



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Gender+ equality legislation

Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seem to have been omitted by the authority, please comment on this.

<u>Legislation</u>	<u>Year</u>	<u>Main provision(s)</u>
Law on equal treatment of women and men regarding employment related insurance (Lov om ligebehandling af mænd og kvinder inden for de erhvervstilknyttede sikringsordninger)	1998	Allowances and benefits. The law was taken in 1998 and last amended in 2001.
Law on gender equality (Bekendtgørelse af lov om ligestilling af kvinder og mænd)	2000	The law regulates gender equality outside the labor market and establishes the conditions for the gender equality work in Denmark. The law was last amended in 2007.
Law on changing the law on gender equality (Lov om ændring af lov om ligestilling af kvinder og mænd, directive 113/2004)	2004	Gives definitions of direct and indirect discrimination, harassment and sexual harassment.
Public notice on actions for gender equality (Bekendtgørelse om ligestillingsinitiativer)	2004	A public notice on initiatives to promote gender equality that were made permanent in 2007. The notice makes it less bureaucratic to work more actively towards gender equality.
Law on equal treatment (Ligebehandlingsloven)	2006	Taken in 1978 and last amended in 2006. The law regulates equal treatment in the labour market and includes regulations concerning parents' insurance.
Law on changing the law on gender equality (Lov nr. 452 om Ændring af Lov om Ligestilling af kvinder og mænd)	2006	The law concerns the deadline for regional and local governments to send in their accounts of gender equality.
Law on equal pay (Ligelønsloven)	2006	Prohibits discriminating treatment due to gender through unequal pay. Each employer shall give women and men equal pay, equal conditions for pay for similar or same work.

The above summary is based on a list of important legislation from the web-site of the Minister for Gender Equality¹.

Not mentioned at the web-site of the Minister for Gender Equality²:

1999 Prostitution is de-criminalized

2000 Denmark's first Minister for Gender Equality is appointed (up until 1999, the Prime Minister had had the responsibility for the Government's gender equality work.)

¹ http://www.lige.dk/lovgiv_love.asp

² <http://www.kvinfo.dk>

- 2000 Gender Equality Council was shut down and replaced by a Minister for Gender Equality, a Ministry of Gender Equality, a Board of Gender Equality and a Research Centre for Gender equality.
- 2000 Mainstreaming was established as a principle
- 2002 Research Centre for Gender equality is shut down.

1.2 EU Policy and Member State Law: Comparisons and Struggles ³

Have there been disputes in your country over significant parts of EU Directives on gender?

Are there significant parts of EU Directives on gender equality that have not been implemented into national law? If some aspects are not transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome?

All these questions are very difficult to answer exactly, because the transposition process is so complex. EU Directives are transposed into member state legislation in very different ways using different procedures and different terminology and legal frames too. The aim is to collect all the information that is available already for your country in the table below, using secondary literature.

Please fill in one table for each significant issue,

Please consider the following examples: include if relevant; omit if not; add any others that are relevant in your country. Examples: equal pay & equal treatment; sexual harassment & discrimination; equality bodies; parental leave and the organisation of working time (**example provided**).⁴

Issue	Parental Leave and the organisation of working time: Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC.
Has law been passed or changed prior to the Directive	Yes. In 1984 , Men were given the right to take parental leave, including two earmarked weeks ('daddy-weeks') leave immediately after birth (that is, together with the mother) and the right to take leave instead of the mother for ten weeks (after the child is 15 weeks old). The mother had 14 weeks leave in relation to birth. In 1985 parental leave was expanded to 28 weeks, 4 weeks before birth and 24 weeks after. In 1994 Parental leave was expanded to 52 weeks (the right to leave, that is. but with compensation for 30 weeks). In 1997, a law was passed giving fathers two more earmarked weeks. This law came into force in April 1998, but did not mention the EU Directive 96/34/EC.
Legislation transposing Directive	Yes. Law on Amendments on the Law on Equal Treatment of Men and Women in Relation to Work and Parental Leave claims to be in line with the directive. (LOV nr 141 af 25/03/2002 Lov om ændring af lov om ligebehandling af mænd og kvinder med hensyn til beskæftigelse og barselorlov m.v., lov omdagpenge ved sygdom eller fødsel og lov om børnepasningsorlov). This law was passed in 2001 and introduced 52 weeks of parental leave with compensation, but at the same time, the two extra daddy-weeks were abolished. This law rules that the mother has the right to parental leave four weeks before birth, and has the duty to stay home two weeks after birth. Thereafter the mother has the right to parental leave for yet another 12 weeks. After week 14 one of the parents has the right to take parental leave for 32 weeks. There is a possibility to take some of the leave until the child turns nine years old.
Does the country	Yes.

³ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.

ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

⁴ Other gender+ equality related directives you might want to consider include: Directive 75/117/EEC on the principle of equal pay for men and women; Directive 79/7/EEC on the principle of equal treatment for men and women in social security; Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes; Directive 86/613/EEC on equal treatment between self employed men and women; Directive 92/85/EEC on the safety and health at work of pregnant workers and workers; Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 2000/78 on equal treatment in employment and occupation.

claim to have transposed the Directive?	
Significant provisions that are mentioned by experts or political actors as not being transposed	No
Important differences between law and Directive now?	No
What is claimed to be better in law and since when?	There are no comparisons made by the government. However, 52 weeks longer than the three months minimum requirement as stated in the Directive.
Content of dispute(s) + date	No disputes
Has any other inequality been part of the transposition disputes? Which inequality axis?	No
Parties to the dispute	
Location or arena	
Outcome of the dispute	
Civil society engagement	Today women's organisations and the opposition parties are arguing for a longer earmarked period of daddy leave. Two weeks in relation to the birth is not seen as enough.
Other notes	Interesting to note that mothers 'have a duty to' stay home for two weeks in relation to birth, whereas fathers have the choice to stay home for two weeks.

Issue	Equal pay : Directive 75/117/EEC on the principle of equal pay for men and women
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Yes, equal pay for the 'same work' was introduced in 1976. The act from 1976 was applicable to cases in which there was no collective agreement (equal pay was already introduced in collective agreements in 1973).
Does the country claim to have transposed the Directive?	Yes

Significant provisions that are mentioned by experts or political actors as not being transposed	In the first law from 1976, equal pay for the same work was included, but equal pay for work of equal value was not. Furthermore, there was no specific machinery set up to handle complaints until 1999 when a Board was set up.
Important differences between law and Directive now?	No
What is claimed to be better in law and since when?	Nothing
Content of dispute(s) + date	Case 143/83: Judgment of the Court of 30 January 1985. Commission of the European Communities v Kingdom of Denmark. Equal pay for work of equal value. Case 109/88: One dispute that was settled by the European Court of Justice (ECJ) was a conflict regarding, among other things, the burden of proof. See Judgment of the Court of 17 October 1989.
Has any other inequality been part of the transposition disputes? Which inequality axis?	No
Parties to the dispute	Case 143/ 83: Commission of the European Communities v Kingdom of Denmark. Case 109/88: Union of Commercial and Clerical Employees, Denmark and Danish Employers' Association.
Location or arena	
Outcome of the dispute	Case 143/83: In 1986 the formulation in the Danish law was changed as to include work of 'equal value' in addition to 'same work'" after the Court of the European Community had cited Denmark for breach of treaty. Case 109/88: The court stated that 'it is for the employer to prove that his practice in the matter of wages is not discriminatory'.
Civil society engagement	The Union was engaged.
Other notes	

Issue	Equality bodies (Directive 2000/43)
Has law been passed or changed prior to the Directive	No. There was no possibility for ethnic minorities to file a complaint before this directive was implemented. Only women could get assistance, the equality body for women/gender was set up in 1999. Before then, there was no machinery to deal with the Equal Pay Act and the Equal Treatment Act. Denmark has no Ombudsmen. The equality machinery remained the same between 975 and 1999.
Legislation transposing Directive	Yes. The Complaints Committee for Ethnic Equal Treatment was established after the adoption of the Act No. 374 of May 28 2003. The object of the Complaints Committee is to hear complaints of discrimination on grounds of race or ethnic origin. The Committee hears complaints in which a person claims discrimination on grounds of race or ethnic origin. The Committee can decide whether there has been a violation the prohibition of discrimination as stated in the Act on Ethnic Equal Treatment. The Committee cannot impose any sanction on the respondent or award the complainant any kind of damages as a result of discrimination. By Act no. 40 of March 30, 2004, amending the Act on Prohibition Against Discrimination in Respect to Employment and so forth, cases on discrimination on the grounds of race or ethnic origin in the labour market can also be brought up (Lov om etnisk ligebehandling/Act on Ethnic Equal Treatment (LOV nr 374 af 28/05/2003 and Act no. 40 of March 30, 2004 amending Act on Prohibition against Discrimination in Respect of Employment and so forth).
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	No.
Important differences between law and Directive now?	No
What is claimed to be better in law and since when?	Nothing
Content of dispute(s) + date	
Has any other inequality been part of the transposition disputes? Which inequality axis?	There was a discussion in Parliament regarding the lack of rights of other inequality groups to receive assistance in cases of discrimination, 'other' groups included e.g. sexual minorities, Currently, a law setting up a single equalities body is under way. (Proposal 15.01.07 to Law on Complaints Committee for Equal Treatment).
Parties to the dispute	
Location or arena	
Outcome of the dispute	
Civil society engagement	No
Other notes	

Issue	Equal treatment: Directive 76/207 on equal treatment, Directive 79/7/EEC on the principle of equal treatment for men and women in social security; Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes; Directive 86/613/EEC on equal treatment between self employed men and women; Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 2000/78 on equal treatment in employment and occupation
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Yes, Council Directive 76/207 was implemented in 1978. The Equal Treatment Act only regulated working life and was framed in a gender neutral way. 'Positive discrimination', in order to improve the position of women, was allowed with the requirement to apply for an exception to the rule from the Equal status Council. However, the apparatus to enforce the legislation was not set up until 1999.
Does the country claim to have transposed the Directive?	Yes
Significant provisions that are mentioned by experts or political actors as not being transposed	-
Important differences between law and Directive now?	No
What is claimed to be better in law and since when?	
Content of dispute(s) + date	<p>Case C-179/88: Judgment of the Court of 8 November 1990. - Reference for a preliminary ruling: Supreme Court, Denmark - Equal treatment for men and women - Conditions governing dismissal - Absence due to illness attributable to pregnancy or confinement. Regarding Council Directive 76/207.</p> <p>Case C-400/95: 19 December 1995, the Sø- og Handelsret (Maritime and Commercial Court) referred to the Court for a preliminary ruling under Article 177 of the EC Treaty a question on the interpretation of Articles 5(1) and 2(1) of Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions. The company, Føtex, had dismissed a pregnant worker who had been on sick leave directly after her parental leave with the motivation that she was not going to be able to carry out the work in the future due to her health.</p> <p>Case C-109/00: Judgment of the Court (Fifth Chamber) of 4 October 2001. - Reference for a preliminary ruling: Equal treatment for men and women - Article 5(1) of Directive 76/207/EEC - Article 10 of Directive 92/85/EEC - Dismissal of a pregnant worker with fixed-term employment contract</p>
Has any other inequality been part of the transposition disputes? Which inequality axis?	No

Parties to the dispute	<p>Case C-179/88: Danish Union of Shop and Office Employees (Handels- og Kontorfunktionærernes Forbund i Danmark) v Danish Employers' Association (Dansk Arbejdsgiverforening).</p> <p>Case C-400/95: Danish Union of Shop and Office Employees, (Handels- og Kontorfunktionærernes Forbund i Danmark) v Fotex.</p> <p>Case C-109/00: Danish Union of Commercial and Office Employees, (Handels- og Kontorfunktionærernes Forbund i Danmark) v Tele Danmark A/S</p>
Location or arena	
Outcome of the dispute	<p>Case C-179/88: Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, does not preclude dismissals which are the result of absences due to an illness attributable to pregnancy or confinement.</p> <p>Case C-400/95 The directive does not preclude dismissals which are the result of absences due to an illness attributable to pregnancy or confinement, even where that illness arose during pregnancy and continued during and after maternity leave. A woman is not protected under the directive against dismissal on grounds of periods of absence due to an illness attributable to pregnancy.</p> <p>Case C-109/00: The Directive is to be interpreted as “precluding a worker from being dismissed on the ground of pregnancy where she was recruited for a fixed period, she failed to inform the employer of her pregnancy and because of her pregnancy she was unable to work during a substantial part of the contract.”</p>
Civil society engagement	The Union has been involved in this case.
Other notes	

Issue	Sexual harassment (and discrimination) Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services. In relation to this directive sexual harassment outside of labour market is discussed.
Has law been passed or changed prior to the Directive	Yes, partly. Sexual harassment was already included in the Act on Gender Equality of 19. December 2004.
Legislation transposing Directive	Yes. In the Act on Amendments of the Act on Gender Equality (Definitions of different treatment and of harassment and sexual harassment). Lov om ændring af lov om ligestilling af kvinder og mænd. (Definitioner av forskelsbehandling og af chikane og sexchikane)
Does the country claim to have transposed the Directive?	Yes. In the amendments it is stated that parts of the directive are implemented.
Significant provisions that are mentioned by experts or political actors as not being transposed	

Important differences between law and Directive now?	No
What is claimed to be better in law and since when?	
Content of dispute(s) + date	No disputes
Has any other inequality been part of the transposition disputes? Which inequality axis?	No
Parties to the dispute	
Location or arena	
Outcome of the dispute	
Civil society engagement	No
Other notes	

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Country Denmark		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	14 weeks	1960	For those who had insurance
Paternity	Optional	1995		2 weeks	1984	Together with mother. Also possible to take longer leave.
Parental	3 months	1996	Unpaid	10 weeks and individual right to stay home 32 weeks	2001	financial compensation for all 52 weeks of leave.
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006		2000	Mainstreaming required.
Equalities body (employment)	Yes	2002		Yes	1975 and 2000	1975 no possibilities to file complaints
Equalities body (goods & services)	Yes	2004				
Equalities body for promotion	Yes	2006				
Gender pay audits	Not specified					
Gender Equality plan (employment)	Yes	2002/2006		Yes		
Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue	NGOs are part of policy process.		Before 2000, women's NGOs were represented in the equality body, but not today.
Positive action measures	Yes/no	1975	Allowed, not required	allowed		
Public bodies to promote racial equality				Yes		Yes
If there are no sanctions for violating the law, please state this						The Gender Equality Board can award compensation.
Other:						
1.						
2.						

3.						
...						

1.4 Equality law on intersecting inequalities

The Act on Prohibition of Differential Treatment in the Labour Market (Lov om forbud mod forskelsbehandling på arbejdsmarkedet m.v) came into legal force on the first of July 1996. The law prohibits employers to discriminate directly or indirectly. The categories included in the law today are: race, skin colour, religious conviction, political views, sexual orientation, age, disability and national, social or ethnic origin. Under this law, which applies exclusively to employment, a person whose rights have been violated may be awarded compensation for non-pecuniary damages. The prohibition applies during employment, to recruitment and dismissal, and prohibits both direct and indirect discrimination.

- Is discrimination on the grounds of ethnicity/'race' illegal Yes
 - When was this law introduced? Some laws against the discrimination of minorities were introduced in the 1980s. The Act on Prohibition Against Discrimination based on Race etc.– more popularly known as the 'discotheque act' – contains a prohibition against race discrimination in two areas: the provision of goods or services, and access to certain places or events. (Lovbekendtgørelse 626 29 September 1987) Sexuality was also recognised in this anti-discrimination law.
 - Is this restricted to employment related issues? No In 2003, the Act on Equal Treatment Irrespective of Ethnic Origin (Lov om etnisk ligebehandling, LOV nr 374 af 28/05/2003) was passed in accordance with the EU-Directive 2000/43/EF. The Act deals with conditions outside the labour market, contains a prohibition against direct and indirect discrimination on the grounds of race or ethnic origin and a prohibition against harassment. In addition, the act contains provisions concerning the shared burden of proof and a prohibition against reprisals.
 - Does it include the sale and supply of services? Yes
 - What disputes if any took place during its introduction? Immigrant organisations had, for a long period of time, argued for the introduction of racism on the agenda. The Danish Liberal-Conservative government has however not been very keen on discussing the issue as a matter of discrimination. Instead, the government has introduced many discriminatory laws. In 2003,, the Act on Equal Treatment Irrespective of Ethnic Origin/Lov om etnisk ligebehandling, LOV nr 374 af 28/05/2003, was finally passed in accordance with the EU-Directive 2000/43/EF making it possible for ethnic minorities to file complaints on grounds of discrimination.

- Is discrimination on the grounds of religion illegal. Yes
 - when was this law introduced? There are two laws in Denmark securing non-discrimination. The Act no 357 of June 1987. (Lov om forbud mod forskelsbehandling på grund af race m.v.). This law covers religion and race among other inequalities. The scope of the law is access to goods and services and access to locations. This act was called the discotheque act. The second Act concerns labour market issues (Lov om forbud mod forskelsbehandling på arbejdsmarkedet) as mentioned above. Here, religion and belief were included after the transposition of EU directive.
 - Is this restricted to employment related issues? No
 - Does it include the sale and supply of services? Yes
 - What disputes if any took place present during its introduction? No specific disputes, but the transposition of the EU Directive was delayed.⁵

- Is discrimination on the grounds of sexual orientation illegal Yes
 - when was this law introduced? The Act no 357 of June 1987. (Lov om forbud mod forskelsbehandling på grund af race m.v.). Another law from 1996 prohibits indirect and direct discrimination on grounds of sexual orientation in employment.

⁵ See Hansen (2007) for a discussion on the transposition of Directives 2000/43/EC and 2000/78/EC

- Is this restricted to employment related issues? No
- Does it include the sale and supply of services? Yes
- What disputes if any took place during introduction of these laws? None

- Is discrimination on the grounds of disability illegal? Yes
 - when was this law introduced? 2004 Lov om forbud mod forskelsbehandling på arbejdsmarkedet/Act on prohibition of different treatment in labour market, it was introduced after the EU directive.
 - Is this restricted to employment related issues? Yes
 - Does it include the sale and supply of services? No
 - What disputes if any took place during introduction of these laws? None, the Danish law was introduced as a consequence of an EU directive.

- Is discrimination on the grounds of age illegal? Yes
 - when was this law introduced? 2004. It was introduced by the Act against discrimination on the labour market. (Lov om forbud mod forskelsbehandling på arbejdsmarkedet)
 - Is this restricted to employment related issues? Yes
 - Does it include the sale and supply of services? No
 - What disputes if any took place during introduction of these laws? None

- Is discrimination on the grounds of marital status illegal? No
 - when was this law introduced? N/A
 - Is this restricted to employment related issues? N/A
 - Does it include the sale and supply of services? N/A
 - What disputes if any took place during introduction of these laws? N/A

- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country. (Please include not only if they are called 'national gender equality plans' or but also if they are just a sub-section of a larger national development plan.) The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan? Or a gender equality component of a national development plan. Yes, the Perspectives and Action Plan 2007 (Perspektiv- og handlingsplan 2007)⁶.

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).
The plan covers education, employment, reconciliation of work and private life, the labour market, leadership, entrepreneurship, men's violence against women and trafficking.

- Is the focus restricted to non-discrimination?
Yes, so far as that non-discrimination is the focus. The Danish government is very much concerned with free choice and has a very liberal view on gender equality. The goal is not so much equality of outcomes but rather equal opportunities. The overarching goals are concerned with women's and men's equal and free choice and personal development throughout life, equal opportunity to contribute to society, working life, organisational activities and family life, help and support to victims of violence and trafficking as well as decreasing the number of victims.

⁶ http://www.lige.dk/files/PDF/HP_2007.pdf

- Is there reference to gender mainstreaming?
Yes. The inter ministerial gender mainstreaming project is mentioned.
- Are there named policy instruments and/ institutions, if so what?
There is a list of all activities that have been undertaken from 1 of March 2006 until 1 of March 2007. The plan includes campaigns against trafficking; awareness raising campaigns for ethnic minority women regarding violence; courses on gender mainstreaming; investigations on violence in two-cultural marriages; meetings; and the publication of an equal pay plan. Proposed legal changes are also listed in the plan. I would say that the majority of the initiatives mentioned concerns different forms of campaigns.
- Are there indicators and statistics to evaluate the policies?
Statistics on gender pay gap; biannual reports on development of gender equality in ministries, boards, regions and local governments.
- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)
The plan does not refer to the EU targets of female employment or provision of childcare (probably because these targets were achieved well before the EU formulated the targets).

2.1.2 Is gender equality integrated with other equalities in a national plan?

Yes.

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

The plan states that 'Age, ethnicity etc are forming us as human beings' The framing is 'diversity' and, as already mentioned, equal opportunities is the main focus. That is, the different categories are not really mentioned as 'inequalities'.

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

Yes. There are three plans.

If yes please name the plan.

One on men's violence against women⁷ 'Action plan to combat men's violence against women and children in the family 2005-2008' (Handlingsplan til bekaempelse af maens vold mod kvinder og born I familien 2005-2008) and one on trafficking⁸ 'Action plan to combat human trafficking 2007-2010' (Handlingsplan til bekaempelse af handel med mennesker 2007-2010) and finally one on forced marriage. 'The government's action plan against forced marriage, marriage similar to forced marriage and arranged marriage 2003-2005' (Regeringens handlingsplan mod tvangsaktenskaber,. Tvangsliknende aktenskaber og arrangerede akteskaber 2003-2005).

Does it cover:

- Domestic violence and violence in partnerships
The Action Plan on Domestic Violence talks about men's violence, but not about violence in registered partnerships or violence in same sex relationships.
- Sexual assault/violence and rape
The action plan on domestic violence discusses rape and sexual assault.
- Sexual harassment and stalking
No, none of the plans cover harassment or stalking.

⁷ <http://www.lige.dk/files/PDF/voldshandlingsplan2005.pdf>

⁸ http://www.lige.dk/files/PDF/2007_Menneskehandel.pdf

- Trafficking and prostitution
The plan on trafficking covers trafficking in human beings for the purposes of prostitution, forced labour or other forms of exploitation (prostitution is legalised in Denmark). Trafficking and prostitution are not mentioned in the Action Plan on Domestic Violence.
- Forced marriage, honour crimes and FGM
The Plan on Men's Violence Against Women covers forced and arranged marriages.

Does the plan include:

- named policy instruments and/or institutions, if so what;
The Action Plan on Domestic Violence includes campaigns; setting up networks for women who have experienced violence; specific campaigns directed towards ethnic minority women; and psychological help for victims and treatment for perpetrators.
The Plan on Trafficking includes actions such as setting up a centre for helping victims; launching information campaigns in order to make the general public aware of the problem; and information campaigns to ensure the public knows how to act if encountering the problem; the setting up of inter-ministerial working groups; the setting up of a hotline for victims; .
The Plan Against Forced Marriage lists information campaigns directed towards young people and ethnic minority parents; counselling; and giving resources to NGOs such as women's shelters.
- indicators and statistics to evaluate the policies, if so which?
The Action Plan on Domestic Violence does not mention indicators. However, the annex to the plan contains an evaluation of the former Action Plan.
The Plan on Trafficking states that the activities are to be evaluated by an independent evaluator. The target mentioned is that at least 10 % of the general public should be aware of the problem of trafficking by the end of the campaign..
The Plan on Forced Marriage does not contain any indicators, but it does contain statistics on the rate of immigrants that are married to other immigrants.

Harassment
Harassment

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

The following actions are mentioned in the report and construed as concerning gender equality (p 50):

- The Danish Parliament has passed an Act stating that large enterprises on the private labour market must prepare specific statistics on gender pay, which are to be followed up by guidance to enterprises. Guidelines concerning the promotion of equal pay on the labour market are also being prepared.
- As of 1 July 2006, all municipalities shall offer a childcare guarantee for six months old children. Approximately 66 per cent of all children aged 1-2 years and approximately 95 per cent of all children aged 3-6 years are currently benefiting from the public childcare. During the next three years, the Government will reduce the maximum parent contribution for childcare from 33 per cent to 25 per cent of expenditures and raise the family allowance for children below three years of age.
- Initiatives have been taken to ensure that all people who are not covered by a fund for parental leave equalization through a collective agreement will be included in a compulsory arrangement as of 2006. The Danish Parliament has, with a wide majority, passed an Act concerning parental leave equalization on the private labour market, which ensures that all employees are covered by a parental fund, which equalizes employers' expenses in connection with parental leave. The scheme has been established in agreement with the social partners. In the future, it will be of less consequence to an employer to employ someone who already is or becomes pregnant.
- In the fall of 2005, a Family and Working Life Commission was set up. Its tasks are to survey and analyse the requirements of a modern family as regards the way in which public and

private labour market services are organized and requirements as regards a more flexible society. The Commission were to complete its work by the end of 2006 and to make concrete recommendations as to how the Danish society can become more flexible so that individual families are able to create a good balance between the working life and the family life.

- Women and leadership are especially focused upon. In order to secure the future Welfare State, it is important that enterprises recruit the best talents among men and women. The share of women in top and intermediate leadership positions in the private sector is not satisfactory. A survey of women and leadership showed that women in top leadership positions secure better results on the bottom line. On this basis, a cooperation agreement between the social partners has been initiated in order to get more women into top management.
- In March 2006, a review of women and men's education and jobs was conducted. The labour market is less flexible when some subject areas are regarded only as women's or men's subject areas. The review contains a long series of proposals for measures, which are meant to relax the gender segregated labour market, especially as concerns young people's choice of education and professions.
- Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:

http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

The EU appointed National Expert was critical of the lack of a gender perspective in the Danish NRP on employment (p 215).

- Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm

No.

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm

Regarding **gender equality or equal opportunities**, the National Report is mentioning the action plan: *Employment, participation and equal opportunities for all*. It includes a total of 56 initiatives distributed among the following key action areas: Gender roles and prejudices (8 initiatives), Education (19 initiatives), Employment (15 initiatives) and Associations (14 initiatives). As a means of meeting the Government's action plan for breaking down gender barriers, for instance in the education of men and women of non-Danish ethnic backgrounds, the Ministry of Education has undertaken to launch the following initiatives:

- Preparation of teaching material on gender roles, ethnicity and gender equality to support the teachers' work of including both ethnicity and gender in their teaching.
- A research project on the reasons that ethnic minority boys do less well in primary school than ethnic minority girls and ethnic Danish boys and girls.
- Democracy guidelines that can help improve the teaching of democratic values in primary and lower secondary school as well as in youth education programmes. The democratic values include gender equality, dialogue, tolerance, intellectual liberty and freedom of speech.
- Material on the importance of school-based leisure-time facilities and recreational activities for the acquisition of Danish and thus for integration into Danish society. The material will be translated into the 51 major immigrant languages. The material is expected to help increase participation in recreational activities among girls with immigrant backgrounds.
- The same action plan also launches the *Project on gender, ethnicity and counselling*. The purpose is to include young people from ethnic minority groups in the strategy to break down the gender-

segregated labour market. Consequently, the gender aspect must be an integral part of counsellor training.

Regarding **gender based violence** the report is mentioning the 2005-2008 Action Plan. This plan has the following four main purposes:

- Support to victims
- Activities aimed at perpetrators
- Activities aimed at professionals
- Knowledge and information

The special target groups of the action plan are immigrant women, children and young people and men. The report also mentions 'Ethnic minorities and their families'. In relation to the latter group, the report mentions domestic violence, forced marriage and forced re-acculturation.

Trafficking is a major issue in focus. To avoid recruitment into human trafficking, the Minister for Social Affairs intends to cooperate more strongly with originating countries on preventive social work targeting threatened groups in the countries of origin.,. Furthermore, the text mentions that Denmark has launched outreach work among foreign women in prostitution, A drop-in shelter and protected housing have also been established, in which women can stay while their return trip is being prepared. For women not needing as much protection, a pilot project has been launched that allows them to stay at two Danish shelters. Trafficking in children is also discussed: Activities will focus on mapping the problem, training professionals, appointing guardians for all children and preparing individual action plans for children. The Government has set aside 30 million DKK for an action plan on trafficking in children. A telephone hotline for victims of trafficking has been set up, as well as a small health clinic which victims of women trafficking can contact for medical assistance. Various public information activities have been launched, including exhibitions, plays and teaching material for primary and lower secondary schools. Additionally, 1 million DKK has been allocated for an information campaign on trafficked women's situation. The campaign was implemented in August 2006.

- Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these? EGGsIE Synthesis report (2006)
http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

Risk of poverty in general – Denmark is mentioned among the Scandinavian countries as an example of where the gender gap is relatively small. The gender gap in unemployment rates is also relatively small (it is larger for older than for young people). Regarding long-term unemployment, there is no gender difference to speak of.

Lone parents: this category is less disadvantaged in Scandinavian countries compared to some other countries. The connection with the labour market and the universal systems are seen as guaranteeing that lone parents or single mothers are not stigmatised and the risk of poverty for lone parents is not 'far in excess' than for any other groups. Denmark has not focused on this category in the NAP and Denmark is not discussed in the EU-report.

Immigrants and Migrants: The Danish report is especially focusing on migrant women as a disadvantaged group. The Danish NAP is described as having an awareness of migrant women's unstable situation on the labour market. However, at the same time Denmark is criticised for having social programmes that might lead to an increased poverty among immigrant households. The focus of the Danish government is on 'self support' and this means that the government is cutting back on social welfare programmes. The policy is that everyone should have a job and in line with this policy the government (together with the Social Democrats) have decided that if two spouses are on cash benefits and one of the spouses has been unemployed for more than 300 days, this spouse will lose the benefit (both spouses cannot lose the benefit at the same time). This reduction in cash benefits will have effects especially for migrants (since they are, to a higher degree, dependent on cash benefits) and migrant women since they have the most difficult situation on the labour market. This is not mentioned in the Danish NAP, in relation to which the EU-report is very critical. It might lead to a higher degree of polarisation in the Danish society. Another Danish report from the Danish institute for social research has also concluded that this policy has so far not lead to more people getting a job.

One could say that the Danish report is mentioned and used as an example of a problematic approach towards migrant women in the EU-report.

Domestic violence and trafficking: The EU-report does not discuss Denmark.

- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

The EU Commission's response to the report in 2006 was that more substantial efforts have to be made when it comes to immigrants (p. 193). Tools have to be provided for increasing the integration of ethnic minorities on the labour market. In the Joint report of 2007 the Commission points to the fact that no improvement has been made. There are no criticisms regarding gender equality or gender based violence. EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

2.4 EU funding

- Does the EU provide funding in your country that has / has had a significant gender impact?⁹ Structural funds to consider include the European Social Fund¹⁰ and the European Regional Development Funds¹¹.

In Denmark, the regional differences are relatively small. Denmark is one of the countries with the smallest regional income gap.¹² In the Target three (Mål tre gruppen) evaluation 2000-2006, the Social Fond Denmark is advised to include gender equality into the text and in the goals. That is, gender equality should be integrated into the general goal of growth. The Urban 2000-2006 Programme set up in the western part of Århus is mentioned as an example of a project that has contributed to gender equality.¹³ However if one searches the web site of the Structural funds for success stories, there are no equal opportunities programmes for Denmark to be found.

If yes, how much and over what period of time?

- If yes, comment upon the extent to which gender was mainstreamed in associated plans and programmes (e.g. the National Development Plans for 2000-2006)?

Gender is not mainstreamed to any large extent.

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

Denmark had the same machinery for gender equality from 1975 up until 1999/2000. In 1975 the The Danish Equal Status Council (Ligestillingsrådet) was established. It was composed of the parties of the labour market and women's organisations. The tasks of the Council were: to monitor developments in society in general, and especially in the labour market and to suggest actions; function as an advisory organ for governmental and municipal authorities; and finally to suggest research as well as public information on gender equality. The possibility to file complaints was introduced in 1999/2000, which is when Denmark's saw its first Minister for Gender Equality. Two bodies were introduced by the Social democratic government: the Research Centre for Gender Equality (Videnscenter for ligestilling) and the Gender Equality Board (Ligestillingsnaevnet). The latter board handled individual complaints. Mainstreaming was established as a principle in 2000.. In 2002, the Research Centre for Gender Equality was shut down. This meant that the parties of the labour market and women's organisations were no longer represented in the gender equality machinery.

⁹ The following link may serve as a useful starting point (see drop-down menus along the top of the page and links on the left hand side): http://ec.europa.eu/regional_policy/policy/history/index_en.htm

¹⁰ http://ec.europa.eu/regional_policy/funds/fse/index_en.htm

¹¹ http://ec.europa.eu/regional_policy/funds/feder/index_en.htm

¹² http://www.ebst.dk/file/5468/Strategisk_referenceramme.pdf

¹³ http://www.ebst.dk/file/5468/Strategisk_referenceramme.pdf p.62

Regarding ethnic equality, a Council for Ethnic Minorities (related to the Ministry of Integration) was established in 1999. The setting up of a Complaints Committee (Klagekomitéen for Etnisk Ligebehandling) begun in 1999, but it would take another couple of years until it was established in 2003. The Ministry of Integration was established in 2001. Also, the Council for Ethnic Minorities (Nævnet for etnisk ligestilling) was closed down and replaced by the Danish Centre for International Studies and Human Rights (2002). As part of the Centre for International Studies and Human Rights, the Danish Institute for Human Rights (DIHR) was established in accordance with the UN Paris Principles (2002).

In 2007, the Government intended to establish a Common Board of Equal Treatment (Fælles klagenævn – Klagenævnet for Ligebehandling) which would have been responsible for taking care of complaints regarding unequal treatment based on gender, race, skin colour, religion, age, disability, nationality, ethnicity or social background, political opinions or sexuality. Currently if discriminated against on grounds of sexuality, disability or age there is no committee to turn to and the Committee for Ethnic Equality does not have as broad mandate as the Gender Equality Board. One of the reasons for these changes, as mentioned by the Minister for Gender Equality, is that a person who feels that she has been discriminated against on multiple grounds only has to turn to one board rather than to several for each separate ground.

- Do any or all of these forms of gender machinery exist in the country, and if so what are they called (fill in their name in original language and translated to English)?
- governmental (civil servants and ministers in central government); Minister for Gender Equality (Ligestillingsminister) was established in 1999.
- enforcement and/or monitoring agency (e.g. equality authority, ombudsperson); No ombudsperson. A Board to turn to from individual complaints and consultation: The gender Equality Board /Ligestillingsnaevnet.
- special legal apparatus (e.g. special courts, mediation or arbitration bodies for employment or domestic violence); Not for domestic violence. For the labour market there is both Arbetsretten and Voldgiftsretten – two special Courts. (see under x as well)
- body for consultation / dialogue with women’s NGOs, or with NGOs representing other axes of inequality Yes. Individuals and organisations are offered consultation by the Gender Equality Board (Ligestillingsnaevnet)
- Other, for example, Parliamentary Committees No. The Men’s group (Idégruppen for maend), initiated by the Equal Status Council in 1994 was cancelled in 1995.

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU? Yes
 - A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex: Yes and no; The Gender equality board that was set up in 2000 produces an annual report. The board is composed of a chairperson, who is a legally qualified judge, and two members who have a law degree and who are supposed to have knowledge about gender equality and the labour market. In 2000, the Research Centre for Gender Equality (Videnscenter for ligestilling) was set up, it was supposed to fulfil the tasks of monitoring and analysing. However, the Liberal-Conservative government shut down the centre in 2002. The centre has survived as an independent centre within Roskilde University, but is not part of the governmental machinery any more. This means that one could question whether Denmark really has a body for 'promotion' and 'analysis'.
 - providing independent assistance to victims of discrimination in pursuing their complaints about discrimination; Yes. The Gender Equality Board for gender discrimination and the Complaints Committee for Ethnic Equal Treatment are taking care of individual complaints. There is currently no body for age, disability or sexuality. These inequality grounds are however going to be handled by the Common Board of Equal treatment, intended to be set up during 2008. The proposal is expected to be passed by the Parliament in May 2008.

- conducting independent surveys concerning discrimination; The Danish Institute for Human Rights (DIHR) conducts surveys and independent research. The Gender Equality Board is, as already mentioned, publishing an annual report. I am not sure whether that could be considered an independent survey.
 - publishing independent reports and
 - making recommendations on any issue relating to such discrimination. The proposed Common Board of Equal Treatment can only decide on and discuss cases that concern an individual complainant. Both the Gender Equality Board and the machinery for Ethnic Equality can initiate their own investigations.
- Is there gender machinery that meets the 'Paris Principles'? The machinery for Ethnic Equality was established in accordance with the Paris principles. In addition, the Gender machinery meets the principles.
 - independence guaranteed by a constitutional or legislative framework, autonomy from government, Yes. The Gender Equality Board is independent from political interests. However, the Gender Equality Board's budget is integrated with the Gender Equality Unit's budget, which means that the Board is not totally independent from the government. According to an evaluation in 2002, there is a risk that the government could interfere.¹⁴ I don't know if this has been taken care of or if the new Common Board will be more independent/free.
 - pluralism including pluralism of composition, The Gender Equality Board is supposed to be composed of both women and men, a judge and persons with legal competence as well as one person who 'has knowledge about gender equality' and one person who has knowledge about the 'labour market'.
 - a broad mandate, No. There has been a lot of debate over the gender equality machinery in the Danish Parliament. There is actually a split between the left and the right regarding the machinery. In 2000, the Social democratic government introduced a research centre for gender equality that was later abolished by the (right) liberal government. Today the proposal for a Common Board on Equal Treatment is under debate since the government has proposed that this Board will not have the mandate to take own initiatives and make own investigations, which the current Gender Equality Board can.
 - adequate powers of investigation, Yes. Evaluations state that the gender equality machinery has adequate powers.¹⁵
 - sufficient resources; Yes.
- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - responsibility vested at the level of a Cabinet minister. Yes
 - Develop indicators and statistics to monitor policy. Yes. The action plans on gender equality and violence against women develops indicators and make evaluations.
- How close to the centre of power (e.g. Prime Minister or other) is the governmental machinery located?
 - centre of power/ PM's office. No
 - Other powerful department. Yes, relatively. Social Affairs in 2007 and today the Division of Gender Equality is situated within the Ministry for Welfare.
 - Other department
- Would any of the bodies be described as following a 'feminist' agenda? No
 - Briefly explain the reasoning behind your answer. In Denmark feminism is scarcely on the political agenda (at least when compared to the other Nordic countries). According to leading feminist scholars (e.g. Borchorst) the Danish government (a Liberal-Conservative government) could be regarded as being 'reactive' rather than pro-active in its approach to gender equality. Since the women's organisations are removed from the gender machinery I would say no, the bodies do not follow a feminist agenda. There could of course be individual feminists appointed to the Gender Equality Board. One of the representatives in the Gender Equality Board should have 'knowledge about gender equality'. The Gender Equality Board is not partaking in the public debate to any large extent (according to an evaluation¹⁶)
 - If yes, then indicate which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation) fits best.

¹⁴ <http://www.lige.dk/files/pdf/plsrap.pdf> p. 19-20

¹⁵ <http://www.lige.dk/files/pdf/plsrap.pdf>

¹⁶ <http://www.lige.dk/files/pdf/plsrap.pdf>

- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources? According to the mainstreaming principle, each Minister is responsible for gender equality within their respective portfolio.
- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts? Not for domestic violence. For employment there is the National Social Appeals Board which is an administrative authority with judicial powers. The Board is an independent body. Its main tasks, quoted from the homepage is 'to decide complaints as the supreme administrative complaints authority in cases covering the wide area of legislation on social matters and employment, to safeguard citizens' legal protection by coordinating practice at the national level, i.e. to ensure that similar cases are decided similarly - irrespective of where in Denmark a citizen lives and finally to communicate knowledge on political developments in social matters through, for instance, analyses and statistics'. In general, the parties of the labour market are free to make agreements and most of the labour market matters are handled by the parties. For example, the Gender Equality Board can only make decisions in cases where the union is not acting on behalf of the complainant. For labour market issues there is a Labour Court, Arbejdsrettens domsmyndighed – it is a special Court (outside of the general court system) that handles disputes between the labour market organisations and is composed by judges from the Supreme Court, but also by the parties of the labour market.¹⁷ Furthermore, there is a special organ for solving conflicts that is comprising the parties of the labour market (faglige voldgiftsretter/union's rights) as well as one head appointed by either the parties or Arbejdsretten/. This is an organ that looks like a Court and is put up by the parties to solve special individual cases, cases often regarding how to interpret collective agreements.

Dedicated to gender or integrated with other equalities?

Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights?

No. not yet. In 2009, the Government intends to establish a Common Board of Equal Treatment (Fælles klagenævn – Klagenævnet for Ligebehandling) which will be responsible for taking care of complaints regarding unequal treatment based on gender, race, skin colour, religion, belief, age, disability, nationality, ethnicity or social background, political opinions or sexuality.

- If yes,
 - When did this happen? From January 2009 the Common Board will be in place.
 - Was the change controversial (who fought whom, allied to whom)? The proposal to introduce a common board was not very controversial. However, the Women's Council argued against the way in which the Board was constructed since the Board will not be able to take initiatives of its own. This means that for women the equality machinery will be weaker after this initiative. Also, the social democrats and other parties on the left argued against the construction of the board – not against including all inequalities in one body, but against the way in which the Board will function.
 - Is the division of responsibilities by function or by strand? Not known yet
 - Is there a separate mechanism for consulting civil society by strand, including women? Not known yet
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account. Not known yet.
- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies. No. The Gender Equality Board is only dealing with issues concerning gender.

Relationship of machinery with civil society

¹⁷ <http://www.arbejdsretten.dk/generelt.aspx>

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery? Not within the Gender Equality Board (Ligestillingsnaevnet). When it was set up and replaced the body from 1975 the representation of women's organisations and the labour market parties was abolished. During the policy process, the women's NGOs are of course asked for opinions regarding gender equality legislation and civil society is often partaking in special groups – formal and informal - within the Department for Gender Equality as well as within other ministries.
- - If so, are they routinised or occasional? In the parliamentary policy making process these are routinised. Sometimes the participation in working groups is on an ad-hoc basis and sometimes more routinised.

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised.

Is the benefit system household based or individualised?

Individualised, except for the parental insurance system which is partly individualized and partly based on the household, or on the child – either parent may make use of the parental leave available to the family. Child allowance (Barnbidrag) is for the child – that is for the household.

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

Denmark does not separate between lone parents and cohabiting parents.

Are there active labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

No, lone parents can enjoy universal benefits, most of them work and they are not at any major poverty risk in Denmark.

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market? Are there active labour market programmes for any other category of citizens, and if so which categories?

No, women in general do not stay away from labour market for long periods. The parental leave is a leave from work and when the leave is over (after approximately a year) women go back to the labour market.

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

Childcare: care (under 3 years) All children have the right to public or private, but publicly financed, childcare since the 1960s. After evaluation, the local government may decide whether the child needs fulltime or part-time child-care, and there is no lower limit as to how brief the part-time may be.¹⁸ There are no minimum requirements.

Childcare: pre-primary education (3 yrs- school age) see answer above. Until school age all children are entitled to publicly financed childcare.

What is the predominant form of childcare provision? i.e. public, private or mixed.

Public 2/3 and private 1/3.¹⁹

How is childcare financed (e.g. by public funds, privately or mixed)?

Public.

Is the pension age the same for women and men? If so, since when?

Yes, 65 years for both. Since pre-quing time.

¹⁸ <https://www.retsinformation.dk/Forms/R0710.aspx?id=19176>

¹⁹ <http://www.workindk.dk/Pasningstilbud>

4.2 Intimate citizenship

Is abortion legal? If so, in what year did this happen?

Abortion on demand has been legal in Denmark since 1973.

Up to which week of pregnancy is abortion legal? Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

On demand, abortion may be performed up until the 12th week of pregnancy. After the 12th week, an application has to be submitted to and approved by "Abortsamrådet" (Abortion consultation).²⁰

How many abortions are carried out per year (select most recent year where data available).

In 2006, 15,053 abortions were performed in Denmark.²¹

If illegal, approximately how many women travel to access abortion services in another country?

N/A

Are there any restrictions on abortion for certain categories of people? (e.g. age, nationality)

No.

Is a marriage a state based contract, religious contract or both?

The Danish church is a State church and is in charge of changes in civil status (marriage and divorce) and also keeps the address register (apart from in south Denmark. Here the local authorities are in charge, which remains since south Denmark belonged to Prussia). The church cannot register civil partnership, only (heterosexual) marriages.

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Yes. Divorce is legal since the 1920s. Mutual consent is not necessary. If one of the spouses does not want to live together with the other s/he has the right to separation and after one year of separation s/he has the right to divorce. If there is mutual consent, the spouses have the right to divorce after six months of separation. There are also specific circumstances that give one of the spouses the right to divorce – for example in cases of domestic violence.

If divorce is not legal, what are the conditions for separation or annulment?

Are there any restrictions to marriage other than the sex of the partners (e.g. nationality, country of origin)?

As of 2002, the right to marry someone from abroad has been restricted: Persons below the age of 25 cannot marry a foreigner unless it can be proven by a state enquiry that the relationship is voluntary. There are also requirements that have to do with to the resident's housing and income. The applicant should own a housing of 'reasonable size' ('passende stoeerlse'). The latest of these discriminatory policies was the introduction of a language- and culture test that has to be passed in order to obtain citizenship.

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage?

Since 1989, same-sex couples may register partnership in Denmark. Registered partnership is equivalent to marriage regarding legislative issues except regarding residency and children. Another discriminatory practice is that the Church is not required to wed same-sex couples. However, in January 2007, the Social liberal party submitted a proposal to Parliament for introducing marriage for same-sex couples²². This proposal has not been passed by the Parliament (and is not likely to).

Consider the following (Yes/no+year when introduced): Does it extend to:

- survivors' benefits in pensions?

No.

²⁰ See Issue Histories, Denmark

²¹ <http://www.abortnet.dk/Default.aspx?ID=312>

²² <http://www.lbl.dk/homopolitik/reg-partnerskab.html>

- adoption rights?
To an extent: Since 1999, registered partners may adopt each others' children.²³ International adoption is discussed in Parliament and many parties are arguing in favour of it. However, the majority is opposing it at the moment.
- parental leave?
Yes, since 1999 when they could first adopt step-children. For biological children – of course)
- assisted reproduction?
Yes. Since 1997 assisted reproduction has been possible since for lesbians and single women in mid-wife clinics. There was a ban for doctors to give them treatment, but it was lifted in 2007.
- Family reunification – have partners the right to settle and be employed in the country where their partners live?
Since 1999, foreign citizens having resided in Denmark for two years may register partnership.²⁴

Number of registered civil partnerships, annually and in total?

Annually²⁵:

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Registered partnership	296	663	851	986	1 078	1 191	1 308	1 433	1 531	1 679	1 829	1 992	2 166	2 315	2 468	2 641	2 833

In total: 27,260

4.3 Gender-based violence

Has there been a national survey on gender based violence?

Yes. There is a report that summarises violence from different registers as well as from a survey. The first report is from 2004 'Maends vold mod kvinder' ('Men's violence against women').²⁶ This report was followed up by a second report in 2007.²⁷

When was the most recent one carried out? 2007

Does it include:

- Domestic violence and violence in partnerships? Yes.
- Sexual assault/violence and rape? Yes.
- Sexual harassment and stalking? Yes.
- Trafficking? No.
- Prostitution? No.
- Forced marriage? No.
- Honour crimes? No.
- FGM? No.

4.3.1 Domestic violence

What legal devices are available to prevent domestic violence?

See below. However, there is no specific charge called 'women's peace violation' as there is in Sweden.

Do they target perpetrators and/or victims? (Yes/no +year when introduced). Devices could for instance include:

- restraining orders: In 2004, a law on police removal of violent and threatening persons from the home was passed. This makes it possible to remove violent or threatening persons from their own home for a period of time. The removal cannot exceed four weeks.
- non-molestation orders

²³ <http://www.lbl.dk/homopolitik/reg-partnerskab/historien-om-det-registrerede-partnerskab.html>

²⁴ <http://www.lbl.dk/homopolitik/reg-partnerskab/historien-om-det-registrerede-partnerskab.html>

²⁵ <http://www.statistikbanken.dk/FAM4>

²⁶ http://www.det-nationale-voldsobservatorium.org/database/www_database/pdf/rapport.pdf

²⁷ http://www.lige.dk/files/PDF/Vold/rapport_voldsdatabase_2007.pdf

- occupation orders
- state funded perpetrator programs:
Yes. There are three programmes in Denmark. The first started in 2002. Dialog mot vold (Dialogue against violence), Manderådgivningen I Ålborg (Male counselling centre in Ålborg) was made permanent in 1999 and Alternativ til vold I Roskilde (Alternative to violence in Roskilde). All three programmes are voluntary.
- other devices?
No.

What is the prevalence of domestic violence against women, in one year? (from the survey)

20.000 women aged 18-70 said in 2003 that they have been victims of violence from their partner or ex-partner the last year.

What is the life time prevalence of domestic violence against women? (from the survey)

Not possible to say.

What is the number of incidents of domestic violence against women, in one year (from the survey)

Not possible to say.

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so)

Domestic violence is not a separate crime, as already mentioned. There are 5000 reports of violence against women annually. In 2002, 3177 cases of violence against women over 15 years were reported. The report is giving the rate of partner violence from another report and showing that out of 995 numbers of cases reported to the police, half of them concerned domestic violence. In more severe cases of violence, 70% were by partner or ex partner.

What is the number of domestic violence convictions in the courts? (If not available say so)

Not available

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

Not available.

If there is any information on the previous questions broken down by age, class, sexual orientation, race/ethnicity etc, give it here too.

The question on whether you have experienced threats of violence or violence in the last year was broken down by age and it shows that young women are more often victims.

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

Already in 1930, according to KVINFO. This was after pressure from Dansk Kvindesamfund/Danish women's association. However, even if marital rape is considered rape there is a passage in the law that says that if a person marries or registers partnership with the offender the punishment could be restricted.

What is the number of annually reported incidents to the police?

In 2003, 472, in 2004, 562 and in 2005, 475 incidents of rape were reported to the police²⁸.

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

The relationship between reports and charges can be found. However I have not found the % of convictions. The relationship between reports and charges was 63% in 2003, 69% in 2004 and 68% in 2005.²⁹

²⁸ Denmark's statistics *Criminality 2005* p. 43

²⁹ Denmark's statistics *Criminality 2005* p. 43

What is required for an act to be considered to be rape, e.g.:

Rape is defined as someone using violence or the threat of violence to force another person to have intercourse, If the person is put into a situation that makes it impossible to resist, this counts as violence and hence intercourse would constitute rape. This is according to the penal code §216. It means that there has to be force involved in order for the court to convict a person for rape. Furthermore, there has to be intent in order for the act to be considered rape.

- lack of consent (since when)
There is currently an ongoing a discussion whether reckless/involuntary rape or reversed burden of proof should be added to the penal code. That is, there are suggestions by the opposition in Parliament to introduce the possibility to convict a person for rape even if the perpetrator was not been aware that the victim resisted. This will however not pass during the current Parliament..
- physical resistance? (since when)
- Other? No
- Is any characteristic of victim or perpetrator considered relevant (e.g. age, sex), and if so which characteristic?
If a person has intercourse with a child under 15 there is no need for force or threat of violence in order for intercourse to be considered rape (according to §222). Sexual intercourse with a child under 15 years is punishable by imprisonment up to 8 years. If the child is under 12 years or if the offender has used force or threat, the punishment increases to up to 12 years.

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Yes. 5 September 2006.³⁰

Is trafficking primarily seen as a problem of the sending or the receiving country?

One could answer this question in two ways, one could say that it is primarily seen as a problem of the sending country because victims are sent back and prostitution is not considered a crime. However, the Danish state is also carrying out information campaigns to the Danish public in order to make the problem visible and make people aware of it.

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

In 2002, the Government introduced the possibility for victims to stay in Denmark for 15 days. In 2004, this was increased to 30 days. As part of a current action plan on trafficking, victims of trafficking will be given the possibility to stay up to 100 days if they are co-operating and taking the offer of repatriation. This means that the victim will get psychological and social support if (s)he agrees to go back to the country of origin and once there, if possible cooperates with the local NGOs .

4.3.4 Intersections

Have specialised policies and practices on gender based violence that address gender as intersecting with race/ethnicity, class, sexual orientation been developed by:

- Police: I don't know.
- NGOs: Yes regarding race/ethnicity. There is a specific crisis centre for ethnic minority women fleeing from forced marriages. The government has provided funding to crisis centres to meet the needs of disabled women who are victims of violence. The crisis centres are almost 100% publicly funded.
- Local Authorities / government: The government is putting a lot of effort into campaigns against violence – and specific attention is paid to migrant women.
- Other

³⁰ Page 33 in http://humanrights.palermo.magenta-aps.dk/upload/application/dec53673/status_2006.pdf

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates) Yes, centres for rape victims

How many are there? 8. (From the report from 2004).

When was the first set up? In 2000. The national centre for rape victims at Rigshospitalet (The national hospital in Copenhagen).

Are they state funded, to what extent? Yes, fully

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 Is the state unitary or federal? Unitary.

If federal, are key gender+ equality decisions made at national or provincial/local level?

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

Are there legally binding decision making processes similar to the EU framework agreements (e.g. as the Parental Leave Directive)? The social partners are included in the policy making process in that they are asked to make comments on law proposals and committees. They are also included as representatives in different committees in local, regional and national politics. Would the political system be possible to describe as corporatist or neo corporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making? *I think* that the level of corporatism is diminishing. But Denmark is still a corporatist political system.

What is the gender composition in the decision making process of agreements made by the social partners (if there are any such agreements)? I don't know. There are agreements made and conflicts are resolved in the special court for labour issues (Voldgiftsretten and Arbejdsretten). In the representation to public committees gender equal representation is asked for in accordance with a law regarding equal balance for public committees and working groups.

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship; gender-based violence)?

General gender equality: the minister for gender equality within the ministry of social welfare.

Non-employment: the minister for labour within the ministry for labour /Beskaeftigelseministeriet

Intimate citizenship: Ministry for justice (e.g. registered partnerships and marriage act) and Ministry for refugees, immigrants and integration (alien act).

Gender based violence: minister for gender equality is primarily responsible, but also the ministry for justice and the Ministry for refugees, immigrants and integration (alien act regarding forced marriages).

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

No major cleavages. However Greenland was a Danish colony until 1979 when Greenland was granted home rule.

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

There are no obvious cleavages. However, one could argue that race/ethnicity is becoming a cleavage in the Danish society since the policies on immigration are so harsh and the right wing party, the Danish people's party, is having so much influence on Danish politics.

5.5 International obligations and links

When, if at all, was CEDAW signed?³¹ 1983

When did the country join the EU? 1973 (the EC)

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage³² Enacted in 1915
- Note any caveats, e.g. age, property qualification, ethnicity, and when removed.
- See 6.2
- Date of male suffrage Enacted in 1901³³
- Use of quotas³⁴
 - When introduced 1977³⁵
 - What form e.g. party, electoral, constitutional Party quotas for gender. The Socialist People's Party (Socialistisk Folkeparti), was the first party to introduce a 40% quota in 1977, abandoned in 1996. Candidate quotas for the European Parliament were adopted in 1983 (of 40%), and abandoned 1990. (Candidate quotas for parliament and local elections only 1988-1990). The Social Democratic Party (Socialdemokratiet) adopted party quotas of 40% in 1983, and candidate quotas for local and regional elections in 1988 of 40% for both sexes. These were abandoned 1996. The Left Socialist Party (Venstresocialisterne) introduced party as well as candidate quotas in 1985 (50-50%). The party no longer exists.³⁶ "After mid 1990, no political party in Denmark uses quotas for public elections. This development is part of a recent and surprising anti-feminist discourse in Denmark, according to which equality is more or less obtained, or will at any rate, come 'by itself' (Dahlerup 2001; Borchorst & Christensen 2003)."³⁷
- What is the numerical representation of women in parliament? (over QUING period)
66 of 179, 36.9%
- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? One turning point was in 1971 when the representation increased from 11% to 17% and another turning point was in 1979 when the representation increased from 17% to 24%. Apart from these smaller jumps, the representation of women has gradually increased and has been relatively stable around just under 40% for the past ten years..
- Other important developments

6.2 Political representation for intersecting inequalities:

Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)

Denmark had its first elected parliament in 1849. From 1849 to 1953, the Folketing was one of the two houses in the bicameral parliament the Rigsdag. The other house was known as the Landsting. The difference between the two houses was voter representation. The Folketing was elected by common vote and consisted mainly of independent farmers, traders and merchants as well as the educated classes (the liberals). From 1866 to 1915 the right to vote in the Landsting election was restricted to the wealthiest, and some of its members were even appointed by the king, thus it predominantly represented the old aristocracy and other conservatives. From 1915 the Landsting was also elected by a common vote, although indirectly and with a higher age limit than for the Folketing. During the next decades, law making mainly took place in the Folketing and the Landsting was abolished in the 1950s.

³¹ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

³² See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

³³ Christensen, Ann-Dorte and Raaum, Nina C. "Models of political mobilisation." In *Equal Democracies? Gender and Politics in the Nordic Countries*, edited by Christina Bergqvist, Anette Borchorst, Ann-Dorte Christensen, Viveca Ramstedt-Silén, Nina C. Raaum and Auður Styrkársdóttir, 17-26. Oslo: Scandinavian University Press, 1999.

³⁴ See IDEA: <http://www.idea.int/gender/index.cfm>

³⁵ See IDEA: <http://www.idea.int/gender/index.cfm>

³⁶ See IDEA: <http://www.idea.int/gender/index.cfm>

³⁷ Page 19: Dahlerup, Drude & Freidenvall, Lenita (2005) Quotas as a 'fast track' to equal representation for women, *International Feminist Journal of Politics*, 7 (1):26-48.

- ethnicity/religion (what exclusions and when; numerical representation in parliament)
No
- Other important intersecting inequalities, any quotas No.

6.3 Political parties and gender

- Does women's political representation vary by Party; Yes.
 - if so, do these Parties tend to represent different class, ethnic, religious or other interests? The Social Liberal Party (Radikale Venstre) has the highest representation of women at 47 %, while the Socialist People's Party (Socialistisk Folkeparti) has the lowest at 27%.³⁸
- What is the current Party / Parties in Government: The Danish Liberal Party and the Danish Conservative people's party.
 - With which European Parliament political group is this Party / Parties affiliated?³⁹ The Danish Liberal Party (Danmarks Liberale Parti Venstre), affiliated with the European Liberal Democrat and Reform Party (ELDR) and The Conservative People's Party (Det Konservative Folkeparti), affiliated with the European People's Party (EPP).
- What political party / parties have held office during 1995-2007?
 - 1994-1996 Social Democrats, Danish Social Liberal Party and Centre Democrats
 - 1996-2001 Social Democrats and Danish Social Liberal Party
 - 2001- The Danish Liberal Party and Conservative People's Party

Main European Political Parties (each footnote provides a link to party's website where you can find their national political party members)

European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.⁴⁰

Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the EP.⁴¹

European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.⁴²

European Free Alliance (EFA): Pro devolutionists, independence⁴³

European Green Party: Greens, ecologists, environmentalists⁴⁴

6.4 Representation in government

- What percentage of government Ministers are female? 37% (7 out of 19). In May 2008.
- To which Ministries do female ministers belong? Ministry for Justice, Ministry for Welfare and gender equality (the same person), and Ministry for Development Aid, Ministry of Food agriculture and Fishing, Ministry for Climate and energy, Ministry for Transportation, Ministry for refugees, immigrants, integration and church (the same person).⁴⁵

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

Kvinderådet (The Women's Council in Denmark) is the Danish national coordinating feminist and women's organisation⁴⁶.

If so,

- is this the same as the body which is affiliated to the European Women's Lobby? Yes

³⁸ http://www.ft.dk/UserFiles/1FD5DDEF-92B4-4032-A4C4-71B53FFFAB2D/Informationsark/folketingets_medlemmer_i_tal.pdf

³⁹ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

⁴⁰ www.epp.org

⁴¹ www.pes.org

⁴² <http://www.eldr.org/>

⁴³ <http://www.e-f-a.org/>

⁴⁴ www.europeangreens.org

⁴⁵ <http://www.stm.dk/Index/mainstart.asp?o=12&n=1&h=4&s=1>

⁴⁶ <http://www.kvinderaadet.dk/>

- when was it established? 1899
- how many organisations are affiliated to the national body? 51
- how many women are so coordinated? Over one million
- How many staff work for the organisation (how many paid, how many unpaid)? Three paid full-time staff and an unpaid accountant. Based on grants received, people may also be employed on a project basis.
- What is its budget? I don't know. Is not specified.
- What is its range of activities (are these in an annual report)? Cooperation with international women's organisations; participating and advising in councils and committees; currently also projects on ethnic minority women, trafficking and violence against women; press releases, comments to the policy process.
- Does the national body engage with all or only some of our 3 issues All three issues
- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)? Yes. In gender based violence there is one national organisation called LOKK/Landsorganisation af kvindekriscentra. National Organisation of Shelters for Battered Women and their Children. Regarding employment one could mention 3F, the largest trade union in Denmark for skilled and unskilled workers, 3F is working with gender equality issues to a large extent and is the result of a merging with among others KAD Kvindeligt Arbejder Selskab – a Union for women.

List the key women's / feminist civil society organisations and their main methods / activities

Kvinderådet (The Women's Council in Denmark) is the Danish national coordinating feminist and women's organisation,

LOKK/Landsorganisation af kvindekriscentra. National Organisation of Shelters for Battered Women and their Children,

KVINFO is Denmark's Centre for Information on Women and Gender.

Kvindeligt selskab/Female association which was very important in the 1990s, it still exists but under the name **Selskab for Ligestilling/Association for gender equality** (it is part of the Women's Council as well).

- Building autonomous institutions: Yes and no. the institutions are autonomous but many of the women's organisations are partly financed by the state, or are working under a ministry such as the organisation KVINFO which is a self-governing institution placed under the Ministry of Culture. The shelters are also partly publicly financed. For example, the National Organisation of Shelters for Battered Women and their Children (LOKK) has been financed by the Ministry for Gender Equality both for specific projects as well as for developing the internal organisation.⁴⁷ Furthermore, the Ministry for Social Affairs and the Ministry for Refugees, Immigration and Integration is funding projects lead by LOKK. The Women's Council has also been funded by the Ministry for Integration and the Ministry for Gender Equality.
- Public protest e.g. demonstrations: Not as common today as it was 40 years ago. Campaigning: Yes. For example, there is an ongoing attempt to focus on prostitution and to discuss it from a perspective of violence from among others the Women's Council. In 2008 the Council, together with KVINFO, the Social Democrats, the union 3f (among others) held a seminar on the issue in Christiansborg (the parliamentary and governmental building). The Women's Council campaigns to forbid the purchase of sex (as in Sweden). There is a petition stating: 'forbid the purchase of sex now!' The Association for gender equality has, as its main tasks, to create debate, react to policy proposals and to undertake campaigns – often together with other organisations.⁴⁸
- lobbying state: Women's organisations lobby to, for example, make the state aware of the situation of the women's shelters. Lobbying is maybe not the right word to use since it is not always necessary to lobby in the Danish corporatist political context in which the social partners and women's organisations to a relatively large extent are already incorporated in the state. They are part of the policy making process since they comment on law proposals and many women's organisations (or at least The National Organisation of Shelters for Battered

⁴⁷ <http://www.lokk.dk/PDF/Generalforsamlinger/2007/Beretning%202006.pdf>

⁴⁸ <http://www.selskabforligestilling.dk/>

Women and their Children) are invited to participate in networks, working groups and committees under the Minister for Gender Equality – both formally and informally. The National Organisation of Shelters for Battered Women and their Children is financed by the Ministry for Social Affairs, and mentions that the cooperation between the Ministries is very good. The organisation has been invited to comment on law proposals by the Ministry for Social Affairs⁴⁹. LOKK has further been invited to a working group set up by the Ministry for Refugees, Immigration and Integration.

- service provision : Yes. KVINFO offers information, and the shelters provide service.
- Research: is an important part of the women's movement today. There are women's centres at the universities such as:
 - Center for kønsforskning, Københavns Universitet⁵⁰
 - FREIA, Center for kønsforskning ved Aalborg Universitet⁵¹
 - Center for Kønsforskning, Aarhus Universitet⁵²
 - Center for kulturstudier/master i køn og kultur, Odense Universitet⁵³
 - Center for Ligestillingsforskning, Roskilde Universitetscenter⁵⁴
- - Are they important or marginal to national politics? Relatively important, I think. Researchers from the women's centres have been partaking in public committees and in that sense they are very central. They have a relatively good relationship with the state and the ministries.
 - Are they centralised or dispersed? Many of them are centralised

List the key anti-feminist organisations and their main methods/ activities?

There is a father's group called United Fathers Supporting Children and Parents/Foreningen far till støtte for born og forældre that maybe could be considered anti-feminist. But, is not openly anti-feminist, only in support of fathers' rights. This group is actively supporting the right of fathers to have contact with their children even if the mother is in a crisis centre and is accusing him of being violent. Therefore, the National Organisation of Shelters for Battered Women is not co-operating with this group. Since the feminist organisations are not so visible and feminism is not a very highly prioritised issue in established politics the 'need' for anti-feminist organisations is not as obvious as in other countries..

- Building autonomous institutions
- Public protest e.g. demonstrations. Yes. But to a limited extent
- Campaigning Yes.
- lobbying state Yes. Commenting on law proposals concerning child custody.
- service provision Yes
- research No
 - Are they important or marginal to national politics? I don't know. I think that it is marginal.
 - Are they centralised or dispersed? Centralised

Are there any men's groups / organisations that are supportive of women's / feminist organisations?

There are no major or known men's groups that are supportive of women's rights, according to KVINFO. The men's groups that I know of are Active father/Aktiv far – an organisation for gay fathers. This organisation is working to strengthen the bond between fathers and children. In addition to Active Father, there is a tiny left-wing youth organisation in Copenhagen called LaKaj. There are several organisations offering consultation to violent men such as: Mandecentret/The men's center, manderadgivning/Councelling for men, Manderadgivning I Aalborg/Councelling for men in Aalborg, Alternativ til vold/Alternative to violence and Dialog mod vold/Dialogue against violence. These are cooperating with women's shelters. There is a research organisation for studies on

⁴⁹ <http://www.lokk.dk/PDF/Generalforsamlinger/2007/Beretning%202006.pdf>

⁵⁰ <http://koensforskning.ku.dk/>

⁵¹ <http://www2.ihis.aau.dk/freia/index.php>

⁵² <http://www.koensforskning.au.dk/index.jsp>

⁵³ <http://www.humaniora.sdu.dk/kultur/>

⁵⁴ <http://www.celi.dk/template/t00.php?menuId=2>

masculinities – Naetverk for forskning om mænd og maskuliniteter/Network for research on men and masculinities that could be mentioned as well.⁵⁵

Women's / feminist organisations in civil society

- What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.? In general, class divisions are most important. It does, for example, not make sense to talk about pro-family.
- Do women's organisations actively engage with other intersecting inequalities (in each area?)
The shelters are engaging with race/ethnicity since forced marriage and national policies on gender based violence in general focus on immigrants. The Women's Council in Denmark has set up a mentor project for immigrant women. Otherwise, I think that there is little connection. The comments in the policy process by for example the Kvinderadet /Women's Council in Denmark they are mainly focusing on "women".
- Do they have good alliances with those representing other inequalities or not? (in each area)
Difficult to answer. The organisations represented in the Women's Council are not queer and there are no lesbian groups represented in the Council. However, minority groups, such as Kurdish women and Iraqi women, are represented.
- Are there alliances between women's / feminist organisations and men's groups (if these exist in your country)?
Yes. The counselling centres for men seem to be co-operating with the women's shelters. At least the National Organisation of Shelters for Battered Women and their Children has listed these as links on their home page. .
- Are there many organisations of minoritised women? (in each area)
In most cases, they are organised on basis of nationality. The following organisations are members of the Women's Council in Denmark: Afghansk Kvindeforening i Danmark/Association of Aghanistan women in denmark, Den Irakiske Kvindeforening i Danmark/Association of Iraqi women in Denmark, Den Iranske Forenings Kvindeklub/The Iranian association's women's club, Kurdisk Kvinde Forening/Kurdish association for women, Foreningen mod Pigeomskæring/The association against female genital mutilation.
- What links are there with international? / EU level / bilateral bodies? (in each area)
The Women's Council in Denmark is associated with The European Women's Lobby, the Nordic Women's organisation NOKS and with the International Council of Women (ICW).
- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?
The shelters are publicly financed to a relatively large extent. The shelters are also commissioned by the state to undertake specific tasks. The Women's Council in Denmark and the National Organisation for Shelters are asked to give opinions to the policy making process.
 - Does this vary between issue areas? No, and the organisation is not divided according to issue areas to any large extent.
 - Has this changed over time? The movement in the 60s and 70s was more autonomous and non-party oriented than today;s movement (Bergman 1999).⁵⁶ During the 60s and 70s the Redstockings was the most famous feminist organisation and it was totally autonomous.
 - When engaging with the state is a coalition form of organising common or not? Women's organisations both engage in a coalition (such as for example the Women's Council) but also as individual organisations (such as for example KVINFO).It is important to remember the specific corporatist nature of the policy process and how this effects the engagement with the state. Women's organisations are expected to engage with the state, through committees and by commenting policy proposals.

⁵⁵ <http://www.nemm.dk/forside/om>

⁵⁶ Bergman, Solveig (1999) *Equal democracies? Gender and politics in the Nordic countries*. Scandinavian university press. P.

- Does it make sense to talk of a 'women's movement' or not? Impossible to answer.
 - Briefly explain your answer. The contemporary Danish women's movement is considered to be relatively weak when compared with the other Nordic countries. In the 1970s however the women's movement was both widespread and radical (Bergman 1999).
 - Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)? Sameness and transformation are the most important.
 - Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime? A public regime is preferred.
 - How closely aligned is feminism with social democracy? Difficult to answer. The women's wings of the political parties were abolished in the 1960s in Denmark. In Denmark the feminist movement in the 1970s was not as intertwined with Social democracy as in other Nordic countries (Bergman 1999: 105).⁵⁷ The Danish movement was more left wing and autonomous. Today my guess is that the movement (many of the persons that were forming the movements then) has moved into academia. There is a social democrat women's group for academics.
- Notes on the history of the development of gendered or feminist civil society organisations:
 - Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate? As already mentioned, the earlier movement was more autonomous. Today the movement is more intertwined with the state, with unions and more directed towards the public. Another way of putting it is that there is not a movement to speak of today as the movement in the 1970s (maybe because the Danish movement in the 1970s was very widespread). In the 1990s, the Kvindeligt selskab/Women's Association created debate and since the late 1990s a new generation of feminists have been publishing books and creating debates. So there is both a tendency for some older organisations to become more intertwined with the state, as well as new forms for organisation and for doing politics in the late 1990s that is more directed towards the public and aiming at creating public debates.
 - Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)? No.
 - Is there a history of divisions as to: socialist, radical, liberal? Not that I have found in the literature.
 - Does this vary by 4 areas?
 - Is there a history of changing engagement with class, ethnic and religious forces? Regarding class, the movement of the 70s was a left movement, whereas today it seems to be a more liberal one.
 - Does this vary by 4 areas?
- Is feminist research organised in Universities and research institutes? Yes
 - Are there named centres? Yes.
 - Center for kønsforskning, Københavns Universitet⁵⁸
 - FREIA, Center for kønsforskning ved Aalborg Universitet⁵⁹
 - Center for Kønsforskning, Aarhus Universitet⁶⁰
 - Center for kulturstudier/master i køn og kultur, Odense Universitet⁶¹
 - Center for Ligestillingsforskning, Roskilde Universitetscenter⁶²
 - If yes, are they important? Yes.
 - If not, is important feminist research primarily dispersed or mainstreamed?
 - Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

Danish journals: Kvinder, Køn & Forskning⁶³, Forum (KVINFOs webtidsskrift for køn og kultur)⁶⁴

Nordic journals: Nora⁶⁵; Norma⁶⁶.

⁵⁷ Bergman (1999) "Women in new social movements". p. 105

⁵⁸ <http://koensforskning.ku.dk/>

⁵⁹ <http://www2.ihis.aau.dk/freia/index.php>

⁶⁰ <http://www.koensforskning.au.dk/index.jsp>

⁶¹ <http://www.humaniora.sdu.dk/kultur/>

⁶² <http://www.celi.dk/template/t00.php?menuId=2>

⁶³ <http://www.sociology.ku.dk/koordinationen/kkof/>

⁶⁴ <http://www.kvinfo.dk/side/557/>

⁶⁵ <http://www.nikk.uio.no/publikasjoner/nora/>

⁶⁶ <http://www.universitetsforlaget.no/servlets/dispatcher?siteNodId=770534>

- Is there a national association for women's studies/gender studies? Yes. The Co-ordination for Gender Studies in Denmark⁶⁷
Local associations are among others:
Koordinationen for Kønsforskning, Københavns Universitet⁶⁸
Foreningen for Kønsforskning, Roskilde Universitetscenter⁶⁹
There is also an interest association for gender researchers Foreningen for Kønsforskning i Danmark/The association for gender research in Denmark.⁷⁰
- Are there feminist lawyers' organisations? Yes. There is one organisation **Dansk forening for kvinderet**/Danish Association for Women's Right that supports women's rights and consists of lawyers and women with law degrees. There is also an organisation called **Kvindelige jurister**/Female Lawyers that is building networks between female law students and lawyers⁷¹.
 - Are there radical lawyers' organisations that support justice claims for one or more of the inequalities? Not that I know of.

7.2 Class

- A short history of the development of organisations representing class interests.

The cooperation between the trade unions and the Social Democratic Party goes back as far as 1871. At that time, the two branches of the labour movement worked together in one organisation, the International Working Men's Association for Denmark. **LO**-Denmark started as an independent association on 3 January 1898. In 1898, 50,000 Danes – approximately half of all workers – were members of LO. Ever since, Danish labour market has been highly unionized. With the September Compromise of 1899 the Employers' Confederation accepted the workers' right to organise. At that time Danish citizens had in fact enjoyed that right for almost half a century – i.e. since the adoption of the first Danish Constitution in 1849. The September Compromise also meant that the managerial prerogative of the employers was accepted by the workers' organisation organisations. It took about three months of lock-out of more than half of the unionized employees before the September Compromise was agreed. It began by a number of joiner strikes, but ended in a nation-wide lock-out. In many small towns and rural areas hostility towards the trade unions continued well into the 20th century. With the September Compromise the groundwork for the labour market of today was laid. That is, a labour market where relations between employers and trade union movement are thoroughly regulated by collective agreements and largely without state intervention.⁷²

FTF – The Danish confederation of professionals was founded in 1952 and is today organising some 450,000 public and private employees. It is the second biggest of Denmark's three main unions and a major actor in the Danish labour market. **AC**, The Danish Confederation of Professional Associations, was founded in 1972 as an umbrella organisation for its member organisations. These organisations offer service to professional and managerial staff who graduated from universities and from other institutions of higher education.

On the side of the employers **DA** and **DI** are the most important. The Confederation of Danish Employers (DA), founded in 1896, is the largest employer association on Denmark. According to DA's homepage "The DA represents 13 employers' organisations with a membership of more than 29,000 Danish private companies in manufacturing, retail, transport, services and construction. The DA represents the interests of its member organisations in relation to the political system. As regards labour market regulation, the DA is there to ensure the effective coordination of mutual interests when collective agreements are negotiated".⁷³ DI was founded in 1992.⁷⁴ The Confederation of Danish Industry (DI) is a private organisation currently funded, owned and managed entirely by 12.000 companies within manufacturing, trade and service industry.

⁶⁷ <http://www.sociology.ku.dk/koordinationen/english/>

⁶⁸ <http://www.sociology.ku.dk/koordinationen/>

⁶⁹ <http://www.koensforskning.dk/>

⁷⁰ http://www.koensforskning.dk/default.asp?active_page_id=1

⁷¹ www.kvindeligejurister.dk

⁷² <http://www.lo.dk/Englishversion/History.aspx>

⁷³ <http://www.da.dk/> "About DA"

⁷⁴ <http://www.di.dk/DI/Moed+DI/Historie/>

- o How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
 - o density (proportion of workers that are organised), Over 80 %⁷⁵
 - o coverage (what proportion of workers are covered by collective bargaining agreements), Up to 80 %⁷⁶
 - o centralisation of collective bargaining, Mostly local.
 - is there national body of trade unions; Yes
 - what proportion of TU members and unions are affiliated?

There are three major national organisation organisations of trade unions:

- Landsorganisationen i Danmark (LO) with 1.299.702 members (approx. 50 % of all workers in Denmark and 2/3 or all unionized workers) and 440 unions affiliated⁷⁷.
- Funktionærernes og Tjenestemændenes Fællesråd (FTF) with 355.867 (approx 12 % of all workers, also, this figure differs between 355-450.000 members depending on where on the web-page you look) members and 89 unions affiliated⁷⁸.
- Akademikernes Centralorganisation (AC) with about 253.784 (approx. 8,5 % of all workers) members⁷⁹ and 10 unions affiliated⁸⁰.

- o coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
No, they don't. Trade unions negotiate directly with the employers' organisation organisations. The national organisations functions as coordinators in these processes.
 - Can it coerce or discipline member unions to enforce agreement?
Information not available.

- o Women and trade unions:
 - What percentage of total trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?
49 %⁸¹ (Use national Labour Force Survey. Website providing links to country LFS available from International Labour Organisation: <http://www.ilo.org/dyn/lfsurvey/lfsurvey.home>)
How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)? Fully integrated. There are no women's sections. There used to exist a separate organisation for women workers: The Women Workers Union (Kvindeligt Arbejderforbund, KAD). As of 1 January 2005, however, this organisation has merged with The United Federation of Danish Workers (Fagligt Fælles Forbund, 3F).
 - What proportion of women are in the executive of (major) trade unions? In LO, the national for mainly blue collar workers the proportion of women in 2008 is 16 women of 43 = 37%.⁸² In FTF the president has been Bente Sorgenfrey since November 2003 (a woman). The proportion of women in the executive (Foretningsudvalget) in FTF are 3/12=25%⁸³ In AC that is the third largest national trade union the president is also a women (in 2008). The proportion of women in the executive of AC is 36% according to the homepage in may 2008⁸⁴
 - Is gender equality high or low on the bargaining agenda? In some unions the issue of gender equality seems to be relatively high prioritised. .
 - Is it seen as an issue for women, or for all trade unionists? In some unions the issue of gender equality seems to be relatively high prioritised and an issue

⁷⁵ <http://www.bm.dk/graphics/dokumenter/udgivelser/danske%20udgivelser/2001/dk%200%20arbejdsmodel.pdf>

⁷⁶ <http://www.bm.dk/graphics/dokumenter/udgivelser/danske%20udgivelser/2001/dk%200%20arbejdsmodel.pdf>

⁷⁷ <http://www.lo.dk/Englishversion/PresentationofLO/Membership.aspx>

⁷⁸ http://www.ftf.dk/multimedia/medlemstal_180607.pdf

⁷⁹ <http://www.ac.dk/files/pdf/Medlemstal2007.pdf>

⁸⁰ <http://www.ac.dk/403>

⁸¹ http://www.dst.dk/asp2xml/puk/udgivelser/get_file.asp?id=10670&sid=yearbook2007_all_1

⁸² <http://www.lo.dk/RUNDTOMLO/Hvemervem/LOsdagligeledelseoghovedbestyrelse/LOshovedbestyrelseogdagligeledelse.asp>

⁸³ <http://www.ftf.dk/om-ftf/fakta/udvalg-og-sektioner/>

⁸⁴ <http://www.ac.dk/605>

for all trade unionists. For example in The United Federation of Danish Workers (Fagligt Fælles Forbund, 3F).

- How well organised are employers? Well organised.
 - Do they have a single (or more) national organisation? Yes. Two national major organisations – DI and Da (see also above). The most influential national employers' organisation is The Confederation of Danish Employers (Dansk Arbejdsgiverforening DA Besides DA, other important employers' organisations are the Confederation of Danish Industry (Dansk Industri, DI), Danish Confederation of Employers' Associations in Agriculture (Landbrugets Arbejdsgiverforeninger, SALA) and The Danish Employers' Association for the Financial Sector (Finanssektorens Arbejdsgiverforening, FA).⁸⁵
 - Is it powerful or not? E.g. can it control its members? It is powerful in terms of its influence on politics. I do not think that it is controlling its members in that sense that it can force them to act.
 - Are they indifferent or hostile to gender equality in the workplace? Very difficult to answer. I think in general that they are hostile, based on some examples that are listed below.
 - Do they oppose the development of gender machinery, gender equality policies and gender equality laws? The Confederation of Danish employers (DA) argued against the proposal that companies should publish gender based statistics on wages.⁸⁶ They also questioned the EU Recast Directive and stated that it would be too many administrative burdens for companies if they had to make gender equality plans and provide statistics. In a comment to the law proposal on equal representation in local and public committees, DA argued that this rule would be difficult to implement in some cases. However, DA declares that it is in favour of gender equality.⁸⁷ Furthermore, the DA is opposed to earmarked father's leave and more regulations at EU level in the area of gender equality. This can be seen in the comment.⁸⁸
 - Do they support 'diversity management'? (e.g. policies that emphasises the gains associated with the promotion of diversity in the organisation, in contrast to an emphasis on equality / equal opportunities). Information not available.
 - Did they lobby for a merged rather than separate equalities s bodies? They argued against both merged and separate equality bodies with the argument that the parties to the labour market can solve these matters themselves.⁸⁹
- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions? There is the "courts" at labour market.
 - Are women represented in such bodies? No.
- Are there EU, bilateral or other international level links for either trade union or employer organisations? The DA is member of BusinessEurope, the International Organisation of Employers (IOE) and the OECD's Business and Industry Advisory Committee (BIAC). The DA nominates a member to the European Economic and Social Committee (EESC), and also holds a seat on the Social Dialogue Committee.
 - Are these links important (e.g. in lobbying government at national level) I don't know.

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

Previously, foreign citizens who migrated to Denmark came mainly from the other Nordic countries, the EU countries or the United States, and to some extent from Turkey and former Yugoslavia. During the 1980s and 1990s, a large proportion of immigrants continued to come from these countries. A new

⁸⁵ <http://www.oresunddirekt.com/article.aspx?type=article&id=8598>

⁸⁶ <http://www.da.dk/>

⁸⁷ <http://www.da.dk/> : Høringssvar vedrørende lovforslag om ændring af lov om ligestilling af kvinder og mænd.

⁸⁸ <http://www.da.dk/> "HØRING OM UDKAST TIL RÅDSKONKLUSION OM BALANCEREDE ROLLER FOR KVINDER OG MÆND I FORBINDELSE MED JOB, VÆKST OG SOCIAL SAMMENHÆNG"

⁸⁹ <http://www.folketinget.dk/doc.aspx/?search.asp?q=>

trend did, however, emerge: an increase in immigration from Asian countries such as Iran, Iraq and Afghanistan as well as African countries such as Somalia and Ethiopia. These groups consist mainly of refugees (and their families) who have been granted Danish residence permits. Immigrants and descendants comprise 8.7 per cent of the total Danish population (477,700 persons) – about 6.6 per cent are immigrants and 2.1 per cent are descendants. More than half of all immigrants and descendants originate from a European country. The majority originated in Turkey, Germany, or Iraq. However, a substantial number come from Norway, Sweden, Lebanon, Bosnia-Herzegovina, Pakistan, Iran, and Somalia.⁹⁰

- What are considered to be the most important ethnicised, racialised, and linguistic divisions politically (e.g. Roma/non-Roma, Black/White, citizen/migrant, language communities)? The major division is concerning citizen/migrant status. There is a political xenophobic party on the right wing – Danish People’s Party that has had considerable impact on Danish politics over the last 10 years. Immigration policies have been tightened. The colonial past of Denmark also makes the issue of Greenland important. Greenlandic is, together with Danish, the official languages in Denmark. Greenland became an integral part of the Kingdom of Denmark in 1953. It was granted home rule by the Danish parliament in 1978. The law came into effect on May 1979. The Danish queen remains Greenland's head of state. Greenlandic voters chose to leave the EC when they achieved self-rule, because they did not want to allow European fishing fleets in Greenlandic waters. A referendum for further self rule is set for November 2008.
- Is ethnicity considered to be intersected by religion (e.g. Islamic/non-Islamic)? Yes, in a sense. There are currently discussions on forbidding Muslim women to wear the headscarf when in certain occupations, such as judges. The Mohammed caricature crisis could also be interpreted as an example of Islamophobia in Denmark..
- Prioritise the ones that have been the most important in the development of gender+ equality policies. In general, Danish politics has not prioritised minority groups in gender + equality policies. On the contrary, Danish politics is known as being more hostile to foreigners and immigrants than other Nordic countries. Only after the EU directives has the Danish government introduced laws and machinery for ethnic equality.
- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)? Immigrants from Asia and Africa have more difficulties at the labour market.
- In what way are ethnicised and racialised groups organised? They are primarily organised by nationality, but there are religious organisations such as the National Organisation for Danish Muslims.⁹¹ General organisations for ethnic equality which are not based on nationality include for example the Association for Ethnic Equality/Foreningen for etnisk ligestilling. In this independent association, ethnic Danes and non-ethnic Danes are working together for ethnic equality. Another important organisation offering service such as juridical help in cases of discrimination is the DRC, Dokumentations- og Rådgivningscenteret om Racediskrimination/the Documentation and Counselling Centre for Racial Discrimination.
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)? The main strategies include lobbying, for example sending comments to the policy process (for example the Association for ethnic equality mentions this as a major strategy). Service provision is the major strategy of DRC. The immigrant organisations based on nationality are not always only political, but are also seen as meeting places.
 - In what way are women engaged in these organisations?
 - Do minoritised women organise separately within or outside of such organisations? There are women’s wings within many of the immigrant organisations such as Somali women or Kurdish women’s wings. These are both separate and part of the main body.
 - Are there any groups organised against certain ethnic groups? No. there are no major organisations that are organised against specific groups. The Danish People’s Party is organised against immigration and primarily against immigrants from non-European countries (apart from western countries). Neo-nazis are also organised in Denmark.

⁹⁰ Page 22: http://www.dst.dk/asp2xml/puk/udgivelser/get_file.asp?id=10670&sid=yearbook2007_all_1

⁹¹ <http://www.danskemuslimer.dk/>

7.3.2 Religion/belief/faith

- What is the composition of the national population by religion / faith? Most of the population belongs to the Evangelical Lutheran Church of Denmark. The first of January 2008 82,1 % of the Danish population were members of the State Church/Folkekirken.⁹² In 2003 85% were members. The number of members is steadily decreasing since members are dying and around 75% of new born children are registered as members.
- What proportion of the population are practising members of an organised religion? Not possible to say exactly. I am convinced that it is only a minority practicing members since Denmark is relatively secularised.
- What are the main religious organisations? The major organisation is the State Church/Folkekirken. It is by far the most important. What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research) The Folkekirken is the State church. It has responsibility for address registers and for registering changes in civil status. It falls within the competence of the Ministry for Churches/Kirkeministeriet. The priests are appointed by the Minister for Churches.
 - How are women represented or not within them? Women have been allowed to become priests within Folkekirken for 60 years. However, the discussion on female priests is ongoing and the left parties in the Parliament want to introduce demands for gender equality within the church. The minister is however referring to freedom of confession.
 - Do they oppose gender equality in general and in our three issues? The Folkekirken is not opposing gender equality in general or in any of the three issues. But, the Gender Equality Act does not apply to the Church. This means that concerning gender equality within the organisation, the church is not active.
 - What is their preferred model of womanhood? Not especially conservative.
 - Do they support or oppose the other equalities issues? Not against. Some of the regional parts of Folkekirken have been arguing for allowing homosexuals to register partnership in the church.
 - Are they in alliance with any other inequalities or not? I don't know
 - Are there any groups organised against certain religious groups? No.

7.3.3 Sexual orientation

- Are there gay/lesbian/trans/bisexual/queer organisations? Yes. There are separate women only and men only, and many smaller groups and organisations such as sports groups and others. The national organisation (LBL) has two regional associations – one called the Copenhagen Department and the other the Århus Department. There is also a youth section.
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)? The main strategy is building autonomous institutions. The national organisation LBL has been very successful in lobbying politicians, as for example in 1989 when the registered partnership act was passed and the LBL had lobbied. LBL is also providing service for its members such as counselling in general, but also directed towards specific groups such as young people and parents.
- Do they have a national organisation? Yes. The national GLTBQ-organisation is The Danish National Association of Gays & Lesbians (Landsforeningen for Bøsser og Lesbiske, LBL) which was founded in 1948.⁹³ LBL is member of the International Lesbian and Gay Association (ILGA) and ILGA-Europe.
 - In what way are women engaged in and represented in these organisations? There are women on the board. Though the majority (judging by names) on the board of the national organisation are men.
 - Do they work in alliance with other inequalities or not? Most often they are not working together with other organisations, but LBL deals with issues of intersectionality and especially with the intersection of sexuality and citizenship/race/ethnicity.
 - Are there any groups organised against gay / lesbian / trans-people? No.

⁹² <http://www.km.dk/kirkestatistik.html>

⁹³ <http://www.lbl.dk/>

7.3.4 Disability

- Are there disability organisations? Yes.

What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)? The national NGO-umbrella for disability is the Danish Council of Organisations of Disabled People (De Samvirkende Invalideorganisationer [Danske Handicaporganisationer], DSI).⁹⁴ Characteristic common tasks are negotiations with the national government on issues like pensions and social benefits, medicine, health care, technical aids, and other general questions of importance to all disability groups - such as education, labour market questions, and insurance. Whenever the government - national, regional and local - consults with disabled people or wants disabled people to be represented, DSI is the organisation consulted or asked to designate representatives. This is the situation in respect to almost all the Danish ministries. DSI designates 7 members to the Danish Disability Council set up by The Danish Government. Furthermore DSI designates members to a number of other public committees and commissions at national, regional & local levels. DSI often play an active part in the committees and commissions dealing with disagreements, complaints etc. Many of the DSI representations are written into the law. Some examples of areas/cases where the work of DSI have been essential:

- Employment on special conditions · Inclusive education
- Support of the implementation of the UN Standard Rules
- Independent living
- User participation
- Development policy
- Education of Architects
- Actions plans on accessibility
- Early retirement pension
- Free physiotherapy for people with disability

The DSI collaborates with the Nordic Council of Disability Organisations (Handicaporganisationernes Nordiske Råd, HNR), exchanging experiences and opinions. On a European level, DSI is a member of the European Disability Forum (EDF). DSI is also a member of the Danish delegation at the UN general assembly and also contributes help with organising national umbrella organisation.

- In what way are women engaged in and represented in these organisations? Integrated. In the Board of Danske handicaporganisationer there are two women out of eight in 2008 (that is 25 %).

7.3.5 Age

Are there organisations of / for older people? Yes Ældremobiliseringen/The Danish Association of Senior Citizens is an association that comprises many organisations such as LO pensioners (pensioners from the union LO) and has a total membership of 450,000. The organisations within it are financed by membership fees and public subsidies as well as by project funds and profit-earning activities.⁹⁵ The other large organisation for elderly is Ældresagen/DaneAge Association. It is a national membership organisation founded in 1986. The association has 510,000 members organised in 10 districts according to its homepage.⁹⁶

What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research) The Danish Association of Senior Citizens provides consultancy, training, advisory and information services and arrange trips and cultural events. Both of the above mentioned organisations are lobbying or making comments in the policy making process.

- How are women engaged in and represented in these organisations? Integrated. In Ældremobiliseringen however, there were no women on the board in 2008.

⁹⁴ <http://www.handicap.dk/>

⁹⁵ <http://www.aeldremobiliseringen.dk/index.asp?id=69@tekstside>

⁹⁶ <http://www.aeldresagen.dk/Medlemmer/detgoervifordig/omos/english/Sider/default.aspx>

In each case, are there EU, bilateral or other international links. The Aeldresagen/DaneAge is part of AARP Global Network.

7.4 Hotspots and Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

There is no history of controversies between inequalities.

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

The alliances are ad hoc and issue based. One example of a unique alliance is the Declaration of an inclusive society that was signed by 21 organisations representing women, Kvinderådet/The Danish women's council, LBL the Danish association for gays and lesbians, The Association for ethnic equality/ Foreningen for Etnisk Ligestilling, save the children, Amnesty, DSI, De Samvirkende Invalideorganisationer/ Danish Council of Organisations of Disabled People, Ældremobiliseringen/The Danish Association of Senior Citizens and many others.⁹⁷

⁹⁷ <http://www.lbl.dk/homopolitik/det-inkluderende-samfund.html>

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Country	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	8,47 ⁹⁸	
Population size 2006 (Eurostat 2006)	5.427.459 ⁹⁹	
% of workforce in agriculture 2003 (World Bank 2006) (women/men)	1.6 / 4.1 ¹⁰⁰	
Longevity 2005 (World Bank 2005)	78 ¹⁰¹	
Gini (measure of economic inequality) 2005 (Eurostat 2007)	31 ¹⁰²	
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	27.5821 ¹⁰³	
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	4,57 ¹⁰⁴	
% GDP/government expenditure on childcare (forthcoming OECD)	>0,9 ¹⁰⁵	
% GDP/Government expenditure on military (World Bank 2005)	1.4 ¹⁰⁶	

Gender Regime

	Female	Male
Employment rate (2005, Eurostat)¹⁰⁷	71.9	79.8
Unemployment rate (2005, Eurostat)¹⁰⁸	5.3	4.4
Share of women in adult labour force % (2004, UN)¹⁰⁹	47	
Women's share of part-time employment % (2004, UN)¹¹⁰	65	

⁹⁸ <http://www.oecd.org/dataoecd/61/54/18598754.pdf>

⁹⁹ http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996.39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C11/caa10000

¹⁰⁰ <http://web.worldbank.org/WBSITE/EXTERNAL/DATASTATISTICS/0,,contentMDK:20394859~menuPK:1192714~pagePK:64133150~piPK:64133175~theSitePK:239419.00.html>

¹⁰¹ <http://web.worldbank.org/WBSITE/EXTERNAL/DATASTATISTICS/0,,contentMDK:20394859~menuPK:1192714~pagePK:64133150~piPK:64133175~theSitePK:239419.00.html> life expectancy at birth!

¹⁰² http://epp.eurostat.ec.europa.eu/extraction/retrieve/en/theme3/ilc/ilc_di12?OutputDir=EJOutputDir_107&clientsessionid=8D8954FOA5502A4FFF331F7A9177CA26.extraction-worker-1&OutputFile=ilc_di12.htm&OutputMode=U&NumberOfCells=1&Language=en&OutputMime=text%2Fhtml&

¹⁰³ <http://stats.oecd.org/wbos/viewhtml.aspx?queryname=312&querytype=view&lang=en>

¹⁰⁴ <http://stats.oecd.org/wbos/default.aspx?DatasetCode=LMPEXP>

¹⁰⁵ <http://www.oecd.org/dataoecd/45/27/37864512.pdf> (This is what I could find)

¹⁰⁶ <http://devdata.worldbank.org/external/CPPProfile.asp?PTYPE=CP&CCODE=DNKhttp://devdata.worldbank.org/external/CPPProfile.asp?PTYPE=CP&CCODE=DNK>

¹⁰⁷ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996.39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996.39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

¹⁰⁸ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996.39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996.39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

¹⁰⁹ Share of women in adult labour force: percentage of the economically active who are women:

<http://unstats.un.org/unsd/demographic/products/indwmtab5a.htm>

¹¹⁰ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwmtab5b.htm>

Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat)¹¹¹		18	
School enrolment tertiary % gross (2004, World Development Indicators)¹¹²	67 ¹¹³		
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007)¹¹⁴		37	
Women's share of legislators and managers % (UN 2005)¹¹⁵		25	
% one parent families (dependent children)		113.734	18.000 ¹¹⁶
Mean age at first marriage (Eurostat, 2003)¹¹⁷		30,52	32.76 ¹¹⁸
Marriage rate (2003, UN)¹¹⁹	6.5		
Divorce rate (2003, UN)¹²⁰	2.93		
Fertility rate (2004 , World Development Indicators)¹²¹		1.8 ¹²²	

There are lone parents in Denmark; are women.

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to EU, or beyond	ECJ for CEC/Country	EU references
Issues						
<i>Example: Parental leave UK</i>	Yes	After	1998	Beyond 2002	CEC	No
1 Equal pay/equal treatment	Yes	After	1976/1978			
2 Sexual harassment and discrimination	Yes	After				
3 Equality bodies	yes	After (reg ethnicity)				
4 NGO/civil society dialogue						

¹¹¹ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

¹¹² World Development Indicators, World Bank (September 2006)

¹¹³ http://devdata.worldbank.org/wdi2006/contents/Table2_11.htm

¹¹⁴ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

¹¹⁵ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

¹¹⁶ Page 168: http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

¹¹⁷ Mean age at first marriage:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

¹¹⁸ http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

¹¹⁹ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybsets/2003%20DYB.pdf>

¹²⁰ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

¹²¹ World Development Indicators, World Bank (September 2006)

¹²² http://devdata.worldbank.org/wdi2006/contents/Table2_16.htm

5 Parental leave	Yes	before	1984 (paternity leave)	beyond		
6 Organisation of working time	Yes					
Gender Machinery	Yes					
<i>Example: EOC UK</i>	Yes	<i>Before</i>	<i>1975</i>	<i>Beyond</i>	<i>No</i>	<i>Yes</i>

9.2 Plans and programmes

National general gender equality plan (current)	Yes				
Reference to Lisbon targets	No				
Reference to Barcelona targets	No				
Targets and indicators	None	Weak	Moderate x	Strong	

National plan: Gender-based violence (current)	Yes			No
Targets and indicators	None	Weak x	Moderate	Strong

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)			x		
Social protection and social inclusion plan (general assessment)			x		
Reference to gender based violence	x				

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	Yes 1999	No		
Independent equality body (research, monitoring, and enforcement)	Yes, but not research			

National consultative / representative body linking state and women's NGOs	No, but NGOs are part of informal groups			
Any other body / bodies (e.g. parliamentary committees) Please name: 1. 2...	No			

9.4 Policy

	No -Not at all	Yes / Low	Yes / Moderate	Yes / High
General To what extent is gender mainstreamed throughout policies?		x		
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed	x			
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				x
Extent to which state policies are highly heteronormative		x		
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence			x	
Strength, resources and co-ordination of GBV policies			x	

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)			x	
Extent to which the women's NGOs participate in policy making				x
Extent to which women's NGOs are close to state				x
Extent to which women's NGOs engage with intersecting inequalities		x		
Extent to which women's NGOs are state funded				x
Extent of influence of trade union body on policy making			x	
Extent of power of women within trade union body			x	