

Indholdsfortegnelse

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Introduction

This report is Denmark's ninth periodic report to the Committee on the Elimination of Discrimination against Women. The Ministry of Foreign Affairs has coordinated the reporting process in which all relevant ministries and authorities have been included and have contributed.

The report covers Denmark's implementation of the articles in parts I-IV of the Convention on the Elimination of All Forms of Discrimination against Women. The report is an update of Denmark's previous periodic reports to which reference is made, namely the eighth periodic report (CEDAW/C/DNK/Q/8). The present report takes account of the recommendations received by Denmark in March 2015 from the Committee in its review of Denmark's eighth periodic report.

In line with concluding observation 50, shortly after the reception of the concluding observations, they were distributed to all relevant ministries by the Ministry of Foreign Affairs with clear indications of responsibility. Following the last dialogue with the Committee, several inter-ministerial meetings have been conducted in order to ensure that relevant ministries are aware of their respective responsibility for the follow-up on and implementation of the Convention and the recommendations and conclusions of the Committee.

The Ministry of Foreign Affairs has, also in accordance with concluding observation 50, held meetings with relevant civil society stakeholders and human rights institutions where issues related to the Convention and the reporting procedure have been on the agenda, and the Ministry has encouraged stakeholders to submit written information to the Committee with relevance to Denmark's implementation of the Convention and recommendations and conclusions of the Committee. Furthermore, a draft of this ninth periodic report has been made available to the public on the Ministry's website from 22 February to 8 March 2019 with a view to consulting and engaging with civil society. Stakeholders were given the opportunity to submit their reports, including comments to the draft report, to the Ministry.

The Committee's concluding observations have been translated to Danish and are also available at the Ministry's website together with link to the Committee's list of issues.

The responsibility for the implementation of the obligations expressed in the articles of the Convention rests with the Government, but could not be accounted for without the participation of institutions, organizations, groups and individuals engaged in the field of equality.

Greenland and the Faroe Islands

As parts of the Kingdom of Denmark, Greenland and the Faroe Islands are self-governing territories. The last sections in this report pertaining to fields of responsibility assumed by Greenland and the Faroe Islands have been prepared by the Greenlandic and the Faroese authorities.

Part I (art. 1-6)

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

Gender equality is a fundamental and inevitable part of Danish democracy. It is a basic element in the fulfillment of human rights and fundamental freedoms in all spheres of the society – in political, economic, social, cultural, civil and any other field. Gender equality is a prerequisite and a driver for economic growth, prosperity and cohesion. Thus, Denmark continuously work to secure de jure and de facto gender equality and to eliminate all forms of discrimination against women.

The Danish welfare system is designed to promote and ensure gender equality. All public services, including social security schemes, are universal and rights-based and therefore independent of e.g. sex. The social security net is comprehensive and finely ground, and generous welfare services have contributed to achieving a high level of equality in Denmark.

In Denmark, all legislation and policy, except certain legal provisions and support mechanisms tailored to women who are victims of violence, is gender neutral. Efforts to secure gender equality are not mounted in temporary funding but is a fundamental part of how legislation and policies are formulated and implemented. The Government is aware that women more often than men are disadvantaged, and therefore the need to advance and empower women is a major priority.

As recommended in concluding observation 40, the principle of gender neutrality in legislation and policy making is always comprehensively assessed with emphasis on negative implications for women and, when deemed necessary, temporary special measures may be put in place in order to secure women's de facto equality.

Gender equality policies are developed in accordance with all international obligations and other documents, such as the present Convention and the 2030 Agenda for Sustainable Development, as recommended in concluding observations 48 and 49.

In concluding observation 47 the Committee encourages Denmark to accept the amendment to art. 20 (1) of the Convention concerning the meeting time of the Committee. Denmark accepted this amendment in 1996.

Institutional set-up

Gender equality legislation and gender mainstreaming

For an overview of gender equality legislation and gender mainstreaming instruments, reference is made to the Annex and Core Document.

Since October 2013, 120 bills have been gender impact assessed, out of a total of 564 relevance tested bills. In 2013, in accordance with concluding observation 14, a website was launched with concrete tools, guidance and best practices for relevant stakeholders, e.g. government officials, in conducting gender impact assessment of bills (www.ligestillingsvurdering.dk).

Incorporation of the Convention

In response to concluding observation 12 on incorporation of the Convention, reference is made to para. 134-135 of the Core Document.

Anti-discrimination legislation

In response to concluding observation 12, national legislation includes a variety of acts on anti-discrimination, which collectively provide a broad protection against discrimination. For a description of these laws, reference is made to the Core Document.

Visibility of the Convention and its Optional Protocol

In accordance with concluding observations 10 (a) and 50, the Convention and the Optional Protocol are available in Danish on the public website www.retsinformation.dk.

The Board of Equal Treatment

For a general description on human rights institutions, reference is made to the Annex and Core Document. The Board of Equal Treatment has processed a large number of complaints regarding discrimination on grounds of e.g. gender since its establishment in 2009. During the years 2013-2017, 623 cases on gender were processed. In approximately 39 % of these cases, the Board voted in favor of the complainant.

Gender mainstreaming

As recommended in concluding observation 14, concrete gender mainstreaming tools, guidance and best practice for relevant stakeholders, including at municipal level, within a range of specialist areas are provided at the website www.ligestillingsvurdering.dk launched in 2013. There are different tools applicable for e.g. legislation, campaigns, budgeting, professional initiatives and data and statistics (further information annexed).

Data collection and gender indicator system

In 2017, Statistics Denmark launched a gender site (www.dst.dk/equality) with a gender indicator system to improve data collection and analysis of gender equality in Denmark as recommended in concluding observation 46. The gender site connects gender indicators in the area of Gender Equality in the Statbank (www.statbank.dk/10617) (further information annexed).

The Minister for Equal Opportunities and the Department of Gender Equality

For a description of the tasks of the Minister for Equal Opportunities and the Department of Gender Equality, reference is made to the eighth periodic report and the Annex.

Non-governmental organizations

Civil society has played and still plays an important role when it comes to advancing gender equality in Denmark.

Cooperation with and input from civil society is of utmost importance when it comes to improving gender equality, and they often serve as consultative part when it comes to new Government initiatives as recommended in concluding observation 50. For example, relevant NGOs are included in development of national actions plans concerning for example violence in intimate relationships, trafficking in women and the rights and opportunities of LGBTI persons.

Prioritized policy areas since the eighth periodic report

Despite continued progress and a high level of gender equality, the Government is determined to constantly taking new steps towards progressing equality between men and women, and ensuring the advancement of women and de facto equal opportunities.

Below, some of the major achievements and initiatives since the eight periodic report are listed. A detailed description can be found further on in this report.

#MeToo

In the wake of the #MeToo movement, the Government reacted promptly in order to contribute to combatting sexism and harassment. New legislation, on for example raising the compensation levels for harassment in the workplace, as well as targeted initiatives (ex. codes of conduct) have been launched at the labor market and in cultural sector. The initiatives were developed in cooperation with actors from the private sector as well as relevant actors within the cultural sector. *As a result*, the awareness of sexual harassment has increased in the sectors and the massive media attention also brought about higher awareness in other sectors and in the general population.

Digital sexual harassment

Online bullying, harassment, revenge porn, trolling and other types of digital harassment have increased, and even though both girls and boys are targeted, girls and young women are more affected and feel more limited in their participation online than boys and young men. A broad set of concrete actions was launched in 2017, including new legislation, sanctions at schools, codes of conduct, information to young people and teachers as well as parents, awareness raising campaigns promoting gender equality and respect between girls and boys, guidelines for police, online reporting platforms and so on. *As a result*, perpetrators are being prosecuted and awareness has risen about proper digital behavior, personal boundaries and respect for women. (More information under article 5)

Women in management

Following the continuing gender imbalances on boards and in private decision-making processes, the Government in 2013 adopted landmark legislation in order to promote women's access to leading positions. The law ensures that large companies set targets for the gender balance on their boards as well as ensures a range of activities to progress gender equality and women's opportunities in these companies. *As a result*, the share of women e.g. on company boards has increased, and there is a higher awareness about the benefits of diversity in management. (More information under article 7)

Parental leave

A nationwide campaign to promote the use of parental leave by fathers is running in 2017-2020. It was developed in dialogue with a number of companies, organizations and trade unions. As part of the campaign, a charter with concrete actions has been drafted and subsequently signed by a number

of private sector actors. In 2019, a pool of DKK 1 mill. was distributed for activities to promote the use of fathers' leave.

Violence against women and girls

Violence against women and girls continue to constitute a barrier for women's full enjoyment of equal opportunities in society. The Government hence continues to place a strong focus on developing new methods and taking up new areas of concern in combatting violence. A range of activities has been and will be implemented, including new legislation, new action plans and new activities to support victims, to prevent violence and to prosecute perpetrators. The new areas of concern are inter alia; stalking, psychological violence, and date violence and digital violence amongst young people. *As a result*, an increasing amount of women and girls suffering from different types of violence can receive comprehensive universal support, including health services, as well as psychological treatment and judicial counselling. (More information under article 6)

Education

There is no deficit of women in regards to access to and participation in education including to all levels of education in Denmark. Girls and women have surpassed men when it comes to enrollment in both general upper secondary education (54 % girls) and higher education system (56 % women). However, education continues to be an area of concern because of the gender segregation of the different line educations. Women continue to lack behind in the science, technology, engineering and mathematics (STEM) sectors with a share of 34 % in the higher education system. The Government has in cooperation with the private sector initiated several activities to promote women's access to STEM educations. *As a result*, the gender balance has improved in areas like data science and programming. Awareness about the benefits of gender diversity in education has also increased significantly. (More information under articles 5 and 10)

Equal pay

According to the Equal Pay Act, the Government is obliged to present a national statement on the status and development concerning the gender pay gap every three years. This monitoring report is based on an extensive review as well as a large data set and is made public. Also, all companies with more than 35 employees have to make available a yearly statistical overview on pay distribution segregated by sex. This allows for full transparency on wages within companies, and the national statement ensures that the gender pay gap is analyzed and kept on the political agenda

as well as in the media and amongst the social partners. *As a result*, the gross wage gap has decreased since 2007 with up to a quarter. (More information under article 11)

Sex Role Stereotyping and Prejudice (art. 5)

A pivotal element in the Government's efforts to ensure gender equality is to break down and eliminate gender stereotypes and unconscious bias and practices based on the idea of the inferiority or superiority of either sexes. Such social and cultural structures may inhibit women and girls as well as men and boys from living a life in freedom. Also, it may have a negative impact on society since resources and talents are not utilized optimally.

Since the eighth periodic report, the Government has prioritized a wide range of issues. This includes data collection and analysis and other initiatives within the areas of domestic violence, trafficking, sexual assaults and harassment offline and online, social control, women in leadership, increasing fathers' use of parental leave and gender stereotypical choices of education.

Examples of some of the policy initiatives to combat stereotypes concerning the traditional roles of men and women in society as recommended in concluding observation 16 are described in the following.

Sexuality and digital education

Digital sexual assaults

Digital sexual assaults are common not least among young people, and girls and women are far more exposed than boys and men. For instance, 27.2 % of young women aged 16-24 have been exposed to non-physical sexual assaults. For young men, the share is 6.7 %.

The Government has taken initiatives to prevent sexual harassment in the digital realm, including with a package of initiatives against digital sexual abuse launched in 2017.¹ For example, the maximum penalty for sharing intimate photographs or videos of others without consent has been increased from six months to a term not exceeding three years under aggravating circumstances. The maximum fine for indecent exposure such as unsolicited sharing of intimate photos of oneself has been doubled. Also, the Government has taken action to educate police personnel to better

¹ <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Digitale%20sexkraenkelse/Engelsk%20version%20digitale%20sexkrnkelse%20endelig.pdf?la=da>

handle reports of digital sexual violations, and the police has recently launched a digital platform to make it easier to report digital sexual assaults and for the police to handle these cases.

Simultaneously, one specific case of illegal sharing of an intimate video of a young woman and young man has led to charging of more than 1.004 individuals. The so-called Umbrella-case has resulted in awareness raising and changes in perception of digital sexual assaults. It has set an important precedent in taking digital sexual violations seriously as well created greater public awareness among both young people and adults of the potential damage and consequences such violations may cause for the victim, its relatives and also the perpetrator.

Young people and digital education

A range of preventive efforts to strengthen education in digital etiquette among young people has been introduced. To name some of these, were a youth-to-youth campaign teaching young people good online manners, a dialogue film for parents, inspiration material for teachers and educational institutions on sharing private sexual material and a hotline with counseling for schools in cases of sexually abusive behavior. The goal is to create a change of culture in the youth environments that reward sharing nude pictures of others without their consent and to clarify when sexual curiosity turns into serious and illegal abuse.

In addition, a code of conduct has been launched to raise awareness and prevent sexual harassment and unethical distribution of private photos between young people. The Government has reminded principals and headmasters of upper secondary education institutions of their legal prerogatives to sanction students who digitally violate the rights of other students.

Young people, sexuality and digitalization

In a still more digitalized world, social media is the place where young people in particular share their lives with friends, intimate partners and followers. The creation and maintenance of gender stereotypes and their influence on especially young people thus reaches new levels of complexity.

For a deeper understanding of these dynamics, the Government initiated a study, “Young people, gender, body and sexuality”, exploring how young people perceive and practice gender, body and sexuality, and how this connects with their education, wellbeing and social life online and offline.

As to follow up, the Government has further strengthened its focus on fighting gender stereotypes, improving digital education and generally increasing wellbeing in young people. For example, a

nationwide media competition, “Love yourself – body and ideals”, in 2018 with approximately 500 participating school classes encouraged girls and boys to debate and reflect on body perceptions, ideals and standards.

In January 2019, the Government launched an evaluation of the mandatory topic health, sexuality and family knowledge (comprehensive sexuality education) in primary and lower secondary school. The evaluation shows a need to strengthen the prioritization of the topic in school, especially among school leaders. In January 2019, stakeholder organizations and experts were invited by the Minister of Education to discuss how to follow up on the results of the evaluation.

Since 2014, knowledge about gender, sexuality and diversity is included in the compulsory national module "Gender, sexuality and diversity" in the education program for pedagogues. The module contains various discourses about and perspectives on gender, sexuality, gender equality and family forms.

The labor market

The Government has sent out a call to action to private and public workplaces, encouraging everyone to revisit company policies on sexual harassment as well as to evaluate the company culture. In addition, the protocols of the Working Environment Authority is evaluated to better prevent and address cases of sexual harassment in the work place.

The cultural sector

In the cultural field there is – on many levels – an ongoing effort to prevent and protect against discrimination. In 2017, the Government met with representatives from the film industry in order to raise awareness about the issues brought forth by the #MeToo campaign. The film industry itself has taken initiative to introduce an anonymous hotline about sexual harassment. Furthermore, measures have been taken to increase the number of women behind and in front of the camera in order to create role models for other women.

In 2017, the Committee for Music of the Danish Arts Foundation published a Charter for Diversity in Danish Music including gender equality in order to encourage and inspire the artists, institutions and businesses to be aware of unconscious bias. In auditions to the Royal Danish Orchestra, musicians must play behind screen, in order to prevent unconscious bias in the jury. The Danish Rhythmic Music Conservatory has initiated an initiative to raise the proportion of women in rhythmic music education.

Women and girls in STEM

Denmark is concerned with the issue of gender-based educational choices made by young women and men, especially when it comes to women in STEM. Therefore, several initiatives, some of them in cooperation with the private sector, have been launched. For example, following a three-year trial with a one-year optional subject in understanding technology comprehension, gender segregation will be part of the collection of experiences in 2020.

Equal share of parental leave and family responsibilities

It is the Government's profound belief that a more equal share of parental leave between the mother and the father will not only result in a closer tie between the father and the little child and a greater shared responsibility for upbringing the child between the parents. It will also result in a more equal distribution of household work and improve opportunities for women to pursue a career and to increase lifelong income.

Both mothers and fathers are entitled to state sponsored parental leave and entitlements in Denmark. Mothers have 18 weeks of paid maternity leave and fathers have 2 weeks of paid paternity leave. Additionally, each parent have the right to 32 weeks of parental leave with a total of 32 weeks of state benefits to be divided freely between them

Data show that between 2008 and 2018, the time fathers spend with their children (on active care days) has increased with 48 minutes, from 1 hour and 27 minutes to 2 hours and 15 minutes. In comparison, mothers in 2018 spent 2 hours and 55 minutes with their children (on active care days).

With respect to the common responsibility of men and women in the upbringing and development of their children and to promote and facilitate gender equality at home and in the labor market, efforts have been made to encourage parents to divide the parental leave time more equally, including with a campaign as mentioned earlier.

Lesbian, bisexual and transgender women

In Denmark, everyone has the right to choose a partner and to live openly with regard to their sexual orientation and gender identity. Studies show that LGBTI persons are at greater risk of marginalization and poor wellbeing than the rest of the Danish population. Especially for women who have sex with women, the prevalence of cancer, suicide and suicide attempts is higher than in the general population. Therefore, in accordance with concluding observation 36, an initiative targeted primary health care to better equip general practitioners to meet especially these women

with openness, tolerance and increased knowledge of health issues for LGBTI people runs from 2018-2021.

In 2013, it became possible for two women to both be registered as the parents of a child when the child is born. The woman who does not bear the child can be registered as co-mother with the same rights and obligations to the child as a father would have had.

In 2014, the Danish gender recognition law came into effect. Consequently, a simple administrative procedure allows applicants to receive a new gendered social security number and matching personal documents. From 2017, Denmark moved the WHO diagnosis codes for being transgender from the mental illnesses category to a non-stigmatizing section.

In 2018, the Government launched Denmark's first action plan to promote security, wellbeing and equal opportunities for LGBTI persons.² One focus area is to strengthen counselling, networks and support services, including to lesbian, bisexual and transgender women, across the country and to promote openness and inclusion and to combat prejudice, homophobia and transphobia.

Trafficking (art. 6)

The efforts to combat trafficking in human beings are regulated in consecutive national action plans, with the present action plan running from 2019-2021.³ The overall focus is on preventing trafficking in Denmark and internationally, on offering victims of trafficking individually tailored and coordinated support and on prosecution and punishment of traffickers, as also recommended in concluding observations 20 and 22.

In July 2017, Denmark ratified the 2014 ILO Protocol to the Forced Labour Convention.

From 2007-2017, 730 people have been assessed by the Danish authorities as being victims of human trafficking. Of these, 87 % were women. The majority of victims come from Nigeria, Thailand and Uganda. Most victims are trafficked into prostitution. There has been a constant increase in the number of the people being assessed as victims. In the same period, the authorities' and organizations' efforts against human trafficking have expanded and become more extensive.

² <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153842%20LGBTI%20Handlingsplan%20UK.pdf?la=da>

³ <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153843%20Handlingsplan%20til%20bekmpelse%20af%20menneskehandel%20UK.pdf?la=da>

In order to meet new developments and challenges, the efforts in the national action plans have regularly been supplemented with other initiatives. This includes, for example, outreach work and development of methods to identify victims of trafficking in new forms of prostitution such as escort and private/discrete (as recommended in concluding observation 22), development of new methods for outreach work among potential victims of forced labor and a strengthened effort to screen for human trafficking among unaccompanied minors in asylum centers.

The new action plan for 2019-2021 continues and further develops previous efforts and ensures that Denmark continues to meet international conventions and obligations. Focus is on authorities' flexibility to meet new developments and forms of exploitation, that the effort is tailored to the needs of each victim of trafficking, and on including relevant actors already in contact with potential victims.

Prevention strategies

Efforts aim at providing information on human trafficking building knowledge and awareness about human trafficking and thereby preventing and reducing demand as recommended in concluding observation 22.

In 2018, an awareness campaign was launched with information to relevant actors and the general public showcasing the signs of human trafficking and providing information to potential victims on the opportunities of testifying.

A number of actors, for example the Danish Center against Human Trafficking, the Danish Working Environment Authority, the Tax Agency, NGOs etc., are potentially in contact with victims of trafficking. It is vital that they have knowledge about human trafficking and the necessary skills to support victims in whatever way their situation calls for. Focus of the prevention strategies is therefore to train and develop skills of front staff, officials and others who are likely to be in contact with potential victims of trafficking, equipping them with the knowledge they need to identify and signpost victims towards relevant services that can help them.

In regard to prevention of trafficking internationally, in accordance with concluding observation 22, Denmark support organizations such as the IOM, ILO, UNHCR, OHCHR, UN Women, UNICEF and UNFPA.

Support for potential victims and victims

Accommodation for potential victims of trafficking while identification processes are carried out is provided by the Danish Center against Human Trafficking when possible and appropriate in relation to the needs and security of the individual potential victim as recommended in concluding observation 20. In some cases it may be desirable to keep the potential victim in confinement to prohibit contact with e.g. traffickers in order to ensure her or his safety. Potential victims are also offered different health and drop-in services.

In the restitution and reflection period, all victims, including victims of trafficking into prostitution as in mentioned in concluding observation 22, are offered individually tailored and coordinated support on e.g. health, legal and psychological aspects. The array of assistance is not dependent on the victim's cooperation with the investigation of a case against the traffickers.

For further information, reference is made to the seventh and eighth periodic report.

Prosecution of traffickers

The Director of Public Prosecutions has published guidelines about the various steps in case processing that are characteristic for cases concerning human trafficking. The guidelines for example include information about referring victims to shelters and residency permits for foreign witnesses during criminal proceedings. The guidelines are updated regularly. The Director of Public Prosecutions also regularly updates the list of rulings concerning human trafficking, to provide prosecutors with knowledge about developments in legal practice in the area.

From 2010-2018, a total of 67 people were convicted for human trafficking pursuant to section 262a of the Criminal Code. In 2015, the police raided 62 addresses around Denmark after lengthy investigations. Charges were brought against 22 persons who had exploited vulnerable Romanians for different types of economic crime. The organizers have since been convicted to between three years and seven years and 11 months imprisonment for human trafficking.

Measures to strengthen prosecution of traffickers, as recommended in concluding observation 22, include establishing a key-person scheme in the relevant police districts to promote cooperation and information sharing in cases concerning human trafficking. Professionals in contact with potential victims of human trafficking, NGOs etc. will be provided with knowledge about the course of a criminal case and about the right of the victim ensuring that they are capable of providing advice to victims.

Prostitution (art. 6)

For a description on legal status of prostitution, see Annex.

Social service providers

Prostitution is regarded a social problem, together with homelessness, addiction and mental vulnerability. The municipalities offer counselling to persons involved in or considering prostitution to prevent social problems and to help and support persons with their current issues.

The National Board of Social Services (NBSS) and various NGOs also provide counselling to people engaged in prostitution as well as institutions working with especially young people.

Activities targeted women engaged in prostitution are funded by the state, municipalities or private donations.

NBSS conducts nationwide social outreach work on the indoor prostitution scene in order to provide counselling and support to women involved in prostitution. NBSS also provides support to municipalities and institutions on handling of individual cases as well as developing skills and local guidelines for professionals working in the field.

Additional projects

New projects that support the broad social service system have been initiated and implemented in cooperation with NGOs. These include an initiative of DKK 7 mill. with funding and counselling for persons, including non-nationals, as recommended in concluding observation 22, who wish or is about to leave prostitution launched in 2017. The aim is to provide support for the transition to a life without prostitution.

In 2018, a new initiative of DKK 10 mill. aiming at preventing young people from establishing prostitution-like relationships was developed. Prostitution-like relationships, such as “sugar-dating” may for some young people be an unintended road into prostitution, and the purpose is thus to prevent young people from becoming involved in prostitution.

Furthermore, the Government has established an inter-ministerial working group with the aim of clarifying the legal framework for prostitution in Denmark, so that a better balance is created between rights and duties in the field of prostitution. The working group must make recommendations for possible legislative models and for an improved effort that ensures a way out of prostitution.

Gender-based violence against women and girls

It is estimated that every year, around around 38,000 women and 19,000 men are exposed to physical partner violence. Psychological partner violence is estimated to be twice as widespread as physical violence. Women are far more often than men exposed to physical and psychological partner violence, stalking and digital assaults. At the same time, violence against women is often of more severe character. Therefore, the Government's fight against violence in intimate relations is primarily structured to fit women victims of violence.

A comprehensive and extensive support system

All women who are victims of violence or threats of violence have access to an extensive nationwide support system covering psychological, social, health care and judicial services as well as labor market support.

According to the Act on Social Services, Section 109, every municipal council has a legal obligation to provide temporary accommodation for women who have experienced violence, threats of violence or any similar crisis in relation to family or marital status. Women may be accompanied by children and receive care and support during their stay. Women staying at women's shelters receive introductory and coordinated counselling, and the municipal council must offer psychological treatment to children accompanying their mother at the shelter.

National policy plans

National action plans supplement the nationwide support system and services. Their purpose is to focus on specific areas and target groups, to test new initiatives in the fight against violence and to strengthen knowledge and prevention. The efforts are predominantly focused to combat violence against women. Denmark has had five national action plans on intimate partner violence since 2002. The previous action plan covered the period 2014-2018.⁴

An independent evaluation of the action plan will be published in 2019. The preliminary results generally show that the action plan have covered previously unmet needs.

With these experiences in mind, a new **action plan** to combat psychological and physical violence in close relationships covering the period 2019-2022 was developed and came into force in March

⁴ <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2014/150930%20Action%20plan%20against%20violence%20in%20the%20family.pdf?la=da>

2019. DKK 101 mill. has been allocated to the plan which has 18 initiatives under the heading of 3 focus areas:

- Prevention and recognition of psychological violence, including awareness raising in the general population and specifically among children and young people. This focus is in line with the Government's bill on introducing a separate section concerning psychological violence in the criminal code.
- Further strengthening of ambulatory counselling and treatment programs for victims of physical and psychological violence in intimate relations
- Increased knowledge, including a nationwide study of the prevalence of physical and psychological violence in intimate relations

In addition, the Parliament in 2016 agreed to launch the **initiative** "Collective effort to end violence in intimate relations". The agreement provides funds to NGO driven activities such as ambulatory counseling and treatment programs for victims and perpetrators and establishment of a national unit against violence in intimate relations.

New legislation on domestic violence

There has been several amendments to the criminal law provisions in order to prevent and combat violence against women and domestic violence. For example, act number 718 (2018), increased inter alia the maximum penalty for repeated cases of domestic violence (common assaults) from three to six years. Act number 358 (2018), increased inter alia the level of sentences for aggravated violence by one third compared to the previous level. Denmark has also ratified and implemented the Istanbul Convention of the Council of Europe.

Psychological violence

In concluding observation 18 (c) it is recommended to adopt a legislative framework that explicitly protects women from psychological violence, according to Article 33 of the Istanbul Convention.

The Government has stated that it will introduce a new separate act on psychological violence in close relations (family etc.). Civil society has played an important role in the preparatory legislative process, and the amendment was introduced to the Parliament in 2019. The Government has further announced that it will take initiative to ensure the police and prosecution service proceedings of cases of psychological violence, and that a ministerial working group will be assigned to identify the extent to which new initiatives are needed in this area.

New legislation on sexual assaults

Sexual assaults in varying forms may have serious implications for the victims, and women are far more exposed to sexual assaults than men. The #MeToo movement has gained significant momentum in Denmark and has raised awareness both in the general population and within the legislative power on prevalence and potential consequences.

A number of legal provisions or amendments in relation to sexual assaults have been adopted. In 2016, the penalty for rape was increased with an average of one year (act number 635 (2016)), and the Government launched a number of initiatives to improve the efforts against rape, including guidelines for the police on how to receive and handle rape cases. The national police has set up an expert group of investigators and prosecutors who will contribute to developing the guidelines and an advisory forum where the police meet with organizations that deal with victims of rape. The police has carried out an information campaign in order to encourage victims of rape to report the assaults to the police. The Crime Prevention Council has conducted a survey into extent and character of sexual assaults and launched a campaign to prevent sexual abuse and rape.

In 2018, act number 140 (2018) repealed the 72-hour police notice victim compensation deadline, which a victim of rape or incest usually has to comply with in order to apply for victim compensation. Furthermore, this act increased the compensation by approx. one third to victims in all cases of sexual assault offenses. Also in 2018, act number 257 (2018) increased the punishment for sexual harassment and sexual offences on the internet.

Additionally, in 2018, the Minister for Justice appointed a panel of experts within the area of sexual assault and abuse in order to gain further knowledge and recommendations within the area. The panel is expected to provide its recommendations regularly in the spring of 2019.

Moreover, the Government is examining how the legislation on rape can be improved. In that connection, the Minister of Justice is in the process of collecting information on other countries' legislation on rape, including countries, where the legal definition on rape is based on a non-consent requirement instead of being based on violence, threats, etc.

Stalking

In 2016, the Government introduced an action plan to prevent stalking. The action plan aims to strengthen efforts of the police in stalking cases, to ensure that victims of stalking receive the utmost professional help and guidance as well as to strengthen the knowledge of stalking.

Furthermore, the Restraining Order Act was amended in 2016 by introducing a temporary restraining order which can be applied while a case regarding a restraining order or exclusion order is being processed.

The national action plan to combat physical and psychological violence in close relationships 2019-2022 allocates permanent funding for Danish Stalking Center. Danish Stalking Center provides professional counselling services for victims and perpetrators of stalking (Table 1, Annex). The center also collects and disseminates knowledge on stalking to professionals including social workers and police.

Data on violence against women

The Danish National Police has in September 2018 enacted an array of hashtags that enables the police to sort data by the relationship between victim and perpetrator as recommended in concluding observation 18 (a) (for an overview, reference is made to Table 2, Annex). It is possible to hashtag all penal cases and all cases regarding violence. Its use relies on the police officer registering the penal case.

For further data on violence against women, reference is made to Annex (e.g Table 3 and 4).

Part II (art. 7-9)

Political rights and participation (art. 7)

Women in management

Legislation regarding equal gender composition in company boards and management positions

Legislation which requires the largest companies to set a target figure and establish a policy for the gender composition of management came into force on 1 January 2013.

If a company does not comply with the legal requirements when reporting, the company can be met with an administrative order. As a last resort, it is possible to issue a fine. For more information on the rules, reference is made to the Annex and guidelines in English.⁵

In 2017, more than 1.000 companies were subject to the law.

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https://danishbusinessauthority.dk/sites/default/files/media/guidance_on_target_figures_policies_and_reporting_on_the_gender_composition_of_management.pdf

In 2017, the Danish Business Authority carried out a screening of the annual reports of approx. half the number of companies in scope. This screening resulted in the DBA announcing orders to approx. 70 companies to submit information on the gender composition of the management fully in compliance with the relevant legislation.

In concluding observation 30 (c) it is recommended to provide for clearly defined sanctions for companies that fail to meet targets for equal gender representation. It is the Government's belief that introducing orders to companies concerning submission on gender composition motivates companies to work for increased gender equality.

Development of women on boards and in management

As recommended in concluding observation 24, the Government closely monitors the implementation of the legislation regarding women on boards and in management. The proportion of women on company boards in the largest publicly listed companies has increased since the introduction of the legislation in 2012 from 20.8 % to 30.7 % in 2018.⁶

For all publicly listed companies, the proportion of women on boards has increased from 9.6 % in 2012 to 15.9 % in 2017 (Table 5, Annex). These figures do not include board members elected as employee representatives.

For companies covered by the legislation on the gender composition of management (more than 1,000 companies in 2017), the proportion of women on company boards has increased from 9.6 % in 2008 to 15.2 % in 2017 (Figure 1, Annex).

From the gender equality reports, which state and local authorities bi-annually are obliged to submit to the Minister for Equal Opportunities, it appears that the authorities have obtained results. For example, the share of female top level leaders increased from 19 % in 2013 to 30 % in 2017 in state authorities, and from 25 % to 29 % in municipalities. When it comes to leaders at all levels in municipalities, 67 % were women in 2017 compared to 60 % in 2013. The share of women in boards of state agencies has increased from 39.7 % in 2013 to 41.4 % in 2017.

Evaluation of the legislation on gender composition and supporting initiatives

The legislation on gender composition of management was evaluated in 2017.

⁶ EIGE: European Institute for Gender Equality <https://eige.europa.eu>

Overall, there has been a slight tendency of an increased annual growth in the proportion of women in the boards of the companies covered by the legislation. However, it was also concluded that the impact of the legislative requirement so far is somewhat limited, as the annual growth rate does not exceed 1.1 percent point.

Based on the evaluation, the Government decided to maintain the legislative requirement unchanged. It is the Government's view that it takes time to change attitudes and mindset and thus, four years is not a sufficiently long period to see the full effect of the legal requirement.

The Government is committed to get more women into management and has therefore enacted a number of focus areas, including:

- Guidance for companies to focus on diversity and gender distribution in top management.
- Diversity in the recruitment basis for senior management.
- Possible benchmarking of companies' gender composition of management.

Women in judiciary

The proportion of women judges in High and Supreme Courts have increased to 40.4 % in 2019 (21.1 % in 2008).

The Special Court of Indictment and Revision (*Den Særlige Klageret*) consists of 60 % women, and The Judicial Appointments Council consists of 40 % women.

Women in politics

In Denmark, women and men have the same rights and opportunities to stand for elections and to join politics.

At the local government elections in 2017, the proportion of women in the municipality councils increased to 32.9 % (from 29.7 % in 2013), and the number of female mayors rose from 12 (in 2013) to 14 out of 98. At the regional government elections in 2017, 38 % of the elected were women, which is a minor decrease in the number of elected women in comparison to the election in 2013 (39.5 %). After the general elections in 2015, women accounted for 37.1 % of the national parliament (65 out of 175 seats). This is a minor decrease in the number of women in comparison with the latest general elections in 2011, where 39 % (68 out of 175 seats) were women. In 2015, the first ever female chairperson of the Parliament was elected. At the elections for the European

Parliament in 2014, 5 of the 13 elected Danish members were women (38.5 %), which is a minor setback since the election in 2009, where 6 out of the 13 elected Danish members were women.

The minor setback in the proportion of female candidates elected for the Parliament, regional councils and the European Parliament is seen as a mere coincidence and not a general trend towards less equal gender representation in the political organs. Gender equality is a matter of great public interest, not least during elections, and it should be noted that after every election, the Ministry for Economic Affairs and the Interior publishes statistics showing gender distribution among the candidates standing for elections. On this background, including the fact that women and men enjoy the same political rights, the Government does not intend to take measures as recommended in concluding observation 24. The Government will, however, continue to closely monitor the development in this field.

Representation (art. 8)

Women ambassadors

An important milestone for the Ministry of Foreign Affairs is to reach a 50-50 gender balance in ongoing management appointments. In 2017, 55 % of newly appointed leaders were women, leaving the Ministry with a balance of 29 % women and 71 % men in management. In 2013, 23 % of managers were female.

Another priority has been to nurse the pipeline for future female leaders. The Ministry now almost has a 50-50 gender balance (47 % women) in deputy management and has experienced a growth of 15 percentage points in deputy female leaders in the last five years.

The Ministry has introduced a policy for the appointment of new managers and deputy managers stipulating that Senior Management should always have a choice of at least one female and one male candidate. In the coming years, the Ministry will also prioritize monitoring and handling of the mobility of managers in relation to postings abroad and any gender bias (conscious or unconscious) related to this.

Women in armed forces

Since the eighth periodic report, the Danish armed forces have further developed the initiative to incite more young women from the age of 18 to also participate in the Armed Forces Day. Since 2009, the armed forces have held inspiration days specifically for women and are now carrying out a yearly National Inspiration Day for women with a nationwide communications effort and

inspirational events spread out in the country. The initiatives are proving successful; in 2007, 419 women out of 6119 conscripts signed on for conscription, whereas in 2017, 722 women out of 4214 conscripts signed on. This shows an increase from 7 % female conscripts in 2007 to 17 % female conscripts in 2017.

In 2017, the Danish Defence was awarded for improving conditions for women in the Army. The work entails a network for young female leaders in the Army and rewarding female role models.

Nationality (art. 9)

Citizenship and nationality

The Danish rules of nationality contain no provisions relating to the automatic loss of nationality upon marriage or in the situation where the spouse changes nationality. Furthermore, it makes no distinction between women and men with regard to loss of Danish nationality.

A child will acquire Danish nationality if born to a Danish father, a Danish mother or a Danish co-mother.

Children born stateless in Denmark are entitled to Danish citizenship by application (naturalisation). Since 2013, the political agreement has contained a separate chapter dedicated to applicants born stateless in Denmark who are covered by the 1961 UN Convention on the Reduction of Statelessness and the 1989 UN Convention on the Rights of the Child. This chapter ensures a high focus on the continuing compliance with the conventions as recommended in concluding observation 26. And makes it possible for applicants to read the relevant conditions for acquiring Danish nationality directly from the agreement.

Measures to eliminate discrimination against migrant women

Different measures to tackle, prevent and eliminate discrimination, including intersecting forms of discrimination, as recommended in concluding observation 34, are in place. Some of the measures are described below.

Complaint procedure

Anyone who believe they have been discriminated on grounds of e.g. national, social and ethnic origin, race or gender equality can raise the issue with the Board of Equal Treatment. Reference is also made to the Core Document. From 2014 to 2018, the Board processed 182 complaints regarding discrimination on grounds of national, social or ethnic origin.

Raising awareness on women's rights and gender equality

The Government runs a campaign in 2018-2020 to raise awareness on women's rights and promote gender equality among migrants, refugees and ethnic minorities as recommended in concluding observation 10. Information and course materials are for free available in six languages at <http://ret-til-ligestilling.dk/en/>.

Increasing knowledge of migrants' views and participation in society

Gender equality and women's rights is a recurring theme in the Ministry of Immigration and Integration's annual survey examining migrants' and their descendants' citizenship and participation in society. The survey includes questions pertaining to view on gender roles, self-determination and experiences with discrimination. The data is gender-disaggregated as recommended in concluding observation 16. The resulting data is regularly reported in publications that contribute to the identification of challenges and to inform future policy initiatives.

Part III (art. 10-14)

Education (art. 10)

In the educational sector, the overall precondition is equality – regardless of gender and ethnic origin. All educational opportunities are available and free of charge for all citizens. It follows from the Act on Gender Equality that the educational sector has a special obligation to promote gender equality, for example by being aware of differences in boys' and girls' needs, resources and behavior in order to assess which efforts are needed to give them the same opportunities. Focus must be on competencies instead of gender, so that the potential of the students' total talent are optimally utilized.

Primary and lower secondary education

For an overview of differences in grades and well-being among boys and girls in the public school, reference is made to Annex (Figure 2 and Figure 3).

It is stated in the objects clause of the Act on the Danish Public School that the teaching and the daily life in school shall build on intellectual freedom, equality and democracy, and the school shall prepare the students for rights and duties in a society based on these values.

The Common Objectives for the mandatory subject ‘health, sexuality and family knowledge’ states that the subject must include focus on body, gender and sexuality. In history class, women’s suffrage is included as a mandatory topic which must be covered.

In relation to concluding observation 14, the Committee raises concern that the educational sector is not encompassed in the national strategy for gender mainstreaming from 2013. However, the strategy contains concrete examples and tools on how public authorities – e.g. municipalities and educational institutions – can work to improve gender equality inter alia in education, and it is recommended that each authority formulates concrete targets, e.g. for gender equality in education if relevant.

A number of Government initiatives to improve gender equality and combat sex role stereotyping in primary and lower secondary school have been launched. Some of them are:

Report from the Committee on Gender Equality in Day Care and Education:

In 2016, a committee of organizations and researchers was formed to identify challenges in day care and education relating to gender equality and possible solutions. The committee released its report in 2017 with recommendations to a number of different actors, including municipalities, schools, organizations, researchers, the Government and work places.

Conference with focus on girls and technology understanding

In 2018, the National Agency for IT and Learning hosted a conference on girls and technology understanding. The purpose of the conference was to provide inspiration for projects in the educational sector to ensure girls' interest in technology understanding and to break down gender stereotypes to motivate and make it easier for girls to take part in development of technology, as recommended in concluding observation 28(a).

A pre-examination of how to monitor the well-being of LGBT students in the educational system

In 2018, a preliminary study was launched to identify a method for long-term monitoring of LGBT students' well-being and thus better be able to identify challenges and room for improvement of this targets group’s well-being. The study recommends an anonymous questionnaire among students from 15 years and upwards. The Ministry of Education has initiated a dialogue with the relevant organization as how to follow up on the conclusions.

General upper secondary education

In 2018, the overall male-female ratio of upper secondary education was 46 % male and 54 % female (Figure 4, Annex). There are four programs, and the male-female ratios tell that there is a majority of male students choosing programs containing a more technical (htx) and commercial profile (hhx) whereas female students tend to choose programs with a broader common profile containing for instance more foreign languages (stx and hf).

Since 2017, in order to open up the students' mindset and initial preferences for certain subjects, a three months introduction period has been introduced when they start at either stx, hhx or htx.

Through those first months, students are not divided into specific academic areas. Instead, they are exposed to most subjects available within the program and receive guidance from the teachers to help qualify the choice they make after the introduction period. The choice of specific subject areas at the general upper secondary level is important for the students as it has an impact on their access to further education later on.⁷

Gender equality is also a main focus in social studies in all four programs where it is stated that students should be taught about rights and duties in a democratic society including gender equality.

Vocational Education and Training

Women and men have equal access to vocational education and training (VET) which is targeted at the individual pupil to ensure high completion rates and gives access to student grant, trainee pay and reimbursement of travel and boarding schools, regardless of gender.

The education alters between school education and employment in company. Vocational training reflects the labor market, thus some VET courses attract more students of one gender (Figure 5, Annex). The overall sex ratio is almost equal in VET.

Measures are taken by the labor market and colleges to encourage women and men to choose non-traditional fields of education and career paths, such as science and technology for women and caregiving roles for men. With reference to concluding observation 28(a), the Ministry of Education launches a nation-wide effort to develop and disseminate good practice on educational environments, with focus on inter alia attracting more females to traditional male programs and vice

⁷ Report of the Committee on Equal Opportunities for Day Care and Education, 2017

versa. On social media platforms, the Ministry points out the many possibilities students have regardless of gender.

Women in academia

More women than men complete a higher education and almost the same number of men and women achieve a Ph.D. Although the share of women in academia has increased in recent years, only about one third of researchers are female. In 2017, the share of female full professors was 22.2 % (Table 6, Annex). University management has the key responsibility for increasing the number of female researchers and for ensuring good and equal conditions for recruitment, promotion and retention of both male and female researchers.

A range of initiatives has been enacted in order to encourage and facilitate academic careers by women as recommended in concluding observation 28(a) and (b), including:

Talent barometer

In 2015, a ministerial taskforce for more women in research presented its recommendations primarily targeted towards the universities and research councils. In 2016, the Minister of Science and Higher Education invited all university rectors to a round table meeting to follow up on the recommendations. A declaration was signed, and in 2017, the Ministry launched the first Talent Barometer, a yearly publication monitoring and comparing the share of women in academia in the university sector. The report forms the basis for an annual discussion between the Minister and the chairs of the eight university boards followed by a briefing sent to the Parliament.

Research funding

In 2013, Independent Research Fund Denmark organised a conference on *Gender in research*. An element in this conference was to follow up on the council's initiatives for female researchers in the last decade.

In 2014, the Danish Council for Independent Research had an instrument called “Ydun – Younger women Devoted to a UNiversity Career” targeted women at minimum associate professor level. The instrument received a very high number of applications, and only 17 grants were awarded. This resulted in a very low success rate of only three percent (Table 7, Annex).

Fewer women than men apply for research grants at the fund as less than one third of the applicants are women, but this share corresponds roughly to the share of women in the academic staff at the

universities. There is a limit to the Ph.D. age in specific instruments in the calls for proposals from Independent Research Fund Denmark. However, maternity leave can be subtracted from the period with a factor 2. One year of absence thus counts as two years of absence to take into account the difficulties of returning to research after having had children.

The Independent Research Fund Denmark has been allocated DKK 50 mill. for research in “People and Society”; part of these funds can be granted to research on gender, e.g. with a view to improve the gender balance in the research landscape.

STEM Action Plan

The Government will present a STEM action plan to make more people choose, be admitted to and ultimately carry out a higher technical, digital or scientific education, including focus on women's search patterns etc. for the STEM programs.

Innovation Fund initiatives

The Innovation Fund has taken a number of initiatives to strengthen the gender balance among applicants, including female ambassadors/role models, a pilot project to attract more female applicants, requirements for large research partnerships to reflect on gender diversity in the team and increased gender balance in panels and annual recipients of prizes. Next step is further analysis and interviews with women in the target groups as a basis for policy for gender diversity, including objectives that can be reviewed annually.

Employment (art. 11)

The situation on the labour market

Danish women have played a decisive role in the establishment, maintenance and development of the welfare state. Women's participation on the labour market has boosted the economy, and both men and women benefit from the extensive social infrastructure providing affordable day-care for children allowing both parents to pursue employment.

In the Danish Labour Market Model, terms and conditions on the labour market, including pay and working hours, are mainly regulated by the Danish Social Partners through collective agreements. There is no statutory minimum wage in Denmark.

Women in the workforce

In 2016, the workforce (including all employed and unemployed persons) totalled 2.9 mill. persons. Women accounted for 1.38 mill. of these which corresponds to 47.4 % of the entire workforce.

Women's participation rate is lower than men's. The participation rate for women was 73.5 % in 2016. In comparison, men's participation rate was 77.6 %. The gap between women and men's participation rate has continuously been narrowing from 2008 to 2014, but it has been increasing from 2014 to 2016 (Table 8, Annex).

Immigrant and ethnic minority women

The participation rate for immigrant and ethnic minority women from non-western countries is lower than for ethnic Danish women. In 2016, the participation rate for immigrant and ethnic minority women from non-western countries was 51.4 %, which is 1.4 percentage point higher than in 2015. In a period before, the participation rate has been falling for this group. Women irrespective of their ethnic background more often than men take an education. Ethnic minority women follow the success of ethnic Danish girls.

By EU standards, Denmark has rather high participation and employment rates, in particular for women. Women's and men's extensive participation in the labour market remains an essential prerequisite of the Government's employment policy.

Unemployment rate

Women's unemployment rate was lower than men's from late 2008 to summer 2012 – during the economic crisis (Figure 6, Annex). From mid summer 2013 the unemployment rate of women has been higher than the unemployment rate of men. Men work to a higher degree than women in professions that are sensitive to the business cycle. Therefore, men's unemployment rate might fluctuate more between recession and boom than women's.

Reducing the gender pay gap

The Act on Equal Pay prohibits gender discrimination with regards to pay and the Government's continued efforts regarding equal pay and occupational segregation are conducted in a dialogue with the social partners in recognition of the fact that promoting equal pay takes place at the workplace and through collective bargaining.

In line with concluding observation 30 (a), the Government is closely monitoring and analysing the development in pay differences for men and women.

Decrease in unadjusted gender pay gap

The unadjusted gender pay gap has decreased relatively significantly since 2007. In 2018, the Danish National Centre for Social Research published an updated report on pay gap between men and women. The 2018 report covers the period 2012 to 2016, but also looks at trends and developments since 1996.

In 2016, the unadjusted gender pay gap was 10-15 % depending on the pay concept. The unadjusted gender pay gap has decreased relatively significantly since 2007. The decrease is up to 5 percentage points. This corresponds to a reduction of the unadjusted gender pay gap of between one fourth and one third depending on the wage concept used. In the previous period from 1997 to 2006, the unadjusted gender pay gap did not change significantly.

An important factor in the decline in the unadjusted gender pay gap is women's upward mobility into more managerial positions. Furthermore, women on average are also better educated than men, and the advantage has increased over the past ten years.

The residual gender pay gap

When the unadjusted gender pay gap for the entire labour market is adjusted for the different characteristics of women and men, for example education, work experience, sector, industry and work function, the residual pay gap is 4-7 % depending on the pay concept.

50-60 % of the unadjusted gender pay gap can thus be explained by different characteristics. The residual pay gap may be linked to the fact that men and women are paid differently despite the same characteristics and/or that men and women are different or are paid differently due to circumstances that cannot be measured for example, informal qualifications.

While the unadjusted gender pay gap has decreased since 2007, the remaining pay gap has, on the whole, stayed the same in that period.

Occupational segregation and part-time work

Occupational segregation is rooted in a number of factors, including personal preferences and expectations, cultural expectations and gender stereotypes. Occupational segregation starts long before men and women enter the labour market as it is closely linked to educational segregation.

Moving from part-time to full-time employment

Working time is regulated by the Danish Social Partners through collective agreements. Many women working part-time work are employed in the municipal or regional labour markets in social services such as care for children and the elderly or in the health sector.

Both municipal and regional employers have stepped up their efforts to minimise to share of part-time work as recommended in concluding observation 30 (b).

As of 2014, the organization Danish Regions has had a policy to increase the number of full-time positions towards 2021. Danish Regions represent the five regions in Denmark and is responsible for the health sector, including the hospitals. The goal of Danish Region's full-time policy is to change the (lack of) full-time culture in regional jobs and increase the share of full-time employees by advertising full-time positions in general in the regions.

Since 2014, there has been an increase in the proportion of full-time positions in the regions. Thus, the implementation of the policy is on the right track, though at a somewhat slower pace than expected. Danish Regions are currently preparing an evaluation of the full-time policy. It is expected that the Board in 2019 will decide whether there is a need for new initiatives in this area.

In 2018, Local Government Denmark and the trade unions agreed in view of the municipalities' current and future recruitment challenges and in order to increase gender equality, that the proportion of full-time employees will be increased in the coming year.

Recruiting employees to full-time positions is a challenge for many public employers as many employees prefer to have reduced weekly working hours. In some sectors, doing shift work means that the actual salary for part-time work equals that of a full-time job, because working odd hours are compensated at a higher rate.

About 35 % of the employed women are working part-time (Table 9, Annex). The share of men working part-time is about 16 %. The relatively high proportion must be seen in light of the employment rate for women. Thus, there is a significant proportion of the female population working full time. A participation rate of approx. 74 % and a part-time share of 35 % mean that approx. 50 % of women work full time. Against this background, it is not surprising that the vast majority of part-time workers do so voluntarily. For further information, reference is made to Annex.

Legal protection in relation to pregnancy and childbirth (concluding observation 30 (d))

On the labour market, gender discrimination has been prohibited since 1978 by the Consolidated Act on Equal Treatment of Men and Women with regards to employment etc. Both direct and indirect discrimination is prohibited under the Equal Treatment Act. Discrimination due to pregnancy, maternity, paternity and parental leave is considered direct discrimination.

With regards to *dismissal* during pregnancy, maternity, paternity and parental leave, the burden of proof is reversed. Thus, the employer must prove that the dismissal is not related to pregnancy, maternity, paternity or parental leave. The average compensation awarded in cases regarding dismissal due to pregnancy, maternity, paternity and parental leave is the equivalent of nine months' pay. In 2016, the Government published an easy-to-read summary of the legal rights during maternity, paternity and parental leave.

Claims regarding gender discrimination are settled within the system set up for the settlement of industrial disputes, the ordinary civil courts of law and the Board of Equal Treatment.

Mothers have for many years had the right to 14 weeks of paid leave when losing a child late in pregnancy or within the first months of the child's life. From 2018, fathers and co-mothers gained the same right enabling the parents to better support each other and recover from the loss.

Promoting gender equality in the allocation of public procurement contracts (concluding observation 30 (e))

The Danish law on public procurement does not provide any obligations to take specific considerations, e.g. concerning equal treatment of men and women, in public procurement, but leave it up to the individual contracting authority to decide which considerations are relevant in the specific procurement at hand.

An obligation to include a specific consideration across all types of contracts would not necessarily be beneficial, as there may be vast differences between the marketplaces of the different contracting parties. Furthermore, it is unclear how the measures suggested in concluding observation 30 (e) are to be implemented in an effective way.

Ratification of other treaties

In concluding observation 51 it is recommended that Denmark ratifies the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families. Denmark is

currently not in the process of ratifying it. The Government finds that the term “migrant worker” used in the Convention lacks differentiation, as it also includes persons who are in unauthorized residence and employment. These regulations may therefore increase the incentive to take up employment in Denmark without having the requisite residence permit and risk undermining the welfare state.

It is furthermore recommended that Denmark ratifies the Domestic Workers Convention, 2011 (No. 189), of the ILO. After thorough tripartite consultations have been carried out on these matter the Government in 2015 decided not at this stage to ratify the Convention. The decision was based on an agreed recommendation from the Danish Permanent ILO Committee concerning Tripartite Consultations to Promote the Implementation of International Labour Standards.

It was the overall assessment that Denmark to a large extent already meets the requirements in the Convention. Domestic workers living in the household are very rare, and the thorough examination did not reveal significant, uncovered protection of domestic workers subject to the Convention. It was also the assessment that a ratification would require legislative measures that would have unintended implications on the collective agreements that already ensure decent work conditions for domestic workers.

Health (art. 12)

The Danish healthcare system is universal and based on the principles of free and equal access to healthcare for all citizens. Healthcare is provided on the basis of the individual needs of patients including gender sensitive aspects of health. An example is the screening program for breast cancer. The specific initiatives advanced since the eighth periodic report shall thus be considered as additional to the comprehensive coverage already ensuring women’s access to health care.

For infants born in 2016-2017 the life expectancy for women is 82.9 years compared to 79.0 years for men. This difference is also present for 50-years-olds where women are expected to live 3.5 years longer than men.

Initiatives and focus areas in this reporting period are outlined in the following.

The National Stress and Youth Panels

In 2017, a larger share of women (15.5 %) than men (10.9 %) suffered from poor self-rated mental health. Of women aged 16-24, 23.8 % had a poor self-rated mental health. With the aim of

improving mental health, the Government established a National Stress Panel and a Youth Panel. The purpose was to initiate a debate and raise attention regarding mental health and stress, especially among young people, and how self-perception of the youth can be improved. The Youth Panel focused on themes as gender, sexuality and boundaries. The National Stress Panel has inter alia discussed the culture of perfection and how to prevent such a culture causing stress especially among young women and girls.

Action plan on psychiatry

In 2018, the Government released an action plan on psychiatry aiming to improve the mental health of the population, including women. As the national health profile of Denmark from 2017 reveals that women report poorer mental health than men in all age groups, the action plan on psychiatry is highly relevant for the improvement of women's health in general.

Chronic diseases and comorbidity

Today, around one third of the Danish population suffers from one or more chronic diseases. Comorbidity is a growing challenge, and there is a greater proportion of comorbidity among women (28.8%) than among men (22.2%) in all age groups. Therefore, initiatives in this area is of great importance for women of all ages. Denmark has a number of initiatives aimed at people, including women, living with chronic diseases, e.g. the National Diabetes Action Plan from 2017. Furthermore, the Government has presented a new action plan to strengthen the role of the general practitioner in the treatment of patients with noncommunicable diseases and has allocated resources to strengthen the efforts with regard to patients with chronic diseases.

Osteoporosis

Osteoporosis is more than four times as frequent among women than men, and the disease has significant personal implications due to fractures, hospitalisations, etc. The Government and the political parties of the Parliament have initiated an analysis to map the health services provided to patients with osteoporosis and to identify possible solutions to the current challenges. Furthermore, the Government has allocated resources to strengthening the effort on osteoporosis in accordance with the conclusions of this analysis.

Maternity care

A new set of National Guidelines to Maternity Care is expected to be published in 2019. The guidelines form the basis of the services offered to pregnant women and their families in the

healthcare system including issues related to health promotion, prevention and medical treatment in relation to pregnancy, birth, and postnatal care. The Danish maternity care is differentiated, making special services available to vulnerable pregnant women and their families.

Birth initiative

The Ministry of Health launched an initiative in 2018, which aims at setting the direction for the future effort in relation to childbirth. The objectives include developing birth plans tailored to the individual labouring mother and enhancing the effort towards vulnerable pregnant women, ensuring comfortable surroundings during childbirth regardless of where the pregnant women choose to give birth, ensuring a healthy work environment among personnel, and improving digitalization.

Digital solutions for pregnant women

At present, pregnant women receive a paper based maternity record, which they must bring to midwife consultations, doctor's appointments and to the maternity ward. This is challenging in terms of ensuring that the relevant information follows the pregnant woman and can be accessed by the relevant healthcare professionals during the course of the pregnancy. The Ministry of Health is currently working on developing a digital solution to improve easy access to maternity records for both the pregnant women and health professionals.⁸

Improved mother-child facilities in new hospitals

The hospital structure is currently undergoing a structural transformation, including the construction of new hospitals and modernization of existing ones. The modernization includes construction of improved facilities for pregnant women and new mothers, providing a calm environment for the beginning of life and increased patient safety in case of complicated births, as well as allowing mothers of hospitalized infants to stay close to them.

Abortion

According to the Act on Healthcare (*Sundhedsloven*), women have the right to induced abortion before the end of the 12th week of pregnancy. A woman seeking induced abortion has the right to receive counselling before she decides on having an abortion to support the woman in her decision. If the woman decides to have an abortion, counselling is also offered, with the purpose of

⁸ The initiative is in the idea phase and a preliminary analysis of possibilities of development, implementation and dissemination of a digital pregnancy tool will be carried out.

supporting the woman to overcome mental difficulties due to having the abortion. In 2017, new funding was allocated to strengthen the counselling of women seeking induced abortions.

Double donation

In 2018, it became possible for a single woman or a couple to receive both sperm and eggs from a donor in cases of infertility due to medical reasons (so-called double donation). Especially lesbian couples and single women can benefit from double donation due to their natural need of donor sperm in their treatment.

Sex education and sexual health

The national initiatives regarding sexual health interventions are carried out in close collaboration between the Danish Health Authority and the Danish Family Planning Association. Education on sexual health and rights, including for young migrant women and girls, as recommended in concluding observation 34, is a priority and is mandatory in primary and lower secondary school. Multiple yearly educational campaigns are carried out and supplemented by campaigns on specific issues, such as the 2018 awareness campaign focusing on myths regarding the female hymen membrane. Other initiatives include ongoing counselling regarding sexual health via online chat forums and telephone-lines to children and youths.

In 2018, the Danish Health Authority has issued guidance for municipalities (a so-called prevention package) specifically addressing sexual health and well-being and includes recommendations regarding women in particular, such as counselling and contraception for female drug addicts.

HIV/AIDS

Every citizen has equal access to information, treatment and care in the field of HIV and AIDS. In 2015, 273 new cases of HIV were reported of which 70 were women. In collaboration with the NGO AIDSfondet, the health authorities have established free checkpoints in Copenhagen, Odense and Aarhus where vulnerable groups directly off the street can get tested anonymously and receive counselling. AIDSfondet receives yearly funds from the Government, which also covers other prevention, information and counselling activities targeting vulnerable groups. Hence, these initiatives serve to address the concerns of concluding observation 34.

HPV vaccine against cervical cancer

Since 2009, all girls between the age of 12 and 18 are offered the HPV vaccine against cervical cancer free of charge as part of the childhood immunisation programme. In addition, catch-up

programmes targeted girls and young women born after 1984 have been carried out, also free of charge.

Ethnic minority women

Over the last years, disease prevention and health promotion targeted ethnic minorities have been prioritized in many municipalities. Women have been the direct target of several initiatives, including on reproductive health and family health in general as recommended in concluding observation 34. Peer educators of different ethnic origin have been trained with the intent to create health-promoting networks among women living in socially disadvantaged communities by offering e.g. physical activities and lessons in childcare and nutrition.

In relation to antenatal care, several hospitals with a high proportion of ethnic minorities in their uptake areas offer special group consultations for non-Danish speaking women or consultations with midwives especially trained in working with ethnic minority women. The Danish Health Authority has initiated a pilot project across the country implementing outreach antenatal care for socially disadvantaged women, including ethnic minorities.

In 2019, the Government presented a bill prohibiting construction of an artificial hymen. The idea of hymen as a symbol of virginity busting at the first intercourse is a myth and the bill is intended to prevent pressure on women to submit to surgical construction of an artificial hymen. The bill is a part of the Government's information efforts and educational initiatives on women's anatomy.

Furthermore, in 2011, the Red Cross and its partners opened the first free walk-in health clinic for undocumented migrants staffed by volunteer doctors, nurses, midwives etc. Since the opening of the clinic, 2400 individual patients have received treatment there.

Preventive home visits

The municipalities in Denmark offer home visits to all citizens, including women, aged 75 years, 80 years and older as well as vulnerable citizens aged 65-79 years with a risk of developing low social, mental and physical functionality, for instance after loss of one's spouse.

The purpose of a home visit is to offer advice and support, to provide information about available services and to meet needs arising from impaired mental, social or physical functional ability in order to prevent illness, social problems and promote quality of life. The preventive home visits

thus aim to prevent elderly citizens, including women, from ending up in a precarious situation as recommended in concluding observation 38.

Economic and social benefits (art. 13)

Early Childhood Education and Care (ECEC)

The existence of quality, affordable childcare is seen as key to the high level of gender equality in Denmark, not least the high participation rate of women in the labor market. Childcare is by law available to all children – regardless of family structure, finances and parents’ employment – and is provided by well-trained staff and characterized by highly professional care and learning environments. More than 95 % of children attend ECEC facilities from the age 3-6. In accordance with the Act on Day-care (*Dagtilbudsloven*), the municipality shall grant various discounts and subsidies to ensure a place for children from for example low-income families in an ECEC facility.

Child allowance

Reference is made to the seventh periodic report for a detailed explanation on child allowance in Denmark.

From 1 January 2018, the minimum period of residence in Denmark was changed from two to six years. According to the new residency criteria, the person who has a duty to provide care for the child must have been resident or employed in Denmark, including the Faroe Islands and Greenland, for six years out of the last ten years in order to receive the full benefit.

For persons covered by EC Regulation No 883/04, employment or residency periods in other EU/EEA countries and Switzerland are included when the residency periods are calculated (merging principle).

Rural women (art. 14)

Reference is made to the eighth periodic report.

Part IV (art. 15-16)

Law (art. 15)

Reference is made to the eighth periodic report.

Marriage and Family Life (art. 16)

Marriage and divorce

Denmark has since the eighth periodic report changed the Act on the Formation and Dissolution of Marriage to ensure that a person under the age of 18 may not enter into marriage. Pursuant to an amendment in 2017 to the Act, the possibility to derogate from the age requirement was removed, and the rules regarding recognition of foreign marriages between parties under the age of 18, were changed.

In March 2018, all parliamentary parties agreed on a new system for handling family law cases. The agreement establishes one clear entrance for families in cases of divorce – the Family Law House – where the different elements of a break-up or divorce can be handled in a comprehensive manner. The key point of the agreement is the need to offer better protection for children involved in family law cases using e.g. conflict management and mediation. The new system will come into force by 1 April 2019 and will be subject to ongoing monitoring.

In divorce cases, all assets are divided equally between the spouses, except for certain assets, for example assets covered by a prenuptial agreement. Spouses who find themselves in a bad financial situation after a divorce may make a request for compensation and spousal maintenance from the other spouse (alimony). New legislation on handling of property during divorce came into force in 2018. The legislation was based on research on the economic consequences of divorces as recommended in concluding observation 42.

According to case law, when ending a de facto relationship, one of the partners may make a request for a part of the communal property acquired during the relationship. The request is handled within the judicial system.

Family reunification

With reference to concluding observation 44 it can be noted that the Government has no current plans to establish monitoring and follow-up procedures for evaluating whether the minimum age requirement for family reunification of migrant spouses may result in de facto gender discrimination.

Combating forced marriage and honor related conflicts

Besides the minimum age requirement, it is required that the spouses/partners entered into marriage/relationship voluntarily. Thus, as a general rule family reunification cannot be granted if it

must be considered doubtful that the marriage was contracted or the cohabitation was established at both parties' own wish. If the marriage has been contracted or the cohabitation established between close relatives or otherwise closely related parties, it must be considered doubtful unless particular reasons make it inappropriate, including regard for family unity, that the marriage was contracted or the cohabitation was established at both parties' own wish.

Additionally, there is a range of initiatives targeted prevention of forced marriages. As a part of the national action plan for prevention of honour related conflicts and negative social control from 2016, the following initiatives have been taken:

- a task force has been established that advises local governments on how to take strategic measures to prevent honour related conflicts, including forced marriages
- a team of security consultants has been established that advises local governments in specific cases regarding honour related conflicts, including forced marriages.

Furthermore, the organisation RED-Counselling (Former Ethnic Minority Youth) has since 2002 offered free and professional counselling on honour related conflicts, including forced marriages, to youths and young adults, parents and professionals.

Additionally RED-Safehouse offers safe-housing for youngsters in the 16-30 age range fleeing from serious honour related conflicts, including forced marriages and honour related violence or threats.

An effort has been made to tighten control with religious preachers, also regarding forced marriages. In 2016 a political agreement on religious preachers introduced a mandatory course on the subjects of family law, freedoms, and democracy for persons in religious societies outside the Established Church who seek authorisation to perform weddings, as well as preachers from abroad who are applying for an extension of stay in Denmark.

The political agreement on religious preachers furthermore entailed criminalisation of express of endorsement of certain offenses related to religious education. Among other things, it is thus an offence to sanction violent acts, force or the threat of force and bigamy if doing so occurs in the course of providing religious education activities.