

2010 Report /  
**2011 Perspective and Action Plan**



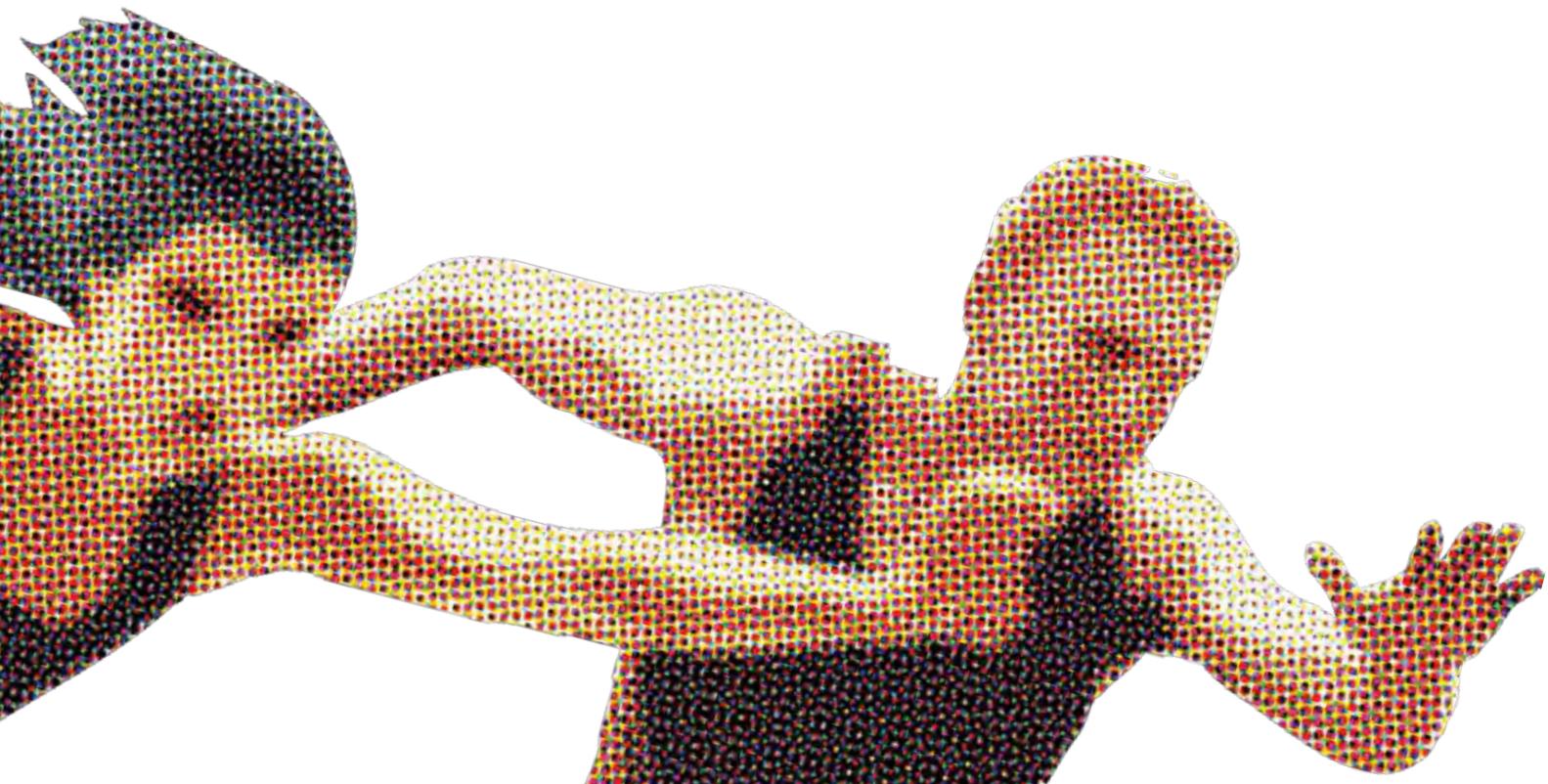
MINISTER FOR

**Gender Equality**



2010 Report /  
**2011 Perspective and Action Plan**

Submitted to the Danish Parliament on 25 February 2011 by the Minister for Gender Equality, Lykke Friis



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# Gender equality is a winning strategy for Denmark – for both women and men!

How do we secure continued growth and prosperity for Denmark? This is the biggest challenge we currently face and it will require our full attention for many years to come. Keeping pace in the global “brain race” requires that we field the strongest team possible. But we can only do this by becoming even better at making the best use of all the talents of both genders, and focusing all our resources where they can be best used. We actually cannot afford to do otherwise. In this way, gender equality is a winning strategy, both for society, and for the individual.

For the Government, gender equality is not about forcing women and men to do something they don't want to do. Modern gender equality is about giving the individual even greater opportunity, while at the same time allowing room for diversity. Everyone should have the chance to follow their dreams, and no one should be given a label solely based on their gender. We therefore need to break down the old-fashioned norms and mindsets that impede the individual's freedom of expression. We must show that the individual has more choices than just the most predictable.

This cannot be done by making legislation. Formally, we already have gender equality and the legal framework to protect it. The task now is to work closely with businesses, educational institutions and other organisations to eliminate the informal barriers. Only when this happens can we ensure that, for example, those who are the best qualified get a place on the board of directors or a professorship, and that we can meet the increasing demand for healthcare workers.

Gender equality has previously been predominantly a “women's cause”. Today gender equality can also apply to men. Gender equality is not a zero-sum game, between genders, where women can only win at the expense of men. Gender equality can also be a cause for everyone if both genders take an active role in the debate.

We have already come a long way towards ensuring gender equality in Denmark. In fact, Denmark is the second best country in the world when it comes to creating a society with gender equality, as measured by the UN. However, we can still do more to change the old mindsets that stand in the way of the individuals' free choice and the progression of our society.

*Lykke Friis*  
Minister for Gender Equality

# education

*without limits*



# A free choice of education – gender should not be a barrier

Denmark takes part, along with the rest of Europe, in a global brain race – a race in which we are competing for knowledge and attracting the best minds. Today, knowledge is the path to growth and prosperity. It is therefore an absolute deciding factor that we become far better at using all of our talents. We need all of our talented young people to contribute if we are to succeed. This applies to all occupations and professions. For example, in the years to come there will be a lack of engineers if the current trend continues. According to estimates from the Danish Society of Engineers, we face a shortage of 7,600 engineers by 2015. From a slightly longer perspective, and with an expected improvement in the global economy, the prognosis points to a shortage of more than 20,000 engineers by 2025 in the Danish job market.<sup>1</sup>

Today the choices young Danish men and women make are to a large extent determined by gender. For example, six per cent of those who started nursing studies in 2010 were men,<sup>2</sup> while 27 per cent of those who started an engineering programme were women.<sup>3,4</sup> It would seem that young men's attitudes are more entrenched than women's. For example, 22 per cent of men believe that it is important to find a job that suits their gender, but this only applies to 14 per cent of women.<sup>5</sup> This is not the best use of the individual's talent. We simply cannot afford to have young women and men opting out of certain fields of study, and later employment, because of their gender.

Nobody should be forced into a specific field of study. We need to ensure that everyone considers the full range of educations available to them, and chooses the field which inspires them most and which they are best at. Individuals should not be limited by their own or anyone else's expectations of what types of jobs men and women should do.

This is undoubtedly a picture that can be changed, although this is not a change that

can take place from one day to the next. There are of course many examples of educational fields where the gender balance has changed significantly, and in many cases all that it takes to make a change is a concerted effort.

For example, today we experience that many more young women are joining the armed forces than just a few years ago. The number voluntary women conscripts has actually doubled in only three years.<sup>6</sup>

In other countries we are also seeing how the gender balance in some fields of study looks completely different than it does in Denmark. In countries such as Finland and Poland there are, for example, many more women that have earned an MSc in the fields of computer science and mathematics, when compared to Denmark.

## *Initiatives*

### **Mapping boys' progress through the educational system**

In 2010 the Minister for Gender Equality, in cooperation with Forum 100%, initiated a study examining what happens to boys after finishing an upper secondary education. In 2011 the study will provide a new understanding of why more boys than girls choose not to complete an education, as well as what the differing forms of education mean for the engagement of boys in school. The Minister for Gender Equality and the Minister of Education will follow up on the results of the study with new initiatives. For the next two years, "Funds for the promotion of gender equality" will concentrate heavily on this area with a special focus, among other things, on supporting projects that will develop and promote methods that ensure that more boys complete an education. These funds will also support projects that promote the use of the full range of the educational system by boys and girls.

### **“Working as problem solvers in internships” – girls in science and technology**

In order to motivate more girls to choose science and technical subject areas the Minister for Gender Equality, in cooperation with the Danish Society of Engineers, is introducing “Working as problem solvers in internships” – girls in science and technology. The project will help to open girls’ eyes to all the challenging science and technology fields that are open to them, and provide them with practical “hands on” experience within these subject areas

### **Team of role models**

In 2010 the Minister for Gender Equality launched a website aimed at girls and boys about choices in education. A number of role models who have had success in making non-traditional career opportunities are featured on the website. In 2011 these role models will tell their positive experiences to young people, for example, by being active on the social media channels where young people circulate.

### **Talent on the agenda**

Based on the Government’s 2010 manifesto, the Minister for Education put together a

working group that was to propose a strategy for developing talent in the educational system. The strategy will be launched at the start of March 2011. The Government, based on the action plan, will consider initiatives that can work to ease the gender-related challenges relating to the development of talent.

### **US Clean Energy Ministerial**

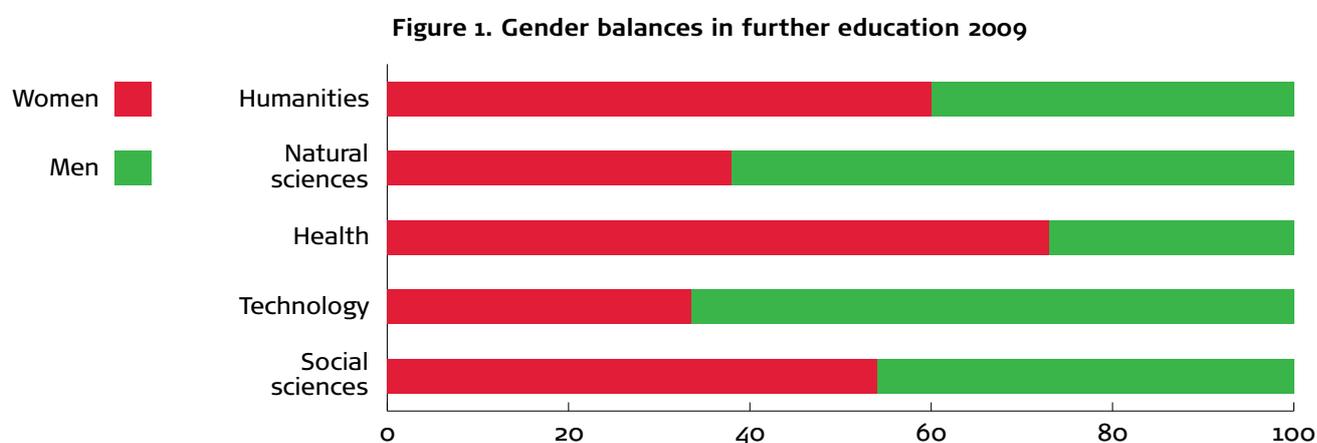
The Climate and Energy Minister and the Minister for Gender Equality decided in July 2010 on the initiative “Clean Education and Empowerment” in connection with the international “Clean Energy Ministerial” in Washington. The aim of the initiative is to strengthen the recruitment of women in the research and development of innovative energy technologies. The Department has, based on a common declaration that linked the initiative, in cooperation with among others the Ministry of Science, Technology and Innovation, introduced different forms of communications activities that will motivate young women in Denmark to work with technical and scientific subjects or areas within the energy sector. The Minister will, in connection with the next “Clean Energy Ministerial” in Abu Dhabi in April this year, report on current activities and decide on possible new activities.

## **Facts**

**Table 1. Top 10 preferred fields of study for boy and girls <sup>7</sup>**

	<b>Boys</b>	<b>Girls</b>
1.	Mechanic	Doctor
2.	Chef	Lawyer
3.	Carpenter	Designer
4.	Doctor	Pre-school teacher
5.	Police officer	Hairdresser
6.	Designer	Journalist
7.	Architect	Estate Agent
8.	Journalist	Nurse
9.	Farmer	Actress
10.	Lawyer	Veterinarian

Source: “When the Future Counts”, The Danish Centre for Youth Research, 2009.



Source: Statistics Denmark 2010.

## Example

### Boys' Life and Learning

Boys are coping increasingly worse than girls in primary school. They achieve worse grades, are more likely to be in special education classes and in general are perceived as more troublesome than girls. This has forced the city of Aarhus to take action. In the school year 2009-2010 they introduced the development project "Boys' Life and Learning". The aim of the project was to increase the knowledge of, and experience with, how increased satisfaction among boys can be achieved in primary school. The project showed that boys performed better in school when their needs were taken into account. Among the measures taken were: closer focus on male social relations, periodic gender-divided teaching, teaching methods oriented towards a higher level of physical activity and classrooms where boys felt welcome.

- 1) "Prognosis for shortage of engineers", the Danish Society of Engineers, 2009.
- 2) Danish Nurses' Organisation 2010.
- 3) "Prognosis for shortage of engineers", the Danish Society of Engineers, 2009.
- 4) There is a significant difference in the gender balance within the various lines of study in the engineering field. In the 2010 intake for MSc programmes such as mechanical and production engineering, as well as mechatronics, only men were admitted. Among the lines of study with more women included health and production (76 per cent women), biotechnology (62 per cent women), and environmental technology (59 per cent women).
- 5) "Young people's choice of education and employment", Centre for Gender Equality Research, 2005.
- 6) Danish Defence 2010.
- 7) In 2008 there was a questionnaire-based survey of 1,455 9<sup>th</sup> and 10<sup>th</sup> graders. In the study the students were asked which job they have considered as a career. Their 10 most popular answers are listed in Table 1.

*gender equality*  
*is also for*

**MIEN**



Gender equality is often associated with women because gender equality, from a historical perspective, has dealt with women achieving the same rights as men. However today the situation is different. Formally, women and men *have* achieved equal rights. Therefore gender equality is today about securing *equal opportunities* for both genders. Old-fashioned attitudes about what women and men can, should and must do are still barriers for the free choice and opportunities of the individual. This applies for boys and men, as well as girls and women. For example, boys are coping much worse in the educational system today than girls. A report from OECD shows that Denmark is one of the Western countries where the difference between boys and girls completing a secondary education is greatest.<sup>8</sup> In the Western world the media has begun to focus on “the endangered man”, “the death of macho-ism” and “the strong women”. Denmark isn’t the only country where men are losing ground in areas such as education. In the United Kingdom people speak of an increasing number of “boomerang boys” – boys that do not get an education or who fail to firmly establish themselves on the job market, but rather move back home and let their parents provide for them.

We cannot achieve equality for both women and men if both genders do not take part in the effort. Therefore it is completely crucial that the efforts to achieve gender equality also take into consideration men’s problems and challenges, and that men also take part in the debate about how to achieve a society with equal opportunities for men and women.

Today Danish men take 8.6 per cent of the total parental leave. This shows that many Danish families are still follow traditional patterns when it comes to dividing parental leave. This extremely unequal division of leave has consequences for gender equality between women and men in many ways. Women’s greater share of parental leave often has noticeable consequences for

careers, salaries and pensions.<sup>9</sup> For example, a Danish study has shown that mothers on average earn two to five per cent less than women without children. On the other hand fathers earn two to six per cent more than men with no children.<sup>10,11</sup> Other studies point to the fact that men, who take longer periods of parental leave, also increasingly take care of the children when they are sick and collect them from daycare.<sup>12</sup> It can therefore be said that the division of leave has a large influence for parents’ career opportunities after parental leave.

We also know that, in fact, more men want to take longer parental leave. For example, a study by the trade union HK shows that six out of ten of the union’s members would like to take more parental leave. Current regulations make it possible to share the leave much more equally than is done today, and in fact Denmark has some of the most flexible parental leave regulations in the world. The question is, then, why are fathers to a large degree not making the most of their opportunities.

It is often proposed that earmarking parental leave is the only way to obtain a more equal division between mothers and fathers. The Government does not agree with this. We should not decide how the individual family should be arranged and how they share their leave. Legislation is not the way forward. Instead we should contribute by breaking down the norms that today mean fathers often choose not to take parental leave, and mothers often chose to take by far the largest share.

One of the places where an effort needs to be made is the workplace. A Danish study has shown that the workplace culture is a deciding factor for whether men take parental leave. Among other things, the presence of role models is an important factor for new fathers when deciding to take parental leave.<sup>13</sup> Studies also show that the better

the opportunities there are for men to take parental leave, the more leave they take.<sup>14</sup>

For this reason, businesses need to become better at creating a workplace culture where it is acceptable for men to take parental leave. We have not reached our goal yet. A study of, among other things, attitudes to parental leave shows that employees and management alike often have accepted the fact that it is naturally expected that women will dictate how long they will be on parental leave. Men, on the other hand, need to negotiate with their employers to take leave.<sup>15</sup>

Collective bargaining agreements in the public sector and the financial sector also contribute to fathers taking more parental leave because both women and men earn their salary during leave, which leads to men actually taking more time off.

Finally, those men who would like to take more parental leave need to be better at challenging the attitude that parental leave is a women's job. Fortunately there is a tendency towards fathers increasingly using their right to paternity leave. There has been a noticeable increase in the number of fathers that take at least 10 weeks leave. This applies, for example, to professionals and municipal employees in the larger cities.<sup>16</sup>

## Initiatives

### Panel of men

Precisely because the focus has been on women's gender equality for so many years, our knowledge of gender equality is also primarily centred around women, and the initiatives that have been developed are directed most often towards women. The Minister for Gender Equality will therefore, with inspiration from Norway, put together a panel of men who are qualified to take part in the gender equality debate. The panel will suggest ways to encourage men to get involved in the gender equality debate, and at the same time will work to make the debate relevant for both genders. Furthermore, the panel will focus on how to develop new voluntary initiatives which respect the free choice of the individual. Qualified individuals will be asked to participate in efforts to develop the panel's recommendations.

### The parental leave baton

The Minister for Gender Equality will compile good examples from businesses that have had success encouraging male employees to take parental leave. The good examples will then be used to inspire other businesses to seek new approaches that will encourage men to take leave.

8) "Education at a glance", OECD, 2009.

9) "Danish pension savings, descriptive analysis", SFI – The Danish National Centre for Social Research 07:21. Copenhagen.

10) "Salary differences between parents and non-parents", Aarhus University for the Ministry of Employment, 2010.

11) Difference depends on how salary is calculated.

12) National Association of Lawyers and Economists, 2009.

13) "Men, leave, and workplace culture", The Danish National Centre for Social Research, 2006.

14) HK, 2008.

15) "Work life, parenthood and gender – negotiation of salary and maternity leave in three modern businesses", Ph.D.-thesis by sociologist Lotte Bloksgaard, Aalborg University, 2009.

16) City of Copenhagen.

### **Rights campaign for men with immigrant background**

The Department for Gender Equality in 2009 and 2010 conducted a programme that saw socially isolated immigrant women offered classes in gender equality in Danish society, as well as their own basic rights when it

comes to family law and household finances. In 2011, the campaign will be expanded to include classes for men. The purpose is to teach groups of immigrant men about their rights and about gender equality between men and women.

## Facts

### Parental Leave

- Fathers of children born in 2008 took on average 26 days of parental leave. In 2003 Danish fathers took on average 18 days of leave. Fathers have begun to take more and more leave in recent years.
- Fathers still only take a relatively small portion of the total parental leave. Mothers of children born in 2008 took on average 276 days of parental leave – or 91.4 per cent of the total leave.
- According to a 2007 evaluation of the flexible maternity leave, 94 per cent of women utilise the opportunity to take maternity leave, while only 26 per cent of men do.
- According to the evaluation, men and women completely agree on the division of maternity leave between each other. Some 98 per cent of men and 99 per cent of women say they are in agreement with their partner about leave.
- According to the Paternity Leave Act a mother has the right to take four weeks of leave with state benefits before the child is born. After birth, the mother has the right to take 14 weeks of leave with state benefits, while the father has the right to two weeks with state benefits. Both parents thereafter have the right to take 32 weeks of parental leave. State benefits, however, can only be paid for a maximum of 32 weeks, combined.

*Sources: Statistics Denmark; "Evaluation of the flexible maternity leave", SFI, 2007; Ministry for Employment, "Women and men in the job market", 2010.*

### Education

- Around 37 per cent of boys receive a further education versus 53 per cent of girls.
- 23 per cent of boys do not complete a secondary education, while this only applies for 18 per cent of girls.
- Today women make up 65 per cent of those between the ages of 15 and 69 with at least three years of post-secondary education.

*Source: Ministry of Education and the Economic Council of the Labour Movement.*

# qualifications *not gender*



# Diversity needs to be strengthened in executive management and on boards of directors

More women need to hold seats on boards of directors and on the executive management corridor in Denmark – anything else is a waste of talent. Businesses need to be better at utilising the commercial advantages that lie in increasing the diversity on Danish boards of directors and in executive management teams. Several international studies have documented that there is a positive correlation between diverse boards and businesses' bottom lines.

Denmark is not the only country that has recognised that increased gender equality is a winning strategy if growth and prosperity are to be secured. In large economies such as the US, India and China we are seeing that talented women are becoming increasingly more prominent throughout all levels of business, including at the executive management level and on boards of directors. For example women own 40 per cent of all private sector businesses in China – and this proportion is growing.

An increasing number of businesses in Denmark are now working on targets in order to bring all talents into play, and there is strong support from many businesses for the government's initiatives in this area. More than 100 businesses have signed the "Charter for more women in executive management", and 31 trend-setting companies from the entire recruitment chain, of which 12 belong to the stock market's 20 leading companies, have agreed to work on targets to get more women on boards of directors by signing the "Operation Chain Reaction: Recommendations for more women on boards of directors".

The initiatives are developed in close collaboration with the businesses involved. It is important that the proposed solutions that are introduced take impetus from the reality the businesses face and respect their differences. Only in this way will the measures be sustainable in the long term. And for that

reason, it is important that the Government does not implement quotas which would force companies to focus on "the wrong Q" – quotas, rather than qualifications. The government's other initiatives in this area are also based on voluntary participation – among others via the ambassador corps and the executive relay. The development of these tools continues in 2011 with focus on the areas where the effort needs to be improved.

## *Initiatives*

### **Ambassador for more women in executive management**

In 2011 there will be a new ambassador selected for more women in executive management. This is the third time the Minister for Gender Equality in cooperation with Confederation of Danish Industry has appointed management executives as ambassadors for more women in executive management. The ambassador corps consists of ten management executives – pioneering men as well as pioneering women. With the appointment, the ambassadors oblige themselves to take an active role in the public debate about women in executive management, take part in and organise events, as well as introduce various types of initiatives.

### **The executive relay**

The executive relay is a strategic initiative launched by the 2010 Ambassador Corps, which will help more women to become management executives. The executive relay requires each ambassador from the Ambassador Corps 2010 to coach and share knowledge with an aspiring female executive from another ambassador's company. When the 10 ambassadors have finished their term, they pass each of their candidates on to another executive in their companies. At the same time the aspiring executive shares her own insights with her company so that the

focus on more women in executive management is strengthened. The executive relay will continue in 2011.

#### **New knowledge on executive management and gender**

The Minister for Gender Equality has, in collaboration with the Danish Association of Managers and Executives, launched a study of the challenges female and male managers face as leaders. The study focuses on members' careers and thereby the differences and similarities between women and men. Among the themes are: children, career motivation, ambitions for further promotion, contents of the management role, competences/self-perception, use of networks and the balance between family and work life. The results of the study will be put forward at a conference and this will be seen as an opportunity to follow up with further initiatives.

The Ministry for Employment has also introduced a study of how private sector businesses can create a corporate culture that can better encourage and motivate talented businesswomen on their way up the career ladder – thereby securing more women among the ranks of the executives. As a follow up to the study, new initiatives should be considered.

#### **Talent for executive management**

The Minister for Gender Equality will, in cooperation with the Confederation of Danish Industry, place focus on the next generation of executive management talents, and the challenges the two genders will come to face. Young management talents of both genders will be brought together in April 2011 for a camp where they will hand in their recommendations for how executive management can become attractive for both genders – now and in the years to come.

#### **Operation Chain Reaction:**

##### **Recommendations for more women on boards of directors**

In 2010 the Minister for Gender Equality launched, in collaboration with representatives from Danish businesses, institutional investors, private equity funds, recruiters and researchers, "Operation Chain Reaction: Recommendations for more women on boards of directors". The Minister for Gender Equality will follow up annually on the recommendations and put aspects of the recommendations up for debate. Today, 31 businesses have agreed to these recommendations. In 2011 the work continues by getting business owners and the board chairmen to sign the recommendations. In 2011 the Minister for Gender Equality will contact Denmark's 100 largest businesses in order to increase the number of signees – and women on boards of directors.

## **Facts**

### **Women on boards of directors**

- 10.61 per cent of seats on the boards of Danish listed companies are made up of women as of January 2011. Of these 57 per cent are elected by employees. Among the male board members 17 per cent are elected by employees.
- 19.21 per cent of executive board positions in all public limited companies are made up of women. Of this, 2 per cent are elected by employees. Among the male executive members on the boards of limited companies, the proportion that is elected by employees is also 2 per cent.

## Women in management

- In 2009, 6.5 per cent of the executives in the private sector were women. Some 8.2 per cent of middle managers were women

*Source: Statistics Denmark, 2011.*

## Example

### More women in executive management

#### **Getting more women in executive management requires a goal-oriented and comprehensive effort**

In the Danish Medicines Agency, a major effort to get more women in executive management has produced very good results. All middle-management positions were advertised externally and they worked to identify women within the organisation who had executive management potential and offered them the necessary development path. The Danish Medicines Agency offers, among other things, pre-management courses and coaching and mentor courses that can help to make the road to executive management easier. The Danish Medicines Agency has also opportunities that allow employees interested in being executive managers the chance to try it out, without having to commit permanently to the jump to an executive management position.

### **Businesses that have signed Operation Chain Reaction: Recommendations for more women on boards of directors**

<b>Businesses</b>	A.P. Møller Mærsk, Carlsberg, Coloplast, Danfoss, Danisco, D/S Norden, Danske Bank, DONG, Grundfos, ISS, LEGO, Lundbeck, Novo Nordisk, Novozymes, Nykredit, TDC, Topdanmark, Tryg, TryghedsGruppen, Tivoli, VKR Holding, William Demant.
<b>Institutional investors</b>	ATP, LD, PFA Pension.
<b>Private Equity</b>	AXCEL, EQT Partners, Polaris Private Equity.
<b>Headhunter firmaer</b>	Amrop, Egon Zehnder, Heidrick & Struggles.

# Violence

in intimate relations



All forms of violence are unacceptable! It is unacceptable to control or dominate another human being with physical or psychological violence – no matter whether it is men or women who are violent. Violence is an expression of a lack of respect for the person that is subject to the violence. To live with violence is completely and utterly degrading.

In 2010 the Government launched a new “National strategy to prevent violence in intimate relations” with 30 new initiatives for the fight against partner violence. With this new strategy, that runs until 2012, a large part of the existing effort will continue. At the same time there will be an increasing focus on three core areas:

- Prevention and early intervention.
- Support for victims of violence in intimate relations.
- Knowledge, public support and cross-disciplinary cooperation.

In 2011 a range of initiatives from the strategy will be implemented by the ministries that are involved in the efforts. The Minister for Gender Equality will in 2011 focus on, among other things, men – both those men who are violent and those men who are victims of violence, a previously overlooked group in these efforts.

## *Initiatives*

### **Awareness and changing of attitudes**

The taboo surrounding violence in intimate relations, and people’s hesitation to speak up or act, is fortunately disappearing. Experience from previous initiatives shows that information campaigns about violence are effective – both among the general population and with specific target groups. Ten years ago violence in intimate relations was a much more taboo subject than it is today, but we still have a way to go to completely

bring it out into the open. We also still have a way to go to change attitudes toward violence, as well as the violence itself. Violence has a tendency to become more intense as time goes by. For that reason, it is important that everyone, no matter what their ethnic background, is aware that they can, and are obliged to, step in when violence in intimate relations is brought to their attention. The Minister for Refugee, Immigration and Integration Affairs and the Minister for Gender Equality will use both a broad and a targeted information effort to inform about violence and its consequences for society and for its victims. The campaign will seek to reduce violence in intimate relations by changing attitudes about the use of violence.

### **Increased knowledge about men that are subjected to violence from a male or female partner**

The taboo surrounding violence in intimate relations is broken, but it is still the commonly held perception that it is only women who are subject to violence in intimate relations. In fact there are around 9,000 men subject to violence from a previous or current partner. In two-thirds of these cases the violent partner is a man, while one-third of the violent partners are women. A further understanding of the phenomenon is needed in order to reach male victims of violence in intimate relations. To accomplish this, the Minister for Gender Equality will implement a study which will look into how well the existing measures meet the needs of these men as well as what measures there is a further need for.

### **Spreading awareness of treatment options**

Violent partners should be aware of how they can receive treatment. The Minister for Gender Equality will therefore, in cooperation with the Ministry for Refugee, Immigration and Integration Affairs, carry out information campaigns directed towards Danish men and

men with immigrant backgrounds. Violent men should be informed that they can get help to break a violent pattern of behaviour and that they do not have to live with the shame of being an abusive partner.

## Facts

### Victims of Violence

- In 2000 it was estimated that 42,000 women a year were subject to violence at the hands of a current or former partner. With the latest results in 2005 the number had fallen to 28,000 women.
- An estimated 9,000 men are also subject to violence from a partner. In two-thirds of these cases, the violent partner is another man.
- The study "Dating Violence in Denmark" documented that 10 per cent of all young women and around four per cent of all young men in relationships between the ages of 16-24 had been subject to violence at the hands a previous or current partner. In the study the young people themselves mentioned that there is a need for more and better information about the problem.
- Women with immigrant backgrounds make up a relatively large proportion of women in crisis centres. In 2008 women born outside of Denmark made up 46 per cent of all women in Danish crisis centres.

*Source: The National Institute of Public Health and the Minister for Gender Equality, 2007 and 2008, LOKK - the National Organisation of Women's Shelters in Denmark, 2008 annual statistics.*

### The economic costs of violence

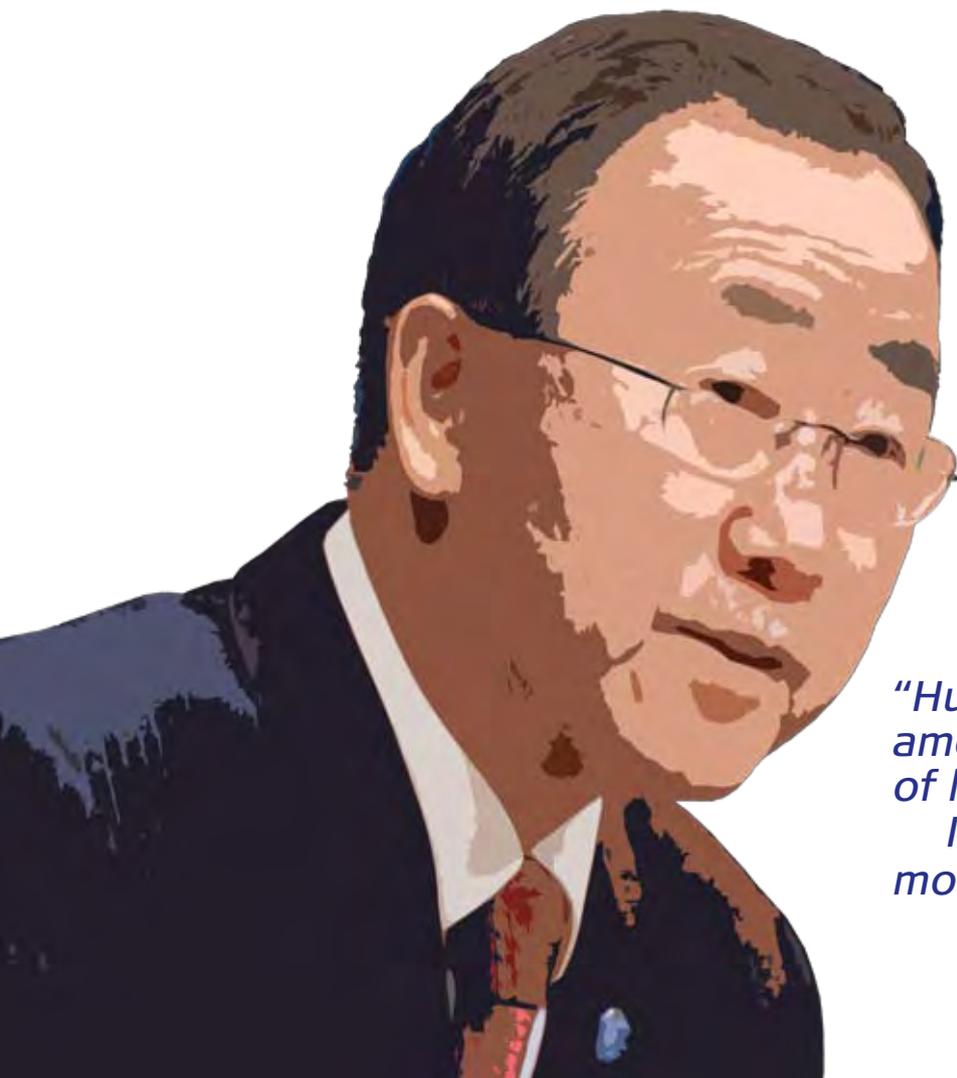
- Violence against women costs society DKK 500 million a year.
- This is equal to DKK 65,000 per victimised woman.
- The costs that alone relate to physical violence and the threat of violence against women amounts to almost DKK 486 million per year, and when including the legal costs of rape reported to the police, the costs are DKK 517 million per year.

*Source: "The Price of Violence", the National Institute for Public Health, 2010.*

Globally, organised criminal groups are increasingly moving into human trafficking. Victims are sexually exploited, forced to work or subject to other types of slave-like conditions. Each day more people are being traded in different forms for exploitation. UN Secretary General Ban Ki-Moon has called human trafficking a modern-day form of slavery. The International Labour Organisation estimates that today there are 2.5 million victims of human trafficking globally. In Denmark we have seen examples of women, girls and men that have been the victims of human trafficking.

In Denmark the fight against human trafficking has been a high priority focus area for the Government since 2002. The effort has in many ways been a success. We have contact to an increasing number of foreign prostitutes who have been trafficked, and we have an effective system that protects women who have been brought to Denmark by human traffickers. We have also become better at bringing the culprits to justice. However this effort can be improved so this form of modern slavery will be fought even more targeted and effectively.

In 2011 the Government will introduce a new plan of action for the fight against human trafficking in the 2011-2014 period.



*“Human trafficking is among the worst violations of human rights. It is slavery in the modern age”*

*UN Secretary General Ban Ki-moon.*



# Human trafficking

– *the slavery of today*

## Initiatives

### **New action plan for the fight against human trafficking (2011-2014)**

Since 2001 the Government and the political parties voting for the latest changes to the rate adjustment pool<sup>17</sup> have started a number of initiatives focused on supporting victims, prevention in Denmark, international cooperation as well as prosecuting culprits. The Government will launch a new action plan in 2011 to fight human trafficking. Some DKK 80 million was set aside for this area in 2011. With the action plan, the Government commits itself to target and adjust the existing measures and examine new ways to ensure that the individual and the often complex needs of the victims are taken into

consideration. The existing effort will be built upon and adjusted into the framework of the national cross-sector cooperation that has been established with the current two action plans. The Centre against Human Trafficking, the police and other authorities as well as relevant NGOs will act as the core groups in this work, with the goal of securing, institutionalising and improving the future effort.

The action plan will focus on the following three areas:

- Preventing human trafficking both internationally and in Denmark.
- Supporting and protecting victims.
- Prosecuting culprits.

## Facts

- 127 people were identified as victims of human trafficking in Denmark in the period 1 August<sup>18</sup> 2007 to 30 September 2010. Of these 125 are women, two were 17-year-old girls and two are men.
- Of the 127, one man has been assessed as a forced labour victim – all the rest have been trafficked for prostitution.
- 113 people have been prepared for repatriation by the International Organisation for Migration and 14 have returned home with assistance from social organisations.
- Approximately 54 per cent come from Africa, approximately 23 per cent from eastern Europe and 13 per cent from Asia.
- The age of the adult victims ranged from 19 to 45 at the time of identification with an average age of 30.8 years, and with an over-representation of people in the late 20s to early 30s.
- Between 2007 and 2010 2,279 foreign prostitutes were identified by social workers, in social centres, at massage parlours, through hotlines and police operations.
- Between 2007 and 2009 there were 77 charges of human trafficking. In the same period 26 court judgements were made.

17) *The Social Democrats, the Social Liberals, the Socialist People's Party and the Danish People's Party*

18) *The Danish Immigration Service has identified 93 victims of human trafficking. The Centre against Human Trafficking has also identified 34 victims of human trafficking. These were generally EU citizens or people with visas in EU countries, and who therefore do not fall under the jurisdiction of the Immigration Service.*

*Gender equality  
creates better quality in the*

# public sector



# The public sector must lead the way in gender equality

Gender equality is not just about focusing on challenges such as getting more women in executive management and on boards of directors. Gender equality is also about securing the individual citizen the best public services – in hospitals, eldercare, daycare, schools etc. All public sector institutions are obligated to incorporate gender equality in all planning and activities. This promotes gender equality and also helps to target efforts when integrating gender considerations into public services in general. In this way public resources can be better applied where the need is greatest. Municipalities, regional governments and other state authorities and organisations need to become better at taking into account the different needs of genders in their core tasks. For these authorities, it is also about the female talent pool not being utilised sufficiently by management.

## *Initiatives*

### **Gender equality reports 2011**

Every other year public institutions submit gender equality reports to the Minister for Gender Equality. The 2011 report must contain a description of whether the ministry, institution or organisation has formulated a gender equality policy, and, if so, its contents. In addition to this the gender balance must be reported at each employment grade, as well as other factors relevant to the ministry, institution or organisation's efforts when it comes to gender equality. The 2011 reports will be looked at to identify whether public institutions have improved since the 2009 gender equality report. The 2009 reports showed that many municipalities and government organisations have specific measures for promoting gender equality. So progress is being made! However there is still room for improvement. Gender equality reports give ordinary people, politicians and other groups an insight into the public sector's efforts to

promote gender equality and live up to the Gender Equality Act. Good examples of exceptional and constructive efforts to promote gender equality have been gathered on the gender equality report website ([www.ligestillingdanmark.dk](http://www.ligestillingdanmark.dk)), and here the individual authority can be inspired by the other authorities' results in gender equality work.

### **EU project concerning mainstreaming**

The gender equality department has received funds from the EU's PROGRESS-program to develop an online tool that can support public authorities and institutions in their efforts to improve gender equality. The tool will ease the work involved in keeping updated with the Gender Equality Act's requirements on gender mainstreaming of all planning and administration and will help contribute to a renewal of the strategic gender mainstreaming effort in the public sector.

### **Follow up on the Salary Commission's recommendations**

Last year the Salary Commission concluded that the most important factor in the difference between women's and men's average salaries was the gender-segregated employment market. The commission recommended that efforts should be made to eliminate the gender-segregated employment market. As a result, Government ministries with large gender imbalances among their employees will implement initiatives that can contribute to more balanced recruitment. In addition, ministries with responsibility for education areas will also be required to implement initiatives that can prevent eventual gender-related imbalances in recruitment to these fields. The Minister for Gender Equality is responsible for keeping track of the ministries' progress.

### More women on public sector boards of directors

In 2011 the Minister for Gender Equality, with inspiration from "Operation Chain Reaction", will place focus on the diversity of boards of directors of public sector companies.

## Facts

- From 2007 to 2009 the number of municipalities with substantial efforts to promote gender equality rose from 15 to 36 per cent.
- From 2005 to 2009 the number of ministries with substantial efforts to promote gender equality rose from five to nine ministries.

*Source: Gender equality reports, 2005, 2007 and 2009.*



# Gender equality – in a global perspective

We have come a long way towards ensuring gender equality in Denmark. We have moved beyond securing the basic rights for both genders. But in many other countries of the world there is still a very long way to come.

There are still way too many women in the world who do not have the right to make decisions about their own bodies, for example in relation to how many children they should have, and with whom. Far too many women today do not have access to adequate healthcare facilities when giving birth. In Sub-Saharan Africa, 1 in 16 women dies during child birth. Girls are also more likely to be aborted or killed immediately after birth because they are considered to be of less value to the family than boys.

Changing this requires those countries that have come the furthest in terms of gender equality to show the way. Denmark will continue to do this in the international gender equality effort. We should show not only that it can be done, but also that gender equality brings significant rewards to a society. We should also support women's rights in those places where they are repressed. We should maintain our belief that religious and cultural differences must not be used as an excuse to undermine and abuse the women of the world.

Denmark has the EU presidency in the first half of 2012. During the presidency a number of specific projects will be implemented relating to gender segregated education. The EU presidency entails a number of obligations such as responsibility for international negotiations and organising diplomatic meetings. As EU president, Denmark will lead the negotiations in the annual meeting in New York of the UN Commission for the Status of Women. Here Denmark will work to secure women's rights globally in order to move as far forward as possible in the promotion of women's rights. Denmark will focus especially on women's sexual and reproductive

rights as well as their access to healthcare facilities. Denmark will also, respecting the fact that the UN commission has women's rights at its focus, highlight the importance of bringing men into efforts to promote gender equality globally.

## *Initiatives*

### **Exchange of "best practice"**

#### **– eliminating gender-segregated education**

During the Danish presidency, focus will be placed on gender-biased educational choices in a European context. Even though girls and boys in other European countries are also influenced by gender when choosing what to study, it is not always the same fields that have an over representation of one gender. In order to become better at understanding recruitment and retention mechanisms, we must learn from one another, and therefore under the presidency we will implement a targeted and specific experience exchange with the goal of creating a "best practice" compilation for the erosion of bias when choosing what to study.

### **New indicators:**

#### **Climate and gender equality**

In addition, Denmark will be responsible for the European follow-up of the 1995 UN action plan "Women and the Environment". This means that we will collaborate with the European Institute for Gender Equality in Vilnius to produce a report about how we can focus on gender equality and climate change in an EU context. As a follow-up to the report, Denmark will, as president, develop a number of indicators to measure the efforts of other countries and EU institutions in the area of gender equality and climate change. The indicators would need to be approved by the EU's ministers for gender equality during the Danish presidency.

*Gender equality  
on an  
international  
level*



**Gender equality and development aid**

Equality between genders is a fundamental human right. Therefore gender equality is a goal in itself – in both rich and poor countries. It is also a means, or a tool, to create social and economic development and reach the 2015 poverty goals. Development aid is more effective if gender equality is thought in from the start. In the strategy for Denmark's development aid "Freedom from poverty – freedom to change", gender equality is one of the five priority areas. Gender equality is also a part of the Neighbourhood Program.

The Danish effort aims to increase the global awareness regarding gender equality and

promote women's freedoms, equal rights and equal opportunities. Denmark will put gender equality at the centre of the dialogue with partner countries. In this way we can contribute to secure better legal, administrative, and cultural frameworks for women to reach a political and economic influence on equal footing with men. The new strategy focuses on strengthening women's freedoms, rights and economic opportunities, promoting sexual and reproductive health and rights, strengthening girls' and women's access to education and healthcare and to securing better protection of women's rights in conflict situations and rebuilding, and promoting women's involvement in the peace process.

## Facts

- Women are more vulnerable than men to climate change. This is due to the fact that there are more women among the world's poor and that women are more dependent on natural resources.
- Over half a million women die every year due to preventable complications during pregnancy, and at least 200 million women do not have access to modern contraception that they want to use.
- In 2008 there were 37 million girls who were not in primary school.
- Over 300 million women – around 9 per cent of the world's female population – suffer from health problems and handicaps caused by complications during pregnancy that were related to a lack of basic healthcare.

*Source: Ministry of Foreign Affairs, 2010.*

# Activity calendar and publication list

## 1 March 2010 – 1 March 2011

### Activities

#### March 2010

- Danish delegation at the UN Commission for the Status of Women conference in New York, as well as a Nordic side event hosted by Denmark.
- Minister for Gender Equality invited to brunch with the gender equality organisations.
- Minister for Gender Equality takes part in both the Kvinno and the European Commission's 8 March event.
- Minister for Gender Equality visits Danish crisis centres.
- Minister for Gender Equality speaks at Berlingske News Magazine's talent conference

#### April 2010

- Denmark opens and hosts the conference: "Human trafficking – a complex reality" in Copenhagen.

#### Maj 2010

- Publication of the results of the public authorities' 2009 gender equality reports.
- NGO-workshop regarding the evaluation of the efforts for the fight against human trafficking.
- Minister for Gender Equality meets with Confederation of Danish Employers regarding the Salary Commission and the marketing of female fields.
- The Department for Gender Equality makes a presentation in the EU conference for "Non-legislative Initiatives for Companies to Promote Gender Equality at the Workplace".
- The Minister speaks at the Danish Association of Masters and PhDs' annual leadership day.

#### June 2010

- The government's National Strategy for the Fight against Violence in Close Relations is launched.
- First meeting in the department's task force for more women on boards of directors.
- The Minister for Gender Equality holds a speech entitled "Women of Influence" at the Heidrick & Struggles' network.
- Meeting in the department's network for charter organisations at IBM.
- The Minister for Gender Equality speaks during Men's Health Week.

#### July 2010

- The Minister for Gender Equality takes part in the international meeting "Clean Energy Ministerial" in Washington.

#### August 2010

- Meeting in the department's network for charter organisations at the Danish Chamber of Commerce.

### September 2010

- The launch of the evaluation of the national effort for the fight against human trafficking.
- Meeting in the department's task force for more women on boards of directors.
- The Minister for Gender Equality visits Aarhus crisis centre.

### October 2010

- The launch of "Operation Chain Reaction: Recommendations for more women on boards of directors".
- Minister for Gender Equality is chairman for the annual gender equality ministers' meeting in the Nordic Council of Ministers.
- Minister for Gender Equality takes part in informal gender equality ministry meetings in the EU to discuss the European Commission's new gender equality strategy.
- Minister for Gender Equality co-hosts a meeting with the chairman of the Danish Society of Engineers about gender equality among engineers and engineering students.
- Minister for Gender Equality talks to the Boston Consulting Group's "Female Talent Network".

### November 2010

- Meeting in the department's network for charter organisations at the University of Southern Denmark.
- Publication of the evaluation of the Charter for More Women in Management. The Department takes part in the Forum 100% conference "Girls' education, boys' employment market".
- NGO-meeting on recommendations and input to the efforts against human trafficking.
- Publication on [www.lige.dk](http://www.lige.dk) of an overview of the gender equality evaluation of the law recommendations in the law program 2010-2011.
- The Minister for Gender Equality opens the Municipal Managers Association conference "Municipal management in a time of change".
- Attends the EU Women's Ministers Summit.
- Minister for Gender Equality attends together with Minister for Development a roundtable meeting about gender equality in developing countries.
- Minister meets with Dialogue against Violence and the Northern Jutland Police.
- Minister for Gender Equality visits social centre for foreign prostitutes in Vesterbro, Copenhagen. Here the minister also met with the representatives from the Centre against Human Trafficking, the Nest International and the Prostitution Competency Centre.

### December 2010

- Second round of "Operation Chain Reaction: Recommendations for more women on boards of directors".
- Minister for Gender Equality attends a side event at COP16, "Women Leaders in Climate Change" with among others, Mary Robinson.
- Two-day pan-Nordic camp in Copenhagen about social control in certain immigrant environments.
- The Department for Gender Equality hosts a presentation at the Metropole University College's Education Conference.

**January 2011**

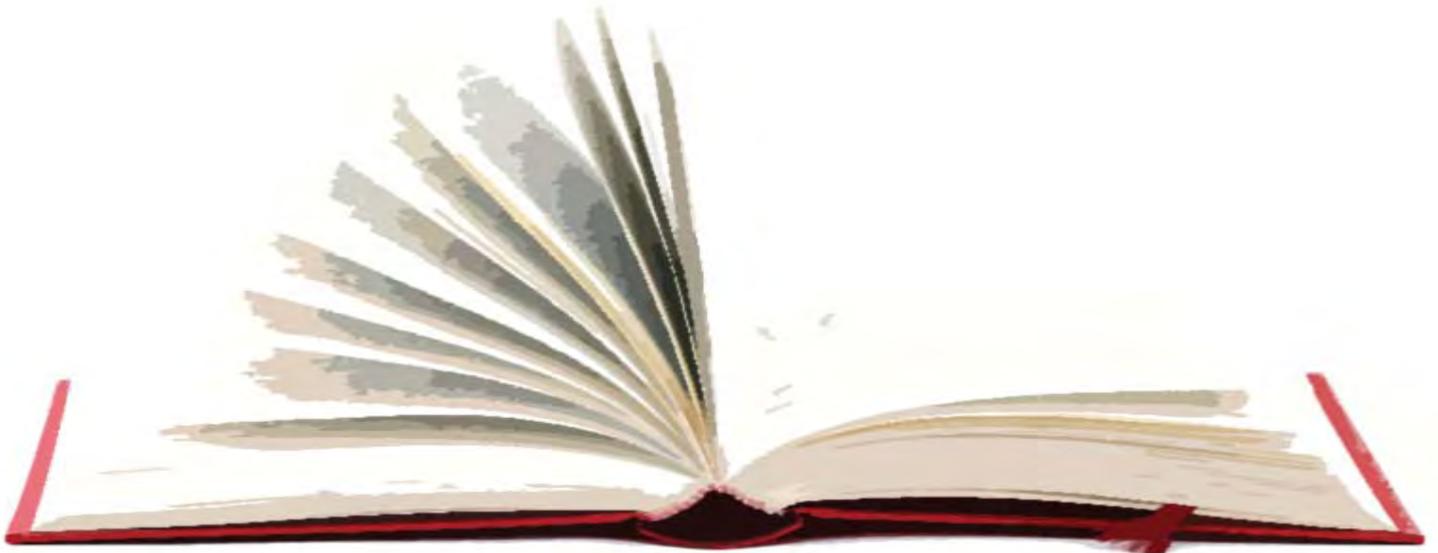
- Minister for Gender Equality holds a speech in conjunction with publication Monday Morning's release of a summary and analysis of the efforts against violence.
- Launch of the report "Study of education and competence needs among clean technology businesses" among other things, seen from a gender perspective. The report forms the background for further work to attract more women to the area.
- Summary, analysis and evaluation of best practice in relation to gender equality among ethnic minorities.
- Evaluation of the campaign for rights for 2009-2010.
- The Minister for Gender Equality and the Minister for Science, Technology and Development set the date for a meeting with the university sector about how gender equality promotion initiatives can be widened and implemented in the universities. The meeting was held 22 March 2011.

**February 2011**

- The Minister for Gender Equality presents the prize to the winner of the creative competition against relationship violence –10th grade classes took part in the competition as well as schools.
- The Minister for Gender Equality campaign for rights for women and men with immigrant backgrounds is put in motion.
- A new ambassador is selected for more women in executive management.
- The Minister for Gender Equality attends the round table meeting with female engineering students at the Danish Society of Engineers.
- The first results of the study "The search for the boys – where have they gone" are published.
- Website about girls' and boys' educational choices is launched.
- Launch of "Best practice" – collection and campaign site about recruitment of men to traditional female subject areas under the Nordic project "The financial crisis and the gender divided employment market".
- Application for funds for promotion of gender equality submitted.
- Work with the updating of the national databases on violence is set in motion.

## List of Publications

- Report 2009/Perspective and Action Plan 2010.
- Meta-evaluation of the government's action plan "Employment, participation and equal opportunities for all".
- Evaluation of the national effort for the fight against human trafficking 2007-2010 report.
- National Strategy to Prevent Intimate Partner Violence.
- Stop Violence Against Women – folder.
- New cooperation program for the Nordic work in the Nordic Council of Ministers.
- First evaluation of the charter for more women in executive management.
- SFI report "Gender and ethnicity in the education system, studies of literature and registration data" by Vibeke Jakobsen and Anka Liversage.
- SFI study "It was not easy, but I did it", interview study with ethnic minority women about education, by Anika Liversage, Vibeke Jakobsen and Ida Rode Hansen.



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The Department for Gender Equality's contact details can be found at [www.lige.dk](http://www.lige.dk), where it is also possible to download "Perspective and Action Plan" in both Danish and English.