

## **Report / Perspective and Action Plan 2015**

Submitted to the Danish Parliament (Folketing) by the Minister for Children, Gender Equality, Integration and Social Affairs on the 26<sup>th</sup> of February 2015

### **1. Foreword: Equality means equal opportunities to participate in society.**

This year we celebrate the 100 years anniversary of women's suffrage and their right to take an active, democratic role in shaping our country. Today, almost 40% of the members of the Folketing are women. We have come a long way on the road to equality between women and men, and Denmark is one of the top countries in the world when it comes to gender equality. But that does not mean that we can rest on our laurels – quite the contrary: we need to go on debating, developing and promoting gender equality.

Gender equality does not happen all by itself. It is not a fixed state that we can take for granted. It is rather a matter of constantly striving to create the best possible conditions for women and men to realise their potential and for them to participate in society. Gender equality is a value we should cherish. In recent years we have been reminded of that, when the fundamental rights and freedoms such as freedom of expression, gender equality and democracy have been under pressure around the world.

The Government and the Folketing want to use this centenary to focus on and generate debate on gender equality, democracy and participation. We want everyone to take part in the debate – in school classes, in the canteen and at the dinner table. It is through awareness of our shared values that they can be developed and promoted. In reality, no-one can opt out of the debate on gender equality: the choices that we each make and the way we deal with each other in public, at home, in educational institutions, at work and in the street, all have a bearing on gender equality. We need to be aware of this.

The tone in the public sphere today is a challenge to debate in society. The tone taken on the Internet in particular is often harsh. At the same time a recent study indicates that a large proportion of hate crimes in Denmark are motivated by the victim's gender. 'Everyday sexism' and personal attacks may mean that some women are reluctant to participate and involve themselves in the public debate. We must not accept this.

Unfortunately, we also see that violence is still a problem in families and between couples. Violence limits the individual's freedom and ability to participate fully in society. We will persist in our efforts against violence in intimate relations. The victims of violence must be given help and support to lead a life free from violence. We also see that social control and outdated concepts of honour in some ethnic minority families are putting equality between the sexes under pressure.

It is crucial that all people, regardless of gender, should be able to express themselves and take part in society. I urge everyone – including men – to get more involved and to say no to threats and harassment. Women only won the right to vote because there were also some far-sighted men who stood up for women's rights. We should bear in mind that gender equality is for all, and that we have a shared responsibility to promote gender equality. We are a richer society if all of us participate and express ourselves.

Denmark's democratic and economic development over the past 100 years has been marked, among other things, by women's entry into the labour market and political life. We need to keep pushing the gender-specific choices in education and at the job market. A hundred years ago, for example, there were no women priests or doctors – or male nurses for that matter. Today the picture is different. But there are still areas, including research and management and educations within science, where we need to work to ensure that all skills come into play. At the same time, we need to focus on the fact that boys are lacking behind when it comes to education, and that men are being left behind in some outskirt areas of the country. All talents and resources should be in play. Gender equality is for both women and men, and gender equality benefits both sexes.

2015 is also the year where we internationally mark the 20-year anniversary of UN-member states meeting in Beijing to adopt a global action plan for gender equality and women's rights. There has been some progress since then, but gender equality and women's rights have in recent years been under severe pressure in some parts of the world. We want to stay right in the forefront of the global battle for gender equality and women's rights.

There is much to celebrate this year, but there is also plenty left to fight for both at home and abroad. It is crucial that we go on debating, developing and promoting gender equality. We all have a responsibility.

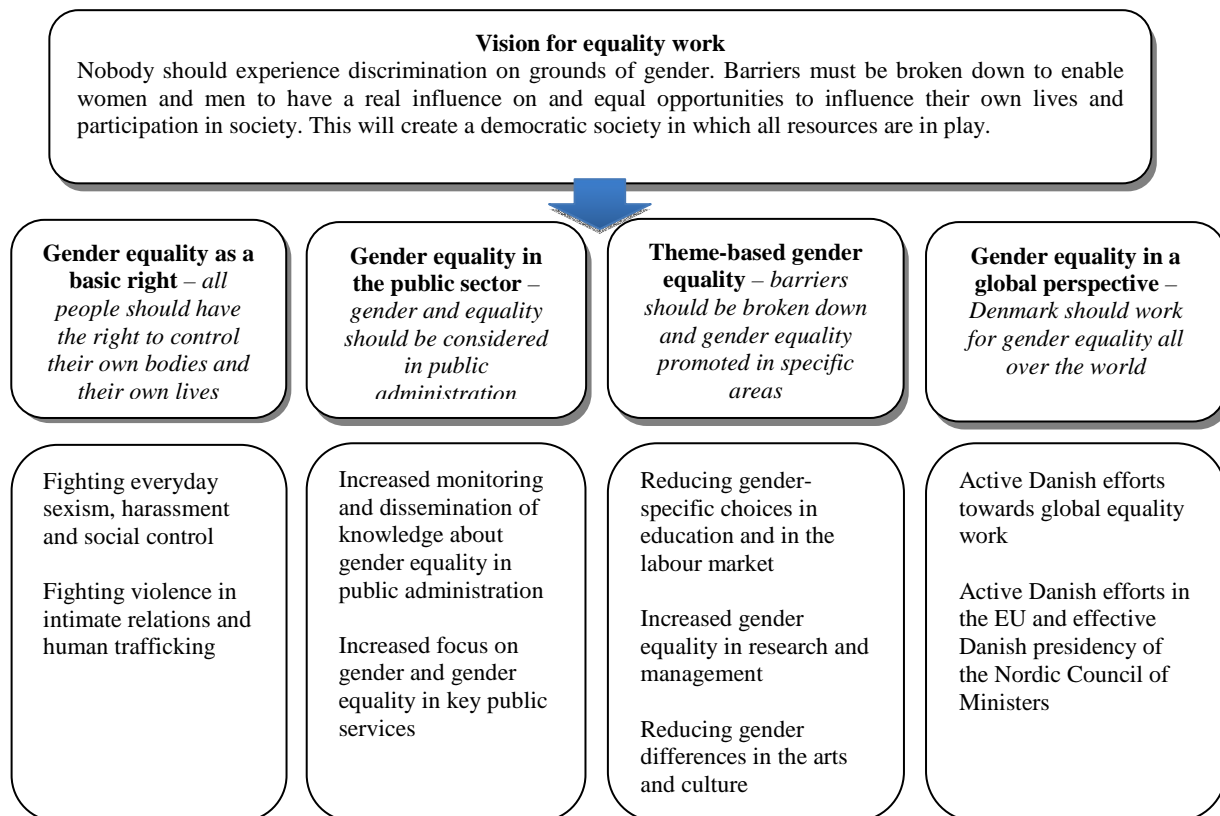
I hope you will find this booklet interesting to read.

Manu Sareen  
Minister for children, gender equality, integration and social affairs

## 2. Introduction and vision for equality efforts in Denmark

Internationally, Denmark – together with the other Nordic countries – is at the top of the table when it comes to equality between women and men. In 2013, the European Institute for Gender Equality (EIGE) placed Denmark second in the EU, surpassed only by Sweden.<sup>1</sup> In 2014, Denmark was in fifth place on the list of gender equality in the World Economic Forum's *Global Gender Gap Report*, which measures gender equality within economic participation, education, health and political representation and participation.<sup>2</sup>

The Government's work on gender equality in the coming year will be based on a vision which sets out the direction for work within four main priority areas. In each of the four priority areas, a number of goals have been established, to be supported by concrete activities and initiatives in 2015 to move us towards the overall vision for equality in Denmark:



<sup>1</sup> European Institute for Gender Equality (2013): *Gender Equality Index Report*

<sup>2</sup> World Economic Forum (2014): *The Global Gender Gap Report 2014*

### 3. Gender equality as a basic right

The right to control one's own body and life and the right to express oneself and to participate in society – whether one is a woman or a man – are absolutely fundamental in the Danish society. This is a key part of the assumption that the individual should be able to live the life he or she chooses and be able to take an active part in our society. Nobody should be held back by harassment, hate crimes, violence, human trafficking, social control or discrimination.

#### **Fighting everyday sexism, harassment and social control**

The 1915 Constitution gave women the right to vote and to be elected to the Folketing. This created the formal basis for everyone, regardless of gender, to take part in the debate and in society. But we all have a part to play in strengthening the foundations for freedom of expression, participation and gender equality in everyday life.

Women politicians, commentators and researchers constantly face verbal attacks, harassment and threats directed at their sex, just because they involve themselves in public debate. In November 2014, DR News published the results of a survey that showed that 60% of the female members of the Folketing had been subjected to harassment on the Internet. Almost 30% of members of the Folketing have received death threats.<sup>3</sup>

Studies also indicate that many Danish women are exposed to sexual harassment at work and in public places.<sup>4</sup> A report from the National Research Centre for the Working Environment shows that around 3% of Danish employees have been exposed to sexual harassment in the workplace within the last year, and that the incidence is highest among young women. It is worst for public transport workers and social and healthcare assistants), where 13% and 14% respectively have been exposed to sexual harassment.<sup>5</sup> Hate crimes may also be motivated by the victim's sex, just as they may be directed at e.g. homosexuals and ethnic minorities. The Government has initiated an analysis of hate crimes in general, which should provide a more precise picture of the scope and nature of these crimes. At the same time, the Government has launched a series of initiatives to limit sexual harassment in the workplace, including a hotline, improved guidance, closer supervision and easier access to file complaints.

Social control can also limit individual autonomy. The most recent studies suggest that social control in some ethnic minority groups is decreasing.<sup>6</sup> This is a good sign, but many young women and homosexuals still find that they cannot choose the life they want.<sup>7</sup> Calls to the 'Ethnic Minority Youth' help line on honour-related conflicts and social control have remained at a fairly constant level over the past three years, at 1,073 in 2012, 1,146 in 2013 and 1,183 in 2014.<sup>8</sup> At the same time, the national crisis centre for young victims of honour-related conflicts, RED-Safehouse, has seen an increase in calls from 155 in 2010 to 272 in 2014.<sup>9</sup>

The Government will go on working to ensure that individual autonomy and participation in society are not restricted by social control. Further the Government will focus on harassment and everyday sexism. It is not acceptable that what some might perceive as a joke and a slightly cheeky tone should stop others from getting involved and speaking out. Finally, the Government is looking into the work of the Danish Board of Equal Treatment, which should provide fast and effective channels to appeal against discrimination and harassment.

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<sup>3</sup> DR News (5 November 2014): *Women politicians exposed to sexual harassment* and DR News (6 November 2014): *Members of the Folketing receive death threats online*

<sup>4</sup> Fagbladet 3F (9 October 2014): *One in five women at 3F exposed to sexual harassment*

<sup>5</sup> National Research Centre for the Working Environment (2012): *The working environment and health in Denmark in 2012*

<sup>6</sup> National Social Appeals Board (2015): *Citizenship, equal treatment and self-determination in Denmark – The national integration barometer*

<sup>7</sup> Als Research (2014): *Gender roles and social control among young people from minority backgrounds*

<sup>8</sup> Information from the National Organisation of Women's Shelters (LOKK), Ethnic Minority Youth

<sup>9</sup> Information from RED-Safehouse

## **Fighting violence in intimate relations and human trafficking**

Violence in intimate relations remains a problem in Denmark. The victims of violence suffer both physical and mental harm, and there is an imminent risk that violence could have a negative impact on children's development in the families concerned.<sup>10</sup> It is still women who are most often exposed to violence from their partners<sup>11</sup>, and too many women find it hard to escape the violence. Danish women's shelters report that 35% of the women need more than one stay at a shelter.<sup>12</sup>

This shows a need for increased efforts to further assist the abused women after a stay in a women's shelter. That is why the Government has set the target that the number of women who need more than one stay in a shelter should be reduced by at least 30% by 2020. In the coming year we will launch a number of concrete initiatives to bring us closer to this target, including increased cooperation between women crisis centres and municipalities.

However, it is not only women who are exposed to violence – men also suffer violence from their partners. As a man, it can be difficult to be taken seriously and get the necessary help.<sup>13</sup> This is not fair. That is why the Government is emphasising in its action plan to combat violence in the family and in intimate relations for 2014–2017 that men too may experience violence.

### **National action plan to combat violence in the family and in intimate relations, 2014–2017<sup>14</sup>**

A total of DKK 36 million has been set aside for the action plan, which contains a number of initiatives under four main headings:

#### ***Increased knowledge and more active handling of the different forms of violence in the family and in intimate relations:***

We are establishing a national hotline for advice and support, and piloting fx measures aimed at the whole family, and temporary accommodation for abusive men, so women and children can stay in their accustomed surroundings. We are also taking action to help victims of stalking to find support and guidance.

***Increased effort and greater knowledge of male victims of violence:*** We are developing social, legal and psychological support for men who have suffered partner violence, and piloting special temporary accommodation for men who have been exposed to violence from a partner

***Early action in relation to young people exposed to dating violence:*** Pilots are in progress with treatment options for young people aged 15 to 18 who have been exposed to dating violence. We are running information campaigns and awareness raising sessions in schools on dating violence and violence in the home.

***More information and debate on the consequences of violence in intimate relations:*** Campaigns will be aimed at various target groups including men exposed to partner violence, victims of stalking etc.

One of the most serious breaches of the individual's right to control one's own body and one's own life is human trafficking. The victims of human trafficking are often exposed and vulnerable immigrants living in a state of dependence on their captors. From 2007 to 2014, 418 people in Denmark were officially classed as victims of human trafficking. The vast majority – 356 persons – were sold into prostitution.<sup>15</sup> But there are also people trafficked into forced labour and crime.

Human trafficking is a worldwide phenomenon and is rooted in economic inequality, vulnerable people's dreams of a better life and a demand for the services the victims provide. In Denmark we have been working to combat human trafficking for more than ten years. The Government will continue this work with a new action plan to prevent human trafficking, support the victims and take action against the demand and the traffickers. Prostitution in general is a serious social problem. That is why the Government is pursuing the 'EXIT-Prostitution' campaign that offers prostitutes a way out of the trade.

<sup>10</sup> National Organisation of Women's Shelters (LOKK) and the National Board of Health and Welfare (2012): *Annual statistics 2011 – Women and children in crisis centres*

<sup>11</sup> National Institute of Public Health (2012): *Violence in close relationships. Scope, nature, development and action in Denmark*

<sup>12</sup> National Organisation of Women's Shelters (LOKK) and National Board of Health and Welfare (2013): *Annual statistics 2013 – Women and children in crisis centres*

<sup>13</sup> National Institute of Public Health (2012): *Dating violence against men in Denmark*

<sup>14</sup> Danish Government (2014): *Action against violence in the family and in close relationships*

<sup>15</sup> Danish Centre against Human Trafficking (2014)

In 2015, the following measures will be launched under the heading of 'gender equality as a basic right':

**Centenary of the 1915 Constitution:** The Government has set aside DKK 7 million to mark the centenary of women's suffrage in Denmark. The Government and the Folketing are running a number of different activities focussing on gender equality, democracy and participation. The centenary celebrations will take place in the spring of 2015 and will reach out across the country. They will culminate in the 'constitution weekend' of 5-7 June 2015 with numerous events all over the country. A website (100aaret.dk) has already been launched with more information on the activities and the historical background.

**Focus on the importance of gender in the public sphere:** During the Danish presidency of the Nordic Council of Ministers in 2015, the Government is emphasising that women and men should have equal opportunities to take part in discussions in the public sphere, including political discussions and public debates on shaping our society. Among other things, there will be a camp with visitors from the whole of the Nordic region, where challenges and possible actions will be discussed. The camp will result in concrete recommendations to politicians, the media, opinion-formers and educational institutions.

**Action against everyday sexism and sexual harassment:** The Ministry for Children, Gender Equality, Integration and Social Affairs will examine ways of addressing relevant target groups to make them aware that we have a shared responsibility for establishing good social conventions and debating conditions to provide space and opportunity for women and men both in the public sphere and in the social media. This could take the form of a campaign urging people to say no to everyday sexism and sexual harassment of women.

**Follow-up on the analysis of hate crimes:** In the spring of 2015, the Government will publish an analysis of hate crimes in the broadest sense, looking at the role of gender as a motivation for hate crime. An inter-ministerial working group will be set up to follow up on the analysis, including hate crimes based on gender, sexual orientation and ethnicity.

**Focus on the work of the Board of Equal Treatment:** Political discussions will be held on ways to strengthen and focus the authority of the Board of Equal Treatment to ensure that the Board can most effectively protect people against unequal treatment and discrimination.

**Actions on gender equality and social control among ethnic minorities:** Seven concrete projects are being launched to promote knowledge and dialogue on gender equality, social control and sexuality. These projects are intended to support the debate among young 'new Danes' and help them to reject strong social control. The projects include the development of discussion and teaching materials for schools and youth education programmes on sexuality, prevention and rights. Dialogue meetings with parents from ethnic minority backgrounds living in deprived areas are being held on i.e. bringing up children and parenthood.

**Studies of living conditions for 'new Danish' LGBT people:** A study of the living conditions for 'new Danish' homosexual, bisexual and transgender people will be published in mid-2015. All should be able to live in openness and in accordance with their sexual orientation. The Government will follow up on this study and communicate the results to the relevant stakeholders.

**More action for victims of partner violence:** In 2015, the Government will present a bill to expand and reinforce counselling to women in crisis centres. Offers of outpatient counselling and social assistance for the victims and perpetrators of violence will be instigated. A number of municipalities will pilot a new method for crisis centres to support the transition from a stay in a women's shelter to an independent life free from violence. These initiatives will be financed with DKK 87.6 million from the Rate Adjustment Pool for 2015. An evaluation of the crisis centre area will also be published, to provide knowledge of the services and effects of the centres. Finally, efforts in the national action plan for 2014-2017 against violence in the family and in intimate relations will be continued.

**Action plan against human trafficking 2015-2018:** In the spring of 2015, the Government is launching a new action plan for 2015-2018 to combat human trafficking, building on the approach taken to date. The action plan aims at preventing human trafficking in Denmark and ensuring that victims of trafficking can be identified and helped to escape from their captors, and that the traffickers can be prosecuted. A total of DKK 88.4 million has been earmarked for the action plan.

#### 4. Gender equality in the public sector

Although public services in the vast majority of cases are aimed at both sexes, recent studies show that there are differences in the use of public welfare services between women and men.<sup>16</sup> The difference may mean that women and men do not get the same benefits from public services, such as getting a job, getting home care or achieving a healthier lifestyle. This may be because women and men have different needs, resources and behaviour, and because public institutions meet women and men in different ways.

By understanding the differences between the sexes and taking account of them in the services provided, the offerings can be targeted, quality can be improved and equal opportunities between women and men can be promoted. This is ultimately about giving individuals the opportunity to develop, participate and prevail in society.

##### **Monitoring and dissemination of knowledge about equality in public administration**

The latest equality reports show that the public authorities in Denmark have come a long way in their work on gender equality when it comes to human resources. The majority of municipalities, regions and State institutions have a policy for their work on gender equality among staff and managers.<sup>17</sup> There are, though, major challenges when it comes to incorporating considerations about gender into public services aimed at citizens, such as job activation, care of the elderly or healthcare provision.

The gender equality reports also suggest that, in their staff policies and their services to the public, the State and the regions have made more progress on gender equality than the municipalities. At the same time, there are great differences among the individual municipalities, regions and State institutions in the nature and scope of their work on gender equality.

##### **Equality reports from public authorities**

Municipalities, regions and State institutions with more than 50 employees submit an equality report every other year, giving the status of their efforts to promote equality between women and men among their employees and in their services to the public. In the two main areas – staff and public services – the authorities answer questions about their policies, actions and results in promoting equality between women and men. The latest report is from 2013 and the next will be in 2015.

In recent years, a lot of municipalities, institutions and ministries have been working to strengthen focus on the citizens. For example, they draw on knowledge about educational background, employment and age in targeting their services to the public. By also considering gender, the public sector can make further subtle distinctions in relation to the citizens they provide services to. Gender-segregated data can be incorporated into evaluations and user surveys and contributes knowledge of the way women and men use and perceive public services. However, the gender equality reports show that only one in three of the State institutions, none of the regions and around one in ten municipalities use gender-segregated data to a high or very high degree. On the other hand, municipalities, regions and State institutions often use knowledge of the gender of their target group when producing communication materials.

The gender equality reports help to raise awareness of what is being done on gender equality in the public sector and where it is lacking behind. . The Government has developed a gender equality index based on the gender equality reports. This is intended to make it easier for the individual institution to get an indication of how it is doing in regard to gender equality compared to others. The Government intends to take the concept further in connection with the submission of equality reports in 2015.

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<sup>16</sup> Slotsholm (2014): *Analysis of gender differences in employment*, KORA (2014): *Gender differences in home care* and National Institute of Public Health (2014): *Health and well-being: a gender perspective*

<sup>17</sup> Navigent (2014): *Results of equality reports 2013 – Main report*

## Increased focus on gender and gender equality in public services

The gender equality reports show that the authorities generally expect work on gender equality to contribute to more appropriate and targeted services, higher perceived quality, increased real gender equality and equal opportunities for citizens. A new pan-Nordic analysis describes a number of concrete examples of positive effects coming from focusing on the gender aspect in the public sector.<sup>18</sup>

### Examples of differences in encounters with public services<sup>19</sup>

At kindergarten, more boys than girls are fidgeted and fewer boys than girls are comforted when they are upset.

Boys make up 71% of the pupils in classes for pupils with special needs

Interviews with women in job centres and unemployment offices focus less on finding a job than interviews with men.

Women are more likely to get job activation in the public sector than men, while men more often get job activation in private companies than women.

Men have more inappropriate health habits when it comes to smoking, alcohol and diet compared to women.

Men with mental disorders are more likely to be offered employment and activation than women with similar disorders, while women with mental disorders more often receive counselling than men.

Older men are in a worse state of health than older women when they are allocated home care.

Knowledge of gender can help the public sector to get better at creating equal opportunities for the individual citizens regardless of gender. In some areas, men feel that they do not have the same opportunities or do not want the same services as women. This is true within healthcare and prevention, for example, where some of the services may appeal less to men than to women<sup>20</sup>, and in communication from the public services to parents about their children, where the communication often goes to the mother and not to the father.<sup>21</sup> Fathers and mothers are equal parents. Both should therefore be able to practise and fulfil the role of parent. This remains true in the event of divorce. This formed part of the background for the political agreement on the 'divorce package', which is meant to counter harassment in divorce cases. Also in the future work in the area of divorce will focus on enabling both parents to play their part for the benefit of the child.

The Government has joined a number of municipalities and Local Government Denmark (KL) to form a network aimed at incorporating knowledge of gender into the development of public services. The Government will go on disseminating knowledge and good examples of gender and gender mainstreaming in public services.

In 2015, the following measures will be launched under the heading of 'gender equality in the public sector':

**Reporting of gender equality issues:** In 2015, gender equality reports will be submitted for the State, municipalities and regions. In connection with the gender equality reports for 2015, we will pick up on experience about the new concept for equality reports which was introduced in 2013. The concept for the equality reports will be further developed in terms of method and the presentation and communication of results.

**Updated website on gender mainstreaming:** The gender mainstreaming website, [ligestillingsvurdering.dk](http://ligestillingsvurdering.dk), will be updated to reflect the latest knowledge in the area, with examples of concrete cases that municipalities, regions and State institutions can make use of in their work in assessing gender equality.

**More gender mainstreaming at State level:** The Ministry of Children, Gender Equality, Integration and Social Affairs will strengthen dialogue and cooperation with the other ministries with a view to sharing new

<sup>18</sup> Oxford Research (2014): *Analysis of good practice and effects in the work of public authorities on assessing equality in selected service areas*

<sup>19</sup> Rådgivende Sociologer (2012): *Equality – an overview of gender differences in selected arenas*, Slotsholm (2014): *Analysis of gender differences in employment*, National Institute of Public Health (2014): *Health and well-being: a gender perspective*, Statistics Denmark: [Statistikbanken.dk/RESV07](http://Statistikbanken.dk/RESV07) and [Statistikbanken.dk/RESV04](http://Statistikbanken.dk/RESV04) and KORA (2014): *Gender differences in home care*

<sup>20</sup> National Institute of Public Health (2014): *Men, cancer and rehabilitation. A study of men's reasons for participating in municipal cancer rehabilitation*

<sup>21</sup> Institute for Human Rights (2012) *Screening of differences between women's and men's chances of equality in the parental role, with particular focus on men*

knowledge, good practice and experience of ways in which the State can incorporate knowledge of gender into its work to raise the quality and effects of public services.

**Network of municipalities for gender mainstreaming of services to the public:** As part of the Government's strategy for gender mainstreaming in the public sector, launched in 2013, a number of municipalities are taking part from the autumn of 2014 to the spring of 2015 in a network aimed at strengthening the work on gender mainstreaming. The work of the network will be gathered in 2015 with a view to spreading awareness of good practices in this area in the municipalities.

**Follow-up on concrete equality projects in the municipalities:** In 2013, the Ministry for Children, Gender Equality, Integration and Social Affairs supported six projects working on ways to incorporate gender into public services within employment and job activation, prevention and healthcare, and schools. On conclusion of the projects in August 2015, the Ministry will share the experience gained on [ligestillingsvurdering.dk](http://ligestillingsvurdering.dk).

**Improving the municipalities' digital communication with fathers:** The Ministry of Children, Gender Equality, Integration and Social Affairs is in dialogue with KL and other relevant parties on the practice of the municipalities in communicating information about children to both fathers and mothers. In 2015, the Ministry will collaborate with KL and others to look into the existing problems and share knowledge of good practice in this area.

## 5. Theme-based gender equality

Denmark is among the countries in the world in which women and men are most equal when it comes to education and employment.<sup>22</sup> But there is still a strongly gender-segregated labour market, and young people often make gender-typical educational choices. This may restrict the individual's chances to develop. It may also mean that we do not make the best use of our collective resources.

Equal opportunities for women and men to participate in society – in the labour market, in management, in research and in cultural life – contribute to a diverse and rich society. This not only benefits individuals but also creates flexibility in the labour market and growth in society.

### Reducing gender-based choices in education and the labour market

In 2013 there were almost four times as many women with tertiary qualifications as there were in 1991.<sup>23</sup> This shows that gender equality in Denmark has come a long way when it comes to the level of education among girls and women. Women and men still, to a large extent, choose gender-stereotyped education. For example, 94% of student nurses are women, while 99% of trainee carpenters are men.<sup>24</sup> Six out of every ten Danes now work in almost purely 'men's or women's jobs'. At the same time, women still work mainly in the public sector, while men work in the private sector.

There should be room for differences in women's and men's career choices. But traditional gender-based choices of subject and career have implications for equal pay, women's pensions etc. An equal gender balance is also good for the working environment, and many women and men prefer a workplace with a more equal gender balance.<sup>25</sup>

The gender-segregated labour market also impedes flexibility in the labour market. This can produce bottlenecks in some disciplines. Within the engineering profession, a recent analysis shows that 18% of the municipalities and businesses that have been trying to recruit engineers for a year have not managed to do so.<sup>26</sup> At the same time, a projection shows that, by 2020, there will be a shortfall of almost 30,000 engineers and science graduates.<sup>27</sup> The proportion of women accepted into engineering degrees was 26% in 2014.<sup>28</sup> There is therefore unexploited potential to train more female engineers and so contribute to an increased supply of labour.

<sup>22</sup> World Economic Forum (2014): *Global Gender Gap Report 2014*

<sup>23</sup> Ministry of Employment (2014): *Women and men in the labour market in 2013*

<sup>24</sup> Statistics Denmark: [Statistikbanken.dk/U16](http://statistikbanken.dk/U16) and Statistics Denmark: [Statistikbanken.dk/U14](http://statistikbanken.dk/U14)

<sup>25</sup> National Research Centre for the Working Environment (2009): *Bullying and negative behaviour in the workplace* and Centre for Equality Research at Roskilde University Centre (2004): *Young people's choices of education and jobs*

<sup>26</sup> COWI (2014): *Recruitment of engineers for the infrastructure sector*

<sup>27</sup> Damvad (2011): *Projected need for engineers in the future*

<sup>28</sup> Ministry of Higher Education and Science (2014): *2014 take-up - Engineering courses*



Fortunately, there has also been progress when it comes to gender-based educational choices. In 2014 a fifth of new students at the police training college were women.<sup>29</sup> Social and healthcare assistant educations saw a doubling of the number of male students from 2003 to 2013, and the proportion of men training as teachers rose from 19% in 2003 to 27% in 2013.

In December 2013, the Government advertised a pool to promote diversity and attract male teachers to day-care centres, and in 2014 DKK 3 million was set aside to improve the state of knowledge of gender, sexuality and diversity within nursery and kindergarten teacher training. The funds are allocated to vocational colleges on application, and can be used for development projects focusing on the relationship between knowledge and practice, developing teaching materials and improving the qualifications of tutors in nursery and kindergarten teacher training.

The gender-based choice of education and careers can cause particular problems in rural districts. As more women than men stay in education after elementary school<sup>30</sup>, this makes them more likely to move away from rural areas. From 2008 to 2014 the number of municipalities with less than 90 women for every 100 men, aged 20–29, rose from 37 to 59. In Ærø, Læsø and Samsø municipalities, there are around 65 women to every 100 men in this age group.<sup>31</sup> At the same time, many men in outlying parts of the country have difficulty finding work. The unequal division between the sexes in rural districts may cause the number of children and the population in general to fall and local life in the villages to die out. This may also impact collective and commercial life.

That is why the Government wants to use the Danish presidency of the Nordic Council of Ministers in 2015 to focus on gender, education and population-flows. An analysis of gender-based choices in education is also being kicked off, focusing on girls in scientific, technical and mathematical subjects.

### **Increased gender equality in research and management**

Although there are now more women than men entering higher education<sup>32</sup>, there is still a preponderance of men in research and management. Just 18.4% of professorships in Danish universities were held by women in 2013.<sup>33</sup> This still leaves Denmark below the EU average.<sup>34</sup> In 2014, the Government therefore approved a one-year grant to the Danish Council for Independent Research to allocate funding under the YDUN programme (Younger Women Devoted to a University Career). However, there is still a need for more knowledge about the barriers that female academics face in their careers and about how other countries are working to overcome these barriers. As part of the Danish presidency of the Nordic Council of Ministers in 2015, the Government focuses on pursuing Nordic cooperation to promote a gender balance in research and exchange experiences on best practice in this area.

The proportion of women on the boards of companies also remains low. However, we can see the seeds of progress in the gender balance on the boards of Danish limited companies, where the proportion of women elected on shareholders' meetings rose from 8% to 11% in just one year from 2013 to 2014.<sup>35</sup>

In order to achieve a more equal gender balance on the boards and in the managements of Danish companies and public institutions, the Government introduced the "Danish model for more women on boards" in 2013. On average, the initial results show that companies want to increase the proportion of the under-represented gender to 25.5%, and that the majority of companies want to reach this

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<sup>29</sup> Information from the Danish National Police

<sup>30</sup> Economic Council of the Labour Movement (2011) *Inequality in living conditions between the sexes – Men of the future, 2030: Untrained and marginal Danes*

<sup>31</sup> Statistics Denmark: Statistikbanken.dk/FOLK1

<sup>32</sup> Statistics Denmark: Statistikbanken.dk/U2107

<sup>33</sup> Ministry of Higher Education and Science (2014): *Academic staff at the universities 2013*

<sup>34</sup> European Commission (2013): *She Figures 2012 – Gender in research and innovation. Statistics and indicators*

<sup>35</sup> Corporate Governance Committee (2014): *Gender breakdown on the boards of companies – status at 14 August 2014* and Corporate Governance Committee (2013): *Gender breakdown on the boards of companies – status at August 2013*

target within four years.<sup>36</sup> The public institutions and companies have set an average target of 40% of the under-represented gender on their boards, which they intend to reach within one to four years.<sup>37</sup> The Government will continue to follow closely the trend in the gender balance on management boards.

#### **The Danish model for more women in management**

The Danish model for a more equal gender balance entered into force in April 2013. The model means that the approx. 1,200 largest enterprises in Denmark have to set targets for the proportion of the under-represented gender in their senior management bodies. The companies also have to draw up a policy for increasing the proportion of the under-represented gender at their senior management levels. The aim is to achieve de facto progress in the number of women in the management of these companies.

#### **Reduced gender differences in the arts and culture**

Also in Danish cultural life there are differences related to gender, both among performing artists and in the consumption of culture. This may have an effect on the ability of both women and men to influence society through art, and on the chances of participating in cultural activities. A user survey among Danish museums shows, for example, that women make up almost two-thirds of museum visitors.<sup>38</sup> And whereas 32% of Danish women go to the library every month, the same is true of just 18% of men. Among children there are differences between boys' and girls' reading habits – for example, 18% of boys never read fiction in their spare time, against 8% of girls.<sup>39</sup>

There are also differences among the performing artists. This is most conspicuous in rhythmic music, where women are typically singers while men predominate on the instrumental side.<sup>40</sup> For example, 96% of the male students at the country's conservatories are being taught an instrument, compared to 22% of the women. Conversely, 4% of the men are taking vocal training, against 78% of the female students. Differences in women's and men's choice of subject are not a problem in themselves. However, the Government will go on working to ensure that there are no barriers to women's equal participation either as performers or as consumers of art and culture.

In 2015, the following measures will be launched under the heading of 'theme-based gender equality':

**Analysis of challenges to girls in STEM:** During the presidency of the Nordic Council of Ministers, the Government will launch a project on gender, equality and education, focusing on girls in the STEM (Science, Technology, Engineering and Maths). The study will include both an analysis of the problems in recruiting and retaining girls in STEM and a handbook with practical examples and recommendations to those working in education.

**Focus on gender, education and population flows:** During its presidency of the Nordic Council of Ministers in 2015, the Government will focus on gender, education and population flows. A preliminary study was initiated in the autumn of 2014 to form the basis for an expert seminar in Greenland in June 2015, where experience and suggestions for practical action in this area will be shared. The findings from the expert seminar will be distributed in the form of a publication containing a collection of examples of good experience.

**Overview of current initiatives to attract more women to research:** In 2015, the Minister for Higher Education and Science will publish a booklet presenting the key initiatives taken in recent years to attract more women to research. The booklet will present initiatives in the universities and in research councils and foundations under the auspices of the Ministry.

**Task force for more women in research:** In 2014, the Minister for Higher Education and Science set up a task force to attract more women to research. In the spring of 2015, the task force will identify possible initiatives that can be kicked off immediately to promote a more equal gender balance among academics at Danish universities. The task force will also identify where there is a need to improve the knowledge base in order to take effective actions.

<sup>36</sup> COWI (2014): *Report on gender breakdown on the boards of companies*

<sup>37</sup> Navigent (2014): *Report on 2013 targets and policies for the gender composition in State institutions and companies*

<sup>38</sup> Danish Agency for Culture (2014): *Museums – Knowledge, democracy and transformation*

<sup>39</sup> Statistics Denmark: [Statistikbanken.dk/KVUB1201](http://Statistikbanken.dk/KVUB1201)

<sup>40</sup> NIRAS (2011): *The gender balance in rhythmic music*

***New knowledge on barriers to increased gender equality and an improved gender balance in research:*** In 2015, the Minister for Higher Education and Science will ask the Danish Council for Research and Innovation Policy to carry out an analysis of the status and barriers to increased gender equality and an improved gender balance in research. This analysis is intended to uncover the barriers that female academics face in their careers and also how other countries have worked to overcome these barriers. The analysis may also reveal what is being done in Denmark and other countries to integrate a gender perspective into research.

***Following up on the Danish model for more women on management boards:*** The Government intends to follow up on the reports on targets from private and public-sector enterprises. It will also track the change in the proportion of the under-represented gender on boards. As part of this, the Government plans to develop a new guide that companies can use as a practical tool in their reporting. The Government does not support the European Commission's draft Directive on improving the gender balance among directors of companies, and will continue to follow the negotiations closely.

***Follow-up on the Act on gender-segregated wage statistics:*** The Ministry of Employment is following up on the new rules on gender-segregated wage statistics with improved guidance to companies and employees on how to use the wage statistics to work towards equal pay in the individual enterprise. This should lead to better use of gender-segregated wage statistics.

***Music camp for girls:*** The Ministry of Culture is supporting Pop-Pilot, which is a music camp for girls aimed at attracting more girls to make rhythmic music as instrumentalists on their own terms. Pop-Pilot is run by the rhythmic genre organisation ROSA in collaboration with the municipalities and with support from the Danish Arts Foundation. It ran in 2012, 2013 and 2014 and will continue in 2015. The Danish Arts Foundation's Music Committee is planning an initiative in 2015 focusing on diversity in music.

***Public library activities for boys:*** Through the 'development pool for public libraries and learning centres', the Ministry of Culture is focusing on the programme 'Public library activities for boys', in which public libraries are working with the target group to develop new activities which appeal specifically to boys who do not otherwise use the library. The Ministry will follow up on the project at the beginning of 2015. In the 'Denmark reads' campaign the gender perspective also plays an important role in the way activities and methods are chosen and planned.

## **6. Gender Equality in a global perspective**

Far too many girls and women around the world do not have the right to control their lives and their bodies, and too many women have no influence on the society they live in. Strengthening gender equality and the rights of women and girls is closely linked to growth and prosperity, so it benefits not only the women and girls themselves but also men and society in general.<sup>41</sup> That is why the global battle for gender equality and women's rights is a shared battle that requires the world's men to become engaged too.

### **Active Danish efforts towards global gender equality work**

There have been a number of advances in equality across the world since the UN's 2015 targets were set in 2000. On a global scale, there has been significant progress in equality between girls and boys when it comes to schooling.<sup>42</sup> Figures from the UN also show that women are increasingly taking part in economic activities.<sup>43</sup> Similarly, women now occupy 40% of the paid jobs in sectors outside agriculture. But there is still a long way to go. For example, only very few countries have achieved gender equality in all areas of education, and women own little of the agricultural land.

Equality has also been under severe pressure around the world in recent years. Wars and conflicts can roll back gender equality and create inequality, which will affect women, girls - and the country as a whole - in the future. Armed conflicts have drastic implications for everyone in a society, but there are a number of destructive consequences for girls and women in particular. One of these is that sexual violence and rape can be used as a weapon in conflicts, to destroy the enemy both mentally and morally and to foster ethnic cleansing through forced pregnancy. And in countries that have

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<sup>41</sup> International Monetary Fund (2013): *Women, Work, and the Economy: Macroeconomic Gains from Gender Equity*

<sup>42</sup> UN (2013): *The Millennium Development Goals Report*

<sup>43</sup> UN Women (2015): *Facts and Figures: Economic Empowerment*

experienced war and conflict, infant mortality and the number of child brides are much higher than in other countries.<sup>44</sup>

#### **Challenges to the rights of women and girls in the world in 2015<sup>45</sup>**

Women make up 50% of the world's population, but 70% of the poor in the world.

More than 64 million girls around the world are child brides.

At the global level, 39,000 girls under 18 are married every day, often to a much older man. That is equivalent to 27 girls a minute.

46% of women aged 20-24 in South Asia and 41% in West and Central Africa say that they were married before they turned 18.

Child marriages result in early and unwanted pregnancies which pose life-threatening risks to these young girls. Around the world, pregnancy-related complications are the leading cause of death among 15-19 year old girls.

In 2015 we mark the fact that it is 20 years have passed since the nations of the world adopted a historic declaration and action plan in Beijing with a single purpose in mind: gender equality and the protection of women's rights globally. The Beijing declaration has been very important to global work on gender equality. But at the same time it has become more difficult to achieve continued global progress and to maintain the momentum there was to create a more gender equal world in 1995. In some countries, active efforts have actually been made in recent years to limit gender equality and to roll back women's basic rights.

Culture and religion should not be used as an argument for suppressing women and their rights. Gender equality is a human right. Denmark therefore will go on working actively to promote women's rights and equality through negotiations in all the relevant international forums and through our development aid. This effort is especially important this year, when the UN is set to adopt a new set of global targets for fighting poverty and for sustainable development<sup>46</sup> to replace its eight current 2015 targets.<sup>47</sup>

#### **Active efforts in the EU and effective Danish presidency of the Nordic Council of Ministers**

In 2015, Denmark is taking over the presidency of the Nordic partnership which, over the years, has helped to develop equality in the Nordic countries. Through its presidency, Denmark will play a leading role in activities for gender equality in the Nordic region. The Nordic countries are in the vanguard when it comes to gender equality, and are, in these years, all celebrating the centenary for women's suffrage

The Nordic countries and the EU have a shared vision of a gender equal society, but they are also taking different paths, and for this very reason the different countries can learn from each other. Gender equality benefits women, men and the society. Both in the Nordic partnership and in the EU there will be a focus in the coming years on ways in which men can become more involved in work on gender equality.

Gender equality and the right to control one's own life and one's own body are among Danish values as well when it comes to lesbian, gay, bisexual and transgender (LGBT) people also. In a whole series of countries – both globally and within the EU – there is potential for improving the conditions for LGBT people. An EU report from 2014 shows that 47% of European LGBT people have experienced discrimination or harassment based on their sexuality in the last year. That is why Denmark is in the group of European countries working to promote LGBT rights in Europe.<sup>48</sup>

The Government will maintain Denmark's contribution to global and regional cooperation on gender equality in 2015, and to be inspired by the international cooperation.

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<sup>44</sup> UN Women (2015): *The destructive effects of conflict on women and girls: A snapshot*

<sup>45</sup> Women Deliver (2015): *Invest in Equality* and UN Women (2015): *Facts and Figures: Ending Violence against Women*

<sup>46</sup> 'Sustainable Development Goals'

<sup>47</sup> 'Millennium Development Goals'

<sup>48</sup> FRA (European Union Agency for Fundamental Rights) (2014): *EU LGBT Survey – European Union lesbian, gay, bisexual and transgender survey*

In 2015, the following measures will be launched under the heading of ‘gender equality in a global perspective’:

**The UN’s new Sustainable Development Goals (UN):** In connection with producing and adopting new global targets for combating poverty and promoting sustainable development, Denmark will work to ensure that gender equality is a general goal and is incorporated into other goals and targets. Denmark will focus especially on promoting the sexual and reproductive health and rights of girls and women.

**Participation in the meeting of the UN Commission on the Status of Women (CSW) and the marking of Beijing +20:** At the beginning of March 2015, the Minister for Children, Gender Equality, Integration and Social Affairs will head a Danish delegation and run a number of events at the meeting of the UN Commission on the Status of Women in New York. This year’s meeting will focus on marking the 20th anniversary of the Beijing Platform for Action and the progress the nations of the world have made since the World Conference on Women in Beijing in 1995. The Danish Government intends to mark the 20th anniversary of this important step towards gender equality at the national level as well.

**Presidency of the Nordic Council of Ministers:** A programme has been launched for the Danish presidency of the Nordic Council of Ministers, focusing on concrete activities in two areas: ‘gender, welfare and innovation’ and ‘gender and the public sphere’. Denmark will also take the lead in a number of Nordic activities in New York at the meeting of the UN Commission on the Status of Women. During its presidency, Denmark will also focus on men and gender equality in the Nordic countries.

**Active Danish involvement in the EU’s work on gender equality:** This year, the EU will be prioritizing cooperation to involve men in gender equality work, and in 2015, Denmark will discuss with other selected countries what can be actually done about this in the future. Input from this will feed into the European Commission’s forthcoming action plan for gender equality work.

**Hosting the European celebrations of the International Day against Homophobia in 2016:** In 2016, Denmark will be the European host for the International Day against Homophobia (‘IDAHO day’), which focuses on the suppression of LGBT people’s rights. The role of host includes a conference of European ministers, officials etc., and is intended to help promote the right of LGBT people to live freely in the countries of the EU. Planning will start in 2015.

## 7. Status of initiatives from the Perspective and Action Plan 2014

Area	Number of initiatives	Implemented	In progress	Not implemented
Gender equality as a basic right	13	9	4	
Gender equality in the public sphere	8	6	2	
Theme-based gender equality	6	5	1	
Gender equality in a global perspective	7	5	2	

Area	Implemented	In progress	Not implemented
<b>Gender equality as a basic right</b>			
Campaign on rights, a study of the need to extend the rights campaign, including launching an application on gender equality and rights aimed specifically at young ‘new Danes’	X		
Follow-up and publication of a study on the perceived gender roles of ‘new Danish’ girls and boys	X		
Launch of educational projects in girls’ clubs focusing on empowerment (part of the national strategy against honour-related conflicts)		X	
Continuation of mentoring efforts for young ‘new Danish’ women who have broken with their families or networks because of honour-related conflicts (part of the national strategy against honour-related conflicts)		X	
Production of teaching material on honour-related conflicts for schools (part of the national strategy against honour-related conflicts)		X	
A study on how concrete initiatives can be launched to promote	X		

knowledge and dialogue on gender equality, social control and sexuality			
Initiation of a study of living conditions for 'new Danish' people with an LGBT background	X		
Launch of new action plan to combat violence in the family and in intimate relations	X		
Ratification of the European Council convention against violence against women and violence in the home	X		
Information campaign on human trafficking	X		
Evaluation of the national action plan to combat human trafficking 2011-2014	X		
Monitoring the pilot phase of the Exit Prostitution development project		X	
Preparations to mark the centenary in 2015 of women's suffrage and stand for parliament in Denmark	X		
<b>Gender equality in the public sphere</b>			
Cooperation with a network of spearhead municipalities on concrete recommendations for gender mainstreaming of public services Also covering the authorities' digital communication with mothers and fathers		X	
Follow-up on the pool to promote gender equality in public services	X		
Efforts for men's health, including activities within the project 'Man, did you know that?'		X	
Analyses of differences between women and men in key areas of welfare	X		
Pan-Nordic analysis of work on gender equality at State and municipal level in the Nordic countries	X		
Pan-Nordic conference on gender mainstreaming in the public sector	X		
Simplification and revision of gender equality reports	X		
Publication of new gender equality index for the gender equality reports	X		
<b>Theme-based equality</b>			
Implementation of the YDUN programme to promote a more equal gender balance in research institutions in Denmark	X		
Enhancement of gender-segregated wage statistics	X		
Follow-up on the Danish model for more women on management boards, including publication of the initial reports on targets and policies	X		
Follow-up on projects focussing on attracting and retaining more men in day-care centres		X	
Increased knowledge on gender in nursery and kindergarten teacher training in connection with educational reform	X		
Focus on ways of increasing girls' interest in science and technical subjects, including updating www.fremtidenerdin.dk and a special webpage with guidance on the choice of courses	X		
<b>Gender equality in a global perspective</b>			
Work on adopting an ambitious closing declaration from the meeting of the UN Commission on the Status of Women in March 2014, including hosting a side-event to the meeting	X		
More intensive efforts to influence the shape of the post-2015 agenda through the EU and the UN and in collaboration with like-minded partners		X	
Definition of a new strategic framework to promote gender equality in Danish development cooperation	X		
Work to promote equality efforts in the EU and the Member States, including involvement in negotiations on an EU Directive to bring more women onto the boards of companies		X	
Production of a new programme of cooperation for the gender equality work of the Nordic Council of Ministers in 2015-2018	X		
Preparations for Denmark's presidency of the Nordic Council of Ministers in 2015 concerning Nordic gender equality work	X		
Support for a Nordic Forum held in June 2014	X		