003 compared to some 36 hours on the average for women. This to some extent is due to the fact that women (42,1%) are much more likely than men (12,1%) to work part time. The development in labour participation and working hours point towards greater homogeneity between men and women in terms of relation to the labour market but there is however still a significant difference between men's and women's salaries and the workforce is still to a large extent divided between male and female types of jobs. In the year 1980 women's yearly taxed income was on the average just under 50% of what men earned on a yearly basis. This is of course not taking into consideration different working hours and different types of jobs but this is however a fairly good indicator on the equality between men and women on the labour market. Some twenty years later or at the turn of the 21st century this figure was up to about 60%

Local authorities in Iceland

Iceland's local authorities function under the Local Government Act, No. 45/1998. While tasks that the local authorities are required to do by law are defined in various items of separate legislation, the act sets out their rights and obligations. The main principle of local government is autonomy. By law, municipalities have the right to manage their own affairs on their own responsibility.

The number of local authorities areas has fallen recently as they have been combined to form larger administrative units. In the year 2000 the number of municipalities in Iceland was 124 but after the Municipality election in 2006 the number was down to 79. The role of the local authorities has also changed, becoming more complex, now embracing primary schools and social services. All administration of the primary schools was taken over by the local authorities on 1st August 1996, now accounting for the largest single aspect of their work. There are huge disparities in population among local districts. The largest locality, the capital Reykjavík, had in the year 2006 about 108,000 inhabitants, while the smallest municipalities have a population of a

few hundred. The habitation of rural districts has been gradually decreasing from the beginning of the 20th century.

In each locality there is a local council, elected by general suffrage. The local council manages the affairs of the locality according to what is further provided for by law. Furthermore, councils have the power to decide the extent to which local sources of income are used, and the discharge of local functions insofar as they are not regulated by statutes. They ensure that legally prescribed local functions are properly discharged, and that the rules governing procedures in matters of local government are observed. The council may further pass resolutions in respect of any matter which in its opinion concerns the locality.

The local council is elected, in a general secret ballot, for a term of four years. Persons entitled to vote in the local elections must have reached the age of 18 when the elections are held, be citizens of Iceland and have legal residence there. Furthermore, Danish, Finnish, Norwegian and Swedish nationals who meet the above conditions also have the franchise, provided they have been legally resident in Iceland for three years continuously.

The functions of local authorities are provided for in various legislative acts. The most important are as follows: Social welfare and health care, education, culture, sports and outdoor activities. By law, local authorities are also responsible for much of the infrastructure, such as sewage, water supply, electric power and central heating systems. In addition, mention should be made of issues concerning land-use planning and building construction, preparation of general plans and regional plans, implementation of building construction legislation, fire protection and supervision of preventive measures against fire, civil defence and security, waste collection and waste disposal, building and maintenance of buildings, including streets, roads and harbours, public transport, etc.

The main local government revenue sources are twofold: Direct local taxation which consists of personal income tax and real estate tax, and central government grants, both a general block grant and special grants. Local authorities can also raise money through loans to meet capital expenditure. Central government supervision of local government is carried out through the Minister of Social Affairs. Local government in general falls under his jurisdiction.

Norway

Norway at a glance

Norway forms the Western part of Scandinavia. The rugged coastline, broken by massive fjords and thousands of islands, stretches over 25,000 km. Norway shares land border with Sweden, Finland and Russia to the east. To the west and south, Norway is bordered by the Norwegian Sea, the North Sea and Skagerrak. In north it borders the Barents Sea.

Archaeological finds indicate that there were people in Norway about 12,000 years ago. They probably came from more southern regions and travelled further north along the Norwegian coastline. In the 9th century, Norway consisted of a number of petty kingdoms. According to history, Harald Fairhair gathered the small kingdoms into one in 872 with the battle of Hafrsfjord and became the first king of a united Norway. In 1389 the countries of Norway, Denmark and Sweden entered into the Kalmar Union. Sweden declared its independence in 1523, but Norway remained under the Danish crown until 1814. Then the Danish-Norwegian king was forced to cede Norway to the king of Sweden after it found itself on the losing side in the Napoleonic wars. Only in 1905 did Norway (peacefully) separate from Sweden. Norway is a constitutional monarch with a parliamentary system of government.

Norway has a population of 4.640.219 (as per 1.1.2006), and is increasing by 0.73% (as of 2005).

Norway has a state church (Evangelic Lutheran) and approximately 86% of the population is members. To show the correct picture it should, however, be mentioned that a survey conducted by Gallup International in 65 countries in 2005 found that Norway was the least religious country in Western Europe. Many people use the ceremonies of baptism, marriage and burial without being regular churchgoers or believing in the teachings of the church.

The Norwegian language has two official written forms, Bokmål and Nynorsk. Although bokmål is used by the majority, officially they have equal status and are both used in public administration, in schools, churches and on radio and television.

The country is richly endowed with natural resources; petroleum, hydropower, fish, forest and minerals. Norway has obtained one of the highest standards of living in the world, partly from petroleum production. The country possesses the second highest GDP per capital in the world, and held the highest position in the World on the Human Development Index for the fifth consecutive year.

Gender equality in Norway

The Gender Equality Act came into force in 1979 and has subsequently been amended several times most recently in 2005. In May 2005 the parliament approved a government proposal for joint machinery against all forms of discrimination. The new institutional mechanism was established 1 January 2006 and integrates the task of the Gender Equality Ombud, the Gender Equality Board of Appeals, the Gender Equality Centre and the Centre against Ethnic

Discrimination. The machinery consists of The Equality and anti-discrimination Ombud and The Equality and Anti-discrimination Tribunal. Both the Ombud and the Tribunal are state funded, but they are by parliamentary law made independent of governmental instructions in their work. The main reason for this, is that they shall be free to make recommendations and pass rulings over incidents which involve the government and state institutions (even though they cannot annul or alter other public authorities decisions)

The responsible ministry is Ministry of children and equality, which has a department of family affairs and gender equality. Gender equality statistics is gathered by Statistic Norway, which publicises an annual Gender Equality Index for Norwegian municipalities (www.ssb.no)

In addition to the Gender Equality Act, gender equality is also made explicit in other Norwegian Acts and Regulations, and it is highly believed that it is necessary to have a combination of initiatives at different levels to facilitate conciliation between paid work and family life in order to promote gender equality.

Norway ranges second (2) on the Global Gender Gap Index (www.weforum.org) The Norwegian fertility rate is high compared to other EU countries with 1.84 children per woman (2005) and we have one of the highest per cent of women at work (75%). Some of the public arrangements to provide the basis for increased female employment are paid parental leave (53 weeks with 80% salary or 43 weeks with a full salary), a father's quota in connection with parental leave of 6 weeks. Norway also has a system where each parent can be at home on paid leave for ten days per year if a child (up to the age of 12) is ill. Further, substantial resources have been invested in the development of day care centres. Currently 72% of children aged 1-5 have a place in a day care centre, the governmental aim is to provide full day care coverage.

Norway is the first country in the world to have an Act on Gender representation on the boards of public limited companies (from 1 January 2006) The act provides for that by 2008 at least 40% of board members have to be women.

There still is a clear difference between men and women in Norway in terms of participation in society and family life. In Norway 43% of employed women work part-time. Men work full time, and many of them work a great deal overtime. This means that we are a long way from full equality on the labour market, in the division of power and care and in terms of income and promotion. Only 1 out of 10 top executives are women, and women do in average earn only 84,7% of men's salary. While a total of 47% of women work in the public sector, the figure for men is 18%. Out of these most women work at the municipal level (education and health), while among the men it's more equally divided between national and local levels (they work within the technical sector). Girls still take traditional educations as teachers, nurses and secretary, while the boys select among a much broader spectre of educations.

Local authorities in Norway

The present municipal system in Norway was established as early as 1837 by the Local government Act - the Aldermen system. The act underwent extensive revision in 1993, but even though we have a different and far more extensive municipal sector than could be imagined by the lawmakers of 1837, the formal framework and systems for local self-government were much the same as at their introduction around 160 years ago. In contrast to other Nordic and most European countries the Norwegian Constitution does not enshrine municipal self-government.

Norway has two tiers of local governments, the municipality (kommune) and the county (fylke) level. There are 19 counties and 431 municipalities. Out of the municipalities the biggest is Oslo with 538.411 inhabitants, while the smallest is Utsira with 209. Half of the municipalities have less than 5.000 inhabitants.

It is the Norwegian Parliament (Storting) that decides what counties and municipalities shall do and what they shall not do. Both counties and municipalities can do more than they have to, but cannot take the responsibility which the Storting has given to another tier of government. With the exception of public social security and pension schemes administered by the central government, most welfare schemes are administered at the municipal and county level. This is particularly the direct delivery of welfare services.

The main responsibilities of the county are upper secondary schools, regional development, county roads and public transport, regional planning and development, business development and culture (museums, heritage). The responsibilities of the municipalities are, pre-school child day care, primary and lower secondary education, primary health services, social welfare services, care for the elderly and disable, culture and sports, church (non-clerical), technical services (water, sewer, refuse), local roads and harbours and local planning and land use. Municipalities and counties account for two-third of all public services.

Municipal elections take place every 4th year (next will be in September 2007).

There are two different local government systems in Norway, the Alderman system and a parliamentary system (since 1992). The majority of the local authorities still have the alderman system, where the council elects its executive committee and the mayor. The two biggest cities in the country – Oslo and Bergen, and some of the counties, have a parliamentary system with a city government formed by the majority party(ies) in the council. It is the council itself they decides on system according to procedures given in the Local government Act. Some municipalities have also participated in a pilot project with direct election of mayor by general suffrage.

According to regulations all meetings in political bodies are open to the public and media. With certain exceptions all issues and documents prepared for political bodies are public. Also all letters to the municipality are public, with certain exceptions. Municipal openness is vital for the citizens as they shall be able to follow the decision making processes. Hence, the municipalities are also obligated to guide, assist and inform people on how laws and regulations are interpreted and municipal practice and procedure for handling the matters.

The main local government income sources are from taxes (income tax and real estate tax), fees (water, sewerage, and refusal) and central government grants (both general bloc grants and special earmarked grants). Investments in local infrastructure are usually funded through loans.

Central government supervision of local government is carried out through the Ministry of Local Government and Regional development.

Gender equality in local authorities

After the local elections in 2003 35% of the elected members of the councils were women (up from 34%). But, still only 1 out of 6 mayors are female, as the percentage women holding this position is 17%.

The Norwegian Local government Act § 36 states that in any local government committee each sex shall be represented by at least 40% (if 4 or more members are to be elected. If the committee has 2-3 members, both sexes shall be represented). However, at the committee leader level there is a bias in terms of lack of female political committee leaders in the municipalities; about 45% of the municipal committees are within the technical sector – only 23% of these have a female leader. With education/health/social sector the numbers of committees are 40% - out of these 40% have female leader.

Also in the administration of the municipalities the figures shows a gross imbalance with only 13% of the Chief Executive Officers being female (2004).

According to the Gender equality Act, the municipalities are obligated to report on the gender status and measures taken to improve any imbalance, as an integrated part of their annual report and budget.

As part of the work to promote gender equality Statistic Norway collect and publicize a gender equality index for the municipalities. Here the municipalities are ranged according to results and can therefore also be used as a kind of “bench marking” system by the municipalities. The gender equality index combines various direct and indirect measurements of gender equality that show the extent to which women and men participate in politics, education and working life. The indicators are; kindergarten coverage for children aged 1-5, number of women per 100 men aged 20-39, education levels for women and men, labour force participation for women and men, income for women and men and percentage of female municipal council members.

All municipalities are ranged according to these indicators. The municipalities can achieve a maximum score of 4 and a minimum score of 1. The index is relative; the fact that a municipality has a 4 on income, for instance, does not mean that the women and men have the same income, only that the municipality is placed in the highest quartile. For 2006 the national average was 2.5. On top in 2006 we find the municipality of Tromsø (city in the northern Norway) with 3.8 point. The three municipalities with lowest score are Vanylven, Froland and Farsund with 1.3 points (the last two municipalities are located in the southern part of Norway – Aust Agder and Vest Agder respectively).

According to Statistic Norway it seems like the most significant indicator for change in the municipalities position from 2005 to 2006, is kindergarten coverage.

It is accepted that equality of women and men is a fundamental right and that the balanced participation of women and men in decision making is necessary for a democratic society. The Gender Equality Act enshrines (§ 1a) that a gender perspective must be taken into account in all activities of local and regional authorities and that they shall report on status and measurements as part of their annual reports and budgets.

Currently there are some important projects involving a number of the Norwegian municipalities in a bid to improve the gender equality balance. This is “How to improve the percentage of women in local governments’ political leader positions” with an aim to reach 40% by 2011. From 2003-2005 “Breakthrough – women in municipal executive leadership” was implemented, and from 2004 a project called “Ready – go, gender equality in municipal planning” has been in focus. The latter project focuses on the fact that municipal services need to focus on gender equality in order to cover for the fact that men and women, boys and girls might have different needs. These projects are mentioned because they are inter-municipal, but the main gender equality efforts are of course to be found within the 431 municipalities.

Data and methods

Objectives

The purpose of the TFT project was to promote equal participation of women and men in local politics and governments by collecting data on gender equality issues, putting a focus on the practical role which municipalities have in promoting gender equality and finally to raise awareness of the issue. Through this it was hoped that the specific aims of the EU Gender Equality Programme and specifically the theme of gender equality and local development could be achieved. As described in the introduction the project had the following objectives:

1. Collect information on women's and men's participation in local governments and develop a tool for such data collection and measurement.
2. Make the information available
 - to the general public, in visual and accessible form
 - to local governments to evaluate their progress towards a more equal society
 - to governments to monitor municipal authorities status on gender equality
 - for future comparison and monitoring of changes

These were the general aims of the project. And in short it could be said that the main idea behind the project was that making information available would stimulate discussion on gender equality on the municipal level and that would then promote change. More specifically however the project was divided into the following tasks:

- Collect data on gender equality on the municipal level
- Develop a computer program to make the results visible
- Analyse the results and make them accessible to the partners on a website
- Make the results available to the general public on an open website after approval by all project partners
- Compare the results between participating municipalities in all partner countries
- Analyse status and challenges for the municipalities that have done well – as well as municipalities that have done less well
- Publish the results of each participating country domestically
- Publish a joint final report
- Stimulate a discussion on the subject on a European level by holding an international conference

Among the projects main aims was to develop a website that would have the purpose of making the results available to the partners, as well as the general public. This website has the following address. <http://www.tft.gender.is/>

The screenshot shows the website's layout. At the top right, there is a search bar. The main header contains the logo 'Tea for two Illustrating Equality' and the EU flag. The navigation menu on the left includes links to 'About TFT', 'Final conference', 'Meetings', 'Outputs', 'Research', 'News', 'Contact us', and 'More news'. The sidebar lists the participating countries with their respective flags: Bulgaria, Finland, Greece, Iceland, and Norway. The main content area is titled 'About Tea for two' and contains the following text:

The TFT project was funded by the European Union Community Programme on Gender Equality (2001-2005). The project officially began the first of October 2006 and lasted until the end of December 2007. This project aimed to promote equal participation of women and men in local politics and governments by analysing the situation, and to strengthen the practical municipal work for gender equality and raise awareness of the issue. Thereby it addressed the specific aims of the Gender Equality Programme and this calls the theme of gender equality and local development.

The project was trans-national and involved five European countries: Iceland, Norway, Finland, Bulgaria and Greece.

The main objectives of the TFT project were the following:

1. To collect information on women's and men's participation in local governments and develop a tool for such data collection and measurement.
2. Make the information available
 - a. to the general public, in visual and accessible form
 - b. to local governments to evaluate their progress towards a more equal society,
 - c. to governments to monitor municipal authorities' status on gender equality
 - d. for future comparison and monitoring of changes

At the bottom of the page, there is a disclaimer: 'This project is funded only in part from the European Community - Programmes relating to the community framework Strategy on Gender Equality (2001-2006). The information contained in this publication (or in other materials) does not necessarily reflect the position or opinion of the European Commission.' and a copyright notice: '© 2007 - Gender 2007 - Gender 2007'.

Indicators

Evaluation of indicators

A key question that had to be answered was what indicators should be used to get the information needed for creating a viable index of gender equality within the municipalities of the participating countries.

A framework was used to evaluate each indicator with regards to its feasibility for inclusion for a final tool. Each indicator had to pass four “filters” designed to eliminate possible indicators that would not be possible to use. In essence these filters can be thought of as a four step examination, or four questions. If an indicator can not produce a positive answer on each of the questions, it is eliminated from further consideration. If the answer to each question is positive then the indicators passes on to a final stage of scrutiny.

1st question: Does the indicator get higher grade than 0 in the internet survey?

An internet survey was administered among representatives of the participant countries. A mathematical model was used to calculate data from the internet survey. Calculations were made to estimate whether or not each indicator should be eliminated from the tool or not. Each indicator got graded from -1 to +1 and if the indicator got 0 or lower it was eliminated from the tool.

2nd question: does the indicator measure gender equality accurately?

After a list of indicators was produced using the calculations from the internet survey an expert analysis was made to asses if the indicator would truly be measuring gender equality. The most important determinant was based on assessing the possibility of interfering variables. Variables that would in turn create skewed results.

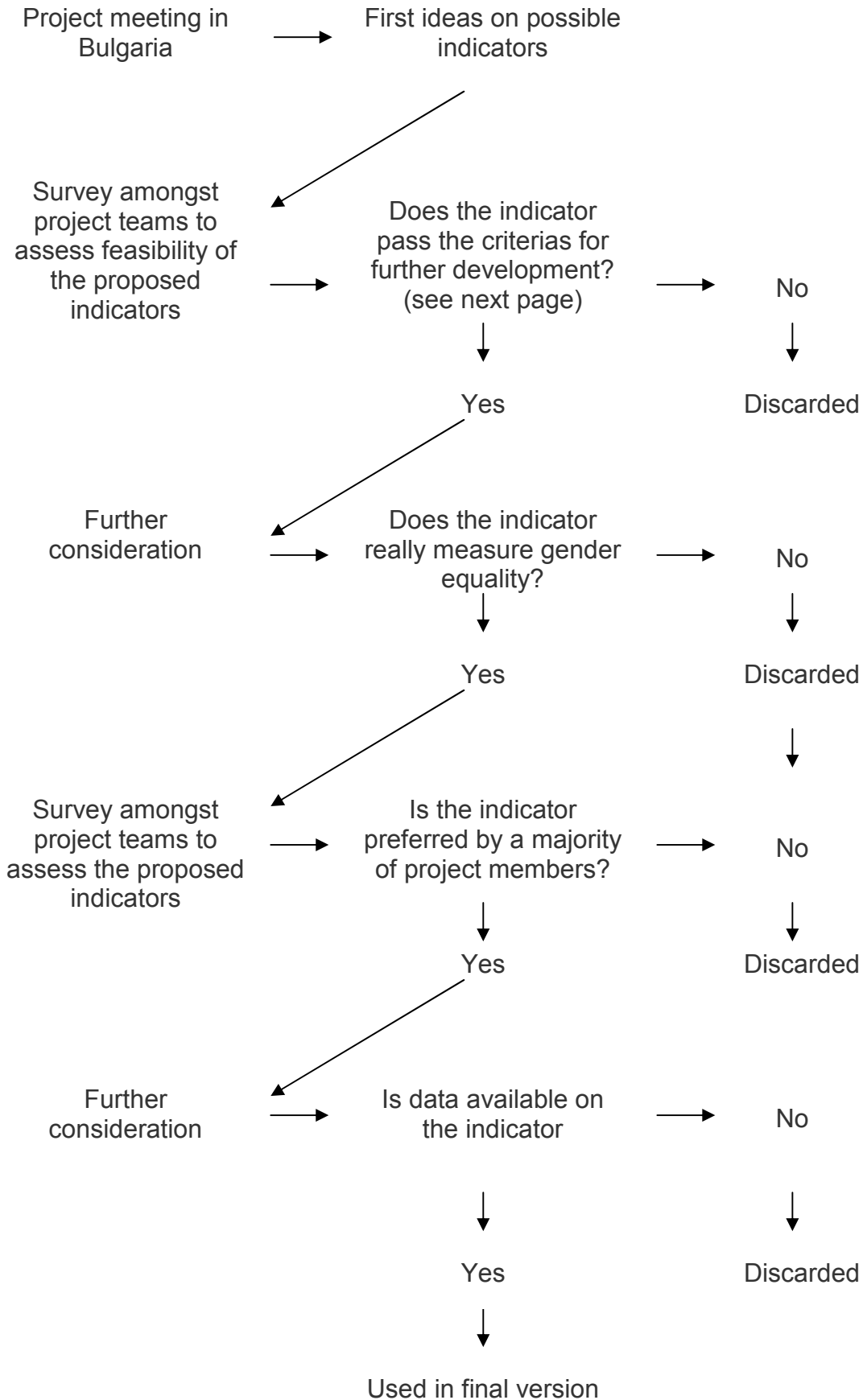
3rd question: Can local government/municipality influence the outcome or score on the indicator?

Having passed the above two filters it was then assessed if the indicator was sufficiently affected by policy of local government. Even though it is difficult to determine the degree to which local government influences the results of the indicator, it was none the less important to eliminate indicators that obviously did not serve the aims of the tool.

4th question: Is it possible to measure the indicator?

If the indicator had passed all the above questions it was ready for a final examination of its feasibility. This involved a simple assessment as to the practicality of measurement. In other words, could data be gathered or not.

The process of the evaluation of indicators feasibility can be described using the following diagram:



Indicators included for consideration

When deciding on the final set of indicators to use the project coordinators used four criteria. The first criterion was based on the survey sent to members of the steering group in the five countries. A simple mathematical model (see below in next chapter) was used to calculate the feasibility for each indicator based on data availability, the quality of the indicator as a measurement of gender equality and personal opinion of the group members. Each indicator was graded from -1 to +1 and those that got a grade below zero were simply dropped from the list at that stage.

The next criterion was to what extent in combination with other possible indicators and based on comments from the survey the indicator would be useful as an indicator of gender equality on the municipal level. This is of course something which can always be debated but is in this instance a decision made by the project coordinators.

The third criterion was to what extent the municipalities are able to influence what is measured by that indicator. Thus an emphasis was put on selecting indicators that are related to issues that fall within the jurisdiction of municipalities in most countries.

The fourth criterion was whether it was thought to be possible to construct a measurement for the proposed indicator.

Only indicators which passed on all four criteria made it to the final version of description for a set of indicators for the project. Below is a more thorough description of each indicator but all in all, 21 indicators were developed in cooperation with the partners. Below is a summary over objectives, indicators, type and data availability for each indicator. In order to connect them to broader context the indicators are grouped with the European Union gender equality policy. These groups are the following: indicators related to Employment, indicators related to balanced participation in decision making, indicators related to balancing work and private life and finally indicators related to social inclusion.

Different types of indicators

As mentioned before it is important to define the role and responsibility of municipal government to respond to the information which the indicators will show. Municipal governments' role and responsibility regarding each indicator are grouped in three ways: direct, derived and indirect influence.

- **Direct influence** – influence which can be related directly to decisions which municipal governments make.
- **Derived influence** – influence which is not related directly to decisions which municipal governments make, but might be related to decisions other make because of the decisions municipal government have made.

- **Indirect influence** – influence which might be related to decisions which municipal governments make, but also might be for other reasons, not related to their decisions.

Most of the indicators are defined as direct indicator but few are derived or indirect.

The policies in gender equality by the EU are in five areas. These areas are: employment, balanced participation in decision-making, balancing work and private life, social inclusion and social protection, mainstreaming in other policy areas. These areas have served as a conceptual framework throughout the TFT project and were used to develop the initial list of indicator. As with any framework it can only be used as point of departure and so it was in this case. Indicators within the policy areas involving social inclusion and social protection as well as indicators involving mainstreaming in other policy areas were in later stages of evaluation replaced with issues of social inclusion. Furthermore social inclusion was broadly defined to encompass population development.

List of indicators included for consideration:

Indicator 1.1. Percent of women who have employment

Indicator 1.2 Women as percent of people employed by the municipality

Indicator 1.3. Percent of women in workforce in public sectors

Indicator 1.4. Percent of women in workforce in private sectors

Indicator 1.5. Percent of women who are unemployed

Indicator 1.6. Age structure of man and women who are unemployed

Indicator 1.7. Women's income as a percentage of men's income

Indicator 1.8. Is the gender pay gap monitored at the municipal level?

Indicator 1.9. Percent of women working part time

Indicator 1.10. Percent of women who are in top management in municipalities

Indicator 1.11. Percent of women teachers in primary schools

Indicator 1.12. Percent of women who are in caretaking jobs

Indicator 1.13. Is gender segregation in labor market?

Indicator 2.1. Percent of women who are municipal councilors

Indicator 2.2. Percent of women who are municipal chairpersons

Indicator 2.3. Percent of women who are chief executive officers

Indicator 2.4. Percent of women who are in middle management

Indicator 2.5. Percent of women who are in low level management

Indicator 2.6. Number of man and women working for the municipality

Indicator 2.7. Percent of women in committees (chairs)

Indicator 2.8. Percent of women in the management in the private sector

Indicator 2.9. Is there an equality committee in the municipal government?

Indicator 2.10. Is there any gender quotas in the municipal government?

Indicator 3.1. Percent of children in daycare/playschool

Indicator 3.2. At what age can children start in daycare/playschool

Indicator 3.3. Do both parents have rights for parental leave?

Indicator 3.4. Do both parents have rights for parental leave in part time work?

Indicator 3.5. Do both parents have rights to leave work to care for sick children?

Indicator 3.6. Do parents get paid when they leave to care for sick children?

Indicator 3.7. Percent of people above the age x with a place in homes for the elderly

Indicator 3.8. Is there flexibility in the use of parental leave?

Indicator 3.9. Is it possible to work reduced hours?

Indicator 3.10. Is it possible to work reduced hours with pay?

Indicator 4.1. Women's share of domestic work

Indicator 4.2. Proportion of women of participants in voluntary organization?

Indicator 4.3. Percent of women who are inhabitants

Indicator 4.4. Mean age of woman and man inhabitants

Indicator 4.5. Do woman and man have equal rights for pension?

Indicator 5.1. Percent of women who have completed a university degree education

Indicator 5.2. Percent of women who have completed education above compulsory level.

Indicator 5.3. Percent of teachers in elementary schools who are women

Indicator 5.4. Women as percent of university graduates in natural sciences?

Indicator 5.5. Women as percent of individuals classified as entrepreneurs?

Indicator 5.6. Initiatives directed at promoting entrepreneurship (e.g. courses for women who want to start own business)?

Indicator 5.7. Access to women's shelters. Does municipality support or provide such shelters.

Indicator 5.8. Access to rape centers/emergency assistance.

Indicator 5.9. Is there support or assistance for brutalized women.

Indicator 5.10. How many women (per capital) report violence.

Indicator 5.11. How many women (per capital) are victims of violent crime?

Indicator 5.12. How many strip clubs or/and brothels (per capita)?

Indicator 5.13. Is there regulation or policy aimed at limiting number of strip clubs and prostitution?

Indicator 5.14. Is there regulation or policy aimed at limiting lap dancing?

Internet survey

It was obvious from the start of deliberations between the participants that collecting sufficient data would be the most important impediment. The number of indicators could, for reasons of practicality, not be excessive in length. Data collection was held to be especially difficult if indicators were too many. After the participants countries had decided on the above list of indicators for further delineation, the necessity arose for a systematic way of reducing this list. In order to develop the final list an internet survey was carried out. The purpose of the survey was to subordinate less relevant indicators using the method discussed in previous chapters.

The indicators included in this survey are the results from worked carried out in the meetings of the steering committee

For clarification the following must be noted before interpretation of results.

- There are three factors which are used to evaluate each indicator. The two questions about how difficult it is to get data is one factor. The two questions on how good it is for describing gender equality is the second factor. The third factor is the personal evaluation, of the representatives from the participating countries, on whether or not the indicator should be in the final version of the tool.
- Five questions were used for the evaluation. Each question had five possible answers; from 1 (positive) to 5 (negative) and 3 being neutral.
- The percent of positive answers (1 or 2) were summed and then the negative answers (4 or 5) deduced from the positive ones.
- The results can then vary from -1 to 1. If the indicator scored 0 or above on this simple estimate it was chosen for further consideration. If the indicator got below 0 it will was not chosen for further consideration.
- In the tables below the upper part indicates whether the indicator should be chosen for further consideration or not and is evaluated in percents.
- The lower part shows whether data for that indicator exists and for what time period.
- The last part shows how the indicators estimated to relate to the municipal level.

Indicator 1.1. Percent of women who have employment

At the work market the gender gap was 15,2% in EU Member States in 2004. Gender equilibrium on work market is important both economically and socially. Economically, gender equilibrium on work market, is important because all those women or men who are not working can be a major boost to the economy if they are working. Also it is important economically to have gender equality on work market because it will make the market more variegated, e.g. in decision making. Socially those women or men who are not working are more likely to live in poverty and social exclusion, in particular in older age. That is why it is important to have data and tools for this indicator about gender equality.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,83	0,17	0,67			
How easy or difficult will it be to get data in the future?	0,67	0,17	0,5	0,58		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,57	0,14	0,43	0,50	0,60	Yes
How good is this indicator for describing gender equality at the municipal level?	0,71	0,14	0,57			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,86	0,14	0,71	0,71		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,17
Expected in 2007	0	0,00
2006	2	0,33
2005	1	0,17
2004	1	0,17
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,17
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,33
Indirect	4	0,67
Derived	0	0,00

Indicator 1.2 Women as percent of people employed by the municipality

Municipality government should lead by good example in the search for gender equality on work market. Gender equilibrium on work market is important both economically and socially. Economically, gender equilibrium on work market, is important because all those women or men who are not working can be a major boost to the economy if they are working. Also it is important economically to have gender equality on work market because it will make the market more variegated, e.g. in decision making. Socially those women or men who are not working are more likely to live in poverty and social exclusion, in particular in older age.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,17	0,33			
How easy or difficult will it be to get data in the future?	0,33	0,17	0,17		0,25	
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,5	0,17	0,33		0,23	Yes
How good is this indicator for describing gender equality at the municipal level?	0,43	0,14	0,29		0,31	
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,57	0,43	0,14	0,14		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	1	0,20
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 1.4. Percent of women in workforce in private sectors

It is essential to have track on how the gender gap is at private level as well as at public level. Gender equilibrium on work market is important both economically and socially. Economically, gender equilibrium on work market, is important because all those women or men who are not working can be a major boost to the economy if they are working. Also it is important economically to have gender equality on work market because it will make the market more variegated, e.g. in decision making. Socially those women or men who are not working are more likely to live in poverty and social exclusion, in particular in older age.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,6	0,2	0,4			
How easy or difficult will it be to get data in the future?	0,4	0,2	0,2	0,30		
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,71	0,14	0,57	0,37	0,18	Yes
How good is this indicator for describing gender equality at the municipal level?	0,33	0,17	0,17			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,43	0,57	-0,14	-0,14		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	1	0,20
2003	0	0,00
2002	0	0,00
2001	1	0,20
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	0,75
Derived	1	0,25

Indicator 1.5. Percent of women who are unemployed

In the countries of EU the gender gap between women and man is 1,7% were women have higher unemployment rate. Shortening this gap is as important as shortening the work market gap.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,17	0,33			
How easy or difficult will it be to get data in the future?	0,5	0,17	0,33	0,33		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,86	0,14	0,71	0,71	0,59	Yes
How good is this indicator for describing gender equality at the municipal level?	0,86	0,14	0,71			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,86	0,14	0,71	0,71		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	2	0,40
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 1.6. Age structure of man and women who are unemployed

There is different gender gap between age groups in employment and therefore it is likely to be the same with unemployment. The employment gap is much larger at higher age than at lower age. Therefore it is also essential to focus on the age group employment gap in indicators number 1.1 -1.4.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,6	0,2	0,4			
How easy or difficult will it be to get data in the future?	0,6	0,2	0,4	0,40		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,71	0,14	0,57	0,50	0,44	Yes
How good is this indicator for describing gender equality at the municipal level?	0,57	0,14	0,43			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,71	0,29	0,43	0,43		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	2	0,40
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 1.7. Women's income as a percentage of men's income

Equal pay for work of equal value is a basic principle in the EU. The gender pay gap is big in the EU and it is at the top of the EU policy agenda to reduce that gap.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,4	-0,4	-0,40		
How easy or difficult will it be to get data in the future?	0	0,4	-0,4			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,71	0	0,71	0,43	0,21	Yes
How good is this indicator for describing gender equality at the municipal level?	0,43	0,29	0,14			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,8	0,2	0,6	0,60		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	1	0,20
2003	1	0,20
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,40
Indirect	1	0,20
Derived	2	0,40

Indicator 1.8. Is the gender pay gap monitored at the municipal level?

As said before it is essential for the municipal government to lead by good example in the search for gender equality, therefore it is important to monitor gender pay gap at the municipal level.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	1	-1			
How easy or difficult will it be to get data in the future?	0	1	-1	-1,00		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,6	0,2	0,4	0,40	0,00	Yes
How good is this indicator for describing gender equality at the municipal level?	0,6	0,2	0,4			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,8	0,2	0,6	0,60		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	3	0,75
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 1.9. Percent of women working part time

It is important to monitor part time working rate as well as full working time, for it is necessary to consider all aspects of work. Women are much more likely to work part time jobs.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,67	-0,67			
How easy or difficult will it be to get data in the future?	0	1	-1	-0,83		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,4	0	0,4	0,40	-0,03	No
How good is this indicator for describing gender equality at the municipal level?	0,4	0	0,4			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,67	0,33	0,33	0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	4	0,80
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,20
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 1.10. Percent of women who are in top management in municipalities

Even though men and women have equal access to different occupation in Europe there still is segregation on the labor market. In the fields such as health, social services and education large part of the workforce are women but in the fields such as technology, engineering, finance and management most part of the workforce are men. It is important to measure some working fields to monitor the segregation on labor market.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0,167	0,17			
				0,00		
How easy or difficult will it be to get data in the future?	0	0,17	-0,17			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,86	0,14	0,71		0,57	Yes
				0,71		
How good is this indicator for describing gender equality at the municipal level?	0,86	0,14	0,71			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	1	0	1	1,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	3	0,60
Indirect	2	0,40
Derived	0	0,00

Indicator 1.11. Percent of women teachers in primary schools

Even though men and women have equal access to different occupation in Europe there still is segregation on the labor market. In the fields such as health, social services and education large part of the workforce are women but in the fields such as technicians, engineers, finance professionals and managers large part of the workforce are men. It is important to measure some working fields to monitor the segregation on labor market.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,17	0,67	-0,5			
				-0,42		
How easy or difficult will it be to get data in the future?	0,17	0,5	-0,33			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,29	0,29	0		-0,31	No
				-0,07		
How good is this indicator for describing gender equality at the municipal level?	0,29	0,43	-0,14			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,29	0,71	-0,43	-0,43		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	3	0,60
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,20
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,20
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 1.12. Percent of women who are in caretaking jobs

Even though men and women have equal access to different occupation in Europe there still is segregation on the labor market. In the working fields such as health, social services and education large part of the workforce are women but in the fields such as technicians, engineers, finance professionals and managers large part of the workforce are men. It is important to measure some working fields to monitor the segregation on labor market.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,2	-0,2	-0,20		
How easy or difficult will it be to get data in the future?	0	0,2	-0,2			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,67	0,17	0,5	0,42	0,07	Yes
How good is this indicator for describing gender equality at the municipal level?	0,5	0,17	0,33			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,5	0,5	0	0,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	3	0,75
Derived	0	0,00

Indicator 1.13. Is gender segregation in labor market?

Even though men and women have equal access to different occupation in Europe there still is segregation on the labor market. In the fields such as health, social services and education large part of the workforce are women but in the fields such as technicians, engineers, finance professionals and managers large part of the workforce are men.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,75	-0,75			
How easy or difficult will it be to get data in the future?	0	0,75	-0,75	-0,75		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,5	0,33	0,17	0,25	-0,17	No
How good is this indicator for describing gender equality at the municipal level?	0,67	0,33	0,33			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,5	0,5	0	0,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	2	0,50
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,67
Indirect	0	0,00
Derived	1	0,33

Indicator 2.1. Percent of women who are municipal councilors

Gender equality in decision making is one of the key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has led by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,67	0,17	0,5			
How easy or difficult will it be to get data in the future?	0,5	0	0,5	0,50		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	1	0	1	1,00	0,83	Yes
How good is this indicator for describing gender equality at the municipal level?	1	0	1			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	1	0	1	1,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	0	0,00
Expected in 2007	0	0,00
2006	2	0,40
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	4	0,67
Indirect	2	0,33
Derived	0	0,00

Indicator 2.2. Percent of women who are municipal chairpersons

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,33	0,167			
How easy or difficult will it be to get data in the future?	0,33	0,17	0,17	0,17		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	1	0	1	1,00	0,72	Yes
How good is this indicator for describing gender equality at the municipal level?	1	0	1			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	1	0	1	1,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	0	0,00
Expected in 2007	0	0,00
2006	1	0,20
2005	3	0,60
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	4	0,80
Indirect	1	0,20
Derived	0	0,00

Indicator 2.3. Percent of women who are chief executive officers

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0,17	0,17			
				0,08		
How easy or difficult will it be to get data in the future?	0,17	0,17	0			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	1	0	1		0,67	Yes
				0,93		
How good is this indicator for describing gender equality at the municipal level?	0,86	0	0,86			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	1	0	1	1,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	1	0,20
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	3	0,75
Indirect	0	0,00
Derived	1	0,25

Indicator 2.4. Percent of women who are in middle management

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0,17	0,17	0,00		
How easy or difficult will it be to get data in the future?	0,17	0,33	-0,17			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,86	0	0,86	0,79	0,40	Yes
How good is this indicator for describing gender equality at the municipal level?	0,71	0	0,71			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,71	0,29	0,43	0,43		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,20
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,40
Indirect	3	0,60
Derived	0	0,00

Indicator 2.5. Percent of women who are in low level management

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0	0,25			
How easy or difficult will it be to get data in the future?	0,2	0,2	0	0,13		
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,5	0,17	0,33	0,25	0,08	Yes
How good is this indicator for describing gender equality at the municipal level?	0,33	0,17	0,17			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,43	0,57	-0,14	-0,14		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,40
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	1,00
Derived	0	0,00

Indicator 2.6. Number of man and women working for the municipality

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0,17	0,17			
How easy or difficult will it be to get data in the future?	0,33	0,17	0,17	0,17		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,49	0,14	0,29	0,21	0,17	Yes
How good is this indicator for describing gender equality at the municipal level?	0,29	0,14	0,14			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,57	0,43	0,14	0,14		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	2	0,40
2005	0	0,00
2004	2	0,40
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 2.7. Percent of women in committees (chairs)

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,4	0,4	0	-0,20		
How easy or difficult will it be to get data in the future?	0	0,4	-0,4			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,86	0	0,86	0,86	0,55	Yes
How good is this indicator for describing gender equality at the municipal level?	0,86	0	0,86			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	1	0	1	1,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	0	0,00
Expected in 2007	0	0,00
2006	2	0,40
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	3	0,75
Indirect	0	0,00
Derived	1	0,25

Indicator 2.8. Percent of women in the management in the private sector

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0	0	-0,13		
How easy or difficult will it be to get data in the future?	0	0,25	-0,25			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,57	0	0,57	0,36	-0,07	No
How good is this indicator for describing gender equality at the municipal level?	0,43	0,29	0,14			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,29	0,71	-0,43	-0,43		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,40
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	1	0,20
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 2.9. Is there an equality committee in the municipal government?

Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,17	0,67	-0,5			
How easy or difficult will it be to get data in the future?	0	0,67	-0,67	-0,58		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,57	0	0,57	0,71	0,15	Yes
How good is this indicator for describing gender equality at the municipal level?	0,86	0	0,86			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,67	0,33	0,33	0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,40
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	2	0,50
Derived	0	0,00

Indicator 2.10. Is there any gender quotas in the municipal government?

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,5	0	0,00		
How easy or difficult will it be to get data in the future?	0,3333	0,3333	0			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,6	0,2	0,4	0,50	0,21	Yes
How good is this indicator for describing gender equality at the municipal level?	0,8	0,2	0,6			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,57	0,43	0,14	0,14		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	1	0,25
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	1	0,25
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,33
Indirect	1	0,33
Derived	1	0,33

Indicator 3.1. Percent of children in daycare/playschool

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important to have adequate facilities for childcare to allow women to take up jobs and carry on working throughout their lives. Thus, it is important to measure and monitor the percent of children who are at daycare/playschool.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,17	0,33			
				0,25		
How easy or difficult will it be to get data in the future?	0,33	0,17	0,17			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,5	0	0,5		0,40	Yes
				0,61		
How good is this indicator for describing gender equality at the municipal level?	0,71	0	0,71			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,67	0,33	0,33	0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	1	0,20
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 3.2. At what age can children start in daycare/playschool

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important to have adequate facilities for childcare to allow women to take up jobs and carry on working throughout their lives. Also it is important to have quality service which starts at young age thus women are not for long time from the work market. Thus, it is important to measure and monitor the age when children can start in daycare/playschool.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0	0,33			
How easy or difficult will it be to get data in the future?	0,25	0,25	0		0,17	
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,4	0,2	0,2		0,36	Yes
How good is this indicator for describing gender equality at the municipal level?	0,4	0	0,4	0,30		
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,8	0,2	0,6	0,60		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,33
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,33
2004	1	0,33
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	0,75
Derived	1	0,25

Indicator 3.3. Do both parents have rights for parental leave?

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important for both parents to have parental leave for the balance between work and live. If there is not any parental leave, women would not be in the same position as men because they have to leave work to get birth. Also if only women would have the rights to have parental leave, companies would rather hire man for any job, especially if the woman is at the age to give birth.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,5	0,25	0,25			
How easy or difficult will it be to get data in the future?	0,25	0,25	0		0,13	
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,8	0,2	0,6		0,28	Yes
How good is this indicator for describing gender equality at the municipal level?	0,6	0,2	0,4	0,50		
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,6	0,4	0,2	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	0	0,00
2005	2	0,50
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	1	0,25
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 3.4. Do both parents have rights for parental leave in part time work?

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important for both parents to have parental leave for the balance between work and live. If there is not any parental leave, women would not be in the same position as men because they have to leave work to get birth. Also if only women would have the rights to have parental leave, companies would rather hire man for any job, especially if the woman is at the age to give birth.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,67	-0,67			
How easy or difficult will it be to get data in the future?	0	0,67	-0,67	-0,67		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,25	0	-0,10	-0,48	No
How good is this indicator for describing gender equality at the municipal level?	0,2	0,4	-0,2			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,17	0,83	-0,67	-0,67		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	2	0,50
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	0,75
Derived	1	0,25

Indicator 3.5. Do both parents have rights to leave work to care for sick children?

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. Equal right for both parents to leave from work to care for sick child/ren is one factor in the balance between work and private life. Thus, it is important to measure and monitor this indicator.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,33	0,33	0			
How easy or difficult will it be to get data in the future?	0,33	0,33	0	0,00		
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,5	0,25	0,25	0,43	0,21	Yes
How good is this indicator for describing gender equality at the municipal level?	0,6	0	0,6			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,6	0,4	0,2	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,33
Indirect	1	0,33
Derived	1	0,33

Indicator 3.6. Do parents get paid when they leave to care for sick children?

The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. Equal right for both parents to leave from work to care for sick child/ren is one factor in the balance between work and private life. Thus, it is important to measure and monitor this indicator.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0,5	-0,25			
How easy or difficult will it be to get data in the future?	0,33	0,33	0	-0,13		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,4	0	0,4	0,45	0,18	Yes
How good is this indicator for describing gender equality at the municipal level?	0,5	0	0,5			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,6	0,4	0,2	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	2	0,50
Derived	1	0,25

Indicator 3.7. Percent of people above the age x with a place in homes for the elderly

Caring for sick or elderly relatives is keeping people (manly women) from the work market. That is why it is important to measure and monitor how many elderly people have place in homes for the elderly.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0,5	-0,25			
How easy or difficult will it be to get data in the future?	0	0,5	-0,5	-0,38		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,2	0,4	-0,2	-0,40	-0,46	No
How good is this indicator for describing gender equality at the municipal level?	0,2	0,8	-0,6			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,2	0,8	-0,6	-0,60		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,40
Expected in 2007	0	0,00
2006	1	0,20
2005	1	0,20
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,20
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	0,75
Derived	1	0,25

Indicator 3.8. Is there flexibility in the use of parental leave?

The flexibility in the use of parental leave is good addition to the balance between work and live. To have that flexibility it will able both parents to take more responsibility at home at the same time they stay at the work market.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,33	-0,33			
How easy or difficult will it be to get data in the future?	0	0,33	-0,33	-0,33		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,25	0	0,00	-0,28	No
How good is this indicator for describing gender equality at the municipal level?	0,25	0,25	0			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,25	0,75	-0,5	-0,50		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	1	0,25
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	2	0,67
Derived	1	0,33

Indicator 3.9. Is it possible to work reduced hours?

It is important to be able to work reduced hours if required to take more responsibility at home if needed for both man and women.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,5	-0,5			
How easy or difficult will it be to get data in the future?	0	0,5	-0,5	-0,50		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,33	0,33	0	0,00	-0,33	No
How good is this indicator for describing gender equality at the municipal level?	0,33	0,33	0			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,25	0,75	-0,5	-0,50		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,67
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,33
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 3.10. Is it possible to work reduced hours with pay?

It is important to be able to work reduced hours with pay if required to take more responsibility at home if needed for both man and women.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,5	-0,5	-0,50		
How easy or difficult will it be to get data in the future?	0	0,5	-0,5			
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,33	0,67	-0,33	-0,33	-0,44	No
How good is this indicator for describing gender equality at the municipal level?	0,33	0,67	-0,33			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,25	0,75	-0,5	-0,50		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,67
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,33
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 4.1. Women's share of domestic work

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,75	-0,75			
How easy or difficult will it be to get data in the future?	0	0,75	-0,75	-0,75		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,67	0,17	0,5	0,25	-0,17	No
How good is this indicator for describing gender equality at the municipal level?	0,4	0,4	0			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,5	0,5	0	0,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	1	0,25
Older data available	1	0,25
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,33
Indirect	1	0,33
Derived	1	0,33

Indicator 4.2. Proportion of women of participants in voluntary organization?

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0	0,33	-0,33			
How easy or difficult will it be to get data in the future?	0	0,33	-0,33	-0,33		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,5	-0,25	-0,38	-0,46	No
How good is this indicator for describing gender equality at the municipal level?	0,25	0,75	-0,5			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,17	0,83	-0,67	-0,67		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 4.3. Percent of women who are inhabitants

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,8	0,2	0,6			
How easy or difficult will it be to get data in the future?	0,8	0,2	0,6	0,60		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,33	0,33	0	0,17	0,32	Yes
How good is this indicator for describing gender equality at the municipal level?	0,5	0,167	0,33			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,6	0,4	0,2	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	2	0,40
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	1	0,20
2000	0	0,00
Older data available	1	0,20
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	0	0,00
Derived	3	0,75

Indicator 4.4. Mean age of woman and man inhabitants

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,75	0,25	0,50			
How easy or difficult will it be to get data in the future?	0,75	0,25	0,50	0,50		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,40	0,40	0,00	0,20	0,43	Yes
How good is this indicator for describing gender equality at the municipal level?	0,60	0,20	0,40			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,80	0,20	0,60	0,60		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	1	0,25
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	1	0,25
2000	0	0,00
Older data available	1	0,25
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	1	0,25
Indirect	0	0,00
Derived	3	0,75

Indicator 4.5. Do woman and man have equal rights for pension?

EU has urged national governments to adapt pension systems to a context where women are employed to the same extent as men.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,50	0,50	0,00			
How easy or difficult will it be to get data in the future?	0,50	0,50	0,00	0,00		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,75	0,25	0,50	0,25	0,25	Yes
How good is this indicator for describing gender equality at the municipal level?	0,50	0,50	0,00			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,75	0,25	0,50	0,50		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,50
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,50
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	0	0,00
Derived	3	1,00

Indicator 5.1. Percent of women who have completed a university degree education

Gender difference in education is an important factor of gender equality as a whole. Equal shift between man and women at all levels of education is a meaningful factor in gender equality. That is why it is important to measure the percent of women who have completed a university degree education.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,40	0,40	0,00			
				0,00		
How easy or difficult will it be to get data in the future?	0,40	0,40	0,00			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,17	0,33		0,11	Yes
				0,33		
How good is this indicator for describing gender equality at the municipal level?	0,50	0,17	0,33			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,50	0,50	0,00	0,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,20
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 5.2. Percent of women who have completed education above compulsory level.

Gender difference in education is an important factor of gender equality as a whole. Equal shift between man and women at all levels of education is a meaningful factor in gender equality. That is why it is important to measure the percent of women who have completed education above compulsory level.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,40	0,40	0,00	0,00		
How easy or difficult will it be to get data in the future?	0,40	0,40	0,00			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,17	0,33	0,33	0,11	Yes
How good is this indicator for describing gender equality at the municipal level?	0,50	0,17	0,33			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,50	0,50	0,00	0,00		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,20
Expected in 2007	0	0,00
2006	1	0,20
2005	2	0,40
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,20
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	2	0,50
Indirect	1	0,25
Derived	1	0,25

Indicator 5.3. Percent of teachers in elementary schools who are women

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,33	-0,33			
How easy or difficult will it be to get data in the future?	0,00	0,33	-0,33	-0,33		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,33	0,33	0,00	0,00	-0,18	No
How good is this indicator for describing gender equality at the municipal level?	0,33	0,33	0,00			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,40	0,60	-0,20	-0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,67
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,33
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 5.4. Women as percent of university graduates in natural sciences?

Even though gender difference is not as much in higher education as before, there are much fewer women in the scientific and technological fields of higher education than man. That is why it is important to measure the percent of women who graduate in natural sciences.

Chosen or not chosen for further consideration?

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,20	-0,20			
How easy or difficult will it be to get data in the future?	0,00	0,40	-0,40	-0,30		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,40	0,40	0,00	-0,10	-0,24	No
How good is this indicator for describing gender equality at the municipal level?	0,20	0,40	-0,20			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,33	0,67	-0,33	-0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,25
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,25
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	2	0,67
Derived	1	0,33

Indicator 5.5. Women as percent of individuals classified as entrepreneurs?

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0,25	0,00			
How easy or difficult will it be to get data in the future?	0,25	0,25	0,00	0,00		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,17	0,33	0,25	0,02	Yes
How good is this indicator for describing gender equality at the municipal level?	0,33	0,17	0,17			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,40	0,60	-0,20	-0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	1	0,25
2005	0	0,00
2004	2	0,50
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	3	0,75
Derived	1	0,25

Indicator 5.6. Initiatives directed at promoting entrepreneurship (e.g. courses for women who want to start own business)?

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,33	-0,33			
How easy or difficult will it be to get data in the future?	0,00	0,33	-0,33	-0,33		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,67	0,00	0,67	0,67	0,18	Yes
How good is this indicator for describing gender equality at the municipal level?	0,67	0,00	0,67			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,60	0,40	0,20	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,67
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	0	0,00
2003	1	0,33
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 5.7. Access to women's shelters. Does the municipality support or provide such shelters.

Gender based violence is a big factor in gender equality and is violation of human rights. For women to be able to seek shelter from any violence is very important.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0,50	-0,25			
How easy or difficult will it be to get data in the future?	0,25	0,50	-0,25	-0,25		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,50	0,00	0,00	-0,19	No
How good is this indicator for describing gender equality at the municipal level?	0,50	0,50	0,00			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,33	0,67	-0,33	-0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	1	0,25
2006	0	0,00
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	0	0,00
Derived	2	1,00

Indicator 5.8. Access to rape centers/emergency assistance.

Gender based violence is a big factor in gender equality and is violation of human rights. Rape and other related criminal activities are big factor in gender equality. It is important for women to be able to seek help and treatment suitable for each case.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,25	0,50	-0,25			
How easy or difficult will it be to get data in the future?	0,25	0,50	-0,25	-0,25		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,25	0,25	0,25	-0,11	No
How good is this indicator for describing gender equality at the municipal level?	0,50	0,25	0,25			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,33	0,67	-0,33	-0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	1	0,25
2006	0	0,00
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	0	0,00
Derived	2	1,00

Indicator 5.9. Is there support or assistance for brutalized women.

Gender based violence is a big factor in gender equality and is violation of human rights. Violence is a big factor in gender equality. It is important for women to be able to seek help and treatment suitable for each case. It is also important for women to get assistance to get started again in the community.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,67	-0,67			
How easy or difficult will it be to get data in the future?	0,00	0,67	-0,67	-0,67		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,25	0,00	0,00	-0,44	No
How good is this indicator for describing gender equality at the municipal level?	0,25	0,25	0,00			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,17	0,83	-0,67	-0,67		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	3	0,75
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	0	0,00
Derived	2	1,00

Indicator 5.10. How many women (per capital) report violence.

Women are often victim of violence, often at home. Gender based violence is a big factor in gender equality and is violation of human rights. It is important to measure and have focus in this matter.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,50	-0,50	-0,50		
How easy or difficult will it be to get data in the future?	0,00	0,50	-0,50			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,50	0,00	0,50	0,25	-0,19	No
How good is this indicator for describing gender equality at the municipal level?	0,20	0,20	0,00			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,33	0,67	-0,33	-0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	1	0,25
Expected in 2007	0	0,00
2006	1	0,25
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	1	0,25
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 5.11. How many women (per capital) are victims of violent crime?

Women are often victim of violent crimes, often in sexual crimes. Gender based violence is a big factor in gender equality and is violation of human rights. It is important to measure and have focus in this matter.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,33	-0,33	-0,33		
How easy or difficult will it be to get data in the future?	0,00	0,33	-0,33			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,25	0,00	0,00	-0,22	No
How good is this indicator for describing gender equality at the municipal level?	0,25	0,25	0,00			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,33	0,67	-0,33	-0,33		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,50
Expected in 2007	0	0,00
2006	1	0,25
2005	0	0,00
2004	1	0,25
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 5.12. How many strip clubs or/and brothels (per capita)?

Strip clubs and prostitution is related to violence and trafficking with women. Gender based violence is a big factor in gender equality and is violation of human rights. It is important to measure and have focus in this matter.

	Very easy/Easy	Very difficult/ difficult	Differ- ence	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,75	-0,75			
How easy or difficult will it be to get data in the future?	0,00	0,75	-0,75	-0,75		
	1 or 2	4 or 5	Differ- ence	Mean		
How good is this indicator for describing gender equality in general?	0,20	0,60	-0,40	-0,50	-0,64	No
How good is this indicator for describing gender equality at the municipal level?	0,20	0,80	-0,60			
	Yes	No	Differ- ence	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,17	0,83	-0,67	-0,67		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	4	1,00
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,33
Derived	2	0,67

Indicator 5.13. Is there regulation or policy aimed at limiting number of strip clubs and prostitution?

Strip clubs and prostitution is related to violence and trafficking with women. Gender based violence is a big factor in gender equality and is violation of human rights. It is important to measure and have focus in this matter.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,33	-0,33	-0,33		
How easy or difficult will it be to get data in the future?	0,00	0,33	-0,33			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,25	0,25	0,00	-0,13	-0,09	No
How good is this indicator for describing gender equality at the municipal level?	0,25	0,50	-0,25			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,60	0,40	0,20	0,20		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	2	0,67
Expected in 2007	0	0,00
2006	0	0,00
2005	1	0,33
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	1	0,50
Derived	1	0,50

Indicator 5.14. Is there regulation or policy aimed at limiting lap dancing?

Lap dancing is related to violence and trafficking with women. Gender based violence is a big factor in gender equality and is violation of human rights. It is important to measure and have focus in this matter.

	Very easy/Easy	Very difficult/difficult	Difference	Mean	The mean of three means	Chosen or not chosen for further consideration?
How easy or difficult will it be to get data for this indicator?	0,00	0,75	-0,75	-0,75		
How easy or difficult will it be to get data in the future?	0,00	0,75	-0,75			
	1 or 2	4 or 5	Difference	Mean		
How good is this indicator for describing gender equality in general?	0,33	0,67	-0,33	-0,33	-0,58	No
How good is this indicator for describing gender equality at the municipal level?	0,33	0,67	-0,33			
	Yes	No	Difference	Mean		
What do you think personally, should this indicator be included in the final version of the tool?	0,17	0,83	-0,67	-0,67		

Is there data available for this indicator on the municipal level in your country and if so, from what year?		
	Answers	Percent
Data not available	4	1,00
Expected in 2007	0	0,00
2006	0	0,00
2005	0	0,00
2004	0	0,00
2003	0	0,00
2002	0	0,00
2001	0	0,00
2000	0	0,00
Older data available	0	0,00
In your country, how would the indicator be best described?		
	Answers	Percent
Direct	0	0,00
Indirect	0	0,00
Derived	1	1,00

Indicators included and indicators discarded

After the results of the internet survey in all 32 indicators were to be included for further delineation. In turn 20 of the indicators were not considered feasible. Bellow is a list of both indicators that participants voted on as possible and the indicators that were considered by the participants as not feasible for further consideration.

Indicators considered for further delineation:

Indicator 1.1. Percent of women who have employment

Indicator 1.2 Women as percent of people employed by the municipality

Indicator 1.3. Percent of women in workforce in public sectors

Indicator 1.4. Percent of women in workforce in private sectors

Indicator 1.5. Percent of women who are unemployed

Indicator 1.6. Age structure of man and women who are unemployed

Indicator 1.7. Women's income as a percentage of men's income

Indicator 1.8. Is the gender pay gap monitored at the municipal level?

Indicator 1.10. Percent of women who are in top management in municipalities

Indicator 1.12. Percent of women who are in caretaking jobs

Indicator 2.1. Percent of women who are municipal councilors

Indicator 2.2. Percent of women who are municipal chairpersons

Indicator 2.3. Percent of women who are chief executive officers

Indicator 2.4. Percent of women who are in middle management

Indicator 2.5. Percent of women who are in low level management

Indicator 2.6. Number of man and women working for the municipality

Indicator 2.7. Percent of women in committees (chairs)

Indicator 2.9. Is there an equality committee in the municipal government?

Indicator 2.10. Is there any gender quotas in the municipal government?

Indicator 3.1. Percent of children in daycare/playschool

Indicator 3.2. At what age can children start in daycare/playschool

Indicator 3.3. Do both parents have rights for parental leave?

Indicator 3.5. Do both parents have rights to leave work to care for sick children?

Indicator 3.6. Do parents get paid when they leave to care for sick children?

Indicator 4.3. Percent of women who are inhabitants

Indicator 4.4. Mean age of woman and man inhabitants

Indicator 4.5. Do woman and man have equal rights for pension?

Indicator 5.1. Percent of women who have completed a university degree education

Indicator 5.2. Percent of women who have completed education above compulsory level.

Indicator 5.5. Women as percent of individuals classified as entrepreneurs?

Indicator 5.6. Initiatives directed at promoting entrepreneurship (e.g. courses for women who want to start own business)?

Indicators not selected for further delineation:

Indicator 1.9. Percent of women working part time

Indicator 1.11. Percent of women teachers in primary schools

Indicator 1.13. Is gender segregation in labor market?

Indicator 2.8. Percent of women in the management in the private sector

Indicator 3.4. Do both parents have rights for parental leave in part time work?

Indicator 3.7. Percent of people above the age x with a place in homes for the elderly

Indicator 3.8. Is there flexibility in the use of parental leave?

Indicator 3.9. Is it possible to work reduced hours?

Indicator 3.10. Is it possible to work reduced hours with pay?

Indicator 4.1. Women's share of domestic work

Indicator 4.2. Proportion of women of participants in voluntary organization?

Indicator 5.3. Percent of teachers in elementary schools who are women

Indicator 5.4. Women as percent of university graduates in natural sciences?

Indicator 5.7. Access to women's shelters. Does municipality support or provide such shelters.

Indicator 5.8. Access to rape centers/emergency assistance.

Indicator 5.9. Is there support or assistance for brutalized women.

Indicator 5.10. How many women (per capital) report violence.

Indicator 5.11. How many women (per capital) are victims of violent crime?

Indicator 5.12. How many strip clubs or/and brothels (per capita)?

Indicator 5.13. Is there regulation or policy aimed at limiting number of strip clubs and prostitution?

Indicator 5.14. Is there regulation or policy aimed at limiting lap dancing?

Indicators not on the initial list of indicators:

After some consideration it was decided to add two indicators which had not been on the initial list for consideration. These were the following:

Is the political leader in the municipality male or female

Is the deputy chairperson in the municipality male or female (new indicator, added June 2007)

The reason for including these indicators is simply the importance of looking at whether the highest positions in each municipality are held by a man or a woman. When the initial list of indicators was created it was however thought that it would be impossible to include this in the list of indicators in any meaningful way as it is difficult to state beforehand that it is positive or negative that a man or a woman is for example the political leader in the municipality.

Final list of indicators, measurement and rationale

Indicators related to employment

1. Women's and men's labour force participation

Measurement: Percent of women aged 15-64 years in labour force and percent of men aged 15-64 years in labour force.

Rationale: Gender equilibrium on the work market is important both economically and socially.

2. Percent of women and men in employment

Measurement: Percent of women aged 15-64 years in employment and percent of men aged 15-64 years in employment.

Rationale: At the work market the gender gap was 15,2% in EU Member States in 2004. The EU has set a target for an employment rate for women of 60% in 2010 and overall employment rate of 70% for people 15-64 year old.

3. Percent of the female workforce employed in the public sector

Measurement: Percent of the female workforce aged 15-64 years employed in the public sector.

Rationale: Local government should lead by example in the search for gender equality in the labour market. Women, not working, are more likely to live in poverty and social exclusion, particularly in older age.

4. Percent of the female workforce employed in the private sector

Measurement: Percent of the female workforce aged 15-64 years employed in the private sector.

Rationale: It is essential to have track on how the gender gap is at private level as well as at public level.

5. Percentage of men and women who are unemployed

Measurement: Percent of the male and female workforce aged 15-64 years who are unemployed.

Rationale: In the EU member states the gender gap in unemployment between women and men is 1,7% where women have a higher unemployment rate. To close this gap is an important factor in contributing to gender equality on the labour market in general.

6. Age structure of men and women who are unemployed

Measurement: Age structure of the workforce aged 15-64 years who are unemployed.

Rationale: There is a different gender gap between age groups in employment and therefore it is likely to be the same with unemployment. The employment gap is much larger at higher age than at lower age. Therefore it is also essential to focus on the age group employment gap in the other indicators.

7. Women's gross income as a percentage of men's gross income

Measurement: Women's gross income as a percentage of men's gross income for people aged 15-64 years.

Rationale: Equal pay for work of equal value is a basic principle in the EU. The gender pay gap is big in the EU and it is at the top of the EU policy agenda to reduce the gap.

8. Percent of women within top management in municipalities

Measurement: Number of Women and men who hold top management positions in the municipality (e.g. executive director of education or youth services)

Rationale: Even though men and women have equal access to different occupations in Europe there is still segregation on the labour market. Women are underrepresented within top management, and with an increase in equality this should be improved.

9. Percent of women within middle management in municipalities - Next level of management – for example: Head of children’s services, Head of social service...

Measurement: Number of Women and men who hold middle management positions in the municipality (e.g. head of children’s services or head of social services)

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

10. Is the chief executive in the municipality male or female

Measurement: Is the chief executive in the municipality (head of administration) male or female? (this is not an elected position, unless the political leader is also the administrative leader of the municipality). To be coded as: 1= The chief executive is female 2= The chief executive is male

Rationale: Whereas equal opportunity for both genders to participate in decision making Is important, it becomes even more so important for women to have access to executive positions within the municipality. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making.

Indicators related to balanced participation in decision making

11. Is the political leader in the municipality male or female

Measurement: Is the highest elected political leader in the municipality (mayor, municipal chairperson) male or female? To be coded as: 1 = The chief executive is female and 0 = The chief executive is male

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making.

12. Is the deputy chairperson in the municipality male or female

Measurement: Is the second highest elected leader in the municipality (deputy mayor, deputy chairperson) male or female? To be coded as: 1 = The second highest political leader is female and 0 = The second highest political leader is male 3=There is no second highest political leader

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making.

13. Percent of women who are municipal councillors

Measurement: Number of women and men which are elected to the municipal council (Elected city government).

Rationale: Gender equality in decision making is one of the key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

14. Percent of women who are chairpersons in committees

Measurement: Number of women and men which are chairpersons in regular committees. (Heads of committees.)

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and municipal governments should take that into account.

Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

15. Percent of women who are deputy chairpersons in committees

Measurement Number of women and men which are vice chairpersons in regular committees.

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account.

Because many important decisions are taken at municipality level, it is Important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

16. Percent of women elected to regular committees

Measurement: Number of women and men which are elected to regular committees.

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a whole will be taken into account. It is also important to have more women in decision making to reinforce other women who will follow. It is important to get data from this indicator to be able to measure and monitor the gender balance in decision-making as a whole.

17. Is there an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality in the municipality?

Measurement: Is there a political committee responsible for supervising matters related to gender equality? To be coded as:1= Yes there is an equality committee 2= Yes there is a committee which is responsible for matters oncerning gender equality 3= No, there is no such committee

Rationale: Gender equality in decision making is one of key factors in gender equality, for then the needs and interests of the population as a hole will be taken into account.

It is also important to have more women in decision making to reinforce other women who will follow. EU has lead by good example because the percent of women in the European Parliament have risen in recent years and should municipal government take that into account. Because many important decisions are taken at municipality level, it is important to get data from this indicator, to be able to measure and monitor the gender balance in decision-making as a whole.

Indicators related to balancing work and private life

18. Percent of children in day-care/preschool (1-5 year old)

Measurement: Percent of children aged 1-5 years who are in day-care or pre-primary institutions provided for or supported by the municipality.

Rationale: The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important to have adequate facilities for childcare to allow women to take up jobs and carry on working throughout their lives. Thus, it is important to measure and monitor the percent of children who are at day care/preschool.

19. Percent of children in day-care/preschool (3-5 year old)

Measurement: Percent of children aged 3-5 years who are in day-care or pre-primary institutions provided for or supported by the municipality.

Rationale: The balance between work and life is important for gender equality in the participation in employment and it encourages men to take more responsibility at home. It is important to have adequate facilities for childcare to allow women to take up jobs and carry on working throughout their lives. Thus, it is important to measure and monitor the percent of children who are at day care/preschool.

Indicators related to social inclusion

20. The ratio between male and female inhabitants in the municipality

Measurement: Number of women as a percentage of the number of male inhabitants in the municipality.

Rationale: It is necessary to know the ratio of women and men in each municipality because it may differ. In some municipalities the ratio of men can be much higher than of women and vice versa.

21. Difference between the mean age of women and men in the municipality

Measurement Mean age of women and mean age of men in the municipality.

Rationale: The gender age structure can differ between municipalities. Gender gaps are higher the older inhabitants are. It is necessary to know

Scoring the data

One of the main objectives of the project was to construct a simple graphical presentation of the data collected. The project partners soon came to the conclusion that the most feasible way to present the data would be to use a ten point scale where a low score would indicate inequality or that the municipality was not contributing to gender equality and where a high score would indicate the opposite. The score would then be presented by giving the municipalities different colors from red to green as in the following:



There are however difficulties in obtaining this as there are at least four different kinds of data. Different types of data have to be converted to the ten point scale in different ways and this was by far the most challenging part of the project. But in the end the following methods were developed:

a) Questions answered with Yes or No

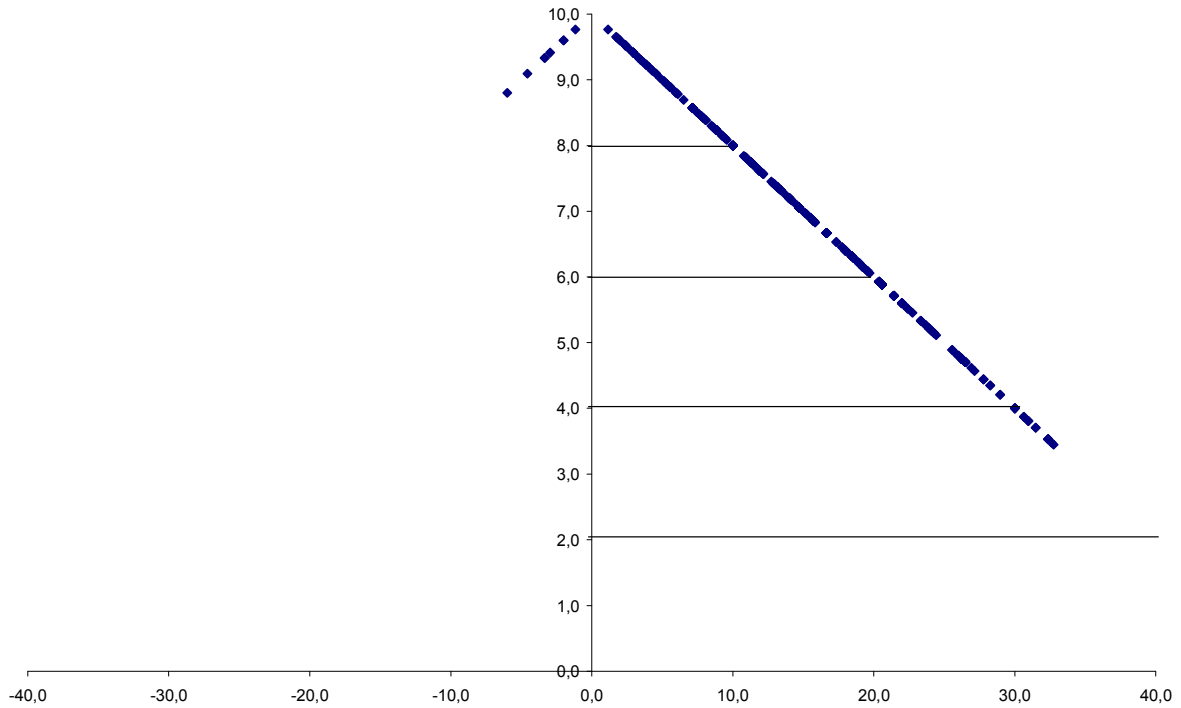
For these a Yes is coded as 10 and No as 1

b) Indicators where equal representation of men and women is the goal

For these a deviation from 50% representation of women is converted to the ten point scale using the following linear function:

$$Y = 10 - 0,2 \times |X|$$

Below is an example of how the indicator on Percent of women who are municipal councillors maps onto the ten point scale. The x-axis shows the difference from 50% in women's share and the y-axis shows where the respective difference lands on the ten point scale.



c) Indicators which are distribution dependent and where the goal is minimal difference between men and women

For these the difference between men and women is interpreted in relation to the overall distribution observed in the data. The difference between men and women would then be converted to the ten point scale on the basis of standardized scores (z-scores)

First, the difference between men and women is calculated (in some cases this number is deviance from 100%)

$$X_1 - X_2$$

Next, the difference is squared, divided by the standard deviation of the difference and then the square-root of that is taken

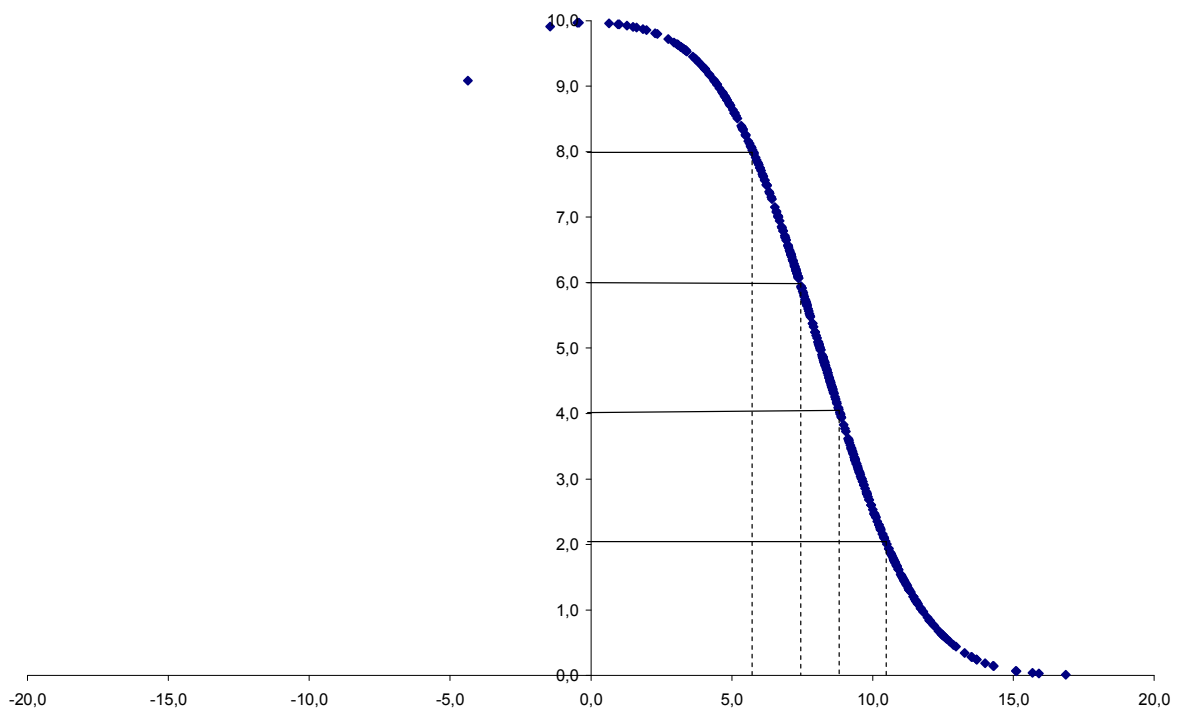
$$\sqrt{\frac{(X_1 - X_2)^2}{s_{(X_1 - X_2)}}$$

Then the mean and standar deviation of that new variable Z are calculated and the distribution converted to a cumulative probability distribution which gives the probability of finding a number equal to or lower than Z

$$F_{(x)} = \int_{-\infty}^x \frac{1}{\sqrt{2\pi \times S}} \times e^{-\frac{(t-m)^2}{2S^2}} \times dt$$

This outcome is then converted to the ten point scale on an indicator which tells whether the difference between men and women in that municipality is smaller than in any other municipality (a 10) or larger than in any other municipality (a 0) or somewhere inbetween.

Below is an example of how the indicator on Women's and men's labour force participation maps onto the ten point scale. The x-axis shows the difference in women's and men's labour participation and the y-axis shows where the respective difference lands on the ten point scale.



d) Questions asking whether key positions are held by men or women.

For these it is suggested that they be converted to the ten point scale based on how likely or unlikely it is to find an individual holding the same position in the whole sample.

This is done by calculating the probability of, for example, a woman being a chairperson in the municipal council. If no women were found in that position then all municipalities would receive a 0 on that indicator whereas all would receive a 10 if it was equally likely to find men and women in that position. As soon as there is deviance from equal distribution those municipalities who

have persons of the overrepresented gender are rewarded with a mark that is relatively low (in most cases between 0 and 5). Those who have persons of the underrepresented gender however receive high mark (between 6 and 10). For these indicators the municipalities get either a high mark or a low mark but how high or low depends on how well the municipalities are doing in general.

If there is interest in presenting an overall index for the municipalities the simplest way is to use the average of all indicators where data is available. This means that if data on one indicator is not available for a certain municipality the overall indicator would be based on the data available for that municipality.

Conclusion

If equality can be thought of as comparable decision making power then no country in the world has achieved true gender equality. In this respect municipal government provides a very important platform for bringing women to the table of decision making. If municipalities are to seriously contribute to securing gender equality they need specialized capabilities to assess the consequences of their actions and the success of their policies. Specialized capabilities involve analytical tools to determine if women and men benefit in the same way from decisions made and services provided.

The aim of the TFI project was to develop such a tool. This has been a success.

Country reports

Findings for individual countries

Bulgaria

Of ten indicators related to employment Bulgaria was able to collect data on six indicators. The following indicators could not be submitted:

3. Percent of female workforce employed in the public sector.
4. Percent of the female workforce employed in the private sector.
6. Age structure of man and women who are unemployed.
7. Women's gross income as a percentage of men's gross income.

Of seven indicators related to balanced participation in decision making Bulgaria was able to collect all.

Of two indicators related to balancing work and private life Bulgaria was able to collect both

Of two indicators related to social inclusion Bulgaria was able to collect both.

Indicators related to employment

Indicator 1. Women's and men's labour force participation. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Labour force participation for men is 57,7%, with a standard deviation of 4,6%. Women's labour force participation is 49,9%, with a standard deviation of 2,7%. This gives an average score of 4,9 point, with a standard deviation of 2,7.

Indicator 2. Percent of women and men in employment. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. On average 53,6% of men are in employment and 45,5% of women. This gives the average score of 4,7 point, with the standard deviation of 3,0.

Indicator 5. Percentage of men and women who are unemployed. Results for Bulgaria.

Bulgaria submitted data for fifteen of the twenty municipalities selected on this indicator. On average 10,7% of men are unemployed and 12,6% of women are unemployed. This gives the average score of 5,5 points and a standard deviation of 2,4 points. Unemployment in the municipalities ranges from 4,2% at the lowest and 22,8% at the highest, for women. Unemployment in the municipalities ranges from 5,4% at the lowest and 19,5% at the highest, for men. The average difference between the genders is 2,0%.

Indicator 8. Percent of women within top management in municipalities. Results for Bulgaria.

Bulgaria submitted data for nineteen of the twenty municipalities selected on this indicator. On average women are 25,7% of top management in the municipalities, with a standard deviation of 10, 7%. In the municipalities selected women are from 10% at the lowest up to 50% at the highest, represented within top management. This gives the average score of 5,1, with a standard deviation of 2,0 points.

Indicator 9. Percent of women within middle management in municipalities. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. On average women are 51, 8% of middle management, with a standard deviation of 15,9%. This gives the average score of 7,6, with the standard deviation of 2,0. %. In the municipalities selected women are from 10% at the lowest up to 70% at the highest, represented within middle management.

Indicator 10. Is the chief executive in the municipality male or female. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Out of the twenty municipalities eleven had a woman as chief executive. This gives municipalities that have a women chief executive the score 4,5 and those that have a man as chief executive the score 5.5.

Indicators related to balanced participation in decision making

Indicator 11. Is the political leader in the municipality male or female.

Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Out of the twenty municipalities four had a woman as political leader. This gives municipalities that have a woman as political leader the score 8,0 and those that have a man as political leader the score 2,0

Indicator 12. Is the deputy chairperson in the municipality male or female. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Out of the twenty municipalities six had a woman as deputy chairperson. This gives municipalities that have a woman as deputy chairperson the score 7,0 and those that have a man as deputy chairperson the score 3,0.

Indicator 13. Percent of women who are municipal councillors. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Women are on average 22,4% of municipal councillors, with a standard deviation of 10,3%. This gives the average score of 4,5, with a standard deviation of 2,1 points. The ratio of women municipal councillors ranges from 0 to 44%.

Indicator 14. Percent of women who are chairpersons in committees. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Women are on average 20,1% of chairpersons in committees, with a standard deviation of 14,5%. This gives the average score of 4,0, with a standard deviation of 2,9 points. The ratio of women chairpersons in committees ranges from 0 to 42,9%.

Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Bulgaria.

Bulgaria submitted data for all the twenty municipalities selected on this indicator. Women are on average 20,2% of deputy chairpersons in committees, with a standard deviation of 15,4%. This gives the average score of 4,0, with a standard deviation of 3,1 points. The ratio of women deputy chairpersons in committees ranges from 0 to 45%.

Indicator 16. Percent of women elected to regular committees. Results for Bulgaria.

Bulgaria submitted data for nineteen of the twenty municipalities selected on this indicator. On average women are 27,8% of those elected to regular committees, with a standard deviation of 12,4. The average score given in this indicators is 5,6, with a standard deviation of 2,5.

Indicator 17. Is there an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality in the. municipality? Results for Bulgaria.

None of the twenty municipalities selected have an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality. Thus all municipalities get the same score, 0.

Indicators related to balancing work and private life

Indicator 18. Percent of children in day-care/preschool (1-5 year old). Results for Bulgaria.

On average 49,7% of children between the age of 1-5 years are in day-care or preschool. The standard deviation is 8,0%. The ratio falls between 35% at the lowest and 68% at the highest. This gives the average score of 5,3 and the standard deviation is 2,3 points.

Indicator 19. Percent of children in day-care/preschool (3-5 year old). Results for Bulgaria. Results for Bulgaria.

On average 60,7% of children between the age of 3-5 years are in day-care or preschool. The standard deviation is 5,0%. The ratio falls between 50% at the lowest and 68% at the highest. This gives the average score of 5,2 and the standard deviation is 2,8 points.

Indicators related to social inclusion

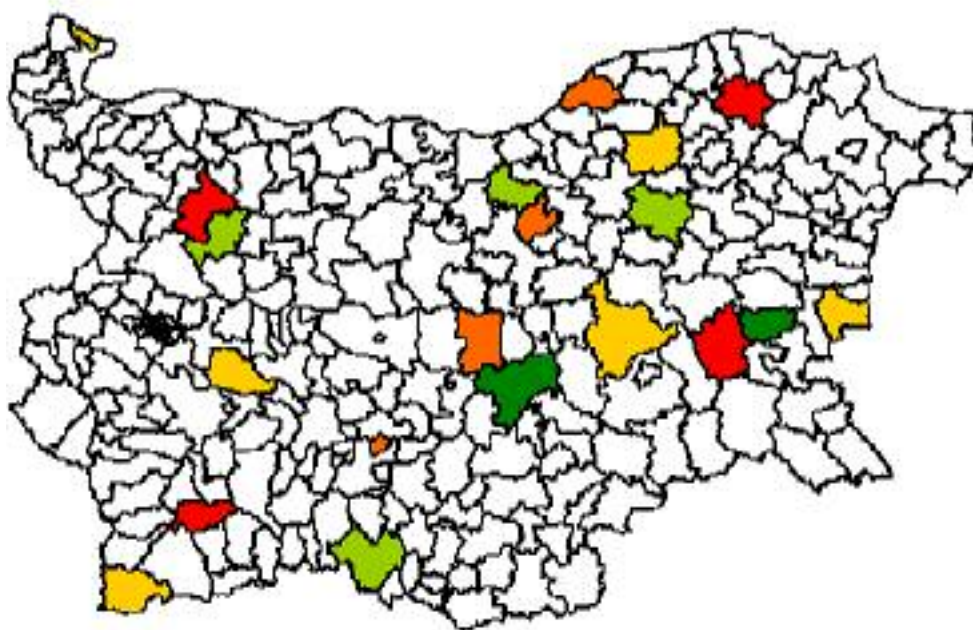
Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Bulgaria.

Bulgaria submitted data for nineteen of the twenty municipalities selected on this indicator. The ratio between male and female inhabitants in the municipalities is on average 51,7%, women being the gender in majority. The standard deviation between the municipalities is 1,6%. The

ratio falls between 57,4 %, at the highest, were women are in majority down to 49,7% were women are in minority. The average score given is 5,6 and the standard deviation is 1,6 points.

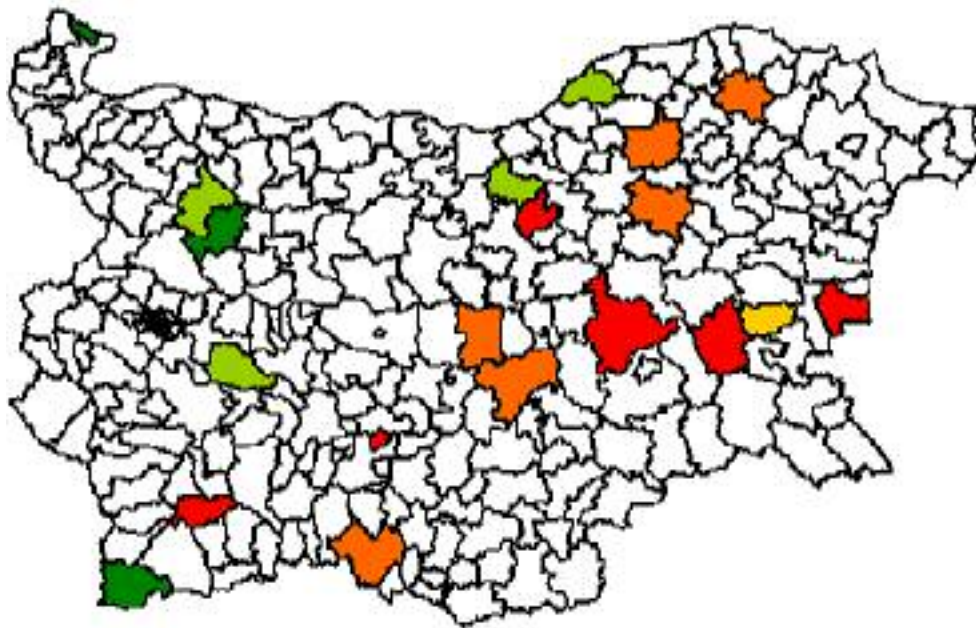
Indicator 21. Difference between the mean age of women and men in the municipality. Results for Bulgaria.

Bulgaria submitted data for nineteen of the twenty municipalities selected on this indicator. The difference between the mean age of women and men in the municipalities is on average 0.9 years. The mean age of women is 39,8 years and the mean age of men is 38,9 years. The difference between the mean age of women as that of men ranges from +6,8 to -2,6 years. The average score is 5,4 and the standard deviation is 2,2 points.



Indicator 1. Women's and men's labour force participation. Results for Bulgaria.

B1	Men	Women	Score
	%	%	
Aytos	51,4	47,8	9,8
Bansko	62,3	50,3	1,2
Dulovo	58,3	43,2	0,1
Ihtiman	54,8	46,4	5,7
Karnobat	61,5	50,4	2,0
Nesebar	65,7	57,3	5,7
Petrich	57,2	48,3	4,9
Plovdiv	61,2	50,7	2,7
Polski Trambesh	58,2	50,5	6,7
Rousse	55,8	45,4	2,8
Stara Zagora	51,2	47,3	9,7
Targovishte	59,6	51,8	6,5
Novo Selo	52,1	43,7	5,7
Sliven	59,3	50,6	5,2
Razgrad	57,2	48,3	4,9
Mezdra	57,5	49,7	6,5
Smolyan	63,7	56,5	7,3
Kazanlak	48,7	59,2	2,7
Vratsa			
Veliko Tarnovo	61,1	50,5	2,6



Indicator 2. Percent of women and men in employment. Results for Bulgaria.

B2	Men	Women	Score
		%	
Aytos	56,9	48,5	4,6
Bansko	57,8	47,3	1,5
Dulovo	48,4	39,7	4,0
Ihtiman	53,2	46,7	7,7
Karnobat	57,1	46,6	1,5
Nesebar	58,2	47,9	1,7
Petrich	33,6	30,2	9,8
Plovdiv	57,9	47,7	1,8
Polski Trambesh	52,9	46,3	7,6
Rousse	52,3	46,2	8,2
Stara Zagora	56,3	47,8	4,4
Targovishte	55,3	46,1	3,2
Novo Selo	38,2	34,5	9,8
Sliven	57,3	47,1	1,8
Razgrad	56,5	47,1	2,9
Mezdra	51,7	46,2	8,8
Smolyan	58,4	49,2	3,2
Kazanlak	57,3	48,3	3,5
Vratsa	55	48,2	7,3
Veliko Tarnovo	57,7	47,4	1,7



**Indicator 5. Percentage of men and women who are unemployed.
Results for Bulgaria.**

B5	Men	Women	Score
	%	%	
Aytos	11,2	12,5	6,7
Bansko	10,4	12,4	5,3
Dulovo	17,5	21,3	1,8
Ihtiman	19,5	22,8	2,6
Karnobat	6,5	7,8	6,7
Nesebar			
Petrich	8,9	9,5	7,9
Plovdiv	6,4	7,2	7,6
Polski Trambesh	7,9	9,8	5,5
Rousse	7,8	8,8	7,3
Stara Zagora	7,6	8,2	7,9
Targovishte			
Novo Selo			
Sliven	14,6	16,5	5,5
Razgrad	12,8	20,7	0,0
Mezdra			
Smolyan			
Kazanlak	5,4	4,2	6,9
Vratsa	12,3	15,0	3,8
Veliko Tarnovo	11,2	12,8	6,1



Indicator 8. Percent of women within top management in municipalities. Results for Bulgaria.

B8	Women	Score
	%	
Aytos	21,2	4,2
Bansko	17,0	3,4
Dulovo		
Ihtiman	19,0	3,8
Karnobat	41,4	8,3
Nesebar	48,5	9,7
Petrich	19,0	3,8
Plovdiv	26,0	5,2
Polski Trambesh	21,0	4,2
Rousse	24,6	4,9
Stara Zagora	27,0	5,4
Targovishte	23,0	4,6
Novo Selo	10,0	2,0
Sliven	28,0	5,6
Razgrad	26,0	5,2
Mezdra	20,0	4,0
Smolyan	52,6	9,5
Kazanlak	24,0	4,8
Vratsa	20,0	4,0
Veliko Tarnovo	20,0	4,0



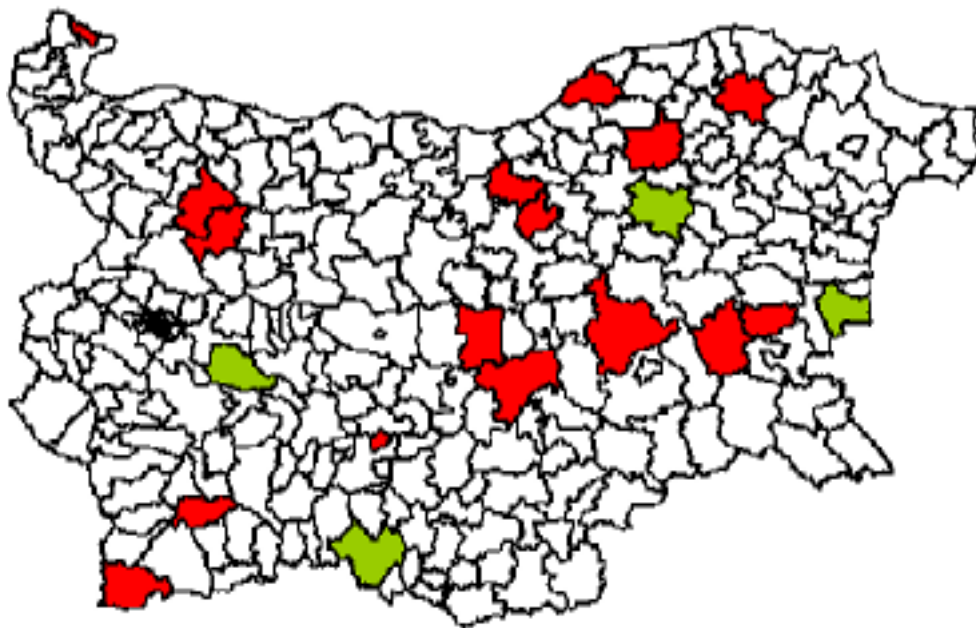
Indicator 9. Percent of women within middle management in municipalities. Results for Bulgaria.

B9	Women	Score
	%	
Aytos	51,2	9,8
Bansko	53	9,4
Dulovo	10	2,0
Ihtiman	61,4	7,7
Karnobat	53	9,4
Nesebar	64,5	7,1
Petrich	42	8,4
Plovdiv	46,3	9,3
Polski Trambesh	63	7,4
Rousse	62,1	7,6
Stara Zagora	67	6,6
Targovishte	54	9,2
Novo Selo	16	3,2
Sliven	63	7,4
Razgrad	57	8,6
Mezdra	56	8,8
Smolyan	63,5	7,3
Kazanlak	48	9,6
Vratsa	35	7,0
Veliko Tarnovo	70	6,0



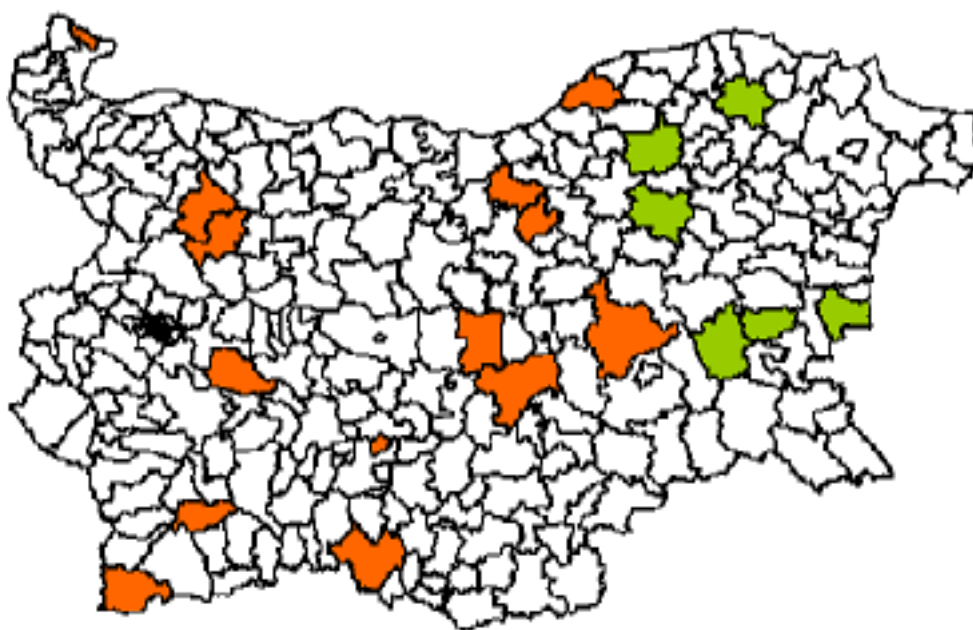
Indicator 10. Is the chief executive in the municipality male or female. Results for Bulgaria.

B10	Score
Aytos	4,5
Bansko	4,5
Dulovo	4,5
Ihtiman	5,5
Karnobat	4,5
Nesebar	4,5
Petrich	5,5
Plovdiv	5,5
Polski Trambesh	4,5
Rousse	5,5
Stara Zagora	4,5
Targovishte	5,5
Novo Selo	5,5
Sliven	4,5
Razgrad	4,5
Mezdra	5,5
Smolyan	5,5
Kazanlak	4,5
Vratsa	5,5
Veliko Tarnovo	4,5



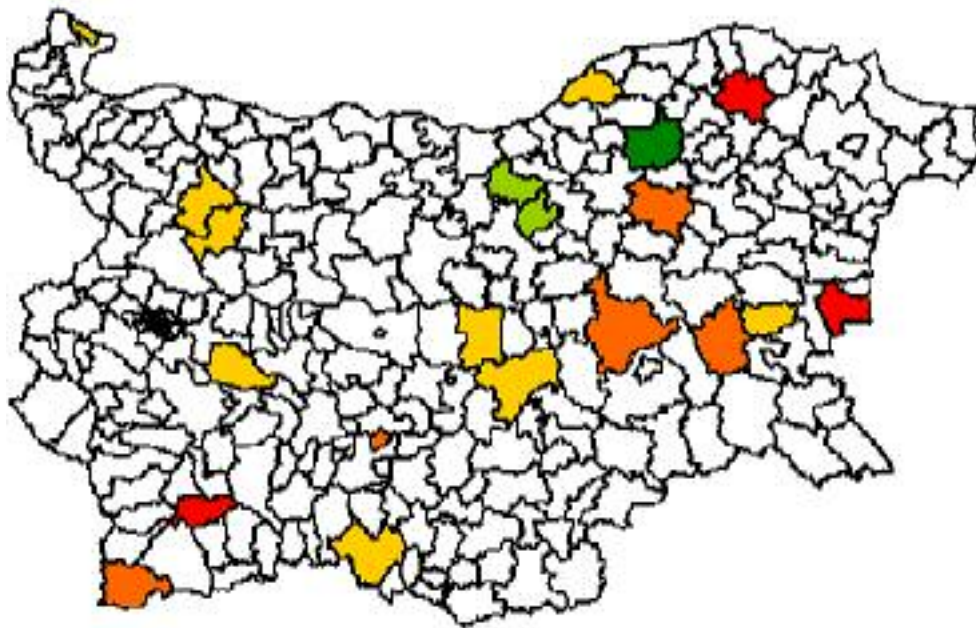
**Indicator 11. Is the political leader in the municipality male or female.
Results for Bulgaria.**

B11	Score
Aytos	2,0
Bansko	2,0
Dulovo	2,0
Ihtiman	8,0
Karnobat	2,0
Nesebar	8,0
Petrich	2,0
Plovdiv	2,0
Polski Trambesh	2,0
Rousse	2,0
Stara Zagora	2,0
Targovishte	8,0
Novo Selo	2,0
Sliven	2,0
Razgrad	2,0
Mezdra	2,0
Smolyan	8,0
Kazanlak	2,0
Vratsa	2,0
Veliko Tarnovo	2,0



Indicator 12. Is the deputy chairperson in the municipality male or female. Results for Bulgaria.

B12	Score
Aytos	7,0
Bansko	3,0
Dulovo	7,0
Ihtiman	3,0
Karnobat	7,0
Nesebar	7,0
Petrich	3,0
Plovdiv	3,0
Polski Trambesh	3,0
Rousse	3,0
Stara Zagora	3,0
Targovishte	7,0
Novo Selo	3,0
Sliven	3,0
Razgrad	7,0
Mezdra	3,0
Smolyan	3,0
Kazanlak	3,0
Vratsa	3,0
Veliko Tarnovo	3,0



Indicator 13. Percent of women who are municipal councilors. Results for Bulgaria.

B13	Women	Score
	%	
Aytos	24,1	4,8
Bansko	5,9	1,2
Dulovo	0,0	0,0
Ihtiman	23,5	4,7
Karnobat	20,7	4,1
Nesebar	9,5	1,9
Petrich	18,2	3,6
Plovdiv	15,7	3,1
Polski Trambesh	35,3	7,1
Rousse	23,5	4,7
Stara Zagora	31,4	6,3
Targovishte	21,2	4,2
Novo Selo	25,0	5,0
Sliven	15,0	3,0
Razgrad	44,0	8,8
Mezdra	23,8	4,8
Smolyan	29,0	5,8
Kazanlak	23,0	4,6
Vratsa	24,3	4,9
Veliko Tarnovo	35,0	7,0



**Indicator 14. Percent of women who are chairpersons in committees.
Results for Bulgaria.**

B14	Women	Score
	%	
Aytos	42,9	8,6
Bansko	11,1	2,2
Dulovo	0,0	0,0
Ihtiman	25,0	5,0
Karnobat	28,6	5,7
Nesebar	0,0	0,0
Petrich	0,0	0,0
Plovdiv	36,0	7,2
Polski Trambesh	42,9	8,6
Rousse	20,0	4,0
Stara Zagora	30,0	6,0
Targovishte	24,0	4,8
Novo Selo	0,0	0,0
Sliven	25,0	5,0
Razgrad	30,7	6,1
Mezdra	0,0	0,0
Smolyan	27,0	5,4
Kazanlak	11,1	2,2
Vratsa	30,7	6,1
Veliko Tarnovo	16,6	3,3



Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Bulgaria.

B15	Women	Score
	%	
Aytos	14,3	2,9
Bansko	11,1	2,2
Dulovo	0	0,0
Ihtiman	12,5	2,5
Karnobat	14,3	2,9
Nesebar	0	0,0
Petrich	0	0,0
Plovdiv	36	7,2
Polski Trambesh	42,8	8,6
Rousse	30	6,0
Stara Zagora	20	4,0
Targovishte	45	9,0
Novo Selo	0	0,0
Sliven	30	6,0
Razgrad	42	8,4
Mezdra	0	0,0
Smolyan	23	4,6
Kazanlak	22,2	4,4
Vratsa	30	6,0
Veliko Tarnovo	30	6,0



**Indicator 16. Percent of women elected to regular committees.
Results for Bulgaria.**

B16	Women	Score
	%	
Aytos	20,9	4,2
Bansko	20	4,0
Dulovo	0	0,0
Ihtiman	19	3,8
Karnobat	20	4,0
Nesebar	10	2,0
Petrich	20	4,0
Plovdiv	50	10,0
Polski Trambesh	40	8,0
Rousse	31	6,2
Stara Zagora	40	8,0
Targovishte		
Novo Selo	15	3,0
Sliven	35	7,0
Razgrad	35	7,0
Mezdra	34	6,8
Smolyan	30	6,0
Kazanlak	35	7,0
Vratsa	34	6,8
Veliko Tarnovo	40	8,0



Indicator 17. Is there an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality in the municipality? Results for Bulgaria.

B17	Score
Aytos	0
Bansko	0
Dulovo	0
Ihtiman	0
Karnobat	0
Nesebar	0
Petrich	0
Plovdiv	0
Polski Trambesh	0
Rousse	0
Stara Zagora	0
Targovishte	0
Novo Selo	0
Sliven	0
Razgrad	0
Mezdra	0
Smolyan	0
Kazanlak	0
Vratsa	0
Veliko Tarnovo	0



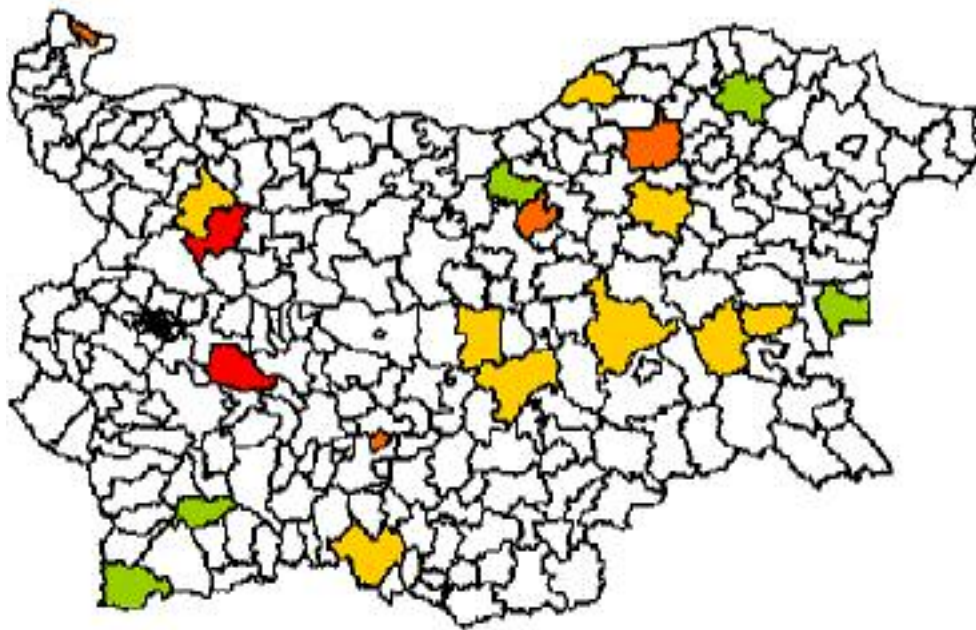
**Indicator 18. Percent of children in day-care/preschool (1-5 year old).
Results for Bulgaria.**

B18	Children	Score
	%	
Aytos	43	3,8
Bansko	56	7,4
Dulovo	45	4,4
Ihtiman	68	9,4
Karnobat	48	5,3
Nesebar	58	7,9
Petrich	48	5,3
Plovdiv	35	1,9
Polski Trambesh		
Rousse	54	6,9
Stara Zagora	54	6,9
Targovishte	49	5,5
Novo Selo	45	4,4
Sliven	55	7,2
Razgrad		0,0
Mezdra	50	5,8
Smolyan	39	2,8
Kazanlak	40	3,0
Vratsa	57	7,6
Veliko Tarnovo	51	6,1



Indicator 19. Percent of children in day-care/preschool (3-5 year old). Results for Bulgaria. Results for Bulgaria.

B19	Children	Score
	%	
Aytos	68	9,3
Bansko	61	5,3
Dulovo	62	6,1
Ihtiman	63	6,8
Karnobat	65	8,1
Nesebar	67	9,0
Petrich	56	1,8
Plovdiv	50	0,2
Polski Trambesh		
Rousse	62	6,1
Stara Zagora	65	8,1
Targovishte	57	2,3
Novo Selo	65	8,1
Sliven	60	4,5
Razgrad		
Mezdra	60	4,5
Smolyan	50	0,2
Kazanlak	60	4,5
Vratsa	60	4,5
Veliko Tarnovo	61	5,3



Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Bulgaria.

B20	Men	Women	Score
	%	%	
Aytos	48,6	51,4	5,9
Bansko	50,3	49,7	8,3
Dulovo	49,6	50,4	8,1
Ihtiman			
Karnobat	48,7	51,3	6,1
Nesebar	49,7	50,3	8,3
Petrich	49,3	50,7	7,4
Plovdiv	47,6	52,4	3,4
Polski Trambesh	48,9	51,1	6,8
Rousse	48,1	51,9	4,7
Stara Zagora	48,5	51,5	5,8
Targovishte	48,6	51,4	5,9
Novo Selo	47,5	52,5	3,2
Sliven	48,6	51,4	5,9
Razgrad	47,8	52,1	4,0
Mezdra	42,5	57,4	0,0
Smolyan	48,5	51,5	5,7
Kazanlak	48,3	51,6	5,3
Vratsa	48,7	51,3	6,2
Veliko Tarnovo	47,2	52,8	2,5



Indicator 21. Difference between the mean age of women and men in the municipality. Results for Bulgaria.

B21	Men	Women	Score
	%	%	
Aytos	38,9	39,5	7,6
Bansko	38,2	37,3	6,9
Dulovo	41,9	42,4	7,8
Ihtiman	39,8	41,5	4,7
Karnobat	38,6	39,5	6,9
Nesebar	38,7	39,5	7,1
Petrich	39,8	37,2	2,4
Plovdiv	39,2	40,1	6,9
Polski Trambesh	38,6	39,2	7,6
Rousse	38,1	39	6,9
Stara Zagora	37,4	39,5	3,6
Targovishte	38,4	40,5	3,6
Novo Selo	40,8	47,6	0,0
Sliven	38,5	39,7	6,1
Razgrad	38,7	39,1	8,0
Mezdra	38,4	37,2	6,1
Smolyan			
Kazanlak	37,5	39,6	3,6
Vratsa	38,4	40,5	3,6
Veliko Tarnovo	40,1	38,2	4,2

Finland

Of ten indicators related to employment Finland was able to collect data on seven indicators. The following indicators could not be submitted:

Nr 7. Women's gross income as a percentage of men's gross income.

Nr 8. Percent of women within top management in municipalities.

Nr 9. Percent of women within middle management in municipalities.

Of seven indicators related to balanced participation in decision making Finland was able to collect data on two. The following indicators could not be submitted:

13. Percent of women who are municipal councillors.

14. Percent of women who are chairpersons in committees.

15. Percent of women who are deputy chairpersons in committees.

16. Percent of women elected to regular committees.

17. Is there an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality in the municipality?

Of two indicators related to balancing work and private life Finland was not able to submit data. These are the indicators Finland could not submit data on:

18. Percent of children in day-care/preschool (1-5 year old).

19. Percent of children in day-care/preschool (3-5 year old).

Of indicators related to social inclusion Finland was able to collect both.

Indicators related to employment

Indicator 1. Women's and men's labour force participation. Results for Finland.

Labour force participation for men is 73,1%, with a standard deviation of 4,3%. Women's labour force participation is 70,3%, with a standard deviation of 4,1%. This gives an average score of 6,7 points, with a standard deviation of 2,8 points.

Indicator 2. Percent of women and men in employment. Results for Finland.

On average 87,6% of men are in employment, with a standard deviation of 5,6 and 87,5% of women, with a standard deviation of 4,5. This gives the average score of 8,3, with the standard deviation of 2,3. The average difference is 2,8%.

Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Finland.

In Finnish municipalities women are on average 43,3% employed in the public sector, with a standard deviation of 5,9% between the municipalities. The same percentage for men is 15,2% and the standard deviation for men is 35,7% between the municipalities. The average score for this indicator is 5,0 and the standard deviation is 2,9 points. The difference ranges from -42% to -2,7%. In no municipality are men employed in a greater extend, then women, within the public sector.

Indicator 4. Percent of the female (and male) workforce employed in the private.

In Finland 51,5% of men are employed in the private sector, with a standard deviation of 11,2% between the municipalities. The equivalent percentage of women employed in the private sector is 38,5%, with a standard deviation of 8,5%. The average score is 5,0 and the standard deviation is 2,9 points.

Indicator 5. Percentage of men and women who are unemployed. Results for Finland.

Unemployment rate in Finland is similar for both genders. On average 12,4% for men, with a standard deviation of 5,6% and 12,1% for women, with a standard deviation of 4,5%. The range

of unemployment ratio for men is between 0% to 34,9%. The range of unemployment ratio for women is between 0% to 26,1%. The average score given is 7,6, with a standard deviation of 2,5 points.

**Indicator 6. Age structure of men and women who are unemployed.
Results for Finland.**

The mean age of men and women who are unemployed in Finland is almost identical, being 43,4 years. The standard deviation of the mean age of men is 2,4 and the standard deviation for women is 2,5. This gives a the high average score of 8,9 and a standard deviation of 2.0 points.

**Indicator 10. Is the chief executive in the municipality male or female.
Results for Finland.**

Finland returned data for 387 municipalities on this indicator. In 85 municipalities the chief executive is a woman. This gives municipalities that have a female chief executives the score 7,8, and those that have male chief executives the score 2,2.

Indicators related to balanced participation in decision making

**Indicator 11. Is the political leader in the municipality male or female.
Results for Finland.**

Finland returned data for 387 municipalities on this indicator. In 102 municipalities the political leader is a woman. This gives municipalities that have a female political leader the score 7,4, and those that have male political leader the score 2,6.

Indicator 12. Is the deputy chairperson in the municipality male or female. Results for Finland.

Finland returned data for 387 municipalities on this indicator. In 103 municipalities the deputy chairperson is a woman. This gives municipalities that have a female deputy chairperson the score 7,3, and those that have male deputy chairperson the score 2,7.

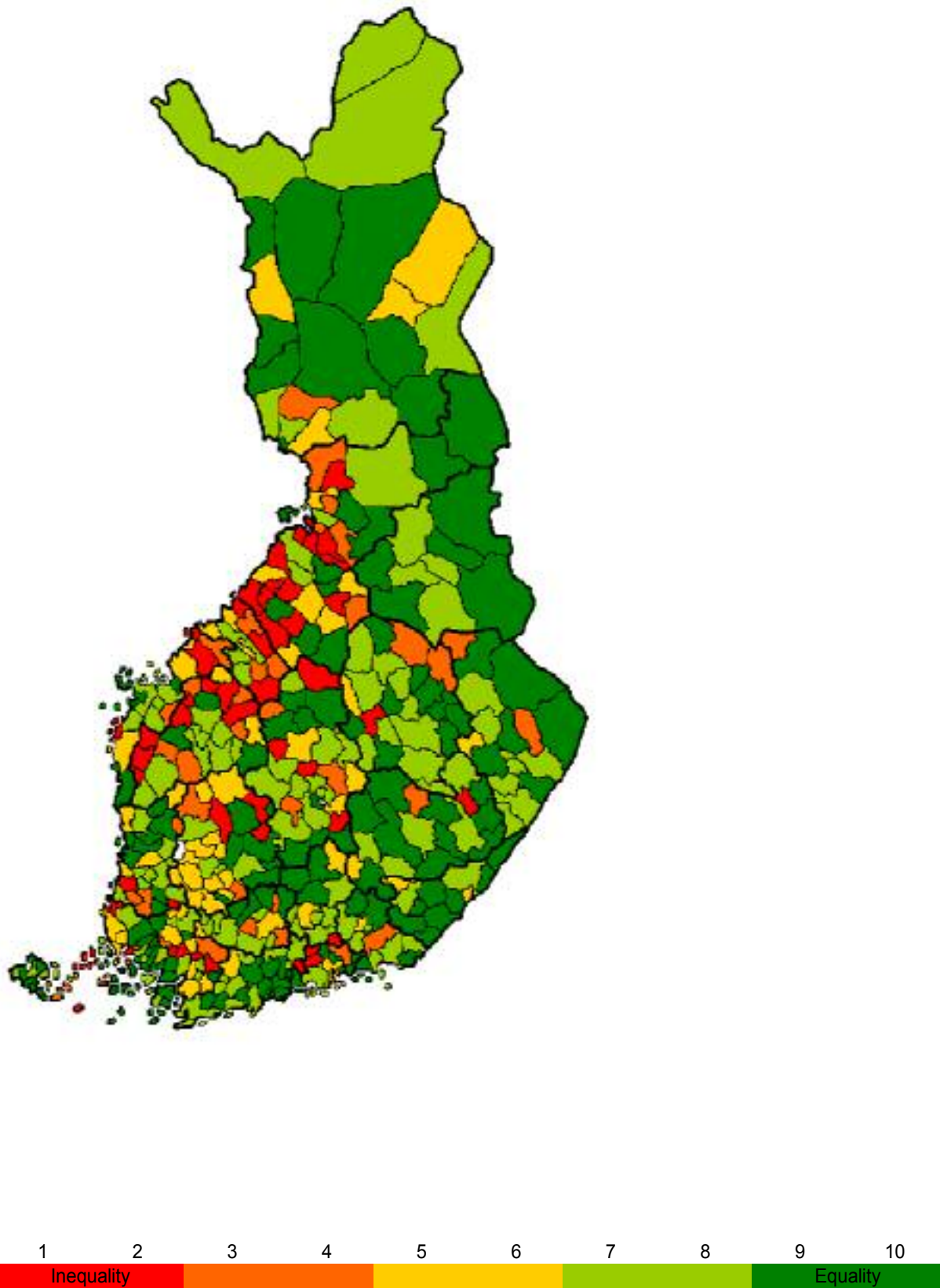
Indicators related to social inclusion

Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Finland.

The ratio between male and female inhabitants in the municipalities is on average 49,6%, women being the gender in minority. The standard deviation between the municipalities is 1,4%. The ratio falls between 53,4%, at the highest, where women are in majority and down to 44% where women are in minority. The average score given is 8,1 and the standard deviation is 2,4 points.

Indicator 21. Difference between the mean age of women and men in the municipality. Results for Finland.

The difference between the mean age of women and men in the municipalities is on average 2,8 years. Men are on average 41,5 years old and women are on average 44,4 years old. The difference between the mean age of women as that of men ranges from +0,6 to -7,5 years. The average score is 5,0 points and the standard deviation is 2,9 points.



Indicator 1. Women's and men's labour force participation. Results for Finland.

F1	Men	Women	Score
	%	%	
Alahärmä	74,2	69,4	4,4
Alajärvi	70,6	64,7	2,5
Alastaro	75,4	71,3	5,6
Alavieska	74,7	66,5	0,4
Alavus	70,7	68,4	8,4
Artjärvi - Artsjö	75,7	68,2	0,8
Asikkala	74,8	72,8	8,7
Askainen - Villnäs	78,9	69,3	0,1
Askola	79,6	73,7	2,4
Aura	80,6	75,6	3,8
Akaa	76,5	72,2	5,2
Brändö	67,8	77,0	0,1
Dragsfjärd	73,9	70,8	7,3
Eckerö	79,0	76,5	8,1
Elimäki	76,1	73,3	7,8
Eno	69,1	63,3	2,7
Enonkoski	71,8	65,1	1,6
Enontekiö - Enontekis	67,5	69,8	8,4
Espoo - Esbo	77,4	76,6	9,5
Eura	75,9	71,2	4,5
Eurajoki - Euraäminne	76,9	71,0	2,4
Evijärvi	71,1	66,5	4,7
Finström	79,2	76,3	7,6
Forssa	77,2	73,7	6,7
Föglö	78,3	72,6	2,9
Geta	74,8	74,2	9,6
Haapajärvi	69,4	67,4	8,7
Haapavesi	69,2	65,2	5,6
Hailuoto - Karlö	67,0	68,7	9,0
Halikko	77,5	75,1	8,2
Halsua	71,7	66,4	3,5
Hamina - Fredrikshamn	74,8	71,5	7,0
Hammarland	79,6	78,7	9,5
Hankasalmi	69,5	65,6	6,0
Hanko - Hangö	77,5	74,5	7,3
Harjavalta	74,6	71,1	6,5
Hartola	70,7	66,7	5,9
Hattula	75,9	74,1	8,9
Hauho	72,6	71,9	9,6
Haukipudas	74,4	70,3	5,7
Hausjärvi	78,6	73,8	4,4
Heinävesi	67,1	64,2	7,6
Helsinki - Helsingfors	75,5	75,2	9,7
Vantaa - Vanda	79,0	77,0	8,7
Himanka	75,5	69,3	2,0
Hirvensalmi	67,1	70,3	7,1

Hollola	77,8	73,5	5,2
Honkajoki	74,3	72,5	8,9
Houtskari - Houtskär	70,1	65,2	4,1
Huittinen	74,8	71,8	7,5
Humppila	78,4	75,2	7,2
Hyrnsalmi	62,4	60,8	9,1
Hyvinkää - Hyvinge	77,4	74,4	7,5
Hämeenkyrö - Tavastkyro	74,1	70,0	5,6
Hämeenlinna - Tavastehus	74,9	72,0	7,6
Heinola	75,0	72,9	8,5
Ii	71,2	65,9	3,4
Iisalmi - Idensalmi	72,5	69,3	7,1
Iitti	74,7	72,4	8,3
Ikaalinen - Ikaalis	72,8	70,6	8,4
Ilmajoki	73,8	72,0	8,9
Ilomantsi - Ilomants	64,9	66,0	9,3
Inari - Enare	69,2	72,6	6,8
Inkoo - Ingå	77,3	74,5	7,8
Iniö	73,2	71,8	9,2
Isojoki - Storå	70,3	67,3	7,5
Isokyrö - Storkyro	74,4	68,9	3,2
Imatra	73,7	69,1	4,6
Jaala	71,7	69,7	8,7
Jalasjärvi	72,6	67,9	4,5
Janakkala	76,9	73,1	6,1
Joensuu	70,4	67,8	8,0
Jokioinen - Jockis	79,2	76,6	7,9
Jomala	78,5	80,0	9,1
Joroinen - Jorois	72,6	67,5	3,6
Joutsa	68,9	69,0	9,8
Joutseno	74,2	72,8	9,2
Juankoski	68,2	66,7	9,1
Jurva	71,8	64,8	1,2
Juuka	67,8	64,3	6,6
Juupajoki	75,0	67,6	0,9
Juva	72,7	69,9	7,7
Jyväskylä	70,9	67,7	7,2
Jyväskylän mlk - Jyväskylä lk	76,4	73,1	7,0
Jämijärvi	75,2	70,1	3,8
Jämsä	74,6	71,1	6,6
Jämsänkoski	73,5	68,7	4,3
Järvenpää - Träskända	78,3	76,1	8,4
Kaarina - St: Karins	77,6	76,0	9,0
Kaavi	64,2	63,4	9,5
Kajaani - Kajana	71,1	69,1	8,7
Kalajoki	75,4	69,3	2,1
Kalvola	74,9	73,5	9,2

Kangasala	77,5	74,1	6,9
Kangasniemi	67,7	68,1	9,7
Kankaanpää	73,3	72,4	9,5
Kannonkoski	71,1	69,3	8,9
Kannus	74,2	69,0	3,7
Karjoki - Bötom	75,8	68,4	0,9
Karjaa - Karis	74,2	74,6	9,7
Karjalohja - Karislojo	76,0	73,7	8,4
Karkkila - Högfors	77,7	74,2	6,6
Karstula	70,4	68,3	8,6
Karttula	71,6	68,6	7,4
Karvia	75,6	70,9	4,5
Kaskinen - Kaskö	75,1	73,3	8,9
Kauhajoki	71,9	68,5	6,8
Kauhava	69,9	68,8	9,3
Kauniainen - Grankulla	73,1	71,1	8,6
Kaustinen - Kaustby	75,5	72,3	7,2
Keitele	69,4	65,5	6,1
Kemi	67,0	65,6	9,2
Keminmaa	71,7	69,3	8,2
Kemiö - Kimito	70,6	72,7	8,6
Kempele	77,7	73,0	4,4
Kerava - Kervo	77,6	77,5	9,8
Kerimäki	70,7	71,0	9,7
Kestilä	67,9	63,3	4,7
Kesälahti	69,5	66,5	7,4
Keuruu	71,9	68,8	7,2
Kihniö	69,6	65,2	5,1
Kükala	79,6	68,4	0,0
Küikoinen	73,1	70,8	8,4
Kiiminki	77,7	71,9	2,6
Kinnula	61,9	59,4	8,1
Kirkkonummi - Kyrkslätt	80,2	77,8	8,2
Kisko	74,2	69,7	4,7
Kitee	71,2	68,5	7,9
Kittilä	73,8	75,7	8,8
Kiukainen	76,4	73,2	7,1
Kiuruvesi	68,9	65,8	7,4
Kivijärvi	59,7	60,5	9,6
Kokemäki - Kumo	72,9	70,4	8,1
Kokkola - Karleby	73,2	69,3	6,0
Kolari	67,8	72,1	5,1
Konnevesi	71,3	67,9	6,8
Kontiolahti	75,0	72,9	8,5
Korpilahti	71,8	69,0	7,8
Korpoo - Korpo	72,3	73,0	9,5
Korsnäs	81,6	73,6	0,5
Kortesjärvi	74,6	67,1	0,7

Hämeenkoski	69,7	72,6	7,6
Koski Tl	76,6	72,3	5,2
Kotka	72,7	70,2	8,1
Kouvola	73,1	70,7	8,3
Kristiinankaupunki -	72,6	71,7	9,5
Kruunupyö - Kronoby	77,2	71,7	3,1
Kuhmalhti	74,6	73,2	9,2
Kuhmo	67,4	65,8	9,1
Kuhmoinen	70,1	68,1	8,7
Kumlinge	72,9	76,8	5,8
Kuopio	70,9	68,4	8,2
Kuortane	71,9	68,5	6,7
Kurikka	74,0	68,7	3,5
Kuru	70,1	63,2	1,2
Kustavi - Gustavs	74,3	71,1	7,1
Kuusamo	67,6	66,9	9,5
Kuusankoski	74,4	70,3	5,5
Kuusjoki	76,6	69,9	1,5
Outokumpu	67,1	63,4	6,3
Kylmäkoski	75,5	73,8	8,9
Kyyjärvi	68,8	63,5	3,3
Kälviä - Kelviä	74,0	71,1	7,5
Kärkölä	76,1	73,2	7,6
Kärsämäki	68,6	64,2	5,0
Kökar	61,5	76,8	0,0
Köyliö - Kjøulo	73,2	71,1	8,5
Kemijärvi	66,2	64,4	8,8
Lahti - Lahtis	74,5	71,6	7,6
Laihia - Laihela	75,8	72,5	6,9
Laitila	74,7	71,4	7,1
Lammi	73,8	74,4	9,6
Lapinlahti	69,7	66,5	7,1
Lappajärvi	70,4	63,9	1,8
Lappeenranta - Villmanstrand	71,2	70,4	9,5
Lappi	77,8	72,6	3,5
Lapinjärvi - Lappträsk	73,0	68,1	4,1
Lapua - Lappo	72,3	69,1	7,2
Laukaa	75,3	70,3	4,0
Lavia	71,7	68,7	7,4
Lehtimäki	70,3	65,0	3,3
Leivonmäki	70,2	61,9	0,4
Lemi	73,7	72,6	9,4
Lemland	75,7	76,1	9,7
Lempäälä	79,1	75,1	5,8
Lemu	80,9	76,1	4,3
Leppävirta	68,5	65,2	7,0
Lestijärvi	69,3	63,4	2,5
Lieksa	67,7	67,2	9,6
Lieto - Lundo	79,2	76,7	8,2
Liljendal	72,6	72,3	9,7

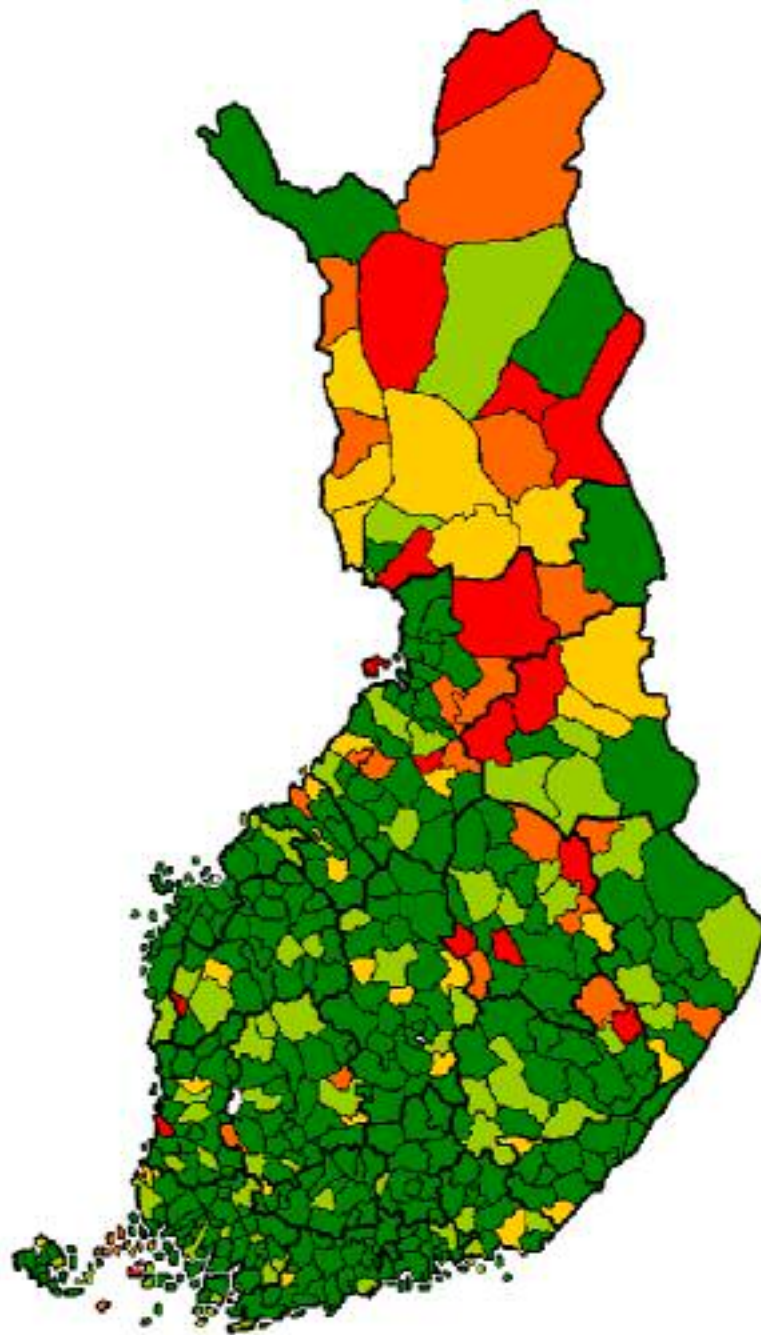
Liminka - Limingo	77,9	71,9	2,4
Liperi	71,5	69,9	9,1
Lohtaja - Lochteä	73,7	70,0	6,3
Loimaa	74,8	72,5	8,3
Loppi	76,3	73,3	7,4
Loviisa - Lovisa	74,9	72,8	8,6
Luhanka	68,4	66,8	9,0
Lumijoki	75,0	68,6	1,7
Lumparland	77,5	73,8	6,2
Luoto - Larsmo	81,5	71,0	0,0
Luumäki	72,8	70,8	8,7
Luvia	75,7	71,2	4,9
Lohja - Lojo	78,2	76,0	8,4
Maalahti - Malax	76,8	74,2	8,0
Maaninka	69,9	68,5	9,2
Maarianhamina - Mariehamn	75,8	76,2	9,7
Marttila	78,0	71,8	2,0
Masku	79,9	77,7	8,5
Mellilä	72,8	71,1	8,9
Merijärvi	71,3	63,1	0,4
Merikarvia - Sastmola	72,5	68,2	5,3
Merimasku	82,4	76,6	2,6
Miehikkälä	68,4	65,9	8,1
Mikkeli - S:t Michel	71,9	70,9	9,4
Mouhijärvi	75,3	71,0	5,2
Muhos	72,3	67,1	3,6
Multia	67,0	70,5	6,6
Muonio	70,0	70,8	9,5
Mustasaari - Korsholm	78,8	75,8	7,5
Muurame	76,4	74,9	9,1
Muurla	79,1	76,0	7,3
Mynämäki	76,4	74,4	8,7
Myrskylä - Mörskom	73,5	72,1	9,2
Mäntsälä	78,4	75,5	7,7
Mänttä	71,6	69,8	8,9
Mäntyharju	69,1	67,6	9,1
Naantali - Näddendal	76,5	75,1	9,2
Nakkila	74,3	71,0	7,0
Nastola	75,4	72,3	7,3
Nauvo - Nagu	73,4	71,5	8,7
Nilsia	65,9	66,5	9,6
Nivala	72,5	66,2	2,0
Nokia	77,9	74,9	7,4
Noormarkku - Norrmark	73,5	72,6	9,4
Nousiainen - Nousis	77,0	77,4	9,7
Nummi-Pusula	76,8	72,7	5,5
Nurmes	65,2	65,8	9,6

Nurmijärvi	79,4	78,4	9,4
Nurmo	77,3	74,2	7,3
Närpiö - Närpes	79,9	75,2	4,5
Oravainen - Oravais	73,1	74,2	9,4
Orimattila	75,1	72,8	8,3
Oripää	80,7	77,7	7,6
Orivesi	71,6	70,7	9,5
Oulainen	75,1	69,1	2,3
Oulu - Uleåborg	72,2	69,9	8,3
Oulunsalo	76,6	70,5	2,2
Parainen - Pargas	77,3	73,8	6,6
Padasjoki	70,6	69,2	9,2
Paimio - Pemar	74,8	76,4	9,1
Paltamo	66,6	64,1	8,2
Parikkala	69,7	68,5	9,3
Parkano	73,3	67,6	2,7
Pelkosenniemi	67,4	71,3	6,1
Perho	69,6	62,4	1,0
Pernaja - Pernå	77,5	73,8	6,2
Perniö - Bjärnä	77,1	73,1	5,8
Pertteli	79,3	76,5	7,7
Pertunmaa	67,9	64,1	6,2
Petäjävesi	71,6	68,3	7,0
Pieksämäki	67,8	67,3	9,7
Pielavesi	66,2	63,5	7,8
Pietarsaari - Jakobstad	76,5	72,8	6,2
Pedersören kunta.	81,2	72,2	0,2
Pihtipudas	71,8	65,2	1,5
Piikkiö - Pikis	75,9	75,5	9,7
Piippola	70,1	63,3	1,4
Pirkkala - Birkala	78,4	74,9	6,7
Pohja - Pojo	76,2	77,2	9,4
Polvijärvi	68,7	65,6	7,3
Pomarkku - Pärmark	70,9	69,7	9,3
Pori - Björneborg	73,2	72,0	9,3
Pornainen - Borgnäs	81,6	73,9	0,6
Posio	65,0	64,6	9,7
Pudasjärvi	67,3	64,9	8,2
Pukkila	81,0	71,1	0,1
Pulkkila	69,8	71,3	9,1
Punkaharju	71,4	72,8	9,2
Punkalaidun	72,3	68,6	6,2
Puolanka	66,4	62,9	6,7
Puumala	66,0	64,6	9,2
Pyhtää - Pyttis	74,6	73,8	9,5
Pyhäjoki	71,0	66,5	4,8
Pyhäjärvi	65,1	63,9	9,3
Pyhäntä	69,6	63,9	2,7

Pyhäranta	76,4	69,2	1,0
Pyhäselkä	73,1	69,7	7,0
Pyлкönmäki	68,6	60,7	0,6
Pälkäne	72,8	71,1	8,9
Pöytyä	76,2	72,2	5,8
Porvoo - Borgå	77,3	74,9	8,2
Raahе - Brahestad	72,7	66,5	2,1
Raisio - Reso	77,5	74,8	7,8
Rantasalmi	69,4	67,7	9,0
Rantsila	67,8	67,8	9,8
Ranua	66,3	63,3	7,5
Rauma - Raumo	75,4	72,0	6,9
Rautalampi	67,4	63,8	6,6
Rautavaara	56,5	62,0	3,1
Rautjärvi	68,9	68,6	9,7
Reisjärvi	69,0	65,3	6,3
Renko	76,1	70,2	2,5
Riihimäki	76,2	73,4	7,8
Ristiina	72,3	69,9	8,3
Ristijärvi	67,0	63,9	7,4
Rovaniemi	70,4	70,1	9,7
Ruokolahti	72,7	69,9	7,7
Ruotsinpyhtää - Strömfors	75,6	75,1	9,7
Ruovesi	71,6	72,2	9,6
Rusko	81,1	79,4	9,0
Rymättylä - Rimito	76,8	76,2	9,6
Rääkkylä	66,6	63,9	7,9
Saarjärvi	72,2	68,0	5,5
Salla	63,8	66,0	8,5
Salo	78,2	74,1	5,5
Saltvik	76,0	77,5	9,1
Sammatti	76,0	73,6	8,2
Sauvo - Sagu	73,0	72,2	9,5
Savitaipale	72,2	70,0	8,5
Savonlinna - Nyslott	71,0	67,8	7,1
Savonranta	63,5	63,4	9,8
Savukoski	65,8	70,5	4,6
Seinäjäki	74,5	72,3	8,4
Sievi	71,0	64,3	1,4
Siikainen	73,2	69,9	7,1
Siikajoki	69,6	66,0	6,5
Siilinjärvi	73,7	70,6	7,3
Simo	69,5	65,3	5,4
Sipoo - Sibbo	79,8	77,9	8,7
Anjalankoski	74,7	69,2	3,1
Siuntio Sjundeå	78,2	76,5	9,0
Sodankylä	68,5	70,0	9,1
Soini	68,3	64,6	6,3
Somero	76,0	70,9	3,8
Sonkajärvi	69,2	64,1	3,8

Sotkamo	70,2	67,6	8,0
Sottunga	87,5	81,8	2,8
Sulkava	67,1	67,9	9,5
Sund	77,7	80,2	8,1
Suomenniemi	71,9	68,2	6,3
Suomusjärvi	76,4	75,1	9,2
Suomussalmi	67,4	67,0	9,7
Suonenjoki	68,8	67,6	9,3
Sysmä	68,2	69,1	9,5
Säkylä	77,4	75,7	9,0
Särkisalo - Finby	77,0	78,9	8,8
Vaala	66,1	66,3	9,7
Taipalsaari	74,2	73,1	9,4
Taivalkoski	64,6	62,7	8,8
Taivassalo - Tövsala	71,6	75,5	6,0
Tammela	78,3	75,3	7,4
Tammisaari - Ekenäs	75,6	73,4	8,5
Tampere - Tammerfors	74,4	72,5	8,7
Tarvasjoki	79,5	72,6	1,3
Tervo	67,4	60,9	1,6
Tervola	68,3	63,1	3,6
Teuva - Östermark	73,9	66,5	0,9
Tohmajärvi	67,6	67,3	9,7
Toholampi	72,2	64,3	0,5
Toivakka	72,1	68,2	5,8
Tornio - Torneå	72,8	69,9	7,6
Turku - Åbo	72,0	70,7	9,3
Pello	64,2	65,4	9,3
Tuulos	74,3	68,6	2,7
Tuusniemi	63,0	62,5	9,7
Tuusula - Tusby	78,3	76,5	8,9
Tyrnävä	75,5	67,1	0,4
Töysä	73,6	70,8	7,6
Ullava	71,9	67,6	5,2
Ulvila - Ulvsby	76,0	72,3	6,2
Urkala	75,1	71,1	5,8
Utajärvi	64,9	65,8	9,5
Utsjoki	68,3	70,9	8,0
Uurainen	74,8	68,5	1,9
Uusikaarlepyy - Nykarleby	78,2	74,3	6,0
Uusikaupunki - Nystad	74,3	70,5	6,1
Vaasa - Vasa	73,3	72,3	9,4
Vahto	78,7	76,7	8,7
Valkeakoski	76,5	71,2	3,4
Valkeala	74,7	73,2	9,1
Valtimo	67,1	61,3	2,6
Vammala	74,5	70,6	5,9
Vampula	75,8	68,8	1,2
Varkaus	70,8	68,1	7,9

Varpaisjärvi	67,0	66,0	9,4
Vehmaa	75,2	71,3	5,8
Velkua	73,8	77,8	5,8
Vesanto	65,9	64,4	9,1
Vesilahti	78,3	74,4	6,1
Västanfjärd	73,0	71,5	9,1
Veteli - Vetil	71,5	69,1	8,3
Vieremä	70,0	68,3	9,0
Vihanti	69,1	65,7	6,9
Vihiti - Vichtis	78,8	76,6	8,5
Viitasaari	68,8	69,8	9,4
Vilppula	77,3	70,5	1,3
Vimpeli	72,7	67,1	3,1
Virolahti	71,6	69,9	8,9
Virrat - Virdois	70,1	66,2	6,1
Värdö	74,1	77,3	7,1
Vähäkylä - Lillkyro	77,0	73,8	7,1
Vöyri - Maksamaa - Vöörä-Maxmo	76,4	73,9	8,1
Ylihärmä	78,9	71,5	0,9
Yli-Ii	71,4	60,5	0,0
Ylikiiminki	69,1	69,7	9,6
Ylistaro	75,0	67,4	0,7
Ylitornio - Övertorneå	65,9	64,8	9,3
Ylivieska	71,4	69,9	9,1
Ylämaa	73,7	73,5	9,7
Yläne	74,4	73,3	9,4
Ylöjärvi	78,7	74,5	5,5
Ypäjä	77,4	73,0	5,1
Äetsä	74,9	70,6	5,3
Ähtäri - Etseri	71,9	70,0	8,7
Äänekoski	72,3	68,8	6,7



Indicator 2. Percent of women and men in employment. Results for Finland.

F2	Men	Women	Score
	%	%	
Alahärmä	93,1	92,9	9,8
Alajärvi	84,6	84,8	9,8
Alastaro	89,8	88,5	9,5
Alavieska	87,3	88,0	9,7
Alavus	88,2	88,6	9,8
Artjärvi - Artsjö	91,1	90,6	9,8
Asikkala	85,8	86,9	9,6
Askainen - Villnäs	92,0	91,7	9,8
Askola	93,4	92,8	9,7
Aura	92,3	92,6	9,8
Akaa	87,1	85,1	9,1
Brändö	97,5	91,3	3,0
Dragsfjärd	91,3	93,1	9,2
Eckerö	96,9	96,1	9,7
Elimäki	90,8	87,7	8,0
Eno	75,6	73,9	9,3
Enonkoski	76,7	80,1	7,6
Enontekiö - Enontekis	74,7	75,8	9,6
Espoo - Esbo	92,7	94,2	9,4
Eura	90,5	89,3	9,5
Eurajoki - Euraäminne	86,1	84,6	9,4
Evijärvi	94,7	92,3	8,7
Finström	98,1	98,1	9,9
Forssa	86,5	86,6	9,9
Föglö	97,5	97,5	9,9
Geta	95,5	100,0	5,8
Haapajärvi	89,3	86,3	8,1
Haapavesi	87,0	87,5	9,8
Hailuoto - Karlö	79,9	91,0	0,0
Halikko	92,4	92,6	9,8
Halsua	87,1	91,7	5,7
Hamina - Fredrikshamn	89,9	85,0	5,2
Hammarland	97,9	98,8	9,6
Hankasalmi	81,6	84,9	7,7
Hanko - Hangö	91,5	88,6	8,2
Harjavalta	86,5	85,2	9,5
Hartola	88,7	86,5	9,0
Hattula	90,5	90,1	9,8
Hauho	87,7	89,0	9,5
Haukipudas	86,3	86,8	9,8
Hausjärvi	91,3	90,0	9,5
Heinävesi	86,1	92,5	2,7
Helsinki - Helsingfors	88,6	92,2	7,4
Vantaa - Vanda	91,0	92,6	9,3
Himanka	93,0	88,0	5,0

Hirvensalmi	85,3	82,0	7,8
Hollola	89,8	88,8	9,6
Honkajoki	89,2	89,0	9,8
Houtskari - Houtskär	91,4	83,1	0,7
Huittinen	90,3	87,7	8,6
Humppila	89,5	85,1	6,1
Hyrynsalmi	71,8	76,4	5,8
Hyvinkää - Hyvinge	89,6	90,4	9,7
Hämeenkyrö - Tavastkyro	88,2	84,8	7,7
Hämeenlinna - Tavastehus	88,2	89,0	9,7
Heinola	84,0	84,6	9,7
Ii	81,8	81,3	9,8
Iisalmi - Idensalmi	84,0	83,4	9,7
Iitti	86,4	87,7	9,5
Ikaalinen - Ikaalis	87,2	87,8	9,8
Ilmajoki	91,3	89,2	9,0
Ilomantsi - Ilomants	74,3	78,1	7,1
Inari - Enare	80,3	86,3	3,3
Inkoo - Ingå	92,4	92,5	9,9
Iniö	97,2	92,2	4,9
Isojoki - Storå	91,3	89,3	9,1
Isokyrö - Storkyro	91,8	89,7	9,0
Imatra	83,5	81,7	9,2
Jaala	84,1	86,3	9,0
Jalasjärvi	90,0	89,9	9,9
Janakkala	89,4	89,6	9,8
Joensuu	82,4	84,7	8,9
Jokioinen - Jockis	90,7	90,1	9,8
Jomala	97,7	98,3	9,8
Joroinen - Jorois	86,3	88,0	9,3
Joutsa	86,4	85,8	9,8
Joutseno	84,6	83,0	9,4
Juankoski	83,1	88,9	3,5
Jurva	88,6	86,7	9,1
Juuka	78,8	79,6	9,7
Juupajoki	89,3	83,4	3,4
Juva	87,6	87,1	9,8
Jyväskylä	85,3	86,2	9,7
Jyväskylän mlk - Jyväskylä lk	87,6	86,1	9,4
Jämijärvi	85,2	87,0	9,2
Jämsä	88,2	86,6	9,4
Jämsänkoski	86,0	83,9	9,0
Järvenpää - Träskända	92,0	92,9	9,7
Kaarina - S:t Karins	92,7	92,9	9,8
Kaavi	80,1	84,9	5,4
Kajaani - Kajana	81,3	84,3	8,1

Kalajoki	89,6	85,6	6,8
Kalvola	91,5	89,6	9,1
Kangasala	91,3	91,0	9,8
Kangasniemi	84,8	82,7	9,0
Kankaanpää	82,8	84,1	9,5
Kannonkoski	79,8	81,9	9,0
Kannus	90,9	90,8	9,9
Karjoki - Bötom	93,7	83,7	0,1
Karjaa - Karis	90,4	91,5	9,6
Karjalohja - Karislojo	88,0	92,2	6,3
Karkkila - Högfors	93,2	91,7	9,4
Karstula	84,0	83,1	9,7
Karttula	83,0	90,0	1,8
Karvia	84,2	82,2	9,1
Kaskinen - Kaskö	93,0	90,6	8,8
Kauhajoki	88,4	85,1	7,8
Kauhava	92,2	91,5	9,7
Kauniainen - Grankulla	95,5	95,7	9,9
Kaustinen - Kaustby	93,9	93,1	9,7
Keitele	85,4	85,4	9,9
Kemi	83,2	79,9	7,7
Keminmaa	86,3	86,5	9,8
Kemiö - Kimito	94,1	93,7	9,8
Kempele	91,2	89,4	9,2
Kerava - Kervo	93,2	94,9	9,3
Kerimäki	85,1	82,6	8,7
Kestilä	87,0	92,3	4,5
Kesälahti	82,7	77,5	4,6
Keuruu	85,6	86,4	9,7
Kihniö	87,6	83,5	6,6
Kiikala	90,6	91,5	9,7
Kiikoinen	84,5	84,0	9,8
Kiiminki	90,2	89,8	9,8
Kinnula	80,0	81,2	9,5
Kirkkonummi - Kyrkslätt	91,9	94,0	9,0
Kisko	90,6	87,9	8,5
Kitee	83,4	80,9	8,7
Kittilä	82,4	89,5	1,6
Kiukainen	86,5	84,6	9,2
Kiuruvesi	83,0	84,2	9,6
Kivijärvi	82,6	83,1	9,8
Kokemäki - Kumo	88,1	86,4	9,3
Kokkola - Karleby	87,6	87,3	9,8
Kolari	78,0	83,2	4,6
Konnevesi	80,8	85,6	5,4
Kontiolahti	87,5	88,9	9,5
Korpilahti	87,2	88,3	9,6

Korppoo - Korpo	87,7	90,9	7,8
Korsnäs	96,0	93,6	8,8
Kortesjärvi	93,0	92,0	9,6
Hämeenkoski	86,7	89,8	8,0
Koski Tl	92,9	93,1	9,8
Kotka	85,1	84,7	9,8
Kouvola	85,1	84,8	9,8
Kristiinankaupunki -	92,3	88,8	7,5
Kruunupyö - Kronoby	95,5	92,1	7,6
Kuhmalhti	87,1	92,0	5,1
Kuhmo	74,0	76,2	9,0
Kuhmoinen	82,2	82,5	9,8
Kumlinge	95,3	95,9	9,8
Kuopio	85,9	88,4	8,6
Kuortane	92,1	89,0	8,0
Kurikka	91,2	86,8	6,1
Kuru	88,4	86,9	9,4
Kustavi - Gustavs	91,3	89,2	9,0
Kuusamo	84,2	86,6	8,8
Kuusankoski	86,0	86,5	9,8
Kuusjoki	92,9	89,9	8,0
Outokumpu	81,1	79,6	9,4
Kylmäkoski	89,1	85,7	7,6
Kyyjärvi	84,5	87,5	8,1
Kälviä - Kelviä	89,1	87,7	9,5
Kärkölä	88,1	88,1	9,9
Kärsämäki	89,6	87,9	9,3
Kökar	98,3	92,1	2,9
Köyliö - Kjulo	93,7	90,2	7,5
Kemijärvi	74,7	80,1	4,3
Lahti - Lahtis	84,3	85,7	9,4
Laihia - Laihela	91,4	90,6	9,7
Laitila	89,4	88,3	9,6
Lammi	90,5	91,6	9,6
Lapinlahti	84,9	85,9	9,6
Lappajärvi	88,8	89,7	9,7
Lappeenranta - Villmanstrand	85,6	85,3	9,8
Lappi	89,0	85,1	6,9
Lapinjärvi - Lappträsk	91,1	88,1	8,1
Lapua - Lappo	90,2	89,1	9,6
Laukaa	87,6	86,2	9,5
Lavia	83,2	83,3	9,9
Lehtimäki	85,0	88,0	8,1
Leivonmäki	86,5	81,6	5,0
Lemi	89,1	86,7	8,8
Lemland	96,9	98,8	9,2
Lempäälä	90,7	89,4	9,5
Lemu	94,1	94,0	9,9
Leppävirta	86,5	88,2	9,3

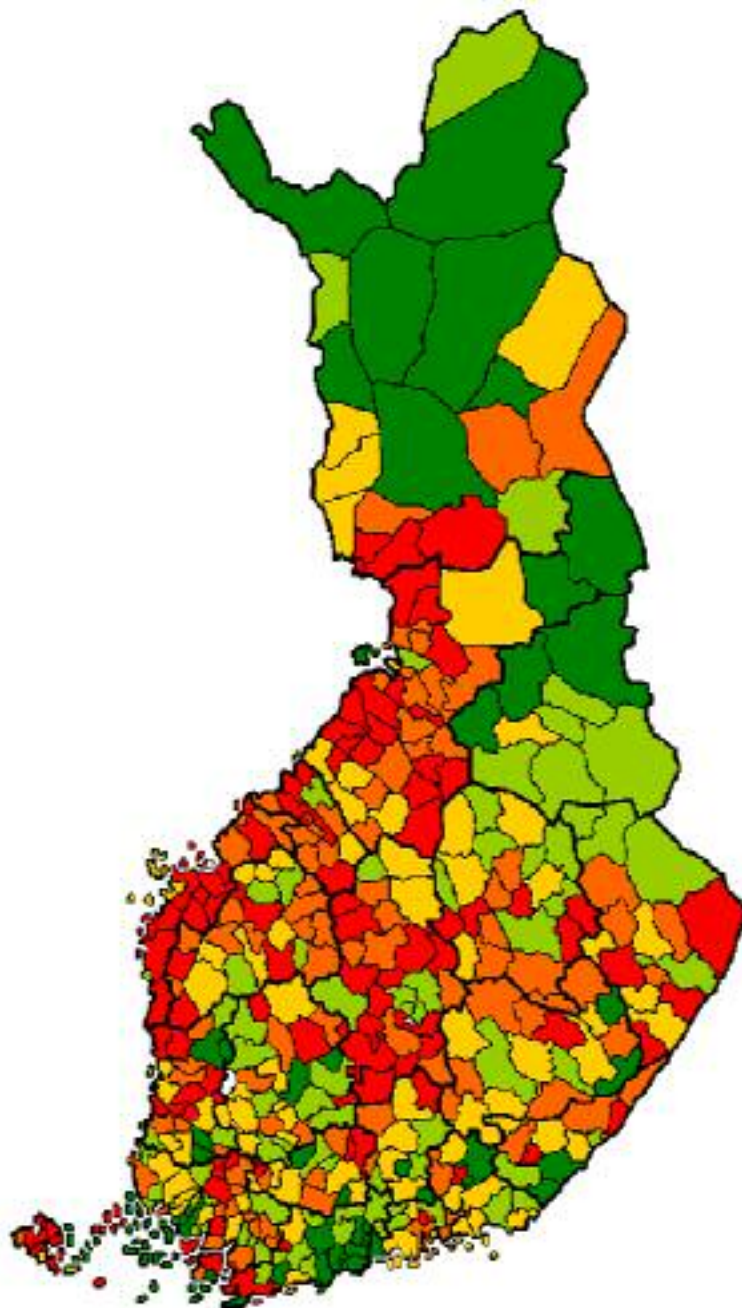
Lestijärvi	88,7	90,9	9,0
Lieksa	75,6	77,1	9,4
Lieto - Lundo	93,3	92,2	9,6
Liljendal	92,8	91,9	9,7
Liminka - Limingo	89,1	88,0	9,6
Liperi	85,5	88,3	8,4
Lohtaja - Lochteä	92,7	86,6	3,1
Loimaa	88,6	91,6	8,0
Loppi	91,5	89,4	9,0
Loviisa - Lovisa	88,5	86,5	9,1
Luhanka	83,6	85,6	9,1
Lumijoki	85,8	85,9	9,9
Lumparland	100,0	97,8	8,9
Luoto - Larsmo	97,0	93,7	7,8
Luumäki	86,1	84,8	9,5
Luvia	89,3	81,7	1,2
Lohja - Lojo	91,5	92,9	9,5
Maalahti - Malax	93,5	91,9	9,4
Maaninka	85,9	89,7	7,0
Maarianhamina - Marichamn	96,0	97,8	9,3
Marttila	93,1	92,0	9,6
Masku	94,3	95,4	9,6
Mellilä	89,4	92,1	8,5
Merijärvi	82,8	88,8	3,2
Merikarvia - Sastmola	84,0	84,5	9,8
Merimasku	93,4	95,2	9,2
Miehikkälä	91,8	89,0	8,5
Mikkeli - St Michel	84,7	87,6	8,3
Mouhijärvi	89,5	88,5	9,7
Muhos	87,0	92,5	4,0
Multia	84,2	83,8	9,8
Muonio	83,4	88,9	4,1
Mustasaari - Korsholm	94,3	93,5	9,7
Muurame	90,3	88,4	9,2
Muurla	93,1	92,3	9,7
Mynämäki	92,3	91,6	9,7
Myrskylä - Mörskom	88,7	89,2	9,8
Mäntsälä	93,3	93,0	9,8
Mänttä	86,3	85,5	9,7
Mäntyharju	88,1	84,5	7,3
Naantali - Nägendal	91,7	90,4	9,5
Nakkila	84,5	84,4	9,9
Nastola	87,1	87,3	9,8
Nauvo - Nagu	92,6	92,1	9,8
Nilsia	87,2	91,0	7,0
Nivala	88,0	88,6	9,8
Nokia	88,3	87,7	9,8

Noormarkku - Norrmark	86,6	82,5	6,6
Nousiainen - Nousis	94,5	93,2	9,5
Nummi-Pusula	91,8	91,4	9,8
Nurmes	77,5	80,8	7,8
Nurmijärvi	93,9	95,2	9,5
Nurmo	93,6	91,8	9,2
Närpiö - Närpes	95,2	93,8	9,5
Oravainen - Oravais	96,2	94,9	9,5
Orimattila	89,2	89,6	9,8
Oripää	89,5	86,9	8,6
Orivesi	86,1	82,2	6,8
Oulainen	85,1	91,0	3,4
Oulu - Uleåborg	86,3	87,8	9,4
Oulunsalo	90,3	91,0	9,7
Parainen - Pargas	91,4	92,9	9,4
Padasjoki	87,0	85,3	9,3
Paimio - Pemar	94,1	95,3	9,6
Paltamo	78,4	80,3	9,2
Parikkala	82,1	83,8	9,3
Parkano	89,2	85,9	7,8
Pelkosenniemi	65,1	82,8	0,0
Perho	88,4	88,4	9,9
Pernaja - Pernä	90,8	90,1	9,7
Perniö - Bjärnä	91,0	91,8	9,7
Pertteli	92,7	93,2	9,8
Pertunmaa	91,0	89,4	9,4
Petäjävesi	82,8	83,9	9,6
Pieksämäki	84,0	85,4	9,5
Pielavesi	83,1	87,1	6,6
Pietarsaari - Jakobstad	90,8	90,8	9,9
Pedersören kunta.	95,9	93,4	8,6
Pihtipudas	85,4	82,9	8,7
Piikkiö - Pikis	92,7	92,8	9,9
Piippola	84,8	89,8	4,9
Pirkkala - Birkala	91,9	90,1	9,3
Pohja - Pojo	89,6	91,0	9,5
Polvijärvi	79,7	82,3	8,5
Pomarkku - Pärmark	79,9	84,7	5,3
Pori - Björneborg	83,8	82,7	9,6
Pornainen - Borgnäs	95,3	93,9	9,4
Posio	77,6	81,9	6,2
Pudasjärvi	75,3	82,4	1,7
Pukkila	91,7	92,9	9,6
Pulkkila	82,0	89,9	0,9
Punkaharju	87,2	87,3	9,9
Punkalaidun	88,2	90,9	8,5
Puolanka	71,0	85,2	0,0

Puumala	84,0	86,7	8,5
Pyhtää - Pyttis	90,1	86,5	7,3
Pyhäjoki	87,0	82,7	6,2
Pyhäjärvi	80,8	82,9	9,0
Pyhäntä	90,0	87,7	8,9
Pyhäranta	89,9	85,2	5,5
Pyhäselkä	85,2	86,5	9,5
Pyлкönmäki	76,2	81,4	4,6
Pälkäne	92,4	91,2	9,6
Pöytyä	91,7	91,5	9,8
Porvoo - Borgå	91,0	92,2	9,6
Raahe - Brahestad	83,1	81,5	9,3
Raisio - Reso	91,3	91,3	9,9
Rantasalmi	84,2	86,3	9,0
Rantsila	87,3	90,9	7,3
Ranua	74,6	79,7	4,8
Rauma - Raumo	83,7	84,6	9,7
Rautalampi	80,7	86,2	4,1
Rautavaara	78,2	84,9	2,2
Rautjärvi	83,9	85,0	9,6
Reisjärvi	93,7	91,7	9,2
Renko	89,9	86,7	7,9
Riihimäki	88,2	89,7	9,4
Ristiina	85,2	86,9	9,3
Ristijärvi	81,1	84,0	8,2
Rovaniemi	81,5	85,8	6,2
Ruokolampi	87,3	86,3	9,7
Ruotsinpyhtää - Strömfors	91,6	89,1	8,7
Ruovesi	88,6	88,5	9,9
Rusko	94,2	93,5	9,7
Rymättylä - Rimito	91,8	89,6	9,0
Rääkkylä	77,0	80,9	6,8
Saarijärvi	81,6	85,1	7,5
Salla	66,9	77,1	0,1
Salo	90,3	91,7	9,5
Saltvik	97,5	97,1	9,8
Sammatti	91,7	93,4	9,3
Sauvo - Sagu	93,7	94,4	9,7
Savitaipale	86,1	87,0	9,7
Savonlinna - Nyslott	81,4	83,0	9,4
Savonranta	73,6	81,4	1,0
Savukoski	76,0	73,9	9,1
Seinäjoki	89,2	89,1	9,9
Sievi	89,6	91,6	9,1
Siikainen	84,5	82,5	9,1
Siikajoki	85,6	82,6	8,1
Siiinjärvi	89,4	89,4	9,9
Simo	86,0	77,5	0,6
Sipoo - Sibbo	94,7	95,5	9,7

Anjalankoski	87,0	87,2	9,8
Siuntio Sjundeå	94,3	93,2	9,6
Sodankylä	77,4	80,5	8,0
Soini	83,6	84,6	9,6
Somero	90,8	91,4	9,7
Sonkajärvi	78,4	84,6	3,0
Sotkamo	81,9	84,6	8,5
Sottunga	100,0	96,3	7,2
Sulkava	83,8	82,9	9,7
Sund	96,3	100,0	7,1
Suomenniemi	78,3	82,5	6,4
Suomusjärvi	88,2	90,9	8,5
Suomussalmi	71,8	76,9	4,7
Suonenjoki	83,1	85,3	9,0
Sysmä	87,8	87,1	9,7
Säkylä	93,3	91,4	9,2
Särkisalo - Finby	91,5	88,2	7,9
Vaala	73,5	84,6	0,0
Taipalsaari	89,6	89,2	9,8
Taivalkoski	73,9	79,4	4,0
Taivassalo - Tövsala	90,5	92,0	9,4
Tammela	89,5	90,3	9,7
Tammisaari - Ekenäs	91,9	91,6	9,8
Tampere - Tammerfors	86,5	86,8	9,8
Tarvasjoki	96,8	93,8	8,0
Tervo	84,5	85,6	9,6
Tervola	77,9	82,0	6,7
Teuva - Östermark	90,0	86,1	6,9
Tohmajärvi	76,9	82,9	3,3
Toholampi	92,8	93,0	9,8
Toivakka	86,3	83,0	7,8
Tornio - Torneå	86,1	81,9	6,3
Turku - Åbo	85,5	88,2	8,4
Pello	76,5	81,9	4,2
Tuulos	88,0	87,4	9,7
Tuusniemi	80,5	82,2	9,3
Tuusula - Tusby	93,8	94,0	9,8
Tyrnävä	87,1	87,3	9,8
Töysä	86,6	87,1	9,8
Ullava	88,4	92,0	7,3
Ulvila - Ulvsby	88,9	84,9	6,6
Urijala	87,7	85,1	8,6
Utajärvi	80,4	86,3	3,4
Utsjoki	78,3	89,0	0,0
Urainen	85,5	81,2	6,2
Uusikaarlepyy - Nykarleby	96,4	94,5	9,2
Uusikaupunki - Nystad	83,7	80,9	8,4

Vaasa - Vasa	88,2	89,6	9,5
Vahto	92,3	90,8	9,4
Valkeakoski	86,7	85,3	9,4
Valkeala	90,3	88,4	9,2
Valtimo	75,2	81,5	2,8
Vammala	89,2	87,3	9,2
Vampula	90,0	87,5	8,7
Varkaus	84,0	84,6	9,8
Varpaisjärvi	85,2	89,0	7,1
Vehmaa	90,3	90,2	9,9
Velkua	93,5	89,3	6,3
Vesanto	78,6	87,6	0,4
Vesilahti	89,3	89,7	9,8
Västanfjärd	98,4	95,7	8,5
Veteli - Vetil	90,8	88,6	9,0
Vieremä	85,7	86,8	9,6
Vihanti	85,9	83,4	8,6
Vihti - Vichtis	93,4	93,4	9,9
Vuosaari	83,6	84,0	9,8
Vilppula	87,0	84,6	8,8
Vimpeli	86,8	87,5	9,7
Virolahti	90,4	89,1	9,5
Virrat - Virdois	89,1	86,0	8,1
Vårdö	96,0	97,8	9,2
Vähäkylä - Lillkyro	92,4	91,4	9,6
Vöyri - Maksamaa - Vöörä-Maxmo	95,5	94,4	9,6
Ylihärmä	94,1	93,3	9,7
Yli-Ii	86,5	88,4	9,2
Ylikiminki	78,6	80,1	9,4
Ylistaro	91,4	90,6	9,7
Ylitornio - Övertorneå	79,0	83,7	5,4
Ylivieska	88,4	88,5	9,9
Ylämaa	90,1	85,8	6,2
Yläne	87,8	90,1	8,9
Ylöjärvi	91,5	89,2	8,9
Ypäjä	87,1	88,2	9,6
Äetsä	88,0	82,6	4,3
Ähtäri - Etseri	88,0	87,5	9,8
Äänekoski	82,0	82,7	9,7



Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Finland.

F3	Male	Female	Score
	%	%	
Alahärmä	9,1	35,3	6,5
Alajärvi	13,6	44,6	2,9
Alastaro	8,1	40,6	2,0
Alavieska	11,6	49,7	0,3
Alavus	12,9	44,5	2,5
Artjärvi - Artsjö	9,5	31,0	9,0
Asikkala	13,3	40,9	5,4
Askainen - Villnäs	10,0	41,5	2,6
Askola	9,8	33,1	8,3
Aura	11,8	36,3	7,6
Akaa	10,4	37,4	5,9
Brändö	21,4	53,7	2,1
Dragsfjärd	13,0	43,6	3,2
Eckerö	16,9	48,2	2,7
Elimäki	11,5	38,4	6,0
Eno	11,9	41,5	3,8
Enonkoski	21,6	48,4	6,0
Enontekiö - Enontekis	34,9	56,6	8,9
Espoo - Esbo	14,9	32,7	9,8
Eura	7,6	36,1	4,8
Eurajoki - Euraäminne	7,2	38,0	3,1
Evijärvi	13,3	41,0	5,4
Finström	17,6	50,6	1,8
Forssa	10,6	37,3	6,1
Föglö	30,4	53,8	8,2
Geta	6,7	42,1	0,8
Haapajärvi	22,5	48,7	6,4
Haapavesi	14,6	45,7	2,9
Hailuoto - Karlö	27,3	47,7	9,3
Halikko	10,8	39,1	4,9
Halsua	19,6	51,0	2,6
Hamina - Fredrikshamn	16,4	40,4	7,9
Hammarland	16,8	50,7	1,3
Hankasalmi	15,2	46,5	2,7
Hanko - Hangö	12,2	34,4	8,7
Harjavalta	13,3	53,1	0,1
Hartola	10,7	43,2	2,0
Hattula	22,9	46,0	8,3
Hauho	10,7	41,3	3,2
Haukipudas	16,1	47,0	3,0
Hausjärvi	11,1	38,2	5,8
Heinävesi	15,5	44,5	4,3
Helsinki - Helsingfors	20,4	35,2	9,9
Vantaa - Vanda	13,8	34,1	9,3
Himanka	12,3	46,3	1,3
Hirvensalmi	12,5	43,7	2,8

Hollola	12,5	40,7	4,9
Honkajoki	10,9	40,9	3,6
Houtskari - Houtskär	33,8	41,8	10,0
Huittinen	12,0	36,1	7,8
Humppila	7,7	39,7	2,3
Hyrnsalmi	23,0	48,8	6,7
Hyvinkää - Hyvinge	12,3	38,5	6,5
Hämeenkyrö - Tavastkyro	11,4	40,8	4,0
Hämeenlinna - Tavastehus	22,5	46,3	8,0
Heinola	10,1	35,5	7,0
Ii	16,9	50,1	1,6
Iisalmi - Idensalmi	17,4	43,5	6,5
Iitti	10,3	40,0	3,8
Ikaalinen - Ikalis	14,1	38,2	7,8
Ilmajoki	13,5	45,1	2,5
Ilomantsi - Ilomants	22,3	54,6	2,1
Inari - Enare	34,1	46,9	10,0
Inkoo - Ingå	12,9	39,2	6,4
Iniö	26,1	42,6	9,9
Isojoki - Storå	11,9	43,8	2,4
Isokyrö - Storkyro	11,4	44,3	1,8
Imatra	13,2	37,6	7,6
Jaala	11,1	38,1	5,8
Jalasjärvi	13,8	39,4	6,9
Janakkala	11,5	38,4	5,9
Joensuu	24,3	47,9	8,1
Jokioinen - Jockis	16,2	46,2	3,6
Jomala	21,5	53,4	2,4
Joroinen - Jorois	12,7	42,1	4,1
Joutsa	15,8	45,4	3,9
Joutseno	16,2	43,6	5,5
Juankoski	15,4	40,8	7,0
Jurva	11,4	42,4	2,9
Juuka	16,1	46,4	3,4
Juupajoki	20,7	41,0	9,3
Juva	14,1	42,2	5,0
Jyväskylä	23,2	46,8	8,1
Jyväskylän mlk - Jyväskylä lk	20,1	46,2	6,5
Jämijärvi	17,2	39,2	8,8
Jämsä	11,9	43,6	2,4
Jämsänkoski	11,7	45,2	1,5
Järvenpää - Träskända	14,4	35,4	9,2
Kaarina - St: Karins	16,5	42,1	6,9
Kaavi	14,8	47,7	1,8
Kajaani - Kajana	24,9	48,5	8,1
Kalajoki	11,4	38,7	5,7
Kalvola	14,9	35,2	9,3

Kangasala	15,1	40,9	6,7
Kangasniemi	14,8	43,4	4,7
Kankaanpää	22,9	44,4	9,0
Kannonkoski	15,8	45,0	4,2
Kannus	16,0	39,6	8,1
Karjoki - Bötom	8,6	39,5	3,0
Karjaa - Karis	13,4	32,5	9,6
Karjalohja - Karislojo	9,6	32,5	8,4
Karkkila - Högfors	9,8	33,4	8,1
Karstula	13,7	45,8	2,2
Karttula	19,4	50,0	3,1
Karvia	10,4	35,7	7,1
Kaskinen - Kaskö	9,6	34,7	7,3
Kauhajoki	10,7	39,3	4,7
Kauhava	18,8	44,2	7,0
Kauniainen - Grankulla	13,8	31,1	9,8
Kaustinen - Kaustby	10,1	40,8	3,1
Keitele	11,5	36,9	7,0
Kemi	16,2	49,7	1,5
Keminmaa	13,4	49,5	0,6
Kemiö - Kimito	10,5	46,2	0,7
Kempele	15,2	44,5	4,1
Kerava - Kervo	14,9	34,3	9,5
Kerimäki	16,6	47,0	3,3
Kestilä	22,9	53,1	3,5
Kesälahti	10,6	43,4	1,8
Keuruu	22,6	47,8	7,1
Kihniö	11,8	45,8	1,3
Kükala	8,2	37,0	4,4
Küikoinen	12,0	48,1	0,6
Kiiminki	14,6	45,5	3,0
Kinnula	20,4	45,5	7,2
Kirkkonummi - Kyrkslätt	15,5	36,8	9,0
Kisko	5,3	29,2	8,0
Kitee	12,7	40,9	4,9
Kittilä	28,3	41,2	10,0
Kiukainen	9,7	39,0	4,1
Kiuruvesi	16,3	44,5	4,9
Kivijärvi	18,9	48,1	4,1
Kokemäki - Kumo	12,7	40,7	5,1
Kokkola - Karleby	17,1	46,3	4,2
Kolari	22,4	39,3	9,9
Konnevesi	12,7	45,0	2,1
Kontiolahti	23,0	51,2	4,9
Korpilahti	14,0	45,6	2,5
Korpoo - Korpo	39,1	54,1	9,9
Korsnäs	10,8	46,8	0,6
Kortesjärvi	11,9	39,9	5,2

Hämeenkoski	11,5	43,0	2,6
Koski Tl	8,2	36,4	4,9
Kotka	15,4	42,3	6,0
Kouvola	20,3	41,1	9,2
Kristiinankaupunki -	12,6	47,1	1,1
Kruunupy - Kronoby	12,5	41,6	4,3
Kuhmalhti	10,3	43,9	1,5
Kuhmo	22,6	48,7	6,5
Kuhmoinen	10,9	42,8	2,3
Kumlinge	46,3	62,9	9,9
Kuopio	27,3	52,3	7,3
Kuortane	10,5	39,1	4,6
Kurikka	12,3	40,2	5,2
Kuru	20,1	51,4	2,7
Kustavi - Gustavs	11,4	34,1	8,5
Kuusamo	20,0	40,0	9,4
Kuusankoski	13,3	46,2	1,8
Kuusjoki	5,5	35,4	3,7
Outokumpu	17,4	46,0	4,6
Kylmäkoski	11,1	36,4	7,1
Kyyjärvi	9,6	43,6	1,3
Kälviä - Kelviä	14,2	53,1	0,2
Kärkölä	8,9	31,9	8,4
Kärsämäki	10,8	45,2	1,1
Kökar	27,6	63,8	0,6
Köyliö - Kjulo	14,6	37,2	8,6
Kemijärvi	21,8	52,1	3,4
Lahti - Lahtis	14,9	37,5	8,6
Laihia - Laihela	11,9	46,4	1,1
Laitila	8,3	35,7	5,5
Lammi	17,3	54,7	0,4
Lapinlahti	13,2	42,1	4,4
Lappajärvi	16,4	41,7	7,1
Lappeenranta - Villmanstrand	18,9	40,5	9,0
Lappi	6,8	35,6	4,5
Lapinjärvi - Lappträsk	12,9	36,3	8,2
Lapua - Lappo	11,6	43,3	2,5
Laukaa	16,2	41,3	7,2
Lavia	15,3	49,2	1,4
Lehtimäki	13,8	44,2	3,3
Leivonmäki	14,7	53,5	0,2
Lemi	12,5	47,6	0,9
Lemland	23,6	56,4	1,8
Lempäälä	14,2	40,6	6,3
Lemu	10,7	36,1	7,0
Leppävirta	13,2	42,8	3,9
Lestijärvi	20,2	47,8	5,4
Lieksa	19,7	45,2	7,0
Lieto - Lundo	14,5	43,3	4,5
Liljendal	6,5	38,6	2,2

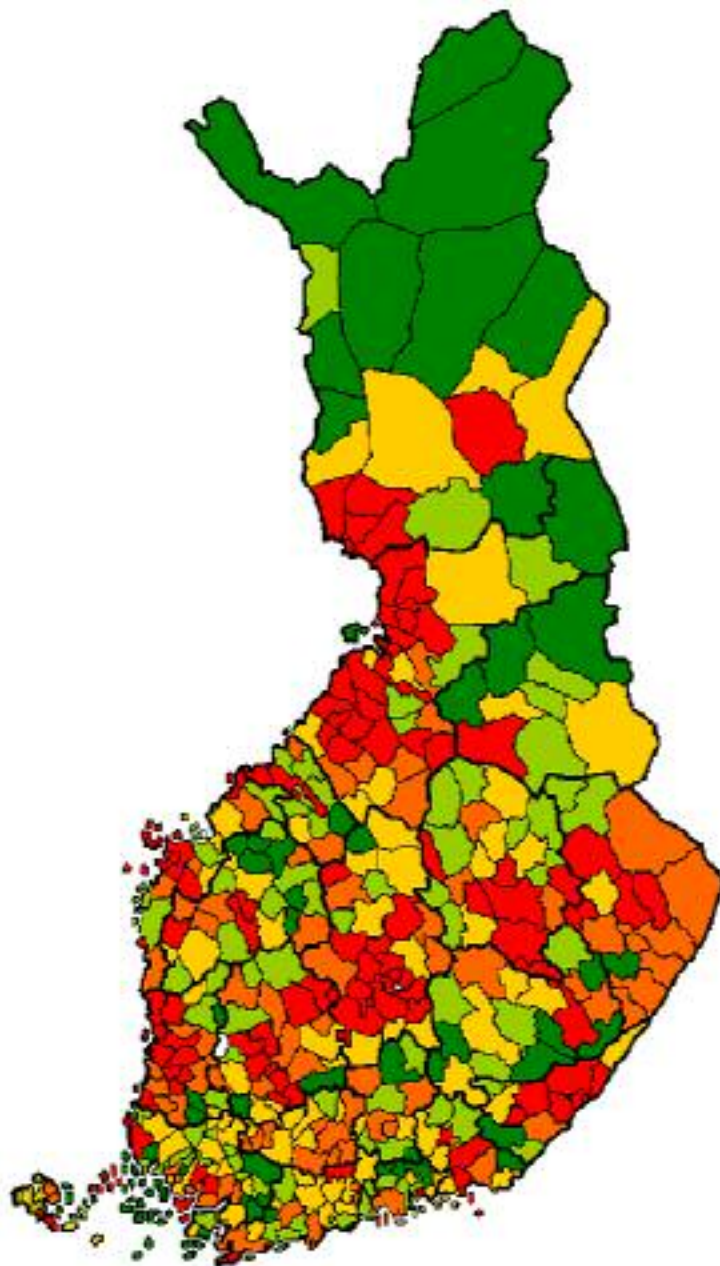
Liminka - Limingo	13,5	46,4	1,8
Liperi	16,9	50,3	1,6
Lohtaja - Lochteä	12,1	44,4	2,1
Loimaa	11,3	42,7	2,7
Loppi	12,2	42,4	3,5
Loviisa - Lovisa	11,7	36,6	7,3
Luhanka	15,3	48,7	1,5
Lumijoki	12,8	44,3	2,6
Lumparland	22,0	55,7	1,4
Luoto - Larsmo	9,2	47,7	0,2
Luumäki	12,5	35,8	8,2
Luvia	11,3	43,4	2,2
Lohja - Lojo	10,3	35,7	7,0
Maalahti - Malax	15,7	52,4	0,5
Maaninka	17,7	49,3	2,5
Maarianhamina - Mariehamn	26,3	53,2	5,9
Marttila	8,8	38,6	3,7
Masku	11,7	39,3	5,4
Mellilä	10,0	40,5	3,2
Merijärvi	11,8	46,8	0,9
Merikarvia - Sastmola	11,6	45,2	1,4
Merimasku	17,0	39,2	8,8
Miehikkälä	21,0	44,6	8,1
Mikkeli - S:t Michel	24,2	48,4	7,7
Mouhijärvi	12,7	39,3	6,2
Muhos	16,8	45,9	4,3
Multia	16,1	54,6	0,2
Muonio	22,2	46,8	7,5
Mustasaari - Korsholm	16,0	52,0	0,6
Muurame	16,5	50,4	1,3
Muurla	7,1	32,1	7,3
Mynämäki	10,8	38,4	5,4
Myrskylä - Mörskom	10,2	37,8	5,4
Mäntsälä	13,1	37,8	7,4
Mänttä	12,3	44,2	2,3
Mäntyharju	14,1	41,9	5,2
Naantali - Nädendal	14,6	37,3	8,5
Nakkila	10,8	46,0	0,9
Nastola	10,2	34,9	7,5
Nauvo - Nagu	20,6	37,4	9,9
Nilsia	14,9	43,6	4,6
Nivala	14,9	45,4	3,2
Nokia	12,4	38,0	6,9
Noormarkku - Norrmark	14,8	45,4	3,2
Nousiainen - Nouis	10,4	37,5	5,8
Nummi-Pusula	9,9	37,6	5,3
Nurmes	20,4	44,7	7,7

Nurmijärvi	11,6	36,2	7,5
Nurmo	13,5	43,7	3,4
Närpiö - Närpes	9,1	42,1	1,8
Oravainen - Oravais	11,2	47,1	0,7
Orimattila	10,8	38,5	5,3
Oripää	8,5	41,5	1,8
Orivesi	16,1	39,3	8,3
Oulainen	15,1	52,7	0,3
Oulu - Uleåborg	21,8	47,2	7,1
Oulunsalo	16,8	43,1	6,4
Parainen - Pargas	14,7	47,1	2,0
Padasjoki	12,1	43,5	2,7
Paimio - Pemar	14,7	48,2	1,5
Paltamo	17,9	45,1	5,7
Parikkala	15,7	44,8	4,3
Parkano	14,8	40,6	6,7
Pelkosenniemi	29,5	51,3	8,9
Perho	18,4	50,8	2,0
Pernaja - Pernå	8,8	39,6	3,1
Perniö - Bjärnä	7,8	37,4	3,9
Pertteli	4,5	35,4	3,0
Pertunmaa	10,4	39,8	4,0
Petäjävesi	14,9	50,7	0,7
Pieksämäki	16,4	45,6	4,2
Pielavesi	17,0	43,9	6,0
Pietarsaari - Jakobstad	14,4	45,7	2,7
Pedersören kunta.	9,6	45,3	0,7
Pihtipudas	15,1	42,5	5,6
Piikkiö - Pikis	13,4	39,5	6,5
Piippola	11,5	53,1	0,0
Pirkkala - Birkala	14,4	40,9	6,2
Pohja - Pojo	10,6	36,0	7,1
Polvijärvi	15,0	45,0	3,6
Pomarkku - Pärnå	14,1	44,5	3,3
Pori - Björneborg	16,5	43,5	5,9
Pornainen - Borgnäs	12,3	38,2	6,6
Posio	19,5	44,1	7,5
Pudasjärvi	21,3	50,0	4,5
Pukkila	9,7	35,8	6,5
Pulkkila	17,7	48,9	2,8
Punkaharju	13,1	35,4	8,7
Punkalaidun	11,6	39,7	5,0
Puolanka	22,5	43,8	9,0
Puumala	20,5	50,7	3,4
Pyhtää - Pyttis	11,4	37,8	6,3
Pyhäjoki	10,0	47,5	0,4
Pyhäjärvi	15,8	49,7	1,3
Pyhäntä	11,6	43,7	2,2

Pyhäranta	10,5	35,0	7,5
Pyhäselkä	18,7	47,9	4,2
Pylkönmäki	15,3	44,9	3,9
Pälkäne	11,5	36,1	7,6
Pöytyä	7,8	39,5	2,5
Porvoo - Borgå	12,2	38,7	6,3
Raahen - Brahestad	10,7	43,0	2,1
Raisio - Reso	13,3	35,5	8,7
Rantasalmi	14,7	47,8	1,7
Rantsila	14,1	43,9	3,7
Ranua	20,9	54,5	1,5
Rauma - Raumo	12,9	37,6	7,5
Rautalampi	17,0	44,6	5,5
Rautavaara	23,9	47,3	8,2
Rautjärvi	11,3	43,0	2,5
Reisjärvi	19,3	48,4	4,2
Renko	10,8	41,0	3,5
Riihimäki	18,1	40,2	8,8
Ristiina	14,7	40,9	6,5
Ristijärvi	21,9	45,6	8,1
Rovaniemi	31,9	51,8	9,5
Ruokolahti	12,4	43,9	2,6
Ruotsinpyhtää - Strömfors	9,1	39,4	3,3
Ruovesi	14,2	46,3	2,2
Rusko	13,8	35,5	8,9
Rymättylä - Rimito	14,3	28,8	10,0
Rääkkylä	13,7	40,7	5,9
Saarjärvi	15,4	46,6	2,8
Salla	30,3	59,5	4,2
Salo	9,8	35,1	7,1
Saltvik	15,1	47,3	2,1
Sammatti	7,7	42,4	1,0
Sauvo - Sagu	12,4	42,4	3,6
Savitaipale	13,7	44,4	3,1
Savonlinna - Nyslott	19,6	48,0	4,8
Savonranta	18,9	41,5	8,6
Savukoski	32,4	61,0	4,7
Seinäjoki	19,0	46,9	5,2
Sievi	12,3	40,3	5,2
Siikainen	11,2	46,8	0,7
Siikajoki	12,9	46,2	1,6
Siilinjärvi	20,7	53,7	1,7
Simo	13,6	55,6	0,0
Sipoo - Sibbo	14,0	36,4	8,7
Anjalankoski	10,0	37,5	5,5
Siuntio - Sjundeå	13,5	37,9	7,6
Sodankylä	34,3	54,2	9,5
Soini	12,1	42,7	3,2
Somero	9,1	34,8	6,8
Sonkajärvi	19,0	46,9	5,2

Sotkamo	17,3	41,6	7,7
Sottunga	25,7	46,2	9,3
Sulkava	20,4	46,2	6,7
Sund	21,3	54,3	1,8
Suomenniemi	14,2	41,6	5,6
Suomusjärvi	11,0	40,9	3,6
Suomussalmi	27,1	44,0	9,8
Suonenjoki	15,8	47,0	2,8
Sysmä	14,1	40,6	6,2
Säkylä	22,7	40,5	9,8
Särkisalo - Finby	10,7	43,0	2,1
Vaala	32,0	53,2	9,1
Taipalsaari	18,1	46,6	4,7
Taivalkoski	27,2	49,4	8,8
Taivassalo - Tövsala	11,9	36,1	7,7
Tammela	13,0	40,8	5,3
Tammisaari - Ekenäs	16,9	49,7	1,9
Tampere - Tammerfors	18,9	39,1	9,4
Tarvasjoki	8,0	39,6	2,5
Tervo	17,2	55,7	0,2
Tervola	27,5	58,2	3,1
Teuva - Östermark	9,6	44,6	0,9
Tohmajärvi	18,8	51,5	1,9
Toholampi	14,0	44,0	3,6
Toivakka	21,6	55,5	1,3
Tornio - Torneå	13,1	41,2	5,0
Turku - Åbo	20,6	40,1	9,5
Pello	27,5	54,5	5,9
Tuulos	10,8	42,6	2,4
Tuusniemi	17,2	51,5	1,2
Tuusula - Tusby	14,1	34,5	9,3
Tyrnävä	12,2	41,6	4,0
Töysä	12,3	35,7	8,2
Ullava	12,7	43,9	2,7
Ulvila - Ulvsby	12,9	46,0	1,7
Urijala	9,1	34,7	6,9
Utajärvi	14,8	44,3	4,0
Utsjoki	34,4	57,3	8,4
Uurainen	15,1	47,7	1,9
Uusikaarlepyy - Nykarleby	10,5	40,6	3,6
Uusikaupunki - Nystad	11,7	41,3	3,8
Vaasa - Vasa	20,8	48,3	5,5
Vahto	11,2	36,1	7,3
Valkeakoski	10,4	41,1	3,1
Valkeala	22,3	43,2	9,2
Valtimo	22,2	45,6	8,2
Vammala	14,0	41,1	5,8
Vampula	8,0	37,3	4,1
Varkaus	11,9	41,2	4,1

Varpaisjärvi	15,1	39,1	7,8
Vehmaa	7,5	32,6	7,2
Velkua	29,3	32,0	10,0
Vesanto	16,8	49,5	1,9
Vesilahti	14,2	44,0	3,7
Västanfjärd	12,5	35,3	8,5
Veteli - Vetil	13,3	44,7	2,6
Vieremä	14,1	39,5	7,0
Vihanti	8,1	46,1	0,3
Vihiti - Vichtis	12,4	34,3	8,8
Viitasaari	17,2	45,6	4,8
Vilppula	10,8	41,7	2,9
Vimpeli	12,2	43,4	2,8
Virolahti	18,3	44,9	6,2
Virrat - Virdois	14,8	43,3	4,7
Vårdö	28,1	41,1	10,0
Vähäkyrö - Lillkyro	9,3	43,2	1,3
Vöyri - Maksamaa - Vörå - Maxmo	14,1	46,5	2,0
Ylihärmä	7,9	41,5	1,5
Yli-Ii	16,0	49,4	1,6
Ylikiiminki	12,7	47,0	1,1
Ylistaro	13,1	43,0	3,7
Ylitornio - Övertorneå	19,4	47,4	5,1
Ylivieska	16,8	45,4	4,7
Ylämaa	15,7	30,9	9,9
Yläne	12,3	37,8	7,0
Ylöjärvi	13,2	41,5	4,8
Ypäjä	10,6	38,8	5,0
Äetsä	9,1	37,4	4,9
Ähtäri - Etseri	20,7	51,4	3,1
Äänekoski	13,3	45,6	2,1



Indicator 4. Percent of the female (and male) workforce employed in the private

F4	Men	Women	Score
	%	%	
Alahärmä	47,2	41,4	9,0
Alajärvi	43,9	34,9	7,6
Alastaro	46,1	34,5	6,0
Alavieska	47,3	27,1	1,1
Alavus	50,0	36,8	4,9
Artjärvi - Artsjö	35,0	32,4	9,7
Asikkala	49,8	41,8	8,1
Askainen - Villnäs	48,1	37,4	6,6
Askola	57,6	47,8	7,2
Aura	59,6	51,7	8,2
Akaa	70,6	52,0	1,6
Brändö	51,4	32,4	1,5
Dragsfjärd	54,7	41,1	4,6
Eckerö	42,7	34,1	7,8
Elimäki	54,6	41,2	4,7
Eno	62,3	42,1	1,0
Enonkoski	42,2	26,8	3,4
Enontekiö - Enontekis	26,6	29,1	9,7
Espoo - Esbo	71,4	60,3	6,3
Eura	63,6	47,4	2,9
Eurajoki - Euraäminne	62,9	46,3	2,7
Evijärvi	38,0	30,1	8,1
Finström	50,8	37,3	4,7
Forssa	68,5	52,0	2,7
Föglö	38,1	27,0	6,3
Geta	45,0	35,1	7,1
Haapajärvi	45,7	33,2	5,4
Haapavesi	50,6	33,6	2,5
Hailuoto - Karlö	30,8	29,1	9,8
Halikko	64,7	49,6	3,6
Halsua	29,6	19,1	6,7
Hamina - Fredrikshamn	64,3	47,9	2,8
Hammarland	44,6	33,2	6,1
Hankasalmi	44,4	30,4	4,3
Hanko - Hangö	75,0	55,5	1,3
Harjavalta	68,5	39,0	0,0
Hartola	41,7	31,0	6,6
Hattula	54,9	41,8	5,0
Hauho	46,9	36,0	6,5
Haukipudas	66,1	44,5	0,7
Hausjärvi	61,3	47,1	4,2
Heinävesi	49,0	40,3	7,7
Helsinki - Helsingfors	66,9	58,5	7,9
Vantaa - Vanda	72,6	60,3	5,5
Himanka	48,4	33,2	3,6
Hirvensalmi	38,1	31,2	8,6

Hollola	62,4	47,2	3,6
Honkajoki	40,8	27,8	5,0
Houtskari - Houtskär	36,7	32,5	9,4
Huittinen	52,1	42,8	7,4
Humppila	54,3	41,3	5,0
Hyrnsalmi	41,3	32,3	7,6
Hyvinkää - Hyvinge	71,2	53,6	2,2
Hämeenkyrö - Tavastkyro	59,4	40,6	1,6
Hämeenlinna - Tavastehus	62,5	46,1	2,8
Heinola	69,2	54,6	3,9
Ii	59,8	37,5	0,5
Iisalmi - Idensalmi	59,5	44,2	3,5
Iitti	53,1	40,4	5,2
Ikaalinen - Ikalis	52,5	43,2	7,5
Ilmajoki	52,1	36,7	3,4
Ilomantsi - Ilomants	45,0	30,6	4,1
Inari - Enare	37,9	37,9	9,9
Inkoo - Ingå	53,3	45,8	8,4
Iniö	41,2	37,0	9,4
Isojoki - Storå	38,0	29,8	8,0
Isokyrö - Storkyro	45,6	31,9	4,6
Imatra	72,2	51,9	1,0
Jaala	47,7	38,5	7,5
Jalasjärvi	46,3	36,4	7,1
Janakkala	65,2	48,8	2,8
Joensuu	60,2	44,6	3,3
Jokioinen - Jockis	57,1	40,4	2,6
Jomala	45,0	35,5	7,4
Joroinen - Jorois	50,6	38,7	5,8
Joutsa	43,9	31,2	5,2
Joutseno	62,8	43,3	1,3
Juankoski	47,8	38,0	7,1
Jurva	55,5	39,7	3,1
Juuka	49,9	32,3	2,2
Juupajoki	49,9	34,8	3,6
Juva	43,0	35,7	8,4
Jyväskylä	65,2	47,7	2,2
Jyväskylän mlk - Jyväskylä lk	63,4	45,4	1,9
Jämijärvi	36,3	30,5	9,0
Jämsä	66,6	42,5	0,3
Jämsänkoski	72,6	44,8	0,1
Järvenpää - Träskända	71,9	57,5	4,0
Kaarina - St: Karins	65,5	48,9	2,7
Kaavi	50,2	29,5	0,9
Kajaani - Kajana	60,7	43,2	2,2
Kalajoki	50,7	38,6	5,6
Kalvola	59,6	46,6	5,0

Kangasala	63,6	47,1	2,7
Kangasniemi	42,0	34,0	8,1
Kankaanpää	48,5	40,6	8,2
Kannonkoski	39,5	29,7	7,2
Kannus	52,4	42,9	7,3
Karjoki - Bötom	41,7	30,1	6,0
Karjaa - Karis	62,9	55,6	8,4
Karjalohja - Karislojo	51,1	49,7	9,8
Karkkila - Högfors	67,7	55,2	5,4
Karstula	45,9	30,8	3,6
Karttula	49,0	30,2	1,6
Karvia	37,5	29,5	8,1
Kaskinen - Kaskö	76,1	54,4	0,7
Kauhajoki	51,1	38,9	5,6
Kauhava	46,6	40,3	8,8
Kauniainen - Grankulla	67,9	58,5	7,4
Kaustinen - Kaustby	46,6	37,3	7,5
Keitele	57,6	38,0	1,2
Kemi	71,8	43,1	0,0
Keminmaa	67,2	41,5	0,1
Kemiö - Kimito	47,5	37,8	7,3
Kempele	68,0	48,2	1,2
Kerava - Kervo	73,3	59,1	4,2
Kerimäki	51,1	35,6	3,3
Kestilä	32,1	18,1	4,4
Kesälahti	49,1	33,0	2,9
Keuruu	53,4	38,2	3,6
Kihniö	49,0	38,3	6,6
Kükala	44,4	37,0	8,4
Küikoinen	39,5	25,6	4,4
Kiiminki	68,3	45,5	0,4
Kinnula	31,6	27,5	9,4
Kirkkonummi - Kyrkslätt	68,0	54,2	4,5
Kisko	48,9	44,2	9,3
Kitee	53,2	39,1	4,3
Kittilä	39,4	43,6	9,4
Kiukainen	57,4	40,1	2,3
Kiuruvesi	35,7	27,2	7,9
Kivijärvi	36,3	24,0	5,5
Kokemäki - Kumo	54,8	40,9	4,4
Kokkola - Karleby	65,2	45,0	1,1
Kolari	42,0	43,9	9,7
Konnevesi	48,6	33,2	3,4
Kontiolahti	54,6	37,6	2,4
Korpilahti	53,0	35,2	2,0
Korpoo - Korpo	29,3	27,2	9,7
Korsnäs	34,3	26,8	8,3
Kortesjärvi	35,5	30,5	9,2

Hämeenkoski	45,5	32,7	5,1
Koski Tl	40,8	32,0	7,7
Kotka	70,1	49,0	0,8
Kouvola	66,1	50,7	3,4
Kristiinankaupunki -	50,6	35,3	3,5
Kruunupyö - Kronoby	47,3	36,6	6,5
Kuhmalahdi	47,8	35,4	5,5
Kuhmo	47,3	35,9	6,2
Kuhmoinen	45,8	32,8	5,0
Kumlinge	21,2	20,0	9,8
Kuopio	57,8	40,6	2,3
Kuortane	46,0	37,1	7,7
Kurikka	55,7	41,0	3,9
Kuru	46,6	31,8	3,8
Kustavi - Gustavs	45,3	41,4	9,5
Kuusamo	48,8	44,3	9,3
Kuusankoski	73,7	46,2	0,1
Kuusjoki	47,1	38,5	7,8
Outokumpu	58,2	41,1	2,4
Kylmäkoski	53,9	40,6	4,8
Kyyjärvi	45,0	27,6	2,3
Kälviä - Kelviä	50,6	29,3	0,7
Kärkölä	57,4	49,3	8,1
Kärsämäki	45,2	29,3	3,1
Kökar	33,3	19,7	4,6
Köyliö - Kjøulo	44,2	39,2	9,2
Kemijärvi	54,7	37,2	2,2
Lahti - Lahtis	68,5	54,3	4,2
Laihia - Laihela	59,0	40,5	1,7
Laitila	54,6	43,2	6,2
Lammi	44,5	28,3	2,9
Lapinlahti	51,2	39,7	6,1
Lappajärvi	41,5	36,5	9,2
Lappenranta - Villmanstrand	63,8	49,6	4,2
Lappi	59,3	45,0	4,1
Lapinjärvi - Lappträsk	38,8	36,8	9,7
Lapua - Lappo	52,9	40,7	5,6
Laukaa	59,3	46,0	4,8
Lavia	39,5	25,6	4,4
Lehtimäki	35,0	33,9	9,8
Leivonmäki	50,5	24,7	0,1
Lemi	51,9	34,4	2,2
Lemland	50,8	33,5	2,3
Lempäälä	65,6	47,9	2,0
Lemu	56,5	47,1	7,4
Leppävirta	56,6	39,5	2,4
Lestijärvi	28,5	21,6	8,6
Liekka	54,2	38,2	3,1
Lieto - Lundo	61,0	44,1	2,5
Liljendal	49,3	38,0	6,2

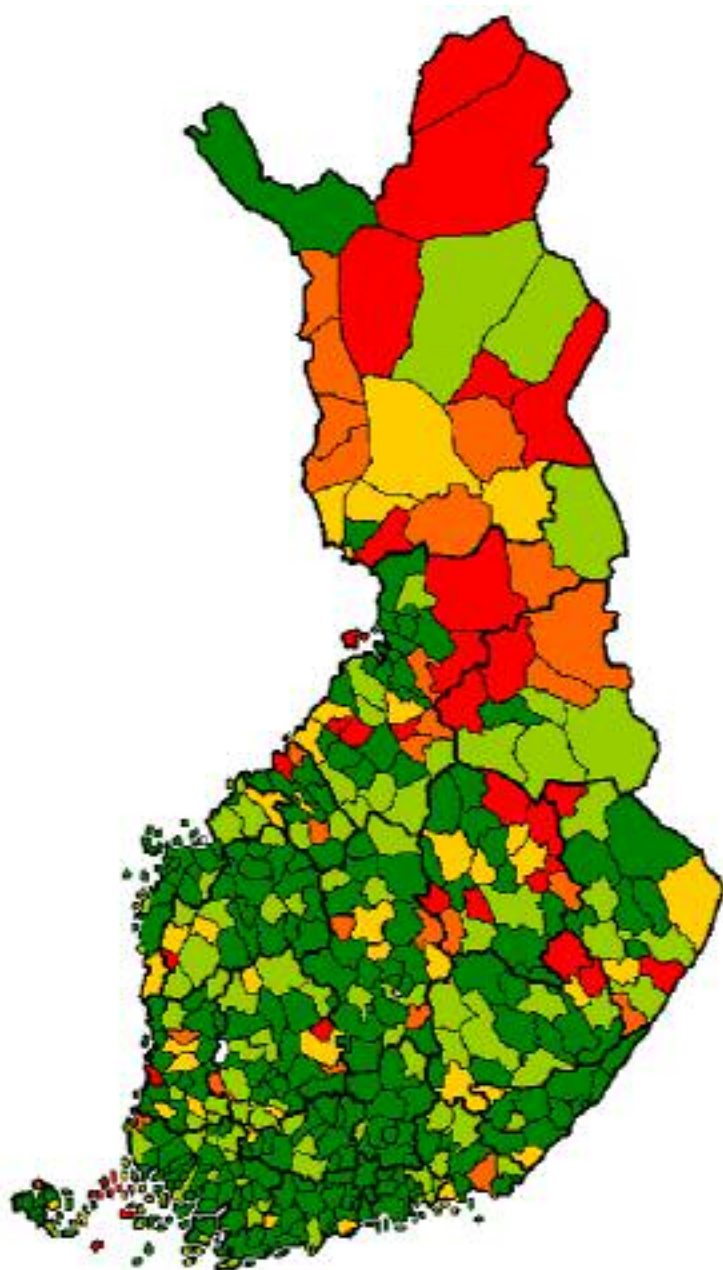
Liminka - Limingo	61,2	41,4	1,2
Liperi	50,4	33,7	2,6
Lohtaja - Lochteä	38,0	28,9	7,5
Loimaa	54,1	40,7	4,7
Loppi	53,7	39,5	4,2
Loviisa - Lovisa	68,9	51,4	2,2
Luhanka	35,0	21,6	4,8
Lumijoki	44,4	31,9	5,4
Lumparland	45,9	35,1	6,5
Luoto - Larsmo	75,0	45,5	0,0
Luumäki	49,2	43,3	9,0
Luvia	57,8	41,7	2,9
Lohja - Lojo	71,0	55,1	3,1
Maalahti - Malax	45,6	29,3	2,8
Maaninka	35,0	23,9	6,4
Maarianhamina - Mariehamn	58,0	39,4	1,7
Marttila	44,3	30,6	4,6
Masku	66,1	49,6	2,8
Mellilä	44,3	33,6	6,6
Merijärvi	48,7	23,8	0,2
Merikarvia - Sastmola	52,5	33,3	1,4
Merimasku	49,0	43,1	9,0
Miehikkälä	35,8	30,3	9,1
Mikkeli - S:t Michel	52,8	40,8	5,7
Mouhijärvi	49,3	40,1	7,5
Muhos	58,8	43,5	3,4
Multia	45,2	24,7	1,0
Muonio	48,6	40,0	7,8
Mustasaari - Korsholm	56,8	37,4	1,3
Muurame	62,7	40,9	0,6
Muurla	58,3	53,7	9,3
Mynämäki	54,4	42,5	5,8
Myrskylä - Mörskom	42,5	38,7	9,5
Mäntsälä	60,6	47,8	5,2
Mänttä	72,0	47,7	0,2
Mäntyharju	49,8	38,5	6,2
Naantali - Nädendal	66,2	54,1	5,7
Nakkila	60,9	39,7	0,8
Nastola	66,1	52,4	4,5
Nauvo - Nagu	36,9	38,9	9,7
Nilsia	43,4	31,9	6,1
Nivala	47,7	32,7	3,7
Nokia	72,3	52,0	1,0
Noormarkku - Norrmark	59,0	41,9	2,4
Nousiainen - Nouis	55,1	47,0	8,0
Nummi-Pusula	51,7	43,5	8,0
Nurmes	45,6	37,7	8,1

Nurmijärvi	66,5	53,8	5,3
Nurmo	64,6	47,0	2,1
Närpiö - Närpes	41,6	31,2	6,8
Oravainen - Oravais	47,5	34,4	5,0
Orimattila	54,8	45,2	7,3
Oripää	42,9	34,1	7,7
Orivesi	54,6	42,9	5,9
Oulainen	57,0	34,0	0,4
Oulu - Uleåborg	67,0	47,1	1,1
Oulunsalo	67,5	49,6	2,0
Parainen - Pargas	64,2	43,2	0,8
Padasjoki	53,4	39,5	4,4
Paimio - Pemar	62,5	40,8	0,7
Paltamo	52,5	40,9	6,0
Parikkala	40,0	28,4	6,0
Parkano	57,9	42,7	3,5
Pelkosenniemi	45,9	32,3	4,6
Perho	38,6	23,7	3,7
Pernaja - Pernå	56,1	45,6	6,7
Perniö - Bjärnä	57,1	43,5	4,6
Pertteli	61,8	49,3	5,4
Pertunmaa	39,7	33,4	8,8
Petäjävesi	49,7	32,2	2,2
Pieksämäki	57,4	41,9	3,3
Pielavesi	38,6	28,5	7,0
Pietarsaari - Jakobstad	72,1	47,6	0,2
Pedersören kunta.	57,5	40,6	2,5
Pihtipudas	42,8	31,2	6,1
Piikkiö - Pikis	62,7	47,7	3,7
Piippola	46,4	29,2	2,3
Pirkkala - Birkala	68,1	49,0	1,5
Pohja - Pojo	63,6	52,2	6,1
Polvijärvi	37,2	25,4	5,9
Pomarkku - Pärmark	48,8	34,7	4,3
Pori - Björneborg	66,3	47,7	1,7
Pornainen - Borgnäs	57,3	47,4	7,1
Posio	35,1	32,5	9,7
Pudasjärvi	46,7	34,6	5,7
Pukkila	42,1	38,7	9,5
Pulkkila	40,7	30,7	7,0
Punkaharju	52,3	47,3	9,2
Punkalaidun	35,6	33,1	9,7
Puolanka	40,4	39,2	9,8
Puumala	31,0	25,0	8,9
Pyhtää - Pyttis	59,6	48,6	6,4
Pyhäjoki	60,9	31,1	0,0
Pyhäjärvi	48,3	32,1	2,9
Pyhäntä	56,4	35,8	0,9

Pyhäranta	61,7	51,2	6,8
Pyhäselkä	52,1	38,1	4,3
Pyлкönmäki	37,7	29,4	8,0
Pälkäne	48,4	42,4	8,9
Pöytyä	52,5	39,7	5,1
Porvoo - Borgå	67,9	51,7	2,9
Raahе - Brahestad	75,8	47,5	0,0
Raisio - Reso	70,2	55,7	4,0
Rantasalmi	36,5	24,0	5,4
Rantsila	32,8	23,3	7,3
Ranua	35,5	26,8	7,8
Rauma - Raumo	71,0	52,1	1,5
Rautalampi	40,4	29,8	6,7
Rautavaara	36,7	27,1	7,2
Rautjärvi	64,5	39,8	0,2
Reisjärvi	35,9	23,9	5,7
Renko	50,2	37,7	5,3
Riihimäki	68,9	52,7	2,9
Ristiina	52,8	42,5	6,8
Ristijärvi	40,7	31,2	7,3
Rovaniemi	51,3	40,0	6,2
Ruokolahti	58,7	40,1	1,7
Ruotsinpyhtää - Strömfors	55,3	42,8	5,3
Ruovesi	52,8	35,4	2,2
Rusko	58,8	52,2	8,7
Rymättylä - Rimito	42,2	39,8	9,7
Rääkkylä	33,4	29,2	9,4
Saarjärvi	50,0	36,7	4,9
Salla	36,0	24,7	6,2
Salo	72,3	56,5	3,1
Saltvik	52,6	38,6	4,4
Sammatti	55,1	44,3	6,5
Sauvo - Sagu	46,0	31,0	3,6
Savitaipale	46,0	33,3	5,3
Savonlinna - Nyslott	59,2	42,0	2,3
Savonranta	37,4	37,6	9,9
Savukoski	21,5	25,6	9,4
Seinäjoki	62,4	44,8	2,1
Sievi	52,4	37,6	3,8
Siikainen	42,9	24,5	1,8
Siikajoki	47,2	29,0	1,8
Siilinjärvi	58,8	36,5	0,5
Simo	57,7	29,0	0,0
Sipoo - Sibbo	59,9	51,3	7,8
Anjalankoski	68,7	46,4	0,5
Siuntio Sjundeå	58,7	48,7	7,0
Sodankylä	35,6	32,2	9,5
Soini	40,9	30,6	6,8
Somero	46,8	41,1	9,0
Sonkajärvi	40,5	28,0	5,4

Sotkamo	51,1	42,4	7,7
Sottunga	29,8	21,2	7,8
Sulkava	32,3	28,8	9,5
Sund	50,7	35,8	3,8
Suomenniemi	38,9	31,6	8,4
Suomusjärvi	52,0	47,1	9,2
Suomussalmi	47,5	41,8	9,0
Suonenjoki	49,8	37,8	5,8
Sysmä	37,6	31,1	8,7
Säkylä	51,9	47,1	9,3
Särkisalo - Finby	52,7	36,8	3,1
Vaala	31,9	27,6	9,4
Taipalsaari	52,7	35,5	2,4
Taivalkoski	43,2	33,0	6,9
Taivassalo - Tövsala	40,0	32,7	8,4
Tammela	53,0	40,7	5,5
Tammisaari - Ekenäs	55,2	38,8	2,8
Tampere - Tammerfors	67,7	53,2	4,0
Tarvasjoki	56,1	43,2	5,1
Tervo	38,4	22,0	2,8
Tervola	41,5	22,7	1,6
Teuva - Östermark	52,0	34,1	1,9
Tohmajärvi	41,6	25,1	2,7
Toholampi	36,3	27,4	7,7
Toivakka	49,5	28,4	0,8
Tornio - Torneå	66,0	45,8	1,1
Turku - Åbo	65,9	52,8	5,0
Pello	40,4	33,9	8,8
Tuulos	48,4	35,0	4,8
Tuusniemi	43,0	27,8	3,5
Tuusula - Tusby	67,3	55,6	5,9
Tyrnävä	52,9	41,1	5,8
Töysä	47,5	45,1	9,7
Ullava	32,6	22,2	6,8
Ulvila - Ulvsby	64,3	42,7	0,7
Urijala	52,5	41,4	6,4
Utajärvi	43,4	33,2	6,9
Utsjoki	27,6	31,6	9,4
Uurainen	50,1	32,8	2,3
Uusikaarlepyy - Nykarleby	49,5	37,1	5,5
Uusikaupunki - Nystad	62,4	43,2	1,4
Vaasa - Vasa	67,3	46,2	0,8
Vahto	54,4	46,9	8,4
Valkeakoski	74,8	50,2	0,2
Valkeala	51,7	42,1	7,3
Valtimo	31,5	24,0	8,4
Vammala	54,5	41,8	5,2
Vampula	39,2	27,9	6,2
Varkaus	72,2	48,7	0,3

Varpaisjärvi	38,1	29,1	7,6
Vehmaa	46,3	39,8	8,8
Velkua	26,9	25,4	9,8
Vesanto	35,3	25,0	6,8
Vesilahti	48,8	33,7	3,6
Västanfjärd	47,4	43,6	9,5
Veteli - Vetil	41,7	29,3	5,5
Vieremä	35,9	26,1	7,1
Vihanti	54,8	33,4	0,7
Vihiti - Vichtis	66,3	54,2	5,7
Viitasaari	47,7	36,1	6,0
Vilppula	61,1	40,2	0,8
Vimpeli	51,9	35,2	2,6
Virolahti	44,7	32,7	5,7
Virrat - Virdois	48,0	37,6	6,8
Värdö	33,1	36,2	9,6
Vähäkyrö - Lillkyro	58,3	42,5	3,2
Vöyri- Maksamaa - Vörå-Maxmo	44,1	34,3	7,1
Ylihärmä	55,0	42,7	5,5
Yli-Ii	49,2	29,9	1,4
Ylikiiminki	56,2	37,8	1,7
Ylistaro	44,7	35,1	7,3
Ylitornio - Övertorneå	44,2	32,6	6,0
Ylivieska	60,2	43,2	2,5
Ylämaa	44,2	35,4	7,7
Yläne	46,6	35,8	6,5
Ylöjärvi	65,7	48,2	2,2
Ypäjä	50,7	36,0	3,9
Äetsä	58,7	44,3	4,1
Ähtäri - Etseri	49,9	34,1	3,1
Äänekoski	69,2	44,4	0,2



**Indicator 5. Percentage of men and women who are unemployed.
Results for Finland.**

F5	Men	Women	Score
	%	%	
Alahärmä	6,9	7,1	9,6
Alajärvi	15,4	15,2	9,6
Alastaro	10,2	11,5	9,0
Alavieska	12,7	12,0	9,4
Alavus	11,8	11,4	9,6
Artjärvi - Artsjö	8,9	9,4	9,5
Asikkala	14,2	13,1	9,1
Askainen - Villnäs	8,0	8,3	9,6
Askola	6,6	7,2	9,4
Aura	7,7	7,4	9,6
Akaa	12,9	14,9	8,3
Brändö	2,5	8,7	1,9
Dragsfjärd	8,7	6,9	8,5
Eckerö	3,1	3,9	9,4
Elimäki	9,2	12,3	6,9
Eno	24,4	26,1	8,6
Enonkoski	23,3	19,9	6,4
Enontekiö - Enontekis	25,3	24,2	9,2
Espoo - Esbo	7,3	5,8	8,8
Eura	9,5	10,7	9,1
Eurajoki - Euraäminne	13,9	15,4	8,8
Evijärvi	5,3	7,7	7,8
Finström	1,9	1,9	9,7
Forssa	13,5	13,4	9,7
Föglö	2,5	2,5	9,7
Geta	4,5	0,0	4,4
Haapajärvi	10,7	13,7	6,9
Haapavesi	13,0	12,5	9,5
Hailuoto - Karlö	20,1	9,0	0,0
Halikko	7,6	7,4	9,6
Halsua	12,9	8,3	4,3
Hamina - Fredrikshamn	10,1	15,0	3,8
Hammarland	2,1	1,2	9,3
Hankasalmi	18,4	15,1	6,5
Hanko - Hangö	8,5	11,4	7,1
Harjavalta	13,5	14,8	9,0
Hartola	11,3	13,5	8,2
Hattula	9,5	9,9	9,6
Hauho	12,3	11,0	9,1
Haukipudas	13,7	13,2	9,5
Hausjärvi	8,7	10,0	9,0
Heinävesi	13,9	7,5	1,6
Helsinki - Helsingfors	11,4	7,8	6,1
Vantaa - Vanda	9,0	7,4	8,7
Himanka	7,0	12,0	3,6
Hirvensalmi	14,7	18,0	6,6

Hollola	10,2	11,2	9,3
Honkajoki	10,8	11,0	9,6
Houtskari - Houtskär	8,6	16,9	0,3
Huittinen	9,7	12,3	7,7
Humppila	10,5	14,9	4,7
Hyrnsalmi	28,2	23,6	4,3
Hyvinkää - Hyvinge	10,4	9,6	9,4
Hämeenkyrö - Tavastkyro	11,8	15,2	6,5
Hämeenlinna - Tavastehus	11,8	11,0	9,4
Heinola	16,0	15,4	9,4
Ii	18,2	18,7	9,5
Iisalmi - Idensalmi	16,0	16,6	9,4
Iitti	13,6	12,3	9,0
Ikaalinen - Ikaalis	12,8	12,2	9,5
Ilmajoki	8,7	10,8	8,2
Ilomantsi - Ilomants	25,7	21,9	5,8
Inari - Enare	19,7	13,7	2,1
Inkoo - Ingå	7,6	7,5	9,7
Iniö	2,8	7,8	3,5
Isojoki - Storå	8,7	10,7	8,4
Isokyrö - Storkyro	8,2	10,3	8,2
Imatra	16,5	18,3	8,5
Jaala	15,9	13,7	8,2
Jalasjärvi	10,0	10,1	9,7
Janakkala	10,6	10,4	9,6
Joensuu	17,6	15,3	8,0
Jokioinen - Jockis	9,3	9,9	9,5
Jomala	2,3	1,7	9,5
Joroinen - Jorois	13,7	12,0	8,6
Joutsa	13,6	14,2	9,5
Joutseno	15,4	17,0	8,8
Juankoski	16,9	11,1	2,3
Jurva	11,4	13,3	8,4
Juuka	21,2	20,4	9,4
Juupajoki	10,7	16,6	2,2
Juva	12,4	12,9	9,5
Jyväskylä	14,7	13,8	9,3
Jyväskylän mlk - Jyväskylä lk	12,4	13,9	8,9
Jämijärvi	14,8	13,0	8,5
Jämsä	11,8	13,4	8,8
Jämsänkoski	14,0	16,1	8,2
Järvenpää - Träskända	8,0	7,1	9,3
Kaarina - St: Karins	7,3	7,1	9,6
Kaavi	19,9	15,1	4,0
Kajaani - Kajana	18,8	15,7	7,0
Kalajoki	10,4	14,4	5,4
Kalvola	8,5	10,4	8,4

Kangasala	8,7	9,0	9,6
Kangasniemi	15,2	17,3	8,3
Kankaanpää	17,2	15,9	9,0
Kannonkoski	20,2	18,1	8,2
Kannus	9,1	9,2	9,7
Karjoki - Bötom	6,3	16,3	0,0
Karjaa - Karis	9,6	8,5	9,2
Karjalohja - Karislojo	12,0	7,8	4,9
Karkkila - Högfors	6,8	8,3	8,8
Karstula	16,0	16,9	9,3
Karttula	17,0	10,0	1,0
Karvia	15,8	17,8	8,3
Kaskinen - Kaskö	7,0	9,4	7,9
Kauhajoki	11,6	14,9	6,6
Kauhava	7,8	8,5	9,4
Kauniainen - Grankulla	4,5	4,3	9,7
Kaustinen - Kaustby	6,1	6,9	9,3
Keitele	14,6	14,6	9,7
Kemi	16,8	20,1	6,5
Keminmaa	13,7	13,5	9,6
Kemiö - Kimito	5,9	6,3	9,5
Kempele	8,8	10,6	8,5
Kerava - Kervo	6,8	5,1	8,7
Kerimäki	14,9	17,4	7,8
Kestilä	13,0	7,7	3,1
Kesälahti	17,3	22,5	3,2
Keuruu	14,4	13,6	9,4
Kihniö	12,4	16,5	5,3
Kükala	9,4	8,5	9,3
Küikoinen	15,5	16,0	9,5
Kiiminki	9,8	10,2	9,6
Kinnula	20,0	18,8	9,0
Kirkkonummi - Kyrkslätt	8,1	6,0	8,3
Kisko	9,4	12,1	7,5
Kitee	16,6	19,1	7,8
Kittilä	17,6	10,5	0,9
Kiukainen	13,5	15,4	8,5
Kiuruvesi	17,0	15,8	9,1
Kivijärvi	17,4	16,9	9,5
Kokemäki - Kumo	11,9	13,6	8,6
Kokkola - Karleby	12,4	12,7	9,6
Kolari	22,0	16,8	3,2
Konnevesi	19,2	14,4	4,0
Kontiolahti	12,5	11,1	9,0
Korpilahti	12,8	11,7	9,2
Korpoo - Korpo	12,3	9,1	6,6
Korsnäs	4,0	6,4	7,9
Kortesjärvi	7,0	8,0	9,2

Hämeenkoski	13,3	10,2	6,9
Koski Tl	7,1	6,9	9,6
Kotka	14,9	15,3	9,6
Kouvola	14,9	15,2	9,6
Kristiinankaupunki -	7,7	11,2	6,2
Kruunupyö - Kronoby	4,5	7,9	6,4
Kuhmalhti	12,9	8,0	3,7
Kuhmo	26,0	23,8	8,2
Kuhmoinen	17,8	17,5	9,6
Kumlinge	4,7	4,1	9,5
Kuopio	14,1	11,6	7,7
Kuortane	7,9	11,0	6,9
Kurikka	8,8	13,2	4,7
Kuru	11,6	13,1	8,9
Kustavi - Gustavs	8,7	10,8	8,2
Kuusamo	15,8	13,4	8,0
Kuusankoski	14,0	13,5	9,5
Kuusjoki	7,1	10,1	6,9
Outokumpu	18,9	20,4	8,9
Kylmäkoski	10,9	14,3	6,4
Kyyjärvi	15,5	12,5	7,0
Kälviä - Kelviä	10,9	12,3	9,0
Kärkölä	11,9	11,9	9,7
Kärsämäki	10,4	12,1	8,7
Kökar	1,7	7,9	1,8
Köyliö - Kjulo	6,3	9,8	6,2
Kemijärvi	25,3	19,9	3,0
Lahti - Lahtis	15,7	14,3	8,9
Laihia - Laihela	8,6	9,4	9,3
Laitila	10,6	11,7	9,1
Lammi	9,5	8,4	9,1
Lapinlahti	15,1	14,1	9,3
Lappajärvi	11,2	10,3	9,3
Lappeenranta - Villmanstrand	14,4	14,7	9,6
Lappi	11,0	14,9	5,5
Lapinjärvi - Lappträsk	8,9	11,9	7,0
Lapua - Lappo	9,8	10,9	9,1
Laukaa	12,4	13,8	9,0
Lavia	16,8	16,7	9,7
Lehtimäki	15,0	12,0	7,0
Leivonmäki	13,5	18,4	3,6
Lemi	10,9	13,3	7,9
Lemland	3,1	1,2	8,5
Lempäälä	9,3	10,6	9,0
Lemu	5,9	6,0	9,7
Leppävirta	13,5	11,8	8,7
Lestijärvi	11,3	9,1	8,2
Liekka	24,4	22,9	8,8
Lieto - Lundo	6,7	7,8	9,2
Liljendal	7,2	8,1	9,3

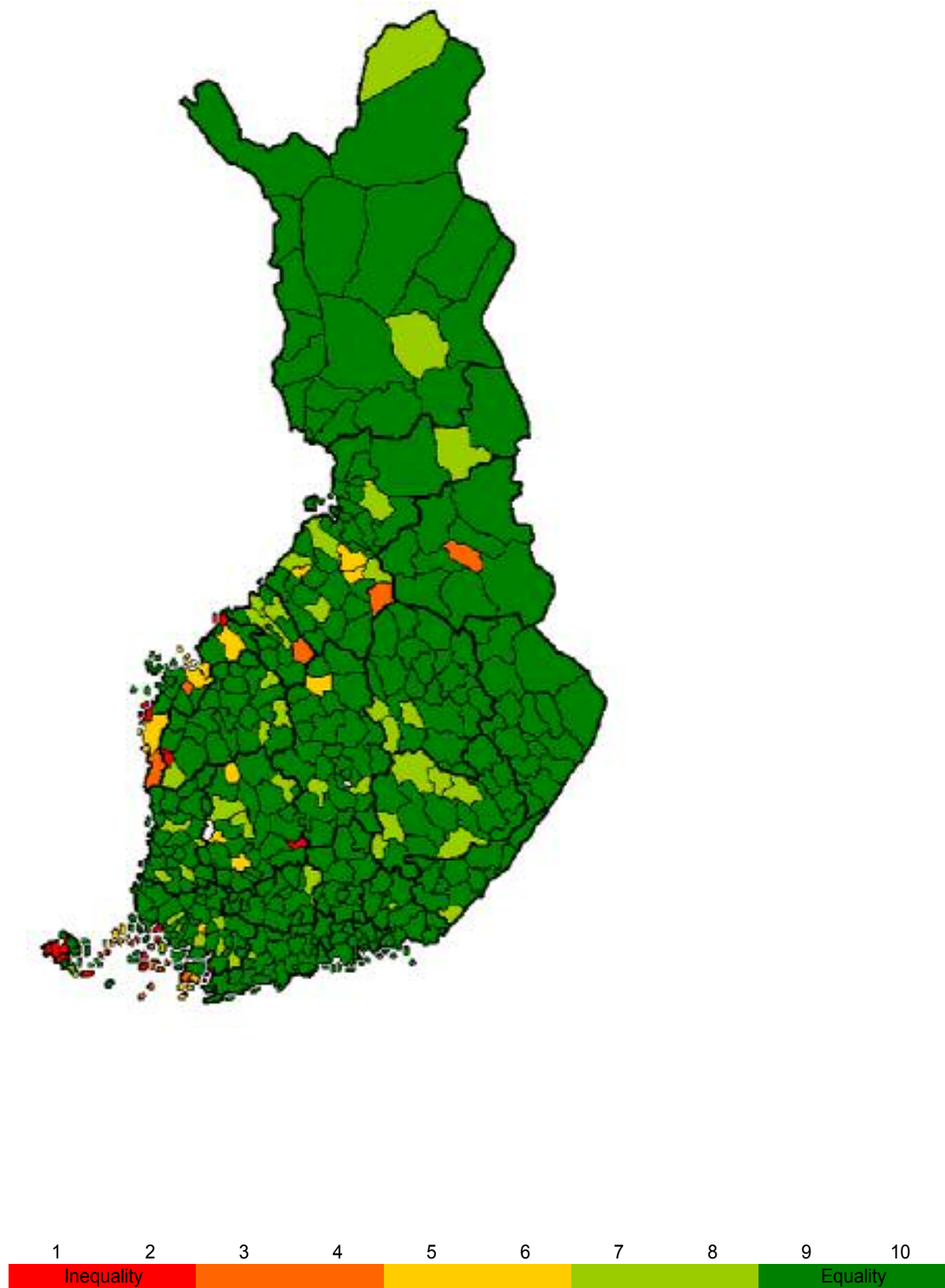
Liminka - Limingo	10,9	12,0	9,1
Liperi	14,5	11,7	7,4
Lohtaja - Lochteä	7,3	13,4	1,9
Loimaa	11,4	8,4	6,9
Loppi	8,5	10,6	8,2
Loviisa - Lovisa	11,5	13,5	8,4
Luhanka	16,4	14,4	8,3
Lumijoki	14,2	14,1	9,7
Lumparland	0,0	2,2	8,1
Luoto - Larsmo	3,0	6,3	6,6
Luumäki	13,9	15,2	9,0
Luvia	10,7	18,3	0,6
Lohja - Lojo	8,5	7,1	9,0
Maalahti - Malax	6,5	8,1	8,8
Maaninka	14,1	10,3	5,6
Maarianhamina - Mariehamn	4,0	2,2	8,6
Marttila	6,9	8,0	9,1
Masku	5,7	4,6	9,2
Mellilä	10,6	7,9	7,5
Merijärvi	17,2	11,2	2,1
Merikarvia - Sastmola	16,0	15,5	9,5
Merimasku	6,6	4,8	8,6
Miehikkälä	8,2	11,0	7,4
Mikkeli - S:t Michel	15,3	12,4	7,3
Mouhijärvi	10,5	11,5	9,3
Muhos	13,0	7,5	2,7
Multia	15,8	16,2	9,5
Muonio	16,6	11,1	2,8
Mustasaari - Korsholm	5,7	6,5	9,4
Muurame	9,7	11,6	8,5
Muurla	6,9	7,7	9,3
Mynämäki	7,7	8,4	9,4
Myrskylä - Mörskom	11,3	10,8	9,5
Mäntsälä	6,7	7,0	9,6
Mänttä	13,7	14,5	9,4
Mäntyharju	11,9	15,5	6,0
Naantali - Näddendal	8,3	9,6	9,0
Nakkila	15,5	15,6	9,7
Nastola	12,9	12,7	9,6
Nauvo - Nagu	7,4	7,9	9,5
Nilsinä	12,8	9,0	5,7
Nivala	12,0	11,4	9,5
Nokia	11,7	12,3	9,5
Noormarkku - Norrmark	13,4	17,5	5,2
Nousiainen - Nouis	5,5	6,8	9,0
Nummi-Pusula	8,2	8,6	9,6
Nurmes	22,5	19,2	6,6

Nurmijärvi	6,1	4,8	9,0
Nurmo	6,4	8,2	8,6
Närpiö - Närpes	4,8	6,2	9,0
Oravainen - Oravais	3,8	5,1	9,0
Orimattila	10,8	10,4	9,5
Oripää	10,5	13,1	7,6
Orivesi	13,9	17,8	5,5
Oulainen	14,9	9,0	2,2
Oulu - Uleåborg	13,7	12,2	8,9
Oulunsalo	9,7	9,0	9,4
Parainen - Pargas	8,6	7,1	8,9
Padasjoki	13,0	14,7	8,7
Paimio - Pemark	5,9	4,7	9,1
Paltamo	21,6	19,7	8,5
Parikkala	17,9	16,2	8,6
Parkano	10,8	14,1	6,7
Pelkosenniemi	34,9	17,2	0,0
Perho	11,6	11,6	9,7
Pernaja - Pernå	9,2	9,9	9,4
Perniö - Bjärnä	9,0	8,2	9,3
Pertteli	7,3	6,8	9,5
Pertunmaa	9,0	10,6	8,8
Petäjävesi	17,2	16,1	9,2
Pieksämäki	16,0	14,6	8,9
Pielavesi	16,9	12,9	5,2
Pietarsaari - Jakobstad	9,2	9,2	9,7
Pedersören kunta.	4,1	6,6	7,7
Pihtipudas	14,6	17,1	7,7
Piikkiö - Pikis	7,3	7,2	9,7
Piippola	15,2	10,2	3,5
Pirkkala - Birkala	8,1	9,9	8,6
Pohja - Pojo	10,4	9,0	8,9
Polvijärvi	20,3	17,7	7,6
Pomarkku - Pärmark	20,1	15,3	3,8
Pori - Björneborg	16,2	17,3	9,2
Pornainen - Borgnäs	4,7	6,1	8,9
Posio	22,4	18,1	4,8
Pudasjärvi	24,7	17,6	1,0
Pukkila	8,3	7,1	9,1
Pulkkila	18,0	10,1	0,5
Punkaharju	12,8	12,7	9,7
Punkalaidun	11,8	9,1	7,5
Puolanka	29,0	14,8	0,0
Puumala	16,0	13,3	7,5
Pyhtää - Pyttis	9,9	13,5	6,1
Pyhäjoki	13,0	17,3	4,8
Pyhäjärvi	19,2	17,1	8,2
Pyhäntä	10,0	12,3	8,1

Pyhäranta	10,1	14,8	4,1
Pyhäselkä	14,8	13,5	9,0
Pylkönmäki	23,8	18,6	3,2
Pälkäne	7,6	8,8	9,2
Pöytyä	8,3	8,5	9,6
Porvoo - Borgå	9,0	7,8	9,1
Raahen - Brahestad	16,9	18,5	8,7
Raisio - Reso	8,7	8,7	9,7
Rantasalmi	15,8	13,7	8,3
Rantsila	12,7	9,1	6,0
Ranua	25,4	20,3	3,4
Rauma - Raumo	16,3	15,4	9,3
Rautalamppi	19,3	13,8	2,8
Rautavaara	21,8	15,1	1,3
Rautjärvi	16,1	15,0	9,1
Reisjärvi	6,3	8,3	8,4
Renko	10,1	13,3	6,8
Riihimäki	11,8	10,3	8,9
Ristiina	14,8	13,1	8,7
Ristijärvi	18,9	16,0	7,2
Rovaniemi	18,5	14,2	4,8
Ruokolampi	12,7	13,7	9,3
Ruotsinpyhtää - Strömfors	8,4	10,9	7,8
Ruovesi	11,4	11,5	9,7
Rusko	5,8	6,5	9,4
Rymättylä - Rimito	8,2	10,4	8,2
Rääkkylä	23,0	19,1	5,5
Saarjärvi	18,4	14,9	6,3
Salla	33,1	22,9	0,0
Salo	9,7	8,3	9,0
Saltvik	2,5	2,9	9,5
Sammatti	8,3	6,6	8,7
Sauvo - Sagu	6,3	5,6	9,4
Savitaipale	13,9	13,0	9,3
Savonlinna - Nyslott	18,6	17,0	8,8
Savonranta	26,4	18,6	0,5
Savukoski	24,0	26,1	8,3
Seinäjoki	10,8	10,9	9,7
Sievi	10,4	8,4	8,4
Siikainen	15,5	17,5	8,3
Siikajoki	14,4	17,4	7,0
Siilinjärvi	10,6	10,6	9,7
Simo	14,0	22,5	0,3
Sipoo - Sibbo	5,3	4,5	9,4
Anjalankoski	13,0	12,8	9,6
Siuntio - Sjundeå	5,7	6,8	9,2
Sodankylä	22,6	19,5	6,8
Soini	16,4	15,4	9,2
Somero	9,2	8,6	9,4
Sonkajärvi	21,6	15,4	1,9

Sotkamo	18,1	15,4	7,4
Sottunga	0,0	3,7	5,9
Sulkava	16,2	17,1	9,3
Sund	3,7	0,0	5,8
Suomenniemi	21,7	17,5	5,0
Suomusjärvi	11,8	9,1	7,5
Suomussalmi	28,2	23,1	3,3
Suonenjoki	16,9	14,7	8,2
Sysmä	12,2	12,9	9,4
Säkylä	6,7	8,6	8,5
Särkisalo - Finby	8,5	11,8	6,7
Vaala	26,5	15,4	0,0
Taipalsaari	10,4	10,8	9,6
Taivalkoski	26,1	20,6	2,7
Taivassalo - Tövsala	9,5	8,0	8,9
Tammela	10,5	9,7	9,4
Tammisaari - Ekenäs	8,1	8,4	9,6
Tampere - Tammerfors	13,5	13,2	9,6
Tarvasjoki	3,2	6,2	6,9
Tervo	15,5	14,4	9,2
Tervola	22,1	18,0	5,3
Teuva - Östermark	10,0	13,9	5,6
Tohmajärvi	23,1	17,1	2,1
Toholampi	7,2	7,0	9,6
Toivakka	13,7	17,0	6,6
Tornio - Torneå	13,9	18,1	4,9
Turku - Åbo	14,5	11,8	7,4
Pello	23,5	18,1	2,8
Tuulos	12,0	12,6	9,4
Tuusniemi	19,5	17,8	8,7
Tuusula - Tusby	6,2	6,0	9,6
Tyrnävä	12,9	12,7	9,6
Töysä	13,4	12,9	9,5
Ullava	11,6	8,0	6,0
Ulvila - Ulvsby	11,1	15,1	5,2
Urijala	12,3	14,9	7,6
Utajärvi	19,6	13,7	2,2
Utsjoki	21,7	11,0	0,0
Uurainen	14,5	18,8	4,8
Uusikaarlepyy - Nykarleby	3,6	5,5	8,4
Uusikaupunki - Nystad	16,3	19,1	7,4
Vaasa - Vasa	11,8	10,4	8,9
Vahto	7,7	9,2	8,9
Valkeakoski	13,3	14,7	8,9
Valkeala	9,7	11,6	8,5
Valtimo	24,8	18,5	1,7
Vammala	10,8	12,7	8,5
Vampula	10,0	12,5	7,8
Varkaus	16,0	15,4	9,5

Varpaisjärvi	14,8	11,0	5,7
Vehmaa	9,7	9,8	9,7
Velkua	6,5	10,7	4,9
Vesanto	21,4	12,4	0,2
Vesilahti	10,7	10,3	9,6
Västanfjärd	1,6	4,3	7,5
Veteli - Vetil	9,2	11,4	8,2
Vieremä	14,3	13,2	9,2
Vihanti	14,1	16,6	7,7
Vihiti - Vichtis	6,6	6,6	9,7
Viitasaari	16,4	16,0	9,6
Vilppula	13,0	15,4	7,9
Vimpeli	13,3	12,5	9,4
Virolahti	9,6	10,9	9,0
Virrat - Virdois	10,9	14,0	7,0
Värdö	4,0	2,2	8,6
Vähäkyrö - Lillkyro	7,6	8,6	9,2
Vöyri - Maksamaa - Vörå - Maxmo	4,5	5,6	9,2
Ylihärmä	5,9	6,7	9,3
Yli-Ii	13,5	11,6	8,5
Ylikiiminki	21,4	19,9	8,8
Ylistaro	8,6	9,4	9,4
Ylitornio - Övertorneå	21,0	16,3	4,0
Ylivieska	11,6	11,5	9,7
Ylämaa	9,9	14,2	4,7
Yläne	12,2	9,9	8,1
Ylöjärvi	8,5	10,8	8,1
Ypäjä	12,9	11,8	9,2
Äetsä	12,0	17,4	2,9
Ähtäri - Etseri	12,0	12,5	9,5
Äänekoski	18,0	17,3	9,4



**Indicator 6. Age structure of men and women who are unemployed.
Results for Finland.**

F6	Men	Women	Score
	%	%	
Alahärmä	41,0	40,5	9,9
Alajärvi	40,2	41,6	9,6
Alastaro	44,3	42,0	8,8
Alavieska	42,5	39,9	8,6
Alavus	43,5	43,5	9,9
Artjärvi - Artsjö	45,0	43,7	9,6
Asikkala	46,7	46,8	9,9
Askainen - Villnäs	41,8	50,8	0,1
Askola	47,0	45,5	9,5
Aura	41,5	42,6	9,7
Akaa	43,6	43,3	9,9
Brändö	48,7	44,8	6,4
Dragsfjärd	50,4	45,4	4,2
Eckerö	39,1	45,8	1,4
Elimäki	41,9	41,7	9,9
Eno	44,4	44,2	9,9
Enonkoski	45,6	46,4	9,8
Enontekiö - Enontekis	45,2	47,5	8,9
Espoo - Esbo	42,9	43,4	9,8
Eura	40,6	41,7	9,7
Eurajoki - Euraäminne	43,9	42,7	9,6
Evijärvi	48,4	46,8	9,4
Finström	35,3	42,9	0,5
Forssa	42,2	42,4	9,9
Föglö	34,5	48,7	0,0
Geta			9,9
Haapajärvi	42,0	41,7	9,9
Haapavesi	41,0	41,0	9,9
Hailuoto - Karlö	45,8	47,0	9,7
Halikko	43,5	43,6	9,9
Halsua	46,3	45,0	9,6
Hamina - Fredrikshamn	42,6	43,6	9,7
Hammarland	35,1	25,8	0,1
Hankasalmi	43,9	43,2	9,8
Hanko - Hangö	43,3	45,0	9,4
Harjavalta	43,2	43,1	9,9
Hartola	44,8	43,8	9,7
Hattula	43,4	44,0	9,8
Hauho	47,4	47,4	9,9
Haukipudas	40,9	42,1	9,7
Hausjärvi	45,0	44,8	9,9
Heinävesi	45,9	43,5	8,8
Helsinki - Helsingfors	41,8	42,7	9,8
Vantaa - Vanda	41,9	42,9	9,7
Himanka	43,8	41,7	9,1
Hirvensalmi	47,4	44,5	8,1

Hollola	44,3	45,4	9,7
Honkajoki	44,3	43,4	9,8
Houtskari - Houtskär	44,1	44,5	9,9
Huittinen	42,0	42,8	9,8
Humppila	41,4	43,3	9,2
Hyrnsalmi	44,3	45,7	9,6
Hyvinkää - Hyvinge	43,3	43,2	9,9
Hämeenkyrö - Tavastkyro	42,1	41,5	9,8
Hämeenlinna - Tavastehus	40,7	42,5	9,3
Heinola	43,0	44,6	9,5
Ii	42,3	42,5	9,9
Iisalmi - Idensalmi	40,7	41,1	9,9
Iitti	45,0	44,0	9,7
Ikaalinen - Ikalis	44,7	41,2	7,0
Ilmajoki	41,9	42,8	9,7
Ilomantsi - Ilomants	45,3	45,8	9,9
Inari - Enare	44,2	46,2	9,2
Inkoo - Ingå	45,6	45,7	9,9
Iniö	49,5	38,3	0,0
Isojoki - Storå	46,7	44,0	8,4
Isokyrö - Storkyro	43,1	42,7	9,9
Imatra	41,6	42,1	9,9
Jaala	47,9	49,2	9,6
Jalasjärvi	43,7	42,6	9,7
Janakkala	44,1	45,1	9,7
Joensuu	40,1	40,1	9,9
Jokioinen - Jockis	42,1	43,0	9,8
Jomala	37,7	30,3	0,7
Joroinen - Jorois	45,4	42,0	7,5
Joutsa	43,2	43,4	9,9
Joutseno	44,4	44,0	9,9
Juankoski	43,1	44,2	9,7
Jurva	44,7	44,1	9,8
Juuka	42,9	43,3	9,9
Juupajoki	43,6	43,4	9,9
Juva	44,3	43,0	9,6
Jyväskylä	38,7	39,3	9,8
Jyväskylän mlk - Jyväskylä lk	41,3	41,9	9,8
Jämijärvi	44,8	42,7	9,1
Jämsä	42,6	43,8	9,6
Jämsänkoski	40,2	43,6	7,2
Järvenpää - Träskända	42,0	43,7	9,4
Kaarina - St: Karins	42,1	42,5	9,9
Kaavi	42,3	41,8	9,9
Kajaani - Kajana	40,6	40,8	9,9
Kalajoki	42,5	42,0	9,8
Kalvola	41,3	42,6	9,6

Kangasala	42,0	41,5	9,8
Kangasniemi	44,4	44,5	9,9
Kankaanpää	41,2	43,1	9,2
Kannonkoski	43,7	45,9	9,0
Kannus	42,6	39,3	7,5
Karjoki - Bötom	37,8	43,9	2,1
Karjaa - Karis	43,0	45,6	8,5
Karjalohja - Karislojo	46,3	46,2	9,9
Karkkila - Högfors	44,5	44,3	9,9
Karstula	41,7	43,6	9,2
Karttula	43,0	45,6	8,5
Karvia	43,5	44,4	9,8
Kaskinen - Kaskö	44,4	49,1	4,8
Kauhajoki	41,6	40,9	9,8
Kauhava	39,6	39,8	9,9
Kauniainen - Grankulla	44,2	45,1	9,8
Kaustinen - Kaustby	39,4	38,2	9,7
Keitele	45,7	44,7	9,7
Kemi	38,4	40,1	9,4
Keminmaa	42,2	43,6	9,5
Kemiö - Kimito	46,7	45,0	9,4
Kempele	38,9	40,8	9,2
Kerava - Kervo	43,6	42,8	9,8
Kerimäki	44,7	44,3	9,9
Kestilä	43,9	40,9	7,9
Kesälahti	45,1	46,9	9,3
Keuruu	42,5	43,2	9,8
Kihniö	46,5	42,3	5,7
Kükala	46,3	47,6	9,6
Küikoinen	45,6	42,1	7,2
Kiiminki	42,1	42,4	9,9
Kinnula	43,2	43,6	9,9
Kirkkonummi - Kyrkslätt	43,5	43,7	9,9
Kisko	45,3	48,1	8,2
Kitee	44,6	45,2	9,8
Kittilä	44,2	44,1	9,9
Kiukainen	45,5	43,9	9,4
Kiuruvesi	41,3	42,0	9,8
Kivijärvi	40,0	44,1	6,0
Kokemäki - Kumo	44,0	46,0	9,1
Kokkola - Karleby	40,8	41,8	9,7
Kolari	43,3	43,6	9,9
Konnevesi	46,2	45,6	9,8
Kontiolahti	43,4	41,0	8,8
Korpilahti	43,7	46,4	8,5
Korpoo - Korpo	46,1	52,6	1,5
Korsnäs	48,1	40,1	0,3
Kortesjärvi	40,5	41,0	9,9

Hämeenkoski	44,9	43,0	9,2
Koski Tl	43,0	39,5	7,1
Kotka	43,0	43,3	9,9
Kouvola	40,1	43,4	7,4
Kristiinankaupunki -	41,5	46,5	4,2
Kruunupyö - Kronoby	43,1	44,1	9,7
Kuhmalhti	46,0	39,9	2,1
Kuhmo	42,8	44,5	9,3
Kuhmoinen	49,1	47,0	9,1
Kumlinge	37,0	52,0	0,0
Kuopio	39,8	39,9	9,9
Kuortane	42,0	41,2	9,8
Kurikka	41,4	41,8	9,9
Kuru	45,4	45,4	9,9
Kustavi - Gustavs	47,5	48,9	9,5
Kuusamo	41,0	41,8	9,8
Kuusankoski	42,7	43,1	9,9
Kuusjoki	46,2	44,8	9,5
Outokumpu	43,0	43,6	9,8
Kylmäkoski	44,6	45,8	9,7
Kyyjärvi	42,5	40,4	9,1
Kälviä - Kelviä	40,5	43,3	8,2
Kärkölä	44,1	44,5	9,9
Kärsämäki	43,2	45,7	8,6
Kökar	47,0	48,0	9,7
Köyliö - Kjøulo	42,6	45,6	7,9
Kemijärvi	43,2	45,8	8,5
Lahti - Lahtis	42,1	43,6	9,5
Laihia - Laihela	43,2	41,2	9,1
Laitila	42,3	42,4	9,9
Lammi	45,7	42,6	8,0
Lapinlahti	43,5	42,0	9,5
Lappajärvi	45,4	45,2	9,9
Lappeenranta - Villmanstrand	40,8	41,8	9,7
Lappi	45,5	42,5	8,0
Lapinjärvi - Lappträsk	44,2	43,7	9,9
Lapua - Lappo	40,9	41,7	9,8
Laukaa	42,8	43,2	9,9
Lavia	44,6	43,1	9,5
Lehtimäki	44,7	45,0	9,9
Leivonmäki	44,7	46,7	9,1
Lemi	43,4	43,0	9,9
Lemland	37,8	35,0	8,3
Lempäälä	42,9	43,8	9,8
Lemu	47,0	45,0	9,2
Leppävirta	42,9	43,8	9,7
Lestijärvi	45,5	40,1	3,3
Liekka	43,1	44,5	9,5
Lieto - Lundo	43,3	43,3	9,9
Liljendal	46,2	45,8	9,9

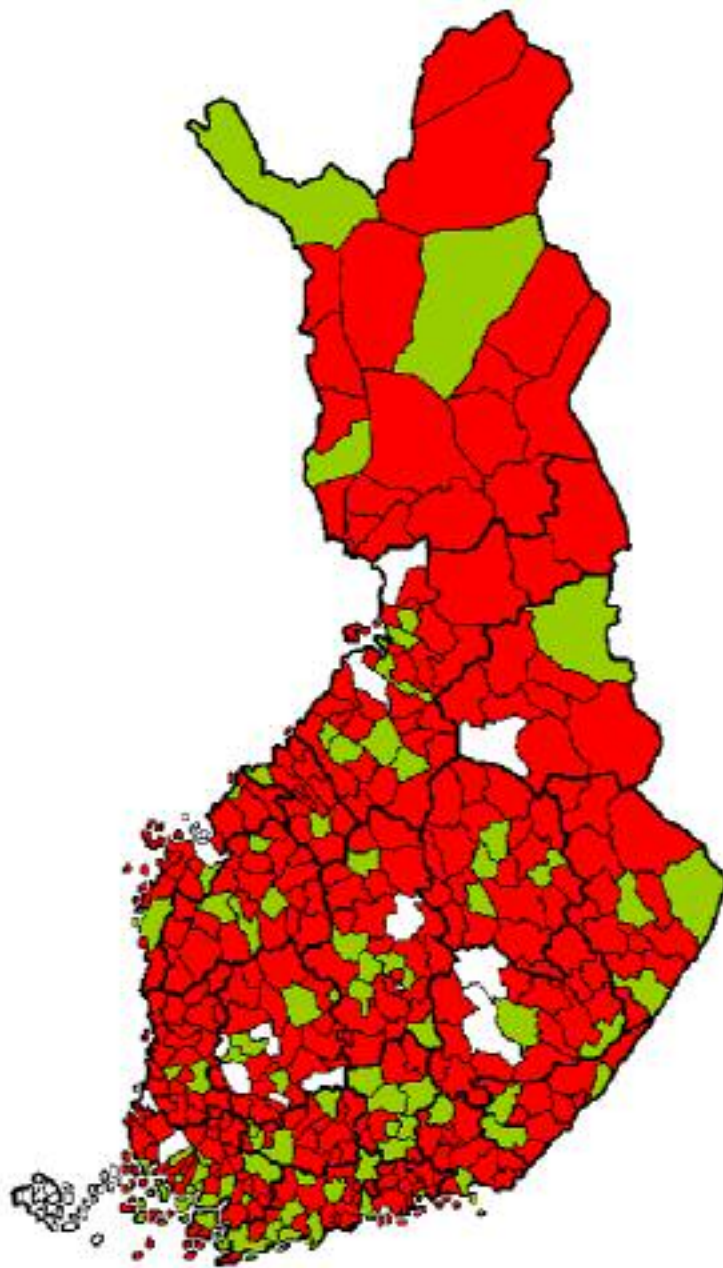
Liminka - Limingo	40,0	39,0	9,7
Liperi	44,2	42,9	9,6
Lohtaja - Lochteå	47,0	43,2	6,6
Loimaa	43,0	42,6	9,9
Loppi	44,9	43,7	9,6
Loviisa - Lovisa	43,4	42,3	9,7
Luhanka	44,0	43,3	9,8
Lumijoki	40,5	42,7	9,0
Lumparland			9,9
Luoto - Larsmo	51,5	42,4	0,1
Luumäki	44,8	45,3	9,9
Luvia	45,0	46,1	9,7
Lohja - Lojo	43,4	43,8	9,9
Maalahti - Malax	44,7	44,7	9,9
Maaninka	44,8	46,0	9,7
Maarianhamina - Mariehamn	39,6	39,0	9,8
Marttila	42,1	41,3	9,8
Masku	44,4	44,1	9,9
Mellilä	40,4	42,8	8,8
Merijärvi	39,0	43,3	5,6
Merikarvia - Sastmola	46,1	48,7	8,5
Merimasku	52,4	44,2	0,3
Miehikkälä	43,1	41,3	9,3
Mikkeli - S:t Michel	41,3	42,2	9,8
Mouhijärvi	46,9	43,0	6,4
Muhos	39,2	39,0	9,9
Multia	43,6	45,7	9,1
Muonio	43,3	45,3	9,1
Mustasaari - Korsholm	43,6	43,1	9,8
Muurame	42,1	42,4	9,9
Muurla	46,8	45,1	9,4
Mynämäki	41,9	43,4	9,5
Myrskylä - Mörskom	43,4	43,4	9,9
Mäntsälä	43,9	44,0	9,9
Mänttä	42,5	43,2	9,8
Mäntyharju	43,4	45,0	9,5
Naantali - Nädendal	40,7	42,9	9,0
Nakkila	42,9	43,7	9,8
Nastola	44,4	44,0	9,9
Nauvo - Nagu	48,2	42,8	3,3
Nilsia	42,3	43,7	9,5
Nivala	43,1	39,5	6,9
Nokia	42,9	43,3	9,9
Noormarkku - Norrmark	41,6	44,8	7,8
Nousiainen - Nouis	45,6	41,9	6,9
Nummi-Pusula	46,0	46,5	9,9
Nurmes	41,8	44,2	8,7

Nurmijärvi	43,6	44,6	9,7
Nurmo	39,7	37,5	9,0
Närpiö - Närpes	41,5	45,9	5,4
Oravainen - Oravais	47,3	43,1	5,9
Orimattila	42,7	43,9	9,7
Oripää	44,8	44,6	9,9
Orivesi	43,7	43,8	9,9
Oulainen	40,8	39,7	9,7
Oulu - Uleåborg	38,1	38,3	9,9
Oulunsalo	38,5	40,9	8,8
Parainen - Pargas	41,9	41,1	9,8
Padasjoki	48,7	48,8	9,9
Paimio - Pemar	43,8	40,4	7,3
Paltamo	43,7	45,1	9,6
Parikkala	45,5	45,5	9,9
Parkano	45,0	46,1	9,7
Pelkosenniemi	43,9	45,8	9,3
Perho	41,3	41,8	9,8
Pernaja - Pernå	41,8	43,9	9,1
Perniö - Bjärnä	45,3	45,5	9,9
Pertteli	43,5	45,3	9,3
Pertunmaa	47,6	43,9	6,7
Petäjävesi	44,2	42,1	9,1
Pieksämäki	40,5	43,2	8,5
Pielavesi	43,7	43,3	9,9
Pietarsaari - Jakobstad	42,3	43,4	9,7
Pedersören kunta.	46,6	42,3	5,6
Pihtipudas	42,6	41,3	9,6
Piikkiö - Pikis	43,2	44,9	9,4
Piippola	44,3	44,7	9,9
Pirkkala - Birkala	43,1	43,5	9,9
Pohja - Pojo	46,1	44,7	9,6
Polvijärvi	44,1	44,2	9,9
Pomarkku - Pärmark	42,3	43,6	9,6
Pori - Björneborg	41,8	42,8	9,7
Pornainen - Borgnäs	45,3	45,1	9,9
Posio	44,5	44,4	9,9
Pudasjärvi	42,0	41,7	9,9
Pukkila	45,8	44,3	9,5
Pulkkila	43,8	39,1	4,8
Punkaharju	44,8	43,4	9,6
Punkalaidun	45,7	44,4	9,6
Puolanka	44,2	43,6	9,8
Puumala	44,8	47,5	8,4
Pyhtää - Pyttis	44,0	45,0	9,7
Pyhäjoki	40,6	44,0	7,3
Pyhäjärvi	41,6	43,2	9,4
Pyhäntä	40,4	46,0	2,9

Pyhäranta	44,3	41,9	8,8
Pyhäselkä	42,7	42,2	9,9
Pyлкönmäki	42,2	42,2	9,9
Pälkäne	47,0	44,7	8,9
Pöytyä	44,2	42,8	9,6
Porvoo - Borgå	42,4	43,5	9,7
Raahе - Brahestad	40,2	41,9	9,4
Raisio - Reso	41,7	43,3	9,5
Rantasalmi	42,0	44,7	8,4
Rantsila	44,5	40,3	5,7
Ranua	41,7	42,8	9,7
Rauma - Raumo	41,6	42,9	9,6
Rautalampi	45,0	42,4	8,5
Rautavaara	43,4	42,1	9,6
Rautjärvi	42,6	45,2	8,5
Reisjärvi	44,8	45,0	9,9
Renko	44,4	43,6	9,8
Riihimäki	41,7	42,7	9,7
Ristiina	44,1	46,1	9,2
Ristijärvi	42,2	47,1	4,3
Rovaniemi	40,0	39,5	9,9
Ruokolahti	44,4	44,7	9,9
Ruotsinpyhtää - Strömfors	45,3	43,1	9,0
Ruovesi	45,6	43,3	9,0
Rusko	39,8	42,9	7,8
Rymättylä - Rimito	47,7	45,0	8,5
Rääkkylä	44,7	42,7	9,1
Saarjärvi	42,0	42,9	9,7
Salla	44,9	43,7	9,7
Salo	42,1	45,1	8,1
Saltvik	40,2	42,0	9,3
Sammatti	44,6	47,3	8,5
Sauvo - Sagu	43,4	44,4	9,7
Savitaipale	45,5	46,2	9,8
Savonlinna - Nyslott	41,2	42,8	9,5
Savonranta	46,6	48,4	9,3
Savukoski	42,8	45,2	8,8
Seinäjoki	39,7	39,1	9,8
Sievi	41,6	40,1	9,5
Siikainen	45,3	43,9	9,6
Siikajoki	42,3	39,5	8,3
Siilinjärvi	41,7	39,8	9,2
Simo	42,4	44,0	9,5
Sipoo - Sibbo	45,0	42,8	9,0
Anjalankoski	41,1	43,0	9,2
Siuntio Sjundea	45,3	45,0	9,9
Sodankylä	42,3	42,6	9,9
Soini	42,6	45,4	8,3
Somero	42,9	42,4	9,9
Sonkajärvi	42,9	43,2	9,9

Sotkamo	43,0	41,9	9,7
Sottunga			9,9
Sulkava	43,9	44,9	9,7
Sund			9,9
Suomenniemi	44,9	44,9	9,9
Suomusjärvi	44,6	44,0	9,8
Suomussalmi	43,6	44,0	9,9
Suonenjoki	43,3	42,7	9,8
Sysmä	46,0	44,1	9,2
Säkylä	41,8	42,9	9,7
Särkisalo - Finby	50,2	42,8	0,7
Vaala	43,3	44,2	9,8
Taipalsaari	43,8	44,0	9,9
Taivalkoski	41,0	44,3	7,5
Taivassalo - Tövsala	43,3	44,9	9,4
Tammela	46,0	43,6	8,8
Tammisaari - Ekenäs	43,1	44,0	9,8
Tampere - Tammerfors	41,0	40,8	9,9
Tarvasjoki	48,0	43,9	6,0
Tervo	46,9	44,5	8,7
Tervola	42,2	43,9	9,4
Teuva - Östermark	42,6	42,7	9,9
Tohmajärvi	44,8	44,4	9,9
Toholampi	43,4	44,9	9,5
Toivakka	42,5	45,5	8,0
Tornio - Torneå	40,2	41,8	9,4
Turku - Åbo	40,3	40,5	9,9
Pello	44,1	44,4	9,9
Tuulos	41,7	41,6	9,9
Tuusniemi	44,4	44,9	9,9
Tuusula - Tusby	44,6	45,4	9,8
Tyrnävä	40,4	38,0	8,8
Töysä	42,7	39,8	8,1
Ullava	38,6	37,0	9,4
Ulvila - Ulvsby	42,8	43,8	9,7
Urjala	44,9	44,5	9,9
Utajärvi	44,1	45,0	9,7
Utsjoki	43,1	45,8	8,4
Uurainen	43,4	43,3	9,9
Uusikaarlepyy - Nykarleby	43,8	45,2	9,5
Uusikaupunki - Nystad	43,0	44,5	9,5
Vaasa - Vasa	40,4	40,9	9,9
Vahto	39,5	41,3	9,3
Valkeakoski	42,3	43,5	9,6
Valkeala	42,0	43,4	9,5
Valtimo	43,8	46,4	8,6
Vammala	44,2	43,8	9,9
Vampula	47,1	45,9	9,6
Varkaus	40,7	42,7	9,2

Varpaisjärvi	45,3	44,3	9,7
Vehmaa	43,8	45,4	9,4
Velkua	40,8	42,8	9,1
Vesanto	43,1	46,8	6,8
Vesilahti	47,0	42,7	5,6
Västanfjärd	46,8	42,4	5,4
Veteli - Vetil	43,6	45,0	9,6
Vieremä	45,7	44,1	9,4
Vihanti	44,2	44,6	9,9
Vihiti - Vichtis	42,6	44,6	9,2
Viitasaari	43,5	44,4	9,7
Vilppula	46,3	43,6	8,4
Vimpeli	45,1	41,9	7,7
Virolahti	44,7	42,4	8,8
Virrat - Virdois	49,5	52,0	8,7
Värdö	43,2	44,8	9,4
Vähäkyrö - Lillkyro	45,9	40,4	3,0
Vöyri- Maksamaa - Vörå-Maxmo	41,7	37,7	6,3
Ylihärmä	42,9	41,8	9,7
Yli-Ii	42,2	41,4	9,8
Ylikiiminki	44,4	41,6	8,3
Ylistaro	44,3	43,2	9,7
Ylitornio - Övertorneå	41,0	39,6	9,5
Ylivieska	43,8	45,0	9,6
Ylämaa	44,9	41,9	7,9
Yläne	43,5	42,4	9,7
Ylöjärvi	45,4	42,2	7,8
Ypäjä	43,5	44,0	9,8
Äetsä	43,8	45,7	9,3
Ähtäri - Etseri	42,2	42,2	9,9
Äänekoski	43,2	42,7	9,9



Indicator 10. Is the chief executive in the municipality male or female. Results for Finland.

F10	Score
Alahärmä	2,2
Alajärvi	2,2
Alastaro	2,2
Alavieska	7,8
Alavus	2,2
Artjärvi - Artsjö	2,2
Asikkala	7,8
Askainen - Villnäs	2,2
Askola	2,2
Aura	7,8
Akaa	
Brändö	
Dragsfjärd	2,2
Eckerö	
Elimäki	2,2
Eno	2,2
Enonkoski	2,2
Enontekiö - Enontekis	7,8
Espoo - Esbo	2,2
Eura	2,2
Eurajoki - Euraäminne	2,2
Evijärvi	2,2
Finström	
Forssa	2,2
Föglö	
Geta	
Haapajärvi	2,2
Haapavesi	7,8
Hailuoto - Karlö	2,2
Halikko	7,8
Halsua	7,8
Hamina - Fredrikshamn	2,2
Hammarland	
Hankasalmi	2,2
Hanko - Hangö	2,2
Harjavalta	2,2
Hartola	2,2
Hattula	2,2
Hauho	7,8
Haukipudas	2,2
Hausjärvi	2,2
Heinävesi	2,2
Helsinki - Helsingfors	2,2
Vantaa - Vanda	2,2
Himanka	2,2
Hirvensalmi	2,2

Hollola	2,2
Honkajoki	2,2
Houtskari - Houtskär	2,2
Huittinen	2,2
Humppila	7,8
Hyrnsalmi	2,2
Hyvinkää - Hyvinge	2,2
Hämeenkyrö - Tavastkyro	7,8
Hämeenlinna - Tavastehus	2,2
Heinola	7,8
Ii	
Iisalmi - Idensalmi	2,2
Iitti	2,2
Ikaalinen - Ikaalis	2,2
Ilmajoki	7,8
Ilomantsi - Ilomants	7,8
Inari - Enare	2,2
Inkoo - Ingå	7,8
Iniö	2,2
Isojoki - Storå	2,2
Isokyrö - Storkyro	7,8
Imatra	2,2
Jaala	7,8
Jalasjärvi	2,2
Janakkala	2,2
Joensuu	2,2
Jokioinen - Jockis	7,8
Jomala	
Joroinen - Jorois	2,2
Joutsa	7,8
Joutseno	2,2
Juankoski	7,8
Jurva	2,2
Juuka	2,2
Juupajoki	2,2
Juva	7,8
Jyväskylä	2,2
Jyväskylän mlk - Jyväskylä lk	7,8
Jämijärvi	2,2
Jämsä	2,2
Jämsänkoski	7,8
Järvenpää - Träskända	2,2
Kaarina - S:t Karins	7,8
Kaavi	2,2
Kajaani - Kajana	
Kalajoki	2,2
Kalvola	2,2

Kangasala	2,2
Kangasniemi	2,2
Kankaanpää	2,2
Kannonkoski	2,2
Kannus	2,2
Karjajoki - Bötom	2,2
Karjaa - Karis	7,8
Karjalohja - Karislojo	2,2
Karkkila - Högfors	7,8
Karstula	2,2
Karttula	7,8
Karvia	2,2
Kaskinen - Kaskö	2,2
Kauhajoki	2,2
Kauhava	2,2
Kauniainen - Grankulla	2,2
Kaustinen - Kaustby	2,2
Keitele	2,2
Kemi	2,2
Keminmaa	2,2
Kemiö - Kimito	7,8
Kempele	2,2
Kerava - Kervo	2,2
Kerimäki	2,2
Kestilä	2,2
Kesälahti	2,2
Keuruu	2,2
Kihniö	2,2
Kükala	2,2
Küikoinen	2,2
Kiiiminki	7,8
Kinnula	2,2
Kirkkonummi - Kyrkslätt	7,8
Kisko	2,2
Kitee	7,8
Kittilä	2,2
Kiukainen	2,2
Kiuruvesi	2,2
Kivijärvi	7,8
Kokemäki - Kumo	7,8
Kokkola - Karleby	7,8
Kolari	2,2
Konnevesi	2,2
Kontiolahti	7,8
Korpilahti	2,2
Korppoo - Korpo	7,8
Korsnäs	2,2
Kortesjärvi	7,8

Hämeenkoski	2,2
Koski Tl	2,2
Kotka	7,8
Kouvola	2,2
Kristiinankaupunki -	2,2
Kruunupyö - Kronoby	2,2
Kuhmalhti	2,2
Kuhmo	2,2
Kuhmoinen	2,2
Kumlinge	
Kuopio	2,2
Kuortane	7,8
Kurikka	2,2
Kuru	2,2
Kustavi - Gustavs	2,2
Kuusamo	2,2
Kuusankoski	2,2
Kuusjoki	2,2
Outokumpu	2,2
Kylmäkoski	2,2
Kyyjärvi	2,2
Kälviä - Kelviä	2,2
Kärkölä	2,2
Kärsämäki	7,8
Kökar	
Köyliö - Kjøulo	2,2
Kemijärvi	2,2
Lahti - Lahtis	7,8
Laihia - Laihela	2,2
Laitila	2,2
Lammi	2,2
Lapinlahti	7,8
Lappajärvi	2,2
Lappeenranta - Villmanstrand	2,2
Lappi	2,2
Lapinjärvi - Lappträsk	2,2
Lapua - Lappo	2,2
Laukaa	2,2
Lavia	2,2
Lehtimäki	2,2
Leivonmäki	2,2
Lemi	2,2
Lemland	
Lempäälä	7,8
Lemu	2,2
Leppävirta	2,2
Lestijärvi	2,2
Lieksa	2,2
Lieto - Lundo	7,8
Liljendal	2,2

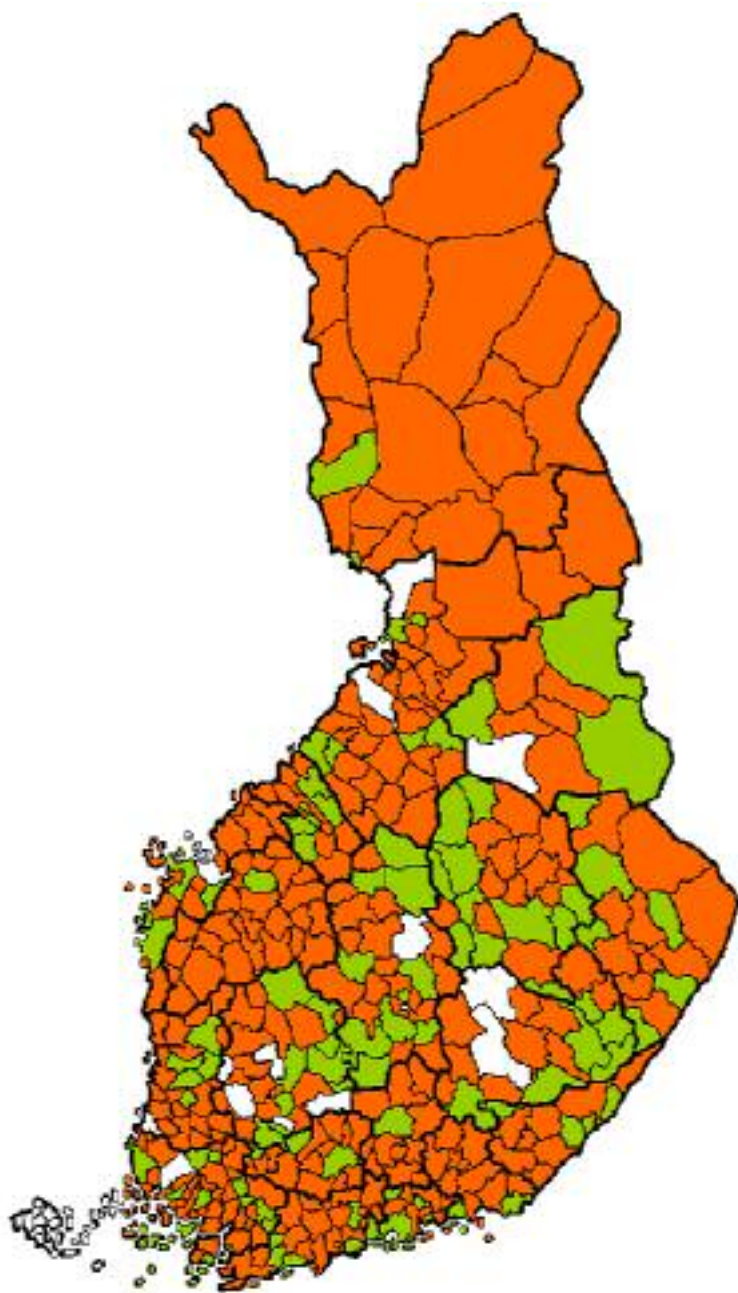
Liminka - Limingo	7,8
Liperi	2,2
Lohtaja - Lochteä	2,2
Loimaa	2,2
Loppi	2,2
Loviisa - Lovisa	7,8
Luhanka	2,2
Lumijoki	2,2
Lumparland	
Luoto - Larsmo	2,2
Luumäki	7,8
Luvia	2,2
Lohja - Lojo	7,8
Maalahti - Malax	2,2
Maaninka	7,8
Maarianhamina - Mariehamn	
Marttila	2,2
Masku	2,2
Mellilä	2,2
Merijärvi	2,2
Merikarvia - Sastmola	2,2
Merimasku	7,8
Miehikkälä	2,2
Mikkeli - S:t Michel	
Mouhijärvi	7,8
Muhos	2,2
Multia	7,8
Muonio	2,2
Mustasaari - Korsholm	2,2
Muurame	2,2
Muurla	7,8
Mynämäki	
Myrskylä - Mörskom	2,2
Mäntsälä	7,8
Mänttä	7,8
Mäntyharju	2,2
Naantali - Nädendal	2,2
Nakkila	7,8
Nastola	7,8
Nauvo - Nagu	2,2
Nilsinä	2,2
Nivala	2,2
Nokia	2,2
Noormarkku - Norrmark	2,2
Nousiainen - Nousis	7,8
Nummi-Pusula	2,2
Nurmes	2,2

Nurmijärvi	7,8
Nurmo	2,2
Närpiö - Närpes	7,8
Oravainen - Oravais	2,2
Orimattila	7,8
Oripää	2,2
Orivesi	2,2
Oulainen	2,2
Oulu - Uleåborg	7,8
Oulunsalo	7,8
Parainen - Pargas	7,8
Padasjoki	7,8
Paimio - Pemar	2,2
Paltamo	2,2
Parikkala	2,2
Parkano	2,2
Pelkosenniemi	2,2
Perho	2,2
Pernaja - Pernå	2,2
Perniö - Bjärnä	2,2
Pertteli	2,2
Pertunmaa	2,2
Petäjävesi	7,8
Pieksämäki	
Pielavesi	2,2
Pietarsaari - Jakobstad	7,8
Pedersören kunta.	2,2
Pihtipudas	2,2
Piikkiö - Pikis	7,8
Piippola	2,2
Pirkkala - Birkala	2,2
Pohja - Pojo	2,2
Polvijärvi	2,2
Pomarkku - Pärmark	2,2
Pori - Björneborg	2,2
Pornainen - Borgnäs	2,2
Posio	2,2
Pudasjärvi	2,2
Pukkila	2,2
Pulkkila	2,2
Punkaharju	7,8
Punkalaidun	2,2
Puolanka	2,2
Puumala	2,2
Pyhtää - Pytis	2,2
Pyhäjoki	2,2
Pyhäjärvi	2,2
Pyhäntä	2,2

Pyhäranta	2,2
Pyhäselkä	2,2
Pylkönmäki	2,2
Pälkäne	
Pöytyä	2,2
Porvoo - Borgå	2,2
Raahë - Brahestad	2,2
Raisio - Reso	7,8
Rantasalmi	2,2
Rantsila	2,2
Ranua	2,2
Rauma - Raumo	
Rautalamppi	2,2
Rautavaara	2,2
Rautjärvi	7,8
Reisjärvi	2,2
Renko	2,2
Riihimäki	2,2
Ristiina	2,2
Ristijärvi	2,2
Rovaniemi	2,2
Ruokolampi	2,2
Ruotsinpyhtää - Strömfors	2,2
Ruovesi	7,8
Rusko	2,2
Rymättylä - Rimito	7,8
Rääkkylä	2,2
Saarijärvi	2,2
Salla	2,2
Salo	2,2
Saltvik	
Sammatti	2,2
Sauvo - Sagu	7,8
Savitaipale	7,8
Savonlinna - Nyslott	2,2
Savonranta	2,2
Savukoski	2,2
Seinäjoki	7,8
Sievi	2,2
Siikainen	2,2
Siikajoki	
Siiinjärvi	2,2
Simo	2,2
Sipoo - Sibbo	7,8
Anjalankoski	2,2
Siuntio Sjundeå	2,2
Sodankylä	7,8
Soini	2,2
Somero	7,8
Sonkajärvi	2,2

Sotkamo	2,2
Sottunga	
Sulkava	2,2
Sund	
Suomenniemi	2,2
Suomusjärvi	2,2
Suomussalmi	7,8
Suonenjoki	2,2
Sysmä	2,2
Säkylä	2,2
Särkisalo - Finby	7,8
Vaala	2,2
Taipalsaari	2,2
Taivalkoski	2,2
Taivassalo - Tövsala	7,8
Tammela	7,8
Tammisaari - Ekenäs	7,8
Tampere - Tammerfors	2,2
Tarvasjoki	2,2
Tervo	2,2
Tervola	2,2
Teuva - Östermark	2,2
Tohmajärvi	2,2
Toholampi	2,2
Toivakka	2,2
Tornio - Torneå	2,2
Turku - Åbo	2,2
Pello	2,2
Tuulos	2,2
Tuusniemi	2,2
Tuusula - Tusby	2,2
Tyrnävä	2,2
Töysä	2,2
Ullava	2,2
Ulvila - Ulvsby	2,2
Urkjala	2,2
Utajärvi	2,2
Utsjoki	2,2
Uurainen	2,2
Uusikaarlepyy - Nykarleby	2,2
Uusikaupunki - Nystad	2,2
Vaasa - Vasa	2,2
Vahto	2,2
Valkeakoski	2,2
Valkeala	2,2
Valtimo	2,2
Vammala	
Vampula	2,2
Varkaus	2,2

Varpaisjärvi	2,2
Vehmaa	2,2
Velkua	2,2
Vesanto	2,2
Vesilahti	2,2
Västanfjärd	2,2
Veteli - Vetil	2,2
Vieremä	2,2
Vihanti	2,2
Vihiti - Vichtis	2,2
Viitasaari	2,2
Vilppula	2,2
Vimpeli	2,2
Virolahti	2,2
Virrat - Virdois	2,2
Värdö	
Vähäkylä - Lillkyro	2,2
Vöyri - Maksamaa - Vörå-Maxmo	
Ylihärmä	2,2
Yli-Ii	2,2
Ylikiiminki	2,2
Ylistaro	2,2
Ylitornio - Övertorneå	7,8
Ylivieska	7,8
Ylämaa	2,2
Yläne	2,2
Ylöjärvi	
Ypäjä	2,2
Äetsä	2,2
Ähtäri - Etseri	2,2
Äänekoski	



**Indicator 11. Is the political leader in the municipality male or female.
Results for Finland.**

F11	Score
Alahärmä	2,6
Alajärvi	2,6
Alastaro	2,6
Alavieska	7,4
Alavus	2,6
Artjärvi - Artsjö	2,6
Asikkala	7,4
Askainen - Villnäs	2,6
Askola	2,6
Aura	2,6
Akaa	
Brändö	
Dragsfjärd	2,6
Eckerö	
Elimäki	2,6
Eno	7,4
Enonkoski	7,4
Enontekiö - Enontekis	2,6
Espoo - Esbo	2,6
Eura	2,6
Eurajoki - Euraäminne	2,6
Evijärvi	2,6
Finström	
Forssa	2,6
Föglö	
Geta	
Haapajärvi	2,6
Haapavesi	2,6
Hailuoto - Karlö	2,6
Halikko	2,6
Halsua	2,6
Hamina - Fredrikshamn	2,6
Hammarland	
Hankasalmi	2,6
Hanko - Hangö	2,6
Harjavalta	7,4
Hartola	2,6
Hattula	2,6
Hauho	2,6
Haukipudas	7,4
Hausjärvi	2,6
Heinävesi	2,6
Helsinki - Helsingfors	7,4
Vantaa - Vanda	2,6
Himanka	2,6
Hirvensalmi	2,6

Hollola	2,6
Honkajoki	2,6
Houtskari - Houtskär	2,6
Huittinen	2,6
Humppila	7,4
Hyrnsalmi	2,6
Hyvinkää - Hyvinge	2,6
Hämeenkyrö - Tavastkyro	2,6
Hämeenlinna - Tavastehus	2,6
Heinola	2,6
Ii	
Iisalmi - Idensalmi	2,6
Iitti	2,6
Ikaalinen - Ikaalis	2,6
Ilmajoki	2,6
Ilomantsi - Ilomants	2,6
Inari - Enare	2,6
Inkoo - Ingå	7,4
Iniö	2,6
Isojoki - Storå	2,6
Isokyrö - Storkyro	7,4
Imatra	7,4
Jaala	2,6
Jalasjärvi	2,6
Janakkala	7,4
Joensuu	2,6
Jokioinen - Jockis	2,6
Jomala	
Joroinen - Jorois	2,6
Joutsa	2,6
Joutseno	7,4
Juankoski	2,6
Jurva	2,6
Juuka	7,4
Juupajoki	7,4
Juva	2,6
Jyväskylä	7,4
Jyväskylän mlk - Jyväskylä lk	2,6
Jämijärvi	2,6
Jämsä	7,4
Jämsänkoski	2,6
Järvenpää - Träskända	2,6
Kaarina - S:t Karins	2,6
Kaavi	7,4
Kajaani - Kajana	
Kalajoki	7,4
Kalvola	7,4

Kangasala	2,6
Kangasniemi	2,6
Kankaanpää	7,4
Kannonkoski	2,6
Kannus	7,4
Karijoki - Bötom	2,6
Karjaa - Karis	7,4
Karjalohja - Karislojo	7,4
Karkkila - Högfors	2,6
Karstula	2,6
Karttula	2,6
Karvia	2,6
Kaskinen - Kaskö	2,6
Kauhajoki	2,6
Kauhava	7,4
Kauniainen - Grankulla	2,6
Kaustinen - Kaustby	7,4
Keitele	7,4
Kemi	7,4
Keminmaa	2,6
Kemiö - Kimito	2,6
Kempele	2,6
Kerava - Kervo	2,6
Kerimäki	7,4
Kestilä	7,4
Kesälahti	7,4
Keuruu	2,6
Kihniö	2,6
Kükala	7,4
Küikoinen	2,6
Kiihimäki	2,6
Kinnula	2,6
Kirkkonummi - Kyrkslätt	2,6
Kisko	2,6
Kitee	2,6
Kittilä	2,6
Kiukainen	2,6
Kiuruvesi	7,4
Kivijärvi	7,4
Kokemäki - Kumo	2,6
Kokkola - Karleby	2,6
Kolari	2,6
Konnevesi	2,6
Kontiolahti	2,6
Korpilahti	7,4
Korppoo - Korpo	7,4
Korsnäs	7,4
Kortesjärvi	2,6

Hämeenkoski	2,6
Koski Tl	7,4
Kotka	2,6
Kouvola	2,6
Kristiinankaupunki -	2,6
Kruunupyö - Kronoby	2,6
Kuhmalhti	7,4
Kuhmo	7,4
Kuhmoinen	7,4
Kumlinge	
Kuopio	7,4
Kuortane	2,6
Kurikka	2,6
Kuru	2,6
Kustavi - Gustavs	2,6
Kuusamo	2,6
Kuusankoski	2,6
Kuusjoki	7,4
Outokumpu	7,4
Kylmäkoski	7,4
Kyyjärvi	2,6
Kälviä - Kelviä	2,6
Kärkölä	2,6
Kärsämäki	2,6
Kökar	
Köyliö - Kjulö	2,6
Kemijärvi	2,6
Lahti - Lahtis	2,6
Laihia - Laihela	2,6
Laitila	2,6
Lammi	2,6
Lapinlahti	2,6
Lappajärvi	2,6
Lappeenranta - Villmanstrand	2,6
Lappi	2,6
Lapinjärvi - Lappträsk	2,6
Lapua - Lappo	2,6
Laukaa	7,4
Lavia	7,4
Lehtimäki	2,6
Leivonmäki	7,4
Lemi	2,6
Lemland	
Lempäälä	7,4
Lemu	7,4
Leppävirta	2,6
Lestijärvi	2,6
Lieksa	2,6
Lieto - Lundo	7,4
Liljendal	7,4

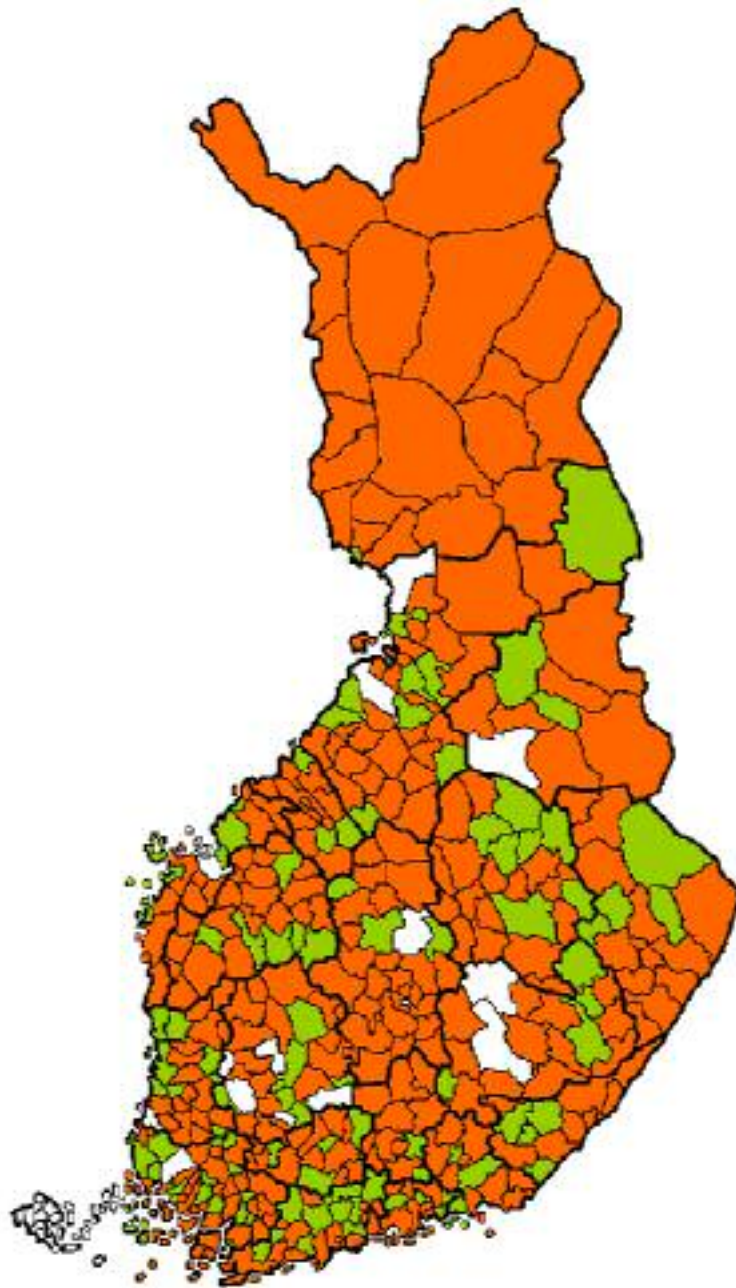
Liminka - Limingo	2,6
Liperi	2,6
Lohtaja - Lochteä	2,6
Loimaa	2,6
Loppi	2,6
Loviisa - Lovisa	7,4
Luhanka	2,6
Lumijoki	2,6
Lumparland	
Luoto - Larsmo	2,6
Luumäki	2,6
Luvia	2,6
Lohja - Lojo	2,6
Maalahti - Malax	2,6
Maaninka	2,6
Maarianhamina - Mariehamn	
Marttila	2,6
Masku	7,4
Mellilä	2,6
Merijärvi	2,6
Merikarvia - Sastmola	2,6
Merimasku	2,6
Miehikkälä	2,6
Mikkeli - S:t Michel	
Mouhijärvi	2,6
Muhos	2,6
Multia	7,4
Muonio	2,6
Mustasaari - Korsholm	7,4
Muurame	2,6
Muurla	2,6
Mynämäki	
Myrskylä - Mörskom	2,6
Mäntsälä	2,6
Mänttä	2,6
Mäntyharju	7,4
Naantali - Nädendal	2,6
Nakkila	2,6
Nastola	2,6
Nauvo - Nagu	7,4
Nilsinä	2,6
Nivala	2,6
Nokia	2,6
Noormarkku - Norrmark	7,4
Nousiainen - Nousis	2,6
Nummi-Pusula	2,6
Nurmes	2,6

Nurmijärvi	2,6
Nurmo	2,6
Närpiö - Närpes	7,4
Oravainen - Oravais	2,6
Orimattila	2,6
Oripää	7,4
Orivesi	7,4
Oulainen	2,6
Oulu - Uleåborg	2,6
Oulunsalo	2,6
Parainen - Pargas	7,4
Padasjoki	2,6
Paimio - Pemar	2,6
Paltamo	2,6
Parikkala	2,6
Parkano	2,6
Pelkosenniemi	2,6
Perho	2,6
Pernaja - Pernå	2,6
Perniö - Bjärnä	2,6
Pertteli	2,6
Pertunmaa	2,6
Petäjävesi	2,6
Pieksämäki	
Pielavesi	7,4
Pietarsaari - Jakobstad	2,6
Pedersören kunta.	2,6
Pihtipudas	7,4
Piikkiö - Pikis	2,6
Piippola	2,6
Pirkkala - Birkala	2,6
Pohja - Pojo	2,6
Polvijärvi	2,6
Pomarkku - Pärnäs	2,6
Pori - Björneborg	2,6
Pornainen - Borgnäs	2,6
Posio	2,6
Pudasjärvi	2,6
Pukkila	7,4
Pulkkila	7,4
Punkaharju	7,4
Punkalaidun	2,6
Puolanka	2,6
Puumala	7,4
Pyhtää - Pytis	7,4
Pyhäjoki	2,6
Pyhäjärvi	2,6
Pyhäntä	2,6

Pyhäranta	2,6
Pyhäselkä	2,6
Pylkönmäki	2,6
Pälkäne	
Pöytyä	2,6
Porvoo - Borgå	7,4
Raahel - Brahestad	2,6
Raisio - Reso	2,6
Rantasalmi	2,6
Rantsila	2,6
Ranua	2,6
Rauma - Raumo	
Rautalampi	7,4
Rautavaara	2,6
Rautjärvi	7,4
Reisjärvi	2,6
Renko	2,6
Riihimäki	2,6
Ristiina	2,6
Ristijärvi	2,6
Rovaniemi	2,6
Ruokolampi	2,6
Ruotsinpyhtää - Strömfors	2,6
Ruovesi	2,6
Rusko	2,6
Rymättylä - Rimito	2,6
Rääkkylä	2,6
Saarijärvi	2,6
Salla	2,6
Salo	2,6
Saltvik	
Sammatti	2,6
Sauvo - Sagu	2,6
Savitaipale	2,6
Savonlinna - Nyslott	7,4
Savonranta	2,6
Savukoski	2,6
Seinäjoki	2,6
Sievi	2,6
Siikainen	2,6
Siikajoki	
Siiinjärvi	2,6
Simo	2,6
Sipoo - Sibbo	7,4
Anjalankoski	2,6
Siuntio Sjundea	2,6
Sodankylä	2,6
Soini	2,6
Somero	2,6
Sonkajärvi	2,6

Sotkamo	2,6
Sottunga	
Sulkava	2,6
Sund	
Suomenniemi	7,4
Suomusjärvi	7,4
Suomussalmi	7,4
Suonenjoki	7,4
Sysmä	2,6
Säkylä	2,6
Särkisalo - Finby	7,4
Vaala	7,4
Taipalsaari	2,6
Taivalkoski	2,6
Taivassalo - Tövsala	2,6
Tammela	2,6
Tammisaari - Ekenäs	2,6
Tampere - Tammerfors	7,4
Tarvasjoki	2,6
Tervo	7,4
Tervola	2,6
Teuva - Östermark	2,6
Tohmajärvi	7,4
Toholampi	7,4
Toivakka	2,6
Tornio - Torneå	2,6
Turku - Åbo	2,6
Pello	2,6
Tuulos	2,6
Tuusniemi	7,4
Tuusula - Tusby	7,4
Tyrnävä	2,6
Töysä	2,6
Ullava	7,4
Ulvila - Ulvsby	7,4
Urijala	7,4
Utajärvi	2,6
Utsjoki	2,6
Uurainen	2,6
Uusikaarlepyy - Nykarleby	2,6
Uusikaupunki - Nystad	7,4
Vaasa - Vasa	2,6
Vahto	2,6
Valkeakoski	2,6
Valkeala	2,6
Valtimo	7,4
Vammala	
Vampula	2,6
Varkaus	7,4

Varpaisjärvi	2,6
Vehmaa	2,6
Velkua	2,6
Vesanto	2,6
Vesilahti	2,6
Västanfjärd	7,4
Veteli - Vetil	7,4
Vieremä	7,4
Vihanti	2,6
Vihiti - Vichtis	2,6
Viitasaari	7,4
Vilppula	7,4
Vimpeli	2,6
Virolahti	7,4
Virrat - Virdois	7,4
Värdö	
Vähäkylä - Lillkyro	2,6
Vöyri - Maksamaa - Vörå-Maxmo	
Ylihärmä	2,6
Yli-Ii	2,6
Ylikiiminki	2,6
Ylistaro	2,6
Ylitornio - Övertorneå	7,4
Ylivieska	2,6
Ylämaa	2,6
Yläne	7,4
Ylöjärvi	
Ypäjä	2,6
Äetsä	2,6
Ähtäri - Etseri	2,6
Äänekoski	



Indicator 12. Is the deputy chairperson in the municipality male or female. Results for Finland.

F12	Score
Alahärmä	2,7
Alajärvi	2,7
Alastaro	7,3
Alavieska	2,7
Alavus	7,3
Artjärvi - Artsjö	7,3
Asikkala	2,7
Askainen - Villnäs	2,7
Askola	7,3
Aura	7,3
Akaa	
Brändö	
Dragsfjärd	2,7
Eckerö	
Elimäki	2,7
Eno	7,3
Enonkoski	7,3
Enontekiö - Enontekis	2,7
Espoo - Esbo	2,7
Eura	2,7
Eurajoki - Euraäminne	2,7
Evijärvi	2,7
Finström	
Forssa	7,3
Föglö	
Geta	
Haapajärvi	2,7
Haapavesi	2,7
Hailuoto - Karlö	2,7
Halikko	2,7
Halsua	7,3
Hamina - Fredrikshamn	2,7
Hammarland	
Hankasalmi	2,7
Hanko - Hangö	2,7
Harjavalta	2,7
Hartola	2,7
Hattula	2,7
Hauho	2,7
Haukipudas	7,3
Hausjärvi	2,7
Heinävesi	7,3
Helsinki - Helsingfors	2,7
Vantaa - Vanda	7,3
Himanka	7,3
Hirvensalmi	2,7

Hollola	2,7
Honkajoki	2,7
Houtskari - Houtskär	7,3
Huittinen	2,7
Humppila	2,7
Hyrnsalmi	2,7
Hyvinkää - Hyvinge	7,3
Hämeenkyrö - Tavastkyro	2,7
Hämeenlinna - Tavastehus	7,3
Heinola	2,7
Ii	
Iisalmi - Idensalmi	7,3
Iitti	2,7
Ikaalinen - Ikaalis	2,7
Ilmajoki	2,7
Ilomantsi - Ilomants	2,7
Inari - Enare	2,7
Inkoo - Ingå	2,7
Iniö	7,3
Isojoki - Storå	2,7
Isokyrö - Storkyro	2,7
Imatra	2,7
Jaala	2,7
Jalasjärvi	2,7
Janakkala	2,7
Joensuu	2,7
Jokioinen - Jockis	2,7
Jomala	
Joroinen - Jorois	2,7
Joutsa	2,7
Joutseno	2,7
Juankoski	2,7
Jurva	2,7
Juuka	2,7
Juupajoki	2,7
Juva	2,7
Jyväskylä	2,7
Jyväskylän mlk - Jyväskylä lk	2,7
Jämijärvi	2,7
Jämsä	2,7
Jämsänkoski	2,7
Järvenpää - Träskända	2,7
Kaarina - S:t Karins	2,7
Kaavi	7,3
Kajaani - Kajana	
Kalajoki	2,7
Kalvola	2,7

Kangasala	2,7
Kangasniemi	2,7
Kankaanpää	2,7
Kannonkoski	2,7
Kannus	2,7
Karjoki - Bötom	2,7
Karjaa - Karis	2,7
Karjalohja - Karislojo	7,3
Karkkila - Högfors	2,7
Karstula	2,7
Karttula	2,7
Karvia	2,7
Kaskinen - Kaskö	2,7
Kauhajoki	2,7
Kauhava	2,7
Kauniainen - Grankulla	2,7
Kaustinen - Kaustby	2,7
Keitele	2,7
Kemi	7,3
Keminmaa	2,7
Kemiö - Kimito	2,7
Kempele	2,7
Kerava - Kervo	2,7
Kerimäki	2,7
Kestilä	2,7
Kesälahti	2,7
Keuruu	2,7
Kihniö	2,7
Kükala	2,7
Küikoinen	7,3
Kiiiminki	2,7
Kinnula	2,7
Kirkkonummi - Kyrkslätt	2,7
Kisko	2,7
Kitee	2,7
Kittilä	2,7
Kiukainen	2,7
Kiuruvesi	2,7
Kivijärvi	2,7
Kokemäki - Kumo	2,7
Kokkola - Karleby	2,7
Kolari	2,7
Konnevesi	7,3
Kontiolahti	2,7
Korpilahti	2,7
Korppoo - Korpo	7,3
Korsnäs	7,3
Kortesjärvi	2,7

Hämeenkoski	2,7
Koski Tl	2,7
Kotka	2,7
Kouvola	2,7
Kristiinankaupunki -	2,7
Kruunupyö - Kronoby	2,7
Kuhmalhti	7,3
Kuhmo	2,7
Kuhmoinen	2,7
Kumlinge	
Kuopio	7,3
Kuortane	2,7
Kurikka	7,3
Kuru	2,7
Kustavi - Gustavs	2,7
Kuusamo	7,3
Kuusankoski	7,3
Kuusjoki	7,3
Outokumpu	7,3
Kylmäkoski	2,7
Kyyjärvi	7,3
Kälviä - Kelviä	2,7
Kärkölä	2,7
Kärsämäki	2,7
Kökar	
Köyliö - Kjøulo	2,7
Kemijärvi	2,7
Lahti - Lahtis	2,7
Laihia - Laihela	2,7
Laitila	7,3
Lammi	7,3
Lapinlahti	7,3
Lappajärvi	7,3
Lappeenranta - Villmanstrand	2,7
Lappi	2,7
Lapinjärvi - Lappträsk	2,7
Lapua - Lappo	2,7
Laukaa	2,7
Lavia	7,3
Lehtimäki	2,7
Leivonmäki	2,7
Lemi	7,3
Lemland	
Lempäälä	7,3
Lemu	7,3
Leppävirta	2,7
Lestijärvi	7,3
Lieksa	7,3
Lieto - Lundo	7,3
Liljendal	7,3

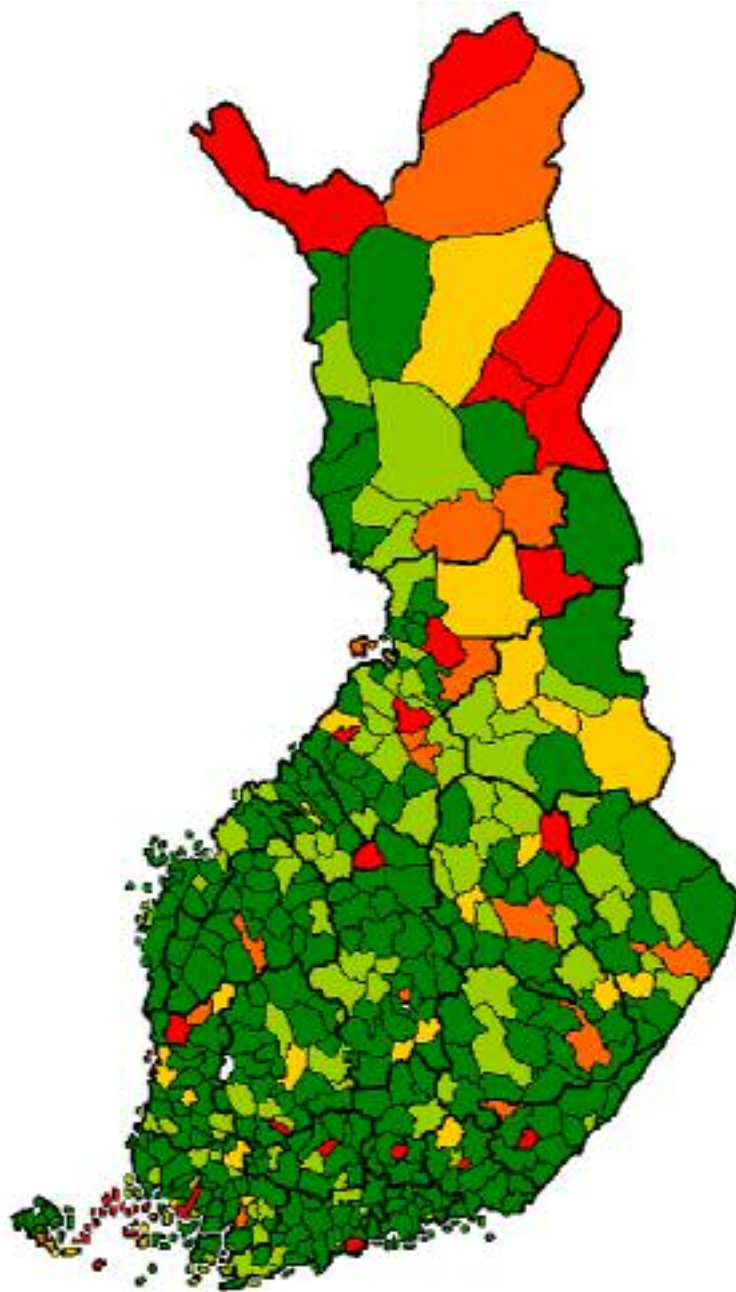
Liminka - Limingo	2,7
Liperi	2,7
Lohtaja - Lochteä	2,7
Loimaa	2,7
Loppi	7,3
Loviisa - Lovisa	2,7
Luhanka	2,7
Lumijoki	2,7
Lumparland	
Luoto - Larsmo	2,7
Luumäki	2,7
Luvia	7,3
Lohja - Lojo	2,7
Maalahti - Malax	2,7
Maaninka	2,7
Maarianhamina - Mariehamn	
Marttila	2,7
Masku	7,3
Mellilä	7,3
Merijärvi	2,7
Merikarvia - Sastmola	7,3
Merimasku	2,7
Miehikkälä	2,7
Mikkeli - S:t Michel	
Mouhijärvi	2,7
Muhos	7,3
Multia	2,7
Muonio	2,7
Mustasaari - Korsholm	2,7
Muurame	2,7
Muurla	7,3
Mynämäki	
Myrskylä - Mörskom	2,7
Mäntsälä	7,3
Mänttä	2,7
Mäntyharju	2,7
Naantali - Nädendal	7,3
Nakkila	7,3
Nastola	7,3
Nauvo - Nagu	2,7
Nilsinä	2,7
Nivala	2,7
Nokia	2,7
Noormarkku - Norrmark	2,7
Nousiainen - Nouis	2,7
Nummi-Pusula	7,3
Nurmes	2,7

Nurmijärvi	7,3
Nurmo	2,7
Närpiö - Närpes	2,7
Oravainen - Oravais	7,3
Orimattila	2,7
Oripää	2,7
Orivesi	2,7
Oulainen	2,7
Oulu - Uleåborg	2,7
Oulunsalo	2,7
Parainen - Pargas	2,7
Padasjoki	2,7
Paimio - Pemark	7,3
Paltamo	2,7
Parikkala	2,7
Parkano	2,7
Pelkosenniemi	2,7
Perho	2,7
Pernaja - Pernå	2,7
Perniö - Bjärnä	2,7
Pertteli	2,7
Pertunmaa	7,3
Petäjävesi	2,7
Pieksämäki	
Pielavesi	2,7
Pietarsaari - Jakobstad	7,3
Pedersören kunta.	2,7
Pihtipudas	2,7
Piikkiö - Pikis	2,7
Piippola	2,7
Pirkkala - Birkala	7,3
Pohja - Pojo	7,3
Polvijärvi	7,3
Pomarkku - Pärmark	2,7
Pori - Björneborg	7,3
Pornainen - Borgnäs	2,7
Posio	2,7
Pudasjärvi	2,7
Pukkila	2,7
Pulkkila	2,7
Punkaharju	2,7
Punkalaidun	2,7
Puolanka	7,3
Puumala	2,7
Pyhtää - Pytis	7,3
Pyhäjoki	7,3
Pyhäjärvi	2,7
Pyhäntä	7,3

Pyhäranta	2,7
Pyhäselkä	2,7
Pylkönmäki	2,7
Pälkäne	
Pöytyä	2,7
Porvoo - Borgå	2,7
Raahë - Brahestad	7,3
Raisio - Reso	2,7
Rantasalmi	2,7
Rantsila	7,3
Ranua	2,7
Rauma - Raumo	
Rautalamppi	2,7
Rautavaara	7,3
Rautjärvi	2,7
Reisjärvi	7,3
Renko	2,7
Riihimäki	2,7
Ristiina	2,7
Ristijärvi	7,3
Rovaniemi	2,7
Ruokolampi	2,7
Ruotsinpyhtää - Strömfors	7,3
Ruovesi	7,3
Rusko	2,7
Rymättylä - Rimito	2,7
Rääkkylä	2,7
Saarijärvi	7,3
Salla	2,7
Salo	7,3
Saltvik	
Sammatti	2,7
Sauvo - Sagu	2,7
Savitaipale	7,3
Savonlinna - Nyslott	7,3
Savonranta	2,7
Savukoski	2,7
Seinäjoki	7,3
Sievi	2,7
Siikainen	7,3
Siikajoki	
Siiinjärvi	2,7
Simo	2,7
Sipoo - Sibbo	2,7
Anjalankoski	7,3
Siuntio Sjundeå	7,3
Sodankylä	2,7
Soini	2,7
Somero	2,7
Sonkajärvi	7,3

Sotkamo	2,7
Sottunga	
Sulkava	2,7
Sund	
Suomenniemi	2,7
Suomusjärvi	2,7
Suomussalmi	2,7
Suonenjoki	2,7
Sysmä	2,7
Säkylä	2,7
Särkisalo - Finby	7,3
Vaala	2,7
Taipalsaari	7,3
Taivalkoski	2,7
Taivassalo - Tövsala	2,7
Tammela	2,7
Tammisaari - Ekenäs	2,7
Tampere - Tammerfors	7,3
Tarvasjoki	2,7
Tervo	2,7
Tervola	2,7
Teuva - Östermark	2,7
Tohmajärvi	2,7
Toholampi	2,7
Toivakka	2,7
Tornio - Torneå	2,7
Turku - Åbo	2,7
Pello	2,7
Tuulos	2,7
Tuusniemi	2,7
Tuusula - Tusby	7,3
Tyrnävä	7,3
Töysä	7,3
Ullava	2,7
Ulvila - Ulvsby	2,7
Urijala	2,7
Utajärvi	2,7
Utsjoki	2,7
Uurainen	2,7
Uusikaarlepyy - Nykarleby	7,3
Uusikaupunki - Nystad	7,3
Vaasa - Vasa	7,3
Vahto	2,7
Valkeakoski	7,3
Valkeala	2,7
Valtimo	2,7
Vammala	
Vampula	7,3
Varkaus	2,7

Varpaisjärvi	7,3
Vehmaa	7,3
Velkua	2,7
Vesanto	2,7
Vesilahti	2,7
Västanfjärd	2,7
Veteli - Vetil	2,7
Vieremä	2,7
Vihanti	2,7
Vihiti - Vichtis	7,3
Viitasaari	2,7
Vilppula	2,7
Vimpeli	2,7
Virolahti	2,7
Virrat - Virdois	2,7
Värdö	
Vähäkylä - Lillkyro	2,7
Vöyri - Maksamaa - Vörå-Maxmo	
Ylihärmä	2,7
Yli-Ii	2,7
Ylikiiminki	2,7
Ylistaro	2,7
Ylitornio - Övertorneå	2,7
Ylivieska	2,7
Ylämaa	7,3
Yläne	2,7
Ylöjärvi	
Ypäjä	2,7
Äetsä	7,3
Ähtäri - Etseri	7,3
Äänekoski	



Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Finland.

F20	Men	Women	Score
	%	%	
Alahärmä	51,1	48,9	8,7
Alajärvi	50,3	49,7	9,7
Alastaro	51,0	49,0	8,9
Alavieska	50,9	49,1	9,0
Alavus	49,9	50,1	9,9
Artjärvi - Artsjö	50,7	49,3	9,4
Asikkala	49,4	50,6	9,5
Askainen - Villnäs	50,7	49,3	9,4
Askola	50,2	49,8	9,8
Aura	49,3	50,7	9,4
Akaa	48,6	51,4	7,9
Brändö	54,8	45,2	0,0
Dragsfjärd	49,3	50,7	9,3
Eckerö	50,2	49,8	9,8
Elimäki	50,4	49,6	9,6
Eno	51,6	48,4	7,2
Enonkoski	50,3	49,7	9,7
Enontekiö - Enontekis	53,3	46,7	1,2
Espoo - Esbo	49,0	51,0	8,9
Eura	49,6	50,4	9,7
Eurajoki - Euraäminne	50,4	49,6	9,6
Evijärvi	51,3	48,7	8,2
Finström	49,8	50,2	9,8
Forssa	48,5	51,5	7,5
Föglö	51,8	48,2	6,5
Geta	50,2	49,8	9,8
Haapajärvi	50,6	49,4	9,5
Haapavesi	51,3	48,7	8,1
Hailuoto - Karlö	52,6	47,4	3,2
Halikko	49,2	50,8	9,2
Halsua	51,5	48,5	7,7
Hamina - Fredrikshamn	49,4	50,6	9,5
Hammarland	51,2	48,8	8,5
Hankasalmi	49,9	50,1	9,9
Hanko - Hangö	50,2	49,8	9,8
Harjavalta	48,0	52,0	5,8
Hartola	49,6	50,4	9,7
Hattula	49,9	50,1	9,8
Hauho	49,9	50,1	9,8
Haukipudas	50,5	49,5	9,6
Hausjärvi	50,5	49,5	9,6
Heinävesi	51,4	48,6	7,8
Helsinki - Helsingfors	46,6	53,4	1,1
Vantaa - Vanda	48,9	51,1	8,6
Himanka	50,1	49,9	9,8
Hirvensalmi	50,9	49,1	9,0

Hollola	49,5	50,5	9,5
Honkajoki	52,7	47,3	2,9
Houtskari - Houtskär	52,9	47,1	2,2
Huittinen	48,7	51,3	8,2
Humppila	50,0	50,0	9,9
Hyrnsalmi	51,2	48,8	8,3
Hyvinkää - Hyvinge	48,5	51,5	7,7
Hämeenkyrö - Tavastkyro	50,1	49,9	9,8
Hämeenlinna - Tavastehus	46,9	53,1	1,7
Heinola	48,6	51,4	7,8
Ii	51,8	48,2	6,5
Iisalmi - Idensalmi	48,7	51,3	8,3
Iitti	49,2	50,8	9,3
Ikaalinen - Ikaalis	48,9	51,1	8,6
Ilmajoki	50,5	49,5	9,6
Ilomantsi - Ilomants	50,3	49,7	9,8
Inari - Enare	52,4	47,6	3,9
Inkoo - Ingå	49,8	50,2	9,8
Iniö	53,8	46,2	0,5
Isojoki - Storå	51,0	49,0	8,8
Isokyrö - Storkyro	49,8	50,2	9,8
Imatra	48,6	51,4	7,9
Jaala	51,9	48,1	5,9
Jalasjärvi	50,1	49,9	9,8
Janakkala	49,5	50,5	9,6
Joensuu	47,7	52,3	4,5
Jokioinen - Jockis	49,3	50,7	9,4
Jomala	51,1	48,9	8,7
Joroinen - Jorois	50,4	49,6	9,7
Joutsa	49,9	50,1	9,8
Joutseno	50,2	49,8	9,8
Juankoski	50,8	49,2	9,3
Jurva	50,3	49,7	9,7
Juuka	51,5	48,5	7,7
Juupajoki	50,3	49,7	9,7
Juva	49,8	50,2	9,8
Jyväskylä	47,6	52,4	4,0
Jyväskylän mlk - Jyväskylä lk	50,0	50,0	9,9
Jämijärvi	50,6	49,4	9,5
Jämsä	49,6	50,4	9,7
Jämsänkoski	50,4	49,6	9,6
Järvenpää - Träskända	48,3	51,7	7,0
Kaarina - St: Karins	48,4	51,6	7,0
Kaavi	50,2	49,8	9,8
Kajaani - Kajana	48,8	51,2	8,5
Kalajoki	50,8	49,2	9,2
Kalvola	49,2	50,8	9,2

Kangasala	49,4	50,6	9,5
Kangasniemi	50,3	49,7	9,7
Kankaanpää	49,0	51,0	8,8
Kannonkoski	50,5	49,5	9,6
Kannus	49,3	50,7	9,4
Karjoki - Bötom	50,8	49,2	9,2
Karjaa - Karis	48,7	51,3	8,1
Karjalohja - Karislojo	49,9	50,1	9,8
Karkkila - Högfors	49,4	50,6	9,5
Karstula	49,9	50,1	9,8
Karttula	51,7	48,3	6,8
Karvia	51,9	48,1	6,3
Kaskinen - Kaskö	50,4	49,6	9,7
Kauhajoki	50,4	49,6	9,7
Kauhava	49,1	50,9	9,1
Kauniainen - Grankulla	48,8	51,2	8,5
Kaustinen - Kaustby	50,7	49,3	9,3
Keitele	51,3	48,7	8,3
Kemi	49,3	50,7	9,4
Keminmaa	50,0	50,0	9,9
Kemiö - Kimito	49,5	50,5	9,6
Kempele	50,5	49,5	9,6
Kerava - Kervo	48,9	51,1	8,7
Kerimäki	50,4	49,6	9,7
Kestilä	51,7	48,3	6,9
Kesälahti	50,7	49,3	9,3
Keuruu	48,6	51,4	8,0
Kihniö	50,9	49,1	9,1
Kükala	51,7	48,3	6,7
Küikoinen	49,6	50,4	9,7
Kiiminki	50,7	49,3	9,4
Kinnula	54,5	45,5	0,1
Kirkkonummi - Kyrkslätt	50,1	49,9	9,9
Kisko	51,4	48,6	8,0
Kitee	50,2	49,8	9,8
Kittilä	50,7	49,3	9,3
Kiukainen	50,5	49,5	9,5
Kiuruvesi	49,6	50,4	9,6
Kivijärvi	50,7	49,3	9,3
Kokemäki - Kumo	49,4	50,6	9,4
Kokkola - Karleby	48,6	51,4	7,9
Kolari	51,8	48,2	6,6
Konnevesi	51,1	48,9	8,7
Kontiolahti	50,9	49,1	9,0
Korpilahti	49,8	50,2	9,8
Korpoo - Korpo	52,1	47,9	5,0
Korsnäs	51,6	48,4	7,2
Kortesjärvi	51,0	49,0	8,8

Hämeenkoski	50,8	49,2	9,3
Koski Tl	49,5	50,5	9,6
Kotka	49,2	50,8	9,2
Kouvola	46,9	53,1	1,7
Kristiinankaupunki -	50,2	49,8	9,8
Kruunupyö - Kronoby	50,0	50,0	9,9
Kuhmalahdi	51,7	48,3	6,8
Kuhmo	52,0	48,0	5,8
Kuhmoinen	49,4	50,6	9,5
Kumlinge	53,5	46,5	0,8
Kuopio	47,7	52,3	4,4
Kuortane	50,7	49,3	9,4
Kurikka	49,7	50,3	9,7
Kuru	51,7	48,3	7,0
Kustavi - Gustavs	48,4	51,6	7,0
Kuusamo	50,8	49,2	9,2
Kuusankoski	48,7	51,3	8,0
Kuusjoki	52,3	47,7	4,6
Outokumpu	49,7	50,3	9,7
Kylmäkoski	52,9	47,1	2,3
Kyyjärvi	50,9	49,1	9,0
Kälviä - Kelviä	50,6	49,4	9,5
Kärkölä	50,6	49,4	9,5
Kärsämäki	50,9	49,1	9,1
Kökar	54,0	46,0	0,3
Köyliö - Kjulo	50,8	49,2	9,3
Kemijärvi	50,6	49,4	9,4
Lahti - Lahtis	47,1	52,9	2,3
Laihia - Laihela	49,8	50,2	9,8
Laitila	49,6	50,4	9,7
Lammi	49,8	50,2	9,8
Lapinlahti	49,7	50,3	9,8
Lappajärvi	48,7	51,3	8,2
Lappeenranta - Villmanstrand	49,0	51,0	8,9
Lappi	51,2	48,8	8,3
Lapinjärvi - Lappträsk	49,9	50,1	9,8
Lapua - Lappo	49,5	50,5	9,6
Laukaa	50,1	49,9	9,8
Lavia	50,1	49,9	9,8
Lehtimäki	49,3	50,7	9,4
Leivonmäki	52,2	47,8	4,8
Lemi	53,0	47,0	1,9
Lemland	52,1	47,9	5,2
Lempäälä	49,9	50,1	9,9
Lemu	51,0	49,0	8,9
Leppävirta	50,3	49,7	9,8
Lestijärvi	50,3	49,7	9,7
Liekka	50,5	49,5	9,6
Lieto - Lundo	49,9	50,1	9,9
Liljendal	49,4	50,6	9,5

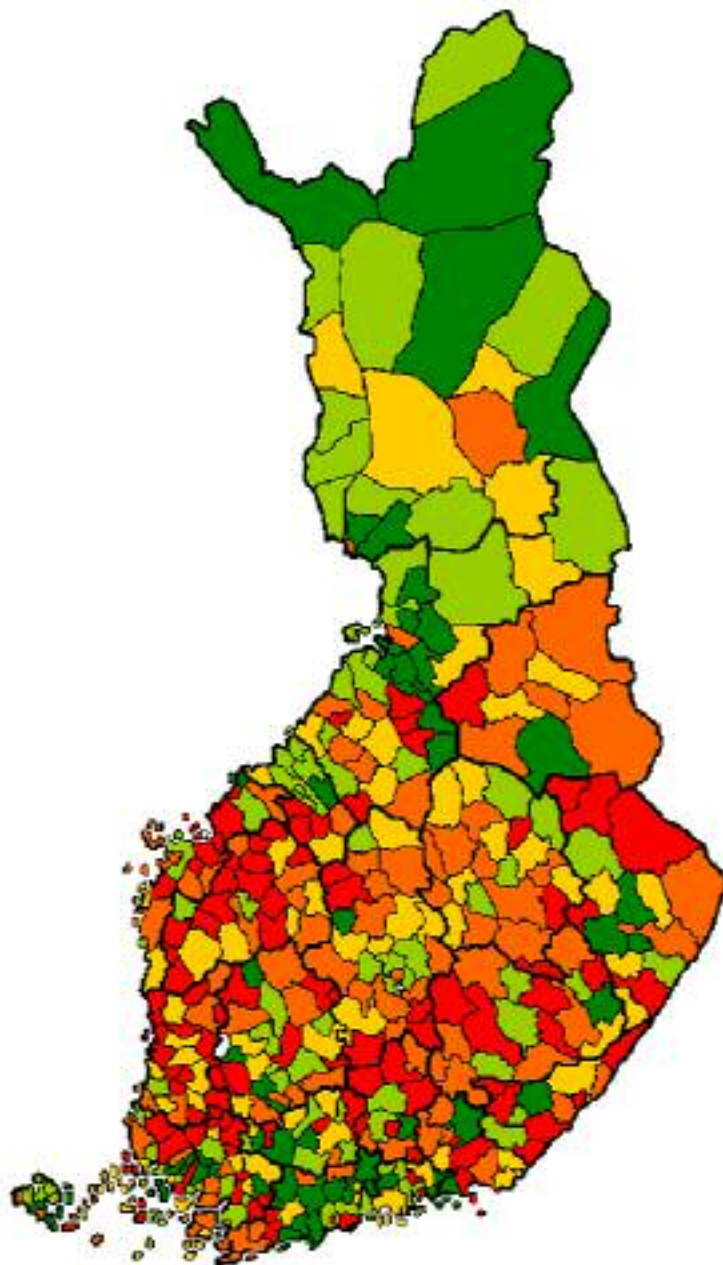
Liminka - Limingo	51,3	48,7	8,0
Liperi	50,4	49,6	9,7
Lohtaja - Lochteä	50,0	50,0	9,9
Loimaa	48,1	51,9	6,0
Loppi	51,0	49,0	8,8
Loviisa - Lovisa	48,5	51,5	7,6
Luhanka	52,1	47,9	5,4
Lumijoki	51,0	49,0	8,9
Lumparland	50,4	49,6	9,7
Luoto - Larsmo	51,6	48,4	7,1
Luumäki	50,6	49,4	9,5
Luvia	50,4	49,6	9,6
Lohja - Lojo	49,4	50,6	9,5
Maalahti - Malax	51,1	48,9	8,7
Maaninka	50,6	49,4	9,5
Maarianhamina - Mariehamn	47,5	52,5	3,6
Marttila	50,7	49,3	9,4
Masku	49,9	50,1	9,9
Mellilä	51,7	48,3	6,7
Merijärvi	53,8	46,2	0,4
Merikarvia - Sastmola	50,3	49,7	9,7
Merimasku	50,8	49,2	9,2
Miehikkälä	50,9	49,1	9,1
Mikkeli - S:t Michel	48,5	51,5	7,4
Mouhijärvi	50,5	49,5	9,6
Muhos	50,7	49,3	9,4
Multia	51,5	48,5	7,7
Muonio	50,5	49,5	9,6
Mustasaari - Korsholm	50,4	49,6	9,7
Muurame	50,2	49,8	9,8
Muurla	50,0	50,0	9,9
Mynämäki	49,7	50,3	9,8
Myrskylä - Mörskom	50,4	49,6	9,6
Mäntsälä	49,5	50,5	9,6
Mänttä	48,2	51,8	6,6
Mäntyharju	49,2	50,8	9,3
Naantali - Näddendal	48,0	52,0	5,6
Nakkila	50,1	49,9	9,9
Nastola	50,1	49,9	9,9
Nauvo - Nagu	50,9	49,1	9,1
Nilsia	51,1	48,9	8,6
Nivala	51,0	49,0	8,8
Nokia	49,1	50,9	9,1
Noormarkku - Norrmark	49,6	50,4	9,7
Nousiainen - Nousis	50,9	49,1	9,1
Nummi-Pusula	50,5	49,5	9,6
Nurmes	50,1	49,9	9,9

Nurmijärvi	49,8	50,2	9,8
Nurmo	49,9	50,1	9,8
Närpiö - Närpes	50,7	49,3	9,3
Oravainen - Oravais	51,6	48,4	7,4
Orimattila	49,1	50,9	9,1
Oripää	48,5	51,5	7,5
Orivesi	48,7	51,3	8,2
Oulainen	48,5	51,5	7,4
Oulu - Uleåborg	48,8	51,2	8,3
Oulunsalo	51,2	48,8	8,3
Parainen - Pargas	49,0	51,0	8,8
Padasjoki	50,0	50,0	9,9
Paimio - Pemar	49,9	50,1	9,9
Paltamo	51,4	48,6	8,0
Parikkala	50,1	49,9	9,8
Parkano	50,0	50,0	9,9
Pelkosenniemi	55,1	44,9	0,0
Perho	51,3	48,7	8,2
Pernaja - Pernå	51,0	49,0	8,9
Perniö - Bjärnä	49,4	50,6	9,5
Pertteli	51,5	48,5	7,4
Pertunmaa	51,4	48,6	7,9
Petäjävesi	51,7	48,3	7,0
Pieksämäki	48,6	51,4	7,8
Pielavesi	51,4	48,6	7,9
Pietarsaari - Jakobstad	48,9	51,1	8,7
Pedersören kunta.	50,6	49,4	9,5
Pihtipudas	49,8	50,2	9,8
Piikkiö - Pikis	49,8	50,2	9,8
Piippola	52,5	47,5	3,6
Pirkkala - Birkala	49,7	50,3	9,7
Pohja - Pojo	50,5	49,5	9,5
Polvijärvi	51,2	48,8	8,4
Pomarkku - Pärmark	51,1	48,9	8,8
Pori - Björneborg	48,1	51,9	6,2
Pornainen - Borgnäs	50,2	49,8	9,8
Posio	52,3	47,7	4,4
Pudasjärvi	52,2	47,8	4,7
Pukkila	49,8	50,2	9,8
Pulkkila	52,7	47,3	2,9
Punkaharju	50,7	49,3	9,4
Punkalaidun	50,1	49,9	9,8
Puolanka	52,1	47,9	5,3
Puumala	50,6	49,4	9,5
Pyhtää - Pyttis	49,7	50,3	9,7
Pyhäjoki	51,8	48,2	6,4
Pyhäjärvi	51,4	48,6	7,9
Pyhäntä	51,5	48,5	7,6

Pyhäranta	50,5	49,5	9,6
Pyhäselkä	51,3	48,7	8,2
Pylkönmäki	50,3	49,7	9,7
Pälkäne	50,4	49,6	9,7
Pöytyä	50,5	49,5	9,6
Porvoo - Borgå	48,9	51,1	8,6
Raahen - Brahestad	50,9	49,1	9,1
Raisio - Reso	49,0	51,0	8,9
Rantasalmi	50,4	49,6	9,7
Rantsila	54,1	45,9	0,2
Ranua	52,4	47,6	4,1
Rauma - Raumo	48,8	51,2	8,5
Rautalamppi	50,3	49,7	9,8
Rautavaara	54,1	45,9	0,2
Rautjärvi	49,4	50,6	9,5
Reisjärvi	51,7	48,3	6,9
Renko	51,4	48,6	8,0
Riihimäki	48,7	51,3	8,2
Ristiina	50,9	49,1	9,1
Ristijärvi	52,1	47,9	5,4
Rovaniemi	48,4	51,6	7,2
Ruokolahti	50,6	49,4	9,5
Ruotsinpyhtää - Strömfors	51,2	48,8	8,5
Ruovesi	50,5	49,5	9,5
Rusko	49,7	50,3	9,8
Rymättylä - Rimito	51,7	48,3	6,8
Rääkkylä	52,1	47,9	5,1
Saarjärvi	49,2	50,8	9,3
Salla	53,2	46,8	1,3
Salo	47,4	52,6	3,2
Saltvik	50,0	50,0	9,9
Sammatti	49,0	51,0	8,8
Sauvo - Sagu	50,6	49,4	9,4
Savitaipale	50,4	49,6	9,6
Savonlinna - Nyslott	47,2	52,8	2,7
Savonranta	52,2	47,8	5,0
Savukoski	54,2	45,8	0,2
Seinäjoki	47,4	52,6	3,1
Sievi	51,0	49,0	8,9
Siikainen	53,4	46,6	1,0
Siikajoki	51,7	48,3	6,9
Siilinjärvi	50,0	50,0	9,9
Simo	51,2	48,8	8,4
Sipoo - Sibbo	49,7	50,3	9,7
Anjalankoski	50,3	49,7	9,7
Siuntio Sjundeå	50,5	49,5	9,6
Sodankylä	51,9	48,1	6,0
Soini	51,6	48,4	7,4
Somero	49,5	50,5	9,6
Sonkajärvi	51,5	48,5	7,6

Sotkamo	49,8	50,2	9,8
Sottunga	46,7	53,3	1,1
Sulkava	49,9	50,1	9,9
Sund	51,0	49,0	8,8
Suomenniemi	52,3	47,7	4,3
Suomusjärvi	50,2	49,8	9,8
Suomussalmi	51,0	49,0	8,9
Suonenjoki	49,6	50,4	9,7
Sysmä	49,8	50,2	9,8
Säkylä	48,9	51,1	8,6
Särkisalo - Finby	51,3	48,7	8,2
Vaala	51,8	48,2	6,6
Taipalsaari	50,5	49,5	9,6
Taivalkoski	53,4	46,6	0,9
Taivassalo - Tövsala	50,3	49,7	9,7
Tammela	50,3	49,7	9,7
Tammisaari - Ekenäs	48,4	51,6	7,2
Tampere - Tammerfors	48,0	52,0	5,8
Tarvasjoki	49,6	50,4	9,7
Tervo	52,0	48,0	5,6
Tervola	51,7	48,3	7,0
Teuva - Östermark	50,3	49,7	9,8
Tohmajärvi	51,3	48,7	8,3
Toholampi	50,1	49,9	9,8
Toivakka	51,2	48,8	8,5
Tornio - Torneå	50,3	49,7	9,7
Turku - Åbo	46,8	53,2	1,5
Pello	51,0	49,0	8,8
Tuulos	50,2	49,8	9,8
Tuusniemi	51,4	48,6	8,0
Tuusula - Tusby	50,0	50,0	9,9
Tyrnävä	51,3	48,7	8,1
Töysä	50,1	49,9	9,8
Ullava	51,9	48,1	5,9
Ulvila - Ulvsby	49,5	50,5	9,5
Urijala	50,0	50,0	9,9
Utajärvi	52,3	47,7	4,5
Utsjoki	56,0	44,0	0,0
Uurainen	51,5	48,5	7,5
Uusikaarlepyy - Nykarleby	51,3	48,7	8,3
Uusikaupunki - Nystad	49,7	50,3	9,7
Vaasa - Vasa	49,0	51,0	8,8
Vahto	51,3	48,7	8,2
Valkeakoski	48,9	51,1	8,6
Valkeala	51,0	49,0	8,8
Valtimo	51,4	48,6	7,8
Vammala	48,7	51,3	8,1
Vampula	51,7	48,3	6,8
Varkaus	49,5	50,5	9,6

Varpaisjärvi	52,1	47,9	5,4
Vehmaa	48,3	51,7	7,0
Velkua	53,8	46,2	0,4
Vesanto	50,8	49,2	9,2
Vesilahti	51,3	48,7	8,3
Västanfjärd	51,5	48,5	7,6
Veteli - Vetil	51,6	48,4	7,4
Vieremä	51,7	48,3	6,8
Vihanti	51,6	48,4	7,2
Vihiti - Vichtis	49,6	50,4	9,7
Viitasaari	50,3	49,7	9,7
Vilppula	49,6	50,4	9,7
Vimpeli	50,7	49,3	9,3
Virolahti	50,3	49,7	9,7
Virrat - Virdois	49,8	50,2	9,8
Vårdö	50,9	49,1	9,0
Vähäkyrö - Lillkyro	51,5	48,5	7,5
Vöyri - Maksamaa - Vörå-Maxmo	49,8	50,2	9,8
Ylihärmä	49,2	50,8	9,2
Yli-Ii	51,1	48,9	8,6
Ylikiiminki	54,5	45,5	0,1
Ylistaro	50,4	49,6	9,7
Ylitornio - Övertorneå	50,1	49,9	9,8
Ylivieska	50,1	49,9	9,8
Ylämaa	51,0	49,0	8,9
Yläne	51,7	48,3	6,7
Ylöjärvi	50,1	49,9	9,8
Ypäjä	50,6	49,4	9,5
Äetsä	50,2	49,8	9,8
Ähtäri - Etseri	50,1	49,9	9,8
Äänekoski	50,0	50,0	9,9



Indicator 21. Difference between the mean age of women and men in the municipality. Results for Finland.

F21	Men	Women	Score
	%	%	
Alahärmä	40,3	43,8	2,6
Alajärvi	39,2	42,6	3,0
Alastaro	43,1	47,6	0,6
Alavieska	39,3	41,2	8,2
Alavus	40,9	44,6	2,1
Artjärvi - Artsjö	44,6	48,8	1,0
Asikkala	43,7	46,1	6,6
Askainen - Villnäs	43,5	45,9	6,6
Askola	38,3	39,9	8,8
Aura	37,2	38,8	8,8
Akaa	39,3	42,4	4,0
Brändö	45,0	47,8	5,2
Dragsfjärd	46,7	49,7	4,4
Eckerö	40,9	44,3	3,0
Elimäki	40,4	43,2	5,2
Eno	43,7	46,2	6,3
Enonkoski	46,2	48,6	6,6
Enontekiö - Enontekis	43,3	44,5	9,4
Espoo - Esbo	35,2	37,6	6,6
Eura	41,1	44,6	2,6
Eurajoki - Euraäminne	40,3	42,6	7,0
Evijärvi	40,8	44,9	1,1
Finström	39,7	41,5	8,4
Forssa	41,6	45,7	1,1
Föglö	43,0	48,1	0,2
Geta	43,2	45,3	7,6
Haapajärvi	38,1	40,7	5,9
Haapavesi	37,8	40,4	5,9
Hailuoto - Karlö	46,6	48,5	8,2
Halikko	38,6	41,0	6,6
Halsua	41,9	45,7	1,8
Hamina - Fredrikshamn	42,2	45,5	3,3
Hammarland	40,1	42,2	7,6
Hankasalmi	43,3	46,5	3,7
Hanko - Hangö	42,1	45,3	3,7
Harjavalta	42,0	46,0	1,3
Hartola	45,3	48,6	3,3
Hattula	39,2	41,0	8,4
Hauho	44,4	47,2	5,2
Haukipudas	33,9	35,7	8,4
Hausjärvi	39,1	41,0	8,2
Heinävesi	46,3	49,4	4,0
Helsinki - Helsingfors	38,1	41,7	2,3
Vantaa - Vanda	36,3	38,3	7,9
Himanka	41,9	44,0	7,6
Hirvensalmi	46,9	50,3	3,0

Hollola	38,7	40,5	8,4
Honkajoki	42,9	47,0	1,1
Houtskari - Houtskär	45,2	48,1	4,8
Huittinen	41,2	45,7	0,6
Humppila	42,1	44,6	6,3
Hyrnsalmi	45,5	48,3	5,2
Hyvinkää - Hyvinge	38,4	41,6	3,7
Hämeenkyrö - Tavastkyro	40,3	43,1	5,2
Hämeenlinna - Tavastehus	39,5	43,8	0,8
Heinola	42,7	46,3	2,3
Ii	37,5	39,8	7,0
Iisalmi - Idensalmi	40,6	43,9	3,3
Iitti	43,1	46,1	4,4
Ikaalinen - Ikaalis	42,9	46,0	4,0
Ilmajoki	39,0	42,7	2,1
Ilomantsi - Ilomants	46,7	50,2	2,6
Inari - Enare	42,3	42,9	9,8
Inkoo - Ingå	40,9	42,3	9,2
Iniö	48,1	50,8	5,5
Isojoki - Storå	44,6	48,8	1,0
Isokyrö - Storkyro	41,0	44,5	2,6
Imatra	42,2	46,2	1,3
Jaala	45,3	48,4	4,0
Jalasjärvi	42,0	44,6	5,9
Janakkala	40,2	42,7	6,3
Joensuu	38,2	41,5	3,3
Jokioinen - Jockis	39,7	41,4	8,6
Jomala	37,4	39,0	8,8
Joroinen - Jorois	42,7	45,1	6,6
Joutsa	45,9	49,5	2,3
Joutseno	41,5	44,6	4,0
Juankoski	43,5	46,5	4,4
Jurva	44,1	46,3	7,3
Juuka	45,3	47,4	7,6
Juupajoki	42,8	45,2	6,6
Juva	44,7	46,9	7,3
Jyväskylä	36,7	40,0	3,3
Jyväskylän mlk - Jyväskylä lk	36,6	38,4	8,4
Jämijärvi	42,5	46,5	1,3
Jämsä	42,4	45,3	4,8
Jämsänkoski	41,1	44,2	4,0
Järvenpää - Träskända	36,2	38,7	6,3
Kaarina - S:t Karins	38,1	39,9	8,4
Kaavi	44,3	47,1	5,2
Kajaani - Kajana	39,0	42,2	3,7
Kalajoki	38,5	41,3	5,2
Kalvola	42,2	44,8	5,9

Kangasala	37,8	40,2	6,6
Kangasniemi	44,6	49,6	0,2
Kankaanpää	40,3	43,4	4,0
Kannonkoski	46,0	49,1	4,0
Kannus	38,7	40,6	8,2
Karjoki - Bötom	44,5	48,3	1,8
Karjaa - Karis	39,6	43,9	0,8
Karjalohja - Karislojo	41,3	45,4	1,1
Karkkila - Högfors	40,6	43,7	4,0
Karstula	43,3	46,9	2,3
Karttula	39,7	41,9	7,3
Karvia	45,1	48,4	3,3
Kaskinen - Kaskö	44,7	46,5	8,4
Kauhajoki	40,7	43,3	5,9
Kauhava	39,5	44,3	0,3
Kauniainen - Grankulla	38,4	42,1	2,1
Kaustinen - Kaustby	38,4	42,0	2,3
Keitele	44,6	48,1	2,6
Kemi	41,2	44,3	4,0
Keminmaa	39,2	40,7	9,0
Kemiö - Kimito	42,9	46,1	3,7
Kempele	32,8	34,5	8,6
Kerava - Kervo	37,3	39,9	5,9
Kerimäki	44,2	45,9	8,6
Kestilä	43,4	45,1	8,6
Kesälahti	45,2	48,0	5,2
Keuruu	43,4	46,9	2,6
Kihniö	44,8	46,3	9,0
Küikala	44,8	45,8	9,6
Küikoinen	42,5	46,9	0,7
Küiminki	32,5	32,9	9,9
Kinnula	42,7	44,5	8,4
Kirkkonummi - Kyrkslätt	35,4	36,8	9,2
Kisko	44,7	48,5	1,8
Kitee	42,9	46,5	2,3
Kittilä	41,7	43,7	7,9
Kiukainen	42,6	46,2	2,3
Kiuruvesi	42,8	45,5	5,5
Kivijärvi	43,5	46,6	4,0
Kokemäki - Kumo	43,7	46,4	5,5
Kokkola - Karleby	38,4	41,0	5,9
Kolari	42,7	45,3	5,9
Konnevesi	44,4	47,0	5,9
Kontiolahti	36,5	37,5	9,6
Korpilahti	42,0	45,0	4,4
Korpoo - Korpo	45,4	49,0	2,3
Korsnäs	44,4	47,3	4,8
Kortesjärvi	41,1	45,7	0,5

Hämeenkoski	42,0	46,9	0,2
Koski Tl	44,7	47,6	4,8
Kotka	41,3	45,0	2,1
Kouvola	41,3	45,6	0,8
Kristiinankaupunki -	45,0	47,7	5,5
Kruunupyö - Kronoby	40,4	43,6	3,7
Kuhmalhti	43,5	47,7	1,0
Kuhmo	43,8	47,2	3,0
Kuhmoinen	47,8	54,2	0,0
Kumlinge	44,5	52,0	0,0
Kuopio	38,0	41,5	2,6
Kuortane	42,7	47,6	0,2
Kurikka	40,1	44,0	1,6
Kuru	44,2	46,3	7,6
Kustavi - Gustavs	46,8	52,6	0,0
Kuusamo	39,9	42,1	7,3
Kuusankoski	41,7	44,8	4,0
Kuusjoki	41,2	45,7	0,6
Outokumpu	42,4	46,9	0,6
Kylmäkoski	41,9	42,7	9,7
Kyyjärvi	43,1	46,7	2,3
Kälviä - Kelviä	38,4	40,7	7,0
Kärkölä	40,7	43,7	4,4
Kärsämäki	40,4	42,7	7,0
Kökar	43,4	46,5	4,0
Köyliö - Kijulo	42,7	45,4	5,5
Kemijärvi	45,4	48,8	3,0
Lahti - Lahtis	39,6	43,9	0,8
Laihia - Laihela	39,4	42,8	3,0
Laitila	40,6	44,2	2,3
Lammi	42,5	47,4	0,2
Lapinlahti	40,9	43,8	4,8
Lappajärvi	44,5	47,4	4,8
Lappeenranta - Villmanstrand	39,3	43,3	1,3
Lappi	41,0	43,8	5,2
Lapinjärvi - Lappträsk	43,2	46,1	4,8
Lapua - Lappo	39,7	43,7	1,3
Laukaa	38,0	39,8	8,4
Lavia	45,8	49,8	1,3
Lehtimäki	44,0	47,1	4,0
Leivonmäki	46,4	50,6	1,0
Lemi	41,9	44,0	7,6
Lemland	38,5	39,0	9,9
Lempäälä	36,1	38,5	6,6
Lemu	36,9	37,7	9,7
Leppävirta	42,4	45,4	4,4
Lestijärvi	42,0	45,0	4,4
Lieksa	45,5	49,4	1,6
Lieto - Lundo	37,4	39,1	8,6
Liljendal	40,5	44,2	2,1

Liminka - Limingo	29,9	31,1	9,4
Liperi	39,8	41,4	8,8
Lohtaja - Lochteä	39,9	41,9	7,9
Loimaa	42,1	45,9	1,8
Loppi	40,3	42,1	8,4
Loviisa - Lovisa	43,6	47,4	1,8
Luhanka	50,9	54,2	3,3
Lumijoki	34,8	36,6	8,4
Lumparland	42,8	43,4	9,8
Luoto - Larsmo	31,9	33,4	9,0
Luumäki	45,3	47,3	7,9
Luvia	41,2	43,7	6,3
Lohja - Lojo	38,4	40,9	6,3
Maalahti - Malax	43,2	46,8	2,3
Maaninka	41,8	45,0	3,7
Maarianhamina - Mariehamn	40,0	43,3	3,3
Marttila	42,8	45,9	4,0
Masku	36,6	38,1	9,0
Mellilä	41,7	45,7	1,3
Merijärvi	36,9	41,3	0,7
Merikarvia - Sastmola	44,8	48,9	1,1
Merimasku	38,4	38,6	9,9
Miehikkälä	46,2	48,8	5,9
Mikkeli - S:t Michel	39,9	43,7	1,8
Mouhijärvi	40,9	42,1	9,4
Muhos	36,4	37,9	9,0
Multia	46,0	48,7	5,5
Muonio	41,8	43,8	7,9
Mustasaari - Korsholm	39,0	41,3	7,0
Muurame	35,6	37,4	8,4
Muurla	39,7	41,7	7,9
Mynämäki	40,2	44,2	1,3
Myrskylä - Mörskom	42,3	44,4	7,6
Mäntsälä	37,1	38,7	8,8
Mänttä	43,0	46,7	2,1
Mäntyharju	45,1	48,6	2,6
Naantali - Nädendal	39,3	41,8	6,3
Nakkila	41,0	44,7	2,1
Nastola	39,2	40,8	8,8
Nauvo - Nagu	44,1	46,0	8,2
Nilsia	44,0	46,5	6,3
Nivala	36,7	39,8	4,0
Nokia	38,1	40,9	5,2
Noormarkku - Norrmärk	40,0	42,5	6,3
Nousiainen - Nouis	36,9	40,0	4,0
Nummi-Pusula	41,9	43,5	8,8
Nurmes	43,7	48,3	0,5

Nurmijärvi	35,3	36,8	9,0
Nurmo	34,9	36,7	8,4
Närpiö - Närpes	44,2	47,5	3,3
Oravainen - Oravais	41,7	46,0	0,8
Orimattila	39,9	42,9	4,4
Oripää	41,7	44,3	5,9
Orivesi	42,7	45,4	5,5
Oulainen	38,5	41,2	5,5
Oulu - Uleåborg	35,4	38,4	4,4
Oulunsalo	31,0	32,3	9,3
Parainen - Pargas	40,5	43,4	4,8
Padasjoki	45,5	49,5	1,3
Paimio - Pemar	38,4	41,9	2,6
Paltamo	43,1	45,9	5,2
Parikkala	46,8	51,1	0,8
Parkano	42,8	46,7	1,6
Pelkosenniemi	47,3	49,9	5,9
Perho	36,6	39,5	4,8
Pernaja - Pernå	40,4	42,4	7,9
Perniö - Bjärnä	43,6	45,9	7,0
Pertteli	37,5	40,2	5,5
Pertunmaa	46,2	49,6	3,0
Petäjävesi	42,0	44,4	6,6
Pieksämäki	43,5	46,7	3,7
Pielavesi	45,4	48,9	2,6
Pietarsaari - Jakobstad	40,0	43,6	2,3
Pedersören kunta.	35,5	37,4	8,2
Pihtipudas	42,8	45,3	6,3
Piikkiö - Pikis	37,8	39,9	7,6
Piippola	40,1	44,2	1,1
Pirkkala - Birkala	36,1	37,9	8,4
Pohja - Pojo	41,3	44,7	3,0
Polvijärvi	43,8	46,6	5,2
Pomarkku - Pärmarck	42,9	47,0	1,1
Pori - Björneborg	40,7	44,4	2,1
Pornainen - Borgnäs	34,3	35,0	9,8
Posio	44,8	47,3	6,3
Pudasjärvi	41,6	44,0	6,6
Pukkila	40,0	42,0	7,9
Pulkkila	41,9	46,4	0,6
Punkaharju	45,8	48,5	5,5
Punkalaidun	46,4	49,0	5,9
Puolanka	45,3	48,6	3,3
Puumala	47,7	51,2	2,6
Pyhtää - Pyttis	42,6	43,3	9,8
Pyhäjoki	40,6	43,6	4,4
Pyhäjärvi	43,4	46,9	2,6
Pyhäntä	37,2	37,8	9,8

Pyhäranta	41,8	43,8	7,9
Pyhäselkä	36,0	37,5	9,0
Pyлкönmäki	47,4	48,7	9,3
Pälkäne	42,0	45,3	3,3
Pöytyä	40,3	42,7	6,6
Porvoo - Borgå	38,3	40,8	6,3
Raahе - Brahestad	37,9	40,2	7,0
Raisio - Reso	39,2	41,6	6,6
Rantasalmi	44,4	48,8	0,7
Rantsila	40,5	45,1	0,5
Ranua	38,9	40,8	8,2
Rauma - Raumo	40,5	44,0	2,6
Rautalampi	46,0	48,6	5,9
Rautavaara	48,4	50,3	8,2
Rautjärvi	46,0	49,1	4,0
Reisjärvi	38,9	42,6	2,1
Renko	42,3	42,9	9,8
Riihimäki	38,7	42,2	2,6
Ristiina	43,2	45,5	7,0
Ristijärvi	48,1	51,6	2,6
Rovaniemi	37,8	40,4	5,9
Ruokolahti	45,0	47,9	4,8
Ruotsinpyhtää - Strömfors	43,2	44,9	8,6
Ruovesi	45,4	48,7	3,3
Rusko	36,5	38,1	8,8
Rymättylä - Rimito	41,3	42,9	8,8
Rääkkylä	46,7	49,5	5,2
Saarjärvi	42,1	45,5	3,0
Salla	47,8	49,2	9,2
Salo	39,2	43,3	1,1
Saltvik	41,4	43,6	7,3
Sammatti	41,0	41,8	9,7
Sauvo - Sagu	40,9	44,1	3,7
Savitaipale	45,6	49,7	1,1
Savonlinna - Nyslott	41,9	45,2	3,3
Savonranta	47,5	51,8	0,8
Savukoski	45,1	47,4	7,0
Seinäjoki	38,0	41,4	3,0
Sievi	34,3	36,5	7,3
Siikainen	46,0	48,9	4,8
Siikajoki	37,9	40,0	7,6
Siilinjärvi	36,9	39,0	7,6
Simo	42,4	43,9	9,0
Sipoo - Sibbo	37,0	39,0	7,9
Anjalankoski	41,6	45,2	2,3
Siuntio Sjundea	38,0	37,9	10,0
Sodankylä	42,4	43,9	9,0
Soini	42,1	45,0	4,8
Somero	43,9	46,6	5,5
Sonkajärvi	44,2	46,3	7,6

Sotkamo	42,2	43,5	9,3
Sottunga	49,2	51,0	8,4
Sulkava	46,4	50,0	2,3
Sund	40,7	43,1	6,6
Suomenniemi	47,5	51,8	0,8
Suomusjärvi	43,2	47,2	1,3
Suomussalmi	44,5	47,9	3,0
Suonenjoki	43,9	47,1	3,7
Sysmä	46,4	50,5	1,1
Säkylä	41,7	45,3	2,3
Särkisalo - Finby	47,4	49,7	7,0
Vaala	43,7	47,3	2,3
Taipalsaari	40,1	41,1	9,6
Taivalkoski	40,2	42,7	6,3
Taivassalo - Tövsala	45,7	48,2	6,3
Tammela	41,4	43,0	8,8
Tammisaari - Ekenäs	41,6	45,0	3,0
Tampere - Tammerfors	37,9	41,7	1,8
Tarvasjoki	40,1	41,3	9,4
Tervo	46,7	49,6	4,8
Tervola	43,1	45,3	7,3
Teuva - Östermark	43,2	47,8	0,5
Tohmajärvi	44,1	46,3	7,3
Toholampi	40,2	41,0	9,7
Toivakka	41,7	45,2	2,6
Tornio - Torneå	38,5	40,9	6,6
Turku - Åbo	39,1	43,0	1,6
Pello	45,9	48,1	7,3
Tuulos	42,5	44,9	6,6
Tuusniemi	45,6	49,4	1,8
Tuusula - Tusby	36,2	37,7	9,0
Tyrnävä	32,4	33,5	9,5
Töysä	39,3	42,0	5,5
Ullava	39,5	41,8	7,0
Ulvila - Ulvsby	40,3	42,8	6,3
Urjala	43,9	47,4	2,6
Utajärvi	41,1	43,8	5,5
Utsjoki	43,4	45,6	7,3
Uurainen	38,6	41,2	5,9
Uusikaarlepyy - Nykarleby	40,4	44,3	1,6
Uusikaupunki - Nystad	41,7	44,8	4,0
Vaasa - Vasa	38,3	41,7	3,0
Vahto	37,2	37,8	9,8
Valkeakoski	41,3	44,7	3,0
Valkeala	39,8	41,4	8,8
Valtimo	45,8	49,6	1,8
Vammala	41,7	45,6	1,6
Vampula	42,5	46,1	2,3
Varkaus	41,5	45,1	2,3

Varpaisjärvi	43,5	47,5	1,3
Vehmaa	42,9	45,3	6,6
Velkua	45,3	47,1	8,4
Vesanto	46,9	50,2	3,3
Vesilahti	38,1	39,6	9,0
Västanfjärd	44,7	47,3	5,9
Veteli - Vetil	41,6	45,3	2,1
Vieremä	42,2	44,9	5,5
Vihanti	41,8	44,8	4,4
Vihiti - Vichtis	37,0	38,7	8,6
Viitasaari	44,2	47,7	2,6
Vilppula	44,0	47,8	1,8
Vimpeli	41,1	45,2	1,1
Virolahti	44,5	47,2	5,5
Virrat - Virdois	44,4	47,8	3,0
Värdö	45,5	44,9	9,8
Vähäkyrö - Lillkyro	39,1	42,8	2,1
Vöyri- Maksamaa - Vörå-Maxmo	41,4	45,3	1,6
Ylihärmä	40,3	45,6	0,1
Yli-Ii	38,6	40,0	9,2
Ylikiiminki	37,8	38,4	9,8
Ylistaro	40,2	44,1	1,6
Ylitornio - Övertorneå	44,9	47,2	7,0
Ylivieska	36,4	39,5	4,0
Ylämaa	46,2	50,4	1,0
Yläne	43,3	48,2	0,2
Ylöjärvi	36,0	38,0	7,9
Ypäjä	42,2	44,5	7,0
Äetsä	42,4	46,2	1,8
Ähtäri - Etseri	42,4	45,6	3,7
Äänekoski	40,3	43,2	4,8

Greece

Initially the idea was to collect data on the municipal level in the five countries from both official statistics and if needed directly from the municipalities by e-mail. This proved however much more difficult for Greece than the other countries. Firstly, no data could be obtained for the defined indicator on the municipal level. Secondly, municipalities in Greece are far from being sufficiently connected to the internet so that data could be collected through direct contact with them. Thus, in the end the data collection as designed in the other countries could not be carried out in Greece. General information on the status of gender equality on the municipal level in Greece can be found in the chapter on the five countries at a glance.

Iceland

Of ten indicators related to employment Iceland was able to collect data on four indicators. The following indicators could not be submitted:

1. Women's and men's labour force participation.
2. Percent of women and men in employment.
4. Percent of the female workforce employed in the private sector.
6. Age structure of man and women who are unemployed.
8. Percent of women within top management in municipalities.
9. Percent of women within middle management in municipalities.

Of seven indicators related to balanced participation in decision making Iceland was able to collect all but two.

Of two indicators related to balancing work and private life Iceland was able to collect both

Of indicators related to social inclusion and social participation Iceland was able to collect both.

Indicators related to employment

Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Iceland.

Iceland returned data for only twelve municipalities on this indicator. For the data submitted the average score is 4,56 and the standard deviation is 3,12. In order for this indicator to be sufficiently interpreted more data needs to be collected in future.

Indicator 5. Percentage of men and women who are unemployed. Results for Iceland.

Findings show that women make up, on average, 64,8% of those who are unemployed in the municipalities. The average score for the indicator is 5,1 and the standard deviation is 3,2 points. It must be noted that there is considerable deviation between unemployment within the municipalities. This is in part because of a high employment rate and few individuals behind scores in some municipalities.

Indicator 7. Women's gross income as a percentage of men's gross income: Results for Iceland.

Women's gross income is on average 62,3% of men's gross income. The average score is 4,91 and the standard deviation is 2,6 points. The ratio falls between 34,2% and 103,5%.

Indicator 10. Is the chief executive in the municipality male or female. Results for Iceland.

Of the 79 municipalities the chief executive is a woman in 15 of them. This gives municipalities that have a woman as chief executive the score 8,1 and those that don't the score 1,9.

Indicators related to balanced participation in decision making**Indicator 11. Is the political leader in the municipality male or female. Results for Iceland.**

Of the 79 municipalities the political leader is a woman in 25 of them. This gives municipalities that have a woman as a political leader the score 6,8 and those that don't the score 3,2.

Indicator 13. Percent of women who are municipal councillors. Results for Iceland.

Women are on average 36,2% of municipal councillors. Women are in some cases not among municipal councillors and in some cases they are 60% of municipal councillors (in four municipalities). Therefore the standard deviation is high, or 15,8%. The average score is 6,7 points and the standard deviation is 2,6 points.

**Indicator 14. Percent of women who are chairpersons in committees.
Results for Iceland.**

Iceland returned data for only 25 municipalities on this indicator. For the data available the average is 39,6% and the standard deviation is 14,9%. The average score for this indicator is 7,1 and the standard deviation is 2,9.

Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Iceland.

Iceland returned data for only 25 municipalities on this indicator. For the data available the average is 40,0% and the standard deviation is 18,7%. The average score for this indicator is 6,9 and the standard deviation is 2,9.

Indicator 16. Percent of women elected to regular committees. Results for Iceland.

Iceland returned data for 54 municipalities on this indicator. On average women are 41,1% of those elected to regular committees. The standard deviation between municipalities is 9,0%. This gives the average score of 7,9 points and a standard deviation of 1,9 points.

Indicators related to balancing work and private life

**Indicator 18. Percent of children in day-care/preschool (1-5 year old).
Results for Iceland.**

On average 81,5% of children between the age of 1-5 years are in day-care or preschool. The standard deviation is 9,3%. The ratio falls between 55% at the lowest and 100% at the highest. This gives the average score of 5,0 and the standard deviation from the average is 2,7 points.

**Indicator 19. Percent of children in day-care/preschool (3-5 year old).
Results for Iceland. Results for Iceland.**

On average 91,5% of children between the age of 3-5 years are in day-care or preschool. The standard deviation is 7,3%. The ratio falls between 27% at the lowest and 100% at the highest. This gives the average score of 5,3 and the standard deviation from the average is 2,7 points.

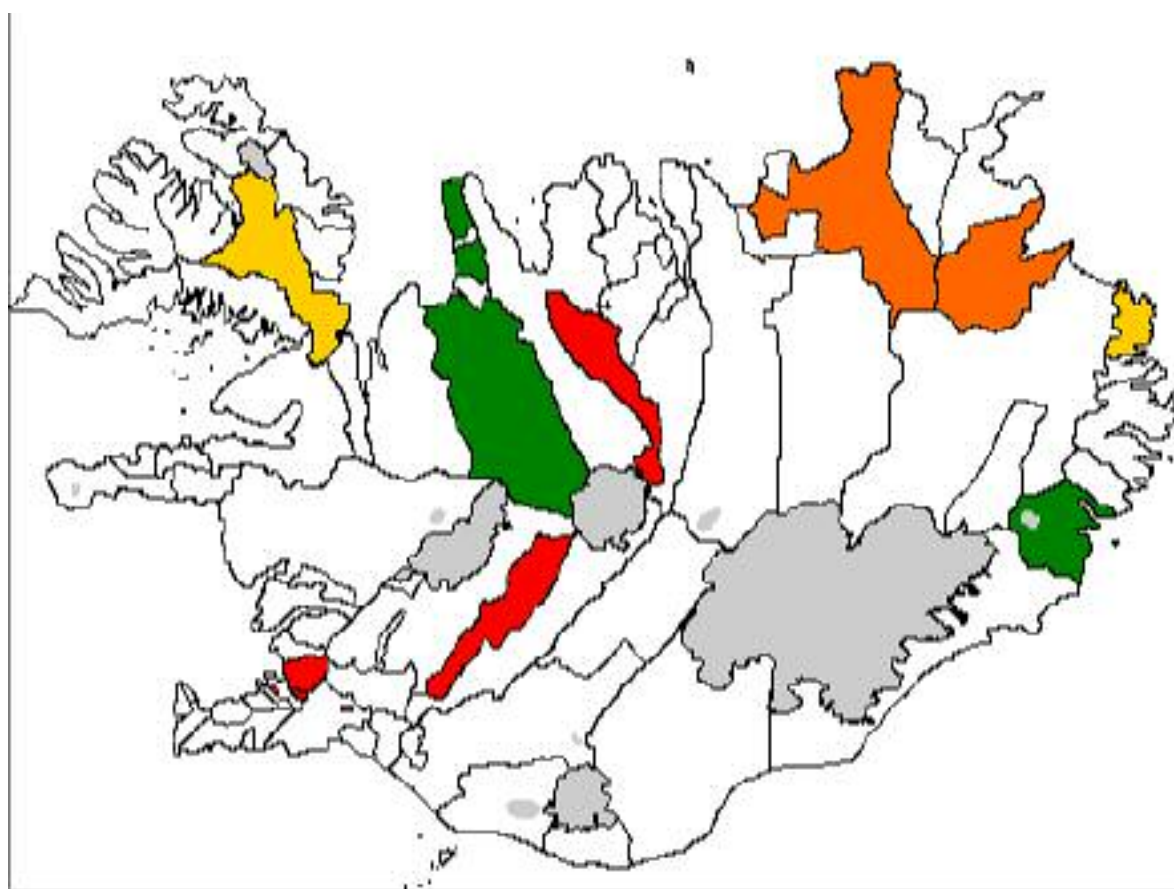
Indicators related to social inclusion

Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Iceland.

The ratio between male and female inhabitants in the municipality is on average 46,8%. Women being the gender in minority. The standard deviation between the municipalities is 5,0%. The ratio falls between 51,5%, at the highest, were women are in majority down to 9,7% were women are in minority. This gives the average score of 9,0 and the standard deviation from the average is 1,6 points.

Indicator 21. Difference between the mean age of women and men in the municipality. Results for Iceland.

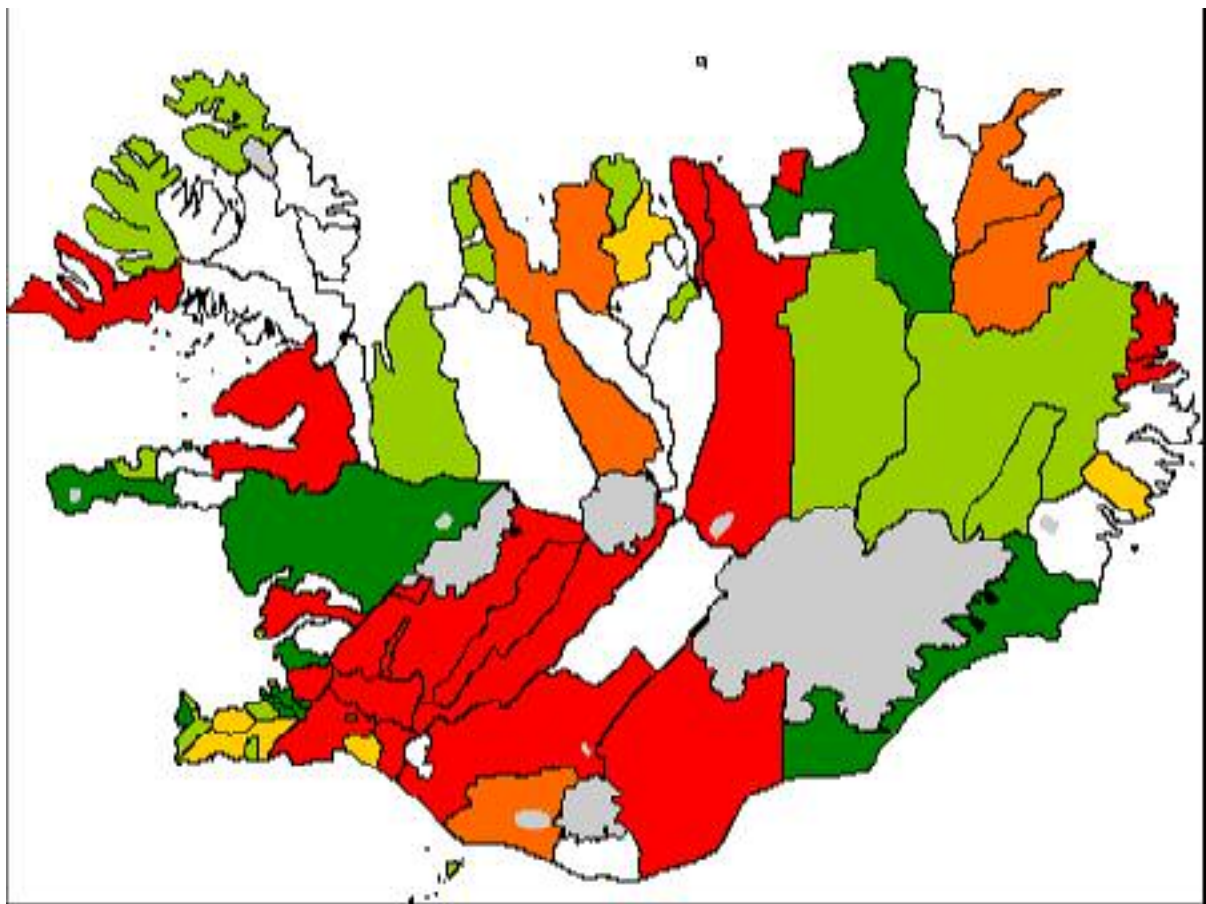
The mean age for men is 37,6 years and the standard deviation between the municipalities is 3,3 years. The mean age for women is 37,4 years and the standard deviation between the municipalities is 3,1 years. The difference between the mean age of women as that of men ranges from +5,9 to -7 years. This gives the average score of 5,4 and the standard deviation from the average is 2,8 points.



Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Iceland.

I3	Men	Women	Score
	%	%	
Aðaldælahreppur			
Akrahreppur	12	88	0,9
Akraneskaupstaður			
Akureyrarkaupstaður			
Arnarneshreppur			
Árneshreppur			
Ásahreppur			
Bláskógabyggð			
Blönduóssbær			
Bolungarvíkurkaupstaður			
Borgarbyggð			
Borgarfjarðarhreppur	36	64	6,4
Breiðdalshreppur			
Bæjarhreppur			
Dalabyggð			
Dalvíkurbyggð			
Djúpavogshreppur	50	50	9,1
Eyja- og Miklaholtshr.			
Eyjafjarðarsveit			
Fjallabyggð			
Fjarðabyggð			
Fljótsdalshérað			
Fljótsdalshreppur			
Flóahreppur			
Garðabær			
Grindavíkurbær			
Grimseyjarhreppur			
Grímsnes- og Grafningsshr.			
Grundarfjarðarbær			
Grýtubakkahreppur			
Hafnarfjarðarkaupstaður			
Helgafellssveit			
Hrunamannahreppur	15	85	1,3
Húnavatnshreppur	5	13	8,5
Húnaþing vestra			
Hvalfjarðarsveit			
Hveragerðisbær	21	79	2,4
Höfðahreppur			
Hörgárbyggð			
Ísafjarðarbær			
Kaldrananeshreppur			
Kjósarhreppur			
Kópavogsbær	20	80	2,2
Langanesbyggð			
Mosfellsbær	16,5	83,5	1,6
Mýrdalshreppur			
Norðurþing	24	76	3,1
Rangárþing eystra			
Rangárþing ytra			

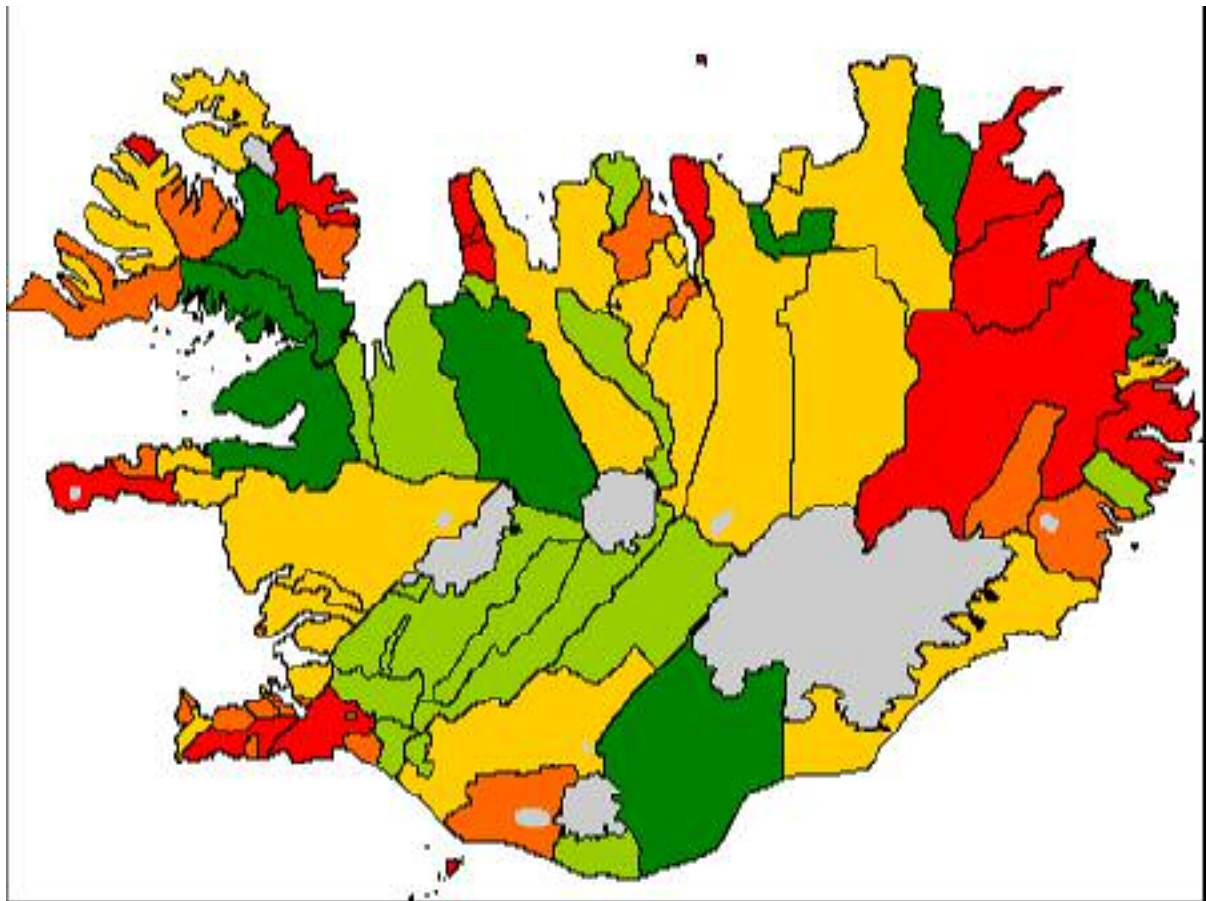
Reykholahreppur			
Reykjanesbær			
Reykjavíkurborg			
Sandgerðisbær			
Seltjarnarneskaupstaður			
Seyðisfjarðarkaupstaður			
Skafárhreppur			
Skagabyggð	50	50	9,1
Skeiða- og Gnúpverjahr.			
Skorradalshreppur			
Skútustaðahreppur			
Snæfellsbær			
Strandabyggð	35	65	6,1
Stykkishólmsbær			
Súðavíkurhreppur			
Svalbarðshreppur			
Svalbarðsstrandarhreppur			
Sveitarfélagið Álftanes			
Sveitarfélagið Árborg			
Sveitarfélagið Garður			
Sveitarfélagið Hornafjörður			
Sveitarfélagið Skagafjörður			
Sveitarfélagið Vogar			
Sveitarfélagið Ölfus			
Tálknafjarðarhreppur			
Tjörneshreppur			
Vestmannaeyjabær			
Vesturbyggð			
Vopnafjarðarhreppur	27	73	3,9
Þingeyjarsveit			



**Indicator 5. Percentage of men and women who are unemployed.
Results for Iceland.**

I5	Men	Women	Score
	%	%	
Aðaldælahreppur			
Akrahreppur			
Akraneskaupstaður	34,3	65,7	7,3
Akureyrarkaupstaður	40,1	59,9	8,3
Arnarneshreppur			
Árneshreppur			
Ásahreppur			
Bláskógabyggð	0,0	100,0	1,0
Blönduóssbær			
Bolungarvíkurkaupstaður	30,8	69,2	6,6
Borgarbyggð	50,0	50,0	9,3
Borgarfjarðarhreppur	100,0	0,0	1,0
Breiðdalshreppur	25,0	75,0	5,4
Bæjarhreppur			
Dalabyggð	0,0	100,0	1,0
Dalvíkurbyggð	26,7	73,3	5,7
Djúpavogshreppur			
Eyja- og Miklaholtshr.			
Eyjafjarðarsveit			
Fjallabyggð	31,3	68,8	6,7
Fjarðabyggð			
Fljótsdalshérað	33,3	66,7	7,1
Fljótsdalshreppur	33,3	66,7	7,1
Flóahreppur	0,0	100,0	1,0
Garðabær	50,0	50,0	9,3
Grindavíkurbær	21,1	78,9	4,5
Grímseyjarhreppur			
Grímsnes- og Grafningsshr.	100,0	0,0	1,0
Grundarfjarðarbær	40,0	60,0	8,2
Grýtubakkahreppur	0,0	100,0	1,0
Hafnarfjarðarkaupstaður	39,1	60,9	8,1
Helgafellssveit			
Hrunamannahreppur	0,0	100,0	1,0
Húnavatnshreppur			
Húnaþing vestra	33,3	66,7	7,1
Hvalfjarðarsveit	100,0	0,0	1,0
Hveragerðisbær	20,0	80,0	4,3
Höfðahreppur			
Hörgárbyggð			
Ísafjarðarbær	37,5	62,5	7,9
Kaldrananeshreppur			
Kjósarhreppur			
Kópavogsbær	44,0	56,0	8,8
Langanesbyggð	18,2	81,8	3,9
Mosfellsbær	9,1	90,9	2,1
Mýrdalshreppur			
Norðurþing	42,9	57,1	8,6
Rangárþing eystra	80,0	20,0	4,3
Rangárþing ytra	0,0	100,0	1,0

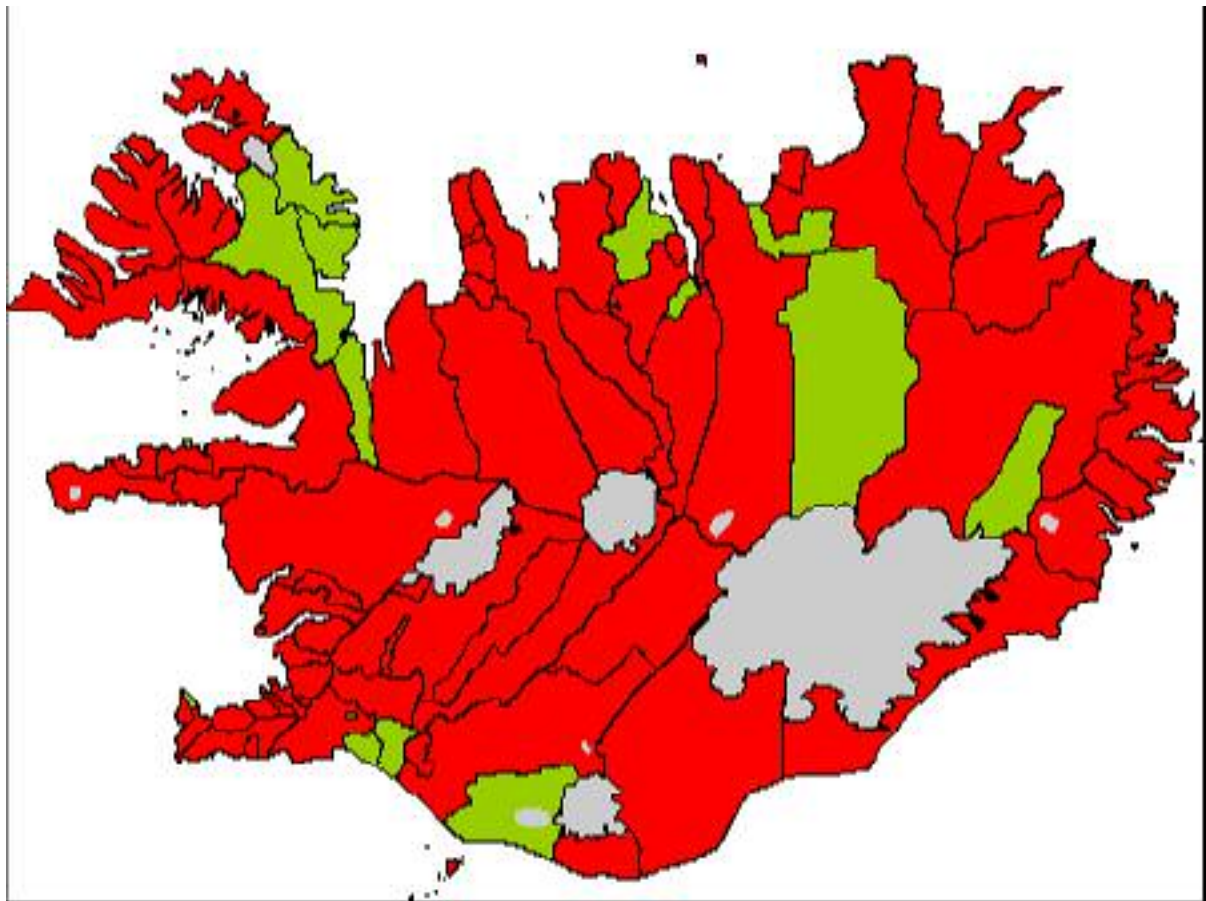
Reykholahreppur			
Reykjanesbær	40,5	59,5	8,3
Reykjavíkurborg	49,6	50,4	9,3
Sandgerðisbær	55,0	45,0	8,9
Seltjarnarneskaupstaður	26,7	73,3	5,7
Seyðisfjarðarkaupstaður	100,0	0,0	1,0
Skaftárhreppur	0,0	100,0	1,0
Skagabyggð	33,3	66,7	7,1
Skeiða- og Gnúpverjahr.	0,0	100,0	1,0
Skorradalshreppur			
Skútustaðahreppur	33,3	66,7	7,1
Snæfellsbær	50,0	50,0	9,3
Strandabyggð			
Stykkishólmsbær	57,1	42,9	8,6
Súðavíkurhreppur			
Svalbarðshreppur			
Svalbarðsstrandarhreppur	100,0	0,0	1,0
Sveitarfélagið Álftanes	50,0	50,0	9,3
Sveitarfélagið Árborg	26,5	73,5	5,7
Sveitarfélagið Garður	31,3	68,8	6,7
Sveitarfélagið Hornafjörður	42,9	57,1	8,6
Sveitarfélagið Skagafjörður	20,0	80,0	4,3
Sveitarfélagið Vogar	25,0	75,0	5,4
Sveitarfélagið Ölfus	8,3	91,7	2,0
Tálknafjarðarhreppur			
Tjörneshreppur	0,0	100,0	1,0
Vestmannaeyjabær	32,4	67,6	7,0
Vesturbyggð	0,0	100,0	1,0
Vopnafjarðarhreppur	80,0	20,0	4,3
Þingeyjarsveit	0,0	100,0	1,0



Indicator 7. Women's gross income as a percentage of men's gross income. Results for Iceland.

I7	Men	Women	Score
	%	%	
Aðaldælahreppur	76,8	9,0	76,8
Akrahreppur	71,8	8,0	71,8
Akraneskaupstaður	53,1	2,1	53,1
Akureyrarkaupstaður	53,8	2,3	53,8
Arnarneshreppur	65,3	6,1	65,3
Árneshreppur	50,6	1,5	50,6
Ásahreppur	70,3	7,6	70,3
Bláskógabyggð	68,4	7,1	68,4
Blönduóssbær	72,7	8,2	72,7
Bolungarvíkurkaupstaður	50,9	1,6	50,9
Borgarbyggð	61,4	4,7	61,4
Borgarfjarðarhreppur	88,6	9,9	88,6
Breiðdalshreppur	67,6	6,8	67,6
Bæjarhreppur	70,5	7,7	70,5
Dalabyggð	80,0	9,4	80,0
Dalvíkurbyggð	53,8	2,3	53,8
Djúpavogshreppur	57,3	3,3	57,3
Eyja- og Miklaholtshr.	65,4	6,1	65,4
Eyjafjarðarsveit	65,3	6,1	65,3
Fjallabyggð	71,8	8,0	71,8
Fjarðabyggð	52,3	1,9	52,3
Fljótsdalshérað	52,3	1,9	52,3
Fljótsdalshreppur	59,4	4,0	59,4
Flóahreppur	68,4	7,1	68,4
Garðabær	59,5	4,1	59,5
Grindavíkurbær	42,9	0,5	42,9
Grímseyjarhreppur	34,2	0,1	34,2
Grímsnes- og Grafningsshr.	68,4	7,1	68,4
Grundarfjarðarbær	53,8	2,3	53,8
Grýtubakkahreppur	36,5	0,1	36,5
Hafnarfjarðarkaupstaður	58,0	3,6	58,0
Helgafellssveit	62,1	5,0	62,1
Hrunamannahreppur	70,2	7,6	70,2
Húnavatnshreppur	80,2	9,4	80,2
Húnaþing vestra	69,7	7,4	69,7
Hvalfjarðarsveit	63,1	5,3	63,1
Hveragerðisbær	63,7	5,5	63,7
Höfðahreppur			
Hörgárbyggð	65,3	6,1	65,3
Ísafjarðarbær	61,6	4,8	61,6
Kaldrananeshreppur	55,3	2,7	55,3
Kjósarhreppur	62,1	5,0	62,1
Kópavogsbær	59,5	4,1	59,5
Langanesbyggð	50,1	1,4	50,1
Mosfellsbær	62,1	5,0	62,1
Mýrdalshreppur	69,7	7,4	69,7
Norðurþing	62,1	5,0	62,1
Rangárþing eystra	57,6	3,4	57,6
Rangárþing ytra	63,6	5,5	63,6

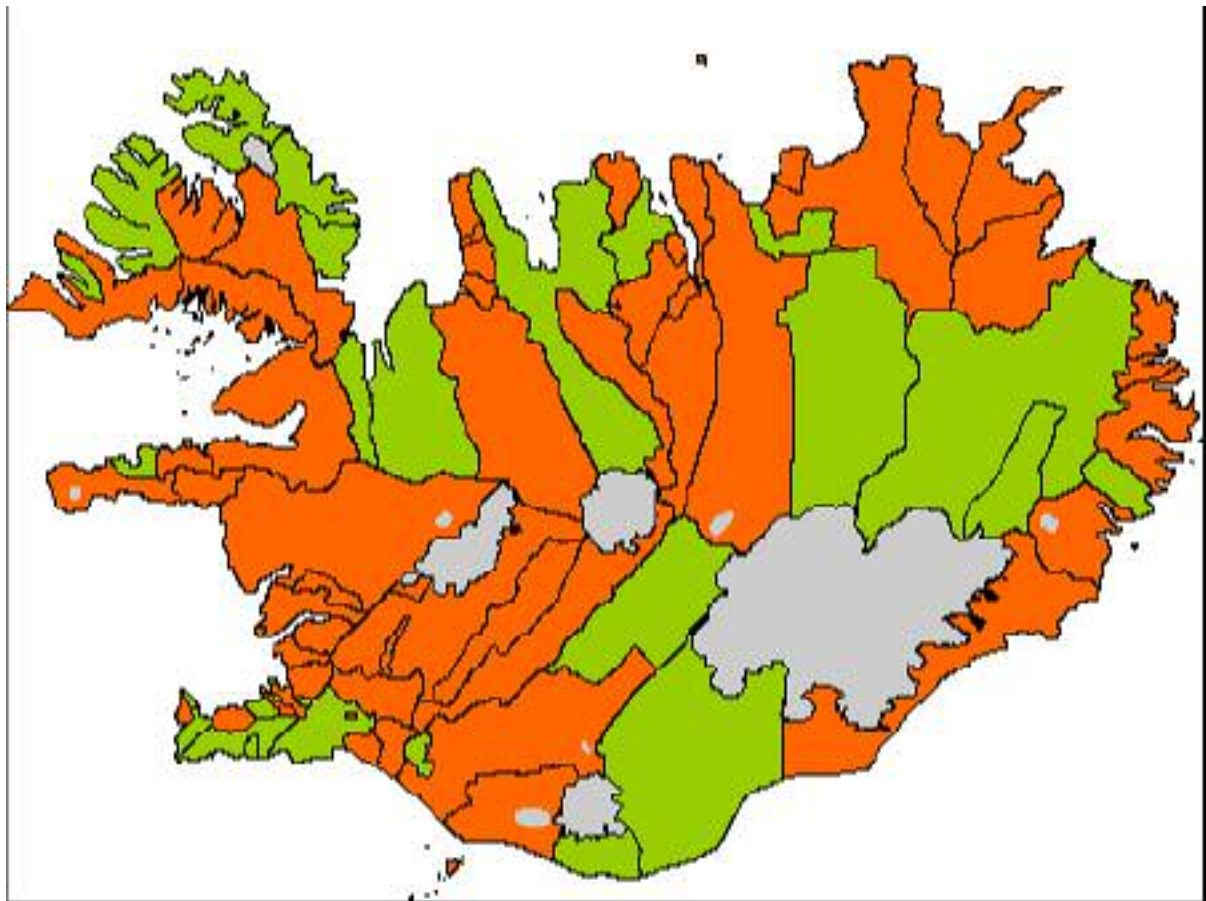
Reykholahreppur	80,7	9,5	80,7
Reykjanesbær	63,6	5,5	63,6
Reykjavíkurborg	62,6	5,1	62,6
Sandgerðisbær	56,0	2,9	56,0
Seltjarnneskaupstaður	50,0	1,4	50,0
Seyðisfjarðarkaupstaður	62,8	5,2	62,8
Skafárhreppur	99,0	10,0	99,0
Skagabyggð	38,9	0,2	38,9
Skeiða- og Gnúpverjahr.	68,4	7,1	68,4
Skorradalshreppur	65,4	6,1	65,4
Skútustaðahreppur	61,3	4,7	61,3
Snæfellsbær	46,0	0,8	46,0
Strandabyggð	78,9	9,3	78,9
Stykkishólmsbær	62,1	5,0	62,1
Súðavíkurhreppur	55,9	2,9	55,9
Svalbarðshreppur	103,5	10,0	103,5
Svalbarðsstrandarhreppur	65,3	6,1	65,3
Sveitarfélagið Álftanes	60,7	4,5	60,7
Sveitarfélagið Árborg	58,3	3,7	58,3
Sveitarfélagið Garður	56,7	3,1	56,7
Sveitarfélagið Hornafjörður	64,1	5,7	64,1
Sveitarfélagið Skagafjörður	64,4	5,8	64,4
Sveitarfélagið Vogar	57,4	3,4	57,4
Sveitarfélagið Ölfus	51,8	1,8	51,8
Tálknafjarðarhreppur	62,2	5,0	62,2
Tjörneshreppur	60,4	4,4	60,4
Vestmannaeyjabær	46,7	0,9	46,7
Vesturbyggð	59,7	4,1	59,7
Vopnafjarðarhreppur	52,1	1,9	52,1
Þingeyjarsveit	64,7	5,9	64,7



Indicator 10. Is the chief executive in the municipality male or female. Results for Iceland.

I10	Score
Aðaldælahreppur	8,1
Akrahreppur	1,9
Akraneskaupstaður	1,9
Akureyrarkaupstaður	8,1
Arnarneshreppur	1,9
Árneshreppur	8,1
Ásahreppur	1,9
Bláskógabyggð	1,9
Blönduóssbær	1,9
Bolungarvíkurkaupstaður	1,9
Borgarbyggð	1,9
Borgarfjarðarhreppur	1,9
Breiðdalshreppur	1,9
Bæjarhreppur	8,1
Dalabyggð	1,9
Dalvíkurbyggð	8,1
Djúpavogshreppur	1,9
Eyja- og Miklaholtshr.	1,9
Eyjafjarðarsveit	1,9
Fjallabyggð	1,9
Fjarðabyggð	1,9
Fljótsdalshérað	1,9
Fljótsdalshreppur	8,1
Flóahreppur	8,1
Garðabær	1,9
Grindavíkurbær	1,9
Grimseyjarhreppur	1,9
Grímsnes- og Grafningsshr.	1,9
Grundarfjarðarbær	1,9
Grýtubakkahreppur	1,9
Hafnarfjarðarkaupstaður	1,9
Helgafellssveit	1,9
Hrunamannahreppur	1,9
Húnavatnshreppur	1,9
Húnaþing vestra	1,9
Hvalfjarðarsveit	1,9
Hveragerðisbær	8,1
Höfðahreppur	1,9
Hörgárbyggð	1,9
Ísafjarðarbær	1,9
Kaldraneshreppur	8,1
Kjósarhreppur	1,9
Kópavogsbær	1,9
Langanesbyggð	1,9
Mosfellsbær	1,9
Mýrdalshreppur	1,9
Norðurþing	1,9
Rangárþing eystra	8,1
Rangárþing ytra	1,9

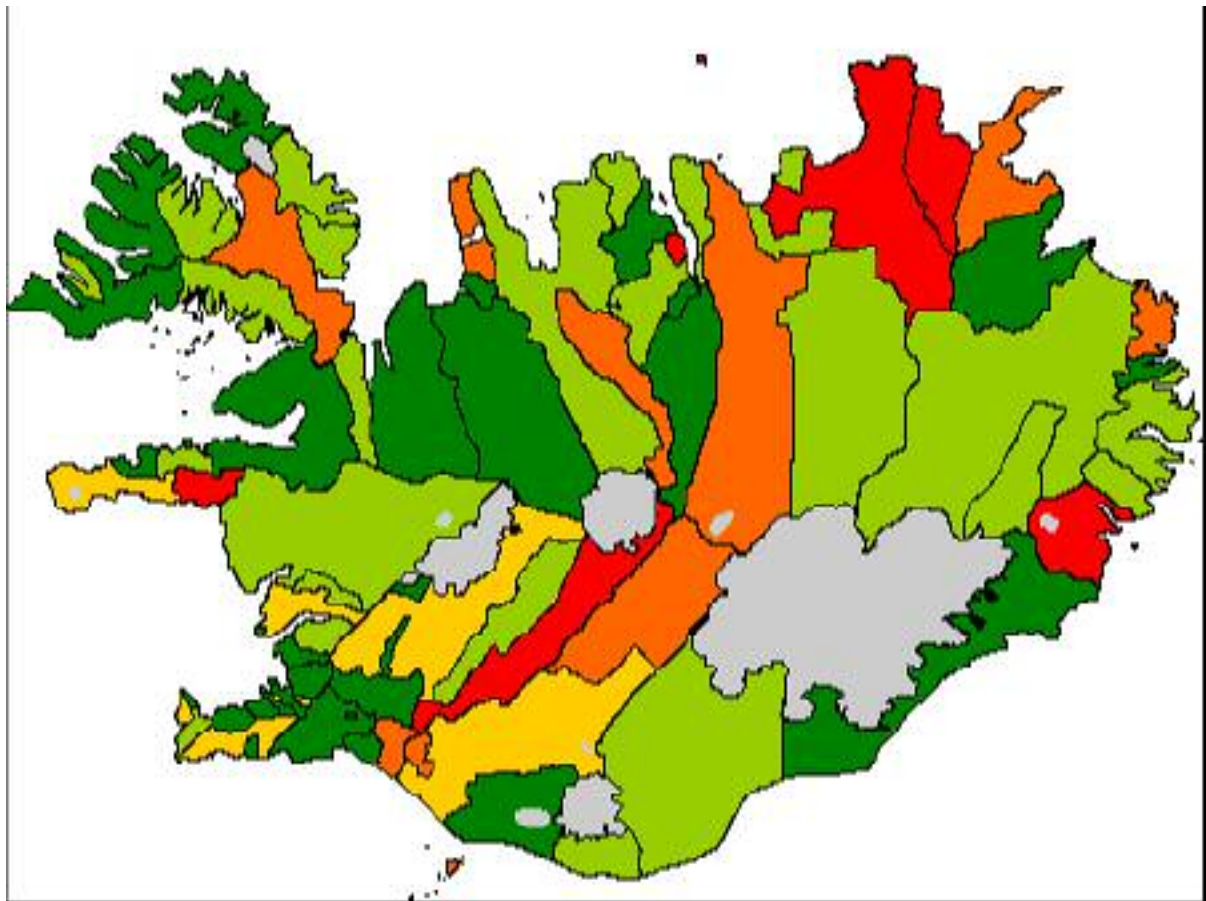
Reykholahreppur	1,9
Reykjanesbær	1,9
Reykjavíkurborg	1,9
Sandgerðisbær	1,9
Seltjarnarneskaupstaður	1,9
Seyðisfjarðarkaupstaður	1,9
Skafárhreppur	1,9
Skagabyggð	1,9
Skeiða- og Gnúpverjahr.	1,9
Skorradalshreppur	1,9
Skútustaðahreppur	8,1
Snæfellsbær	1,9
Strandabyggð	8,1
Stykkishólmsbær	8,1
Súðavíkurhreppur	1,9
Svalbarðshreppur	1,9
Svalbarðsstrandarhreppur	1,9
Sveitarfélagið Álftanes	1,9
Sveitarfélagið Árborg	8,1
Sveitarfélagið Garður	8,1
Sveitarfélagið Hornafjörður	1,9
Sveitarfélagið Skagafjörður	1,9
Sveitarfélagið Vogar	1,9
Sveitarfélagið Ölfus	1,9
Tálknafjarðarhreppur	1,9
Tjörneshreppur	1,9
Vestmannaeyjabær	1,9
Vesturbyggð	1,9
Vopnafjarðarhreppur	1,9
Þingeyjarsveit	1,9



**Indicator 11. Is the political leader in the municipality male or female.
Results for Iceland.**

I11	Score
Aðaldælahreppur	6,8
Akrahreppur	3,2
Akraneskaupstaður	3,2
Akureyrarkaupstaður	3,2
Arnarneshreppur	3,2
Árneshreppur	6,8
Ásahreppur	6,8
Bláskógabyggð	3,2
Blönduóssbær	3,2
Bolungarvíkurkaupstaður	6,8
Borgarbyggð	3,2
Borgarfjarðarhreppur	3,2
Breiðdalshreppur	6,8
Bæjarhreppur	6,8
Dalabyggð	3,2
Dalvíkurbyggð	6,8
Djúpavogshreppur	3,2
Eyja- og Miklaholtshr.	3,2
Eyjafjarðarsveit	3,2
Fjallabyggð	3,2
Fjarðabyggð	3,2
Fljótsdalshérað	6,8
Fljótsdalshreppur	6,8
Flóahreppur	3,2
Garðabær	3,2
Grindavíkurbær	6,8
Grimseyjarhreppur	3,2
Grímsnes- og Grafningsshr.	3,2
Grundarfjarðarbær	6,8
Grýtubakkahreppur	3,2
Hafnarfjarðarkaupstaður	6,8
Helgafellssveit	3,2
Hrunamannahreppur	3,2
Húnavatnshreppur	3,2
Húnaþing vestra	6,8
Hvalfjarðarsveit	3,2
Hveragerðisbær	3,2
Höfðahreppur	3,2
Hörgárbyggð	3,2
Ísafjarðarbær	6,8
Kaldraneshreppur	6,8
Kjósarhreppur	3,2
Kópavogsbær	6,8
Langanesbyggð	3,2
Mosfellsbær	3,2
Mýrdalshreppur	6,8
Norðurþing	3,2
Rangárþing eystra	3,2
Rangárþing ytra	3,2

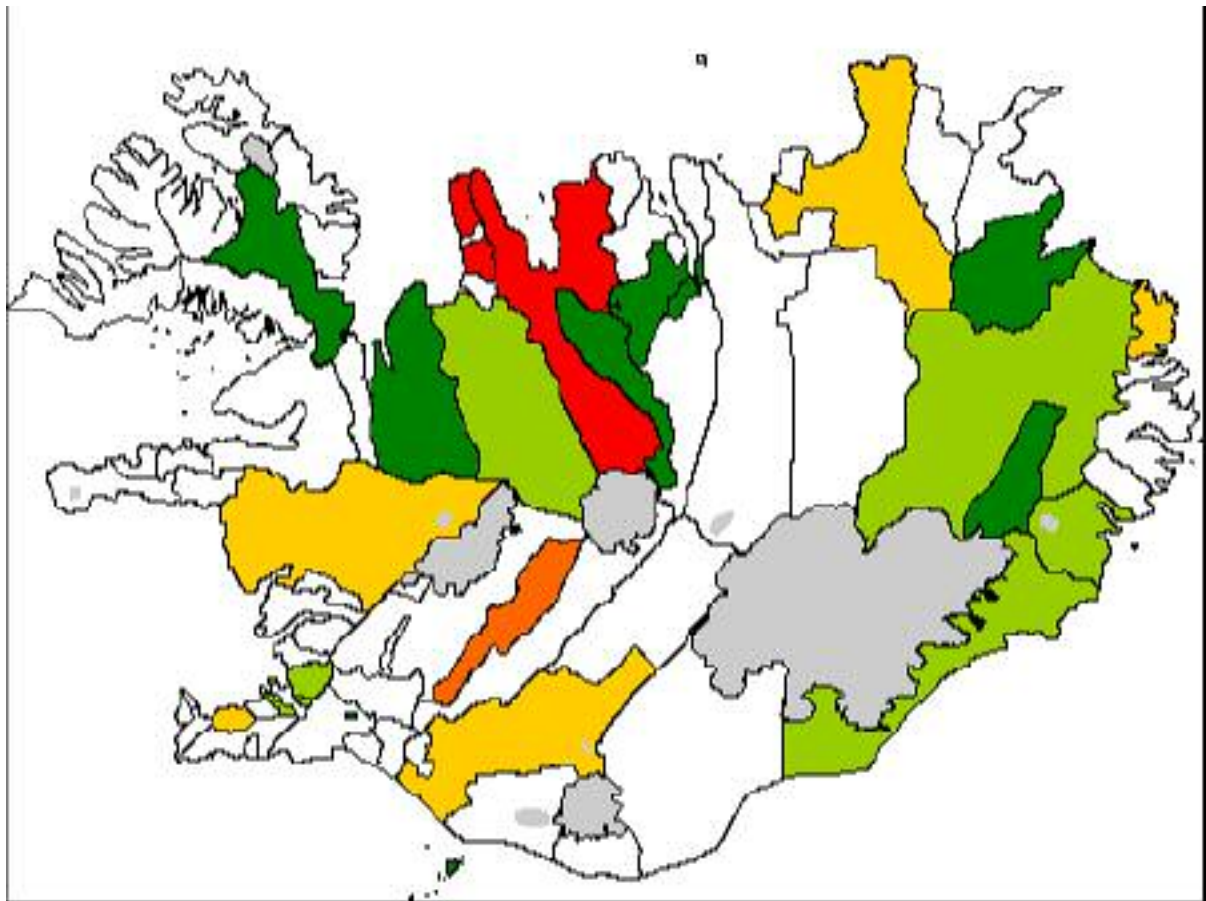
Reykholahreppur	3,2
Reykjanesbær	6,8
Reykjavíkurborg	3,2
Sandgerðisbær	3,2
Seltjarnarneskaupstaður	6,8
Seyðisfjarðarkaupstaður	3,2
Skafárhreppur	6,8
Skagabyggð	3,2
Skeiða- og Gnúpverjahr.	3,2
Skorradalshreppur	3,2
Skútustaðahreppur	6,8
Snæfellsbær	3,2
Strandabyggð	3,2
Stykkishólmsbær	3,2
Súðavíkurhreppur	3,2
Svalbarðshreppur	3,2
Svalbarðsstrandarhreppur	3,2
Sveitarfélagið Álftanes	3,2
Sveitarfélagið Árborg	3,2
Sveitarfélagið Garður	6,8
Sveitarfélagið Hornafjörður	3,2
Sveitarfélagið Skagafjörður	6,8
Sveitarfélagið Vogar	3,2
Sveitarfélagið Ölfus	6,8
Tálknafjarðarhreppur	6,8
Tjörneshreppur	3,2
Vestmannaeyjabær	3,2
Vesturbyggð	3,2
Vopnafjarðarhreppur	3,2
Þingeyjarsveit	3,2



**Indicator 13. Percent of women who are municipal councillors.
Results for Iceland.**

I13	Women	Score
	%	
Aðaldælahreppur	60,0	8,0
Akrahreppur	20,0	4,0
Akraneskaupstaður	44,4	8,9
Akureyrarkaupstaður	45,5	9,1
Arnarneshreppur	0,0	0,0
Árneshreppur	40,0	8,0
Ásahreppur	20,0	4,0
Bláskógabyggð	28,6	5,7
Blönduóssbær	57,1	8,6
Bolungarvíkurkaupstaður	42,9	8,6
Borgarbyggð	33,3	6,7
Borgarfjarðarhreppur	20,0	4,0
Breiðdalshreppur	40,0	8,0
Bæjarhreppur	40,0	8,0
Dalabyggð	42,9	8,6
Dalvíkurbyggð	42,9	8,6
Djúpavogshreppur	0,0	0,0
Eyja- og Miklaholtshr.	0,0	0,0
Eyjafjarðarsveit	42,9	8,6
Fjallabyggð	33,3	6,7
Fjarðabyggð	33,3	6,7
Fljótsdalshérað	36,4	7,3
Fljótsdalshreppur	40,0	8,0
Flóahreppur	14,3	2,9
Garðabær	42,9	8,6
Grindavíkurbær	28,6	5,7
Grimseyjarhreppur	0,0	0,0
Grímsnes- og Grafningsshr.	42,9	8,6
Grundarfjarðarbær	57,1	8,6
Grýtubakkahreppur	40,0	8,0
Hafnarfjarðarkaupstaður	45,5	9,1
Helgafellssveit	40,0	8,0
Hrunamannahreppur	40,0	8,0
Húnavatnshreppur	42,9	8,6
Húnaþing vestra	42,9	8,6
Hvalfjarðarsveit	28,6	5,7
Hveragerðisbær	57,1	8,6
Höfðahreppur		
Hörgárbyggð	60,0	8,0
Ísafjarðarbær	44,4	8,9
Kaldrananeshreppur	40,0	8,0
Kjósarhreppur	40,0	8,0
Kópavogsbær	27,3	5,5
Langanesbyggð	14,3	2,9
Mosfellsbær	42,9	8,6
Mýrdalshreppur	60,0	8,0
Norðurþing	11,1	2,2
Rangárþing eystra	42,9	8,6
Rangárþing ytra	28,6	5,7

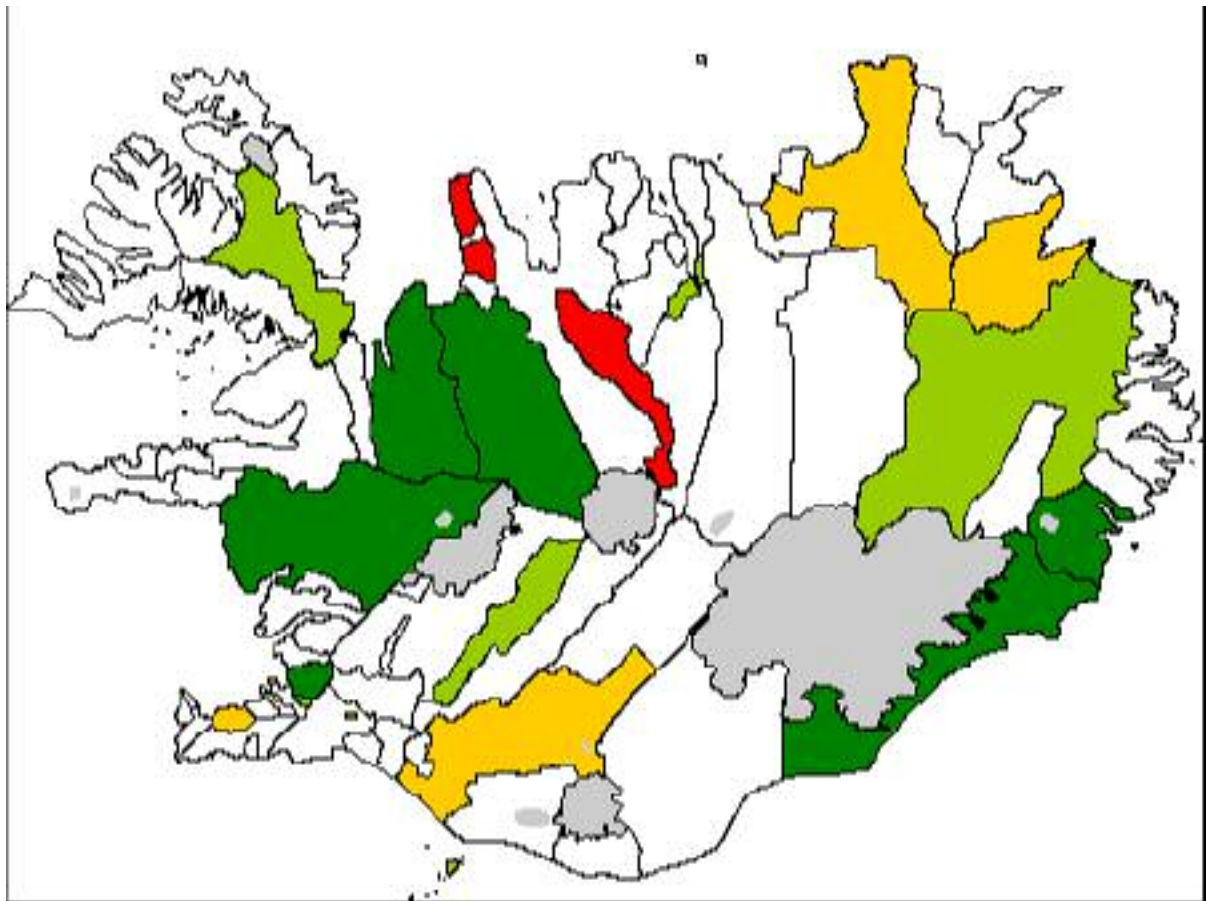
Reykholahreppur	40,0	8,0
Reykjanesbær	36,4	7,3
Reykjavíkurborg	46,7	9,3
Sandgerðisbær	28,6	5,7
Seltjarnarneskaupstaður	57,1	8,6
Seyðisfjarðarkaupstaður	42,9	8,6
Skafárhreppur	40,0	8,0
Skagabyggð	20,0	4,0
Skeiða- og Gnúpverjahr.	0,0	0,0
Skorradalshreppur	40,0	8,0
Skútustaðahreppur	60,0	8,0
Snæfellsbær	28,6	5,7
Strandabyggð	20,0	4,0
Stykkishólmsbær	42,9	8,6
Súðavíkurhreppur	40,0	8,0
Svalbarðshreppur	0,0	0,0
Svalbarðsstrandarhreppur	40,0	8,0
Sveitarfélagið Álftanes	42,9	8,6
Sveitarfélagið Árborg	44,4	8,9
Sveitarfélagið Garður	57,1	8,6
Sveitarfélagið Hornafjörður	57,1	8,6
Sveitarfélagið Skagafjörður	33,3	6,7
Sveitarfélagið Vogar	57,1	8,6
Sveitarfélagið Ölfus	42,9	8,6
Tálknafjarðarhreppur	40,0	8,0
Tjörneshreppur	40,0	8,0
Vestmannaeyjabær	14,3	2,9
Vesturbyggð	42,9	8,6
Vopnafjarðarhreppur	57,1	8,6
Þingeyjarsveit	14,3	2,9



**Indicator 14. Percent of women who are chairpersons in committees.
Results for Iceland.**

I14	Women	Score
	%	
Aðaldælahreppur		
Akrahreppur	50	10,0
Akraneskaupstaður		
Akureyrarkaupstaður	50	10,0
Arnarneshreppur		
Árneshreppur		
Ásahreppur		
Bláskógabyggð		
Blönduóssbær		
Bolungarvíkurkaupstaður		
Borgarbyggð	23,5	4,7
Borgarfjarðarhreppur	25	5,0
Breiðdalshreppur		
Bæjarhreppur		
Dalabyggð		
Dalvíkurbyggð		
Djúpavogshreppur	33,3	6,7
Eyja- og Miklaholtshr.		
Eyjafjarðarsveit		
Fjallabyggð		
Fjarðabyggð		
Fljótsdalshérað	62	7,6
Fljótsdalshreppur	50	10,0
Flóahreppur		
Garðabær	33	6,7
Grindavíkurbær		
Grimseyjarhreppur		
Grímsnes- og Grafningsshr.		
Grundarfjarðarbær		
Grýtubakkahreppur		
Hafnarfjarðarkaupstaður		
Helgafellssveit		
Hrunamannahreppur	20	4,0
Húnavatnshreppur	38	7,6
Húnaþing vestra	50	10,0
Hvalfjarðarsveit		
Hveragerðisbær	45	9,0
Höfðahreppur		
Hörgárbyggð	43	8,6
Ísafjarðarbær		
Kaldrananeshreppur		
Kjósarhreppur		
Kópavogsbær	35	7,0
Langanesbyggð		
Mosfellsbær	60	8,0
Mýrdalshreppur		
Norðurþing	25	5,0
Rangárþing eystra		
Rangárþing ytra	25	5,0

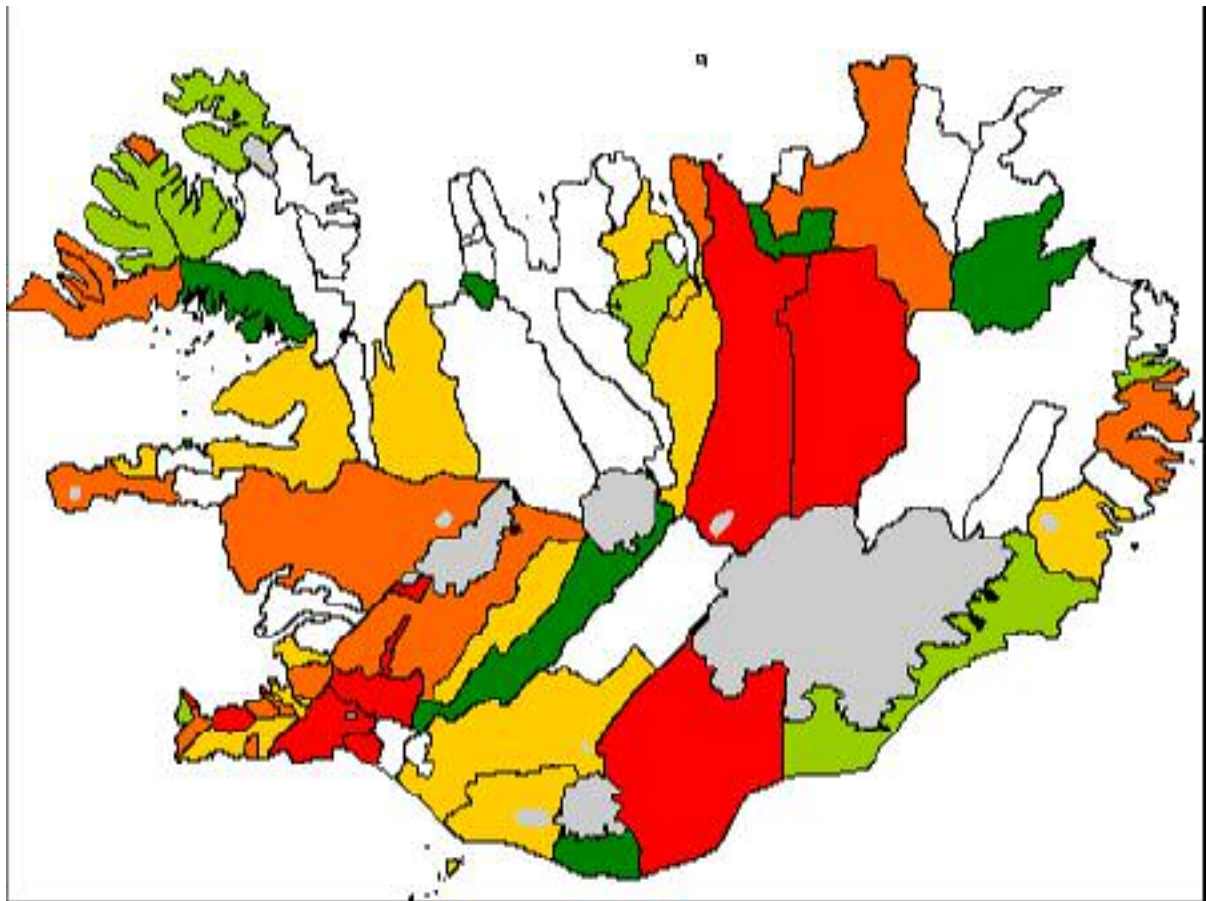
Reykholahreppur		
Reykjanesbær		
Reykjavíkurborg		
Sandgerðisbær		
Seltjarnarneskaupstaður	60	8,0
Seyðisfjarðarkaupstaður		
Skafárhreppur		
Skagabyggð	0	0,0
Skeiða- og Gnúpverjah.		
Skorradalshreppur		
Skútustaðahreppur		
Snæfellsbær		
Strandabyggð	50	10,0
Stykkishólmsbær		
Súðavíkurhreppur		
Svalbarðshreppur		
Svalbarðsstrandarhreppur	50	10,0
Sveitarfélagið Álftanes		
Sveitarfélagið Árborg		
Sveitarfélagið Garður		
Sveitarfélagið Hornafjörður	33,3	6,7
Sveitarfélagið Skagafjörður		0,0
Sveitarfélagið Vogar	29	5,8
Sveitarfélagið Ölfus		
Tálknafjarðarhreppur		
Tjörneshreppur		
Vestmannaeyjabær	50	10,0
Vesturbyggð		
Vopnafjarðarhreppur	50	10,0
Þingeyjarsveit		



Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Iceland.

I15	Women	Score
	%	
Aðaldælahreppur		
Akrahreppur	0	0,0
Akraneskaupstaður		
Akureyrarkaupstaður	60	8,0
Arnarneshreppur		
Árneshreppur		
Ásahreppur		
Bláskógabyggð		
Blönduóssbær		
Bolungarvíkurkaupstaður		
Borgarbyggð	47	9,4
Borgarfjarðarhreppur		
Breiðdalshreppur		
Bæjarhreppur		
Dalabyggð		
Dalvíkurbyggð		
Djúpavogshreppur	50	10,0
Eyja- og Miklaholtshr.		
Eyjafjarðarsveit		
Fjallabyggð		
Fjarðabyggð		
Fljótsdalshérað	62	7,6
Fljótsdalshreppur		
Flóahreppur		
Garðabær		
Grindavíkurbær		
Grimseyjarhreppur		
Grímsnes- og Grafningsshr.		
Grundarfjarðarbær		
Grýtubakkahreppur		
Hafnarfjarðarkaupstaður		
Helgafellssveit		
Hrunamannahreppur	40	8,0
Húnavatnshreppur	50	10,0
Húnaþing vestra	50	10,0
Hvalfjarðarsveit		
Hveragerðisbær	36	7,2
Höfðahreppur		
Hörgárbyggð		
Ísafjarðarbær		
Kaldrananeshreppur		
Kjósarhreppur		
Kópavogsbær	33	6,6
Langanesbyggð		
Mosfellsbær	50	10,0
Mýrdalshreppur		
Norðurþing	25	5,0
Rangárþing eystra		
Rangárþing ytra	31	6,2

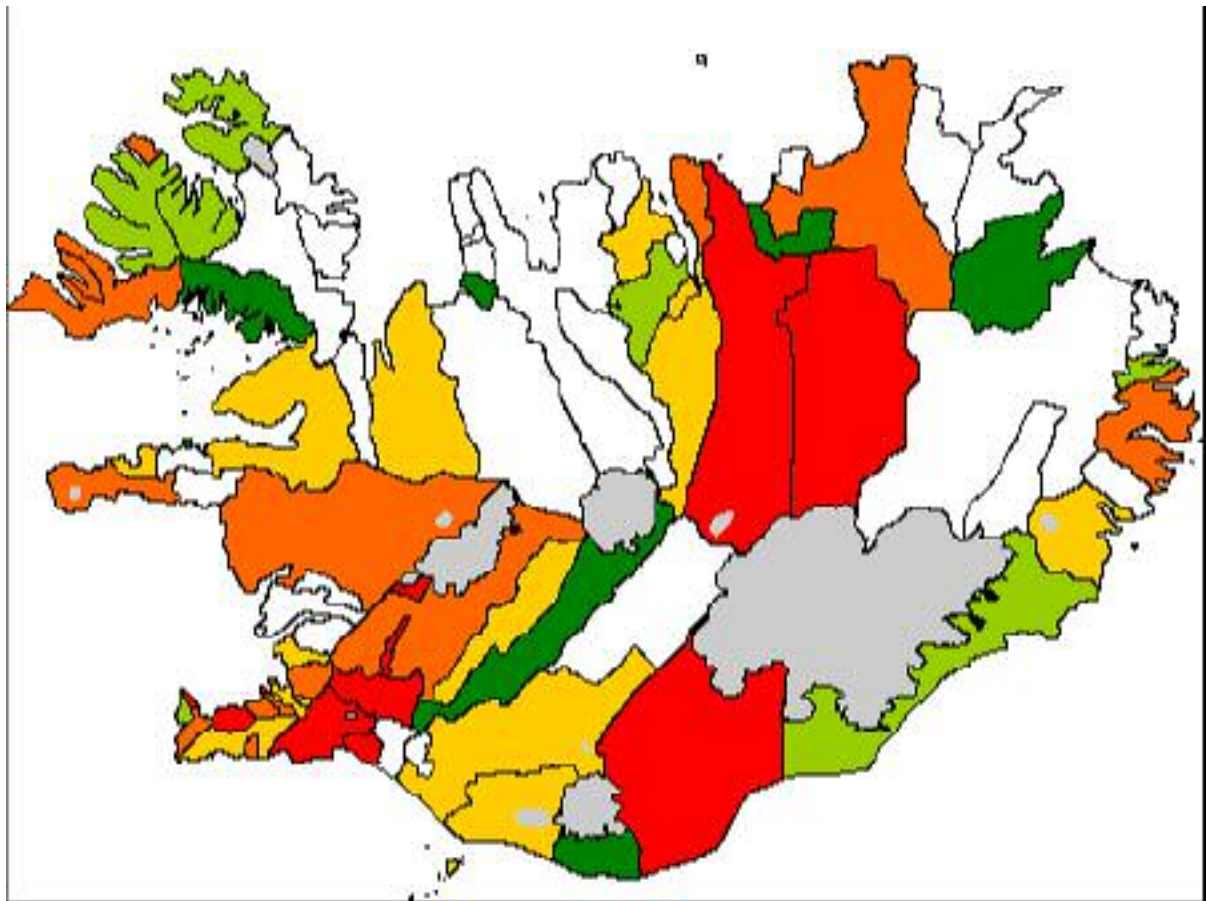
Reykholahreppur		
Reykjanesbær		
Reykjavíkurborg		
Sandgerðisbær		
Seltjarnarneskaupstaður	30	6,0
Seyðisfjarðarkaupstaður		
Skafárhreppur		
Skagabyggð	0	0,0
Skeiða- og Gnúpverjah.		
Skorradalshreppur		
Skútustaðahreppur		
Snæfellsbær		
Strandabyggð	65	7,0
Stykkishólmsbær		
Súðavíkurhreppur		
Svalbarðshreppur		
Svalbarðsstrandarhreppur	33	6,6
Sveitarfélagið Álftanes		
Sveitarfélagið Árborg		
Sveitarfélagið Garður		
Sveitarfélagið Hornafjörður	50	10,0
Sveitarfélagið Skagafjörður		
Sveitarfélagið Vogar	71	5,8
Sveitarfélagið Ölfus		
Tálknafjarðarhreppur		
Tjörneshreppur		
Vestmannaeyjabær	33	6,6
Vesturbyggð		
Vopnafjarðarhreppur	25	5,0
Þingeyjarsveit		



**Indicator 16. Percent of women elected to regular committees.
Results for Iceland.**

I16	Men	Women	Score
	%	%	
Aðaldælahreppur	47	53	9,4
Akrahreppur			
Akraneskaupstaður	65	35	7,0
Akureyrarkaupstaður	57	43	8,6
Arnarneshreppur			
Árneshreppur	46	54	9,2
Ásahreppur			
Bláskógabyggð			
Blönduóssbær	67	33	6,6
Bolungarvíkurkaupstaður	51	49	9,8
Borgarbyggð	64	36	7,2
Borgarfjarðarhreppur	69	31	6,2
Breiðdalshreppur			
Bæjarhreppur			
Dalabyggð			0,0
Dalvíkurbyggð	54	46	9,2
Djúpavogshreppur	71	29	5,8
Eyja- og Miklaholtshr.			
Eyjafjarðarsveit			
Fjallabyggð			
Fjarðabyggð	70	30	6,0
Fljótsdalshérað	60	40	8,0
Fljótsdalshreppur	50	50	10,0
Flóahreppur			
Garðabær	57	43	8,6
Grindavíkurbær			
Grimseyjarhreppur			
Grímsnes- og Grafningsshr.			
Grundarfjarðarbær	44	56	8,8
Grýtubakkahreppur	52	48	9,6
Hafnarfjarðarkaupstaður	58	42	8,4
Helgafellssveit	76	24	4,8
Hrunamannahreppur	61	39	7,8
Húnavatnshreppur			
Húnaþing vestra	56	44	8,8
Hvalfjarðarsveit	61	39	7,8
Hveragerðisbær	50	50	10,0
Höfðahreppur	56	44	8,8
Hörgárbyggð	57	43	8,6
Ísafjarðarbær	59	41	8,2
Kaldranarneshreppur	48	52	9,6
Kjósarhreppur	63	37	7,4
Kópavogsbær	67	33	6,6
Langanesbyggð			
Mosfellsbær	50	50	10,0
Mýrdalshreppur	51	49	9,8
Norðurþing	83	17	3,4
Rangárþing eystra			
Rangárþing ytra	69	31	6,2

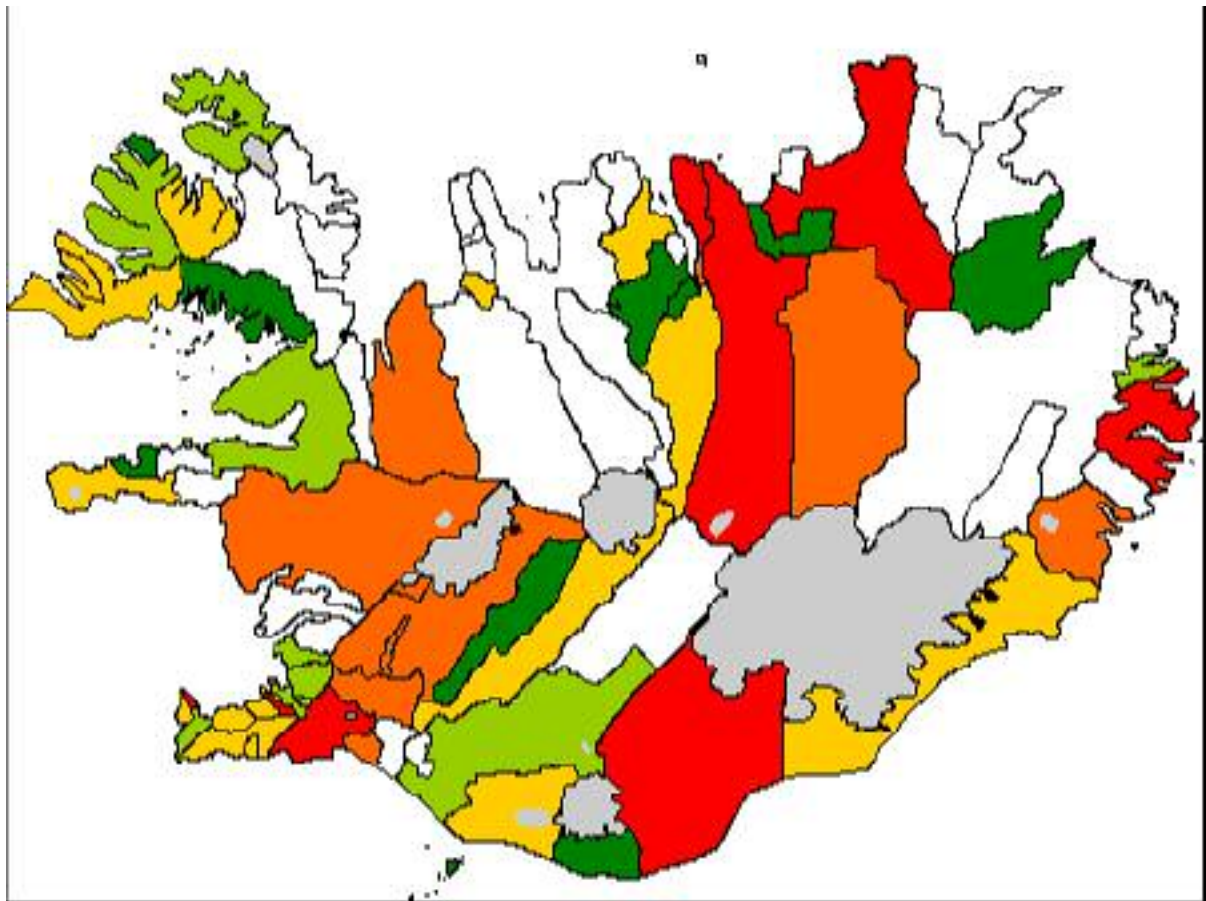
Reykholahreppur	70	30	6,0
Reykjanesbær	73	27	5,4
Reykjavíkurborg	61	39	7,8
Sandgerðisbær	59	41	8,2
Seltjarnarneskaupstaður	52	48	9,6
Seyðisfjarðarkaupstaður			
Skafárhreppur	55	45	9,0
Skagabyggð	68	32	6,4
Skeiða- og Gnúpverjah.			
Skorradalshreppur			
Skútustaðahreppur			
Snæfellsbær	62	38	7,6
Strandabyggð	56	44	8,8
Stykkishólmsbær	46	54	9,2
Súðavíkurhreppur			
Svalbarðshreppur			
Svalbarðsstrandarhreppur	53	47	9,4
Sveitarfélagið Álftanes			
Sveitarfélagið Árborg	49	51	9,8
Sveitarfélagið Garður	47	53	9,4
Sveitarfélagið Hornafjörður	46	54	9,2
Sveitarfélagið Skagafjörður	68	32	6,4
Sveitarfélagið Vogar	51	49	9,8
Sveitarfélagið Ölfus	61	39	7,8
Tálknafjarðarhreppur	49	51	9,8
Tjörneshreppur	64	36	7,2
Vestmannaeyjabær	65	35	7,0
Vesturbyggð	66	34	6,8
Vopnafjarðarhreppur			
Þingeyjarsveit	72	28	5,6



**Indicator 18. Percent of children in day-care/preschool (1-5 year old).
Results for Iceland.**

I18	Children	Score
	%	
Aðaldælahreppur	100	9,8
Akrahreppur		
Akraneskaupstaður		
Akureyrarkaupstaður	83	5,6
Arnarneshreppur		
Árneshreppur		
Ásahreppur		
Bláskógabyggð	80	4,4
Blönduóssbær	100	9,8
Bolungarvíkurkaupstaður	78	3,5
Borgarbyggð	77	3,1
Borgarfjarðarhreppur		
Breiðdalshreppur		
Bæjarhreppur		
Dalabyggð	85	6,5
Dalvíkurbyggð	82	5,2
Djúpavogshreppur	82	5,2
Eyja- og Miklaholtshr.		
Eyjafjarðarsveit	85	6,5
Fjallabyggð		
Fjarðabyggð	78	3,5
Fljótsdalshérað		
Fljótsdalshreppur		
Flóahreppur		
Garðabær	79	3,9
Grindavíkurbær	84	6,1
Grimseyjarhreppur		
Grímsnes- og Grafningsshr.	69	0,9
Grundarfjarðarbær	81	4,8
Grýtubakkahreppur	76	2,8
Hafnarfjarðarkaupstaður	80	4,4
Helgafellssveit		
Hrunamannahreppur	84	6,1
Húnavatnshreppur		
Húnaþing vestra	81	4,8
Hvalfjarðarsveit		
Hveragerðisbær		
Höfðahreppur		
Hörgárbyggð	91	8,5
Ísafjarðarbær	87	7,2
Kaldrananeshreppur		
Kjósarhreppur		
Kópavogsbær	83	5,6
Langanesbyggð		
Mosfellsbær	80	4,4
Mýrdalshreppur	92	8,7
Norðurþing	76	2,8
Rangárþing eystra	83	5,6
Rangárþing ytra	84	6,1

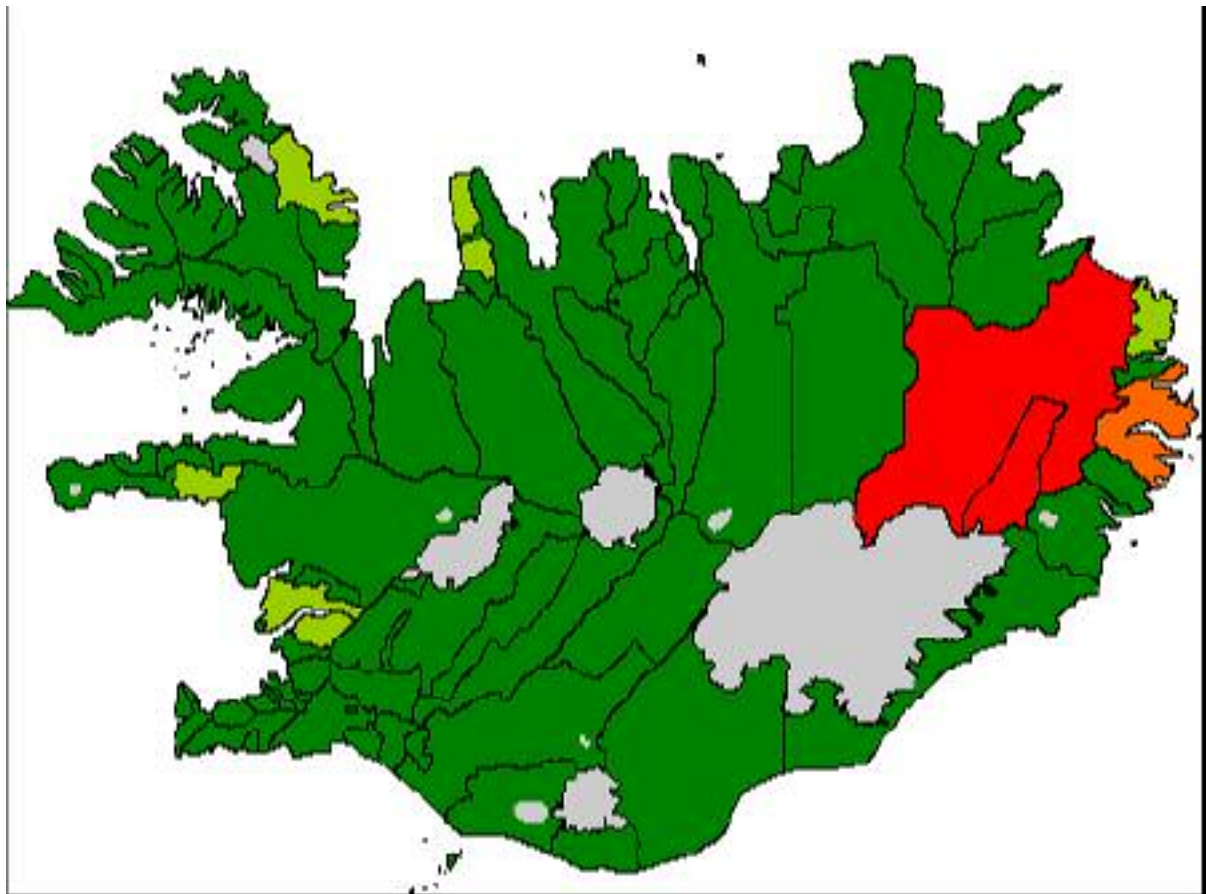
Reykholahreppur	100	9,8
Reykjanesbær	76	2,8
Reykjavíkurborg	82	5,2
Sandgerðisbær	87	7,2
Seltjarnarneskaupstaður	76	2,8
Seyðisfjarðarkaupstaður	89	7,9
Skafárhreppur	75	2,4
Skagabyggð		
Skeiða- og Gnúpverjah.	97	9,5
Skorradalshreppur		
Skútustaðahreppur	67	0,6
Snæfellsbær	78	3,5
Strandabyggð		
Stykkishólmsbær	94	9,1
Súðavíkurhreppur	90	8,2
Svalbarðshreppur		
Svalbarðsstrandarhreppur	85	6,5
Sveitarfélagið Álftanes	60	0,1
Sveitarfélagið Árborg	69	0,9
Sveitarfélagið Garður	71	1,3
Sveitarfélagið Hornafjörður	88	7,6
Sveitarfélagið Skagafjörður		
Sveitarfélagið Vogar	75	2,4
Sveitarfélagið Ölfus	55	0,0
Tálknafjarðarhreppur	77	3,1
Tjörneshreppur		
Vestmannaeyjabær	83	5,6
Vesturbyggð	78	3,5
Vopnafjarðarhreppur	94	9,1
Þingeyjarsveit	70	1,1



**Indicator 19. Percent of children in day-care/preschool (3-5 year old).
Results for Iceland. Results for Iceland.**

I19	Children	Score
	%	
Aðaldælahreppur	100	9,8
Akrahreppur		
Akraneskaupstaður		
Akureyrarkaupstaður	83	5,6
Arnarneshreppur		
Árneshreppur		
Ásahreppur		
Bláskógabyggð	80	4,4
Blönduóssbær	100	9,8
Bolungarvíkurkaupstaður	78	3,5
Borgarbyggð	77	3,1
Borgarfjarðarhreppur		
Breiðdalshreppur		
Bæjarhreppur		
Dalabyggð	85	6,5
Dalvíkurbyggð	82	5,2
Djúpavogshreppur	82	5,2
Eyja- og Miklaholtshr.		
Eyjafjarðarsveit	85	6,5
Fjallabyggð		
Fjarðabyggð	78	3,5
Fljótsdalshérað		
Fljótsdalshreppur		
Flóahreppur		
Garðabær	79	3,9
Grindavíkurbær	84	6,1
Grimseyjarhreppur		
Grímsnes- og Grafningsshr.	69	0,9
Grundarfjarðarbær	81	4,8
Grýtubakkahreppur	76	2,8
Hafnarfjarðarkaupstaður	80	4,4
Helgafellssveit		
Hrunamannahreppur	84	6,1
Húnavatnshreppur		
Húnaþing vestra	81	4,8
Hvalfjarðarsveit		
Hveragerðisbær		
Höfðahreppur		
Hörgárbyggð	91	8,5
Ísafjarðarbær	87	7,2
Kaldrananeshreppur		
Kjósarhreppur		
Kópavogsbær	83	5,6
Langanesbyggð		
Mosfellsbær	80	4,4
Mýrdalshreppur	92	8,7
Norðurþing	76	2,8
Rangárþing eystra	83	5,6
Rangárþing ytra	84	6,1

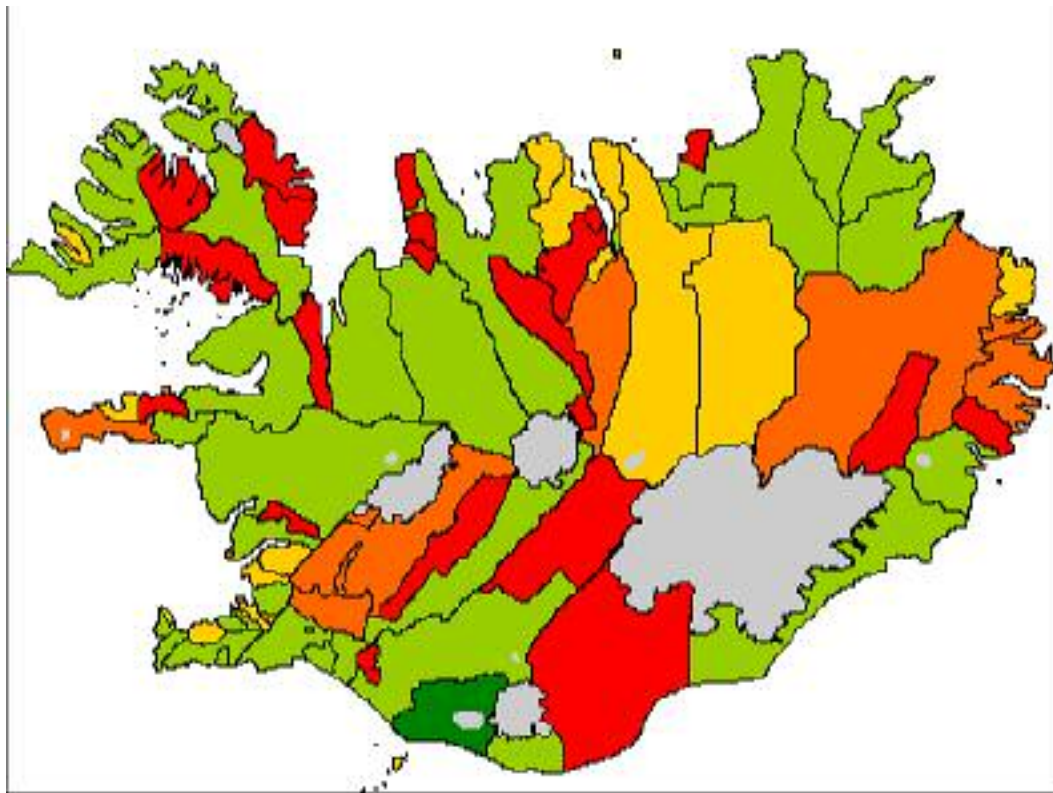
Reykholahreppur	100	9,8
Reykjanesbær	76	2,8
Reykjavíkurborg	82	5,2
Sandgerðisbær	87	7,2
Seltjarnarneskaupstaður	76	2,8
Seyðisfjarðarkaupstaður	89	7,9
Skafárhreppur	75	2,4
Skagabyggð		
Skeiða- og Gnúpverjah.	97	9,5
Skorradalshreppur		
Skútustaðahreppur	67	0,6
Snæfellsbær	78	3,5
Strandabyggð		
Stykkishólmsbær	94	9,1
Súðavíkurhreppur	90	8,2
Svalbarðshreppur		
Svalbarðsstrandarhreppur	85	6,5
Sveitarfélagið Álftanes	60	0,1
Sveitarfélagið Árborg	69	0,9
Sveitarfélagið Garður	71	1,3
Sveitarfélagið Hornafjörður	88	7,6
Sveitarfélagið Skagafjörður		
Sveitarfélagið Vogar	75	2,4
Sveitarfélagið Ölfus	55	0,0
Tálknafjarðarhreppur	77	3,1
Tjörneshreppur		
Vestmannaeyjabær	83	5,6
Vesturbyggð	78	3,5
Vopnafjarðarhreppur	94	9,1
Þingeyjarsveit	70	1,1



Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Iceland.

I20	Women	Score
	%	
Aðaldælahreppur	46,7	9,3
Akrahreppur	47,3	9,4
Akraneskaupstaður	47,9	9,6
Akureyrarkaupstaður	50,9	9,7
Arnarneshreppur	45,5	8,9
Árneshreppur	44,0	8,2
Ásahreppur	51,3	9,7
Bláskógabyggð	47,7	9,5
Blönduóssbær	49,1	9,7
Bolungarvíkurkaupstaður	49,3	9,8
Borgarbyggð	48,0	9,6
Borgarfjarðarhreppur	43,2	7,8
Breiðdalshreppur	45,5	8,9
Bæjarhreppur	48,0	9,6
Dalabyggð	47,4	9,5
Dalvíkurbyggð	48,8	9,7
Djúpavogshreppur	46,4	9,2
Eyja- og Miklaholtshr.	42,1	7,0
Eyjafjarðarsveit	47,0	9,4
Fjallabyggð	47,8	9,5
Fjarðabyggð	36,2	2,6
Fljótsdalshérað	36,1	2,5
Fljótsdalshreppur	9,7	0,0
Flóahreppur	46,8	9,3
Garðabær	50,1	9,8
Grindavíkurbær	48,9	9,7
Grimseyjarhreppur	45,5	8,9
Grímsnes- og Grafningsshr.	45,6	8,9
Grundarfjarðarbær	48,4	9,6
Grýtubakkahreppur	47,0	9,4
Hafnarfjarðarkaupstaður	50,3	9,8
Helgafellssveit	44,8	8,6
Hrunamannahreppur	46,7	9,3
Húnavatnshreppur	45,4	8,9
Húnaþing vestra	50,3	9,8
Hvalfjarðarsveit	43,2	7,8
Hveragerðisbær	48,4	9,6
Höfðahreppur	49,3	9,8
Hörgárbyggð	47,2	9,4
Ísafjarðarbær	49,1	9,7
Kaldrananeshreppur	51,5	9,7
Kjósarhreppur	42,0	7,0
Kópavogsbær	50,0	9,8
Langanesbyggð	45,8	9,0
Mosfellsbær	49,2	9,8
Mýrdalshreppur	48,4	9,6
Norðurþing	49,3	9,8
Rangárþing eystra	48,3	9,6
Rangárþing ytra	50,0	9,8

Reykholahreppur	47,4	9,5
Reykjanesbær	48,3	9,6
Reykjavíkurborg	50,4	9,8
Sandgerðisbær	47,8	9,5
Seltjarnarneskaupstaður	50,0	9,8
Seyðisfjarðarkaupstaður	49,2	9,8
Skaftárhreppur	46,2	9,1
Skagabyggð	42,7	7,4
Skeiða- og Gnúpverjah.	50,5	9,8
Skorradalshreppur	44,6	8,5
Skútustaðahreppur	48,8	9,7
Snæfellsbær	48,5	9,7
Strandabyggð	44,8	8,6
Stykkishólmsbær	48,1	9,6
Súðavíkurhreppur	47,2	9,4
Svalbarðshreppur	46,2	9,1
Svalbarðsstrandarhreppur	47,8	9,5
Sveitarfélagið Álftanes	48,7	9,7
Sveitarfélagið Árborg	48,8	9,7
Sveitarfélagið Garður	46,7	9,3
Sveitarfélagið Hornafjörður	47,8	9,5
Sveitarfélagið Skagafjörður	49,0	9,7
Sveitarfélagið Vogar	48,1	9,6
Sveitarfélagið Ölfus	46,9	9,3
Tálknafjarðarhreppur	47,9	9,6
Tjörneshreppur	45,0	8,7
Vestmannaeyjabær	48,0	9,6
Vesturbyggð	48,2	9,6
Vopnafjarðarhreppur	48,0	9,6
Þingeyjarsveit	47,4	9,5



Indicator 21. Difference between the mean age of women and men in the municipality. Results for Iceland.

I21	Men	Women	Score
	%	%	
Aðaldælahreppur	42,1	42,5	8,0
Akrahreppur	42,3	35,3	0,0
Akraneskaupstaður	35,2	37,3	4,3
Akureyrarkaupstaður	35,6	37,3	5,3
Arnarneshreppur	38,8	34	0,4
Árneshreppur	45,5	39,7	0,1
Ásahreppur	41,9	38,1	1,2
Bláskógabyggð	37	34,9	4,3
Blönduóssbær	38,5	41,6	2,2
Bolungarvíkurkaupstaður	36,4	36,3	8,5
Borgarbyggð	35,6	36,7	6,7
Borgarfjarðarhreppur	41,9	43,7	5,0
Breiðdalshreppur	44,8	41	1,2
Bæjarhreppur	39,5	34,4	0,2
Dalabyggð	40,9	40,8	8,5
Dalvíkurbyggð	34,9	36,7	5,0
Djúpavogshreppur	38,1	37,8	8,2
Eyja- og Miklaholtshr.	36,4	35,4	6,9
Eyjafjarðarsveit	33,8	36,3	3,4
Fjallabyggð	40	41,8	5,0
Fjarðabyggð	39,5	37,2	3,8
Fljótsdalshérað	38,1	35,8	3,8
Fljótsdalshreppur	42,2	35,8	0,0
Flóahreppur	35,6	34,9	7,5
Garðabær	36,9	37,5	7,7
Grindavíkurbær	32,4	32,5	8,5
Grimseyjarhreppur	33,5	33,4	8,5
Grímsnes- og Grafningsshr.	36,6	39	3,6
Grundarfjarðarbær	34,2	33	6,4
Grýtubakkahreppur	34,8	36,2	6,0
Hafnarfjarðarkaupstaður	34,1	34,8	7,5
Helgafellssveit	39,8	45,7	0,1
Hrunamannahreppur	33	36,3	1,8
Húnavatnshreppur	37,6	36,7	7,1
Húnaþing vestra	39,4	38,8	7,7
Hvalfjarðarsveit	35,2	35,1	8,5
Hveragerðisbær	37,7	38	8,2
Höfðahreppur	35,4	35,8	8,0
Hörgárbyggð	39,2	36	2,0
Ísafjarðarbær	36,2	36,9	7,5
Kaldrananeshreppur	43	37,9	0,2
Kjósarhreppur	38,2	40,2	4,5
Kópavogsbær	35,9	37,3	6,0
Langanesbyggð	37,8	37,5	8,2
Mosfellsbær	33,2	33,8	7,7
Mýrdalshreppur	40,6	39,8	7,3
Norðurþing	38,9	37,8	6,7
Rangárþing eystra	37,4	37,4	8,6
Rangárþing ytra	37	36,6	8,0

Reykholahreppur	42,6	38,7	1,0
Reykjanesbær	34,9	35,6	7,5
Reykjavíkurborg	36,3	38,2	4,8
Sandgerðisbær	33,2	33,6	8,0
Seltjarnarneskaupstaður	36,9	38,4	5,7
Seyðisfjarðarkaupstaður	40,1	38	4,3
Skafárhreppur	43,9	40,8	2,2
Skagabyggð	42,4	38,8	1,4
Skeiða- og Gnúpverjah.	35,7	36,5	7,3
Skorradalshreppur	37,7	42,1	0,6
Skútustaðahreppur	37,8	39,4	5,5
Snæfellsbær	34,4	32,3	4,3
Strandabyggð	38,5	38,8	8,2
Stykkishólmsbær	37	39,1	4,3
Súðavíkurhreppur	34,2	38	1,2
Svalbarðshreppur	38,6	38,3	8,2
Svalbarðsstrandarhreppur	33,7	34,7	6,9
Sveitarfélagið Álftanes	31,8	32,3	7,8
Sveitarfélagið Árborg	35,5	36,1	7,7
Sveitarfélagið Garður	32,8	34,1	6,2
Sveitarfélagið Hornafjörður	36,8	36,5	8,2
Sveitarfélagið Skagafjörður	37,5	37,9	8,0
Sveitarfélagið Vogar	34,1	32,5	5,5
Sveitarfélagið Ölfus	34,4	34,3	8,5
Tálknafjarðarhreppur	34,5	33,2	6,2
Tjörneshreppur	48,5	51,6	2,2
Vestmannaeyjabær	35,8	37,8	4,5
Vesturbyggð	38	38,5	7,8
Vopnafjarðarhreppur	39,3	38,7	7,7
Þingeyjarsveit	41,2	39,6	5,5

Norway

Of ten indicators related to employment Norway was able to collect data on nine indicators. The indicator that could not be submitted was:

6. Age structure of man and women who are unemployed.

Of seven indicators related to balanced participation in decision making Norway was able to collect data on three. The following four indicators could not be submitted:

11. Is the political leader in the municipality male or female.
12. Is the deputy chairperson in the municipality male or female.
16. Percent of women elected to regular committees.
17. Is there an elected equality committee or a committee which has been assigned the task of supervising matters related to gender equality in the municipality?

Of two indicators related to balancing work and private life Norway was able to submit both.

Of indicators two indicators related to social inclusion Norway was not able to collect data on the following:

21. Difference between the mean age of women and men in the municipality

Indicators related to employment

Indicator 1. Women's and men's labour force participation. Results for Norway.

The difference between the labour force participation of men and women in Norway is on average 8,1%. On average 76% of women participate in the labour force, with a standard deviation of 3,4%. The same percentage for men is 84,1%, with a standard deviation also of

3,4%. The mean score is 4,9 and the standard deviation is 2,9 points. The difference of labour force participation between men and women ranges from -4,4% to + 16,9%

Indicator 2. Percent of women and men in employment. Results for Norway.

In Norway 72,7 % of men between the age 16-74 year are in employment. The same age group of women sees 65,8% in employment. The average difference is 6,9% and the difference ranges from -4,7 to +17,1. This makes the average score 5, 0 and the standard deviation 2,8 points.

Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Norway.

In Norwegian municipalities women are on average 33% employed in the public sector, with a standard deviation of 5,3% between the municipalities . The same percentage for men is 11,7% and the standard deviation for men is 3,9% between the municipalities. The average score for this indicator is 5,0 and the standard deviation is 2,9 points. The difference ranges from -37% to -2,1%. In no municipality are men employed in a greater extend, then women, within the public sector.

Indicator 4. Percent of the female (and male) workforce employed in the private sector. Results for Norway.

In Norway 61% of men are employed in the private sector, with a standard deviation of 6,2% between the municipalities. The equivalent percentage of women employed in the private sector is 32,4%, with a standard deviation of 6,2%. The average score is 5,0 and the standard deviation is 5,5 points.

Indicator 5. Percentage of men and women who are unemployed. Results for Norway.

Unemployment rate in Norway is low and it is the same form both men and women. The average unemployment rate is 2,5% for both genders. The standard deviation for men is 1,6 between municipalities and the standard deviation is for women is 1,1%. This gives the average score of 8.8 and the standard deviations of 2,1 points. For men the unemployment rate ranges from 0,5% to 12,7%. For women men the unemployment rate ranges from 0,3 to 8,2%. The Difference of unemployment between men and women ranges from -4,7 to 7,6%.

Indicator 7. Women's gross income as a percentage of men's gross income. Results for Norway.

On average women's gross income is 60,8% of the gross income for men. The standard deviation is 8,7%. The average point given on the indicator is 5,0 and the standard deviation is 2,7 points. Women's gross income ranges from being 26,8% to 100% of that of men's gross income.

Indicator 8. Percent of women within top management in municipalities. Results for Norway.

In Norwegian municipalities women are on average 8,8% of top management. The ratio falls within the range 0% to 100% making the standard deviation greater than the mean, or 12,5%. The average point given is 1,6 with a standard deviation of 1,7 points.

Indicator 9. Percent of women within middle management in municipalities. Results for Norway.

In Norwegian municipalities women are on average 37,9% of middle management. The ratio falls within the range 0% to 100% making the standard deviation 30.6%. The average point given is 4,2 and the standard deviation is 3,2 points.

Indicator 10. Is the chief executive in the municipality male or female. Results for Norway.

On this indicator Norway submitted data for 394 municipalities. The total number of women chief executives in municipalities is 64. This gives municipalities that have a female chief executives the score 8.4, and those that have male chief executives the score 1,6 points.

Indicators related to balanced participation in decision making.

Indicator 13. Percent of women who are municipal councilors. Results for Norway.

The average percent of women councilors in Norwegian municipalities is 35,1%, with a standard deviation of 7,7. The range of the ratio of women falls between 17,2% and 56%. This gives the average score of 7,0, with a standard deviation of 1,5 points.

**Indicator 14. Percent of women who are chairpersons in committees.
Results for Norway.**

On this indicator Norway returned data for all 431 municipalities. Women who are chairpersons in committees are in all 71. If a municipality has a woman chairperson they will score 8,4 point, Whereas if the municipality has a man chairpersons the score will be 1,4 points.

Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Norway.

On this indicator Norway returned data for all 431 municipalities. Women who are deputy chairpersons in committees are in all 149. If a municipality has a women deputy chairperson they will score 6,5 points on the scale, Whereas if the municipality has a male deputy chairpersons the score will be 3,5.

Indicators related to balancing work and private life.**Indicator 18. Percent of children in day-care/preschool (1-5 year old).
Results for Norway.**

On average 82,0% of children between the age of 1-5 years are in day-care or preschool in Norwegian municipalities . The standard deviation is 8,9 %. The ratio falls between 39,5% at the lowest and 100% at the highest. This gives an average score of 5,1 and a standard deviation from the average is , points. It should be noted that data from Norway showed some municipalities having more than 100% of children in day-care. This indicates that some municipalities have children from other municipalities. In the calculation of the score for this indicator all municipalities having such a ratio were restored to 100%. In future use of this indicator this methodological problem must be addressed.

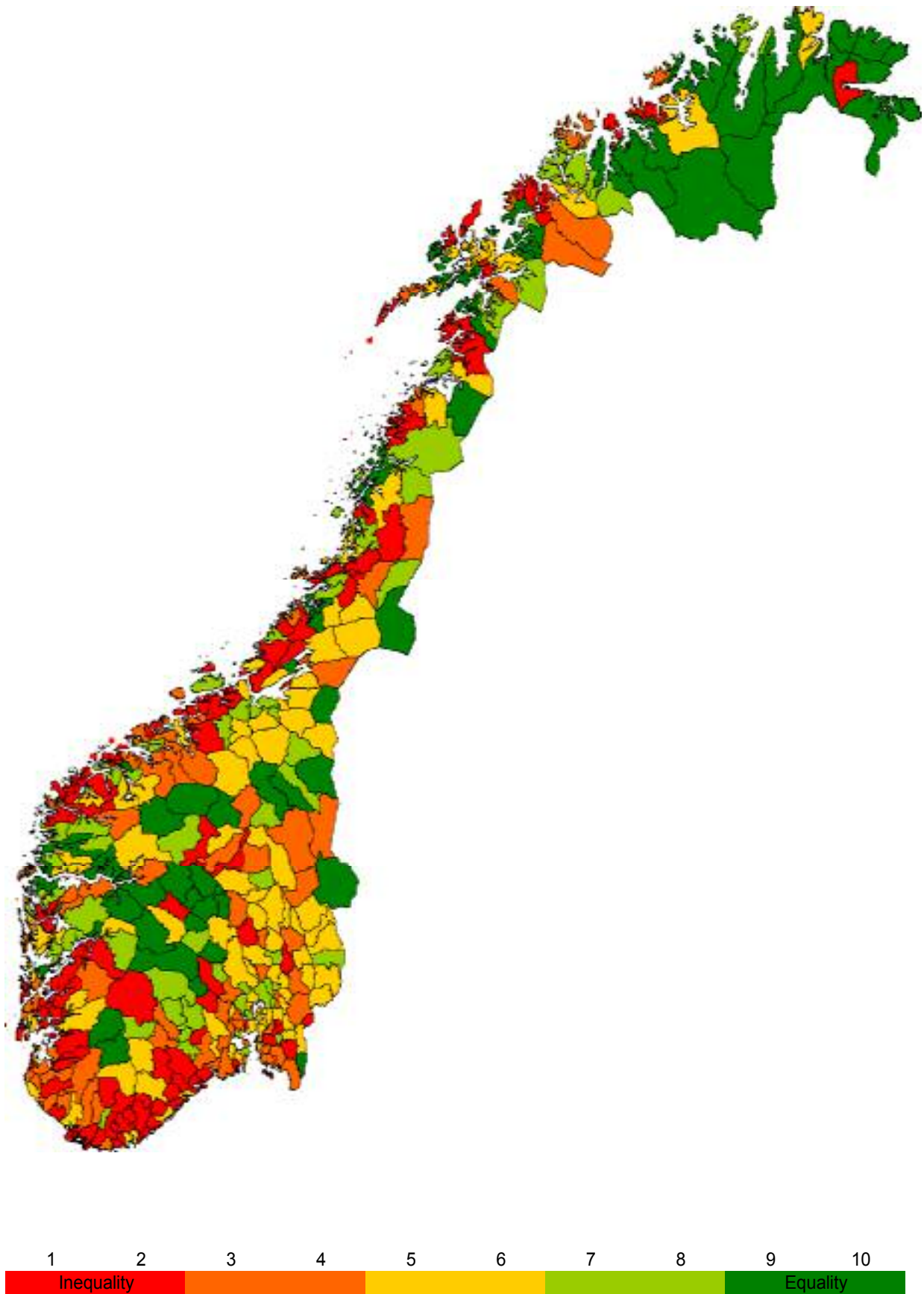
**Indicator 19. Percent of children in day-care/preschool (3-5 year old).
Results for Norway.**

On average 93,3% of children between the age of 3-5 years are in day-care or preschool in Norwegian municipalities . The standard deviation is 7,8 %. The ratio falls between 40,6% at the lowest and 100% at the highest. This gives an average score of 5,3 and a standard deviation from the average is 2,4 points. It should be noted that data from Norway showed some municipalities having more than 100% of children in day-care. This indicates that some municipalities have children from other municipalities. In the calculation of the score for this indicator all municipalities having such a ratio were restored to 100%. In future use of this indicator this methodological problem must be addressed specifically.

Indicators related to social inclusion

Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Norway.

On this indicator Norway submitted data for women in two age groups, firstly the age group 20-66 year old and secondly the age group 16-74 year old. The difference between the groups is insignificant so calculations are based on the latter group. Women are on average 48,7% of inhabitants in Norwegian municipalities, with a standard deviation of 1,2. The ratio ranges from 44,1% to 51,4%, and the difference between the genders ranges from +5,9% to -1,4%, with a mean difference of 1,3%. The average score is 8,3 and the standard deviation is 2,3.



Indicator 1. Women's and men's labour force participation. Results for Norway.

N1	Men	Women	Score
	%	%	
Åfjord	85,3	73,8	1,2
Agdenes	85,9	78,2	5,7
Ål	88,8	81,0	5,5
Ålesund	84,8	79,0	8,0
Alstahaug	82,6	78,1	9,0
Alta	81,7	74,3	6,1
Alvdal	87,6	82,1	8,2
Åmli	75,8	67,9	5,4
Åmot	83,1	73,8	3,4
Andebu	84,0	75,9	5,0
Andøy	82,9	71,4	1,1
Årdal	86,7	77,5	3,5
Aremark	81,9	77,9	9,3
Arendal	80,9	72,9	5,2
Ås	86,0	78,4	5,8
Åseral	86,3	76,1	2,4
Asker	87,0	78,7	4,8
Askim	82,9	72,0	1,6
Askvoll	82,1	78,1	9,3
Askøy	84,7	75,8	3,9
Åsnes	80,7	72,4	4,8
Audnedal	85,0	78,3	6,9
Aukra	86,2	75,4	1,7
Aure	85,6	69,9	0,0
Aurland	87,9	83,4	9,0
Aurskog-Holand	86,8	77,0	2,7
Austevoll	88,1	80,0	5,0
Austrheim	86,5	77,0	3,1
Averøy	87,6	75,1	0,6
Balestrand	85,8	83,8	9,9
Ballangen	77,2	68,1	3,6
Balsfjord	81,6	73,3	4,8
Bamble	82,4	71,6	1,7
Bardu	90,0	80,2	2,8
Båtsfjord	82,4	77,3	8,6
Beiarn	80,2	71,7	4,5
Berg	85,5	74,4	1,5
Bergen	84,4	77,2	6,3
Berlevåg	78,8	74,4	9,1
Bindal	79,9	69,3	1,9
Birkenes	81,3	70,5	1,8
Bjarkøy	71,1	71,5	10,0
Bjerkreim	94,4	80,9	0,3
Bjugn	78,7	71,4	6,1
Bodo	84,6	78,5	7,7
Bokn	84,8	75,8	3,8
Bremanger	85,8	75,4	2,1
Bronnøy	82,7	76,8	7,9
Bygland	80,3	73,0	6,2

Bykle	82,5	81,3	9,9
Bærum	86,9	79,6	6,3
Bø (Nordl.)	77,7	72,9	8,8
Bø (Telem.)	80,3	73,3	6,6
Bomlo	87,8	74,1	0,2
Deatnu Tana	79,6	76,8	9,7
Dovre	83,5	79,7	9,4
Drammen	83,6	73,7	2,7
Drangedal	82,1	71,4	1,9
Dyroy	77,4	71,9	8,3
Dønna	80,0	73,4	7,1
Eid	88,0	77,0	1,5
Eide	86,9	74,5	0,7
Eidfjord	87,6	80,6	6,6
Eidsberg	82,8	74,5	4,9
Eidskog	80,0	72,7	6,2
Eidsvoll	85,1	75,0	2,5
Eigersund	86,4	77,0	3,2
Elverum	82,5	74,3	5,0
Enebakk	87,0	79,7	6,2
Engerdal	87,7	78,2	3,2
Etne	86,9	75,7	1,4
Etnedal	83,0	81,5	9,9
Evenes	77,1	69,9	6,2
Evje og Hornnes	81,0	69,3	1,0
Farsund	84,4	73,0	1,2
Fauske	82,2	73,8	4,6
Fedje	88,1	78,4	2,9
Fet	86,7	79,5	6,3
Finnøy	91,3	81,1	2,2
Fitjar	86,5	78,1	4,7
Fjaler	82,3	76,3	7,8
Fjell	87,1	78,3	4,1
Flå	82,1	79,0	9,6
Flakstad	87,1	72,0	0,1
Flatanger	82,2	73,4	4,0
Flekkefjord	82,8	75,6	6,3
Flesberg	87,8	75,7	0,8
Flora	82,3	76,1	7,5
Folldal	87,7	78,1	3,0
Forsand	89,3	78,0	1,3
Fosnes	83,5	77,7	8,0
Fredrikstad	82,3	72,8	3,2
Frei	82,3	73,0	3,4
Frogn	84,6	77,5	6,4
Froland	81,6	70,4	1,4
Frosta	85,0	74,1	1,7
Fræna	86,1	76,0	2,5
Frøya	84,3	73,7	1,9
Fusa	87,7	81,0	7,0
Fyresdal	82,5	75,1	5,9
Forde	86,7	82,0	8,9

Gaivuotna Kåfjord	77,1	72,9	9,2
Gamvik	79,6	71,4	4,9
Gaular	86,1	78,8	6,1
Gausdal	86,0	78,9	6,4
Gildeskål	81,1	72,5	4,4
Giske	87,4	75,9	1,1
Gjemnes	88,9	80,1	4,1
Gjerdrum	87,2	80,5	7,0
Gjerstad	81,5	68,7	0,5
Gjesdal	89,7	80,5	3,5
Gjøvik	83,3	75,2	5,0
Gloppen	86,9	80,9	7,7
Gol	86,4	81,3	8,6
Gran	84,3	76,7	5,7
Grane	81,6	69,5	0,8
Granvin	86,6	83,4	9,6
Gratangen	75,6	73,3	9,8
Grimstad	81,2	69,7	1,2
Grong	85,5	78,2	6,1
Grue	81,1	74,2	6,7
Gulen	86,3	82,2	9,3
Kautokeino.	77,5	72,5	8,7
Hå	90,1	82,0	5,1
Hadsel	80,5	75,6	8,7
Halden	82,2	72,3	2,6
Halsa	82,3	73,7	4,4
Hamar	83,3	76,2	6,3
Hamarøy	76,5	72,0	9,0
Hammerfest	83,8	80,5	9,6
Haram	89,3	76,7	0,6
Hareid	85,5	73,7	1,0
Harstad	81,5	74,2	6,1
Hasvik	82,1	73,6	4,5
Hattfjell	85,1	75,3	2,8
Haugesund	82,9	74,3	4,3
Hemne	85,4	73,2	0,8
Hemnes	78,3	72,4	7,8
Hemsedal	89,7	77,2	0,6
Herøy (M. og R.)	85,9	72,2	0,2
Herøy (Nordl.)	80,9	77,5	9,5
Hitra	78,9	73,5	8,4
Hjartdal	81,8	76,1	8,1
Hjelmeland	88,6	78,4	2,3
Hobøl	85,2	75,5	2,9
Hof	81,9	73,3	4,4
Hol	85,3	82,2	9,6
Hole	84,5	78,3	7,5
Holmestrand	80,8	74,2	7,0
Holtålen	87,0	80,0	6,6
Hornindal	90,8	80,5	2,2
Horten	81,3	72,0	3,5
Hurdal	84,1	78,0	7,6

Hurum	83,5	76,4	6,4
Hvaler	83,1	70,8	0,7
Hyllestad	83,2	78,3	8,8
Hægebostad	84,2	74,9	3,3
Hoyanger	87,9	80,4	5,8
Høylandet	83,0	72,5	2,0
Ibestad	74,0	71,7	9,8
Inderøy	85,5	75,7	2,8
Iveland	80,7	67,5	0,3
Jevnaker	85,3	76,8	4,5
Jondal	85,3	74,1	1,4
Jølster	89,1	82,9	7,5
Karlsøy	81,8	72,4	3,3
Karmøy	85,0	72,5	0,6
Karasjok	81,4	78,0	9,5
Klepp	89,3	79,3	2,6
Klæbu	87,3	81,8	8,3
Kongsberg	86,3	78,1	4,8
Kongsvinger	80,8	72,7	5,0
Kragerø	79,4	69,0	2,1
Kristiansand	82,6	75,2	5,9
Kristiansund	78,5	70,3	4,8
Krødsherad	84,4	78,7	8,1
Kvalsund	72,1	71,1	9,9
Kvam	86,3	79,4	6,7
Kvinesdal	81,8	73,3	4,5
Kvinnherad	85,8	74,8	1,6
Kviteseid	82,2	73,5	4,2
Kvitøy	90,6	79,6	1,5
Kvæfjord	77,8	69,5	4,7
Kvænangen	75,4	73,8	9,9
Lardal	82,9	73,7	3,6
Larvik	82,2	73,6	4,4
Lavangen	76,8	73,5	9,5
Lebesby	72,8	77,2	9,1
Leikanger	88,2	83,7	9,0
Leirfjord	74,4	74,9	10,0
Leka	79,2	71,5	5,6
Leksvik	84,8	76,5	4,7
Lenvik	81,4	70,7	1,8
Lesja	84,2	79,0	8,5
Levanger	84,4	77,1	6,2
Lier	86,7	79,9	6,8
Lierne	82,1	77,3	8,8
Lillehammer	84,4	77,3	6,4
Lillesand	84,6	73,3	1,3
Lindås	86,3	75,2	1,5
Lindesnes	82,4	71,3	1,5
Lom	85,2	79,4	8,0
Loppa	81,6	71,0	1,9
Lund	89,3	80,8	4,4
Lunner	86,5	77,3	3,6

Lurøy	82,0	77,6	9,1
Luster	87,2	79,5	5,6
Lyngdal	83,8	73,0	1,7
Lyngen	80,6	75,9	8,9
Lærdal	83,3	81,5	9,9
Lødingen	80,1	75,7	9,1
Lørenskog	87,5	81,5	7,8
Løten	81,5	74,5	6,5
Målselv	87,3	78,0	3,5
Malvik	87,0	78,7	4,7
Mandal	81,0	71,6	3,2
Marker	79,3	72,2	6,5
Marnardal	83,8	72,2	1,1
Masfjorden	84,8	78,0	6,7
Måsøy	80,0	76,0	9,3
Meland	86,0	77,9	5,1
Meldal	83,1	75,7	5,9
Melhus	85,8	78,5	6,1
Meløy	85,8	75,1	1,8
Meråker	82,0	77,1	8,7
Midsund	88,9	78,0	1,7
Midtre Gauldal	85,5	77,3	4,9
Modalen	87,0	78,3	4,2
Modum	84,9	76,1	4,0
Molde	85,4	79,1	7,4
Moskenes	88,1	73,9	0,1
Moss	80,6	72,9	5,6
Mosvik	80,8	77,6	9,6
Namdalseid	85,9	73,4	0,6
Namsos	83,3	79,6	9,4
Namsskogan	86,7	77,6	3,6
Nannestad	86,0	77,9	5,1
Narvik	80,3	74,9	8,3
Naustdal	86,2	81,2	8,6
Nedre Eiker	85,1	76,7	4,6
Nes (Ak.)	87,1	78,0	3,7
Nes (Busk.)	86,1	80,0	7,7
Nesna	77,7	77,0	10,0
Nesodden	85,1	77,0	5,0
Nesset	83,5	74,0	3,0
Nissedal	83,4	73,4	2,5
Nittedal	87,5	81,2	7,4
Nome	80,3	74,1	7,5
Nord-Aurdal	84,4	79,6	8,9
Norddal	89,9	81,6	4,9
Nord-Fron	83,5	74,1	3,3
Nordkapp	84,4	78,3	7,6
Nord-Odal	84,2	75,9	4,8
Nordre Land	82,7	74,1	4,4
Nordreisa	81,8	76,6	8,5
Nore og Uvdal	87,1	82,4	8,8
Notodden	81,4	74,9	7,2

Nærøy	83,0	72,3	1,8
Nøtterøy	84,0	75,5	4,5
Odda	85,7	77,2	4,5
Oppdal	85,1	76,9	4,9
Oppegård	86,5	78,9	5,7
Orkdal	83,6	76,6	6,6
Os (Hedm.)	87,3	81,9	8,3
Os (Hord.)	86,8	78,5	4,9
Osen	83,3	72,2	1,5
Oslo kommune	82,9	76,0	6,8
Osterøy	88,4	75,8	0,6
Overhalla	86,1	78,1	5,2
Porsanger	79,0	76,1	9,7
Porsgrunn	81,3	72,0	3,4
Råde	85,5	76,1	3,3
Radøy	83,5	77,8	8,1
Rakkestad	85,6	74,3	1,3
Rana	81,8	75,0	6,8
Randaberg	86,8	76,3	2,0
Rauma	85,8	77,2	4,3
Re	85,0	77,7	6,1
Rendalen	80,9	72,0	4,0
Rennebu	87,1	79,0	5,1
Rennesøy	88,7	79,3	3,3
Rindal	85,8	80,0	8,0
Ringebu	83,8	74,4	3,3
Ringerike	84,0	76,4	5,7
Ringsaker	84,2	75,9	4,7
Rissa	83,8	73,5	2,2
Risor	78,9	71,0	5,2
Roan	82,2	76,5	8,1
Rollag	87,3	83,1	9,2
Rygge	84,1	75,7	4,7
Rælingen	88,5	80,0	4,4
Rødøy	85,5	75,3	2,3
Rømskog	87,4	75,8	1,1
Røros	85,2	80,1	8,6
Røst	90,9	80,5	2,2
Røyken	86,1	79,2	6,7
Røyrvik	82,1	76,0	7,6
Salangen	78,4	73,6	8,8
Saltdal	81,3	78,1	9,6
Samnanger	85,9	77,5	4,6
Sande (M. og R.)	88,5	76,0	0,6
Sande (Vestf.)	85,1	75,7	3,2
Sandefjord	83,0	72,9	2,5
Sandnes	85,9	76,4	3,1
Sandøy	90,9	78,0	0,4
Sarpsborg	81,4	71,8	3,0
Sauda	85,4	77,8	5,7
Sauherad	82,9	71,7	1,4
Sel	83,2	75,6	5,8

Selbu	87,6	79,4	5,0
Selje	87,7	74,2	0,3
Seljord	83,3	73,3	2,6
Sigdal	91,3	80,1	1,3
Siljan	86,5	78,4	5,1
Sirdal	88,5	79,3	3,6
Skånland	80,7	73,1	5,7
Skaun	84,5	79,1	8,4
Skedsmo	85,8	77,2	4,3
Ski	87,9	80,5	6,1
Skien	82,1	73,3	4,0
Skiptvet	83,2	76,6	7,1
Skjåk	84,4	80,4	9,3
Skjervøy	83,2	70,5	0,5
Skodje	86,8	75,3	1,1
Smøla	83,6	74,1	3,1
Snåsa	81,8	73,5	4,8
Snillfjord	84,2	73,5	1,8
Sogndal	85,6	80,5	8,6
Sokndal	84,9	72,9	0,9
Sola	87,4	76,1	1,3
Solund	86,9	77,3	3,0
Songdalen	83,3	71,6	1,0
Sortland	81,8	74,5	6,2
Spydeberg	87,5	73,2	0,1
Stange	81,9	73,3	4,4
Stavanger	84,9	76,8	5,2
Steigen	83,1	72,3	1,7
Steinkjer	83,5	75,8	5,7
Stjørdal	84,6	77,1	5,9
Stokke	85,0	76,7	4,7
Stord	86,2	76,5	2,9
Stordal	89,2	82,8	7,3
Stor-Elvdal	77,7	70,0	5,7
Storfjord	81,7	75,9	7,9
Strand	85,3	75,9	3,2
Stranda	92,1	84,3	5,5
Stryn	91,3	81,5	2,8
Sula	86,3	80,6	8,1
Suldal	87,7	80,1	5,7
Sund	86,4	77,7	4,2
Sunndal	86,3	76,6	3,0
Surnadal	84,0	73,1	1,7
Sveio	84,2	75,6	4,3
Svelvik	84,5	74,5	2,5
Sykkylven	90,1	83,7	7,3
Søgne	85,7	73,9	1,0
Sømna	82,3	74,8	5,9
Søndre Land	80,6	70,5	2,4
Sør-Aurdal	83,1	75,6	5,9
Sorfold	80,3	68,8	1,1
Sør-Fron	86,4	76,3	2,4

Sør-Odal	83,9	75,5	4,5
Sørreisa	84,9	72,9	0,8
Sorum	85,2	78,1	6,4
Sør-Varanger	80,8	76,8	9,3
Time	88,6	79,6	3,8
Tingvoll	81,5	74,3	6,4
Tinn	82,2	76,1	7,6
Tjeldsund	82,4	70,8	1,1
Tjøme	81,2	71,7	3,1
Tokke	83,9	78,3	8,2
Tolga	81,0	82,4	9,9
Torsken	82,7	73,3	3,3
Tranøy	77,8	74,8	9,6
Tromsø	84,4	78,6	8,0
Trondheim	83,4	76,7	6,9
Trysil	78,4	73,7	8,9
Træna	88,5	72,6	0,0
Trøgstad	83,9	76,1	5,4
Tvedestrand	81,1	71,0	2,4
Tydal	87,3	79,3	5,2
Tynset	85,7	81,9	9,4
Tysfjord	76,6	70,7	7,8
Tysnes	83,2	79,5	9,4
Tysvær	87,7	79,5	4,8
Tønsberg	82,5	75,7	6,8
Ullensaker	84,9	76,8	5,1
Ullensvang	87,7	76,0	1,0
Ulstein	88,0	76,9	1,4
Ulvik	86,4	78,0	4,6
Unjarga Nesseby	81,4	71,0	2,1
Utsira	100,0	86,0	0,2
Vadso	84,6	81,2	9,5
Vågå	85,7	74,4	1,4
Vågan	82,5	74,1	4,6
Vågsøy	87,7	77,8	2,7
Vaksdal	84,5	75,2	3,4
Våler (Hedm.)	80,4	72,1	4,7
Våler (Østf.)	85,1	74,3	1,7
Valle	85,0	81,6	9,5
Vang	81,3	80,4	9,9
Vanylven	88,2	73,1	0,1
Vardø	78,6	74,9	9,4
Vefsn	83,4	75,8	5,7
Vega	81,0	74,4	7,0
Vegårshei	85,8	74,3	1,2
Vennesla	83,4	71,3	0,8
Verdal	84,4	74,6	2,8
Verran	79,0	68,3	1,8
Vestby	85,6	77,8	5,5
Vestnes	84,8	75,4	3,3
Vestre Slidre	85,6	80,7	8,7
Vestre Toten	85,1	75,6	3,1

Vestvågøy	82,1	72,8	3,5
Vevelstad	83,8	66,9	0,0
Vik	89,1	80,3	4,1
Vikna	86,2	76,6	3,0
Vindafjord	90,5	80,2	2,2
Vinje	86,4	76,2	2,3
Volda	83,9	76,0	5,3
Voss	85,0	79,7	8,4
Værøy	83,8	73,2	1,9
Øksnes	82,8	71,5	1,3
Ørland	85,2	74,1	1,4
Ørskog	87,6	84,3	9,6
Ørsta	85,8	74,8	1,5
Østre Toten	85,0	76,7	4,8
Øvre Eiker	83,4	74,1	3,3
Øyer	85,2	78,2	6,5
Øygarden	84,5	76,0	4,5
Øystre Slidre	83,6	80,3	9,6



Indicator 2. Percent of women and men in employment. Results for Norway.

N2	Men	Women	Score
	%	%	
Åfjord	72,8	62,1	1,1
Agdenes	74,2	65,4	2,8
Ål	79,1	71,0	3,6
Ålesund	74,3	69,0	7,1
Alstahaug	68,0	63,8	8,2
Alta	71,9	66,7	7,2
Alvdal	79,7	72,6	4,9
Åmli	64,5	62,0	9,3
Åmot	68,8	63,5	7,1
Andebu	73,3	66,6	5,4
Andøy	69,5	62,1	4,5
Årdal	71,5	64,0	4,3
Aremark	72,4	63,7	2,9
Arendal	67,6	61,6	6,3
Ås	74,0	68,3	6,6
Åseral	76,5	65,7	1,1
Asker	75,2	68,9	5,9
Askim	70,6	61,6	2,5
Askvoll	72,4	68,0	8,0
Askøy	75,0	67,1	3,8
Åsnes	66,7	59,6	4,9
Audnedal	78,9	69,1	1,8
Aukra	76,2	68,5	4,1
Aure	71,3	63,5	4,0
Aurland	74,0	69,9	8,3
Aurskog-Høland	76,4	66,2	1,5
Austevoll	75,4	66,4	2,5
Austrheim	73,8	65,6	3,5
Averøy	77,4	63,2	0,1
Balestrand	76,1	71,5	7,8
Ballangen	64,0	54,7	2,2
Balsfjord	67,2	64,9	9,4
Bamble	70,1	61,8	3,3
Bardu	76,2	67,6	3,0
Båtsfjord	64,5	65,4	9,8
Beiarn	66,7	58,1	3,0
Berg	75,9	60,8	0,0
Bergen	72,6	66,5	6,2
Berlevåg	62,6	59,3	8,9
Bindal	64,3	59,8	7,9
Birkenes	73,3	62,8	1,2
Bjarkøy	63,9	62,9	9,8
Bjerkreim	85,9	74,7	0,8
Bjugn	67,3	60,9	5,8
Bodo	73,8	70,5	8,9
Bokn	76,8	63,9	0,3
Bremanger	71,7	63,5	3,5
Bronnøy	69,9	64,8	7,3
Bygland	68,0	64,6	8,8

Bykle	78,8	76,6	9,4
Bærum	75,1	69,7	7,0
Bø (Nordl.)	60,9	56,6	8,1
Bø (Telem.)	68,6	63,5	7,3
Bomlo	76,0	63,6	0,4
Deatnu Tana	65,2	65,1	9,9
Dovre	71,9	68,3	8,7
Drammen	70,9	63,6	4,6
Drangedal	68,2	58,0	1,5
Dyroy	64,3	62,2	9,5
Dønna	65,7	62,8	9,1
Eid	77,7	70,1	4,2
Eide	75,3	67,3	3,7
Eidfjord	78,5	68,2	1,4
Eidsberg	73,8	63,5	1,4
Eidskog	67,2	58,4	2,8
Eidsvoll	75,1	66,0	2,4
Eigersund	75,9	67,1	2,8
Elverum	69,8	64,0	6,5
Enebakk	77,2	69,8	4,5
Engerdal	73,6	67,6	6,3
Etne	77,2	67,1	1,5
Etnedal	73,6	66,1	4,3
Evenes	62,7	59,5	8,9
Evje og Hornnes	71,5	63,9	4,2
Farsund	73,4	63,2	1,5
Fauske	67,5	62,8	7,7
Fedje	66,2	59,5	5,4
Fet	75,6	69,6	6,3
Finnøy	83,5	71,5	0,5
Fitjar	77,2	63,8	0,2
Fjaler	67,9	64,0	8,5
Fjell	75,7	67,4	3,3
Flå	74,6	68,0	5,5
Flakstad	70,6	56,1	0,1
Flatanger	70,9	62,2	2,9
Flekkefjord	71,6	67,6	8,4
Flesberg	77,8	66,7	0,9
Flora	72,6	69,4	8,9
Folldal	76,0	68,0	3,7
Forsand	79,5	67,2	0,4
Fosnes	74,2	61,1	0,2
Fredrikstad	68,8	61,6	4,7
Frei	73,1	66,2	5,1
Frogn	74,2	67,7	5,6
Froland	71,7	63,4	3,3
Frosta	71,4	61,9	2,1
Fræna	75,9	67,3	3,0
Frøya	73,0	63,5	2,1
Fusa	77,1	69,4	4,1
Fyresdal	75,3	65,2	1,5
Forde	78,1	76,8	9,7

Gaivuotna Kåfjord	62,4	60,3	9,5
Gamvik	66,8	61,1	6,6
Gaular	78,3	71,9	5,8
Gausdal	76,5	67,6	2,7
Gildeskål	66,0	63,1	9,1
Giske	75,6	65,4	1,5
Gjemnes	77,8	68,2	2,0
Gjerdrum	78,5	72,8	6,6
Gjerstad	67,8	60,2	4,2
Gjesdal	81,3	73,2	3,6
Gjøvik	71,5	64,5	5,0
Gloppen	78,8	73,7	7,3
Gol	77,5	74,9	9,3
Gran	73,1	67,3	6,5
Grane	69,8	60,1	1,9
Granvin	72,1	68,9	8,9
Gratangen	60,0	54,5	6,9
Grimstad	70,1	61,6	3,1
Grong	73,8	68,0	6,5
Grue	67,7	62,0	6,6
Gulen	76,6	72,0	7,8
Kautokeino	66,4	71,1	7,7
Hå	81,9	73,7	3,5
Hadsel	67,6	65,5	9,5
Halden	68,5	60,0	3,1
Halsa	71,0	63,0	3,7
Hamar	70,6	64,4	6,0
Hamarøy	65,1	58,5	5,5
Hammerfest	75,9	71,1	7,6
Haram	77,5	65,4	0,5
Hareid	72,2	63,0	2,3
Harstad	69,3	65,5	8,5
Hasvik	63,7	61,8	9,5
Hattfjell	72,2	65,4	5,3
Haugesund	71,2	65,0	6,0
Hemne	72,4	60,1	0,4
Hemnes	63,9	60,0	8,5
Hemsedal	83,9	73,1	1,1
Herøy (M. og R.)	75,2	61,9	0,2
Herøy (Nordl.)	68,0	59,9	3,6
Hitra	69,4	64,3	7,3
Hjartdal	74,3	67,5	5,3
Hjelmeland	81,4	73,7	4,1
Hobøl	74,2	65,9	3,3
Hof	74,1	64,0	1,5
Hol	77,5	74,0	8,7
Hole	73,4	68,9	7,9
Holmestrand	67,3	62,0	7,1
Holtålen	73,7	70,0	8,6
Hornindal	85,5	75,4	1,5
Horten	69,0	61,3	4,1
Hurdal	71,7	66,9	7,6

Hurum	73,2	67,0	6,0
Hvaler	71,6	62,4	2,3
Hyllestad	72,1	69,0	9,0
Hægebostad	78,9	69,9	2,5
Hoyanger	73,8	66,6	4,7
Høylandet	75,9	69,5	5,8
Ibestad	55,7	59,4	8,6
Inderøy	73,3	65,4	3,8
Iveland	75,2	61,0	0,1
Jevnaker	72,3	65,1	4,7
Jondal	75,8	67,0	2,8
Jølster	80,8	76,0	7,6
Karlsøy	70,7	62,7	3,7
Karmøy	72,4	62,7	1,9
Karasjok	68,8	69,6	9,8
Klepp	81,3	72,3	2,5
Klæbu	77,3	70,4	5,1
Kongsberg	74,7	68,4	5,9
Kongsvinger	67,2	59,8	4,5
Kragerø	65,4	57,5	3,8
Kristiansand	70,5	64,3	6,0
Kristiansund	68,6	61,8	5,3
Krødsherad	75,6	65,9	1,9
Kvalsund	62,0	62,6	9,8
Kvam	75,2	68,7	5,6
Kvinesdal	68,8	63,4	7,0
Kvinnherad	72,8	66,8	6,3
Kviteseid	73,2	65,7	4,3
Kvitøy	76,5	64,0	0,4
Kvæfjord	65,7	65,3	9,8
Kvænangen	62,8	59,6	8,9
Lardal	73,3	63,3	1,6
Larvik	70,8	64,0	5,3
Lavangen	61,2	61,9	9,8
Lebesby	60,1	61,8	9,6
Leikanger	75,6	76,8	9,7
Leirfjord	65,5	56,6	2,7
Leka	69,3	60,4	2,7
Leksvik	72,7	65,3	4,5
Lenvik	69,3	62,1	4,7
Lesja	75,6	67,6	3,7
Levanger	71,1	64,0	4,9
Lier	75,8	70,2	6,8
Lierne	76,8	68,7	3,6
Lillehammer	72,4	67,4	7,4
Lillesand	72,4	63,4	2,5
Lindås	77,3	67,2	1,5
Lindesnes	72,8	63,0	1,8
Lom	76,3	70,6	6,6
Loppa	67,2	55,6	0,7
Lund	76,9	70,0	5,1
Lunner	74,2	67,7	5,6

Lurøy	67,7	63,0	7,7
Luster	75,0	68,7	5,9
Lyngdal	73,9	62,9	0,9
Lyngen	67,7	64,5	8,9
Lærdal	74,7	72,5	9,4
Lødingen	67,4	61,5	6,4
Lørenskog	75,0	69,6	7,0
Løten	68,8	62,7	6,2
Målselv	75,2	68,1	4,9
Malvik	75,3	67,7	4,2
Mandal	69,6	60,6	2,5
Marker	73,3	62,0	0,8
Marnardal	73,8	62,8	0,9
Masfjorden	74,4	66,5	3,8
Måsøy	67,4	63,9	8,7
Meland	75,7	68,4	4,6
Meldal	71,7	63,5	3,5
Melhus	75,8	67,3	3,1
Meløy	72,1	62,4	1,9
Meråker	70,1	63,4	5,4
Midsund	76,2	66,8	2,1
Midtre Gauldal	78,0	71,5	5,6
Modalen	76,8	66,4	1,3
Modum	73,6	64,1	2,1
Molde	74,6	70,0	7,8
Moskenes	74,9	57,8	0,0
Moss	67,7	62,4	7,1
Mosvik	71,3	71,2	9,9
Namdalseid	71,6	63,1	3,1
Namsos	72,0	68,3	8,6
Namsskogan	69,1	64,7	8,0
Nannestad	77,4	68,3	2,4
Narvik	66,1	62,7	8,8
Naustdal	75,5	75,6	9,9
Nedre Eiker	72,9	66,3	5,5
Nes (Ak.)	76,0	67,0	2,5
Nes (Busk.)	76,7	71,6	7,3
Nesna	68,0	65,3	9,2
Nesodden	73,0	68,3	7,7
Nesset	71,8	65,4	5,8
Nissedal	77,2	64,0	0,2
Nittedal	76,1	70,8	7,1
Nome	68,8	62,7	6,2
Nord-Aurdal	75,0	71,7	8,9
Norddal	80,3	75,7	7,8
Nord-Fron	72,7	65,6	4,9
Nordkapp	67,4	62,0	7,0
Nord-Odal	70,7	61,0	1,9
Nordre Land	71,5	60,4	0,9
Nordreisa	66,8	66,8	9,9
Nore og Uvdal	75,9	72,6	8,9
Notodden	68,8	64,4	8,0

Nærøy	69,7	61,5	3,5
Nøtterøy	70,3	63,7	5,5
Odda	68,4	67,0	9,7
Oppdal	76,4	68,5	3,8
Oppegård	75,0	69,6	7,0
Orkdal	72,3	66,4	6,4
Os (Hedm.)	76,7	72,3	8,0
Os (Hord.)	77,2	70,2	5,0
Osen	73,6	66,4	4,7
Oslo kommune	71,9	66,8	7,3
Osterøy	76,4	66,8	2,0
Overhalla	77,1	70,1	5,0
Porsanger	63,3	64,4	9,7
Porsgrunn	69,6	61,3	3,3
Råde	74,2	66,0	3,5
Radøy	72,8	65,6	4,7
Rakkestad	74,3	64,5	1,8
Rana	66,7	61,9	7,6
Randaberg	76,5	68,0	3,1
Rauma	75,6	67,6	3,7
Re	76,2	68,5	4,1
Rendalen	70,2	62,0	3,5
Rennebu	75,6	68,8	5,3
Rennesøy	82,7	74,8	3,8
Rindal	76,4	69,4	5,0
Ringebu	73,9	65,8	3,6
Ringerike	71,1	65,6	6,9
Ringsaker	72,1	63,6	3,1
Rissa	72,8	63,5	2,2
Risor	66,4	60,4	6,3
Roan	76,8	63,6	0,2
Rollag	75,6	71,9	8,6
Rygge	71,9	65,5	5,8
Rælingen	76,4	70,9	6,9
Rødøy	71,4	65,3	6,2
Rømskog	78,6	66,2	0,4
Røros	76,4	74,0	9,3
Røst	81,7	66,2	0,0
Røyken	75,4	70,0	7,0
Røyrvik	74,1	70,6	8,7
Salangen	65,1	65,3	9,9
Saltdal	68,1	65,1	9,1
Samnanger	74,2	66,6	4,2
Sande (M. og R.)	75,4	62,7	0,3
Sande (Vestf.)	73,7	65,1	3,0
Sandefjord	70,3	61,0	2,2
Sandnes	77,0	68,6	3,2
Sandøy	82,1	68,2	0,1
Sarpsborg	68,7	60,3	3,2
Sauda	71,4	64,8	5,5
Sauherad	69,4	61,6	4,0
Sel	70,5	64,7	6,5

Selbu	77,0	69,4	4,2
Selje	75,7	62,2	0,2
Seljord	72,1	63,6	3,1
Sigdal	82,9	70,1	0,3
Siljan	75,9	68,0	3,8
Sirdal	79,3	75,6	8,6
Skånland	67,9	60,9	5,0
Skaun	74,4	67,7	5,4
Skedsmo	75,9	67,6	3,3
Ski	75,1	69,8	7,1
Skien	69,5	61,8	4,1
Skiptvet	76,2	66,8	2,1
Skjåk	74,0	69,7	8,1
Skjervøy	70,4	58,9	0,7
Skodje	76,4	67,2	2,3
Smøla	66,8	60,6	6,0
Snåsa	73,5	68,6	7,5
Snillfjord	77,2	65,1	0,5
Sogndal	77,5	73,6	8,5
Sokndal	72,7	62,7	1,6
Sola	77,1	67,7	2,1
Solund	74,3	65,0	2,2
Songdalen	72,0	61,9	1,5
Sortland	71,9	68,3	8,7
Spydeberg	76,1	65,7	1,3
Stange	68,8	63,2	6,8
Stavanger	74,2	67,0	4,7
Steigen	68,1	61,0	4,9
Steinkjer	70,7	63,2	4,3
Stjørdal	75,0	66,3	2,9
Stokke	74,6	66,4	3,5
Stord	73,0	67,1	6,4
Stordal	79,2	70,6	3,0
Stor-Elvdal	64,9	59,8	7,3
Storfjord	69,4	64,6	7,6
Strand	75,7	66,7	2,5
Stranda	80,3	75,0	7,1
Stryn	80,5	73,9	5,5
Sula	76,0	67,4	3,0
Suldal	75,9	71,4	7,9
Sund	73,5	62,8	1,1
Sunndal	71,0	64,6	5,8
Surnadal	75,7	68,0	4,1
Sveio	73,7	67,7	6,3
Svelvik	68,5	63,4	7,3
Sykkylven	79,9	73,6	5,9
Søgne	74,9	64,4	1,2
Sømna	71,1	65,2	6,4
Søndre Land	67,4	58,7	2,9
Sør-Aurdal	74,1	66,4	4,1
Sorfold	62,8	59,2	8,7
Sør-Fron	74,4	63,0	0,7

Sør-Odal	72,4	62,2	1,5
Sørreisa	71,2	63,0	3,5
Sorum	77,3	69,1	3,5
Sør-Varanger	69,0	69,1	9,9
Time	81,3	72,7	3,0
Tingvoll	70,0	62,5	4,3
Tinn	71,2	66,4	7,6
Tjeldsund	64,4	55,7	2,9
Tjøme	67,3	60,9	5,8
Tokke	71,5	68,8	9,2
Tolga	72,8	70,3	9,3
Torsken	68,0	60,9	4,9
Tranøy	63,1	62,3	9,8
Tromsø	75,2	71,8	8,8
Trondheim	72,8	66,4	5,8
Trysil	65,9	61,1	7,6
Træna	77,9	67,6	1,4
Trøgstad	74,2	66,2	3,7
Tvedestrand	69,2	58,8	1,3
Tydal	75,1	65,5	2,0
Tynset	75,0	73,2	9,6
Tysfjord	61,2	57,0	8,2
Tysnes	70,4	65,1	7,1
Tysvær	76,2	68,2	3,7
Tønsberg	71,1	64,5	5,5
Ullensaker	76,6	69,0	4,2
Ullensvang	74,7	70,3	8,0
Ulstein	76,3	66,0	1,4
Ulvik	73,4	72,2	9,7
Unjarga Nesseby	62,1	64,8	9,2
Utsira	85,5	80,3	7,2
Vadso	67,5	69,2	9,6
Vågå	74,0	65,9	3,6
Vågan	69,2	63,2	6,3
Vågsoy	74,1	66,0	3,6
Vaksdal	70,8	64,0	5,3
Våler (Hedm.)	65,3	59,9	7,0
Våler (Østf.)	76,4	67,5	2,7
Valle	74,0	76,7	9,2
Vang	77,3	71,2	6,2
Vanylven	73,7	59,8	0,1
Vardø	65,0	59,7	7,1
Vefsn	68,9	64,9	8,4
Vega	69,6	63,9	6,6
Vegårshei	75,8	61,9	0,1
Vennesla	71,2	60,5	1,1
Verdal	71,5	62,3	2,3
Verran	61,5	51,9	2,0
Vestby	75,7	69,7	6,3
Vestnes	72,9	67,6	7,1
Vestre Slidre	75,7	72,6	9,0
Vestre Toten	71,7	62,7	2,5

Vestvågøy	67,6	61,9	6,6
Vevelstad	67,0	65,5	9,6
Vik	78,0	69,8	3,5
Vikna	75,0	66,7	3,3
Vindafjord	82,3	70,2	0,5
Vinje	76,9	70,9	6,3
Volda	71,4	65,7	6,6
Voss	73,0	68,9	8,3
Værøy	77,0	60,2	0,0
Øksnes	70,7	61,4	2,2
Ørland	70,9	63,6	4,6
Ørskog	78,8	75,0	8,5
Ørsta	74,5	66,1	3,2
Østre Toten	73,5	65,8	4,1
Øvre Eiker	72,3	64,6	4,1
Øyer	73,9	68,8	7,3
Øygarden	70,1	62,3	4,0
Øystre Slidre	77,4	74,4	9,1



Indicator 3. Percent of the female (and male) workforce employed in the public sector. Results for Norway.

N3	Men	Women	Score
	%	%	
Åfjord	9,5	31,5	4,7
Agdenes	8,6	33,0	2,8
Ål	12,9	34,8	4,8
Ålesund	11,3	29,3	7,8
Alstahaug	14,9	35,9	5,6
Alta	14,1	32,2	7,7
Alvdal	12,0	33,4	5,2
Åmli	13,4	34,1	5,8
Åmot	22,6	33,1	9,9
Andebu	5,4	26,4	5,5
Andøy	22,4	36,4	9,5
Årdal	7,6	32,2	2,7
Aremark	11,0	34,1	3,8
Arendal	12,7	29,6	8,4
Ås	18,7	31,8	9,6
Åseral	11,1	40,4	0,5
Asker	12,5	26,5	9,4
Askim	9,7	26,0	8,7
Askvoll	9,9	41,1	0,2
Askøy	11,6	28,2	8,5
Åsnes	8,7	30,1	5,2
Audnedal	9,4	42,6	0,1
Aukra	11,1	37,7	1,5
Aure	7,9	33,8	1,9
Aurland	15,8	39,1	3,7
Aurskog-Holand	9,9	27,8	7,8
Austevoll	8,3	31,1	4,0
Austrheim	7,0	34,7	1,0
Averøy	8,1	31,4	3,6
Balestrand	20,3	44,9	2,7
Ballangen	10,5	33,1	4,2
Balsfjord	10,2	37,8	1,1
Bamble	8,4	27,3	7,2
Bardu	38,0	40,1	10,0
Båtsfjord	9,5	33,4	3,2
Beiarn	13,5	36,2	4,2
Berg	11,9	39,5	1,1
Bergen	14,3	27,2	9,7
Berlevåg	13,1	32,7	6,6
Bindal	10,7	37,4	1,5
Birkenes	9,3	29,2	6,5
Bjarkøy	13,1	45,5	0,1
Bjerkreim	6,1	25,8	6,6
Bjugn	13,6	30,1	8,6
Bodo	21,4	37,2	8,9
Bokn	8,6	31,8	3,8
Bremanger	8,4	34,6	1,7
Bronnøy	17,1	38,6	5,2
Bygland	11,7	39,4	1,1

Bykle	15,8	43,3	1,1
Bærum	12,5	26,8	9,4
Bø (Nordl.)	9,7	38,8	0,6
Bø (Telem.)	14,3	30,4	8,8
Bomlo	6,7	26,6	6,5
Deatnu Tana	14,1	42,4	0,8
Dovre	15,7	29,0	9,6
Drammen	10,2	26,0	8,9
Drangedal	7,9	30,9	3,9
Dyroy	10,4	39,5	0,6
Dønna	11,5	40,0	0,8
Eid	13,8	35,5	4,9
Eide	6,8	31,9	2,4
Eidfjord	17,2	41,7	2,8
Eidsberg	9,4	23,5	9,4
Eidskog	9,0	28,7	6,6
Eidsvoll	13,3	27,9	9,3
Eigersund	9,4	29,4	6,4
Elverum	17,0	33,0	8,8
Enebakk	10,2	28,8	7,4
Engerdal	12,4	34,2	4,9
Etnes	8,9	31,3	4,4
Etnedal	9,0	30,1	5,5
Evenes	15,9	33,6	8,0
Evje og Hornnes	12,0	31,2	7,0
Farsund	8,5	27,3	7,3
Fauske	13,5	31,0	8,1
Fedje	15,3	41,0	2,0
Fet	11,1	29,5	7,5
Finnøy	9,4	34,5	2,4
Fitjar	8,9	33,3	2,8
Fjaler	11,7	35,2	3,5
Fjell	10,0	26,0	8,8
Flå	12,0	33,2	5,4
Flakstad	8,1	30,8	4,1
Flatanger	9,3	36,9	1,1
Flekkefjord	13,1	37,7	2,6
Flesberg	12,8	33,1	6,1
Flora	10,8	32,0	5,4
Folldal	11,3	33,0	4,9
Forsand	8,9	35,0	1,8
Fosnes	15,1	36,9	4,9
Fredrikstad	12,1	29,3	8,2
Frei	10,6	30,0	6,8
Frogn	12,1	26,6	9,3
Froland	10,0	31,3	5,3
Frosta	7,3	28,1	5,8
Fræna	7,8	30,6	4,0
Frøya	9,7	32,7	3,9
Fusa	8,6	36,7	0,9
Fyresdal	12,4	37,5	2,3
Forde	17,9	42,0	3,1

Gaivuotna Kåfjord	11,9	36,9	2,4
Gamvik	12,9	35,6	4,2
Gaular	11,7	38,2	1,6
Gausdal	10,0	32,4	4,5
Gildeskål	16,4	40,0	3,5
Giske	8,2	25,5	8,2
Gjemnes	9,4	37,2	1,0
Gjerdrum	11,0	29,3	7,6
Gjerstad	7,3	30,1	4,0
Gjesdal	7,1	26,0	7,2
Gjøvik	12,7	30,4	8,0
Gloppen	12,4	34,2	4,9
Gol	9,1	25,9	8,5
Gran	10,1	28,4	7,6
Grane	13,3	34,5	5,3
Granvin	13,7	36,2	4,3
Gratangen	15,2	38,6	3,6
Grimstad	11,3	27,3	8,8
Grong	14,6	37,6	3,9
Grue	8,8	28,9	6,3
Gulen	9,5	40,6	0,2
Kautokeino.	20,8	45,9	2,3
Hå	8,8	29,4	5,9
Hadsel	14,5	37,3	4,0
Halden	11,3	26,7	9,1
Halsa	10,6	33,3	4,2
Hamar	16,7	32,1	9,1
Hamarøy	15,0	39,5	2,8
Hammerfest	15,9	40,2	2,9
Haram	6,7	26,5	6,5
Hareid	6,6	27,0	6,1
Harstad	15,8	33,6	7,9
Hasvik	14,2	37,0	4,1
Hattfjell	13,4	39,2	2,0
Haugesund	11,8	30,5	7,3
Hemne	7,8	26,6	7,3
Hemnes	10,8	37,9	1,2
Hemsedal	7,6	28,2	5,9
Herøy (M. og R.)	6,5	25,9	6,8
Herøy (Nordl.)	8,9	32,5	3,4
Hitra	9,0	33,6	2,6
Hjartdal	9,0	38,7	0,5
Hjelmeland	10,0	35,5	2,1
Hobøl	10,6	27,2	8,5
Hof	10,6	32,8	4,5
Hol	11,5	30,8	6,9
Hole	11,6	28,8	8,3
Holmestrand	9,7	29,2	6,7
Holtålen	14,4	39,2	2,5
Hornindal	8,5	36,7	0,8
Horten	13,2	28,6	9,0
Hurdal	10,3	31,1	5,7

Hurum	8,9	28,6	6,6
Hvaler	11,8	32,2	6,0
Hyllestad	9,2	40,8	0,2
Hægebostad	8,2	37,9	0,5
Hoyanger	11,5	39,2	1,0
Høylandet	13,3	41,6	0,8
Ibestad	13,0	40,8	1,0
Inderøy	13,0	33,4	6,1
Iveland	8,7	32,4	3,3
Jevnaker	9,4	29,7	6,2
Jondal	11,1	40,2	0,6
Jølster	13,2	41,2	0,9
Karlsøy	11,4	35,2	3,2
Karmøy	7,7	27,4	6,6
Karasjok	22,3	43,2	5,6
Klepp	6,4	25,7	6,9
Klæbu	14,8	38,8	3,1
Kongsberg	10,0	30,5	5,9
Kongsvinger	13,9	30,1	8,8
Kragerø	10,6	28,0	8,2
Kristiansand	13,7	30,1	8,6
Kristiansund	12,8	30,4	8,1
Krødsherad	9,1	29,8	5,8
Kvalsund	13,2	42,4	0,6
Kvam	10,4	31,0	5,9
Kvinesdal	7,9	33,8	1,9
Kvinnherad	10,8	37,7	1,4
Kviteseid	10,7	30,1	6,9
Kvitøy	10,2	33,2	3,9
Kvæfjord	20,8	49,3	0,8
Kvænangen	12,8	39,1	1,7
Lardal	7,2	27,5	6,2
Larvik	9,7	27,7	7,8
Lavangen	19,7	45,1	2,1
Lebesby	13,4	34,6	5,4
Leikanger	28,7	50,8	4,6
Leirfjord	10,3	36,0	2,0
Leka	9,2	35,1	1,9
Leksvik	9,9	35,0	2,4
Lenvik	12,2	31,1	7,2
Lesja	9,5	29,4	6,4
Levanger	15,2	36,4	5,4
Lier	12,1	29,1	8,3
Lierne	11,5	38,0	1,6
Lillehammer	18,9	33,8	9,2
Lillesand	12,2	27,5	9,1
Lindås	10,5	28,9	7,5
Lindesnes	7,0	29,2	4,6
Lom	9,9	31,9	4,7
Loppa	12,3	36,8	2,7
Lund	8,7	29,9	5,3
Lunner	11,2	28,5	8,2

Lurøy	10,6	36,0	2,2
Luster	13,7	37,6	3,1
Lyngdal	7,5	26,2	7,3
Lyngen	12,2	38,8	1,5
Lærdal	14,6	42,9	0,8
Lødingen	14,6	32,8	7,6
Lørenskog	11,7	29,0	8,2
Løten	11,8	30,9	7,0
Målselv	30,9	37,3	10,0
Malvik	13,4	32,1	7,3
Mandal	10,9	28,3	8,1
Marker	8,0	30,0	4,7
Marnardal	8,7	37,0	0,8
Masfjorden	10,8	39,3	0,8
Måsøy	11,0	35,6	2,7
Meland	10,9	31,2	6,1
Meldal	10,7	37,0	1,7
Melhus	10,4	33,1	4,1
Meløy	10,1	34,4	2,9
Meråker	12,0	32,1	6,3
Midsund	9,2	39,2	0,4
Midtre Gauldal	10,5	34,0	3,5
Modalen	18,4	34,4	8,8
Modum	10,9	27,3	8,6
Molde	16,8	36,9	6,2
Moskenes	5,3	34,8	0,5
Moss	10,6	25,8	9,1
Mosvik	9,4	44,1	0,0
Namdalseid	9,7	38,5	0,7
Namsos	16,1	38,6	4,3
Namsskogan	12,5	35,7	3,8
Nannestad	10,4	26,7	8,7
Narvik	17,7	35,4	7,9
Naustdal	12,3	42,2	0,4
Nedre Eiker	9,4	28,1	7,3
Nes (Ak.)	10,3	27,6	8,2
Nes (Busk.)	10,9	31,5	5,9
Nesna	15,7	34,9	7,0
Nesodden	15,5	30,5	9,2
Nesset	7,4	37,0	0,5
Nissedal	11,1	34,9	3,2
Nittedal	11,9	27,3	9,0
Nome	11,2	37,7	1,6
Nord-Aurdal	11,5	29,8	7,6
Norddal	11,8	35,9	3,1
Nord-Fron	9,4	28,9	6,7
Nordkapp	15,7	36,0	6,1
Nord-Odal	9,6	33,7	3,1
Nordre Land	9,1	30,9	4,8
Nordreisa	13,2	37,2	3,1
Nore og Uvdal	11,5	37,4	1,9
Notodden	11,5	34,1	4,3

Nærøy	8,6	29,6	5,6
Nøtterøy	13,0	30,8	7,9
Odda	9,8	36,6	1,4
Oppdal	9,7	25,2	9,0
Oppegård	11,1	26,2	9,1
Orkdal	10,6	35,3	2,6
Os (Hedm.)	10,5	38,8	0,9
Os (Hord.)	10,7	29,3	7,4
Osen	12,1	37,4	2,2
Oslo kommune	13,1	24,6	9,8
Osterøy	8,2	32,1	3,2
Overhalla	12,0	37,1	2,4
Porsanger	17,0	34,4	8,1
Porsgrunn	9,5	27,8	7,6
Råde	10,1	27,0	8,4
Radøy	9,7	35,3	2,1
Rakkestad	8,3	26,0	8,0
Rana	14,0	32,9	7,2
Randaberg	9,2	28,0	7,2
Rauma	10,0	27,6	8,0
Re	9,5	29,6	6,2
Rendalen	10,7	38,4	1,0
Rennebu	8,0	33,8	1,9
Rennesøy	8,7	32,0	3,7
Rindal	8,5	35,9	1,1
Ringebu	8,6	28,2	6,7
Ringerike	11,5	30,5	7,1
Ringsaker	9,7	28,0	7,6
Rissa	10,9	29,7	7,2
Risor	11,8	29,7	7,8
Roan	10,3	34,4	3,0
Rollag	11,4	46,1	0,0
Rygge	13,0	26,4	9,6
Rælingen	11,3	28,9	8,0
Rødøy	12,1	39,6	1,1
Rømskog	8,0	36,9	0,7
Røros	12,0	30,7	7,3
Røst	9,6	33,4	3,3
Røyken	10,7	28,2	8,1
Røyrvik	15,9	48,4	0,1
Salangen	20,5	43,0	4,3
Saltal	16,5	38,0	5,1
Samnanger	11,4	33,5	4,6
Sande (M. og R.)	6,4	33,6	1,2
Sande (Vestf.)	9,1	27,8	7,3
Sandefjord	8,5	22,7	9,4
Sandnes	9,4	25,9	8,6
Sandøy	9,1	36,9	1,0
Sarpsborg	9,5	26,5	8,3
Sauda	9,8	36,0	1,7
Sauherad	12,1	31,2	7,1
Sel	9,8	30,3	6,0

Selbu	10,3	33,5	3,7
Selje	9,0	28,8	6,5
Seljord	9,0	31,5	4,3
Sigdal	7,3	28,1	5,7
Siljan	13,2	32,5	6,9
Sirdal	16,3	46,2	0,4
Skånland	13,5	35,1	5,1
Skaun	11,1	35,6	2,7
Skedsmo	11,8	25,7	9,5
Ski	11,5	28,3	8,4
Skien	12,3	30,3	7,8
Skiptvet	8,0	32,4	2,9
Skjåk	8,2	33,1	2,5
Skjervøy	13,1	32,3	7,0
Skodje	11,1	37,0	1,9
Smøla	8,1	32,4	2,9
Snåsa	12,8	37,0	2,9
Snillfjord	9,2	37,9	0,7
Sogndal	16,6	38,3	5,0
Sokndal	6,7	29,3	4,2
Sola	8,0	23,3	9,1
Solund	9,1	42,7	0,1
Songdalen	8,6	27,6	7,2
Sortland	13,6	30,9	8,2
Spydeberg	8,9	24,4	9,0
Stange	12,8	32,0	6,9
Stavanger	11,0	27,0	8,8
Steigen	11,0	36,3	2,3
Steinkjer	13,3	30,0	8,5
Stjørdal	12,2	28,0	8,9
Stokke	11,1	30,8	6,6
Stord	10,4	32,3	4,8
Stordal	9,4	29,7	6,1
Stor-Elvdal	13,2	34,5	5,3
Storfjord	16,4	36,2	6,5
Strand	8,6	30,8	4,5
Stranda	8,9	25,7	8,5
Stryn	9,2	28,5	6,9
Sula	8,4	30,2	4,9
Suldal	11,3	40,8	0,5
Sund	9,3	27,1	7,9
Sunndal	8,4	30,0	5,1
Surnadal	8,7	33,4	2,6
Sveio	10,0	32,7	4,2
Svelvik	8,8	27,3	7,5
Sykkylven	7,2	24,0	8,4
Søgne	12,1	29,4	8,2
Sømna	13,7	36,8	3,8
Søndre Land	11,9	37,4	2,1
Sør-Aurdal	9,4	33,9	2,8
Sorfold	11,6	39,9	0,8
Sør-Fron	10,9	28,7	7,9

Sør-Odal	9,5	28,3	7,2
Sørreisa	20,7	34,2	9,6
Sorum	10,7	28,9	7,7
Sør-Varanger	24,2	44,0	6,5
Time	10,2	28,7	7,5
Tingvoll	12,2	36,2	3,1
Tinn	11,2	36,3	2,3
Tjeldsund	27,2	34,6	10,0
Tjøme	15,0	28,9	9,5
Tokke	11,5	43,0	0,2
Tolga	13,1	38,7	2,1
Torsken	11,0	39,4	0,8
Tranøy	12,2	39,9	1,0
Tromsø	20,6	40,4	6,5
Trondheim	16,2	31,0	9,3
Trysil	10,1	30,4	6,2
Træna	14,1	39,4	2,2
Trøgstad	7,8	28,0	6,2
Tvedestrand	10,8	27,1	8,7
Tydal	12,1	39,8	1,1
Tynset	13,5	36,5	3,9
Tysfjord	12,2	35,1	4,0
Tysnes	10,4	35,6	2,2
Tysvær	9,1	32,1	3,9
Tønsberg	13,9	30,1	8,7
Ullensaker	11,9	24,2	9,8
Ullensvang	9,5	36,2	1,5
Ulstein	8,3	26,4	7,7
Ulvik	22,1	42,4	6,1
Unjarga Nesseby	23,3	45,6	4,5
Utsira	22,4	55,7	0,1
Vadso	26,8	45,0	7,7
Vågå	9,5	31,1	5,0
Vågan	9,9	25,3	9,1
Vågsoy	8,8	25,5	8,5
Vaksdal	13,1	35,6	4,3
Våler (Hedm.)	10,9	32,9	4,7
Våler (Østf.)	9,4	28,4	7,1
Valle	14,5	47,9	0,1
Vang	14,0	42,4	0,8
Vanylven	9,6	32,0	4,4
Vardø	24,1	38,1	9,4
Vefsn	14,5	32,3	7,9
Vega	12,9	40,1	1,2
Vegårshei	10,3	33,5	3,7
Vennesla	8,1	27,0	7,2
Verdal	9,9	29,4	6,8
Verran	9,5	28,5	7,1
Vestby	12,3	26,9	9,3
Vestnes	10,9	38,2	1,2
Vestre Slidre	10,1	30,7	5,9
Vestre Toten	10,2	29,3	7,0

Vestvågøy	11,5	32,9	5,2
Vevelstad	10,7	38,5	1,0
Vik	11,5	38,2	1,5
Vikna	7,8	28,8	5,5
Vindafjord	8,1	29,5	5,2
Vinje	11,8	37,0	2,3
Volda	18,6	39,2	5,9
Voss	14,3	33,5	7,0
Værøy	6,7	38,6	0,2
Øksnes	7,9	30,4	4,3
Ørland	25,2	31,2	10,0
Ørskog	14,7	44,4	0,5
Ørsta	9,6	32,7	3,9
Østre Toten	11,5	32,0	6,0
Øvre Eiker	8,9	27,9	7,1
Øyer	10,9	31,8	5,6
Øygarden	8,0	32,5	2,7
Øystre Slidre	9,1	28,3	6,9



Indicator 4. Percent of the female (and male) workforce employed in the private sector. Results for Norway.

N4	Men	Women	Score
	%	%	
Åfjord	63,3	30,6	2,2
Agdenes	65,6	32,4	2,0
Ål	66,2	36,2	3,9
Ålesund	63,0	39,7	8,3
Alstahaug	53,1	27,9	7,3
Alta	57,8	34,5	8,3
Alvdal	67,7	39,2	5,0
Åmli	51,1	27,9	8,3
Åmot	46,2	30,4	9,9
Andebu	67,9	40,2	5,6
Andøy	47,1	25,7	9,0
Årdal	63,9	31,8	2,6
Aremark	61,4	29,6	2,8
Arendal	54,9	32,0	8,5
Ås	55,3	36,5	9,6
Åseral	65,4	25,3	0,2
Asker	62,7	42,4	9,3
Askim	60,9	35,6	7,2
Askvoll	62,5	26,9	1,0
Askøy	63,4	38,9	7,7
Åsnes	58,0	29,5	5,0
Audnedal	69,5	26,5	0,0
Aukra	65,1	30,8	1,5
Aure	63,4	29,7	1,7
Aurland	58,2	30,8	5,8
Aurskog-Holand	66,5	38,4	5,3
Austevoll	67,1	35,3	2,7
Austrheim	66,8	30,9	0,9
Averøy	69,3	31,8	0,5
Balestrand	55,8	26,6	4,5
Ballangen	53,5	21,6	2,7
Balsfjord	57,0	27,1	4,0
Bamble	61,7	34,5	5,9
Bardu	38,2	27,5	10,0
Båtsfjord	55,0	32,0	8,4
Beian	53,2	21,9	3,1
Berg	64,0	21,3	0,1
Bergen	58,3	39,3	9,6
Berlevåg	49,5	26,6	8,4
Bindal	53,6	22,4	3,2
Birkenes	64,0	33,6	3,7
Bjarkøy	50,8	17,4	1,9
Bjerkreim	79,8	48,9	3,4
Bjugn	53,7	30,8	8,5
Bodo	52,4	33,3	9,6
Bokn	68,2	32,1	0,9
Bremanger	63,3	28,9	1,5
Bronnøy	52,8	26,2	6,4
Bygland	56,3	25,2	3,3

Bykle	63,0	33,3	4,2
Bærum	62,6	42,9	9,5
Bø (Nordl.)	51,2	17,8	1,9
Bø (Telem.)	54,3	33,1	9,1
Bomlo	69,3	37,0	2,5
Deatnu Tana	51,1	22,7	5,1
Dovre	56,2	39,3	9,8
Drammen	60,7	37,6	8,4
Drangedal	60,3	27,1	2,0
Dyroy	53,9	22,7	3,1
Dønna	54,2	22,8	3,0
Eid	63,9	34,6	4,4
Eide	68,5	35,4	2,1
Eidfjord	61,3	26,5	1,3
Eidsberg	64,4	40,0	7,7
Eidskog	58,2	29,7	5,1
Eidsvoll	61,8	38,1	8,1
Eigersund	66,5	37,7	4,9
Elverum	52,8	31,0	8,9
Enebakk	67,0	41,0	6,8
Engerdal	61,2	33,4	5,5
Etne	68,3	35,8	2,4
Etneidal	64,6	36,0	5,0
Evenes	46,8	25,9	9,2
Evje og Hornnes	59,5	32,7	6,2
Farsund	64,9	35,9	4,7
Fauske	54,0	31,8	8,7
Fedje	50,9	18,5	2,4
Fet	64,5	40,1	7,7
Finnøy	74,1	37,0	0,6
Fitjar	68,3	30,5	0,5
Fjaler	56,2	28,8	5,8
Fjell	65,7	41,4	7,8
Flå	62,6	34,8	5,5
Flakstad	62,5	25,3	0,6
Flatanger	61,6	25,3	0,8
Flekkefjord	58,5	29,9	4,9
Flesberg	65,0	33,6	3,0
Flora	61,8	37,4	7,8
Folldal	64,7	35,0	4,1
Forsand	70,6	32,2	0,4
Fosnes	59,1	24,2	1,2
Fredrikstad	56,7	32,3	7,7
Frei	62,5	36,2	6,6
Frogn	62,1	41,1	9,2
Froland	61,7	32,1	4,2
Frosta	64,1	33,8	3,8
Fræna	68,1	36,7	3,0
Frøya	63,3	30,8	2,3
Fusa	68,5	32,7	1,0
Fyresdal	62,9	27,7	1,1
Forde	60,2	34,8	7,2

Gaivuotna Kåfjord	50,5	23,4	6,0
Gamvik	53,9	25,5	5,1
Gaular	66,6	33,7	2,2
Gausdal	66,5	35,2	3,1
Gildeskål	49,6	23,1	6,5
Giske	67,4	39,9	5,8
Gjemnes	68,4	31,0	0,5
Gjerdrum	67,5	43,5	8,0
Gjerstad	60,5	30,1	3,7
Gjesdal	74,2	47,2	6,2
Gjøvik	58,8	34,1	7,6
Gloppen	66,4	39,5	6,2
Gol	68,4	49,0	9,5
Gran	63,0	38,9	7,9
Grane	56,5	25,6	3,3
Granvin	58,4	32,7	7,0
Gratangen	44,8	15,9	4,7
Grimstad	58,8	34,3	7,7
Grong	59,2	30,4	4,8
Grue	58,9	33,1	6,9
Gulen	67,1	31,4	1,0
Kautokeino	45,6	25,2	9,3
Hå	73,1	44,3	4,8
Hadsel	53,1	28,2	7,4
Halden	57,2	33,3	8,0
Halsa	60,4	29,7	3,5
Hamar	53,9	32,3	9,0
Hamarøy	50,1	19,0	3,2
Hammerfest	60,0	30,9	4,6
Haram	70,8	38,9	2,7
Hareid	65,6	36,0	4,3
Harstad	53,5	31,9	9,0
Hasvik	49,5	24,8	7,6
Hattfjell	58,8	26,2	2,3
Haugesund	59,4	34,5	7,4
Hemne	64,6	33,5	3,2
Hemnes	53,1	22,1	3,2
Hemsedal	76,3	44,9	3,0
Herøy (M. og R.)	68,7	36,0	2,3
Herøy (Nordl.)	59,1	27,4	2,8
Hitra	60,4	30,7	4,1
Hjartdal	65,3	28,8	0,7
Hjelmeland	71,4	38,2	2,0
Hobøl	63,6	38,7	7,4
Hof	63,5	31,2	2,5
Hol	66,0	43,2	8,5
Hole	61,8	40,1	8,9
Holmestrand	57,6	32,8	7,5
Holtålen	59,3	30,8	5,0
Hornindal	77,0	38,7	0,4
Horten	55,8	32,7	8,4
Hurdal	61,4	35,8	7,0

Hurum	64,3	38,4	6,9
Hvaler	59,8	30,2	4,2
Hyllestad	62,9	28,2	1,3
Hægebostad	70,7	32,0	0,3
Hoyanger	62,3	27,4	1,2
Høylandet	62,6	27,9	1,3
Ibestad	42,7	18,6	7,9
Inderøy	60,3	32,0	5,2
Iveland	66,5	28,6	0,4
Jevnaker	62,9	35,4	5,8
Jondal	64,7	26,8	0,4
Jølster	67,6	34,8	2,2
Karlsøy	59,3	27,5	2,7
Karmøy	64,7	35,3	4,4
Karasjok	46,5	26,4	9,4
Klepp	74,9	46,6	5,2
Klæbu	62,5	31,6	3,3
Kongsberg	64,7	37,9	6,2
Kongsvinger	53,3	29,7	8,2
Kragerø	54,8	29,5	7,2
Kristiansand	56,8	34,2	8,6
Kristiansund	55,8	31,4	7,8
Krødsherad	66,5	36,1	3,7
Kvalsund	48,8	20,2	5,0
Kvam	64,8	37,7	6,0
Kvinesdal	60,9	29,6	3,1
Kvinnherad	62,0	29,1	2,1
Kviteseid	62,5	35,6	6,2
Kvitøy	66,3	30,8	1,0
Kvæfjord	44,9	16,0	4,8
Kvænangen	50,0	20,5	4,3
Lardal	66,1	35,8	3,8
Larvik	61,1	36,3	7,5
Lavangen	41,5	16,8	7,5
Lebesby	46,7	27,2	9,5
Leikanger	46,9	26,0	9,2
Leirfjord	55,2	20,6	1,4
Leka	60,1	25,3	1,3
Leksvik	62,8	30,3	2,4
Lenvik	57,1	31,0	6,7
Lesja	66,1	38,2	5,5
Levanger	55,9	27,6	5,2
Lier	63,7	41,1	8,6
Lierne	65,3	30,7	1,3
Lillehammer	53,5	33,6	9,4
Lillesand	60,2	35,9	7,8
Lindås	66,8	38,3	5,0
Lindesnes	65,8	33,8	2,7
Lom	66,4	38,7	5,6
Loppa	54,9	18,8	0,8
Lund	68,2	40,1	5,3
Lunner	63,0	39,2	8,0

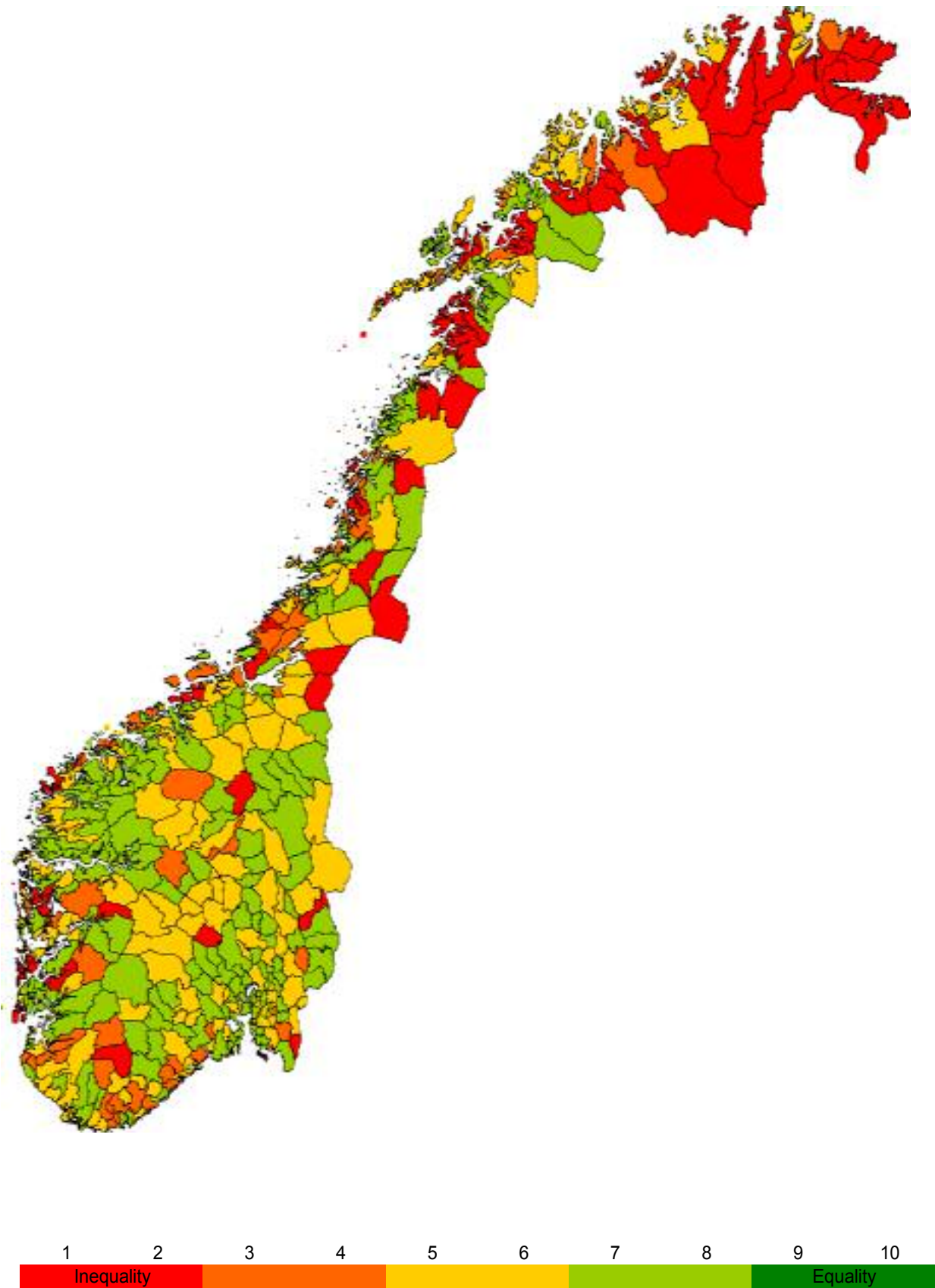
Lurøy	57,1	27,0	3,9
Luster	61,3	31,1	3,8
Lyngdal	66,4	36,7	4,2
Lyngen	55,5	25,7	4,1
Lærdal	60,1	29,6	3,6
Lødingen	52,8	28,7	7,9
Lørenskog	63,3	40,6	8,6
Løten	57,0	31,8	7,2
Målselv	44,3	30,8	10,0
Malvik	61,9	35,6	6,5
Mandal	58,7	32,3	6,5
Marker	65,3	32,0	1,9
Marnardal	65,1	25,8	0,2
Masfjorden	63,6	27,2	0,8
Måsøy	56,4	28,3	5,3
Meland	64,8	37,2	5,7
Meldal	61,0	26,5	1,4
Melhus	65,4	34,2	3,1
Meløy	62,0	28,0	1,6
Meråker	58,1	31,3	6,2
Midsund	67,0	27,6	0,2
Midtre Gauldal	67,5	37,5	3,9
Modalen	58,4	32,0	6,5
Modum	62,7	36,8	6,8
Molde	57,8	33,1	7,5
Moskenes	69,6	23,0	0,0
Moss	57,1	36,6	9,3
Mosvik	61,9	27,1	1,3
Namdalseid	61,9	24,6	0,6
Namsos	55,9	29,7	6,6
Namsskogan	56,6	29,0	5,7
Nannestad	67,0	41,6	7,2
Narvik	48,4	27,3	9,1
Naustdal	63,2	33,4	4,1
Nedre Eiker	63,5	38,2	7,2
Nes (Ak.)	65,7	39,4	6,6
Nes (Busk.)	65,8	40,1	7,0
Nesna	52,3	30,4	8,9
Nesodden	57,5	37,8	9,5
Nesset	64,4	28,4	0,9
Nissedal	66,1	29,1	0,6
Nittedal	64,2	43,5	9,2
Nome	57,6	25,0	2,3
Nord-Aurdal	63,5	41,9	9,0
Norddal	68,5	39,8	4,9
Nord-Fron	63,3	36,7	6,4
Nordkapp	51,7	26,0	7,0
Nord-Odal	61,1	27,3	1,7
Nordre Land	62,4	29,5	2,1
Nordreisa	53,6	29,6	8,0
Nore og Uvdal	64,4	35,2	4,5
Notodden	57,3	30,3	6,1

Nærøy	61,1	31,9	4,5
Nøtterøy	57,3	32,9	7,7
Odda	58,6	30,4	5,2
Oppdal	66,7	43,3	8,2
Oppegård	63,9	43,4	9,3
Orkdal	61,7	31,1	3,5
Os (Hedm.)	66,2	33,5	2,3
Os (Hord.)	66,5	40,9	7,0
Osen	61,5	29,0	2,3
Oslo kommune	58,8	42,2	9,9
Osterøy	68,2	34,7	1,8
Overhalla	65,1	33,0	2,6
Porsanger	46,3	30,0	9,9
Porsgrunn	60,1	33,5	6,4
Råde	64,1	39,0	7,3
Radøy	63,1	30,3	2,2
Rakkestad	66,0	38,5	5,8
Rana	52,7	29,0	8,1
Randaberg	67,3	40,0	5,9
Rauma	65,6	40,0	7,0
Re	66,7	38,9	5,5
Rendalen	59,5	23,6	0,9
Rennebu	67,6	35,0	2,3
Rennesøy	74,0	42,8	3,1
Rindal	67,9	33,5	1,4
Ringebu	65,3	37,6	5,6
Ringerike	59,6	35,1	7,7
Ringsaker	62,4	35,6	6,3
Rissa	61,9	33,8	5,3
Risor	54,6	30,7	8,0
Roan	66,5	29,2	0,5
Rollag	64,2	25,8	0,4
Rygge	58,9	39,1	9,4
Rælingen	65,1	42,0	8,4
Rødøy	59,3	25,7	1,8
Rømskog	70,6	29,3	0,1
Røros	64,4	43,3	9,1
Røst	72,1	32,8	0,3
Røyken	64,7	41,8	8,5
Røyrvik	58,2	22,2	0,9
Salangen	44,6	22,3	8,7
Saltdal	51,6	27,1	7,7
Samnanger	62,8	33,1	4,1
Sande (M. og R.)	69,0	29,1	0,2
Sande (Vestf.)	64,6	37,3	5,9
Sandefjord	61,8	38,3	8,2
Sandnes	67,6	42,7	7,4
Sandøy	73,0	31,3	0,1
Sarpsborg	59,2	33,8	7,1
Sauda	61,6	28,8	2,2
Sauherad	57,3	30,4	6,2
Sel	60,7	34,4	6,6

Selbu	66,7	35,9	3,4
Selje	66,7	33,4	2,0
Seljord	63,1	32,1	3,2
Sigdal	75,6	42,0	1,8
Siljan	62,7	35,5	6,0
Sirdal	63,0	29,4	1,8
Skånland	54,4	25,8	5,0
Skaun	63,3	32,1	3,1
Skedsmo	64,1	41,9	8,7
Ski	63,6	41,5	8,8
Skien	57,2	31,5	7,0
Skiptvet	68,2	34,4	1,7
Skjåk	65,8	36,6	4,6
Skjervøy	57,3	26,6	3,5
Skodje	65,3	30,2	1,2
Smøla	58,7	28,2	3,6
Snåsa	60,8	31,6	4,5
Snillfjord	68,0	27,2	0,1
Sogndal	60,9	35,3	7,0
Sokndal	66,0	33,4	2,3
Sola	69,1	44,4	7,6
Solund	65,2	22,3	0,0
Songdalen	63,4	34,3	4,6
Sortland	58,3	37,4	9,2
Spydeberg	67,2	41,3	6,8
Stange	56,0	31,2	7,5
Stavanger	63,2	40,0	8,3
Steigen	57,1	24,7	2,5
Steinkjer	57,4	33,2	7,9
Stjørdal	62,8	38,3	7,7
Stokke	63,5	35,6	5,5
Stord	62,6	34,8	5,6
Stordal	69,8	40,9	4,7
Stor-Elvdal	51,7	25,3	6,6
Storfjord	53,0	28,4	7,6
Strand	67,1	35,9	3,1
Stranda	71,4	49,3	8,8
Stryn	71,3	45,4	6,8
Sula	67,6	37,2	3,7
Suldal	64,6	30,6	1,6
Sund	64,2	35,7	5,0
Sunndal	62,6	34,6	5,4
Surnadal	67,0	34,6	2,4
Sveio	63,7	35,0	4,9
Svelvik	59,7	36,1	8,2
Sykkylven	72,7	49,6	8,4
Søgne	62,8	35,0	5,5
Sømna	57,4	28,4	4,7
Søndre Land	55,5	21,3	1,5
Sør-Aurdal	64,7	32,5	2,5
Sørfold	51,2	19,3	2,7
Sør-Fron	63,5	34,3	4,5

Sør-Odal	62,9	33,9	4,7
Sørreisa	50,5	28,8	9,0
Sorum	66,6	40,2	6,5
Sør-Varanger	44,8	25,1	9,5
Time	71,1	44,0	6,1
Tingvoll	57,8	26,3	2,9
Tinn	60,0	30,1	4,0
Tjeldsund	37,2	21,1	9,9
Tjøme	52,3	32,0	9,3
Tokke	60,0	25,8	1,5
Tolga	59,7	31,6	5,3
Torsken	57,0	21,5	1,0
Tranøy	50,9	22,4	5,0
Tromsø	54,6	31,4	8,3
Trondheim	56,6	35,4	9,1
Trysil	55,8	30,7	7,4
Træna	63,8	28,2	1,0
Trøgstad	66,4	38,2	5,2
Tvedestrand	58,4	31,7	6,3
Tydal	63,0	25,7	0,6
Tynset	61,5	36,7	7,5
Tysfjord	49,0	21,9	6,1
Tysnes	60,0	29,5	3,6
Tysvær	67,1	36,1	3,3
Tønsberg	57,2	34,4	8,5
Ullensaker	64,7	44,8	9,4
Ullensvang	65,2	34,1	3,3
Ulstein	68,0	39,6	5,1
Ulvik	51,3	29,8	9,0
Unjarga Nesseby	38,8	19,2	9,5
Utsira	63,1	24,6	0,3
Vadso	40,7	24,2	9,9
Vågå	64,5	34,8	4,1
Vågan	59,3	37,9	9,0
Vågsoy	65,3	40,5	7,5
Vaksdal	57,7	28,4	4,5
Våler (Hedm.)	54,4	27,0	5,8
Våler (Østf.)	67,0	39,1	5,4
Valle	59,5	28,8	3,5
Vang	63,3	28,8	1,4
Vanylven	64,1	27,8	0,8
Vardø	40,9	21,6	9,5
Vefsn	54,4	32,6	8,9
Vega	56,7	23,8	2,1
Vegårshei	65,5	28,4	0,6
Vennesla	63,1	33,5	4,2
Verdal	61,6	32,9	4,9
Verran	52,0	23,4	5,0
Vestby	63,4	42,8	9,2
Vestnes	62,0	29,4	2,3
Vestre Slidre	65,6	41,9	8,1
Vestre Toten	61,5	33,4	5,3

Vestvågøy	56,1	29,0	6,1
Vevelstad	56,3	27,0	4,4
Vik	66,5	31,6	1,3
Vikna	67,2	37,9	4,4
Vindafjord	74,2	40,7	1,8
Vinje	65,1	33,9	3,2
Volda	52,8	26,5	6,6
Voss	58,7	35,4	8,3
Værøy	70,3	21,6	0,0
Øksnes	62,8	31,0	2,8
Ørland	45,7	32,4	10,0
Ørskog	64,1	30,6	1,8
Ørsta	64,9	33,4	3,0
Østre Toten	62,0	33,8	5,3
Øvre Eiker	63,4	36,7	6,3
Øyer	63,0	37,0	6,8
Øygarden	62,1	29,8	2,5
Øystre Slidre	68,3	46,1	8,7



**Indicator 5. Percentage of men and women who are unemployed.
Results for Norway.**

N5	Men	Women	Score
	%	%	
Åfjord	1,8	2,6	4,5
Agdenes	1,2	2,3	3,1
Ål	1,1	0,4	5,3
Ålesund	2,8	2,8	8,1
Alstahaug	4,2	3,0	3,4
Alta	4,0	3,3	5,1
Alvdal	1,3	1,2	7,9
Åmli	2,2	2,4	7,5
Åmot	3,1	3,5	6,8
Andebu	1,3	1,8	6,2
Andøy	2,8	3,6	4,8
Årdal	0,8	1,1	7,3
Aremark	1,0	2,7	1,4
Arendal	2,8	2,9	7,7
Ås	1,8	2,2	6,4
Åseral	1,6	0,5	3,5
Asker	1,9	1,7	7,6
Askim	2,3	3,2	4,3
Askvoll	2,6	2,8	7,2
Askøy	2,3	3,2	4,2
Åsnes	3,5	3,8	7,0
Audnedal	1,0	1,2	7,3
Aukra	1,5	1,2	7,2
Aure	2,0	3,7	1,6
Aurland	2,0	1,3	5,0
Aurskog-Høland	1,9	2,5	5,5
Austevoll	1,1	2,2	3,7
Austrheim	1,3	3,2	0,9
Averøy	1,9	2,9	3,8
Balestrand	1,1	0,8	6,7
Ballangen	3,9	3,6	6,7
Balsfjord	3,6	1,8	1,2
Bamble	2,3	3,3	4,0
Bardu	2,0	1,8	7,5
Båtsfjord	11,9	7,6	0,0
Beiam	4,9	2,8	0,6
Berg	3,7	3,1	5,7
Bergen	2,9	2,9	8,0
Berlevåg	7,0	5,7	2,9
Bindal	2,0	2,0	7,9
Birkenes	1,5	2,8	2,8
Bjarkøy	2,6	4,3	1,5
Bjerkreim	0,5	1,1	5,6
Bjugn	2,2	2,3	7,5
Bodø	3,0	2,5	6,2
Bokn	1,6	4,8	0,0
Bremanger	2,9	3,6	5,4
Bronnøy	3,5	2,2	2,6
Bygland	2,5	3,9	2,0

Bykle	1,6	1,3	7,0
Bærum	1,7	1,5	7,3
Bø (Nordl.)	5,9	5,8	7,7
Bø (Telem.)	2,3	2,7	6,3
Bomlo	1,3	3,1	1,1
Deatnu Tana	5,2	3,5	1,4
Dovre	2,6	2,3	6,8
Drammen	3,2	3,5	6,9
Drangedal	2,2	2,8	5,6
Dyroy	5,1	1,6	0,0
Dønna	4,8	2,9	1,0
Eid	1,8	1,7	7,9
Eide	1,8	2,1	6,9
Eidfjord	2,1	1,9	7,4
Eidsberg	2,2	2,3	7,7
Eidskog	3,1	2,9	7,5
Eidsvoll	2,0	2,6	5,7
Eigersund	1,3	1,9	5,6
Elverum	2,7	2,3	6,4
Enebakk	1,7	2,5	4,6
Engerdal	1,1	1,9	4,9
Etne	1,9	3,8	1,0
Etneidal	1,7	1,0	5,6
Evenes	3,7	3,1	5,6
Evje og Hornnes	2,3	2,9	6,1
Farsund	3,6	4,1	6,1
Fauske	4,1	3,9	7,4
Fedje	3,0	7,7	0,0
Fet	1,8	2,2	6,8
Finnøy	0,9	1,2	7,1
Fitjar	0,9	3,0	0,7
Fjaler	1,2	1,3	7,8
Fjell	2,4	3,3	4,6
Flå	0,9	2,3	2,2
Flakstad	4,2	5,6	2,3
Flatanger	3,7	3,1	5,9
Flekkefjord	1,6	2,0	6,3
Flesberg	1,9	2,2	6,8
Flora	2,9	3,5	6,0
Folldal	2,5	0,7	1,2
Forsand	0,9	1,9	4,1
Fosnes	2,4	1,8	5,5
Fredrikstad	3,3	3,7	6,7
Frei	2,4	2,9	6,1
Frogn	2,0	2,2	7,4
Froland	1,9	2,6	5,1
Frosta	2,6	3,1	5,8
Fræna	1,4	2,4	4,2
Frøya	2,8	3,0	7,3
Fusa	0,7	1,6	4,7
Fyresdal	1,5	1,4	7,8
Forde	2,0	1,3	5,3

Gaivuotna Kåfjord	6,9	3,1	0,0
Gamvik	6,5	5,7	5,0
Gaular	0,9	1,1	7,1
Gausdal	1,7	2,4	5,3
Gildeskål	2,7	3,0	7,2
Giske	1,5	1,8	7,2
Gjemnes	1,7	2,4	5,5
Gjerdrum	1,5	1,8	7,0
Gjerstad	1,7	3,0	2,6
Gjesdal	1,1	2,0	4,3
Gjøvik	2,1	2,3	7,6
Gloppen	1,5	1,2	7,3
Gol	1,5	1,0	6,3
Gran	1,5	1,9	6,5
Grane	2,9	2,2	5,3
Granvin	2,6	2,2	6,6
Gratangen	5,1	2,1	0,0
Grimstad	2,5	3,5	4,3
Grong	2,0	2,1	7,9
Grue	3,7	3,5	7,3
Gulen	1,1	1,6	5,9
Kautokeino.	12,7	5,1	0,0
Hå	1,2	1,5	6,8
Hadsel	4,0	2,7	2,9
Halden	3,1	3,5	6,8
Halsa	2,3	2,6	6,8
Hamar	2,7	2,3	6,3
Hamarøy	5,1	3,6	2,1
Hammerfest	2,8	1,7	3,2
Haram	1,1	2,1	4,2
Hareid	2,5	3,6	3,7
Harstad	3,8	2,9	4,7
Hasvik	6,7	4,9	1,1
Hattfjell	1,1	0,8	6,7
Haugesund	2,3	2,8	6,1
Hemne	2,1	2,8	5,5
Hemnes	3,6	2,1	1,7
Hemsedal	1,5	1,5	7,9
Herøy (M. og R.)	1,6	3,6	0,9
Herøy (Nordl.)	2,9	3,8	4,5
Hitra	2,9	1,9	4,0
Hjartdal	1,5	1,4	7,9
Hjelmeland	1,4	1,0	6,8
Hobøl	1,5	2,1	5,7
Hof	1,9	2,3	6,8
Hol	1,6	1,1	6,3
Hole	1,7	1,8	7,8
Holmestrand	2,4	2,5	7,9
Holtålen	1,7	2,2	6,0
Hornindal	0,8	1,2	6,6
Horten	3,0	3,1	7,8
Hurdal	1,9	1,9	8,0

Hurum	3,0	2,6	6,6
Hvaler	2,3	3,7	2,2
Hyllestad	1,3	1,3	8,0
Hægebostad	1,0	1,2	7,4
Høyanger	1,3	1,1	7,2
Høylandet	1,0	1,6	5,8
Ibestad	5,8	2,6	0,0
Inderøy	2,0	3,1	3,2
Iveland	2,0	1,5	6,2
Jevnaker	1,7	2,4	5,2
Jondal	1,3	0,9	6,4
Jølster	1,1	1,0	7,7
Karlsøy	3,4	4,0	5,7
Karmøy	1,4	2,9	2,1
Karasjok	6,2	3,7	0,2
Klepp	1,0	2,0	4,1
Klæbu	2,2	2,5	7,0
Kongsberg	1,8	2,1	6,9
Kongsvinger	3,6	4,0	6,8
Kragerø	2,6	3,3	5,5
Kristiansand	3,1	2,9	7,4
Kristiansund	3,2	3,2	7,8
Krødsherad	2,4	2,7	6,9
Kvalsund	6,9	3,0	0,0
Kvam	2,3	1,5	5,1
Kvinesdal	2,0	2,2	7,2
Kvinnherad	1,9	1,7	7,3
Kviteseid	1,7	1,7	7,9
Kvitøy	0,6	1,2	5,5
Kvæfjord	3,9	2,1	1,2
Kvænangen	6,0	2,9	0,0
Lardal	1,5	2,3	4,8
Larvik	2,2	2,4	7,6
Lavangen	4,2	1,3	0,1
Lebesby	8,0	4,0	0,0
Leikanger	0,9	0,8	7,8
Leirfjord	3,9	4,2	7,2
Leka	2,3	3,3	4,2
Leksvik	2,3	2,3	7,9
Lenvik	3,3	2,9	6,8
Lesja	2,0	0,9	3,5
Levanger	2,4	2,9	6,0
Lier	1,8	1,8	7,9
Lierne	2,6	0,9	1,5
Lillehammer	2,1	2,0	7,6
Lillesand	1,9	2,4	5,8
Lindås	1,5	3,0	1,9
Lindesnes	1,6	2,2	5,8
Lom	2,0	1,3	4,9
Loppa	6,3	7,0	5,1
Lund	0,8	1,1	6,9
Lunner	1,7	1,6	7,9

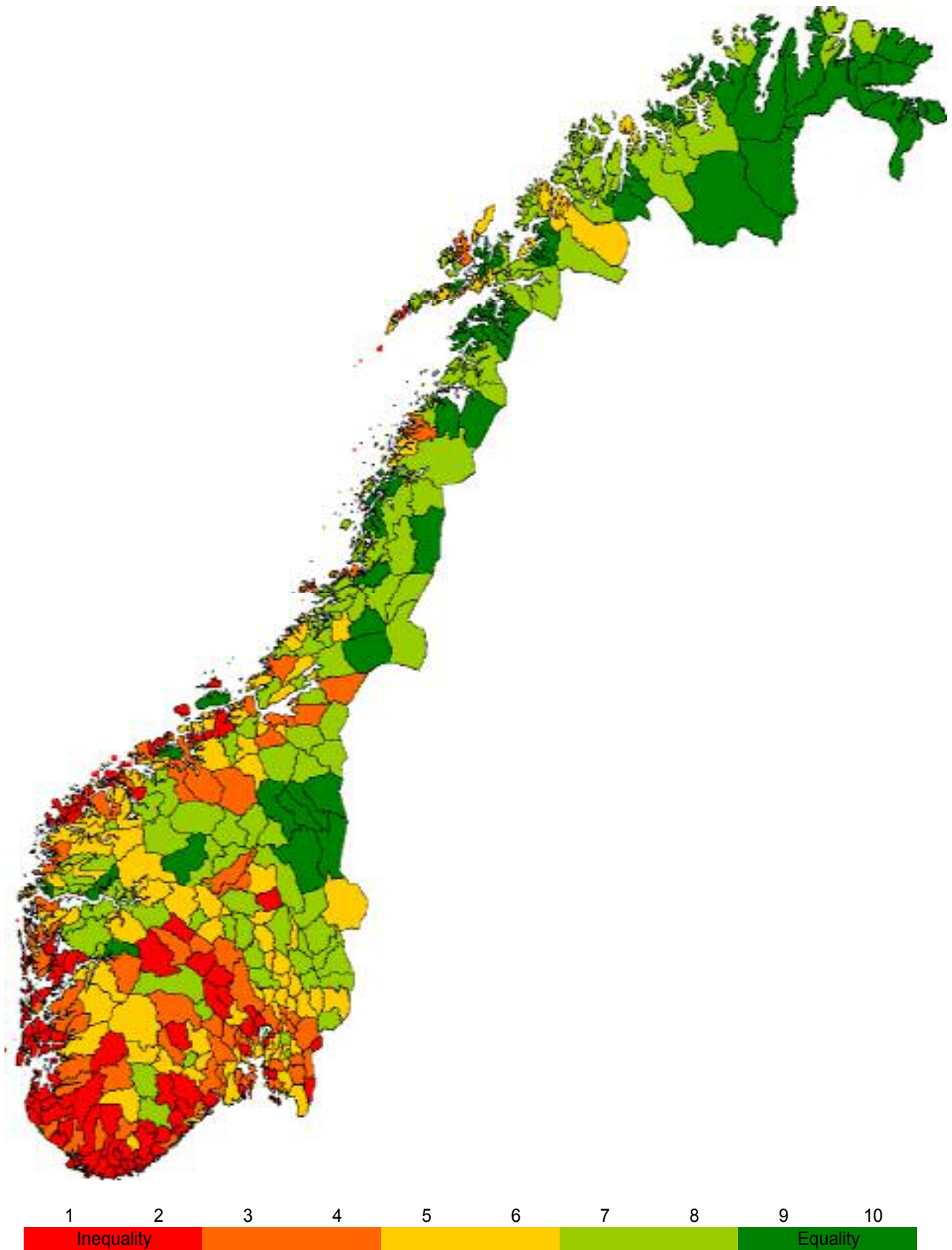
Lurøy	3,4	3,4	8,0
Luster	1,2	1,6	6,8
Lyngdal	2,5	2,4	7,8
Lyngen	5,5	4,2	2,7
Lærdal	0,9	0,8	7,9
Lødingen	6,1	5,4	5,5
Lørenskog	2,9	2,9	7,9
Løten	2,2	2,0	7,5
Målselv	1,7	1,7	7,9
Malvik	2,2	3,1	4,4
Mandal	2,2	2,8	5,8
Marker	1,4	2,1	5,5
Marnardal	1,2	2,1	4,2
Masfjorden	1,4	1,7	7,3
Måsøy	5,6	5,2	6,4
Meland	1,4	2,6	2,7
Meldal	2,4	2,5	7,6
Melhus	2,5	3,0	6,1
Meløy	2,1	2,4	7,2
Meråker	3,3	1,9	2,1
Midsund	1,6	2,1	6,3
Midtre Gauldal	1,8	2,6	4,8
Modalen	1,6	2,4	4,8
Modum	2,5	2,2	7,3
Molde	1,7	1,7	7,9
Moskenes	3,9	4,4	6,4
Moss	3,1	3,1	7,9
Mosvik	1,4	2,1	5,5
Namdalseid	2,1	3,0	4,3
Namsos	2,7	2,5	7,5
Namsskogan	4,9	2,0	0,1
Nannestad	1,7	2,4	5,1
Narvik	3,2	2,5	5,1
Naustdal	1,9	1,1	4,9
Nedre Eiker	2,2	2,9	5,3
Nes (Ak.)	1,7	2,4	5,6
Nes (Busk.)	1,6	0,9	5,3
Nesna	3,8	2,7	3,8
Nesodden	2,7	2,4	7,1
Nesset	2,5	1,9	5,6
Nissedal	1,5	1,7	7,3
Nittedal	2,2	1,9	7,1
Nome	2,8	2,6	7,6
Nord-Aurdal	1,8	1,3	5,9
Norddal	0,8	1,0	7,6
Nord-Fron	1,7	2,4	5,1
Nordkapp	7,3	4,1	0,0
Nord-Odal	2,6	2,3	7,1
Nordre Land	1,3	1,7	6,4
Nordreisa	4,4	3,4	3,7
Nore og Uvdal	1,7	1,0	5,3
Notodden	2,5	1,9	5,6

Nærøy	3,9	3,7	7,4
Nøtterøy	2,4	2,3	7,5
Odda	2,7	1,6	3,4
Oppdal	1,8	2,5	5,3
Oppegård	1,9	1,6	7,2
Orkdal	2,2	2,2	7,8
Os (Hedm.)	1,8	1,4	6,7
Os (Hord.)	1,6	2,3	5,2
Osen	3,1	4,1	3,8
Oslo kommune	3,5	3,1	6,5
Osterøy	1,8	3,3	2,0
Overhalla	2,1	1,9	7,3
Porsanger	5,1	3,0	0,6
Porsgrunn	3,0	3,7	5,6
Råde	1,5	1,7	7,3
Radøy	1,7	2,5	4,8
Rakkestad	1,8	2,9	3,5
Rana	4,1	3,4	5,3
Randaberg	0,9	1,4	6,4
Rauma	2,1	2,0	7,8
Re	1,6	1,6	7,9
Rendalen	1,7	1,5	7,4
Rennebu	1,4	2,2	4,8
Rennesøy	0,6	1,1	6,4
Rindal	1,3	1,6	7,1
Ringebu	2,0	2,1	7,6
Ringerike	2,5	2,3	7,3
Ringsaker	2,1	2,5	6,5
Rissa	3,2	4,7	1,9
Risor	2,8	3,6	4,9
Roan	2,3	3,9	1,6
Rollag	1,6	2,0	6,8
Rygge	1,9	2,3	6,6
Rælingen	2,1	2,6	6,3
Rødøy	3,0	2,9	7,8
Rømskog	1,1	0,4	5,1
Røros	2,0	1,7	7,0
Røst	1,7	4,2	0,2
Røyken	2,1	2,2	7,5
Røyrvik	2,1	1,8	7,2
Salangen	3,8	2,0	1,1
Saltdal	4,5	2,7	1,2
Samnanger	1,5	2,7	3,2
Sande (M. og R.)	1,5	1,7	7,3
Sande (Vestf.)	1,7	2,2	6,2
Sandefjord	3,3	3,6	6,8
Sandnes	1,9	2,5	5,7
Sandøy	0,6	1,1	6,2
Sarpsborg	2,9	3,5	6,0
Sauda	1,2	1,9	5,2
Sauherad	2,9	2,2	5,1
Sel	2,8	2,4	6,6

Selbu	1,9	2,6	5,3
Selje	2,0	5,8	0,0
Seljord	1,7	1,7	8,1
Sigdal	0,9	1,3	6,6
Siljan	1,0	2,2	3,1
Sirdal	0,6	1,3	5,5
Skånland	3,8	2,4	2,5
Skaun	2,3	2,8	5,9
Skedsmo	2,6	2,6	7,9
Ski	2,4	2,2	7,4
Skien	3,5	3,4	7,8
Skiptvet	0,9	1,6	5,1
Skjåk	1,5	0,8	5,5
Skjervøy	5,8	5,4	6,6
Skodje	2,3	2,9	5,5
Smøla	2,0	3,1	3,6
Snåsa	1,8	1,3	6,5
Snillfjord	2,8	3,3	6,3
Sogndal	1,2	1,2	8,1
Sokndal	1,4	2,2	4,9
Sola	1,5	1,6	7,8
Solund	1,6	2,2	5,9
Songdalen	2,8	3,7	4,3
Sortland	4,0	3,8	7,5
Spydeberg	1,3	1,6	6,8
Stange	2,8	2,3	6,5
Stavanger	2,1	2,3	7,4
Steigen	5,2	3,4	1,2
Steinkjer	3,1	3,5	6,4
Stjørdal	1,6	2,3	5,1
Stokke	2,4	2,2	7,5
Stord	1,9	3,4	1,8
Stordal	1,4	1,8	6,5
Stor-Elvdal	2,5	2,1	6,4
Storfjord	4,1	2,6	2,2
Strand	1,8	1,8	7,9
Stranda	1,0	0,6	6,7
Stryn	1,6	1,4	7,3
Sula	1,9	2,2	6,9
Suldal	0,8	1,2	6,6
Sund	3,0	2,9	7,9
Sunndal	2,2	2,0	7,5
Surnadal	1,8	2,4	5,7
Sveio	1,8	1,8	8,0
Svelvik	1,9	2,5	5,6
Sykkylven	1,3	0,9	6,5
Søgne	1,7	2,6	4,5
Sømna	1,6	2,0	6,9
Søndre Land	2,0	1,9	7,7
Sør-Aurdal	0,9	1,7	4,6
Sørfold	4,8	3,4	2,2
Sør-Fron	2,3	3,3	3,8

Sør-Odal	2,6	3,5	4,3
Sørreisa	3,5	2,7	4,7
Sorum	1,9	1,9	8,0
Sør-Varanger	4,1	1,8	0,4
Time	1,1	2,0	4,3
Tingvoll	1,7	1,9	7,5
Tinn	2,8	2,0	4,7
Tjeldsund	3,6	3,6	8,1
Tjøme	2,7	2,5	7,4
Tokke	1,5	1,1	6,3
Tolga	1,8	1,5	7,0
Torsken	4,2	5,0	4,5
Tranøy	2,2	2,4	7,2
Tromsø	2,7	2,0	5,5
Trondheim	3,2	3,1	7,8
Trysil	3,4	2,8	6,0
Træna	1,4	2,3	4,2
Trøgstad	1,6	1,6	8,1
Tvedestrand	2,1	2,9	4,5
Tydal	1,9	1,6	7,3
Tynset	2,0	1,9	7,9
Tysfjord	6,1	5,7	6,6
Tysnes	1,8	2,5	5,1
Tysvær	1,3	1,7	6,9
Tønsberg	2,7	2,8	7,9
Ullensaker	2,2	2,3	7,7
Ullensvang	1,0	0,9	7,6
Ulstein	1,4	2,4	3,9
Ulvik	2,9	1,2	1,4
Unjarga Nesseby	8,5	2,8	0,0
Utsira	1,2	1,3	7,8
Vadso	5,3	2,9	0,3
Vågå	2,5	2,1	6,5
Vågan	4,6	4,1	6,3
Vågsoy	2,7	4,8	0,6
Vaksdal	2,4	2,0	6,9
Våler (Hedm.)	3,1	4,6	2,2
Våler (Østf.)	1,4	2,1	5,6
Valle	1,3	0,3	3,9
Vang	2,2	1,2	3,7
Vanylven	2,7	3,4	5,0
Vardø	12,5	6,6	0,0
Vefsn	2,9	2,6	6,9
Vega	3,0	2,1	4,2
Vegårshei	1,2	2,2	3,9
Vennesla	2,1	3,1	3,9
Verdal	2,4	3,8	2,2
Verran	3,7	5,0	2,7
Vestby	2,1	2,1	8,1
Vestnes	1,3	1,5	7,5
Vestre Slidre	1,0	0,7	6,8
Vestre Toten	2,0	2,1	7,7

Vestvågøy	4,4	3,9	6,2
Vevelstad	4,4	2,7	1,4
Vik	0,7	1,0	7,2
Vikna	2,9	3,4	6,2
Vindafjord	1,2	1,4	7,6
Vinje	1,4	1,3	7,6
Volda	2,0	2,4	6,9
Voss	2,8	1,9	4,5
Værøy	9,6	8,2	2,1
Øksnes	4,2	4,0	7,5
Ørland	3,0	4,3	2,7
Ørskog	0,9	1,5	5,8
Ørsta	2,1	2,4	7,1
Østre Toten	1,8	2,0	7,2
Øvre Eiker	2,5	3,1	5,7
Øyer	1,9	1,5	6,9
Øygarden	3,4	4,3	4,2
Øystre Slidre	1,0	1,3	7,1



Indicator 7. Women's gross income as a percentage of men's gross income. Results for Norway

N7	Women	Score
	%	
Åfjord	56,8	3,2
Agdenes	56,2	3,0
Ål	57,8	3,7
Ålesund	52,8	1,8
Alstahaug	70,8	8,8
Alta	68,5	8,2
Alvdal	69,0	8,3
Åmli	68,9	8,3
Åmot	65,2	7,0
Andebu	56,6	3,2
Andøy	62,3	5,7
Årdal	63,1	6,1
Aremark	33,9	0,0
Arendal	56,8	3,2
Ås	63,3	6,2
Åseral	53,0	1,8
Asker	46,5	0,5
Askim	66,2	7,4
Askvoll	57,0	3,3
Askøy	57,6	3,6
Åsnes	68,6	8,2
Audnedal	53,7	2,1
Aukra	54,6	2,4
Aure	61,7	5,4
Aurland	63,5	6,3
Aurskog-Høland	59,4	4,4
Austevoll	43,1	0,2
Austrheim	35,1	0,0
Averøy	52,1	1,6
Balestrand	72,4	9,1
Ballangen	66,2	7,4
Balsfjord	69,2	8,4
Bamble	53,8	2,1
Bardu	66,3	7,4
Båtsfjord	70,6	8,7
Beiam	72,6	9,2
Berg	66,0	7,3
Bergen	55,8	2,8
Berlevåg	66,7	7,5
Bindal	75,9	9,6
Birkenes	54,7	2,4
Bjarkøy	67,5	7,8
Bjerkreim	50,7	1,2
Bjugn	62,5	5,8
Bodø	66,0	7,3
Bokn	48,9	0,8
Bremanger	60,1	4,7
Bronnøy	69,4	8,4
Bygland	62,5	5,8

Bykle	40,6	0,1
Bærum	50,1	1,1
Bø (Nordl.)	67,3	7,7
Bø (Telem.)	66,0	7,3
Bomlo	43,2	0,2
Deatnu Tana	81,8	9,9
Dovre	67,4	7,8
Drammen	55,3	2,6
Drangedal	49,1	0,9
Dyroy	73,3	9,3
Dønna	67,3	7,8
Eid	61,9	5,5
Eide	55,0	2,5
Eidfjord	56,1	2,9
Eidsberg	57,4	3,5
Eidskog	64,4	6,6
Eidsvoll	61,7	5,4
Eigersund	55,0	2,5
Elverum	65,4	7,1
Enebakk	64,8	6,8
Engerdal	76,7	9,7
Etne	56,4	3,1
Etneidal	67,3	7,7
Evenes	68,4	8,1
Evje og Hornnes	56,8	3,2
Farsund	50,0	1,1
Fauske	64,5	6,7
Fedje	50,9	1,3
Fet	58,5	4,0
Finnøy	53,4	2,0
Fitjar	49,3	0,9
Fjaler	63,2	6,1
Fjell	50,0	1,1
Flå	54,0	2,2
Flakstad	50,3	1,1
Flatanger	63,2	6,1
Flekkefjord	56,9	3,3
Flesberg	59,3	4,3
Flora	58,3	3,9
Folldal	69,2	8,4
Forsand	58,4	3,9
Fosnes	66,3	7,4
Fredrikstad	59,4	4,4
Frei	56,6	3,1
Frogn	52,7	1,7
Froland	54,8	2,5
Frosta	59,4	4,4
Fræna	56,5	3,1
Frøya	53,8	2,1
Fusa	50,4	1,2
Fyresdal	64,3	6,6
Forde	62,7	5,9

Gaivuotna Kåfjord	76,7	9,7
Gamvik	66,9	7,6
Gaular	65,0	6,9
Gausdal	64,8	6,8
Gildeskål	64,6	6,7
Giske	51,9	1,5
Gjemnes	69,8	8,5
Gjerdrum	59,5	4,4
Gjerstad	54,2	2,2
Gjesdal	50,9	1,3
Gjøvik	61,4	5,3
Gloppen	64,1	6,5
Gol	57,4	3,5
Gran	65,1	6,9
Grane	67,7	7,9
Granvin	68,1	8,0
Gratangen	72,8	9,2
Grimstad	49,0	0,9
Grong	70,1	8,6
Grue	67,7	7,9
Gulen	58,5	4,0
Kautokeino.	105,1	10,0
Hå	54,9	2,5
Hadsel	70,2	8,6
Halden	60,2	4,8
Halsa	54,2	2,2
Hamar	63,1	6,1
Hamarøy	76,9	9,7
Hammerfest	73,0	9,2
Haram	49,3	0,9
Hareid	53,2	1,9
Harstad	66,2	7,4
Hasvik	66,6	7,5
Hattfjeldal	71,7	9,0
Haugesund	53,3	1,9
Hemne	54,3	2,3
Hemnes	69,2	8,4
Hemsedal	49,5	1,0
Herøy (M. og R.)	39,4	0,1
Herøy (Nordl.)	56,0	2,9
Hitra	69,9	8,6
Hjartdal	54,6	2,4
Hjelmeland	55,1	2,6
Hobøl	61,1	5,1
Hof	61,6	5,4
Hol	47,3	0,6
Hole	26,8	0,0
Holmestrand	61,2	5,2
Holtålen	68,1	8,0
Hornindal	69,4	8,4
Horten	57,9	3,7

Hurdal	59,9	4,6
Hurum	59,7	4,5
Hvaler	50,9	1,3
Hyllestad	72,2	9,1
Hægebostad	55,1	2,5
Høyanger	64,5	6,7
Høylandet	66,6	7,5
Ibestad	62,0	5,6
Inderøy	61,0	5,1
Iveland	59,7	4,5
Jevnaker	63,2	6,1
Jondal	59,7	4,5
Jølster	65,8	7,2
Karlsøy	66,9	7,6
Karmøy	47,4	0,6
Karasjok	98,6	10,0
Klepp	48,6	0,8
Klæbu	62,1	5,6
Kongsberg	55,8	2,8
Kongsvinger	61,8	5,5
Kragerø	59,2	4,3
Kristiansand	54,2	2,2
Kristiansund	59,4	4,4
Krødsherad	44,8	0,3
Kvalsund	76,4	9,7
Kvam	54,2	2,2
Kvinesdal	53,4	1,9
Kvinnherad	59,2	4,3
Kviteseid	61,8	5,5
Kvitsoy	49,9	1,0
Kvæfjord	77,7	9,8
Kvænangen	68,7	8,2
Lardal	60,3	4,8
Larvik	62,2	5,7
Lavangen	72,3	9,1
Lebesby	82,8	9,9
Leikanger	68,4	8,1
Leirfjord	71,0	8,8
Leka	58,1	3,8
Leksvik	61,2	5,2
Lenvik	62,3	5,7
Lesja	65,3	7,0
Levanger	64,7	6,7
Lier	54,9	2,5
Lierne	66,7	7,5
Lillehammer	61,6	5,4
Lillesand	52,2	1,6
Lindås	55,3	2,6
Lindesnes	53,4	2,0
Lom	71,8	9,0
Loppa	74,1	9,4
Lund	52,1	1,6

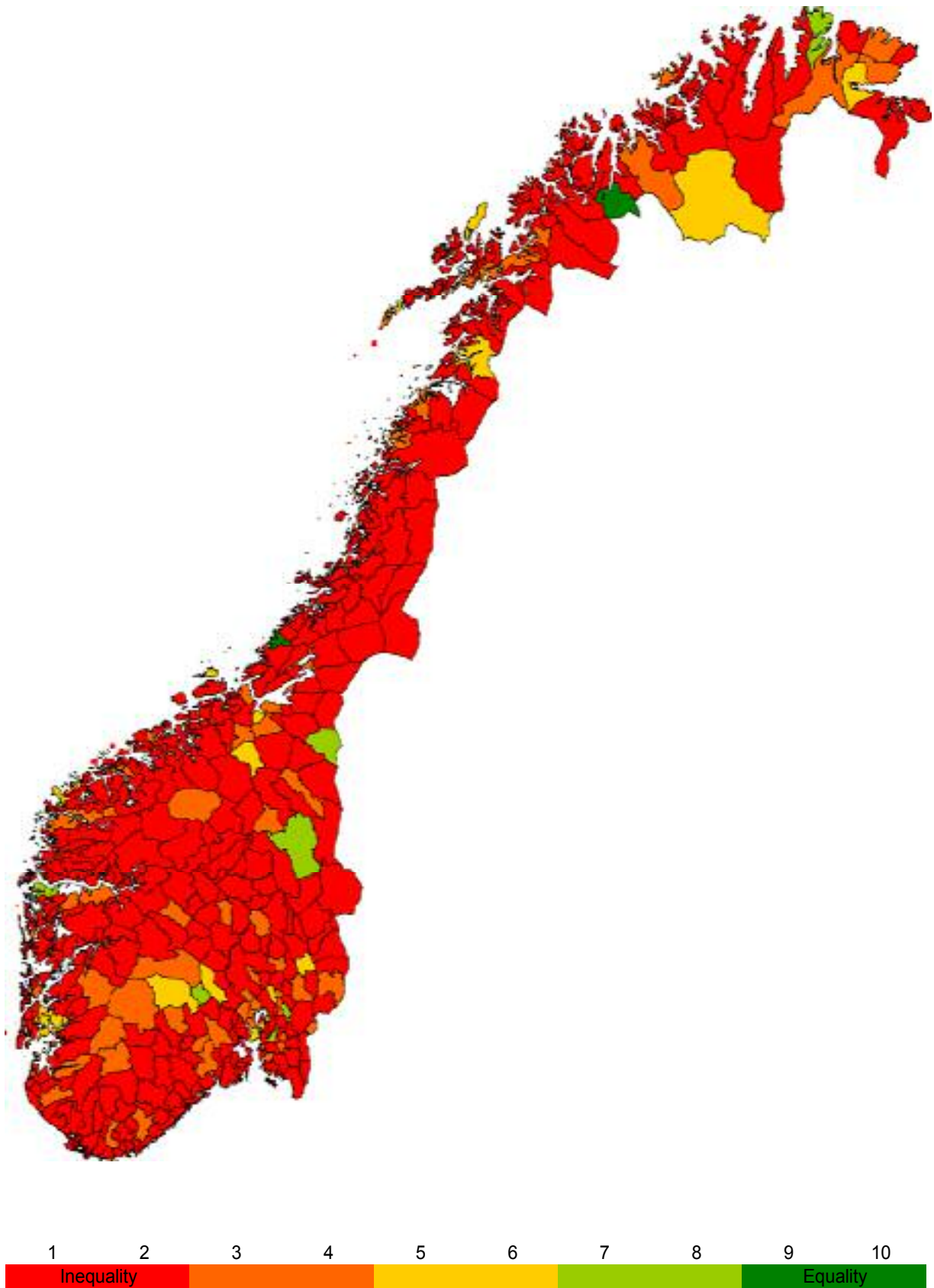
Lunner	63,9	6,4
Luroy	61,3	5,2
Luster	61,6	5,4
Lyngdal	51,4	1,4
Lyngen	67,7	7,9
Lærdal	67,9	8,0
Lødingen	62,9	6,0
Lørenskog	59,4	4,4
Løten	68,7	8,2
Målselv	63,3	6,2
Malvik	57,6	3,6
Mandal	50,9	1,2
Marker	59,0	4,2
Marnardal	54,3	2,2
Masfjorden	59,7	4,5
Måsøy	67,2	7,7
Meland	57,2	3,4
Meldal	61,2	5,2
Melhus	59,3	4,3
Meløy	58,2	3,8
Meråker	64,6	6,7
Midsund	48,8	0,8
Midtre Gauldal	64,6	6,7
Modalen	62,2	5,7
Modum	60,6	4,9
Molde	61,8	5,5
Moskenes	59,7	4,5
Moss	60,8	5,0
Mosvik	68,8	8,2
Namdalseid	65,7	7,2
Namsos	64,7	6,7
Namsskogan	67,7	7,9
Nannestad	60,6	4,9
Narvik	67,9	8,0
Naustdal	66,1	7,3
Nedre Eiker	59,5	4,4
Nes (Ak.)	62,8	5,9
Nes (Busk.)	42,5	0,2
Nesna	72,9	9,2
Nesodden	64,1	6,5
Nesset	58,3	3,9
Nissedal	48,3	0,7
Nittedal	63,8	6,4
Nome	60,6	4,9
Nord-Aurdal	63,3	6,2
Norddal	65,7	7,2
Nord-Fron	57,4	3,5
Nordkapp	71,6	9,0
Nord-Odal	65,2	7,0
Nordre Land	66,5	7,5
Nordreisa	68,4	8,1
Nore og Uvdal	65,4	7,0

Notodden	62,0	5,6
Nærøy	64,2	6,5
Nøtterøy	49,4	0,9
Odda	63,8	6,4
Oppdal	59,5	4,4
Oppegård	53,7	2,0
Orkdal	64,4	6,7
Os (Hedm.)	82,6	9,9
Os (Hord.)	55,7	2,8
Osen	62,6	5,9
Oslo kommune	58,7	4,1
Osterøy	53,5	2,0
Overhalla	63,2	6,1
Porsanger	78,8	9,8
Porsgrunn	58,5	4,0
Råde	52,3	1,6
Radøy	57,8	3,7
Rakkestad	55,9	2,9
Rana	69,2	8,4
Randaberg	42,0	0,1
Rauma	67,8	7,9
Re	54,3	2,3
Rendalen	75,3	9,5
Rennebu	62,2	5,7
Rennesøy	38,8	0,1
Rindal	67,0	7,7
Ringeby	63,1	6,1
Ringerike	58,1	3,8
Ringsaker	64,6	6,7
Rissa	67,3	7,8
Risør	62,0	5,6
Roan	65,2	7,0
Rollag	67,5	7,8
Rygge	53,5	2,0
Rælingen	60,4	4,8
Rødøy	60,3	4,8
Rømskog	47,9	0,7
Røros	79,9	9,9
Røst	47,8	0,7
Røyken	56,5	3,1
Røyrvik	65,5	7,1
Salangen	80,6	9,9
Saltdal	71,0	8,8
Samnanger	54,6	2,4
Sande (M. og R.)	55,2	2,6
Sande (Vestf.)	50,0	1,1
Sandefjord	52,5	1,7
Sandnes	51,3	1,4
Sandøy	34,6	0,0
Sarpsborg	61,6	5,4
Sauda	57,3	3,4
Sauherad	60,9	5,0

Sel	65,6	7,1
Selbu	65,0	6,9
Selje	46,8	0,5
Seljord	56,4	3,0
Sigdal	53,5	2,0
Siljan	56,8	3,2
Sirdal	54,8	2,4
Skänland	69,0	8,3
Skaun	62,0	5,5
Skedsmo	59,0	4,2
Ski	59,7	4,5
Skien	58,4	3,9
Skiptvet	60,0	4,6
Skjåk	67,5	7,8
Skjervøy	60,4	4,8
Skodje	57,5	3,5
Smøla	52,9	1,8
Snåsa	70,6	8,7
Snillfjord	61,0	5,1
Sogndal	67,2	7,7
Sokndal	49,4	0,9
Sola	41,1	0,1
Solund	59,7	4,5
Songdalen	54,9	2,5
Sortland	58,9	4,2
Spydeberg	60,5	4,9
Stange	64,5	6,7
Stavanger	52,5	1,7
Steigen	70,6	8,7
Steinkjer	65,3	7,0
Stjørdal	59,6	4,5
Stokke	57,8	3,7
Stord	58,3	3,9
Stordal	46,3	0,5
Stor-Elvdal	67,5	7,8
Storfjord	73,4	9,3
Strand	48,7	0,8
Stranda	60,0	4,6
Stryn	63,0	6,0
Sula	57,7	3,6
Suldal	60,4	4,8
Sund	55,7	2,8
Sunndal	57,0	3,3
Surnadal	61,0	5,1
Sveio	52,0	1,5
Svelvik	60,2	4,7
Sykkylven	62,5	5,8
Søgne	50,1	1,1
Sømna	67,5	7,8
Søndre Land	64,2	6,6
Sør-Aurdal	57,9	3,7
Sørfold	64,3	6,6

Sør-Fron	56,4	3,1
Sør-Odal	62,3	5,7
Sorreisa	59,9	4,6
Sorum	58,0	3,7
Sør-Varanger	76,7	9,7
Time	53,6	2,0
Tingvoll	58,0	3,8
Tinn	56,1	2,9
Tjeldsund	67,7	7,9
Tjøme	51,0	1,3
Tokke	63,2	6,1
Tolga	80,5	9,9
Torsken	66,1	7,3
Tranøy	67,2	7,7
Tromsø	69,1	8,3
Trondheim	59,0	4,2
Trysil	62,0	5,6
Træna	54,9	2,5
Trøgstad	61,3	5,3
Tvedestrand	54,6	2,4
Tydal	65,5	7,1
Tynset	74,3	9,4
Tysfjord	77,1	9,7
Tysnes	52,8	1,8
Tysvær	54,9	2,5
Tønsberg	56,9	3,3
Ullensaker	60,3	4,8
Ullensvang	61,4	5,3
Ulstein	55,0	2,5
Ulvik	72,8	9,2
Unjarga Nesseby	84,6	10,0
Utsira	44,1	0,3
Vadsø	80,0	9,9
Vågå	65,9	7,3
Vågan	63,6	6,3
Vågsøy	49,9	1,0
Vaksdal	65,2	7,0
Våler (Hedm.)	67,5	7,8
Våler (Østf.)	55,4	2,7
Valle	59,1	4,2
Vang	63,6	6,3
Vanylven	51,1	1,3
Vardø	74,9	9,5
Vefsn	69,3	8,4
Vega	69,0	8,3
Vegårshei	53,9	2,1
Vennesla	51,8	1,5
Verdal	59,1	4,2
Verran	63,1	6,1
Vestby	60,6	4,9
Vestnes	62,7	5,9
Vestre Slidre	65,1	6,9

Vestre Toten	62,2	5,6
Vestvågøy	65,6	7,1
Vevelstad	71,1	8,8
Vik	64,8	6,8
Vikna	55,2	2,6
Vindafjord	42,3	0,2
Vinje	62,6	5,8
Volda	60,4	4,8
Voss	64,1	6,5
Værøy	47,1	0,6
Øksnes	56,0	2,9
Ørland	65,8	7,2
Ørskog	59,3	4,3
Ørsta	58,1	3,8
Østre Toten	61,2	5,2
Øvre Eiker	58,1	3,8
Øyer	54,6	2,4
Øygarden	54,5	2,3
Øystre Slidre	62,3	5,7



Indicator 8. Percent of women within top management in municipalities. Results for Norway.

N8	Women	Score
	%	
Åfjord	3,6	0,7
Agdenes	19,8	4,0
Ål	7,1	1,4
Ålesund	9,8	2,0
Alstahaug	0,7	0,1
Alta	6,3	1,3
Alvdal	14,3	2,9
Åmli	4,5	0,9
Åmot	3,0	0,6
Andebu	0,8	0,2
Andøy	24,5	4,9
Årdal	0,1	0,0
Aremark	0,4	0,1
Arendal	3,6	0,7
Ås	2,8	0,6
Åseral	0,2	0,0
Asker	13,0	2,6
Askim	17,9	3,6
Askvoll		
Askøy	17,5	3,5
Åsnes	0,0	0,0
Audnedal	8,4	1,7
Aukra	11,2	2,2
Aure	8,4	1,7
Aurland	0,2	0,0
Aurskog-Høland	5,4	1,1
Austevoll	0,0	0,0
Austrheim	2,6	0,5
Averøy	4,5	0,9
Balestrand	0,0	0,0
Ballangen	1,2	0,2
Balsfjord		
Bamble	8,1	1,6
Bardu	0,4	0,1
Båtsfjord	15,3	3,1
Beiam	0,4	0,1
Berg	100,0	0,0
Bergen	7,9	1,6
Berlevåg	1,2	0,2
Bindal	0,2	0,0
Birkenes	13,0	2,6
Bjarkøy	1,2	0,2
Bjerkreim	14,3	2,9
Bjugn	2,6	0,5
Bodø	7,3	1,5
Bokn	3,4	0,7
Bremanger	15,9	3,2
Bronnøy	0,2	0,0
Bygland	0,9	0,2

Bykle	19,8	4,0
Bærum	21,8	4,4
Bø (Nordl.)	6,3	1,3
Bø (Telem.)	2,0	0,4
Bomlo	0,2	0,0
Deatnu Tana	13,0	2,6
Dovre	3,1	0,6
Drammen	5,6	1,1
Drangedal	8,4	1,7
Dyroy	3,0	0,6
Dønna	0,7	0,1
Eid	15,3	3,1
Eide	21,9	4,4
Eidfjord	10,0	2,0
Eidsberg	1,5	0,3
Eidskog	4,3	0,9
Eidsvoll	3,2	0,6
Eigersund	7,7	1,5
Elverum	7,8	1,6
Enebakk	8,2	1,6
Engerdal	3,4	0,7
Etne	10,7	2,1
Etneidal	13,0	2,6
Evenes	0,0	0,0
Evje og Hornnes	3,9	0,8
Farsund	5,5	1,1
Fauske	3,1	0,6
Fedje	19,8	4,0
Fet	35,0	7,0
Finnøy	15,3	3,1
Fitjar	2,0	0,4
Fjaler	1,2	0,2
Fjell	3,6	0,7
Flå	0,4	0,1
Flakstad	26,0	5,2
Flatanger	0,4	0,1
Flekkefjord	0,0	0,0
Flesberg	0,4	0,1
Flora	0,0	0,0
Folldal	3,4	0,7
Forsand	17,1	3,4
Fosnes	0,4	0,1
Fredrikstad	1,0	0,2
Frei	4,3	0,9
Frogn	24,0	4,8
Froland	1,6	0,3
Frosta	16,4	3,3
Fræna	3,5	0,7
Frøya	24,8	5,0
Fusa	0,7	0,1
Fyresdal	2,6	0,5
Forde	4,5	0,9

Gaivuotna Kåfjord	0,4	0,1
Gamvik	41,0	8,2
Gaular	0,0	0,0
Gausdal	12,2	2,4
Gildeskål	13,0	2,6
Giske	10,0	2,0
Gjemnes	0,1	0,0
Gjerdrum	19,8	4,0
Gjerstad	3,7	0,7
Gjesdal	0,0	0,0
Gjøvik	14,6	2,9
Gloppen	0,4	0,1
Gol	1,7	0,3
Gran	6,3	1,3
Grane	0,0	0,0
Granvin	0,0	0,0
Gratangen	19,8	4,0
Grimstad	1,2	0,2
Grong	3,4	0,7
Grue	0,0	0,0
Gulen	34,2	6,8
Kautokeino.	28,0	5,6
Hå	10,2	2,0
Hadsel	3,9	0,8
Halden	4,9	1,0
Halsa	0,8	0,2
Hamar	12,2	2,4
Hamarøy	1,7	0,3
Hammerfest	9,5	1,9
Haram	7,5	1,5
Hareid	1,2	0,2
Harstad	3,3	0,7
Hasvik	13,0	2,6
Hattfjell	4,9	1,0
Haugesund	4,5	0,9
Hemne	6,3	1,3
Hemnes	0,3	0,1
Hemsedal	14,3	2,9
Herøy (M. og R.)	23,3	4,7
Herøy (Nordl.)	0,4	0,1
Hitra	12,3	2,5
Hjartdal	15,3	3,1
Hjelmeland	3,4	0,7
Hobøl	58,6	8,3
Hof	9,5	1,9
Hol	9,2	1,8
Hole	15,9	3,2
Holmestrand	6,3	1,3
Holtålen	3,4	0,7
Hornindal	13,0	2,6
Horten	11,6	2,3
Hurdal	19,8	4,0

Hurum	26,0	5,2
Hvaler	8,9	1,8
Hyllestad	8,9	1,8
Hægebostad	6,3	1,3
Hoyanger	0,4	0,1
Høylandet	0,4	0,1
Ibestad	0,0	0,0
Inderøy	13,0	2,6
Iveland	0,0	0,0
Jevnaker	19,8	4,0
Jondal	8,1	1,6
Jølster	0,1	0,0
Karlsøy	6,3	1,3
Karmøy	8,7	1,7
Karasjok	9,5	1,9
Klepp	4,1	0,8
Klæbu	2,6	0,5
Kongsberg	17,3	3,5
Kongsvinger	13,4	2,7
Kragerø	2,6	0,5
Kristiansand	4,1	0,8
Kristiansund	8,3	1,7
Krødsherad	0,7	0,1
Kvalsund		0,0
Kvam	4,2	0,8
Kvinesdal	2,8	0,6
Kvinnherad	3,0	0,6
Kviteseid	2,0	0,4
Kvitøy	6,3	1,3
Kvæfjord	0,0	0,0
Kvænangen	0,0	0,0
Lardal	0,7	0,1
Larvik	4,3	0,9
Lavangen	10,7	2,1
Lebesby	10,7	2,1
Leikanger	8,1	1,6
Leirfjord	0,2	0,0
Leka	100,0	0,0
Leksvik	3,7	0,7
Lenvik	2,0	0,4
Lesja	13,9	2,8
Levanger	1,4	0,3
Lier	19,8	4,0
Lierne	0,0	0,0
Lillehammer	7,1	1,4
Lillesand	6,3	1,3
Lindås	8,9	1,8
Lindesnes	2,2	0,4
Lom	6,3	1,3
Loppa	1,2	0,2
Lund	2,6	0,5
Lunner	10,7	2,1

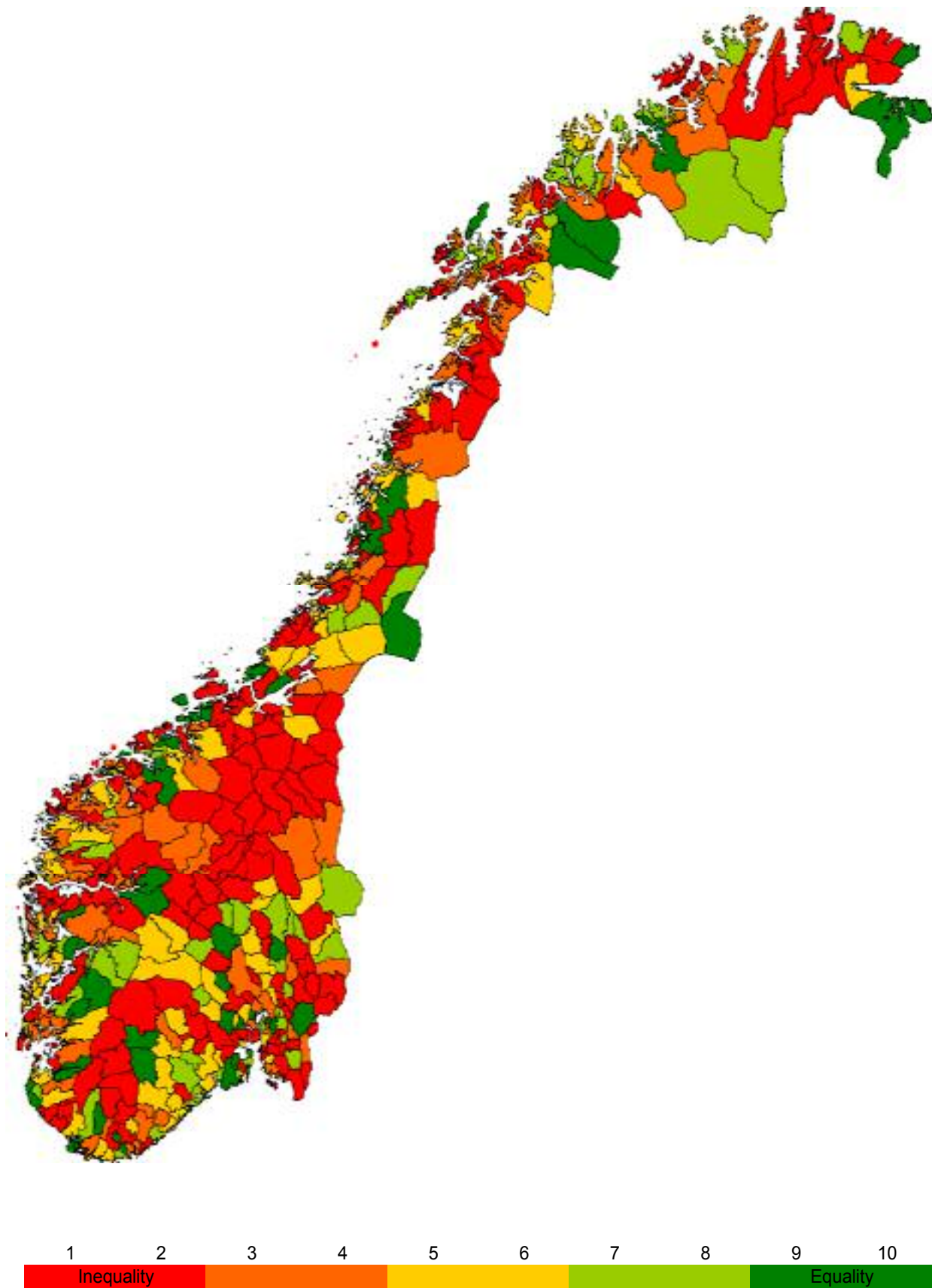
Luroy	0,0	0,0
Luster	9,5	1,9
Lyngdal	0,4	0,1
Lyngen	1,2	0,2
Lærdal	3,7	0,7
Lødingen	13,0	2,6
Lørenskog	8,3	1,7
Løten	11,1	2,2
Målselv	9,2	1,8
Malvik	5,4	1,1
Mandal	3,0	0,6
Marker	10,7	2,1
Marnardal	17,9	3,6
Masfjorden	100,	0,0
Måsøy	0,1	0,0
Meland	1,2	0,2
Meldal	19,8	4,0
Melhus	13,0	2,6
Meløy	1,0	0,2
Meråker	2,6	0,5
Midsund	4,5	0,9
Midtre Gauldal	100,0	0,0
Modalen	13,0	2,6
Modum	3,8	0,8
Molde	0,5	0,1
Moskenes	19,8	4,0
Moss	15,7	3,1
Mosvik	10,7	2,1
Namdalseid	4,5	0,9
Namsos	0,6	0,1
Namsskogan	3,9	0,8
Nannestad	10,0	2,0
Narvik	10,3	2,1
Naustdal	2,6	0,5
Nedre Eiker	8,2	1,6
Nes (Ak.)	17,5	3,5
Nes (Busk.)	0,4	0,1
Nesna	3,4	0,7
Nesodden	3,4	0,7
Nesset	1,2	0,2
Nissedal	10,7	2,1
Nittedal	29,5	5,9
Nome	0,9	0,2
Nord-Aurdal	8,9	1,8
Norddal	3,7	0,7
Nord-Fron	6,3	1,3
Nordkapp	1,2	0,2
Nord-Odal	24,5	4,9
Nordre Land	6,3	1,3
Nordreisa	13,0	2,6
Nore og Uvdal	19,8	4,0
Notodden	3,9	0,8

Nærøy	5,4	1,1
Nøtterøy	2,3	0,5
Odda	14,3	2,9
Oppdal	12,2	2,4
Oppgård	41,6	8,3
Orkdal	0,5	0,1
Os (Hedm.)	13,0	2,6
Os (Hord.)	8,1	1,6
Osen	3,4	0,7
Oslo kommune	10,7	2,1
Osterøy	0,8	0,2
Overhalla	7,9	1,6
Porsanger	2,2	0,4
Porsgrunn	10,4	2,1
Råde	14,3	2,9
Radøy	0,1	0,0
Rakkestad	0,0	0,0
Rana	3,4	0,7
Randaberg	14,7	2,9
Rauma	2,6	0,5
Re	3,9	0,8
Rendalen	41,0	8,2
Rennebu	24,0	4,8
Rennesøy	24,0	4,8
Rindal	11,6	2,3
Ringebu	8,4	1,7
Ringerike	0,9	0,2
Ringsaker	4,3	0,9
Rissa	7,5	1,5
Risor	1,2	0,2
Roan	54,0	9,2
Rollag	41,0	8,2
Rygge	1,5	0,3
Rælingen	13,0	2,6
Rødøy	13,0	2,6
Rømskog	13,0	2,6
Røros	0,1	0,0
Røst	1,2	0,2
Røyken	17,7	3,5
Røyrvik	1,2	0,2
Salangen	15,9	3,2
Saltdal	1,2	0,2
Samnanger	6,3	1,3
Sande (M. og R.)	16,4	3,3
Sande (Vestf.)	12,0	2,4
Sandefjord	1,3	0,3
Sandnes	12,2	2,4
Sandøy	6,3	1,3
Sarpsborg	3,1	0,6
Sauda	10,2	2,0
Sauherad	13,7	2,7
Sel	0,2	0,0

Selbu	1,7	0,3
Selje	31,6	6,3
Seljord	0,1	0,0
Sigdal	31,6	6,3
Siljan	0,2	0,0
Sirdal	2,1	0,4
Skånland	22,3	4,5
Skaun	29,5	5,9
Skedsmo	13,3	2,7
Ski	6,7	1,3
Skien	13,2	2,6
Skiptvet	13,0	2,6
Skjåk	1,2	0,2
Skjervøy	0,2	0,0
Skodje	13,0	2,6
Smøla	1,2	0,2
Snåsa	6,3	1,3
Snillfjord	3,4	0,7
Sogndal	1,7	0,3
Sokndal	2,2	0,4
Sola	18,6	3,7
Solund	6,3	1,3
Songdalen	2,3	0,5
Sortland	0,1	0,0
Spydeberg	6,3	1,3
Stange	1,8	0,4
Stavanger	7,4	1,5
Steigen	4,3	0,9
Steinkjer	2,8	0,6
Stjørdal	10,7	2,1
Stokke	1,7	0,3
Stord	21,6	4,3
Stordal	0,0	0,0
Stor-Elvdal	4,7	0,9
Storfjord	44,8	9,0
Strand	12,5	2,5
Stranda	0,0	0,0
Stryn	0,1	0,0
Sula	0,2	0,0
Suldal	8,9	1,8
Sund	13,4	2,7
Sunndal	4,7	0,9
Surnadal	7,0	1,4
Sveio	4,5	0,9
Svelvik	1,0	0,2
Sykkylven	0,9	0,2
Søgne	1,5	0,3
Sømna	6,3	1,3
Søndre Land	0,7	0,1
Sør-Aurdal	6,3	1,3
Sørfold	24,0	4,8
Sør-Fron	0,5	0,1

Sør-Odal	0,0	0,0
Sørreisa	3,7	0,7
Sorum	9,8	2,0
Sør-Varanger	2,2	0,4
Time	3,7	0,7
Tingvoll	8,9	1,8
Tinn	24,8	5,0
Tjeldsund	13,0	2,6
Tjøme	3,7	0,7
Tokke	0,4	0,1
Tolga	2,6	0,5
Torsken	4,3	0,9
Tranøy	2,6	0,5
Tromsø	8,9	1,8
Trondheim	15,4	3,1
Trysil	2,3	0,5
Træna	13,0	2,6
Trøgstad	3,7	0,7
Tvedestrand	0,3	0,1
Tydal	36,6	7,3
Tynset	8,1	1,6
Tysfjord	6,3	1,3
Tysnes	0,0	0,0
Tysvær	0,7	0,1
Tønsberg	9,5	1,9
Ullensaker	3,1	0,6
Ullensvang	5,0	1,0
Ulstein	8,9	1,8
Ulvik	1,2	0,2
Unjarga Nesseby	31,6	6,3
Utsira	3,9	0,8
Vadsø	18,7	3,7
Vågå	0,2	0,0
Vågan	7,3	1,5
Vågsoy	7,5	1,5
Vaksdal	1,2	0,2
Våler (Hedm.)	10,7	2,1
Våler (Østf.)	6,3	1,3
Valle	13,0	2,6
Vang	3,1	0,6
Vanylven	10,2	2,0
Vardø	6,3	1,3
Vefsn	1,1	0,2
Vega	0,4	0,1
Vegårshei	1,2	0,2
Vennesla	0,7	0,1
Verdal	1,7	0,3
Verran	4,5	0,9
Vestby	4,5	0,9
Vestnes	4,6	0,9
Vestre Slidre	4,9	1,0
Vestre Toten	10,7	2,1

Vestvågøy	6,3	1,3
Vevelstad		
Vik	19,8	4,0
Vikna	4,3	0,9
Vindafjord	27,5	5,5
Vinje	16,4	3,3
Volda	3,1	0,6
Voss	0,2	0,0
Værøy		
Øksnes	6,3	1,3
Ørland	3,4	0,7
Ørskog	13,0	2,6
Ørsta	0,7	0,1
Østre Toten	1,1	0,2
Øvre Eiker	10,2	2,0
Øyer	9,5	1,9
Øygarden	1,9	0,4
Øystre Slidre	5,3	1,1



Indicator 9. Percent of women within middle management in municipalities. Results for Norway

N9	Women	Score
	%	
Åfjord	26,0	5,2
Agdenes	100,0	0,0
Ål	31,6	6,3
Ålesund	50,3	9,9
Alstahaug	24,0	4,8
Alta	21,2	4,2
Alvdal		
Åmli	31,6	6,3
Åmot	75,9	4,8
Andebu	48,2	9,6
Andøy	51,3	9,7
Årdal	44,8	9,0
Aremark	0,4	0,1
Arendal	68,3	6,3
Ås	16,4	3,3
Åseral	100,0	0,0
Asker	51,3	9,7
Askim	35,4	7,1
Askvoll	27,5	5,5
Askøy	81,0	3,8
Åsnes	32,7	6,5
Audnedal	19,8	4,0
Aukra	100,0	0,0
Aure	44,8	9,0
Aurland		
Aurskog-Høland	50,7	9,9
Austevoll	24,0	4,8
Austrheim		
Averøy		
Balestrand	6,3	1,3
Ballangen		
Balsfjord	19,8	4,0
Bamble	31,6	6,3
Bardu	44,8	9,0
Båtsfjord		
Beiam	2,6	0,5
Berg	15,3	3,1
Bergen	37,4	7,5
Berlevåg	41,0	8,2
Bindal	19,8	4,0
Birkenes	13,0	2,6
Bjarkøy	0,0	0,0
Bjerkreim	26,0	5,2
Bjugn	56,4	8,7
Bodø	21,9	4,4
Bokn	100,0	0,0
Bremanger	31,6	6,3
Bronnøy	46,9	9,4
Bygland	100,0	0,0

Bykle	100,0	0,0
Bærum	14,7	2,9
Bø (Nordl.)	100,0	0,0
Bø (Telem.)	31,6	6,3
Bomlo	27,6	5,5
Deatnu Tana		
Dovre	100,0	0,0
Drammen	49,3	9,9
Drangedal	65,6	6,9
Dyroy	0,0	0,0
Dønna	8,9	1,8
Eid	6,3	1,3
Eide	31,6	6,3
Eidfjord	41,0	8,2
Eidsberg	6,3	1,3
Eidskog	0,0	0,0
Eidsvoll	13,0	2,6
Eigersund	100,0	0,0
Elverum	100,0	0,0
Enebakk	62,4	7,5
Engerdal	19,8	4,0
Etne	58,6	8,3
Etneidal	41,0	8,2
Evenes	3,4	0,7
Evje og Hornnes	2,6	0,5
Farsund	44,8	9,0
Fauske	100,0	0,0
Fedje		
Fet	100,0	0,0
Finnøy	6,3	1,3
Fitjar	26,0	5,2
Fjaler	25,2	5,0
Fjell	65,6	6,9
Flå		
Flakstad	100,0	0,0
Flatanger	100,0	0,0
Flekkefjord	23,0	4,6
Flesberg	31,6	6,3
Flora	16,4	3,3
Folldal	6,3	1,3
Forsand	54,0	9,2
Fosnes	1,2	0,2
Fredrikstad	14,5	2,9
Frei	100,0	0,0
Frogn	59,6	8,1
Froland	19,8	4,0
Frosta	6,3	1,3
Fræna	100,0	0,0
Frøya		
Fusa	24,0	4,8
Fyresdal	51,3	9,7
Forde	0,0	0,0

Gaivuotna Kåfjord	24,8	5,0
Gamvik	2,6	0,5
Gaular	15,9	3,2
Gausdal	6,3	1,3
Gildeskål	31,6	6,3
Giske	6,3	1,3
Gjemnes	56,4	8,7
Gjerdrum	100,0	0,0
Gjerstad		
Gjesdal	19,8	4,0
Gjøvik	6,3	1,3
Gloppen	24,4	4,9
Gol	100,0	0,0
Gran	25,2	5,0
Grane	6,3	1,3
Granvin	15,3	3,1
Gratangen		
Grimstad	57,6	8,5
Grong	36,6	7,3
Grue	80,6	3,9
Gulen	8,9	1,8
Kautokeino.	35,0	7,0
Hå	48,8	9,8
Hadsel	13,6	2,7
Halden	9,3	1,9
Halsa	19,8	4,0
Hamar	32,5	6,5
Hamarøy		
Hammerfest	0,4	0,1
Haram	16,1	3,2
Hareid	10,7	2,1
Harstad	78,5	4,3
Hasvik		
Hattfjell	0,0	0,0
Haugesund	39,9	8,0
Hemne	0,0	0,0
Hemnes	26,9	5,4
Hemsedal	100,0	0,0
Herøy (M. og R.)	0,7	0,1
Herøy (Nordl.)	15,3	3,1
Hitra	100,0	0,0
Hjartdal	26,0	5,2
Hjelmeland	21,6	4,3
Hobøl		
Hof		
Hol	31,6	6,3
Hole		
Holmestrand	27,0	5,4
Holtålen	6,3	1,3
Hornindal	58,6	8,3
Horten	52,7	9,5
Hurdal	36,6	7,3

Hurum	1,2	0,2
Hvaler	10,7	2,1
Hyllerstad	31,6	6,3
Hægebostad	48,2	9,6
Hoyanger	16,4	3,3
Høylandet	17,1	3,4
Ibestad	2,6	0,5
Inderøy		
Iveland	31,6	6,3
Jevnaker	8,4	1,7
Jondal	100,0	0,0
Jølster	58,6	8,3
Karlsøy	28,9	5,8
Karmøy	5,8	1,2
Karasjok	58,6	8,3
Klepp	50,8	9,8
Klæbu		
Kongsberg	6,3	1,3
Kongsvinger		
Kragerø	40,0	8,0
Kristiansand	17,1	3,4
Kristiansund	6,3	1,3
Krødsherad	48,2	9,6
Kvalsund	15,3	3,1
Kvam	42,9	8,6
Kvinesdal	41,0	8,2
Kvinnherad		
Kviteseid	23,0	4,6
Kvitøy	6,3	1,3
Kvæfjord	35,9	7,2
Kvænangen	43,6	8,7
Lardal	1,2	0,2
Larvik	48,2	9,6
Lavangen	19,8	4,0
Lebesby	10,7	2,1
Leikanger		
Leirfjord	28,9	5,8
Leka	65,6	6,9
Leksvik	48,2	9,6
Lenvik	100,0	0,0
Lesja	0,0	0,0
Levanger	21,6	4,3
Lier	29,5	5,9
Lierne	48,2	9,6
Lillehammer	30,4	6,1
Lillesand	0,0	0,0
Lindås	31,6	6,3
Lindesnes	31,6	6,3
Lom	19,8	4,0
Loppa	41,0	8,2
Lund	10,7	2,1
Lunner	72,6	5,5

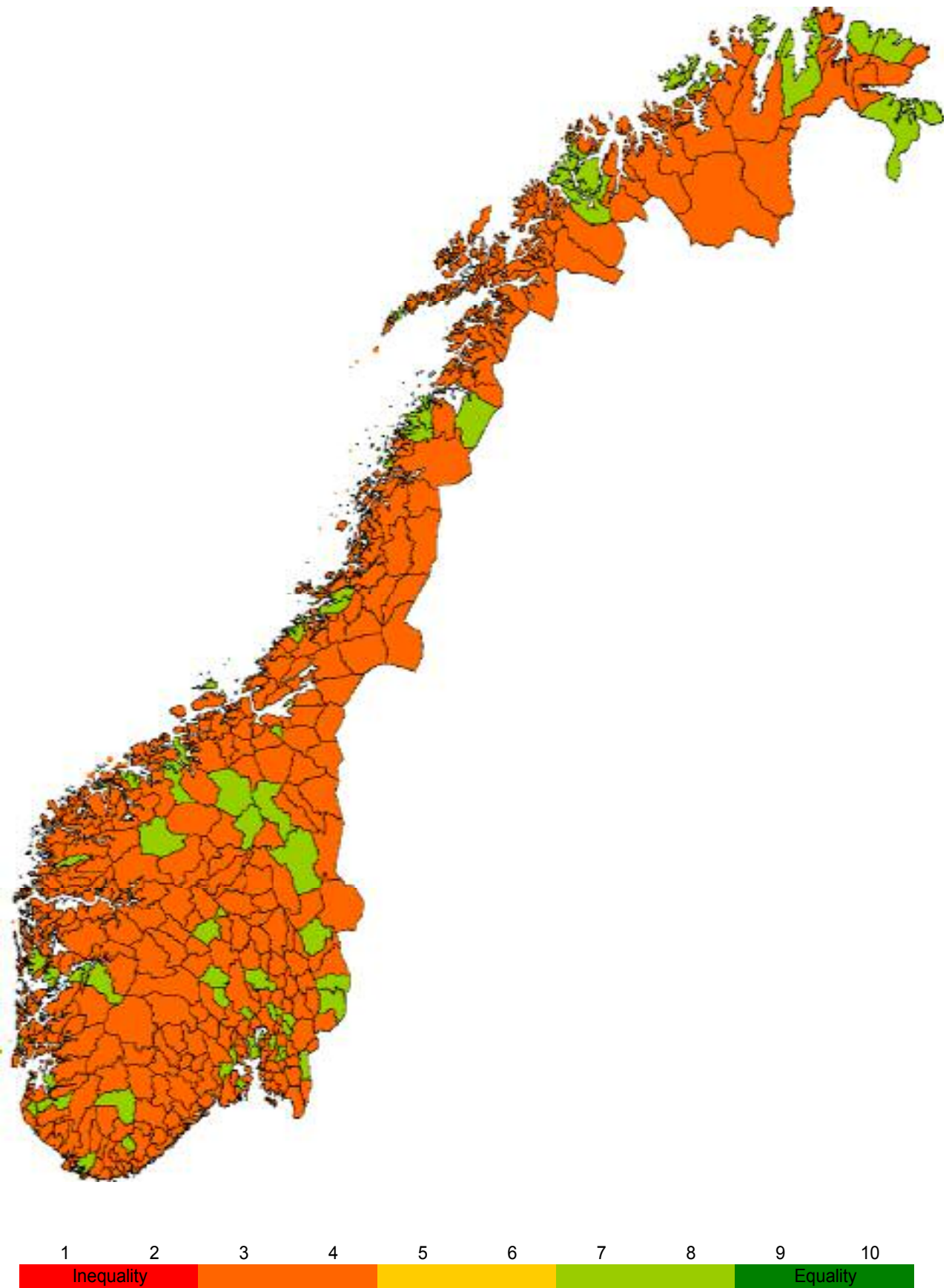
Lurøy	48,2	9,6
Luster		
Lyngdal	15,3	3,1
Lyngen	18,1	3,6
Lærdal	44,8	9,0
Lødingen	13,9	2,8
Lørenskog	40,1	8,0
Løten	35,0	7,0
Målselv	48,2	9,6
Malvik	72,6	5,5
Mandal	25,0	5,0
Marker	13,0	2,6
Marnardal		
Masfjorden	100,0	0,0
Måsøy	36,6	7,3
Meland	17,5	3,5
Meldal	100,0	0,0
Melhus		
Meløy	9,5	1,9
Meråker		
Midsund	48,2	9,6
Midtre Gauldal	7,6	1,5
Modalen		
Modum	100,0	0,0
Molde	41,8	8,4
Moskenes	31,6	6,3
Moss	6,3	1,3
Mosvik	6,3	1,3
Namdalseid		
Namsos	32,4	6,5
Namsskogan	100,0	0,0
Nannestad	100,0	0,0
Narvik	28,0	5,6
Naustdal	34,2	6,8
Nedre Eiker	29,5	5,9
Nes (Ak.)	100,0	0,0
Nes (Busk.)	36,6	7,3
Nesna	31,6	6,3
Nesodden	35,0	7,0
Nesset	77,2	4,6
Nissedal	31,6	6,3
Nittedal	68,3	6,3
Nome	57,6	8,5
Nord-Aurdal	1,2	0,2
Norddal	100,0	0,0
Nord-Fron		
Nordkapp	19,8	4,0
Nord-Odal	100,0	0,0
Nordre Land	33,7	6,7
Nordreisa	19,8	4,0
Nore og Uvdal	28,9	5,8
Notodden	100,0	0,0

Nærøy	13,0	2,6
Nøtterøy	47,3	9,5
Odda	43,6	8,7
Oppdal	6,3	1,3
Oppgård	52,7	9,5
Orkdal	29,8	6,0
Os (Hedm.)		
Os (Hord.)	69,5	6,1
Osen	6,3	1,3
Oslo kommune	21,5	4,3
Osterøy	17,1	3,4
Overhalla	41,0	8,2
Porsanger	1,2	0,2
Porsgrunn	35,2	7,0
Råde	31,6	6,3
Radøy	17,9	3,6
Rakkestad	42,1	8,4
Rana	14,0	2,8
Randaberg	100,0	0,0
Rauma	44,8	9,0
Re	100,0	0,0
Rendalen	19,8	4,0
Rennebu	0,0	0,0
Rennesøy	6,3	1,3
Rindal	100,0	0,0
Ringebu		
Ringerike	18,5	3,7
Ringsaker	42,3	8,5
Rissa	3,7	0,7
Risor	60,6	7,9
Roan		
Rollag	36,6	7,3
Rygge	6,3	1,3
Rælingen	34,6	6,9
Rødøy	11,6	2,3
Rømskog	0,0	0,0
Røros	0,2	0,0
Røst	100,0	0,0
Røyken	19,8	4,0
Røyrvik	62,4	7,5
Salangen	68,3	6,3
Saltdal	2,6	0,5
Samnanger	65,6	6,9
Sande (M. og R.)		
Sande (Vestf.)	2,6	0,5
Sandefjord	32,6	6,5
Sandnes	25,6	5,1
Sandøy		
Sarpsborg	0,0	0,0
Sauda	48,2	9,6
Sauherad	100,0	0,0
Sel	6,3	1,3

Selbu	24,0	4,8
Selje	100,0	0,0
Seljord	21,6	4,3
Sigdal	31,6	6,3
Siljan	28,0	5,6
Sirdal	8,4	1,7
Skånland	100,0	0,0
Skaun	3,4	0,7
Skedsmo	10,7	2,1
Ski	48,2	9,6
Skien	25,3	5,1
Skiptvet		
Skjåk	19,8	4,0
Skjervøy	36,6	7,3
Skodje	24,0	4,8
Smøla	46,0	9,2
Snåsa	31,6	6,3
Snillfjord	100,0	0,0
Sogndal	19,8	4,0
Sokndal	0,0	0,0
Sola	31,6	6,3
Solund	31,6	6,3
Songdalen	52,2	9,6
Sortland	32,7	6,5
Spydeberg	8,4	1,7
Stange	6,3	1,3
Stavanger	34,9	7,0
Steigen	23,0	4,6
Steinkjer	24,8	5,0
Stjørdal	10,2	2,0
Stokke	100,0	0,0
Stord	25,4	5,1
Stordal	19,8	4,0
Stor-Elvdal	6,3	1,3
Storfjord		
Strand	100,0	0,0
Stranda	22,3	4,5
Stryn	18,9	3,8
Sula	6,3	1,3
Suldal	70,6	5,9
Sund	31,6	6,3
Sunndal	13,0	2,6
Surnadal	71,6	5,7
Sveio	100,0	0,0
Svelvik	100,0	0,0
Sykkylven	8,6	1,7
Søgne	41,0	8,2
Sømna		
Søndre Land	31,6	6,3
Sør-Aurdal	54,0	9,2
Sørfold	11,6	2,3
Sør-Fron	8,4	1,7

Sør-Odal	8,0	1,6
Sørreisa	62,4	7,5
Sorum		
Sør-Varanger	42,8	8,6
Time	36,0	7,2
Tingvoll		
Tinn	9,5	1,9
Tjeldsund	6,3	1,3
Tjøme	100,0	0,0
Tokke	52,2	9,6
Tolga		
Torsken	19,8	4,0
Tranøy	28,9	5,8
Tromsø	36,8	7,4
Trondheim	0,8	0,2
Trysil	34,2	6,8
Træna	6,3	1,3
Trøgstad	19,8	4,0
Tvedestrand	24,0	4,8
Tydal	100,0	0,0
Tynset	100,0	0,0
Tysfjord	13,0	2,6
Tysnes	72,6	5,5
Tysvær	17,1	3,4
Tønsberg	32,6	6,5
Ullensaker	64,4	7,1
Ullensvang	38,9	7,8
Ulstein	10,7	2,1
Ulvik	19,8	4,0
Unjarga Nesseby	31,6	6,3
Utsira		
Vadsø		
Vågå	13,0	2,6
Vågan	7,2	1,4
Vågsøy		
Vaksdal	48,2	9,6
Våler (Hedm.)	27,2	5,4
Våler (Østf.)	100,0	0,0
Valle	100,0	0,0
Vang	100,0	0,0
Vanylven	15,3	3,1
Vardø	54,0	9,2
Vefsn	57,2	8,6
Vega	27,2	5,4
Vegårshei	31,6	6,3
Vennesla	10,4	2,1
Verdal	14,7	2,9
Verran	24,0	4,8
Vestby	31,6	6,3
Vestnes	100,0	0,0
Vestre Slidre		
Vestre Toten		

Vestvågøy	41,0	8,2
Vevelstad	10,7	2,1
Vik	1,2	0,2
Vikna	28,9	5,8
Vindafjord	78,5	4,3
Vinje	100,0	0,0
Volda	13,4	2,7
Voss	14,2	2,8
Værøy	100,0	0,0
Øksnes	19,8	4,0
Ørland	54,0	9,2
Ørskog	6,3	1,3
Ørsta	30,6	6,1
Østre Toten	44,8	9,0
Øvre Eiker	48,2	9,6
Øyer	24,0	4,8
Øygarden	62,4	7,5
Øystre Slidre		



Indicator 10. Is the chief executive in the municipality male or female. Results for Norway.

N10	Score
Åfjord	3,4
Agdenes	3,4
Ål	3,4
Ålesund	6,6
Alstahaug	3,4
Alta	3,4
Alvdal	3,4
Åmli	3,4
Åmot	3,4
Andebu	3,4
Andøy	3,4
Årdal	3,4
Aremark	3,4
Arendal	3,4
Ås	3,4
Åseral	3,4
Asker	3,4
Askim	6,6
Askvoll	3,4
Askøy	3,4
Åsnes	3,4
Audnedal	3,4
Aukra	3,4
Aure	3,4
Aurland	3,4
Aurskog-Høland	3,4
Austevoll	3,4
Austrheim	3,4
Averøy	3,4
Balestrand	3,4
Ballangen	3,4
Balsfjord	6,6
Bamble	3,4
Bardu	3,4
Båtsfjord	6,6
Beiam	3,4
Berg	3,4
Bergen	6,6
Berlevåg	6,6
Bindal	3,4
Birkenes	3,4
Bjarkøy	3,4
Bjerkreim	3,4
Bjugn	3,4
Bodø	3,4
Bokn	3,4
Bremanger	3,4
Brønnøy	3,4
Bygland	6,6

Bykle	3,4
Bærum	3,4
Bø (Nordl.)	3,4
Bø (Telem.)	3,4
Bomlo	3,4
Deatnu Tana	3,4
Dovre	3,4
Drammen	3,4
Drangedal	3,4
Dyroy	3,4
Dønna	3,4
Eid	3,4
Eide	3,4
Eidfjord	3,4
Eidsberg	3,4
Eidskog	3,4
Eidsvoll	3,4
Eigersund	3,4
Elverum	6,6
Enebakk	3,4
Engerdal	3,4
Etne	3,4
Etnedal	3,4
Evenes	3,4
Evje og Hornnes	3,4
Farsund	3,4
Fauske	3,4
Fedje	3,4
Fet	6,6
Finnøy	3,4
Fitjar	3,4
Fjaler	3,4
Fjell	3,4
Flå	6,6
Flakstad	6,6
Flatanger	6,6
Flekkefjord	3,4
Flesberg	3,4
Flora	3,4
Folldal	6,6
Forsand	3,4
Fosnes	6,6
Fredrikstad	3,4
Frei	3,4
Frogn	3,4
Froland	3,4
Frosta	6,6
Fræna	3,4
Frøya	6,6
Fusa	6,6
Fyresdal	3,4
Forde	3,4

Gaivuotna Kåfjord	3,4
Gamvik	3,4
Gaular	3,4
Gausdal	3,4
Gildeskål	6,6
Giske	3,4
Gjemnes	3,4
Gjerdrum	6,6
Gjerstad	3,4
Gjesdal	6,6
Gjøvik	3,4
Gloppen	3,4
Gol	3,4
Gran	6,6
Grane	3,4
Granvin	3,4
Gratangen	3,4
Grimstad	3,4
Grong	3,4
Grue	6,6
Gulen	3,4
Kautokeino.	3,4
Hå	3,4
Hadsel	3,4
Halden	3,4
Halsa	3,4
Hamar	3,4
Hamarøy	3,4
Hammerfest	6,6
Haram	3,4
Hareid	3,4
Harstad	3,4
Hasvik	6,6
Hattfjeldal	3,4
Haugesund	6,6
Hemne	3,4
Hemnes	3,4
Hemsedal	3,4
Herøy (M. og R.)	3,4
Herøy (Nordl.)	3,4
Hitra	3,4
Hjartdal	3,4
Hjelmeland	3,4
Hobøl	3,4
Hof	6,6
Hol	3,4
Hole	6,6
Holmestrand	3,4
Holtålen	3,4
Hornindal	3,4
Horten	3,4
Hurdal	3,4

Hurum	6,6
Hvaler	3,4
Hyllestad	3,4
Hægebostad	3,4
Hoyanger	3,4
Høylandet	3,4
Ibestad	3,4
Inderøy	3,4
Iveland	6,6
Jevnaker	3,4
Jondal	6,6
Jølster	3,4
Karlsøy	3,4
Karmøy	3,4
Karasjok	3,4
Klepp	3,4
Klæbu	6,6
Kongsberg	3,4
Kongsvinger	6,6
Kragerø	3,4
Kristiansand	3,4
Kristiansund	3,4
Krødsherad	6,6
Kvalsund	3,4
Kvam	3,4
Kvinesdal	3,4
Kvinnherad	3,4
Kviteseid	3,4
Kvitøy	3,4
Kvæfjord	3,4
Kvænangen	3,4
Lardal	6,6
Larvik	3,4
Lavangen	3,4
Lebesby	6,6
Leikanger	3,4
Leirfjord	3,4
Leka	3,4
Leksvik	3,4
Lenvik	3,4
Lesja	3,4
Levanger	3,4
Lier	3,4
Lierne	3,4
Lillehammer	3,4
Lillesand	3,4
Lindås	3,4
Lindesnes	3,4
Lom	3,4
Loppa	3,4
Lund	3,4
Lunner	3,4

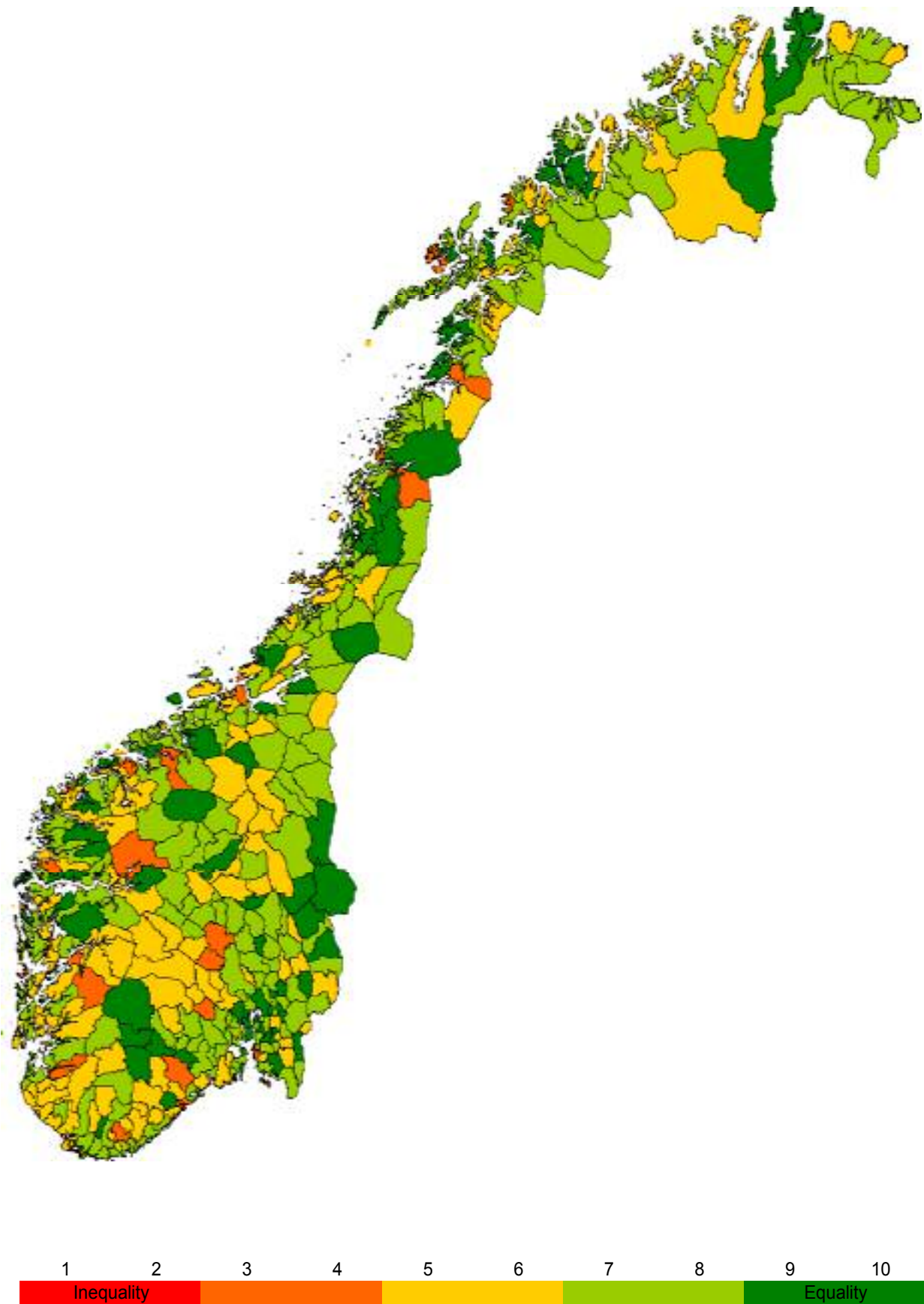
Luroy	6,6
Luster	3,4
Lyngdal	6,6
Lyngen	3,4
Lærdal	3,4
Lødingen	3,4
Lørenskog	3,4
Løten	3,4
Målselv	3,4
Malvik	3,4
Mandal	3,4
Marker	6,6
Marnardal	3,4
Masfjorden	3,4
Måsøy	3,4
Meland	3,4
Meldal	3,4
Melhus	3,4
Meløy	6,6
Meråker	3,4
Midsund	3,4
Midtre Gauldal	3,4
Modalen	3,4
Modum	3,4
Molde	3,4
Moskenes	3,4
Moss	3,4
Mosvik	3,4
Namdalseid	3,4
Namsos	3,4
Namsskogan	3,4
Nannestad	3,4
Narvik	3,4
Naustdal	6,6
Nedre Eiker	3,4
Nes (Ak.)	3,4
Nes (Busk.)	3,4
Nesna	3,4
Nesodden	6,6
Nesset	6,6
Nissedal	3,4
Nittedal	6,6
Nome	3,4
Nord-Aurdal	6,6
Norddal	3,4
Nord-Fron	3,4
Nordkapp	6,6
Nord-Odal	3,4
Nordre Land	3,4
Nordreisa	3,4
Nore og Uvdal	3,4
Notodden	3,4

Nærøy	3,4
Nøtterøy	3,4
Odda	3,4
Oppdal	6,6
Oppegård	3,4
Orkdal	3,4
Os (Hedm.)	3,4
Os (Hord.)	3,4
Osen	3,4
Oslo kommune	3,4
Osterøy	3,4
Overhalla	3,4
Porsanger	3,4
Porsgrunn	3,4
Råde	3,4
Radøy	3,4
Rakkestad	3,4
Rana	3,4
Randaberg	3,4
Rauma	3,4
Re	3,4
Rendalen	6,6
Rennebu	3,4
Rennesøy	3,4
Rindal	3,4
Ringebu	3,4
Ringerike	3,4
Ringsaker	3,4
Rissa	3,4
Risør	3,4
Roan	3,4
Rollag	3,4
Rygge	3,4
Rælingen	3,4
Rødøy	3,4
Rømskog	3,4
Røros	3,4
Røst	3,4
Røyken	6,6
Røyrvik	3,4
Salangen	3,4
Saltdal	6,6
Samnanger	3,4
Sande (M. og R.)	3,4
Sande (Vestf.)	3,4
Sandefjord	3,4
Sandnes	3,4
Sandøy	3,4
Sarpsborg	3,4
Sauda	3,4
Sauherad	3,4
Sel	3,4

Selbu	3,4
Selje	3,4
Seljord	3,4
Sigdal	3,4
Siljan	3,4
Sirdal	3,4
Skånland	3,4
Skaun	3,4
Skedsmo	3,4
Ski	6,6
Skien	3,4
Skiptvet	3,4
Skjåk	6,6
Skjervøy	3,4
Skodje	3,4
Smøla	3,4
Snåsa	3,4
Snillfjord	3,4
Sogndal	3,4
Sokndal	3,4
Sola	3,4
Solund	3,4
Songdalen	3,4
Sortland	3,4
Spydeberg	6,6
Stange	3,4
Stavanger	3,4
Steigen	3,4
Steinkjer	3,4
Stjørdal	3,4
Stokke	6,6
Stord	3,4
Stordal	3,4
Stor-Elvdal	3,4
Storfjord	3,4
Strand	6,6
Stranda	3,4
Stryn	3,4
Sula	3,4
Suldal	3,4
Sund	3,4
Sunndal	3,4
Surnadal	3,4
Sveio	3,4
Svelvik	3,4
Sykkylven	3,4
Søgne	3,4
Sømna	3,4
Søndre Land	3,4
Sør-Aurdal	3,4
Sørfold	3,4
Sør-Fron	3,4

Sør-Odal	3,4
Sørreisa	3,4
Sorum	6,6
Sør-Varanger	6,6
Time	6,6
Tingvoll	6,6
Tinn	3,4
Tjeldsund	3,4
Tjøme	3,4
Tokke	3,4
Tolga	3,4
Torsken	3,4
Tranøy	3,4
Tromsø	6,6
Trondheim	3,4
Trysil	3,4
Træna	6,6
Trøgstad	3,4
Tvedestrand	3,4
Tydal	3,4
Tynset	6,6
Tysfjord	3,4
Tysnes	3,4
Tysvær	3,4
Tønsberg	3,4
Ullensaker	3,4
Ullensvang	6,6
Ulstein	3,4
Ulvik	3,4
Unjarga Nesseby	3,4
Utsira	6,6
Vadsø	3,4
Vågå	3,4
Vågan	3,4
Vågsøy	3,4
Vaksdal	3,4
Våler (Hedm.)	3,4
Våler (Østf.)	3,4
Valle	3,4
Vang	3,4
Vanylven	3,4
Vardø	3,4
Vefsn	3,4
Vega	3,4
Vegårshei	3,4
Vennesla	3,4
Verdal	3,4
Verran	3,4
Vestby	3,4
Vestnes	6,6
Vestre Slidre	3,4
Vestre Toten	3,4

Vestvågøy	3,4
Vevelstad	3,4
Vik	3,4
Vikna	3,4
Vindafjord	3,4
Vinje	3,4
Volda	3,4
Voss	3,4
Værøy	3,4
Øksnes	3,4
Ørland	3,4
Ørskog	3,4
Ørsta	3,4
Østre Toten	3,4
Øvre Eiker	3,4
Øyer	3,4
Øygarden	3,4
Øystre Slidre	3,4



Indicator 13. Percent of women who are municipal councilors. Results for Norway.

N13	Women	Score
	%	
Åfjord	42,9	8,6
Agdenes	17,6	3,5
Ål	32,0	6,4
Ålesund	27,9	5,6
Alstahaug	32,3	6,5
Alta	34,3	6,9
Alvdal	29,4	5,9
Åmli	23,8	4,8
Åmot	47,1	9,4
Andebu	32,0	6,4
Andøy	34,8	7,0
Årdal	42,9	8,6
Aremark	35,3	7,1
Arendal	38,5	7,7
Ås	45,5	9,1
Åseral	23,5	4,7
Asker	42,6	8,5
Askim	31,4	6,3
Askvoll	30,4	6,1
Askøy	40,0	8,0
Åsnes	43,5	8,7
Audnedal	47,1	9,4
Aukra	38,1	7,6
Aure	34,2	6,8
Aurland	33,3	6,7
Aurskog-Høland	34,3	6,9
Austevoll	18,5	3,7
Austrheim	17,6	3,5
Averøy	37,0	7,4
Balestrand	35,3	7,1
Ballangen	35,3	7,1
Balsfjord	37,0	7,4
Bamble	25,9	5,2
Bardu	36,0	7,2
Båtsfjord	33,3	6,7
Beiam	40,0	8,0
Berg	35,3	7,1
Bergen	38,8	7,8
Berlevåg	23,1	4,6
Bindal	35,3	7,1
Birkenes	29,6	5,9
Bjarkøy	46,2	9,2
Bjerkreim	23,5	4,7
Bjugn	31,0	6,2
Bodø	46,2	9,2
Bokn	35,3	7,1
Bremanger	39,1	7,8
Bronnøy	44,4	8,9
Bygland	33,3	6,7

Bykle	38,5	7,7
Bærum	39,2	7,8
Bø (Nordl.)	21,1	4,2
Bø (Telem.)	40,0	8,0
Bomlo	33,3	6,7
Deatnu Tana	35,3	7,1
Dovre	41,2	8,2
Drammen	40,8	8,2
Drangedal	19,0	3,8
Dyrøy	53,3	9,3
Dønna	41,2	8,2
Eid	31,0	6,2
Eide	38,1	7,6
Eidfjord	29,4	5,9
Eidsberg	31,4	6,3
Eidskog	41,4	8,3
Eidsvoll	25,7	5,1
Eigersund	25,7	5,1
Elverum	45,7	9,1
Enebakk	29,6	5,9
Engerdal	46,7	9,3
Etne	33,3	6,7
Etneidal	41,2	8,2
Evenes	23,5	4,7
Evje og Hornnes	33,3	6,7
Farsund	24,1	4,8
Fauske	19,4	3,9
Fedje	29,4	5,9
Fet	44,4	8,9
Finnøy	36,0	7,2
Fitjar	41,2	8,2
Fjaler	21,7	4,3
Fjell	42,2	8,4
Flå	17,6	3,5
Flakstad	41,2	8,2
Flatanger	29,4	5,9
Flekkefjord	31,4	6,3
Flesberg	19,0	3,8
Flora	42,2	8,4
Folldal	23,5	4,7
Forsand	17,6	3,5
Fosnes	23,5	4,7
Fredrikstad	41,5	8,3
Frei	30,4	6,1
Frogn	41,9	8,4
Froland	29,4	5,9
Frosta	23,8	4,8
Fræna	35,5	7,1
Frøya	39,1	7,8
Fusa	32,0	6,4
Fyresdal	42,9	8,6
Forde	33,3	6,7

Gaivuotna Kåfjord	35,3	7,1
Gamvik	46,2	9,2
Gaular	28,6	5,7
Gausdal	30,4	6,1
Gildeskål	35,3	7,1
Giske	34,8	7,0
Gjemnes	41,2	8,2
Gjerdrum	52,0	9,6
Gjerstad	28,6	5,7
Gjesdal	24,0	4,8
Gjøvik	33,3	6,7
Gloppen	44,4	8,9
Gol	38,1	7,6
Gran	37,0	7,4
Grane	47,1	9,4
Granvin	30,8	6,2
Gratangen	35,3	7,1
Grimstad	37,1	7,4
Grong	35,3	7,1
Grue	36,8	7,4
Gulen	33,3	6,7
Kautokeino.	31,6	6,3
Hå	27,3	5,5
Hadsel	40,5	8,1
Halden	38,8	7,8
Halsa	40,0	8,0
Hamar	35,9	7,2
Hamarøy	35,3	7,1
Hammerfest	31,0	6,2
Haram	45,9	9,2
Hareid	44,0	8,8
Harstad	48,8	9,8
Hasvik	40,0	8,0
Hattfjell	35,3	7,1
Haugesund	30,6	6,1
Hemne	36,0	7,2
Hemnes	21,7	4,3
Hemsedal	33,3	6,7
Herøy (M. og R.)	36,0	7,2
Herøy (Nordl.)	29,4	5,9
Hitra	26,1	5,2
Hjartdal	23,5	4,7
Hjelmeland	36,8	7,4
Hobøl	47,6	9,5
Hof	41,2	8,2
Hol	32,0	6,4
Hole	38,1	7,6
Holmestrand	40,0	8,0
Holtålen	33,3	6,7
Hornindal	35,3	7,1
Horten	46,3	9,3
Hurdal	41,2	8,2

Hurum	44,8	9,0
Hvaler	23,8	4,8
Hyllestad	38,1	7,6
Hægebostad	23,8	4,8
Hoyanger	42,9	8,6
Høylandet	42,1	8,4
Ibestad	23,8	4,8
Inderøy	40,7	8,1
Iveland	23,5	4,7
Jevnaker	31,6	6,3
Jondal	17,6	3,5
Jølster	52,0	9,6
Karlsøy	42,1	8,4
Karmøy	24,4	4,9
Karasjok	47,4	9,5
Klepp	38,7	7,7
Klæbu	39,1	7,8
Kongsberg	34,3	6,9
Kongsvinger	30,3	6,1
Kragerø	34,3	6,9
Kristiansand	35,8	7,2
Kristiansund	24,4	4,9
Krødsherad	29,4	5,9
Kvalsund	40,0	8,0
Kvam	40,7	8,1
Kvinesdal	37,0	7,4
Kvinnherad	26,7	5,3
Kviteseid	42,9	8,6
Kvitøy	33,3	6,7
Kvæfjord	39,1	7,8
Kvænangen	29,4	5,9
Lardal	41,2	8,2
Larvik	31,4	6,3
Lavangen	40,0	8,0
Lebesby	47,1	9,4
Leikanger	41,2	8,2
Leirfjord	36,8	7,4
Leka	40,0	8,0
Leksvik	32,0	6,4
Lenvik	32,3	6,5
Lesja	47,6	9,5
Levanger	42,9	8,6
Lier	44,9	9,0
Lierne	41,2	8,2
Lillehammer	44,7	8,9
Lillesand	37,9	7,6
Lindås	41,9	8,4
Lindesnes	33,3	6,7
Lom	41,2	8,2
Loppa	40,0	8,0
Lund	33,3	6,7
Lunner	40,0	8,0

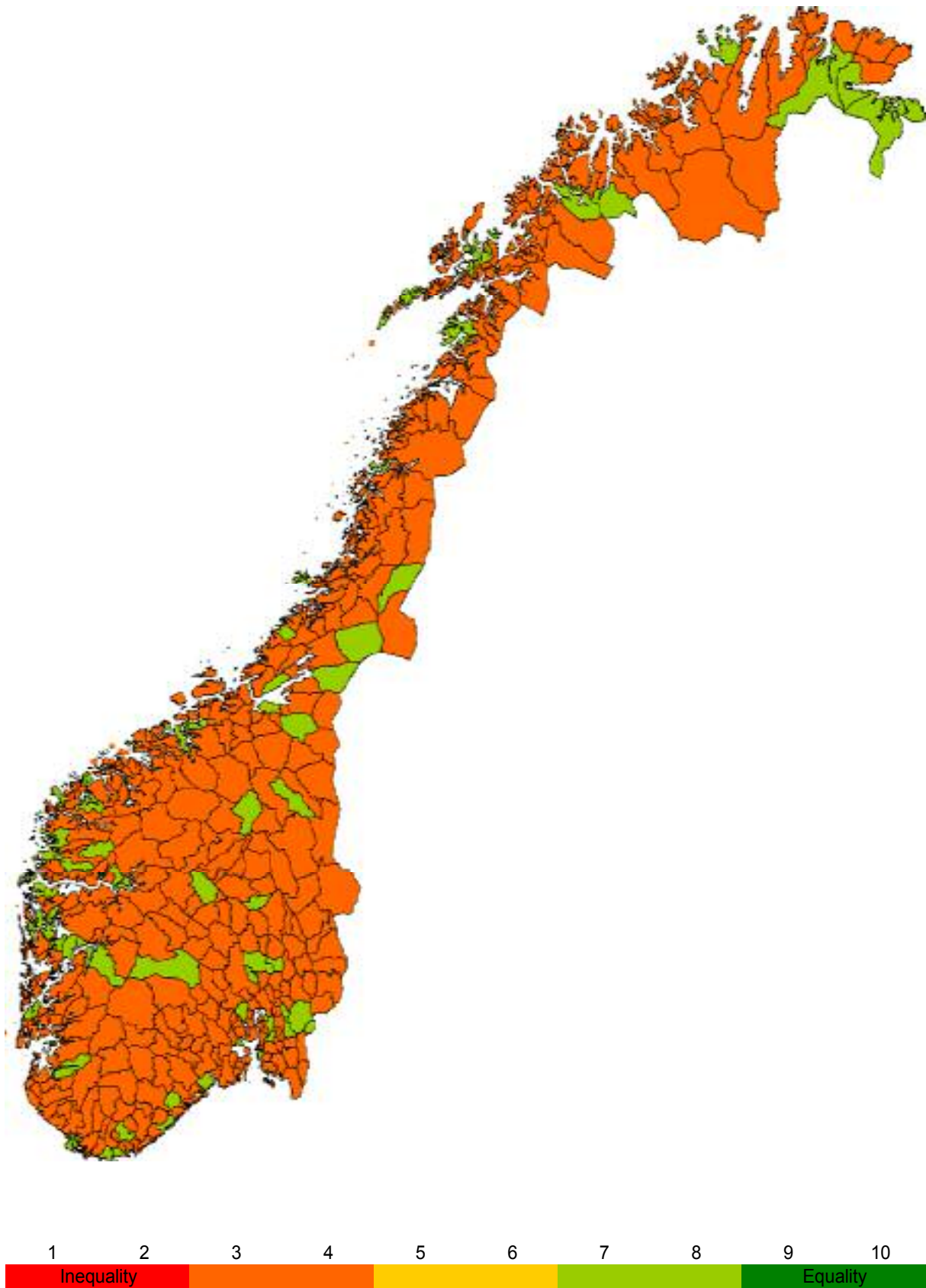
Luroy	21,1	4,2
Luster	17,2	3,4
Lyngdal	34,5	6,9
Lyngen	26,3	5,3
Lærdal	29,4	5,9
Lødingen	38,1	7,6
Lørenskog	44,7	8,9
Løten	32,0	6,4
Målselv	41,4	8,3
Malvik	38,7	7,7
Mandal	34,3	6,9
Marker	56,0	8,8
Marnardal	33,3	6,7
Masfjorden	29,4	5,9
Måsøy	35,3	7,1
Meland	33,3	6,7
Meldal	32,0	6,4
Melhus	31,1	6,2
Meløy	33,3	6,7
Meråker	28,6	5,7
Midsund	23,5	4,7
Midtre Gauldal	36,4	7,3
Modalen	46,2	9,2
Modum	25,6	5,1
Molde	44,7	8,9
Moskenes	47,1	9,4
Moss	30,8	6,2
Mosvik	38,5	7,7
Namdalseid	35,3	7,1
Namsos	37,8	7,6
Namsskogan	30,8	6,2
Nannestad	38,7	7,7
Narvik	39,0	7,8
Naustdal	33,3	6,7
Nedre Eiker	37,1	7,4
Nes (Ak.)	39,0	7,8
Nes (Busk.)	28,6	5,7
Nesna	35,3	7,1
Nesodden	44,4	8,9
Nesset	20,0	4,0
Nissedal	23,5	4,7
Nittedal	37,9	7,6
Nome	48,3	9,7
Nord-Aurdal	36,0	7,2
Norddal	28,6	5,7
Nord-Fron	44,0	8,8
Nordkapp	28,0	5,6
Nord-Odal	28,0	5,6
Nordre Land	37,0	7,4
Nordreisa	38,1	7,6
Nore og Uvdal	26,1	5,2
Notodden	34,1	6,8

Nærøy	29,6	5,9
Nøtterøy	43,9	8,8
Odda	22,2	4,4
Oppdal	28,0	5,6
Oppegård	41,9	8,4
Orkdal	34,3	6,9
Os (Hedm.)	38,1	7,6
Os (Hord.)	34,3	6,9
Osen	35,3	7,1
Oslo kommune	44,1	8,8
Osterøy	29,6	5,9
Overhalla	38,1	7,6
Porsanger	31,6	6,3
Porsgrunn	36,7	7,3
Råde	29,6	5,9
Radøy	48,0	9,6
Rakkestad	24,0	4,8
Rana	45,9	9,2
Randaberg	36,0	7,2
Rauma	33,3	6,7
Re	32,0	6,4
Rendalen	36,8	7,4
Rennebu	42,9	8,6
Rennesøy	33,3	6,7
Rindal	41,2	8,2
Ringebu	33,3	6,7
Ringerike	34,9	7,0
Ringsaker	36,6	7,3
Rissa	33,3	6,7
Risor	19,4	3,9
Roan	35,3	7,1
Rollag	29,4	5,9
Rygge	22,2	4,4
Rælingen	40,0	8,0
Rødøy	41,2	8,2
Rømskog	30,8	6,2
Røros	33,3	6,7
Røst	54,5	9,1
Røyken	42,9	8,6
Røyrvik	38,5	7,7
Salangen	53,3	9,3
Saltdal	29,6	5,9
Samnanger	28,6	5,7
Sande (M. og R.)	19,0	3,8
Sande (Vestf.)	40,0	8,0
Sandefjord	38,5	7,7
Sandnes	32,7	6,5
Sandøy	36,8	7,4
Sarpsborg	44,9	9,0
Sauda	26,3	5,3
Sauherad	34,5	6,9
Sel	40,0	8,0

Selbu	36,0	7,2
Selje	35,3	7,1
Seljord	36,0	7,2
Sigdal	23,8	4,8
Siljan	41,2	8,2
Sirdal	31,6	6,3
Skånland	40,0	8,0
Skaun	33,3	6,7
Skedsmo	40,5	8,1
Ski	39,0	7,8
Skien	32,7	6,5
Skiptvet	38,1	7,6
Skjåk	38,1	7,6
Skjervøy	31,6	6,3
Skodje	28,6	5,7
Smøla	47,6	9,5
Snåsa	42,9	8,6
Snillfjord	29,4	5,9
Sogndal	32,0	6,4
Sokndal	28,6	5,7
Sola	36,6	7,3
Solund	46,7	9,3
Songdalen	28,0	5,6
Sortland	45,7	9,1
Spydeberg	47,6	9,5
Stange	34,9	7,0
Stavanger	35,8	7,2
Steigen	52,9	9,4
Steinkjer	40,4	8,1
Stjørdal	37,3	7,5
Stokke	41,4	8,3
Stord	22,9	4,6
Stordal	26,7	5,3
Stor-Elvdal	23,8	4,8
Storfjord	35,3	7,1
Strand	34,5	6,9
Stranda	28,0	5,6
Stryn	28,0	5,6
Sula	27,6	5,5
Suldal	32,0	6,4
Sund	28,0	5,6
Sunndal	40,7	8,1
Surnadal	44,4	8,9
Sveio	40,0	8,0
Svelvik	28,0	5,6
Sykkylven	34,5	6,9
Søgne	36,0	7,2
Sømna	41,2	8,2
Søndre Land	36,0	7,2
Sør-Aurdal	20,0	4,0
Sørfold	38,1	7,6
Sør-Fron	31,6	6,3

Sør-Odal	48,1	9,6
Sørreisa	23,8	4,8
Sorum	38,7	7,7
Sør-Varanger	40,0	8,0
Time	25,9	5,2
Tingvoll	36,0	7,2
Tinn	27,6	5,5
Tjeldsund	23,5	4,7
Tjøme	36,8	7,4
Tokke	42,9	8,6
Tolga	33,3	6,7
Torsken	20,0	4,0
Tranøy	35,3	7,1
Tromsø	51,2	9,8
Trondheim	48,2	9,6
Trysil	48,0	9,6
Træna	45,5	9,1
Trøgstad	36,0	7,2
Tvedestrand	32,0	6,4
Tydal	41,2	8,2
Tynset	29,6	5,9
Tysfjord	23,5	4,7
Tysnes	23,8	4,8
Tysvær	34,5	6,9
Tønsberg	36,7	7,3
Ullensaker	44,4	8,9
Ullensvang	23,8	4,8
Ulstein	36,0	7,2
Ulvik	29,4	5,9
Unjarga Nesseby	41,2	8,2
Utsira	38,5	7,7
Vadsø	40,0	8,0
Vågå	38,1	7,6
Vågan	40,0	8,0
Vågøy	33,3	6,7
Vaksdal	38,1	7,6
Våler (Hedm.)	42,1	8,4
Våler (Østf.)	33,3	6,7
Valle	28,6	5,7
Vang	35,3	7,1
Vanylven	28,6	5,7
Vardø	31,6	6,3
Vefsn	45,7	9,1
Vega	26,7	5,3
Vegårshei	42,9	8,6
Vennesla	22,2	4,4
Verdal	40,0	8,0
Verran	28,0	5,6
Vestby	34,3	6,9
Vestnes	18,5	3,7
Vestre Slidre	33,3	6,7
Vestre Toten	45,2	9,0

Vestvågøy	40,0	8,0
Vevelstad	38,5	7,7
Vik	35,3	7,1
Vikna	26,1	5,2
Vindafjord	25,7	5,1
Vinje	44,0	8,8
Volda	44,4	8,9
Voss	46,5	9,3
Værøy	30,8	6,2
Øksnes	38,1	7,6
Ørland	20,0	4,0
Ørskog	31,6	6,3
Ørsta	42,4	8,5
Østre Toten	37,8	7,6
Øvre Eiker	36,6	7,3
Øyer	32,0	6,4
Øygarden	17,4	3,5
Øystre Slidre	28,6	5,7



**Indicator 14. Percent of women who are chairpersons in committees.
Results for Norway.**

N14	Score
Åfjord	3,4
Agdenes	3,4
Ål	3,4
Ålesund	3,4
Alstahaug	3,4
Alta	3,4
Alvdal	3,4
Åmli	3,4
Åmot	3,4
Andebu	3,4
Andøy	3,4
Årdal	3,4
Aremark	3,4
Arendal	6,6
Ås	3,4
Åseral	3,4
Asker	3,4
Askim	3,4
Askvoll	6,6
Askøy	6,6
Åsnes	3,4
Audnedal	3,4
Aukra	6,6
Aure	3,4
Aurland	3,4
Aurskog-Høland	6,6
Austevoll	3,4
Austrheim	3,4
Averøy	3,4
Balestrand	3,4
Ballangen	3,4
Balsfjord	6,6
Bamble	6,6
Bardu	3,4
Båtsfjord	3,4
Beiam	3,4
Berg	3,4
Bergen	3,4
Berlevåg	3,4
Bindal	3,4
Birkenes	3,4
Bjarkøy	6,6
Bjerkreim	3,4
Bjugn	3,4
Bodø	3,4
Bokn	3,4
Bremanger	3,4
Bronnøy	3,4
Bygland	3,4

Bykle	3,4
Bærum	3,4
Bø (Nordl.)	3,4
Bø (Telem.)	3,4
Bomlo	3,4
Deatnu Tana	6,6
Dovre	3,4
Drammen	3,4
Drangedal	3,4
Dyroy	3,4
Dønna	3,4
Eid	3,4
Eide	3,4
Eidfjord	3,4
Eidsberg	3,4
Eidskog	3,4
Eidsvoll	3,4
Eigersund	3,4
Elverum	3,4
Enebakk	3,4
Engerdal	3,4
Etne	3,4
Etnedal	3,4
Evenes	3,4
Evje og Hornnes	3,4
Farsund	6,6
Fauske	3,4
Fedje	3,4
Fet	6,6
Finnøy	6,6
Fitjar	3,4
Fjaler	3,4
Fjell	3,4
Flå	3,4
Flakstad	3,4
Flatanger	3,4
Flekkefjord	3,4
Flesberg	3,4
Flora	6,6
Folldal	6,6
Forsand	6,6
Fosnes	3,4
Fredrikstad	3,4
Frei	6,6
Frogn	3,4
Froland	3,4
Frosta	3,4
Fræna	3,4
Frøya	3,4
Fusa	3,4
Fyresdal	3,4
Forde	3,4

Gaivuotna Kåfjord	3,4
Gamvik	3,4
Gaular	6,6
Gausdal	3,4
Gildeskål	3,4
Giske	3,4
Gjemnes	3,4
Gjerdrum	3,4
Gjerstad	3,4
Gjesdal	3,4
Gjøvik	3,4
Gloppen	3,4
Gol	3,4
Gran	6,6
Grane	3,4
Granvin	3,4
Gratangen	3,4
Grimstad	3,4
Grong	3,4
Grue	3,4
Gulen	6,6
Kautokeino.	3,4
Hå	3,4
Hadsel	3,4
Halden	3,4
Halsa	6,6
Hamar	3,4
Hamarøy	3,4
Hammerfest	3,4
Haram	3,4
Hareid	6,6
Harstad	3,4
Hasvik	3,4
Hattfjeldal	3,4
Haugesund	3,4
Hemne	3,4
Hemnes	3,4
Hemsedal	3,4
Herøy (M. og R.)	3,4
Herøy (Nordl.)	3,4
Hitra	3,4
Hjartdal	3,4
Hjelmeland	3,4
Hobøl	6,6
Hof	3,4
Hol	3,4
Hole	3,4
Holmestrand	6,6
Holtålen	3,4
Hornindal	3,4
Horten	3,4
Hurdal	6,6

Hurum	3,4
Hvaler	3,4
Hyllestad	3,4
Hægebostad	3,4
Hoyanger	3,4
Høylandet	3,4
Ibestad	3,4
Inderøy	3,4
Iveland	3,4
Jevnaker	6,6
Jondal	3,4
Jølster	6,6
Karlsøy	3,4
Karmøy	3,4
Karasjok	3,4
Klepp	3,4
Klæbu	3,4
Kongsberg	3,4
Kongsvinger	3,4
Kragerø	3,4
Kristiansand	3,4
Kristiansund	3,4
Krødsherad	3,4
Kvalsund	3,4
Kvam	6,6
Kvinesdal	3,4
Kvinnherad	3,4
Kviteseid	3,4
Kvitøy	3,4
Kvæfjord	6,6
Kvænangen	3,4
Lardal	3,4
Larvik	3,4
Lavangen	3,4
Lebesby	3,4
Leikanger	3,4
Leirfjord	3,4
Leka	3,4
Leksvik	6,6
Lenvik	3,4
Lesja	3,4
Levanger	3,4
Lier	6,6
Lierne	3,4
Lillehammer	6,6
Lillesand	3,4
Lindås	6,6
Lindesnes	3,4
Lom	3,4
Loppa	3,4
Lund	3,4
Lunner	3,4

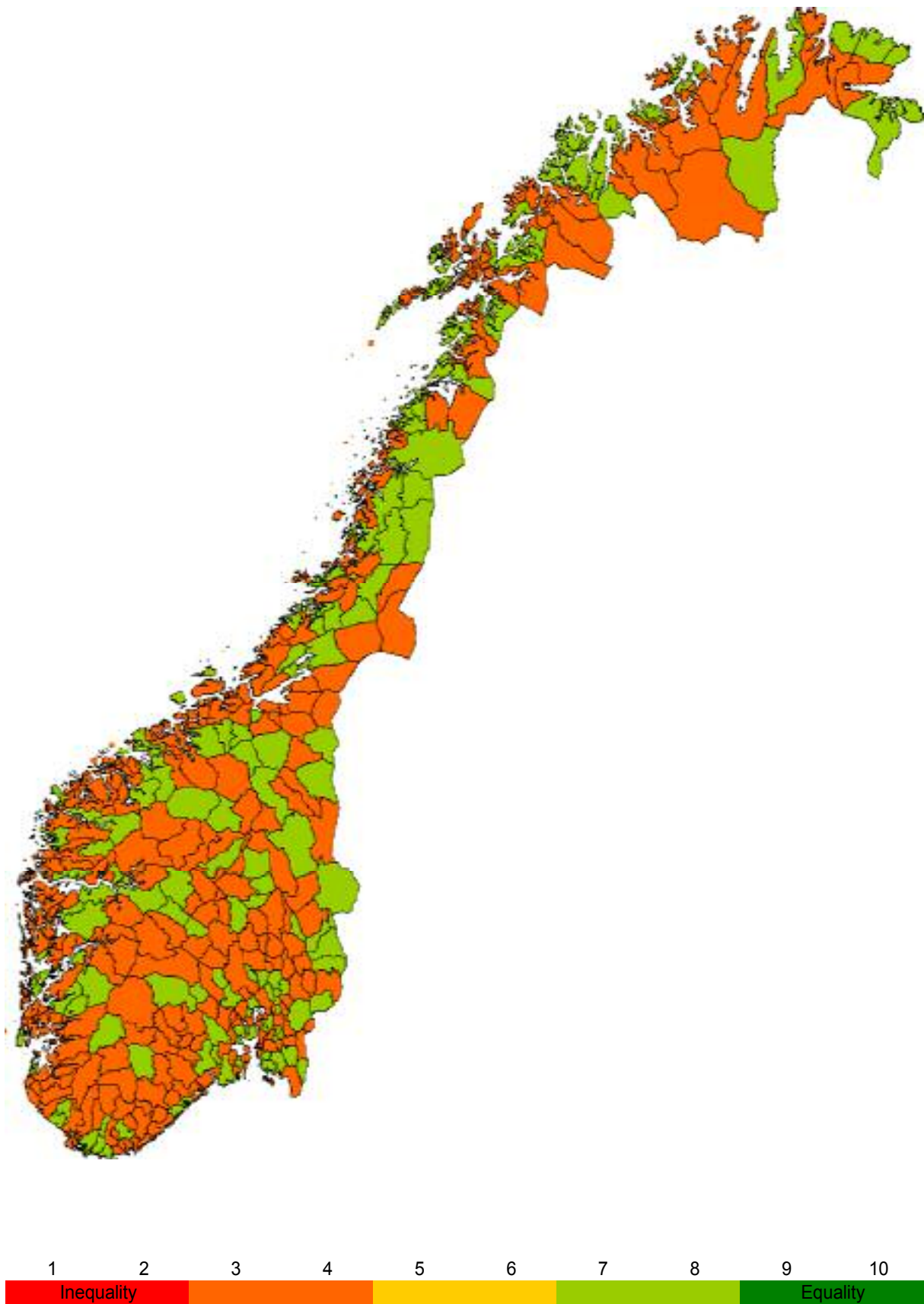
Luroy	3,4
Luster	3,4
Lyngdal	3,4
Lyngen	3,4
Lærdal	3,4
Lødingen	3,4
Lørenskog	3,4
Løten	3,4
Målselv	3,4
Malvik	3,4
Mandal	6,6
Marker	3,4
Marnardal	3,4
Masfjorden	3,4
Måsøy	6,6
Meland	6,6
Meldal	3,4
Melhus	3,4
Meløy	3,4
Meråker	3,4
Midsund	3,4
Midtre Gauldal	3,4
Modalen	3,4
Modum	3,4
Molde	3,4
Moskenes	6,6
Moss	3,4
Mosvik	3,4
Namdalseid	3,4
Namsos	3,4
Namsskogan	3,4
Nannestad	3,4
Narvik	3,4
Naustdal	3,4
Nedre Eiker	3,4
Nes (Ak.)	3,4
Nes (Busk.)	3,4
Nesna	6,6
Nesodden	3,4
Nesset	3,4
Nissedal	3,4
Nittedal	3,4
Nome	3,4
Nord-Aurdal	3,4
Norddal	3,4
Nord-Fron	3,4
Nordkapp	3,4
Nord-Odal	3,4
Nordre Land	3,4
Nordreisa	3,4
Nore og Uvdal	6,6
Notodden	3,4

Nærøy	3,4
Nøtterøy	3,4
Odda	3,4
Oppdal	3,4
Oppgård	6,6
Orkdal	3,4
Os (Hedm.)	3,4
Os (Hord.)	3,4
Osen	6,6
Oslo kommune	3,4
Osterøy	6,6
Overhalla	3,4
Porsanger	3,4
Porsgrunn	3,4
Råde	3,4
Radøy	3,4
Rakkestad	3,4
Rana	3,4
Randaberg	3,4
Rauma	3,4
Re	3,4
Rendalen	3,4
Rennebu	3,4
Rennesøy	3,4
Rindal	3,4
Ringebu	3,4
Ringerike	3,4
Ringsaker	3,4
Rissa	3,4
Risør	3,4
Roan	3,4
Rollag	3,4
Rygge	6,6
Rælingen	3,4
Rødøy	3,4
Rømskog	6,6
Røros	3,4
Røst	3,4
Røyken	3,4
Røyrvik	6,6
Salangen	3,4
Saltdal	3,4
Samnanger	6,6
Sande (M. og R.)	3,4
Sande (Vestf.)	3,4
Sandefjord	3,4
Sandnes	3,4
Sandøy	3,4
Sarpsborg	3,4
Sauda	3,4
Sauherad	3,4
Sel	3,4

Selbu	6,6
Selje	6,6
Seljord	3,4
Sigdal	3,4
Siljan	3,4
Sirdal	3,4
Skånland	3,4
Skaun	3,4
Skedsmo	3,4
Ski	6,6
Skien	3,4
Skiptvet	3,4
Skjåk	3,4
Skjervøy	3,4
Skodje	3,4
Smøla	3,4
Snåsa	6,6
Snillfjord	3,4
Sogndal	6,6
Sokndal	3,4
Sola	3,4
Solund	6,6
Songdalen	3,4
Sortland	3,4
Spydeberg	3,4
Stange	3,4
Stavanger	3,4
Steigen	6,6
Steinkjer	3,4
Stjørdal	3,4
Stokke	3,4
Stord	3,4
Stordal	3,4
Stor-Elvdal	3,4
Storfjord	6,6
Strand	3,4
Stranda	3,4
Stryn	3,4
Sula	3,4
Suldal	3,4
Sund	3,4
Sunndal	3,4
Surnadal	3,4
Sveio	6,6
Svelvik	3,4
Sykkylven	3,4
Søgne	6,6
Sømna	3,4
Søndre Land	3,4
Sør-Aurdal	3,4
Sørfold	3,4
Sør-Fron	3,4

Sør-Odal	3,4
Sørreisa	3,4
Sorum	3,4
Sør-Varanger	6,6
Time	3,4
Tingvoll	6,6
Tinn	3,4
Tjeldsund	3,4
Tjøme	3,4
Tokke	3,4
Tolga	6,6
Torsken	3,4
Tranøy	3,4
Tromsø	3,4
Trondheim	6,6
Trysil	3,4
Træna	6,6
Trøgstad	6,6
Tvedestrand	3,4
Tydal	3,4
Tynset	3,4
Tysfjord	3,4
Tysnes	3,4
Tysvær	3,4
Tønsberg	3,4
Ullensaker	3,4
Ullensvang	6,6
Ulstein	6,6
Ulvik	3,4
Unjarga Nesseby	6,6
Utsira	3,4
Vadsø	3,4
Vågå	3,4
Vågan	3,4
Vågsøy	3,4
Vaksdal	3,4
Våler (Hedm.)	3,4
Våler (Østf.)	3,4
Valle	3,4
Vang	3,4
Vanylven	3,4
Vardø	3,4
Vefsn	3,4
Vega	3,4
Vegårshei	6,6
Vennesla	6,6
Verdal	6,6
Verran	3,4
Vestby	3,4
Vestnes	3,4
Vestre Slidre	3,4
Vestre Toten	3,4

Vestvågøy	6,6
Vevelstad	3,4
Vik	3,4
Vikna	6,6
Vindafjord	3,4
Vinje	3,4
Volda	6,6
Voss	3,4
Værøy	3,4
Øksnes	3,4
Ørland	3,4
Ørskog	3,4
Ørsta	3,4
Østre Toten	3,4
Øvre Eiker	3,4
Øyer	3,4
Øygarden	3,4
Øystre Slidre	6,6



Indicator 15. Percent of women who are deputy chairpersons in committees. Results for Norway

N15	Score
Åfjord	3,5
Agdenes	3,5
Ål	3,5
Ålesund	3,5
Alstahaug	3,5
Alta	3,5
Alvdal	3,5
Åmli	3,5
Åmot	3,5
Andebu	3,5
Andøy	3,5
Årdal	3,5
Aremark	6,5
Arendal	3,5
Ås	6,5
Åseral	3,5
Asker	6,5
Askim	6,5
Askvoll	3,5
Askøy	3,5
Åsnes	6,5
Audnedal	6,5
Aukra	3,5
Aure	3,5
Aurland	3,5
Aurskog-Høland	6,5
Austevoll	3,5
Austrheim	3,5
Averøy	3,5
Balestrand	3,5
Ballangen	3,5
Balsfjord	3,5
Bamble	3,5
Bardu	3,5
Båtsfjord	6,5
Beiam	3,5
Berg	3,5
Bergen	3,5
Berlevåg	6,5
Bindal	3,5
Birkenes	3,5
Bjarkøy	3,5
Bjerkreim	3,5
Bjugn	3,5
Bodø	6,5
Bokn	3,5
Bremanger	3,5
Bronnøy	6,5
Bygland	3,5

Bykle	6,5
Bærum	6,5
Bø (Nordl.)	6,5
Bø (Telem.)	3,5
Bomlo	3,5
Deatnu Tana	3,5
Dovre	6,5
Drammen	3,5
Drangedal	3,5
Dyroy	3,5
Dønna	3,5
Eid	6,5
Eide	3,5
Eidfjord	3,5
Eidsberg	3,5
Eidskog	6,5
Eidsvoll	3,5
Eigersund	3,5
Elverum	3,5
Enebakk	3,5
Engerdal	3,5
Etne	6,5
Etnedal	3,5
Evenes	3,5
Evje og Hornnes	3,5
Farsund	3,5
Fauske	6,5
Fedje	3,5
Fet	3,5
Finnøy	3,5
Fitjar	6,5
Fjaler	3,5
Fjell	3,5
Flå	3,5
Flakstad	6,5
Flatanger	6,5
Flekkefjord	3,5
Flesberg	3,5
Flora	6,5
Folldal	3,5
Forsand	3,5
Fosnes	3,5
Fredrikstad	6,5
Frei	3,5
Frogn	3,5
Froland	3,5
Frosta	3,5
Fræna	6,5
Frøya	6,5
Fusa	3,5
Fyresdal	6,5
Forde	3,5

Gaivuotna Kåfjord	3,5
Gamvik	3,5
Gaular	3,5
Gausdal	3,5
Gildeskål	6,5
Giske	3,5
Gjemnes	3,5
Gjerdrum	6,5
Gjerstad	3,5
Gjesdal	3,5
Gjøvik	3,5
Gloppen	3,5
Gol	6,5
Gran	3,5
Grane	6,5
Granvin	3,5
Gratangen	6,5
Grimstad	3,5
Grong	6,5
Grue	6,5
Gulen	3,5
Kautokeino.	3,5
Hå	3,5
Hadsel	6,5
Halden	3,5
Halsa	3,5
Hamar	3,5
Hamarøy	3,5
Hammerfest	6,5
Haram	3,5
Hareid	3,5
Harstad	6,5
Hasvik	3,5
Hattfjeldal	6,5
Haugesund	3,5
Hemne	3,5
Hemnes	6,5
Hemsedal	6,5
Herøy (M. og R.)	3,5
Herøy (Nordl.)	6,5
Hitra	3,5
Hjartdal	3,5
Hjelmeland	3,5
Hobøl	3,5
Hof	3,5
Hol	3,5
Hole	3,5
Holmestrand	6,5
Holtålen	3,5
Hornindal	3,5
Horten	3,5
Hurdal	3,5

Hurum	6,5
Hvaler	3,5
Hyllestad	3,5
Hægebostad	3,5
Hoyanger	6,5
Høylandet	3,5
Ibestad	6,5
Inderøy	6,5
Iveland	3,5
Jevnaker	6,5
Jondal	6,5
Jølster	6,5
Karlsøy	6,5
Karmøy	6,5
Karasjok	6,5
Klepp	3,5
Klæbu	3,5
Kongsberg	6,5
Kongsvinger	3,5
Kragerø	3,5
Kristiansand	3,5
Kristiansund	3,5
Krødsherad	6,5
Kvalsund	3,5
Kvam	3,5
Kvinesdal	3,5
Kvinnherad	3,5
Kviteseid	3,5
Kvitøy	3,5
Kvæfjord	3,5
Kvænangen	3,5
Lardal	3,5
Larvik	6,5
Lavangen	6,5
Lebesby	6,5
Leikanger	3,5
Leirfjord	3,5
Leka	3,5
Leksvik	3,5
Lenvik	3,5
Lesja	6,5
Levanger	3,5
Lier	3,5
Lierne	3,5
Lillehammer	6,5
Lillesand	3,5
Lindås	3,5
Lindesnes	6,5
Lom	3,5
Loppa	6,5
Lund	6,5
Lunner	6,5

Luroy	3,5
Luster	3,5
Lyngdal	6,5
Lyngen	6,5
Lærdal	6,5
Lødingen	3,5
Lørenskog	3,5
Løten	6,5
Målselv	3,5
Malvik	3,5
Mandal	6,5
Marker	3,5
Marnardal	3,5
Masfjorden	3,5
Måsøy	3,5
Meland	3,5
Meldal	6,5
Melhus	3,5
Meløy	6,5
Meråker	3,5
Midsund	6,5
Midtre Gauldal	6,5
Modalen	3,5
Modum	6,5
Molde	6,5
Moskenes	6,5
Moss	3,5
Mosvik	6,5
Namdalseid	3,5
Namsos	6,5
Namsskogan	6,5
Nannestad	6,5
Narvik	3,5
Naustdal	3,5
Nedre Eiker	3,5
Nes (Ak.)	3,5
Nes (Busk.)	3,5
Nesna	3,5
Nesodden	3,5
Nesset	3,5
Nissedal	3,5
Nittedal	6,5
Nome	3,5
Nord-Aurdal	3,5
Norddal	6,5
Nord-Fron	6,5
Nordkapp	3,5
Nord-Odal	3,5
Nordre Land	6,5
Nordreisa	3,5
Nore og Uvdal	3,5
Notodden	3,5

Nærøy	6,5
Nøtterøy	3,5
Odda	6,5
Oppdal	3,5
Oppegård	3,5
Orkdal	3,5
Os (Hedm.)	3,5
Os (Hord.)	6,5
Osen	3,5
Oslo kommune	3,5
Osterøy	3,5
Overhalla	6,5
Porsanger	3,5
Porsgrunn	3,5
Råde	6,5
Radøy	3,5
Rakkestad	6,5
Rana	6,5
Randaberg	3,5
Rauma	6,5
Re	3,5
Rendalen	6,5
Rennebu	6,5
Rennesøy	3,5
Rindal	6,5
Ringebu	6,5
Ringerike	3,5
Ringsaker	3,5
Rissa	3,5
Risør	6,5
Roan	3,5
Rollag	6,5
Rygge	3,5
Rælingen	6,5
Rødøy	3,5
Rømskog	3,5
Røros	6,5
Røst	6,5
Røyken	3,5
Røyrvik	3,5
Salangen	6,5
Saltdal	3,5
Samnanger	3,5
Sande (M. og R.)	3,5
Sande (Vestf.)	6,5
Sandefjord	3,5
Sandnes	3,5
Sandøy	3,5
Sarpsborg	6,5
Sauda	6,5
Sauherad	3,5
Sel	3,5

Selbu	3,5
Selje	6,5
Seljord	3,5
Sigdal	3,5
Siljan	6,5
Sirdal	3,5
Skånland	6,5
Skaun	6,5
Skedsmo	6,5
Ski	6,5
Skien	6,5
Skiptvet	3,5
Skjåk	3,5
Skjervøy	6,5
Skodje	3,5
Smøla	6,5
Snåsa	3,5
Snillfjord	3,5
Sogndal	6,5
Sokndal	6,5
Sola	6,5
Solund	3,5
Songdalen	3,5
Sortland	3,5
Spydeberg	6,5
Stange	3,5
Stavanger	6,5
Steigen	6,5
Steinkjer	6,5
Stjørdal	3,5
Stokke	6,5
Stord	6,5
Stordal	3,5
Stor-Elvdal	3,5
Storfjord	6,5
Strand	3,5
Stranda	3,5
Stryn	6,5
Sula	3,5
Suldal	3,5
Sund	3,5
Sunndal	3,5
Surnadal	6,5
Sveio	3,5
Svelvik	6,5
Sykkylven	3,5
Søgne	3,5
Sømna	3,5
Søndre Land	3,5
Sør-Aurdal	3,5
Sørfold	3,5
Sør-Fron	3,5

Sør-Odal	3,5
Sørreisa	3,5
Sorum	3,5
Sør-Varanger	6,5
Time	3,5
Tingvoll	3,5
Tinn	6,5
Tjeldsund	3,5
Tjøme	3,5
Tokke	3,5
Tolga	3,5
Torsken	3,5
Tranøy	6,5
Tromsø	6,5
Trondheim	3,5
Trysil	6,5
Træna	3,5
Trøgstad	3,5
Tvedestrand	6,5
Tydal	6,5
Tynset	6,5
Tysfjord	6,5
Tysnes	6,5
Tysvær	3,5
Tønsberg	3,5
Ullensaker	6,5
Ullensvang	3,5
Ulstein	3,5
Ulvik	3,5
Unjarga Nesseby	3,5
Utsira	3,5
Vadsø	3,5
Vågå	3,5
Vågan	6,5
Vågsøy	3,5
Vaksdal	6,5
Våler (Hedm.)	6,5
Våler (Østf.)	3,5
Valle	3,5
Vang	6,5
Vanylven	3,5
Vardø	6,5
Vefsn	6,5
Vega	3,5
Vegårshei	3,5
Vennesla	6,5
Verdal	3,5
Verran	6,5
Vestby	3,5
Vestnes	3,5
Vestre Slidre	3,5
Vestre Toten	3,5

Vestvågøy	3,5
Vevelstad	3,5
Vik	6,5
Vikna	3,5
Vindafjord	3,5
Vinje	3,5
Volda	3,5
Voss	6,5
Værøy	3,5
Øksnes	3,5
Ørland	3,5
Ørskog	3,5
Ørsta	3,5
Østre Toten	3,5
Øvre Eiker	3,5
Øyer	6,5
Øygarden	6,5
Øystre Slidre	3,5



**Indicator 18. Percent of children in day-care/preschool (1-5 year old).
Results for Norway.**

N18	Children	Score
	%	
Åfjord	93,0	9,2
Agdenes	88,2	7,8
Ål	88,0	7,8
Ålesund	75,7	2,2
Alstahaug	83,9	5,9
Alta	81,7	4,9
Alvdal	70,1	0,7
Åmli	79,5	3,8
Åmot	87,7	7,6
Andebu	82,2	5,1
Andøy	87,0	7,4
Årdal	87,8	7,7
Aremark	74,2	1,6
Arendal	77,2	2,7
Ås	89,4	8,2
Åseral	79,7	3,9
Asker	85,5	6,7
Askim	77,2	2,7
Askvoll	78,8	3,4
Askøy	80,7	4,4
Åsnes	85,6	6,7
Audnedal	81,8	4,9
Aukra	75,0	1,9
Aure	82,0	5,0
Aurland	100,0	9,9
Aurskog-Høland	79,6	3,8
Austevoll	79,5	3,8
Austrheim	100,0	9,9
Averøy	76,4	2,4
Balestrand	81,0	4,5
Ballangen	70,8	0,8
Balsfjord	78,8	3,5
Bamble	81,6	4,8
Bardu	83,8	5,9
Båtsfjord	80,6	4,3
Beiam	77,1	2,7
Berg	96,9	9,7
Bergen	72,8	1,2
Berlevåg	75,8	2,2
Bindal	78,3	3,2
Birkenes	60,1	0,0
Bjarkøy	48,1	0,0
Bjerkreim	78,4	3,3
Bjugn	82,2	5,1
Bodø	85,9	6,9
Bokn	73,1	1,3
Bremanger	84,5	6,2
Bronnøy	79,5	3,8
Bygland	79,7	3,9

Bykle	89,1	8,1
Bærum	82,2	5,1
Bø (Nordl.)	82,9	5,5
Bø (Telem.)	85,1	6,5
Bomlo	84,6	6,3
Deatnu Tana	84,2	6,1
Dovre	84,9	6,4
Drammen	74,8	1,8
Drangedal	78,4	3,3
Dyroy	70,2	0,7
Dønna	92,0	9,0
Eid	84,7	6,3
Eide	72,4	1,2
Eidfjord	85,0	6,5
Eidsberg	77,0	2,7
Eidskog	74,4	1,7
Eidsvoll	74,9	1,9
Eigersund	73,6	1,5
Elverum	76,9	2,6
Enebakk	77,8	3,0
Engerdal	95,1	9,5
Etne	83,1	5,5
Etneidal	91,4	8,8
Evenes	84,6	6,3
Evje og Hornnes	69,3	0,6
Farsund	79,2	3,6
Fauske	68,7	0,5
Fedje	82,4	5,2
Fet	66,7	0,3
Finnøy	88,1	7,8
Fitjar	56,6	0,0
Fjaler	91,2	8,8
Fjell	92,6	9,1
Flå	83,3	5,7
Flakstad	67,4	0,3
Flatanger	78,3	3,2
Flekkefjord	79,9	4,0
Flesberg	86,7	7,2
Flora	76,4	2,4
Folldal	92,2	9,0
Forsand	85,2	6,6
Fosnes	100,0	9,9
Fredrikstad	76,2	2,4
Frei	74,7	1,8
Frogn	81,3	4,7
Froland	69,9	0,6
Frosta	79,9	4,0
Fræna	69,1	0,5
Frøya	85,7	6,8
Fusa	89,4	8,2
Fyresdal	92,1	9,0
Forde	87,5	7,5

Gaivuotna Kåfjord	81,9	5,0
Gamvik	85,0	6,5
Gaular	89,9	8,4
Gausdal	84,1	6,1
Gildeskål	82,6	5,3
Giske	74,9	1,9
Gjemnes	82,9	5,4
Gjerdrum	92,6	9,1
Gjerstad	82,2	5,1
Gjesdal	80,6	4,3
Gjøvik	83,0	5,5
Gloppen	84,4	6,2
Gol	85,3	6,6
Gran	85,2	6,6
Grane	75,6	2,1
Granvin	97,6	9,7
Gratangen	81,3	4,6
Grimstad	78,0	3,1
Grong	96,8	9,7
Grue	74,9	1,9
Gulen	88,7	8,0
Kautokeino.	70,7	0,8
Hå	89,9	8,4
Hadsel	75,3	2,0
Halden	87,7	7,6
Halsa	87,2	7,4
Hamar	88,7	8,0
Hamarøy	93,3	9,2
Hammerfest	84,1	6,0
Haram	69,5	0,6
Hareid	79,5	3,8
Harstad	39,5	0,0
Hasvik	82,7	5,3
Hattfjell	85,6	6,7
Haugesund	82,7	5,4
Hemne	84,2	6,1
Hemnes	90,0	8,4
Hemsedal	76,3	2,4
Herøy (M. og R.)	87,3	7,5
Herøy (Nordl.)	88,5	7,9
Hitra	78,0	3,1
Hjartdal	88,5	7,9
Hjelmeland	91,4	8,8
Hobøl	67,8	0,4
Hof	84,9	6,4
Hol	89,3	8,2
Hole	83,6	5,8
Holmestrand	98,9	9,8
Holtålen	84,0	6,0
Hornindal	81,0	4,5
Horten	67,7	0,4
Hurdal	91,4	8,8

Hurum	70,7	0,8
Hvaler	88,0	7,8
Hyllestad	64,9	0,2
Hægebostad	86,9	7,3
Hoyanger	89,4	8,2
Høylandet	80,0	4,0
Ibestad	78,9	3,5
Inderøy	91,5	8,8
Iveland	71,1	0,9
Jevnaker	75,9	2,2
Jondal	85,7	6,8
Jølster	78,4	3,2
Karlsøy	73,1	1,3
Karmøy	72,4	1,2
Karasjok	75,7	2,2
Klepp	74,0	1,6
Klæbu	81,8	4,9
Kongsberg	88,0	7,8
Kongsvinger	81,1	4,6
Kragerø	81,4	4,7
Kristiansand	84,2	6,1
Kristiansund	89,2	8,2
Krødsherad	82,2	5,1
Kvalsund	63,6	0,1
Kvam	84,5	6,3
Kvinesdal	71,4	0,9
Kvinnherad	86,0	6,9
Kviteseid	79,0	3,6
Kvitøy	81,8	4,9
Kvæfjord	79,9	4,0
Kvænangen	78,7	3,4
Lardal	85,7	6,8
Larvik	72,4	1,2
Lavangen	100,0	9,9
Lebesby	73,8	1,5
Leikanger	92,5	9,1
Leirfjord	82,0	5,0
Leka	66,7	0,3
Leksvik	87,6	7,6
Lenvik	82,8	5,4
Lesja	89,4	8,2
Levanger	85,6	6,8
Lier	86,3	7,0
Lierne	84,3	6,1
Lillehammer	85,7	6,8
Lillesand	78,0	3,1
Lindås	74,6	1,8
Lindesnes	82,9	5,5
Lom	71,3	0,9
Loppa	76,5	2,5
Lund	72,7	1,2
Lunner	72,8	1,3

Lurøy	88,0	7,7
Luster	85,4	6,7
Lyngdal	71,8	1,0
Lyngen	79,9	4,0
Lærdal	98,3	9,8
Lødingen	92,0	9,0
Lørenskog	88,2	7,8
Løten	83,9	5,9
Målselv	86,0	6,9
Malvik	85,0	6,5
Mandal	69,6	0,6
Marker	75,8	2,2
Marnardal	73,6	1,5
Masfjorden	98,6	9,8
Måsøy	76,4	2,4
Meland	86,7	7,2
Meldal	84,0	6,0
Melhus	83,1	5,6
Meløy	78,4	3,3
Meråker	100,0	9,9
Midsund	73,9	1,6
Midtre Gauldal	84,0	6,0
Modalen	96,3	9,6
Modum	76,7	2,6
Molde	87,4	7,5
Moskenes	82,5	5,2
Moss	77,4	2,8
Mosvik	81,0	4,5
Namdalseid	78,3	3,2
Namsos	84,7	6,3
Namsskogan	80,9	4,4
Nannestad	73,7	1,5
Narvik	87,0	7,3
Naustdal	84,5	6,2
Nedre Eiker	68,7	0,5
Nes (Ak.)	79,4	3,7
Nes (Busk.)	88,0	7,7
Nesna	100,0	9,9
Nesodden	83,6	5,8
Nesset	71,5	1,0
Nissedal	68,8	0,5
Nittedal	82,5	5,3
Nome	79,5	3,8
Nord-Aurdal	75,1	2,0
Norddal	89,3	8,2
Nord-Fron	82,5	5,3
Nordkapp	87,6	7,6
Nord-Odal	76,5	2,5
Nordre Land	78,8	3,5
Nordreisa	74,4	1,7
Nore og Uvdal	87,0	7,3
Notodden	89,0	8,1

Nærøy	83,0	5,5
Nøtterøy	81,6	4,8
Odda	89,4	8,2
Oppdal	89,1	8,1
Oppegård	88,9	8,1
Orkdal	100,0	9,9
Os (Hedm.)	74,4	1,7
Os (Hord.)	82,6	5,3
Osen	81,8	4,9
Oslo kommune	76,9	2,6
Osterøy	75,3	2,0
Overhalla	86,5	7,1
Porsanger	87,5	7,6
Porsgrunn	72,2	1,1
Råde	83,1	5,5
Radøy	84,1	6,0
Rakkestad	73,6	1,5
Rana	78,3	3,2
Randaberg	81,8	4,9
Rauma	81,1	4,5
Re	79,9	4,0
Rendalen	90,4	8,5
Rennebu	84,4	6,2
Rennesøy	82,2	5,1
Rindal	86,1	7,0
Ringebu	84,2	6,1
Ringerike	69,6	0,6
Ringsaker	77,5	2,9
Rissa	78,8	3,5
Risor	81,7	4,9
Roan	73,2	1,4
Rollag	93,7	9,3
Rygge	81,0	4,5
Rælingen	77,4	2,8
Rødøy	73,3	1,4
Rømskog	100,0	9,9
Røros	89,6	8,3
Røst	96,6	9,7
Røyken	74,2	1,7
Røyrvik	79,2	3,6
Salangen	87,3	7,5
Saltdal	88,1	7,8
Samnanger	80,6	4,3
Sande (M. og R.)	83,5	5,7
Sande (Vestf.)	81,1	4,6
Sandefjord	76,7	2,5
Sandnes	69,2	0,6
Sandøy	90,9	8,7
Sarpsborg	77,4	2,8
Sauda	86,7	7,2
Sauherad	79,2	3,6
Sel	83,9	6,0

Selbu	86,8	7,3
Selje	75,7	2,1
Seljord	80,9	4,5
Sigdal	82,5	5,3
Siljan	89,2	8,2
Sirdal	85,6	6,7
Skånland	80,6	4,3
Skaun	84,5	6,3
Skedsmo	82,3	5,2
Ski	87,6	7,6
Skien	72,9	1,3
Skiptvet	82,7	5,4
Skjåk	89,4	8,2
Skjervøy	83,7	5,8
Skodje	73,7	1,5
Smøla	88,2	7,8
Snåsa	82,8	5,4
Snillfjord	83,0	5,5
Sogndal	87,1	7,4
Sokndal	73,8	1,5
Sola	84,9	6,4
Solund	84,1	6,0
Songdalen	75,6	2,1
Sortland	87,2	7,4
Spydeberg	87,7	7,6
Stange	82,8	5,4
Stavanger	82,5	5,3
Steigen	88,4	7,9
Steinkjer	82,2	5,1
Stjørdal	85,7	6,8
Stokke	86,5	7,2
Stord	76,4	2,4
Stordal	97,6	9,7
Stor-Elvdal	87,2	7,4
Storfjord	77,6	2,9
Strand	74,4	1,7
Stranda	92,5	9,1
Stryn	89,0	8,1
Sula	81,1	4,6
Suldal	87,1	7,4
Sund	76,7	2,5
Sunndal	86,6	7,2
Surnadal	85,8	6,8
Sveio	72,5	1,2
Svelvik	77,6	2,9
Sykkylven	82,1	5,1
Søgne	69,2	0,5
Sømna	89,0	8,1
Søndre Land	80,7	4,4
Sør-Aurdal	81,7	4,9
Sørfold	61,5	0,1
Sør-Fron	81,4	4,7

Sør-Odal	84,6	6,3
Sørreisa	43,5	0,0
Sorum	79,9	4,0
Sør-Varanger	90,5	8,6
Time	79,0	3,6
Tingvoll	86,5	7,1
Tinn	100,0	9,9
Tjeldsund	90,0	8,4
Tjøme	87,0	7,3
Tokke	98,3	9,8
Tolga	85,2	6,6
Torsken	96,9	9,7
Tranøy	89,3	8,2
Tromsø	90,1	8,5
Trondheim	88,1	7,8
Trysil	87,3	7,5
Træna	82,4	5,2
Trøgstad	77,5	2,9
Tvedestrand	85,1	6,5
Tydal	88,6	8,0
Tynset	96,9	9,7
Tysfjord	71,1	0,9
Tysnes	83,5	5,7
Tysvær	81,5	4,8
Tønsberg	78,8	3,4
Ullensaker	81,6	4,8
Ullensvang	80,7	4,3
Ulstein	95,1	9,5
Ulvik	85,2	6,6
Unjarga Nesseby	82,1	5,1
Utsira	81,3	4,6
Vadso	89,3	8,2
Vågå	79,6	3,8
Vågan	76,3	2,4
Vågøy	76,6	2,5
Vaksdal	69,0	0,5
Våler (Hedm.)	84,0	6,0
Våler (Østf.)	75,5	2,1
Valle	88,7	8,0
Vang	89,0	8,1
Vanylven	85,3	6,6
Vardø	89,0	8,1
Vefsn	84,2	6,1
Vega	83,3	5,7
Vegårshei	80,9	4,5
Vennesla	77,8	3,0
Verdal	81,7	4,9
Verran	81,1	4,6
Vestby	89,8	8,4
Vestnes	77,1	2,7
Vestre Slidre	87,6	7,6
Vestre Toten	70,4	0,7

Vestvågøy	77,0	2,7
Vevelstad	81,8	4,9
Vik	84,1	6,1
Vikna	88,8	8,1
Vindafjord	78,8	3,4
Vinje	87,0	7,4
Volda	89,5	8,3
Voss	79,0	3,5
Værøy	83,3	5,7
Øksnes	70,5	0,8
Ørland	81,7	4,8
Ørskog	81,4	4,7
Ørsta	86,0	6,9
Østre Toten	77,2	2,7
Øvre Eiker	79,0	3,5
Øyer	84,6	6,3
Øygarden	67,7	0,4
Øystre Slidre	82,1	5,1



Indicator 19. Percent of children in day-care/preschool (3-5 year old). Results for Norway. Results for Norway.

N19	Children	Score
	%	
Åfjord	100,0	8,6
Agdenes	97,6	7,5
Ål	99,4	8,4
Ålesund	94,6	5,9
Alstahaug	98,0	7,7
Alta	89,6	2,8
Alvdal	90,8	3,5
Åmli	84,2	0,8
Åmot	98,1	7,8
Andebu	91,0	3,6
Andøy	93,5	5,2
Årdal	100,0	8,6
Aremark	90,7	3,4
Arendal	91,6	4,0
Ås	97,9	7,7
Åseral	90,9	3,5
Asker	96,4	6,9
Askim	90,9	3,6
Askvoll	91,9	4,1
Askøy	92,0	4,2
Åsnes	97,0	7,3
Audnedal	89,1	2,5
Aukra	88,8	2,4
Aure	91,3	3,8
Aurland	100,0	8,6
Aurskog-Høland	91,2	3,7
Austevoll	94,7	5,9
Austrheim	100,0	8,6
Averøy	93,8	5,4
Balestrand	95,7	6,5
Ballangen	89,1	2,6
Balsfjord	89,9	3,0
Bamble	93,8	5,3
Bardu	93,9	5,4
Båtsfjord	96,4	6,9
Beiam	100,0	8,6
Berg	95,7	6,5
Bergen	89,1	2,6
Berlevåg	81,8	0,3
Bindal	85,2	1,0
Birkenes	80,7	0,2
Bjarkøy	64,3	0,0
Bjerkreim	87,0	1,6
Bjugn	97,5	7,5
Bodø	97,7	7,6
Bokn	85,7	1,2
Bremanger	97,7	7,6
Bronnøy	92,1	4,3
Bygland	94,3	5,6

Bykle	95,8	6,6
Bærum	93,4	5,1
Bø (Nordl.)	91,8	4,1
Bø (Telem.)	96,4	6,9
Bomlo	94,5	5,8
Deatnu Tana	95,9	6,6
Dovre	97,5	7,5
Drammen	88,4	2,2
Drangedal	89,9	3,0
Dyroy	87,1	1,6
Dønna	98,3	7,9
Eid	94,8	6,0
Eide	91,4	3,9
Eidfjord	100,0	8,6
Eidsberg	92,7	4,7
Eidskog	90,6	3,4
Eidsvoll	88,6	2,3
Eigersund	89,9	3,0
Elverum	94,2	5,6
Enebakk	89,9	3,0
Engerdal	100,0	8,6
Etne	97,4	7,4
Etneidal	100,0	8,6
Evenes	91,3	3,8
Evje og Hornnes	89,9	3,0
Farsund	94,6	5,9
Fauske	84,2	0,8
Fedje	95,5	6,4
Fet	85,3	1,0
Finnøy	98,2	7,8
Fitjar	72,8	0,0
Fjaler	100,0	8,6
Fjell	99,3	8,3
Flå	89,7	2,8
Flakstad	77,2	0,1
Flatanger	100,0	8,6
Flekkefjord	91,2	3,7
Flesberg	95,1	6,2
Flora	90,3	3,2
Folldal	96,2	6,8
Forsand	90,7	3,4
Fosnes	100,0	8,6
Fredrikstad	90,2	3,1
Frei	88,7	2,4
Frogn	92,3	4,4
Froland	88,4	2,2
Frosta	96,2	6,8
Fræna	85,0	1,0
Frøya	93,6	5,2
Fusa	97,5	7,5
Fyresdal	100,0	8,6
Forde	98,9	8,1

Gaivuotna Kåfjord	85,7	1,2
Gamvik	92,3	4,4
Gaular	100,0	8,6
Gausdal	95,9	6,6
Gildeskål	89,6	2,8
Giske	91,4	3,9
Gjemnes	98,1	7,8
Gjerdrum	96,6	7,0
Gjerstad	97,2	7,4
Gjesdal	92,3	4,4
Gjøvik	94,1	5,5
Gloppen	94,6	5,8
Gol	97,9	7,7
Gran	95,0	6,1
Grane	92,2	4,3
Granvin	100,0	8,6
Gratangen	86,5	1,4
Grimstad	90,1	3,1
Grong	100,0	8,6
Grue	87,6	1,8
Gulen	97,8	7,6
Kautokeino.	89,6	2,8
Hå	96,2	6,8
Hadsel	89,3	2,6
Halden	91,3	3,8
Halsa	95,6	6,5
Hamar	95,2	6,2
Hamarøy	98,2	7,9
Hammerfest	93,2	5,0
Haram	84,0	0,7
Hareid	96,8	7,1
Harstad	40,6	0,0
Hasvik	93,3	5,0
Hattfjell	98,8	8,1
Haugesund	97,4	7,5
Hemne	98,7	8,1
Hemnes	96,1	6,7
Hemsedal	90,9	3,6
Herøy (M. og R.)	95,7	6,5
Herøy (Nordl.)	100,0	8,6
Hitra	100,0	8,6
Hjartdal	94,3	5,7
Hjelmeland	97,1	7,3
Hobøl	96,6	7,0
Hof	92,7	4,7
Hol	91,9	4,1
Hole	98,8	8,1
Holmestrand	100,0	8,6
Holtålen	94,5	5,8
Hornindal	90,7	3,4
Horten	81,7	0,3
Hurdal	96,3	6,9

Hurum	88,0	2,0
Hvaler	95,3	6,3
Hyllestad	80,9	0,2
Hægebostad	96,5	7,0
Hoyanger	98,1	7,8
Høylandet	82,5	0,4
Ibestad	94,2	5,6
Inderøy	100,0	8,6
Iveland	90,4	3,2
Jevnaker	100,0	8,6
Jondal	97,4	7,4
Jølster	80,3	0,2
Karlsøy	85,4	1,1
Karmøy	80,0	0,2
Karasjok	89,0	2,5
Klepp	87,3	1,7
Klæbu	92,0	4,2
Kongsberg	98,8	8,1
Kongsvinger	93,9	5,4
Kragerø	92,8	4,7
Kristiansand	94,9	6,0
Kristiansund	100,0	8,6
Krødsherad	92,8	4,7
Kvalsund	78,3	0,1
Kvam	97,2	7,3
Kvinesdal	90,8	3,5
Kvinnherad	95,9	6,6
Kviteseid	96,3	6,8
Kvitøy	87,5	1,8
Kvæfjord	92,6	4,6
Kvænangen	87,5	1,8
Lardal	94,5	5,8
Larvik	87,6	1,9
Lavangen	100,0	8,6
Lebesby	81,1	0,3
Leikanger	98,2	7,8
Leirfjord	93,0	4,8
Leka	91,7	4,0
Leksvik	96,9	7,2
Lenvik	93,3	5,0
Lesja	98,7	8,1
Levanger	99,7	8,5
Lier	94,8	6,0
Lierne	95,2	6,2
Lillehammer	97,8	7,6
Lillesand	93,3	5,0
Lindås	91,7	4,0
Lindesnes	93,4	5,1
Lom	91,4	3,8
Loppa	78,6	0,1
Lund	100,0	8,6
Lunner	93,3	5,0

Lurøy	96,8	7,1
Luster	96,6	7,0
Lyngdal	92,1	4,3
Lyngen	87,8	1,9
Lærdal	98,7	8,0
Lødingen	100,0	8,6
Lørenskog	96,6	7,0
Løten	100,0	8,6
Målselv	94,1	5,5
Malvik	91,7	4,0
Mandal	85,1	1,0
Marker	95,0	6,1
Marnardal	92,1	4,3
Masfjorden	100,0	8,6
Måsøy	81,3	0,3
Meland	96,7	7,1
Meldal	89,3	2,7
Melhus	96,1	6,7
Meløy	86,2	1,3
Meråker	100,0	8,6
Midsund	88,8	2,4
Midtre Gauldal	98,1	7,8
Modalen	100,0	8,6
Modum	91,1	3,7
Molde	98,9	8,1
Moskenes	92,1	4,3
Moss	90,0	3,0
Mosvik	96,3	6,9
Namdalseid	92,9	4,7
Namsos	96,0	6,7
Namsskogan	88,6	2,3
Nannestad	89,5	2,7
Narvik	94,5	5,8
Naustdal	100,0	8,6
Nedre Eiker	85,3	1,0
Nes (Ak.)	88,6	2,3
Nes (Busk.)	99,1	8,2
Nesna	100,0	8,6
Nesodden	96,2	6,8
Nesset	86,4	1,4
Nissedal	85,7	1,2
Nittedal	92,2	4,3
Nome	98,1	7,8
Nord-Aurdal	92,1	4,2
Norddal	100,0	8,6
Nord-Fron	96,1	6,7
Nordkapp	96,4	6,9
Nord-Odal	92,2	4,3
Nordre Land	92,2	4,3
Nordreisa	87,1	1,6
Nore og Uvdal	98,9	8,1
Notodden	100,0	8,6

Nærøy	91,4	3,8
Nøtterøy	89,6	2,8
Odda	100,0	8,6
Oppdal	97,2	7,4
Oppegård	96,6	7,0
Orkdal	100,0	8,6
Os (Hedm.)	89,9	3,0
Os (Hord.)	94,3	5,7
Osen	100,0	8,6
Oslo kommune	89,3	2,7
Osterøy	88,4	2,2
Overhalla	92,2	4,3
Porsanger	92,5	4,5
Porsgrunn	85,6	1,1
Råde	93,1	4,9
Radøy	95,4	6,3
Rakkestad	83,8	0,7
Rana	91,1	3,7
Randaberg	91,2	3,7
Rauma	95,0	6,1
Re	93,1	4,9
Rendalen	96,3	6,9
Rennebu	100,0	8,6
Rennesøy	91,5	3,9
Rindal	98,8	8,1
Ringebu	99,2	8,3
Ringerike	85,7	1,2
Ringsaker	93,6	5,2
Rissa	81,7	0,3
Risor	91,7	4,0
Roan	100,0	8,6
Rollag	97,6	7,6
Rygge	91,4	3,8
Rælingen	89,4	2,7
Rødøy	80,4	0,2
Rømskog	100,0	8,6
Røros	98,2	7,8
Røst	94,1	5,5
Røyken	87,3	1,7
Røyrvik	90,0	3,0
Salangen	95,8	6,6
Saltdal	100,0	8,6
Samnanger	87,1	1,6
Sande (M. og R.)	88,8	2,4
Sande (Vestf.)	91,9	4,1
Sandefjord	92,6	4,6
Sandnes	84,5	0,8
Sandøy	100,0	8,6
Sarpsborg	89,3	2,7
Sauda	97,4	7,4
Sauherad	95,1	6,1
Sel	97,0	7,2

Selbu	97,1	7,3
Selje	91,8	4,1
Seljord	95,5	6,4
Sigdal	98,2	7,9
Siljan	98,7	8,1
Sirdal	94,1	5,5
Skånland	90,0	3,0
Skaun	97,6	7,6
Skedsmo	92,9	4,8
Ski	96,7	7,1
Skien	88,9	2,4
Skiptvet	91,3	3,8
Skjåk	98,0	7,7
Skjervøy	99,0	8,2
Skodje	89,1	2,6
Smøla	91,0	3,6
Snåsa	100,0	8,6
Snillfjord	91,4	3,9
Sogndal	100,0	8,6
Sokndal	84,6	0,9
Sola	100,0	8,6
Solund	96,3	6,9
Songdalen	85,1	1,0
Sortland	98,6	8,0
Spydeberg	96,2	6,8
Stange	94,1	5,5
Stavanger	95,4	6,3
Steigen	97,4	7,5
Steinkjer	96,6	7,0
Stjørdal	98,3	7,9
Stokke	95,3	6,3
Stord	89,5	2,7
Stordal	100,0	8,6
Stor-Elvdal	95,9	6,7
Storfjord	94,4	5,7
Strand	92,0	4,2
Stranda	96,6	7,0
Stryn	97,4	7,5
Sula	89,5	2,7
Suldal	99,2	8,3
Sund	90,0	3,0
Sunndal	99,6	8,4
Surnadal	98,5	8,0
Sveio	88,0	2,0
Svelvik	90,9	3,6
Sykkylven	89,3	2,7
Søgne	85,9	1,2
Sømna	98,4	7,9
Søndre Land	95,7	6,5
Sør-Aurdal	97,1	7,3
Sørfold	67,8	0,0
Sør-Fron	91,4	3,9

Sør-Odal	97,2	7,3
Sørreisa	51,6	0,0
Sorum	87,7	1,9
Sør-Varanger	97,7	7,6
Time	93,4	5,1
Tingvoll	97,0	7,3
Tinn	100,0	8,6
Tjeldsund	98,0	7,7
Tjøme	91,6	4,0
Tokke	100,0	8,6
Tolga	93,0	4,8
Torsken	95,2	6,2
Tranøy	91,8	4,1
Tromsø	96,0	6,7
Trondheim	96,9	7,2
Trysil	98,9	8,2
Træna	95,2	6,2
Trøgstad	93,2	5,0
Tvedestrand	96,2	6,8
Tydal	100,0	8,6
Tynset	100,0	8,6
Tysfjord	82,6	0,5
Tysnes	96,3	6,9
Tysvær	91,9	4,2
Tønsberg	96,4	6,9
Ullensaker	90,7	3,5
Ullensvang	92,9	4,8
Ulstein	100,0	8,6
Ulvik	94,7	5,9
Unjarga Nesseby	83,3	0,6
Utsira	100,0	8,6
Vadso	97,7	7,6
Vågå	97,5	7,5
Vågan	87,9	2,0
Vågsoy	94,9	6,0
Vaksdal	87,3	1,7
Våler (Hedm.)	91,9	4,2
Våler (Østf.)	81,6	0,3
Valle	100,0	8,6
Vang	100,0	8,6
Vanylven	100,0	8,6
Vardø	94,0	5,5
Vefsn	91,4	3,8
Vega	97,1	7,3
Vegårshei	98,6	8,0
Vennesla	93,7	5,3
Verdal	93,7	5,3
Verran	97,3	7,4
Vestby	96,9	7,2
Vestnes	97,5	7,5
Vestre Slidre	97,6	7,5
Vestre Toten	84,4	0,8

Vestvågøy	92,0	4,2
Vevelstad	91,7	4,0
Vik	94,6	5,9
Vikna	100,0	8,6
Vindafjord	96,2	6,8
Vinje	94,0	5,5
Volda	96,2	6,8
Voss	93,3	5,0
Værøy	100,0	8,6
Øksnes	79,9	0,2
Ørland	92,6	4,6
Ørskog	97,5	7,5
Ørsta	98,8	8,1
Østre Toten	92,4	4,5
Øvre Eiker	91,4	3,8
Øyer	95,9	6,6
Øygarden	90,8	3,5
Øystre Slidre	98,0	7,8



Indicator 20. The ratio between male and female inhabitants in the municipality. Results for Norway.

N20	Men	Women	Score
	%	%	
Åfjord	47,1	47,0	0,7
Agdenes	48,5	49,1	7,0
Ål	49,6	50,3	8,5
Ålesund	49,2	49,7	8,5
Alstahaug	49,4	49,6	8,3
Alta	49,1	48,9	6,3
Alvdal	49,0	50,0	9,1
Åmli	45,3	46,3	0,2
Åmot	47,7	48,8	6,0
Andebu	48,3	48,1	3,4
Andøy	48,0	47,9	2,8
Årdal	48,3	48,9	6,1
Aremark	49,4	49,8	8,7
Arendal	49,5	49,8	8,6
Ås	49,3	49,5	8,1
Åseral	46,7	48,2	3,6
Asker	50,3	51,0	6,7
Askim	50,0	50,1	8,9
Askvoll	47,2	47,3	1,2
Askøy	49,3	49,3	7,4
Åsnes	49,2	49,4	7,8
Audnedal	46,3	47,2	1,1
Aukra	49,0	49,4	7,8
Aure	47,1	47,5	1,6
Aurland	48,3	48,6	5,0
Aurskog-Holand	49,1	49,1	7,1
Austevoll	47,2	47,5	1,6
Austrheim	47,0	47,4	1,5
Averøy	48,1	48,2	3,7
Balestrand	49,6	49,6	8,4
Ballangen	46,8	47,5	1,7
Balsfjord	46,9	46,4	0,3
Bamble	49,6	49,5	8,0
Bardu	46,4	48,1	3,5
Båtsfjord	46,8	46,6	0,3
Beiarne	46,7	47,4	1,4
Berg	46,9	49,7	8,4
Bergen	49,2	49,8	8,7
Berlevåg	47,1	47,9	2,7
Bindal	48,1	47,9	2,8
Birkenes	49,0	49,0	6,7
Bjarkøy	48,8	47,7	2,1
Bjerkreim	48,9	48,5	4,7
Bjugn	48,2	48,5	4,9
Bodo	49,6	49,7	8,6
Bokn	48,5	48,9	6,1
Bremanger	46,3	46,8	0,6
Brønnøy	48,9	49,5	8,0
Bygland	47,6	47,5	1,7

Bykle	48,3	48,2	3,8
Bærum	50,6	51,1	6,2
Bo (Nordl.)	48,8	48,8	5,7
Bo (Telem.)	49,6	50,1	8,9
Bomlo	47,2	47,5	1,7
Deatnu Tana	47,1	47,3	1,3
Dovre	49,8	49,4	7,9
Drammen	50,3	50,6	7,7
Drangedal	48,6	48,7	5,5
Dyroy	48,6	49,1	6,9
Dønna	46,6	47,3	1,2
Eid	49,4	49,6	8,2
Eide	49,1	49,4	7,8
Eidfjord	49,1	49,7	8,5
Eidsberg	49,5	50,1	8,9
Eidskog	48,2	49,1	6,8
Eidsvoll	49,4	49,2	7,2
Eigersund	48,8	49,0	6,5
Elverum	50,4	50,7	7,6
Enebakk	48,8	48,9	6,2
Engerdal	49,4	49,4	7,9
Etne	47,0	47,6	1,8
Etnedal	48,4	48,5	4,7
Evenes	48,4	48,3	4,2
Evje og Hornnes	49,4	49,4	7,8
Farsund	48,0	48,1	3,4
Fauske	49,2	48,9	6,2
Fedje	47,1	48,0	3,1
Fet	49,0	49,4	7,7
Finnøy	49,2	50,2	8,8
Fitjar	46,8	47,5	1,6
Fjaler	46,0	47,6	1,8
Fjell	49,5	49,5	8,2
Flå	46,5	46,9	0,7
Flakstad	48,6	48,5	4,8
Flatanger	46,8	46,1	0,1
Flekkefjord	48,3	48,4	4,3
Flesberg	48,4	48,6	5,1
Flora	47,7	48,3	3,9
Folldal	48,4	47,5	1,6
Forsand	48,6	49,5	7,9
Fosnes	46,2	50,0	9,1
Fredrikstad	50,4	50,5	8,0
Frei	49,4	49,1	6,9
Frogn	50,5	50,7	7,4
Froland	48,4	47,7	2,1
Frøsta	49,2	48,9	6,1
Fræna	47,6	48,2	3,8
Froya	48,1	48,6	5,3
Fusa	47,4	48,2	3,6
Fyresdal	47,3	47,4	1,5
Førde	50,3	50,4	8,4

Gaivuotna Kåfjord	44,4	45,9	0,1
Gamvik	48,1	48,0	3,0
Gaular	47,1	47,0	0,8
Gausdal	49,3	49,4	7,8
Gildeskål	48,6	49,0	6,6
Giske	48,3	48,6	5,0
Gjemnes	46,2	46,7	0,4
Gjerdrum	49,6	49,1	7,0
Gjerstad	47,5	48,1	3,5
Gjesdal	48,5	48,4	4,6
Gjøvik	49,9	50,3	8,4
Gloppen	48,5	48,8	5,7
Gol	49,3	49,8	8,7
Gran	48,9	49,1	6,9
Grane	47,1	46,5	0,3
Granvin	47,1	47,0	0,8
Gratangen	45,4	46,1	0,1
Grimstad	49,9	50,0	9,0
Grong	48,8	48,5	4,6
Grue	49,0	49,3	7,4
Gulen	47,7	47,7	2,2
Kautokeino.	46,4	47,9	2,7
Hå	48,3	48,3	4,0
Hadsel	48,6	48,7	5,5
Halden	49,3	49,7	8,4
Halsa	47,0	47,0	0,8
Hamar	50,5	50,9	7,0
Hamarøy	47,6	46,3	0,2
Hammerfest	48,5	48,7	5,6
Haram	47,2	47,6	2,0
Hareid	48,9	49,2	7,2
Harstad	49,9	50,0	9,0
Hasvik	45,6	45,7	0,0
Hattfjeldal	48,5	49,1	6,8
Haugesund	47,9	49,5	8,1
Hemne	49,3	48,8	5,9
Hemnes	48,0	48,0	2,9
Hemsedal	49,3	49,4	7,9
Herøy (M. og R.)	47,2	47,7	2,2
Herøy (Nordl.)	47,0	47,6	2,0
Hitra	46,5	48,3	4,1
Hjartdal	47,8	48,2	3,6
Hjelmeland	49,1	48,3	4,0
Hobøl	49,4	49,0	6,5
Hof	49,4	50,0	9,1
Hol	50,3	50,2	8,7
Hole	48,9	49,6	8,4
Holmestrand	49,7	50,0	9,0
Holtålen	48,9	48,8	6,0
Hornindal	45,6	45,6	0,0
Horten	50,0	50,3	8,6
Hurdal	48,0	48,5	4,6

Hurum	49,1	49,3	7,4
Hvaler	48,9	49,1	6,8
Hyllestad	45,4	45,2	0,0
Hægebostad	46,8	46,7	0,5
Høyanger	47,5	48,3	4,2
Høylandet	47,3	47,8	2,4
Ibestad	47,3	48,1	3,3
Inderøy	49,4	49,5	8,0
Iveland	47,5	48,1	3,3
Jevnaker	50,4	50,4	8,2
Jondal	49,6	49,9	8,8
Jølster	48,3	48,9	6,2
Karlsøy	46,0	46,4	0,2
Karmøy	49,1	49,3	7,4
Karasjok	48,3	47,6	2,0
Klepp	48,7	48,8	5,8
Klæbu	48,3	48,9	6,3
Kongsberg	48,9	49,0	6,6
Kongsvinger	50,8	51,0	6,7
Kragerø	48,9	49,2	7,1
Kristiansand	49,9	50,0	9,0
Kristiansund	48,6	49,2	7,1
Krødsherad	49,3	50,2	8,8
Kvalsund	45,8	45,5	0,0
Kvam	48,0	48,7	5,5
Kvinesdal	48,2	48,2	3,8
Kvinnherad	48,2	48,6	5,0
Kviteseid	47,6	47,9	2,6
Kvitsoy	48,7	47,9	2,7
Kvæfjord	48,7	48,8	5,8
Kvænangen	46,6	46,6	0,4
Lardal	47,8	49,5	8,0
Larvik	49,9	50,2	8,7
Lavangen	45,9	46,9	0,7
Lebesby	44,3	44,1	0,0
Leikanger	49,5	49,4	7,7
Leirfjord	46,3	46,3	0,2
Leka	50,9	50,8	7,2
Leksvik	48,0	48,4	4,6
Lenvik	48,2	48,5	4,9
Lesja	47,7	48,0	2,9
Levanger	49,7	49,8	8,7
Lier	49,5	49,9	8,9
Lierne	46,6	48,4	4,3
Lillehammer	51,1	51,3	5,6
Lillesand	49,7	49,8	8,8
Lindås	48,7	48,7	5,5
Lindesnes	47,6	48,0	3,0
Lom	46,4	46,9	0,6
Loppa	43,2	45,0	0,0
Lund	48,2	48,2	3,7
Lunner	49,0	49,0	6,6

Lurøy	46,9	47,9	2,7
Luster	48,3	47,9	2,7
Lyngdal	49,1	49,6	8,4
Lyngen	46,2	46,6	0,4
Lærdal	48,3	48,9	6,3
Lødingen	48,3	49,4	7,9
Lørenskog	50,2	50,3	8,6
Løten	49,1	49,6	8,3
Målselv	46,5	46,9	0,6
Malvik	49,1	48,9	6,3
Mandal	49,1	49,5	8,2
Marker	49,0	49,8	8,7
Marnardal	47,2	47,5	1,6
Masfjorden	47,9	48,7	5,4
Måsøy	46,2	45,5	0,0
Meland	49,4	49,4	7,9
Meldal	47,5	48,2	3,6
Melhus	49,1	49,4	7,7
Meløy	48,0	48,2	3,7
Meråker	49,2	49,2	7,3
Midsund	47,1	47,6	2,0
Midtre Gauldal	47,3	47,8	2,5
Modalen	46,2	49,4	7,8
Modum	49,1	49,5	8,0
Molde	49,3	49,4	7,9
Moskenes	46,4	47,2	1,0
Moss	50,7	50,6	7,8
Mosvik	46,8	46,1	0,1
Namdalseid	48,9	48,3	4,1
Namsos	50,0	50,1	8,9
Namsskogan	49,4	49,2	7,2
Nannestad	49,1	49,2	7,3
Narvik	48,7	49,3	7,6
Naustdal	47,6	47,7	2,3
Nedre Eiker	49,7	49,9	8,9
Nes (Ak.)	49,0	49,3	7,6
Nes (Busk.)	49,8	50,3	8,5
Nesna	49,9	50,3	8,5
Nesodden	51,3	51,4	5,1
Nesset	47,4	47,7	2,1
Nissedal	48,6	48,5	4,9
Nittedal	49,9	49,7	8,6
Nome	48,0	48,8	5,9
Nord-Aurdal	49,5	49,9	8,9
Norddal	48,2	48,3	3,9
Nord-Fron	49,3	49,9	8,9
Nordkapp	46,6	48,1	3,5
Nord-Odal	48,9	48,8	5,9
Nordre Land	49,3	49,8	8,7
Nordreisa	47,8	48,2	3,7
Nore og Uvdal	48,6	49,2	7,1
Notodden	49,2	49,8	8,7

Nærøy	48,0	48,3	4,0
Nøtterøy	50,6	51,1	6,1
Odda	48,3	48,9	6,3
Oppdal	49,6	50,0	9,0
Oppegård	50,7	50,4	8,2
Orkdal	49,3	49,6	8,3
Os (Hedm.)	48,2	47,9	2,7
Os (Hord.)	49,2	49,2	7,1
Osen	46,9	46,9	0,7
Oslo kommune	49,8	50,3	8,6
Osterøy	47,9	48,2	3,8
Overhalla	48,8	49,1	7,0
Porsanger	46,8	47,5	1,7
Porsgrunn	49,5	49,9	8,9
Råde	49,5	49,9	9,0
Radøy	48,1	48,4	4,3
Rakkestad	48,5	49,3	7,5
Rana	48,8	49,5	8,0
Randaberg	50,0	49,4	7,9
Rauma	48,0	48,7	5,4
Re	49,1	49,3	7,6
Rendalen	47,9	47,5	1,6
Rennebu	49,1	48,6	5,2
Rennesøy	48,1	47,6	1,8
Rindal	47,5	48,1	3,5
Ringebu	48,4	48,8	5,7
Ringerike	50,0	50,0	9,0
Ringsaker	49,2	49,2	7,4
Rissa	47,7	48,0	3,0
Risør	49,3	49,4	7,8
Roan	46,0	47,6	2,0
Rollag	48,9	48,8	5,8
Rygge	50,7	50,5	7,9
Rælingen	50,3	50,7	7,6
Rødøy	46,2	46,5	0,3
Rømskog	48,2	49,8	8,7
Roros	49,6	49,7	8,5
Røst	47,0	47,6	1,9
Røyken	50,0	49,8	8,7
Røyrvik	47,9	49,1	6,9
Salangen	46,7	46,1	0,1
Saltal	48,6	48,5	4,9
Samnanger	48,1	48,6	5,2
Sande (M. og R.)	47,4	48,0	3,2
Sande (Vestf.)	49,3	50,0	9,1
Sandefjord	50,3	50,5	8,0
Sandnes	49,2	49,5	8,1
Sandøy	46,7	48,0	3,2
Sarpsborg	49,5	49,9	8,9
Sauda	48,7	49,1	6,8
Sauherad	48,9	49,0	6,6
Sel	48,8	48,8	6,0

Selbu	48,2	48,4	4,5
Selje	47,6	48,8	6,0
Seljord	48,6	48,8	5,8
Sigdal	48,3	49,0	6,6
Siljan	50,1	50,4	8,3
Sirdal	48,2	47,4	1,5
Skånland	46,9	48,1	3,3
Skaun	48,0	48,4	4,3
Skedsmo	50,0	50,2	8,7
Ski	50,2	50,5	7,9
Skien	50,0	50,4	8,4
Skiptvet	46,5	47,7	2,1
Skjåk	47,4	48,0	3,1
Skjervøy	47,9	48,1	3,5
Skodje	49,2	49,3	7,7
Smøla	46,8	47,5	1,7
Snåsa	47,7	47,8	2,4
Snillfjord	46,2	46,8	0,5
Sogndal	48,7	48,6	5,2
Sokndal	48,6	49,1	6,8
Sola	48,7	48,8	5,8
Solund	43,5	44,7	0,0
Songdalen	48,1	47,9	2,8
Sortland	49,5	49,6	8,3
Spydeberg	49,4	49,3	7,4
Stange	49,7	49,7	8,5
Stavanger	49,0	49,7	8,6
Steigen	47,4	46,4	0,2
Steinkjer	49,3	49,4	7,9
Stjørdal	49,2	49,4	7,8
Stokke	49,9	49,8	8,8
Stord	48,9	49,0	6,6
Stordal	48,9	49,6	8,4
Stor-Elvdal	47,7	48,6	5,2
Storfjord	46,0	46,8	0,5
Strand	49,1	49,4	7,7
Stranda	48,1	48,2	3,9
Stryn	46,5	47,2	1,0
Sula	48,4	49,0	6,4
Suldal	49,1	48,8	5,9
Sund	47,4	47,9	2,6
Sunndal	47,6	48,8	5,8
Surnadal	48,0	48,4	4,4
Sveio	47,4	47,4	1,4
Svelvik	50,7	50,3	8,6
Sykkylven	47,9	48,6	5,0
Søgne	49,1	49,4	7,9
Sømna	50,0	50,3	8,5
Søndre Land	49,2	49,3	7,6
Sør-Aurdal	47,0	47,6	1,8
Sørfold	46,5	47,4	1,5
Sør-Fron	48,9	49,1	7,0

Sør-Odal	49,4	49,4	7,9
Sørreisa	48,8	47,7	2,2
Sorum	49,3	49,6	8,4
Sør-Varanger	49,2	49,2	7,1
Time	48,8	48,8	5,8
Tingvoll	49,9	49,0	6,6
Tinn	49,3	49,7	8,6
Tjeldsund	47,9	48,5	4,8
Tjøme	50,2	50,6	7,7
Tokke	47,6	47,4	1,5
Tolga	48,4	49,1	6,9
Torsken	47,1	47,7	2,3
Tranøy	46,9	48,3	3,9
Tromsø	49,6	49,7	8,6
Trondheim	49,2	49,8	8,8
Trysil	48,2	48,2	3,8
Træna	46,5	46,6	0,3
Trøgstad	48,1	48,8	6,0
Tvedestrand	49,2	50,0	9,0
Tydal	49,6	50,2	8,8
Tynset	49,7	49,6	8,3
Tysfjord	45,2	45,5	0,0
Tysnes	46,5	47,7	2,1
Tysvær	48,2	47,6	1,9
Tønsberg	49,8	50,8	7,3
Ullensaker	49,8	50,3	8,6
Ullensvang	47,5	47,0	0,8
Ulstein	48,8	48,5	4,6
Ulvik	48,2	47,4	1,5
Unjarga Nesseby	46,6	46,9	0,6
Utsira	42,7	44,5	0,0
Vadsø	48,9	49,1	6,8
Vågå	47,9	48,2	3,6
Vågan	47,9	48,7	5,6
Vågsøy	47,8	48,8	5,7
Vaksdal	47,9	48,3	4,1
Våler (Hedm.)	49,0	48,6	5,1
Våler (Østf.)	48,9	48,3	4,0
Valle	47,9	46,3	0,2
Vang	47,4	48,4	4,3
Vanylven	46,8	46,7	0,5
Vardø	47,4	49,0	6,4
Vefsn	47,6	48,6	5,2
Vega	47,5	48,5	4,7
Vegårshei	48,3	49,3	7,5
Vennesla	49,3	49,8	8,7
Verdal	49,1	49,2	7,2
Verran	47,1	49,2	7,3
Vestby	49,9	50,1	9,0
Vestnes	47,8	47,7	2,2
Vestre Slidre	48,9	47,2	1,1
Vestre Toten	48,9	49,0	6,6

Vestvågøy	48,8	49,0	6,7
Vevelstad	47,1	46,9	0,6
Vik	47,9	48,0	3,2
Vikna	48,7	48,7	5,5
Vindafjord	47,9	47,8	2,4
Vinje	48,5	49,1	6,8
Volda	49,5	49,6	8,4
Voss	49,2	49,4	7,8
Værøy	46,0	47,4	1,5
Øksnes	48,6	48,7	5,6
Ørland	49,7	49,3	7,5
Ørskog	47,5	48,3	4,2
Ørsta	47,6	48,1	3,4
Østre Toten	49,3	49,2	7,2
Øvre Eiker	49,2	49,4	7,8
Øyer	48,6	48,6	5,1
Øygarden	49,0	48,7	5,5
Øystre Slidre	49,4	48,5	4,9

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