



**MINISTRY OF FOREIGN AFFAIRS  
OF DENMARK**

**DENMARK**  
**Comprehensive national review report**  
**Beijing+25**

**Twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the  
Beijing Declaration and Platform for Action (1995)**

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## Content

Introduction.....	4
Section One: Priorities, achievements, challenges and setbacks.....	5
Priorities and achievements over the past 5 years.....	6
Challenges over the past 5 years .....	10
Intersecting forms of discrimination.....	12
Priorities for the coming 5 years.....	15
Section Two: Progress across the 12 critical areas of concern.....	18
Inclusive development, shared prosperity and decent work .....	18
Poverty eradication, social protection and social services.....	22
Freedom from violence, stigma and stereotypes.....	28
Participation, accountability and gender-responsive institutions .....	41
Peaceful and inclusive societies.....	49
Environmental conservation, protection and rehabilitation.....	59
Section Three: National institutions and processes.....	62
Section Four: Data and statistics .....	64
Appendix: Civil society initiatives .....	68



## Introduction

This report reflects the continued commitment of the Danish government to promoting gender equality, women's rights and the empowerment of women. Gender equality is pivotal to the full realization of human rights and fundamental freedoms in all spheres of the society. Gender equality is a prerequisite and a driver for economic growth, prosperity and cohesion. Thus, Denmark continuously works to secure de jure and de facto gender equality and to eliminate all forms of discrimination against women. The Beijing Platform for Action continues to be a valuable tool in this endeavour.

The Ministry of Foreign Affairs of Denmark has coordinated the reporting process in which all relevant ministries and authorities have been included and have contributed. The report describes the Government's main priorities and achievements in progress towards gender equality and compiles 48 examples of government policies, projects and new legislation.

Civil society organizations in the area of gender equality have submitted examples of projects contributing to the implementation of the BPfA. These are provided in the appendix.

Greenland and the Faroe Islands are self-governing territories of the Kingdom of Denmark. For a comprehensive report on gender equality in Greenland and the Faroe Islands, please see the Ninth Periodic Report by the Government of Denmark on Implementation of the Convention on the Elimination of All Forms of Discrimination against Women. The report was submitted on 29 March 2019.



## Section One: Priorities, achievements, challenges and setbacks

Despite continued progress and a high level of gender equality in Denmark, the Government is determined to constantly taking new steps towards progressing equality between men and women, and ensuring the advancement of women and de facto equal opportunities. Denmark still faces challenges in a number of areas, and targeted efforts and firm action are pivotal in order to eliminate discrimination and to empower women. Hence, all ministries continue to work to promote gender equality in their respective areas.

The following chapter describes first the top priorities over the past five years and the corresponding achievements and afterwards the main challenges in the same period, corresponding to the following questions:

- 1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?**
  
- 2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)**
  - Equality and non-discrimination under the law and access to justice
  - X Quality education, training and life-long learning for women and girls
  - Poverty eradication, agricultural productivity and food security
  - X Eliminating violence against women and girls
  - Access to health care, including sexual and reproductive health and reproductive rights
  - Political participation and representation
  - X Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
  - Women's entrepreneurship and women's enterprises
  - Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
  - Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
  - Basic services and infrastructure (water, sanitation, energy, transport etc.)
  - Strengthening women's participation in ensuring environmental sustainability
  - Gender-responsive budgeting
  - Digital and financial inclusion for women
  - Gender-responsive disaster risk reduction and resilience building
  - X Changing negative social norms and gender stereotypes
  - X Other



## Priorities and achievements over the past 5 years

### Education

There is no deficit of women concerning access to and participation in education including to all levels of education in Denmark. Girls and women have surpassed men when it comes to enrolment in both general upper secondary education (54 percent girls) and higher education system (56 % women). However, education continues to be an area of concern because of the gender segregation of the different line educations. Women continue to lack behind in the science, technology, engineering and mathematics (STEM) sectors with a share of 34 % in the higher education system. In cooperation with the private sector, the Government has initiated several activities to promote women's access to STEM educations and to promote gender equality and combat gender stereotypes in primary and lower secondary school. For example, following a three-year trial with a one-year optional subject in understanding technology comprehension, gender segregation will be part of the collection of experiences in 2020. In 2018, a conference took place on how to enhance girls' interest in technology.

*As a result*, the gender balance has improved in areas like data science and programming. Awareness about the benefits of gender diversity in education has also increased significantly.

### Women in management

Following the continuing gender imbalances on boards and in private decision-making processes, the Government in 2013 adopted legislation in order to promote women's access to leading positions. The law requires the largest Danish companies to set a target figure and establish a policy for the gender composition of management. Failure to set a target figure can be punished by fine.

To ensure women the necessary experience and thereby the required recruitment basis for companies, the focus must not only be on the gender composition of companies' management bodies but also on improving women's representation at other management levels.

The intention is to ensure the necessary developments in gender composition in Danish companies while at the same time to provide the companies flexibility to set a target figure that is tailored to their specific situation. This respects the companies' right of management and the specific circumstances of each company and industry.

*As a result*, the share of women in boards of publicly listed companies have risen from 9.6 % in 2012 to 15.9 % in 2017. These figures do not include board members elected as employee representatives. The share of women in public management have also increased. The share of female top level leaders increased from 19 % in 2013 to 30 % in 2017 in state authorities, and from 25 % to 29 % in municipalities.



### **Equal pay**

According to the Equal Pay Act, the Government is obliged to present a national statement on the status and development concerning the gender pay gap every three years. This monitoring report is based on an extensive review as well as a large data set and is made public. Also, companies with more than 35 employees and at least 10 men and 10 women with the same job function have to prepare yearly pay statistics disaggregated by sex. The pay statistics support the transparency on wage formation within the company as a tool for cooperation between management and the shop stewards. The national statement ensures that the gender pay gap is analyzed and kept on the political agenda as well as in the media and amongst the social partners.

A report from May 2018 by The Danish Centre for Social Science Research on the gender pay gap in Denmark shows that women are increasingly moving up in the job hierarchy and into managerial positions or positions requiring high-level skills and specialized knowledge. Furthermore, women are on average better educated than men and this tendency has increased over the past ten years.

The gross gender pay gap has decreased since 2007 with up to a quarter to 10-15 %. The remaining un-explained gender pay gap is between 4-7 % (when taking into account that women and men are distributed unequally in sectors and functions).

### **Violence against women and girls**

Violence against women and girls continue to constitute a barrier for women's full enjoyment of equal opportunities in society. The Government hence continues to place a strong focus on combatting violence and it has implemented new legislation, new action plans, new support services and prevention measures. In addition, new areas of concern have been included in the work inter alia; stalking, psychological violence, as well as dating violence and digital violence amongst young people.

In 2013 Denmark ratified the Istanbul Convention. The convention provided the government with guidance to develop Denmark's fourth national action plan on gender-based violence that was implemented in 2014-2018. In 2017 Denmark received its baseline report from GREVIO evaluating Denmark's implementation of the Istanbul Convention. This baseline report has informed the development of a new national action plan on physical and psychological violence in close relations that was launched in the spring of 2019.

*As a result*, an increasing amount of women and girls suffering from different types of violence can receive comprehensive universal support, including health services, as well as psychological treatment and judicial counselling. Victims and perpetrators of stalking can now receive specialized treatment and counselling.



### **Sexual harassment – in the labour market and online**

Since 2017, the Government has launched a number of initiatives to combat sexism and harassment. New legislation, action plans and targeted initiatives towards all relevant actors have been launched in different sectors of society, including at the labour market and in culture.

Young people especially have been the aim of a broad set of concrete actions specifically on digital harassment and bullying, including sanctions at school, codes of conduct, information to young people, teachers and parents, and information and awareness campaigns.

The Government has sent out a call for action to managers, companies and public institutions in Denmark, encouraging everyone to revisit company policies on sexual harassment as well as to evaluate the company culture. In addition, the Government is evaluating the protocols of the Danish Working Environment Authority to better prevent and address cases of sexual harassment in the work place.

The maximum penalty for sharing intimate photographs of others without consent has been increased. The maximum fine for indecent exposure such as unsolicited sharing of intimate photos of oneself has been doubled. Also, the Government has taken action to educate police personnel to better handle reports of digital sexual violations, and the has launched a digital platform to make it easier to report digital sexual assaults and for the police to handle these cases.

Simultaneously, one specific case of illegal sharing of an intimate video of a young woman and young man has led to charging of more than 1.000 individuals. The case has resulted in a significant change in terms of awareness raising and perception of digital sexual assaults. It set an important precedent in taking digital sexual violations seriously as well created greater public awareness among both young people and adults of the potential damage and consequences such violations may cause for the victim, its relatives and also the perpetrator.

*As a result*, perpetrators are being prosecuted and awareness have risen about proper digital behaviour, personal boundaries and respect for women and girls.

### **Human trafficking**

The Danish efforts to combat trafficking in human beings are regulated by consecutive national action plans, with the present action plan running from 2019-2021. Since the first action plan in 2002, there has been broad parliamentary support in Denmark for the Danish efforts. The overall focus is on preventing trafficking in human beings in Denmark and internationally offering victims of trafficking individually tailored and coordinated support and on prosecution and punishment of traffickers.

From 2007-2017, 730 people were assessed by the Danish authorities as being victims of human trafficking. Most victims were trafficked into prostitution. The number of the people assessed as victims of human trafficking has been increasing.



In order to meet new developments and challenges, the efforts in the national action plans have been regularly supplemented with other initiatives. This for example includes outreach work and development of methods to identify victims of trafficking in new forms of prostitution such as escort and private/discrete, development of new methods for outreach work among potential victims of forced labor, and a strengthened effort to screen for human trafficking among unaccompanied minors in asylum centers.

*As a result*, victims are identified and receive quality support services, and traffickers are prosecuted.



## Challenges over the past 5 years

The following paragraphs describe the main challenges in progress towards gender equality and the empowerment of women over the past 5 years.

The Government will continue to promote gender equality in all areas listed below;

### **Gender segregation in education and labour market**

Despite the Government's efforts to promote equal opportunities in the labour market, women and men still tend to choose to work within gender segregated fields and sectors. This makes for a less flexible labour market, contributes to pay gaps, and may mean that individuals fail to utilise fully their potential and talent. Occupational segregation is rooted in a number of factors, including personal preferences and expectations, cultural expectations and gender stereotypes. Occupational segregation starts long before men and women enter the labour market as it is closely linked to educational segregation.

One gender accounts for more than 80 % of students on more than half of vocational training programmes. One gender accounts for more than 90 % of students on about one-quarter of vocational training programmes. Around 70 % of the teachers and child and youth educators at public primary and lower secondary schools are women, while more than 96 % of teachers in pre-school classes are women. 16 % of members of boards of directors at listed companies elected by general assemblies were women in August 2017.

### **Stress among young women and girls**

Young girls are more likely to suffer from stress and mental health issues than young boys. This is not an issue covered by the BPfA, but an emerging issue, which will have to be addressed to provide equal opportunities for girls.

41 percent of young women and 23 percent of young men (age 16- 24) reported high levels of stress in 2017 which is an increase from 2013 where 33 percent of young women and 15.6 percent of young men reported high levels of stress according to The National Health Profile. According to the same survey, 24 percent of young women and 13 percent of young men reported mental health issues in 2017; these numbers have also increased since 2013 where 17.5 percent of young women and 8.2 percent of young men reported mental health issues.

With the aim of improving mental health and to reduce stress, the Government established two panels in 2018: A Stress Panel and a Youth Panel. The purpose of the Youth Panel was to raise public awareness on the mental health of young people and how the self-perception of the youth can be improved. To this end, the Panel focused among other themes on gender, sexuality and boundaries. The purpose of the Stress Panel was to initiate a debate and to raise public awareness in relation to causes of stress and how to reduce and prevent negative stress. Specifically, one of the Stress Panel's activities focused on the culture of perfection as a cause of negative stress, which tends to be more prevalent among young women and girls than among boys and men.



### **Prevalence of IPV against women**

While the Government has a comprehensive support system for victims of intimate partner violence and has implemented four national action plans to combat intimate partner violence since 2000 including activities on awareness raising, prevention measures and perpetrator programs, physical intimate partner violence against women remains a serious challenge in society.

### **Unequal division of parental leave**

Denmark has a flexible framework for sharing parental leave. Nevertheless, fathers take only around one tenth of the total leave and many fathers would have liked to take more leave than they did. Women who became mothers in 2015 take on average 298 days of maternity/parental leave. Men who became fathers in 2015 take on average 31 days of paternity/parental leave. This unequal distribution stands in the way of women's equal opportunities in the labour market and may contribute to the persistent gender pay gap.



## Intersecting forms of discrimination

### 3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

<b>1. National action plan to promote security, wellbeing and equal opportunities for LGBTI persons and new policy coordination on LGBTI issues</b>	
Aims	Fight prejudice, provide support services, raise awareness on transgender and intersex issues and promote openness around sexual orientation and gender identity in the labour market, in sports and associations.
Target population	LGBTI people
Description	<p>Denmark has launched a national action plan for the promotion of security, wellbeing and equal opportunities for LGBTI-persons (lesbians, gays, bisexuals, transgender and intersex). One focus area of the action plan is to strengthen counselling, networks and support services, including to lesbian, bisexual and transgender women, across the country. Another major focus is to promote openness and inclusion and to combat prejudice, homophobia and transphobia. The new plan will also focus on bullying and violence in the education system.</p> <p>In 2017, the Government established a coordination mechanism LGBTI policies headed by the Minister for Equal Opportunities in order to improve coordination and knowledge sharing across relevant ministries and authorities. In 2019, an inter-ministerial working group will launch a review of legislation to assess the need for adjusting existing legislation or introduce new legislation in order for LGBTI persons to fully enjoy their human rights.</p>
Budget	DKK 25 million (national action plan), DKK 3 million annually (policy coordination)
Link to further information	<a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153842%20LGBTI%20Handling%20UK.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153842%20LGBTI%20Handling%20UK.pdf?la=da</a>



Relevant data	<ul style="list-style-type: none"> <li>• 40 % of LGBT persons are to a limited extent or not at all open about their sexual orientation or gender identity at work.</li> <li>• 49 % of Danish LGBT persons avoid holding hands with a same-sex partner in public for fear of attack, threats or harassment.</li> <li>• 84 % of Danes have witnessed negative comments or similar towards a fellow pupil perceived as an LGBT person.</li> </ul> <p>Further data and sources can be found via the link above.</p>
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<b>2. Law on the prohibition of discrimination of all persons with disabilities</b>	
Aims	To prevent discrimination and to promote equal treatment of all persons with disabilities
Target population	Persons with disabilities
Description	In May 2018, The Danish Parliament adopted a bill on cross-sectoral prohibition of discrimination of all persons with disabilities outside the labour market. The new law will make it illegal for both public and private service providers to discriminate against someone because of disability outside the labour market. The bill supplements the anti-discrimination bill that already exists in the labour market.
Impact, evaluation results and lessons learnt	An annual follow-up will take place based on information from the Danish Board of Equal Treatment, just as after three years a more detailed evaluation will be carried out.
Link to further information	Link to the law (in Danish): <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=201823">https://www.retsinformation.dk/Forms/R0710.aspx?id=201823</a>

<b>3. The National Stress Panel</b>	
Aims	Short term: To raise attention and create public awareness about factors causing stress as well as giving recommendations to the government on how to limit development in long term stress caused by a number of factors such as work, social media and perfection culture among young people. Long term: To reduce the number of Danes suffering from long term stress.
Target population	The Stress Panel has as its aim to raise attention on factors causing long term stress and thereby limit the increasing number of Danes suffering from stress.
Description	The National Stress Panel was launched by the Danish government in June 2018 and handed over its' recommendations to the government in April 2019.
Impact, evaluation results and lessons learnt	The government will assess how to follow-up on the Stress Panel's recommendations.
Link to further information	(Danish) <a href="http://sum.dk/Temaer/Nationale-Stresspanel.aspx">http://sum.dk/Temaer/Nationale-Stresspanel.aspx</a>
Relevant data	A national survey carried out every three to four years shows that an increasing number of Danes estimate that they suffer from high stress levels. The latest



national survey from 2017 showed that approximately 25 percent of all Danes experience a high stress level. Survey data is collected using questionnaires. The definition of stress used in the survey is thus not based on a clinically based definition of stress but rather a relative limit value, which can be used to follow the development of stress over time.

**Number of men and women with a self-estimated high stress level pr. year.**

Year	Women	Men	Total
2017	29 %	21 %	25.1%
2013	28.2 %	17.5 %	21.3%

**Number of men and women aged 16 – 24 with a self-estimated high stress level pr. year.**

Year	Women	Men	Total
2017	40.5 %	23.4 %	31.9%
2013	33 %	15.6 %	24.2%

Source: Danish Health Authority

**4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?**

Humanitarian crises have not affected the implementation of the BPfA in Denmark.



## Priorities for the coming 5 years

### 5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

### Intimate partner violence

Recent years have shown an increased awareness that violence against women is not only physical violence since stalking and psychological violence can be equally invasive and degrading. Regardless of how or against whom violence takes place, targeted action is necessary to create an equal and respectful society in which everyone feels secure both inside and outside their homes. Consequently, the Government will continue to develop new measures and to generate new knowledge in order to prevent violence against women. In the period 2019-2022 the Danish government will implement its fifth national action plan on violence in close relations, which is described in example 17.

### Rape

The Government is reviewing legislation and treatment of cases of sexual assault and abuse. In 2018, the Minister for Justice appointed a panel of experts within the area of sexual assault and abuse in order to gain further knowledge and recommendations within the area. The panel is expected to provide its recommendations regularly in the spring of 2019. Moreover, the Government is examining how the legislation on rape can be improved, inter alia whether the



legal definition on rape should be based on a non-consent requirement instead of being based on violence, threats, etc.

## **Human trafficking**

Human trafficking is a violation of fundamental human rights and a gross infringement of the rights of individuals to exercise control over their own bodies and own lives. Human trafficking exists in many areas and sectors, e.g. prostitution, forced labour and crime. Women, men and children are exploited. However, by far the majority of victims have been women traded for prostitution. We need stable and flexible efforts that can be continuously be adapted to developments. The framework for measures to combat human trafficking for the period 2019-2021 has already been laid down in a new action plan that is described in example 15.

## **Gender stereotypes**

A pivotal element in the Government's efforts to ensure gender equality is to break down and eliminate gender stereotypes and unconscious bias and practices based on the idea of the inferiority or superiority of either sexes. Such social and cultural structures may inhibit women and girls as well as men and boys from living a life in freedom. Also, it may have a negative impact on society since resources and talents are not utilized optimally.

When girls and boys are faced with a choice of education and training, gender-stereotypical expectations should not determine whether they study to be a preschool teacher or a software developer. Young people should be presented with the whole spectrum of educations and not only those that are viewed as "suitable" for their gender.

The government will continue the work to reduce gender-segregation in education and the labour market and to encourage fathers to take parental leave and to promote the proportion of women in management.

Examples of initiatives towards these goals can be found in 5, 10 and 13.

## **Follow up on #MeToo**

With the #MeToo movement, millions of women have created a virtual demonstration against everyday sexism, sexual harassment and sexual abuse; at work, in the public domain, and on the internet. The multitude of voices have effectively broken the taboo and silence. Sexual harassment and sexism are never acceptable, and the Government will take action to prevent and deal with it wherever it takes place. Furthermore, the 2020 Danish presidency of the Nordic Council of Ministers will initiate the development of measures to prevent a backlash against the #MeToo movement among young people and especially young men.



## **LGBTI**

Everyone has the right to choose a partner and to live openly with regard to their sexual orientation and gender identity. Nevertheless, lesbian, gay, bisexual, transgender and intersex (LGBTI) persons still experience discrimination and prejudice threatening their security, wellbeing and opportunities. The Government will continue to make concerted action to promote freedom, security and inclusion so that all LGBTI persons can live openly and without fear of discrimination and abuse.



## Section Two: Progress across the 12 critical areas of concern

### Inclusive development, shared prosperity and decent work

#### 6. What actions has your country taken in the last five years to advance gender equality in relation to women’s role in paid work and employment?

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women’s equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

<b>4. Amendment to the Danish Act on Equal Treatment of men and Women in relation to Employment etc. in 2019: A strengthened focus on preventing sexual harassment and increased compensation to victims of sexual harassment.</b>	
Aims	The aim of the measure is to strengthen the focus on the existing prohibition of sexual harassment in the workplace.
Target population	The social partners, all employers and employees.
Description	<p>Firstly, the civil courts are instructed not to put emphasis on the conduct or tone at the workplace or between the employees and /or the employer when reviewing a claim of sexual harassment.</p> <p>Secondly, the average level of compensation to victims of sexual harassment is increased by a third from 25,000 DKK to 33,000 DKK on average. The amount of compensation in the individual claims are set by the courts based on the merits of the case. There is no upper limit on compensations and the courts are free to award a higher compensation.</p>
Impact, evaluation results and lessons learnt	The amendment is to be evaluated 2 years after entry into force.
Link to further information	In Danish: <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=206295">https://www.retsinformation.dk/Forms/R0710.aspx?id=206295</a>



**7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?**

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

<b>5. Nationwide campaign to promote use of parental leave by fathers</b>	
Aims	To promote use of parental leave by fathers for the benefit of fathers, mothers, children companies, the economy and for gender equality.
Target population	Fathers and companies
Description	The campaign was launched in November 2017 and will run until 2020. The campaign is developed in dialogue with a number of companies, organizations and trade unions and uses debate, education, inspirational material for companies and role models to push for a cultural change. As a part of the campaign, the government has created a state funded pool that private companies and organizations have been able to apply for projects that aim at informing and creating debate about fathers' use of parental leave. The projects which received funding include; after-work meetings about parental leave in large Danish unions and a roadshow informing fathers and employers about the benefits of paternity leave. In addition, a study on the effects of fathers' use of parental leave was published.
Budget	DKK 4.5 million
Impact, evaluation results and lessons learnt	The campaign has reached over a million people on social media and has sparked dialogue and debate about fathers' use of parental leave. The study points to a number of benefits regarding fathers' involvement with their children and in household work. It also finds, that many fathers would have liked to take a longer paternity leave, and that many fathers are not familiar with the rules regarding paternity leave.
Link to further information	The campaign (Danish): <a href="https://www.aktionfarsorlov.dk/">https://www.aktionfarsorlov.dk/</a> The study on the effects of fathers' use of parental leave (Danish): <a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publicationer/2019/Undersgelse%20af%20effekterne%20af%20fdres%20brug%20af%20orlov.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publicationer/2019/Undersgelse%20af%20effekterne%20af%20fdres%20brug%20af%20orlov.pdf?la=da</a>



Relevant data	<ul style="list-style-type: none"><li>• Mothers and fathers are entitled to state sponsored parental leave in Denmark. Mothers have 18 weeks of paid maternity leave and fathers have 2 weeks of paid paternity leave. Additionally each parent have the right to 32 weeks of parental leave with a total of 32 weeks of state benefits to be divided between them.</li><li>• Women who became mothers in 2015 take on average 298 days of maternity/parental leave. Men who became fathers in 2015 take on average 31 days of paternity/parental leave. This is 12 days more leave than in 2003.</li><li>• When a father takes leave it benefits the mother's career and increases the total income of the household. If a father takes one week additional leave, the pay gap between the mother and the father is reduced by up to DKK 14,000.</li></ul> <p>Sources: Statistics Denmark (2017) <i>Fædres brug af orlov (update October 2017)</i>. Danish Confederation of Trade Unions (LO), Joint Council of Salaried Employees and Public Servants (FTF), Association of Danish Lawyers and Economists (DJØF), Danish Metalworker's Union (DM), Danish Society of Engineers (IDA) <i>Undersøgelse om balance og barsel</i>. Rockwool Foundation (2017) <i>Fars barsel mindsker løngabet mellem mand og kvinder, og øger husholdningens samlede indkomst</i>.</p>
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**6. Amendment to the Danish Act on Maternity Leave in 2018: Introduction of a right to leave for 14 weeks for fathers at the loss of a child before the 32nd week after the birth of the child**

Aims	The aim of the measure was to give fathers the same right to leave as mothers in the event of a stillbirth, infant death or adoption before the 32 <sup>nd</sup> week after the birth of the child.
Target population	All fathers.
Description	The aim of the measure was to give fathers the same right to leave as mothers in the event of a stillbirth, infant death or adoption before the 32 <sup>nd</sup> week after the birth of the child. The right to leave is compensated at the same level as sick leave pay.
Budget	22 mill DKK per year.
Link to further information	(Danish) <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=195105">https://www.retsinformation.dk/Forms/R0710.aspx?id=195105</a>

**7. Amendment to the Danish Act on Maternity Leave in 2013: Introduction of a right to 2 weeks leave for female partners (co-mothers) within the first 14 weeks of the birth of the child.**

Aims	The aim of the measure was to give a right to 2 weeks leave to the female partner of the mother of the child who is registered as a co-parent by the Danish authorities. This right is equal to fathers' right to paternity leave.
Target population	All female partners registered as co-parents.
Description	The aim of the measure was to give a right to 2 weeks leave to the female partner of the mother of the child who is registered as a co-parent by the Danish authorities. This right is equal to fathers' right to paternity leave.



	The right to leave is compensated at the same level as sick leave pay.
Budget	No budget was made for the amendment.
Link to further information	(Danish) <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=146290">https://www.retsinformation.dk/Forms/R0710.aspx?id=146290</a>
Relevant data	In 2016, 251 women were registered as co-parents to their partner's child. <a href="https://www.fyens.dk/indland/Hundredvis-af-kvinder-blev-sidste-aar-medmoedre/artikel/3168711">https://www.fyens.dk/indland/Hundredvis-af-kvinder-blev-sidste-aar-medmoedre/artikel/3168711</a>

**8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

Denmark has introduced austerity/fiscal consolidation measures and their impact on women/men was estimated before measures were put in place. In general Denmark has sustainable public finances with room for annual expenditure growth in public consumption. However, each year as part of the budget process there are a number of spending reviews and savings measures in order to reprioritize public spending to political priorities. When implemented by primary legislation, gender equality is reviewed.



## Poverty eradication, social protection and social services

### 9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

### Background information on the Danish welfare system

Anyone who is legally resident in Denmark and who cannot support himself/herself and his/her dependents has the right to state benefits. Specifically, one will as a minimum receive benefits from the cash benefit system, which constitutes the lowest economic safety net in Denmark.

Especially non-western immigrant women are over-represented in the cash benefit system. In recent years, the Government has taken a number of initiatives to move more women with non-western immigrant background into the labor market, so that they can support themselves and achieve a higher standard of living. With the initiative "More people to join in" from 2016, it was agreed to allocate about a quarter billion DKK to a special measure for vulnerable citizens in the cash benefit system with more than five years unemployment. Out of this target group, women with a non-western immigrant background make up 20 percent. In 2017 and 2018, it was decided to allocate an additional 165 million DKK to disseminate the experiences from the first project to other vulnerable groups in the cash benefit system. In 2018, it was also decided to allocate 95 million DKK to a targeted effort in the municipalities to get more women with immigrant background in employment. Strengthened efforts against negative social control could also become a part of the intensified effort to help women enter the labor market.

All citizens have a right to a state pension from the age of 65-68 years depending on their date of birth. Besides the state pension, workers may have the right to a labour market pension scheme. Pension schemes as part of collective agreements are negotiated by the social partners and constitute the majority of the labor market pensions in Denmark. More men than women have earned the right to an agreement-based labour market pension because of their higher labour market participation.



**10. What actions has your country taken in the last five years to improve access to social protection for women and girls?**

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women’s access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

See above.

**11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?**

- Promoted women’s access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

<b>8. Political agreement on egg cell donation</b>	
Aims	To increase the number of donor eggs to fertility treatment of women.
Target population	Infertile women
Description	In May 2016, the Danish Government reached a broad political agreement on increasing the number of donor eggs to fertility treatment. The initiatives of the agreement were to raise more awareness of the possibilities for donating eggs, allowing donations to take place at more clinics and increasing the level of compensation to the egg donor.
Budget	1,100,000 DKK p.a.
Impact, evaluation results and lessons learnt	An evaluation report will be published in 2019.
Link to further information	(Danish) <a href="https://www.sum.dk/Aktuelt/Nyheder/Sundhedspolitik/2016/Maj/~/_media/File/r%20-">https://www.sum.dk/Aktuelt/Nyheder/Sundhedspolitik/2016/Maj/~/_media/File/r%20-</a>



	<a href="#">%20dokumenter/Aftale%20om%20initiativer%20til%20at%20reducere%20mangle n%20p%C3%A5%20donor%C3%A6g.ashx</a>																					
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9. A good and safe start on life – aims for the future care of pregnant women																																		
Aims	Setting the direction for the future effort in relation to childbirth.																																	
Target population	Laboring women																																	
Description	<p>The Ministry of Health launched an initiative in 2018, which aims at setting the direction for the future effort in relation to childbirth in light of the expected increase in the number of births.</p> <p>The objectives include developing birth plans tailored to the individual laboring mother and enhancing the effort towards vulnerable pregnant women, ensuring comfortable surroundings during childbirth regardless of where the pregnant women choose to give birth, ensuring a healthy work environment among personnel, and improving digitalization.</p>																																	
Budget	50,000,000 DKK earmarked for strengthening the care at the maternity wards and 20,000,000 DKK for the preliminary work on improving digitalization of the course for pregnant women.																																	
Link to further information	<a href="https://www.sum.dk/~media/Filer%20-%20Publikationer_i_pdf/2018/En-god-og-sikker-start-paa-livet-jan-2018/En-god-og-sikker-staret-paa-livet-08012018.pdf">https://www.sum.dk/~media/Filer%20-%20Publikationer_i_pdf/2018/En-god-og-sikker-start-paa-livet-jan-2018/En-god-og-sikker-staret-paa-livet-08012018.pdf</a> (in Danish)																																	
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**12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?**

- Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

<b>10. Opening up the students' mindset and initial preferences for certain subjects</b>	
Aims	By exposing students to most subjects available within the program of general upper secondary education and combining this with guidance from the teachers the aim is to help qualify the students' choice of subjects and to open up their mindset to new academic areas.
Target population	New students in general upper secondary education.
Description	<p>General upper secondary education in Denmark comprises four different programmes qualifying the graduates for higher education. In 2018 the overall male-female ratio of the programmes was 46 pct. male and 54 pct. female. The four programmes have different profiles, and the male-female ratios show that a majority of male students choose programmes containing a more technical (htx) and commercial profile (hvx) whereas female students tend to choose programmes that have a broader common profile containing for instance more foreign languages (stx and hf).</p> <p>When students are accepted at either stx, hvx or htx they must choose a specific academic direction within the programme. This choice of subjects tends to be related to a general gender preference. Within the scientific subject area, male students tend to choose physics whereas female students tend to choose biology and chemistry. In general male students tend to avoid taking several foreign languages where the opposite is the case with female students.</p> <p>Since 2017, in order to open up the students' mindset and initial preferences for certain subjects, a three month introduction period has been introduced when they start at either stx, hvx or htx. Through those first months students are not divided into specific academic areas. Instead they are exposed to most subjects available within the programme and they receive guidance from the teachers to help qualify the choice they make after the introduction period. The choice of specific subject areas at the general upper secondary level is important for the students as it has an impact on their access to further education later on.</p>



Impact, evaluation results and lessons learnt	The new adjustments are being evaluated through a research program: <a href="https://www.stil.dk/aktuelt/uvvm/2018/nov/181122-fagligt-niveau-bestemmer-gymnasieelevers-udbytte-af-grundforloeb">https://www.stil.dk/aktuelt/uvvm/2018/nov/181122-fagligt-niveau-bestemmer-gymnasieelevers-udbytte-af-grundforloeb</a>																		
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<b>11. Mandatory anti-bullying strategy for primary, lower secondary and upper secondary schools and educational institutions</b>	
Aims	To make sure that students can finish their primary, lower secondary and upper secondary education without experiencing problems with bullying and related issues.
Target population	Students in primary, lower secondary and upper secondary education
Description	From August 1st 2017 it is mandatory for primary, lower secondary and upper secondary schools and educational institutions to have an anti-bullying strategy and to prepare action plans when specific cases of bullying occur. Furthermore, it has become possible for students and parents to lodge a complaint to the Danish Center for Learning Environment (DCUM) if the school does not have an anti-bullying strategy or if the school does not take appropriate action in specific cases of bullying.
Budget	42 million (DKK)
Impact, evaluation results and lessons learnt	The initiative will be evaluated in 2019.
Link to further information	(Danish) <a href="https://www.uvm.dk/aktuelt/nyheder/uvvm/2017/april/170428-krav-om-antimobbeindsats-paa-grundskoler-og-ungdomsuddannelser">https://www.uvm.dk/aktuelt/nyheder/uvvm/2017/april/170428-krav-om-antimobbeindsats-paa-grundskoler-og-ungdomsuddannelser</a>



<b>12. Innovation Fund initiatives</b>	
Aims	Strengthen the gender balance among applicants for research funding
Target population	Female researchers
Description	A number of initiatives, including female ambassadors/role models, a pilot project to attract more female applicants, requirements for large research partnerships to reflect on gender diversity in the team and increased gender balance in panels and annual recipients of prizes.
Impact, evaluation results and lessons learnt	Too early to conclude. Next step is further analysis and interviews with women in the target groups as a basis for policy for gender diversity, including objectives that can be reviewed annually.
Link to further information	(Danish) <a href="https://innovationsfonden.dk/da/nyheder-presse-og-job/innowomen-skal-sikre-flere-kvindelige-ansogere">https://innovationsfonden.dk/da/nyheder-presse-og-job/innowomen-skal-sikre-flere-kvindelige-ansogere</a> (e.g.)
Relevant data	See above

<b>13. Talent Barometer</b>	
Aims	More women in research
Target population	Women in academia
Description	In 2015, a ministerial taskforce for more women in research presented its recommendations primarily targeted towards the universities and research councils. In 2016, the Minister of Science and Higher Education invited all university rectors to a round table meeting follow up on the recommendations. A declaration was signed, and in 2017, The Ministry launched the first Talent Barometer, a yearly publication monitoring and comparing the share of women in academia in the university sector. The report form the basis for an annual discussion between the Minister and the chairs of the eight university boards followed by a briefing sent to the Parliament.
Impact, evaluation results and lessons learnt	It is too soon to conclude the impact of the barometer. The barometer purpose is to sharpen the focus on the issue – both at the universities and the ministry.
Link to further information	(Danish) <a href="https://ufm.dk/forskning-og-innovation/indsatsomrader/forskertalenter">https://ufm.dk/forskning-og-innovation/indsatsomrader/forskertalenter</a>
Relevant data	See the link above



## Freedom from violence, stigma and stereotypes

### 13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- X Intimate partner violence/domestic violence, including sexual violence and marital rape
- X Sexual harassment and violence in public places, educational settings and in employment
- X Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- X Child, early and forced marriages
- Female genital mutilation
- X Other harmful practices
- X Trafficking in women and girls
- X Other

14. National action plan to combat violence in the family and in intimate relations (2014-2017)	
Aims	Short term: To supplement the existing services and facilities and spotlight new problems with awareness raising, research and counselling services. Long term: To reduce violence in the family and in intimate relations.
Target population	Victims of intimate partner violence, dating violence and stalking.
Description	The action plan included the following key areas: <ul style="list-style-type: none"> <li>• Strengthened handling and accumulation of knowledge about different forms of violence and including stalking and intimate partner violence</li> <li>• Early measures in relation to young people exposed to dating violence</li> <li>• Increased debate and knowledge about the consequences of violence in intimate relations</li> </ul>
Budget	36 million DKK
Impact, evaluation results and lessons learnt	An independent evaluation report will be published in 2019.
Link to further information	<a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2014/150930%20Action%20plan%20against%20violence%20in%20the%20family.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2014/150930%20Action%20plan%20against%20violence%20in%20the%20family.pdf?la=da</a>
Relevant data	Data is available via the link above. See also example 17.

15. Action Plan to Combat Trafficking in Human Beings 2019-2021	
Aims	<ul style="list-style-type: none"> <li>• Prevent trafficking in Denmark and internationally</li> <li>• Offer victims of trafficking individually tailored and coordinated support</li> <li>• Prosecute and punish traffickers</li> </ul>
Target population	Victims of human trafficking



Description	<p>The Danish effort on combatting trafficking in human beings is regulated in national action plans. The fifth national action plan covers 2019-2021. This action plan continues and develops previous efforts and ensures that Denmark continues to live up to international conventions. Work will continue to focus on identifying human trafficking whenever it takes place; to focus on investigation and prosecuting traffickers; and to make sure that victims receive the support and help they need.</p> <p>The objectives of the Action Plan are to</p> <ul style="list-style-type: none"><li>• Build confidence in and knowledge about the possibilities for support and assistance for victims and potential victims of human trafficking</li><li>• Provide information on human trafficking in relevant communities and build knowledge and awareness about human trafficking and thereby prevent and reduce demand.</li><li>• Prevent human trafficking through training relevant players and through knowledge and information.</li><li>• Identify victims of human trafficking so that they can be offered assistance, support and prepared repatriation.</li><li>• Offer prepared repatriation and reintegration to foreign nationals who are victims of trafficking, and who must or want to leave Denmark, to help them to a life without human trafficking.</li><li>• Investigate and prosecute traffickers to help curb human trafficking.</li><li>• Cooperate and coordinate to contribute to flexible, targeted and effective efforts against human trafficking.</li><li>• Provide knowledge about human trafficking to strengthen efforts and limit demand for the services provided by victims.</li><li>• Cooperate internationally to ensure exchange of experience and help maintain focus on human trafficking on the international agenda.</li></ul> <p>The Danish Centre against Human Trafficking (CMM) is the core of the nationwide social initiatives under the action plan to combat human trafficking. CMM assesses whether individuals with legal residency in Denmark who have been victims of human trafficking should be offered services under the action plan. CMM is responsible for coordinating and developing the nationwide social assistance and support for victims of human trafficking, for coordinating cooperation in the area, and for collecting and disseminating knowledge and statistics.</p>
Budget	63 million DKK
Impact, evaluation results and lessons learnt	<p>The Danish Centre against Human Trafficking was evaluated in 2016. The evaluation report is available in Danish here: <a href="http://www.alsresearch.dk/uploads/CMM/Evaluering%20af%20CMM_Als%20Research.pdf">http://www.alsresearch.dk/uploads/CMM/Evaluering%20af%20CMM_Als%20Research.pdf</a></p>
Link to further information	<a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publicationer/2018/153843%20Handlingsplan%20til%20bekmpelse%20af%20menneskehandel%20UK.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publicationer/2018/153843%20Handlingsplan%20til%20bekmpelse%20af%20menneskehandel%20UK.pdf?la=da</a>
Relevant data	7301 people were assessed by the Danish authorities as being victims of human trafficking in 2007-2017. 87 % of these were women. The majority of victims come from Nigeria, Uganda and Thailand.



<b>16. Initiatives against stalking</b>	
Aims	To send a clear signal that stalking is a completely unacceptable behavior, to strengthen the police efforts against stalking, to improve help and counseling for persons exposed to stalking and to strengthen the knowledge about stalking to professionals and the population.
Target population	Victims of stalking
Description	<p>The Government has initiated a number of initiatives aimed at strengthening efforts against stalking. In March 2016, the Ministry of Justice and the Ministry of Children, Education and Gender Equality presented the package of initiatives “Stop Stalking”, which contains seven initiatives, to strengthen police efforts against stalking, to improve help and counseling for persons exposed to stalking and to strengthen the knowledge about stalking among professionals and the population. As part of the implementation of “Stop Stalking” an amendment of the law came into force 1 January 2017 by which the police were given the opportunity to give a temporary restraining order.</p> <p>From 2019 specialized counselling and treatment services for victims and perpetrators of stalking were made permanent as part of the National action plan to combat psychological and physical violence in close relationships (2019-2022).</p>
Link to further information	(Danish) <a href="http://www.justitsministeriet.dk/sites/default/files/media/Pressemeddelelser/pdf/2016/Stop%20Stalking.pdf">http://www.justitsministeriet.dk/sites/default/files/media/Pressemeddelelser/pdf/2016/Stop%20Stalking.pdf</a>

#### **14. What actions has your country prioritized in the last five years to address violence against women and girls?**

- X Introduced or strengthened violence against women laws, and their enforcement and implementation
- X Introduced, updated or expanded national action plans on ending violence against women and girls
- X Introduced or strengthened measures to increase women’s access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- X Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- X Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- X Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- X Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- X Other



17. National action plan to combat psychological and physical violence in close relationships (2019-2022)																									
Aims	<ul style="list-style-type: none"> <li>• Prevent psychological and physical violence in close relations through awareness raising activities</li> <li>• Initiate research to inform future policies</li> <li>• Provide counselling services for victims and perpetrators of violence</li> </ul>																								
Target population	Victims of physical and psychological intimate partner violence, dating violence and stalking																								
Description	<p>The action plan has 18 initiatives under the heading of 3 focus areas:</p> <ul style="list-style-type: none"> <li>• Prevention and recognition of psychological violence: This includes awareness raising in the general population and specifically among children and young people. This focus is in line with the Government's bill on introducing a separate section concerning psychological violence in the criminal code.</li> <li>• Further strengthening of ambulatory counselling and treatment programs: The action plan finances and develops a number of specialized programs that provides counselling, treatment and support for victims and perpetrators of different forms of violence including dating violence, intimate partner violence, stalking and digital harassment.</li> <li>• Increased knowledge: This includes a nationwide study of the prevalence of physical and psychological violence in intimate relations, which allows for comparisons over time.</li> </ul>																								
Budget	101 million DKK																								
Link to further information	<p>Information in Danish:  <a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2019/Handlingsplan%20til%20bekmpelse%20af%20psykisk%20og%20fysisk%20vold%202019%20-2022.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2019/Handlingsplan%20til%20bekmpelse%20af%20psykisk%20og%20fysisk%20vold%202019%20-2022.pdf?la=da</a></p>																								
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<b>18. Separate act in the Criminal Code on psychological violence in close relations (family etc.)</b>	
Aims	To criminalise psychological violence in close relations (family etc.)
Target population	Victims of psychological violence in close relations (family etc.)
Description	<p>In March 2019, the Danish Parliament adopted a bill on psychological violence in close relations (family ect.), which entered into force on 1 April 2019. The bill amends the Criminal Code by introducing a new separate act on psychological violence in close relations (family etc.). Civil society has played an important role in the preparatory legislative process.</p> <p>Furthermore, the Government has taking initiative to ensure the police and prosecution service proceedings of cases of psychological violence.</p>
Link to further information	(Danish) <a href="https://www.ft.dk/samling/20181/lovforslag/1139/index.htm">https://www.ft.dk/samling/20181/lovforslag/1139/index.htm</a>

<b>19. New legislation on rape</b>	
Aims	Better protection against rape
Target population	Victims of rape
Description	<p>In 2016, the penalty for rape was increased with an average of one year, and the Government launched a number of initiatives to improve the efforts against rape, including guidelines for the police on how to receive and handle rape cases. The national police has set up an expert group of investigators and prosecutors who will contribute to developing the guidelines and an advisory forum where the police meet with organizations that deal with victims of rape.</p> <p>In 2018, the 72-hour police notice victim compensation deadline was repealed, which a victim of rape or incest usually has to comply with in order to apply for victim compensation. Furthermore, the compensation to victims in all cases of sexual assault offenses was increased by approx. one third.</p> <p>Additionally, in 2018, the Minister of Justice appointed a panel of experts within the area of sexual assault and abuse in order to gain further knowledge and recommendations within the area. The panel is expected to provide its recommendations regularly in the spring of 2019.</p>
Link to further information	In Danish: <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=180530">https://www.retsinformation.dk/Forms/R0710.aspx?id=180530</a> <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=198532">https://www.retsinformation.dk/Forms/R0710.aspx?id=198532</a> <a href="http://www.justitsministeriet.dk/nyt-og-presse/pressemeddelelser/2018/justitsministeren-nedsaetter-ekspertpanel-om-voldtaegt-og-vil">http://www.justitsministeriet.dk/nyt-og-presse/pressemeddelelser/2018/justitsministeren-nedsaetter-ekspertpanel-om-voldtaegt-og-vil</a>



**15. What strategies has your country used in the last five years to prevent violence against women and girls?**

- X Public awareness raising and changing of attitudes and behaviours
- X Work in primary and secondary education, including comprehensive sexuality education
- X Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- X Working with men and boys
- X Perpetrator programmes
- X Other

<b>20. Awareness raising campaign on psychological violence</b>	
Aims	<ul style="list-style-type: none"> <li>• To raise awareness about psychological violence</li> <li>• To help young people identify psychological violence</li> </ul>
Target population	Young people age 16-24
Description	The Minister for Gender Equality spearheaded the campaign that ran in the winter of 2017-2018. The campaign contained three short films that portrayed young couples where one performed controlling and manipulative behavior that may or may not constitute psychological violence. The films used the warning “violence may occur” in the beginning and ended with a sign saying, “not all violence leave bruises”. The campaign used social media and an information page to spark debate. The campaign used the results of a survey about young people’s perceptions of boundaries and relationships.
Budget	DKK 2.1 million
Impact, evaluation results and lessons learnt	<p>The campaign reached a very large audience via facebook:</p> <ul style="list-style-type: none"> <li>• Campaign elements gained 25.4 million impressions, 18,000 likes, 4000 comments, 2000 shares and the facebook page got 5000 followers in approx. 7 weeks.</li> <li>• A film was shown in its entirety more than 400,000 times.</li> </ul>
Link to further information	Information about the campaign is only available in Danish: <a href="https://levudenvold.dk/aktuelt/kampagne-psykisk-vold-i-kaeresteforhold/">https://levudenvold.dk/aktuelt/kampagne-psykisk-vold-i-kaeresteforhold/</a>
Relevant data	The survey that was made as part of the campaign showed that 22 percent of young women felt that a boyfriend had overstepped their boundaries physically. 33 percent felt that a boyfriend had had overstepped their boundaries psychologically.



<b>21. School competitions to raise awareness about dating violence</b>	
Aims	<ul style="list-style-type: none"><li>• To raise awareness about dating violence among teenagers</li><li>• To help teenagers identify violence and respect boundaries</li></ul>
Target population	Teenagers in lower and upper secondary schools
Description	Since 2013 the Minister for Equal Opportunities has worked with the The Crime Prevention Council and the NGO Break the Silence to raise awareness in secondary school about dating violence through informative and debate provoking activities targeted at across the country in the form of annual school competitions. In the competition, teachers are provided with materials for teaching young girls and boys about dating violence including physical, psychological and sexual violence. The students then create art works such as short stories, songs, poems and various visual expressions. Each year several winners in different categories receive prizes.
Budget	150,000 DKK pr. year
Impact, evaluation results and lessons learnt	<p>The evaluation of the 2014-2017 competitions show, that the participating students and teachers are generally satisfied with the competition and that the competition has raised awareness and sparked reflection and discussion among the participants.</p> <p>The latest evaluation will be published in 2019 as part of the evaluation of the National action plan to combat violence in the family and in intimate relations 2014-2017.</p>
Link to further information	More information in Danish: <a href="https://www.brydtavsheden.dk/aktiviteter/kreativkonkurrence/">https://www.brydtavsheden.dk/aktiviteter/kreativkonkurrence/</a>
Relevant data	29 schools took part in the competition in 2017.

<b>22. Perpetrator programme “Dialogue Against Violence”</b>	
Aims	<p>Short term: To strengthen and broaden access to ambulatory counselling and treatment for perpetrators of intimate partner violence.</p> <p>Long term: To prevent and reduce intimate partner violence.</p>
Target population	Perpetrators of intimate partner violence and their partners and children.
Description	<p>Provide funding for ambulatory treatment at “Dialogue Against Violence” for perpetrators of intimate partner violence and their families.</p> <p>“Dialogue Against Violence” is a private initiative within the framework of the non-profit organization the Askov Foundation. Currently it is primarily, but not exclusively, funded through the national Adjustment Rate Pool.</p>
Budget	“Dialogue Against Violence” receives annual funding from the Adjustment Rate Fund. Currently funding from the Adjustment Rate Pool has been politically agreed upon until 2022.



	Year	2019	2020	2021	2022	
	Mio. DKK	7.5	7.5	7.5	7.5	
Impact, evaluation results and lessons learnt	“Dialogue Against Violence” provides the National Board of Social Services with a yearly development plan, which describes the treatment, aim and status of the work. The development plan for 2019 is not yet available.					
Link to further information	In Danish: <a href="https://socialministeriet.dk/media/19322/aftale_om_udmoentning_af_satspuljen_f_or_2019-2022.pdf">https://socialministeriet.dk/media/19322/aftale_om_udmoentning_af_satspuljen_f_or_2019-2022.pdf</a> and <a href="http://dialogmodvold.dk/">http://dialogmodvold.dk/</a>					
Relevant data	See example 17					

**16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

<b>23. Stepping up initiatives against digital sexual abuse</b>	
Aims	To send a clear signal that everyone has the right to draw the line on what intimate details they wish to share with other people and to step up preventive initiatives and create awareness of digital etiquette among young people.
Target population	Victims of digital sexual abuse mainly amongst young people.
Description	The Government has taken initiatives to prevent sexual harassment in the digital realm, including with a package of initiatives against digital sexual abuse launched in 2017. For example, the maximum penalty for sharing intimate photographs or videos of others without consent has been increased from six months to a term not exceeding three years under aggravating circumstances. The maximum fine for indecent exposure such as unsolicited sharing of intimate photos of oneself has been doubled. Also, the Government has taken action to educate police personnel to better handle reports of digital sexual violations, and the police has recently launched a digital platform to make it easier to report digital sexual assaults and for the police to handle these cases.
Link to further information	<a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Digitale%20sexkraenkelse/Engelsk%20version%20digitale%20sexkrnkelse%20endelig.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Digitale%20sexkraenkelse/Engelsk%20version%20digitale%20sexkrnkelse%20endelig.pdf?la=da</a>
Relevant data	Digital sexual assaults are common not least among young people, and women are far more exposed than men. For instance, 27.2 percent of young women aged 16-24 have been exposed to non-physical sexual assaults such as unwanted text messages, emails, online photos etc. For young men, the share is 6.7 percent.



<b>24. Ethical code against sharing offensive material</b>	
Aims	The code of ethics is designed to prevent and combat young people sharing offensive images and videos of themselves and each other.
Target population	Students, teachers, managers and parents in upper secondary schools.
Description	The code consists of seven principles, which are crucial for creating a good school culture. Each principle include a number of concrete action instructions for students, teachers, managers and parents, as well as relevant links and cases.
Impact, evaluation results and lessons learnt	To prevent sex-abusive and illegal behavior on the Internet, the government has launched a number of initiatives to counteract digital sex offenses, and this ethical code is one.  This ethical code is handed out to all secondary schools, and uploaded to the electronic national teacher platform.
Link to further information	(Danish) <a href="http://www.alleforenmodmobning.dk/ungdomsuddannelse/digital-kraenkelse/">http://www.alleforenmodmobning.dk/ungdomsuddannelse/digital-kraenkelse/</a> At this web-site there are supportive resources for teachers as well.
Relevant data	The Ethical code has been prepared by student-, teacher- and management organizations together with the Danish Ministry of Education in October 2016.

<b>25. NGO Save the Children Denmark’s hotline “SletDet” (in English “DeleteIt”)</b>	
Aims	Short term: To provide guidance and advice for children and young people about online sexual abuse and insults, e.g. on how to delete offensive material from social media. Long term: To prevent and reduce online sexual abuse and insults of children and young people.
Target population	Children and young people under 18 years of age.
Description	The Parliament allocates permanent funding for the NGO Save the Children Denmark which provides information, counselling and support for children and young people and that includes the national hotline “SletDet” targeted online sexual abuse. “SletDet” is run by Save the Children Denmark in collaboration with the Danish Crime Prevention Council and Sikkerchat.dk.  Children can contact the national hotline online or by telephone and receive counselling. Furthermore children can get advice on how to get in touch with relevant authorities or social media if they are victims of online sexual abuse or sexually offensive behaviour, e.g. if self-generated sexually explicit images and/or videos or self-generated sexual content is unwillingly shared publically online.



	Save the Children Denmark also provides information for children and young people on how to act and interact safely online via leaflets, on the NGO's website and by organising educational activities for school children in various age groups
Budget	The hotline "SletDet" receives 2 mio. DKK in annual funding from the Parliament's Rate Adjustment Pool in 2019-2022.  Furthermore, Save the Children Denmark receives 2.1 mio. DKK in permanent annual funding from the Parliament's Rate Adjustment Pool for the NGO's broader efforts to fight and prevent online sexual abuse of children, consisting of multiple initiatives targeting children and young people as well as parents and professionals working with children.
Impact, evaluation results and lessons learnt	The Ministry for Children and Social Affairs does not monitor the work of Save the Children Denmark including their hotline "SletDet".  The organization itself has stated, that an increasing number of children and young people contact "SletDet".
Link to further information	In Danish: <a href="https://redbarnet.dk/sletdet/">https://redbarnet.dk/sletdet/</a>

**17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?**

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

**18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

Denmark has taken a number of actions to address and prevent violence against women from ethnic minorities including refugees.



26. Rights Campaign targeting ethnic minorities	
Aims	To raise awareness on women's rights and promote gender equality among migrants, refugees and ethnic minorities
Target population	Migrants, refugees and ethnic minorities.
Description	The Minister for Equal Opportunities will run a campaign in 2018-2020 to raise awareness on women's rights and promote gender equality among migrants, refugees and ethnic minorities. Municipalities, language schools and NGO's can acquire free teaching modules on themes such as gender equality in the labour market, in public and in families. Teaching materials include a number of films and a booklet with facts about women's rights and gender equality. The aim is to have 2500 course participants. The long-term goal is that the project will be made permanent in the municipalities.
Budget	7.1 million
Impact, evaluation results and lessons learnt	<p>Oxford Research performs an on-going evaluation of the campaign. The evaluation uses a survey with participants and teachers to analyse who takes part in the courses and what they learn. Results are used to adjust and improve the courses.</p> <p>The campaign is based on experiences from a number of previous campaigns that has been carried out since 2005. These campaign has undergone external evaluation which has informed the development of the concept.</p>
Link to further information	Information and course materials are available in six languages at <a href="http://ret-til-ligestilling.dk/en/">http://ret-til-ligestilling.dk/en/</a>
Relevant data	<p>Approx. 40 % of immigrants and descendants of immigrants with a non-western background in Denmark believe that the man is the natural head of the family. Approx. 10 % of the people with Danish background share this belief.</p> <p>Source in Danish: <a href="https://integrationsbarometer.dk/tal-og-analyser/filer-tal-og-analyser/arkiv/medborgerskab-2017-nydanskere-holdninger-til-konsroller">https://integrationsbarometer.dk/tal-og-analyser/filer-tal-og-analyser/arkiv/medborgerskab-2017-nydanskere-holdninger-til-konsroller</a></p>

Violence against women and girls is also related to problems of honour related conflicts and negative social control. The former often involves violence or the threat of violence against women and girls, such as forced marriages, and the latter often involves psychological violence.

A range of initiatives are targeted prevention of honour related conflicts and negative social control. As part of the national action plan for prevention of honour related conflicts and negative social control from 2016, a task force has been established that advises local governments on how to take strategic measures to prevent honour related conflicts, including forced marriages. Local government employees working with honour related conflicts are also continuously up-skilled by the Agency for International Recruitment and Integration (AIRI).

Furthermore, as a part of the action plan from 2016, a team of security consultants has been established by AIRI that advises local governments in specific cases regarding honour related



conflicts, including forced marriages. The security consultants take part in safe guarding that persons exposed to honour related conflicts receive the right assistance. The security consultants also help the local governments making risk assessments in specific cases.

Moreover, the organization RED-Counselling (Former Ethnic Minority Youth) has since 2002 offered free and professional counselling on honour related conflicts, including forced marriages, to youths and young adults, parents and professionals. With the action plan from 2016, RED-Counselling’s efforts regarding provision of psychological help to victims of honour related conflicts has been increased.

Additionally, RED-Safehouse offers safe-housing for youngsters in the 16-30 age range fleeing from serious honour related conflicts, including forced marriages and honour related violence or threats of violence. With the action plan from 2016 there has also been established residential accommodation for youngsters leaving a safe house. A number of special advisors help the youngsters living here in order to make the transition back to society easier.

Moreover, a “National Corps of Dialogue Creators” has since 2009 travelled around in Denmark to different schools and residential areas and entered into dialogue with youngsters and parents about subjects such as honour, shame and forced marriages. The corps consists of 30 youngsters and parents who themselves have experienced honour related conflicts or negative social control. Trough conversations with the participants about how to navigate between cultural norms and individual rights, the corps participates in preventing honour related conflicts and negative social control. The initiative has been carried on with the action plan from 2016.

Furthermore, in 2017 action was taken to address the issue of child marriage, including an amendment of the Act on Marriage, which abolished the possibility to dispensate from the legal age for entering into a marriage. Thus, the legal age for entering into marriage in Denmark is 18 year with no possibility to dispensate. With the amendment marriages contracted outside of Denmark by persons under the age of 18 will not be recognised according to Danish law, unless there are compelling reasons for doing so, or if not recognising the marriage will place the parties in an unreasonable situation.

<b>27. National action plan for prevention of honor related conflicts and negative social control from 2016 (2017-2020)</b>	
Aims	Prevent honor related conflicts and negative social control
Target population	Primary target population: Victims of honor related conflicts and negative social control. Secondary: Professionals, local governments and other relevant actors.
Description	The actions plan consists of 14 initiatives dispersed on four focus areas: 1. Secure better help for victims exposed to honor related conflicts and negative social control 2. Strengthen the effort regarding prevention of honor related conflicts and negative social control 3. Mobilization of a break with suppression and negative social control 4. Systematic effort to gain knowledge and gather information regarding honor related conflicts and negative social control
Budget	73.4 million DKK



Impact, evaluation results and lessons learnt	An evaluation report will be published in 2020.
Link to further information	(Danish) <a href="http://www.justitsministeriet.dk/sites/default/files/media/Pressemeddelelser/pdf/2016/National-handlingsplan-Forebyggelse-af-aeresrelaterede-konflikter-og-negativ-social-kontrol.pdf">http://www.justitsministeriet.dk/sites/default/files/media/Pressemeddelelser/pdf/2016/National-handlingsplan-Forebyggelse-af-aeresrelaterede-konflikter-og-negativ-social-kontrol.pdf</a>



## Participation, accountability and gender-responsive institutions

### 19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

<b>28. Legislation regarding equal gender composition in company boards and management positions</b>	
Aims	To increase the number of women in management positions and boards
Target population	Private and public sector companies
Description	<p>An act from 2013 obliges both private and public sector companies to set a target figure for the proportion of the underrepresented gender in the supreme management body (board of directors or the like) and the largest companies must have a policy for increasing the proportion of the underrepresented gender at the management levels of the companies in general. Companies must report on the status of fulfilment of the target set out in the annual report, including, if relevant, why the company failed to achieve the target set.</p> <p>The government has made initiatives to accelerate progress further:</p> <ul style="list-style-type: none"> <li>• Inspiration materials sharing good practices on promoting balanced participation of women and men in management</li> <li>• Cooperation with the recruitment industry on a new guidelines promoting balanced participation of women and men in management and boards</li> <li>• Research into possibilities of benchmarking or ranking private companies by their success in promoting balanced participation in management and boards</li> </ul>
Budget	No separate budget line
Impact, evaluation results and lessons learnt	An evaluation of the legislation regarding the obligations of public sector companies concluded that the gender distribution in public management was close to balanced, and that the share of women had increased slightly from 2012 to 2016. 51 % of public institutions had gender balance on their board in 2016 compared to 47 % in 2013. 85 % of public institutions with unequal distributions complied with the legislation by setting targets for the proportion of the underrepresented gender.
Link to further information	Act regarding equal gender composition in public sector companies and institutions (Danish): <a href="https://www.retsinformation.dk/Forms/R0710.aspx?id=161551">https://www.retsinformation.dk/Forms/R0710.aspx?id=161551</a>



	<p>Act regarding equal gender composition in private sector companies (Danish): <a href="https://www.retsinformation.dk/forms/r0710.aspx?id=174205#id53e7dcd5-ff96-4888-ba44-603150ebdc31">https://www.retsinformation.dk/forms/r0710.aspx?id=174205#id53e7dcd5-ff96-4888-ba44-603150ebdc31</a></p> <p>Inspiration materials (Danish): <a href="https://samfundsansvar.dk/kvinder-i-ledelse">https://samfundsansvar.dk/kvinder-i-ledelse</a></p> <p>Code of conduct for recruitment agencies (Danish): <a href="http://um.dk/da/ligestilling/nyheder/newsdisplaypage/?newsID=C0EE491C-BFDE-4C0A-917A-BD62B6AED13C">http://um.dk/da/ligestilling/nyheder/newsdisplaypage/?newsID=C0EE491C-BFDE-4C0A-917A-BD62B6AED13C</a></p>
Relevant data	<ul style="list-style-type: none"><li>• The proportion of female members of boards of directors of listed companies elected by general assemblies rose from 9.6% in 2012 to 15.9% in August 2017.</li><li>• The proportion of female members of boards of directors of the largest companies (C20) including employee-elected members rose from 17.7% in 2010 to 30.3% in August 2017.</li></ul> <p>Sources: Danish Business Authority (2017) <i>Evalueringssrapport: Lov om måltal og politikker for det underrepræsenterede køn</i>; EIGE (2017) <i>Gender Statistics Database</i>.</p>

### 29. Collected and analyzed data on women's political participation, including appointed and elected positions (1)

Description	In 2015, Statistics Denmark reported on the development of women's share of appointed and elected positions in parliament and local governments in the last 100 years since women were selectable and where given the right to vote.
Link to further information	In Danish: <a href="https://dst.dk/da/Statistik/Publikationer/VisPub?cid=22699">https://dst.dk/da/Statistik/Publikationer/VisPub?cid=22699</a>

### 30. Collected and analyzed data on women's political participation, including appointed and elected positions (2)

Description	In 2017, Statistics Denmark launched a new website on gender-segregated indicators, where the first key indicator concerns the share of women standing for parliament and the share of women elected in elections for the Danish Parliament since 1918. Tables concerning the share of women nominated and elected for municipal councils, regional councils, European Parliament as well as tables on share of women in democratic positions, courts and on board and management were launched in the Statbank ( <a href="http://www.statbank.dk/10617">www.statbank.dk/10617</a> ) under the title "Democracy, top management and gender equality".
Link to further information	In Danish: <a href="http://www.dst.dk/equality">www.dst.dk/equality</a> , <a href="http://www.statbank.dk/10617">www.statbank.dk/10617</a>



**20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

No.

**22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

Denmark has tracked 'Gender' as one of the political priorities in Danish ODA, for more than a decade.

Building on the 'policy-marker' solution, known from DAC's CRS-reporting, Denmark undertakes a supplementary recording of the 'weight', i.e. the proportion of funding assessed to have effects in favour of gender equality. The assessment takes place at the time of grant-approval, across the entire portfolio. This implies that Denmark maintains estimates of the gender-proportion even when providing core-funding, and thus in areas not covered by the CRS-statistics. The technical solution, maintaining data as a combination of the standard policy-marker and the weight, at the grant level, allows for multiple outputs. It allows for monitoring of the volume of either commitments or disbursements, across any dimension; geographical, organizational or sectorial.

At an aggregate level, the following can be said about the trends over the period 2008-2018, measured in net disbursements (current prices):

- In total volume, the gender funding reached its maximum in 2015, more than 40% above 2008 levels.



- Relative to the total size of Danish ODA, the fluctuation is far less remarkable: Between 16.7 and 20.3% of Danish ODA is gender funding.
- About 30% of the gender funding is provided as core contributions to multilateral organizations; the major partners (combining high volumes and assessed gender-weight) are WFP, UN Women, UNFPA and UNDP.
- About 50% of the gender funding is provided as geographically allocable bilateral ODA, and of this, half is provided to Africa.
- The remaining 20% of the gender funding is bilateral, but not country-allocated.
- Among the sector-allocated gender funding, ‘Good Governance’ is a constant high-scorer across the decade. Gender funding in the health-sectors are increasing, whereas little is funded in the productive sectors – and almost exclusively in agriculture.

### 23. Does your country have a valid national strategy or action plan for gender equality?

The Minister for Equal Opportunities is obliged by law to present an annual Perspective and Action Plan on Gender Equality to the Parliament describing the overall framework and initiatives on promoting gender equality in Denmark and internationally.

The 2019 Action Plan has four main priority areas each with a number of targets.

- Rights and freedom for the individual
  - Combat violence in close relations and stalking
  - Promote gender equality and combat negative social control
  - Combat sexism and online sexual abuse
  - Combat human trafficking
- Better use of resources and talents
  - Promote gender equality in the labour market and in management
  - Promote well-being and equal opportunities in education
  - Improve the gender equality work of public authorities
- Security, wellbeing and equal opportunities for LGBTI persons
  - Promote well-being and strengthen support services for LGBTI-persons
  - Combat prejudice and promote openness in the labour market and in society
- Global equality efforts
  - An active Danish effort for women's rights and gender equality globally
  - Development policy as a lever to promote gender equality

The 2019 Action Plan spans nine ministries and includes descriptions of 51 measures, which is not an exhaustive list of the Government’s gender equality policies and measures.

The initiatives and policies in the 2019 Action Plan contribute significantly to the realization of target 5.1, 5.2, 5.5, 5.6 and 5.b. The Action Plan on Gender Equality does not have a separate post on the budget since it covers policies across several ministries.



**MINISTRY OF FOREIGN AFFAIRS  
OF DENMARK**

The 2019 action plan is only available in Danish and can be found here:

<http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2019/153664%20Ligestilling2019K8pdf%20WEB.pdf?la=da>

The 2018 action plan is available in English here: <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/Report%20and%20Perspective%20and%20Action%20Plan%202018.pdf?la=da>



**24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?**

The follow-up to recommendations of the Universal Periodic Review (UPR) and other United Nations human rights mechanisms that address gender inequality/discrimination against women is coordinated within the inter-ministerial Human Rights Committee. The coordination of CEDAW has recently also been integrated within this Committee. The Committee consists of all relevant line ministries and meets regularly. In the Committee, the responsibility for follow-up and implementation for each recommendation will be assigned to the relevant line ministry.

Recommendations from The Committee on the Elimination of Discrimination against Women (CEDAW) are implemented in accordance with concluding observation 50 from the eighth periodic review of Denmark in 2015.

Shortly after the reception of the concluding observations, the Ministry of Foreign Affairs distributed them to all relevant ministries with clear indications of responsibility. Following the last dialogue with the Committee, several inter-ministerial meetings have been conducted in order to ensure that relevant ministries are aware of their respective responsibility for the follow-up on and implementation of the Convention and the recommendations and conclusions of the Committee.

The Ministry of Foreign Affairs has held meetings with relevant civil society stakeholders and human rights institutions with issues related to the Convention and the reporting procedure on the agenda. The Ministry has encouraged stakeholders to submit written information to the Committee with relevance to Denmark's implementation of the Convention and the recommendations and conclusions of the Committee.

The Committee's concluding observations have been translated to Danish and are also available at the Ministry's website together with link to the Committee's list of issues.

With regards to the follow-up to the UPR recommendations from 2016, the Committee met with relevant civil society stakeholders to discuss the status of implementation as part of the preparation of the UPR-Midterm Report in 2018. As part of the reporting to United Nations human rights committees as well as the UPR, draft reports are made available to civil society organizations and the general public for comments.



## 25. Is there a national human rights institution in your country?

The Danish Institute for Human Rights is Denmark's national human rights institution. It is also a national equality body in relation to race and ethnicity and gender.

<b>31. Equal management</b>	
Aims	To advance female participation at the board management level of corporate companies
Target population	Denmark's 1,600 largest corporate companies
Description	Assessment of numbers of women at the board management level of Denmark's 1,600 largest companies
Budget	DKK 750,000
Link to further information	In Danish: <a href="https://menneskeret.dk/projekter/lige-ledelse-danmark">https://menneskeret.dk/projekter/lige-ledelse-danmark</a>
Relevant data	52 pct. do not have a single female board member; only 7 pct. of the boards have a female chair; and the average female participation stands at 15,9 pct.

<b>32. Discrimination of parents</b>	
Aims	To document discrimination against parents
Target population	Parents and decision makers
Description	In Denmark, women take much more parental leave than men do. The survey presented in this report shows that this pattern is strongly related to financial circumstances. Danish legislation protects parents against discrimination on the labour market in connection with pregnancy and parental leave. Despite this, discrimination still occurs.
Budget	DKK 500,000
Link to further information	In Danish: <a href="https://menneskeret.dk/udgivelser/diskrimination-foraeldre">https://menneskeret.dk/udgivelser/diskrimination-foraeldre</a>
Relevant data	Every second woman faces one or more forms of discrimination because of parental leave.

<b>33. Equal pay</b>	
Aims	To promote transparency about salary formation
Target population	Employers and employees
Description	The right to equal pay is a fundamental right protected by international and Danish law. In Denmark, men's wages are generally higher than women's wages. The pay gap averages 4-7 %, after taking into account factors such as education, work



	experience, sector, industry and job function. One might expect that these differences in pay would cause the filing of many equal pay claims.
Budget	DKK 750,000
Link to further information	(Danish) <a href="https://menneskeret.dk/sites/menneskeret.dk/files/media/dokumenter/udgivelser/erfaringer_fra_ligeloenssager_pdfa.pdf">https://menneskeret.dk/sites/menneskeret.dk/files/media/dokumenter/udgivelser/erfaringer_fra_ligeloenssager_pdfa.pdf</a>



## Peaceful and inclusive societies

### 26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

The Danish strategies and frameworks on foreign and security policy, development cooperation, and humanitarian action recognize the Women, Peace and Security agenda, the interdependency between gender equality, the rights of girls and women, and realizing the SDGs, and outline the importance of promoting women as peace-builders in fragile and conflict-affected states. Danish policy efforts on the issue are pursued in relevant multilateral fora, including the EU and the UN Human Rights Council, of which Denmark is currently a member (2019-2021). Denmark was the first country to launch a National Action Plan for the implementation of the UNSCR 1325 comprising joint actions of the Ministry of Foreign Affairs, the Ministry of Defence and the Danish Police (whole of government approach). The current National Action Plan runs from 2014-2019 (to be renewed in 2020) and sets out actions to strengthen women's protection and full and equal participation at all levels of conflict resolution, peacebuilding and reconstruction, as well as indicators to measure the performance of actions taken. In November 2018, Denmark hosted the Nordic Women Mediators Network Meeting, where experiences from the Syrian peace process were presented and discussed by women civil society leaders and peace activists from different parts of Syria (<https://www.facebook.com/598134770273703/posts/2022324624521370/>).



<b>34. Enhancing Services and Advocacy on Gender-Based Violence in Kenya (Gender Violence Recovery Centre – GVRC)</b>	
Aims	Increased utilization of comprehensive gender-based violence response services by survivors, as well as scale-up of prevention and advocacy interventions
Target population	Survivors of gender-based violence and their families
Description	GVRC builds capacity of service providers (police, healthcare providers and community-based organizations) in the conflict-ridden North Eastern region to be able to prevent and respond to GBV. GVRC particularly deals with women and girls, who have been subject to violent abuse, providing medical, psycho-social and legal support to survivors and their families. GVRC gathers evidence in order for women to bring their case to the justice system and hold the perpetrators accountable and trains health professionals, police officers, teachers, private companies, religious organizations, and national and local authorities to handle women and children who have been subjected to sexual and violent abuse. The GVRC contributes to developing national strategies and policies on GBV in conflicts and has assisted in developing Kenya's National Action Plan for the implementation of UNSCR 1325.
Outputs	<ul style="list-style-type: none"> <li>• Improved demand for and access to GBV response services through centers of excellence</li> <li>• Strengthened prevention of GBV through behavior change</li> <li>• Strengthened advocacy on GBV amongst decision-makers at county and national levels for legal and policy reforms</li> </ul>
Budget	10 million DKK over a 4 year period (2016-2020)
Link to further information	<a href="http://gvrc.or.ke/">http://gvrc.or.ke/</a> <a href="http://kenya.um.dk/en/danida-en/">http://kenya.um.dk/en/danida-en/</a>

<b>35. Support to UNDP through the Danish Syria-Iraq Regional Stabilisation Programme (2016-2018)</b>	
Aims	To support ISIL-liberated areas in Iraq and opposition-controlled areas in Syria through political dialogue and peacebuilding, resilience and rapid response, community security and governance.
Target population	Iraq and Syria
Description	The program supports stabilization efforts in Syria and Iraq through promoting an inclusive political resolution to the conflict in Syria and a more stable and inclusive Iraq. The program includes support to UNDP Funding Facility for Immediate Stabilization (FFS), which implements a Gender Strategy making it a priority to hire women, particularly in cash for work projects where women are placed in supervisory roles, hired as engineers and social organizers in the housing programs in Fallujah, Ramadi, and West Mosul. The program prioritizes to hire as many qualified women as possible in its own staff.
Outputs	<ul style="list-style-type: none"> <li>• Formalization and prioritization of gender mainstreaming in FFS programming, 2017</li> <li>• Addition of gender expert to the FFS staff and development of an FFS Gender Strategy</li> </ul>



Budget	App. 330 million DKK, mainly from the Danish Peace and Stabilisation Fund.
Link to further information	In Danish: <a href="http://um.dk/da/Udenrigspolitik/lande-og-regioner/mellemsten-og-nordafrika/danmarks-politik-i-regionen">http://um.dk/da/Udenrigspolitik/lande-og-regioner/mellemsten-og-nordafrika/danmarks-politik-i-regionen</a> <a href="http://www.iq.undp.org/content/iraq/en/home/library/Stabilization/funding-facility-for-stabilization-annual-report-2017.html">http://www.iq.undp.org/content/iraq/en/home/library/Stabilization/funding-facility-for-stabilization-annual-report-2017.html</a>

**27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

- X Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- X Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- X Integrated a gender perspective in the prevention and resolution of armed or other conflict
- X Integrated a gender perspective in humanitarian action and crisis response
- X Protected civil society spaces and women's human rights defenders
- X Other

**Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements/Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level:**

Denmark's second NAP on UNSCR 1325 focused on Denmark's priorities and actions through three objectives; achieving greater, active participation of women in peace building at international and local levels; enhancing the recognition of the special needs and rights of women and girls before, during and after armed conflict; providing protection of girls and women against violence, including gender-based violence, such as rape and sexual abuse, and ending impunity for gender crimes.

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

**Integrated a gender perspective in the prevention and resolution of armed or other conflict**

Denmark's current National Action Plan on UNSCR 1325 is very much focused on Gender Mainstreaming, and implementation of a Gender perspective in operations, education and



manning. Denmark has trained a number of Gender Advisors and Gender Focal Points through Nordic Center for Gender in Military Operations. Denmark held a position at NCGM until 2018. Denmark still provides trainers and Subject Matter Experts to NCGM on a regular basis. Denmark is moving forward with the Gender Mainstreaming, and has implemented Gender Advisors in Component Head Quarters. Denmark will continue this Gender Mainstreaming.

### **Integrated a gender perspective in humanitarian action and crisis response**

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

In this whole of government approach, the Ministry of Defense is making efforts to increase the amount of women in uniform in Denmark and in international missions as well as strengthening the gender perspectives in mission-specific education for Danish soldiers.

### **Other**

Since 2006, young women at the age of 18 have been invited to participate in the Armed Forces Day along with young men at the same age. Since the 2014 report, the Danish Armed Forces (DAF) has further developed the initiative. The DAF now has inspiration days specifically for women which is proving successful; in 2007, 419 out of 6,119 conscripts were women, whereas in 2017, 722 out of 4217 conscripts were women. This shows an increase from 7% female conscripts in 2007 to 17% female conscripts in 2017. The total percentage continued in 2018 where 706 out of 4208 conscripts were women. The prediction for 2019 based on the number of volunteers is 19%.

The success is a result of the focus on recruitment and retention of women to and in the Armed Forces, set out by the Ministry of Defence's Diversity Policy, which emphasizes a number of initiatives to retain women in the Armed Forces. The Ministry of Defence is currently reviewing the policy.

Denmark was the first country to develop a plan of action for implementation of UNSCR 1325 on women, peace and security in 2005. The objective was to strengthen and systematize political and operational activities by engaging and combining foreign, defence and development cooperation activities in the Danish contribution to the implementation of SCR 1325.



Denmark is currently in the process of evaluating the third NAP (2014-2019). The conclusions of this evaluation will feed in to the development of the 4th NAP on UNSCR 1325, which will be launched during 2020.

<b>36. National Action Plan 2014-2019 on UNSCR 1325 - Women, Peace and Security</b>	
Aims	Short term: To implement Gender Mainstreaming efforts into the Danish Defence. Long Term: Coordination of the general HR strategy and the defence's action plan for the UNSCR 1325.
Target population	Danish Defence
Description	The action includes the following key areas: - Coordination & Administration - Operative - Manning and recruitment - Education and training - Legislation.
Budget	All initiatives will be implemented within existing budget.
Impact/evaluation results/lessons learnt	An independent evaluation report will be developed in 2019
Link to further information	<a href="http://um.dk/da/danida/strategi%20og%20prioriteter/strategiske-rammer/national-action-plan-for-implementation-of-un-security-council-resolution-1325/">http://um.dk/da/danida/strategi%20og%20prioriteter/strategiske-rammer/national-action-plan-for-implementation-of-un-security-council-resolution-1325/</a>

<b>37. Valloe Award</b>	
Aims	Short term: Recognize role models, and promote equal opportunities and visibility of women in the Royal Danish Army (RDA). Long Term: Diversity in the RDA.
Target population	Female population, and women in the RDA
Description	In 2017 the RDA was awarded the Valloe Award, as a recognition of the work on diversity, conditions for women in the RDA, female visibility in key areas and initiatives to promote the RDA as the women's choice of career. The RDA has since initiated their own RDA Valloe Award in cooperation with the Valloe foundation.  The action includes: <ul style="list-style-type: none"> <li>• Recognition of female role models.</li> <li>• Support to diversity projects.</li> <li>• Cooperation with the Valloe foundation on initiatives to promote recruitment and retainment of women in the RDA.</li> </ul>



	<ul style="list-style-type: none"><li>Promote relations- and role models / mentors between female leaders inside and outside the RDA.</li></ul>
Budget	All initiatives will be implemented within existing budget.
Impact/evaluation results/lessons learnt	All services deliver an annual report on diversity to Defence Command Denmark
Link to further information	(Danish) <a href="http://www.valloe-stift.dk/?page_ID012887">http://www.valloe-stift.dk/?page_ID012887</a>

**28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?**

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

Denmark works in multiple ways to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response, including funding to selected organizations and multi-donor initiatives. As such, Denmark finances as part of its development and humanitarian aid a vast number of initiatives, which inter alia aim to strengthen institutional capacities and the prevention of SGBV and SEA, increase access to violence prevention and protection services, and combat trafficking in women and children.



<b>38. Contribution to UNFPA's humanitarian efforts in protracted displacement crisis</b>	
Aims	Protection against sexual and gender based violence (SGBV) in conflict affected countries and for displaced women and girls and their host communities.
Target population	Victims of sexual and gender-based violence and women and girls at risk at SGBV. In 2018, the program activities were in Mali, Sudan, Palestine, Bangladesh (Cox's Bazar) and Pakistan.
Description	Provision of clinical management of rape and life-saving care to survivors, safe-houses for survivors and one-stop women center for GBV case management, training of health and other service providers to provide quality care for GBV survivors, community-based out-reach activities.
Budget	Annual contribution of 15 million DKK, from 2019 and onwards increased to 40 mil. DKK.  On top of this amount come extraordinary contributions to UNFPA's efforts within sexual and reproductive health and rights and protection from GBV in specific crises. In 2018, extraordinary contributions went to UNFPA's humanitarian work in Cox's Bazar (15 mil. DKK) and the Syria crisis (10 mil. DKK).
Impact, evaluation results and lessons learnt	Impact: For Danish humanitarian contributions since 2014 to the abovementioned program and extraordinary contributions to UNFPA humanitarian work: 2,296,000 women and girls in humanitarian crises have been reached with gender-based violence prevention services and sexual and reproductive health ( <a href="https://www.unfpa.org/data/donor-contributions/denmark">https://www.unfpa.org/data/donor-contributions/denmark</a> ). Lessons learned from the SGBV program, inter alia: Improved services benefit from integrated GBV and SRH services, need to ensure safe and ethical data collection, need to work across the humanitarian-development nexus, importance of engaging survivors and national authorities at all stages of project design and implementation.

<b>39. Regional Development and Protection Programme for the Middle East (RDPP)</b>	
Aims	The RDPP is a European multi-donor initiative, which Denmark has been leading since 2014. With a focus on enhancing the protection space and socio-economic conditions for Syrian refugees and host communities, several partnerships have aimed at strengthening institutional capacities of the justice system and security sector institution in prevention of and response to sexual and gender based violence and sexual exploitation and abuse.
Target population	Syrian refugees and in host communities in Lebanon, Jordan and Iraq
Description	The RDPP has since 2015 supported the Lebanese NGO Abaad in their advocacy efforts for victims of SGBV in Lebanon. Through their campaigning they have together with other SGBV actors contributed to the Lebanese Parliament abolishing article #522, which allowed for halting or suspending the conviction of a person, who had committed rape, kidnapping or statutory rape, if he married his victim. Abaad has also trained 200 Internal Security Forces Officers, 350 front line workers and 128 members of Parliament on SGBV to strengthen the institutional capacities to respond and prevent SGBV and sexual exploitation.
Budget	In total 6.6 mill. DKK from 8 donors (Czech Republic, Denmark, European Commission, Ireland, Netherlands, Norway, Switzerland, UK)



Impact, evaluation results and lessons learnt	The final progress report for the RDPP will be published in 2019. The report from the evaluation conducted in 2017 is available <a href="#">here</a> .
Link to further information	<a href="http://rdpp-me.org/RDPP/index.php">http://rdpp-me.org/RDPP/index.php</a>
Relevant data	Further data will be available in the final report or by contact to <a href="mailto:rdppme@um.dk">rdppme@um.dk</a>

## 29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- X Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- X Strengthened girls' access to quality education, skills development and training
- X Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- X Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- X Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- X Promoted girls' awareness of and participation in social, economic and political life
- Other

<b>40. "Strong Together" – course materials on children's rights</b>	
Aims	To prevent violence and abuse against girls and boys by raising awareness about the rights of children including the rights to a life without violence
Target population	Children from 3 to 13 years of age
Description	"Strong Together" is a set of course materials developed by Save the Children to be used in schools, preschools and kindergartens to raise awareness about children's rights including on domestic violence. As a part of the national action plan on psychological and physical violence (2019-2022) the materials are developed to include a specific focus on psychological violence and witnessing domestic violence. The materials are also developed to cover a broader age group (3-13 years)
Budget	3.3 million DKK
Impact, evaluation results and lessons learnt	(Danish) <a href="https://redbarnet.dk/media/2994/best-practice-dokumentation.pdf">https://redbarnet.dk/media/2994/best-practice-dokumentation.pdf</a> <a href="https://redbarnet.dk/media/2993/slutevaluering-stærke-sammen.pdf">https://redbarnet.dk/media/2993/slutevaluering-stærke-sammen.pdf</a>
Link to further information	In Danish: <a href="https://redbarnet.dk/skole/boerns-rettigheder/staerke-sammen/">https://redbarnet.dk/skole/boerns-rettigheder/staerke-sammen/</a>



Gender equality and elimination of discrimination against and violations of the rights of women and girls, in particular their sexual and reproductive health and rights (SRHR), are focus areas in Denmark’s strategy for development cooperation and humanitarian action – The World 2030. The strategy also recognizes that the participation and influence of youth in all aspects of society are key to realizing the SDG’s. Denmark finances as part of its development and humanitarian aid a vast number of initiatives that promote gender equality, access to quality education with a particular focus on girls, and women’s and girls’ health and rights, including their right to decide freely over their own body and to determine when, with whom and how many children they wish to have. Denmark works bilaterally with authorities and governments in priority countries and through country programmes; through core funding to selected organizations working on gender equality and women’s and girls’ rights, including International Planned Parenthood Federation, UNFPA, UN Women, AmplifyChange, and Marie Stopes International, and organizations supporting quality education including for girls, such as Global Partnership for Education, Education Cannot Wait and UNICEF; and through support to and active participation in the work of the norm-setting institutions, including the UN.

<b>41. Global Partnership for Education (GPE), Education Cannot Wait (ECW)</b>	
Aims	To ensure access to quality education.
Target population	Youth and children, in particular girls
Description	The Danish government has increased funding to efforts related to ensuring access to quality education for children and youth – not least girls – in order to be able to give them a future with possibilities. Denmark’s funds to GPE has secured access to quality education for around 350,000 girls in some of the world’s poorest countries, and through an additional grant to ECW in 2018, quality education was made accessible for 137,000 girls in fragile countries and countries affected by conflict.
Budget	GPE: 1 billion DKK since 2015 ECW: 100 million DKK additionally in 2018

<b>42. African Girls Can Code (AGCC)</b>	
Aims	To train African girls to become the next tech-entrepreneurs and be able to contribute to growth and development within the ICT-sector in Africa.
Target population	Youth, in particular girls
Description	AGCC brings together girls from all over the African continent across different languages to spark their interest in ICT as a career path and to empower them as young promising innovative women. AGCC plans to execute activities to mainstream ICTs and gender into the national school curricula and to establish an online platform where girls can interact with inspirational women and other mentors. They will also have access to learning materials and comprehensive information on existing ICT and tech clubs, companies and institutions that they



	can liaise with going forward. 19 coding camps are scheduled to take place reaching around 1800 girls over a four-year period.
Budget	10 million DKK over a 4 year period (2018-2022)
Link to further information	<a href="https://www.itu.int/en/ITU-D/Regional-Presence/Africa/Pages/African-Girls-Can-Code.aspx">https://www.itu.int/en/ITU-D/Regional-Presence/Africa/Pages/African-Girls-Can-Code.aspx</a>

<b>43. Support to UNFPA's development efforts</b>	
Aims	To promote women and girls' sexual and reproductive health and rights, gender equality and population development.
Target population	Strategic focus on youth and vulnerable groups.
Description	UNFPA plays an important and active role at country level in the preparation of relevant thematic programs on health and education, and contributes to strengthened coordination of development efforts. UNFPA has increased its capacity in fragile countries, including countries affected by conflict and natural disasters. The Danish support at headquarter level is complemented by concrete collaboration with UNFPA in selected priority countries on specific Danish thematic priorities. Key results achieved with Danish funds in the period 2014-2017 reveal that UNFPA has reached more than 2 million young people with its SRHR activities. In 2017, Denmark was no. 3 on the list of donors (core and earmarked).
Budget	In 2019: 225 million DKK in core contribution, 113 million DKK earmarked for SRHR activities, 12 million DKK for UNFPA's innovation fond.
Link to further information	<a href="https://www.unfpa.org/data/donor-contributions/denmark">https://www.unfpa.org/data/donor-contributions/denmark</a>



## Environmental conservation, protection and rehabilitation

### **Critical areas of concern:**

- I. Human rights of women
- K. Women and the environment
- L. The girl child

### **30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?**

- Supported women’s participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women’s access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women’s access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

<b>44. Pregnant? Know your chemicals.</b>	
Aims	“Pregnant? Know your chemicals” is a national information campaign coordinated by the Danish Environmental Protection Agency. The objective is to give the public easy access to impartial information on chemicals to be avoided. The campaign provides advice to pregnant women and women planning a pregnancy, through easily accessible advice dealing with everyday chemicals. The purpose is not to scare women but to offer information that enable active choices in respect of chemical exposure.
Target population	Pregnant women and women who wish to get pregnant.
Description	The campaign was focused on seven key recommendations for daily life. The recommendations cover food, alcohol, tobacco, medicines and use of everyday chemicals i.e. paints, cleaning products and cosmetics. The information is provided through multiple channels and includes a brochure, Facebook page and other social media channels as well as a web page that presents more in-depth information on chemical exposure and how to avoid the most harmful substances
Budget	750,000 DKK
Impact, evaluation	An independent evaluation report has been published. Overall conclusion of the evaluation was that campaign had a positive effect and that 86 % got new knowledge on how to avoid chemicals from consumer articles



results and lessons learnt	
Link to further information	<a href="https://mst.dk/kemi/kemikalier/saerligt-for-borgere-om-kemikalier/tema-gravid/">https://mst.dk/kemi/kemikalier/saerligt-for-borgere-om-kemikalier/tema-gravid/</a> only in Danish

**31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

- X Supported women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- X Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

<b>45. CARE report: Women and Girls in Emergencies</b>	
Aims	The report looks at six areas, each of which impact gender norms and women’s ability to survive, cope, and recover from natural disasters and conflicts: <ul style="list-style-type: none"> <li>• Gender-based violence in emergencies</li> <li>• Maternal and reproductive health in emergencies</li> <li>• Women’s economic and social rights in emergencies</li> <li>• Women’s voice and participation in emergencies</li> <li>• Women’s leadership in peace-building and humanitarian operations.</li> </ul> Funding and evidence gaps for women in emergencies
Target population	The ultimate target group is women and girls affected by emergencies, who suffer from acts of violence, systematic use of rape in military actions, increased risk of violence in situations of displacement, etc. The target group for the report is intended to be decision makers for emergency initiatives, including funding decisions, practitioners in the field, and organizational emergency actors.
Description	Main findings of the report: <ul style="list-style-type: none"> <li>• Women are extremely vulnerable during emergencies</li> <li>• Risk of exposure to a number of threats increase</li> <li>• There is a large knowledge gap surrounding the problem</li> </ul> There are not enough funds for prevention and support for victims
Budget	(Internal resources used)
Impact, evaluation results and lessons learnt	The report will be followed up by new initiatives and/or updates as relevant.



Link to further information	<a href="http://www.care.dk/english/women-and-girls-in-emergencies/">http://www.care.dk/english/women-and-girls-in-emergencies/</a>
Relevant data	The report cites data from various organizations and sources, including UN Women, OCHA, UNFPA, WHO, FAO, UNHCR, peer INGO's, CARE International, etc.



## Section Three: National institutions and processes

**32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.**

**33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

The Act on Gender Equality aims to promote equality between men and women, including equal integration, equal influence and equal opportunities and to address direct and indirect discrimination as well as harassment and sexual harassment. The Act is applicable to acts and services provided by public authorities as well as to access to and delivery of goods and services within the private sector.

The Act obliges public authorities to mainstream gender issues, which means that they shall aim for gender equality within their area of work and incorporate issues of gender equality in all planning and decision making. The Act also allows for affirmative action.

The Act on Equal Treatment of Men and Women in relation to employment and the Act on Equal Pay focus specifically on gender equality within the labour market. The Act on equal Treatment of Men and Women in relation to Employment obliges public and private employers to treat men and women equally in all aspects of employment.

Victims of discrimination, including harassment and sexual harassment, may raise the issue with the Board of Equal Treatment (see D.3.2). Victims may be granted compensation.

The Minister for Equal Opportunities is responsible for The Act on Gender Equality including coordinating the gender equality policies across the government. The Minister for Equal Opportunities presents an annual Perspective and Action Plan to the Parliament describing the overall framework and initiatives on promoting gender equality in Denmark and internationally.

All public authorities are obliged to report to the Minister on their efforts on gender equality and gender mainstreaming every second year. Their efforts are collected and monitored and made public in a report and online.

Finally, proposed legislation is screened for gender equality issues before being presented to Parliament.

The Ministry of Finance is responsible for implementing the action plan on the SDG's. The parts of the action plan concerning gender equality is coordinated with the Department for Gender Equality, the secretariat of the Minister for Equal Opportunities.



**34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

Civil society organizations including women's rights organizations and the national human rights institution (Danish Institute for Human Rights) was formally involved in the national review for Beijing Declaration and Platform for Action. As a part of the national review, stakeholders in the area of gender equality were asked to submit up to two examples of projects contributing to the implementation of the BPfA. The compilation of examples can be found in the appendix.

It is a priority that the stakeholders involved represent a diversity of perspectives and include minorities. However, the government does not have specific mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected.

During the national review the Danish government had a number of meetings (including at high level) with UN Women to discuss Beijing+25. These meetings helped inform the review.

Denmark does not have formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the 2030 Agenda for Sustainable Development

**35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?**

Yes.



## Section Four: Data and statistics

### 36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

<b>46. Re-processed existing data (e.g. censuses and surveys) to produce more disaggregated and/or new gender statistics</b>	
Description	In 2015 Statistics Denmark disseminated a coffee table booklet on the development of conditions for women and men in the last 100 years based on already published statistics from this period. The booklet covers many social and demographic areas such as elections, family and fertility structures, education, labour market, unpaid work, paternity leave
Link to further information	(Danish) <a href="https://dst.dk/da/Statistik/Publikationer/VisPub?cid=22699">https://dst.dk/da/Statistik/Publikationer/VisPub?cid=22699</a>

<b>47. Developed a centralized web-based and/or dashboard on gender statistics</b>	
Description	In 2017 Statistics Denmark launched a new gender equality site with 18 key indicators, <a href="http://www.dst.dk/equality">www.dst.dk/equality</a> as well as a new subject in the Statbank on gender equality with a set of 60-70 tables on gender equality indicators and 30-40 as tables with the background figures for the indicators. The indicators cover subject areas such as democracy and management, family, education, work, earnings, income, health, safety and culture ( <a href="http://www.statbank.dk/10617">www.statbank.dk/10617</a> ). The indicators can be broken down by e.g. age, type of family, ancestry and geography. The indicators are developed from already existing data, mainly from registers but also a few from



	survey data. Indicators are updated automatically as the subject areas are updated with data from a new period.
Link to further information	(Danish) <a href="http://www.dst.dk/equality">www.dst.dk/equality</a> <a href="http://www.statbank.dk/10617">www.statbank.dk/10617</a>

<b>48. Gender equality reporting</b>	
Aims	Promoting gender equality in the public sector
Target population	Public authorities
Description	<p>State, regional and local authorities are by law obliged to submit gender equality reports every second year to the Minister for Equal Opportunities. Results from all the reports are analyzed and gathered in one main report by the Department for Gender Equality. The results show that the authorities have obtained results. For example, the share of female top-level leaders increased from 19 % in 2013 to 30 % in 2017 in state authorities, and from 25 % to 29 % in municipalities. When it comes to leaders at all levels in municipalities, 67 % were women in 2017 compared to 60 % in 2013.</p> <p>Different studies have showed that on a general level, state and regional authorities put more work into promoting gender equality compared to local authorities. Therefore, in 2015, the Department for Gender Equality gathered leaders from five municipalities with experiences with gender mainstreaming. The result was a set of recommendations and tools for all municipalities to make use of when working with gender and gender equality in citizen-targeted services. Progress in this area has been made. For example, the share of municipalities that consider a gender perspective in their core services when conducting evaluations and target group analyzes increased from 40 % in 2013 to 57 % in 2015 and 65 % in 2017.</p>
Link to further information	The 2017 report in Danish: <a href="http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Kvinder%20i%20ledelse%20og%20bestyrelser/Hovedrapport%20om%20mltal%20og%20politikker%20staten%202017.pdf?la=da">http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Kvinder%20i%20ledelse%20og%20bestyrelser/Hovedrapport%20om%20mltal%20og%20politikker%20staten%202017.pdf?la=da</a>

**37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?**

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)



- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

### **Strengthened coordination of data collection on violence against women**

The government has assigned the inter-ministerial working group that coordinates the implementation of policies to combat violence against women to coordinate data collection on violence against women including national surveys and administrative data collected by public authorities. The working group also makes sure that the collected data informs policy-making.

### **New gender equality indicators**

Statistics Denmark is planning on continuously developing new gender equality indicators as new data is developed or as new user needs arise.

### **Baseline study into the prevalence of psychological intimate partner violence**

As part of the National action plan to combat psychological and physical violence in close relationships (2019-2022) the government will initiate a research project using survey methodology to estimate the prevalence of intimate partner violence (IPV). The study will enable comparison of the prevalence rates of physical IPV in 2005, 2010, 2017 and 2021 and will create a baseline estimate of the prevalence of psychological IPV.

### **38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

Yes. It includes 49 indicators of which four are gender-specific additional country indicators.

### **39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

Yes. All indicators have been prioritized.



**40. Which of the following disaggregations is routinely provided by major surveys in your country?**

- X Geographic location
- X Income
- X sex
- X Age
- X Education
- X Marital status
- Race/ethnicity
- X Migratory status
- Disability
- Other characteristics relevant in national contexts

Almost all the mentioned disaggregations are routinely provided in due to the Danish register-based statistical system. However, it is not possible to provide the disaggregation on race/ethnicity where ancestry, country of origin and citizenship are provided instead.



## Appendix: Civil society initiatives

<b>“Out from the shadows of violence” (Ud af voldens skygge)</b>	
Name of CSO	Mothers’ Aid (Mødrehjælpen)
Target population	Victims of domestic violence and their children
Description of activity	“Out from the shadows of violence” is a research-based treatment program for women with children under the age of 18, who are victims of domestic violence. The program includes individual and group counseling for both the mother and child. Conclusion of the program is on average 12 months. The aim of the program is to reduce mental and social consequences of the violence. In addition to the treatment and counseling, families are offered network strengthening activities and support from a mentor. The program is run by Danish NGO “Mothers’ Aid” from two different locations.
Link to further information	Danish only: <a href="https://moedrehjaelpen.dk/forside/det-goer-vi/radgivning/ud-af-voldens-skygge/">https://moedrehjaelpen.dk/forside/det-goer-vi/radgivning/ud-af-voldens-skygge/</a>
Relevant data	The program is thoroughly monitored and documented. Data and results are available upon request (Danish only).

<b>Critical Time Intervention for abused Women leaving a shelter</b>	
Name of CSO	Danner
Target population	Abused women leaving a shelter
Description of activity	After shelter discharge, abused women continue to have a need for follow-up support services. Critical Time Intervention (CTI) is a case management model designed to support citizen who is in a critical transition and about to establish themselves in own home. In the period from 2015-2018 CTI have been tested in four municipalities in Denmark with compelling results. The method is based on a recovery and empowerment approach and is known to be focused, time-limited and divided into three equally long periods with decreasing intensity. CTI works in two main ways: 1) providing emotional and practical support during the critical time of transition 2) by strengthening ties to family, friends and professional services.
Link to further information	(Danish) <a href="https://socialstyrelsen.dk/udgivelser/evaluering-af-critical-time-intervention-for-kvinder-pa-krisecenter">https://socialstyrelsen.dk/udgivelser/evaluering-af-critical-time-intervention-for-kvinder-pa-krisecenter</a>
Relevant data	<a href="https://link.springer.com/journal/38">https://link.springer.com/journal/38</a>



<b>From Social Isolation to Integration</b>	
Name of CSO	Danner
Target population	Migrant women living in Denmark
Description of activity	The project breaks the taboo on violence through dialogue meetings targeting migrant women living in Denmark. The outreach consultants have migrant background themselves and have received training in addressing violence against women and gender equality. The fact that the outreach consultants have migrant background themselves assures that trust is more easily established, language barriers are overcome and that they are role models to other migrant women. Evaluations show that 17% of the migrant women attending dialogue meetings are exposed to violence from a partner or family member. The consultants therefore also offer individual counselling and refer the women to shelters, the police and hospitals for further assistance.
Link to further information	<a href="https://danner.dk/blog/vold-mod-migrantkvinder-i-danmark-rapport">https://danner.dk/blog/vold-mod-migrantkvinder-i-danmark-rapport</a>
Relevant data	<a href="https://danner.dk/sites/default/files/danner/Diverse/RapportFinal.pdf">https://danner.dk/sites/default/files/danner/Diverse/RapportFinal.pdf</a>

<b>KVINFO's Mentor Network</b>	
Name of CSO	KVINFO
Target population	Immigrant and refugee women living in Denmark
Description of activity	<p>The Mentor Network is KVINFO's initiative intended to facilitate the integration of immigrant and refugee women into the Danish labor market and the wider society. The idea is simple: In efforts to make a difference and open new paths for immigrant and refugee women living in Denmark, we have set up a Network where immigrant women meet and connect with women actively engaged in all areas of everyday life in Denmark. The two parties involved in the mentorship are called mentees and mentors. The connection is based on a similar educational/vocational backgrounds, a similar profession and/or on personal ambitions.</p> <p>Mentors volunteer few hours of their time per month to provide advice on job applications and interviews, insight to the workplace culture and a reassessment of employment potential. Mentorships take place over a course of 4 to 12 months. The Network also offers purely social matches, where the emphasis is on 'softer' goals – access to Danish society and gaining a permanent foothold here. This may involve improving Danish language skills or finding ways to deal with the lack of family or other significant social contacts.</p>
Link to further information	KVINFO's Mentor Network website: <a href="https://mentor.kvinfo.dk/en/frontpage/">https://mentor.kvinfo.dk/en/frontpage/</a> European Website on integration: <a href="https://ec.europa.eu/migrant-integration/intpract/kvinfo-mentor-network">https://ec.europa.eu/migrant-integration/intpract/kvinfo-mentor-network</a>



	<p>UNESCO best practices <a href="http://www.unesco.org/new/en/social-and-human-sciences/themes/urban-development/migrants-inclusion-in-cities/good-practices/gender-inclusion/">http://www.unesco.org/new/en/social-and-human-sciences/themes/urban-development/migrants-inclusion-in-cities/good-practices/gender-inclusion/</a></p> <p>Cities of Migration best ideas on integration <a href="http://citiesofmigration.ca/good_idea/mentoring-that-takes-the-other-out-of-the-picture/">http://citiesofmigration.ca/good_idea/mentoring-that-takes-the-other-out-of-the-picture/</a></p>
Relevant data	<ul style="list-style-type: none"><li>• Total participants in the Mentor Network in Denmark since 2002: approx. 8500</li><li>• Results in 2017 show that: 46 % of mentees get jobs – 54 % of them are in jobs that match their qualifications, and 76% receive support for education.</li><li>• KVINFO's Mentor Network has started 32 similar programs in 30 different countries worldwide.</li><li>• KVINFO's Mentor Network's impact is highlighted in several reports: Als Research, OECD, McKinsey, Oxford Research and King Baudouin Foundation.</li></ul>