

## Gleichstellungscontrolling per 30.06.2012: Überblick Kantonale Verwaltung Solothurn (alle)

| Alle Mitarbeitenden |        | Total Personen |     |      |     | Altersverteilung |        |       |       |       |       |       |       |       |       |       |       | Beschäftigungsgrad |         |         |         |        |        |        |        |        |        |        |        |      |      |     |
|---------------------|--------|----------------|-----|------|-----|------------------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|-----|
|                     |        | Anzahl         |     | %    |     | bis 20           |        | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |       | über 65            |         | bis 20% |         | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |        | 100% |      |     |
|                     | ♀      | 1690           |     | 47%  |     | 10               | 0%     | 213   | 6%    | 371   | 10%   | 491   | 14%   | 500   | 14%   | 105   | 3%    | 0                  | 0%      | 142     | 4%      | 425    | 12%    | 482    | 13%    | 107    | 3%     | 27     | 1%     | 507  | 14%  |     |
|                     | ♂      | 1917           |     | 53%  |     | 5                | 0%     | 167   | 5%    | 400   | 11%   | 542   | 15%   | 593   | 16%   | 206   | 6%    | 4                  | 0%      | 71      | 2%      | 90     | 2%     | 154    | 4%     | 95     | 3%     | 75     | 2%     | 1432 | 40%  |     |
|                     | Σ      | 3607           |     | 100% |     | 15               | 0%     | 380   | 11%   | 771   | 21%   | 1033  | 29%   | 1093  | 30%   | 311   | 9%    | 4                  | 0%      | 213     | 6%      | 515    | 14%    | 636    | 18%    | 202    | 6%     | 102    | 3%     | 1939 | 54%  |     |
|                     |        |                |     |      |     |                  |        |       |       |       |       |       |       |       |       |       |       |                    |         |         |         |        |        |        |        |        |        |        |        |      |      |     |
| Führungsfunktionen  |        |                |     |      |     | Σ                | bis 20 |       | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |                    | über 65 |         | bis 20% |        | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |      | 100% |     |
|                     | ♀      |                | 44  | 66   | 28  | 138              | 0      | 0%    | 3     | 1%    | 20    | 4%    | 46    | 8%    | 51    | 9%    | 7     | 1%                 | 0       | 0%      | 0       | 0%     | 6      | 1%     | 41     | 8%     | 13     | 3%     | 1      | 0%   | 66   | 13% |
|                     | ♂      |                | 48  | 234  | 138 | 420              | 0      | 0%    | 6     | 1%    | 39    | 7%    | 124   | 22%   | 170   | 30%   | 52    | 9%                 | 1       | 0%      | 0       | 0%     | 0      | 0%     | 17     | 3%     | 8      | 2%     | 3      | 1%   | 364  | 70% |
|                     | Σ      |                | 92  | 300  | 166 | 558              | 0      | 0%    | 9     | 2%    | 59    | 11%   | 170   | 30%   | 221   | 40%   | 59    | 11%                | 1       | 0%      | 0       | 0%     | 6      | 1%     | 58     | 11%    | 21     | 4%     | 4      | 1%   | 430  | 83% |
|                     | ♀ in % |                | 48% | 22%  | 17% | 25%              |        |       |       |       |       |       |       |       |       |       |       |                    |         |         |         |        |        |        |        |        |        |        |        |      |      |     |

- Unteres Kader = Lohnklasse 15 bis 20 plus Führungsfunktion
- Mittleres Kader = Lohnklasse 21 bis 26 plus Führungsfunktion
- oberes Kader = Lohnklasse 24 bis 32

## Gleichstellungscontrolling per 30.06.2012: Überblick Verwaltung Solothurn ohne Schulen

| Alle Mitarbeitenden |        | Total Personen |      |     |        | Altersverteilung |       |       |       |       |       |       |       |       |       |       |         | Beschäftigungsgrad |         |         |        |        |        |        |        |        |        |        |      |      |     |     |
|---------------------|--------|----------------|------|-----|--------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|--------------------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|-----|-----|
|                     |        | Anzahl         | %    |     | bis 20 |                  | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |       | über 65 |                    | bis 20% |         | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |        | 100% |      |     |     |
|                     | ♀      | 1284           | 47%  |     | 9      | 0%               | 184   | 6%    | 281   | 10%   | 363   | 13%   | 371   | 14%   | 76    | 3%    | 0       | 0%                 | 91      | 3%      | 299    | 11%    | 358    | 13%    | 67     | 2%     | 4      | 0%     | 465  | 17%  |     |     |
|                     | ♂      | 1454           | 53%  |     | 4      | 0%               | 150   | 6%    | 305   | 11%   | 401   | 15%   | 441   | 16%   | 150   | 5%    | 3       | 0%                 | 32      | 1%      | 40     | 1%     | 73     | 3%     | 34     | 1%     | 3      | 0%     | 1272 | 46%  |     |     |
|                     | Σ      | 2738           | 100% |     | 13     | 0%               | 334   | 12%   | 586   | 21%   | 764   | 28%   | 812   | 30%   | 226   | 8%    | 3       | 0%                 | 123     | 4%      | 339    | 12%    | 431    | 16%    | 101    | 4%     | 7      | 0%     | 1737 | 63%  |     |     |
|                     |        |                |      |     |        |                  |       |       |       |       |       |       |       |       |       |       |         |                    |         |         |        |        |        |        |        |        |        |        |      |      |     |     |
| Führungsfunktionen  |        |                |      |     | Σ      | bis 20           |       | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |         | über 65            |         | bis 20% |        | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |      | 100% |     |     |
|                     | ♀      |                | 42   | 64  | 23     | 129              | 0     | 0%    | 3     | 1%    | 20    | 4%    | 42    | 8%    | 47    | 9%    | 7       | 1%                 | 0       | 0%      | 0      | 0%     | 6      | 1%     | 40     | 9%     | 12     | 3%     | 0    | 0%   | 61  | 13% |
|                     | ♂      |                | 40   | 226 | 106    | 372              | 0     | 0%    | 6     | 1%    | 37    | 7%    | 109   | 22%   | 154   | 31%   | 44      | 9%                 | 1       | 0%      | 0      | 0%     | 0      | 0%     | 16     | 3%     | 8      | 2%     | 2    | 0%   | 325 | 69% |
|                     | Σ      |                | 82   | 290 | 129    | 501              | 0     | 0%    | 9     | 2%    | 57    | 11%   | 151   | 30%   | 201   | 40%   | 51      | 10%                | 1       | 0%      | 0      | 0%     | 6      | 1%     | 56     | 12%    | 20     | 4%     | 2    | 0%   | 386 | 82% |
|                     | ♀ in % |                | 51%  | 22% | 18%    | 26%              |       |       |       |       |       |       |       |       |       |       |         |                    |         |         |        |        |        |        |        |        |        |        |      |      |     |     |

## Gleichstellungscontrolling per 30.06.2012: Kantons und Berufsschulen

| Alle Mitarbeitenden |        | Total Personen |      |        |     | Altersverteilung |    |       |     |       |     |       |     |       |     |         |    | Beschäftigungsgrad |     |         |     |        |     |        |     |        |     |        |     |      |    |     |
|---------------------|--------|----------------|------|--------|-----|------------------|----|-------|-----|-------|-----|-------|-----|-------|-----|---------|----|--------------------|-----|---------|-----|--------|-----|--------|-----|--------|-----|--------|-----|------|----|-----|
|                     |        | Anzahl         | %    | bis 20 |     | 20-29            |    | 30-39 |     | 40-49 |     | 50-59 |     | 60-65 |     | über 65 |    | bis 20%            |     | 21-50%  |     | 51-80% |     | 81-90% |     | 91-99% |     | 100%   |     |      |    |     |
|                     | ♀      | 406            | 46%  | 1      | 0%  | 29               | 3% | 90    | 10% | 128   | 14% | 129   | 14% | 29    | 3%  | 0       | 0% | 51                 | 6%  | 126     | 14% | 124    | 14% | 40     | 5%  | 23     | 3%  | 42     | 5%  |      |    |     |
|                     | ♂      | 463            | 54%  | 1      | 0%  | 17               | 2% | 95    | 11% | 141   | 16% | 152   | 17% | 56    | 7%  | 1       | 0% | 39                 | 4%  | 50      | 6%  | 81     | 9%  | 61     | 7%  | 72     | 8%  | 160    | 18% |      |    |     |
|                     | Σ      | 869            | 100% | 2      | 0%  | 46               | 5% | 185   | 21% | 269   | 31% | 281   | 32% | 85    | 10% | 1       | 0% | 90                 | 10% | 176     | 20% | 205    | 24% | 101    | 12% | 95     | 11% | 202    | 23% |      |    |     |
| Lehrer              | ♀      | 282            | 40%  |        |     |                  |    |       |     |       |     |       |     |       |     |         | 28 | 4%                 | 75  | 11%     | 100 | 14%    | 32  | 5%     | 23  | 3%     | 24  | 3%     |     |      |    |     |
|                     | ♂      | 416            | 60%  |        |     |                  |    |       |     |       |     |       |     |       |     |         | 37 | 5%                 | 46  | 7%      | 80  | 11%    | 60  | 9%     | 72  | 10%    | 121 | 17%    |     |      |    |     |
|                     | Σ      | 698            | 100% |        |     |                  |    |       |     |       |     |       |     |       |     |         | 65 | 9%                 | 121 | 17%     | 180 | 26%    | 92  | 13%    | 95  | 14%    | 145 | 21%    |     |      |    |     |
| Führungsfunktionen  |        |                |      |        | Σ   | bis 20           |    | 20-29 |     | 30-39 |     | 40-49 |     | 50-59 |     | 60-65   |    | über 65            |     | bis 20% |     | 21-50% |     | 51-80% |     | 81-90% |     | 91-99% |     | 100% |    |     |
|                     | ♀      |                | 2    | 2      | 5   | 9                | 0  | 0%    | 0   | 0%    | 0   | 0%    | 4   | 8%    | 4   | 8%      | 0  | 0%                 | 0   | 0%      | 0   | 0%     | 0   | 0%     | 1   | 2%     | 1   | 2%     | 1   | 2%   | 5  | 10% |
|                     | ♂      |                | 8    | 8      | 32  | 48               | 0  | 0%    | 0   | 0%    | 2   | 4%    | 15  | 31%   | 16  | 33%     | 8  | 16%                | 0   | 0%      | 0   | 0%     | 0   | 0%     | 1   | 2%     | 0   | 0%     | 1   | 2%   | 39 | 80% |
|                     | Σ      |                | 10   | 10     | 37  | 57               | 0  | 0%    | 0   | 0%    | 2   | 4%    | 19  | 39%   | 20  | 41%     | 8  | 16%                | 0   | 0%      | 0   | 0%     | 0   | 0%     | 2   | 4%     | 1   | 2%     | 2   | 4%   | 44 | 90% |
|                     | ♀ in % |                | 20%  | 20%    | 14% | 16%              |    |       |     |       |     |       |     |       |     |         |    |                    |     |         |     |        |     |        |     |        |     |        |     |      |    |     |

## Gleichstellungscontrolling per 30.06.2012: Kantonspolizei Solothurn

| Alle Mitarbeitenden |        | Total Personen |      |    |        | Altersverteilung |       |       |       |       |       |       |       |       |       |       |         | Beschäftigungsgrad |         |         |        |        |        |        |        |        |        |        |      |      |  |
|---------------------|--------|----------------|------|----|--------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|--------------------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|--|
|                     |        | Anzahl         | %    |    | bis 20 |                  | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |       | über 65 |                    | bis 20% |         | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |        | 100% |      |  |
|                     | ♀      | 158            | 30%  |    | 0      | 0%               | 37    | 7%    | 58    | 11%   | 35    | 7%    | 21    | 4%    | 7     | 1%    | 0       | 0%                 | 14      | 3%      | 26     | 5%     | 32     | 6%     | 5      | 1%     | 0      | 0%     | 81   | 15%  |  |
|                     | ♂      | 377            | 70%  |    | 0      | 0%               | 63    | 12%   | 142   | 26%   | 89    | 17%   | 70    | 13%   | 13    | 2%    | 0       | 0%                 | 2       | 0%      | 1      | 0%     | 4      | 1%     | 3      | 1%     | 0      | 0%     | 367  | 69%  |  |
|                     | Σ      | 535            | 100% |    | 0      | 0%               | 101   | 19%   | 201   | 37%   | 124   | 23%   | 91    | 17%   | 20    | 4%    | 0       | 0%                 | 16      | 3%      | 27     | 5%     | 36     | 7%     | 8      | 1%     | 0      | 0%     | 448  | 84%  |  |
| Führungsfunktionen  |        |                |      |    | Σ      | bis 20           |       | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |         | über 65            |         | bis 20% |        | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |      | 100% |  |
|                     | ♀      |                | 0    | 1  | 0      | 1                | 0     | 0%    | 0     | 0%    | 0     | 0%    | 1     | 2%    | 0     | 0%    | 0       | 0%                 | 0       | 0%      | 0      | 0%     | 0      | 0%     | 0      | 0%     | 0      | 0%     | 1    | 2%   |  |
|                     | ♂      |                | 0    | 39 | 6      | 45               | 0     | 0%    | 0     | 0%    | 7     | 16%   | 16    | 36%   | 17    | 38%   | 4       | 9%                 | 0       | 0%      | 0      | 0%     | 0      | 0%     | 1      | 2%     | 0      | 0%     | 43   | 96%  |  |
|                     | Σ      |                | 0    | 40 | 6      | 46               | 0     | 0%    | 0     | 0%    | 7     | 16%   | 17    | 38%   | 17    | 38%   | 4       | 9%                 | 0       | 0%      | 0      | 0%     | 0      | 0%     | 1      | 2%     | 0      | 0%     | 44   | 98%  |  |
|                     | ♀ in % |                | 0%   | 3% | 0%     | 2%               |       |       |       |       |       |       |       |       |       |       |         |                    |         |         |        |        |        |        |        |        |        |        |      |      |  |

## Gleichstellungscontrolling per 30.06.2012: Gerichte

| Alle Mitarbeitenden |        | Total Personen |       |      |     | Altersverteilung |        |       |       |       |       |       |       |       |       |       |       | Beschäftigungsgrad |         |         |         |        |        |        |        |        |        |        |        |      |      |     |
|---------------------|--------|----------------|-------|------|-----|------------------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|-----|
|                     |        | Anzahl         |       | %    |     | bis 20           |        | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |       | über 65            |         | bis 20% |         | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |        | 100% |      |     |
|                     | ♀      | 84             |       | 64%  |     | 0                | 0%     | 12    | 9%    | 23    | 18%   | 21    | 16%   | 24    | 18%   | 4     | 3%    | 0                  | 0%      | 1       | 1%      | 13     | 10%    | 27     | 21%    | 4      | 3%     | 0      | 0%     | 39   | 30%  |     |
|                     | ♂      | 47             |       | 36%  |     | 1                | 1%     | 3     | 2%    | 8     | 6%    | 9     | 7%    | 19    | 15%   | 7     | 5%    | 0                  | 0%      | 4       | 3%      | 1      | 1%     | 5      | 4%     | 1      | 1%     | 0      | 0%     | 36   | 27%  |     |
|                     | Σ      | 131            |       | 100% |     | 1                | 1%     | 15    | 11%   | 31    | 24%   | 30    | 23%   | 43    | 33%   | 11    | 8%    | 0                  | 0%      | 5       | 4%      | 14     | 11%    | 32     | 24%    | 5      | 4%     | 0      | 0%     | 75   | 57%  |     |
| Führungsfunktionen  |        |                |       |      |     | Σ                | bis 20 |       | 20-29 |       | 30-39 |       | 40-49 |       | 50-59 |       | 60-65 |                    | über 65 |         | bis 20% |        | 21-50% |        | 51-80% |        | 81-90% |        | 91-99% |      | 100% |     |
|                     | ♀      |                | 1     | 2    | 6   | 9                | 0      | 0%    | 0     | 0%    | 2     | 8%    | 1     | 4%    | 3     | 12%   | 0     | 0%                 | 0       | 0%      | 0       | 0%     | 0      | 0%     | 1      | 4%     | 0      | 0%     | 0      | 0%   | 5    | 20% |
|                     | ♂      |                | 0     | 9    | 17  | 26               | 0      | 0%    | 0     | 0%    | 2     | 8%    | 4     | 16%   | 11    | 44%   | 2     | 8%                 | 0       | 0%      | 0       | 0%     | 0      | 0%     | 1      | 4%     | 1      | 4%     | 0      | 0%   | 17   | 68% |
|                     | Σ      |                | 1     | 11   | 23  | 35               | 0      | 0%    | 0     | 0%    | 4     | 16%   | 5     | 20%   | 14    | 56%   | 2     | 8%                 | 0       | 0%      | 0       | 0%     | 0      | 0%     | 21     | 8%     | 1      | 4%     | 0      | 0%   | 22   | 88% |
|                     | ♀ in % |                | 100 % | 18%  | 26% | 26%              |        |       |       |       |       |       |       |       |       |       |       |                    |         |         |         |        |        |        |        |        |        |        |        |      |      |     |

## Gleichstellungscontrolling per 30.06.2012: Staatskanzlei

| Alle Mitarbeitenden |        | Total Personen |       |     |        | Altersverteilung |        |    |       |     |       |     |       |     |       |     |         | Beschäftigungsgrad |         |    |         |     |        |     |        |     |        |    |        |     |      |     |
|---------------------|--------|----------------|-------|-----|--------|------------------|--------|----|-------|-----|-------|-----|-------|-----|-------|-----|---------|--------------------|---------|----|---------|-----|--------|-----|--------|-----|--------|----|--------|-----|------|-----|
|                     |        | Anzahl         | %     |     | bis 20 |                  | 20-29  |    | 30-39 |     | 40-49 |     | 50-59 |     | 60-65 |     | über 65 |                    | bis 20% |    | 21-50%  |     | 51-80% |     | 81-90% |     | 91-99% |    | 100%   |     |      |     |
|                     | ♀      | 24             | 56%   |     | 0      | 0%               | 2      | 5% | 1     | 2%  | 9     | 21% | 10    | 23% | 2     | 5%  | 0       | 0%                 | 1       | 2% | 4       | 9%  | 10     | 23% | 1      | 2%  | 0      | 0% | 8      | 19% |      |     |
|                     | ♂      | 19             | 44%   |     | 0      | 0%               | 1      | 2% | 4     | 9%  | 4     | 9%  | 7     | 16% | 3     | 7%  | 0       | 0%                 | 1       | 2% | 1       | 2%  | 0      | 0%  | 0      | 0%  | 1      | 2% | 16     | 37% |      |     |
|                     | Σ      | 43             | 100%  |     | 0      | 0%               | 3      | 7% | 5     | 12% | 13    | 30% | 17    | 40% | 5     | 12% | 0       | 0%                 | 2       | 5% | 5       | 12% | 10     | 23% | 1      | 2%  | 1      | 2% | 24     | 56% |      |     |
| Führungsfunktionen  |        |                |       |     |        | Σ                | bis 20 |    | 20-29 |     | 30-39 |     | 40-49 |     | 50-59 |     | 60-65   |                    | über 65 |    | bis 20% |     | 21-50% |     | 51-80% |     | 81-90% |    | 91-99% |     | 100% |     |
|                     | ♀      |                | 1     | 1   | 2      | 4                | 0      | 0% | 0     | 0%  | 0     | 0%  | 2     | 22% | 2     | 22% | 0       | 0%                 | 0       | 0% | 0       | 0%  | 0      | 0%  | 1      | 11% | 0      | 0% | 0      | 0%  | 3    | 33% |
|                     | ♂      |                | 0     | 4   | 3      | 7                | 0      | 0% | 0     | 0%  | 0     | 0%  | 1     | 11% | 3     | 33% | 1       | 11%                | 0       | 0% | 0       | 0%  | 0      | 0%  | 0      | 0%  | 0      | 0% | 1      | 11% | 4    | 44% |
|                     | Σ      |                | 1     | 5   | 5      | 11               | 0      | 0% | 0     | 0%  | 0     | 0%  | 3     | 33% | 5     | 56% | 1       | 11%                | 0       | 0% | 0       | 0%  | 0      | 0%  | 1      | 11% | 0      | 0% | 1      | 11% | 7    | 78% |
|                     | ♀ in % |                | 100 % | 20% | 40%    | 36%              |        |    |       |     |       |     |       |     |       |     |         |                    |         |    |         |     |        |     |        |     |        |    |        |     |      |     |

## Gleichstellungscontrolling per 30.06.2012: Bau- und Justizdepartement

| Alle Mitarbeitenden |        | Total Personen |      | Altersverteilung |     |        |    |       |     |       |     |       |     |       |    | Beschäftigungsgrad |    |         |    |         |     |        |     |        |    |        |    |        |     |      |    |     |
|---------------------|--------|----------------|------|------------------|-----|--------|----|-------|-----|-------|-----|-------|-----|-------|----|--------------------|----|---------|----|---------|-----|--------|-----|--------|----|--------|----|--------|-----|------|----|-----|
|                     |        | Anzahl         | %    | bis 20           |     | 20-29  |    | 30-39 |     | 40-49 |     | 50-59 |     | 60-65 |    | über 65            |    | bis 20% |    | 21-50%  |     | 51-80% |     | 81-90% |    | 91-99% |    | 100%   |     |      |    |     |
|                     | ♀      | 212            | 44%  | 0                | 0%  | 20     | 4% | 44    | 9%  | 67    | 14% | 63    | 13% | 18    | 4% | 0                  | 0% | 31      | 6% | 80      | 16% | 50     | 10% | 10     | 2% | 3      | 1% | 38     | 8%  |      |    |     |
|                     | ♂      | 273            | 56%  | 1                | 0%  | 9      | 2% | 47    | 10% | 85    | 18% | 103   | 21% | 27    | 6% | 0                  | 0% | 7       | 1% | 7       | 1%  | 19     | 4%  | 15     | 3% | 1      | 0% | 224    | 46% |      |    |     |
|                     | Σ      | 485            | 100% | 1                | 0%  | 29     | 6% | 91    | 19% | 152   | 31% | 166   | 34% | 45    | 9% | 0                  | 0% | 38      | 8% | 87      | 18% | 69     | 14% | 25     | 5% | 4      | 1% | 262    | 54% |      |    |     |
|                     |        |                |      |                  |     |        |    |       |     |       |     |       |     |       |    |                    |    |         |    |         |     |        |     |        |    |        |    |        |     |      |    |     |
| Führungsfunktionen  |        |                |      |                  | Σ   | bis 20 |    | 20-29 |     | 30-39 |     | 40-49 |     | 50-59 |    | 60-65              |    | über 65 |    | bis 20% |     | 21-50% |     | 51-80% |    | 81-90% |    | 91-99% |     | 100% |    |     |
|                     | ♀      |                | 4    | 4                | 10  | 18     | 0  | 0%    | 0   | 0%    | 2   | 2%    | 6   | 7%    | 3  | 4%                 | 0  | 0%      | 0  | 0%      | 0   | 0%     | 1   | 1%     | 3  | 4%     | 3  | 4%     | 0   | 0%   | 4  | 5%  |
|                     | ♂      |                | 12   | 42               | 26  | 80     | 0  | 0%    | 0   | 0%    | 7   | 9%    | 17  | 21%   | 36 | 44%                | 11 | 13%     | 0  | 0%      | 0   | 0%     | 0   | 0%     | 4  | 5%     | 4  | 5%     | 1   | 1%   | 62 | 76% |
|                     | Σ      |                | 16   | 46               | 36  | 98     | 0  | 0%    | 0   | 0%    | 9   | 11%   | 23  | 28%   | 39 | 48%                | 11 | 13%     | 0  | 0%      | 0   | 0%     | 1   | 1%     | 7  | 9%     | 7  | 9%     | 1   | 1%   | 66 | 80% |
|                     | ♀ in % |                | 25%  | 9%               | 28% | 18%    |    |       |     |       |     |       |     |       |    |                    |    |         |    |         |     |        |     |        |    |        |    |        |     |      |    |     |

## Gleichstellungscontrolling per 30.06.2012: Finanzdepartement

C:\Program Files (x86)\neevia.com\docConverterPro\temp\NVDC\27E9CE83-4CA9-411E-ADEB-817C6769E35B\CONVERT\_a960ec85f9bf4b2f831ff2105f793dc3.doc

## Gleichstellungscontrolling per 30.06.2012: Volkswirtschaftsdepartement

| Alle Mitarbeitenden |        | Total Personen |      |     |        | Altersverteilung |        |     |       |     |       |     |       |     |       |     |         | Beschäftigungsgrad |         |    |         |     |        |     |        |     |        |    |        |     |      |     |
|---------------------|--------|----------------|------|-----|--------|------------------|--------|-----|-------|-----|-------|-----|-------|-----|-------|-----|---------|--------------------|---------|----|---------|-----|--------|-----|--------|-----|--------|----|--------|-----|------|-----|
|                     |        | Anzahl         | %    |     | bis 20 |                  | 20-29  |     | 30-39 |     | 40-49 |     | 50-59 |     | 60-65 |     | über 65 |                    | bis 20% |    | 21-50%  |     | 51-80% |     | 81-90% |     | 91-99% |    | 100%   |     |      |     |
|                     | ♀      | 194            | 53%  |     | 1      | 0%               | 24     | 7%  | 38    | 10% | 61    | 17% | 58    | 16% | 12    | 3%  | 0       | 0%                 | 15      | 4% | 34      | 9%  | 87     | 24% | 18     | 5%  | 0      | 0% | 60     | 16% |      |     |
|                     | ♂      | 175            | 47%  |     | 0      | 0%               | 15     | 4%  | 18    | 5%  | 59    | 16% | 54    | 15% | 29    | 8%  | 0       | 0%                 | 11      | 3% | 17      | 5%  | 15     | 4%  | 5      | 1%  | 1      | 0% | 126    | 34% |      |     |
|                     | Σ      | 369            | 100% |     | 1      | 0%               | 39     | 11% | 56    | 15% | 120   | 33% | 112   | 30% | 41    | 11% | 0       | 0%                 | 26      | 7% | 51      | 14% | 102    | 28% | 23     | 6%  | 1      | 0% | 186    | 50% |      |     |
| Führungsfunktionen  |        |                |      |     |        |                  | bis 20 |     | 20-29 |     | 30-39 |     | 40-49 |     | 50-59 |     | 60-65   |                    | über 65 |    | bis 20% |     | 21-50% |     | 51-80% |     | 81-90% |    | 91-99% |     | 100% |     |
|                     | ♀      |                | 7    | 15  | 1      | 23               | 0      | 0%  | 1     | 1%  | 3     | 4%  | 8     | 12% | 8     | 11% | 3       | 4%                 | 0       | 0% | 0       | 0%  | 1      | 1%  | 11     | 16% | 3      | 4% | 0      | 0%  | 8    | 12% |
|                     | ♂      |                | 5    | 33  | 9      | 47               | 0      | 0%  | 1     | 1%  | 3     | 4%  | 20    | 29% | 18    | 26% | 4       | 6%                 | 0       | 0% | 0       | 0%  | 0      | 0%  | 1      | 1%  | 2      | 3% | 0      | 0%  | 43   | 62% |
|                     | Σ      |                | 12   | 48  | 10     | 70               | 0      | 0%  | 2     | 3%  | 6     | 9%  | 28    | 41% | 26    | 38% | 7       | 10%                | 0       | 0% | 0       | 0%  | 1      | 1%  | 12     | 17% | 5      | 7% | 0      | 0%  | 51   | 74% |
|                     | ♀ in % |                | 58%  | 31% | 10%    | 33%              |        |     |       |     |       |     |       |     |       |     |         |                    |         |    |         |     |        |     |        |     |        |    |        |     |      |     |
|                     |        |                |      |     |        |                  |        |     |       |     |       |     |       |     |       |     |         |                    |         |    |         |     |        |     |        |     |        |    |        |     |      |     |

## Gleichstellungscontrolling per 30.06.2012: Departement für Bildung und Kultur

| Alle Mitarbeitenden |        | Total Personen |      |        |     | Altersverteilung |    |       |     |       |     |       |     |       |     |         |    | Beschäftigungsgrad |     |         |     |        |     |        |     |        |     |        |     |      |    |     |
|---------------------|--------|----------------|------|--------|-----|------------------|----|-------|-----|-------|-----|-------|-----|-------|-----|---------|----|--------------------|-----|---------|-----|--------|-----|--------|-----|--------|-----|--------|-----|------|----|-----|
|                     |        | Anzahl         | %    | bis 20 |     | 20-29            |    | 30-39 |     | 40-49 |     | 50-59 |     | 60-65 |     | über 65 |    | bis 20%            |     | 21-50%  |     | 51-80% |     | 81-90% |     | 91-99% |     | 100%   |     |      |    |     |
|                     | ♀      | 521            | 50%  | 3      | 0%  | 37               | 4% | 112   | 11% | 167   | 16% | 163   | 16% | 39    | 4%  | 0       | 0% | 59                 | 6%  | 160     | 15% | 167    | 16% | 48     | 5%  | 23     | 2%  | 64     | 6%  |      |    |     |
|                     | ♂      | 518            | 50%  | 1      | 0%  | 20               | 2% | 100   | 10% | 154   | 15% | 175   | 17% | 65    | 6%  | 3       | 0% | 39                 | 4%  | 53      | 5%  | 91     | 9%  | 65     | 6%  | 72     | 7%  | 198    | 19% |      |    |     |
|                     | Σ      | 1039           | 100% | 4      | 0%  | 57               | 6% | 212   | 20% | 321   | 31% | 338   | 33% | 104   | 10% | 3       | 0% | 98                 | 9%  | 213     | 21% | 258    | 25% | 113    | 11% | 95     | 9%  | 262    | 25% |      |    |     |
| Lehrer              | ♀      | 282            | 40%  |        |     |                  |    |       |     |       |     |       |     |       |     |         | 28 | 4%                 | 75  | 11%     | 100 | 14%    | 32  | 5%     | 23  | 3%     | 24  | 3%     |     |      |    |     |
|                     | ♂      | 416            | 60%  |        |     |                  |    |       |     |       |     |       |     |       |     |         | 37 | 5%                 | 46  | 7%      | 80  | 11%    | 60  | 9%     | 72  | 10%    | 121 | 17%    |     |      |    |     |
|                     | Σ      | 698            | 100% |        |     |                  |    |       |     |       |     |       |     |       |     |         | 65 | 9%                 | 121 | 18%     | 180 | 26%    | 92  | 13%    | 95  | 14%    | 145 | 21%    |     |      |    |     |
| Führungsfunktionen  |        |                |      |        | Σ   | bis 20           |    | 20-29 |     | 30-39 |     | 40-49 |     | 50-59 |     | 60-65   |    | über 65            |     | bis 20% |     | 21-50% |     | 51-80% |     | 81-90% |     | 91-99% |     | 100% |    |     |
|                     | ♀      |                | 3    | 10     | 6   | 19               | 0  | 0%    | 0   | 0%    | 1   | 1%    | 8   | 11%   | 8   | 11%     | 1  | 1%                 | 0   | 0%      | 0   | 0%     | 0   | 0%     | 4   | 5%     | 4   | 5%     | 1   | 1%   | 9  | 12% |
|                     | ♂      |                | 9    | 17     | 38  | 64               | 0  | 0%    | 0   | 0%    | 2   | 3%    | 20  | 27%   | 24  | 32%     | 11 | 15%                | 0   | 0%      | 0   | 0%     | 0   | 0%     | 3   | 4%     | 0   | 0%     | 1   | 1%   | 53 | 71% |
|                     | Σ      |                | 12   | 27     | 44  | 83               | 0  | 0%    | 0   | 0%    | 3   | 4%    | 28  | 37%   | 32  | 43%     | 12 | 16%                | 0   | 0%      | 0   | 0%     | 0   | 0%     | 7   | 9%     | 4   | 5%     | 2   | 3%   | 62 | 83% |
|                     | ♀ in % |                | 25%  | 37%    | 14% | 23%              |    |       |     |       |     |       |     |       |     |         |    |                    |     |         |     |        |     |        |     |        |     |        |     |      |    |     |