



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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State of the Art and Mapping of Competences Report: Denmark

Institute for Human Sciences (IWM)
Vienna
2007

Preferred citation: Carbin, Maria (2007): *State of the Art and Mapping of Competences Report: Denmark*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at http://www.quing.eu/files/results/soa_denmark.pdf.

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

Gender equality politics has been in the focus of Danish, Scandinavian and Nordic research for at least 20 years. One of the important early contributions by Nordic feminist scholars was *Unfinished democracy* edited by Elina Haavio-Mannila (et. al). In 1999 this anthology was followed up by *Equal democracies? Gender and politics in the Nordic countries*, edited by Christina Bergqvist. The book covers issues of state gender equality politics as well as its institutionalisation and organisation in the Nordic countries. Given the reputation of the Nordic countries for being relatively 'friendly' towards women, there has also been research discussing and analysing whether the Nordic welfare states are indeed 'woman friendly' (Borchorst and Siim 2002).

One of the more recent and important publications on Danish gender equality politics was edited by Anette Borchorst and Drude Dahlerup (2003). The book deals with, among others, state gender equality politics, mainstreaming and quotas, as well as, a chapter on gender equality and ethnicity. A government report that includes contributions by leading Danish gender researchers analyses gender equality policies (Borchorst 2002). The political scientist Drude Dahlerup as well as Ann-Dorte Christensen and Birte Siim (2001) have written extensively on the Danish women's movement. Christiansen and Siim edited an anthology that discusses the Danish model of democracy, gender, and women's movements.

Furthermore, Danish gender research has dealt with gender in academia, issues of organisation and political representation such as gender quotas. Study of men and masculinity is a relatively new area of research, so far there are only a few studies on men and gender equality (Reinicke 2004; Sjørup 1999).

Non-employment

Women have a relatively long tradition of labour market participation in Denmark. The dual bread-winner model can be regarded as a norm and Danish welfare policies secure women's economic autonomy (Sjørup 2005). Thus, much gender research has focused on *labour market* issues and *work life*. Work life research has up until recently primarily been interested in women in male-dominated professions, women and management, and women's working conditions. Equal pay and equal treatment have been the focus of legal studies, and policies shaping gender equality on the labour market have been analysed. Recently there has been a shift of focus from research of *women* to gender research. There are studies on the gendered wage gap (Emerek 1997) and gendered working life.

The reconciliation of family and working life has been (and continues to be) an important area in Danish research (See f.ex Højgaard 1997). Lately, also men and men's relation to parental leave has been in focus; Policy studies focusing on the political debates on daddy-leave (Borchorst 2003; 2006) as well as studies on why Danish men are not using the daddy leave they are entitled to to any larger extent (Drews 2003) have been conducted. Furthermore, there are several studies that examine barriers to men's greater involvement in domestic and family activities from both political- and sociological perspectives (Fine Davies et al. 2004; Olsen 2005). Comparative studies with the contribution of Danish researchers have focused on the

expansion of childcare services as a social right; parental leave; cash benefits for childcare and part-time work. There are also comparative studies analysing policies targeting working parents (Ellingsaeter and Leira 2006). Added to this, the Nordic council of ministers published an overview of policies of parental leave in the Nordic countries and their impact on gender equality (Valdimarsdottir 2005).

Another important research field concerning the borders of work and non-work, is the care for elderly and/or the professionalisation of caring (Dahl 2000; 2004; Rask Eriksen 2005). Research on race/ethnicity has among others focused on integration. The problem has been framed as a matter of hindrances for labour market participation of immigrants (Jakobsen et. al. 1998). Added to this, it has been shown that immigrant women are discriminated in the labour market (Dahl and Jakobsen 2005).

Intimate citizenship

There is a vast amount of studies on gender and citizenship in the broad sense - that is, welfare state studies with a focus on gender. These studies cover a variety of issues regarding citizenship; such as child care arrangements, pensions, social insurances, and separate taxation. The political scientist Birte Siim has devoted much of her work to analysing citizenship from a gender perspective (Siim 2000; Siim and Andersen 2004). Hanne Marlene Dahl's work is in similar vein (Dahl 2004; Dahl and Kantola 2005). Free abortion was introduced in 1973 and there are historical studies focusing on the decision to introduce free abortion. However there are few newer studies or studies on the subject.

The field of queer studies is small but growing in Denmark. So far, the living conditions of GLBT-persons in Denmark have not been examined to any larger extent. The registered partnership act was passed in Denmark In 1989. It gave same-sex couples the same legal rights heterosexual couples get by marriage. The agenda setting and political debates surrounding the passing of The Registered Partnership Act has been studied (Søland 1997). A couple of articles on the rights of homosexuals in the Scandinavian context have been published (Stormhøj 2001;2002) as well as studies on the rights of lesbian women and the Danish family law (Lund-Andersen 1998). Furthermore, the Nordic Institute for Gender research has funded a project to analyse policies on so-called 'rainbow families' in Scandinavia.

Regarding citizenship issues of immigrants, the Danish immigration law has introduced very tight restrictions on the right of family reunification with a spouse from abroad (Grøndahl 2003; Liisberg 2004). This means that Denmark has one of the most discriminatory approaches towards immigrants and minority groups in Europe. Integration, discrimination, asylum policies, and migration in general have been studied. Migration has also been analysed from a gender perspective and a combined gender equality and multiculturalism viewpoint (Siim 2003). Research with a post-colonial- and/or anti-racist perspective is however relatively limited.

Gender-based violence

The Danish government introduced an action plan against violence against women in 2002. Compared with Sweden, Denmark has few gender studies focusing violence (Balkmar, Iovanni and Pringle 2005) and there is no specific law on gendered violence. In 2001 the Centre of Gender Equality conducted a review of Danish research on violence against women stating that there is an overall lack of research on gender based violence. Thus, an outspoken feminist perspective is to a large extent missing in Danish research, at least in comparison to Norway and Sweden (Balkmar, Iovanni and Pringle 2005). There is among others a lack of research on prostitution (Rieck Sørensen 2001). Nevertheless, recently the issue of trafficking has been in the focus of both politics and gender research (Skipper 2003).

One of the first Danish surveys on violence against women shows that women are more exposed to violence at home than men (Christensen and Koch Nielsen 1992). Danish research on violence against women has been done primarily within medicine (Hilden et al. 2004), psychology (Madsen 2002) and from a health perspective (Helweg-Larsen and Kruse 2003). Large prevalence studies mapping violence against women in Denmark (Balvig and Kyvsgaard 2006) and studies that focus on measures to combat violence against women and men's violence have been conducted.

Two reports from the Centre for rape survivors deal with women's experiences of legal practices when reporting rape, and analyse rape cases from a human rights perspective (Guldberg 2006; Laudrup and Rahbaek 2006). There is a lack of research and knowledge on violence against women with disabilities (Bjerre and Jørgensen 2002).

Violence against women from minority groups has been in focus in both politics and research at least for the past ten years in the Danish society. The problem of violence against immigrant women has primarily been framed as a matter of 'forced marriage' in Danish politics (Bredal 2005). There are only few studies on the intersection of gender and race/ethnicity from an anti-racist perspective. However, there is one study that discusses racism and problems with the Danish legal system immigrant woman victims of violence face (Mogensen 1998) as well as an article that focuses on intersectionality in rape narratives (Andreassen 2006). There are also reports that draw out the dilemma of abused women of minority groups – either they face deportation, or they have to stay with a violent man (Amnesty 2006; Højlund Madsen 2005).

The study of men, masculinities and violence is a relatively new area of research. Sørensen (2001) has analysed the discourses on men's violence in Greenland and Kenneth Reinicke has discussed men and violence more generally. Research on white ethnically Danish Men and violence is however an area of research that has not been studied from a critical perspective to any larger extent (Balkmar, Iovanni and Pringle 2005).

Annotated Bibliography

1 General Gender Equality Policy

1.1 Danish sources

1. Reinicke, Kenneth. 2004. *Mænd i lyst og nød (Men – for better or for worse)* Copenhagen: Schønberg.

Keywords: Gender equality, Masculinity, Denmark

Are there too many stereotypes regarding the Danish man of today? Who owns the debate on gender equality? Men and masculinities have long been a neglected area in the debate on gender equality and many men do not regard gender (equality) matters as important or interesting. This book is discussing, men, where men stand today and where the possibilities for change can be found. Areas covered are gender equality, fatherhood and the gendered labour market. The book also includes a discussion on men and violence. Issues such as men's use of prostitution, men's violence against women and rape are discussed. Reinicke is critical of the Danish liberal view on prostitution. He is furthermore arguing against reducing men's violence toward their female partners to psychological explanations and men's loss of control.

2. Borchorst, Anette, and Drude Dahlerup. 2003. *Ligestillingspolitik som diskurs og praksis. (Gender equality as discourse and practice)*. 1. udg. ed. Frederiksberg: Samfundslitteratur.

Keywords: gender equality politics, mainstreaming, gender quotas, gender and ethnicity, institutionalisation of gender equality, Denmark.

This anthology is trying to answer some of the many questions concerning gender equality in Denmark; among others: In Denmark most people are for gender equality, but which are the underlying understandings of gender? Is the consensus only superficial? Is gender equality only a matter of symbolics? Why is gender equality not part of welfare politics? Welfare politics that at the same time has lead to transitions in women's lives. In this first more overarching analysis of Danish gender equality politics it is discussed why Denmark, in a Nordic perspective, has such a narrow understanding of gender equality and why gender equality in Denmark is so loosely organised. In the book the concept of gender equality is analysed, as well as state politics and municipality policies. Mainstreaming, men and gender equality, gender quotas and gender equality and ethnicity is discussed.

3. Borchorst, Anette, and Drude Dahlerup 2003. Køn og etnicitet. Samme eller forskellig ligestillingspolitik? Interview om etnicitet og køn i dansk ligestillingsdebat og -politik med Azam Javadi, Naser Khader og Anette Steen Pedersen. (Gender and ethnicity. Same or different equality policy? Interview with Azam Javadi, Naser Khader and Anette Steen Pedersen.) In *Ligestillingspolitik som diskurs og praksis. (Gender equality as discourse and*

practice). edited by A. Borchorst and D. Dahlerup. Fredriksberg: Samfundslitteratur.

Keywords: gender and ethnicity, gender equality politics, equality politics, Denmark.

In this chapter Anette Borchorst and Drude Dahlerup are interviewing Azam Javadi, former chairman of the council of ethnic minorities, Naser Khader, member of parliament and Anette Sten Pedersen, consultant at the department of gender equality and asking them to compare gender equality and politics on ethnicity in Denmark. They are asked to elaborate on the intersections of gender and ethnicity.

4. Borchorst, Anette. 2002. *Kønsmagt under forandring (Gender relations in transition)*. København: Hans Reitzel ; Magtudredningen.

Keywords: gender equality, politics, unions, family law, sexuality, work life, Denmark.

In the last 20-30 years we have witnessed a radical transition of the relations between men and women in Denmark, in work life and in family life. In the public debate there has not been any consensus on how to interpret this transition and what expectations one can have on the future. Can we expect that men and women gradually will automatically have the same share in power and influence? In *Kønsmagt under forandring (Gender relations in transition)* a range of influent researchers are giving their answers to the question of gender and power, actors and factors that have been important within different areas. Family law, prostitution, the unions, political parties and everyday life are scrutinised, as well as ethnicity, and discourses on gender equality. The book is illustrating that it is difficult to give one single answer to the subject of gender equality in Denmark. In one of the chapters Drude Dahlerup is comparing Sweden with Denmark arguing that that the debate on gender equality is much more vivid in Sweden than in Denmark.

5. Borchorst, Anette, and Birte Siim. 2002. The women-friendly welfare states revisited. In *NORA Nordic Journal of Women's Studies*. 10 (2).

Keywords: welfare studies, policy studies, citizenship, political science.

The concept of the women-friendly welfare states, introduced by the Norwegian political scientist Helga Maria Hernes in 1987, has had a considerable influence on welfare theory and research. In this article the normative basis and the analytical potential of the concept are explored. The concept can be criticized for its bias towards social democratic welfare states, which has challenged its analytical potential. Instead of abandoning it altogether, the authors suggest that an alternative could be to reformulate and contextualize the concept with gender equality as the key notion. The reformulation would make it possible to distinguish analytically between women-friendliness and policies that promote gender equality between different dimensions of welfare, and between civil and political from social aspects of citizenship.

6. Christensen, Ann-Dorte , and Birte Siim, eds. 2001. *Køn, demokrati og modernitet. (Gender, democracy and modernity)* Copenhagen: Hans Reizels forlag.

Keywords: women's movement, gender equality, Denmark.

This book is discussing gender and democracy. It is covering the construction of the modern democracy with both sexes as actors. The authors are especially focusing women and the process of women's inclusion in Danish political and public life. It is a study of collective processes of mobilisation of women and also a chapter on the process of political inclusion of Danish young immigrants written by Yvonne Mørck.

7. Sjørup, Karen. 1999. Ligestillingsdiskursens krise (The crisis of the discourse of gender equality). In *Maend på vej. (Men on their way)*. Copenhagen: Ligestillingsrådet.

Keywords: men and gender equality, discourse of gender equality, Denmark.

According to Karen Sjørup women still face the demand of taking responsibility for gender equality issues. She argues that new ideas in the field of gender equality are problematic. The increased focus on men and the idea of mainstreaming in all areas can have unwanted consequences such as shifting the debate from women's oppression to other issues. She is also arguing against the idea that women dominate the public sector and that both men and women can be considered to be 'unequal'.

8. Dahlerup, Drude. 1990. "Da ligestilling kom på dagsordenen. Ligestillings- og kvindepolitik i Folketinget 1965-1990" i Drude Dahlerup and Christian Hvidt (eds) *Kvinder på tinge*, Copenhagen: Rosinante.

Keywords: gender equality policy, parliament, agenda setting, Denmark.

1.1.2 Comparative studies

9. Bergqvist, Christina et. al. 1999. *Likestillte demokratier? Kjønn og politikk i Norden. (Equal democracies? Gender and politics in the Nordic countries)*. Oslo: Universitetsforlaget.

Keywords: administration, legislations, gender equality politics, Nordic countries.

The Nordic countries are often portrayed as one region with many similarities, a region influenced by the strong position of the Social Democrats and gender equality. This book is problematising the picture by posing two overarching questions. Firstly: How equal are women and men in the Nordic countries? Secondly: How similar are the Nordic countries? In this book there is also a focus on the organisation of gender equality in the different Nordic countries, written by Anette Borchorst.

1.2 English sources

10. Dahl, Hanne Marlene, and Johanna Kantola. 2005. Gender and the state: From differences between to differences within. *International feminist journal of politics* 7 (1):49-70.

Keywords: care politics, (dis)empowerment, Nordic feminism, poststructural feminism, state, Denmark.

The article argues from a Nordic, feminist and poststructuralist position that feminist state theories need to be developed methodologically. This claim is based on both theoretical arguments as well as empirical arguments arising from a case study on care politics in Denmark. In contrast to answering questions about the essence of the state, the aim of the article is to provide some analytical tools for studying the state. First, it focuses on two paradigms of feminist analyses of the state: differences between states (Nordic feminists), and differences within states (poststructural feminists). The article argues that each of the approaches has its merits and problems in terms of feminist engagements with the state. The second part explores an empirical case study on care politics in Denmark. The study illustrates the inadequacies of feminist approaches to the state to date. State discourses and policies on home-helpers are shown to have both empowering and disempowering effects on the women concerned. The third part of the article suggests a framework of three concepts believed to be helpful when analysing gender and the state: hegemony, contradictory effects and boundaries. The concepts are generated from the case study.

11. Borchorst, Anette. 1994. *The Danish equal status council - a political niche*. Edited by D. Stetson and A. Mazur, *Comparative state feminism*. Thousand Oaks, CA: Sage publications.

Keywords: organisation of gender equality, political science, politics, Denmark.

The chapter is discussing the Danish equal status council and the book overall is analysing issues such as; Have institutional changes in governments resulted in policies that reduce gender-based inequities? Have such changes led to the creation of state feminism? And, if state feminism exists, are there variations in the abilities of state structures to promote feminist political agendas in the contexts of the different political, social, and cultural traditions of various countries? In *Comparative State Feminism*, an international team of contributors analyzes these questions, clearly describing the range and diversity of state structures formally responsible for promoting women's positions and rights in advanced industrial societies. In addition, these contributors explore the extent to which these state offices achieve feminist goals within the social, political, and historical contexts of each nation-state. Lastly, they propose, based on a cross-national comparison, the combination of political and social factors that appears to produce state structures prone to pursuing effective state feminist action.

1.2.1 Comparative studies

12. Siim, Birte. 1987 The Scandinavian Welfare States- Towards Sexual Equality or a New Kind of Male Domination? In *Acta Sociologica* 30 (3-4): 255-270

Keywords: welfare states, gender, motherhood, care work, politics, Denmark

This paper studies the debate about the Scandinavian welfare states from a feminist perspective, focusing on the differences between a feminist perspective and the dominant liberal and critical Marxist understanding of the welfare state. In particular it focuses on the argument that the Scandinavian welfare states are the most advanced in relation to women and discusses both the potentialities and dangers in the Scandinavian welfare states in relation to women. Feminists have pointed out that the concept of gender has been disregarded from a theoretical and methodological point of view in both liberal and Marxist analyses of the welfare state. The fundamental concepts have been other than the individual or the class, and the determining force, of the development of the welfare state have been found in the political sphere or in the economy or in the interrelation between the two spheres. The paper points to the need to integrate gender relations in the theoretical model for an analysis of the welfare state and emphasizes the need to explore the relationship between the family and the state (and the family and the economy) in the different welfare states. The paper emphasizes that the qualitative differences in the organization of care work are important for understanding the institutional differences between the welfare states, and especially the Scandinavian welfare states, where motherhood and care work has today become a part of social citizenship. The author argues that even though women have in important ways become empowered in the Scandinavian welfare states as mothers, workers and citizens, they have at the same time become subsumed under a new kind of male domination in the public sphere. A further exploration of this new kind of male domination must transcend the theoretical framework of both Marxism and liberalism and must begin to rethink such central concepts as citizenship, power and interests.

13. Haavio-Mannila, Elina, and Christine Badcock. 1985. *Unfinished democracy: women in Nordic politics*. 1. ed. Oxford: Pergamon.

Keywords: women, gender equality politics, Nordic countries.

This book contains a thorough and detailed comparison of the five Nordic political systems, including the role played by women. It is based on empirical data for the last hundred years which is interpreted with regard to political and social science theories. The results of this study show that the political participation by women has increased rapidly, especially during the last fifteen years. Contents: Introduction, B Halsaa et al. The arena for political activity, E Haavio-Mannila & T Skard. Women's organisations in the Nordic countries, D Dahlerup et al. Mobilisation of women at elections, T Skard et al. Women in

Parliament, T Skard et al. Women in local politics, S Sirkkonen et al. Women in the corporate system, H M Hernes et al. Equality: how equal?, M Eduards et al. Summary, D Dahlerup & E Haavio-Mannila.

1.3 Other sources

1.3.1 Comparative studies

14. Dahlerup, Drude. 2004. Feministisk partipolitik? : om skillnader i dansk och svensk jämställdhetsdebatt (Feminist party politics: On differences between Danish and Swedish debates on gender equality). In *Framtiden i samtiden. Könrelationer i förändring i Sverige och omvärlden. (The future is today. Gender relations in transition in Sweden and globally)* edited by C. Florin and C. Bergqvist. Stockholm: Institutet för samtidsstudier.

Keywords: Equality politics debate, Sweden, Denmark, Political parties feminism, Equal opportunities legislations

A comparison between the rhetoric of the political parties in Denmark and Sweden is undertaken. The article shows how Swedish political parties have included feminism in their rhetoric whereas the Danish parties have not. The book as a whole is discussing gender equality as one of the most important issues of contemporary society. In a time of globalisation, market reformations, and democratic deficit the book is asking questions about how gender equality is maintained in the family, in work and in political life. The Swedish society is in focus, however with some comparative aspects such as comparing with Denmark.

2 Non-employment

2.1 Danish sources

1. Dahl, Karen Margrethe, and Vibeke Jakobsen. 2005. *Køn, etnicitet og barrierer for integration. (Gender, ethnicity and barriers to integration)*. Copenhagen: Socialforskningsinstituttet.

Keywords: labour market, immigration, gender and working life, gender and ethnicity, Denmark.

This study is analysing the different barriers that immigrated men and women are facing in Denmark. Immigrant men have difficulties entering the education system whereas immigrant women have a hard time finding a job and in Denmark.

- Olsen, Bente Marianne. 2005. *Maend, orlov og arbejtspladskultur. Fire danske virksomheder. (Men, parental leave and working life culture. Four work places)*. Copenhagen: Socialforskningsinstituttet.

Keywords: working life culture, daddy-leave, organisational study, Denmark.

A study of barriers and possibilities for men to use their possibilities to paternity leave in Denmark. 4 different working places are studied. How is working life culture and family situation affecting the rate of paternity leave?

- Drews, Lea Vedel. 2003. Hvorfor danske fædre ikke tager mere barselsorlov. (Why Danish fathers do not take more paternity leave). Bachelorserien 56, Sociologisk Institut Københavns Universitet, København.

Keywords: political debates on paternal leave, statistics on paternal leave, sociology, Denmark.

An analysis of different explanations as to why Danish men do not use their possibility of parental leave in any higher proportion. Three explanations are identified - economics, carrier and the legal regulations. The maternity leave is in political debates regarded as natural and not an issue whereas paternity leave is seen as a free choice.

- Bjerring, Bodil. 2000. Nye arbejdsrelationer og fastlåste kønsstereotyper - et udueligt mix. (New working places and stable gender stereotypes). In *Hvor går grænsen? Kön og arbejdsliv i forandring (Where is the border? Gender and work life in transition)*, edited by B. e. a. Bjerring. Kobenhavn: Samfundslitteratur.

Keywords: labour market, gender segregation, work life and gender. Denmark.

The article is analysing the new working life conditions from a gender perspective. It discusses gender relations in a specific work place (a hotel) and from a local situated perspective she is showing how general transitions in the labour market is effecting the people working at the hotel – their ideas on family, work and gender. The article is published in an anthology with 11 articles on gender and work-life portraying the limits of gender in a time of limitlessness. The gender segregated labour market is discussed and within it both restrictions and possibilities for change empirical examples are primarily taken from Denmark, but also Norway, Sweden and Florida.

2.1.1 Comparative studies

- Borchorst, Anette. 2003. *Køn, magt og beslutninger politiske forhandlinger om barselsorlov 1901-2002. (Gender, power and political decision making on parental leave 1901-2002)*. Århus: Magtudredningen, Aarhus Universitetsforlag.

Keywords: political decisions on parental leave, daddy-leave, historical analysis, political science, Denmark, Sweden, Norway

This study is analysing political decisions on parental leave in a historical perspective. In 1983 Danish fathers were also granted the rights to parental leave and in 1997 they could take two weeks parental leave without the mother. That is, two weeks were earmarked for the father. The parental leave was extended in 2002 to one year. In 2002 the earmarked two weeks for the father was however abolished and this study is analysing the decision to abolish the paternal leave quota. It is seen as a paradox of gender equality that Denmark has the longest earmarked period for mothers in Scandinavia, but still chooses to abolish the two weeks earmarking for fathers. The study argues that fathers leave was included in the election campaigns in 2002. It was argued that the quota for fathers was interfering in the privacy of the family and a matter of forcing the fathers. The study is also comparing the debates in Denmark with the debates on parental leave and specific daddy-leave with Sweden and Norway. The focus is on actors, the processes of decision making and the institutional contexts and how these have effected the decisions.

2.2 English sources

2.2.1 Comparative studies

6. Bleijenbergh, Inge , and Conny Roggeband. 2007. Equality machineries matter: The impact of women's political pressure on European social care policies. *Social Politics* (forthcoming).

Keywords: social care policies, policy change, women's movements, equality machineries, gender equality, qualitative comparative analysis, Denmark, the United Kingdom, the Netherlands, France, Spain, Italy.

This study examines the impact of feminist pressure and EU policies on national policy changes, such as the introduction or extension of public childcare provision, parental leave, and part-time work legislation. The authors compared six countries (Denmark, the United Kingdom, the Netherlands, France, Spain and Italy) on the basis of Qualitative Comparative Analysis and found that women's political pressure, especially through national equality machinery, is a prerequisite for the emergence and extension of social care policies. Sequence analysis showed that national machineries are crucial in translating European Union measures into national policies.

7. Borchorst, Anette. 2006. Daddy leave and gender equality - the Danish case in a Scandinavian perspective. In *Freia paper*. 60. Aalborg University: Feminist

research Center in Aalborg. Institute for history, international and social studies.

Keywords: policy analysis, daddy-leave, Denmark.

In 2002 the two weeks daddy leave in the Danish parental leave was abolished. In this way a public-private divide was rearticulated in Danish politics and the Danish leave is today the most gendered construction in the Nordic countries since it has the longest earmarked period for the mother. This study analysis the agenda setting and the contest over meaning regarding daddy leave. It is a historical analysis from the 1960 up until 2004.

8. Ellingsaeter, Anne Lise, and Arnlaug Leira, eds. 2006. *Politicising Parenthood in Scandinavia: Gender Relations in the Welfare State*. Bristol: Policy Press.

Keywords: policy studies, work-family reforms, paternal leave, welfare state policies, political science

How to respond to the needs of working parents has become a pressing social policy issue in contemporary Western Europe. This book highlights the politicising of parenthood in the Scandinavian welfare states - focusing on the relationship between parents and the state, and the ongoing renegotiations between the public and the private. Drawing on new empirical research, leading Scandinavian academics provide an up-to-date record and critical synthesis of Nordic work-family reforms since the 1990s. A broad range of policies targeting working parents is examined including: the expansion of childcare services as a social right; parental leave; cash benefits for childcare; and working hour regulations. The book also explores policy discourses, scrutinises outcomes, and highlights the similarities and differences between Nordic countries through analyses of comparative statistical data and national case studies. Set in the context of economic restructuring and the growing influence of neo-liberal ideology, each chapter addresses concerns about the impact of policies on the gender relations of parenthood. "Politicising Parenthood in Scandinavia" is a timely contribution to ongoing policy debates on welfare state models, parenthood and gender equality. It will be of particular interest to students and teachers of welfare studies, family policy and gender studies.

9. Dahl, Hanne Marlene, and Tine Rask Eriksen. 2005. *Dilemmas of care in the Nordic Welfare State*. Aldershot: Ashgate.

Keywords: care, work life, Nordic welfare state, Denmark.

The Nordic welfare model has become an ideal in feminist literature and in welfare state studies. This has heightened scientific and political interest in the model and its key aspects, including the provision and conduction of care as public responsibility. In this volume, contributors from various professional disciplines including sociologists, anthropologists, political scientists and educationalists provide a comprehensive overview of the complex state of paid

work in social care within the Nordic welfare states and of the dilemmas facing state-provided care in the region.

10. Kremer, Monique. 2005. *How welfare states care: Culture, gender and citizenship in Europe*. Utrecht University, Utrecht.

Keywords: women's employment patterns, welfare states, care policies, division of labour and care, Logic of economic self-interest, The United Kingdom, the Netherlands, Denmark, Belgium.

Women's employment patterns changed drastically the last decades. But they are still different across Europe. Welfare state scholars often presume that diversity and change in women's employment across Europe is based on financial (dis)incentive structures embedded in welfare states. In other words: if childcare is available and affordable, most mothers will work. If tax and benefit schemes have no financial employment obstructions, most mothers will work. This book shows, by in depth analyses of women's (and men's) employment and care patterns as well as child care services, taxation, leave schemes and social security in four different welfare states (the UK, the Netherlands, Denmark and Belgium) that this logic does not hold. It is based too much on the misunderstanding that women's decision making is exclusively based on economic self-interest. A more suitable understanding is to study what March and Olsen (1989) call 'the logic of appropriateness'. What explains better the differences in Europe is the cultural analysis of welfare states. In the case of caring and paid employment, welfare states send culturally-defined moral images of good-enough caring in the form of ideals of care. An ideal of care implies a definition of what is good care and who gives it. These ideals of care are embedded in welfare states and their regulations, laws and implementation processes. Each welfare state promotes specific ideals of care. Five ideals of care are distinguished: full-time motherhood, surrogate motherhood, parental sharing, intergenerational care and professionals care. Each of these ideals has consequences for women's employment patterns and differences between women. This book tries to show, by studying care policy in welfare states, that social policy has an impact on women's and men's division of labour and care. But especially when welfare states are not seen as a financial structures only, but as cultural catalysts.

11. Valdimarsdottir, Frida. 2005. Nordic experiences with parental leave and its impact on equality between women and men. In *TemaNord 2006:531* Copenhagen: Nordic Council of Ministers.

Keywords: parental leave, gender equality, Nordic countries, Comparative study.

This report examines the development of laws on parental leave and offers comparisons of the experiences derived from the differing laws of the five Nordic countries: Denmark, Finland, Iceland, Norway and Sweden. The report is based on information from various individuals as well as book and article sources on the subject.

12. Bleijenbergh, Inge. 2004. *Citizens who care: European social citizenship in EU-debates on childcare and part-time work*. Amsterdam: Dutch University Press.

Keywords: European social policy, national social policy, childcare policies, part-time work, European institutions, social citizenship, Denmark, France, Italy, the Netherlands, the United Kingdom.

With the introduction of European measures on childcare (1992) and parental leave and part-time work (1997) in the 1990s, care giving came to be a significant issue within European social policy. The European Union entered a topic that was formerly an exclusive national affair, based on very different welfare traditions. Some states offered citizens extensive social rights for childcare and leave facilities, while others left caregiving support to the private sector or individual families. This study chronicles the entry of the controversial issue of combining work and family life into the European political agenda and shows how concrete policies on childcare and part-time work were debated between different member states (Denmark, France, Italy, the Netherlands and the United Kingdom) and European institutions. Moreover, it argues that European debates on social care rights exemplify traces of an emerging European citizenship. European rights regarding time of care and care services unite the contradictory demands for social equality and a free market, offering citizens basic social equality, while simultaneously supplying the common market with a female labour force.

13. Dahl, Hanne Marlene. 2004. A view from the inside: recognition and redistribution in the Nordic Welfare state from a feminist perspective. *Acta sociologica* 47 (4):325-337.

Keywords: care-giving work, discourse, home-helper, justice, Nordic welfare state, professionalization, recognition, redistribution.

The Nordic model is often seen as having succeeded in gaining recognition for care-giving work and as embodying a potentially women friendly state model owing to the availability of publicly provided care for the elderly and pre-school children. This simple story neglects one particular group of women - publicly employed home-helpers and the valorization of their care-giving work. Applying Nancy Fraser's dual theory of justice gives us a normative and analytical tool with which to analyse this group's situation in relation to recognition and redistribution. Some advances concerning pay and in the professionalization of the home-helper's work have taken place. These advances hide less flattering developments, such as a general egalitarianism (on pay) insensitive to gendered valorizations, an androcentric perception of work and work-related accidents formerly at play and a New Public Management inspired elite discourse struggling to reduce the home-helper's work to simple, manual tasks in a discourse of de-professionalization. Overlapping of struggles about redistribution and recognition show that the positive changes identified are merely superficial, since no basic change of the socio-cultural framework has taken place that provides an impetus for future struggles.

14. Fine-Davis, Margret , Jeanne Fagnani, Dino Giovannini, Lis Højgaard, and Hilary Clarke. 2004. *Fathers and Mothers. Dilemmas of the Work-Life Balance. A Comparative Study in Four European Countries.* Dordrecht/Boston/London: Kluwer Academic publishers.

Keywords: work life, working parents, attitudes of men and women, social policy, comparative study, Denmark, Ireland, France, Italy.

This book presents a comparative analysis of the dilemmas faced by working parents with young children in four European countries - France, Italy, Ireland and Denmark - each of which represents a different "experience" of the evolving gender role process. It was the aim of the study to identify the key issues concerning the reconciliation of work and family roles, with particular emphasis on examining the barriers to men's greater involvement in domestic and family activities. The book provides an overview of the latest research findings in the four countries, as well as a comparison and synthesis of the situations in these countries. A survey was carried out simultaneously in France, Italy, Denmark and Ireland. The research identifies which factors in the workplace, the home and society at large are associated with ease vs. difficulty in combining work and family life and with parental well-being. The book contributes to a better understanding of the realities of life of young working parents, and also highlight the critically important role played by public social and family policies in facilitating equal opportunities and quality of life for this group of workers.

15. Dahl, Hanne Marlene. 2000. A perceptive and reflective state? *The European journal of women studies* 7 (4):475-494.

Keywords: welfare state, Scandinavian, body, care, empathy, justice, power.

A perceptive and reflective state? Such a state might not exist yet, but it refers to an ideal for state-provided care which can protect both the caregiver and recipient of care from emotional overload and indifference. Such an ideal introduces new lines of enquiry to contemporary theories of care and their sociological orientation. It is argued that theories of care need to be combined with insights from political science concerning power and dilemmas within care. Dilemmas within state-provided care which might temporarily be overcome through an application of an interactive universalism such as more generally advocated by the Turkish-American feminist philosopher Seyla Benhabib. Interactive universalism implies a shift of perspective, a kind of hypothetical moral dialogue, which would bring a stronger element of reflection into caring practices in the welfare state. However, interactive universalism presupposes empathy understood as a kind of emotional attention to the other. If implemented this ideal will introduce a new form of authority: more compassionate and bodily oriented.

16. Bruning, Gwennaële and Janneke Plantenga. 1999. Parental leave and equal opportunities: Experiences in eight European countries. *Journal of European social policy* 9:195-210.

Keywords: EU directive, parental leave arrangements, combining work and care, equal opportunities, Germany, Austria, France, Finland, Norway, Sweden, Denmark, the Netherlands.

In June 1996, the EU directive on parental leave came into force. A major consideration in the introduction of this directive was its advantages for the reconciliation of work and family life. However, there is little systematic knowledge about the practical significance of parental leave arrangements in the European Union for equal opportunities policy. Given this situation, the main focus of this article is on empirical issues such as the number of (male and female) leave takers and the length of the leave. In order to present comparative data, a user rate is calculated for eight European countries (Germany, Austria, France, Finland, Norway, Sweden, Denmark, The Netherlands). It appears that the majority of leave takers are women; even in Nordic countries there are big differences between the user rates of men and women. As a result, the importance of the actual parental leave arrangements for equal opportunities seems rather dubious.

17. Emerek, Ruth. 1998. Atypical work time - examples from Denmark. In *Women, work and the family in Europe*, edited by E. Drew, E. Mahon and R. Emerek. London: Routledge.

Keywords: women, European Union countries, social conditions, work and family, Denmark.

The chapter is examining Danish conditions of working hours and it is published in an anthology bringing together contributions from all over Europe. This work outlines the similarities and differences between countries in terms of the problems of reconciling work and family. In doing so it questions the division of labour not just in the labour market but also in the home. Leading experts cover topics such as family policies, gender roles, demographic trends and care of the elderly. Clearly written, systematic and comprehensive, this book reflects the growing interest in the European context and will appeal to students of social policy and European studies as well as all those involved in women's studies and sociology.

18. Højgaard, Lis. 1998. Work-place culture, family supportive policies and gender differences. In *Women, work and the family in Europe*, edited by E. Drew, E. Mahon and R. Emerek. London: Routledge.

Keywords: work and family, policy, Denmark.

This chapter is analysing the options for reconciling family and working life that are offered by Danish employers, and to analyse the consequences these

possibilities may have for women and men in different workplace cultures. The discussion is based on case studies of eight public and private corporations and it is discussed how different family friendly practices work in different workplace cultures.

3 Intimate Citizenship

3.1 Danish sources

1. Andersen, Lars, Jørn Henrik Petersen, and Klaus Petersen. 2005. *13 reformer af den danske velfærdsstat, (13 reforms of the Danish welfare state)* University of Southern Denmark studies in history and social sciences vol. 300. Odense: Syddansk Universitetsforlag.

Keywords: social policy, welfare state reforms, abortion policy, reforms on rights, pensions, historical perspective, Denmark.

In the book political scientists, economics and historians have analysed 13 reforms in the Danish welfare state dating back 100 years. Pensions system, free abortion and labour market reforms are discussed. The overall point of the book is that these reforms were not given but rather the result of ideological interests, political struggles and concrete negotiations.

2. Andersen, John, and Birte Siim. 2004. *The politics of inclusion and empowerment gender, class and citizenship.* Basingstoke: Palgrave Macmillan.

Keywords: democracy, citizenship, civil society, globalization, women in politics, Denmark, UK.

Globalization poses new challenges for the modern welfare state and democracies. One controversial issue is how struggles for economic equality are linked with struggles for recognition of difference according to gender, ethnicity and sexuality. "The Politics of Inclusion and Empowerment examines the political and academic debates about the inclusion or exclusion of women and marginalized social groups from different policy contexts. The focus is on the different class and gender regimes influencing the interplay of political, civil and social citizenship at different levels of politics.

3. Liisberg, M. V. 2004. Regler og administrativa praksis for ægtesammenføring. (Rules and administrative practice for spousal reunification). In *ægtefællessammenføring i Danmark Rapport I (Spousal reunification in Denmark) Report I*, edited by D. i. f. h. rights. Copenhagen: Danish institute for human rights.

Keywords: immigration, family law, family re-unification, Denmark.

This report from the Danish institute of human rights scrutinises the strict immigration law in Denmark and the rules of family re-unification in the light of

a human rights perspective. In 2002 the Danish state introduced restrictions in the immigration law and a person living in Denmark could not marry a person living in a country outside of the Nordic countries or the EU without fulfilling several specific criteria. The person living in Denmark have to proof that s/he was able to support the other person and both spouses have to be at least 24 years old. These restrictions are violating the human rights principles, which is shown in this report.

4. Grøndahl, M. 2003. Familiesammenføring fra verdensrekord til verdensrekord. (Family reunification from world record to world record). In *Når du strammer garnet. Et opgør ved mobning af mindretal og ansvarsløs asylpolitik*, edited by G. Fenger, K. Qureshi and T. Seidenfraden. Århus: Århus Universitetsforlag.

Keywords: policy study, family reunification, family law, citizenship rights, discrimination, immigrants, Denmark.

The chapter by Grøndahl is analysing and discussing the Danish immigration law that is very strict and discriminatory on family reunifications, which among others means that non-Danish citizens who are under 24 years are not allowed to marry a Danish citizen. The anthology as a whole is discussing racism and discrimination of immigrants in Denmark. How laws have been introduced that are against the conventions of the human rights and how Denmark has a growing underclass with non-ethnic Danes. The restrictive immigration policies are scrutinised in the book.

5. Siim, Birte. 2003. *Medborgerskabets udfordringer etniske minoritetskvinders politiske myndiggørelse. (The challenges of citizenship. The political empowerment of ethnic minority women)*, *Magtudredningen*. Aarhus: Aarhus Universitetsforlag.

Keywords: citizenship, immigrant women, gender equality, politics, Denmark.

The voices of ethnic minority women have on the whole been absent from the public Danish debate. What kind of values and visions do political active women have about equality on the private and public arena? What are their ideas about equality and recognition? What kind of discourses and strategies for political empowerment do minority organisations have? These are some of the main questions in this investigation of citizenship and power based on qualitative interviews with women active in voluntary organisations. On the basis of the narratives, the book analyses the potential and barriers for political empowerment of ethnic minority women and the tension between ethnic identity, political biography and the development of gender political identities. The book tells about the life of minority women and the tension between the individual woman and cultural identity, between family norms and visibility in public life, between equality and equal worth. On this basis the book discusses the democratic dilemma between equality and recognition of cultural difference and between multiculturalism and gender equality.

6. Stormhøj, Christel. 2001. Identitets- eller postidentitetspolitik? Homoseksuelle, pluralistiske velfærdssamfund og demokratisk seksualpolitik. (Identity politics or post identity politics? Homosexuals, plural welfare states and democratic sexual politics.) *lambda nordica* 4 (7)

Keywords: citizenship, sexual politics, homosexuals, welfare state, Denmark.

The foundation, the objects as well as the strategies of Western gay-Isbian movements are contested. At present there is no agreement about whether the movements should continue to pursue an affirmative identity politics, or whether turning to transformative, queer postidentity politics is desirable. Making a critical outline of both positions, the author discuss the pros et cons of each. Both have complex political implications. While representing incompatible positions, however, the author will argue that both share a committment to the political objective of democratising sexual politics. Hence, the controversy between them may fruitfully be recontextualised in light of a vision of a democratic politics and ethics of sexual difference within contemporary pluralistic welfare societies.

7. Lund-Andersen, Ingrid 1998. Lesbiske kvinders rettigheder i familieretten. In *Kvinder på randen*, edited by A. Kongstad, B. Kyvsgaard and A. Storgaard. Aarhus: Aarhus universitetsforlag.

Keywords: Intimate citizenship, family law, lesbian women's rights, Denmark.

This chapter is analysing the rights of lesbian women in the family law. The other contributions are discussing among others insemination and parenthood, women as victims and perpetrators and gender and literature. The chapters all focus on the gendered borders of the given, the normative and socially accepted.

3.2 English sources

3.2.1 Comparative studies

8. Boele-Woelki, Katharina , and Angelika Fuchs, eds. 2003. *Legal recognition of same-sex couples in Europe*. Antwerp: Intersentia.

Keywords: same-sex couples, registered partnership, same-sex marriage, legislation, EC, Denmark, Finland, Sweden, the Netherlands, Spain, France, Germany, the U K

The legal recognition of same-sex couples in Europe has undergone dramatic changes over the last few years. Following the Scandinavian model, many European countries have adopted statutes on registered partnerships or are currently debating draft legislation. The differences are bigger than one would expect at first sight. This book provides detailed information about the current state of affairs. It contains chapters on Denmark (Ingrid Lund-Anderen, The Danish registered partnership act), Finland and Sweden (Matti Savolainen,

The Finnish and the Swedish partnership acts- Similarities and divergencies), the Netherlands (Katharina Boele-Woelki, Registered partnership and same-sex marriage in the Netherlands), Spain (Miquel Martín Casals, Same-sex partnerships in the legislation of Spanish autonomous communities), France (Xavier Tracol, The Pacte Civil de Solidarité), Germany (Karsten Thorn, The German law on same-sex partnerships and: Karsten Thorn, The German conflict of law rules on registered partnerships), The United Kingdom (Ian Summer, Legal Position of same-sex couples in English law), Scandinavia (Maarit Jantera-Jareborg, Registered partnerships in private international law: The Scandinavian approach).

9. Stormhøj, Christel. 2002. Queering the Family: Critical Reflections on state-regulated Heteronormativity in the Scandinavian Countries. *lambda nordica* (3-4).

Keywords: family law, queer theory, citizenship, welfare state, Scandinavia.

The Scandinavian welfare states are far from neutral towards sexuality. Compared with heterosexuals, homosexuals are denied legal rights to marriage, adoption and assisted reproduction. The right to adoption of stepchildren as well as the parental leave for both parents within a same-sex relationship are restricted or absent. At present there is no agreement about how to reach a non-sexualised citizenship based on equality between heterosexuals and homosexuals neither within academic theory nor among political activists. Broadly speaking, one can distinguish between two kinds of remedies for heterosexism, each associated with a specific strategy and a specific kind of politics. The first is an approach based on assimilation- and the second remedy is transformative. The first, liberal assimilation approach has been successful in Scandinavia since the Scandinavian welfare states have conceded lesbians and gays still more citizenship rights. However this strategy has a disadvantage since it reconfirms the ways of living, structured by heteronormativity. The other transformative approach aims at changing underlying structure of society and functions as a critical queer voice in Scandinavian politics, but has not been as successful as the liberal approach that is strong even in leftwing circles.

10. Siim, Birte 2000. *Gender and citizenship politics and agency in France, Britain and Denmark*. Cambridge: Cambridge University Press.

Keywords: citizenship, social policy, women's rights, Denmark, Great Britain, France.

This book compares the links between women's social rights and democratic citizenship in three different citizenship models: republican citizenship in France, liberal citizenship in Britain, and social citizenship in Denmark. Birte Siim argues that France still suffers from the contradictions of pro-natalist policy, and that Britain is only just starting to reconceptualize the male-breadwinner model that is still a dominant feature. Examination of the dual-

breadwinner model in Denmark reveals new research about Scandinavian social policy.

3.3 Other sources

11. Scherpe, Jens, M. 2000. Zehn Jahre registrierte Partnerschaft in Dänemark Zur Novellierung des Gesetzes von 1989 (Ten years of registered partnership in Denmark - The amendments to the 1989 law). *Deutsches und Europäisches Familienrecht*. 2 (1)

Key words: registered partnership, adoption, extended application of the law. Denmark.

The Danish law on registered partnership for same-sex couples has been in force for more than 10 years and has been widely accepted by the public. Even politicians and scholars who formerly opposed this legislation now concede they were mistaken and expressly agree with the regulations. The other Nordic countries have followed the Danish example and have passed similar legislation. In 1999 the Danish law was amended to allow the adoption of stepchildren and a wider application. The article first outlines the developments that led to the law on registered partnership and the amendments and provides a short insight into the legislator's motives. Thereafter a few statistics are cited, which show that the frequency with which such partnerships are dissolved and the ages of the partners do not differ significantly from those recorded for "regular" marriages. Finally, the Danish legislation is scrutinized in the light of a possible law on registered partnership in Germany, and some cornerstones are suggested.

12. Søland, Birgitte. 1997. En queer nation? : Genomförandet av lagstiftningen om registrerat partnerskap för bögar och lesbiska i Danmark 1989. (A queer nation? The passage of the gay and lesbian partnership legislation in Denmark, in 1989.) *lambda nordica*. 2 (3): 42-62.

Keywords: citizenship, sexual politics, registered partnership act

This article investigates the political history of the passage of the Gay and Lesbian Partnership legislation in Denmark 1989. The author seeks to explain how and why the legislation of homosexual "marriages" was passed with so little controversy. Was it an expression on Scandinavian open-mindedness, of mainstream political commitments to equality, or where there other more pragmatic reasons behind? There is also an investigation of how the new legislation has affected the lives of Danish gay men and lesbians and the political consequences in the long run for the Danish gay and lesbian movement. The author concludes that the law significantly has enhanced the legal status and civil rights of gay men and lesbians, but that the political

construction of homosexuals as fundamentally like heterosexuals, as expressed in the campaigns for the legislation might well become the ultimate obstacle to liberation for *all* gay men and lesbians.

4 Gender-based Violence

4.1 Danish sources

1. Amnesty. 2006. Valget mellem vold og udvisning dilemmaet for voldsramte familiesammenførte kvinder i Danmark. (The choice between violence and deportation for family-reunited victims of violence in Denmark). København: Amnesty International.

Keywords: violence against women immigrant women, partner violence, legal system, trans-national marriage, Denmark.

This report is showing how immigrant women (who have married a Danish citizen) who are victims of violence from their husbands are facing the dilemma that either they have to stay with the violent man or they face deportation if reporting the violence.

2. Andreassen, Rikke. 2006. Intersektionalitet i voldtaegtsnarrativer. (Intersectionality in rape narratives). *Kvinder, køn og forskning* (2-3).

Keywords: violence against women, rape, intersectional analysis, nation and gender, media studies, Denmark.

The article shows how the Danish news media's portrayals of meetings between visible minority males and ethnically Danish females have participated in constructing certain images of gender, sexuality and race/ethnicity. It illustrates how understandings of these categories are interwoven with understandings of nationality and Danishness. The article shows how ethnically Danish females have been constructed as a symbolic reproducers of the nation, and how sexual assaults against ethnically Danish women therefore have been interpreted as assaults against the nation. The article explains how this understanding has been at play in rape narratives where gender has been articulated in rape cases with white ethnically Danish perpetrators whereas race/ethnicity has been articulated as an explanation for rape in cases with visible minority perpetrators.

3. Balvig, Flemming, and Britta Kyvsgaard. 2006. Vold og overgreb mod kvinder. Dansk rapport vedrørende deltagelse i international violence against women survey (IVAWS) (Violence and abuse of women. Danish report regarding the participation in International violence against women survey). København: Justitieministeriets forskningsenhed/Københavns Universitet.

Keywords: violence against women, prevalence study, national, Denmark.

The report is describing the Danish participation in the international violence against women survey initiated by the UN. 3552 women aged 18-70 were interviewed by telephone. 50% of the women answered that they had been victim of at least one of the 12 different forms of abuse that were listed in the interview. The survey is mapping out how often and in what locations and by

whom women have been victims of violence. One finding in the report is that the risk of single mothers to be victim of violence is three times higher than for women living with a partner.

4. Guldborg, Anitta. 2006. Er det virkelig sket? En undersøgelse af kvinders reaktioner på retspraksis efter politianmeldelse af voldtaegt. (Has it really happened? An examination of women's reactions of legal practice after reporting rape to the police). Copenhagen: Center for voldtaegtsofre. Rigshospitalet.

Keywords: violence against women, interview study, rape, rape victims meeting the legal system, psychology, Denmark.

This is a study of abused women's experiences with going to the police and reporting rape cases. 15 women were interviewed in qualitative interviews and have been asked to give their view on the encounter with the legal system from the police reporting until the verdict is given. The report shows that the way the police and the judges and attorneys are perceiving the case is affecting the woman and her own perception of the rape. The informants also became reluctant and distrusting of people in general after the assault and these reactions were also responses to the way they were treated by the legal system. There is a risk that women are diminishing the importance and the extent to which she was assaulted in the meeting with the police and the questions that the police are asking. A legal process is putting women under pressure in the scrutiny of credibility and the study shows the importance of getting understanding from the police and the legal system that they are positioned in a sensitive position.

5. Laudrup, Camilla, and Helle Rahbaek. 2006. Var det voldtaegt? En undersøgelse af menneskerettigheder og voldtaegtssager i Danmark. (Was it rape? A report on human rights and rape cases in Denmark). København: Center for voldtaegtsofre.

Keywords: violence against women, rape, legal system, interview study with representatives of police and prosecution. Denmark.

This study takes its point of departure in the fact that very few reports of rape in Denmark are prosecuted and brought to trial. The process and result of reported rape cases are linked to the respect and fulfilment of human rights. By way of police records and interviews with representatives of the police and the public prosecution, this report studies the attrition process and its many elements and nuances in the practice of police investigation and the prosecution's decisions to bring a case to trial for conviction or to end it administratively on the basis of lack of or inadequate evidence. There seems to be an inherent dilemma between the abstract and objective rules of the system on the one hand and the nuances and character of rape on the other hand, which impedes the required objective measurement of the crime to fit the frames defined by the law. The assessment of credibility plays a critical role in determining the outcome of the reported rapes. As a general

observation, the reported rapes involving a rapist acquainted with the victim pose the biggest problems of assessment.

6. Reinicke, Kenneth. 2004. *Mænd i lyst og nød (Men – for better or for worse)* Copenhagen: Schønberg.

Keywords: Gender equality, Masculinity, Men's violence, Denmark.

Are there too many stereotypes regarding the Danish man of today? Who owns the debate on gender equality? Men and masculinities have long been a neglected area in the debate on gender equality and many men do not regard gender (equality) matters as important or interesting. This book is discussing, men, where men stand today and where the possibilities for change can be found. Areas covered are gender equality, fatherhood and the gendered labour market. The book also includes a discussion on men and violence. Issues such as men's use of prostitution, men's violence against women and rape are discussed. Reinicke is critical of the Danish view on prostitution and argues against a legal system regarding cases of rape. He is furthermore arguing against reducing men's violence toward their female partners to psychological explanations and men's loss of control.

7. Skipper, Anne Mette. 2003. *Mennesker til salg (People for sale)*. 1. udgave ed. Viby J.: JP Bøger

Keywords: violence against women, trafficking, prostitution, child-work, immigration, international study, Denmark.

This book is discussing human trafficking, prostitution and child work. With a focus on poverty and illegal immigration the international division of labour is analysed. The misuse of illegal workers is analysed. The Danish case is discussed taking its starting point in the murders of two prostitute women in Randers in the beginning of the 2000s. These murders brought the phenomenon of trafficking up on the public agenda in Denmark. It became clear that trafficking was not only happening else where but something which also was a Danish problem. This book describes the international trafficking of women - a market that is steadily growing. The UN has estimated that around 4 millions people are being trafficked every year, most of them to the sex-industry.

8. Madsen, Svend Aage. 2002. *Socialisering, køn, førtællinger og vold. Når samvær bliver til seksuelt overgrab - et bud på en kønsbaseret udforskning af kontaktvoldtaegt (Socialisation, gender, narratives and violence. When intimacy becomes sexual offense - a gender based study of date-rape)*. In *Kön och våld i Norden. Report from a conference in Køge Denmark 23-24 November 2001*, edited by M. Eriksson, A. Nenola and M. Muhonen.

Keywords: violence against women, date-rape, psychology, socialisation, narratives, Denmark.

This chapter is a study on date rape with a psychological perspective. However, Madsen is arguing that not only psychological factors are needed to understand and be able to prevent date-rape but also structural gendered factors. Differences between men and women are explained in terms of socialisation – girls are more relation oriented and boys more oriented towards agency and men and women thus have different experiences in sexual encounters. Men are also socialised into being less empathetic and reflective than women, which is a prerequisite for using violence.

9. Rieck Sørensen, Aase. 2001. *Køn og vold om voldsforskning i Danmark. (Gender and violence - On research on violence in Denmark)*. Copenhagen: Videnscenter for Ligestilling.

Keywords: violence against women, mapping research on violence, Denmark

This report shows that violence is central to the understanding of gender equality since violence is connected with power relations. In this anthology violence is discussed from many different angles. The contributors are John Radmer and Merete Djurhus on crime prevention, Annika Snare on criminology, Karin Helweg Larsen contributes with a health perspective, Svend Aage Madsen and Katrine Sidenius write on the subject of rape and Else Christensen on social work research. Added to this Hanne Behrens is discussing women and children at crisis centres, Kenneth Reinicke focuses on the violent man and Diana Madsen's contribution is devoted to violence, ethnicity and gender. Finally, Nell Rasmussen writes about trafficking. The report is also mapping the current research in Denmark on violence and gender.

10. Mogensen, Britta and Nielsen, Sissel, Nea 2000. *Solidaritet eller klientgørelse?(Solidarity or a construction of clients?)* Fredriksberg: Førlaget for samfundslitteratur.

Keywords: violence against women, crisis centre, women's movement, immigrant women, Denmark.

The crisis centre Dannerhuset was established in 1979 by a group of women activists. Despite twenty years of women's activism the crisis centre is still needed. In this book the authors are presenting Dannerhuset, it's development and the development of the ideology and the structure of the women's movement. The authors are exploring whether the ideology from the 1970s is still represented among the women working at the centre and the volunteer workers or if there are other motives behind the engagement in abused women today than twenty years ago. Focus is also on important subjects in the official discussion today on violence against women and the growing number of foreign women at the crisis centres in the country. Other topics in the book are children's rights and violent men.

11. Mogensen, Britta. 1998. Voldsramte migrantkvinder: om køn, kultur og afmagt. (Battered Immigrant women: on gender, culture and powerlessness). *Kvinder, Køn og forskning* 7 (4):16-27.

Keywords: violence against women, immigrant women, gender and race/ethnicity, Denmark.

This article is analysing the intersection of gender and ethnicity. It examines the experience and problems facing of immigrant women in Denmark who are victims of violence by their immigrant partners. The numbers of immigrant women in Danish shelters has increased. Mogensen describes a liberal, psychotherapeutic perspective in the public and professional discourse talking about “powerless” men and portraying women as paralyzed by ‘battered woman’s syndrome’ and ‘learned helplessness’. The authorities are judging the violence as culture-based, and often seem to support the sick man who can risk losing his wife and children. Mogensen shows how these ideas hold no meaning for immigrant women who do not blame themselves but rather feel shame that they married a bad man. The problems of immigrant women must be understood in terms of the intersection of gendered power relations and xenophobic attitudes/ cultural explanations of the violence.

12. Christensen, Else, and Inger Koch-Nielsen. 1992. *Vold ude og hjemme en undersøgelse (Violence in the public, and violence in the home - a survey), Rapport 92:4*. Copenhagen: Socialforskningsinstituttet.

Keywords: violence against women, domestic violence, prevalence study, interview study. Denmark.

This report has conducted telephone interviews with 792 women and 751 men about their exposure to violence. It was found that more men report being exposed to violence than women (overall 36% vs. 19% after age 15 and 12 % vs. 5% in the previous year). It was also found that approximately half of the women experienced violence from a former intimate partner and the other half in the course of care work, the perpetrator being a client or patient dependent on the care worker. Alternatively, 2/3 of the men reported that the perpetrator was an unknown person and the violence was a one-time event in a public, social situation. More men than women also reported having experienced serious violence (23% vs. 9%), however, when women experienced serious violence it was repeated. Few reported violence from their present partners, but 9% of women reported having experienced general violence (pushed, shaken or slapped) and 5% serious violence (kicked, hit with fist or object, thrown against furniture walls or down stairs, attempted strangling, attacked with knife or gun) from past partners. It was also found that 3% of all women reported having experienced rape and this was most prevalent in the youngest age range, 7% of those 15-24.

4.2 English sources

13. Bredal, Anja. 2005. Tackling forced marriages in the Nordic countries: between women's rights and immigration control. In *'Honour' - crimes, paradigms, and*

violence against women., edited by L. Welchmann and S. Hossain. London: Zed Books.

Keywords: violence against women, forced marriage, immigrant women, politics, Denmark, Norway

Forced marriage became the subject of public concern in Norway and Denmark in the 1990s. This chapter describes the development of policy measures against forced marriages in Norway and Denmark. At the centre of the Danish and increasingly also the Norwegian policies, is the generalisation from individual cases of forced marriage to the marriage practices of whole minority groups, along with a strong focus on seeing marriage as a strategy for immigration. Denmark now has one of the strictest immigration laws in Europe.

14. Hilden, M., B. Schei, K. Swahnberg, E. Halmesmaki, J. Langhoff-Roos, K. Offerdal, U. Pikarinen, K. Sidenius, T. Steingrimsdottir, H. Stoum-Hinsverk, and B. Wijma. 2004. A history of sexual abuse and health: a Nordic multicentre study. *Bjog-an International Journal of Obstetrics and Gynaecology* 111 (10):1121-1127.

Keywords: chronic pain, psychiatric diagnoses, childhood abuse, women, sample, consequences, victimization, symptoms, Nordic countries.

The objective of the study is to determine if a history of sexual abuse is associated with objective and subjective indicators of health and if certain abusive incidents had a stronger impact on health than others. Design A cross-sectional, multicentre study. Setting Five gynaecological departments in the five Nordic countries. Sample Three thousand five hundred and thirty-nine gynaecology patients. Methods The NorVold Abuse Questionnaire (NorAQ) on abuse history and current health was mailed to all patients who consented to participate. Main outcome measures Reason for index visit at the gynaecological clinic as well as several questions on health were recorded. General health status was measured as self-estimated health, psychosomatic symptoms (headache, abdominal pain, muscle, weakness, dizziness), number of health care visits and number of periods on sick leave. Sexual abuse has a profound impact on women's health. Taking a history of sexual abuse seems particularly warranted when the patient presents with chronic pelvic pain or symptoms of a vague and diffuse nature.

15. Sundaram, V, K. Helweg-Larsen, B. Laursen, and P. Bjerregaard. 2004. Physical violence, self rated health, and morbidity: is gender significant for victimisation? *Journal of Epidemiology and Community Health* 58 (1):65-70.

Keywords: intimate partner violence, domestic violence, lifetime prevalence, abuse, population, disorders, health, Denmark.

Study objective: To analyse gender differences in associations between physical violence and self rated health and self reported morbidity among a random sample of adults in Denmark. Design and setting: Two questions on self rated health and self reported morbidity respectively, were obtained from a

cross sectional national health interview survey conducted among 12 028 adults (16 years +) in Denmark in 2000. Main results: Men aged 16 - 24 years were significantly more likely to have experienced violence than women. Female victims of physical violence were significantly more likely to rate their health as poor and to report anxiety, depression and stomach ache than female non- victims. Male victims of physical violence were only significantly more likely to report stomach ache than male non- victims. Conclusions: Associations between physical violence and poor self rated health and self reported morbidity were found to be significant for women, but not for men. It is probable that gender differences in experiences of violence, as well as gender differences in health related self perception, contribute to a gender specific process of victimisation. Improved knowledge about the relation between gender specific violence and victimisation as a gender specific consequence is essential for targeting violence prevention.

16. Helweg-Larsen, Karin, and Marie Kruse. 2003. Violence against women and consequent health problems: a register-based study. *Scandinavian Journal of Public Health* 31 (1):51-57.

Keywords: violence against women, health, register study, national, Denmark

This study set out to examine whether women victimized by domestic violence in a given year subsequently have more health problems measured by amount of hospital contacts due to disease than non-victimized women. Methods: A case control study was carried out, based on data in the Danish National Patient Register, which covers all hospital contacts, identified by the unique citizen number. Three age groups were included: 15-19, 20-29, and 30-49 years. Cases were women with any hospital contact as a result of intentional injuries, defined as domestic violence, in 1995, and controls were women with all other reasons for hospital contact in 1995. The Nordic Classification of External Causes of Injuries classified reason for contact, place of occurrence, and mechanism of injury. Domestic violence was defined as intentional injury by blunt force and occurring in a residential area. Conclusions: Registration practice of all hospital contacts in Denmark facilitates nationally representative analyses of associations between violence and health problems. The observed differences among women victimized by domestic violence and controls point to violence against women as a major public health problem. Proper registration of hospital contacts due to intentional injury may both guarantee adequate follow-up of the individual victim, and serve as a useful tool in the monitoring of general violence prevention.

17. Schei, B., K. Sidenius, L. Lundvall, and G. L. Ottesen. 2003. Adult victims of sexual assault: acute medical response and police reporting among women consulting a center for victims of sexual assault. *Acta Obstetricia Et Gynecologica Scandinavica* 82 (8):750-755.

Keywords: health services, medical treatment, police reporting, rape, sexual assault, Scandinavia.

The medical response to adult sexual assault should comprise: the collection of forensic evidence, the treatment of injuries, and follow-up counselling. In the past, victims of sexual assault reporting directly to the police may not have received this total medical care. The aim of this study was to assess whether adult sexual assault victims who reported to the police differed from those who did not report to the police. Using clinical records, sociodemographics, characteristics of the assault, and type of preventive medical treatment received were obtained for 156 consecutive women consulting the Copenhagen Center (March 1st to December 31st 2000). Comparisons between characteristics of victims who reported to the police or not were determined. Women who sought services within 24 h of the assault, had experienced use of force, were subjected to assault outdoors, and among whom nongenital injuries were observed were more likely to report to the police ($p < 0.05$). However, in the multivariate model these associations fell below significance, and only the type of perpetrator remained significantly related to police reporting. The adjusted odds ratio for police reporting when the perpetrator was a friend was 0.4 (95% CI 0.17-0.94). There was no statistical difference between the victims who did or did not report to the police to request prophylactic antibiotics or emergency contraception. Observed injuries and requests for prophylactic antibiotics or emergency contraception were not influenced by whether the woman did or did not report directly to the police. Hence the need for medical treatment appears to be similar in the two groups, and available specialized care for victims of sexual assault should not be restricted to those who immediately report to the police.

18. Bjerre, Lise, and Maria Lincke Jørgensen. 2002. *Violence against women with disabilities in Denmark*. Copenhagen: Ministry for Gender Equality.

Keywords: violence against women, disabled women, Denmark.

In this report it is argued that there is a lack of knowledge about the extent of violence against women with disabilities, and what their greater vulnerability means in a Danish context. Interviews with battered women illuminated a number of problems that could be studied in greater detail in order to qualify future measures. It is recommended that a major study of violence against women with disabilities be carried out, partly to gain an idea of the hidden figure of battered women with disabilities in Denmark, and partly to acquire knowledge about disability-specific violence problems in a Danish context.

19. Sorensen, B. W. 2001. "Men in transition" - The representation of men's violence against women in Greenland. *Violence against Women* 7 (7):826-847.

Keywords: violence against women, Greenland, discourse analysis, Denmark.

Violence against women in Greenland tends to be perceived and explained within a discourse that emphasizes the rapid social change that has occurred since the 1950s. This means that this phenomenon is usually seen as one of many social problems that spring from a society out of balance, caught between tradition and modernity. This article questions the dominant

discourse, arguing that rapid social change does not in itself account for men's violence against women and that we need to focus on social agency. It is also suggested that the Arctic tradition could profit from engaging the general body of literature on violence against women.

4.2.1 Comparative studies

20. Højlund Madsen, Diana. 2005. *Trapped between law and life report on abused minority women in the Nordic countries*. Roskilde: Center for ligestilling. Roskilde Universitetscenter.

Keywords: violence against women, immigrant women, Nordic countries.

The report describes the dilemma confronting abused minority women, when they leave their husbands in Denmark, Norway and Sweden. They face the choice of either staying in the abusive relationship until they can attain permanent residence permits, or breaking out and risking expulsion to their countries of origin. Both options put their lives at stake. The report recounts the stories of various minority women and how the lack of residence permits affect their everyday lives, the background of the violence, the women's contact with shelters and attorneys and conditions in their countries of origin. The report is based on interviews with immigration authorities, attorneys, shelters and abused minority women in Scandinavia.

4.2 Other sources

21. Balkmar, Dag, Leeann Iovanni, and Keith Pringle. 2005. Mäns våld i Danmark och Sverige. (Men's violence in Denmark and Sweden). *NIKK magasin* (2)

Keywords: violence against women, research review, Denmark, Sweden.

This article is drawing conclusions from an overview over the knowledge on men's violence against women in Denmark and Sweden. There is a big difference between the research in Sweden and the research in Denmark when it comes to interpreting the violence. In Sweden a perspective focusing gender and power has been dominant whereas that is not the case in Denmark. When it comes to politics the Swedish state has passed a law on gendered violence, which Denmark has not. In both countries there is specific focus on violence in immigrant families or violence committed by immigrated men or men from minority groups. The article argues that one explanation of the differences between the countries is that in Denmark an independent individualist discourse is dominating whereas a more social collectivist discourse is common sense in Sweden.

5 OPERA - Gender training books and manuals

5.1 Danish sources

1. Sjørup, Karen, and C.S Null. 2006. *Civil uddannelse og læring for kønsmainstreaming: Eksempler på good practice i uddannelse højdepunkter og faldgruber (Civil education and learning gender mainstreaming. Examples of good practices in education - highlights and traps)*. Bonn: Bundesanstalt fuer politischer Bildung.

Keywords: gender, equality, mainstreaming, Denmark

This book is a report on a project Civil education and learning gender mainstreaming. Examples of good practices in education - highlights and traps.

2. Sjørup, Karen and Cornelia Schmitz, 2005. *Eksempler på good practice i uddannelse - højdepunkter og faldgrupper en håndbog fra projektet: Civil Uddannelse og Læring for Kønsmainstreaming (Examples of good practices in education - highlights and traps - a handbook from a project: Civil education and learning mainsteraming)*. Roskilde Bonn: GEcel - Civil Uddannelse og Læring for Kønsmainstreaming

Keywords: gender, equality, mainstreaming, Denmark

Handbook compiled from the experiences of the project;: Civil education and learning gender mainstreaming. Examples of good practices in education - highlights and traps

3. Center for Ligestillingsforskning, *Når kønnet taler med et bidrag til mainstreaming KAD's overenskomstarbejde. (When gender is included. A contrubution to gender mainstreaming in KAD)* 2003. Roskilde Universitetscenter: Kvindeligt Arbejderforbund i Danmark, Center for Ligestillingsforskning.

Keywords: gender, equality, mainstreaming, Denmark

This book describes the process and effect of gender mainstreaming and taking gender into the account in planning etc..

4. Ligestillingsafdelingen. 2003. *Gode råd om mainstreaming - en ny strategi for ligestilling (Advices on gender mainstreaming - a new strategy of gender equality)*. 1. udgave ed. Copenhagen.: Ligestillingsafdelingen (Department of gender equality).

Keywords: gender, equality, mainstreaming, Denmark

This book describes mainstreaming as a new strategy of gender equality and gives advices on mainstreaming practices.

5. Jacobsen, Anne-Marie, Lene Friis Olsen, and Anders Jakobsen. 2002. *En del af hverdagen en antologi om erfaringerne med mainstreamingstrategien i AF (Part of everyday life - experiences with mainstreaming in AF)*, Arbejdsnotat nr. 30. Kbh.: Arbejdsmarkedsstyrelsen.

Keywords: gender, equality, mainstreaming, Denmark

This is an anthology of experiences by different Danish actors on gender mainstreaming.

6. Ligestillingsafdelingen, *Det tværministerielle mainstreamingprojekt. Handlingsplan 2002-2006. The interministerial mainstreaming project. Action plan 2002-2006.* 2002. Copenhagen: Ligestillingsafdelingen (Department of gender equality)

Keywords: gender, equality, mainstreaming, Denmark

This book describes a Danish interministerial mainstreaming project and its action plan for the years 2002-2006.

7. AF-Vestsjælland. 2001. *Mainstreaming - den lige vej (Mainstreaming - the equal way)*. Holbæk: Arbejdsformidlingen, Vestsjælland.

Keywords: gender, equality, mainstreaming, Denmark

This book gives basic information on gender equality mainstreaming and explains the benefits of gender mainstreaming

8. Lehn, Sine, Mette Lykke Nielsen, and Videnscenter for Ligestilling. 2001. *Mainstreaming fra strategi til praksis. (Mainstreaming from strategy to practice)*. Copenhagen: Videnscenter for Ligestilling.

Keywords: gender, equality, mainstreaming, Denmark

This book describes the process of gender mainstreaming all the way from the stage of strategical planning to the practices of mainstreaming.

9. Lehn, Sine, Mette Lykke Nielsen, and Videnscenter for Ligestilling. 2001. *Metoder til mainstreaming Methods of mainstreaming*. Copenhagen: Videnscenter for Ligestilling (Celi).

Keywords: gender, equality, mainstreaming, Denmark

This book presents different methods and tools of gender mainstreaming.

10. Skjerbæk, Helle. 2001. *Midt i strømmen om ligestilling, mainstreaming og mangfoldighed (In the middle of the stream - on gender equality, mainstreaming and diversity)*. Kbh.: Jurist- og Økonomforbundet

Keywords: gender, equality, mainstreaming, Denmark

This book looks at how to combine gender mainstreaming activities with diversity training

11. Arbejdsmarkedets Center for Internationale Uddannelsesaktiviteter. 2000. *Mainstreaming om at udbrede erfaringer og forankre resultater fra udviklingsprojekter (Mainstreaming - exchange of good practices in developing projects)*. Copenhagen: Arbejdsmarkedets Center for Internationale Uddannelsesaktiviteter. ACIU.

Keywords: gender, equality, mainstreaming, Denmark

This book presents results of good practices from gender mainstreaming of various development projects.

5.2 English sources

12. Nordic Council of ministers, *Gender Budgeting – Integration of a gender perspective in the budgetary process*. Part report: country reports. 2006. In *TemaNord 2006:578*. Copenhagen: Nordic Council of ministers.

Keywords: gender, equality, mainstreaming, Denmark

A Nordic Council of ministers' report on gender mainstreaming used in the budgeting the budgetary process.

13. Schmitz, Catharina. 2006. *Now it's about the money. Mainstreaming a gender equality perspective into Nordic national budgets. Final report 2004-2006*. Copenhagen: Nordic Council of Ministers.

Keywords: gender, equality, mainstreaming, gender budgeting, Denmark

A report on how to use gender mainstreaming in the Nordic national budgets And budgetary process.

14. Emerek, Ruth. 2005. *The Danish national reform programme 2005 and the gender aspect of the Danish employment strategy*. Aalborg: Aalborg University.

Keywords: gender, equality, mainstreaming, Denmark

This book presents The Danish national reform programme 2005 and the gender aspect of the Danish employment strategy

15. Nordiska Ministerrådet, 2003. *Steg för steg Step by step att arbeta med gender mainstreaming som strategi (Step by step - working with gender equality as a strategy)*, Anp 2003:716. Copenhagen: Nordiska ministerrådet.

Keywords: gender, equality, mainstreaming, Denmark

This report from the Nordic Council of Ministers depicts the gradual process of using gender equality as a strategy.

16. Department of gender equality. 2002. *The Danish interministerial gender mainstreaming project. Action plan 2002-2006. The new gender equality strategy*. Copenhagen: www.lige.dk.

Keywords: gender, equality, mainstreaming, Denmark

This book describes a a Danish interministerial mainstreaming project and its action plan for the years 2002-2006.

17. Lehn, Sine, Mette Lykke Nielsen, and Videnscenter for Ligestilling. 2002. *Methods for gender mainstreaming*. Copenhagen: Danish National Research and Documentation Centre on Gender Equality.

Keywords: gender, equality, mainstreaming, Denmark

This books depicts the various methods that can be used for gender mainstreaming.

18. Lehn, Sine, and Mette Lykke Nielsen. 2001. *Gender mainstreaming internal trade union training*. Copenhagen: FIU/LO.

Keywords: gender, equality, mainstreaming, Denmark

This book depicts the gender mainstreaming process within a trade union context

19. Lehn, Sine, and Mette Lykke Nielsen. 2001. *Mainstreaming examples of best practice*. Copenhagen: Danish National Research and Documentation Centre on Gender Equality (Videnscenter for Ligestilling).

Keywords: gender, equality, mainstreaming, Denmark

This book presents mainstreaming examples of best practice.

20. Sjørup, Karen. 2001. *The case of Denmark I: Gender mainstreaming in the European employment strategy*. Brussels: European trade union institute.

Keywords: gender, equality, mainstreaming, Denmark

This report presents Denmark's implementation of the gender mainstreaming required by the European employment strategy

21. Sjørup, Karen. 2001. *Examples of best practice in the Danish national plan for employment*. EU kommission DG5.

Keywords: gender, equality, mainstreaming, Denmark

This book presents examples of best practice in the Danish national plan for employment

6 FRAGEN

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