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Denmark is a country of opportunities. Citizens in Denmark are happier and have greater trust in each other than most other countries, in part because we enjoy such a high degree of gender equality and equal opportunities. And we live in a rich, well-functioning society. Gender equality and equal opportunities for combining work and family life are two of the reasons why we are thriving. This gives a strong basis for creating a Denmark with even greater opportunities for women and men.

I see a number of gender equality challenges in the coming years. Some are the same as in previous years and some are new. We still harbour many old-fashioned ideas about what women and men can and should do. Women and men ought to have equal opportunities to use their capabilities and talents. Outmoded gender equality patterns must not prevent this. In addition, we need to break down sex-linked barriers to integration to prevent a rift from developing in Denmark. The fact that many immigrant women are not active on the labour market poses a special challenge. Immigrant women should know their rights and be given inspiration to start educations and jobs if we want to avoid seeing new inequality arise in Denmark. Sustaining our focus and progress in this area will help us remain a happy, trustful nation of women and men who share equal opportunities to grow and develop freely.

The Government wants the state to be the vanguard in the work of promoting gender equality. Gender equality must be a more visible part of the Government’s various policies. This year, therefore, in addition to the mandatory gender equality reports, state institutions are now required to set targets for their gender equality promoting work in their policy areas. This action plan will present examples of the ministries’ initiatives in the sections where I believe they shed most light on the overall theme. Setting concrete goals is always an excellent idea in relation to gender equality. They ensure that something happens. Nothing happens overnight, but the Government calls for action, and as Minister for Gender Equality I follow up the central government goals.

In 2008, I will base my work on three general principles:

- Gender equality is a fundamental value in Denmark – we must safeguard this principle
- Gender equality is an engine of welfare – we must demonstrate and disseminate this message
- Gender equality is for everybody – from the top to bottom of society

Karen Jespersen
Minister for Gender Equality
Gender equality is a fundamental value in Denmark – we must safeguard this principle

Goals for the Minister for Gender Equality

- Activities must be targeted at balancing girls’ and boys’ perception of what the two genders can, must and should do. As early as nursery school age, boys and girls must play with and learn about gender roles and gender equality.
- Sex-linked barriers to integration must be broken down, and more Danes with immigrant backgrounds must experience gender equality.
- Party associations must be urged to launch targeted efforts at including more women on the ballot lists for the coming local elections.

Gender equality is a fundamental value in Denmark and must remain so. It helps ensure social coherence in society and is a pillar of a well-functioning welfare state like Denmark. We can never take gender equality for granted. Therefore, we have to communicate and teach gender equality and basic rights – both to Danish boys and girls and to the boys and girls of immigrant backgrounds that are to live in Denmark.
This year marks a century since women attained the right to vote in local elections in Denmark. This calls for celebration and offers an excellent opportunity to focus on women’s representation in the 2009 local elections. The ballot lists for local elections contain too few women, a situation detrimental to democracy and political solutions. In both the political and the business sectors decisions made on a representative basis are more likely to succeed than those made exclusively by one gender. After all, local authorities have to deliver services to their citizens of both genders, and statistics show that women on the lists are also elected. We should not enforce gender equality by quotas, but rather promote lasting solutions.

This is why the Minister for Gender Equality will revise and re-issue a publication providing party associations and local councils with excellent advice and checklists on how they can include more women on the ballot lists as well as ideas for making local policy work more accessible to women and men alike. Women should also dare to take the leap into politics. For this reason, the publication will also present guidelines and good advice to women considering running for election or whom party associations are urging to run.

Women in politics
Gender roles

The Minister for Gender Equality has done a children’s book and inspirational material on gender roles and gender equality for early childhood educators. To be distributed in 2008, the material is intended to make all early childhood educators aware that it can have severe repercussions for the individual child if its gender is allowed to be all-decisive for what is expected from it. In the short run, the objective is to focus educators’ attention on the problem. They must become aware how their behaviours towards children can further limit/expand girls’ and boys’ scope for development. Long term, the vision is to get early childhood educators to implement gender equality as an education tool that lets them give both boys and girls a broader spectrum of offers and opportunities. Efforts expended in the area in the last couple of years have shown that young people, boys and girls alike, are interested in debating gender equality. They have opinions on the subject and perhaps view challenges and opportunities differently from the older generations. For this reason, the Minister for Gender Equality will set up a youth panel in 2008. The youth panel is to provide feedback on the Minister’s initiatives aimed at promoting gender equality among children and young people and suggest how to improve them.

In 2008, the Government will identify the barriers preventing, in particular, women of immigrant backgrounds from achieving gender equality and determine what can be done to break those barriers down. In 2007, the Danish National Centre for Social Research prepared a report for the Minister for Gender Equality on men’s roles and masculinity among men with immigrant backgrounds. The report showed that the distribution of power has changed in many immigrant homes because women have attained their own incomes, educations and jobs. Some men see this as a loss of status and find it hard to accept, particularly if they themselves are unemployed. The report confirms that social control is powerful in some immigrant environments. Men from immigrant backgrounds must be personally prepared to create changes that will enable them and their families to live good lives in Denmark. This is why the area requires continued efforts, focused on discussing and providing information on gender equality, rights, child rearing and values in families and society.

Together with the Ministry of Immigration Affairs, the Ministry of Social Welfare, the Ministry of Employment and the Ministry of Education, the Minister for Gender Equality shares responsibility for implementing the “Government Action Plan for breaking down sex-linked barriers to education, work and association life among women and men of non-Danish ethnicity.” In 2008, a range of debates on men’s roles will be organised for men with immigrant backgrounds. For the future use of language schools, teaching material on gender equality and women’s rights will also be prepared in 2008 as follow-up on the attitude readjustment campaign conducted in recent years at language schools across Denmark to address sex-linked prejudice and gender roles in families. The Ministry of Refugee, Immigration and Integration Affairs regularly launches concrete initiatives aimed at readjusting attitudes and stimulating debate and dialogue and thus at breaking down sex-linked barriers to integration. The Ministry also finances research, conferences, networks and counselling.
Equal and free choice throughout life

The Minister for Gender Equality has done a book for children and an inspirational guidebook for childhood educators in nursery schools. Offering the guidebook as reference and the children’s book as a tool, the Minister intends to encourage adults and children to discuss issues such as expectations about what games girls and boys should typically play or not play. Such prejudice often serves to limit children’s development options and thus has a far-reaching impact on their choices of education, jobs, careers and partners later in life. Girls should not automatically be given beads to string, while boys tussle in pillow rooms. Efforts should therefore be launched at an early age. In March 2008, the material will be circulated to all nursery schools in Denmark and to organisations and other bodies working with young children.
Ministries’ gender equality objectives

Ministry of Education
- Efforts aimed at avoiding dropout from educations should be strengthened for both women and men.
- More girls in upper secondary school should become interested in natural science (biology, physics, chemistry, mathematics and physical geography).
- More girls must be inspired to become entrepreneurs.
- All lecturers and counsellors in the policy area must know how to counter gender-segregated education choices.

Ministry of Culture
- Gender equality problems in the policy area must be highlighted.
- Methods for identifying relevant gender equality problems must be developed and qualified in the policy area.
- Concrete initiatives must be launched in the efforts to avoid inadvertent favouritism of one gender. In 2007-2008, the Ministry of Culture will focus activities on the gender aspect of sports, by making development agreements with central sports organisations; compiling statistics on culture, to be achieved, for example, by communicating gender-segregated data material related to people; introducing bills, for instance, by checking any implications of the bill for women and men; and concluding result agreements, by allowing the gender aspect to be involved in the work that cultural institutions do with relation to visitor groups and target groups.

Ministry of Refugee, Immigration and Integration Affairs
- More Danes with immigrant backgrounds must find work.
- The youth education dropout rate for young men with immigrant backgrounds must be lowered.
- The participation rate of women with immigrant backgrounds must be increased in associations, organisations, political contexts, etc.
- Initiatives must be taken to provide information and enter into dialogues on gender equality in the context of other key themes, e.g. in relation to choice of spouse, domestic work, child rearing, sexual gender equality, etc.
Women in management

The gender-segregated labour market is also manifest in the very few women involved in top management. For this reason, in 2007 the Minister for Gender Equality started preparing a Charter for women in management together with ten companies from the private and public sectors. The companies acceding to the Charter undertake to set up concrete objectives clarifying how they intend to increase the number of women in management. At least 100 companies must have signed the Charter in 2010. The Minister for Gender Equality will support participating companies with expertise and networks and will set up quality control facilities and a website so that everybody can monitor results. The Charter will be publicised in March 2008. In September 2007, the State Employer’s Authority and the Department of Gender Equality jointly launched a mentor scheme aimed at increasing the number of female managers in the state and private sectors. The scheme aims to include more women in the top tiers of the management hierarchy and to underpin the exchange of thoughts and ideas between the state and private sectors. A total of 52 managers from the two sectors are participating in the scheme. Half the managers are top managers and function as mentors for the other half, which consists of women managers with fewer years’ experience. Mentors include both men and women. The project is a fixed-term development project that does not automatically give the women mentees any preferential treatment for top management positions.
The ten gender equality ambassadors

- Jesper Helse, Danish Defence
- Hanne Bech Hansen, Danish Police
- Michael Dithmer, Ministry of Economic and Business Affairs
- Susanne Larsen, SAS
- Jørgen Vig Knudstorp, Lego
- Lars Mikkelgaard, IBM
- Jørgen Lindegaard, ISS
- Birgit W. Nørgaard, Grontmij/Carl Bro
- Jacqueline Friis-Mikkelsen, Unique Models
- Anders Eldrup, Dong

In 2007, the Minister for Gender Equality and the Confederation of Danish Industries jointly established a corps of ambassadors for women in management. The corps numbers ten prominent Danish top executives who are spearheading the campaign to get more women into managements and onto boards of public and private companies. The corps of ambassadors should promote new, innovative initiatives at workplaces, but also give input to the public discussion on women in management.
Denmark should take the lead in reaching the objective of being one of the world’s leading growth, knowledge and entrepreneurial societies. New figures from the Danish Agency for Science, Technology and Innovation show that companies with both women and men employed at all levels are more than twice as likely to be innovative as companies with a preponderance of one gender. This poses challenges to Denmark, since its labour market is still highly gender segregated, as reflected in the great number of women working in the social and health sector and the many men in, e.g., the construction and IT sectors. Consequently, Denmark must create a recruitment basis that accommodates all talents. Girls and boys must be made aware of wide-ranging educational and work options and not choose according to conventional gender stereotypes or what they believe their communities expect they can or should do. This is why in 2008, the Minister for Gender Equality will redistribute the electronic guidelines www.lige-frem.dk to teachers, parents, counsellors and students. In the two previous years, at both schools and in individual families the material has successfully launched a debate on girls’ and boys’ choices of education and jobs.

A new research project from the Aarhus School of Business documents that companies focusing on gender equality and equal pay attract and retain more well-educated women than other companies. This highly positive result should encourage all companies to work on promoting gender equality, especially since women account for an ever-growing part of the well-educated labour force. The Government has further allocated extra funds for improving activities that help female entrepreneurs by providing better counselling and generally improving the getting-started-loan scheme, for example. Less than 50% of the immigrant women in Denmark are employed. Conversely, more of them are entrepreneurs compared to Danish women. We must support this trend and encourage more to start their own businesses. In general, both employment rates and the educational situation for Danes with immigrant backgrounds have improved significantly in recent years. From 2002 to 2006, the share of young women aged 16-24 from non-western countries enrolled in a youth education has gone up 5 percentage points. The share of young men aged 16-24 from non-western countries enrolled in a youth education has also increased, but only by 2 percentage points. Among male descendants alone, however, the share has also grown 5 percentage points.

Gender, innovation and the labour market
Gender mainstreaming

In 2007, the Steering group for the inter-ministerial gender mainstreaming project adopted a new action plan for gender mainstreaming for the period 2007-2011. Just as the activities aimed at introducing more women into management positions are not aimed solely at helping women, nor is gender mainstreaming work in the state sector aimed solely at advancing gender equality work. Common sense also dictates that this results in better targeted resource utilisation and higher quality legislation.

In 2008, the action plan objective calls for all ministries to prepare a plan and set up concrete goals for competence compilation. The plan will cover the period up to 2011 and contain descriptions of how the plan should be implemented in ministries’ own organisations and institutions. In 2009, an e-learning tool will be developed to help employees and executives identify gender equality problems and challenges in Government policy and activities. In 2009, the Ministries will again submit their gender equality reports to the Minister for Gender Equality, and the Steering group for the inter-ministerial gender mainstreaming project will then evaluate the results compared to the action plan objectives.

Gender mainstreaming helps to focus attention on unexploited potentials and work quality in the public sector. Thus, gender equality and quality in the public sector go hand in hand.
Ministries’ gender equality objectives

Ministry of Employment

- Pay differences between women and men must be reduced. As of 1 January 2009, major companies have been required to prepare gender-segregated earnings statistics.
- The gender-segregated labour market must be broken down. The Ministry of Employment is working with a number of partners on preparing a company guide containing inspiration for how companies can break down the gender-segregated labour market.
- Discrimination must be eliminated.
- Reconciliation of work and family life must be improved
- Women’s and men’s situation in the labour market must be closely monitored so that new initiatives can be implemented when they are needed. To this end, the gender perspective in bills for Ministry policy areas can be systematically reviewed to gain an overview of the impact of gender equality policies.

Ministry of Economic and Business Affairs

- The Ministry will focus particularly on increasing the share of women in councils and boards.
- Budget items will be assessed to determine their gender equality impacts.
- Women of immigrant backgrounds must be encouraged to work, study, achieve financial independence and participate in sports and associations. The Government will also enhance the activities aimed at helping women entrepreneurs of immigrant backgrounds through better counselling and overall improvements to the getting-started-loan scheme, to be achieved by increasing the maximum amount from DKK 500,000 to DKK 1,000,000.
- The Ministry will set up an internal ministerial working party tasked with presenting ideas on how the Ministry can promote gender equality, including raising the share of women managers in the Ministry.
- The Ministry will assess gender equality impacts of prepared bills and promote reconciliation between work and family life in all ministerial units. The Ministry recruitment process will be subjected to a more detailed gender equality analysis.
- In connection with an upcoming revision of the ministerial human resource policy, guidelines for gender equality policies will be prepared.
The Employment Administration of the local authority of Aarhus has worked assiduously to improve its career counselling and thus give young unemployed people better guidance on education and job options unconventional for their genders. Often, it is a matter of asking them unconventional questions. “I often ask women questions like ‘what would you choose if you were a man’?”, explains project employee Caroline Bjerg. Such questions start people thinking, and experience from Aarhus shows that young people are generally motivated to consider new options in the labour market. A concrete result of gender mainstreaming counselling is that more young people have found jobs they had never, until they received counselling, imagined they could or would have.
Ministry of Defence

- More women must join the Defence. Activities must be targeted at recruiting and retaining women as well as at supporting networking among women in the Defence.
- More women must be employed in the Defence management. The Chief of Defence is an ambassador in the corps of gender equality ambassadors promoting more women in management set up by the Confederation of Danish Industries and the Minister for Gender Equality.
- Work must be targeted at increasing the number of women participating in international missions, and UN Security Council resolution 1325 on women, peace and security must be implemented.

Ministry of Science, Technology and Innovation

- A diversity policy must be set up in the area of innovation, aimed at making Danish society more diverse and thus increasing its innovative power.
- The innovation policy must be gender mainstreamed through InnovationDenmark 2007-2010.
- More women must enter the scientific sector, and focus on talented women scientists must be heightened.
- Citizen-targeted websites must be gender mainstreamed to appeal to both genders.
- More women must join the civil engineering sector. A campaign has been launched jointly with the Ministry of Education, the Society of Danish Engineers and the Confederation of Danish Industries.
- Attention must be centred on management development for women at universities. Initiatives have been launched at the Aarhus School of Business and the University of Copenhagen.

Ministry of Food, Agriculture and Fisheries

- Focus must be put on promoting gender equality in the rural district programme, and information about gender aspects must be embedded in the programme.
- More women must hold seats in agricultural decision-making and counselling forums.
- To utilise the innovative power generated in agriculture and fisheries and to retain people in the sectors, the Ministry of Food is dedicating work in its policy area to reducing gender segregation in these sectors.
- Both genders must be given targeted, efficient information on food safety and healthy dietary choices, and more knowledge must be compiled on the differences between women and men in terms of nutrition to ensure the greatest possible impact on the target groups.
- Campaigns and communication activities in the agricultural sector must be gender mainstreamed.
- The Ministry will make sure that the distribution of research funding is unrelated to gender.
Ministry of Finance

- The State sees diversity of employees and managers as necessary to perform its tasks efficiently. Everybody has something to contribute irrespective of gender, age, family status, educational background, work experience, ethnic origin, capacity for work or any other differences.
- More women must be employed in central government management. A mentor programme has been set up to increase the share of women managers.

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Ministry of Ecclesiastical Affairs

- The Ministry wants to make sure that, when recruiting employees, the Danish National Church addresses itself to both men and women, thus attracting both genders equally to the Church.
- Work must centre on ensuring equal gender distribution among employees in the National Church and equal gender distribution among ministers of the church. Today, more women than men are completing theology study programmes, so work must be focused on making jobs as ministers attractive to both women and men.
- Work must be aimed at equal gender distribution among deans. A study must be done to reveal why so few women ministers apply for vacant dean positions.
- Ministry communication activities connected with the 2008 parochial church council elections must be gender mainstreamed, and studies must show how election and campaign material can be designed to attract both women and men and whether women and men enjoy equal access to election information.
Ministry of Taxation

- The Ministry will make sure that, when developing policies and bills, it will consider gender equality impacts.
- Gender-segregated data must be used and interpreted, and development must continue on the legislative model for taxation, so that (derived) financial impacts of tax-policy bills/acts can be clarified from a gender equality perspective.
- Gender equality must be embedded in all Danish Customs and Tax Administration campaigns and strategies aimed at readjusting citizens’ and companies’ attitudes.

Prime Minister’s Office

The Prime Minister’s Office has adopted a diversity policy that applies to the policy area. The diversity policy enumerates the following gender equality goals:

- Continued focus on gender balance in new appointments to management and the employee group alike.
- Continued focus on equal access to competence development, which should at any time reflect the gender composition of the employees.
- Continued focus on work organisation to ensure reasonable remediation of work and family life.
- Continued focus on giving high priority to knowledge and information about the maternity/paternity leave scheme and men’s ability to take leave, as well as focus on setting up a good framework for men’s ability to take leave.

Ministry of Climate and Energy

- The Ministry of Climate and Energy is still in the establishment phase, for which reason gender mainstreaming work is also in its start-up phase. In the immediate future, work will be launched to identify core elements of the Ministry policy area appropriate for use in promoting gender equality.
Women and innovation

A new report from the Danish Agency for Science, Technology and Innovation shows that companies with a mixed-gender employee group are more innovative. Only about 25% of the employees in an average private Danish company are women. Scientific calculations show that companies with a 40% share of women employees are more than twice as likely to have launched a new product or service in the period 2003-2005 as the average company with only a 25% share of women. In other words, companies with an equal distribution of women and men are much better at developing new products and services. However, the analysis does not reveal whether these companies are more innovative because of the higher share of women.

Gender equality is for everybody – from top to bottom of society

There are groups of people that rarely experience Denmark as a country having opportunities and gender equality as some of its basic values. They have neither the resources nor the energy to see this. People lacking the energy and resources to cope with everyday life cannot be dedicated to the battle to change fixed gender roles. Therefore, we must target work at helping these groups of people. It matters to all of us that no groups in Denmark are excluded or find it hard to fulfil the many requirements of a modern globalised society. Gender equality must apply to everyone. From the top to the bottom of our society and irrespective of background.

Goals for the Minister for Gender Equality

- Violence against women and children must be further curbed, and many more Danes must acknowledge that violence is unacceptable.
- Human trafficking must be prevented through strengthened international cooperation, and victims must be offered help and support.
- Local authority activities aimed at promoting gender equality must be qualified and improved.
- The debate must continue on gender equality and equal opportunities launched during the 2007 European Year of Equal Opportunities for All, the focus being on boys and girls in the oldest classes of primary and lower secondary school.
Legislation

In general, Denmark has adopted legislation for the gender equality area. For many years, we have had legislation ensuring women and men equal treatment both outside and in the labour market. In 2004, the EU adopted a gender equality directive. In 2007, Denmark implemented this directive in the Danish Gender Equality Act. In 2008, the amended 2006 equal treatment directive will be implemented in Danish legislation as amendments to the Act on Equal Pay to Men and Women. This means that Denmark now has clear, matching definitions of direct and indirect discrimination and of harassment and sexual harassment. All gender equality acts contain provisions on compensation.

According to the Gender Equality Act, the appropriate ministries must report planned compositions of public councils, boards and committees to the Minister for Gender Equality before the members are appointed. In 2007, the share of women was calculated at 42% based on the reported data. In 2006, the share came to 41%.

In 2008, the Government will strive to persuade non-governmental associations, etc., to recommend a higher share of women for public councils and boards.

European Year of Equal Opportunity for All 2007

At the EU level, progress has been made in eliminating discrimination and promoting equal opportunities for all, but ample room for improvement remains. This is why 2007 was named ‘European Year of Equal Opportunity for All’. The Year focused on raising awareness of legislation, policies and equal opportunities for all irrespective of age, disability, gender, race, religion or sexual orientation.

Throughout the year, Denmark held a wide range of initiatives and activities that created dialogue on gender equality and equal opportunities for all. The Year included many activities such as theatre plays, movies, books, postcards, concerts, games, speeches and presentations. Denmark’s steering group for the Year chose to put special focus on activities aimed at children and youths. Three messages characterised the year: 1. What you can do is what counts, 2. Diversity pays off, and 3. Know your rights and respect those of others. The three messages formed the foundation for developing debate and teaching material and an interactive diversity game and for organising dialogue meetings with young people in the oldest classes of the primary and lower secondary school. Selected school classes were appointed diversity ambassadors, and ambassador kits were developed, which the young people could use to start debates on gender equality and equal opportunities at home or at school.

Messages and materials from the Year will still be disseminated in 2008. The Minister for Gender Equality will take the initiative to call together the group of ministries and organisations (in total 27) that made up the steering group for the European Year of Equal Opportunity for All, thus ensuring that all players feel an ongoing responsibility for promoting equal opportunities for all. Even though the year has ended, work continues.
In 2004 a complete overview was for the first time presented of the scope of violence and sexual abuse against women in Denmark. These data were updated in 2007 and revealed both good and bad news. Partner violence against women has dropped. In 2004, estimates showed that about 42,000 women were exposed to partner violence each year. In 2007, estimates showed that the figure is now about 28,000 women. This is a very clear trend. Unfortunately, the total number of assaults on women has gone up from about 65,000 to about 70,000 incidents annually. Many women are still at risk of being assaulted at home, at workplaces or at other locations. This is unacceptable.

In 2008, the Government will continue to bolster the fight against domestic violence. Activities should focus not only on abused women, but also on the violent spouse and the children. Among other initiatives, the Government will give women and children at shelters the right to a family counsellor. Similarly, we must make sure that children at shelters attend schools and receive help with homework. As for the labour market, activities targeted at violence have also been made part of the Government’s total activities aimed at a better psychosocial work climate.

An unprecedented report was prepared in 2007 containing figures and statistics on the scope of violence against men. Unsurprisingly, men are assaulted more often than women. Every year, 89,000 are exposed to violence, most of which occurs in the streets, etc. However, estimates indicate that 8,000 men are victims of partner violence every year, two-thirds of them from a male partner. This is a higher figure than expected. Abused men – like abused women – need to become aware of how and where to find the help and counselling necessary to leave the violent environment. A key factor in this instance is that abused men – as opposed to abused women – do not report greater numbers of mental or physical health problems than non-abused men. Thus, it seems that abused men do not have the same long-term negative effects of violence as abused women do.

In 2008, a nationwide campaign will also be launched with focus on training professionals at both management and employee levels. The front staff, in particular, should be better equipped to handle domestic violence issues. An extensive information campaign will run simultaneously to ensure that ethnic minority women know where to find support and counselling if they are exposed to domestic violence.

In 2007, the Minister for Gender Equality, the Minister for Integration, the Minister for Justice and the Minister for Development Cooperation jointly adopted a new action plan to combat human trafficking. The action plan covers the period 2007 - 2010. Alongside the action plan, the Minister for Justice and the National Commission of Police presented in autumn 2006 a strategy for intensified police efforts targeted at prostitution ringleaders. All identified victims of human trafficking must receive the right offers of support and help, i.e. assistance that can rectify their current situations and help them to a fresh start. Human trafficking must be prevented by such measures as improving international cooperation, increasing the population’s awareness and curbing demand.

As one cornerstone of the action plan, the Centre against Human Trafficking was set up. Together with social organisations, the Centre is tasked with coordinating activities throughout Denmark, strengthening social activities by setting up meeting places, qualifying support to victims of human trafficking and compiling knowledge on the area. The action plan also reinforced police activities targeted at ringleaders, underpinned cross-sectional cooperation, improved international cooperation and gave victims of human trafficking the possibility of a reflection period lasting up to 100 days. The reflection period must be used to prepare the foreign national’s return. A prepared return encompasses a package of psychological, legal and social-education assistance coupled with health-promoting treatment administered during the foreign national’s stay in Denmark. Additionally, the package ensures that the foreign national – where possible – is received by an organisation in the homeland, which can offer a range of activities to help the returning citizen make a new life.
One access point for discrimination complaints

The Government will improve the complaints procedure for older people, disabled people and homosexuals by concentrating all discrimination complaints in one board, the Board for Equal Treatment.

The current Gender Equality Board, where citizens can complain about gender discrimination will become part of the new Board for Equal Treatment. Thus, in future citizens will be able to lodge their complaints with one body. This way, the Board can hear discrimination cases instituted for many different types of discrimination, for instance, a case where a disabled woman experiences discrimination based on both discrimination criteria. The Government bill to establish the Board for Equal Treatment will be heard in the parliament in 2008.
Gender equality is a national, regional and local issue

In autumn 2007, the State, the regions and the local authorities have submitted their compulsory gender equality reports to the Minister for Gender Equality. The results have been published on the joint webportal www.ligestillingidanmark.dk. The site contains a clear and readily-understandable map of Denmark showing how many and which types of initiatives the regions and local authorities are taking to promote gender equality.

Many administrative areas reveal differences between men’s, women’s, girls’ and boys’ opportunities, conditions and needs. From smoking habits to career choices – gender matters. For this reason, a political decision will often affect the two genders differently. Intrinsically, this fact poses no gender equality problem, but it can become one if decisions are uncritically based on habitual thinking and conventional gender conceptions. Local authorities and regions must therefore be conscious of the gender aspect and study which citizens a decision will benefit or harm.

The 2007 local and regional reports show that gender mainstreaming is still far from becoming a fixed part of local authority and region administration. However, the reports also highlight that local authorities working consciously with gender equality can gain excellent experience and produce convincing results.

The new, enlarged local authorities are taking on new challenges and even more tasks that impact on women’s and men’s everyday lives. To qualify local authorities to work more and better with gender equality, the Minister for Gender Equality organised a conference for politicians, managers and employees in the local authorities in January 2008. The conference also presented two new gender mainstreaming tools for the local authorities: one for gender mainstreaming decisions in city and local councils and one for gender mainstreaming local authority data and statistics. The tools were developed and tested in cooperation with the city of Copenhagen and the local authority of Aarhus. They are available at the www.ligestillingidanmark.dk portal, so that in future local authorities and regions will have only one access address for every aspect of gender equality.

Experience from central government work on gender mainstreaming shows that advantages can be gained from working dedicatedly with actual gender mainstreaming tools. This experience must now be transferred to regions and local authorities.
Gender equality is also an international issue

International gender equality activities have high priority because Denmark has a great deal of experience to offer in an international context and because international development will reflect on activities in Denmark. In a Nordic context, the 2006-2010 work programme focuses on the themes of gender and power, gender and youth and gender and culture, themes that go hand in hand with some of Denmark’s priorities, including breaking down gender stereotypes among children and adolescents and focusing on women in local politics. In the EU, the European Commission work programme for 2008 puts special weight on reconciling work and family life. Denmark is actively striving to ensure that gender equality has a prominent role in European packages for the area.

In the UN, Denmark is a key advocate for improving gender equality and women’s rights and opportunities, not least with a focus on promoting women’s sexual and reproductive rights. Long-term, assiduous work is needed to improve life conditions for women in developing countries, but gender equality and women’s opportunities in international cooperation on development are priorities for the Danish Government.

In its strategy “Gender equality in Danish development assistance”, Denmark underlines its international and national obligation to work for promoting gender equality, and in its assistance policy cooperation and its active, targeted participation in normative work in the UN, Denmark will make promotion of gender equality and women’s rights a priority. To the Danish government, gender equality promotion is a separate goal but also a means of achieving other development goals. Denmark initiated an international campaign aimed at promoting the 2015 UN goal no. 3 on promoting gender equality and women’s opportunities.
Ministries’
gender equality objectives
**Ministry of Social Welfare**
- All types of social, social housing and family law activities should consider both women and men, girls and boys and should never limit the individual’s opportunities and free choice. Welfare policy must contribute to promoting gender equality in society.
- The Ministry of Social Welfare has set up specific gender equality goals for a range of selected areas.
- In connection with the strategy for homelessness, a particular gender equality challenge lies in providing offers to disadvantaged men that “compensate” for their (compared to women) inferior ability to establish and maintain networks and sustain a non-violent dialogue with authorities.
- Special attention must be focused on young, single mothers, the aim being to ensure equal opportunities for all children and adolescents. Young mothers should be afforded the same opportunities to take qualifying educations and the same access to the labour market as all other young people.
- Awareness of gender-specific problems in care for older people must be improved so that initiatives aimed at older people will to a higher degree be targeted at benefiting citizens.
- The proportion of men working in the social and health sector must increase.
- Key figures for the Ministry of Social Welfare must be gender segregated.

**Ministry of Transport**
- In 2008, gender-segregated data material will be prepared to shed light on how women’s and men’s needs and behavioural patterns might differ in the transportation area.
- When information material on transport is prepared for women and men, gender equality must be incorporated from the outset so that stereotyped gender role patterns cannot be maintained.

**Ministry of the Environment**
- Communication and dialogue with citizens must be designed to address both genders. The Ministry of the Environment will ensure that campaigns, information and other types of communication include the gender perspective as a natural aspect of a diversity perspective.
- Activities in nature and recreation offers must include a diversity perspective, and all offers must target both boys/men and girls/women. The Ministry of the Environment must offer recreation activities and services that address the needs of both genders.
Ministry of Justice

- To help improve gender equality in Denmark, the Ministry must stay constantly alert to the gender and gender equality perspectives in handling its tasks.
- Development in women’s crime compared to men’s crime must be studied.
- The penalty for unlawful forced marriages must be more severe. In 2008, the Ministry of Justice presented a bill to this end.
- Studies must be made to determine how conditions for women inmates can be improved and better knowledge must be obtained about women’s needs in Danish prisons.
- In connection with police training, etc., gender-related issues must be incorporated into the activities against honour-related crimes and against prostitution ringleaders.
- With a view to fulfilling the objectives of UN Security Council resolution 1325 on women, peace and security, studies must be made to determine how Denmark can ensure more women applicants for international service.

Ministry of Health and Prevention

- In the policy area, the Ministry must make sure that activities and services in the health area address both men and women. The intentions of gender equality policies are to provide equal opportunities for men and women, girls and boys based on respect for differences and for the individual’s personal choice.
- In their policy work, preparatory legislative work, in reports and analyses and general provision of data for decision-making purposes, the departments must strive to accommodate the needs of and differences in men and women, girls and boys. Such procedures will ensure that future work in the Ministry policy area promotes gender equality while also targeting activities, since gender-separated data will more sharply define the target group and thus ensure that resources are used where needed most.
Ministry of Foreign Affairs

- Women and gender equality is and will continue to be a cross-cutting aspect of Danish development assistance work. To reinforce the gender equality perspective, the Ministry of Foreign Affairs has set up the Team Gender and appointed Gender Focal Points in all units both inside and outside Denmark. Annual reports must be prepared on the integration of gender equality and special activities aimed at promoting women’s opportunities in development assistance work.

- Gender equality and women’s rights must be included as key elements in the work with business instruments in development assistance (e.g. the “Business to Business” and “Public-Private Partnerships” programmes). Some of the priorities call for more women in the labour market and support to women entrepreneurs in Africa.

- Initiated and managed by Denmark, an international campaign will be launched in 2008, aimed at boosting the fulfilment of the UN’s 2015 goal no. 3 on promotion of gender equality and women’s opportunities.

- Denmark will remain a frontrunner in promoting UN Security Council resolution 1325 on women, peace and security. The Danish action plan for implementing resolution 1325 has been revised and will be published in 2008. The plan focuses on heightened participation of women – at all levels – in conflict prevention and peace-keeping operations.

- Assistance in promoting gender equality and women’s rights and opportunities will be doubled in the period 2008-2010.

- Gender equality and women’s rights must be embedded in the Ministry of Foreign Affairs’ public diplomacy work, i.e. targeted, outreach work in embassies that is aimed at opinion formers and decision-makers outside Denmark, the purpose being to strengthen international perceptions of Denmark and ensure that Danish interests are safeguarded at the international level.
**Pay**

1997-2001

- Gross differences between women’s and men’s pay: 12-19%
- Pay differences between women and men that cannot be explained by statistics: 2-6%

Source: Danish National Institute of Social Research: Men’s and women’s pay 04:10.2004

<table>
<thead>
<tr>
<th>Pay differences between women and men that cannot be explained by statistics</th>
<th>Source: Danish National Institute of Social Research: Men’s and women’s pay 04:10.2004</th>
</tr>
</thead>
</table>

**Public top management** (percentages)

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>Central governments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 1 – Top executives</td>
<td>20</td>
<td>80</td>
</tr>
<tr>
<td>Level 2 - Executives</td>
<td>21</td>
<td>79</td>
</tr>
<tr>
<td>Level 3 - Managers</td>
<td>36</td>
<td>64</td>
</tr>
<tr>
<td>Level 4 – Other employees without managerial responsibilities</td>
<td>46</td>
<td>54</td>
</tr>
<tr>
<td>Local governments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 1 – Top executives</td>
<td>18</td>
<td>82</td>
</tr>
<tr>
<td>Level 2 - Executives</td>
<td>46</td>
<td>54</td>
</tr>
<tr>
<td>Level 3 - Managers</td>
<td>63</td>
<td>37</td>
</tr>
<tr>
<td>Level 4 – Other employees without managerial responsibilities</td>
<td>78</td>
<td>22</td>
</tr>
</tbody>
</table>

Source: Department of Gender Equality: Gender equality in Denmark 2005 and 2007

**Selected top executives in the corporate sector divided on gender. 2005**

<table>
<thead>
<tr>
<th>Number</th>
<th>Top executive level, CEO</th>
<th>Cross-divisional executive</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>192</td>
<td>109</td>
<td>301</td>
</tr>
<tr>
<td>Men</td>
<td>4.158</td>
<td>1.430</td>
<td>5.588</td>
</tr>
<tr>
<td>Total</td>
<td>4.350</td>
<td>1.539</td>
<td>5.889</td>
</tr>
</tbody>
</table>

Source: Statistics on women and men prepared by Statistics Denmark for the Minister for Gender Equality: www.lige.dk
Gender segregation in work functions
(Percentages)

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>top management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>work requiring competences at highest level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>work requiring competences at intermediate level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>office work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>sales, service and care work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>work requiring competences at basic level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>skilled trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>process and equipment operators, transportation and construction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>military work</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employment rates distributed on age, gender, ethnicity and time (in total 16-64 years) (Percentages)

<table>
<thead>
<tr>
<th>Employment rates</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Danish ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>73.5</td>
<td>79.2</td>
</tr>
<tr>
<td>2006</td>
<td>74.4</td>
<td>80.1</td>
</tr>
<tr>
<td>Immigrants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>45.6</td>
<td>57.1</td>
</tr>
<tr>
<td>2006</td>
<td>47.8</td>
<td>59.4</td>
</tr>
<tr>
<td>Descendants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>60.7</td>
<td>63.3</td>
</tr>
<tr>
<td>2006</td>
<td>63.1</td>
<td>65.3</td>
</tr>
</tbody>
</table>

Source: Minister for Gender Equality: Report from the inter-ministerial work group tasked with breaking down the gender-segregated labour market, March 2006

Source: Statistics Denmark: Statistics bank table RAS1F
Key figures

Population (16-66 years) distributed on longest completed education, gender and ethnicity. 2007 (Percentages)

<table>
<thead>
<tr>
<th>Longest completed education</th>
<th>Immigrants</th>
<th></th>
<th></th>
<th>Descendants</th>
<th></th>
<th></th>
<th>People of Danish ethnicity</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td></td>
</tr>
<tr>
<td>In total</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Primary and lower secondary school</td>
<td>27</td>
<td>26</td>
<td>49</td>
<td>56</td>
<td>30</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upper secondary school</td>
<td>9</td>
<td>8</td>
<td>13</td>
<td>9</td>
<td>7</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business college</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vocational training</td>
<td>19</td>
<td>20</td>
<td>14</td>
<td>12</td>
<td>31</td>
<td>37</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Short-cycle higher education</td>
<td>4</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medium-cycle higher education</td>
<td>9</td>
<td>7</td>
<td>7</td>
<td>4</td>
<td>17</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long-cycle higher education</td>
<td>5</td>
<td>7</td>
<td>4</td>
<td>5</td>
<td>5</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not available/no education</td>
<td>26</td>
<td>25</td>
<td>4</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Statistics Denmark: Statistics bank table KRHFU1

Total leave after birth divided on average number of days per child and time

<table>
<thead>
<tr>
<th>Number</th>
<th>Paternity leave</th>
<th>Maternity leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>19</td>
<td>278</td>
</tr>
<tr>
<td>2004</td>
<td>18</td>
<td>272</td>
</tr>
<tr>
<td>2005</td>
<td>22</td>
<td>271</td>
</tr>
</tbody>
</table>

Source: Statistics Denmark: Statistics bank table SOCDAG10
Facts on violence against women

- Each year, 70,000 women are exposed to physical violence.
- In 40% of the cases, or 28,000 women, the violence is committed by a present or former partner.
- About 29,000 children aged 0-15 grow up with domestic violence.
- In 2006, 1,699 women and 1,594 children moved into shelters.


---

Elections to local councils distributed on time and candidates/gender

<table>
<thead>
<tr>
<th>Number/entire country</th>
<th>Nominated women</th>
<th>Nominated men</th>
<th>Elected women</th>
<th>Elected men</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>4,848</td>
<td>12,066</td>
<td>1,254</td>
<td>3,393</td>
</tr>
<tr>
<td>2005*</td>
<td>3,374</td>
<td>8,033</td>
<td>689</td>
<td>1,833</td>
</tr>
</tbody>
</table>

*Coming into force on 1 January 2007 the Local Government Reform reduced the number of local authorities and thus also of local councils to be elected from 275 in 2001 to 98 in 2006. Similarly, the number of nominated and elected candidates also dropped (source: Statistics Denmark: Elections to local councils and regional councils, 2006).

Source: Statistics Denmark: Statistics bank table VALGK3X / VALGK3
Activities from 1 March 2007 to 1 March 2008

March
- On 8 March 2007, the Minister for Gender Equality hosted an open debate titled “Women win” on gender equality and equal pay in the world of sports.
- A Danish delegation participated in the UN Commission on the Status of Women’s assembly in New York.
- The tour “Equally simple” ended in Copenhagen with theatre, performance and debate on opportunities for all.
- The Minister for Gender Equality produced a discussion paper on gender equality and social policies on the occasion of the 50th anniversary of the Treaty of Rome.
- The study “Women on Danish boards” was published on the Ministry’s website: www.lige.dk.

April
- The Danish Parliament held a debate on the 2007 perspective and action plan and 2006 report.
- The Order on Initiatives Promoting Gender Equality was made permanent.
- An annual statement on the share of women and men in public councils, boards and committees showed that in 2006, women represented 41% of members of boards, panels and committees set up by ministers.
- The Minister for Social Affairs and Gender Equality held a “Stop Trafficking Camp 07 – Boosting the Social Dimension”
- The Danish Institute for Human Rights awarded the 2007 MIA prize, as part of the European Year of Equal Opportunities for All.
- The Parliament adopted amendments to the Danish Act on Gender Equality as part of the implementation of the EU Equal Treatment Directive into the Danish Act on Gender Equality.
- A report on “Women in management – today and tomorrow” was published.

May
- A status was made on the Government’s work with combating violence against women.
- A Family Mentor Project between ethnic Danish families and immigrant families launched in Sønderborg.
- A Danish delegation participated in a Nordic Gender Equality Ombuds-meeting in the Faroe Islands.
- The Minister for Gender Equality sent guidelines relating to the gender equality reports to central government bodies, regions and local authorities.
June

- The European Council met to debate equality and reconciliation of work and family life etc., including a European Family Alliance.
- The European Council arranged a campaign to stop violence against women.
- A theme website, www.skoleavisen.com, on equal opportunities for all launched at Danish schools to communicate all offers for children and youths in connection with the European Year on Equal Opportunities for All.
- The Inter-Ministerial Steering Committee for Gender Mainstreaming adopted a new action plan for gender mainstreaming in central Government 2007-2011.

July

- The Minister for Gender Equality appointed a new chairman of the Gender Equality Board.
- An EU conference on gender mainstreaming was held in Luxembourg.
- Ambassador kits containing message cards with questions on equal opportunities for all and three personal stories were distributed to primary and lower secondary schools as part of the European Year on Equal Opportunities for All.
- A paper clip competition for children and youths was set up. The challenge was to create a diversity figure from paper clips as part of the European Year on Equal Opportunities for All.

August

- A new Steering Committee for Gender Mainstreaming in central Government 2007-2011 was appointed.
- “Mars - Spirit of Humanity” – a debate game and role-play for lower secondary school on equality and diversity was launched as part of the European Year on Equal Opportunities for All.
- The Minister for Gender Equality issued guidelines relating to gender composition in boards, councils and committees to regions and local authorities.
- The campaign “She slipped on the bathroom floor again” – focused on men and partner violence.
- The Minister for Gender Equality participated in an executive meeting for female top executives from Confederation of Danish Industries member companies on the media and stereotypes of female executives.
- The Minister of Gender Equality appointed ‘Gender Equality Ambassadors’ among school children as part of the European Year on Equal Opportunities for All 2007.
- The Minister for Gender Equality and the Confederation of Danish Industries launched an unconventional project to introduce more women into management and onto boards. Ten prominent Danish top executives spearheaded a campaign to place more women in management and on boards in public and private companies.
- Copenhagen and Aalborg hosted cultural events on the occasion of the European Year on Equal Opportunities for All 2007 – “EU Truck Tour” for school children.
- The Centre against Human Trafficking opened
September
- Ms Karen Jespersen was appointed new Minister for Social Affairs and Gender Equality.
- Central government bodies filed the mandatory gender equality reports.
- The first meeting was held in the Steering Committee on the Charter for Women in Management.
- The EU High Level Group on Gender Mainstreaming met in Lisbon.
- A mentor programme for promoting women in management in public and private companies launched.
- The parliament adopted a revised Danish Consolidated Act on Gender Equality.
- A workshop involving the ministries’ contacts on the Gender Mainstreaming Project was held on the targets for equality.
- The Minister for Gender Equality invited to a preview of the movie Persepolis.
- The Minister for Social Affairs organised a Baltic conference and workshop on equality and pensions.
- A conference was held on equal opportunities with focus on women and men in the EU.
- An equal rights website launched: www.lige07.dk.

October
- Denmark participated in the first board meeting of the European Gender Equality Institute.
- The Nordic Ministers for Gender Equality met in Helsinki.
- The European Ministers for Gender Equality held an informal meeting in Lisbon.
- A TV promotion was made for the website www.lige07.dk.
- The State Employer’s Authority organised a conference on diversity management in connection with the European Year on Equal Opportunities for All.
- A 50 year anniversary conference for gender equality legislation was held in Brussels.

November
- A report was published on "Men's violence against women - Scope, character and activities against violence 2007." The report was published to mark the UN’s International Day for the elimination of violence against women on 25 November 2007.
- A Nordic conference on leave schemes was held in Helsinki.
- In cooperation with Women with Disabilities, the National Organisation of Shelters for Battered Women and Children and the Department of Gender Equality, the National Board of Social Services organised a conference on violence in families with disabled family members.
- A Nordic-Baltic seminar on gender roles was held in Vilnius.
- An essay competition was held as part of the European Year on Equal Opportunities for All.
- The European Council held a CDEG meeting in Strasbourg.
December
- The Danish National Institute of Social Research and the Minister for Gender Equality published the report “Fathers, sons and husbands – Masculinity and men’s roles among ethnic minority men”.
- The Danish National Museum hosted a cultural event marking the end of the European Year on Equal Opportunities for All.
- The Steering Committee for the European Year of Equal Opportunities for All 2007 (in Danish, SELMA) held its final meeting.
- The European Council met and adopted conclusions on better reconciliation of work and family life, the European Year 2007 and on the new indicators on women and poverty as a follow-up to the Beijing action plan.

January
- The EU High Level Group on Gender Mainstreaming met in Slovenia.
- A short film ‘Gender mainstreaming in local authorities’ – on exemplary equality work in local authorities was released.
- The results of the central, regional and local Government reports on gender equality were presented at the “Gender equality in local authorities” conference.
- The website www.ligestillingidanmark.dk launched in Danish only, providing results on and tools for equality and gender mainstreaming.
- The website www.lige-frem.dk on gender roles and choice of education re-launched and advertised.
- A status meeting was held with the ambassadors for women in management.
- The EU Presidency’s Ministerial Conference dealt with gender roles and an informal meeting of the Ministers for Employment and Ministers for Gender Equality was held in Slovenia.
- The European Year of Equal Opportunities for All 2007 was evaluated.

February
- The Minister for Gender Equality participated in a network meeting for companies promoting women in management.
- The Minister for Gender Equality and the Confederation of Danish Industries went on a Women in Management tour to Danish companies throughout the country.
- A report on “Violence against men in Denmark – Scope and character – 2008” was published.
- The UN Commission on the Status of Women assembled in New York.
- The project on gender roles in nursery schools completed.
Appendices

Status on the “Action plan to combat men’s domestic violence against women and children” 2005-2008

- Twenty-four-hour hotline for abused women (+45 70 20 30 82) with about 6-7 calls daily and option of interpretation into languages other than Danish continues.
- The adoption of Act No. 517 of 6 June 2007 to amend the Administration of Justice Act and the Court Fees Act (improving the legal position for crime victims) triggered a series of amendments to the Administration of Justice Act, generally improving the legal position for crime victims, including providing a better opportunity for the aggrieved party to monitor the case against the perpetrator.
- Legal counselling was set up – offering legal assistance and counselling to abused women.
- Psychological help to women and children in shelters has been organised, including emergency crisis counselling.
- A development project was initiated for physically disabled women’s access to shelters, and eight shelters are participating so far.
- Focus has been placed on abused women with substance abuse problems.
- A project has been set up to reinforce support and treatment for women and children of violent families. The target group for the project consists of abused women and their children who have either witnessed or been exposed to domestic violence.
- A child link. Børns Vilkår (Danish children’s rights organisation) set up a chat room for children and youths from violent families.
- Theme days on domestic violence and partner violence were held at primary and secondary schools and youth educational institutions around the country.
- Group homes were established for abused ethnic minority women and their children.
- A pilot project with shelter offers was set up for trafficked women working in prostitution.
- A treatment offer to violent men – “Dialogue against violence” – is now operational in Copenhagen, Odense and Århus.
- The campaign “Men say no to violence against women” ran in August 2007.
- Resident advisors were trained to form a network between the resident advisors through the National Federation of Housing Associations to promote the prevention of domestic violence.
- Shelters have further enhanced their knowledge of ethnic minority women and children.
- Study on abused women’s attachment to the labour market. Means were allocated to study the consequences of domestic violence in relation to the victims’ labour market attachment.
- The national database on violence against women was updated and the report “Men’s violence against women – Scope, character and activities against violence 2007” was published in November 2007.
- Annual statistics from shelters on women and children at shelters were compiled for 2007.
- Study on partner violence among youths. Means were allocated to a study entitled “Partner violence among youths – a study of the scope, character and consequences of partner violence among youths in Denmark.”
- Rehabilitation of abused women. The possibilities of establishing support measures for the rehabilitation of women who return to their country of origin after having been victims of violence were studied.
A new Steering Committee for the Inter-Ministerial Gender Mainstreaming Project was established. The Steering Committee held two meetings.

A workshop was held for members of the Steering Committee and contacts from all ministries to formulate gender equality policies and gender equality policy objectives.

The ministries handed in their gender equality policies and gender equality policy objectives for this policy area.

A decision was made to establish a work group to document the central government’s gender equality efforts.

A decision was made to establish a work group tasked with developing an E-learning tool for gender mainstreaming.
Status on the action plan for the European Year of Equal Opportunities for All 2007

- Opening event for the Year of Equal Opportunities for All 2007 in Haderslev, Odense and Århus – the Minister for Gender Equality.
- Primary and lower secondary school pupils as ambassadors for equal opportunities for all – the Minister for Gender Equality.
- Advertising campaign “What counts is what you can” in Metro – SELMA.
- Anti-Discrimination Committee to review legislation in relation to disabilities – the Minister for Welfare.
- Newspaper “Equal opportunities for all” – the Minister for Gender Equality.
- The book “Travelling to countries with equal opportunities for all” – the Danish Institute for Human Rights.
- Paper clip competition – create a diversity figure out of paper clips – the Minister for Gender Equality.
- Debate and role play on equal opportunities on the first school day at selected schools – the Minister for Gender Equality.
- Essay competition on equal opportunities for all for lower secondary pupils – the Association of Teachers of Danish and the Minister for Gender Equality.
- Evaluation of the Danish work of the Steering Committee and the schools – LG Insight and the Minister for Gender Equality.
- Film on rights and legislative protection – the Danish Institute for Human Rights.
- Film on the role play “Spirit of Humanity” – the Minister for Gender Equality and Zentropa.
- Lecture “Damned love – stories on homosexuals and cultural diversity” – the Danish National Association for Gays & Lesbians and the Danish Centre for Integration.
- Action plan for the European Year on Equal Opportunities for All – SELMA.
- Website www.lige07.dk – the Minister for Gender Equality.
- Campaign “A need for all young people” – the Ministry of Integration.
- Campaign “Give Racism the Red Card” – the Danish Soccer Players’ Association and the Ministry of Integration.
- Campaign on ethnicity and gender “Why not?” – the Minister for Gender Equality.
- Conference – European conference to close the Year for Equal Opportunities for All 2007 in Lisbon with participation of a Danish delegation – the European Commission and the Portuguese Presidency.
- Conference “Diversity through Equality in public administrations in Europe” – the State Employer’s Authority.
- Conference “Equal opportunities for women and men – Does the EU make a difference?” – the European Commission, Copenhagen University and the Minister for Gender Equality.
- Cultural event “EU Truck Tour” in Copenhagen and Aalborg.
- Cultural event – end of the 2007 Year of Equal Opportunities for All at the Danish National Museum – SELMA and the Minister for Gender Equality.
- Amendment of the Act on Gender Equality – the Minister for Gender Equality.
- Posters with the equal opportunities logo and people – the Minister for Gender Equality.
- Award – the 2007 Integration Award – the Ministry of Integration.
- The 2007 Mia Prize – the Danish Institute for Human Rights.
- School paper “Skoleavisen” – theme issue on humans and diversity – the Minister for Gender Equality and SELMA.
- TV-promotion for the website www.lige07.dk – SELMA.
- TV-promotion and debate questions “Discrimination hurts” – the Danish Institute for Human Rights.
- Youth magazine “UNG Bladet” – articles on equal opportunities.
Status on the Government’s action plan “Employment, participation and equal opportunities for all” 2006-2009

- Teams of parent role models with ethnic minority backgrounds with children who have performed well in the educational system.
- Role models for non-gender-specific educational and vocational choices.
- Guidelines for teaching on democratic values such as gender equality, dialogue, freedom of expression, etc.
- Material for bilingual parents on the importance of school-based day-care facilities and leisure-time activities for learning Danish.
- Project on gender-conscious counselling to break down the gender-segregated labour market.
- Contact teacher training enhanced to focus on gender aspects that may influence completion of vocational training programmes. Will be part of the “A need for all young people” campaign.
- Mentor corps at vocational training programmes provided with enhanced knowledge about young girls’ and boys’ special problems.
- All business colleges must prepare plans to prevent drop-out and increase perseverance in and completion of vocational training programmes focusing on gender and ethnicity.
- Activities with gender-specific contents targeted at countering dropout from short and medium-term higher educational institutions.
- Diversity programme in cooperation with 10-15 companies.
- Pool earmarked for developing social activities in the Socially Inclusive Labour Market with focus on mothers on passive social assistance.
- Improved employment activities targeted at family reunified women.
- Support for enhancing the mentor network for immigrant women in or heading into employment or education.
- Study of barriers for new functions in disadvantaged non-profit housing areas, including gender barriers to starting new business.
- Course in association work for women of non-Danish ethnicity.
- Activities aimed at increasing the number of women in local integration councils and the Council for Ethnic Minorities.
- Starting girls’ clubs in disadvantaged non-profit housing areas.
- Activities in disadvantaged non-profit housing areas aimed at promoting local entrepreneurship among women and men alike.
- A leaflet on family law issues published in 8 languages, the effort to be extended to housing areas.
- Publication of a study on men of non-Danish ethnicity and fatherhood.
- A debate series with immigrant men on gender equality, child rearing, violence, etc., to be held by two male integration consultants.
- Launch of a mentor project in three local authorities with a view to introducing the local recreational associations into families with ethnic minority backgrounds.
- Publication of LG Insight’s study on educational patterns among new male Danes.
- Campaign “Why not?” with website, role model film etc.
- Publication of a survey from the Danish National Centre for Social Research on immigrant men and gender roles (fathers, husbands, sons).
- Initiatives to promote cooperation between schools and recreational associations (School sports activities in disadvantaged areas).
The Centre against Human Trafficking opened. The Centre coordinates and contributes to support social initiatives in the field, also in relation to multi-agency initiatives. The Centre forms the backbone for knowledge compilation in the field and develops methodologies, makes annual status reports and ensures continued upgrading of staff, etc.

Result agreements have been concluded with organisations working in the field, including three shelters able to receive victims of human trafficking. These agreements also help define large parts of the knowledge compilation in the field.

Initiatives are being made to help improve the prepared return.

The Danish Parliament has adopted an amendment of the Danish Aliens Act etc., introducing a reflection period lasting up to 100 days for victims of human trafficking, etc.

The Minister for Welfare and Gender Equality has through round-table discussions, Camp “Stop Trafficking” and a peer review ensured that the social aspects of human trafficking have become focal points in international contexts.

The Minister for Justice and the National Commissioner of Police set up a strategy for strengthened efforts targeted at prostitution traffickers.

Status on the Government’s “Action plan to combat human trafficking 2007-2010”
List of publications
1 March 2007—1 March 2008

Integration
- Report from the Danish National Centre for Social Research on “Fathers, sons and husbands – Masculinity and men’s roles among ethnic minority men”. Financed by the Minister for Gender Equality.
- Leaflet: “Why not?”
- DVD: “Why not?”

Women and management
- Study “Women on Danish Boards”, made by Copenhagen Business School.

Gender mainstreaming
- “Action plan for the Inter-Ministerial Gender Mainstreaming Project 2007-2011”.
- DVD: “Gender Mainstreaming – three cases from local authorities”.

Legislation
- Guidelines for the Order on Initiatives Promoting Gender Equality – guidelines for local authorities and regions on how to set up boards, councils and committees in accordance with the Act on Gender Equality 2007.

Violence

 Trafficking
- “Action plan to combat human trafficking 2007-2010”.

Report, perspective and action plan

European Year of Equal Opportunity for All
- Skoleavisen.com – theme issue on humans and diversity.
- Debate and teaching material on equal opportunities for all – Rights, tolerance, diversity, respect, equality – published by the Department for Gender Equality.