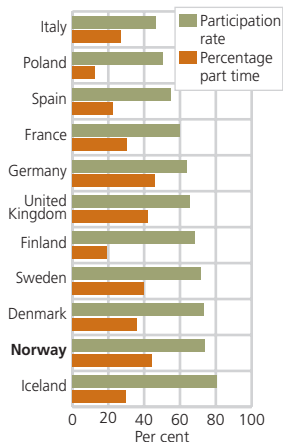


Women at work

Labour force participation rate for women aged 15-64 and the percentage working part-time. Selected countries. 2007

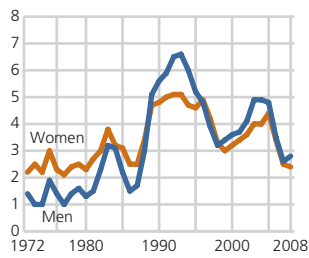


Source: Eurostat.

Labour force = the total of the employed and unemployed.

Working hours: Full-time = 37 hours and upwards, or 32-36 hours when stated that this is full-time

Unemployed men and women 15-74 years. Percentage of the labour force



Labour force participation: Women almost equal to men...

In 2008, the number of people in employment reached approximately 2.5 million, or 50 per cent of the population. Women accounted for 47 per cent of the employed.

Labour force participation for women grew significantly from the mid-1970s to 1986. During the economic recession from 1987 to 1993, the participation rate for women remained steady, but fell for men. Since 1993, labour force participation has again increased for both men and women, with the greatest increase for women. In 2008, the labour force comprised 71 per cent of women and 77 per cent of men aged 15 to 74.

...but shorter working hours

Many women continue to work part-time, though the share of female part-time workers is declining. While 47 per cent worked full-time in 1980, the corresponding figure had increased to 58 per cent in 2008. The percentage of men in full-time employment remains steady at around 90 per cent, and those who work part-time are mainly students.

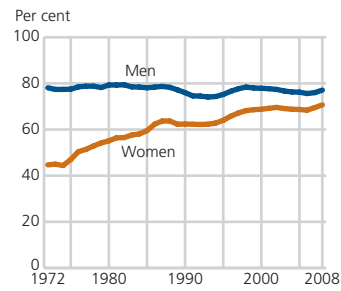
Since 1972, the number of actual working hours per week for men has fallen by almost six hours, from 44 to 38. Weekly working hours for women fell slightly until 1983, as the growth in employment at that time was mostly in part-time work. Since 1983, there has been a higher growth in full-time employment, and the average number of working hours for women has increased by approximately two hours, to 31.

Low unemployment

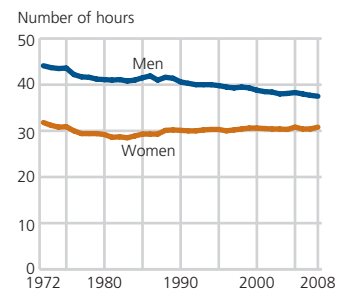
From the beginning of the 1970s and up to the recession of 1983-1984, the unemployment rate remained steady at just under 2 per cent of the labour force, but one percentage point higher for women than for men.

When the unemployment increased in the 1980s, the gender differences levelled out, and from 1988 to 1995 the unemployment rate was higher for men. The gender differences have subsequently narrowed.

Labour force participation rates for women and men 15-74 years



Working hours per week for men and women in employment



More women in the public sector

Today, approximately a third of those employed work in the public sector; 48 per cent of women compared with 19 per cent of men. Women are more often employed in local government while there is a more equal distribution of men between local government and central government.

Still male and female professions

Despite the increased educational level, male and female career paths are still quite traditional. Typical female professions are primary and lower secondary school teachers, nurses, cleaners and secretaries. Typical male professions are craftsmen, building and construction workers, drivers and engineers.

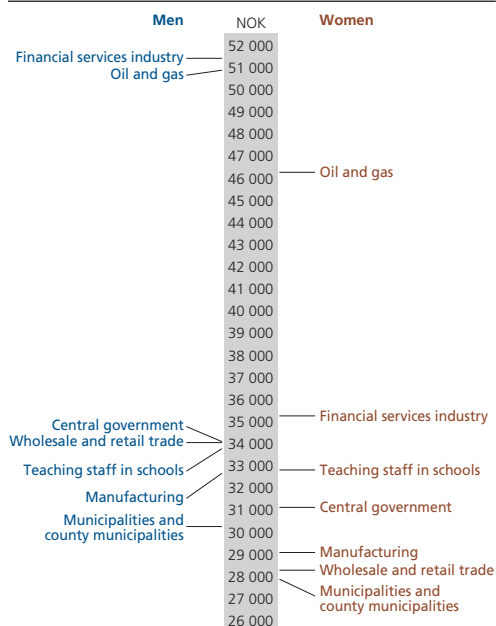
In some professions, e.g. mail carriers/marketing and advertising consultants, the numbers are approximately equal for men and women.

Considerable wage differences

Since 1970, wages for a normal man-labour year have increased from NOK 30 900 to NOK 399 500 in 2007. This represents an increase in real wages of more than 100 per cent adjusted for price inflation.

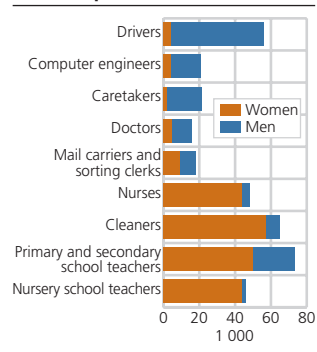
In 2007, the average monthly wages for men and women (calculated as full-time equivalents) were NOK 34 600 and NOK 29 100 respectively. In other words, a woman's pay amounted to 84 per cent of a man's salary. Although there has been little change in recent years, viewed in a longer perspective the difference has diminished. In 1960, a woman's wage was 60 per cent of a man's. However, this varies from one industry to another. In financial services a woman's salary is just 69 per cent of a man's, while in the education sector the figure is 97 per cent.

Monthly wages for full-time¹ employees in selected industries. Men and women. 3rd quarter 2007



¹ Working hours agreed upon = 33 hours or more.

Number of men and women in selected professions. 2007



Wages per normal man-labour year. Current prices and 2007 NOK

