

Women and Men in Sweden.

Facts and Figures 2000

Equal opportunities have high priority in Sweden. According to the Government's declared intentions, an equal opportunities perspective is to permeate all areas of public policy. The equitable distribution of economic and political power is a major issue, but equal opportunities also involve democracy and setting an equal value on women's and men's work.

To be able to identify shortcomings and propose measures to rectify them, access to fundamental facts about the situation of women and men is essential. Easily understandable statistics provide an excellent means of obtaining knowledge and establishing clarity about the issues.

The first 21st century edition of the well-known booklet, *Women and Men in Sweden. Facts and Figures*, presents statistics in many different areas that together paint a clear picture of developments in Sweden. As usual, women and men are presented side by side in pedagogically laid-out tables and graphs. Many of the topics will be familiar, but some new facts have been added, e.g. on parents and children, education and the labour market.



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WOMEN and MEN in Sweden

**FACTS AND
FIGURES 2000**

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Equal Opportunities

mean equal rights, responsibilities, and opportunities for women and men to:

- pursue work which provides economic independence
- care for children and the home
- participate in politics, unions, and other societal activities.

Equal opportunities – equality

In Sweden, *equality* refers to parity in relations among all individuals and groups in society. Underlying this notion is the belief that all people are of equal value, regardless of sex, race, religion, ethnic origin, or social class. One of the cornerstones of equality is *equal opportunity*. There is a special Swedish term for equal opportunities – jämställdhet!

Equal opportunities have quantitative as well as qualitative aspects

The *quantitative* aspect implies an equal distribution of women and men in all areas of society, such as education, work, recreation, and positions of power. An equal distribution would be a group composed of 40% – 60% women to men a ratio even closer to 50% – 50%. If women constitute more than 60% of a group, that group is women-dominated. If men constitute more than 60% of a group then that group is men-dominated.

The *qualitative* aspect implies that the knowledge, experiences, and values of both women and men are given equal weight and used to enrich and direct all areas of society.

Developments in equal opportunities since the 1970s

- Women and men do not have to choose between paid work and children – they can have both.
- Today women work equally in the public and the private sector while men work predominantly in the private sector.
- Women combine paid work with care of children and the home.
- Men combine paid work with economic, political and union power.
- Directly elected political assemblies are equally distributed – indirectly elected assemblies are not.
- The upper secondary school system and higher education are still sexsegregated.
- The labour market is still sexsegregated.
- Salary differences remain
 - women-dominated occupations are valued less than men-dominated.
 - men have higher salaries/wages than women in most occupations.
- The number of pensioners is increasing and they are living longer
 - women are more likely to live alone than men.
 - men have higher pensions than women.
- Men still dominate heavily in the world of crime.

Some important facts

- The proportion of women aged 20–64 in the labour force was 60% in 1970 and 78% in 1999. The corresponding proportions for men were 90% and 84% respectively.
- 42% of the women worked in the public and 58% in the private sector in 1970. In 1999, 53% worked in the public and 47% in the private sector. Among men 21% worked in the public and 79% in the private sector in 1970. In 1999, 20% worked in the public and 80% in the private sector.
- In 1970, 7% of all employed women and 4% of all employed men worked in occupations with equal sex distribution. In 1999, the corresponding proportions were 13% for women and 11% for men.
- The proportion of children aged 1–6 in municipal child care was 12% in 1972 and 74% in 1999.
- In 1974, men accounted for 0% of days for which a parental allowance for caring of young children was paid, in 1999 for 12%.
- The sex distribution among parliament members in 1973 was 15% women and 85% men. In 1998, the sex distribution was 43% women and 57% men.
- In 1986, the sex distribution among representatives on central governmental lay boards was 17% women and 83% men. In 1998, it was 44% women and 56% men.
- In 1971/72, 12% of all girls and 14% of all boys completing upper secondary education came from programmes with an equal sex distribution. In 1998/99, the corresponding figures were 37% and 46% respectively.
- The proportion of women pensioners receiving only the national basic pension was 39% in 1983 and 11% in 1998. For men the figures were 9% and 2%.
- In 1973, the sex distribution among persons convicted under the Criminal Code was 12% women and 88% men. In 1998, it was 23% women and 77% men.

Progress so far

- 1845 Equal inheritance rights for women and men.
- 1846 Widows, divorcees, and unmarried women entitled to work in manual trades and some commerce.
- 1858 Unmarried women over 25 years old may attain majority by court order. Marriage means a return to minority status.
- 1859 Women entitled to some teaching positions.
- 1863 Unmarried women attain majority at the age of 25.
- 1864 Husbands lose legal right to strike their wives.
- 1870 Women gain right to take high school diploma at private schools.
- 1873 Women gain right to take degrees with some exceptions (doctorate in law and theology).
- 1874 Married women gain the right to control their own incomes.
- 1884 Unmarried women attain majority at age 21.
- 1901 Women gain the right to four weeks unpaid maternity leave.
- 1919 All women gain suffrage for municipal elections and the right to hold office at municipal and county levels.
- 1921 Women gain national suffrage and the right to hold office at the national level; married women attain majority at the age of 21; the new marriage code gives wives and husbands equal legal status.
- 1922 The first five women are elected to Parliament.
- 1925 With some exceptions, women gain same rights as men to civil service jobs.
- 1927 Public upper secondary schools open to girls.
- 1931 Maternity insurance benefits introduced.
- 1935 Equal basic pensions adopted for women and men.
- 1938 Legalisation of contraception; child support assistance established; financial assistance to mothers established; universal maternity allowance established.
- 1939 Gainfully employed women may not be dismissed due to pregnancy, childbirth, or marriage.

- 1947 First woman Cabinet Minister: Karin Kock; equal pay for equal work for state employees; child allowances introduced.
- 1950 Both parents declared a child's legal guardians.
- 1951 Women entitled to retain their Swedish citizenship upon marriage to foreign citizens.
- 1955 Three months paid maternity leave for working women on birth of child.
- 1958 Women entitled to be ordained into the clergy.
- 1960 Employers and unions agree to abolish separate wage rates for women over a five-year period.
- 1964 Birth control pill approved in Sweden.
- 1969 Compulsory schools adopt new curriculum. Encouraged to promote equal opportunities.
- 1970 Secondary schools adopt new curriculum. Encouraged to promote equal opportunities.
- 1971 Separate income tax assessment for wife and husband.
- 1974 Parents entitled to share parental allowances upon childbirth.
- 1975 UN's International Women's Year. New abortion law: a woman has the right to decide until the 18th week.
- 1976 UN's Decade for Women; ordinance for equal opportunities in civil service; Sterilisation Act: person aged 25 decides her/himself.
- 1977 Agreement between employers and unions on equal opportunities.
- 1979 Right to six-hour day for parents of small children.
- 1980 Law against sex discrimination in employment; spouse-means test for student loan abolished; equal opportunities agreement with municipal and county governments; compulsory schools adopt new curriculum – now required to promote equal opportunities; new law on succession to the throne – monarch's first-born daughter or son succeeds to the throne.

- 1982 All assault and battery against women even if committed on private property subject to public prosecution; ban on pornographic 'live shows' in places open to public; social security points for care in home of children under 3 years; public funds to women's organisations; new name-change law – at time of marriage, couples decide which name or names they will use.
- 1983 New equal opportunities Agreement between employers and unions; All occupations open to women, including armed forces.
- 1984 The State Sector Equal Opportunities Ordinance.
- 1985 UN's Decade for Women ends – strategies for year 2000 adopted; equal opportunities agreement for public companies/utilities.
- 1987 New law concerning joint property of cohabiting couples (unmarried): The Cohabitation Act.
- 1988 National 5 year plan of action to promote equal opportunities.
- 1989 Nordic plan of action to promote equal opportunities.
- 1992 New Equal Opportunities Act.
- 1994 Revised Equal Opportunities Act; new national policy for equal opportunities; at least one month of parental leave must be used by mother and one by father ("mummy/daddy month"); gender statistics made part of Sweden's Official Statistics.
- 1995 Sweden joins the European Union; UN Fourth World Conference on Women in Beijing; Act on Registered Partnership.
- 1997 First woman bishop.
- 1998 Act on Violence against Women (amendment of Penal Code); Act on Prohibition against Female Genital Mutilation; The Equal Opportunities Act tightened concerning sexual harassment.
- 1999 Law prohibiting the purchase of sexual services.
- 2000 Special session of the General Assembly, Women 2000: gender equality, development and peace for the twenty-first century.

Crucial gender issues in the year 2000

To achieve shared power and shared responsibility we must:

- Stop sexsegregated educational choices.
- Stop sexsegregated occupational and profession choices.
- Improve women's terms and influence at work.
- Implement equal pay for work of equal value.
- Increase men's participation in care of children at home.
- Guarantee freedom from sex-related violence.
- Increase women's presence in decision-making and advisory bodies.

The National Action Plan includes:

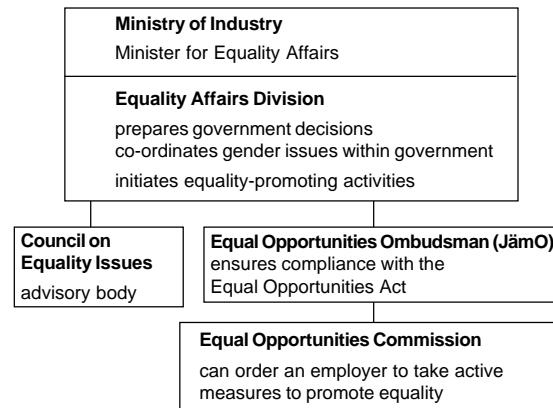
- Efforts to increase the percentage of women in management and other positions of leadership.
- Efforts to encourage men to take a greater share of parental leave.
- Studies of women's and men's financial resources and power.
- Evaluation of and measures to reduce pay differences between women and men at individual work places.
- Resources to increase our knowledge about women's health.
- Resources to improve conditions for women with physical handicaps.

Measures to achieve these goals:

- Presentation of statistics by sex to reflect gender issues.
- Research on women's and gender issues.
- Analysis of proposals and decisions in various political spheres from a gender perspective, at national, regional, and local levels.
- County-level experts and advisers on gender issues.
- Training in gender issues at universities and colleges.

Source: Shared Power – Shared Responsibility. Bill 1993/94:147

National machinery



Equal opportunities and statistics

Equal opportunities concern all areas of society

The Swedish Parliament decided in spring 1994 on a new national action plan to implement equality policy. In order to achieve a society with equal opportunities, a gender perspective should be applied to all policy areas.

This means all proposals and decisions must be analysed from a gender perspective in order to map all possible consequences for women and men at central as well as regional and local levels.

Women and men should be visible in the statistics

For this to be possible, statistics must be disaggregated by sex.

The Swedish Parliament has decided that gender statistics are to be a part of official statistics. The goal is that all statistics concerning individuals shall not only be collected, analysed and presented by sex, but also reflect gender issues and problems in society. Sex should be the basis for a comprehensive and thorough break-down of all statistics. In addition, statistics should be presented in such a way that they are easily accessible to users.

On 9 June 1994, Article 10 was added to the Ordinance on Official Statistics in the section on "Accessibility":

Official statistics related to individuals should, unless special reasons exist, be disaggregated by sex.

Guide for readers

The information in this booklet has primarily been taken from Statistics Sweden's (SCB's) and other government agencies' statistical production. The source is given in conjunction with each table/graph.

In most places, the tables and graphs give absolute numbers and/or proportions (%) for certain attributes, first among women and then among men. Proportions (%) are used in two ways:

- Proportion (%) of all women and proportion (%) of all men with certain characteristics, such as those working full-time.
- Distribution by sex within a group, such as teachers in secondary education.

Some area graphs reflect both the absolute numbers and sex distribution in various groups. Such graphs occur seen in the section on *Education*, for example, the graphs on completed upper secondary education on page 30. The area given each programme reflects the total number of students completing this programme compared to other programmes.

Explanation of symbols

- No observation (magnitude zero).
- 0 Magnitude less than half of unit.
- .. Data not available or too uncertain to be used.
- . Category not applicable.