



# Equality in Denmark Towards a New Millennium

Danish National Response to UN Questionnaire prior to Beijing + 5



In cooperation with the Equal Status Council

# Equality in Denmark Towards a New Millennium

Danish National Response to UN Questionnaire on the  
Implementation of the Beijing Platform for Action prior to  
Beijing+5:

Special Session of the UN General Assembly, 5-9 June 2000:  
"Women 2000: Gender Equality, Development and Peace for  
the Twenty-First Century"

**ROYAL DANISH MINISTRY  
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## Preface

The United Nations has played a notable role in advancing the status of women since the declared international Women's Year 1975. Mexico, Copenhagen, Nairobi and Beijing were all steps towards the ultimate goal of world wide gender equality. The strength of the Beijing document lies in its identification of twelve critical areas of concern crucial to the empowerment of women combined with the overriding principle of mainstreaming, and the Platform for Action remains a most relevant global document for women's empowerment. As we stand on the threshold of a new millennium, the expectations from the Beijing follow-up are great. The special session of the General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" on 5-9 June 2000, popularly referred to as Beijing+5, should not rewrite but indicate how to better implement the Platform in the future.

This publication includes the full text of the Danish response of May 1999 to the United Nations Questionnaire on the Implementation of the Beijing Platform for Action, prior to Beijing+5. The response was drafted in close cooperation between the Ministry of Foreign Affairs and the Equal Status Council. The Danish Beijing+5 Committee, which was set up in December 1998 by the Minister for Development Cooperation and includes members of the NGO community, also participated in the drafting process.

Part One contains an overview of trends in achieving gender equality and women's advancement in Denmark, as well as in Danish development assistance. A brief account of financial and institutional measures is given in Part Two. In accordance with the reporting requirements of the Questionnaire, Part Three does not profess to be an exhaustive account of the Danish implementation of the Platform for Action but merely contains examples of successful policies, obstacles and new initiatives, nationally as well as internationally. Thus, some aspects had to be left out as is rightly pointed out in the comments submitted by NGOs.

As useful additions to the original report, selected statistics from the Annual Report of the Equal Status Council are enclosed. They are intended to provide the reader with key information on family life, children and gender roles, education, employment and income as well as government, business management and political participation. Furthermore, a list of useful addresses relating to gender equality is provided.

Royal Danish Ministry of Foreign Affairs



Part One

## **Overview of trends in achieving gender equality and women's advancement**





## Trends at national level

The United Nations Fourth World Conference on Women in 1995 in Beijing has contributed to focusing the political and public debate on gender equality in Danish society. The Danish Government has submitted two reports to the Danish Parliament on follow-up to Beijing, one in 1996 and one in 1998. Parliament discussed follow-up to Beijing in 1996 and the preparation of Beijing+5 in 1998. The Government was called upon to further strengthen the implementation of the Platform for Action (PFA) and to report to Parliament on the Special Session of the General Assembly 5-9 June 2000.

Formally, equality between women and men prevails within the most important areas. Due to women's high employment rate (73% for women and 82% for men in 1997) women are as a general rule financially independent. However, in practice, gender constraints still exist. The gap between men's and women's income is still about 20% in favour of men. The share of well-paid management positions is smaller for women than for men. Women still take on the greatest responsibility for family and children in spite of their high occupational frequency on the labour market. The low percentage of men availing of their right to paid parental and paternity leave demonstrates this tendency.

Methods to promote gender equality have changed. From focusing on laws, regulations and women's rights, priority is now given to changing gender stereotypes. The public debate is concerned with such issues as the results and "profitability" of working towards gender equality. The debate has changed from a women-oriented to a gender-oriented perspective. Involving men in achieving gender equality has become an important tool. This applies particularly to labour and family related issues in which men are increasingly involved. However, it is realised that women-specific approaches must also continue.

In spite of the fact that young women, taking gender equality for granted, are increasingly arguing that they do not face any great gender constraints when choosing education, job and career, the gender division of **the labour market** still illustrates that basic differences in the behaviour of the two genders persist. Gender-based behaviour is continuously submitted to analyses. On this basis, attempts are made to dissolve the gender segregated labour market both horizontally and vertically. The harmonisation of work and family responsibilities for women and men is pursued, through e.g. an extension of leave-of-absence schemes for both men and women and initiatives to obtain equal remuneration and equal pensions for both women and men.

Affirmative action is applied in connection with employment of men in social support sectors and women in traditionally male-dominated areas. While affirmative action is permitted as a means to promote gender equality, many women and men do not immediately accept it as a means to promote a better gender balance. Some women argue that they do not want preferential treatment based on gender. Consequently, affirmative action has only been applied in limited instances. The application of affirmative action is a regular media topic.

The Government's gender equality policy is based on **mainstreaming**. The Prime Minister has immediate responsibility for promoting gender equality, while the respective ministers are responsible for ensuring gender equality within their portfolio. All political initiatives, including all labour market Bills, must be assessed to secure gender equality. However, the mainstreaming strategy still needs further operationalisation. Additional methods to mainstream gender are still needed. Consequently, Denmark has initiated an umbrella project on gender mainstreaming in cooperation with the other Nordic countries. The purpose is to develop a Nordic model for gender mainstreaming on the basis of 12 sub-projects in the Nordic countries. Denmark has chosen one municipality as a test case. The aim is to test and develop methods to mainstream gender equality personnel recruitment procedures and encourage a debate on gender equality in public institutions and companies. The project has not yet been completed.

In 1995, Parliament passed an act which makes it mandatory on all municipalities and county councils in Denmark to report on their efforts within the field of gender equality every other year, beginning in 1997. Reporting aims to ensure that citizens and the municipal council are provided with a substantial basis for dealing with gender equality and rendering visible the efforts of the municipality to promote gender equality. These reports are evaluated by the Equal Status Council and the results are published. The publications serve as a tool and inspiration to local work towards gender equality.

In 1997, the Government decided to initiate an analysis of **power and power relations**. The purpose is to explore the political decision-making processes and power balances in Denmark. The Steering Committee for the report decided to create a post to ensure mainstreaming of gender issues.

Danish experience suggests that cultural constraints play an important role in implementing gender equality. Such constraints, however, change slowly. Therefore, the Government and NGOs encourage a **public debate** on gender roles and relations in modern society. Such a debate should promote a better understanding of gender equality problems and subsequently legitimise the political initiatives of Government. The Equal Status Council, for example, initiated a hearing on the necessity and possibilities open to prevent trafficking in women. The hearing was followed by intense debate in the media, and a further analysis was made of the problem with the purpose of identifying the need to change the legal foundation and scope to help victims of trafficking in women. Another example is a White Paper on pension schemes, published in spring 1998 by the Equal Status Council, with the aim of revealing gender specific discrimination in labour market pension schemes. In spring 1999, at national wage negotiations between labour market partners, considerable improvements in labour market pension schemes were made for certain categories of women workers.

As a result of increased awareness of the importance of gender issues, Denmark has one of the highest numbers of women MPs compared with the rest of Europe (37% of Danish MPs are women). Previously, some political

parties applied gender quota schemes to increase the proportion of women in Parliament, but this is no longer considered necessary or desirable.

Scope to strengthen the integration and legal position of foreign women in Denmark is addressed in a report presented in spring 1998 by the Committee on the Integration and Legal Position of Foreign Women in Denmark. The report is currently under consideration to determine further Government action in this field.

NGOs can influence policies, initiatives etc. as members of the Equal Status Council, and it is expected that they will also play an important role in the future institutional structure. NGOs have been given an opportunity to comment on this report.

As an element of follow-up to PFA and on the basis of a change in attitude towards gender issues in the population generally, the Government established a Committee in 1996 to evaluate the possibility of reorganising future gender equality work and to make proposals accordingly. The Committee submitted a report at the beginning of 1999. Its recommendations were discussed by Parliament in May 1999. On this basis, the Government is expected to decide on a new institutional structure to promote gender equality in the future.

Established in 1994, the Equal Status Committee of the Faroe Islands aims to strengthen gender equality in the fields of labour, education and culture. In Greenland, existing gender equality machinery was recently revised to ensure independence from the Home Rule Government. The Greenland Equal Status Council was set up in December 1998 to address gender equality on the labour market and in the fields of education, culture and family life.

## Trends at international level

The goals of gender equality and the advancement of women are pursued as a matter of priority in Danish development assistance. The overall objective of Danish development cooperation is gender-specific poverty reduction. Pursuant to the "Strategy for Danish Development Policy towards the Year 2000", Danish development strategy is three-pronged: 1) the promotion of socially balanced economic growth, 2) support to the development of human resources by means of assistance to e.g. education/training and health of both men and women, and 3) the promotion of popular participation in the development process, e.g. women and women's organisations. Gender mainstreaming is a priority within all three areas. In addition, work with gender and development is based on "Women in Development, Danida's WID policy Towards the Year 2000" (1993). In follow-up to Beijing, the Ministry of Foreign Affairs further developed the policy in "The UN Fourth World Conference for Women 1995, the Ministry of Foreign Affairs Follow-up to PFA" (1996).

Since Beijing, work on gender equality has moved from the more women-oriented strategy of the 1980s towards equality between women and men as a

direct goal of gender mainstreaming in development cooperation. Consequently, as a general rule gender equality concerns must be mainstreamed in all policies, programmes and projects in development cooperation. However, it is recognised that the mainstreaming strategy should not distract attention from the fact that separate activities targeting women are still necessary. Development interventions seek to balance existing structural inequalities between women and men.

At international level, the implementation of Danish gender policy includes participation in international gender equality work within the UN system, including special follow-up to UN conferences, gender equality work in other international organisations, the EU and the OSCE, as well as such fora as the OECD/DAC Gender Equality and Women's Empowerment Expert Group.

Active multilateralism, as an element of "Strategy 2000", is the basis of Denmark's cooperation with multilateral organisations. Denmark emphasises the inclusion of the gender perspective in activities of multilateral development organisations. Within their respective mandates, these organisations should make an effective effort towards cooperating with Governments in recipient countries to fulfil their obligations towards international conventions and plans of action with regard to gender equality. Discussions on implementing gender policies take place at annual consultations with organisations.

Over the past few years, methods and tools to promote gender aspects in Danish development cooperation have been improved. The change from project assistance to Sector Programme Support strengthens scope to address structural barriers to both women's and men's participation in development processes. Gender training has been intensified within the Ministry of Foreign Affairs and at Danish embassies in programme countries.

One major challenge lies in planning, designing and elaborating sector programme cooperation, including developing measurable goals or targets for gender equality and incorporating women's empowerment into sector policies, concrete strategies and activities. "Guidelines for Sector Programme Support" (1998) outlines requirements for integrating gender aspects into sector programmes, notably gender analyses defining gender-specific indicators and gathering gender-specific data. Guiding questions on gender within sector programmes, specifying the requirements mentioned above, and sector-specific guiding questions have been developed as an instrument to operationalise Danish gender policy and strategy in development cooperation.

Cross-disciplinary task force groups are being set up to ensure that crosscutting issues, including gender mainstreaming, are integrated into the planning process of sector programmes and their components. Country-specific strategies have been developed to ensure that gender is mainstreamed in country-specific sector programmes. Current reporting procedures do not always capture improvements towards gender equality. There is a need to further consider how gender mainstreaming can be monitored, reported on and visualised, to ensure that it does not disappear in the reporting process.

At annual consultations with Governments of programme countries, the fol-

lowing issues are emphasised: poverty reduction among women; ratification and implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); establishing national institutions for the promotion of gender equality and empowerment of women; national follow-up to the Beijing conference; possible reservations regarding PFA manifested by the country in question; and structural constraints to implementing Sector Programme Support, such as inheritance, ownership, and user rights.

In implementing PFA particular emphasis is placed on specific critical areas of concern i.e.; “Women and poverty”, “Women and Human Rights” and “Violence against Women”. Implementing the poverty reduction objective of Danish development policy effectively requires that development cooperation be gender specific.

Dialogue with programme countries aims at identifying specific activities conducive to the advancement of women’s rights and falling within the criteria of Danish development policies. Support to women’s crisis centres and to projects on women’s legal status addresses human rights issues in practical terms. Within the realm of violence against women and the girl child, specific focus has been on female genital mutilation.



Part Two

## Financial and institutional measures





As a general rule the Danish Finance Act does not specify the level of funds appropriated to promoting gender equality, as it constitutes an integral element of the budget. Only funds for specific gender institutions are identified. The Equal Status Council is allocated an appropriation of DKK 7.6 million.

Existing institutions have served as mechanisms for the Beijing process, as well as follow-up to other conferences. The International Gender Equality Committee has played an important role in coordinating follow-up to PFA. The Committee consists of MPs, representatives of ministries and NGOs. NGOs also participate in follow-up to the Beijing PFA, individually, by initiating projects and debates. The Equal Status Council and the Ministry of Foreign Affairs have jointly served as focal points for follow-up to and implementation of PFA. It is compulsory on public institutions to have a gender policy, and municipalities and county councils must report on the gender situation and gender policy in their jurisdiction every two years.

A national preparatory committee has been established by the Minister for Development Cooperation to prepare Danish participation in the Special Session of the General Assembly "Women 2000: gender equality, development and peace for the twenty-first century". The preparatory committee is composed of representatives of line ministries, the Ministry of Foreign Affairs, the Equal Status Council and NGOs.

With respect to coordinating follow-up to the various global UN conferences, line ministries and the Ministry of Foreign Affairs have acted as joint focal points.



## **Implementation of the critical areas of concern of the Beijing Platform for Action**



## Implementation at national level

### I. Women and poverty

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. The Danish welfare model is designed to eliminate poverty. The principle behind the system is that all population groups should enjoy decent living conditions and all citizens be guaranteed certain fundamental rights in the event of unemployment, sickness or old age. Benefits should be given to all citizens who fulfil these conditions. The system is universal. Benefits, including unemployment and sickness benefit but excluding "social assistance", are awarded regardless of marital status or the income of the spouse.</p> <p>The largest share of the financial burden is carried by the state and is taxation financed. The system favours large-scale redistribution of income. Services such as health and education are free.</p> <p>The basic needs of the vast majority of women and men in Denmark are fulfilled, although social differences persist. A small minority of the population is excluded from the labour market, is poorly educated, and primarily lives in residential areas with sizeable social problems. Women constitute a proportionately larger share of the permanently unemployed and low-wage earners. The unemployment rate in 1998 was 7.9% for women and 5.5% for men. A number of projects aim at activating unskilled unemployed labour in cooperation between the Ministry of Labour and the Women Workers Union in Denmark.</p>	<p>1. The high employment rate for women (73% for women and 82% for men in 1997) would indicate that women have achieved a large degree of financial independence.</p>	<p>1. A publication to be shortly published by the Equal Status Council will address male stereotypes, including stereotyping within marginalised groups.</p>

## II. Education and training of women

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. In an attempt to enhance equal access to and attainment of educational qualifications for boys and girls, primary schools are striving to increase interest among girls in technical subjects and natural sciences, including earlier introduction to the subjects involved. For this purpose, in 1994, a new subject, Natural/ Technical Sciences, was introduced already at fourth grade level.</p> <p>2. As an example of Government attempts to reduce the level of gender division in the labour market, various training and introduction courses are conducted for both men and women in professions traditionally occupied by the other sex. Special training is offered to unskilled unemployed women. Such initiatives are subject to exemption from the Equal Treatment Act.</p> <p>3. The 1998 Finance Act allocated DKK 78 million to projects addressing female researchers, the FREJA programme (Female Researchers in Joint Action). The overall aim of the programme is to support young women researchers and to give them more visibility in the research world. However, men are not excluded. The programme received a total of 327 applications, primarily from female researchers. In December 1998, 16 researchers received a research grant from the FREJA programme, of which 15 were women. The research projects cover a variety of subject areas within the humanities, social sciences and natural sciences. The programme runs for a period of 4 years.</p> <p>The Equal Status Council published a report in early 1999 on the status of gender equality at universities as well as a comprehensive set of recommendations on how to improve the gender balance among person-</p>	<p>1. A recent assessment of the new Natural/Technical Sciences subject in primary and lower-secondary schools suggests continuing and considerable gender difference in choice of subjects and the teaching methods of male and female teachers. There are relatively more male than female teachers in technical subjects, mathematics, physics, and chemistry, while female teachers predominate in biology.</p> <p>2. Training and introductory courses have proved an important means of attempting to dissolve horizontal gender division on the labour market.</p> <p>3. Behavioural norms in the world of research generally give preferential treatment to male researchers. For example, a study conducted in 1996 by the Danish Research Council showed that male applicants had a much higher success rate than female applicants (49% men against 36% women). The study also indicated that research councils received 1,771 applications from male researchers, against 517 from female researchers in 1996.</p> <p>The same pattern applies to applications for research positions at Danish universities. A 1998 study showed that women only apply for about 50% of vacant posts at Danish universities. However, when they do apply, they have about a 50% chance of being offered the job. Still, in 1996 women only accounted for 19% of the total number of associate professors in Denmark and only 6% of professors are women. These figures represent</p>	<p>1. The Equal Status Council is currently researching young people's education choices. The study is still at the initial phase.</p> <p>3. In 1997, the Ministry of Research and Information Technology published an 11 point action plan concerning the advancement of women in research positions. As a result of the 11 point action plan, a committee under the Ministry of Research and Information Technology (the Research Equality Committee) published a report at the end of October 1998 containing a series of recommendations on how to increase the number of female researchers in Denmark. These recommendations were debated by the Danish Parliament on 11 February 1999. On the basis of this debate and the recommendations of the committee, the Minister of Research and Information Technology will consider appropriate measures to further promote equal opportunities in research.</p>

nel; e.g. universities should hire consultants to focus on the structural barriers erected against women and personnel should report directly to management. Finally, it was recommended that Equality Commissions/ Committees should be established at the various institutions and faculties.

4. The Equal Status Council has allowed for exemptions to the Equal Treatment Act to help boost the number of women within the field of IT. Courses for women only, as well as conferences and media debate, are some of the tools employed to reach this goal. However, the share of women within the IT field remains small.

an increase of 2% in both categories, over a period of 3 years. The FREJA programme attracted considerable attention. It was not a problem to recruit skilled women. If all the 327 applications were covered by FREJA grants, the amount needed would be DKK 2.2 billion.

4. Generally, girls and boys have a different approach to IT. Experience suggests that the best way to enhance women's interest in IT jobs is to change the image of the business. More women apply if schools and companies use "softer" words like: communication, creative, interactive and design than traditional wordings in this field.



### III. Women and health

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Between 1965 and 1996, the average life span rose from 72 to 75 years of age (men: 72.9 and women: 78.0). The number of deaths resulting from coronary diseases is decreasing, while deaths from cancer continue to rise. Because of an increase in the number of women smokers, lung cancer is expected to become more common among the female population. The increase in lung cancer is believed to be the single most important reason for current stagnation in mean life expectancy in Denmark. To reduce the expected increase in deaths from lung cancer, the Government in 1995 introduced an anti-smoking campaign, conducted by the Tobacco Prevention Council (the STOP Programme).</p> <p>The Danish health system does not discriminate between men and women, either with respect to access to or level of treatment. The government continuously evaluates the prioritisation of gender-related health issues and preventive programmes addressing health issues specific to women, such as breast cancer. The modalities for repetitive screening for breast cancer are similarly analysed on a regular basis.</p>	<p>1. The outcome of anti-smoking campaigns to date suggests that it is necessary to apply three different methods, concurrently:</p> <ol style="list-style-type: none"> <li>1) Tightening smoking regulations,</li> <li>2) Offering help and advice to those wishing to stop and</li> <li>3) Encouraging young people to refrain from taking up smoking, in the first place.</li> </ol> <p>Even though screening might decrease the number of women contracting breast cancer, it is expensive and may not fulfil the goals. Also, the argument has been advanced that there is a risk that screening might erroneously create an assumption of illness among healthy women.</p>	<p>1. In May 1999, the Government will announce a cross-sectoral public health and health promotion programme. The following women-specific goals are included as a part of the programme :</p> <ol style="list-style-type: none"> <li>1) Boosting efforts to limit smoking and alcohol consumption among pregnant women,</li> <li>2) Protecting children and pregnant women against damaging drugs,</li> <li>3) Boosting efforts to secure pregnant women against jobs that could harm the foetus,</li> <li>4) Intensifying efforts with respect to pregnant drug abusers and limiting the damage caused by smoking among these women,</li> <li>5) Developing counselling methods directed towards very young, socially strained mothers and families.</li> </ol>

#### IV. Violence against women

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. Violence against women is considered and treated as a human rights issue in Denmark. In 1979, the first crisis centres for women, who had either been victims of violence or threatened with violence, were opened by NGOs. Today, there are approximately 36 crisis centres nationwide, still run primarily by volunteers. Women do not have to be registered and anonymity is fully respected. Children under the age of 18 can accompany women to crisis centres. Under the terms of the Social Services Act, which came into effect on 1 July 1998, county councils have to provide requisite accommodations for the temporary residence of people with special social problems, who do not have or cannot stay in their own homes, or who need active support and care.</p> <p>Male victims of violence in Denmark have two shelters at their disposal.</p> <p>In 1997, Parliament amended the law to strengthen victim support. As a result, a number of local counselling centres for victims of violence have been established. These centres are set up by local police and run by volunteers, and constitute independent supplementary services on top of other police efforts, crisis centres etc.</p> <p>2. With financial support from the Ministry of Justice the private society "National League of HELP VICTIMS OF VIOLENCE" in the period between October 1995 and December 1998 conducted a study of domestic violence. The purpose of the project was to investigate the counselling given to violence afflicted families. The study was by way of interviews with individuals, groups and couples.</p>	<p>1. General criminal statistics lack information on the extent of violence against women.</p> <p>Violence against women is caused not least by the fact that women are regarded by some as objects. Violence can be seen as an intricate element of male dominance of women. Experience indicates that a multi-sector approach is necessary to effectively combat violence against women and to support victims. Strengthened cooperation between Government and NGOs, and involving male perpetrators is essential. Furthermore, the emancipation of women, especially with regard to financial independence, is a crucial factor.</p> <p>2. The parties involved have shown great interest in the project. The project has generally increased women's self-esteem. Additionally, women have had positive experience in confronting the violating man/husband under the protective setting of the project. The interviews have secured more appropriate communication between the parties, also with regard to parents' visiting rights, division of the joint estate, custody of children and children's place of</p>	<p>1. The Ministry of Justice has, in cooperation with the police, taken an initiative to change working procedures so that in future it will be possible to keep statistics of victims' sex and age.</p>

<p>3. Several counselling services have been established for male perpetrators. A pilot project on domestic violence in one municipality concluded that 4 out of 5 male perpetrators were willing to receive treatment.</p> <p>4. In 1998, the Minister of Health set up a working group charged with developing guidelines on how to strengthen public national victim support with respect to sexual violence, at local and national level. As a result, DKK 5 million has been granted to a pilot scheme, which offers victims of sexual violence comprehensive medical and judicial support, and counselling, and which will gather information and eventually submit standards and guidelines for all parties involved in handling victims of sexual violence.</p>	<p>residence in cases of divorce or break-up.</p> <p>3. Men who were doing relatively well personally, socially and professionally before the onset of violence, participated longest and with greatest success in the project.</p> <p>4. The judicial and health system had conflicting interests. The acceptance of the proposal by the working group would mean that women could choose to consult with the special medical centre before deciding whether or not to file a complaint. The judicial system was concerned that important evidence might not be appropriately gathered, thereby affecting the defendants' legal rights. As a result, the Minister of Health suggested that doctors at the special medical centres should be qualified in forensics, trained to be impartial and pay due respect to the demands of the judicial system.</p>	
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## V. Women and armed conflict

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In 1997, the recruitment criteria for personnel volunteering for service in the armed forces were revised. The amendments subsequent to the revision facilitate an increase in the number of women recruited for military training. The possibility of individualised physical education and training has increased, which will contribute to enabling more women to complete training with satisfactory results. In February 1998, an Act was passed whereby women can be recruited voluntarily under conditions similar to those applying to ordinary compulsory military service, with a view to women's participation in the armed forces mobilisation unit on an equal footing with men. The armed forces are making efforts to promote more women to higher ranks. Female personnel attend armed forces management development programmes on an equal footing with male personnel. In addition, female personnel are enrolled in special programmes to promote the appointment of women to higher ranks.</p>	<p>1. Since the mid-1970s, women have formed part of the Danish armed forces. Approximately 5 % of today's military personnel are women. The majority of these are private soldiers. Due to the small number of female personnel and the recent entry of women into the armed forces, no women officers were promoted to senior rank until 1999, when the first woman was promoted to Commander Senior Grade.</p>	<p>1. Recruitment campaigns are today more direct in advertising that the armed forces are also interested in employing women. As the number of women in the armed forces rises, greater representation of women in decision-making positions is likely.</p>

## VI. Women and the economy

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. The Ministry of Finance intends to identify tools to improve relations between work and family life. Within the civil service, several arrangements exist which make it easier to combine work and family life such as: full salary during maternity leave, care days, the right to stay at home on the first day of a child's illness, the possibility to work at home etc. Although the above arrangements are valid for both men and women, women primarily avail of them. In the private sector, similar rights can be obtained by collective bargaining or individual contracts with employers. The Equal Status Council has focused on the issue of reconciling work and family for a long time. As a result, a campaign and a conference were arranged in 1995 on men and childcare. The latest amendment to the Act on Equal Opportunities for women and men, with regard to Access to Employment and Maternity Leave, etc., in 1997, entitles fathers to two additional weeks parental leave.</p> <p>Several projects have been initiated on the issue of how to reconcile family and working life. The project "Time for a better life" (1997) was conducted jointly by the Women's Workers Union in Denmark, with financial support from the Ministry of Social Affairs. The four-month project gave 10 female employees, with small children, a 30 hour work week with full wages, flexitime and the possibility of an extra 10 days off with 80% wage compensation.</p> <p>2. In 1998 the Minister of Economy introduced a bill relating to labour market pension schemes. Gender discrimination in pensions on the basis of actuarial differences between the sexes is now prohibited.</p>	<p>1. Paternity leave can contribute to levelling the absence of women and men from the labour market and thereby eliminate the barriers preventing the employment of women for reasons related to pregnancy and childbirth.</p> <p>Many fathers make use of the first two weeks paternity leave. However, very few avail of the additional weeks parental leave (2.5%). Limited success is said to be linked to the remuneration gap between women and men. It makes more financial sense for husbands to work and women to remain at home.</p> <p>In the "Time for a better life" project, the employer in question estimates that there was a slight increase in productivity during the period. The employer is positive towards a 30 hour week; although without full wage compensation. Employees found that the shorter working week improved their lives considerably.</p> <p>2. It is generally difficult to change the actuarial basis on which pensions are calculated. One main problem is certain general gender-based differences between the sexes in relation to life expectancy and invalidity, which makes it difficult to argue for a common pension scheme for both women and men. Likewise,</p>	<p>1. Future efforts will primarily be put into changing attitudes so that arrangements will be used by men more often. As part of these efforts, it was agreed at national wage negotiations in 1999 that fathers be fully paid during leave-of-absence in the 25th and 26th weeks, in connection with childbirth, (earlier a daily allowance was given in the corresponding period). It was also agreed that all civil servants be given three extra days holiday in addition to the present five weeks.</p> <p>2. Social partners as well as government and political parties are currently reviewing the different pension schemes, and new initiatives may possibly eliminate remaining discrimination in this field. In certain areas of the labour market, pension payments during maternity, paternity and parental leave have</p>

<p>3. In 1997, the Ministry of Business and Industry took steps to focus on women entrepreneurs, and the Ministry has initiated a two year project to produce statistics, analyse the problem, focus on women's role models and information, and put forward proposals for new initiatives.</p> <p>To place this topic on the political agenda, the Ministry included a separate chapter entitled "More women needed among the entrepreneurs of the future" in its yearly Business Report in 1998. Afterwards, a special publication in Danish and English was issued to disseminate information and bring the subject into the public debate.</p> <p>A special unit has been established at the Danish Agency for Trade and Industry. This unit has established collaboration with relevant players working to promote entrepreneurship. EU and OECD experience has been taken on board. In the years ahead, the unit will gather more information on the conditions of women entrepreneurs and thus help to achieve the Government goal of increasing the number of women entrepreneurs.</p> <p>4. Considerable wage differences between men and women still exist, e.g. female employees only earn 73% of what male employees earn and 89% of what unskilled workers earn. The average gap in remuneration between women and men in Denmark today is 20%.</p>	<p>women are often unaware of their rights and not always sufficiently informed of their position. Since the Act concerns only new members of a pension scheme, it will not be fully operational until 2040. Different rules apply with respect to the individual ownership of pension savings, within different pension schemes. Men on average have higher incomes than women and therefore larger savings. If a couple divorces and the pension savings are not split, men will have higher incomes when they retire even though the majority of savings were made when the couple were still married.</p> <p>3. There are several obstacles to starting up one's own business. These obstacles are particularly difficult for women to overcome; in many cases they derive from upbringing and choice of education, family patterns and traditional gender roles. Analyses will focus on these obstacles.</p> <p>One obstacle is that it appears to be somewhat more difficult for women to obtain the loans needed to start up a business.</p> <p>4. The tendency in recent years towards decentralised wage/salary negotiations means that wages/salaries are agreed by individual institutions. The Ministry of Finance will closely follow developments within this field and will, if wage developments for men and women should evolve in an inappropriate direction, take steps to improve the situation.</p>	<p>already been introduced. This will have a positive impact on women's lifetime pension savings, in particular. A Committee has been set up by the Ministry of Justice to monitor and evaluate different schemes and rules on dividing divorced couples pension schemes. The aim is to propose a new set of rules on the division of pension savings.</p> <p>3. When ongoing analyses have been finalised, the Danish Government will consider initiatives to ensure that more women are encouraged to start up their own businesses.</p> <p>4. Since the stated statistics do not take education, job categories etc. into consideration, the Equal Status Council and the Ministry of Labour have initiated a project with the aim of trying to explain the remuneration gap statistically.</p>
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## VII. Women in power and decision-making

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Work to improve equality in Denmark has focused for many years on women's participation in the decision-making process. Women's representation in Parliament has risen from 17% in 1977 to 37% in 1998, which means that the share is above "the critical mass". This is also the case for women's share of ministerial offices in government, where the percentage of women in 1998 was 35%. In 1997, women constituted 27.5% of municipal councils and 29.1% of county councils. These results were reached by conscious and goal-oriented efforts and campaigns by political parties, women's organisations and the Equal Status Council in an effort to change people's attitudes.</p> <p>Women were granted up to DKK 10,000 a year per child, to offset babysitting expenses incurred when attending meetings, to encourage more women to stand for election at local government level.</p> <p>2. The gender composition of particularly important councils, boards or committees, as well as national boards, is regulated by law. The share of women in law-regulated committees in 1997 was 38% and on boards 27%.</p> <p>3. Efforts to appoint more women managers in the public and private sectors have only been partly successful. From 1983 to 1994, the percentage of women managers increased from 9.4 to 18.3 in the state, with approximately the same figures in municipalities, while the percentage of women managers in the private sector rose from 6 to 14. In the public sector, plans of action for equality have been used, but these have only been used to a limited extent in the private sector.</p>	<p>1. Perhaps the main obstacle is the view still held by some people that men are better decision-makers than women. Efforts should therefore concentrate particularly on changing people's attitudes.</p> <p>Furthermore, some women are reluctant to run for election. Many women still retain the main responsibility for the family and household, which is difficult to combine with an active political life.</p> <p>Affirmative action is not widely practised in Denmark because of the reluctance of many women to accept appointments on the basis of what is perceived as gender bias.</p> <p>2. Within some areas, legislation has proven a worthwhile instrument to increase women's percentage representation on e.g. committees and boards. But change takes time. Persistence is important when working towards greater equality, as is knowledge, information and counselling from institutions with expertise in equality issues.</p> <p>3. The Equal Status Council has put great efforts into trying to change people's opinions by conducting a number of studies and projects, as well as acting as an advisory body for public authorities.</p>	<p>1. In 1997, the Government decided to establish a committee to administer and conduct a large-scale study of formal and informal power divisions in Denmark. The issue of gender was not included at first. Only after pressure from the Equal Status Council was it agreed to appoint a person responsible for integrating gender in all aspects of the study.</p> <p>2. The Prime Minister's office continuously follows developments in the gender composition of committees and boards. The Equal Status Council has for many years tried via campaigns, information and action plans to involve more women in the decision-making process as well as in senior positions. These efforts will continue.</p>

## VIII. Institutional mechanisms for the advancement of women

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In follow-up to Beijing, three years ago the government established a committee charged with considering the future organisation of work within gender equality. This was deemed necessary by the government as the existing organisation of equality work was more than 20 years old and no longer adequate. The committee was composed of ministries, trade unions and NGOs. In March 1999, the committee submitted a report outlining approximately 40 themes and topics to promote gender equality in Danish society, together with proposals for the reorganisation of gender equality institutions.</p>	<p>1. The committee analysed the problems concerning the current institutional set up. It stated that the workload of the Equal Status Council was too much and too varied, covering judicial complaints, the initiation of public debates, administrative support for the Minister for Equality (the Prime Minister) and an information service for the public. Consequently, the Committee suggests the establishment of three separate institutions dividing the above portfolio in order to strengthen gender equality efforts and the visibility hereof.</p>	<p>1. The extensive report, which suggests reorganisation of Danish equality work, was debated by Parliament on 12 May 1999. It is expected that focus on gender issues will increase once reorganisation has been completed.</p>



## IX. Human rights of women

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. In early 1999, Parliament amended the Penal Code with respect to prostitution. Prostitution was not and is not legal in Denmark. Pursuant to this amendment, prostitutes are decriminalised. To improve the quality of life and the social status of prostitutes, the law on pimping has been changed. It is now possible for a prostitute to legally reside with a man provided he is not living on her income from prostitution to a degree that amounts to exploitation. Finally, it is now illegal for clients to buy sex from prostitutes under the age of 18.</p> <p>2. The debate in early 1999 on trafficked women in Denmark resulted in a number of initiatives ranging from mapping the problem to enhanced police efforts in apprehending traffickers.</p>	<p>1. The new law on pimping was introduced mindful that prohibiting a man living off the income of a prostitute had the unwanted side-effect of making it difficult for a prostitute to live with a (non-exploiting) partner.</p> <p>2. Trafficking in human beings is an issue that has only surfaced as a national problem over the past few years. While media reports reveal that trafficking in women in Denmark has been going on for quite some time, and while women's NGOs had highlighted the issue, a public hearing in early 1999 established that trafficking in human beings is a de facto problem in Denmark. The international debate and experience of neighbouring countries helped raise awareness of the importance of dealing with this issue.</p>	<p>2. The Minister of Justice has initiated a comprehensive inquiry with a view to uncovering the extent of the problem and the need for targeted and tailored efforts in combating trafficking in women. The Ministry of Justice has asked the Public Prosecutor to investigate to what extent further legislative initiatives on prostitution in connection with trafficking in women are needed. Denmark plays an active role internationally, including in the EU, in strengthening legislation against trafficking in women.</p>

## X. Women and the media

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In 1993, the Consumer Ombudsman drafted guidelines on sexual discrimination in advertising pursuant to the Marketing Practice Act. The purpose of these guidelines is to supplement the concept of good marketing practices as laid down in the Danish Marketing Practices Act to ensure that advertising is in no way depreciatory or contemptuous to women or men by virtue of their sex. Advertising, which in a depreciatory or contemptuous manner reduces women or men to sex objects, or depicts a person's sex in a degrading or sexually discriminating manner, is considered incompatible with good marketing practices. Depicting persons in the nude in advertisements is not necessarily improper marketing. If depiction is not depreciatory or contemptuous, depiction does not necessarily have to have a natural relation to the commodity or service in question. Advertisements which claim or clearly imply that one of the sexes is socially, economically or culturally inferior to the other sex, or that one of the sexes is less skilled, less intelligent or less suited to solving problems which are mentally unrelated to one of the sexes, are in general considered incompatible with good marketing practices.</p> <p>In interpreting the guidelines it is important to note the expression "in general incompatible with good marketing practices", which means that in accordance with the Danish mentality, the guidelines should allow reasonable scope for creativity in keeping with the intention of the guidelines. It is not the intention of the guidelines to prevent legal advertising for pornographic films, magazines and the like.</p>	<p>1. Denmark's firm commitment to freedom of expression, as laid down in the Constitution, has proved an obstacle in ensuring that the media provide a balanced picture of women's contributions to society. Parliament, Government and courts of justice are hesitant in restricting the media's freedom of expression, unless this is deemed strictly necessary for the protection of the rights and freedoms of others etc.</p>	

## XI. Women and the environment

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. In Denmark women still retain main responsibility of maintaining the household. The introduction of Nordic and EU eco-labelling systems offers women an opportunity to select products least harmful to the environment.</p> <p>2. Regulations on the use of chemicals in the EU and nationally have reduced hazards to health and the environment.</p>	<p>2. Current regulations on the use of chemicals in the EU are not as effective as wished by some countries. The risk assessment procedure, which is a precondition for regulating chemicals, is much too slow.</p>	<p>2. Denmark has been pushing hard to revise the chemical policy within the EU, and it has been agreed to find ways to accelerate risk assessment. The Danish Government has launched an action plan on chemicals which aims at improving the regulation of chemicals within the EU, globally and nationally. Environmental issues are a growing concern in Denmark, not only in relation to women but also with respect to e.g. the quality of semen in men.</p>

## XII. The girl child

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In 1996, an information campaign was launched on female genital mutilation. The aim of the campaign was to prevent female genital mutilation of girls living in Denmark and to inform teachers, social workers and health care personnel on the subject with the aim of improving their ability to handle situations in which girls had already been mutilated, or situations in which there is a perceived risk of mutilation.</p> <p>The campaign is directed especially at refugee families (primarily Somalis) living in Denmark. The campaign consists of three elements: 1) Information material for health-care personnel etc., 2) A video film in Somali for Somalis and 3) Debates for Somalis and local support groups working to prevent female genital mutilation. The video gives information on the health risks involved in female genital mutilation and children's rights in Denmark. It is hoped that the video and meetings will generate a debate among Somalis on female genital mutilation.</p>	<p>1. One of the lessons learned is how important it is to include Somalis in preventive work. This has been done by forming a joint Danish-Somali working group and by promoting joint information and health education activities.</p>	<p>1. An evaluation of the campaign, the joint working group, and the video and handbook will be conducted in 1999. Results will guide new initiatives in this field.</p>

## Implementation at international level

### I. Women and poverty

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Gender-specific poverty reduction is the overriding goal of Danish development policy. In 1996, Denmark published a gender-specific poverty strategy as a means to secure a clearer poverty profile of Danish development assistance.</p> <p>2. The introduction of sector programme support as opposed to project assistance poses new challenges and opportunities to mainstreaming gender into Danish supported activities. Country strategies and sector policies are drafted, with a view to securing a gender perspective in all activities. The sector approach enables a policy dialogue with government at national institutional level. It facilitates dialogue on structural constraints to implementing Danish supported activities such as women's property rights, access to credit, schools etc. It further facilitates a more holistic approach to mainstreaming gender in a specific country.</p>	<p>1. Implementing a gender-specific poverty reduction policy has proved time consuming, and the effects should be viewed in a long-term perspective. Sensitivity to gender issues among Danish and local staff in Danish development institutions, as well as among partners in developing countries takes time to build. Resistance can at times have adverse effects on design and implementation. Awareness building is essential to success. There has been evident improvements of awareness among staff over the past few years, however. Gender-specific poverty reduction policies, strategies, procedures and tools have been developed to facilitate design and implementation. The ability to clearly document how and to what extent development efforts benefit poor women and men, however, is difficult. There is a lack of appropriate quantitative and qualitative gender-specific indicators and inertia in generating monitoring and reporting procedures and systems, such as computer management and information systems.</p>	<p>1. Gender-specific poverty reduction will continue to be the overriding goal of Danish development policy. The Government is committed to the process of developing adequate monitoring and evaluation tools and to continuing staff training, both Danish and local, towards gender sensitivity.</p>

<p>3. Danish-Malawian development cooperation is an example of such a holistic approach. The overall objective is to support Government efforts to alleviate poverty. Cooperation concentrates on three sectors, agriculture, education and telecommunications, as well as on balance-of-payments assistance, the environment, gender and support for democracy, human rights and good governance.</p> <p>Recognising that poverty has a particularly adverse affect on women, Denmark supports efforts aimed at strengthening the democratic and legal role of women in Malawi, securing women's access to productive resources, raising female enrolment in schools and developing curricula relevant to women.</p> <p>As part of the development cooperation process the Malawian authorities and Danida have taken the opportunity to go beyond this general approach by giving consideration to the broader gender dimensions of development assistance. Accordingly, a study and analysis of gender aspects of the Danish assistance programme in Malawi was commissioned. The report provides an overview of the status of gender relations in chosen sectors and assesses potential "entry points" for mainstreaming gender. Strengths and weaknesses, which may affect the realisation of planned activities, are also identified. Concrete action plans for the different sectors have been developed.</p>	<p>3. Sector programme cooperation with Malawi has not yet proceeded far enough to compile a full list of lessons learned. However, experience indicates that the programme has considerably raised gender awareness among Danish staff, as well as among local authorities and local staff. A gender perspective is being mainstreamed much more concretely than previously into work plans, annual reviews, reporting etc. Follow-up is institutionalised at the Embassy, which among other agencies has granted funds to local follow-up initiatives.</p>	<p>3. Experience so far is positive and Danida will therefore use a similar approach in the Tanzanian programme.</p>	
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## II. Education and training of women

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Danida published a sector policy on Vocational Education and Training in 1994. The specific objectives of the VET-programme are to provide both women and men with learning and entrepreneurial skills based on indigenous knowledge. Programmes should enable individuals to adjust to future changing work situations and should contribute to personal development and wider social understanding.</p> <p>2. In 1997, a pilot project "Provincial Skills Development Project" in the Republic of South Africa was approved. It aims to contribute to reforming the South African vocational training system and to improve productivity and competitiveness in South Africa. The project aims particularly at reaching vulnerable groups, including women. The activities involve building institutional capacity at the Ministry of Labour and planning, developing and implementing a new type of vocational education combining theoretical training with practical experience, by relevant training institutes. The programme builds on a South African White Paper. The project focuses on construction and tourism. The chosen four trainee posts are relevant to female applicants. Activities will particularly focus on women, with a participation target of at least 40% women and 40% men. The target of equal representation of women has been reached.</p>	<p>1. The VET-policy is remarkably gender sensitive and has proved valuable in formulating gender sensitive programmes. Common obstacles include reluctance among local and Danish staff to fully accept a gender approach.</p> <p>2. Reaching the poorest of the poor has proven impossible, as a certain educational level and command of the English language is required. The provision of workplaces for structured work experience turned out to be a major difficulty as contractors were closing due to economic recession. However, a sufficient number were finally identified. The question of trainee allowances also turned out to be a problem, as did geographic distance to workplaces. No particular gender-specific obstacles have been identified.</p>	<p>1. Danida is in the process of developing a sector policy on education and a revised policy on Vocational Education and Training. The general policy is expected by the end of 1999, while preparations for the VET policy are at the initial phase. Furthermore, an evaluation of the VET-programme will be conducted. The Government is committed to continuing staff training, both Danish and local, towards gender sensitivity.</p> <p>2. A new phase is being prepared.</p>

### III. Women and health

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. The Danida Health Sector Policy was formulated in 1995 and reflects the changes in policy and recommendations of the Cairo International Conference on Population and Development and the Beijing Platform for Action. The policy aims to look at health in broad gender terms, i.e. how the socio-culturally defined roles of men and women influence health and health needs, and how health care is organised to meet such needs. The policy advocates that all health services adopt a gender approach to planning for the health needs of men and women, and to include the specific health needs of young people. This policy is reflected in support to nine health sector support programmes in the 20 programme countries, as well as in support to UN organisations and international and national NGOs, and NGO-to-NGO cooperation operating in this field.</p> <p>2. Denmark has supported a “Community based nutrition Project” in Kenya, since 1980. It addresses the growing problem of malnourished and under nourished young children. During the initial phases, mothers and children under five were defined as the target group. The project offered malnourished children and their mothers a stay in a health clinic. The children were offered a nourishing diet and mothers were trained in continuing this diet at home.</p>	<p>1. The definition of Gender Issues and Sexual and Reproductive Health and Rights and the commitment to follow-up to the Platform for Action may differ from country to country. Often, there is a tendency to confuse Sexual and Reproductive Health and Rights with Mother and Child Health.</p> <p>Any additional financial commitment may be difficult to fulfil where health care systems are already overstretched. In addition, lack of understanding of the issues involved and lack of human resources will often slow down implementation and follow-up.</p> <p>2. Lacking sufficient positive results, the project strategy was changed. A gender analysis identified the following obstacles to adequate success:</p> <ul style="list-style-type: none"> <li>• Women lacked access to and control of resources, e.g. to acquire sufficient food for children;</li> <li>• According to a local society, women alone were responsible for children’s health, not men;</li> <li>• Women lacked influence over their sexual and reproductive health rights. They were unable to limit the number of children to improve the nutritional standards of their children.</li> </ul> <p>In recent phases of the project a gender approach has been implemented, securing project activities for both mothers and fathers enabling greater success and sustainability of the project.</p>	<p>1. Increasing and long-term commitment to support to the Health Sector (10 -15 years +) including support to capacity-building and developing preventative health care programmes.</p> <p>From 1993 to 1997, support to health programmes rose from DKK 450m to DKK 815m. Support to international NGOs working within the fields of population and reproductive rights rose by 80% in the same period, while support to multi-lateral organisations doubled.</p> <p>2. The new project phase will ensure decentralisation to district level thereby enhancing gender sensitive local participation and decision-making in planning and implementing future activities.</p>



#### IV. Violence against women

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Violence against women is considered and treated as a human rights issue in Danish development assistance. Denmark supports various projects and programmes related to the theme.</p> <p>2. Denmark has focused on female genital mutilation by conducting studies and seminars. In 1996, guidelines for the prevention of female genital mutilation by means of development assistance were published. The guidelines are followed in implementing relevant health and education projects and sector programmes.</p> <p>Efforts to combat trafficking in women for the purposes of e.g. prostitution, forced labour and arranged marriages are other challenges facing Danish development cooperation. In 1998, Denmark supported The Coalition Against Trafficking in Women in Bangladesh, by convening regional meetings and a global conference to formulate a common strategy and action plan. The topic is a subject of discussion at annual negotiations in relevant programme countries.</p> <p>3. In 1998, Denmark supported the Centre for the Study of Violence and Reconciliation (CSV) in South Africa with the following:</p> <ul style="list-style-type: none"> <li>• Training of criminal justice personnel: 150 magistrates and 150 prosecutors in three provinces were trained in understanding the issues pertaining to violence against women;</li> <li>• Four workshops for the police and prosecutors were conducted in one province;</li> <li>• Production of three training manuals for training criminal justice personnel.</li> </ul>	<p>1. Lack of understanding of the issues of violence against women, among the various players in the criminal justice system, often results in lack of trust from women victims of violence. Many women victims are therefore reluctant to use the judicial system.</p> <p>2. With respect to FGM the major difficulties identified relate to religious and cultural resistance. Women living in extreme poverty are particularly vulnerable to trafficking.</p>	<p>1. The Danish Government is fully committed to advancing respect for women's human rights in development dialogue with recipient countries.</p> <p>2. Denmark will continue to support both Government and NGO activities in efforts to combat the physical, sexual and psychological violence occurring in the family, the community and the State.</p>

## V. Women and armed conflict

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. Together with Eritrea, Danida has used gender analysis and a gender study as a basis of all development assistance, and the gender element has been highlighted in education and agriculture sector support, paying special attention to girls enrolment in schools and women's participation in and access to agricultural extension services. In Rwanda, the major objective of Danish transitional assistance is to assist with remedying some of the acute effects of genocide, i.e. support to the legal aftermath (genocide trials) and support initiatives which may foster reconciliation, and thereby in the long run consolidate peace and democracy, and enhance respect for human rights, including women's human rights. Thus far, development assistance has focused on support to rehabilitating the judicial sector, including support to the police force, training judicial personnel, defence lawyers and improving conditions of detention.</p> <p>2. As a specific activity, Danida has for a number of years supported ISIS WICCE Women's International Network in its efforts to improve women's social, economic and political situation and women's active participation in the development process. Since 1998, ISIS WICCE has embarked on a large international research programme on Violence against Women in Armed conflict Areas, including war zones or areas of armed conflict in Uganda, Rwanda, Congo and the Sudan. In the Sudan, the programme seeks to:</p> <ul style="list-style-type: none"> <li>• Document violence against women in war zones, including the systematic repression of and violations against the Nuba women in Southern Sudan, including sexual violence and rape on a mass scale;</li> <li>• Develop information and aware-</li> </ul>	<p>1. It is often difficult to identify any gender aspects of armed conflict and in the immediate post conflict situation. Often, infrastructure is destroyed and gender-specific war crimes against women are not recorded separately. Ethnic cleansing and massive displacement within a population often leave women and children extra vulnerable, whether in refugee camps, prisons or in transit, and issues such as rape and violence against women may only be reported in a few cases. Also, armed conflict and large-scale imprisonment often give rise to numerous extra female-headed households struggling to survive.</p>	<p>1. A gender-specific sector policy on conflicts is being drawn up. Denmark continues to provide support to initiatives that support women in situations of armed conflict and which seek to document the gender aspects of a conflict situation, including war crimes against women.</p> <p>2. On-going support to such initiatives.</p>

ness among women of their human rights and support them in areas of survival strategies, counselling and physiological support;

- Develop a network of local women's groups in the area, for the continuation of long-term work on women's human rights in this area.

## VI. Women and the economy

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. Women's economic rights and capacities are given high priority in the implementation of Denmark's gender-specific poverty reduction policy, in which the promotion of socially balanced economic growth is one of three objectives.</p> <p>2. Since 1982, Denmark has supported the expansion of extension services within agriculture by offering practical training to farming women in Karnataka, India. The project was later expanded to include the states of Tamil Nadu, Orissa and Madhya Pradesh. In Karnataka at least 62,000 women have participated in courses at agricultural colleges and more than 230,000 have received training in their villages. These courses have resulted in an increase in agricultural production. More importantly, however, the courses have strengthened the situation and status of women in the local community. Women are acknowledged as producers and advisers in the agricultural sector. The project's success in organising women helped women pursue their rights in other spheres, as well.</p>	<p>2. The major difficulties identified are the following:</p> <ul style="list-style-type: none"> <li>• High turnover of female agricultural advisers (marriage and children);</li> <li>• Difficulties in generating an understanding of the need for women's access to new technological developments and know-how within their spheres of responsibility: modern farming methods, machinery, fertilisers and pesticides;</li> <li>• Getting women to come to classes. Attaining the permission of husbands;</li> <li>• Illiteracy among women farmers;</li> <li>• Traditional gender roles;</li> <li>• Attempts to introduce a functioning system proved a slow process;</li> <li>• Trained female agricultural advisers with adequate educational standards were not available at the beginning;</li> <li>• The security of female advisers in the work situation was difficult to handle.</li> </ul>	<p>2. Full integration of female advisers into the agricultural ministry's normal promotion and seniority system, and integration of positive experiences into the overall agricultural advisory process.</p>

## VII. Women in power and decision-making

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In Malawi, Denmark has worked with the government to support various activities promoting women's active involvement in politics. Institutional support to promote women's participation in politics was given to the Civil Liberties Committee and the Association of Progressive Women in connection with the 1999 presidential, parliamentary and local government elections. Activities, taking place in 11 districts, involve:</p> <ul style="list-style-type: none"> <li>• Training in electoral procedures, in particular encouraging women to run for parliamentary positions and vote for female candidates;</li> <li>• Lobbying political parties to take affirmative action when nominating candidates.</li> </ul>	<p>1. Main obstacles:</p> <ul style="list-style-type: none"> <li>• Gender discrimination imposed by customary law. Women are not allowed to participate in decision-making, and therefore not allowed to run for political office;</li> <li>• Low literacy level, particularly among women;</li> <li>• Widespread poverty among rural women;</li> <li>• Women fear harassment if involved in politics.</li> </ul>	<p>1. Support to women's empowerment activities is a high priority in the 20 programme countries of Danish development assistance.</p>

## VIII. Institutional mechanisms for the advancement of women

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In Uganda, Denmark has supported the Ministry for Gender Equality since 1989 by means of institutional capacity-building. The focus is on support to policy formulation, planning and coordinating activities, and promoting women's legal rights.</p> <p>In 1997, 120 high-level government officers from line ministries were trained in gender equality aspects relevant to national and district planning and administration. Furthermore, politicians from eight districts were trained in gender equality for democratic development.</p> <p>2. In Malawi, Danida has worked with the government since 1997 to support a range of projects promoting institutional mechanisms for the advancement of women, e.g.:</p> <ul style="list-style-type: none"> <li>• Support to Malawi Congress of Trade Unions Women's Rights Projects, including training activities at national and regional level to improve women's leadership skills and increase the number of women in leadership posts;</li> <li>• Support to the Ministry of Women, Youth and Community Services to promote gender equality aspects of legal and planning activities.</li> </ul>	<p>1. Slow implementation process of the respective gender action plans.</p> <p>A major obstacle is lack of clarity in the roles and relations of the respective stakeholders, i.e. ministries and NGOs.</p> <p>National financial constraints may prevent institutionalisation of national machinery.</p>	<p>1. Danish development assistance in both Uganda and Malawi will continue to fully support national machinery as part of gender action plans for development cooperation.</p> <p>Furthermore, a wide range of project support is planned in both countries.</p> <p>2. The following initiatives are planned in Malawi:</p> <ul style="list-style-type: none"> <li>• Capacity-building at the Ministry of Women, Youth and Community Services to assist in follow-up to the Platform for Action, particularly with regard to legal training and economic programmes</li> <li>• The Cabinet Gender Committee will receive support in relation to relevant gender issues;</li> <li>• Capacity-building of NGOs to strengthen their coordinating and advocacy activities in implementing the Platform for Action.</li> </ul>

## IX. Human rights of women

	Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
	<p>1. Promoting respect for human rights is one of the three crosscutting themes of Danish development policy. Since 1995, Denmark has reinforced its emphasis on incorporating women's human rights in its political dialogue with programme countries, including the ratification and implementation of CEDAW.</p> <p>2. Through the NGO "International Women Rights Action Watch, Asia Pacific" (IWRAP) Denmark is supporting a programme promoting the implementation of CEDAW. The programme aims to enable women to use the international human rights system to make their governments accountable for their actions concerning women's human rights. The programme focuses particularly on training women's groups and women lawyers and judges in the rights provided to women by CEDAW. IWRAP serves as a "watchdog" in relation to reporting governments to the CEDAW Committee.</p> <p>3. Since 1991, Denmark has supported the research and action programme: "Women and Law in Southern Africa", WLSA, which works for legal change to benefit women in the development process. The programme covering five countries, focuses on women, family law, inheritance, and the legal status of women in the family. The present phase addresses structural issues in society affecting women's position within the legal system and contributing to the gender biases of poverty. The objective of the project is to contribute to strengthening women's formal legal rights and strengthening gender sensitive practices within the judicial system.</p>	<p>2. Obstacles to the programme are primarily: 1) women being unaware or afraid to claim their rights within the judicial system and 2) lawyers and judges trained facing insurmountable, often hidden, obstacles to concrete implementation, such as threats against their lives etc.</p> <p>3. The WLSA project is highly acknowledged for its achievements in contributing to the improvement of the legal status of women in Southern Africa. It has successfully influenced law reforms in several countries and its research findings have been incorporated in the curricula of universities. WLSA has served as a source of inspiration and created public interest in and knowledge of women and law. Recognising that changing laws alone does not in itself secure real improvements to women rights, the project is at present focusing on institutional change within the judicial system. Securing the operationalisation of research results has been the major challenge of the project.</p>	<p>2. Denmark is planning to continue its support to IWRAP in 1999-2001.</p> <p>3. Danida approved a new phase in 1997, covering the 1997-2001 period.</p>

## X. Women and the media

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. With the publication of a strategy paper in 1997, Danish development assistance is paying increased attention to supporting the free press. A free press is viewed as one of the basic prerequisites and instruments for democratic development and greater respect for human rights. Securing the access of both genders to the media on a permanent basis is an important instrument in guaranteeing that women's and men's strategic and basic needs meet through the media.</p> <p>2. Since 1990, Denmark has supported an NGO radio communication project in Peru directed towards women as a Danish-NGO-to-Peruvian-NGO project. It is now in its 3rd phase. The dominating media in Peru is radio. However, very few stations address women. The purpose of the project is to secure women permanent access to a radio station so that they can participate in the public debate and policy decisions on gender relations. The radio station broadcasts programmes on problems related to gender. The purpose of the programmes is to pave the way for gender equality in society in Peru by addressing particularly the structural needs of women.</p> <p>3. Project support to women's participation in local community production and follow-up to Beijing has since 1996 been supported by Denmark. The project is administered by the World Association of Community Radio Broadcasters. The purpose of the project is to produce radio programmes on the twelve strategic objectives of the Beijing PFA. The programmes will be broadcast to Asia, Africa and Latin America.</p>	<p>2. While the project has been generally successful, some obstacles have been encountered of a primarily external and financial nature. It has been difficult to generate sufficient local income for the station. The present phase will particularly address the self-financing problem, which may threaten the sustainability of the station. The project has been innovative in terms of linking gender to issues regarding development communication.</p>	<p>2. A new phase was approved in 1998. It is anticipated to be phased out by the end of the project period.</p>



## XI. Women and the environment

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. The “Managing Our Indigenous Tree Inheritance” (MITI) project in Zimbabwe is implemented by SAFIRE, a Zimbabwean based NGO and focuses on improved management of natural resources, with particular emphasis on indigenous trees. The project was formulated in 1995/96. The major aims of the project are:</p> <ul style="list-style-type: none"> <li>• to develop and promote enterprises based on sustainable natural resources use and management, in order to increase income levels and food security in project areas;</li> <li>• to facilitate planning and implementation of community-based natural resources management and secure the rights of local user groups, including women and disadvantaged groups, to such resources;</li> <li>• building capacity in community-based natural resources management and promoting policies favouring this.</li> </ul> <p>Women are important as implementers of many micro-projects falling under the MITI project, due to their central role in managing natural resources on communal lands in Zimbabwe. The project has, from the outset, used various strategies to ensure that gender issues are addressed. Strategies include:</p> <ul style="list-style-type: none"> <li>• gender training of project staff, district council staff, and community leaders;</li> <li>• gathering gender disaggregated data;</li> <li>• promoting gender equity in committees and groups;</li> <li>• access for both women and men to study tours, credit facilities etc.;</li> <li>• promoting women’s rights to natural resources by formal and informal regulations.</li> </ul>	<p>1. Explicit focus on gender issues in the project was met with some resistance in the initial stages. At community level, for instance, some communities were initially reluctant to include women as participants in study tours (Look and Learn). The non-inclusion of women in study tours was justified by men in local communities by referring to local traditions and culture, implying that women should not mix with men and were not considered leaders in the community. When members of the same community went on the study tour, they encountered numerous women leaders in the area visited, asking why there were no women in their group. This later led to a special study tour for women from the area and the inclusion of more women in daily management of the concerned woodlands.</p> <p>Internally (i.e. in the NGO SAFIRE), gender issues also met with some resistance from staff members and management in the organisation, who it was felt did not allocate sufficient resources and attention to gender issues. In spite of the explicit focus on gender issues in the project document, a recent revision of objectives and expected outputs of the project conducted by staff members resulted in completely gender-neutral formulations. In a review of the project in August 1998, gender issues were brought back into the picture and efforts made to strengthen the organisation as far as gender issues are concerned by reorganising staff composition.</p>	<p>1. With the 1998 review, additional funds were set aside for training staff members on gender issues. In addition, it was suggested that the female Gender Focal Point Officer be moved to the section on Participatory Development so as to integrate gender issues more firmly in all activities at community level. Finally, it was proposed that a male Gender Focal Point Officer should also be appointed to supplement the existing female Gender Focal Point Officer. The latter strategy was proposed to ensure better outreach to men in local communities, and ensure that gender issues are addressed not only as a women’s issue but as a problem affecting all members of the local community. This is particularly relevant in basic patriarchal communities, like those in which the MITI project is operating.</p>

## XII. The girl child

Examples of successful policies, programmes and projects to implement the PFA	Examples of obstacles encountered/ lessons learned	Commitment to further action/new initiatives
<p>1. In 1998, the Danish Ministry of Foreign Affairs published a report on its efforts to combat child labour in development cooperation activities. The respective recommendations are being followed in the implementation of development activities in e.g. water and sanitation projects in India.</p> <p>2. The respective health sector support programmes in, e.g. Zambia, Uganda and India aim at community outreach, including child health and family planning. Issues pertinent to prenatal sex selection and sex selective abortion of female foetuses are given high priority when encountered in Danish supported activities.</p> <p>3. In 1998, Denmark supported the Indian Council of Child Welfare in Tamil Nadu, India, with a programme for community empowerment against female infanticide, incl. following activities in high and moderate incidence areas:</p> <ul style="list-style-type: none"> <li>• Training women group members and animators in 50 villages to monitor the incidence of female infanticide in their areas;</li> <li>• Training opinion leaders for promoting attitudinal change.</li> </ul>	<p>1. Problems encountered relate to the economic constraints of families dependent on income from child labour.</p> <p>2. Problems encountered with respect to girls' access to health and education facilities include the following:</p> <ul style="list-style-type: none"> <li>• Due to poverty, parents neglect the needs of girls particularly with respect to secondary education and access to health clinics;</li> <li>• Cultural, harmful practices neglect girls and deny them their rights to education and informed decision-making concerning their sexual and reproductive health and rights.</li> </ul> <p>3. Infanticide is prevalent in many areas of Tamil Nadu and justified by the communities practising it. Therefore, in order to combat the malpractice an integrated package of welfare facilities and socio-economic programmes, together with awareness schemes, are needed.</p>	<p>1. The Danish Government is committed to the development of viable strategies and action plans for combating child labour in Danish supported development activities.</p> <p>2. The Danish government is fully committed to addressing the particular problems of the girl child in all relevant sector programmes and projects.</p> <p>3. The Danish Government is committed to supporting local NGOs in their efforts to combat malpractices towards the girl child.</p>





## 1. Family life, children and gender roles

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**Figure 3.1** Developments in women's representation in the Folketing, county and municipality councils and the European Parliament from 1970-1998

**Tables 3.1-3.5** Representation in the Folketing, county and municipality councils and the European Parliament

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## 1. Family life, children and gender roles

### Population

**Table 1.1 Population by age from 1960 through 2030, women and men**

Year	Women				Men			
	1960	1998	Forecast 2030	% of pop. 2030	1960	1998	Forecast 2030	% of pop. 2030
Total	2,312	2,679	2,820		2,273	2,616	2,781	
	1000 persons				1000 persons			
	%				%			
Total	100	100	100		100	100	100	
0-19	32	23	22	11.1	35	24	24	11.9
20-29	13	14	12	6.0	13	14	13	6.5
30-64	44	46	44	22.2	43	49	45	22.3
65 and over	11	17	22	11.1	10	13	19	9.4

The table shows the distribution of the population by age and sex, and the percentage of each age group of the total population in 2030.

Sources: Danmarks Statistik: Statistiske efterretninger, Befolkning og valg 1998:15 samt Statistisk tiårsoversigt 1997 (Statistical data, population and elections 1998:15 and Statistical ten-year review 1997).

### Families and children

**Table 1.2 Children by types of family.**

	1985		1990		1995		1999	
	No.	%	No.	%	No.	%	No.	%
Single mother	137,685	17.2	140,820	18.2	153,809	14.1	156,519	13.8
Single father	25,911	3.2	27,436	3.6	18,422	1.7	18,669	1.6
Married couple/ reg. partnership	588,313	73.4	532,767	69.0	730,392	67.1	757,127	66.9
Cohabiting coup.	50,091	6.2	71,319	9.2	171,581	15.8	185,361	16.4
Children under 18 not living at home	-	-			14,148	1.3	14,812	1.3
Total	802,000	100.0	772,342	100.0	1,088,352	100.0	1,132,488	100.0

The table shows the distribution of children (0-17 years) by selected types of family at 1 January in selected years. Note: There may be some uncertainty about „married couples/reg. partnerships“ and „cohabiting couples“ for the years 1985 and 1990, because the source does not allow for registered partnerships in the particular years. Furthermore, for the years 1995 and 1999 the age at which children living at home are included in their parents' families has gone from 26 to 18 years which reduces the percentages relatively for these two years compared with 1985 and 1990.

Source: Danmarks Statistik: Befolkningens Bevægelser 1985:8, 1991:2, 1995:10 og 1999:7. (Distribution of population).

**Table 1.3 Marriage and divorce 1966 - 1997**

Year	Marriage	Divorce
1966	41,424	6,726
1968	39,457	7,572
1970	36,376	9,524
1972	31,073	13,134
1974	33,182	13,132
1976	31,192	13,064
1978	28,763	13,072
1980	26,448	13,593
1982	24,330	14,621
1984	28,624	14,490
1986	30,773	14,490
1988	32,080	14,717
1990	31,513	13,731
1992	32,188	12,981
1994	35,321	13,709
1996	35,993	12,773
1997	34,163	12,848

The number of marriages fell until 1982. It has increased since, with some stabilisation since 1994. The number of divorces increased steadily until the early 1980s when after a period of stagnation it showed a slight decline.

Source: Statistisk tiårsoversigt 1978, 1988 og 1998 (Statistical ten-year reviews).

**Table 1.4 Day nurseries, playgroups and school-care schemes for children and young people, selected years**

Enrolled in day nurseries, playgroups and school-care schemes

	1987	1992	1997	1998
	No. of enrolled children			
All children	266,936	337,011	460,887	497,229
0 - 2	73,605	92,359	107,024	113,558
3 - 5	113,951	136,867	178,452	188,225
6 - 9	79,380	107,785	175,411	195,446
	Coverage in %			
All children	47.5	58.5	69.8	74.0
0 - 2	45.5	48.7	51.2	55.0
3 - 5	72.1	79.3	87.6	90.1
6 - 9	32.8	50.4	70.9	76.3

Throughout the period, the number of children in all three age groups has increased and so has the degree of coverage for all groups. Children in inschooling age, i.e. the group from 6-9 years, account for the largest increase, probably because of the large expansion of school-care schemes. Note: The degree of coverage is the percentage which the number of enrolled children constitutes of all children in the particular age group.

Obs: In 1987 the number of 6-9-year-olds in school-care schemes was not included, but all children under 10 years were.

Source: Statistiske efterretninger: Social sikring og retsvæsen 1998:12 og 1999:2 (Statistical data: Social security and law).

## Leave

**Table 1.5.a Paternal leave in week 25-26**

	Number of live births	No. of men on leave	%
3rd quarter 1998	16,002	2,134	13.3
4th quarter 1998	16,562	2,749	16.6
1st quarter 1999	17,903	2,649	14.8

Sources: Socialministeriet, Danmarks Statistik og Ligestillingsrådet 1999  
(The Ministry of Social Affairs, Danmarks Statistik and the Equal Status Council).

**Table 1.5.b Average number of people on leave 1994-1997**

	1994			1995		
	Women	Men	Women %	Women	Men	Women %
On leave total	41,396	7,264	85.1	66,187	15,930	80.6
Sabbatical	1,976	807	71.0	4,680	2,799	62.6
Educational	8,482	3,789	69.1	22,986	9,516	70.7
Childcare	30,938	2,668	92.1	38,520	3,615	91.4
	1996			1997		
	Women	Men	Women %	Women	Men	Women %
On leave total	51,682	11,308	82.1	38,902	7,806	83.3
Sabbatical	684	314	68.5	395	204	65.9
Educational	22,672	8,740	72.2	17,872	6,010	74.8
Childcare	28,326	2,253	92.6	20,635	1,593	92.8

Source: Statistiske efterretninger: Arbejdsmarked 1997:14, 1996:33 og 1998:14 (Statistical data: Labour market).

**Table 1.6 Maternal and paternal leave. Number of recipients (by cases)**

	1990	1991	1992	1993	1994	1995	1996	1997
Women	80,610	82,842	87,333	87,811	88,712	90,335	87,557	85,652
Men	34,543	35,462	38,515	37,427	38,604	41,003	38,835	39,138

The table shows the number of recipients of benefits paid out in connection with pregnancy, birth or adoption. Over time and by sex.

Source: Ligestillingsrådet (The Equal Status Council).



**Table 1.7 Paternal leave, in week 1-2 and week 15-24, resp.**

	1990	1991	1992	1993	1994	1995	1996	1997
Number of live births	63,433	64,358	67,726	67,369	69,666	69,771	67,675	67,640
Paternal leave week 1-2	33,906	34,819	37,748	36,587	37,812	40,290	38,229	38,485
In % of number of live births	53.5	54.1	55.7	54.3	54.3	57.7	56.5	56.9
Paternal leave week 15-24	1,863	1,940	2,315	2,198	2,015	2,054	1,746	1,638
In % of number of live births	2.9	3.0	3.4	3.3	2.9	2.9	2.6	2.4

The table shows the percentage of men on paternal leave in week 1-2 and 15-24 compared with the total number of live births.

Source: Ligestillingsrådet, Statistiske efterretninger: Social sikring & Retsvæsen 1998:18, og Befolkning og valg 1998:3 (The Equal Status Council, Statistical data: Social welfare and law 1998:18, and Population and elections).

## Time use

**Table 1.8 Children's household work in 2-parent families, 1994**

1 child	Hours:minutes per week	2 children	Hours:minutes per week
Boy	0:28	2 boys	2:23
Girl	2:17	boy/girl	3:04
		2 girls	3:15

The table shows the participation of children in household work in 1994 in 2-parent families in which the youngest child of the family is between 7-15 years. For families with two children, the table shows the total number of hours for both children. There are no previous studies of children's time use on household work. Therefore the time perspective is not included in the tables on this subject.

Note: The distribution by gender in families with 3 or more children is not shown.

Source: Børns husholdningsarbejde. - er der forskel mellem piger og drenge? Jens Bonke, SFI. 1998.

Arbejdsrapport (Children's household work. - Is there a difference between girls and boys?

Jens Bonke, SFI. 1998. Working paper).

**Table 1.9 Children's household work, only child in 2-parent families, 1994**

	Girl	Boy
	Hours:minutes	
under 7	0:16	0:01
7 – 15	2:17	0:28
15 and over	3:17	2:18

The table shows children's household work by age and sex for only children in 2-parent families, 1994.

Source: Børns husholdningsarbejde. - er der forskel mellem piger og drenge? Jens Bonke, SFI, 1998. Arbejdsrapport. (Children's household work. - Is there a difference between girls and boys? Jens Bonke, SFI, 1998. Working paper.)

**Table 1.10 Women's and men's share of household work in % in 2-parent families. 1976, 1987, 1995**

Percentage of household work	1976		1987		1995	
	Women	Men	Women	Men	Women	Men
	%					
0-25%	5	69	3	44	7	38
26-50%	15	27	32	51	31	51
51-75%	27	2	36	4	29	4
76-100%	53	2	29	1	33	7
Total %	100	100	100	100	100	100

Over the almost 20 years covered by the table there has been a change in the direction of fewer men doing few household chores (0-25%) and fewer women doing more household chores (76-100%), whereas the corresponding opposite groups have not changed to the same extent. It is still a fact that few women do little and few men do much household work.

Sources: Danmarks Statistik og Socialforskningsinstituttet: Levevilkår i Danmark 1997.

(The Social Research Institute: Life in Denmark).

**Table 1.11 2-parent families by women's share of household work**

	Women's share of household work in %				
	0-25%	26-50%	51-75%	76-100%	Total %
Women's employment					
39 hours or more	1	34	17	48	100
21-38 hours	1	31	24	44	100
1-20 hours	2	25	30	43	100
Unemployed	-	13	21	66	100
Assisting spouse	-	4	5	91	100
Housewife	-	20	5	75	100
Retirement pensioner	0	15	13	72	100
All women	1	26	20	53	100

The table shows the distribution of women's share of household work by employment. Note: Includes the percentage of time used by women on household work such as cooking, cleaning, shopping, laundry and repairs etc.

Sources: Danmarks Statistik og Socialforskningsinstituttet: Levevilkår i Danmark 1997. (The Social Research Institute: Life in Denmark).

**Table 1.12 Household work, Danish women and men over 15**

	Women	Men
	Hours per week	
1964	28.55	3.33
1975	23.96	7.21
1987	21.36	10.59
1987	*22.19	*11.39
1994	*18.47	*13.72

The table shows how much time Danish women and men spent on household work in the particular years. Women used over 10 hours less on householdwork in 1994 than in 1964 and men 10 hours more. The total time for men and women is the same as in 1964 and 1994. \*Including bringing and picking up children.  
Source: SFI: Tidsanvendelsesundersøgelse 1964, 1975 og 1987, samt Den Europæiske Husstandspanelundersøgelse, 1996 (Time use studies and the European Household Panel Study).

## 2. Education, employment and income

### Women's and men's choice of education

**Table 2.1a Choice of subject in higher education**

	Long higher educ. courses				Higher educ. courses total			
	Women number	Men number	Women %	Men %	Women number	Men number	Women %	Men %
Public welfare	271	633	30.0	70.0	10	513	1.9	98.1
Technical	1,651	3,203	34.0	66.0	1,101	5,376	17.0	83.0
Transport	19	169	10.1	89.9	49	1,569	3.0	97.0
Food	1,943	426	82.0	18.0	115	34	77.2	22.8
Social	3,194	5,679	36.0	64.0	2,967	3,216	48.0	52.0
Agriculture etc.	..	..	..	..	27	152	15.1	84.9
Music	515	242	68.0	32.0	349	196	64.0	36.0
Arts	1,113	123	90.0	10.0	3,725	1,590	70.1	29.9
Education	133	0	100.0	0.0	23,340	8,632	73.0	27.0
Health	950	83	92.0	8.0	11,633	1,151	91.0	9.0
Total	9,789	10,558	48.1	51.9	43,316	22,429	65.9	34.1

**Table 2.1b**

	Long higher educ. courses				Higher educ. courses total			
	Women	Men	Women	Men	Women	Men	Women	Men
	number		%		number		%	
Public welfare	1	78	1.3	98.7	282	1,224	18.7	81.3
Technical	4,829	8,586	36.0	64.0	7,581	17,165	30.6	69.4
Transport	1,411	1,202	54.0	46.0	1,479	2,940	33.5	66.5
Food	2,086	6,256	25.0	75.0	4,144	6,716	38.2	61.8
Social	12,547	14,730	46.0	54.0	18,708	23,625	44.2	55.8
Agriculture etc.	252	84	75.0	25.0	279	236	54.2	45.8
Music	2,102	1,402	60.0	40.0	2,966	1,840	61.7	38.3
Arts	13,663	7,685	64.0	36.0	18,501	9,398	66.3	33.7
Education	960	412	70.0	30.0	24,433	9,044	73.0	27.0
Health	4,638	3,223	59.0	41.0	17,221	4,457	79.4	20.6
Total	42,489	43,658	49.3	50.7	95,594	76,645	55.5	44.5

The table shows the number of students at higher education institutions in October 1997. The short advanced courses are the 13th and 14th years of education, the medium courses are the 15th and 16th years and the long are the 17th and 18th years. Professions with the lowest percentage of women are at the top of the list.

Source: Statistiske efterretninger: Uddannelse og Kultur 1998:7, 1998:11, 1998:13 (Statistical data: Education and culture).

**Table 2.2 Students' choice of vocation**

	Women		Men		Women		Men	
	number	number	%	%	% of total	% of total	% of total	% of total
Iron and steel	427	14,335	2.9	97.1	0.9	23.3		
Construction	834	12,770	6.1	93.9	1.7	20.7		
Transport	92	1,224	7.0	93.0	0.2	2.0		
HTX (business)	974	5,270	15.6	84.4	1.9	8.6		
Graphic industries	443	814	35.2	64.8	0.9	1.3		
Agriculture etc.	1,034	1,237	45.5	54.5	2.1	2.0		
Food	3,466	3,776	47.9	52.1	6.9	6.1		
HHX (business)	14,346	12,321	53.8	46.2	28.7	20.0		
Trade and clerical	14,004	8,477	62.3	37.7	28.0	13.8		
Education	302	62	83.0	17.0	0.6	0.1		
Service industries	2,660	509	83.9	16.1	5.3	0.8		
Health	11,415	751	93.8	6.2	22.8	1.2		
Total	49,997	61,546	44.8	55.2	100	100		

The table shows the number of students at 30 September 1997 on selected vocations.

The overview includes HHX, HTX (both business studies) and EUD (special studies) as well as the health profession and basic teacher training courses. Vocations with the smallest number of women are at the top of the list.

Source: Statistiske efterretninger: Uddannelse og Kultur 1998:11, 1998: 13 (Statistical data: Education and culture).

**Table 2.3 Men and women by completed highest education 1997**

	Women	Men	Women	Men	All
	number		%	%	%
Basic	616,354	519,350	38.2	31.2	34.7
General secondary	65,593	51,966	4.1	3.1	3.6
Vocational secondary	29,436	27,061	1.8	1.6	1.7
Vocational	508,265	669,961	31.5	40.3	36.0
Short higher	108,219	82,426	6.7	5.0	5.8
Medium higher	151,794	123,052	9.4	7.4	8.4
Long higher	49,413	96,045	3.1	5.8	4.4
Educ. not def. by lev.	84,317	93,490	5.2	5.6	5.4
Total	1,613,391	1,663,351	100.0	100.0	100.0

The table shows the number of 15-69 year-olds not attending courses after completing their highest education course. In addition, the table shows the relative distribution compared with all women and all men, respectively. Relatively more women than men have no education above basic school whereas a larger proportion of men have vocational and long higher education courses. More women than men have a shorter or medium higher education course.

Source: Statistiske efterretninger, Uddannelse og Kultur 1998:12 (Statistical data: Education and culture).

**Table 2.4 Total length of education for women and men in the Nordic countries 1996**

	Denmark	Sweden	Norway	Finland	Iceland
Women			%		
0-9 years	41.2	24.1	18.8	32.0	40.4
10-12 years	37.3	47.6	52.5	50.1	35.2
13 years and above	21.5	28.3	25.5	17.9	24.4
Men					
0-9 years	34.2	27.5	16.9	34.4	13.1
10-12 years	45.6	46.7	54.1	49.3	46.4
13 years and above	20.2	25.8	25.7	16.3	40.3

The table shows the proportion of 25-64 year-olds with less than 9 years' education, between 10-12 years and 13 years and above.

Source: Nordisk statistisk årbog 1998 (Nordic statistical yearbook).

## Participation on the labour market

**Table 2.5 Labour force and participation rate 1976-1997**

	1976	1981	1986	1991	1996	1997	1998
Whole population	5,064,000	5,123,000	5,115,000	5,146,000	5,250,000	5,251,121	5,294,860
In labour force	2,494,000	2,673,000	2,872,000	2,903,000	2,871,000	2,863,330	2,868,307
Labour force in % of whole population	49.2	52.2	56.1	56.4	54.7	54.5	54.2
Women in labour force as % of all women	39.6	45.8	50.4	51.6	49.7	49.4	49.5
Men in labour force as % of all men	59.1	58.7	62.0	61.4	59.8	59.3	58.9
Women in % of labour force	40.6	44.4	45.6	46.3	46.0	46.1	46.2
Men in % of labour force	59.4	55.6	54.4	53.7	54.0	53.9	53.8
Women's participation rate	54.9	62.5	74.9	75.7	73.2	72.9	73.3
Men's participation rate	81.2	78.9	85.9	84.0	82.2	81.7	81.6
Total participation rate	67.9	70.7	80.5	79.9	77.8	77.4	77.5

Due to changes in labour force statistics in 1984, the figures before and after are not directly comparable. „Labour force“ includes self-employed, employees and unemployed. Outside the labour force are children, students, early retirement and retirement pensioners. The participation rate shows the number of people in the labour force between 16-66 years in % of the total population between 16 and 66 years.

Source: Danmarks Statistiks ti-årsoversigter 1986, 1996 og 1998 (Statistical ten-year reviews).

**Table 2.6 Women and men in part-time employment 1977-1997**

	1977	1983	1987	1993	1997	1998
No. of part-time employed (1000s)						
Women	439	399	369	290	225	220
Men	75	115	131	155	155	158
Relative share of part-time employed						
Women	46.1	35.2	30.2	24.2	18.5	17.9
Men	5.4	8.2	8.8	11	10.7	10.8

The table shows the number of women and men (1000s) with part-time jobs and their percentage of people in employment. The part-time employed include part-time insured or people with less than 30 weekly hours of work.

Sources: Statistisk ti-årsoversigt 1993 og 1998 (Statistical ten-year reviews).

**Table 2.7 Women's and men's unemployment 1980-1998**

Year	Women	Men	Difference
	%		
1980	7.6	6.5	17
1982	10.0	9.7	3
1984	11.7	8.8	33
1986	10.0	6.1	64
1988	10.3	7.3	41
1990	11.3	8.4	35
1992	12.9	10.0	29
1994	13.6	11.0	24
1996	9.9	7.8	27
1997	8.3	5.8	43
1998	7.9	5.5	44

Registered unemployed women and men in % of labour force. „Difference“ shows the higher rate of unemployed women compared with men.

Sources: Statistisk tiårsoversigt 1989, 1996, Statistiske efterretninger: Arbejdsmarked 1997:4, 1998:2 og 1999:4 (Statistical ten-year review, Statistical data: Labour market).

## The gender-divided labour market

**Table 2.8 Labour force by sector**

	Women	Men	Women	Men	Women	Men	Women	Men
	number		% of sector		% of all employed		% of same sex	
All employed	1,167,736	1,302,377			47	53	100	100
Private sector	562,773	972,542	37	63	22.8	39.4	48.2	74.7
Public sector total	604,903	329,772	65	35	24.5	13.4	51.8	25.3
State	77,726	106,189	42	58	3.1	4.3	6.7	8.2
County	139,601	47,215	75	25	5.7	1.9	12	3.6
Municipality	354,375	108,230	77	23	14.3	4.4	30.3	8.3
Public corporation	31,793	99,267	24	76	1.3	4	2.7	7.6
Social welf. and found.	1,408	2,072	40	60	0.1	0.1	0.1	0.2

The table shows the distribution of men and women by sector at 1 January 1998. The table shows e.g. that women (562,773) in the private sector constitute 37% of the privately employed, 22.8% of all employed and 48.2% of employed women.

Source: Arbejdsstyrkestatistikken, Statistiske efterretninger: Arbejdsmarked 1999:9 (Labour force statistics, Statistical data: Labour market).

**Table 2.9 Women's and men's employment by socio-economic status**

	1984	1988	1992	1996	1997	1998	Change
	%						1984-96
Whole population	50.7	50.7	50.7	50.6	50.6	50.8	0
Self-employed	17.9	20.8	22.4	23.3	23.3	23.4	30
Assisting spouses	99.2	98	97.3	95.5	95	94.6	-4
Employees	53	54.6	54.2	55.9	..	..	5
Skilled workers	6.3	7.2	8.5	8.9	..	..	41
Unskilled workers	50	50.4	49.4	46.9	..	..	-6
Emp. not furth. specif.	52.3	49.2	50.2	48.4	49.3	48.9	-7
Unemployed	50.4	56	52.8	52.3	52.9	54.7	4
Reti./early ret. pensioners	60.4	61.4	61.2	60.8	60.6	60.3	1
Outside labour force	55.4	54	52.6	52.6	61.8	51.5	-5

The table shows the proportion of women of all people in the particular group and the percentage change from 1984-1996.

Source: Statistisk ti-årsoversigt 1993 og 1998 (Statistical ten-year reviews).

**Table 2.10 Gender composition by industry 1997**

	Employed	Women	Men	Women	Men
	in industry	%	%	% of all	
	number	of industry			
Construction	156,595	9.8	90.2	0.6	5.3
Energy and water	17,810	21.0	79.0	0.1	0.5
Agriculture, fishing and quarrying	120,590	22.1	77.9	1.0	3.5
Transport, post and telecommunications	178,098	26.7	73.3	1.8	4.9
Industry	476,052	31.6	68.4	5.6	12.2
Retail trade, hotels and restaurants	478,487	42.8	57.2	7.7	10.3
Financial services	296,343	46.0	54.0	5.1	6.0
Activity not stated	13,882	55.0	45.0	0.3	0.2
Public and personal services	931,801	67.0	33.0	23.4	11.5
All employed	2,669,658	45.6	54.4	45.6	54.4

The table shows women's and men's percentages of employment in the particular industry and in % of all employed. The industries with the lowest number of women are at the top of the list. The table shows that 70.4% of the labour force works in industries dominated by men and women, respectively. 9.1% of women and 26.4% of men work in typical male professions whereas 23.4% of women and 11.5% of men work in industries with women accounting for over 60% of the labour force.

Source: Statistisk ti-årsoversigt 1998 (Statistical ten-year review).



## Incomes

**Table 2.11 Women's and men's personal incomes 1993-1997**

Year	Municipality		State		Private	
	Women	Men	Women	Men	Women	Men
	%		%		%	
1993	85.4	100	87.8	100	..	..
1994	86.6	100	88.3	100	73.6	100
1995	85.9	100	88.1	100	75.7	100
1996	86.3	100	89.7	100	76.4	100
1997	85	100	88.7	100	..	..

Women's incomes in % of men's incomes. Monthly pay excluding nuisance bonus.

Sources: 1993-tal fra Danmarks Statistik: Statistiskservice: Indkomst, forbrug og priser 1994:18 + 20

Øvrige tal fra Løn & Indkomst 1996:3, 1996:5, 1997:3A, 1998:1, 1998:2 og 1999:2

Nyt fra Danmarks Statistik 1998, nr. 295, nr. 424 og nr. 470 (1993-figures from Danmarks

Statistik: Statistical service: Incomes, consumption and prices.

Other figures from Wages & Incomes. News from Danmarks Statistik).

**Table 2.12 Women's incomes compared with men's incomes**

(income per working hours, including nuisance bonus)

Year	Municipality		State		Private	
	Women	Men	Women	Men	Women	Men
	%		%		%	
1994	..	100	..	100	82.6	100
1995	..	100	..	100	82.8	100
1996	89.8	100	90.5	100	81.9	100
1997	89.4	100	89.6	100	..	..

Note: The difference in tables 2.11 and 2.12: Earnings per working hour include holiday pay, sickness pay etc., pension contributions and fringe benefits.

Sources: Danmarks Statistik: Statistiskservice: Løn & Indkomst 1996:3, 1996:5, 1997:3A, 1998:1,

1998:2, 1998:5 og 1999:2

Nyt fra Danmarks Statistik 1998, nr. 424 og 470 (Statistical service: Wage & Incomes. News from Danmarks Statistik).

**Table 2.13 Women's and men's incomes 1970-1992**

Year	Unskilled workers		Employees	
	Women	Men	Women	Men
	%		%	
1970	79	100	-	100
1972	82	100	-	100
1974	88	100	-	100
1976	90	100	66	100
1978	91	100	69	100
1980	91	100	70	100
1982	90	100	74	100
1984	90	100	73	100
1986	88	100	73	100
1988	88	100	73	100
1990	89	100	73	100
1992	89	100	73	100

This table has been included to show developments over time, but it is no longer published by Danmarks Statistik.

Source: Arbejdsmarkedstyrelsen, Danmarks Statistik og Ligestillingsrådet: Kvinder & Mænd 1995

(Labour Market Board, Danmarks Statistik and the Equal Status Council: Women & Men).

**Table 2.14 Women's and men's personal incomes 1996, by type**

	Women	Men	Difference	Women's income
	DKK		in DKK	in % of men's
Number of people	2,192,800	2,104,800		
Primary incomes				
Wages and salaries	89,500	144,100	-54,600	62.1
Business profits etc.	5,100	23,600	-18,500	21.6
Transfer incomes				
Daily cash benefits etc.	6,900	5,800	1,100	119.0
Early ret. and ot. pens.	31,300	26,900	4,400	116.4
Social security benefits	10,000	7,000	3,000	142.9
Personal incomes total	142,800	207,400	-64,600	68.9

**Table 2.15 Women's and men's personal incomes by occupation**

	All	Women	Men	Difference	Women in
	DKK			in DKK	% of men
Self-employed	288,500	184,100	333,100	-149,000	55.3
Employees	227,300	193,000	258,100	-65,100	74.8
Not employed	96,800	92,000	103,600	-11,600	88.8
All	175,500	142,800	207,400	-64,600	68.9

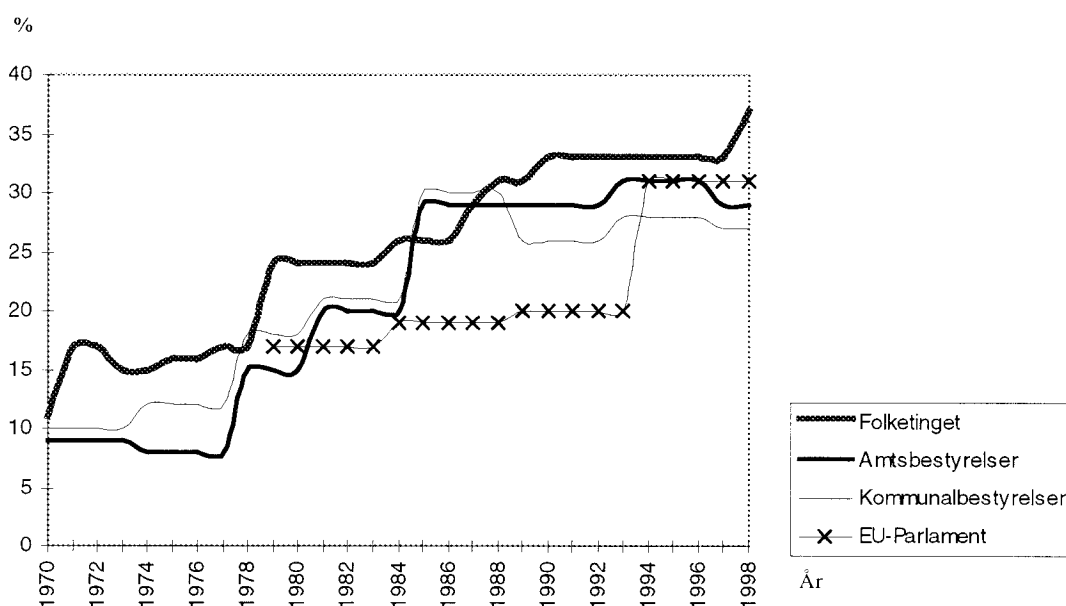
The table shows the difference in the personal incomes of women and men in 1996. Women's personal incomes on an average constitute 68.9% of those of men. Men have higher primary incomes and women receive slightly more transfer incomes. The difference in incomes is largest for self-employed and smallest for unemployed.

Source: Indkomst, Forbrug og Priser 1998:9 (Incomes, consumption and prices).

### 3. Government, business management and political participation

#### Representation in the Danish Folketing, county and municipality councils and the European Parliament

Fig. 3.1 Women's representation in the Folketing, county and municipality councils and in the European Parliament from 1970-1998



Parliament (Folketing), county councils (amtsbestyrelser), municipality councils (kommunalbestyrelser), European Parliament.

The above chart shows that the representation of women has grown significantly from 1970-1998.

It is largest in the Danish Folketing, a trend that has been the same almost throughout the period.

Source: Ligestillingsrådet 1999 (The Equal Status Council).

**Table 3.1 Candidates and members elected to the Folketing**

Year	Listed candidates			Elected candidates		
	Women	Men	No. total	Women	Men	No. total
	%			%		
1971	16	84	858	17	83	179
1973	16	84	1,128	15	85	179
1975	18	82	1,112	16	84	179
1977	20	80	1,129	17	83	179
1979	22	78	1,087	24	76	179
1981	25	75	1,130	24	76	179
1984	26	74	1,139	26	73	179
1987	31	69	1,517	29	70	179
1988	31	69	1,195	31	69	179
1990	31	69	1,274	33	66	179
1994	30	70	940	33	66	179
1998	28	72	1,127	37	63	179

As shown by the above table only the first period with few women listed and elected to the Folketing shows clear coherence between the number of listed and elected candidates. Candidates excluding the Faroe Islands and Greenland.

Sources: Indenrigsministeriet og Ligestillingsrådet (The Ministry of the Interior and the Equal Status Council).

**Table 3.2 Women in % of candidates and elected members to the Folketing in 1998 by party**

	Listed candidates			Elected candidates		
	Women	% Women	Total	Women	% Women	Total
Social democratic party (A)	35	33.3	105	24	38.1	63
Social liberal party (B)	27	27.6	98	4	57.1	7
Conserv. people's party (C)	26	25.5	102	5	31.3	16
Centre democratic party (CD)	26	26.5	98	5	62.5	8
Socialist people's party (F)	31	30.1	103	5	38.5	13
Danish people's party (D)	25	28.1	89	4	30.8	13
Christian people's party (Q)	23	24.2	95	1	25.0	4
Liberal democratic party (V)	25	25.5	98	16	38.1	42
Progress party (F)	16	15.1	106	1	25.0	4
Unity list (Ø)	41	37.6	109	1	20.0	5
Faroe Islands/Greenland				1	25.0	4
Total	275	27.4	1003	67	37.4	179

As shown in the table the parties listing most women are not the parties with the largest representation of women in the Folketing. In order to have many women elected, the size of the party seems to be significant. The reason is that the competition for the places in the Folketing is less severe in the large parties where many candidates are elected than in the small parties with only a few candidates being elected. An exception from this rule is the Centre democratic party which traditionally elects many women.

Sources: Indenrigsministeriet, Ligestillingsrådet og Aktuelt 13/3-1998 (The Ministry of the Interior, the Equal Status Council and Aktuelt (newspaper)).

**Table 3.3 Candidates and elected members to county councils by sex**

Year	Listed candidates			Elected candidates		
	Women	Men	Total no.	Women	Men	Total no.
	%	%		%	%	
1970	16	84	2,101	9	91	366
1974	15	85	2,708	8	92	370
1978	20	80	2,901	15	85	370
1981	24	76	3,110	20	80	370
1985	27	73	3,175	29	71	374
1989	29	71	2,770	29	71	374
1993	29	71	2,515	31	69	374
1997	28	72	2,711	29	71	374

As shown by the table the number of elected women has been unchanged since 1985 whereas the number of women in the Folketing has been growing steadily, see table 3.1.

Sources: Arbejdsmarkedsstyrelsen, Danmarks Statistik og Ligestillingsrådet: Kvinder og Mænd, 1995 og Ligestillingsrådet 1998 (Labour Market Board, Danmarks Statistik and the Equal Status Council Women and Men, 1995 and the Equal Status Council).

**Table 3.4 Candidates and elected members for municipality councils**

Year	Listed candidates			Elected candidates		
	Women	Men	Total no.	Women	Men	Total no.
	%	%		%	%	
1970	17	83	21,612	10	90	4,677
1974	19	81	24,203	12	88	4,735
1978	23	77	23,821	18	82	4,759
1981	27	73	23,789	21	79	4,769
1985	29	71	21,758	30	70	4,773
1989	31	69	19,593	26	74	4,737
1993	30	70	17,688	28	72	4,704
1997	29	71	17,313	27	73	4,685

As in the county council elections, the percentage of women elected also peaked for the municipality councils in 1985. Since then the number of women has decreased slightly.

Sources: Arbejdsmarkedsstyrelsen, Danmarks Statistik og Ligestillingsrådet: Kvinder og Mænd, 1995 (Labour Market Board, Danmarks Statistik and the Equal Status Council: Women and Men).

**Table 3.5 Danish candidates and elected members for the European Parliament by sex**

Year	Listed candidates			Elected candidates		
	Women	Men	Total no.	Women	Men	Total no.
	%	%		%	%	
1979	23	77	209	33	67	15
1984	27	73	118	38	63	16
1989	35	65	169	38	63	16
1994	31	69	183	44	56	16
1999	31	69	172			

Source: Folketingets EU-oplysning 1999 (The Folketing's EU information office).

## Ministers, county council chairmen, district council chairmen and EU commissioners

**Table 3.6 The number of male and female ministers, county council chairmen, district council chairmen and EU commissioners**

	Women	Men	% Women
Ministers	5	13	28
County council chairmen	2	12	14
District council chairmen	31	244	11
EU commissioners	5	15	25

The table shows that women are better represented among ministers and EU commissioners, and are less represented at local level as county and district council chairmen.

Sources: Kommunal Årbog 1997, Nyhedsmagasinet Danske Kommuner nr. 6, 1998 og EU-Kommissionen

(Municipal yearbook 1997, Newsbulletin Danish municipalities no. 6, 1998 and EU Commission).

## Public councils, boards, committees and governing bodies

**Table 3.7 Women's representation in Folketing committees in detail, 1997**

	Women %	Chairmen women %
Important committees:	24.0	27.3
Other committees:	41.2	35.3
Total:	35.5	32.0

The following committees are considered „important“: Labour market, Europe, defence, politico-economic, tax, business, finance, law and agriculture and fisheries and the foreign affairs committee.

Source: Ligestillingsrådet 1997 (The Equal Status Council).

**Table 3.8 Women's and men's representation in the Nordic Council in 1999, in %**

	Women	Men
Total (%) of members	41	59
Danish members	35	65

Normally we see Denmark as one of the countries in which women have achieved most as regards status, but compared with the other Nordic countries, Denmark is still behind in a number of areas as shown in the above table.

Source: Nordisk Råd 1999 (Nordic Council).

**Table 3.9 Women's representation in government bodies**

	1990	1994	1997
Number:	259	414	537
%:	24.1	29.2	26.5

Source: Ligestillingsrådet 1997 (The Equal Status Council).

## Women's representation in political parties

**Table 3.10 Women's representation in party organisations 1998, in %**

	A	B	C	CD	D	Q	F	Z	V	Ø
Local party										
chairmen	28.5	20.7	14.7	28.8	16.7	12.0	33.2	13.3	16.7	See note 1
District chairmen	20.4	21.8	18.4	14.3	16.7	9.9	See note 1	11.4	19.4	See note 1
County chairmen	20.0	14.3	18.8	See note 1	42.9	7.1	21.4	0.0	21.4	See note 1
Executive committee members	32.8	30.0	25.7	17.6	37.5	14.0	28.2	14.3	20.9	28.0
National congress and delegates	29.9	32.4	17.0	30.4	33.3	27.7	38.9	No info.	20.0	31.5

Note 1: No information since the party does not have the particular division of party organisation.

The table shows that generally women are better represented at the top of the party organisation, i.e. among executive committee members and national congress and congress delegates. In return women are poorly represented among district chairmen. Compared with figures from previous surveys there has been almost no increase in the number of women internally in the political parties, but rather changes between the parties. Party code letters are explained in table 3.2.

Sources: Peter Andersen Hove 1999: Udviklingen i kvinders politiske deltagelse i Danmark, Institut for Statskundskab, København (Development in women's political participation, Political Science Institute, Copenhagen).

## Female managers

**Table 3.11 The representation of women on the boards of directors in Denmark's 50 largest business undertakings (by turnover) in 1988 and 1998**

	1988	1998
Women %	7	11
Men %	93	89

In both 1988 and 1998 there were no women on 50% of the boards and no board had a woman as chairman.

Sources: Greens 1988 & 98 og Børsens Nyhedsmagasin nov. 1988 & 98 (Greens 1988 & 98 and Børsens Nyhedsmagasin November 1988 & 98).

**Table 3.12 Women members and the percentage of women in key positions in selected non-government organisations.**

Organisation	Members %	HB %	FU %
LO (Danish Federation of Trade Unions)	48		17
HK (Union of Com. and Cle. Employees in DK)	75	41	33
DA (Danish Employers' Confederation)		0	0
DI (Confederation of Danish Industries)		3	0
The Agricultural Council of Denmark (note 1)		0	
The Union of Employees in the Financ. Sector	57	44	
The Union of Workers in the Food, Beverages and Tobacco Industries	34	20	16
The Union of Teachers in Denmark	63	28	20
SID (General Union of Workers)	17	6	0
Danish Sports Federation (note 2)	38	84	
Danish Handball Association (note 3)	54	0	
BUPL (Danish Federation of Teachers and Youth Educators)	85	51	43
FOA (Asso. of Employees in the Public Sector)	88	60	60
Danish Nurses' Council	97	90	
Danish Association of Masters and PhDs	44	29	

(note 1: The Agricultural Council of Denmark does not have an executive committee, but an executive council.

(note 2: The computation shows the average number of women on all union committees under DIF)

(note 3: The Danish Handball Association does not have an executive committee but a committee. (HB=executive committee, FU=executive body)

Source: Ligestillingsrådet 1999 (The Equal Status Council).

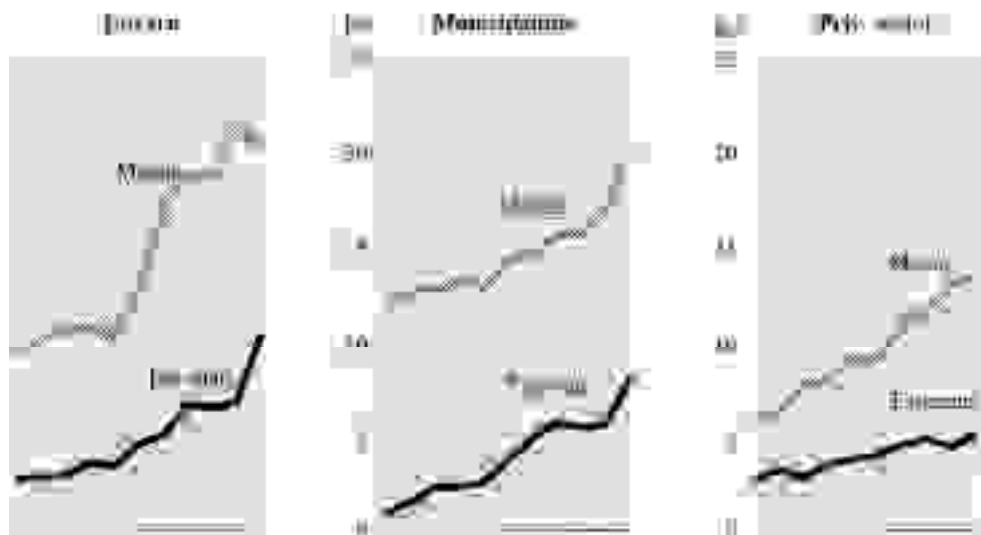
**Table 3.13 Number of women in top management in government (1998)**

	Women	Total
Permanent secretary of state	0	19
Permanent undersecretary	22	202

Source: Økonomistyrelsen 1998 (The Economic Agency).



**Table 3.14 Female managers in government, local government and in the private sector 1983-1996**



Source: Arbejdsmarkedet (Statistiske Efterretninger); Statistisk Årbog, Løn- og Indkomststatistik (Labour market (statistical data), Statistical yearbook, Wages and incomes).

**Table 3.15 Women managers in %**

	Government		Municipalities		Private sector	
	Managers	Top manag.	Managers	Top manag.	Managers	Top manag.
1983	9	3	12	1	6	3
1984	10	3	13	2	6	3
1985	11	3	13	2	8	3
1986	11	4	13	2	8	4
1987	10	3	13	3	9	4
1988	13	5	14	4	9	4
1989	17	5	15	5	11	5
1990	19	7	16	6	12	5
1991	19	7	16	5	13	4
1992	21	7	17	6	14	5
1996	20	10	20	8	.	.

Managers, including step 38 on the wage scale: head of department, ambassador, principal (and deputy principal), assistant director, engineering manager, headmaster/mistress, forest supervisor, customs inspector (and deputy customs inspector). Top management: permanent secretaries and undersecretaries.

Source: Danmarks Statistik 1998



**Table 3.16 Percentage of female municipal chief executives**

1990	1996	1998
4.8%	9.1	9.1

Source: KHB and Hof & Stat 1996 & 98





## **Comments from Non-Governmental Organisations**





**UN Questionnaire on the Implementation  
of the Beijing Platform for Action**







## Useful addresses

### 3. Useful addresses

#### Government institutions

*Responsible for national gender equality issues:*

**Ministry for Housing and Urban Affairs**

Slotsholmsgade 1, 3.  
DK-1216 Copenhagen K  
Tel: +45 33 92 61 00  
Fax: +45 33 92 61 04  
E-mail: bm@bm.dk

**The Danish Equal Status Council**

Tordenskjoldsgade 27,3  
Postbox: 1519  
DK-1020 Copenhagen K  
Tel: +33 92 33 11  
Fax: +45 91 31 15  
E-mail: lr@lige.dk  
Homepage: www.lige.dk

**The Labour Market Authority (AMS)**

Blegdamsvej 56  
Postboks 2722  
DK-2100 Copenhagen Ø  
Tel.: +45 35 28 81 00  
Fax: +45 35 36 24 11

**Danish State Information Service/ Publications**

Nørre Farimagsgade 65  
Postboks 1103  
DK-1009 Copenhagen K  
Tel. +45 33 37 92 28  
Fax: +45 33 37 92 80  
E-mail: si@si.dk

**KVINFO The Danish Centre for Information on Women and Gender**

Christians Brygge 3.  
DK-1219 Copenhagen K.  
Tel.: +45 33 13 50 88  
Fax: + 45 33 14 11 56  
E-mail: kvinfo@inet.uni-c.dk

#### Trade Unions

**Danish Employers' Confederation (DA)**

Vester Voldgade 113  
DK-1552 Copenhagen V  
Tel.: +45 33 38 90 00  
Fax: +45 33 12 29 76  
E-mail: da@da.dk

**Danish Confederation of Trade Unions (LO)**

Rosenørns Allé 12  
DK-1634 Copenhagen K  
Tel.: + 45 35 24 60 00  
Fax: +45 35 24 63 00

**Salaried Employees' and Civil Servants' Confederation (FTF)**

Niels Hemmingsensgade 12  
Postboks 1169  
DK-1010 Copenhagen K  
Tel.: +45 33 36 88 00  
Fax: +45 33 36 88 00  
E-mail: ftf@ftf.dk

#### Women and Gender Studies

**Centre for Gender and Women's Studies**

Copenhagen University  
Njalsgade 80  
DK-2300 Copenhagen S  
Tel.: +45 35 32 83 42  
E-mail: kvik@coco.ihl.co.dk

**Department for Gender Studies, CEKVINA  
c/o.: Centre for European Cultural Studies**

Jens Chr. Skousvej 5,  
DK-8000 Århus C  
Tel.: +45 89 42 64 64  
Fax: +45 89 42 64 63  
E-mail: cekvina@hum.au.dk

**Department of Feminist Studies**

Odense University  
Campusvej 55  
DK-5230 Odense M  
Tel.: + 45 65 50 33 88  
Fax: +45 66 15 78 92

**FREIA Feminist Research Centre**

Aalborg University  
Fibigerstræde 2  
DK-9220 Aalborg Ø  
Tel.: +45 96 35 83 04  
Fax: +45 98 15 32 98  
E-mail: freia@i4.aoc.dk

**The Nordic Institute for Women's Studies and Gender Research (NIKK)**

Oslo University  
PB 1156 Blindern  
N-0317 Oslo (Norway)  
Tel.: +47 22 85 89 21  
Fax: +47 22 85 89 50  
E-mail: nikk@nikk.uio.no

#### Danish NGOs

**Women's Council in Denmark**

Niels Hemmingsensgade 10, 2.  
Postboks 1069  
DK-1008 Copenhagen K  
Tel.: +45 33 12 80 87  
Fax: +45 33 12 67 40  
E-mail: kvr@kvinderaad.dk

**Danish Women's Society (DK)**

Niels Hemmingsensgade 10, 3.  
DK-1153 Copenhagen K  
Tel.: +45 33 15 78 37  
Fax: +45 33 15 78 37  
E-mail: danskkvindesamf@email.dk

**K.U.L.U.-Women and Development**

Landgreven 7, 3.tv  
DK-1301 Copenhagen  
Tel.: +45 33 15 78 70  
Fax: +45 33 32 53 30  
E-mail: kulu@inform-bbs.dk

**The Dannerhouse Crisis Centre for Women**

Nansensgade 1  
DK-1366 Copenhagen K  
Tel.: +45 33 14 16 76  
Fax: +45 33 14 45 02

**The Male Awareness Association**

Ørnevej 10, 3.  
DK-2400 Copenhagen NV  
Tel.: +45 45 87 88 43

**Masculine Forum**

Lyngby Hovedgade 64, 4.  
DK-2800 Lyngby  
Tel.: +45 45 87 88 43

**Active Fathers**

Lyngby Hovedgade 64, 4.  
DK-2800 Lyngby  
Tel.: +45 45 87 88 43

## ROYAL DANISH MINISTRY OF FOREIGN AFFAIRS

2 Asiatisk Plads  
DK-1448 Copenhagen K  
Denmark  
Phone: +45 33 92 00 00  
Fax: +45 32 54 05 33  
E-mail: [um@um.dk](mailto:um@um.dk)  
Internet: [www.um.dk](http://www.um.dk)