

## **The overall framework for working towards gender equality (art. 1-4)**

### **Institutional set-up**

#### *Gender equality legislation and gender mainstreaming*

The Act on Gender Equality prevents direct and indirect discrimination on the basis of sex and promotes gender equality and empowerment of women. The act is applicable to acts and services provided by public authorities as well as to access to delivery of goods and services within the private sector. The principle of equality of men and women is further ensured and regulated in a range of laws as described in the Core Document.

By law, all ministers may within her or his area of responsibility permit measures deviating from the equal treatment principle by promoting temporary special measures with a view to promoting gender equality and the advancement of women, particularly by remedying actual inequalities and unequal treatment on the ground of sex both on and outside the labor market.

In order to also in the future ensure full formal equality between men and women, all new legislation must be screened for gender equality implications to avoid direct or indirect discrimination on grounds of sex.

According to the Act on Gender Equality, public authorities shall within their respective areas of responsibility seek to promote gender equality and incorporate gender equality in all planning and administration. All ministries have developed gender equality policies within their own remit to ensure gender mainstreaming of citizen-related services and initiatives. As mentioned in the eighth periodic report, a strategy for gender mainstreaming of public authorities' initiatives was launched in 2013.

Different studies have showed that on a general level, state and regional authorities put more work into promoting gender equality compared to local authorities. Therefore, in 2015, the Department for Gender Equality gathered leaders from five municipalities with experiences with gender mainstreaming. The result was a set of recommendations and tools for all municipalities to make use of when working with gender and gender equality in citizen-targeted services. Progress in this area has been made. For example, the share of municipalities that consider a gender perspective in

their core services when conducting evaluations and target group analyzes increased from 40 % in 2013 to 57 % in 2015 and 65 % in 2017.

#### *The Danish Institute for Human Rights and the Board of Equal Treatment*

The Danish Institute for Human Rights is the national human rights institution and acts by law as a watchdog in ensuring gender equality. The Institute is mandated to promote, evaluate, monitor and support equal treatment of women and men without discrimination on the basis of gender.

Anyone who believe they have been discriminated can raise the issue with the Board of Equal Treatment. Sanctions may apply to the discriminating part, since the Board may decide that the complainant is entitled to compensation. In 2016, the Danish Institute for Human Rights was mandated to refer test cases or cases of general public interest to the Board of Equal Treatment. The Danish Institute for Human Rights provides advice to people who feel discriminated against and may help lodging a complaint with the Board of Equal Treatment.

#### *International framework*

An important part of the legal and normative framework forming the basis for the Government's efforts to attain gender equality is Denmark's international commitments in connection to the ratification of the present Convention and other UN documents, such as the Beijing Platform for Action and the 2030 Agenda for Sustainable Development, as also recommended in concluding observations 48 and 49. For example, in 2017, the Government launched an Action Plan for the follow up on and implementation of the 2030 Agenda and the Sustainable Development Goals, including goal 5 on gender equality, and as well as a Report for the Voluntary National Review in 2017 of the 2030 Agenda.<sup>1</sup>

#### *Data collection and gender indicator system*

The gender indicators have been developed to meet the needs of policy makers, municipalities, human rights organizations, researchers, labor market organizations, journalist, students etc. for data on the development in gender equality on a variety of subject areas. The mentioned stakeholders were invited to discuss the specific needs for data, and Statistics Denmark has included as many of the suggested indicators and cross-variables as technically and practically possible.

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<sup>1</sup> [https://www.fm.dk/~media/publikationer/imported/2017/voluntary-national-review/report-for-the-voluntary-national-review\\_denmark\\_web.ashx](https://www.fm.dk/~media/publikationer/imported/2017/voluntary-national-review/report-for-the-voluntary-national-review_denmark_web.ashx)

The indicators cover areas such as democracy, management, family, education, work, earnings, income, health, safety and culture and are cross-comparable with relevant factors such as age, ethnicity, type of family as well as geographical place of usual residence.

In general, most data produced by public authorities and institutions is gender segregated. In addition, specific studies to examine gender differences within certain areas are conducted, for example in relation to violence and labor market structures.

### *Minister for Equal Opportunities*

The Minister for Equal Opportunities coordinates the Government's work on gender equality. Every year, the Minister is obliged to present to the Parliament an annual report and a perspective and action plan for gender equality.<sup>2</sup> However, the individual ministers responsible are in charge of gender equality within their own remits in regard to both special and general initiatives. Since 2017, the Minister for Equal Opportunities is also responsible for coordinating the Government's initiatives in the LGBTI (lesbian, gay, bisexual, transgender and intersex) area. For a further description of the tasks of the Minister for Equal Opportunities, reference is made the eighth periodic report.

### *The Department of Gender Equality*

The Department of Gender Equality serves as secretariat to the Minister for Equal Opportunities servicing the minister in her or his responsibilities, i.a. developing and implementing statutory tasks and political initiatives in relation to gender equality. The Department also assists the Parliament in processing policy proposals related to gender equality. Funding for the operation of the Department which has a staff of 17 is allocated in the Finance Act. In 2018, a total of DKK 17.3 mill. was allocated. In addition, the Department administers parts of the funds allocated for the action plans and some other initiatives in the areas of especially trafficking in women and violence in intimate relationships (this funding does not constitute the full amount of funding but supplements the institutionalized permanent social and health systems). These funds amounted to DKK 266.9 mill. from 2011-2021 to combat trafficking in women, and DKK 137 mill. from 2014-2022 to combat violence in intimate relationships. Furthermore, Denmark's first national action plan to promote

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<sup>2</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/Report%20and%20Perspective%20and%20Action%20Plan%202018.pdf?la=da>

security, wellbeing and equal opportunities for LGBTI persons covering the period 2018-2021 (DKK 25 mill.) was published in 2018.<sup>3</sup>

### *The Gender Equality Committee*

The Gender Equality Committee was set up by the Danish Parliament in 2011 to address equal opportunities for men and women at national and international level. Its members are 29 Members of Parliament. The Gender Equality Committee handles bills and motions regarding gender equality, performs ongoing parliamentary scrutiny of the Government's administration of legislation in the gender equality area and organises hearings, expert meetings, etc. to discuss gender equality

Organizations and private citizens can contact the committee if they wish to draw attention to a gender equality issue, and they can send a delegation in order to inform the committee of a specific case.

### **Prostitution (art. 6)**

Prostitution was decriminalised in Denmark in 1999. It is therefore legal to buy and sell sexual services. It is however according to the Criminal Code illegal to buy sexual services from young people under the age of 18 years. Sexual activity with a child under the age of 12 is considered rape. The Criminal Code also states that exploiting as well as making a profit on others selling sexual services is illegal in Denmark. Furthermore, it is a criminal offense to facilitate another person's sexual services with a client by acting as an intermediary for gain or persistently.

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<sup>3</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153842%20LGBTI%20Handlingsplan%20UK.pdf?la=da>

## **Gender-based violence against women and girls**

### **Stalking**

Every year, around 84,000 people in Denmark are exposed to stalking. Women are more likely to be exposed to stalking compared to men. Within the last year, 2.4 % of women have been exposed to stalking compared to 1.7 % of men. Studies show that women victims of stalking are more often being stalked by a former or present close relative.

Table 1. **Stalking: Professional counselling and treatment (June 2016 – December 2018)**

	<b>Total</b>	<b>Women</b>	<b>Men</b>
<b>Victims</b>	567	91 % (516)	9 % (51)
<b>Perpetrators</b>	61	35 % (21)	65 % (40)
<b>Relatives</b>	19		
<b>Children</b>	12		

Source: Danish Stalking Center 2018.

## Data on violence against women

Table 2. Array of hashtags on the relationship between perpetrator and victim

<i>Level A</i>	<i>Level B</i>	<i>Level C</i>	<i>Description</i>
<i>Relations</i>	<i>Family</i>	<i>Husband/wife/boyfriend or girlfriend or former of the mentioned.</i>	<i>Cases where husband/wife/boyfriend or girlfriend or former of the mentioned is the perpetrator and victim</i>
<i>Relations</i>	<i>Family</i>	<i>Parent(s) against child</i>	<i>Cases where parent(s)/stepparent(s) are/is the perpetrator and the child is the victim.</i>
<i>Relations</i>	<i>Family</i>	<i>Child against parent(s)</i>	<i>Cases where children/stepchildren are/is the perpetrator and the parent is the victim.</i>
<i>Relations</i>	<i>Family</i>	<i>Child against child</i>	<i>Cases where brother and sister are the perpetrator and victim.</i>
<i>Relations</i>	<i>Family</i>	<i>Other family</i>	<i>Cases where uncle, aunt or cousins are the perpetrator and victim.</i>
<i>Relations</i>	<i>Friend</i>		<i>The perpetrator is known from school, family of a friend, neighbour, the internet or the social media.</i>
<i>Relations</i>	<i>Work related</i>	<i>Employee is the perpetrator</i>	<i>Cases where the employee is the perpetrator</i>
<i>Relations</i>	<i>Work related</i>	<i>Employee is the victim</i>	<i>Cases where the employee is the victim</i>
<i>Relations</i>	<i>Work related</i>	<i>The perpetrator is a teacher, trainer or alike</i>	<i>Cases where the perpetrator is a teacher, trainer or alike</i>
<i>Relations</i>	<i>Work related</i>	<i>The victim is a teacher, trainer or alike</i>	<i>Cases where the victim is a teacher, trainer or alike</i>

### *Women's shelters*

The Ministry for Children and Social Affairs and Statistics Denmark have been working on improving the data regarding women and children staying in women's shelters as a part of a comprehensive strategy for redevelopment and quality assurance of the data collection in the social field. On that background, new statistics were published in the spring of 2018 based on individual-level data. Prior to the new statistics, data on women staying in shelters were only based on annual survey data.

Consequently, the Social Policy Report 2018 published by the Ministry for Children and Social Affairs provides new information about women who stay at women's shelters. It shows that in 2017, about 1,500 women came to stay at a women's shelter and around 8 % of these had multiple stays that year. The length of a stay varies a lot. A little more than 40 % of the stays ended within three weeks while a little less than 30 % of the stays lasted longer than three months.

Women in this group are relatively young, most of them under 40 years old. Women with non-western origin represent almost 50 % of the women; these are therefore largely overrepresented within the group.

At some point between 2012 and 2016, about one third of the women had contact to the regional hospital psychiatry. Around 20 % of the women are diagnosed with an anxiety disorder while 8-9 % of the women are diagnosed with personality disorders, depression or psychoactive substances.

### *Intimate partner violence and rape*

The National Institute of Public Health has presented estimates of the prevalence of intimate partner violence and rape. The estimates are based on data from health interview surveys and data from registers. The Institute has published the results of its work in a number of reports. Key figures are;

**Table 3. Estimated prevalence of physical intimate partner violence per year**

<b>Year</b>	<b>Women</b>	<b>Men</b>	
2005	1,7 %	0,3 %	
2010	1,6 %	0,8 %	
2017	1,6 %	0,8 %	

Table 4. **Estimated prevalence of rape per year**

<b>Year</b>	<b>Women</b>
2005	0,8 %
2010	0,7 %
2017	1,0 %

### *Psychological violence*

The Danish Center for Social Science Research (VIVE) in 2018 published the first study on the prevalence of psychological violence in Denmark. The study is based on a survey on health and living conditions. It shows that in 2012, 3.9 % of women had been exposed to psychological intimate partner violence compared to 1.2 % men. As mentioned, a nationwide study of the prevalence of physical and psychological violence in intimate relations will be prepared in the coming years in order to better inform future initiatives in this area.

## **Women in management**

### *Legislation regarding equal gender composition in company boards and management positions*

The objective of the legal obligation is to achieve a more equitable distribution of women and men in management bodies in companies. To ensure women the necessary experience and thereby the required recruitment basis for companies, focus must not only be on the gender composition of companies' management bodies but also on improving women's representation at other management levels.

The intention is to ensure the necessary developments in gender composition in companies while at the same time to provide the companies' flexibility to set a target figure tailored to their specific situation. This respects the companies' right of management and the specific circumstances of each company and industry.

The objective of the legislation is to create a real increase in the share of women at top-level management. Therefore, companies must strive to improve the gender balance within their organizations and if no such improvement has taken place they must report on why such improvement has not been achieved.



The model consists of two elements, targeting both private-sector companies and public-sector companies:

- The management body must set a target figure for the share of the underrepresented gender in the management body if the company does not have an equitable gender distribution. The target must cover the board members elected by the Annual General Meeting.
- The central management body must establish a policy for increasing the proportion of the underrepresented gender at the company's other management levels. It is essential that the policies are supported by concrete initiatives including specific actions and associated results. The obligation to prepare a policy applies only to companies with 50 or more employees.

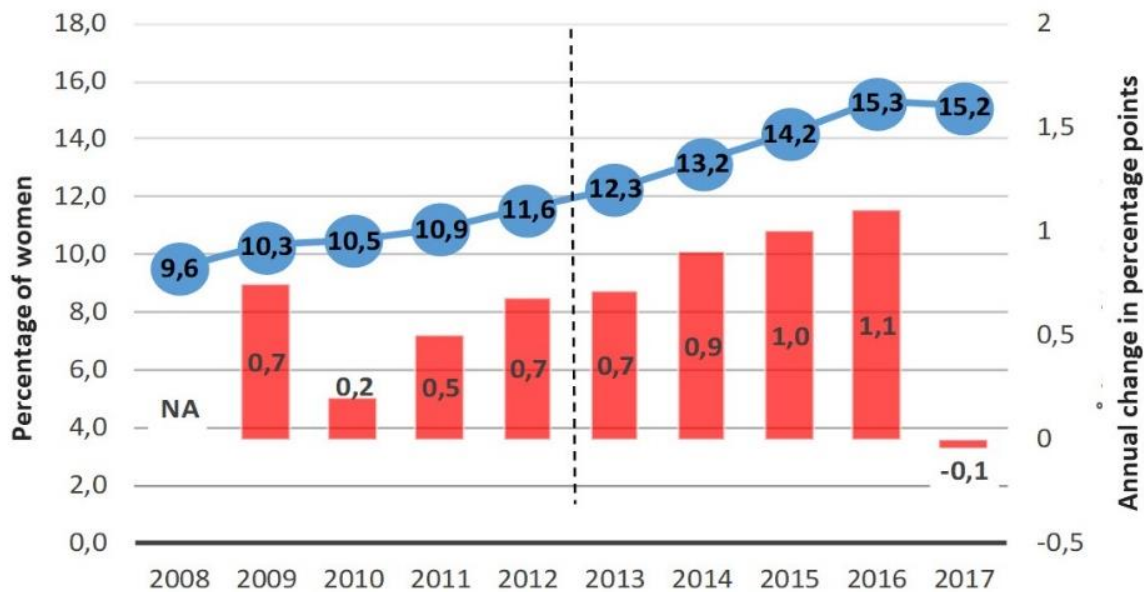
Companies must annually report on their target figures and policies in the management report of the annual report.

**Table 5. Share of women board members in publicly listed companies. Incl. and excl. employee-representatives, %**

	<b>Board members elected by</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
<b>All publicly listed companies</b>	<b>The General Assembly</b>	9,6	9,7	11,8	14,7	15,9	15,9
	<b>The General Assembly and the employees</b>	16,3	16,2	17,4	19,5	20,1	19,8

Source: Danish Business Authority: data from digital accounts and data from CVR (central business register).

Figure 1: Development of women on boards and in management



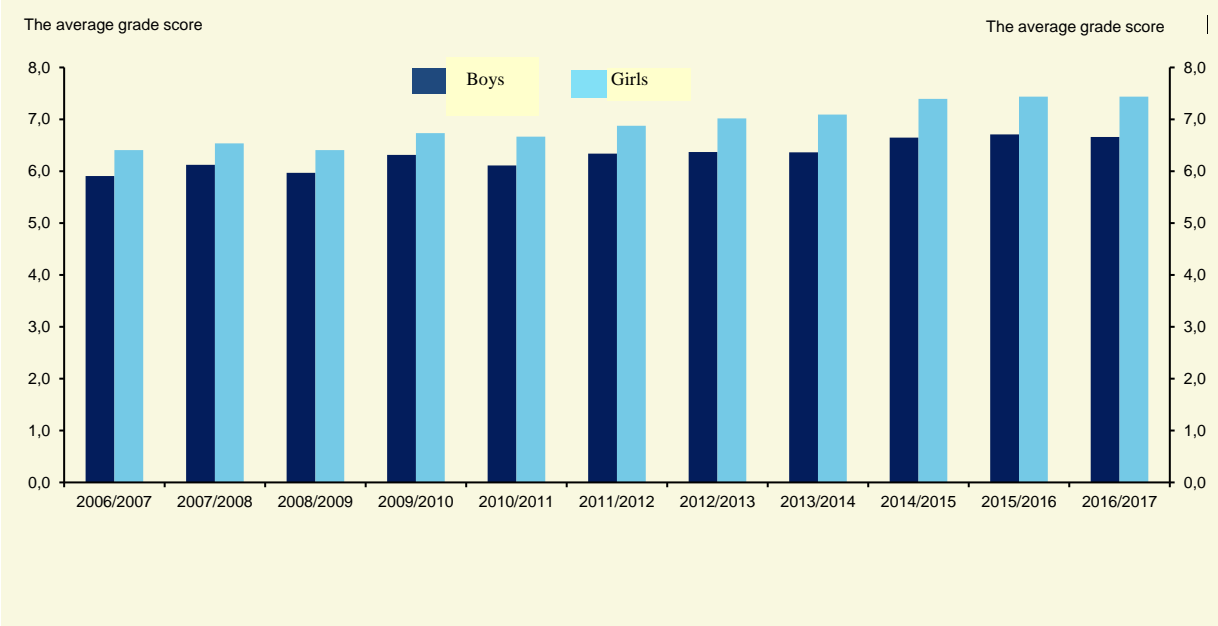
## Education (art. 10)

### **Primary and lower secondary education**

Figures 2 and 3 show the difference in grades and well-being among boys and girls in the public school. Girls have a higher average grade score in the final examinations in 9<sup>th</sup> class than boys. This has been the case for many years.

In the school year 2006/2007, girls achieved an average grade score in the final examination that was 0.4 points higher than that of the boys. In the school year 2016/2017 the difference has increased to 0.7 points.

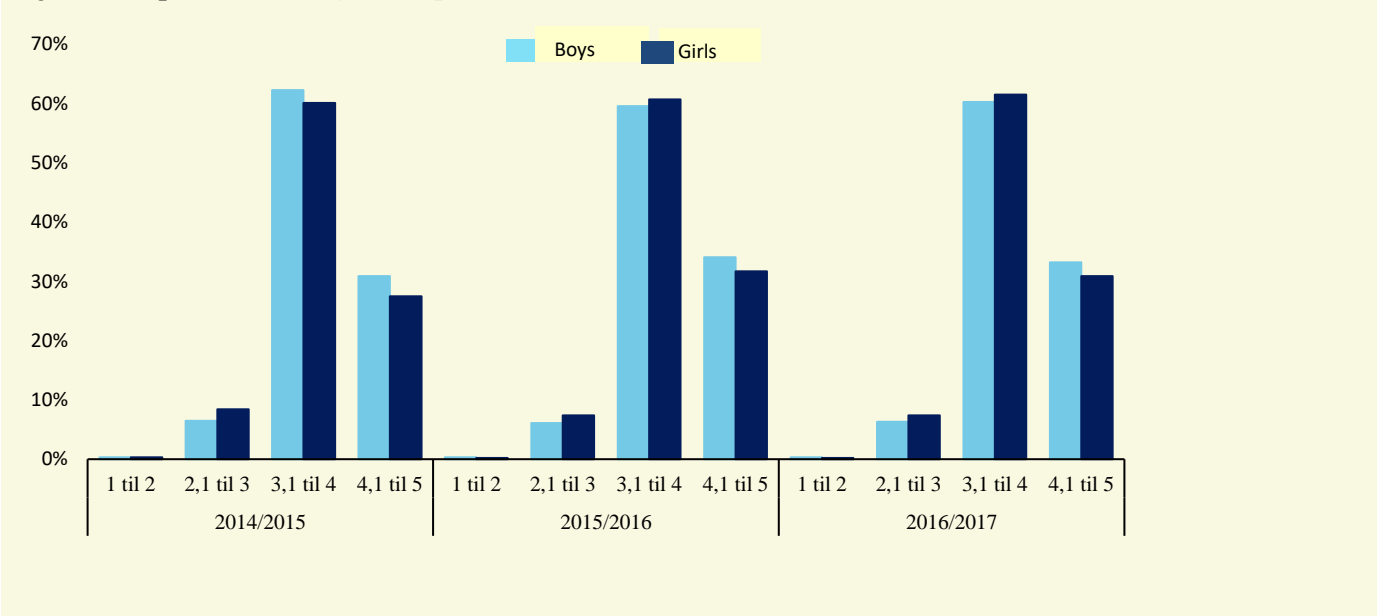
**Figure 2. The average grade score of the final examination in the public school, 2006/2007-2016/2017, distributed by gender**



N.B. The results show the final grade average of public school pupils in 9th grade in the bound exam subjects. Pupils in special schools and special classes are not included in the results.

Source: The Danish Ministry of Education

**Figure 3. Pupils' well-being in the public school**

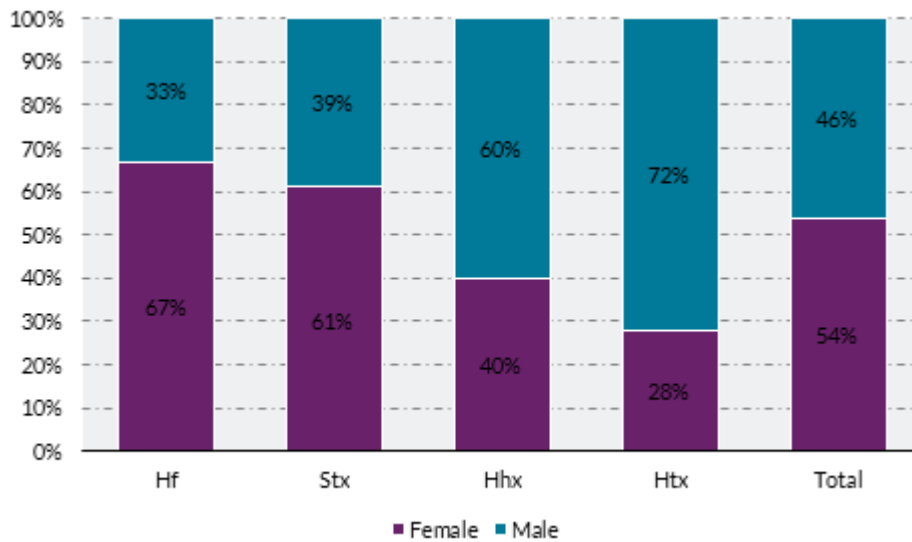


N.B. The 'General Well-being' indicator is an overall indicator of 29 questions. For each student, an average of the answers is calculated based on the 29 questions. The average ranges from 1 to 5, where 1 represents the least possible well-being, and 5 represent the best possible well-being. The report shows an average score of the students' average.

Source: Ministry of Education.

## General upper secondary education

Figure 4. General upper secondary education



Source: Ministry of Education, 2018

When students are accepted at either stx, hhx or htx they must choose a specific academic direction within the program. This choice of subjects tends to be related to a general gender preference. Within the scientific subject area, male students tend to choose physics whereas female students tend to choose biology and chemistry. In general, male students tend to avoid choosing several foreign languages whereas the opposite is the case with female students.

## Vocational Education and Training

Figure 5. Proportion of girls and boys among completed vocational education



Source: Ministry of Education

## Women in academia

Table 6. Number of professors, associate professors and assistant professors & postdocs at the universities in Denmark in 2011, 2013, 2015 and 2017, by gender and level of appointment

	2011			2013			2015			2017		
	Men	Women	W-%	Men	Women	W-%	Men	Women	W-%	Men	Women	W-%
Professor	1,516	294	16.2%	1,760	397	18.4%	1,861	459	19.8%	1,823	520	22.2%
Associate Professor	3,051	1,218	28.5%	3,085	1,358	30.6%	2,999	1,452	32.6%	3,057	1,524	33.3%
Assistant Professor/postdoc	1,783	1,216	40.5%	2,136	1,462	40.6%	2,411	1,570	39.4%	2,464	1,674	40.5%
<b>Total</b>	<b>6,350</b>	<b>2,728</b>	<b>30.1%</b>	<b>6,981</b>	<b>3,217</b>	<b>31.5%</b>	<b>7,271</b>	<b>3,481</b>	<b>32.4%</b>	<b>7,344</b>	<b>3,718</b>	<b>33.6%</b>

Table 7. Success rates by gender, 2013-2017 (%)

<b>Independent Research Fund Denmark (before 2017; Danish Council for Independent Research)</b>	<b>Main applicant</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Success rates for number of applications *	Women	18%	11%	14%	13%	17%
	Men	20%	16%	15%	14%	17%
Success rates for amounts applied for **	Women	14%	7%	9%	8%	13%
	Men	17%	13%	11%	10%	14%

\* Number of grants divided by number of applications

\*\* The amount granted divided by the amount applied for

Source: Ministry of Higher Education and Science

As shown in table 6, the success rates for female applicants are generally lower than for male applicants at the Independent Research Fund Denmark, though the success rates are similar between women and men in 2017. The substantial difference between male and female success rates in 2014 was due to the special programme Ydun, which had a very low success rate and approximately 95 % female applicants. The difference in success rates between men and women in 2014 is similar to the other years, if the Ydun applications and grants are subtracted from the data.

## **Employment (art. 11)**

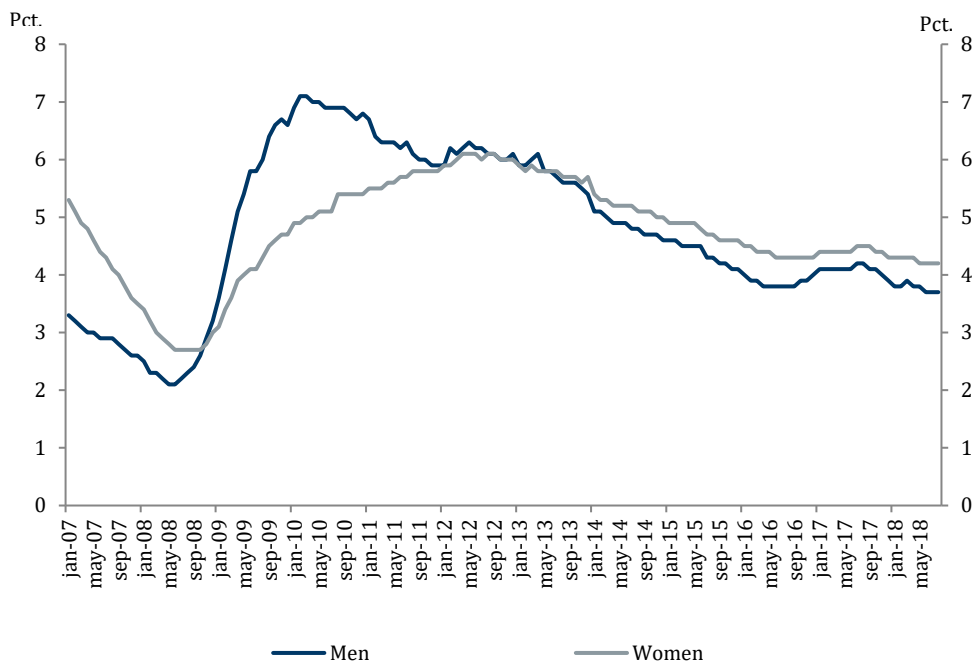
### **Women in the workforce**

Table 8. Participation rate by gender, 2008-2016

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Men	80,3	78,4	77,8	77,4	77,0	76,7	76,5	76,8	77,6
Women	75,3	74,4	73,8	73,3	73,1	72,9	72,8	73,0	73,5
<i>Difference</i>	<i>5,0</i>	<i>4,0</i>	<i>4,0</i>	<i>4,1</i>	<i>3,9</i>	<i>3,8</i>	<i>3,7</i>	<i>3,8</i>	<i>4,1</i>

Source: Statistics Denmark

Figure 6. Unemployment rate in per cent by gender, Jan. 2007 – Aug. 2018



Source: Statistics Denmark

### Occupational segregation and part-time work

Table 9. Part-time employment, divided by voluntary and involuntary, as percentage of total employment. Age 20 to 64 years. By sex (2017)

Percent	Males	Females	Total
<b>Part-time work</b>	16.2	35.3	25.3
<b>hereby:</b>			
<b>Voluntary</b>	14.1	30.2	21.8
<b>Involuntary</b>	2.1	5.1	3.5

Source: EUROSTAT, LFS

With regards to the preference for a change in weekly working hours, it is noticeable that only 15 % of employed persons with less than 30 hours of weekly work would like to work longer hours. Conversely, we only see a significant share who wants shorter working hours only among those who work more than 40 hours a week.

Table 10. Employees' preferences concerning working hours as percentage of total number of employees in each group. By sex. (Q2 2018)

	Males	Females	Total
<b>Prefer <u>shorter</u> working hours in total</b>	9	12	10
<i>Current working hours:</i>			
<b>Less than 30</b>	2	3	2
<b>30-39</b>	8	13	11
<b>40 or more</b>	14	21	17
<b>Prefer <u>longer</u> working hours in total</b>	6	8	7
<i>Current working hours:</i>			
<b>Less than 30</b>	18	19	18
<b>30-39</b>	4	4	5
<b>40 or more</b>	6	8	7