

DENMARK

**Report by Denmark on the application of the Beijing Declaration and Platform for Action (1995) and the results of the 23rd special session of the UN General Assembly (2000) – Beijing +20**

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## **Introduction**

Denmark sees the implementation of the Beijing Declaration and platform for Action as very important instruments to create understanding of the role of gender equality in society. Denmark therefore welcomes the celebration of Beijing +20 and sees the celebration as an essential signal for the development of gender equality both nationally and internationally.

This national report has been prepared in cooperation with all ministries and relevant institutions including human rights institutions, researchers, and NGO's active within gender equality both nationally and internationally.

From a Danish point of view gender equality must play a visible role within the UN system both as a separate goal but also as an active policy of mainstreaming a gender perspective into all policies. Gender equality is a prerequisite for the development of prosperous societies. All talents are needed; no society can afford to make use of only half the potential of its citizens, the men. Gender equality must be regarded as a prerequisite for economic growth, democracy and welfare, and as the basis for the full enjoyment of all human rights and fundamental freedom in political, economic, social, cultural and civil spheres of life. This development has taken place in many spheres of life since 1995.

The Government's gender equality policy states that everyone, regardless of gender or ethnic background (Danish origin or migrant/migrant descent), should enjoy equal opportunities in all spheres of life – for the benefit of the individual, the family, the workplace and society as a whole. This way of thinking has a long history in Danish society. It was already the case when Denmark ratified the CEDAW - Convention in 1982.

Denmark is a gender equality friendly society with structures and policies that promote the free and independent development of both men and women. A number of factors are in fact gender equality initiatives, but are seen not as gender equality, but necessary elements for establishing a well-functioning society and important prerequisites for a free development of both men and women.

Worth mentioning in that respect is the improvement of day care facilities with a guaranteed day-care availability since 2004, good and available elder-care, and the development of the collective traffic facilitating citizens' possibilities to reconcile working life and family life.

Today, women and men in Denmark share the same formal rights, obligations and opportunities in society. Denmark aims at securing de facto as well as de jure gender equality both for women and men. This is clearly stated in section 1 of the Danish Act on Gender Equality, which reads that:

“The purpose of the Act is to promote gender equality, including equal integration, equal influence and equal opportunities in all functions in society on the basis of women's and men's equal status.”

Many in Denmark consider that gender equality is fully achieved – but there are still areas where the Government thinks that de facto gender equality should be promoted further to contribute to equal opportunities in all walks of life. Successive governments have continuously worked to review and improve the quality of legislation and other legally binding rules to achieve gender equality between women and men.

Both the Government and Parliament take gender equality very seriously having a special minister with responsibility for gender equality and by establishing a gender equality committee in Parliament.

## **Section One: Overview analysis of achievements and challenges since 1995**

**a) What are the country's three to five major achievements in the promotion of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?**

**Why are these considered to be the major achievements? Please provide evidence that supports this assessment.**

**What has contributed to this success? Describe measures taken in terms of policies and mechanisms to maintain or build on this success.**

Denmark has already many years ago adopted several laws aimed at empowering women and already long before 1995 (during the nineteenth and beginning of the twentieth century) women were given several important rights for instance with regard to legal majority and inheritance, full control over wages and the right to vote. Also long before 1995, Danish women have had unrestricted rights to sexual and reproductive rights (for instance contraception was legalized in 1880, the birth control pill released in 1966 and abortion legalized in 1973). Denmark has laws, which prohibit gender discrimination as well as laws that promote gender equality and equal opportunities.

Economic independence for the individual has always been essential in Danish society and the most efficient tool to promote gender equality. When women in big numbers joined the labour market in the late sixties women saw it as a double opportunity. Women wanted to have their own money among other things to get better housing, get new cars and televisions, and they wanted to contribute to the development of a welfare society.

In a society that strives for gender equality violence against women is not acceptable. Therefore efforts by successive governments have been made to reduce violence against women both outside and inside home.

Women's right to education was one of the first rights women achieved in the nineteenth century and since then and especially after 1995 girls and women have improved their qualifications by education. Nowadays women are even better educated than men, and it has improved women's opportunities on the labour market. Women's education is seen as one of the most important gender equality achievements in society.

### **Women on the labour market**

#### *Women and employment*

Danish women have played a decisive role in the establishment, maintenance, and development of the Danish welfare state. Women's efforts on the labour market come to light both as contributors in the production in a broad context, but also as practitioners in the trades, which

are prerequisites for the function of the welfare state within health care, day care, elderly care, and education.

The Government ensures that the legal framework within the equality policy and the labour market policy does not create obstacles to women and men's participation on the labour market. And the gender equality policy is seen as one of the means to achieve an efficient labour market policy.

Women's participation rates are generally high. Women's employment-rate has been increasing since the 1960'ies and continued to do so until the economic crisis hit the global economy. In 2013, women's participation rate was 72.5 pct. compared to 76.4 pct. The Danish participation rate for women is one of the highest in the world.

The organisation of society is equality friendly and makes it possible for women to work and take care of their families at the same time. From 2004, day care facilities have been guaranteed for all parents, referred to as guaranteed day-care availability. Accessibility of day care facilities is nowadays seen as a necessary tool for parents to reconcile working life and family life and not as an equality initiative. Municipalities are obliged to assign a place in a crèche or a kindergarten for all children older than 6 months. More than 97 pct. of all children between the age of 3 and 5 are in a kindergarten. Almost 91 pct. of all children between the age of 1 and 2 are in crèches or similar day care facilities

Due to the high participation rate of women, the majority of households in Denmark have dual incomes. Good day-care facilities for children are therefore vital in order to make sure that the parents can participate on the labour market. As women traditionally hold the lion's share of the care responsibilities within the family, care facilities are especially important to ensure and maintain the participation of women on the labour market.

In 2013, the unemployment rate for both men and women were at 5.7 pct. Thus it seems men were more adversely affected in the first years of the economic crisis than women. This is mainly caused by the gender-segregated labour market where the construction and productions sectors were hit hard. However, figures also show that men were back in to employment earlier than women.

The same way of thinking goes for taxation. Equal treatment in taxation matters were implemented in 1983 meaning that each spouse were taxed fully in accordance with his or her own income and benefitted from his or her own deductions. Earlier this had only been the case for salaries while e.g. capital income was related to the "main character" in the marriage - the husband, who had paid both tax of e.g. capital income and benefitted from possible deductions. Women's working income was already taxed individually in 1970. The taxation system was not introduced as an equality initiative, but it was of big importance for women's entry on the labour market.

The gender perspective in the labour market policy is addressed by the Ministry of Employment in the labour market legislation in ensure that women continue to have equal opportunities on the labour market.

Gender discrimination on the labour market has been prohibited since 1978 and in all walks of life since 2000. The labour market has since the mid-eighties adapted itself to the fact that women have their place on the labour market and their participation is viewed as an advantage for the development of the Danish society.

A particular challenge in the workplace is the need to make room for women and men in their role as parents. The ban on discrimination on grounds of pregnancy and maternity/parental leave has been very important in this respect. Most employers, have recognised that dismissal of expectant parents and parents on leave is prohibited and is not compatible with responsible company conduct. An employer who is found guilty in dismissing an employee on grounds of pregnancy and/or maternity/parental leave must pay a compensation of on average 9 months pay. The establishment of the Equal Treatment Board in 2000 as an alternative to the civil justice system has greatly improved the enforcement of the non-discrimination legislation as it is cheap and easy to launch a complaint of gender discrimination.

Noteworthy are also the regulations on maternity/parental leave, which is a protected right, but not an obligation. Parents have a shared right to 12 months of leave with state benefits. The right to full or partial pay from the employer during leave depends on provisions of collective agreements or individual contracts. For more details see sect. 2 F.

In addition, women are generally expected to return to work after maternity/parental leave which means that society does not loose women's competences on the grounds of leave. This also means that women maintain their labour market skills and qualifications when they return to work after their leave.

### *Women and pay*

Danish labour market legislation supports the economic independence of the individual. And women's economic independence has been a decisive goal of gender equality from the outset of promoting gender equality. In Denmark, the unadjusted gender pay gap (GPG) on the labour market as a whole is 13-17 pct. depending on the definition of 'pay'.

In order to combat GPG, employers and employees need to be made aware of the conditions of pay not only in general but also at enterprise level. The Danish Government has (on 12 March) proposed new legislation to improve and extend the existing scope of gender-segregated wage statistics. The Government will make sure enterprises automatically receive gender-segregated wage statistics. The aim of the new legislation is three-fold:

\*Improve the awareness of gender-segregated wage statistics.

\*Provide a useful tool for employers and employees to co-operate at business level to eradicate gender-specific wage differences.

\*Provide a basis for legal action in cases of suspected gender-specific wage differences.

### *Women and management*

The government is committed to getting more women into management as women are still underrepresented in top corporate jobs and corporate boards in the public and private sector.

The proportion of women on company boards in the largest publicly listed companies was in August 2013 8.19 % (which is excl. employee representatives).

During the last 12 years, the efforts to improve women's access to management positions and company boards have been based on several voluntary initiatives. Three corps of ambassadors for more women in management (2007-2011) has been launched by the Minister for Gender Equality in collaboration with the Confederation of Danish Industry (DI). The corps consisted of top-managers in large well-known Danish companies.

Charter for more women in management 2008 – January 2013: Evaluations of the charter in 2010 and 2011 show that some of companies work very seriously in terms of developing policies and setting goals and targets figures for more women in management.

Operation Chain Reaction (OCR) 2010 – January 2013 with the purpose of getting more women on boards of the largest publicly listed companies in Denmark. 55 leading companies have signed OCR. Figures in December 2011 showed that 34% of these companies have experienced an increase in the number of women board members. A Danish Committee on Corporate Governance has presented recommendations on Corporate Governance for diversity on boards – also in relation to gender.

The voluntary approach has influenced the development in Denmark in a positive direction, but still there is room for improvement and as a result of that, the Government's bill on more women in company boards and management positions was passed in the Parliament 14 December 2012. The model consists of four elements, targeting both private-sector companies and public-sector companies: 1) The 1,200 or so largest companies are required to set a target figure for the proportion of the under-represented gender in the supreme management body (board of directors or the like). 2) The 1,200 or so largest companies must have a policy for increasing the proportion of the under-represented gender at the management levels of the companies in general. 3) Companies must report on the status of fulfilment of the target set out in the annual report, including, if so, why the companies failed to achieve the target set. Moreover, companies must explain the policy in the annual report, how the policy is implemented and what has been achieved. If the companies fail to do so, they may be fined. 4) Regardless of size, state-owned companies must set targets and prepare a policy to increase the share of women in management. Local and regional authorities are encouraged to prepare common guidelines for how to increase the share of women in management at regional or local level.



## **Violence against women (vaw)**

Violence against women is an infringement of the Danish Criminal Code, and the Government regards violence against women both as a serious gender equality problem and as a serious public health and social problem, which the Government has addressed with some success. Plans of action to combat violence against women have been followed-up by a large number of measures initiated to prevent violence occurring, and to mitigate its consequences for the victims.

In particular domestic violence is a kind of gender related violence that is especially cruel and demeaning, because it happens under circumstances where one should feel safe. The continued focus on violence against women has according to a range of national surveys led to a decrease in vaw over the years. However, a recent very comprehensive survey from the European Union Agency for Fundamental Rights (FRA) shows that vaw is still very prevalent in Denmark. The results confirm the Governments firm intention to ensure focus on this serious gender equality problem as violence represents.

In a new plan of action on violence, which is to be launched in 2014, the hard work on reducing violence in all its forms continues. It is the fourth plan of action on violence. In this action-plan the Government is going to address the problems the survey identifies.

In Danish society there is a significant openness on violence against women, and women are generally very independent for instance on the labour market with high self-esteem and low tolerance against violent incidents. That is part of the reason that Danish women report so many violent incidents in the survey.

Denmark has established a national support system allowing all women who are victims of violence or threats of violence shelters, psychological, social and judicial services, health treatment and labour market support.

According to the Danish Act on Social Service the municipalities have an obligation to offer women who are subjected to violence or threats in close relationships, temporary stay in women's shelters. For women in shelters, who have children, a special framework for support concerning rehabilitation, schools, and safe conditions for the children, housing, relation to job etc. are established by law. This obligation was established in 2004. There are now established 43 shelters spread geographically beyond Denmark.

Women who are victims of violence in intimate relationships have the ability on their own initiative to apply for residence by contacting a shelter for women. Eight women's shelters are especially noted as accessible for women with disabilities, while the rest are accessible to some extent. The public spending on women's shelters is approximately DKK 220 million a year.

Also, the judicial system takes the necessary actions to punish perpetrators and support the victims. During the last years, private organisations dealing with counseling of men who have a violent behavior in intimate relations temporarily have been funded by the state.

The efforts by the Government following four national action plans since 2002 to combat violence against women and a very large number of concrete initiatives clearly state that any violence against women is a criminal act and an offence that is not acceptable – neither outside nor inside the home. There is an important overall headline for the efforts “Stop violence against women – break the silence”.

Plans of action to combat men’s violence against women have targeted partner violence, i.e. physical, sexual and psychological acts of violence, which primarily occurs in women’s own home. The developments in this area are analyzed by means of population based on surveys and register data, and they are positive. This would seem to confirm that the decisions to put violence against women on the public agenda as well as the implementation of a wide range of interventions during the last years have been effective.

Likewise, professionals and perpetrators have become more aware of the possibilities for treatments for violent behavior and as a result more perpetrators receive treatment. The different initiatives in the action plans have contributed to an improvement of the knowledge about violence in the family. This knowledge has to a certain extent been disseminated to the relevant authorities and professionals.

The four national action plans have received funding from state budget with altogether DKK129.4 million.

In a global context, Denmark is one of the countries in the world that allocate most resources to fight violence in intimate relations. The national action plans are only a supplement to a substantial effort from the health, social and judicial systems that ensures that victims of domestic violence get the necessary support and treatment, and that the perpetrator is prosecuted.

A survey from 2010 found that the public expenditures in relation to violence against women come to around DKK 500 million and out of these DKK 280 million are spent on the various services in relation to fighting and remedying violence against women in intimate relations.

Denmark is one of the pioneers in Europe when it comes to treatment of perpetrators. Through the last 12 years modern treatment programs have been developed where perpetrators, victims and their children receive help and treatment with a specific focus on the security of the victims and the children. The treatment contains predefined/mandatory modules in combination with specific treatment offers, which meet the individual family’s needs. Nongovernmental organisations designed to provide evidence-based treatment to perpetrators to prevent further violence inside the family have been established. The intervention focuses on the perpetrator but does also include support to the battered partner and the children that are or have been living in

families with parental violence. The Ministry of Social Affairs funds some of the organisations.

Another NGO has set up a network among researchers, practitioners and women's organisations working to eliminate all forms of gender based violence against women. The Observatory has among its members public institutions, and they have status as observers in order not to confuse the roles of NGOs and public institutions. This allows members to share knowledge without any commitment to support political communication from the Observatory.

### *Violence against women – legal developments*

Several provisions of the Criminal Code are relevant with regards to violence against women. This includes, inter alia, sections 244-249 concerning violence and sections 216-236 concerning sex crimes.

As a general rule, the provisions of the Criminal Code are drafted in a gender neutral manner whenever possible. Thus, the provisions apply irrespective of the gender of the victim.

In 2002, the maximum penalties for, inter alia, violence and rape were increased (Act No. 380 of 6 June 2002). Thus, for instance, the maximum penalty for rape was increased from 6 to 8 years of imprisonment and under particularly aggravating circumstances from 10 to 12 years of imprisonment.

In 2003 the Danish Parliament passed an amendment to the Criminal Code explicitly criminalizing female genital mutilation (Act No. 386 of 28 May 2003). The maximum penalty for performing female genital mutilation is 6 years of imprisonment and under highly aggravating circumstances 10 years of imprisonment.

In July 2013, an amendment to the Criminal Code's provisions concerning sex crimes entered into force (Act No. 633 of 12 June 2013). The Act, inter alia, expanded the scope of the provision concerning rape to include sexual intercourse with a person who is in a state or situation in which he/she is incapable of resisting the act. Furthermore, all mentioning of the marital status of the victim and offender was removed from the provisions.

Also relevant to the issue of violence against women are the provisions on restraining orders, exclusion orders and expulsions. In the past restraining orders were regulated in section 265 of the Criminal Code.

In 2004 the Danish Parliament passed an Act to ensure that a violent partner under certain conditions can be expelled from a joint home (Act No. 449 of 9 June 2004). Furthermore, the Act stated that restraining orders pursuant to the Criminal Code are imposed by the police.

In 2012 new legislation was adopted by the Danish Parliament whereby the existing provisions on restraining orders and expulsions were amended and unified in a single Act (Act No. 112 of 3 February 2012 on restraining orders, exclusion orders and expulsion). This new piece of legislation entered into force in March 2012.

The overall purpose of the Act was to strengthen the protection of persons against persecution, harassment and violation of privacy, including stalking. Thus, for instance, the Act authorizes the police to impose a so-called exclusion order which prohibits the person in question from coming within a certain distance of the home, workplace or place of education of another person.

Restraining orders, exclusion orders or expulsions are imposed by the police. The penalty in case of violation of an imposed restraining order, exclusion order or expulsion is a fine and up to 2 years of imprisonment. If a violation is related to stalking it will be considered an aggravating circumstance.

Furthermore, an amendment to the Aliens Act has been made to ensure that no foreigner feels forced to stay with a violent spouse out of fear of losing his/her residence permit.

Previously, a residence permit obtained on the basis of marriage would – in general – be revoked if the spouses no longer lived together. It would, however, be taken into consideration whether the marriage had been dis-solved because of domestic violence. At the same time, the foreigner's ties with the Danish society had to be taken into consideration. Foreigners who had lived in Denmark for less than two years would often not be considered to have such ties with the Danish society that their residence permit would not be revoked, regardless of domestic violence.

In January 2013 the Danish Parliament passed an amendment to the Aliens' Act on the rules of revocation of residence permits issued on the basis of spousal reunification in cases where the foreigner concerned or the foreigner's child has been exposed to abuse etc. by the spouse (Act No. 432 of 1 May 2013). The amendment entered into force on 3 May 2013.

The amendment entails that the length of the foreigner's residence in Denmark can no longer be taken into consideration when deciding whether a foreigner can retain his or her residence permit when the abuse has caused the cessation of cohabitation and the invoked abuse has been substantiated. The foreigner must, however, show a will to be integrated in to the Danish society, e.g. through studies, work etc.

A number of initiatives have been taken to provide assistance to and im-prove the legal position of victims of crimes, including female victims.

In 1997 the provisions in the Administration of Justice Act concerning publicly financed legal assistance to victims of crimes were expanded (Act No. 349 of 23 May 1997). Furthermore, as a result of the Act, local counselling centres for victims were established. The counselling centres are independent supplementary services added to the services already offered by the police, crisis centres etc.

In 2005 the legal position of victims of certain sex crimes was strengthened by, inter alia, further improving the provisions concerning publicly financed legal assistance to victims in the Administration of Justice Act (Act. No. 558 of 24 June 2005).

In 2007 the legal position of victims of crimes was strengthened once again through an amendment of the Administration of Justice Act (Act No. 517 of 6 June 2007). The Act contains a number of improvements, including, inter alia, access to information about the progress and result of the criminal case against the offender and guidance from the police on the rights of the victim.

In January 2010 an Act on Victim-Offender Mediation entered into force (Act No. 467 of 12 June 2009). Victim-Offender Mediation is a face-to-face meeting between victim and offender. It is voluntary for both parties to attend the meeting, which is held by an impartial third person (a mediator) acting as moderator. Victim-Offender Mediation is not a substitute for punishment, but a supplement.

In 2011 a new provision concerning information to the victim about certain aspects of the execution of the offender's penalty was inserted into the Administration of Justice Act (Act No. 412 of 9 May 2011). According to the new provision, the victim of, inter alia, violence or a sex crime may in certain cases ask to be informed when the offender is released from prison etc. Furthermore a number of improvements were made to the Act on Compensation from the State to Victims of Crimes.

Recently, the Act on Compensation from the State to Victims of Crimes has been amended to speed up the processing of applications for compensation (Act No. 629 of 12 June 2013). The Act also further improves the Administration of Justice Act's provisions concerning information to the victim about the execution of the offender's penalty.

Furthermore, effective from January 1 2014, a Victim Fund has been established (Act. No. 603 of 12 June 2013). The Fund supports research concerning victims, victim counselling etc. The Fund is financed through contributions that certain offenders must pay.

Additionally, the Administration of Criminal Justice Committee under the Ministry of Justice is currently examining the feasibility of giving the victim a more central role in the court hearing by letting the victim choose to give his or her statement before the statement from the accused. At present the accused as a general rule gives his or her statement before the victim's statement.

Finally, a number of other initiatives aimed at preventing crime and helping victims of crimes, including female victims, have been taken.

In August 2007 the National Police launched a national strategy to combat domestic violence and jealousy motivated homicides.

In 2012 the National Police established a new National Center of Crime Prevention. The primary function of the center is to support the local police districts in crime preventive efforts including efforts on violence against women.

The Director of Public Prosecutions has issued instructive guidelines to the police and prosecution service concerning the investigation and prosecution in cases regarding domestic violence and the handling of cases on restraining orders, exclusion orders and expulsion.

The Director of Public Prosecutions has also produced two leaflets to victims of violence and stalking. One of the leaflets contains advice and information to victims who have been exposed to violence, including domestic violence. Another leaflet contains advice and information to victims of stalking. A woman reporting a violent attack or stalking will be handed a leaflet by the police.

Furthermore, the Director of Public Prosecutions provides education in the handling of cases concerning restraining orders, exclusion orders or expulsions to police officers and prosecutors in every police district in Denmark. Jointly with the National Court Administration the Director of Public Prosecutors also hosts courses on domestic violence with a focus on the psychological aspects and the special needs of victims to public prosecutors and judges.

At the Police Academy the police cadets are also trained to handle interaction with witnesses, victims and perpetrators in cases of violence and especially domestic violence.

#### *Violence against women – trafficking in women*

In 2002 the criminal legislation against trafficking in human beings was strengthened with the insertion of special provisions on trafficking in section 262(a) of the Criminal Code. Accordingly, perpetrators of trafficking will be convicted of the special crime of trafficking instead of the different criminal offences forming part of the offence of trafficking, e.g. threats or offences against the personal liberty.

In 2012 the Criminal Code was amended (Act no. 275 of 27 March 2012) in order to bring Danish legislation in line with EU directive 2011/36/EU on preventing and combating trafficking in human beings and protecting victims of trafficking. By this act the maximum penalty for participating in trafficking in violation of section 262(a) of the Criminal Code was raised from 8 years of imprisonment to 10 years of imprisonment. Furthermore, in section 262(a) (1) and (2) the purpose of exploitation was extended to include exploitation for criminal activities.

Recently, section 262(a) of the Criminal Code has been amended once again (Act no. 633 of 12 June 2013). By this act the reference to “indecent sexual activity” was amended to “prostitution, the making of pornographic photographs or movies, pornographic performances” in order to modernize the wording of the provision.

In this regard, reference is also made to section 233 of the Criminal Code that establishes inter alia organisation of prostitution as a separate criminal offence. According to this provision it is illegal to carry on activities by arranging for someone to engage in sexual activity with a client for payment or a promise of payment.

In 2007 a more lenient rule on deportation of victims of trafficking was inserted in the Danish Aliens Act. According to said rule the Danish Immigration Service must, when deciding on expulsion, have special regard to the question of whether the circumstances potentially giving rise to expulsion are a consequence of the fact that the alien has been trafficked, and whether this fact makes expulsion inappropriate. In practice this means that if in fact the alien has been trafficked, the person in question will not be expelled with a reentry ban but offered a recovery and reflection period.

If an alien has been trafficked, it thus follows from the Danish Aliens Act, that the Danish Immigration Service upon request, shall determine a time limit for the said aliens' departure of 30 days unless particular reasons make it inappropriate. Upon request, the time limit for departure may be determined to be later or may be extended beyond the 30 days if particular reasons make it appropriate or if the alien is cooperating concerning a pre-aped return. In May 2013 the absolute time limit of 100 days, that was inserted in 2007, was extended to a total of 120 days.

The purpose of the rules on the reflection period is among other things to give each victim of trafficking the possibility to recover and strengthen and as such help to a life free of trafficking. During the reflection period the victims consequently have access to special accommodation, for example crisis centers, and if needed extended health treatment such as psychological and social help. These offers are additional to the regular offers on accommodation, health, and schooling that are offered to all asylum seekers and other aliens without legal stay in Denmark.

The mentioned amendment to the Danish Aliens Act in May 2013 also introduced an independent provision regarding temporary residence permit for the purpose of assisting in criminal investigations or proceedings. Formerly, such temporary residence permits were granted according to a general provision in the Danish Aliens Act, however the new and independent provision is intended to clarify the access to grant temporary residence permits in these situations and make the rules more visible. The provision applies to all aliens whose assistance is needed by law enforcement authorities, including victims of trafficking.

Each police district has one or several police officers with special knowledge in the field of human trafficking. These police officers receive special training and are key figures for their colleagues in combating trafficking in human beings.

Furthermore, cases of trafficking in human beings are dealt with in specialized units of the prosecution service within the police districts which contributes to secure a high degree of knowledge and experience in these matters.

On a regular basis the Director of Public Prosecutions address relevant issues related to trafficking of human beings at committee meetings where representatives of all police districts and of the regional prosecutors are present. These meetings provide the members with an opportunity to address relevant issues and share experiences.

In addition, the Director of Public Prosecutions has made all relevant case law on trafficking in human beings available online, just as a prosecutor when dealing with a specific case in this field may consult with the Director of Public Prosecutions.

These measures ensure that cases of trafficking in human beings are handled correctly and uniformly across the country.

Furthermore, the Director of Public Prosecutions in May 2012 issued guidelines to police officers and prosecutors on identification of victims of trafficking. The guidelines also concern the possibility of not imposing penalties on victims of trafficking for their involvement in unlawful activities, including their illegal entry and/or residency in Denmark.

The National Police monitors and collects information about cases regarding human trafficking. In connection with this monitoring the National Police collects statistical data on the number of cases of trafficking in human beings, victims, charged and convicted persons.

The National Police has also issued guidelines and action cards regarding trafficking in human beings including the indicators of trafficking.

At the Police Academy the police cadets are educated on indicators of trafficking in human beings, so that they are able to spot victims of trafficking and immediately contact the Danish Center against Human Trafficking and the Danish Immigration Service with regards to identification of the victims.

### **Women and education**

Danish law gives women the same rights and possibilities as men, also when it comes to education. All educational opportunities are open to all citizens. In Denmark, the proportion of women and men taking a higher education is equally high, and the trend is that women enter the higher educational system to a higher degree than men. The trend has been clear since 1995.

Students in the Danish Folkeskole (public school) have the right to a good educational environment. Decisions regarding this are spelled out in the Act on the Educational Environment for Students. In the Act it is made clear among other things that the leaders of the individual schools are responsible for ensuring the preparation of a written evaluation of the educational environment in terms of safety and hygiene conditions, as well as the conditions concerning the psychological and aesthetic environment at each school. An important factor in this regard is the extent of bullying that takes places at the school.

The objectives of the Folkeskole are i.e. to reduce and prevent gender stereotypes. It is stated in the objects clause of the act on the Folkeskole 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.



Equal opportunities for all children irrespective of their status as migrant/migrant descent continue to be a key goal within the education system. In addition to the overall measures to improve the school system, a number of initiatives have been taken that specifically aim at addressing the challenges faced by ethnic minority (migrant/migrant descent) children.

In 2005 Denmark developed a strategy for pursuing the benefits of globalisation and coping with its challenges – "Progress, Innovation and Cohesion". The strategy represented 350 proposals, 187 in the area of education. The strategy focused on getting young people to complete their studies and on improving the integration of immigrants. Inclusion is the keyword for these initiatives:

1. *All young people should complete a general or vocational upper secondary education program*
2. *A coherent education system and professional guidance*
3. *Initiatives in relation to gender stereotyping*
4. *Specific interventions to support children from minorities*

In the area of *early childhood education and care*, the legislative framework around language support was streamlined in 2010, laying down common rules for language assessment and support for all children – both bilingual and other children. On the basis of the language assessment the municipalities must provide language stimulation for children who are deemed to be in need of language support. Parents are required to accept the language assessment and the language stimulation for their child.

The Ministry of Education has recently completed the *development of national tests in Danish as a second language*. The purpose of the tests is to map the competences and potential of bilingual children in relation to developing their proficiency in Danish.

*The Retention Caravan - Technical Vocational Education and Training* is a concluded project under the Ministry of Education and has had intense and continuous dialogue with vocational training schools and colleges with a high number of students with minority background concerning reducing the dropout rate. The dropout rate among boys in vocational trainings program is higher than girls, and boys with minority background have the highest dropout rate compared to minority girls and Danish boys.

In addition obtaining an apprenticeship can be a difficult task for students not least the ethnic minority (migrant/migrant descent) youth face difficulties.

Girls' and boys' choice of education is highly gender segregated. Since career and education counselors play a vital role in this area, it has been ensured that a gender aspect is part of the curriculum of the career guidance counselor's education.

The overall structure and seven national targets in the field of guidance are defined in the Act on Guidance in Relation to Choice of Education, Training and Career, which was adopted by the

Danish Parliament in April 2003. The Act of 2003 has been amended several times since. The Act on guidance is primarily targeted at young people until the age of 25.

The Ministry of Education is responsible for a national guidance portal, which provides information on education and training opportunities at all levels. Other features include an electronic career planning tool and a section containing an electronic news service, a quarterly journal and various resources, especially aimed at guidance practitioners.

The Minister of Education has established a National Dialogue Forum on Guidance in order to secure a close dialogue between the Minister and relevant organisations, institutions, guidance counselor associations, end users and individuals holding leading positions in the field of guidance.

Formally men and women in Denmark have for several generations enjoyed equal rights to and equal opportunities for education at all levels, also within higher education. The level of education for the population as a whole has increased steadily. There is an increasing proportion of the population with a higher education. In Denmark, the proportion of women and men taking a higher education is equally high and the trend is that women enter the higher educational system to a higher degree as men. Generally speaking, women have caught up with the educational deficit they had in the early 1980's, compared with men, in higher education. The proportion of women who are admitted into higher education has thus increased from 48 per cent in 1995 to 57 per cent in 2013.

Some higher education programs have a gender imbalance. Women are overrepresented in welfare education programs, such as nursing and kindergarten educator programs. Men are overrepresented in the technical sciences. In 2012 only 32 per cent of the entrants to technical science programs were women.

**b) What are the country's three to five major challenges in the achievement of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?**

**Why are these considered to be the major challenges?**

**Describe the strategy (ies) that is (are) in place to address the challenges?**

Even if Denmark has come far in achieving gender equality in many spheres of life major challenges still exist.

### **Gender mainstreaming**

Gender mainstreaming is an effective tool to promote gender equality, but it is also difficult to use gender mainstreaming in practice because new actors without gender equality knowledge must learn what a gender perspective would imply within their special field. But the minister for

gender equality has given the work high priority. Learning tools and other initiatives have been presented to assist experts how to see and utilize the gender perspective in their daily work.

Gender mainstreaming as a method to promote gender equality was introduced in the Danish gender equality set-up as a direct result of the Beijing conference. Gender analysis is a tool to increase the quality of political decision-making and not least a way to integrate the question of promoting gender equality in the centre of political change and as such acknowledged as a main strategy. In spite of this it remains a challenge to further implement the strategy in policies, efforts and activities at a national as well as at a local level.

When it comes to gender mainstreaming of citizen-related services/initiatives, all ministries have developed gender equality policies within their own remits as a result of an inter-ministerial action plan on gender mainstreaming 2007 – 2011. But only 43 % indicates to be gender mainstreaming their policy areas and at the local level 78 % indicates *not* to be gender mainstreaming citizen-related services/initiatives.

The Government has launched a new strategy for gender mainstreaming of public authorities' initiatives early 2013. With the new strategy focus has been extended to include not only state authorities but also local authorities. The strategy contains three approaches:

1) Improved gender equality assessments when presenting bills and other citizen-related initiatives in the state and municipalities, and a better gender balanced composition in public companies/institutions.

2) Improved guidance and knowledge dissemination by for instance improving web-sites with good practices

3) Improved monitoring by making reports easier for authorities to use as tools for monitoring and improvement of the gender equality measures.

The identification of women and men in statistics is a very concrete use of gender mainstreaming and important for Statistics Denmark in order to describe and analyse society. The gender mainstreaming strategy with gender-segregated data makes it possible for politicians to present a targeted policy, which recognises differentials in the population. In that respect gender is the most important element. Very important areas with gender differentials are health treatments and the very different position for men and women on the labour market due to for instance that wage conditions are very different in the public sector where many women are employed compared to the private sector where many men are employed.

## **Migrant women**

The Government finds it necessary to address the situation of ethnic minority women (migrant/migrant descent) because some of these women do not enjoy the same rights as other Danish women. Fortunately many ethnic minority women (migrant/migrant descent) are very

successful in the education system and on the labour market, but some women cannot fulfill their expectations, and the Government is very concerned to meet their needs.

The Government's gender equality view is reflected in three key policies on integration that the Government launched in 2012:

- A strengthened integration policy,
- The Government's action plan to prevent force and repression in relation to non-legal binding religious marriages
- The national strategy against honor-based conflicts.

The policies/strategies/action plans address the fact, that not all citizens in Denmark enjoy the same basic rights. That is for instance the right to choose one's own husband or wife, the right to gender equality and the right to lead a life of one's own choice.

Inappropriate social control may be an obstacle to the individual woman and man seeking to exploit their opportunities in Danish society and to make their own decisions, which are fundamental rights in Denmark. However, these rights are not always observed.

Even though no one should – because of religion or culture - experience discrimination on the grounds of gender; violence, coercion, and social control springing from traditional gender roles and religious or cultural habits are practiced in some communities. Especially women with a non-Western background are exposed to unacceptable restrictions.

In order to combat inappropriate social control and to enforce the principle of gender equality as a basic right the Government is in the process of implementing a vast number of initiatives. The three abovementioned strategies altogether have 50 concrete initiatives focusing on information and education, preventive measures, measures for young people in need of immediate help, attitude changing campaigns for parents and continuous competence development of the professionals who are in contact with the young people.

In order to claim one's rights one has to know them. Therefore a so-called Rights Campaign has targeted students at the language schools all over the country. The campaign started out focusing on women students but in its last round was expanded to include male students as well. The campaign has informed about rights connected with family law in areas such as marriage, divorce, economy but also for example how to bring up children in Denmark, the need for education, violence in the family, and health. The campaign has reached approximately 3000 students.

### **Gender segregation on the labour market and in the education system**

Women educate themselves and participate on the labour market to a great extent, but a gender segregated society influences women's opportunities. Although young women today are at least as well educated as young men women trail men on the labour market when it comes to wages,

career opportunities, and working conditions due to the gender segregation in the education system and on the labour market. Culture, norms and expectations contribute to maintain gender roles on the labour market and in the family and delays equal opportunities for both sexes. The development away from a gender-segregated labour market is still very slow.

Many efforts have been made to break down the gender segregated education system and labour market. Within all trades you find both women and men, but men dominate in engineering and science while women dominate in health and education. Many typical women's trades are still pronounced low pay areas. The pay differential between women and men on the labour market as such is in particular correlated to the gender-segregated labour market, and therefore the Government is very interested in breaking down the gender-segregated labour market.

While women have entered most areas in the field of education there are two main challenges remaining. One is that women (and men) are still grouped in certain so-called gender-specific sectors. The other is the lack of women at the highest level of academia (university professors).

Different initiatives have been launched such as on-line information on the opportunities when choosing non-traditional educations, use of role-models, pilot-projects showing the available jobs within different sectors, government funding of local projects in schools and municipalities. The influence and importance to professional career and education guidance of cultural values, including gender aspects, is also part of the curriculum of the career guidance counselor's education.

The low percentage of women in permanent positions at Danish universities is seen as a key challenge in governmental and institutional research strategies.

Despite the increasing admission of women to higher education, the gender balance among university teaching and research staff still leaves much to be desired, although there has been an increase in numbers the past 20 years.

The backdrop for the government's focus on the role of women in higher education is Denmark's ambition of being a leading knowledge-based society. This requires that we are able to cultivate talent. In the future, Denmark will need more researchers; and researchers who can measure up to the best in the world. The recruitment of more women to research will be a considerable asset and an important part of the renewal process that universities and research-based enterprises have to go through to enhance innovation and competitiveness.

There is a loss of female research talents all the way up in the research career ladder. More than half of all university students are women but fewer than two in ten professors are women. The challenge is to get these female talents into play.

**c) What setbacks/reversals in progress towards gender equality and the empowerment of women have been experienced since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly (if different from**

**those already identified in b)?**

**What were the major factors that caused the setbacks?**

**What mitigation measures or other actions, if any, have been implemented to counter the setbacks?**

### **Women in local politics**

In Denmark, women and men enjoy the same political rights, but women are still underrepresented in especially local municipality politics and different initiatives to address this have been initiated. Women's underrepresentation is due to the fact that being a local politician is a part time public duty which is to be reconciled with job and family. Many women find that overwhelming. In addition representatives in municipalities are only compensated with a fee, which does not correspond to the workload.

Different awareness raising activities have been initiated (inspirations leaflets and a conference) and NGO-activities in the field have been funded. Also local party associations have been encouraged to focus more on gender issues with the aim of supporting a broad recruitment base to local governments.

From 1995 (and even back to the late eighties) the average proportion of women in local municipality governments has been stable around 27 %. This changed after the local government elections in 2009 to approximately 31.8 % but then a small setback occurred with the elections in November 2013 and the figure is now 29.7 %.

Women's representation is only a problem in local municipality politics. In regional councils and in Parliament (the Folketing) women constitute about 40 %, and women are very active in school boards and day care institutions boards. The prime minister is for the first time a woman and there are eight female ministers (40 %) out of 20 ministers in all. The party chairmen of the two government parties are women.

**d) What have been the main constitutional, legislative and/or legal developments in the promotion of gender equality and the empowerment of women?**

**What laws and/or regulations remain in place (or have been introduced) that could have adverse effects on promoting gender equality and the empowerment of women in the country?**

Men and women are equal before the law and enjoy equal rights to hold property. Men and women have the same right of access to the judicial system and to receive equal treatment before the courts.

Gender equality legislation was introduced on the labour market already in 1976 with the Equal Pay Act and the Equal Treatment Act in 1978 with a ban on gender discrimination. Gender discrimination has been forbidden in all walks of life since 2000.

Both direct and indirect discrimination is forbidden. Especially discrimination during pregnancy and maternity leave is forbidden. Harassment and sexual harassment are considered discrimination on the grounds of gender.

The enforcement of the ban on discrimination still takes place within the system set up for the settlement of industrial disputes, the ordinary civil courts of law and the Gender Equality Board. Most of the cases dealt with concern dismissal during pregnancy and maternity, sexual harassment and equal pay cases.

### **Equal treatment of men and women on the labour market**

The Equal Pay Act from 1976 forbids discrimination against women and men in connection with pay differentials. The implementation of equal pay has taken place partly in legislation partly by collective agreements in several stages.

The Equal Pay Act from 1976 prohibits discrimination against women and men in relation to pay. The implementation of equal pay has taken place partly in legislation partly by collective agreements in several stages.

Women still earn less than men. Nowadays pay differentials seems to a smaller degree to be due to discrimination, however there is continued focus on the reasons for pay differentials in order to address the unexplained gender pay gap. The issue of how to define work of equal value is still discussed, and it is difficult to find a mutual understanding because of the gender segregated labour market. It is especially important because women and men work in different areas of the labour market with different levels of pay.

In order to reduce pay differentials the Government has proposed to introduce a system, which obliges employers with more than 10 employees to present a gender segregated pay statistic. The purpose of the pay statistics is to make companies discuss among employers and employees why women and men are paid differently and if it is possible to reduce pay differentials.

The Equal Treatment Act from 1978 has been amended several times over the years most recently in 2012. The purpose of the Act is to prohibit discrimination on the grounds of gender. The Act contains regulations, which contributes to bigger efficiency in the implementation of the equal treatment i.e. the reverse burden of proof, the shared burden of proof, precise definitions of discrimination, and transparent sanctions.

The Act has had the biggest effect in relation to dismissals on grounds of pregnancy, maternity leave and parental leave. Already in the mid-eighties the Danish courts established that violation of the Equal Treatment Act in this area should result in compensation. In addition to that

employers have to prove that the dismissal was not due to pregnancy and leave (reverse burden of proof). This provision has been very important for women's opportunities on the labour market.

### **Gender equality outside the labour market**

The Act on Gender Equality, adopted in 2000, regulates the area of gender equality outside the labor market and forms the basis and framework for public authorities to promote gender equality. Both the state and municipal authorities are covered by the scope of the Act. In addition, the Act applies to all commercial activities.

The Act aims to promote equality between women and men based on women and men's equal worth. The purpose of the Act is to counteract direct and indirect discrimination based on gender, including harassment and sexual harassment outside the labor market. The Act prohibits discrimination based on gender. A victim of discrimination including harassment and sexual harassment may be granted compensation under this act.

The act also includes rules concerning the gender balance of public boards, councils and committees and on the gender composition of boards and collective management bodies of state institutions and companies. In addition, there are rules concerning public authorities' obligations to report on their gender equality work.

There were also set up an independent ministry in relation to gender equality at the time the law was passed. The Ministry has partly responsibility for equality law matters, as well has a coordinating role in relation to government policy on gender. There was also establishes an independent appeals board.

### **Equal treatment of men and women regarding insurance and pension**

The Ministry of Business and Growth has [introduced a bill] that intends to ensure equal treatment of men and women regarding all insurance and pension policies. When implemented, the rules will ensure that the part of the insurance and pension policies relating to supplementary benefits for occupational pensions in the future are subject to the unisex principle, and that there will be full equality between women and men related to occupational pensions similar to what applies to private life insurances.

It follows from the current rules on equal treatment of men and women in relation to insurance, pension, etc. that discrimination on the basis of sex is illegal. However, the current rules, do not apply to optional opportunities in occupational social security schemes, which participants are offered individually to guarantee them additional services. This means that, in relation to the optional parts of occupational pensions, for example supplementary payments on a voluntary basis, it is possible to use gender as a factor in the risk assessment.

**e) What is the approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women?**



**Describe efforts to increase and track national planning and budgetary allocations related to achieving gender equality and empowerment of women, in preparation of development plans and budgets at national, regional/provincial and local levels.**

In general the Danish national budget does not specify the funds allocated to promote gender equality as the task of promoting gender equality is an integral part of the functions of all public bodies in accordance with the gender mainstreaming principle. Therefore only funds allocated to specific gender equality institutions such as the Department of Gender Equality can be identified. The funding for the Department of Gender Equality is allocated in the Finance Bill. The department appropriation was introduced in the bill for the fiscal year 2000. Since then the gender equality tasks and the associated appropriations have been reorganised several times, but as of 2014 the department is allocated a budget of DKK 19.1 Million. From this appropriation the Women's Council in Denmark receives a subsidy of DKK 1.2 Million a year.

Furthermore the department is responsible for a number of appropriations to specific gender equality programs, i.e. combatting violence against women and human trafficking. These appropriations vary according with the government action plans, but as of 2014 the appropriations totals DKK 33.5 Million.

Finally the gender mainstreaming responsibility means that all public bodies may spend part of their appropriation on promoting gender equality although there is no official recording of this. The spending concerns specific programs with gender equality content, general gender mainstreaming actions, research funding etc. As an example of this, it is estimated that the public spending on women's shelters is approximately DKK 220 Million a year.

Especially the Ministry of Employment allocates means for specific gender equality activities, including DKK 5 Million a year for the work on equal treatment within the Institute for Human Rights.

**f) What mechanisms are in place for regular dialogue between Government and civil society? If mechanisms are in place, briefly describe them.**

**Do non-governmental organizations, including civil society organizations, women's organizations, academia, faith-based organizations, the private sector and other actors participate formally in the mechanisms established to monitor and implement the Beijing Declaration and Platform for Action?**

**If no, what are the main obstacles preventing the establishment of such mechanisms?**

The national focus of the equal gender work reflects the international commitments that Denmark has assumed in connection with the ratification of the CEDAW Convention as well as other UN documents, such as the Beijing Platform for Action.

Since 1995 and many years back, Denmark has a long history of non-governmental organisations (NGOs) taking active part in the work to promote gender equality between women and men – especially Danish Women’s Society and Women’s Council in Denmark. The latter is an umbrella organisation for 46 women’s societies and organisations with a total of more than one million members; they strive to ensure women’s rights and influence everywhere in society. The primary function of the above-mentioned NGOs is to act as a watchdog vis-à-vis public initiatives and policies, as well as to participate actively in the public debate in order to promote gender equality between women and men, which also involves disseminating knowledge about the CEDAW Convention. NGOs and experts are often consultation parties regarding new initiatives from the Government, e.g. proposals for new laws, action plans and so forth. Generally, the inclusion and cooperation between NGOs and Government is highly appreciated and considered very important.

**g) What main in-country, bilateral, sub-regional and/or regional cooperation is the country engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly?**

**What results have been achieved through the twenty-third special session of the General Assembly?**

**What results have been achieved through such efforts and what lessons have been learnt?**

**What is the perceived value of the cooperation? In what ways could cooperation be improved to strengthen sharing of knowledge and experiences in implementation of the Beijing Declaration and Platform for Action?**

Denmark is included in the annual follow-up to the BPfA within the EU. Each presidency takes up a certain area of concern and measures the implementation of the platform for action within each member state as well as within the EU institutions. As part of the follow up each presidency presents a comprehensive study on the situation within the EU and a council conclusion is drafted and adopted at the EPSCO council meeting. Included in the conclusions is a set of indicators which allow future presidencies to return to the subject areas and measure progress by using the standardized indicators.

Denmark took up the critical areas of violence against women and women and the environment, and launched studies as well as conclusions in order to promote the combatting of violence against women and girls as well as the representation of women in decision making on climate change issues.

The annual regional follow-ups are accompanied by a national decision making process which allows for national discussions regarding the issue at hand. Also, as part of the Parliamentary process, the council conclusions are discussed between Government and Parliament.

As a result the BPfA is a well-known action plan in Denmark, and its recommendations and concepts broadly accepted. The concept of gender mainstreaming has for instants been included in the Danish law on gender equality as a direct result of the implementation of the PfA.

There is a basic and widespread acknowledgement across the political spectre of the importance of following up the PfA and the conclusions and recommendations are generally accepted as the foundation of much of the Danish work on gender equality. Hence, the regional and national cooperation has contributed to keeping the implementation of PfA on the agenda, and the discussions and political processes surrounding the implementation has ensured a broad consensus of the importance of the document.

**h) How, and to what extent, have the Millennium Development Goals (MDGs) overall, and in particular the gender-related MDGs, facilitated or strengthened the implementation of the Beijing Declaration and Platform for Action?**

Since the adoption of the UN Millennium Development Goals there has been progress on the international scene. Denmark has worked intensely *for* reduction of the number of people - especially women - living in extreme poverty, *for* increasing the number of children - especially girls - attending school, *and for* decreasing maternal mortality. Fortunately, many developing countries are experiencing increased economic growth rates. This creates new opportunities and reasons for optimism. At the same time inequality is growing and globally more than 1.4 billion people are still living in extreme poverty. Through its development cooperation Denmark continues addressing challenges with regard to achieving the MDG goals.

## **Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009**

**a) What is the status of progress in each of the twelve critical areas of concern and their strategic objectives, and relevant sections of the outcomes of the twenty-third special session of the General Assembly? Please provide concrete supporting evidence, including statistical data and other relevant sources.**

**Has any of these areas been supported by legal measures, national policies, strategies, plans, programs and/or projects developed and implemented since 2009? Please provide examples of such measures.**

**Were these measures monitored in the relevant areas? Please provide statistical data and assessments on the results achieved through these measures.**

**b) Describe the obstacles, gaps and challenges since 2009 in implementing the critical areas of concern.**

**Were there any countercyclical measures introduced in your country since 2009 to mitigate the consequences of global economic and financial crisis? If so, did these measures incorporate a gender perspective and/or include women as a targeted group?**

**c) Have austerity policies/measures, such as tax increases, cuts in public expenditure, or public sector downsizing, been introduced in your country in the aftermath of the 2007/2008 financial crisis?**

**If so, to what extent have they affected the critical areas of concern? Please describe the effects of such measures on key indicators, such as participation of women and men in social and economic activity, including education, training, and participation in labour markets, unpaid work, access to social protection, access to credit, or entrepreneurship.**

Since 1995 the Beijing Declaration and Platform for Action has been an inspiration for the efforts to promote gender equality, and many initiatives, projects and new legislation have been introduced. Below the most important elements of development since 2009 are described. The following review is not covering all initiatives on gender equality since 2009. But it has been tried to give a true and fair picture of trends, efforts and results in all walks of society of importance for gender equality.

### **A. Women and poverty**

**> Strategic objective A.1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.**

Compared to income - Denmark is one of the most equal societies in the world. In Denmark,

women are not at special risk for belonging to low-income groups and women are actually slightly underrepresented in low-income groups. The right and opportunity to apply for temporary or permanent support services are the same for both men and women. The development in support services since 2009 has been that women are to some degree overrepresented among persons, who are provided for by the state.

The Danish Government has an increased focus on poverty. In May 2012, the Government set up an expert Committee on poverty, which published their recommendations in June 2013. Since then Denmark has had an official poverty threshold, which can be used to identify particularly disadvantaged groups and help target policy initiatives that will help their situation.

The Committee has been looking into poverty in the Danish population and has found no need to highlight poverty among women compared to men. Both sexes are taken care of in a proper way. The efforts against poverty will include identifying social risk factors and examining deprivation - to focus on whether there may be certain groups (for instance unskilled immigrants – men and women - from non-Western countries) who meet special challenges.

Elderly women's right to pension has been improved since 2009. Men still withdraw later from the labour market than women, but the development in retirement age for both sexes has been that they retire later than earlier. In addition the pension schemes in collective agreements have been improved. More men than women have earned the right to a pension scheme from a collective agreement, which reflects the fact that men have a stronger attachment to the labor market than women, but all citizens more than 65 years old have a right to a state pension.

**> Strategic objective A.2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources.**

By providing special support for single parents and having a clear anti-discrimination legislation, Denmark has eliminated many of the conditions that often discriminate against women and maintain their belonging to low-income groups.

Denmark has ratified ILO's The Indigenous and Tribal Peoples Convention.

**> Strategic objective A.3. Provide women with access to savings and credit mechanisms and institutions.**

Women and men have equal access to get a loan including loans to establishment of a business.

**> Strategic objective A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.**

In the Danish welfare system grants and benefits are targeted on the basis of income and the status of the citizen as single or cohabiting, parent or not parent. Single parents have i.e. the right to significantly higher students' grants than others. They are entitled to several types of child-support and they will often have reduced parental fees for day-care and receive more in housing

benefit than others.

## **B. Education and training of women**

### **> Strategic objective B.1. Ensure equal access to education.**

In Denmark, a very big majority of girls and boys attend the educational system. The children start in the Folkeskole (public school), then attend secondary education and depending on qualifications of the applicants higher education. The trend is that girls enter the educational system to a higher degree than boys.

General upper secondary education in Denmark comprises four different programs qualifying the graduates for higher education. The perspectives of upper secondary education programs are quite wide and therefore they have male-female ratios that are quite different. The overall male-female graduate ratio of the programs was 44-56 in 2011.

More men than women drop out of the higher education programs to which they have been admitted. Institutions' initiatives to ensure that more students complete their higher education program address both women and men. The number of men with other ethnic backgrounds than Danish (meaning migrant/migrant descent background) unfortunately has a higher dropout rate.

Students are entitled to public financial support for his or her further education – regardless of social standing. Parents can get special financial support, if they have a child during or shortly before their education. A mother can get up to one year extra support, and a father can get up to half a year extra support.

It should be noted that there are considerable differences between the six major fields of science: Within health sciences, humanities, and agricultural- and veterinary sciences the proportion of women remains high, while smaller fluctuations occur within the three remaining fields of science (technical, natural and social sciences). Technical sciences remain the area with the lowest proportion of women during the entire period. Natural science is the area with the most remarkable increase of female students from 1994 to 2012. In 1994 one third of the students were women. In 2012 almost half of the students were women.

There is no national strategy or initiatives to ensure that the underrepresented gender applies for admission to specific programs. However, educational institutions can choose to run targeted information campaigns.

### **> Strategic objective B.2. Eradicate illiteracy among women.**

All educational opportunities are open to all citizens. Special efforts are made for bilingual pupils to develop teaching models that aim to build on the mother tongue of minority students. Students' special learning difficulties are addressed with appropriate initiatives both within the ordinary school system and in special classes.

> Strategic objective B.3. **Improve women's access to vocational training, science and technology, and continuing education.**

Women are doing better than men in the Danish education system. Regardless of being of Danish origin or migrant/descendent of migrants women do better than men in achieving vocational qualifications.

In Denmark, women and men have equal access to vocational education and training (VET), which is targeted at the individual pupil to ensure high completion rates, regardless of gender. All students have access to student grant, trainee pay and reimbursement of travel, and boarding schools, also regardless their gender. The education alters between school education and employment in a company. No pupil is prevented from choosing a specific education due to gender. The sex ratio is almost equal in VET. Since 2008, all VET colleges have drafted an annual action plan in order to increase the completion rate among both women and men.

As part of structural changes in programs in 2004, a compulsory basic natural science course was created. This course has been instrumental in changing the introduction to science for girls, hence increasing the number of girls graduating within science subjects. Statistics have shown an 8% increase of students graduating with highest level of mathematics, physics, and chemistry on at least standard level (2007-2011).

> Strategic objective B.4. **Develop non-discriminatory education and training.**

The teaching in the subjects of the “Folkeskole”, in particular social studies, history as well as health, sexuality and family knowledge, aim among other things at enabling the pupils to relate to and discuss gender roles, gender stereotyping and equality. For example women’s suffrage is one of 29 mandatory events to be covered in history, building on which the instruction should cover gender equality more generally. In health, sexuality and family knowledge, the mandatory learning goals include learning about the impact of gender stereotypes on oneself and groups and enabling students to understand and form an informed opinion on influences on identity, gender roles and sexuality, including from cultural norms, media and peers.

There is a gender difference when it comes to research funding. Fewer women than men apply for research grants at the Danish Councils for Independent and Strategic Research. From 2005 to 2011 the percentage of female applicants to the Independent Research Council has been 31% on average. Likewise, in 2011 27% of applications for Strategic Research Council had a female researcher as the main applicant. This corresponds roughly to the share of females in the academic staff at the Danish universities.

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females in the academic staff at the Danish universities.

**> Strategic objective B.5. Allocate sufficient resources for and monitor the implementation of educational reforms.**

Concerning teaching materials, there is a free market, which gives School Boards the responsibility for the quality of books, films, videos, software etc. used in schools. The individual teacher is responsible for presenting critical alternatives through the teaching. Denmark has a very strong tradition for teachers writing textbooks and very many of them deal with issues like democracy, xenophobia and human rights.

Among scientific personnel the share of women has increased from 27 per cent in 2007 to 31 per cent in 2012 and by the end of 2012 16.9 per cent of professors employed by the universities were women. To improve the number of female scientists DKK 70 million from the state budget in 2014 has been allocated for the implementation of the program "Ydun". The Danish Council for Independent Research that is implementing "Ydun" has added another DDK 40 million to the program. The aim of the program is to promote a more gender balanced composition of the Danish research environments by giving female applicants precedence over male applicants in situations of equal qualifications between the two.

In 1995 women made up 17.6 per cent of the scientific staff. This percentage had increased to 30.7 per cent in 2012. These numbers are comprised of a great variation within the different levels of scientific positions. Women are represented in higher numbers at the lower levels. In 1995 women constituted 26.4 per cent of assistant professors. This number had increased to 40.4 per cent in 2012. However, when it comes to full professorships the numbers are much lower. In 1995 women constituted 5.5 per cent of the professors. This had increased to 16.9 per cent in 2012.

One explanation for the slow growth rate especially among professors is the fact that for a majority of the professorships there were only male candidates. For instance, nearly half (49 per cent) of the positions that were recruited in 2007 to 2009 had no qualified female applicants, while 18 per cent lacked qualified male candidates.

Danish universities have performance contracts with the responsible ministry. These contracts provide a working frame for each university for a period of years. Since 2000, many of the universities have committed themselves in their contracts to be working for better gender equality. This has translated into a large variety of activities.

Many of the universities have established gender equality or diversity committees and have drawn up action plans to address the issue. They have worked with mentor schemes and coaching, talent and leadership development, human resources policies and statistics and surveys.



Some of the universities have also implemented programs that give the departments economic incentives to find talented female researchers. These programs have varied.

The 1998 Finance Act allocated DKK 78 million to projects addressing female researchers – the so-called FREJA programme (Female Researchers in Joint Action). The overall aim of the programme was to support young female researchers and to make them more visible in the research world. In December 1998, 16 researchers received a research grant from the FREJA programme. The research projects covered a variety of subject areas within the humanities, social sciences and natural sciences and ran for 4 years. Many of the female researchers that received a grant from this programme have had respected careers afterwards.

In the period of 2006 to 2008 DKK 45 million was granted to research projects with female research leaders in natural and technology sciences. From 2008 to 2009, the Danish Council for Independent Research had an instrument called “Female Research Leaders”. The instrument was targeted women at minimum associate professor level. After this initiative, the Council decided to focus initiatives aimed at female researchers in the Sapere Aude programme. The program aims to strengthen talented researchers, to encourage more women to become research leaders, and also to qualify Danish researchers for European elite researcher grants. The programme was launched in 2010 and is still running. In 2014 the abovementioned Ydun program will be launched.

Besides targeted programmes the government supports the work done by the research councils and the universities in several ways. In order to monitor the progress or lack thereof it is important with good statistical data. Therefore, most data concerning education and research is separated by gender. From 2003 and onwards an analysis on the composition of the workforce at the Danish universities has been published every third year. Since the beginning it has had a strong focus on the gendered composition of the academic workforce and it provides an important background on which policies and initiatives can be developed.

It is also important to understand why the numbers look the way they do. The Council for Research Policy launched a research programme in 1996 on Gender Barriers in Higher Education and Research. The aim was to get results and recommendations that could be transformed into political action.

The government has also through think tanks and reports kept the issue on the agenda and provided recommendations and best practices to inspire the work done by the different actors in the academic field. In 1997, the Ministry of Research and Information Technology published an 11-point action plan aimed at increasing the number of women in research positions.

In 2009, the Ministry of Science, Technology and Innovation held a round table discussion on "women and research" where Danish universities and research institutions participated. The discussion resulted in several specific initiatives and a brochure on "best practice" that serve as encouragement and inspiration to other institutions. Some of these best practices have been translated into the activities at the universities mentioned above.

> Strategic objective B.6. **Promote lifelong education and training for girls and women.**

Together with parents, public school promote students' many-sided development and education by giving them knowledge and skills to prepare them for further and higher education and to encourage their desire to keep learning. The public school enhances students' ability to understand and take part in democratic processes. The students are well prepared for their future lives as citizens of Denmark.

In collective agreements employee's right to lifelong learning is regulated. In the industry for instance employees have a right to education two weeks every year. Similar arrangements are known for nurses, teachers and other employed in the public sector where many women are employed. In the new agreement between the social partners the right to education has been settled for employees who have lost their jobs in order to improve their possibilities to get a new job. This agreement is decisive for both women and men when they have to find a new job, perhaps in another trade.

Finally yet importantly, work-life balance is of importance for female researchers. Besides having the same access to maternity and parental leave as other parents, maternity leave is also considered when applying for funds with a factor 1.5. One year of absence thus counts as 1.5 years of absence to take into account the difficulties of returning to research after having had children and is thus not counted in one's resume.

### **C. Women and health**

> Strategic objective C.1. **Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.**

In Denmark, women and men have equal access to health care services. In order to ensure a good start in life for all citizens, the Danish government believes that the emphasis must be put on early prevention. Hence, the government continuously evaluates the prioritization of gender-related and preventive programs addressing health issues specific to women, such as cervical cancer, HPV vaccines and strengthening maternal health service with a specific focus on maternal health in vulnerable families. In Denmark life expectancy is increasing and longer for women than men, even if the gap has been narrowing the latest 20 years. The difference is now 4 years.

Since 1 January 2009, all girls between the ages of 12-14 have been offered the *HPV vaccine for cervical cancer* free of charge. By 1 January 2014 this offer was extended to include girls between the ages of 12-18. Moreover, since 2008 several of catch-up programs for girls and young women, born after 1984, have been carried out to ensure that those who had not been covered by the general offer of HPV vaccination also were included.

> Strategic objective C.2. **Strengthen preventive programs that promote women's health**

A new set of *National Guidelines to Maternity Care* in Denmark were published in 2009 and updated in 2013. The guidelines form the basis of the cost-free services offered to pregnant

women and their families by the Danish regions and the Danish municipalities. The services described in the guidelines cover a broad aspect of issues with regard to health promotion, prevention, and medical treatment in relation to pregnancy, birth and postnatal care. The Danish Maternity Care is differentiated depending on the pregnant woman's needs. Special services are available to vulnerable pregnant women and their families.

A right to free abortion was introduced in 1972. Abortion is legal within the first 12 weeks of pregnancy. The number of induced abortions declined from 1975 with 27.884 abortions a year to 15.000 abortions in 2013. The number has in particular been decreasing among young women. The Government has as a goal that information on prevention and pregnancy has a quality so as few women as possible choose an induced abortion.

In the past few years, disease prevention and health promotion targeted for ethnic minorities (migrant/migrant descent) have been a highly prioritized area in many municipalities, especially in municipalities with large cities. Women have been the direct target of several initiatives such as reproductive health and family health in general. In relation to antenatal care several hospitals with a high proportion of ethnic minorities (migrant/migrant descent) 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 (migrant/migrant descent).

**> Strategic objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.**

All people diagnosed with HIV living in Denmark have access to free treatment and counseling regardless of gender, sexual orientation or nationality. Informational needs of women of other ethnic origin than Danish (meaning migrant/migrant descent) are taken care of by NGO's that have specialized in delivering preventive and diagnostic health care services to special groups at risk delivered by peers and paid by the public.

In Denmark all pregnant women are screened for HIV and treatment is provided to avoid mother-to-child transmission. Only a handful of children are diagnosed with HIV each year, infected at birth by their immigrant mothers in their country of origin or in Denmark before the screening procedure was established. All HIV-infected children are followed and treated at special pediatric centers."

**> Strategic objective C.4. Promote research and disseminate information on women's health.**

In Denmark women in the age between 23 and 65 are regularly invited to have a *screening for cervical cancer*. Since the screening for cervical cancer was introduced in Denmark in the 1960s the number of Danish women being diagnosed with cervical cancer is reduced by more than half. Also fewer women are dying from cervical cancer today.

Since 2009 all Danish women between the ages 50-69 have been offered a *screening for breast cancer* every second year. This increases the chances for cancer to be found at an early stage. From 2014 all Danish women as well as men aged 50-74 are invited to a screening for cancer of

the intestine.

Besides projects, more information is made available in English and the aim is that with time more information will be available in other languages than Danish in order to make sure that sufficient information on health issues is disseminated to all groups in a language they understand.

> Strategic objective C.5. **Increase resources and monitor follow-up for women's health.**

From 2013 – 2016, five projects targeted for vulnerable pregnant women are being carried out. The aim of the projects is to reduce the current social inequality in maternity care by offering specialised and cross-sectorial care to women who are difficult to reach through the regular maternity care services.

#### **D. Violence against women**

> Strategic objective D.1. **Take integrated measures to prevent and eliminate violence against women.**

For more than ten years the Government has prioritized the efforts to reduce violence against women, and a number of plans of action have been launched as described in section 1.

The annual number of women (aged 16 – 74 years) exposed to violence in intimate relations is estimated to have decreased from 33.000 in 2005 to 29.000 in 2010. This presents a significant tendency. When it comes to dating violence (16-24 years) the annual number of women is estimated to have decreased from 13.000 (4.7 %) in 2007 to 10.000 (3.2 %) in 2011. Furthermore different studies show that many more women (approximately 60.000 – 70.000) are victims of physical violence in one form or another.

As mentioned in section one the efforts started in 2002. In the period of 2010 – 2013, one action plan to combat violence in the family has been implemented. The action plan focused on better and earlier prevention to stop violence from occurring in the first place, short and long-term support to victims of domestic violence and more solid knowledge as a basis for targeted interventions. Based on experiences from the two previous action plans a continuous awareness-raising effort has taken place. The action plan consisted of approx. 30 individual initiatives. All initiatives are now implemented.

The fourth action plan to fight violence in intimate relations is under way and will be published mid-2014. This action plan has a different focus, due to better knowledge about developments in the dynamics of partner violence and forms of violence that have not been subject to attention so far. The coming action plan will address male victims of partner violence, young men and women who are subjects to dating violence, bi-directional violence and stalking. Support and guidance to women victims will be continued. The Danish Government has allocated a total of DKK 36 million over 4 years for the new action plan to combat violence in intimate relations.

Besides the latest action plan the Government pays attention to inappropriate social control, honor-based violence – both forms of violence that strike women and girls the most – plus violence in the social medias.

In 2013 a general evaluation of interventions was launched at the country's 43 shelters, among other things, to assess the effects of interventions and identify examples of best practice. That assessment was set aside DKK 5 million. The evaluation is to be part of the basis for the future development of interventions to combat violence in intimate relationships. It is expected that the evaluation is completed during 2015.

The general evaluation is to contain experiences from the above-mentioned projects with psychological support to women in women's shelters and from the center of mobile intervention. At the same time experiences from an evaluation of centers for men/centers for men in crisis shall be considered in the general discussion.

The government in autumn 2013 presented a number of social 2020 targets. One of these social goals comes to women's shelter area. The government has set a target for the proportion of women who need more than one stay at a women's shelter to be reduced by 30 per cent up to 2020.

To meet this goal requires a strengthening of the holistic and preventive social services provided to women who are victims of violence.

### *Legal developments*

Several provisions of the Criminal Code are relevant with regards to violence against women. This includes, inter alia, sections 244-249 concerning violence and sections 216-236 concerning sex crimes.

As a general rule, the provisions of the Criminal Code are drafted in a gender neutral manner whenever possible. Thus, the provisions apply irrespective of the gender of the victim.

In July 2013, an amendment to the Criminal Code's provisions concerning sex crimes entered into force (Act No. 633 of 12 June 2013). The Act, inter alia, expanded the scope of the provision concerning rape to include sexual intercourse with a person who is in a state or situation in which he/she is incapable of resisting the act. Furthermore, all mentioning of the marital status of the victim and offender was removed from the provisions.

In 2012 new legislation was adopted by the Danish Parliament whereby the existing provisions on restraining orders and expulsions were amended and unified in a single Act (Act No. 112 of 3 February 2012 on restraining orders, exclusion orders and expulsion). The overall purpose of the Act was to strengthen the protection of persons against persecution, harassment and violation of privacy, including stalking. The new piece of legislation entered into force in March 2012.

In January 2013 the Danish Parliament passed an amendment to the Aliens' Act on the rules of

revocation of residence permits issued on the basis of spousal reunification in cases where the foreigner concerned or the foreigner's child has been exposed to abuse etc. by the spouse (Act No. 432 of 1 May 2013). The amendment entered into force on 3 May 2013.

Several initiatives have recently been taken to provide assistance to and improve the position of victims of crimes, including female victims.

In January 2010 an Act on Victim-Offender Mediation entered into force (Act No. 467 of 12 June 2009). Victim-Offender Mediation is a face-to-face meeting between victim and offender. It is voluntary for both parties to attend the meeting, which is held by an impartial third person (a mediator) acting as moderator. Victim-Offender Mediation is not a substitute for punishment, but a supplement.

In 2011 a new provision concerning information to the victim about certain aspects of the execution of the offender's penalty was inserted into the Administration of Justice Act (Act No. 412 of 9 May 2011). According to the new provision, the victim of, inter alia, violence or a sex crime may in certain cases ask to be informed when the offender is released from prison etc. Furthermore a number of improvements were made to the Act on Compensation from the State to Victims of Crimes.

Recently, the Act on Compensation from the State to Victims of Crimes has been amended to speed up the processing of applications for compensation (Act No. 629 of 12 June 2013). The Act also further improves the Administration of Justice Act's provisions concerning information to the victim about the execution of the offender's penalty.

Furthermore, effective from January 1 2014, a Victim Fund has been established (Act. No. 603 of 12 June 2013). The Fund supports research concerning victims, victim counselling etc. The Fund is financed through contributions that certain offenders must pay.

Additionally, the Administration of Criminal Justice Committee under the Ministry of Justice is currently examining the feasibility of giving the victim a more central role in the court hearing by letting the victim choose to give his or her statement before the statement from the accused. At present the accused as a general rule gives his or her statement before the victim's statement.

In 2012 the National Police established a new National Center of Crime Prevention. The primary function of the center is to support the local police districts in crime preventive efforts including efforts on violence against women.

Reference is also made to section 1.

### *Trafficking in women*

In 2012 the Criminal Code was amended (Act no. 275 of 27 March 2012) in order to bring legislation in line with EU directive 2011/36/EU on preventing and combating trafficking in human beings and protecting victims of trafficking. By this act the maximum penalty for

participating in trafficking in violation of section 262(a) of the Criminal Code was raised from 8 years of imprisonment to 10 years of imprisonment. Furthermore, in section 262(a) (1) and (2) the purpose of exploitation were extended to include exploitation for criminal activities.

Recently, section 262(a) of the Criminal Code has been amended once again (Act no. 633 of 12 June 2013). By this act the reference to “indecent sexual activity” was amended to “prostitution, the making of pornographic photographs or movies, pornographic performances” in order to modernize the wording of the provision.

In May 2013 the extended reflection period of 100 days that was inserted in the Danish Aliens Act 2007 was prolonged to a total of 120 days. The amendment also introduced an independent provision regarding temporary residence permit for the purpose of assisting in criminal investigations or proceedings.

In May 2012 the Director of Public Prosecutions issued guidelines to police officers and prosecutors on identification of victims of trafficking. The guidelines also concern the possibility of not imposing penalties on victims of trafficking for their involvement in unlawful activities, including their illegal entry and/or residency in Denmark.

Reference is also made to section 1.

**> Strategic objective D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.**

As From various studies of the extent, the character and the development regarding violence in intimate relations it is possible to extract some general findings about female victims.

Violence in intimate relations can strike on everybody – regardless of socio-demographic factors. But anyway, women exposed to violence from a present and or previous partner do share some common characteristics: They have a shorter education and are less represented on the labor market compared to the general Danish population of women.

The consequences of violence in intimate relations may show as physical, psychological, social, economic and practical problems. Consequences may differ depending on the experiences of the individual and how the violence has been expressed.

Common symptoms that victims of violence may have are:

- Depression and fear.
- PTSD.
- Difficulties with sleep and memory.
- Disturbed perception of time.
- Confusion and difficulties with ability to concentrate.
- Self-blame and low self-esteem.

Submission to violence may also result in substance-abuse, isolation and strong reactions to small changes in everyday life. The person may be unable to cope with care for her children, and this will affect the children deeply.

Finally victims of violence may find it very difficult to attend to their work and many will eventually leave their job.

Denmark is privileged to have a solid platform for support and treatment of battered women within the social-, health-, and judicial systems. As a supplement, so far 3 national action plans have been implemented, primarily focusing on improved knowledge in the population, improved support-and treatment measures for victims and perpetrators, training of professionals and creation of more knowledge in the field.

The action plans have been evaluated and the evaluations show that the existing system for support and treatment has been improved and that new ways to reach battered women have been developed. Thousands of professionals working for local authorities have been trained in "spotting" violence in families and in referral to the right services. And finally the evaluations show that campaigns have an effect on the perception by the general public. 20, even 10, years ago violence in the family or partner-violence was considered a private problem. Today gender-based violence against women is considered a societal problem which affects gender equality and the human rights of the individual.

**> Strategic objective D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.**

Denmark seeks to combat human trafficking through prevention strategies as well as through prosecution of the traffickers and by providing victims of trafficking with targeted support. As victims of trafficking are regarded as vulnerable, Denmark has during the past 10 years developed an effective institutional system and implemented a large number of activities to support victims during their stay in Denmark.

In 2010, an external evaluation of the second national action plan (2007-2010) was conducted. The evaluation concluded that there have been considerable advances in the overall Danish response to trafficking since 2007. An effective institutional system has been developed and a large number of activities implemented.

Based on the evaluation, the third national action plan for combating trafficking in human beings was launched in June 2011 (2011-2014). The action plan ensures that victim identification is further developed, especially within the group of foreign women in prostitution. A total of DKK 85.6 million in the period from 2011 to and including 2014 from the public pool of funds earmarked for disadvantaged groups (2010 and 2011) have been set aside for the national and social activities. In addition to this are the initiatives that contribute to preventing trafficking in the countries of origin, the efforts of the police as well as part of the efforts focused on children.

As part of the outreach work, meeting points with health clinics have been set up in three



different parts of Denmark. The three health clinics offer among other gynaecological check. Another important step taken is the guidelines to the prosecution launched in June 2012 regarding when charges can be withdrawn for victims of trafficking for violations that have to do with the persons in question being victims of trafficking e.g. forgery of documents in connection with entry papers.

Victims of trafficking are offered various services under the current national Action Plan to Combat Trafficking in Human Beings (2011-2014) during their stay in Denmark. This includes health services such as gynaecological check, psychological care, counselling and safe housing for all victims of trafficking – women, men and children. The offers of aid and assistance are given to all victims, including asylum seekers and victims staying in Denmark on an illegal basis.

Furthermore, special rules in the Danish Aliens Act apply to presumed victims of trafficking, who seek asylum or stay in Denmark on illegal basis. The purpose of this regulation is to provide aid and assistance to victims in order to help them recover and be strengthened personally, so they can escape the influence of the traffickers and will be able to start a life free of trafficking. Additionally, a recovery and reflection period of 30 days is granted to victims of trafficking, who do not have permission to stay in Denmark and therefore have to leave, e.g. as they do not fulfil the conditions for residence permit or do not apply for such. If special reasons make it appropriate or if the victim accepts an offer of a prepared return, the reflection period can be prolonged – according to an amendment to the Aliens Act, which came into force on 3 May 2013 – up to a total of 120 days. The prepared return is an individually planned repatriation program offered to all victims. The program involves activities in Denmark during the reflection period, e.g. skills training courses, and 6 month upon return, e.g. schooling, assistance regarding small business start-up, subsistence allowance. The program aims at helping the victims to establish a basis for supporting themselves in order to make them less vulnerable to re-trafficking.

Denmark have succeeded in creating a national, efficient system and carrying out a great number of activities and measures that ensure that all the identified victims will receive an offer of protection and prepared return and reintegration. At the same time, the number of cases under investigation is increasing as well as the traffickers who are prosecuted. This demonstrates that efforts within this area have produced matching results.

Since 2000, The Danish National Commissioner of Police has systematically policed the area of trafficking in women. The intensification of police efforts to fight such trafficking has aided in dismantling a number of criminal networks. Furthermore, the individuals behind human trafficking have become easier to prosecute since the Danish Parliament in June 2002 adopted a special provision on human trafficking to be included in the Danish penal code.

Since 2002, the Danish efforts against human trafficking have been consolidated into action plans. The activities contained in the action plans; support provided to victims and the prevention of trafficking in women coincides with the myriad initiatives and efforts taken on an international scale. In 2003 a total of DKK 30 million has been allocated for activities in 2003-

2005. In 2004 the amount was raised with DKK 2 million and in 2005 the amount was raised with DKK 1.5 million.

In later action plans efforts against trafficking in children and all human beings were launched. An important result has been the establishment of the Danish Centre against Human Trafficking in 2007. The Centre co-ordinates the social effort directed at the victims and is responsible for collecting and disseminating statistical data and knowledge about human trafficking. In addition the Centre is training relevant actors, such as the Police, Tax authorities, Labour inspectorates, health service providers and others in identifying victims of trafficking and in knowing whom to contact if they suspect that a person is victim of trafficking.

Statistical data for the period of 2011, 2012 and 2013 shows that under the current action plan 202 persons have officially been identified as victims of human trafficking: 60 persons in 2011, 66 in 2012 and 76 in 2013. 178 are women, 22 are men and 2 are transgender women. 158 persons were trafficked for prostitution, 30 for forced labour and 14 for other forms of exploitation. The majority comes from Nigeria, Romania and Thailand. 168 were accommodated (in safe shelter or equivalent, private or in the asylum system). 36 received a prepared return by the International Organisation for Migration (IOM). 35 received different kinds of return- and reintegration assistance by the Danish Centre against Human Trafficking. 4 were granted residence permit.

## **E. Women and armed conflict**

> Strategic objective E.1. **Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.**

National ownership, partnership with national authorities, and democracy are expressed through the equal participation of men and women, as well as in the participatory and human rights based approach of Danish development assistance. In conflicts and recovery from conflicts, these values find expression in promoting and safeguarding the right of women to participate in and take leadership on the achievement of equitable and sustainable peace.

These priorities find expression in Denmark's foreign, development, and security policies, which in turn form the basis and background for Denmark's support and response to SCR 1325 on women, peace and security.

> Strategic objective E.2. **Reduce excessive military expenditures and control the availability of armaments.**

The Danish Defence must contribute to balance in the national economy. Therefore annual defence expenditure is cut with 2.5 billion DKK in 2015, with 2.6 billion DKK in 2016 and with 2.7 billion DKK in 2017.

> Strategic objective E.3. **Promote non-violent forms of conflict resolution and reduce the**

## **incidence of human rights abuse in conflict situations.**

Denmark's policy is to contribute to international security responses to violent conflicts and subsequently, to take part in addressing the humanitarian and governance crises that these cause. This is rooted within a view to provide protection, while promoting human rights of women, men, boys and girls.

### **> Strategic objective E.4. Promote women's contribution to fostering a culture of peace.**

Since 2006, young women at the age of 18 have been invited to participate in the Armed Forces Day along with young men at the same age. The initiative has proven to be a successful way of improving the recruitment of women to the military service. Out of 6119 conscripts 419 women signed on for conscription in 2007 – a 100 % increase compared to 2006.

Likewise, we see a significant increase of women who sign for conscription in 2013 where 818 women signed out of a total of 4244. The military service is voluntary for women and in practice also for men for the present. This represents a 19.27 % increase compared to 2012. Focus on recruitment and retention of women to and in the Armed Forces has been emphasised by the publication in April 2011 of the Ministry of Defence's Diversity Policy which sets out a number of initiatives to retain women in the Armed Forces, including awareness on management levels, drawing up of action plans and analyses of the possibilities of differentiated career paths. It is to be expected that these initiatives will improve the recruitment and retention of women in the armed forces.

It is noteworthy that the female share of officers has increased from 4.3 % in 2007 to 6.2 % in 2013.

### **> Strategic objective E.5. Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.**

Denmark was the first country to develop a plan of action for implementation of UNSCR 1325 on women, peace and security. The Ministry of Defense and the National Police in an all-of-Government approach and in close cooperation with civil society. The Danish Armed Forces have implemented the UNSCR 1325 in international operations in a number of different ways.

Denmark published its first National Action Plan on SCR 1325 in 2005. The objective was to strengthen and systematize political and operational activities by engaging and combining foreign, defence and development cooperation activities in the Danish contribution to the implementation of SCR 1325.

A new national plan of action regarding UNSCR 1325 is under preparation. This plan will be overriding the present NAP for the 2008-2013 periods.

The second NAP focuses on Denmark's priorities and actions through three objectives, which

together aim at improving both domestic and international capabilities in regards to women, peace and security. These are:

1. Achieving greater, active participation of women in peace building at international and local levels;
2. Enhancing the recognition of the special needs and rights of women and girls before, during and after armed conflict;
3. Providing protection of girls and women against violence, including gender-based violence, such as rape and sexual abuse, and ending impunity for gender crimes.

These objectives are operationalised in the actions listed in the thematic chapters. The indicators relating to the objectives will be monitored through the regular meetings of the IMWG.

Denmark is currently in the process of updating the national action plan on SCR 1325, which will be launched during 2014.

**> Strategic objective E.6. Provide assistance to the women of the colonies and non- self-governing territories.**

As parts of the Kingdom of Denmark Greenland and the Faroe Islands are self-governing territories, therefore this document does include matters relation to Greenland and the Faroe Islands. For a recent report on gender equality on Greenland and the Faroe Islands, please see the appendixes to Eighth Periodic Report by the Government of Denmark on Implementation of the Convention on the Elimination of All Forms of Discrimination against Women available at:

[http://um.dk/da/~ /media/UM/Danish-site/Documents/Politik-og-diplomati/Nyheder\\_udenrigspolitik/2013/endelig\\_CEDAW-rapport%2028%20June%202013.pdf](http://um.dk/da/~ /media/UM/Danish-site/Documents/Politik-og-diplomati/Nyheder_udenrigspolitik/2013/endelig_CEDAW-rapport%2028%20June%202013.pdf).

## **F. Women and the economy**

**> Strategic objective F.I. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.**

The Danish labour market is organized in a way that makes it possible for both women and men to contribute on the labour market.

Women constitute 48 per cent of the entire workforce. Women's participation rate is lower than men's. The participation rate for women was 72.7 per cent in 2012. In comparison, men's participation rate was 75.7%. The gap between women's and men's participation rate has continuously been narrowing. In 2012, it was 4 per cent. In 2006, it was 6 percent.

In 2012, the workforce, who includes all employed and unemployed persons, totaled 2.8 million full- time persons. Women accounted for 1.36 million of these, which corresponds to 48 percent of the entire workforce.

The participation rate for immigrant and ethnic minority women (migrant/migrant descent) is lower than for ethnic Danish women, but increasing. In 2011, the participation rate migrant women was 50.8 percent. Women irrespective of their ethnic background do better than men in the education system. Ethnic minority women (migrant/migrant descent) follow the success of ethnic Danish girls.

Women's unemployment rate has been lower than men's during the economic crisis. However, during 2012, men's and women's unemployment rates follow the same pattern.

In September 2013, the Danish National Centre for Social Research published an updated version of a report on wage differentials between men and women, first published in 2001.

The 2013 report analyses the wage differentials between men and women in the period 2006-2011. The first report from 2001 concluded that men on average earn 12 to 19 percent more than women, depending on the method applied. The 2013 report finds that the gender pay gap (GPG) has changed and thus been narrowed to 13-17 percent from 2007-2011.

When the GPG is adjusted for i.e. educational background, work experience, sector and work function, the GPG is 4-7 pct. The gender-segregated labour market and wage differentials between women and men are closely connected, as male-dominated occupational sectors generally have higher wages. Female-dominated occupational sectors, on the other hand, often have more welfare benefits such as paid maternity leave, a higher degree of job security, etc.

In relation to the Government's gender equality strategy, the following concrete initiatives have been taken:

The Government's effort on equal pay and the gender-segregated labour market is very complex and is conducted in dialogue with companies and the social partners in recognition of the fact that promoting equal pay takes place at the workplace and during the collective bargaining.

The Social Partners are aware of their crucial role in this field, so it is thoroughly debated how companies and employees may change their attitudes in order to admit more women to well-paid male dominated jobs. This approach makes it possible to deal with equal pay, the gender-segregated labour market, and the reconciliation of working life and family life at the same time.

The Equal Pay Act provides protection against discrimination, and the courts of law, the Board of Equal Treatment and industrial arbitration deal with such cases. Since 2010 the courts of law have dealt with 3 cases and the Board of Equal Treatment has dealt with 6 cases.

The debate takes place among other things at equal pay seminars organized by the Ministry of Employment where researchers and experts discuss various gender equality subjects. Examples of gender equality subjects are: the significance of the gender-segregated labour market to pay differentials between women and men; what is the significance of taking maternity leave to the individual woman's pay conditions; and corporate gender-segregated pay statistics.

As of 1 January 2007, all major enterprises are required to draw up gender-segregated pay statistics. It means that many enterprises for the first time are required to work on equal pay. Cooperation on equal pay in the enterprises becomes a top priority. Therefore, it is the enterprises that already have gathered experience from joint consultation committees that are to draw up gender-segregated pay statistics. It is only major enterprises that are required to do so. The legislation is to be revised in order to include a bigger number of companies and to give the employees more knowledge about the pay situation of women and men in their company. The revision is planned to enter into force by 1. January 2015

**> Strategic objective F.2. Facilitate women's equal access to resources, employment, markets and trade.**

Since taking office in 2011, the Danish Government has put a lot of attention on promoting entrepreneurship. It has implemented more than 50 different initiatives through five action plans. The initiatives are focused on improving entrepreneurial conditions in Denmark. The initiatives are all general as favorable conditions are conducive for everybody. It is not a political priority to have entrepreneurial objectives targeted specific groups. Therefore Denmark does not have public schemes for promoting or supporting women entrepreneurs.

*Calculation of tax*

As a rule the tax of the spouses is calculated according to the same rules applying for single tax payers. This means that each spouse must be taxed on the basis of his/her own income independent of the other spouse's income.

**> Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women.**

There are a number of different reasons for the relatively low number of female entrepreneurs. One reason is that a large proportion of Danish women tend to take an education that leads to employment in the public sector where entrepreneurial opportunities are limited.

Denmark does not have a specific policy on promoting female entrepreneurs. Women have the same opportunities to make use of the general promotion of businesses as men, although the Danish Government has a certain focus on promoting female entrepreneurs in Denmark since it gives potential for growth. Thus, the Danish Government has financed the initiative "Women can" which contains examples on how women have established successful businesses.

Over the last years, 1 out of 4 entrepreneurs has been a woman. Since 2007, the share of female entrepreneurs is around 28 percent. Thus, Denmark is at the same level as Norway and Sweden. Gender segregated statistics on entrepreneurs are carried out every year to follow the development. The starting point is that women are encouraged to start up a business but by using the same possibilities and initiatives as other entrepreneurs – this way we do not operate with two parallel systems.

Women have the same opportunities as other entrepreneurs to use several entrepreneur

initiatives. To ensure a positive development and focus on the potential for further growth the Ministry of Business and Growth focuses on promoting female entrepreneurship through the program “Women can” with publications, websites, regional courses of development for female entrepreneurs, campaigns and information events. Targeted events for young students focusing on entrepreneurship as a carrier for women are introduced. This initiative is anchored in regional growth centers and implemented in collaboration with a number of the players within this field.

Among the Danish initiatives are:

- The publication “Woman can” containing examples on businesses established by women.
- The website “virksomhedskvinder.dk” containing offers to female entrepreneurs, gender specific statistic, role models, cases and events.
- Regional courses on development for female entrepreneurs to clarify growth potential and strengthen their development.
- Events with role models.
- Interventions targeted at young students focused on innovation and entrepreneurship.
- Yearly updates of gender specific statistics.

Statistics show that women and men differ in certain areas:

- Female entrepreneurs have a longer education and less business experience than men when they start up their business.
- More women than men start up business in industries with low growth potential.
- Women often change industry when they start up business. Therefore they lack industry knowledge, which reduces the growth potentials and survival.
- Every 10. female entrepreneur is a single parent compared with only 2 percent of men. There is a higher share of female entrepreneurs than men who are without job the year before the start up their business.
- Most women are compared to men employed in the public sector. The vast majority of entrepreneurs – regardless of gender – come from the private sector. Few take the plunge from the public sector to entrepreneurship.

#### > Strategic objective F.4. **Strengthen women's economic capacity and commercial networks.**

The most important gender equality goal is women’s economic independence. Therefore women’s education is a decisive prerequisite for women’s participation on the labour market. Women have improved their educational situation since 1995 and even further since 2009.

A number of professional business networks have been established. These networks prepare young women for management by providing them with tools to get influence in their companies, how to reconcile family life and working life, and have the management mechanisms function in a company.

The media report on women's management situation in their coverage of business subjects. Some of the networks have introduced prizes to support concrete women as managers and in order to make role models visible.

>Strategic objective F.5. **Eliminate occupational segregation and all forms of employment discrimination.**

Gender discrimination has been forbidden in all walks of life since 2000. On the labour market, gender discrimination has been forbidden since 1978. Both direct and indirect discrimination is forbidden. Also discrimination during pregnancy and maternity leave is forbidden. Harassment and sexual harassment are considered discrimination on the grounds of gender.

The enforcement of the ban on discrimination still takes place within the system set up for the settlement of industrial disputes, the ordinary civil courts of law and the Board of Equal Treatment. Most of the cases dealt with concerning gender equality concerned dismissal during pregnancy and maternity, sexual harassment and equal pay cases.

The gender-segregated labour market is correlated to the pay differentials between women and men. Therefore, the two gender equality challenges are dealt with together.

A little more than half of all female employees and about 21 percent of men are employed in the public sector. A larger number of men are employed in the private sector. In local government, there are more than three times as many female as male employees. By contrast, there are slightly more men than women employed in the state sector.

On average, men earn more than women. The naked pay differentials reflect among other things differences in the trades they work in, differences in the jobs they perform, and differences in the personal characteristics such as educational level and work experience. Today, discrimination is a minor problem.

In 2011, the hourly earnings (exclusive of inconvenience premium) were DKK 253.30 for men employed in the private sector against close to DKK 212.99 for women. That corresponds to a pay differential of approx. 17 %.

> Strategic objective F.6. **Promote harmonization of work and family responsibilities for women and men.**

In Denmark reconciliation of family and working life is seen as an important prerequisite for parents' participation on the labour market. Governments play a principal role in setting up structural framework to achieve a work-life balance. In this respect, the right to leave in connection with pregnancy, maternity and paternity is crucial. There are 3 main elements in relation to the right to leave:

\*The right to leave is flexible

\*The length of the leave is adequate and sufficient



\*The right to leave is subsidised by the State

On average, women received maternity benefits in 295 days in 2011, whereas men received paternity and parental benefits in 36 days on average. Men's paternity and parental leave constitutes 8 percent of the entire leave.

According to collective agreements, employers may be obliged to pay salary in connection with confinement to the person concerned. In these cases, the state benefits are then paid to the employer as compensation. Fathers tend to make more use of parental leave when the employer pays a full salary during this period.

The rules on maternity, paternity and parental leave were amended in 2002 and extended in order to improve the parents' leave conditions in connection with childbirth. The regulations have not been amended since 2002.

The economic compensation from the state is full benefits for 12 months, for parents who are entitled to sickness pay, i.e. wage earners and self-employed persons, which amount to DKK 208,000 pr. year in 2013. Furthermore, provisions in collective agreements mean that a large and increasing number of employers provide pay during leave in connection with childbirth for a large part of the leave period. It applies to the public sector and the organized part of the private sector, i.e. about two thirds of the labour market. A state equalization scheme for the private labour market set up already in 2006 is also very important for employers' interest in paying parents wages during maternity and parental leave. The state equalization scheme is based on the principle of solidarity among private employers and implies that all private employers must contribute to the scheme even if they do not provide pay during leave. The objective of the scheme is to ensure that it is not only women-dominated trades that have to bear the payroll costs during the leave period.

**Table 1. Total leave with benefits in connection with childbirth measured in weeks, etc. 2009-2012**

	2009	2010	2011	2012
<b>Father's leave</b>	3,5	3,6	3,9	3,7
<b>Mother's leave</b>	37,7	37,5	38,9	37,3

Source: Statistics Denmark

The challenge has been to strike a balance between on the one hand, the right to (subsidised/paid) leave, and on the other, the possibility especially for women to continue to be active on the labour market after having children. Following applies:

Mothers:

4 weeks of pregnancy leave before the expected date of birth

14 weeks of maternity leave after the birth of her child, of which the first 2 weeks are obligatory.

Fathers:

Up to 2 weeks of paternity leave within the first 14 weeks after the birth.

Both parents:

After the first 14 weeks each parent has an individual right of up to 32 weeks of parental leave.

After the first 14 weeks each parent has an individual right of up to 32 weeks of parental leave.

Compared with 1964, men spent more time than women on housework in 2001 whereas women spent less time. In 2008, men spent almost 2 ½ hours a day on housework, which is an increase of almost 2 hours compared to 1964. On average women spent 3½ hours per day on housework, which constitutes a decrease of about 1 hour compared with 1964.

As regards women and part-time work, more women than men work part-time. In 2012, 35 pct. of women worked part time compared to 15 pct. of men. Since 2002, there has been an increase in men working part-time from 10 to 15 pct. At the same time, women's part-time work increased from 30 to 35 pct. One third of women working part-time site 'family and other personal obligations' as the reason for working part-time. Only 1 in 8 men give the same reason. 4 pct. of women are working part-time due to child-care responsibilities. No men site this as a reason.

## **G. Women in power and decision-making**

> Strategic objective G.I. **Take measures to ensure women's equal access to and full participation in power structures and decision-making.**

### *Women in politics*

In Denmark, women and men enjoy the same political rights. After the general elections in 2011, women accounted for approximately 39% of the national parliament (68 out of 175 seats). Party chairman of both government parties are women and there are 8 female ministers out of 20 ministers in all. At the local government elections in 2013, the proportion of women in the municipality councils became approximately 30% (from a stable figure on 27% since the mid-eighties) and the number of female mayors rose to 8 to 12 out of 98. In the regional councils, the number of women was 39.5% after the 2013 elections.

### *Women in management and on boards*

In 2012 new Danish rules on the gender composition of the management of the largest Danish companies were introduced. The new rules state that the board of directors in the largest Danish companies<sup>1</sup> must set a target figure for the share of women (i.e. the underrepresented sex) in the board of directors including a time frame in which the target must be reached.

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<sup>1</sup> Companies who in two following annual years fulfill two of the following criteria: revenue of DKK 286 million, a balance sheet of DKK 143 million and an average of 250 employees.

Companies are required to develop policies to promote the share of women in managing positions, hereby ensuring a sufficient recruitment base to the board positions. Finally the rules contain an obligation for the companies to disclose the target figure and policies in the annual report. The purpose of the new rule is to ensure a development in the share of women in management while allowing the companies to set their own ambitious and realistic targets.

Furthermore women in management are supported through the work of The Committee on Corporate Governance, which is an independent body established in 2001 working to promote corporate governance in the Danish listed companies. The Committee has issued recommendations that are regularly updated – latest in 2013. Companies must relate to every Recommendation in accordance with a “comply or explain”-principle. The explanations concerning the deviations from the Recommendations have great significance for the investors.

The recommendation about diversity was increased in 2011 and now it states that the board of directors must set concrete targets in this area. The recommendation has been an inspiration to the new rules on the gender composition of the management. The latest survey of the companies' compliance with the Recommendation shows that 85 per cent of the companies comply with this recommendation or explains how they have chosen to organize instead.

> Strategic objective G.2. **Increase women's capacity to participate in decision-making and leadership.**

*Women on committees, commissions and boards etc. in the state and local authorities*

Sections 8-9 of the Act on Gender Equality stipulate that public committees, commissions and similar bodies set up by a minister should consist of an equal number of women and men. The proportion of women on reported, newly established committees in the state sector was 41% in 2013.

*Database on professional women*

Kvinfo, which is a resource center and research library for gender equality and diversity, has created a database that aims to increase visibility of professional women in public by offering media organizations a tool where they can get an overview of possible sources of women experts from all areas of society, including scientists, researchers, managers and politicians.

## **H. Institutional mechanism for the advancement of women**

> Strategic objective H.1. **Create or strengthen national machineries and other governmental bodies.**

*Gender Equality Committee in Parliament*

In the parliamentary year 2011–12, a Gender Equality Committee was set up in Parliament for the first time. The Gender Equality Committee is one of the Danish Parliament's standing committees. It deals with cases concerning gender equality, including both national and international gender equality efforts. The Gender Equality Committee's remit thus corresponds to that of the Minister for Gender Equality. A number of the issues dealt with by the Committee

overlap and interact with those of other committees. The Committee deals with Bills and proposals for parliamentary resolution concerning gender equality, and carries out scrutiny of the Government in this area.

### *The Minister for Gender Equality*

The efforts to achieve gender equality are firmly anchored with a minister, in legislation and by the use of gender mainstreaming. And as an indication for the interest in gender equality the media daily debate the roles of women and men and other gender related topics.

Work undertaken in the state sector to promote equality between women and men is the responsibility of the Minister for Gender Equality. The position as Minister for Gender Equality is a dual ministerial office and the present Minister for Gender Equality is also in charge of the office of Social Affairs.

The Minister for Gender Equality coordinates the Government's work on gender equality between women and men. The individual responsible ministers are in charge of gender equality within their own remits, both with regard to special initiatives and general initiatives. By virtue of the action plan for mainstreaming, all ministries formulated gender equality policy goals within their own areas of responsibility in 2007. Consequently, to put it popularly, there is not just one Minister for Gender Equality; there are a total of 20.

The tasks of the Minister for Gender Equality are among others to:

- Develop the Government's gender equality policy,
- Place focus on special action areas,
- Coordinate the gender equality efforts in the Government and implement the gender mainstreaming strategy,
- Perform national tasks in relation to the EU, the Nordic countries, the UN and the Council of Europe,
- Perform international tasks in relation to the Nordic countries, the EU and the UN,
- Draw up an annual report and a perspective and action plan for gender equality for the Folketing,
- Collect gender equality reports from state institutions and the municipalities,
- Represent gender equality views on relevant committees,
- Administer the Act on Gender Equality and monitor gender composition on councils, boards and committees

### *The Gender Equality Department*

The Department of Gender Equality performs the function of secretariat to the Minister for Gender Equality. In addition to servicing the Minister, the Department of Gender Equality performs the tasks, which the Minister is obliged to attend to under the Act on Gender Equality, including to:

- Launch special gender equality initiatives,
- Coordinate and develop inter-ministerial gender mainstreaming work, Draw up proposals for the annual report on gender equality and the perspective and action plan for the Folketing. This sets out the Government's gender equality policy for the past year and for the year ahead,
- Provide information about the Act, in the form of general guides and in the form of specific advice to ministries, etc.,
- To monitor and provide guidance regarding the gender composition on councils, boards and committees where there ought to be an equal gender distribution, and every third year to receive the other ministers' reports on gender distribution on specific state sector boards,
- Collect the gender equality reports that all ministries are required to draw up every two years,
- Collect gender equality reports every second year from municipalities and the state sector all reports are now submitted online,
- Provide secretarial assistance for current inter-ministerial working groups

In addition, at the level of government officials, the Department of Gender Equality monitors the international gender equality work in the Nordic countries, the EU, the Council of Europe and the UN, including participation in meetings, working groups and conferences. Funding for the operation of the Department of Gender Equality is allocated in the Finance and Appropriation Act. In 2011, a total of DKK 14.1 million was allocated.

Furthermore, the Department of Gender Equality administers funds allocated for the action plan to combat trafficking in women 2011-2014 (DKK 85,6 million) and for the action plan to combat men's domestic violence against women and children 2005-2008 (DKK 60 million), and for the action plan to combat violence in intimate relationships 2009-2012 (DKK 35 million), as well as DKK 8 million allocated to promote gender equality between women and men with a non-Danish ethnic background (meaning migrant/migrant descent) covering the period 2009-2013. Recently, another DKK 20 million has been allocated for the period 2010-2013 to support local projects promoting gender equality.

Funding for the operation of the Department of Gender Equality is allocated in the Finance and Appropriation Act (for more information on the allocation of resources see under Budget allocation).

The minister for gender equality is responsible for the Government's overall activities in the field of gender equality and co-ordinates the equality work of other ministries. The Department for gender equality functions as secretariat for the Minister, and is responsible for Government initiatives in the field of Gender Equality through co-ordination, development and implementation of the Government's policies and councils and advises the Minister and Parliament in matters concerning gender equality.

*The Board of Equal Treatment*

The Board of Equal Treatment established in 2009 deals with complaints related to discrimination inside the labour market on grounds of gender, race, colour, religion or belief, political opinion, sexual orientation, age, disability, or national, social or ethnic origin. The Board of Equal Treatment is a replacement of the Gender Equality Board and the Complaints Committee. The Board of Equal Treatment has the power to take binding decisions.

The Board of Equal Treatment is a public complaints board and offers a cheaper and faster alternative to the courts. The Board consists of twelve members including three presidents who are judges. The Presidency must contain both male and female members. The Board is a complaint board and does not take up cases at its own initiative. The Danish Institute for Human Rights does in certain areas, including gender, have the power to take up cases at its own initiative.

#### *The Danish Institute for Human Rights (DIHR)*

The Danish Institute for Human Rights (DIHR) was established in 1987. The DIHR is mandated to coordinate and assist civil society organisations working in the field of human rights.

The Danish Institute for Human Rights (DIHR) was in 2011 appointed equality body in relation to gender by the Danish Parliament.

DIHR has an advisory mandate on the national area, which is fulfilled in various systematic ways normally linked directly to monitoring, reporting, analysis and research functions.

The Danish Institute for Human Rights is specially appointed to further equal treatment of all people regardless of gender, race or ethnic origin. The task consists, among other duties, in counseling people who have been subject to discrimination and in publishing reports that create awareness and bring forth new knowledge to these areas.

Due to the work with civil society the DIHR has since 2003 had an Equal Treatment Committee consisting of representatives from civil society organisations representing the six grounds of discrimination. The Committee councils DIHR on issues regarding discrimination and is a platform from which the different members also exchange knowledge and experiences and where intersectional discrimination is addressed.

#### **> Strategic objective H.2. Integrate gender perspectives in legislation, public policies, programs and projects.**

##### *Consultancy on Gender Equality Assessment of Legislative Proposals*

Ministries can approach the Ministry for Gender Equality and Social Affairs for consultancy on tools, methods and strategies as regards working on gender equality assessment of legislative proposals. Moreover, a network of contacts within the ministries will be established with a view to continuous dialogue and experience accumulation.

#### **> Strategic objective H.3. Generate and disseminate gender-disaggregated data and**

## information for planning and evaluation.

Please go to “Section Three Data and statistics” on page 48.

### I. Human rights of women

> Strategic objective I.1. **Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.**

Gender equality is a pivotal element of Denmark’s democracy and a basic principle of Danish policies. It is an element based on respect for human rights and on fundamental freedoms in all areas of society - in political, economic, social, cultural and civil spheres of life.

The Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly on 18 December 18 1979, entered into force in Denmark on 21 May 1983. Denmark has also ratified a number of other international human rights instruments and it is generally important for the Government to secure equal options and equal rights for all citizens in Denmark. Discrimination of any kind is un-acceptable.

Rights contained in the conventions ratified by Denmark, including, inter alia, the Convention on the Elimination of All Forms of Discrimination against Women, are considered by the courts and other law-applying authorities as relevant sources of law and are invoked before and applied by the courts and other authorities.

Furthermore, as an integral part of the preparatory legislative work, all human rights conventions, which Denmark is a party to, and whether incorporated or not, are given careful consideration in order to ensure that Danish legislation is in full compliance with Denmark’s international human rights obligations.

Denmark aims at securing de jure as well as de facto gender equality for women and men. Women and men have the same rights, obligations and opportunities in all fields of society.

In Denmark, all legislation can be accessed free of charge by searching the web page [www.retsinformation.dk](http://www.retsinformation.dk), which is publicly accessible. Furthermore, everyone can seek advice on their rights according to the law by contacting the public authorities e.g. by phone, e-mail or letter. In addition to that, everyone has the possibility of seeking free legal advice at privately run legal aids. Finally, Denmark provides financial aid to persons fulfilling certain economic requirements in order to guarantee the individual citizen’s access to the courts. The purpose of this legal aid is to give individuals with less strong financial standing the opportunity to conduct a case on equal terms with a person with better financial standing.

#### *The Danish Institute for Human Right*

The Danish Institute for Human Rights’ Department for Equal Treatment focuses both on in-depth study of specific areas and on the development of methods for the promotion of equal

treatment and non-discrimination. Several toolboxes have been developed such as the Diversity Wheel, the Diversity Lab (for the private sector) and the Equality Lab (for municipalities).

DIHR has included women's rights issues in its general international reporting and monitoring of human rights challenges in a Danish context as well as addressing the issues in domestic reports. DIHR has drafted the commentary to CEDAW in the Karnov law commentary and available through subscription. Also DIHR has been drafting several reports for the EU Fundamental Rights Agency (FRA) in Vienna, including gender issues and reports describing the rights of victims of crime, including victims of domestic violence.

DIHR was engaged in different stages of the process leading up to the Universal Periodic Review of Denmark, which took place in May 2011. The recommendations also deal with the rights of women and DIHR published reports in relation to the process and has recently contributed to the midterm reporting on the implementation of the recommendations.

Likewise DIHR interact with the UN treaty body system, by submitting parallel reports and contributing to list of issues as well as being present during the examination of Denmark. If the rights of women are identified as an issue of main concern this will be put forward to the treaty body system.

DIHR has prioritised the issue of human trafficking (and women trafficking) and are following the development in this field by participating in network, established a working group and addressing concerns to key stakeholders and via the annual status report.

> Strategic objective I.2. **Ensure equality and non-discrimination under the law and in practice.**

The Board has over the years taken a number of important decisions about the scope of its competence. In order for the Board to investigate a complaint, it is required that the complainant is an individual or an organization that complains on behalf of a person and that the complainant has a "definite interest" in the complaint, i.e. belongs to the group that is being discriminated against. The Board has so far adopted a broad interpretation of the concept of legal interest.

It is free of charge to appeal to the Board, and the Board handles all cases that are submitted to the Secretariat. The Board's decisions are binding on the parties. If the complainant has been awarded a compensation, and the respondent fails to comply with the decision, the matter is referred to the courts, and the Board will cover the charges related to the case.

The equality department at the DIHR has an equality-counselling unit, which provides legal and practical assistance to victims of discrimination. The counselling unit has existed since 2010 and has been working on the ground of gender since 2011. The main function of the counselling unit is to assist victims of discrimination by informing victims of discrimination about their rights and by assisting them in using relevant complaint mechanisms. The counselling unit has since 2011 handled 35 cases on the ground of gender.



The counselling unit offers guidance and information on telephone, by mail and if needed on a meeting with the relevant person(s) about the legislation, the case law and the relevant complaint mechanisms. The unit can assist victims of discrimination who want to file a complaint to the Danish Board of Equal Treatment by assisting them in using the complaint form. The DIHR has provided assistance to victims of discrimination after a complaint in applying for free legal aid at the Danish Civil Affairs Agency. The institute does so in situations where the case may assist in clarifying the law.

#### > Strategic objective I.3. **Achieve legal literacy.**

The Board has an advisory and educational role which is mainly taken care of via the Board's website ([www.ast.dk/ligehandlingsnaevnet](http://www.ast.dk/ligehandlingsnaevnet)). Here one may find information about equality legislation and case law. One will also find a complaint form which can be used by potential complainants. The website also contains a database with a copy of an anonymised version of the decisions taken by the Board. Once a month the Board publishes a newsletter with a summary of the recent decisions. In addition, the Board publishes newsletters on matters that may be of particular interest to the public.

There is in general a lot of media attention on the decisions taken by the Board. The Secretariat also publishes an annual report. Finally, the Presidency and the secretariat regularly lectures for trade unions and NGOs on the role work of the Board and current case law.

The Board of Equal Treatment has over the years settled a few cases in which the complainant believed themselves discriminated against by several of the protected grounds of discrimination. In about a handful of these cases one of the grounds has been related to gender.

The Equality Department of DIHR has held several workshops on discrimination for legal advisers and other counsellors to empower their knowledge on the area. The Equality Department has among other things cooperated with Denmark's Centre for Information on Women and Gender (KVINFO) on workshops regarding the right to equal treatment based on gender.

In regard of information to victims of discrimination of their rights the Equality Counselling has composed folders with the subtitle "Say no to discrimination".

In May 2012 the DIHR has published a new form of a Status Report which states the essential issues of human rights in Denmark. The Status Report provides the basis for follow-up advisory activities in respect of Parliament and Government as well as other relevant stakeholders. DIHR has focused on the following themes in the DIHR Status report for 2013 in regard of gender equality in Denmark:

#### **J. Women and the media**

#### > Strategic objective J.I. **Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.**

Looking at the coverage of news in the biggest nationwide Danish newspapers, television and radio channels as well as the most used news sites the media are dominated by men as 69 % of all sources in the press were men, while 31 % were women in 2009. The gender imbalance varies by topic and region, but in all areas, men are in the majority. Politics in the media is more dominated by men than their representation at the Danish Parliament as 28 % of the political sources were women, while 42% of government ministers and 37 % of MPs were women at the time of inspection. The men also assumed the role as experts, since 72 % of all experts and commentator sources were men, and the news is provided by men, since 76 % of all news in the Danish press are written or presented by men. Nevertheless, the survey shows a minor imbalance between men and women in the news in 2009 compared to previous surveys.

The gender composition of staff at the Danish news media indicates that men are strongly overrepresented among the leaders of a variety of media, which were examined in 2008 and 2012. Thus, 76 % of the CEO and top executives were men, while 24% were women. However, there has been an increase in the proportion of women in 2008 to 10 percentage points. The proportion of male editors and assistant directors also constituted 80 % and women 20%, a result that has not changed since 2008. Similar results apply for editorial managers and middle managers.

#### *The Danish Union of Journalists*

The Danish Union of Journalists is a trade union and media policy interest organization working for their 16,000 members in the media and communications industry. The union's major objective is that everyone, regardless of gender, age, religious attitude and ethnic backgrounds, has the same opportunities for education, work, career and salary. Thus, the gender perspective must be fully integrated into the union's work so everyone in the union includes gender equality as an integral part of the work. Furthermore, to ensure the diversity of the media, the union wants an equal recruitment to the work area and therefore strives to break down the traditional view of male jobs and female jobs in the media. Finally, the aim is to generate debate and awareness of gender and ethnic equality and discrimination of all kinds of media jobs and about the media's treatment of the sexes and ethnic minorities.

The union has dealt with gender equality since the first UN Conference on Women in Mexico in 1975 and is also a member of the Women's Council, which aims to coordinate the feminist demands and influence the gender policy development nationally and internationally. A representative of the union is also chairman of the Equal Treatment Commission in the International Union of Journalists at the moment.

In continuation of this, the Danish Union of Journalists, the Association of Master of Arts, the Daily Press Foundation and DR in 2009 supported the Danish part of the study Who Makes the News, which is a worldwide review of the state of gender equality in the media. The study looked at both the journalistic sources in news stories and on how women and men are represented in the media industry.

> Strategic objective J.2. **Promote a balanced and non-stereotyped portrayal of women in the**

## media.

### *The Radio and Television Broadcasting*

The Radio and Television Broadcasting Act does not contain any rules concerning gender equality, but the law contains a number of authorizations to the Minister of Culture to issue rules concerning among other things the program activities that take place in accordance with the law. On this basis, there are a number of regulations, including regulations concerning the statutes of DR (The Danish Broadcasting Corporation) and the regional TV 2 companies related to program services. The notices determine among other things that the programs cannot in any way encourage hatred based on race, sex, religion, nationality or sexual orientation. This provision is in line with the EU legislation in the media, the so-called AVMS Directive.

The Ministry of Culture is in accordance with the Equality Act when appointing media boards so that a gender balance in these boards is ensured. The boards in question are DR and TV 2/DANMARK, the Radio and Television Board, an independent regulatory body to radio and TV area, and the Media Board, which provides support for print and digital media.

The Ministry of Culture participates in the work of the Council of Europe, which among other things has produced a series of recommendations on gender, including: "Public service media must also take into account the gender equality perspective in terms of both content and staff." The papers recommends, as regards public service media that "*a key goal is to ensure that the resources and capacity of the organization are effectively brought to bear upon the changing demands of the audience and able to respond effectively to innovation in content and delivery. This bears on the choice of staff and calls for minority and gender representativeness at all levels of the workforce.*" The Ministry of Culture has forwarded the recommendations to DR for inspiration.

### *The Consumer Ombudsman on Gender Discriminatory Advertisement*

One of the Consumer Ombudsman's most important tasks is to communicate the do and don'ts of marketing law to business and trade. Gender discriminatory advertisement is thus part of the tasks.

## **K. Women and the environment**

### > Strategic objective K. I. **Involve women actively in environmental decision-making at all levels.**

Besides on the highest level there still is an overrepresentation of males in high-level positions dealing with climate change in the Danish ministries competent for environment, transport and energy (see figure 1.1. That males are overrepresented in these sectors is also mentioned on page 53-54 in the "Kvinder & Mænd 2011" report by Statistics Denmark). For level 1: two women out of the three leaders constitute the overrepresentation of women.

As part of the EU follow-up to the Beijing Platform for Action Denmark focused on the area of women and environment during the EU presidency of 2012. In cooperation with the European

Gender Equality Institute a report was developed on the situation of women in decision-making within the area of climate change. Also, as part of the presidency Denmark drafted a set of council conclusions on women and climate change that was adopted by EPSCO in June 2012. The conclusions emphasized that women and men affect the climate differently, that they are affected differently by climate changes and that there is an unbalanced representation of women and men in decision-making processes regarding climate change and related issues like the transport sector. Included in the conclusions were a range of different indicators that will be followed-up regularly.

Also, since 2006 Denmark arranged a couple of Nordic seminars and political debates on climate change, including desk studies, films, declarations and so on. Even a Nordic side event to the CSW on this issue was arranged in order to promote focus on the issue.

> Strategic objective K.2. **Integrate gender concerns and perspectives in policies and programs for sustainable development.**

Two broad equality objectives are guiding the attention on gender concerns within the area of environment:

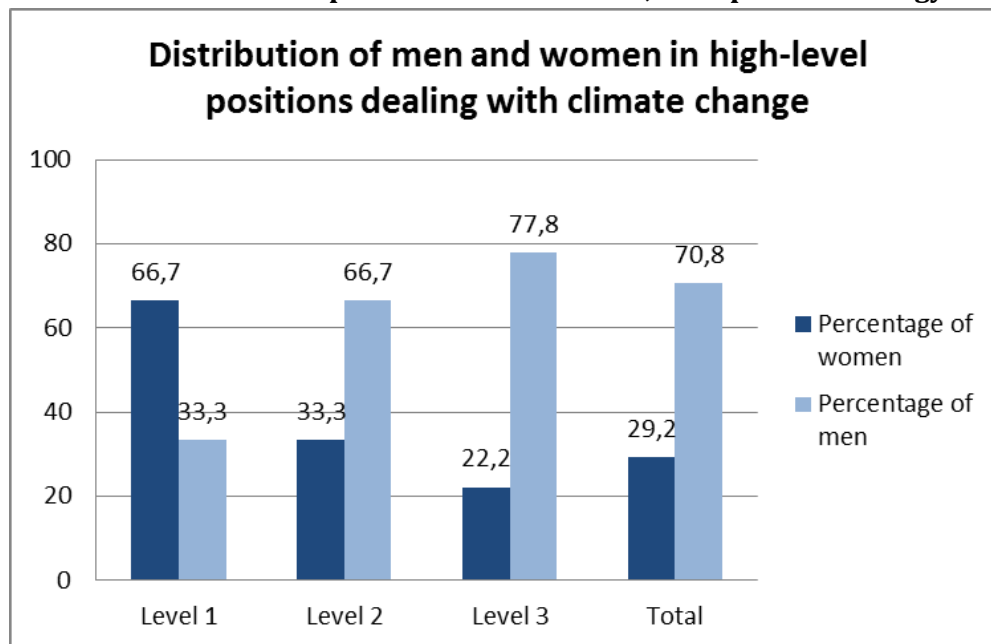
1. "Communication with and information to citizens are to be designed so that it reaches both sexes."
2. "Nature and leisure activities must take diversity perspectives into account and be directed at both boys/males and girls/females."

The Danish Nature Agency and The Environmental Protection Agency share the responsibility for implementation of the general equality objectives. For both agencies it is relevant, natural and rewarding to take gender concerns into account in relation to a variety of their operations. However the first objective is especially relevant for The Environmental Protection Agency as a large part of their portfolio is related to information campaigns and general communication with the public. Conversely it is the second objective which bears most relevance for The Danish Nature Agency as many of their operations has to do with nature and leisure activities.

An example of a concrete initiative is that gender is now a variable in formalized target group analyses carried out as preparation to information campaigns in The Environmental Protection Agency.

> Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the **impact of development and environmental policies on women.**

**Figure 1. Percentage of men and women in high-level positions dealing with climate change in national ministries competent for environment, transport and energy**



Source: European Institute for Gender Equality (EIGE) (2012). *“Gender Equality and Climate Change Report”*, Luxembourg: Publications Office of the European Union, p.

Note: Level 1: the highest levels/positions (political level). Level 2: the top level of managerial or administrative decision-making. Level 3: the heads of sectorial departments or divisions.

It is plausible that the representation of women in sectors related to climate change and the environment in general is similar to the one in the representation in the Danish ministries. This might suggest that there is a need to enhance the representation of women in sectors and industries related to climate change and the environment.

To get more women in industries related to climate change and the environment the first step is to have a balanced distribution of men and women studying in fields of technical and natural sciences. Efforts aiming at enhancing the number of women in climate industries thus have to focus on education and training. To encourage more women to study technical and natural sciences a number of initiatives have been carried out since the Beijing Declaration and Platform for Action was adopted in 1995.

Early initiatives have later been supplemented by other projects with the aim of educating more women in technical and natural sciences. In 2011 the government completed the pilot project “More girls in Natural Sciences and Technology” where girls from the Lower Secondary Education system participated in a training fair where they made agreements about trainee service at leading companies within technical fields or natural science (source: The Danish Ministry of Foreign Affairs (2013). *“Eight Periodic Report by the Government of Denmark on Implementation of CEDAW”*, June 2013).

In relation to the pilot project “More girls in Natural Sciences and Technology” an external evaluation concluded that it had successfully engaged girls, and 78 percent of them responded that the project had changed positively their view on seeking a career within technical fields or natural sciences. Viewed in isolation the pilot project has thus been a success and has produced results.

However when looking at the representation of women graduating in a technical field or in natural sciences there still is a significant overrepresentation of men (see table 1.1).

In the technical areas the distribution of men and women is approximately one woman for every three men. In natural sciences it is one woman for every two men. Further the distribution of men and women almost have not changed since 2009 in both areas.

As a result there is a need to continue the effort to balance the representation of the sexes in the educational sector so women can obtain equal access to environmental decision-making.

## **L. The girl-child**

- > Strategic objective L.1. **Eliminate all forms of discrimination against the girl-child.**
- > Strategic objective L.2. **Eliminate negative cultural attitudes and practices against girls.**
- > Strategic objective L.3. **Promote and protect the rights of the girl-child and increase awareness of her needs and potential.**
- > Strategic objective L.4. **Eliminate discrimination against girls in education, skills development and training.**
- > Strategic objective L.5. **Eliminate discrimination against girls in health and nutrition.**
- > Strategic objective L.6. **Eliminate the economic exploitation of child labour and protect young girls at work.**
- > Strategic objective L.7. **Eradicate violence against the girl-child.**
- > Strategic objective L.8. **Promote the girl-child's awareness of and participation in social, economic and political life.**
- > Strategic objective L.9. **Strengthen the role of the family in improving the status of the girl child.**

In Denmark girls and boys enjoy the same rights and opportunities in all spheres of life, and girls do not face discrimination in neither education, skills development, training, health nor nutrition.

All children are obliged to attend school – which is free of charge, and girls and boys are all able to attend sports and leisure time after school. Studies show, that even though girls seem to have a

few more domestic chores than boys, the burden is almost equally distributed.

Special rules apply to children's work. The rules apply regardless of gender. Children under the age of 13 years are as a main-rule not allowed to work for an employer.

Children between the age of 13-14 or older children under the obligation to attend school are allowed to carry out "light work", for instance newspaper deliveries, strawberry picking etc.

Children aged 15 or older not covered by the obligation to attend school are allowed to carry out all kinds of non-hazardous work.

All children under the age of 18 are covered by the same health and safety rules as other employees.

Adolescent girls have the right to consult a doctor regarding their own health, including sexual and reproductive health, without their parents knowing, and they can hence choose freely over their own body.

Girls attend higher education to a larger extent than boys.

As regards to cultural attitudes and practices girls and boys in Denmark have equal opportunities and possibilities. To a certain extent they both face traditional gender stereotypes that have some influence regarding for instance girls and boys choices of education. However, they do not face any formal barriers, and are free to choose as they like. In order to promote less gender stereotype educational and job choices different ministers for gender equality have initiated an array of activities aimed at either girls or boys. The Government has also published a children's book that was sent out to all kindergartens together with a teacher's manual, in order to promote debate on gender roles. Educational material on gender roles in connection to alcohol, smoking, health and other issues have also been elaborated and sent out to all schools in Denmark.

Statistics show that date violence occurs in Denmark, and the Government has launched many initiatives in order to; promote respectful relationships, ensure sufficient, available and free of charge services for victims of date violence, awareness campaigns and other information activities.

## Section Three: Data and statistics

### Indicators and data on violence and trafficking

Information on perpetrators and victims of crime is available from different data sources. With regards to perpetrators information is available from studies on self-reported crime and from national registers containing criminal charges and convictions. Data on victims originates from surveys on criminal victimization, from national registers on crime victims, from women's shelters and from hospital emergency rooms.

### Violence against women

National statistics on victims of reported violent offences indicates that more males than females are victims of violence. However, this gender difference has become lesser during the last years. From 2005 to 2012 a minor increase in the number of female victims of violence has taken place (Criminal Code, Sections 244-246) while the number of male victims has decreased, see table below. Adjusted for the size of the population this corresponds to a reduction from 2.4 times more male than female victims of violence in 2005, to 1.9 by 2012.<sup>2</sup>

**Table 2. Number of victims of violence (Criminal Code, sections 244-246), divided by sex and year**

	2005	2006	2007	2008	2009	2010	2011	2012
<b>Women</b>	3461	3499	3798	3922	3841	3940	3849	3587
<b>Men</b>	8122	7896	8373	8067	7575	7295	7283	6574

The national crime victimization survey also shows a higher proportion of men than women among victims of violence.<sup>3</sup> In the survey the notion of violence is defined by the respondents' perception and not by the Criminal Code. It is estimated that approximately 64.000 persons at the age 16-74 years old are exposed to violence annually. The risk of being a victim of violence is more than 50 percent higher among men than women, see the table below.

**Table 3. Proportion of victims of violence in the population (16-74 years old), divided by sex and year**

	2005	2006	2007	2008	2009	2010	2011	2012
<b>Men</b>	2,1 %	2,1 %	2,4 %	2,4 %	1,5 %	1,7 %	2,1 %	2,0 %
<b>Women</b>	1,4 %	1,2 %	1,2 %	1,6 %	1,2 %	1,2 %	1,2 %	1,3 %
<b>Total</b>	1,8 %	1,6 %	1,8 %	2,0 %	1,4 %	1,4 %	1,6 %	1,7 %

<sup>2</sup> The statistics are available at [www.statistikbanken.dk](http://www.statistikbanken.dk)

<sup>3</sup> Balvig, Flemming, Kyvsgaard, Britta & Pedersen, Anne-Julie Boesen (2013): Udsathed for vold og andre former for kriminalitet. Offerundersøgelserne 1995-96 og 2005-12.



The overrepresentation of men among victims of violence is confirmed by data from the hospital emergency sections. In 2012 the rate of violence causing contact to emergency sections was 414 per 100.000 men and 187 per 100.000 women. The data further shows that for women violence most frequently take place at home, while men mostly are victimized in the streets. A decreasing trend in the number of contacts to the emergency sections due to injuries caused by violence is found since 2007 for men and since 2008 for women. The decline is biggest among the youth. A significant and growing part of these injuries caused by violence are work-related. For women this account for 16 percent of the injuries in 2013 and the corresponding figure for men is 11 percent.<sup>4</sup>

### Partner-related violence against women

The latest report from the national victimization survey includes a section on partner-related violence. It is demonstrated that 0.1 percent of the 95.000 16-74 years old respondents participating in the surveys from 2005 to 2012 has been victim of partner-related violence. This corresponds to 3.900 persons per year (ranging from 3.100 to 4.700 including confidence intervals). More than 95 percent of the cases concern women, corresponding to approximately 3.750 female victims of partner-related violence annually. It should be noted that the prevalence of partner-related violence varies greatly among different surveys, which is probably due to variation in the definition of violence. As mentioned, in the national victimization survey there is no specifications concerning violence – the definition of violence is left to the respondents – whereas other surveys contains questions about specific types of violence and assaults.

### Trafficking

There are different sources regarding data on trafficking. The Danish Anti-Trafficking Centre under the auspices of the Ministry of Children, Gender Equality, Integration and Social Affairs, draws up annual statistics on trafficking. The statistics are based on assessments made by the Danish Anti-Trafficking Centre (for persons with legal stay in Denmark) and by the Danish Immigration Service (for persons without legal stay in Denmark). These statistics show a growing number of victims of trafficking, with a large majority of women, see table below.<sup>5</sup>

**Table 4. Number of victims of trafficking, divided by year and sex**

	2007	2008	2009	2010	2011	2012
<b>Total</b>	17	28	47	53	60	66
<b>Women</b>	17	28	46	50	58	56

The national register of victims of reported criminal offences from Statistics Denmark is expected also to include information on trafficking distributed by gender as of 2014.

### a) Has a core set of national indicators for monitoring progress in gender equality been

<sup>4</sup> Laursen, Bjarne & Juel, Knud (2014): Vold i Danmark. Belyst ud fra voldsofres kontakt til sygehuse.

<sup>5</sup> The statistics are available at [www.centermodmenneskehandel.dk](http://www.centermodmenneskehandel.dk)

**established? If so, please provide the indicators in an annex.**

**Where is responsibility for collecting the data located?**

**If national indicators have not been established, what are the reasons?**

Statistics Denmark provides for gender-segregated statistics in all walks of life. Denmark is the country in the world with most statistics based on registers.

In December 2011 Statistics Denmark launched a publication on women and men in relation population, family life, children, health, education, labour market, absence from work, income and pay, criminality, political participation, management, and power. The purpose of the publication is to collect information from different parts of existing statistics in order to illustrate similarities and dissimilarities between the sexes in Denmark.

In some ministries gender-segregated statistics are available in order to understand the gender perspective within their sphere. It is the case within employment, education and violence.

Statistics on persons are in Denmark primary based on registers where a unique number that includes information on sex identifies the single person. On that background almost all statistics on persons are published by sex. The importance of how many women and men the population consists of is obvious. It is very useful for politicians to be able to identify sex before they decide on political initiatives. It is a core element in gender mainstreaming, and so a significant tool to target political initiatives i.e. that the wages in the public sector are different from the private sector. It is also easier to target health treatments for gender specific deceases when gender based registers are available.

Register data covers most of the themes of interest for gender statistics, like demographic information, education, labour market information, wage, income, health, social benefits and crime statistics. In this statistical system it is possible to link data from different registers for the individual person. Register data can consequently be used to identify smaller vulnerable groups like i.e. single parents with low income. The majority of data are annual data. Published data can be found on [www.statbank.dk](http://www.statbank.dk).

However, looking at the set of indicators agreed on, there are areas where it is not possible for Statistics Denmark to deliver information today. It is mainly areas where information need to be collected by surveys because data are depending of the experience of the individual, for instance time use surveys. Due to budget constrains it is not possible to introduce new big surveys in Statistics Denmark's work plan for the time being.

The Danish National Centre for Social Research conducts research and carries out commissioned projects in the area of welfare state policies, and disseminates the results. Its primary task is to generate new knowledge of relevance to society. The Centre is also active in conducting research and projects on gender equality for instance on equal pay.

Universities have departments on women, gender and research where a number of projects on gender are carried out.

**b) Has data collection and compilation on the Minimum Set of Gender Indicators begun, which was agreed by the UN Statistical Commission in 2013? (The link to the list of indicators is provided in Part III.)**

**If so, what is the status of data collection and compilation? Please describe plans to improve gender-related data collection and compilation at the national level that have been developed.**

## Section four: Emerging priorities

**a) What are the key priorities for action over the next three to five years for accelerating implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and subsequent intergovernmental agreements for the achievement of gender equality and the empowerment of women at the national level?**

Denmark has come a long way concerning gender equality. Various governments have worked with and prioritized the promotion of gender equality.

However, it is important to be aware that the challenges facing Denmark 20-30 years ago may not be the same today. Our current reality is different, and requires new answers. Gender equality needs to be continuously developed. Hence, one must abandon conventional mind sets and traditional opposing discourses. Instead, the Government wishes to encourage a common dialogue and broad collaboration when choosing the right ways forward in the future.

This includes - among other things:

- Yes to expanding focus to increasingly include the challenges faced by boys and men because gender equality concerns equal opportunities for all.
- Yes to actively mainstreaming gender and gender equality into concrete bills and welfare allowances whenever expedient, e.g. on a municipal level, in order to improve public services.
- Yes to pragmatic solutions through dialogue. Coercion and rigid objectives to always include the same amount of men and women in all functions are not the ways to go.
- Yes to offering men and women different options to obtain equal opportunities because the end goal should not be two identical genders.
- Yes to gender equality as a catalyst for growth and a better utilisation of resources because it is common sense and because passivity will not suffice.
- Yes to Denmark and e.g. the other Nordic countries spearheading the international struggle for women's rights because we are obliged to lead the way.

This is the direction forming the Government's current action plans. In some areas we need additional knowledge and a broader dialogue in order to be able to take the right steps. We need additional knowledge about how to tackle the challenge of our welfare state not matching the needs of some boys and men in a number of areas. For instance, men have a tendency to be less educated, suffer from more lifestyle-related diseases and have a harder time handling a divorce or the death of their spouse. We intend to focus on this area and in close collaboration with the municipalities seek to find concrete answers applicable to everyday life.

In the year to come, the Government will center its gender equality efforts within four overall emerging priority areas:

- *Theme-based Efforts:* Women and men should enjoy de facto equal opportunities to realize their potential and evolve in all contexts. Thus obstacles must be eliminated and gender

equality promoted within those specific areas where their opportunities and conditions differ. All competencies must be brought into play, and gender should hamper neither the scope of women and men within the family, education system or work life nor their participation in decisions about the society we share.

- *Gender Equality Assessment in the Public Sector:* Gender and gender equality should be conceptually included in public administration and planning whenever relevant. A special focus should be allocated to core public services and citizen-centered service provision. This will contribute to a more efficient resource utilisation, improved quality and increased diversity while at the same time promoting gender equality.
- *Gender Equality as a Fundamental Right:* No one should experience discrimination on the grounds of gender, and everyone should enjoy the right to decide over their own bodies and lives. Violence, coercion, human trafficking and social control springing from lack of gender equality and equal worth are unacceptable.
- *Gender Equality in an International Perspective:* Denmark must promote high international standards on gender equality. Denmark has a special obligation to work to ensure the rights of women and men internationally and lead the struggle for progress within this area. At the same time, international collaboration should inspire, develop and qualify national efforts, allowing Denmark to remain among the world's most gender-equal countries.

## **b) What are your country's priorities and recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2015 development agenda?**

### **MDG's and the Sustainable Development Goals / Post-2015 framework**

Denmark's position on the post-2015 framework and the sustainable development goals is that the respect, protection and fulfilment of all human rights and fundamental freedoms, without discrimination on any grounds, must be the basis of a new global development agenda rooted in principles of equality, equity and social justice for all so that 'no one is left behind'. This aspect was missing in the MDGs.

In particular this relates to endorsement of a human rights-based approach to sexual and reproductive health. This incorporates access to contraception, eliminating early/forced marriages and female genital mutilation (FGM), ensure access to post-abortion care, comprehensive sexuality education, skilled birth attendance, post-natal care and prevention and treatment of Sexually Transmitted Diseases, including HIV/AIDS.

There is a need for a standalone goal on gender equality and girls' and women's empowerment and gender mainstreaming throughout the post-2015 Framework. A standalone goal will ensure that girls and women's empowerment will not be subsumed in or overlooked because of other priorities.

There is a need to have sexual and reproductive health and rights reflected as ambitiously as possible in the new development framework

The right to sexual and reproductive health is a key element in empowering women and girls to take charge of their own lives. Without women's access to SRHR services their full potential of contributing to the social and economic development is hampered. Furthermore; making decisions about one's own bodily health is a fundamental human right.