

Report / Perspective and action plan 2016

Submitted to the Danish Parliament (Folketinget) by the Minister for Children, Education and Gender
Equality on the 25th of February 2016

PREFACE: Equality provides freedom and opportunities for the individual

A cornerstone in the Danish society is the equal opportunities for women and men to participate and realise their potentials and talents. This is the case in schools, in the labour market, in the political debate and a number of other places. Equality provides the freedom for the individual to choose his or her own life path and not least freedom from being discriminated against on grounds of gender.

These years, we are facing a mass influx of refugees and immigrants, and it is therefore essential that information is provided at an early stage of the equality, rights and equal worth of women and men. That girls can equally with boys participate in after school sports activities, that dad can stay at home with the children, that women are in the labour market and that it is not acceptable to beat your wife or children. Everyone in Denmark has the right to participate on equal terms.

Trafficking in human beings violates the right of the individual to have control of one's own body and own life. The traffickers are cynical. They operate across borders and make money on selling women into prostitution. We will not accept that. Traffickers must be prosecuted and the victims helped to move on in life. Therefore, the government has strengthened efforts to combat human trafficking.

Violence in the family, persecution and stalking are part of life for all too many people. Both men and women are affected, but women are particularly victimised. It may have serious consequences for the victim but also for the children who grow up experiencing violence. Everyone has a right to a life free of violence and persecution.

Hate speech and sexism may limit the opportunities of the individual to participate freely in society and in the public debate. Fear of sexist attacks, comments and other forms of harassment directed at their gender may prevent especially women and girls from actively engaging in the public debate and from going out at night. Everyday sexism and hate speech challenge the right of free participation in society. There is a need to focus on more respectful behaviour in public spaces and on the Internet.

The central role of gender equality in our day-care facilities and educational system is one of the reasons that Danish society is among the most gender equal in the world. This provides optimum opportunities for further promotion of gender equality. Gender equality as a fundamental and core value must therefore permeate the everyday life of our day-care facilities, schools and educational institutions. At the same time, any undesirable differences between girls and boys must be addressed when it comes to well-being, academic performance and choice of education. Girls often struggle with low self-esteem and identity problems, while boys' problems are more about skills and motivation. The educational system must embrace both sexes to give boys and girls the best possible conditions to learn, thrive and develop.

A society where boys and girls have equal opportunities does not mean that everyone should be the same but that everybody's talents and potentials should come into play. Young people's choice of education is still very gender-based. This is not in itself a problem. But it is a problem if it indicates that young people are limited in choosing education from the entire palette. Parents, teachers and supervisors must to a higher degree challenge the young people on their choice of education and support those who want to break the usual patterns. Today, it takes courage and determination for a man to become a nursery teacher and for a woman to become a mechanic. In the long term, less gender-specific choices in education will have an impact on the gender-segregated labour market, pay differences and on the gender balance in companies and organisations.

Together with our Nordic neighbours, we are considered as pioneers when it comes to gender equality. Taking the lead internationally is an important role. I am therefore proud that we have two international events on Danish ground in 2016. These are Women Deliver, which is the world's largest conference on the rights and health of women, and IDAHO Forum, which focuses on the rights and conditions of homosexuals.

We need to continue protecting and encouraging gender equality nationally and internationally. Gender equality is fundamental to our society and democracy and a prerequisite for the freedom and opportunities of the individual.

Ellen Trane Nørby, Minister for Children, Education and Gender Equality

1) BACKGROUND AND VISION FOR EQUALITY EFFORTS IN DENMARK

Denmark has come a long way in terms of gender equality between women and men. Gender equality is a fundamental value in society. On the international scene, many countries take inspiration from Danish experience, efforts and methods.

However, we are still facing gender equality challenges. To ensure that we continue the successful development and promotion of gender equality in the Danish society, it is crucial that many players are involved and take action. In other words, promoting gender equality is a shared responsibility to which the Danish parliament (Folketinget), the government, public authorities, social partners, companies, organisations, families and every woman and man must contribute.

This perspective and action plan describes the framework, goals and specific efforts forming the focal point of the government's work in 2016 to promote gender equality in Denmark.

The vision is that:

"Everybody, regardless of gender, should have equal opportunities to participate in society and realise their potentials and talents. All resources should come into play, and nobody should experience discrimination on grounds of gender."

To contribute to achieving the vision, three areas are emphasised: *Rights and freedom of the individual*, *better use of resources and talents* and finally *global equality efforts*. For each of the areas, a number of efforts are given special priority in 2016.



2) RIGHTS AND FREEDOM OF THE INDIVIDUAL

Equality and the right to control one's own body and life are fundamental values in the Danish society. Everyone should be able to participate in society on equal terms without becoming a victim of human trafficking, violence, stalking, sexism, social control or discrimination.

Promoting gender equality among refugees and ethnic minorities

Facts about social control and equality among ethnic minorities

- About 30% of female and 20% of male immigrants and descendants of non-western origin feel that they are not free to choose their own spouse or boyfriend/girlfriend.
- The number of calls to the Ethnic Minority Youth helpline of the National Organisation of Women's Shelters (LOKK) was 440 in 2009 and 1,207 in 2015.
- RED-Safehouse, a safe residential facility for young victims of serious honour-related conflicts, received 155 calls in 2010 and 242 calls in 2015.
- Among immigrants of non-western origin, 43% of women and 53% of men are in employment.
- For refugees, the employment rate after 3 years in Denmark is 10% for women and 36% for men.
- 13% of homosexuals with ethnic minority background have been victims of violence perpetrated by family members due to their sexuality. For the remaining LGBT group, the share is 1%.
- 33% of homosexuals with ethnic minority background have considered committing suicide within the past year. For the remaining LGBT group, the share is 19%.
- 48% of homosexuals with ethnic minority background point out that honour means much or very much for the family's view of their sexuality. The figure is 4% for the remaining LGBT group.

Ministry of Immigration, Integration and Housing (2015) *Citizenship, equal treatment and self-determination in Denmark*, Information from the National Organisation of Women's Shelters (LOKK), Ethnic Minority Youth, Information from RED-Safehouse, Ministry of Immigration,

Lack of understanding of and respect for fundamental values such as gender equality may constitute a barrier to the integration of refugees and future generations in the Danish society.

At the same time, surveys show that if a mother is in employment, the young people have more freedom and fewer bans¹, and this may have a positive impact on the children's development in relation to education and employment later in life.

Also among ethnic minorities, who have stayed and lived in Denmark for several years or who were born in Denmark, social control and lack of respect for equality limit individual freedom and autonomy.

Girls and women are to a higher degree subject to social control as their sexual chastity is in many cases crucial to the family honour. Also sexual minorities are at risk. Ultimately, social control may result in serious honour-related conflicts.

Equality is one of the keys to integration in the Danish society. Thus, refugees and immigrants must be informed at an early stage of equality and the rights of women and sexual minorities in the Danish society. Ethnic minorities should know the Danish rights of freedom.

Case: MindSpring group programme for young refugees

Part of the new life as a young refugee in Denmark is dealing with norms for relationships between women and men which are different from those the refugees know from their home country. The Danish Refugee Council's MindSpring group programme allows young refugees to learn about and discuss gender equality, sexuality and social control with other young refugees in a safe environment and in their mother tongue. The MindSpring group is facilitated by a voluntary MindSpring trainer who has a refugee background and uses own experience to introduce dilemmas and solutions. The groups also has a professional co-trainer who is employed by the municipality or the language school organising the group.

Experience from MindSpring groups shows that the participants get new views on and ideas for how challenges can be handled and that sensitive and taboo issues, such as gender and social control, are of particular relevance and interest to the participants.

¹ Als Research (2011) *Being young in 2011*

Combating human trafficking

Trafficking in human beings is contrary to fundamental human rights.

Most identified victims of human trafficking in Denmark are women who are sold into prostitution. Often it takes place in very closed environments. These years, prostitution through escort and 'private/discrete' prostitution advertised through volatile media seem to increase. These environments are difficult to get in contact with, and traffickers can therefore operate covertly. Moreover, human trafficking into forced labour is a global problem.

It is important that efforts are constantly adapted to ensure that victims are supported and traffickers are prosecuted.

Facts about trafficking in human beings

- In the period from 2007 to 2015, 470 people in Denmark were identified as victims of trafficking. Just under 80% of the victims were sold into prostitution.
- 43% of the victims of trafficking came from Nigeria.
- In recent years, the proportion of people who prostitute themselves privately/discretely or through escort is estimated to have increased from at least 675 people in 2010 to at least 1547 people in 2014.
- Globally, 20.9 million people are estimated to be in forced labour, of which some are victims of trafficking. Of the 20.9 million, 68% are exploited in various sectors of the business community whereas 22% are exploited in prostitution.
- During the period 2010 - 2012, 30,146 people were victims of trafficking in the EU. 80% were women, and 19% were trafficked into forced labour. Of the victims trafficked into forced labour, 71% are estimated to be men.

Danish Centre against Human Trafficking (2015), the National Board of Health and Welfare (2010) *Scope and types of prostitution 2009-2010*, the National Board of Health and Welfare (2015) *Scope and types of prostitution 2013-2014*, the International Labour Organization (ILO) (2012) *ILO global estimate of forced labour: results and methodology*, Eurostat (2014) *Trafficking in human beings*

Combating violence in the family and in intimate relations and stalking

Facts about violence in the family and in intimate relations and stalking

- Each year, about 29,000 women and 10,000 men experience violence in the family or in intimate relations.
- About 30% of the women who come to the shelters have been there before.
- About 2000 women and 2000 children stay in a women's shelter every year.
- 45% of the women in shelters were not born in Denmark.
- Estimates show that about 19,500 women and 12,000 men between the age of 16 and 24 every year are exposed to psychological, physical or sexual violence from their current or former partner.
- Among the young people who have been exposed to dating violence, just under 40 per cent have harmed themselves.
- Stalking affects between 100,000 and 132,000 people of both sexes every year. Women's risk of being exposed to stalking during their lives is nearly twice as high as the risk of men.

National Institute of Public Health (2012) *Violence in close relationships. Scope, nature, development and action in Denmark*, National Organisation of Women's Shelters (LOKK) (2015) *Annual statistics 2014. Women and children in crisis centres*, National Institute of Public Health on the basis of *Partner violence in Denmark. A survey of the scope, nature and consequences of violence among young people and the development 2007-2011* (2012), Centre for Suicide Research (2015) *Partner violence and its consequences*, Reaseach Office under the Ministry of Justice (2013) *Scope and nature of stalking. En population survey*

Everyone has a right to a life without violence and abuse. Violence leaves deep scars on the life of the victim, the family and the children. The price of violence is high, not only for the individual and the family but also for society.

Both women and men are exposed to violence in intimate relations and to stalking, but particularly women are at risk. It is also important to be aware that men may be facing a special challenge in finding sufficient help and support to escape the violence. This is because it may be taboo for a man to be exposed to e.g. partner violence. Violence in the intimate relations often starts as dating violence and then changes nature.

Efforts to combat violence in the families and violence in intimate relations are focused and prioritised. At the same time, there is a need for more knowledge and information about the different types of violence.

Combating sexism and hate speech

Everyone, regardless of gender, should be free to participate in society, be out in the public space and participate in the debate without fearing threats and assaults.

Sexism and online sharing of intimate pictures without consent, also known as 'revenge porn', is a problem.² Furthermore, it seems that women are overrepresented when it comes to crime and harassment on grounds of gender.³ At work, five times as many women as men experience sexual harassment.⁴ Especially women's autonomy and basic democratic rights such as freedom of expression are put under pressure when those who engage in public debate are facing attacks or harassment on grounds of their gender.

There is a need to focus more on and to prevent sexism and hate speech on grounds of gender.

Facts about sexism and hate speech

- 5.1% of women and 1.2% of men have experienced sexual harassment at work within the past year. Among social and health care assistants, the figure is 16.5%.
- One third of women think that women have poorer conditions for participating in the political debate than men.
- 26% of women in a survey answer that they have been exposed to everyday sexism whereas the figure is 7% for the male respondents.
- 5.5% of the population believe to have experienced crime or harassment on grounds of their gender.*
- 75% of those who believe that they have been exposed to crime or harassment on grounds of their gender are women.*
- Women are particularly overrepresented when it comes to people who believe that they have experienced forced sexual intercourse (92%), theft (79%) and harassment (79%).*
- 12.4% of the population feel exposed on grounds of their gender.*
- In 20% of the cases of crime or harassment, the victim believes that it is motivated by the victim's gender.*

*COWI (2015) *Analysis of hate crimes in Denmark*. It should be pointed out that the analysis is based on the respondents' own subjective perception of crime and harassment.

National Research Centre for the Working Environment (2014) *The working environment and health in Denmark 2012-2020*, Djof Defacto (2015) *The conditions of men and women in the political debate*, Epinion on behalf of DR (2015)

² Als Research (2015) *Hate speech and sexism in the Nordic countries*

³ COWI (2015) *Analysis of hate crimes in Denmark*. It should be pointed out that the analysis is based on the respondents' own subjective perception of crime and harassment.

⁴ National Research Centre for the Working Environment (2014) *The working environment and health in Denmark 2012-2020*

EFFORTS FOR THE RIGHTS AND FREEDOM OF THE INDIVIDUAL:

Increased efforts to combat trafficking in human beings: The efforts to combat trafficking in human beings will be increased in the period 2016-2018 with a supplement to the Action plan to combat human trafficking 2015-2018. The supplement strengthens the outreach work aimed at victims trafficked into forced labour and prostitution advertised through volatile media. Moreover, the outreach work aimed at foreign clinic prostitutes will be nationwide and be aimed at victims of human trafficking through screening and focus on clinics of concern. Furthermore, mid-term evaluation will be initiated of the efforts under the auspices of the Danish Centre against Human Trafficking which should help to ensure that efforts are effective and efficient. A Danish ratification of the International Labour Organization's protocol on increased efforts to combat forced labour, including human trafficking into forced labour, is still being considered.

Informative activities to discourage sexism and hate speech in the public debate and online: Activities are carried out under the auspices of Nordic Council of Ministers to discourage sexism and hate speech, e.g. a clarification of existing activities and rules relating to sexism and hate speech in the Nordic countries and information material to pupils on their online rights. This information material will give Danish schools an opportunity to focus on sexism and hate speech among young people. Furthermore, Denmark and the other Nordic countries will shed light on everyday sexism internationally at the meeting of UN Commission on the Status of Women in March.

Information, new knowledge and international exchange of experience to combat violence: Focus will be on dating violence through the annual school competition where pupils in lower secondary education will learn about dating violence. An analysis will be prepared of selected national and international trends and initiatives in relation to breaking the circle of violence, including efforts aimed at the perpetrators of violence. In addition, a data survey will be prepared on violence in intimate relations to start in 2017, including on everyday sexism and stalking, and a nationwide information campaign will be prepared in 2017 on violence in the family and in intimate relations with a particular focus on stalking.

Increased efforts aimed at victims of stalking: Nationwide counselling service, support and care will be established for victims of stalking, and the skills of professionals in the relevant authorities will be upgraded. In cooperation with the Ministry of Justice, studies will be made of how the efforts against stalking can be further increased. It will also be studied how municipalities can to a higher degree ensure that victims of stalking are helped to a safer life, e.g. through action plans, etc.

Better options for female and male victims of violence and for young people exposed to dating violence: Treatment options will be established for young people who are or have been exposed to dating violence. Furthermore, temporary accommodation and counselling will be established on a pilot basis specifically aimed at men who are exposed to violence in the family or intimate relations. Moreover, the project of the Mothers' Aid Organisation "Out of the shadow of violence" will be extended, as will the treatment programme for perpetrators of violence offered by the Danish organisation Dialog mod Vold (Dialogue against Violence) as part of the Rate Adjustment Pool for 2015.

Early and strengthened focus on rights and equality among immigrants, refugees and ethnic minorities: As part of the Danish Government's integration programme, a mandatory module will be developed for education at the asylum centres and will include gender equality, the rights of women and sexual minorities and gender relations in the Danish society. Also Danish classes and the refugees' transition to the municipalities will focus on norms and values. Furthermore, an app will be launched at the asylum centres to give asylum-seekers and other newcomers easy and simple access to information about rights and equality in Denmark in several different languages. The Minister for Children, Education and Gender Equality will initiate a dialogue with a number of role models, including local politicians and knowledge persons on how we, e.g. through an ambassador corps or other attitudinal change initiatives, can encourage debate about gender equality, women's and children's rights, gender roles and social control among the newly arrived refugees and ethnic minorities.

Efforts to combat social control and honour-related conflicts in ethnic minority communities: Conclusions will be made on the basis of experience from seven specific dialogue and attitudinal change pool projects about gender equality and sexuality in schools and vulnerable neighbourhoods. As part of the national strategy against honour-related conflicts, a nationwide mentor project will be initiated aiming at young women who have broken with their families, a special programme will be launched for girls' clubs focusing on empowerment of young women and teaching material will be produced for schools comprising rights, gender equality and marriage. Finally, funds have been allocated for the establishment of a safe placement facility and residential accommodation in Jutland for young people who break away from forced marriage or other serious honour-related conflicts.

3) BETTER USE OF RESOURCES AND TALENTS

Equality is basically a matter of all people's equal worth and freedom to develop. The individual boy and girl, woman and man must have an opportunity to participate and realise his or her potential. All resources and talents should come into play; it contributes to growth and a flexible labour market.

Promoting equality for children and young people in schools and educational institutions

Facts about gender equality in the field of children and education

- In the 8th grade, 73% of the boys are good readers whereas 81% of the girls are good readers.
- For the girls, 95% are expected to complete at least one upper secondary education whereas the figure for the boys is 91%. For boys of other ethnic origins, 81% are expected to complete at least one upper secondary education.
- The boys are more likely to choose a vocational training programme than the girls, and within the training programme, clear differences in choice can also be seen between the genders. Within 'technologies, industry and transportation', the boys accounted for just under 90% of the students in 2014, whereas boys only account for about 14% within the fields of health and education.
- Up to 7% of the teachers in the Danish day-care centres are men. 30% of students taking a bachelor's degree in social education are men.
- For the boys in the 4th-9th grade, 64% respond very positively to questions about social well-being in the national well-being measurement whereas the same applies to 53% of the girls.
- About 63% of the girls and 82% of the boys in upper secondary education believe that they are good enough as they are. 14% of the girls and 5% of the boys in the vocational training programmes have attempted suicide.
- Women accounted for 56% of those admitted to higher education in 2015.

The Ministry of Children, Education and Gender Equality, BUPL (2013), National Institute of Public Health (2015) *Youth profile 2014 - Health behaviour, health and well-being among students in upper secondary education*, The Co-ordinated Enrolment System (2015)

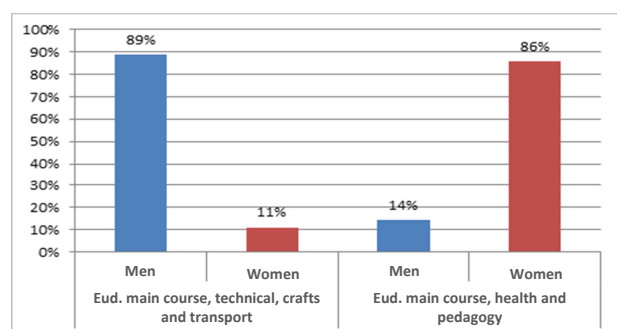
Gender equality should be incorporated from when children are small and be a part of the educational system.

The academic qualifications of many boys are lagging in the transition from day-care facility to school and from school to upper secondary educations, and many boys are still to a smaller degree than the girls included in the general education in schools. Generally, the girls perform better in school, but their well-being is not as good as that of the boys and girls tend to have lower self-esteem. However, not all girls are the same, nor are boys. The central point is that everybody is challenged.

Both boys and girls still make gender stereotypical choices of education. This may be a result of teachers and parents having different expectations and suggestions for the choice of education made by boys and girls. An OECD survey suggests that parents to a smaller degree expect their daughters to choose a technical or scientific education.⁵ If the young people do not choose from the entire range of education programmes, there is a risk that the full talent pool will not come into play.

An important focus is therefore that everybody, regardless of gender, can choose the education they dream of.

Figure 1. The gender-based choices in education. Admission to the main programme of the vocational training programmes 'technologies, industry and transportation' and 'health and education' divided by sex, 2014. Source: Ministry of Children, Education and Gender Equality



Case: Girls' Day in Science

Once a year, a number of Danish companies, including Novozymes, Haldor Topsøe and Vestas, technical schools and several science centres join forces on the national event "Girls' Day in Science". On this day, companies all over Denmark open the doors to girls from upper and lower secondary schools and give them an opportunity to see that science and technology are also for girls. The girls work with specific tasks and meet female role models who can help inspire them to see job opportunities within the scientific or technical field.

The initiative is to counter the lack of qualified labour in the field of science and technology. Behind the campaign day is the national network for school/company cooperation, Jet-Net.dk which is coordinated by the House of Natural Sciences.

⁵ OECD (2015) *The ABC of Gender Equality in Education: Aptitude, Behaviour, Confidence*

Gender equality in the labour market helps ensure good conditions for growth and development in Denmark. If Denmark is to keep up with the global economy, it is essential that both men and women acquire the right competences and the possibility of using them.

Denmark still has a gender-segregated labour market, partly as a result of a gender-specific choice in education. This may result in less flexibility and bottlenecks in some sectors and fewer job opportunities for the individual. It may also have negative consequences for especially women's salary levels and pensions. A more equal gender balance in the workplace may, on the other hand, mean better well-being.⁶

There is an imbalance between the increasing proportion of highly educated women, and the proportion of women in management positions. The 1,200 largest Danish companies and all government-owned companies and institutions are under an obligation to set targets for the underrepresented gender on the board of directors and a policy for management. Reports show that we are on the right track and that voluntary obligations are the best way to get more women in management.

The basis for men to take paternal and parental leave is there, and today, families can share the parental leave as they wish. The Government would like more men to take a larger share of the parental leave. This is good for the fathers and children and enhances equality between men and women. It is therefore important that fathers get the opportunity to play a central role early in their children's life.

Common to the challenges in the labour market in relation to women in management and paternal leave is that efforts are required on several fronts, including the Government, the social partners, companies and organisations, the family and the individual.

There must be continued focus on the gender-segregated labour market, equal pay and maternity/paternity leave through knowledge and facts and cooperation between central players.

Facts about gender equality in the labour market and in management

- Compared to the other 27 EU member states, in 2014, Danish women had the second highest employment rate of just under 70%.
- In 2013, 9 in 10 employees in the construction sector were men, while 7 in 10 employees in the public administration, education and health were women.
- In the past ten years, the percentage of men working part time has increased from just over 11% to about 15%.
- The unexplained pay gap in the entire labour market between men and women is 4-7%.
- Of the fathers entitled to unemployment benefits who became fathers in 2013, 45% only took the 14 days' paternity leave after the birth. Just under 18% of the fathers entitled to unemployment benefits did not take leave with paternity benefits.

Random checks made in 2014 and 2015 among the 1,200 companies which are covered by the Danish model, and surveys among state-owned companies and institutions, show:

- In 2015, 79% of the companies in 'the Danish model' set targets for the underrepresented sex on their board of directors. In 2014, it was 73%.
- The average target is 27%. In 2014, it was 25%.
- In 2015, 25% already had an equal gender distribution on the board of directors.
- The average share of female board members elected by the general meeting was 13% in 2015.
- The average target for women on government boards was 40.1% in 2015. In 2014, it was 39.5%.
- In 2015, 49% of the reporting government institutions already had an equal gender distribution on the board of directors. This is 2 percentage points more than in 2014.

Ministry of Employment, The Danish National Centre for Social Research (2013) *Pay gaps between men and women 2007-2011*, Danish Business Authority (2015) *Gender composition of management*, COWI (2014) *Report on the underrepresented sex in Danish companies*, Ministry for Children, Education and Gender Equality (2015) *Report on targets and policies 2014 - for the gender composition in government-owned companies and institutions*, Ministry of Children, Gender Equality, Integration and Social Affairs (2014) *Report on targets and policies 2013 - for the gender composition in government-owned companies and institutions*.

⁶ National Research Centre for the Working Environment (2014) *The working environment and health in Denmark 2012-2020*

Strengthening gender mainstreaming in public authorities

Facts about gender differences in the public services to citizens

- 42% of the municipalities rarely or never incorporate considerations about the gender aspect and gender-segregated data when they prepare evaluations, user surveys, target group analyses, etc.
- 52% of the municipalities consider the gender of the target group in the preparation of communication materials such as campaigns, new websites and information material.
- 3 in 5 regions either have a policy or objectives for equality of men and women in the health field.
- On average, women live 4.2 years longer than men.
- Men are in contact with their own doctor 6 times a year; for women, the figure is 9.
- The share of recipients of social assistance who discuss job search and CV during meetings at the job centre is 74% for men and 63% for women.
- 25% of elderly women receive home care. For men it is 14%.

The Ministry for Children, Education and Gender Equality (2016) *Result of gender equality reports 2015. Main report*, Statistics Denmark, National Social Appeals Board (2012), Slotsholm (2014) *Analysis of gender differences in employment*, KORA (2014) *Gender differences in home care*

In Denmark, the public sector has a special obligation to work to promote gender equality, e.g. through gender mainstreaming. This follows from several international conventions, the EU treaty and from the Danish Act on Gender Equality.

Gender mainstreaming is about public authorities taking account of any gender differences that may exist between the needs, resources and behaviour of women and men. It might be about taking into consideration that men do not to the same extent as women go to the doctor. Therefore, it might be relevant that health initiatives be planned so that they to a higher degree also appeal to men.

Gender mainstreaming can contribute to the targeting of an effort or an initiative to the needs of the citizens, increasing the quality of the services and providing women and men with equal opportunities.⁷

The initiatives and the results of gender equality work in the public sector are monitored through equality reports every two years. The most recent reports from 2015 show that municipalities, regions and the state are generally good at working with equality in the staff area. A similar amount of work is not put into gender and equality in the core services and the citizen-oriented services. However, progress is seen in the use of gender-segregated data in the public sector.

There is still a need to focus on and encourage municipalities, regions and the state to take gender and equality into consideration in the citizen-oriented services, where relevant.

Case: Digital Post to both parents

In the experience of the City of Copenhagen, parents expect equal treatment when they share custody. The City of Copenhagen has met this expectation by sending digital post to both parents when they have joint custody. This practice applies when the City of Copenhagen starts the correspondence, and regardless of whether the parents live together or not. The City of Copenhagen believes that it is important that both parents receive all information about their children, also when it is information which, according to the Act on Parental Responsibility, only needs to be provided to the residential parent.

The benefit for the parents is that both parties are always informed of matters concerning their children. Today, many children take turns living with each of their parents. For this reason, the City of Copenhagen also finds it practical that both parents receive information about e.g. meeting dates. For the City of Copenhagen, this means less absence from meetings because both parents receive the letters.

⁷ Rambøll Attractor (2015) *Recommendations and tools for the gender and equality work in citizen-oriented services*

EFFORTS FOR BETTER USE OF TALENTS AND RESOURCES:

Promotion of equality for children and young people in schools and educational institutions: The Minister for Children, Education and Gender Equality will establish a working group consisting of relevant players in the fields of education and schooling. This working group is to prepare an analysis of the challenges relating to girls' and boys' equal opportunities and relevant initiatives to address these challenges.

Equality in day-care facilities and male pedagogues: A campaign will be launched with the participation of KL (Local Government Denmark), BUPL (Danish Union of Early Childhood and Youth Educators) and university colleges. The campaign will include information material aimed at day-care centres and municipalities on diversity in the workforce and how male pedagogues can be attracted and retained. The campaign will also disseminate the experience gained from the "Pool to promote diversity and more male pedagogues in day-care centres" to the Danish municipalities and day-care centres – e.g. through collection of experience with good examples and recommendations.

Dialogue with the business community on leave for fathers: The Minister for Children, Education and Gender Equality will engage in a dialogue with companies and business organisations which lead by example on how they can inspire and promote that men to a higher degree use the option of taking paternity and parental leave. The basis will be voluntary initiatives, including information and debate activities, and the dialogue will be inspired by previous cooperation with companies and the business community on women in management.

Updated knowledge about the development of the gender-segregated labour market: A survey of the development in the gender-segregated labour market will be published. By studying the transitions between education and business sectors, the survey will provide insight into sector and industry mobility for the professional segments of labour and the relationship with the gender-specific choices in education. Gender-segregated equal pay statistics will be targeted at companies with at least 35 employees and at least 10 of each gender with the same occupation. The companies will generally automatically and free of charge receive gender-segregated statistics of earnings from Statistics Denmark or an employers' organisation to be used as information to and consultation of employees on pay differences between men and women in the company.

Follow-up on 'The Danish model for a more equal gender distribution on boards': The Government will continue to monitor developments in gender distribution in management and on boards. Moreover, a qualitative study will be initiated of the gap experienced by businesses in relation to having a more equal distribution of men and women in the management of the largest Danish companies. The initiative will be launched in cooperation with relevant stakeholders to study what additional measures can help companies achieve further progress. The results and development will be followed up regularly, and in 2017, an evaluation will be made of the rules to see if the rules have contributed to a positive trend.

Focus on gender and equality in the public services in the state, regions and municipalities: The results of the equality reports for 2015 are presented on the website of the ministry 'ligestillingidanmark.dk'. The work to strengthen municipalities in taking gender into consideration in the citizen-oriented services will continue and the experience from five local projects under the Pool to promote equality will be collected. Also, cooperation across ministries on knowledge and competencies in relation to gender equality assessment of bills will be further developed.

Strengthened access to data and key figures about the development of gender equality: In cooperation with Statistics Denmark, development work will be initiated on key indicators of equality on the basis of existing data within in the fields of education, labour market, management and representation and health.

The public sector's digital communication with parents: The Danish Agency for Digitisation, KL (Local Government Denmark), the Ministry of Children, Education and Gender Equality and the Ministry of Social Affairs and the Interior have agreed that KL will draw up a guide to the municipalities to address the uncertainty faced by a number of municipalities about the framework for their digital communication of information to both parents. The appropriate ministry will contribute to the preparation of the guide.

Survey of payment rules for child and youth benefits: The Minister for Taxation will look into the possibilities of changing the payment rules for child and youth benefits. The current payment rules have been criticised from an equality perspective. According to the current rules, child and youth benefits are generally automatically paid to the child's mother. However, benefits may in certain cases be paid to the father if, for instance, the father has sole custody

or if the child lives with the father. An analysis of the possibilities of changing the payment rules is expected to be available after the summer holidays.

4) GLOBAL EQUALITY EFFORTS

Abuse, suppression and violence are still reality for all too many women and girls in the world. Denmark will continue its active global efforts to promote equality and particularly women's and girls' sexual and reproductive rights and opportunities of education and participation in society in the UN and regionally in the EU and the Nordic Council of Ministers, etc. At the same time, the international cooperation will allow us to gain inspiration and experience from the other countries.

Active Danish efforts in combating global violence against women

Facts about violence against women

- Seen from a global perspective, 1 in 3 women is at some point in her life exposed to physical or sexual violence. Usually, the violence is perpetrated by the victim's own family or other intimate relations.
- Of all the women who were killed around the world in 2012, almost half were killed by their partner or family member.
- During the last decades, the use of violence and sexual abuse against women and girls during armed conflicts have become more visible.
- 700 million women in the world were married before they turned 18, and more than one third of these were married before they turned 15.
- On a global scale, pregnancy-related complications are the leading cause of death among 15-19 year old girls.

UN Women

Seen from a global perspective, violence against women is a serious and widespread problem which deprives girls and women of their fundamental right to control their own life and body.

Generally, violence and abuse against women and girls are perpetrated by someone they know, such as the victim's partner or immediate family. The turmoil in the world has for several years shown examples of terrible abuse against women and children perpetrated by the Taliban, Boko Haram and most recently ISIL. What is seen is severe emotional and physical abuse of women and girls down to the early childhood years. Those who survive are left with bad wounds on their mind and body for the rest of their lives.

Therefore, there is still a need to focus on violence against women around the world.

Active Danish efforts for women's and girls' participation in global society

Women and men should have equal opportunities to use their potential in life. Women and girls represent more than half of the world's population. Nevertheless, women and girls constitute the majority of the poor in the world.

Globally, progress can be seen in the field of education, and the global 2015 goals of gender equality in schools have been reached. The differences between regions and countries, however, are significant. Investment in women's and girls' access to education, participation in the labour market and in society is demonstrably the direct path to growth, productivity and gender equality.⁸

A strengthening of gender equality efforts benefits not only the women and the girls but to a large degree also men and society in general. Continued work is therefore essential to ensure that girls and women will have access to education and an opportunity to participate in society.

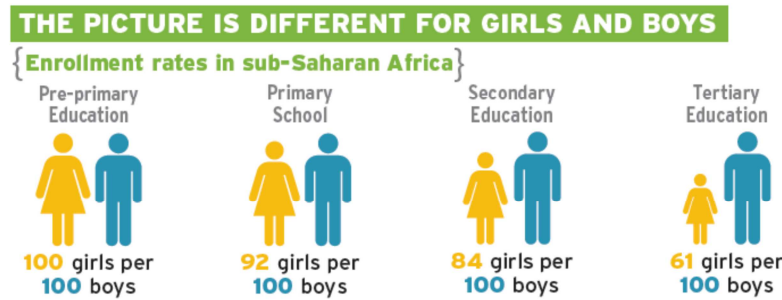
Facts about global equality in participation in society

- In 2015, an average of 98 girls for every 100 boys were in school in the developing countries. In 2000, there were only 86 girls for every 100 boys.
- 31 million girls of school age are not in school.
- In North Africa and Latin America, there are far more women in universities than men. In Sub-Saharan Africa, on the other hand, there are twice as many men as women in higher education.
- If the obstacles to women's access to participation in the labour market are removed, productivity in a country may increase by up to 25%.
- On a worldwide basis, women earn on average 24% less than men.
- Women constitute 50% of the world population, but 70% of the poor in the world.
- On a global scale, there are twice as many women in the parliaments compared to 20 years ago, but only every fifth member of parliament is a woman.

The Danish development organisations, Women Deliver

⁸ UN (2015): *The Millennium Development Goals Report*

Figure 2: Level of education for girls and boys in Sub-Saharan Africa. Source: Women Deliver.



Active Danish efforts in Europe for LGBTI people's participation in society

Facts about LGBT people's* participation in society

- In 2012, 47% percent of LGBT people across the EU experienced personal discrimination or harassment on grounds of their sexual orientation or gender identity. In Denmark, however, the figure was 31% while it was 61% in Lithuania.
- In 2012, 19% of people in workplaces across the EU experienced discrimination on grounds of their sexual orientation or gender identity.
- Outside the labour market, 32% of LGBT people in the EU experienced discrimination in 2012 on grounds of their sexual orientation or gender identity.
- Of the total workforce in the EU of 240 million people, it is estimated that 5-10% are LGBT people.
- The estimated number of about 13.6 million LGBT people in the EU who are not open about their sexuality in the workplace are about 30% less productive (due to sickness or poorer performance) than the average employee. This corresponds to an annual loss of between approximately EUR 150 and 200 billion.

*The surveys only deal with the group of homosexuals, bisexuals and transgender people.

FRA – Fundamental Rights Agency (2013) *EU LGBT survey - European Union lesbian, gay, bisexual and transgender survey*, Workplace Pride (2013) *LGBT at Work: An Economic Case for Europe*

The freedom to choose a partner and to live openly regardless of sexual orientation and gender identity is a fundamental right.

In many countries, including in Europe, homosexuals, bisexuals, transgender and intersex people (LGBTI people) find that their rights, freedom and opportunities of participating actively in society are restricted. It may have serious consequences for individuals who, in for instance social contexts or in the workplace, cannot or do not dare to be open about their sexual orientation or gender identity because of fear of discrimination, exclusion or violence.

Denmark will therefore contribute to international strengthening of LGBTI people's participation in the labour market and the social acceptance in society in general.

EFFORTS FOR THE GLOBAL GENDER EQUALITY WORK:

Active Danish participation in the meeting of the UN Commission on the Status of Women: As head of the Danish delegation, the Minister for Children, Education and Gender Equality will participate in the annual meeting of the UN Commission on the Status of Women on 14-24 March. Denmark will actively engage in the negotiations and organise various side-events under the topic of women's empowerment and sustainable development, focusing in particular on the gender-based choices in education and on combating violence against women.

The largest conference on girls and women will be held in Copenhagen: On 16-19 May, Copenhagen will host the world's largest conference on the health, rights and wellbeing of girls and women – Women Deliver. Prior to the conference, the Minister for Children, Education and Gender Equality will add extra focus on the topics by supporting a mobilisation initiative on the occasion of Mother's Day on 8 May.

Strengthening focus by the Nordic Council of Ministers on sexism and hate speech: Denmark has handed over the presidency of the Nordic Council of Ministers to Finland, but the active Danish efforts continue, e.g. by strengthening efforts against sexism and hate speech. Moreover, the Finnish presidency will focus on gender-related violence, human trafficking and gender and media.

Focus on LGBTI people at the IDAHO Forum in Copenhagen: On 10 - 12 May, Denmark will host the annual European conference IDAHO Forum on the rights of homosexuals, bisexuals, transgender and intersex people. The conference will bring together ministers and officials from many European countries, EU institutions, human rights organisations, civil society, companies and other key players to discuss key issues for LGBTI people in society and strengthen cooperation between the countries. The headline of IDAHO Forum 2016 is "Building Bridges and Alliances", and focus will be on the labour market and social acceptance.

Gender equality work in the EU: At the end of 2015, the European Commission presented a proposal for strategic focus areas for the gender equality work in the EU in 2016-2019. The Government is working to ensure that focus is on relevant challenges and to ensure a strong common framework to promote equality in the EU and globally. In 2016, the Dutch and Slovak presidency will in particular focus on equality in the labour market, LGBTI and women and poverty, and Denmark will engage actively in the negotiations on council conclusions and specific activities.