



Minister for Food, Fisheries  
and Equal Opportunities

# REPORT/ PERSPECTIVE AND ACTION PLAN 2020

Issued to the Danish Parliament (the Folketing)  
by the Minister for Equal Opportunities  
on the 28 th of February 2020







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# More real equality in Denmark

## Achieving de facto equality in Denmark

Progress requires us to look backwards as well as forwards. In 2020, it is 25 years since the adoption of the global action plan in Beijing, which is supported by all countries in the world. This year, we mark that anniversary. A lot has happened since, and many would probably think that we have achieved gender equality in Denmark. However, the statistics indicate that although we have achieved formal equality, there is still a long way to go before women and men, boys and girls, have de facto equal opportunities – both in Denmark and globally.

Therefore, we need to challenge the myth that we have achieved gender equality. We must constantly pay attention to the – often unconscious and stereotyped – gender norms and expectations we meet in families, in the education system, in working life and in society as a whole, which can limit the individual as well as our progress towards de facto gender equality. And we must continue to focus on and progress in areas where gender equality is still lacking behind.

In doing so, the involvement of young people is essential and we need to listen to them and engage them in the debates around gender equality. That will enable us to understand the gender equality challenges they are experiencing in 2020 and solutions they envision. That is why the Government is establishing a youth panel to provide new inputs and help push gender equality efforts forward.

Young people continue to choose their educational path based on traditional gender norms. This can limit the individual young man and woman. It also means that as a society, we risk missing out on talent, new ideas and the benefit of having both genders present in education and workplaces. In addition, the gender-segregated labor market has an impact on the existing inequalities in income. However, even when we ignore differences in education, industry and sector, there is still a difference in men and women's pay. It is not fair that one should have less income solely because of their gender. We are lacking behind when it comes to women in leadership positions and research. We need both women and men to help find the solutions and make the decisions that matter to the future and our society.

Society is changing. Digitization, the internet and social media are playing an increasingly important role in our everyday lives. This has many positive effects, but it has also created new challenges for gender equality. For example, when the authorities primarily sends digital mail

to the mother, we send a signal that mothers and fathers are not equal and that children are primarily the responsibility of the mother. We need to change that. With social media, we can easily and quickly follow each other's everyday lives. However, if we constantly compare ourselves to other people's perfect images, exciting postings and more or less good advice and advertisements 24/7, it can cause dissatisfaction and confuse the individual. Therefore, we will look at how we can promote digital education and guidance on how to behave online. Social media also creates new fora for sexual offenses, hate speech and hateful expressions as well as hatred against women and radicalization in closed internet communities. We have to take actions against this.

Everyone should benefit from gender equality in Denmark. Nevertheless, in some ethnic minority communities and families, negative social control and religious beliefs limit, in particular, women and girls' freedom. Gender equality can, however, never be bent due to culture and religion. The Government will support the struggle that many minority youths – not least the women – are facing. They are fighting for the right to choose how they want to live their lives.

The Danish society is founded on respect and trust. We must be able to be safe both in close relationships and in society in general. Too many – especially women – experience violence from a partner, and femicide take up a disproportionate part of the murder statistics. Not enough cases of rape are reported and far fewer lead to charges that result in sentencing. Of course, sex must be voluntary for all involved. Therefore, we will implement a consent-based rape provision. Everyone must have the right to decide on their own body and life.

In Denmark, there must be freedom of diversity, but LGBTI persons still face discrimination and harassment. Many feel they cannot be open at for example their workplace and in sports, and homophobia can be a barrier to free and equal participation. The Government will continue its efforts to promote the rights and opportunities of LGBTI persons, amongst others by strengthening legislation in this area.

Everyone regardless of gender, sexual orientation and gender identity must have de facto equal opportunities; they have to be able to express themselves and to participate in our society. We must continue to make progress. This is our ambitions for gender equality this year and in the years to come.

Enjoy your reading.

Mogens Jensen  
Minister for Equal Opportunities





# Background and vision for the gender equality strategy in Denmark

Gender equality is a prerequisite for democracy, welfare and cohesion in society. Equal opportunities allow individuals to live out their potential as well as participate in and contribute to society regardless of gender, sexual orientation and gender identity.

Gender equality is one of the UN's 17 Sustainable Development Goals and simultaneously a driving force in achieving progress across all of the goals. Denmark is at the forefront of achieving SDG 5 on gender equality and is among the most equal countries in the world. Nevertheless, challenges remain, and women and men still do not have equal opportunities in the Danish society.

The challenges do not change significantly from year to year. Therefore, sustained and long-term efforts are required in a number of different areas. Simultaneously,

different actors must be involved – from Parliament, government, public authorities, labor market partners, educational institutions, organizations, families to the individual.

This action plan forms the framework for the Government's gender equality efforts in the coming year.

The Government wants a society where women and men have equal opportunities, where no one experiences discrimination, and where everyone regardless of gender, sexual orientation or gender identity is equal and has the freedom to live the life they want.

In order to fulfill the Government's vision, a number of objectives and initiatives are presented below, to be implemented the coming year.

## VISION:

*The Government wants a society where women and men have equal opportunities, where no one experiences discrimination and where everyone regardless of gender, sexual orientation or gender identity are equal and have the freedom to live the life they want.*

### Equal opportunities in education, work and in the family

- Less gender-segregated educations
- Promote women in decision making and achieve equal pay
- More parental leave and equal opportunities for fathers
- Promote the gender equality work of public authorities

### Freedom and equal rights for all

- Strengthen young people's gender equality
- Promote gender equality among immigrants and refugees
- Combat human trafficking
- Combat violence, rape, sexual harassment and digital abuse

### Security, well-being and equal opportunities for LGBTI people

- Promotion of rights
- Combat prejudice, homophobia and transphobia
- Diversity in the labor market and in sports

### Global gender equality efforts

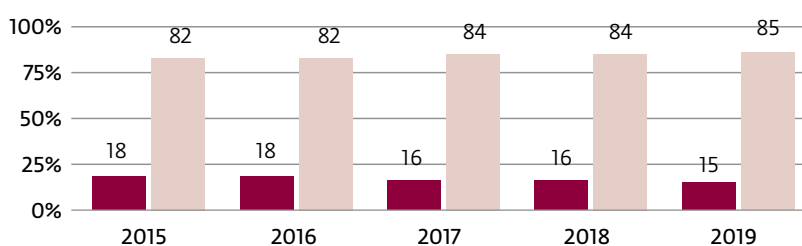
- Active efforts for women's rights and gender equality globally
- Promoting rights for LGBTI people internationally
- Strong Danish involvement in Nordic cooperation

## KEY FIGURES:

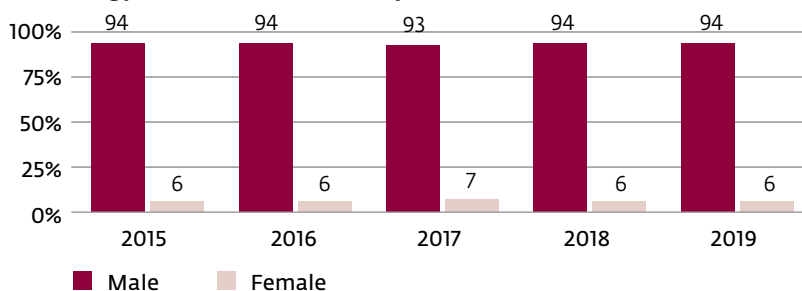
**Development in the gender distribution in the fields of "Technology, construction and transportation" and "Care, health and pedagogy" in the vocational education system**

Source: Ministry of Children and Education (2019)  
Uddannelsesstatistik.dk

**Care, health and pedagogy**



**Technology, construction and transportation**





# Equal opportunities in education, work and in the family

Gender equality means that no one should be restricted by their gender and that all persons must have the same opportunities to express themselves and live the life they want – whether in education, work or in their families.

## Less gender-segregated education

In Denmark, women and men both have a high level of education. However, there are still big differences in which types of education and training they choose. A gender-stereotyped choice of education can limit the individual young person's choices and make society lose competences. At the same time, it can make it more difficult for companies to get the skilled labor they demand.

Today, the majority of students in high schools are girls, while the majority in business educations are boys. Girls and boys choose very different educations; boys make up approx. one in every seven applicants for vocational education subjects in care work, health and pedagogy, while girls make up only approx. one in every twenty applicants in technology, construction and transport subjects. Denmark is among the countries with the most unequal representation in vocational education.

Young women feel pressured to choose an education, they are often stressed, and they experience higher performance pressure. In addition, there are indications that primary schools do not provide children and young people a satisfying level of knowledge about their own health and well-being and about the interaction between gender, body and sexuality.

Educational institutions need to promote an equal representation, ensure that all young people thrive in the education system and that knowledge about gender, sexuality and gender equality is strengthened.

## Facts

- In 2019, 57 percent of the students in higher education were women.
- In 2019, women made up 32 percent of those admitted to the STEM (Science, Technology, Engineering and Mathematics) programs. This is an increase of 1 percentage point compared to 2018.
- Denmark has the fifth-worst position in the OECD regarding the gender segregation in vocational education. Every time 100 men aged 15-24 choose a vocational education, only 62 women do the same.
- In vocational education, 95 percent of the students in the main area "Technology, construction and transport" are boys, while 87 percent of the students at "Care work, health and pedagogy" are girls.
- 74 percent of the students in the technical high school (htx) are boys, while 62 percent of students at the general high school (stx) are girls and 65 percent at higher preparatory examination (hf) are girls.
- 52 percent of girls in the 9th grade fully or almost agree that they feel a great deal of pressure with regard to starting a youth education, while only 28 percent of the boys feel the same.
- Among hf students, 15 percent of boys and 19 percent of girls admit to feeling stressed daily - respectively 9 percent and 16 percent among htx students, 8 percent and 15 percent among stx students and 7 percent and 13 percent among hhx students.

Ministry of Higher Education and Science (2019) *Den koordinerede tilmelding*, Ministry of Higher Education and Science (2019) *Optagelsen 2019: STEM, it og ingeniører*, Danish Association of Managers and Executives (2019) *Danmark får bundplacering, når det kommer til at få kvinder ind på erhvervsuddannelser*, EVA - The Danish Evaluation Institute (2019) *Køn og uddannelsesvalg i 9. klasse*, Danish National Institute of Public Health (2019) *Sundhed og trivsel på de gymnasiale uddannelser*.







## Promoting women in decision making and equal pay

Denmark has one of the world's highest levels of women in the workforce, and Danish women are among the most well-educated. Nevertheless, there is still a strong gender divide at the labor market. Men and women work in different sectors and industries, and men continue to occupy the vast majority of top positions, especially in the private sector.

This gender segregation can contribute to the emergence of bottlenecks in the labor market and companies not being able to obtain sufficiently qualified labor. At the same time, the gender-segregated labor market has an impact on women and men's wages. Even when taking sector, education and work function into account, men and women's wages are different. While the general pay gap has dropped almost a quarter since 2009, the unexplained pay gap has virtually not changed over the same period.

Women continue to be underrepresented in the field of entrepreneurship and research, and there is still a preponderance of men in politics both locally, regionally and on a national level. All competences need to be put into play when prioritizing, making decisions and innovating.

## Facts

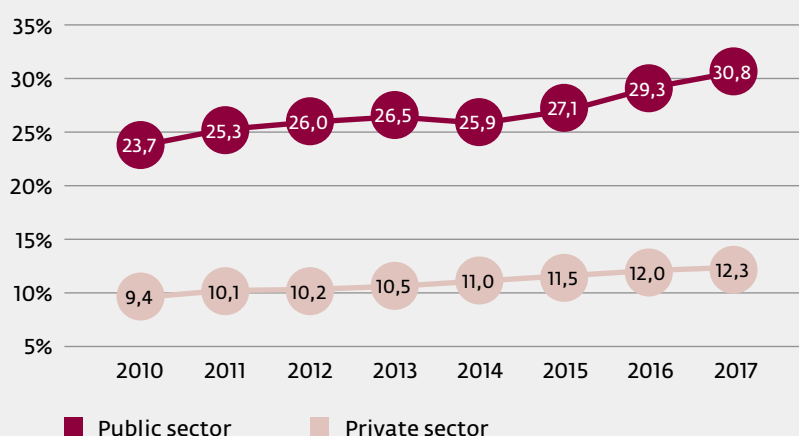
- The proportion of female managers in the private sector has risen from 14.9 percent to 19 percent in the period 2010 to 2017, while the share in the public sector has risen from 34.5 percent to 43.7 percent during the same period.
- The average proportion of women on boards of government institutions and companies covered by the rules on target figures and policies was 41.9 percent in 2018, whilst the proportion of women in private companies was 17.9 percent in 2019.
- In 2018, 35 percent of all researchers at Danish universities were women. Women accounted for 56 percent of Masters students, 50 percent of PhD's, 41 percent of assistant professors, 34 percent of associate professors and 23 percent of professors.
- The percentage of women founders of new entrepreneurial businesses has fallen by 3 percentage points in 5 years. In 2012, women made up 28 percent of new entrepreneurs against 25 percent in 2017.
- At the 2019 general elections, women made up 34.3 percent of nominated candidates and 38.9 percent of elected candidates, while women at the last municipal elections in 2017 constituted, 31.8 and 32.9 percent respectively, of nominated and elected candidates.
- If the proportion of women in a sector increases by 10 percentage points, this is associated with a reduction in the sector's average hourly wage by DKK 4.38 in the public sector and DKK 2.52 in the private sector.
- Female managers earn an average of 6.7 percent less than male managers when differences in, inter alia, industry, education, management level and seniority and company location, are taken into account.

Statistics Denmark (2019) *Kvinder i Ledelse*, Ministry of Environment and Food (2019) *Rapport om måltal og politikker 2018*, Danish Business Authority (2019) *Kønsfordelingen i de største danske virksomheders bestyrelse pr. 15. august 2019*, Ministry of Higher Education and Science (2019) *Faktaark om kvinder i forskning*, Danish Foundation for Entrepreneurship (2019) *Iværksætteligheden*, Statistics Denmark (2019) *StatBank: LIGED10, LIGED12, VIVE - The Danish Center for Social Science Research (2019) Er kvinde-fag stadig lavtløns-fag?*, Danish Association of Managers and Executives (2019) *Lønstatistik 2019*.

## KEY FIGURES:

### Development of share of women in top managerial positions

Source: Statistics Denmark (2019) *Kvinder i ledelse*





### More parental leave and equal opportunities for fathers

Fathers spend more and more time with their children, and they want to be involved in their children's lives right from the beginning. Nonetheless, mothers take nearly ten times as long parental leave as fathers. Mothers still spend more time taking care of the children, and mothers more often take time off work when the child is sick.

This matters when it comes to the division of labor in families, but it also plays a role in how both employers and public authorities perceive and act in relation to fathers and mothers. For example, in many cases, authorities send digital mail about a common child solely to the mother, and some fathers are not involved on an equal footing when health care professionals advise on parenting. In addition, one in every ten fathers experiences that their employer views fathers taking parental leave negatively. Fathers who take parental leave are; more involved with their children, more often take a day off work when the child is sick, and carry out a larger portion of the household duties. Furthermore, father's leave also benefits the mother's career and increases the family's overall income.

Efforts will be made to ensure that both mothers and fathers have good opportunities to participate in their children's everyday lives and well-being. This applies both to the opportunity to take parental leave with the child and to take part in the child's upbringing and everyday life.

### Promote the work of public authorities on gender equality

Public authorities play an important role in promoting gender equality. For example, women and men may have different needs, resources and behaviors that require different services and initiatives. When public authorities take gender and gender equality into consideration, it can promote equal opportunities and increase the quality of welfare benefits.

This applies to the gender balance in staff, where, for example, there are still few male educators in day care and few women in the armed forces. But it also applies to welfare benefits. In health care, for instance, targeted services may be needed for men, because men visit doctors less often than women and have a shorter average life expectancy. It may also be necessary to adjust employment efforts to the particular barriers that immigrant women may face in employment.

The public sector must work continuously to promote equality and to consider gender aspects in the organization of services and benefits. The Government will monitor developments, inter alia, through a new concept for gender equality reporting.

#### Facts

- 89 percent of Danish fathers want to be very involved in the first months and years of their children's lives. 86 percent believe that it is their responsibility to be heavily involved in childcare.
- 48 percent of fathers do not know how many weeks of full pay parental leave they are entitled to at their workplace.
- 17.5 percent of fathers agree that their employer's attitude has had an impact on the length of their leave, and 11 percent believe that their employer sees fathers' use of leave as a problem.
- 19 percent of Danish mothers believe that being on parental leave has had a negative or very negative effect on their salary development. The same applies to 5 percent of the fathers.
- In 2018, both fathers and mothers spent almost an hour more per day on their children compared to 2008.
- Women take 1.68 days off work for the child's first sick day, each time men take one day off for the child's sick day.
- 15 percent of fathers have been given information and advice on how to engage with the fatherhood of the physician, midwife and health care.
- 8 percent of fathers do not feel involved at all by doctor visits during pregnancy, childbirth and infancy. The same applies to 9 percent of fathers when visiting midwives and 6 percent of fathers when visiting health care provider.

Nordic Council of Ministers for Gender Equality (2019) *State of Nordic Fathers*, Oxford Research (2019) *Effekterne af fædres brug af orlov (data)*, Rockwoll Foundation (2018) *Mere fritid til danskerne i perioden fra 2008 til 2018*, Danish Association of Managers and Executives (2019) *Skæv arbejdsfordeling: Mor tager stadig oftest barnets sygedag*, Men's Health Society, Denmark (2017) *Fædre og sundhedsvæsenet*.

#### Facts

- In 2018, men made up 11 percent of those employed in day cares and 13 percent in kindergartens.
- In the Ministry of Defense, the proportion of female employees has risen from 14.5 percent in 2015 to 16.1 in 2019.
- In 2018, 40-49-year-old men had an average of 4.4 medical visits per year, while the figure for women was 7.7.
- In 2019, the average life expectancy was 79.3 years for men and 83.2 years for women.
- 61 percent of male refugees and men in family reunions with a refugee are employed after three years in Denmark, while it only applies to 20 percent by the women in same situations.

Statistics Denmark (2019) *StatBank: LIGE13*, Ministry of Defense Personnel Board (2019), Statistics Denmark (2019) *StatBank: LIGE16, LIGE11*, Ministry of Immigration and Integration (2019) *The Immigration Database in Denmark's Statistics, IMLON02A* (as of Q3 2019).







## INITIATIVES:

**Alliance to promote equality in vocational education and training:** The Minister for Equal Opportunities will form an alliance of representatives from vocational education and other relevant stakeholders in order to make concrete proposals on how vocational education institutions can work on gender equality and promote a more equal gender balance in student composition. For the purpose of the work, inspirational material is prepared based on existing knowledge and experience in the field.

**Skill gap between boys and girls in schools:** In 2020, the Ministry of Children and Education will carry out an analysis of the academic gap between boys and girls in primary school, as well as their transition to secondary education and the academic gap in upper secondary education. The reason behind the analysis is that girls attain a higher grade point average than boys in all mandatory exams in primary school, except for written math. The project will provide more knowledge about when the academic gap arises and how it develops in different student groups, and thereby form a basis for possible future efforts.

**Follow-up on the evaluation of comprehensive sexuality education at primary school level:** An evaluation of the subject "health and sexual education and family" (comprehensive sexuality education) has been carried out in the primary and lower secondary school. The evaluation identifies several challenges when teaching the mandatory subject. A majority in Parliament agrees that teaching about sexuality, rights, norms and boundaries, etc. is important for student development and education. Based on the study, the parties will discuss measures to strengthen comprehensive sexuality education in primary and lower secondary school.

**Promoting women in management and boards:** A workshop and conference will be held following up on the "Code of Diversity in Recruitment to Management and Boards". The boards of state institutions annually monitors the gender balance regarding the state companies and the largest private companies, all of which are subject to statutory requirements for target figures and policies for the gender composition of management. The Government will explore how the current legislation can be more appropriately designed to promote a more equal gender balance in management.

## CASES:

### DTU (Technical University of Denmark) and women in technical and natural sciences (STEM)

In 2019, 33 percent of DTU's students in the diploma engineering and undergraduate program were women. That is the highest number ever. DTU has taken several initiatives that focus on attracting female students to the STEM programs. The university is part of "Engineer The Future", which works across the Danish engineering education programs to attract young people to the STEM programs. In addition to the positive story of DTU and the engineering profession, special initiatives have been taken in the fields where the greatest gender imbalance exists. This includes IT camps for young women, which in 2020 will be expanded with camps focusing on electrical technology and mechanics. DTU also participates in the annual initiative "Girls Day in Science". In order to recruit wider and more diverse DTU has adjusted its communication about the programs so that there is a greater focus on the difference one can make for people and for the world with an engineering education.

### Code of Diversity in Recruitment to Management and Boards of Directors

Seven of the largest Danish recruitment and search companies, together with Copenhagen Business School (CBS) and the Department for Equal Opportunities, have developed and launched a voluntary industry code that will contribute to a more equal gender distribution in the recruitment to management and board positions. In 2019, 22 recruitment companies have signed the code. The current target of the code is that at least 33 percent of the candidates the recruiters present to their clients will be female candidates. The recruitment companies involved will be measured by their efforts and work with unconscious bias in the recruitment process. CBS follows up on the code and holds annual workshops or conferences, where recruitment companies and other companies, among other things, will share knowledge and experience on the work of promoting diversity in management and boards.

### Father for life

Men's Health Society is implementing the project "Father for Life", which will create good conditions for strong father-child relationships through various initiatives. A new concept for joint parental preparation has been created, and new father-child activities and "Father's Playrooms" are being developed throughout Denmark, where fathers can meet and interact with other fathers and their children. In addition, a portal has been created where fathers can seek knowledge about, for example, birth preparation, birth depression and the role of father, and where they can find activities for fathers in their local area. In addition, efforts are being made to include fathers in health care, where, among other things, a "father ambassador" is appointed in the health care of all interested municipalities.

**Parental leave scheme for self-employed:** In the Finance Act for 2020, DKK 10 million has been allocated for the development of a new parental leave scheme for the self-employed. The parental leave scheme should create better financial conditions for self-employed who take parental leave from their business. The scheme itself must be financed by contributions from the self-employed.

**Women in research:** In the agreement for allocating the research reserve for 2020, DKK 20 million is allocated for a new program called "Inge Lehmann" in the Danish Research Foundation, which aims to strengthen the talent development in Danish research by promoting a more equal gender composition of the research environments in Denmark. In addition, the Ministry of Education and Research annually prepares a talent barometer that shows the status and development of the gender distribution among researchers at the Danish universities.

**Equal Pay Survey:** In September 2019, the Ministry of Employment asked the Danish Center for Social Science Research (VIVE) to analyze whether a larger part of the unexplained gender pay gap can be further explained by, for example, new methods of analysis and new data. The analysis is expected to be completed in the autumn of 2020. The results of the study will be discussed with labor market partners in order to assess the need for further action.

**EU directive on parental leave and equal sharing of parental leave:** In 2019, the EU adopted a directive that allocates two months of parental leave with unemployment benefits to each parent. The Minister of Employment has set up an implementation committee with the participation of labor market partners to assess the requirements of the directive and applicable Danish legislation, including which parts of the directive require amendments to the law and which parts, if any, can be implemented through labor market agreements. In this connection, the Government will look at how earmarking parental leave can generally be construed in conjunction with the parental leave rules, so as to support an equal distribution of the leave. The Minister for Equal Opportunities will further develop the campaign "Action Father's Leave" in collaboration with the labor market organizations, so the culture at work promotes fathers' leave.

**Bill to amend the Equality Act (Digital mail for both parents about joint child):** The Minister for Equal Opportunities expects to propose a bill to ensure that public authorities, when sending digital mail about a child aimed at both parents, send it to both custody holders. This should contribute to increased equality between parents, and give them greater opportunity for equal cooperation concerning their child.

**New reporting system for gender equality reports:**

In 2020, the Government, municipalities and regions will be providing gender equality reports through a new, simplified concept that focuses on increased use of gender-segregated data. The report will also contain a focus on municipalities' efforts to get refugee and immigrant women into employment.

**Focus on women's careers in the field of defense:**

The Danish Ministry of Defense Personnel Agency works with human resource development and monitoring of the gender segregation amongst employees. The Danish Defense is focusing on combatting sexually abusive behavior in general and to increase the recruitment and retention of women, by, inter alia, mentoring schemes for women, development of role models and visibility on the opportunity for parental leave. The Danish Emergency Management Agency initiates exit interviews with conscript women who end the conscription period ahead of time, just as it has done in the Armed Forces for a number of years.

**HPV catch-up program for boys and young men:**

In 2019, an offer for HPV vaccination for boys came into effect, which includes boys who turned 12 on July 1, 2019 or later. The Finance Act for 2020 provides for DKK 24 million in 2020 and DKK 12 million in 2021 in order for even more boys and young men to receive HPV vaccination. Thus, in 2020 and 2021, the vaccine must also be offered to boys born in 2006 and the first half of 2007, as well as young men aged 18-25 who have sex with men and who are at particular risk of developing anal cancer.

**The Health Promotion Pool 2020:** The Ministry of Health has devised a pool for private nationwide non-profit associations and organizations for concrete projects and activities. A number of the projects have a gender perspective, inter alia information on abortion, special offers regarding HIV and syphilis for vulnerable women, bicycle teams targeting men, upgrading municipalities in relation to targeting men, Rigshospitalet's – one of the largest Danish hospitals – monitoring of sperm quality of young Danish men, etc.

**Initiatives for vulnerable pregnant women:** Funds for health care for 2019-2022 were earmarked for actions targeting vulnerable pregnant women. Based on a study of the causes and extent of women concealing their pregnancies in Denmark, as well as the possibility of anonymous births, DKK 1 million has been allocated for a targeted prevention and information initiative to be carried out by Moedrehjaelpen (Mothers' Aid).

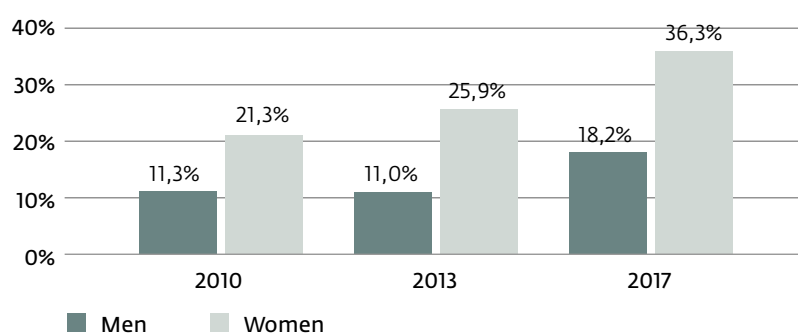




## KEY FIGURES:

**Share of young men and women (16-24 years old) who often feel stressed or nervous**

Source: Danish Health Authority (2018) *Danskernes Sundhed – Den Nationale Sundhedsprofil 2017*



# Freedom and equal rights for all

The right to decide over one's own life and body is a fundamental human right. No one should experience that their rights or freedoms are constrained. Be it by physical or psychological violence, sexual offenses and rape or human trafficking. Neither should the individual freedom be limited by negative social control, outdated notions of honor or religious beliefs. Everyone has the right to security and freedom to live their lives and make their own choices – regardless of gender.

## Promote gender equality among young people

Although young people in Denmark enjoy a high degree of freedom, an increasing number of young people experience stress. Young people have many choices and opportunities. This gives freedom but it can also give rise to a pressure and fear of making the wrong choice. New digital technologies offer new opportunities, but create new challenges too.

The social media affects girls and boys, women and men differently, and they use digital media in different ways. For instance, far more girls than boys consider the reactions of friends and acquaintances before sharing on social media. And more girls than boys regret photos they have shared. Over three times as many young women as young men have at least once experienced that someone shared a nude picture of them without their permission. An increasing proportion of young people – especially women – experience stress and other mental health issues. About twice as many young women as men are unhappy with their appearance and far more young women than men think they are too fat.

It is important to understand the challenges and gender equality issues that young people face. It is necessary to continue to fight digital harassment, strengthen digital education and provide guidance on how to behave online.

Therefore, we will look at how we can promote digital education and guidance on how to behave online.

## Facts

- 11 percent of girls and 6 percent of boys in upper secondary school feel lonely often or very often.
- 8 percent of girls and 3 percent of boys in upper secondary school have been sad almost daily within the past 6 months.
- 39 percent of girls and 23 percent of in upper secondary school think a lot about the reactions of friends and acquaintances when they share something on social media.
- 40.5 percent of women and 23.4 percent of men aged 16-24 have responded that they experience a high level of stress.
- 19 percent of girls and 9 percent of boys aged 15-19 find it stressful to use social media.
- 39 percent of girls and 26 percent of boys under 15 have experienced that someone has written nasty things to them in a private message.
- 18 percent of young women and 9 percent of the young men aged 15-24 year-old are unhappy with their appearance.
- The proportion of 19-year-old women who think they are too fat has increased from 41 percent in 2009 to 49 percent in 2017. Among men, it has risen from 20 percent in 2009 to 22 percent in 2017.

National Institute of Public Health (2019) *Sundhed og trivsel på de gymnasiale uddannelser*, Danish Health Authority (2018) *Danskernes Sundhed – Den Nationale Sundhedsprofil 2017*, Ministry of Education (2018) *Styrkelse af dataetik og IT-sikkerhed på undervisningsområdet*, Frisch, Moseholm, Andersson, Andresen & Graugaard (2019) *Sex i Danmark – Nøgletal fra Projekt SEXUS 2017-2018*, VIVE – The Danish Center for Social Science Research (2018) *Børn og unge i Danmark – Velfærd og trivsel 2018*.



## Promote equality among immigrants and refugees

Equality is a fundamental freedom in Denmark that everyone should enjoy. This applies whether you are new to the country or have been here for a long time and regardless of your background, culture, traditions and religion. Everyone should contribute in the labor market, rights and obligations must go hand in hand. And everyone must share basic Danish values about freedom and gender equality.

The past ten years have seen a significant increase in the proportion of especially immigrant women who complete either a vocational or a higher education. Nevertheless, the number of immigrant women who are employed is still far lower than that of men. Too many immigrant and refugee women still cannot decide freely on their own lives and bodies. One in five men from ethnic minorities believe that men should have the last word in the home, and more than one in six believe, that women who wear suggestive clothes, are to blame if they are sexually assaulted. At the same time, some women stay in their marriage against their will, because the former husband, family or local community do not recognize their right to divorce.

Many women are fighting this and stand up to this and the Government will support their struggle. It requires efforts focused on the labor market, involvement of civil society as well as family structures preventing the individual's free choices in life.

### Facts

- 58 percent of men and 50 percent of women of non-western origin are in employment.
- 67 percent of female and 49 percent of men immigrants and descendants of non-Western origin have completed vocational education.
- 20 percent of men and 12 percent of women from ethnic minorities fully or predominantly agree that the man should have the final say when it comes to decisions in the home. The same applies to 12 percent of ethnic minority women, 5 percent of the ethnic majority men and 0 percent of ethnic majority women.
- 17 percent of ethnic minority men and 14 percent of ethnic minority women, wholly or predominantly agree that women who wear suggestive clothes are to blame, if they are sexually assaulted. The same applies to 5 percent of the ethnic majority men and women.
- 9 percent of ethnic minority men and 11 percent of ethnic minority women have felt pressure to control other family members within the past year. The same applies to 7 percent of ethnic majority men and 6 percent of ethnic majority women.
- 74 percent of ethnic minority men and 84 percent of ethnic minority women agree completely that women should have the same right to be divorced as men. The same applies to 92 percent of ethnic majority men and 96 percent of ethnic majority women.

Ministry of Immigration and Integration (2019) *The Immigration Database in Statistics Denmark, IMLON01A (as of Q2 2019)*, IMUDD041, Als Research (2019) *Maskulinitetsopfattelser og holdninger til ligestilling – særligt blandt minoritetsetniske mænd*.

## Fight human trafficking

Human trafficking is a violation of human rights including the right to bodily integrity. It is a gross exploitation of persons in weak and vulnerable situations. Trafficking in human beings is a global problem crossing borders feeding into prostitution, forced labor and organized crime.

In 2018, victims trafficked into forced labour was the largest group of trafficking victims. In addition to trafficking into forced labor, where the victims are typically men, mainly women are trafficked into prostitution. It remains the largest group of victims seen over time, and in 2019, this group was again the largest.

Continued close and coordinated action between the various authorities is necessary including for all relevant actors to have knowledge of the signs and indicators of human trafficking.

### Facts

- In 2019, Danish authorities identified 64 victims of trafficking. 41 were women, 22 were men and one was transgender.
- The majority of the victims came from Nigeria, Thailand and Romania in 2019.
- In 2019, 38 persons were trafficked for sexual exploitation. 36 were women (one minor), one transgender and one male (minor).
- In 2019, 17 persons were trafficked for forced labor. 15 were men (one minor) and two women.
- 5 persons were trafficked for crime. All of these were men (three minors).
- The number of identified victims of human trafficking was 121 persons in 2016, 98 persons in 2017 and 97 persons in 2018.

The National Board of Social Services (2020) *Statistics from the Center against Human Trafficking 2016-2019*.



## Combatting domestic violence, rape, sexual harassment and digital violations

Violence, rape, abuse and harassment are unacceptable, whether the victims are women or men, young or elderly. Violence and abuse do not belong in a society like the Danish one, which is based on respect, security and equality.

Twice as many women as men are victims of physical partner violence, and three times as many women as men are victims of psychological partner violence. In addition, women make up more than four out of five victims of partner killings, and their current or former partner kills over half of the women who are murdered. Women are also far more frequently subjected to sexual harassment, rape and attempted rape. Online abuse and harassment are commonplace in the public debate and on social media, and in some internet communities people share misogynist content. This can have serious consequences for the well-being of girls and women in particular, and for their participation in the democratic debate online.

It is necessary to continue efforts against psychological and physical violence, to strengthen the rape legislation and to intensify efforts against sexual harassment and digital abuse.

### Facts

- Within a one-year period, 1.6 percent of women and 0.8 percent of men have been victims of physical partner violence, and 3.9 percent of women and 1.2 percent of men have been victims of psychological partner violence.
- 2.8 percent of women and 0.6 percent of men have been victims of sexual assault within a one-year period. 1 percent of women, equivalent to 24,000, have been subjected to rape or attempted rape within a one-year period.
- 300 women and 79 men were killed by their partner in the period 1992-2016 in Denmark. 56 percent of all women murdered during the period were killed by their current or former partner.
- 3 percent of men and 12 percent of women have been in an abusive relationship.
- 2 percent of men and 12 percent of women have experienced sexual assault at least once.
- 20 percent of women and 6 percent of men have experienced sexual harassment at their workplace at least once.
- 5.1 percent of young women aged 15-19 and 1.6 percent of young men have experienced that someone shared a nude image of them on social media without their permission.
- 58 percent of women and 37 percent of men feel that the rhetoric in public debates may discourage them from participating.

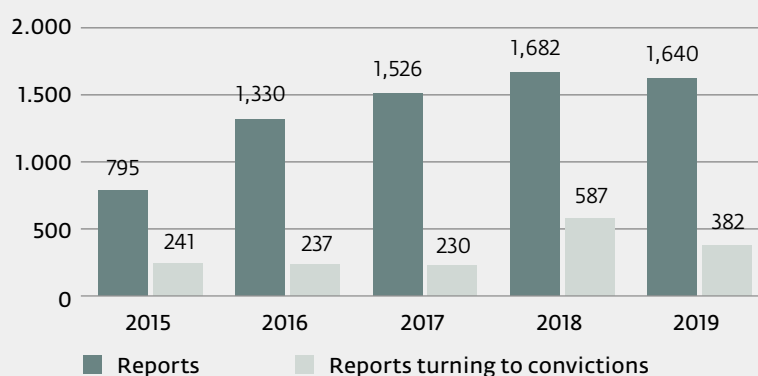
National Institute of Public Health (2018) *Vold og seksuelle krænkelser*, VIVE - The Danish Center for Social Science Research (2018) *Psykisk partnervold – En kvantitativ kortlægning*, Thomsen, Leth, Hougen, Villesen & Brink (2019) *Homicide in Denmark 1992-2016*, Frisch, Moseholm, Andersson, Andresen & Graugaard (2019) *Sex i Danmark – Nøgletal fra Projekt SEXUS 2017-2018*, Institute for Human Rights (2017) *Hadefulde ytringer i den offentlige online debat*.

## KEY FIGURES:

### Number of reports of rape and number of reports of rape turning to convictions

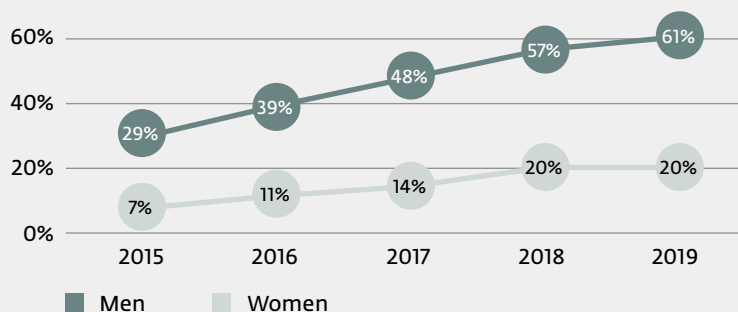
Remarks: Reports of rape in a specific year is not necessarily settled that same year

Source: Ministry of Justice on the basis of reports from the National Police case management system, POLSAS (per January 2020)



### Share of 21-64 year old refugees and reunited family members to refugees in employment after three years in Denmark

Source: The Ministry of Immigration and Integration's immigration database at Statistics Denmark, IMLON02A (2019)



## INITIATIVES:

**Youth Panel:** In January 2020, the Minister for Equal Opportunities has set up a Youth Panel to discuss gender equality challenges from a youth perspective. The purpose is to gain input on issues and challenges that young people find relevant and to discuss general gender equality challenges. The Youth Panel will also contribute to engaging other young people in the gender equality debate, and representatives of the Youth Panel will be included in international events to mark Beijing +25. The Youth Panel runs until March 2021.

**Campaign against digital harassment:** The Minister for Equal Opportunities has launched a campaign on digital offences, which runs in early 2020. It focuses on what is illegal online in regards to image sharing, threats, hacking, pornographic image manipulation, fake dating profiles and indecent exposure. The campaign primarily aims at young people in secondary education.

**Study on internet communities radicalizing young men:** The Minister for Equal Opportunities has initiated a Nordic study on internet fora, referred to as "the manosphere". In these fora young men gather around an opposition towards inter alia, gender equality and the rights of women minorities, and they are radicalized and mobilized for online hate speech, sexual abuse, political extremism and violence. The study will lead up to e.g. a conference for relevant professionals.

**Digital education:** It is necessary to consider implementing special measures when dealing with children and young people's behavior on the internet, including on social media. Girls in particular are at risk of being stressed and feeling unhappy related to the use of social media. The Government hence wants to improve the online life and digital competences of children and young people, including by limiting children and young people's exposure to harmful content. The issue of regulation and responsibility in relation to social media raises a number of fundamental issues, including freedom of expression and information. Therefore, the Government will look into which options are available and whether the area should be regulated.

**Strengthened efforts on equality, rights and negative social control:** The campaign "Right to gender equality", which targets ethnic minority men, women and young people, will be expanded with a new focus on religious marriages. In addition, the Agency for International Recruitment and Integration continues to conduct training courses for municipal staff on the challenges of religious marriage and retention in violent relationships. The agency will also mobilize young men from vulnerable residential areas to help prevent negative social control through young-to-young dialogue. The Government will also look into how to generally strengthen the work to prevent negative social control in ethnic minority communities.

## CASES:

### SEX! Gender and body - educational courses at the National Museum

The National Museum offers educational courses on the view on sex and sexuality through out the past 300 years. The students will talk about prohibition, desire, shame and disgust. About homosexuality, free abortion, STIs, marriage and love. They will gain a historical insight into norms around sexuality and gender from the 18th century to the present. In addition, students will be able to put today's views on gender, body and sexuality into a historical context. To achieve this, students will work independently on dilemmas in topics such as pregnancy, homosexuality and sexuality education in the 20th century.

### Neighborhood mothers as bridge builders for vulnerable ethnic minority women

The voluntary "neighborhood mothers" are trained to work locally to seek out and provide "self-help assistance" to isolated women with ethnic minority backgrounds. The effort is to strengthen women's confidence, strengthen their experience of connection with Denmark, make them active and participatory in society and strengthen their role within the family. It is primarily a "peer-to-peer" approach, where women with ethnic minority backgrounds help other women with ethnic minority backgrounds. Today there are approximately 800 active "neighborhood mothers" in Denmark and just under 50 neighborhood mother groups across the country. The groups are gathered under the Neighborhood Mothers' National Organization, which is a private organization under the Foundation for Social Responsibility. The neighborhood mothers program received the Crown Prince Couple's Social Prize in 2019, "because they help lift up and empower minority women every day and because the way they face challenges is both successful and innovative," (H.R.H. The Crown Princess).

### REACH OUT - The Danish Crime Prevention Council's Campaign Against Mental Violence

As part of the National Action Plan to Combat Mental and Physical Violence in Close Relationships, the Danish Crime Prevention Council in 2019 carried out the campaign Reach Out. The campaign was based on the new provision on mental violence in the Criminal Code and aimed to prevent psychological partner violence by providing information about psychological violence, its consequences and where victims can get help. The campaign consisted, among other things, of a documentary series in 10 sections on TV 2 ECHO, in which practitioners and victims of mental violence and their relatives told about their experiences. Campaign elements were also widely circulated on social media as well as in the press.



**Strengthened efforts to make ethnic minority youth and women become part of the community:**

The Finance Act for 2020 provides for DKK 2 million in 2020 to strengthen Mino Denmark's efforts for more ethnic minority youths to become involved in the democratic dialogue and to become acquainted with Danish values of freedom. In addition, DKK 2 million have been allocated in 2020 for KVINFO's mentor program for ethnic minority women, which will contribute to e.g. informing, preparing and connecting women to the labor market. In the implementation of the reserve for measures in the social, health and labor market sectors 2020-2023, the grant for KVINFO's mentor program has been extended by DKK 2 million annually in the period 2021-2022.

**Support for the work on the mandatory learning:** One-year-old children in vulnerable residential areas are enrolled in a 25-hour compulsory learning program if they are not enrolled in daycare. The program introduces them to the Danish language and traditions as well as democratic norms and values - including gender equality. Professional consultants offer guidance from 2020 onwards to support the work of municipalities and staff.

**Focus on integration and the history of Danish values:** The National Museum provides materials about democratic welfare societies with a special focus on rights such as voting rights. The materials are used in language schools and the subject Danish as a second language. In addition, the National Museum organizes five events with the title: "Sunday activities - The world in the Workshop". The events offer a new communication format that aims to strengthen immigrant women's integration by giving them insight into Danish society, strengthening their networks and giving them an experience of empowerment.

**Combating trafficking in human beings:** The current action plan to combat human trafficking covers the period 2019-2021. In 2020, the focus will be on developing efforts on human trafficking for forced labor. For example, a project under the Danish Presidency of the Council of Baltic Sea States is being implemented, which will look into the nature of forced labor and the challenges of prosecution. In addition, an evaluation of the entire efforts against trafficking in human beings will be initiated, which will form the basis for the development of future action after the end of the action plan. The Danish Centre Against Human Trafficking will organize a conference in 2020 and launch the Centre's new annual report. In addition, the Finance Act 2020 provides for a total of DKK 3.5 million to AmiAmi for outreach to potential victims of human trafficking in the Region of Southern Denmark during the period 2020-2022.

**"Violent Love":** As part of the Action Plan to Combat Psychological and Physical Violence in Close Relationships, a project has been launched offering counseling and networking groups for young women and men who are victims of dating violence or are in unhealthy relationships. The project is carried out by Dialogue Against Violence, Danish Family Planning Association and Headspace. The purpose is to counteract the consequences of violence and enable young people to break the cycle in order to ensure that they do not carry violent relationships with them into adulthood. The project is funded by the 2019 rate adjustment pool agreement (Sat-spuljen) and runs until 2023.

**Strengthened outpatient counseling for victims of violence:**

The Finance Act for 2020 strengthens outpatient counseling for victims of violence and practitioners in close relationships by a total of DKK 48 million. This is done through the establishment of a pool for providing outpatient services, and by granting permanent funding for Mothers' Aid counselling service "Out of the shadow of violence", Danner's program "Tell someone" and Dialogue Against Violence's outpatient treatment. Finally, the national unit Live Without Violence is extended into 2021.

**Survey of domestic violence:** The National Board of Social Services will prepare a "Survey on violence in close relationships", which aims to gather and disseminate knowledge about women, men and children who are exposed to violence in close relationships and who receive help and support. In addition, the study will provide new knowledge about current and relevant issues in the area of domestic violence. The study will begin in January 2020 and will be published for the first time in 2021.

**Strengthening women's shelters:** The Finance Act for 2020 provides funds to ensure that women who apply to a shelter can receive the help and advice they need quickly. Women staying in shelters gets an entitlement of ten hours of psychological treatment, and in addition, more spaces are established in shelters. DKK 55 million has been allocated in 2020 and DKK 75 million annually in 2021 onwards.

**Screening of efforts for abused men and women who do not reside in shelters:**

In 2019, the National Board of Social Services conducted a screening of the needs and social problems of women and men who are victims of violence, and the prevention, identification and support measures, which prove particularly beneficial to the target groups. In 2020, the screening will be followed up and a decision will be made as to whether the identified efforts should form part of a method program.

**A consent-based rape provision in the Criminal Code:**

The Government will introduce a consent-based rape provision in the Criminal Code, which will be based on the recommendations of the Standing Committee on Criminal Law. In the summer of 2019, the Standing Committee on Criminal Law began working on how a new rape provision in the Criminal Code can be formulated, and the work is expected to be finalized in early 2020. A bill on a new rape provision is expected to be submitted thereafter.

**Detecting, preventing and managing sexual harassment and gender discrimination:**

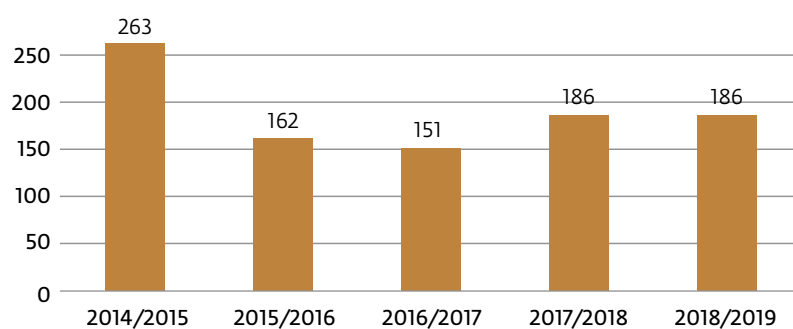
The Ministry of Defense has initiated a major study of the extent and nature of sexual harassment and gender discrimination. The study will form the basis for a targeted effort in 2020. The effort will focus on preventing and dealing with abusive and discriminatory behavior and contains a number of underlying initiatives as well as information and teaching materials for the organizations under the responsibility of the Ministry of Defence. The Danish Defence also launches an effort focusing on creating good working conditions for everyone and strengthening efforts to prevent abusive behavior, as well as promoting diversity and inclusion in the Danish Defence. In addition, in 2020, the Danish Emergency Management Agency will implement teaching modules on handling and preventing abusive behavior in the conscription, spokesperson and sergeant programs.



## KEY FIGURES:

### Assignment of a new social security number in cases of legal gender recognition

Source: Ministry of Social Affairs and the Interior (2019)





# Security, well-being and equal opportunities for LGBTI persons

In Denmark, everyone must have the same rights and opportunities to live the life they want, regardless of gender, sexual orientation and gender identity. Everyone must be treated equally and be comfortable being who they are. However, some lesbian, gay, bisexual, transgender and intersex (LGBTI) persons still experience limitations of opportunities to participate freely in society and they are exposed to prejudice, homophobia and transphobia. The starting point for the Government's work is the Action Plan for Security, Well-Being and Equal Opportunities for LGBTI People 2018-2021.

## Promotion of rights

Denmark is among the countries in Europe that have come the farthest in promoting the rights of LGBTI persons. Nonetheless, international reports show that there are still areas where their rights can be strengthened. Too many are victims of violence, hate crimes and harassment because of their sexual orientation or gender identity, and only just over a third of victims of hate crimes report the violence to the police.

Some LGBTI persons in Denmark have been discriminated or harassed based on their sexual orientation at their current workplace. There has to be room for diversity in both working life and family life. Family formations in Denmark have changed in recent years. The number of so-called rainbow families has doubled in 10 years, and more children are living in rainbow families than ever before. Furthermore, both internationally and in Denmark there is a growing recognition that not everyone has a gender identity that corresponds to their biological sex.

There is a need to look at whether there are areas where new legislation is needed or where existing legislation needs to be strengthened so that LGBTI persons in Denmark have equal opportunities and rights.

## Facts

- Between 1,600 and 2,700 persons annually are victims of violence motivated by homo- or transphobia.
- 41 percent of victims of hate crimes motivated by homo- or transphobia report the violence to the police.
- 8 percent of LGBTI persons in Denmark have been discriminated or harassed because of their sexual orientation at their current workplace.
- The number of rainbow families has doubled in the last 10 years, and in 2019 1,465 Danish families consisted of either two women or two men living with children at home.
- The typical rainbow family has grown in size. Today, 46 percent of rainbow families have two children, whereas 10 years ago it was only 35 percent.
- 75 percent of Danes think that transgender persons should be able to change their official documents to match their gender identity.
- The number of persons under the age of 18 who have been referred to a professional assessment on their gender identity has increased from 97 in 2016 to 134 in 2019.
- Since 2016 and until the end of September 2019, a total of 166 persons under the age of 18 have been referred to sex-reassigning hormone therapy.

Pedersen, Kyvsgaard & Balvig (2020) *Udsathed for vold og andre former for kriminalitet – Offerundersøgelserne 2005-2018*, Als Research (2019) *LGBT-personers trivsel på arbejdsmarkedet* Frisch, Moseholm, Andersson, Andresen and Graugaard (2019) *Sex i Danmark – Nøgletal fra Projekt SEXUS 2017-2018*, Statistics Denmark (2019) *Regnbuefamilien er blevet større*, Eurobarometer (2019) *Eurobarometer on Discrimination 2019: The social acceptance of LGBTI persons in the EU*, Statement by the Danish Health and Medicines Agency (2019).

## Freedom to diversity in the labor market and in sports

Although Denmark is generally characterized by openness and liberty, challenges still remain e.g. at the workplace and in sports. One in four LGBTI persons feel that they cannot be fully open about their sexual orientation in their workplace. Likewise, international studies indicate that homo- and transphobia in sports is a challenge.

This can have severe consequences for the individual and lead to dissatisfaction, stress and depression. In general, LGBTI persons thrive less than the rest of the population, and suicidal thoughts and suicide attempts are significantly more prevalent among LGBTI persons than in the rest of the population. Particularly transgender persons is an exposed group with poorer mental and physical health compared to other LGBTI persons.

There is a need to promote openness and inclusion and to break down taboos so that everyone can live safely and be open about who they are if they wish so, so everyone has equal opportunities to be part of society, the workplace, in sports clubs etc.

## Combatting prejudice and homo- and transphobia

Although the Danish society is largely characterized by being open-minded, some LGBTI persons still experience prejudice, homo- and transphobia. As an example, one in five Danes does not think it is morally acceptable for two men to have sex. Among men with non-Western heritage, approximately 50 percent believe that homosexuality should not be accepted in society, and among the most religious Muslim men, the vast majority agree that homosexuality should not be accepted.

In addition, a minor portion of Danes still do not believe that teaching material in schools should include information on sexual orientation, and almost 20 percent do not believe that information on transgender and intersex persons should be included.

There is a need for greater knowledge of the stigma and challenges that LGBTI persons experience in their everyday lives as well as to combat homo- and transphobia in all parts of our society so that everyone is treated equally in society and given the opportunity to live the life they want.

### Facts

- 27 percent of LGBTI persons feel that they to a lesser extent can be open about their sexual orientation in their workplace.
- 21 percent of transgender persons are in the high-risk group for dissatisfaction in the form of depression and stress, while this applies to 14 percent of bisexual persons, 11 percent of lesbians and 5 percent of gay men.
- 19 percent of Danish LGBTI persons have within the last year experienced negative attitudes or derogatory comments about LGBTI persons in their workplace.
- 58 percent of bisexual men and 25 percent of bisexual women do not feel they can be as open as they wish. For gay men and women, this applies to 7 percent
- 44 percent of lesbian women and 63 percent of bisexual women have at one point had suicidal thoughts compared to 25 percent of heterosexual women. The pattern is similar for gay and bisexual men and transgender persons.
- 73 percent of respondents in US, UK, Australia, Canada, Ireland and New Zealand answer that youth sports are not considered safe for gay and bisexual persons. Only 1 percent believes that gay and bisexual persons are fully accepted in the sports culture, while 46 percent believe that they are not accepted at all or only slightly accepted.

Als Research (2019) *LGBT-personers trivsel på arbejdsmarkedet*, Frisch, Moseholm, Andersson, Andresen & Graugaard (2019) *Sex i Danmark – Nøgletal fra Projekt SEXUS 2017-2018*, Denison & Kitchen (2015) *Out on the fields*.

### Facts

- 21 percent of Danes believe that it is not morally acceptable for two men to have sex. 16 percent do not find it morally acceptable for two women to have sex.
- 15 percent of Danes do not think that teaching material in schools should include information on sexual orientation. 18 percent do not think it should include information on transgender and intersex persons.
- 17 percent of Danes are uncomfortable with two men kissing or holding hands in the street, while 13 percent are uncomfortable with two women doing the same.
- 86 percent of the most religious Muslim men of non-western heritage agree that homosexuality should not be accepted by society. This applies to 52 percent of the most religious Christian men of non-Western background and 5 percent for the most religious Christian men of Danish or Western background.
- Numerous elderly gay and bisexual persons in Denmark experience a lack of social relationships with like-minded persons and/or access to subcultures.

Frisch, Moseholm, Andersson, Andresen & Graugaard (2019) *Sex i Danmark – Nøgletal fra Projekt SEXUS 2017-2018*, Eurobarometer (2019) *Eurobarometer on Discrimination 2019 - The social acceptance of LGBTI people in the EU*, Als Research (2019) *Supplerende analyser af religions betydning for maskulinitetsopfattelser og holdninger til ligestilling*, Matthiesen (2019) *Seksuel identitet sent i livet – Ældre homo- og biseksuelles sociale vilkår i Danmark*.



## INITIATIVES:

**Review of legislation:** In 2020, an inter-ministerial working group will complete their review of legislation across all areas assessing whether any existing laws should be revised or new legislation may be needed. The Government will follow up on the results of the review to strengthen equal opportunities and rights for LGBTI persons.

**Strengthening of LGBT+ Denmark:** The Government has strengthened the financial support to the organization LGBT+ Denmark (The Danish National Organization for Gay Men, Lesbians, Bisexuals and Transgender persons) by DKK 2.5 million. The organization offers counseling, support and networks to LGBTI persons.

**Study of the living conditions of intersex persons:** The Minister for Equal Opportunities initiates a qualitative study, which will provide knowledge about living conditions, life situation, needs and challenges among intersex persons. The study will be a supplement to the medical knowledge and current services to intersex persons and provide knowledge about their well-being, challenges, access to information, etc.

**Possibility to donate blood for men having sex with men (MSM):** In 2020, men who have had sex with men can donate blood after a quarantine period of 4 months. The Executive Order comes into force on 22 January and takes effect from 22 March 2020.

**Promoting openness and inclusion of LGBTI persons in the labor market:** In collaboration with labor organizations, private companies and LGBTI organizations, the Minister of Equal Opportunities develops and initiates a series of initiatives to help reduce taboos and increase openness and inclusion in the labor market aimed at managers, HR departments, union representatives as well as health and safety representatives. The focus will be on disseminating facts, successful practices and concrete tools. The effort will run through 2020 and 2021.

**Incorporating LGBTI perspectives into labor market research:** The National Research Center for the Working Environment (NFA) and the Norwegian Labor Inspection Authority (AT) are developing a questionnaire about the experience of discrimination and harassment due to LGBTI identity to be used in the next completion of the "Work Environment and Health" survey in 2020.

**Initiatives regarding LGBTI in sport:** The Ministry of Culture publishes a survey on LGBTI persons in sports and the extent of homo- and transphobia in sports. Based on the study and the conclusions of a working group, the Ministry of Culture will launch a number of initiatives in 2020 and 2021 aimed at improving the well-being, safety and equal opportunities of LGBTI persons in the Danish sports associations while combating homo- and transphobia.

**Examining the challenges and stigma of having an LGBTI identity:** The Minister of Equal Opportunities publishes a study of the challenges and stigma of having an LGBTI identity. Among other things, the study examines experiences with openness and "coming out", with a particular focus on external and internal barriers. The study will contribute to debate, dialogue and reflection on the challenges and stigma associated with having an LGBTI identity as well as minimizing taboos in the area.

**Information material for caring and activity staff working with the elderly:** In 2020-2021, the National Board of Health will prepare information material to support caring and activity staff to be able to meet older LGBTI persons with respect. The material is intended to increase the health and well-being of LGBTI persons and ensure that they will experience a good and dignified old age with respect for their sexual orientation and gender identity. The material will support a non-judgmental and tolerant dialogue between care and activity staff and LGBTI persons. Best practices and relevant actors are involved in the preparation of the inspirational material.

**Information material targeted at parents of children with variations in gender characteristics:** The National Board of Health publishes a booklet for parents of children with variations in gender characteristics. The pamphlet will provide parents with clear and readily available information about their child's situation and prognosis, as well as a description of the treatment options, choices and dilemmas that the child and parents must address. In addition, the pamphlet will contain information on where parents and relatives can receive additional information and support.

**Pilot project on supplementary counseling for transgender persons:** The National Board of Health is providing funding for a counseling service for transgender persons, which aims to ensure psychosocial support for adult transgender persons during the assessment and treatment process. The counseling service should complement the existing advice and counseling in the public healthcare system by providing a space for reflection in relation to issues other than the purely health care related. The counseling service runs until 2021.

**Increased information on transgender persons:** The National Board of Health implements funds for increased information efforts, especially targeting relatives/parents of transgender persons and educators and teachers. The purpose is to increase general and basic knowledge of transgender persons, to create dialogue and openness about transgender persons and to create a transparent overview of where, for instance, relatives can seek help and advice. The effort runs until 2021.

## CASES:

### Ice hockey matches are interrupted in instances of homophobic heckling

The Danish Ice Hockey Union has decided that the referee must interrupt an ice hockey match if organized, discriminatory heckling are performed by spectators and that it should be announced over the speaker system that the club and the league do not accept discriminatory calls. Continuing the calls, spectator sections can be cleared, teams temporarily sent into locker rooms, and in some instances the home team can be sanctioned. The decision was made in the wake of Jon Lee-Olesen being the first Danish, male top athlete to come out as gay.





# Gender equality and rights globally

This year marks 25 years since the Beijing Platform for Action was adopted and it has been a lever for women and girls' rights ever since. Great progress has been made, but several parts of the world are currently seeing a standstill or even a backlash against women and girls' rights. Denmark needs to continue its strong international commitment to equal rights and equal opportunities for women and men, boys and girls.

## Promoting women's rights and gender equality globally

Denmark works actively to promote gender equality, equal opportunities for women and girls and to safeguard their sexual and reproductive health and rights globally. Women and girls continue to have less access to education and jobs and are restricted in their rights to decide over their own bodies and make decisions about their sexual and reproductive health and rights, and they are more exposed to gender-based violence.

Technological development and new digital solutions have become an increasingly important tool to promote women and girls' education, financial situation and community participation. But it has also created new challenges for global gender equality, among other things with the rise of digital abuse and harassment.

Denmark will continue to play an active role globally in promoting women and girls' rights and gender equality, and provide solutions to new and emerging challenges for gender equality. Accelerated efforts are necessary to create further and faster progress and thus contribute to the achievement of SDG 5 on gender equality by 2030.

## Facts

- In some regions of the world, 48 percent of the girls are not in school. This is the case despite general advances in access to education.
- Worldwide, 12 percent of married women who would like to restrict or delay a pregnancy do not use contraception.
- 18 percent of women and girls who are 15 years of age or older have been victims of psychological, sexual or physical violence by a current or former partner within the past 12 months.
- 1 in 5 migrating women in complex humanitarian situations are victims of sexual violence.
- 61 percent of maternal mortality takes place in humanitarian crises and fragile situations.
- Globally, 58 percent of men and 48 percent of women had access to the internet in 2019.
- 1 in 7 women uses the internet in the least developed countries, while it is 1 in 5 men.

UN Women (2018) *Infographic - Why gender equality matters to achieve all 17 SDGs*, UNFPA - United Nations Population Fund (2018) *Annual Report 2018*, Vu et al. (2014) *The Prevalence of Sexual Violence among Female Refugees in Complex Humanitarian Emergencies*, UNFPA (2015) *Maternal mortality in humanitarian crises and in fragile settings*, ITU - International Telecommunication Union (2019) *Bridging the gender divide*.

## CASES:

### Hairdresser education gets young women out of prostitution

Thousands of young women in Kampala's slums are forced into prostitution in order to feed themselves and their families. Plan International Denmark has initiated a project to help young girls get out of prostitution by training them as hairdressers and subsequently helping them find work in a salon or start their own. The project also provides the young women with a social network consisting of people in the same situation as themselves.

### Improved infrastructure provides women and disabled people better opportunities

Thousands of Rohingya refugees live under primitive conditions in the Cox's Bazar refugee camp in Bangladesh. It particularly causes problems for the women and disabled people living in the camp. Caritas, with the support of the Ministry of Foreign Affairs, has therefore initiated a project that includes funding wages for local Rohingya families and providing assistance in improving and expanding the camp's roads. The improved infrastructure is targeted at women and people with disabilities, who thus will have better opportunities for transporting themselves to schools, clinics, emergency stations and shops.







### Promoting rights for LGBTI persons internationally

Many countries still do not recognize homosexuality or the rights of LGBTI persons in general, and several countries continue to impose prison sentences for same-sex relationships. Discrimination, persecution and violence due to sexual orientation and gender identity are widespread in i.a. the Middle East and Africa, but also take place, for example, in Russia and several Eastern European countries, where, for instance, there are bans on organizations working for the rights of LGBTI persons, and where the authorities come down hard on LGBTI activists.

Freedom, safety and equality are essential to all, and the rights of LGBTI persons are fundamental human rights. Therefore, the Danish development policy and humanitarian strategy also states that Denmark will work for societies that do not discriminate on the basis of gender identity or sexual orientation and that follow the internationally agreed set of rules.

Denmark will continue its international work to promote the right to freedom and equality regardless of sexual orientation and gender identity, for example through strengthened Nordic cooperation on LGBTI rights.

### Strong Danish involvement in Nordic cooperation

The Nordic region shares the desire to promote gender equality as well as equal rights and opportunities for LGBTI persons. The Nordic countries have come a long way with legislation and political efforts, but there is still a need to promote the opportunities for Nordic women and men, girls and boys, to have the same conditions and true equal opportunities in life.

Over the past 50 years, the Nordic countries have introduced family-friendly policies and invested in childcare, which has strengthened women's opportunities in the labor market and contributed to prosperity in the countries. The Nordic countries also share many of the same gender equality challenges. There is a continuous need to promote equal pay and women in leadership, as well as combat violence and sexual abuse in intimate relationships, in work and on the internet.

In 2020, Denmark will chair the Nordic Council of Ministers, and the focus will be on marking the 25th anniversary of the Beijing Platform for Action, combating violence and sexual harassment, involving men in efforts to promote gender equality, as well as the security, well-being and equal opportunities for LGBTI persons.

#### Facts

- In six countries worldwide, sex between persons of the same sex is punishable by death.
- 31 countries impose up to 8 years in prison for sex between persons of the same sex, while 26 countries impose even harsher prison sentences of between 10 years and life.
- At least 32 countries have limited freedom of speech on the subject of LGBTI issues. This applies to, among other things, laws that prohibit media and others that "promote" gay relationships.
- 41 countries have laws limiting the possibility of establishing NGOs working with the rights of sexual minorities – often with the explanation that it is amoral and illegal.

ILGA (2019) *State-sponsored homophobia*.

#### Facts

- Family-friendly policies such as day care, which have been introduced over the past 50 years, have increased women's participation in the labor market in the Nordic countries and has increased GDP growth by 10-20 percent.
- 73.5 percent of women in the Nordic countries are in paid employment, while the average for women in the EU is 67.7 percent.
- The total difference between women and men's salaries is 14.3 percent in the Nordic countries as a whole, while the difference in the EU member countries as a whole is 16 percent.
- In the Nordic region, countries invest an average of 3.1 per cent of GDP in family benefits and childcare, while the EU average is 2.4 percent.
- Over 90 percent of the daycare workers in the Nordic countries are women.

Nordic Council of Ministers (2019) *The Nordic Gender Effect at Work: Nordic experiences on parental leave, childcare, flexible work arrangements, leadership and equal opportunities at work*.

## INITIATIVES:

**The 25th anniversary of the Beijing Action Plan:** 2020 marks the 25th anniversary of the United Nations' Beijing Declaration and Platform for Action. The global celebration is led by UN Women, who is organizing global summits in Mexico and France under the heading "Generation Equality Forum". At the Paris Summit, Denmark, as part of its Presidency of the Nordic Council of Ministers, will organize events focusing on young Nordic people's involvement in future gender equality efforts and the new challenges that were not included in the Beijing action plan 25 years ago. Denmark has contributed DKK 10 million to the celebration, inter alia to ensure that young people and civil society are strongly represented. Denmark will also work to secure a strong link from the 2019 marking of the 25th anniversary of the adoption of the Cairo Action Plan during the UN's International Conference of Population and Development to the 25th anniversary of the adoption of the Beijing Action Plan during the Women's Conference.

**United Nations' Commission on the Status of Women:**

This year's session of the UN's Commission on the Status of Women (CSW) has Beijing+25 as the overarching theme. The session will be a formal celebration of the Beijing Platform for Action and its 12 critical areas for women and girls' rights and gender equality. Denmark will host a number of events on behalf of the Nordic countries, including with a focus on young people's commitment to future gender equality efforts.

**Digital campaign and youth summit on the future of gender equality policy:** On the occasion of the 25th anniversary of the adoption of the UN's Beijing Platform for Action, a digital campaign will invite Nordic youth to contribute their visions for the future of gender equality policy. As part of the campaign, a Nordic youth summit will be held in collaboration with UN Women in Copenhagen.

**Nordic cooperation on LGBTI issues:** The Nordic countries share the desire to promote security, well-being and equal opportunities for LGBTI persons. Therefore, the LGBTI area will be anchored in the gender equality sector within the Nordic Council of Ministers in 2020, and the Danish presidency supports the implementation of a study of the area across the Nordic region.

**Danish commitment to the international LGBTI agenda:** Denmark is a member of the Equal Rights Coalition (ERC) and Global Equality Fund initiatives, and Denmark has ongoing bilateral political dialogue with relevant countries on the rights and opportunities of LGBTI persons. Danish embassies are continuously working to increase civil society space for LGBTI organizations, and Denmark supports cooperation with LGBTI organizations in, among other places, East Africa and the Middle East.

**Research efforts on sexual harassment on the labor market:** Together with the other Nordic countries, Denmark is launching a study on sexual harassment on the labor market in the period 2019-2022. The study intends to uncover the extent of sexual harassment in the Nordic labor market and to illuminate why so few cases are reported when the Nordic countries have effective legislative frameworks against sexual harassment.

**Nordic-Baltic cooperation on involving men in gender equality efforts:** To strengthen Nordic-Baltic gender equality cooperation and involve men and boys in gender equality efforts, the Danish presidency of the Nordic Council of Ministers, in cooperation with Estonia and Latvia, will organize two international conferences: A barbershop conference in Riga focusing on traditional gender norms, and an ICMEQ conference in

Tallinn focusing on men's care for others and for the welfare and sustainability of society.

**Nordic Youth in Sustainable Communities:** The Danish Government is launching a cross-ministerial Danish Presidency project for the Nordic Council of Ministers under the heading "Nordic Youth in Sustainable Communities". The project will run until 2023 and builds on common Nordic challenges of increasing young women and men's democratic participation, cultural involvement and psychological well-being. The initiative will strengthen young people's democratic participation regardless of gender.

**EU:** The European Equality Institute, EIGE, continues to develop the European Equality Index. The new European Commission is expected to present a new strategy for gender equality. The Danish government is closely following developments regarding proposals for a directive on gender distribution in the boards of the largest European companies. The Croatian and German EU presidencies will especially focus on women's economic independence.

**Strong multilateral SRHR efforts:** In 2020, Denmark will continue to be at the forefront when it comes to global advocacy work as well as by supporting frontline organizations that work with girls and women's sexual and reproductive health and rights. In 2019, Denmark provided DKK 755 million through multilateral organizations and international NGOs to promote women's and girls' rights and access to healthcare, especially in Africa. In addition, Denmark makes bilateral contributions to a number of countries, such as Tanzania and Uganda, among others through Danish NGOs such as the Danish Family Planning Association.

**Gender equality as a cross-cutting priority in development cooperation:** Gender equality and women and girls' rights are the main focus of a wide range of bilateral programs in Denmark's priority countries. Among other things, in Bangladesh, Burkina Faso and Ethiopia, efforts are being made to help women who have been the victims of violence to receive psychologically and financially help, and support is being given to women entrepreneurs and girls and women's education in IT and technology. Denmark works to ensure that all humanitarian actors focus on women's rights and provide support for girls' education in crisis situations through, among other things, Education Cannot Wait and UNICEF. Denmark is also a pioneer when it comes to using digital solutions to promote women's opportunities in life, and Denmark's ambition is to reduce digital gender gaps globally.

**Danish membership of the UN Human Rights Council**

**(2019-2021):** In September 2019, Denmark, with a core group of former hosts of the World Conferences on Women, China, Kenya and Mexico – as well as France – initiated a new resolution, which means that the Beijing Declaration and Platform for Action will be discussed at the Human Rights Council for the first time at a high-level panel during the March 2020 session.

**Denmark's National Action Plan for the implementation of UN Resolution 1325 on Women, Peace and Security:**

An inter-ministerial working group consisting of the Ministry of Foreign Affairs, the Ministry of Defense, the Ministry of Justice and the Ministry of the Environment and Food has been set up to prepare a new national action plan for the implementation of UN Resolution 1325 on Women, Peace and Security. The Danish national action plan will cover the period 2020-2024 and will set the framework for Denmark's efforts in the field of women, peace and security in international activities.





## COLOPHON

### **Report / Perspective and action plan 2020**

Minister for Equal Opportunities, february 2020  
Ministry of Environment and Food of Denmark

ISBN:  
978-87-7120-086-7 (electronic edition)

Photos:  
Getty Images, Ritzau Scanpix, Tine Harden,  
Jeppe Gudmundsen-Holmgreen/  
Udenrigsministeriet

Layout and production:  
OTW A/S



**Minister for Food, Fisheries  
and Equal Opportunities**

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