



# Report – Perspective and action plan 2017

Submitted to the Danish Parliament  
(Folketinget) by the Minister for Equal  
Opportunities on the 28th of February 2017

## COLOPHON

**Report –  
Perspective and action plan 2017**

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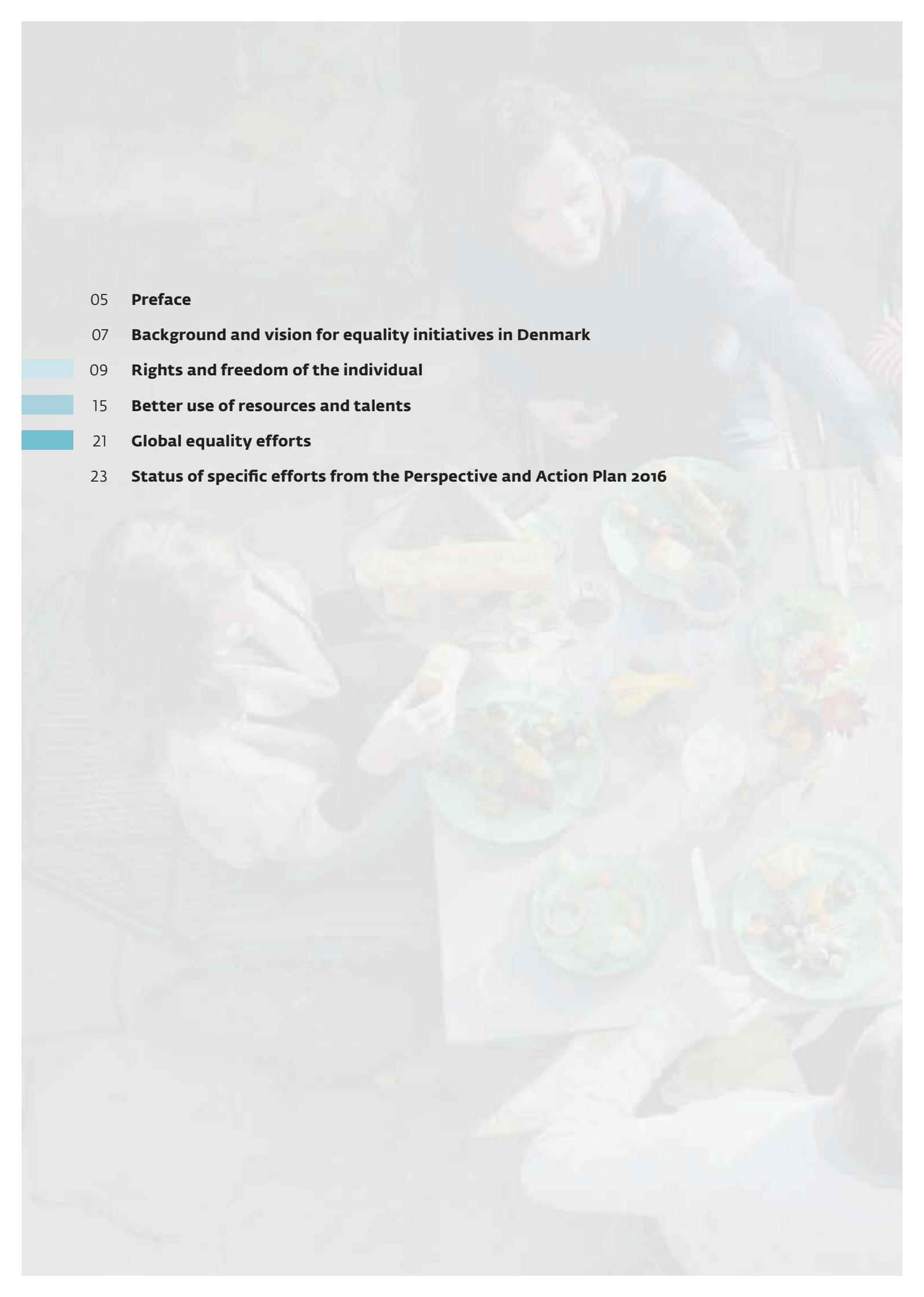
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05	<b>Preface</b>
07	<b>Background and vision for equality initiatives in Denmark</b>
09	<b>Rights and freedom of the individual</b>
15	<b>Better use of resources and talents</b>
21	<b>Global equality efforts</b>
23	<b>Status of specific efforts from the Perspective and Action Plan 2016</b>



# Equality means equal opportunities for all

Equality means that we must protect – and defend – the right of the individual to express themselves and to develop their full potential, and that all people have the right to freely exercise control over their own body and own life. Equality means that everyone – regardless of gender, sexual orientation or gender identity – should be free to be who they are. We should respect one another and the choice of the individual.

We have come a long way with equality in Denmark. But what we have fought for over so many years cannot be taken for granted – these gains have been won through struggle and hard work. As with the other civil rights that our democracy affords us, we need to remain continually focused on not relinquishing what we have achieved. We cannot sit back and risk replacing progress with regress.

So we have a shared responsibility to continue the dialogue and debate on equality, even when it is sensitive. This debate applies, for example, to the massive equality challenges that can be faced by women with a non-Danish ethnic background. It applies when a mother and father are planning childbirth and leave, when teachers and parents are discussing educational programmes with girls and boys, when young people are interacting with each other, and when companies are appointing new managers and board members. If everyone is able to fully realise their potential and talent, it can only be to the benefit of the individual and society.

As Minister for Equality Opportunities, it is my ambition to create room for these vital debates. Because it is only by maintaining a keen focus on the equality challenges that men and women are currently facing that we will change the underlying norms that perpetuate them.

Everyone should be free to choose the life they want to live without being subjected to discrimination, violence and abuse. There are still far too many women and men who are being subjected to both physical and psychological violence and abuse in intimate relationships. For men, it can be particularly taboo to be subjected to violence by a partner. While for young people, it can be difficult to say

no and determine when their own and other's boundaries are being crossed.

Unfortunately, we live in an age where young people – especially young women – risk being violated by others sharing private images of them on the internet. We need to put a stop to this unacceptable practice. When such a substantial proportion of young people's social life takes place on social media it can affect their self-perception, well-being and sexual boundaries. We need to focus on the change of norms that is taking place in some areas of our society, where hate speech, harassment and a lack of respect are constraining the individual.

Another area of specific concern and where we must take a tough approach is negative social control, as this causes massive constraints to individuals in some ethnic-minority communities whose lifestyle choices go against the social norms, thereby limiting their opportunities and freedom of choice. We cannot close our eyes to the fact that there are communities in Denmark where equality is more or less invalidated and where, for example, young people have no freedom of choice in friendships, intimate relationships, education and marriage. We cannot and must not accept the fact that some people are being prevented from enjoying the freedom and equality that has been achieved here in Denmark, because it applies to us all.

Denmark is one of the most equal countries in the world. And with that comes an obligation. In far too many countries around the world equality and women's rights are under pressure. We need to influence developments in the world at large while continuing to raise the bar for equality in Denmark – because the two things are connected.

Equal opportunity is a precondition for the individual to realise their potential freely and to participate in education, the labour market, clubs and associations, political debate and society in general. Equal opportunity for individuals to utilise their talent, develop their skills and fulfil their dreams is the path to development and growth in Denmark.

I hope you enjoy reading.

Karen Ellemann  
Danish Minister for Equal Opportunities



# Background and vision for equality initiatives in Denmark

Equality is a basic civil right in Danish society, and Denmark is one of the most equal countries in the world. But there is still room for improvement.

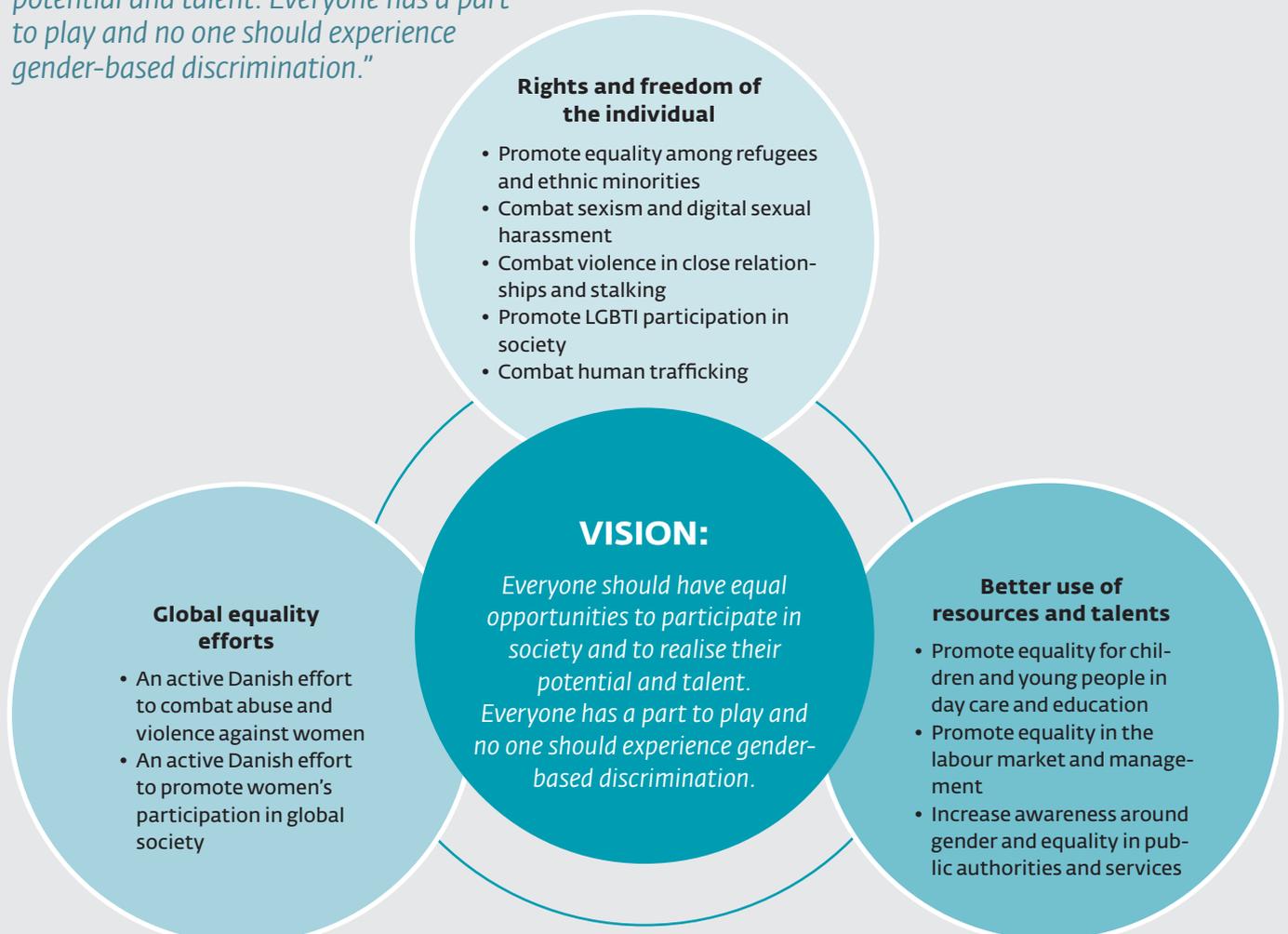
Development and progress do not happen automatically. There is a need for many different actors to work together to implement efforts to drive the development and progress. Through alliances, these actors must create conditions that enable a number of parties to come together to create a framework that allows everyone, regardless of gender, to freely develop their full potential and to utilise their talent and the opportunities that exist in Denmark. This benefits the individual, strengthens the cohesiveness of Danish society, and contributes to growth and development.

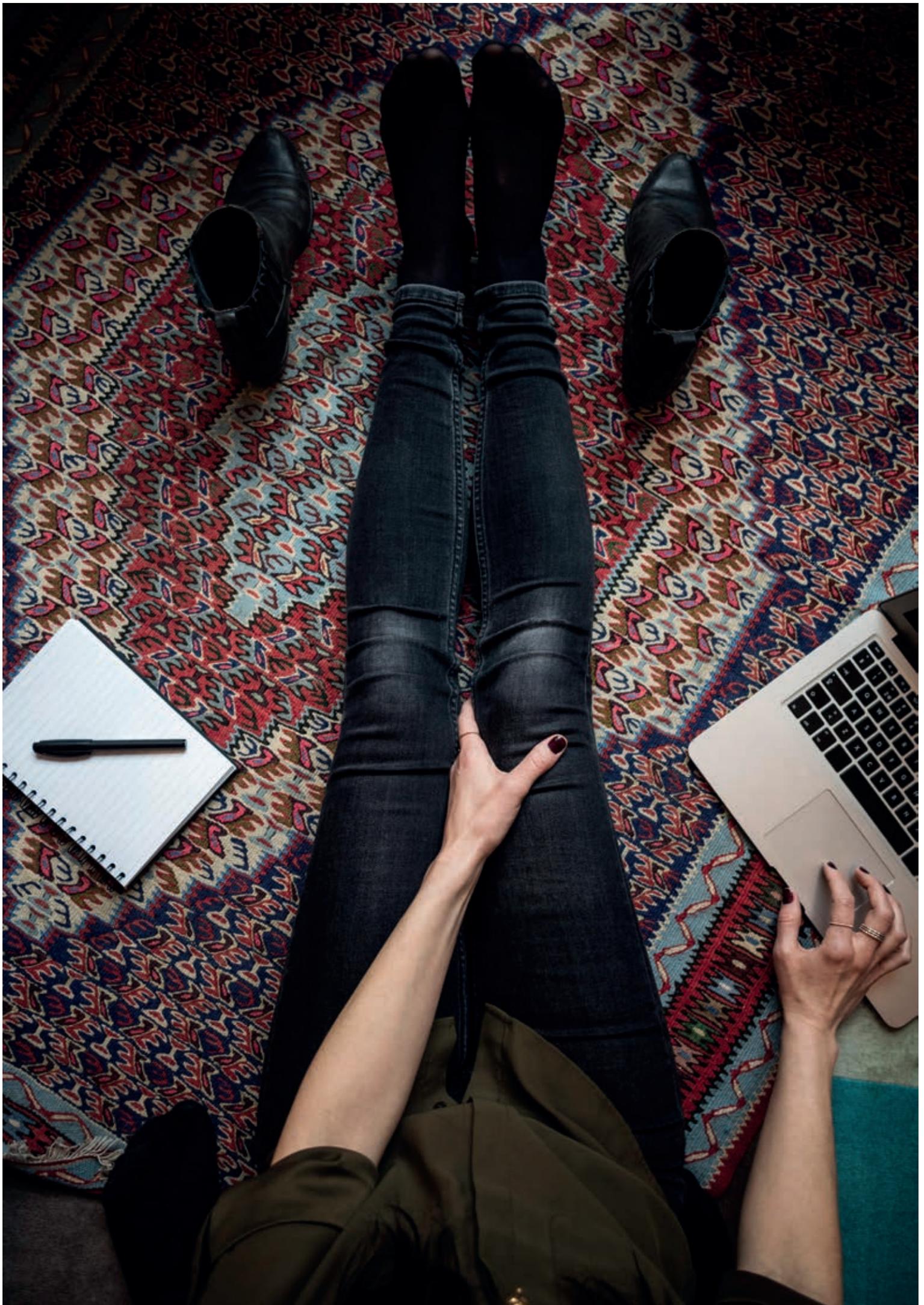
## The government's vision is that:



*Everyone should have equal opportunities to participate in society and to realise their potential and talent. Everyone has a part to play and no one should experience gender-based discrimination."*

The Perspective and Action Plan provides the framework for the following year's work on promoting equality in Denmark and internationally. In order to realise the vision, there will be a number of general efforts within three priority areas: *rights and freedom of the individual*; *better use of resources and talents*; and *global equality efforts*.





# Rights and freedom of the individual

Every single individual in Danish society has the right to exercise control over their own body and own life and the freedom to choose their own partner. Violence, human trafficking, sexism, negative social control and discrimination must be combated so that the individual's civil rights and opportunity to develop their full potential are not limited.

## Promote equality among refugees and ethnic minorities

In some ethnic-minority communities, a parallel -society exists where values and norms are contrary to Danish civil rights, equality and democratic principles. Negative social control and lack of equality deny the individual the opportunity to exercise control over their own life and pursue their dreams. This represents a major barrier to employment and integration.

Girls and women, in particular, are being subjected to negative social control. This can dictate their choice of friends and intimate partners, prevent them from engaging in leisure activities and stop them realising their full potential. Some ethnic-minority boys experience pressure to supervise and control their siblings, and can also be subjected to negative social control.

It is necessary for girls, boys, men and women to help put an end to the lack of equality and the negative social control that prevail in some ethnic-minority communities. Equality in Denmark must never depend on culture, tradition or religion.

A range of initiatives is being launched under the national action plan to prevent honour-related conflicts and negative social control.

## Facts

- Among immigrants from a non-western background, 44% of women and 55% of men are in employment.
- Among 25-39-year-old non-western immigrants and their descendants, approx. 22% of men and 36% of women have completed higher or university education.
- Annual statistics on women and children at crisis centres show that in 2014, women with a country of birth other than Denmark made up 45% of attendees, despite comprising just 12% of the total number of adult women in Denmark.
- 21% and 17% of young non-ethnic Danish women and men, respectively, believe their family restricts their choice of intimate partner or spouse.
- The proportion of non-ethnic Danish young people who believe their family restricts their freedom to choose an intimate partner or spouse fell from 23% in 2014 to 19% in 2016.
- In 2016, 76% of young non-ethnic Danish men and 85% of older non-ethnic Danish men supported democracy.

Danish Ministry of Immigration and Integration, *Citizenship Survey 2016, Integration: Status and development*.  
National Organisation of Women's Shelters in Denmark (LOKK), *Annual Statistics 2014*.  
Danish Ministry of Immigration and Integration (2016), *Citizenship, equal treatment and self-determination in Denmark 2016*.

## CASES:

### RED-safehouse

RED-Safehouse provides safe residential facilities for young people aged 16-30 fleeing from serious honour-related conflicts related to social control, forced marriage, abductions of children for 're-education' and other forms of coercion, threats and honour-related violence. In order to be able to offer more young people a safe place to live, in autumn 2016 RED-Safehouse opened a new facility in Jutland. In addition to its residential facilities, RED-Safehouse offers halfway houses as well as support and rehabilitation with a view to enabling the young people in question to be able to take care of themselves and get education or training, a job, their own home, a social network etc. RED-Safehouse is financed through central government funding from the Danish Ministry of Immigration and Integration and municipal funding.

## CASES:

### Ethical Code

Last year, numerous stories emerged about young people, particularly girls, having nude photos and intimate videos shared on the internet against their will. In response to this, an Ethical Code was launched in October 2016 to combat the sharing of offensive material. The code was drawn up by a working group with representation from pupils, teachers and principals of youth education institutions. The code provides a number of recommendations for how youth education institutions can avoid a youth culture where young people share offensive material and how they should handle situations after such material has been posted.

### Mandecentret (The Man Centre)

It is estimated that every year around 13,000 men in Denmark are subjected to physical violence by a current or former partner. The majority of these men do not seek help. Mandecentret has set up residential facilities for male victims and survivors in Copenhagen, Aarhus, Aalborg, Esbjerg and Odense. The centre is also continually working to improve understanding and information sharing around male victims and survivors which would help improve Mandecentret's residential facilities and counselling services for the men in question and their children.

### Combat sexism and digital sexual harassment

There are indications that there has been an increase in sexism and hate speech, partly because many debates are not being conducted face-to-face, but rather hidden behind a screen on the internet and social media.

There are also examples of damaging sexual videos, nude photos and sexual stories being shared without consent. This type of sexual bullying and the sharing of offensive material is wholly unacceptable and can have major consequences for its victims.

Children's and young people's online interactions impact on their socialisation and relationships with one another, their well-being, their self-perception and the way they think about their own bodies. There is a trend towards a culture of perfection, which entails a risk to young people's well-being and confidence in their own abilities. At the same time, the internet can create arenas for new forms of sexual behaviour and influence young people's sexual boundaries.

We must continue to promote young people's opportunities to develop their potential, to promote digital education, and to combat sexism and the sharing of damaging images.

### Facts

- From 2011 to 2015, the number of reports of sharing of private images increased from 44 to 101.
- Almost 4 out of 10 young people aged 15-30 have sent or shared a naked image of themselves, and more than half have received a naked image from another person.
- 27% of surveyed 13-year-olds feel they learn too little in school about how to use the internet.
- 31% of surveyed 13-year-olds have seen sexual images without talking to anyone about it.
- 38% of women found their most recent experience of harassment extremely upsetting or very upsetting, compared with 17% of men.
- Among 13-15-year-olds, approx. 10% of girls and 12% of boys are obese. But approx. 50% of girls and 22% of boys think they are too fat.
- Approx. 40% of girls and approx. 14% of boys aged 13-15 engage in weight-reducing behaviour.
- 76% of girls aged 12-16 would change something about their bodies if they could.
- 40% of Danish young people surveyed reported feeling that they did not having anyone to talk to about subjects such as their feelings, body and intimate partners.

Director of Public Prosecutions (2016).  
 YouGov for DR (Danish Broadcasting Corporation) (2016).  
 National Council for Children (2014), *Børneindblik 1/14*.  
 Als Research (2015).  
 WHO (2016), *Growing Up Unequal*.  
 Nordstat for Vi Unge (a website for teenage girls) (2016).  
 YouGov for the Danish Family Planning Association (2015).

## Combat violence in intimate relationships and stalking

Violence is an unacceptable violation of the individual. Everyone, regardless of gender, has the right to a life without violence, abuse and stalking.

Violence can take many different forms and has serious consequences for victims and survivors and their families. Male victims and survivors often encounter a greater taboo from the outside world than women, which can make it difficult for them to seek and receive the necessary support. Young people who are subjected to dating violence often face particular challenges, as they are often unable to fully appreciate that what they are experiencing is violence and rarely seek help. The violence makes it difficult for them to live a normal life with education, friendships and leisure activities.

There needs to be a continued active effort against violence in intimate relationships and stalking, as well as a general focus on violence as a persistent problem in Denmark. More data is also needed in this area.

### Facts

- It is estimated that every year approx. 33,000 women and 13,000 men are subjected to physical violence by a partner.
- Approx. 300 men and 1,800 women are seen in a hospital's 6 department every year after been subjected to violence by a partner.
- In 2015, approx. 2,000 women and 2,000 children spent time in a women's crisis centre.
- It is estimated that every year approx. 19,500 women and 12,000 men aged 16-24 are subjected to physical, psychological or sexual violence by a partner.
- Half of the young people who have been subjected to dating violence have seriously considered harming themselves, and 40% have actually harmed themselves.
- 74% of perpetrators of violence who have undergone treatment with Dialogue against Violence (Dialog mod Vold) grew up in a violent home.
- 88% of surveyed Danes consider that domestic violence against women and men is always unacceptable and should be punished by law.
- Every year, 100,000-132,000 Danes report being subjected to stalking. 37% of victims and survivors are men and 63% are women.

National Institute of Public Health (2012), *Violence in close relationships*.

National Institute of Public Health (2012), *Partner violence against men in Denmark*.

National Organisation of Women's Shelters in Denmark (LOKK) & National Board of Health and Welfare (2015), *Annual Statistics 2014, Women and children in crisis centres*.

National Institute of Public Health based on dating violence surveys from 2008 and 2012, respectively.

Centre for Suicide Research (2015), *Dating violence and its consequences*.

Dialogue against Violence based on a questionnaire survey of 872 perpetrators of violence between 2010 and 2015.

Danish Ministry of Justice Research Office (2013), *Scope and nature of stalking*.



### Promote LGBTI participation in society

The freedom of an individual to choose their partner and to live openly with their sexual orientation and gender identity is a basic civil right in Denmark.

Denmark was the first country in the world to rule that transgenderism should not be regarded as a mental disorder. Denmark is also one of the countries in Europe where the fewest people experience discrimination or harassment based on sexual orientation or gender identity. In 2016, Denmark placed fourth in ILGA-Europe's Rainbow Europe Map, which ranks countries according to living conditions for LGBT persons.

However, there are still problems with discrimination and failure to accept LGBTI persons both in Denmark and internationally. The challenges begin in school, with studies showing that it is normal for pupils to witness negative comments or similar towards fellow pupils perceived as LGBT. And far too many Danes with an LGBT background felt that they had to hide their sexual orientation or gender identity at school.

Consequently, there is a need to continue the work of promoting equal opportunities and individual freedom regardless of sexual orientation and gender identity.

### Combat human trafficking

Human trafficking is a serious violation of human rights. Human trafficking must be combated, victims must be protected and helped to move on with their lives, and the criminal organisers must be prosecuted.

Both women and men are victims of human trafficking. The vast majority of persons regarded as victims of human trafficking are women trafficked for prostitution. The majority of persons regarded as victims of human trafficking come from Nigeria.

The criminal organisers are cynical and continue to find new forms of exploitation. This was demonstrated in Denmark's hitherto most complex case of human trafficking, the 'wasp nest case'. There is international concern that trafficking of minors and trafficking for forced labour are on the increase. An evaluation by the Danish Centre against Human Trafficking shows that the Danish effort is generally functioning well, but the centre makes a number of proposals for how the effort can be further strengthened.

These include a follow-up on the evaluation by the Danish Centre against Human Trafficking, so that the effort to combat human trafficking can be adapted in both the short and longer term.

#### Facts

- According to the EU's Agency for Fundamental Rights (FRA), 64% of contributing Danish LGBT persons were subjected to negative comments or conduct at school based on their sexual orientation or gender identity.
- 84% of the Danes who responded to the survey witnessed negative comments or similar towards a fellow pupil perceived as LGBT.
- 22% of contributing Danish LGBT persons have experienced discrimination outside the labour market within the past year.
- 63% of surveyed Danes with an LGBT background often or always hid their sexual orientation or gender identity at school.
- 56% of surveyed European LGBT persons are never or rarely open about their sexual orientation or gender identity in the workplace.

FRA (2014), *EU LGBT Survey*.

#### Facts

- In the period 2007 to 2016, 597 people were identified as victims of human trafficking in Denmark. 82% of the victims were trafficked for prostitution and 4% were minors.
- From 2007 to 2016, 48% of trafficked persons came from Nigeria, 14% from Romania, 7% from Thailand and 4% from Uganda.
- In 2014 and 2015, the Nest International's crisis centre for foreign women trafficked for prostitution took in a total of 79 women.
- In the period 2010 to 2015, charges for human trafficking were brought against 111 people. 72 were convicted.

Danish Centre against Human Trafficking (2016) (figures for the first three quarters of 2016).  
Als Research (2016), *Evaluation by the Danish Centre against Human Trafficking*.

<sup>1</sup> The ILGA-Europe survey and FRA's survey only cover LGBT persons, which is why the reference here is not to LGBTI.

## SPECIFIC EFFORTS:

**National action plan on honour-related conflicts and negative social control:** Under the action plan, a number of initiatives are being launched to combat honour-related conflicts and negative social control. These include the establishment of a national mobile task force that will advise the country's municipalities. Furthermore, a nationwide network of young 'opinion-formers' is being established whose work will include attitude-shaping activities, and the 'Dialogue Corps' is being developed to promote dialogue on gender, sexual orientation, family and other issues. At the same time, there will be a skills upgrade for staff at women's crisis centres and selected advisors in basic education, and the issue of reluctance to get involved will be addressed to enable better identification of children, young people and adults who are victims of honour-related conflicts and negative social control.

**Youth summit on equality and social control:** A youth summit will be held on equality, gender roles and negative social control aimed at young people from ethnic-minority communities. The summit will be attended by a number of opinion-formers and role models.

**Education on rights and equality in ethnic-minority communities:** Funds have been allocated in the Rate Adjustment Pool for a rights campaign aimed at men and women, respectively, from ethnic-minority backgrounds. The campaign will help to improve understanding and generate debate on rights, equality and social control among new arrivals to Denmark and immigrants. Furthermore, a study will be launched on equality, social control and the role of fathers, especially among men from an ethnic-minority background.

**Increased effort against digital sexual harassment:** In February, the Danish Minister for Education, the Danish Minister for Justice and the Danish Minister for Equal Opportunities launched a package of initiatives addressing revenge porn and digital sexual abuse. The package focuses on police handling of victims, increased understanding and awareness of the problems on youth education programmes and young people's digital skills, including through an ethical code and a campaign on digital education. As part of the package, a pan-Nordic survey and information material will be drawn up on sexism and hate speech aimed at children and young people.

**Young people's perception of gender, body and sexual orientation:** A survey will be carried out of young people's perception of gender, body and sexual orientation, how it is influenced by e.g. digital media and how it affects their well-being, education and social life.

**Comprehensive efforts against violence in intimate relationships and a new national unit:** Funds have been allocated in the Rate Adjustment Pool to establish a new national unit to monitor violence in intimate relationships. One of the unit's primary tasks will be to oversee the national hotline provide legal advice to victims and survivors as well as gathering and disseminating information on violence in intimate relationships to relevant players. Additionally, the unit will run aftercare activities with psychological support

in the form of social networks for female and male victims and survivors and their children. Furthermore, the Rate Adjustment Pool will provide funds for the Mothers' Aid project "Out of the shadow of violence" and for Dialogue against Violence's treatment services for perpetrators of violence.

**Improved information and research on violence in intimate relationships:** There will be a nationwide campaign on violence in intimate relationships aimed specifically at young people. There will also be a focus on dating violence in schools and in youth education programmes, with an annual creative competition and educational events organised by Break the Silence. Furthermore, there will be a survey of bi-directional partner violence and a national survey of violence in Denmark, including on the scope, the victims and the perpetrators, which can be compared with previous surveys.

**Strengthening of the municipal response to stalking:** As part of the government's initiative "Stop Stalking – an increased effort against stalking, persecution and harassment", the Danish Stalking Centre will run a pilot project in Esbjerg Municipality. The project will cover method development and specific areas such as designing action plans, cross-disciplinary cooperation, knowledge building, information material etc.

**Increased focus on LGBTI persons in education:** In early summer 2016, the Danish Minister for Education signed up to UNESCO's Call for Action on homophobic and transphobic violence in education, which is now being followed up on.

**Support for Happy Copenhagen in 2021:** The government will issue a declaration of support for Happy Copenhagen's efforts to attract EuroGames and WorldPride to Copenhagen in 2021. In addition, the Danish Minister for Culture and the Danish Minister for Equal Opportunities will enter into discussions with the Danish Football Players' Association, the National Olympic Committee and Sports Confederation of Denmark, the Danish Football Association and others to explore how they can help to promote openness and tolerance towards LGBTI persons in athletics and sport.

**Increased efforts against human trafficking:** The Rate Adjustment Pool Agreement for 2017 has allocated DKK 9.4 million over four years for increasing efforts against human trafficking in Denmark. The new initiatives will include an information campaign that will intensify the focus on prosecuting criminal organisers and strengthen the outreach work with possible underage victims of human trafficking in the asylum system. The outreach campaign with possible victims of human trafficking in the Region of Southern Denmark will also be strengthened under the auspices of the counselling and health care service ProVest. In the autumn, the parties involved in the Rate Adjustment Pool Agreement will discuss future efforts to combat human trafficking when the present action plan for 2015-18 expires. Finally, the government expects, on behalf of Denmark, to ratify the ILO's protocol to convention 29 on an increased effort against forced labour.



## CASE:

### **Equality project in regional institutions in Kokkedal and Fredensborg**

In November 2016, Børnehusene Fredensborg and Børnehusene Kokkedal, which together comprise 1,950 children and 230 educators, entered into a two-year collaboration on equal learning opportunities. The aim of the project is to break down gender barriers to child participation and learning, and to improve the skills of educators in terms of gender appreciation. By way of example, an ambassador group has been established, and Børnehusene Kokkedal has developed an app, "Normvrideren", to support reflection on gender in the educational work in nurseries and kindergartens. The app is available for free in App Store.

# Better use of resources and talents

A society in which everyone has equal opportunities grants all individuals the freedom to choose their own lifestyle and achieve their full potential. At the same time, if everyone is able to play their part, it contributes to development and growth in Denmark.

## Promote equality for children and young people in day care and education

Everyone, regardless of gender, should have equal opportunities to realise their potential and fulfil their dreams. What it means to be a girl or boy should not be restricted into narrow stereotypes but given room to grow, and children should have role models of both genders to look up to in both day care and the education system.

There are currently many ingrained conscious and unconscious gender-related norms that characterise teachers', social educators', parents' and others' dealings with and approach to children and young people. Assumptions and expectations of girls and boys should not stand in the way of the individual child's freedom of choice and opportunities.

In municipal primary and lower-secondary schools, girls generally achieve better results in school than boys. On the other hand, boys appear happier about going to school and perform better in science subjects.

Today, it can be a challenge for a young man or woman to choose a study programme that is typically seen as 'just for men' or 'just for women'. Today, for example, few men choose care professions while few women choose IT and programming. In the future labour market there will be a need for flexibility and skilled employees, with IT specialists in particular demand.

Equality should be a consideration from a very young age, and day care and education should provide challenges for all children, in order for everyone to reach their full potential and have the opportunity to utilise their talents.

## Facts

- The proportion of boys who, as a minimum, will complete post-compulsory education is 90% compared with 95% for girls. For boys from a non-Danish background, the proportion is 81% compared with 92% for girls.
- In primary and lower-secondary schools, girls achieve better results than boys at reading (difference of 22 points).
- Boys achieve better results than girls at maths (difference of 10 points).
- 67% of boys in 4th to 9th grade give the highest rating for social well-being, while for girls the figure is 57%.
- In 2016, 67% of applicants going directly from basic education to vocational education were boys. 94% of applicants within "Technology, trades and transport" were boys, while 82% within "Care, health and social education" were girls.
- In 2016, women made up 27% of the intake for tertiary IT programmes and around 11% of the intake for the IT University's software developer programme.
- In 2016, women made up 56% of the total intake for tertiary programmes.
- In 2016, 31% of the intake within social education programmes was men while 69% was women.
- Men make up 2.7% of the educators employed in nurseries, 6.7% in kindergartens and 6.8% in integrated institutions.

Danish Ministry of Education's profile model 2015.  
KORA (2016), *PISA 2015-Danish young people in an international context*.  
Danish Ministry of Children, Education and Gender Equality (2016), *The national well-being survey in municipal primary and lower-secondary schools*.  
Danish Ministry of Children, Education and Gender Equality (2016), *9th and 10th grade pupils' enrolment in youth education programmes and 10th grade etc. 2016*.  
Confederation of Danish Industry (2016), *Not enough women are training as IT specialists*, KOT (2016).  
Danish Ministry of Higher Education and Science (2016), *Intake 2016: Gender*.  
Danish Union of Early Childhood and Youth Educators (2015).



## Promote equality in the labour market and management

Equality is a precondition for equal opportunities and equal access to success in the labour market. Promoting equality in the labour market contributes to increased competitiveness and growth in Denmark.

Denmark is one of the countries with the highest workforce participation for women. But there is still a big difference between men's and women's choices when it comes to the field of work. Women predominate in the public sector and men in the private sector, and on average women earn less than men. Although progress is being made, it is still generally men who occupy the top positions in both the public sector and in private companies. Surveys suggest that diversity contributes to higher profits, more innovation and greater job satisfaction in the workplace.

Denmark has an unequal division of parental leave. For many people, parental leave equates to maternity leave, and many men do not know their rights and options for taking parental leave. It is good for fathers, children and mothers if fathers take parental leave, and it contributes to a more equal labour market and attractive workplaces.

There is a need to maintain focus, in collaboration with central players, on the gender-segregated labour market, women in management and the division of leave between men and women.

- 74% of private-sector employees are men, while 78% of employees in the municipalities and regions are women.
- The proportion of female top managers in the public sector rose from 19% in 2013 to 28% in 2015. In the municipalities, the proportion of female top managers rose from 25% in 2013 to 27% in 2015.
- The proportion of female AGM-elected board members in listed companies rose from 9.6% in January 2012 to 15.9% in August 2016.
- According to the Confederation of Danish Industry (DI), the proportion of AGM-elected women in large cap companies rose from 10% in 2008 to 26% in 2016. The proportion of female CEOs in companies with more than 50 employees rose from approx. 7% in 2002 to more than 12% in 2015.
- Adjusting for the fact that men and women generally have different qualifications, jobs etc., the unexplained pay gap is still between 4 and 7%.
- Companies with the greatest diversity in management make 6% more profit than the average, and companies with the greatest diversity make 13% more profit than companies with the least diversity.
- In 2014, mothers entitled to unemployment benefit took on average 296 days' leave and fathers 30 days' leave. 44.7% of fathers entitled to unemployment benefit take between 1 and 14 days' leave, and one in five takes no leave.
- Fathers employed in the public sector take 50 days' leave, while fathers employed in private companies take 25 days' leave. Self-employed fathers take 15.6 days' leave.
- Fathers employed in male-dominated sectors take 5 days' less leave than the average. Fathers living in Greater Copenhagen who have completed a higher or university education take 51.5 days' leave.

SFI – the Danish National Centre for Social Research (2016), *A gender-segregated labour market*.  
 Danish Ministry of Children, Education and Equality (2016), *Results of equality reviews 2015 – Main Report*.  
 Danish Ministry of Industry, Business and Financial Affairs (2016).  
 Confederation of Danish Industry (DI) (2017), *Significantly more women in management and on boards*.  
 SFI - the Danish National Centre for Social Research (2013), *Pay gaps between men and women 2007-2011*.  
 ISS & Proacteur (2016). *Diverse management gives higher profit*.  
 Statistics Denmark for the Department of Gender Equality (2016).

## CASE:

### TDC's "Father's Hug"

In 2004, TDC launched its "Father's Hug" campaign, which aimed to make new fathers aware of their option to take 10 weeks of parental leave with full pay in addition to the first two weeks of paid paternity leave, and to legitimise the practice of fathers taking parental leave. As part of the campaign, new fathers received information on leave options plus a childbirth pack comprising a bib, thermos flask, changing bag and a friendly greeting from TDC. From 2002 to 2015, the proportion of fathers taking a share of parental leave increased from 13 to 85%. TDC's experience is that the use of parental leave by fathers results in happier and more efficient employees who experience increased job satisfaction. They have also found that focusing on this issue has legitimised the use of leave among fathers.

### Increase awareness around gender and equality in public authorities and services

The public sector has a role to play in ensuring that public services benefit everyone, regardless of gender.

Women and men may have differing needs, resources and behaviour. By giving consideration to gender and equality in public services, equal opportunities can be promoted and the quality of services improved.

Health is one of the areas where men face particular challenges. Men have a shorter life expectancy than women, go to the doctor less and often discover illnesses too late. At the same time, men are overrepresented among drug abusers and the homeless. There are also challenges when it comes to the role of men as fathers, e.g. in relation to contact with their children, and some fathers experience that they do not always receive information about their children from the authorities. There may also be a special equality challenge in relation to the existing rules for payment of child and youth benefit.

There is a need to maintain the focus on gender and equality in public services, including creating awareness of gender differences through data and analysis.

### Facts

- From 2013 to 2015, the proportion of municipalities using gender-segregated data when preparing campaigns, information material, etc., rose from 42 to 52%.
- On average, women live 3.9 years longer than men.
- In 2015, men accounted for less than 40% of the total number of contacts with doctors.
- Three times as many young men as young women have not visited a doctor in the last year.
- Men have an 18% greater risk of developing cancer and almost 40% higher mortality from cancer.
- For every 100 women who die from cardiovascular disease, 160 men die, and for every 100 women who die from diabetes, 145 men die.
- 3 out of 4 Danes who commit suicide are men.

Danish Ministry of Children, Education and Equality (2016), *Results of equality surveys 2015 – Main Report*.  
 Statistics Denmark (2016). *Average life expectancy 2014/2015: Population and choice*.  
 Statistics Denmark (2016). *Visits to the doctor, etc. 2015: Living conditions*.  
 YouGov for Forum for Men's Health (2015).  
 Men's Health Society (2014).  
 Centre for Suicide Research (2014) *The statistics bank*.

## CASES:

### Aarhus University's IT camp for girls

Projections show that Danish companies will face a shortfall of thousands of IT specialists. In the autumn break, Aarhus University's Department of Computer Science gives upper-secondary-school girls aged 16-20 the opportunity to try out computer science and IT subjects, which tend to attract only boys. The aim is to give girls a taste of what education programmes in computer science and IT have to offer. The camp helps the participants to clarify their future study choices and to increase girls' interest in IT education.

### Better gender balance in the Danish film industry

The Danish Film Institute has appointed a working group to ensure progress and specific efforts in this area during 2017. This will be achieved partly by gathering data on gender distribution in the Danish film industry, both in front of and behind the camera as well as from audiences. Through this work, the Institute will help raise awareness and inspire debate on gender distribution in the Danish film industry. Specifically, the Danish Film Institute will realise the ambition by: 1) providing a forum for ongoing dialogue with the industry; 2) ensuring that all the institute's departments incorporate and prioritise efforts to support the objective; and 3) monitoring and annually publishing data on gender, ethnicity etc.

### “De tunge drenge”

The Men's Health Society, the Danish Cyclists' Federation and the Danish Metalworkers' Union have received DKK 1.5 million from the Danish Ministry of Health's partnership fund to establish the project “De tunge drenge”. The project aims to develop a cycling culture in workplaces that tend not to have a tradition of exercise and healthy lifestyle, typically those with a high proportion of men with little or no tertiary education.

## SPECIFIC EFFORTS:

**Follow-up on recommendations from the Committee for Equality in Daycare and Education:** In spring, the Committee for Equality in Daycare and Education will announce a series of recommendations aimed at the various players in the area. The individual players and ministries will follow up on the committee's recommendations. The committee, which brings together the relevant players, will meet after approx. one year to take stock.

**Increasing girls' interest in IT:** Throughout 2017, a pilot project is being run with a focus on how IT and programming in primary and lower-secondary schools can target both genders in order to awaken girls' talents and interest in IT education programmes. Subsequently, an initiative will be developed across companies and educational institutions to help promote women's and girls' interest in IT and programming.

**Campaign on use of parental leave by fathers:** The Rate Adjustment Pool Agreement has allocated DKK 4.5 million over 4 years for a nationwide campaign to promote use of parental leave by fathers. The campaign is developed in dialogue with a number of companies, organisations etc., as well as trade unions. The campaign should help to promote use of parental leave by fathers through debate, education, inspirational material for companies and role models. A study on the effects of use of parental leave by fathers is also being prepared.

**Change of parental benefit rules for self-employed persons:** In order to increase flexibility for self-employed persons and the opportunity to receive parental benefit, the Finance Act for 2017 allocates DKK 21.2 million annually for changing the rules. This will make it possible for self-employed persons to resume work in the company for up to 25% of normal working hours and receive parental benefit equivalent to 75%. When the new rules enter into force on 1 July 2017, they will be explained on the Danish Ministry of Employment's website and at Borger.dk.

**Evaluation of the "Danish model for more equal gender distribution on boards":** In 2017, an evaluation will be carried out of the rules on the gender composition of the management of the largest private companies, government institutions and government companies in Denmark. The evaluation will be completed in 2017. The government will also continue to work actively to ensure that EU legislation on gender distribution in companies is not adopted.

**Reporting of equality reviews:** In 2017, equality reviews will be collected for the state, municipalities and regions. In 2018, the results will be presented in a report and on the website [www.ligestillingidanmark.dk](http://www.ligestillingidanmark.dk).

**Talent barometer:** As a tool for monitoring developments in gender distribution among scientific staff at universities, the Danish Ministry of Higher Education and Science, in collaboration with Universities Denmark, will develop a national talent barometer. The barometer will help direct focus on the area and give a simple, manage-

able overview of developments. The barometer will be published in the beginning of 2017.

**Digital communication to both parents:** The Danish Agency for Digitisation will take the initiative in drawing up a general guideline for the relevant authorities to help them observe the existing rules for providing information to both parents.

**Payment rules for child and youth benefit:** The Danish Ministry of Taxation will explore how the payment rules for child and youth benefit can be changed so that fathers and mothers are made more equal.

**Investigation of the possibility of VAT exemption for fertility treatments:** In terms of VAT, the practice to date has been that only fertility treatment for women who have an indication of infertility can be eligible for VAT exemption. The Danish Minister for Taxation has been working to change this practice so that VAT exemption also applies to couples where the man has been found to have reduced fertility. The change in practice will be announced in the near future.

**Increased effort in relation to men with late consequences of sexual abuse in childhood:** The Rate Adjustment Pool Agreement 2017-2020 allocates funds for ensuring a targeted service for men with late consequences of sexual abuse in childhood.

**HPV vaccination for young men who are attracted to other men:** The Rate Adjustment Pool Agreement 2017-2020 allocates DKK 5 million for a varied information campaign on HPV vaccination and for investigating the possibility of a pilot study of an HPV vaccination programme aimed at young men who are attracted to other men (2017-2018).

**Rehabilitation after cancer:** The Rate Adjustment Pool Agreement 2017-2020 allocates DKK 135 million and DKK 50 million annually from 2021 for boosting municipal rehabilitation so that patients throughout Denmark can receive uniform and targeted rehabilitation services to live a good life after cancer. Men are more likely to refuse a rehabilitation programme, so it is also expected that men in particular will benefit from more targeted programmes. The Danish Health Authority – with the involvement of relevant parties such as patient associations, regions, municipalities and professional bodies – has been tasked with updating the professional recommendations for rehabilitation.

**Action plan for the European Research Area:** As a follow-up to the European roadmap for a strengthened European Research Area (ERA), in 2016 Denmark presented the Danish roadmap for the European Research Area 2016-20. Both the European and Danish roadmaps focus on how gender equality and gender mainstreaming in research can strengthen European research. In 2017, the Danish Ministry of Higher Education and Science will monitor developments in the work on the Danish roadmap.



# Global equality efforts

Denmark plays an active role in the global efforts to promote equality. In collaboration with like-minded countries, Denmark is helping to raise the bar and promote equality for women and girls who do not have access to basic human rights. At the same time, Denmark can learn from other countries' experiences.

## An active Danish effort to combat abuse and violence against women

Although progress has been made, abuse and violence against women is still one of the biggest problems globally. At the same time, sexism is a growing problem that can keep women, in particular, from participating in the public sphere and in social life.

The right of women to determine with whom they want to have children, when and how many, is crucial for women's opportunities in relation to education and participation in the labour market and in decision-making processes.

There is a need to continue the work to promote women's and girls' sexual and reproductive health and rights, and to maintain the focus on combating sexism, abuse and violence against women globally.

## An active Danish effort to promote women's participation in global society

All over the world, everyone, regardless of gender, should have equal opportunities to participate in society.

The educational level of girls has been raised as part of a strong global prioritisation of the area. But for many women, equal participation in the labour market and in decision-making processes remains a distant dream. When half the world's population is unable to participate on an equal footing, it creates a barrier to growth, development and productivity. Full equality in the global labour market would increase the annual global GDP by 26% by 2025<sup>2</sup>.

There needs to be continued and active international efforts to ensure that girls and women have equal access and opportunity to participate in society, education and the labour market.

### Facts

- In the EU, 1 in 3 women has experienced physical and/or psychological violence after reaching the age of 15. 18% of women have been subjected to stalking.
- At least 119 countries have legislated against violence in the home, 125 have legislation against sexual harassment and 52 have legislation against violence perpetrated by a partner.
- In 2 out of 3 killings committed by a partner or within the family, the victim is a woman.
- Every day, 47,700 of the world's girls under 18 are married.
- In 2015, around 200 million girls and women were subjected to genital cutting. 44 million of them were under 15.

FRA (2014), *Violence Against Women Survey*.  
 UN Economic and Social Affairs (2015), *The World's Women 2015: Trends and Statistics*.  
 UNFPA (2016), *The State of World Population 2016*.  
 UNICEF (2016), *Female Genital Mutilation/Cutting: A Global Concern*.

### Facts

- From 2000 to 2014, the number of girls who did not have basic schooling fell globally by 45%. 61 million girls of basic-school age still do not go to school.
- Women work more than men within the informal sector and have less access to social safeguards such as pension, unemployment benefit and maternity leave.
- Globally, women earn on average 23% less than men. The likelihood of women being in employment is 27% less than for men.
- For every extra year that a girl goes to school, her future income rises by 10-20%, and one year's extra schooling for a population increases a country's GDP by an average of 0.37% per annum.

UNESCO (2014), *Leaving no one behind: How far on the way to universal primary and secondary education?*  
 ILO (2016), *Women at Work - Trends 2016*.  
 UNGEI (2014), *Accelerating Secondary Education for Girls: Focusing on Access and Retention*.  
 UNESCO (2011), *Education Counts: Towards the Millennium Development Goals*.

<sup>2</sup> McKinsey Global Institute (2015) *The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion to Global Growth*

## SPECIFIC EFFORTS:

**Strengthening women's economic empowerment globally:** As a representative of Denmark at the meeting of the UN Commission on the Status of Women in March 2017, the Danish Minister for Equal Opportunities will work actively to raise the international bar for women's rights and to promote women's equal economic empowerment and participation in the labour market.

**Increased European focus on equality in the labour market and in education:** The Maltese and Estonian EU presidencies will strengthen knowledge and experience sharing among European countries, with a focus on women's competences in the labour market and women's and men's stereotypical educational choices with a view to breaking down the gender-segregated labour market.

**Barbershop conferences on gender equality:** In 2017 and 2018, the Nordic Council of Ministers will run three conferences on men and gender equality in Stockholm and Copenhagen, respectively. The conference in Copenhagen will be arranged in conjunction with UN Women in the autumn, and there will be a focus on equality in the public sphere, including sexism and hate speech in media and politics.

**Presidency of the Council of Europe:** In November 2017, Denmark will take over presidency of the Council of Europe for six months. With 47 member states, the

Council works to promote democracy, the rule of law and human rights. Under the Danish presidency, the promotion of gender equality will be a priority. Denmark will be actively involved in drawing up a new multi-year equality strategy, which is expected to be launched at an international conference in Denmark in spring 2018.

**Active follow-up on the UN's global sustainable development goals (SDGs), including goal 5 on gender equality:** In 2017, the government will present an action plan for how Denmark will follow up on the 17 global sustainable development goals. The follow-up on goal 5 on gender equality will be part of the action plan.

**Strengthening women's rights and combating sexism:** Following up on the Danish presidency, the Norwegian presidency of the Nordic Council of Ministers will hold a conference on sexism and hate speech, and the Nordic countries will jointly prepare information material aimed at young people. Within the Council of Europe, Denmark will work towards a recommendation on sexism. At the meeting of the UN Commission on the Status of Women, Denmark will join with the UK to put sexism and gender stereotypes on the agenda at a shared event, and an active Danish approach will be developed for promoting women's and girls' rights, combating all forms of violence against women and strengthening women's opportunities for economic independence.

## CASE:

### Sustainable development goal 5

Gender equality and the promotion of women's rights are high on the international agenda. In 2015, countries around the world adopted the UN's 17 sustainable development goals. Goal 5 is concerned specifically with gender equality and empowerment of women and girls. The goal has nine subgoals, which include ending all forms of discrimination and violence against women and girls, ensuring that women have equal access to participate in society, ensuring that women have equal rights to economic resources, eliminating forced marriage and female genital mutilation, and ensuring universal access to sexual and reproductive health and rights.

# Status of specific efforts from the Perspective and Action Plan 2016

PRIORITY AREA	No. of specific efforts	Imple-mented	In progress	Not imple-mented
<b>Rights and freedom of the individual</b>	7	3	4	0
<b>Better use of resources and talents</b>	8	6	2	0
<b>Global equality efforts</b>	5	4	1	0

SPECIFIC EFFORTS	Imple-mented	In progress	Not imple-mented
<b>Rights and freedom of the individual</b>			
Increased effort against human trafficking	X		
Educational activities to counteract sexism and hate speech in public debate and online		X	
Information, new knowledge and international experience sharing on combating violence		X	
Increased effort in relation to victims of stalking		X	
Improved services for women and men who are subjected to violence and young people who are subjected to dating violence		X	
Early and stronger focus on rights and equality among immigrants, refugees and ethnic-minority communities	X		
Efforts to combat social control and honour-related conflicts in ethnic-minority communities		X	
<b>Better use of resources and talents</b>			
Promotion of equality for children and young people at school and in education	X		
Equality in day care and male social educators	X		
Dialogue with the business sector on parental leave for fathers		X	
Updated understanding of developments in the gender-segregated labour market	X		
Follow-up on the "Danish model for a more equal gender distribution on boards"	X		
Focus on gender and equality in public services at state, regional and municipal level	X		
Improved access to data and KPIs on developments in equality	X		
The public sector's digital communication with parents		X	
<b>Global equality efforts</b>			
Active Danish participation at the meeting of the UN Commission on the Status of Women	X		
The world's largest conference on girls and women to be hosted in Copenhagen	X		
Strengthening the Nordic Council of Ministers' focus on sexism and hate speech		X	
Focus on LGBT persons at the IDAHO Forum in Copenhagen	X		
Equality work in the EU	X		

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