



Ministry of Justice

Civil and Police Department

Udenrigsministeriet
Vibeke sandholm Pedersen
Asiatisk Plads 2
1448 København K.

Date:
Police Division
Anne-Mette Lyhne Jensen
Our ref.: 2005-184-0003
Doc.: ALJ40064

Danish contribution to the Secretary-General's In-depth Study on all forms of violence and manifestations against women – General Assembly Resolution 58/185 of 22 December 2003.

The Danish Contribution to the Secretary-General's In-depth Study of all Forms and Manifestations of Violence against Women – General Assembly Resolution 58/185 of 22 December 2003 is made up by 5 sections:

- I. The Danish response to the Questionnaire to Governments on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000) including Comments by the Women's Council in Denmark (Kvinderådet) on the Official Danish Report on Beijing +10.
- II. The Danish action plan on combating men's violence against women and children in the family 2005-2008.
- III. Measures taken by the Danish Ministry of Justice in order to combat all forms and manifestations of violence against women.
- IV. Measures taken by the Danish National Observatory on Violence against Women under the Women's Council in Denmark.
- V. Measures taken by the Ministry of Refugee, Immigration and Integration Affairs to combat all forms and manifestations of violence against women



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I. The Danish response to the Questionnaire to Governments on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000). including Comments by the Women's Council in Denmark (Kvinderådet) on the Official Danish Report on Beijing +10.

In the Danish response to the Questionnaire to Governments on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000), which Denmark submitted prior to the 10-year review and appraisals of the Beijing Declaration and Platform for action, provides a thoroughly descriptions of actions taken to eliminate violence against women are described. As mentioned in the letter ref. DAW/2005/002 this response should also serve as input to the Secretary – Generals. Said response is attached below.

Response from the Danish Government to the Questionnaire to Governments on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000)

Part I: Overview of achievements and challenges in promoting gender equality and women's empowerment

Ensuring equal rights and opportunities for women and men is a basic principle of Danish politics.

The Danish Government wants to create equal opportunities for women and men. Its goal is for women and men to be seen as equals and have equal opportunities for making their choices. With this in mind, the Government is striving to break down the barriers preventing individual women and men from leading the lives they want. The Government wants respect for diversity



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and respect for the individual's personal choice. Gender equality is a crux of Denmark's democracy.

The 4th Un World Conference on Women held in Beijing in 1995 was an inspiration to the Danish Parliament (the Folketing) both in regard to changing the national machinery as well as focusing on gender mainstreaming as the strategy for the work on gender equality.

Policy on gender equality

Since the Danish response to the UN Questionnaire prior to Beijing +5 in 1999, an Act on Equal Treatment of Women and Men was adopted in May 2002 (consolidation act no. 553 of 2 July 2002 as amended by Act no. 286 of 25 April 2003). The Act contains provisions on establishment of a departmental unit in the summer of 2000, and the establishment of a complaints board for discrimination on grounds of gender, the Gender Equality Board. Refer to part III for further details. The gender equality work in Denmark is based on a dual approach – implementation of the gender mainstreaming strategy as well as specific initiatives.

The Act is based on the implementation of the principle of mainstreaming in all public administration. Thus, section 4 of the Act states that: "Public authorities shall, within their portfolio, work for gender equality and integrate gender equality in all planning and administration."

Other provisions in the Act entails Prohibitions against discrimination for reasons of gender outside of the labour market, rules concerning the gender composition of public committees and boards appointed by a government minister have been tightened, and the Act states that there should be equal representation of women and men on such committees. Section 3 of the Act on Gender Equality allows a minister to permit measures within his or her portfolio that aim at preventing or redressing discrimination on the ground of gender, irrespective of the general prohibition against preferential treatment.

In March 2004, the Minister for Gender Equality issued an order on initiatives promoting gender equality (temporary special measures) that may be launched without prior permission. At the same time, a set of guidelines for the order was published.



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Furthermore the Act on Gender Equality places an obligation on the Minister for Gender Equality to each year before March 1 to present a report of the work performed in the previous year, accompanied by a perspective and action plan for the coming year to the Danish Parliament. An annual report has been submitted to the Danish Parliament since 2001.

The Act on Gender Equality also obligates ministries, public institutions and public enterprises, local and regional authorities to submit biennial reports to the Minister for Gender Equality on the standing of gender equality between women and men with in the portfolio of the respective entities.

Implementing the gender mainstreaming strategy

To facilitate the implementation of the gender mainstreaming strategy within the ministries, the Minister for Gender Equality in 2001 set up an inter-ministerial steering group. The members of the steering group, all top officials from each of the ministries (currently, there are 18 ministries in Denmark) are responsible for the general implementation of the strategy in all sectors and government units. The steering group was established in order to secure top management commitment in the implementation process.

The inter-ministerial gender mainstreaming project commenced in 2001. The objectives of the project are to increase awareness of the gender mainstreaming strategy inside the ministries, improve the ministries' competence as concerns gender, gender equality and gender mainstreaming and enable the ministries to use the tools of the gender mainstreaming strategy for qualified work on gender mainstreaming in their core portfolios.

A five-year action plan for the inter-ministerial mainstreaming project has been drawn up, covering the period 2002-2006. An English version of the action plan can be downloaded from the Minister for Gender Equality's homepage www.lige.dk under the English publications menu. A more detailed description of the gender mainstreaming project can be found in Denmark's 6. periodic report to CEDAW, which will be presented to the CEDAW Committee in May 2004.



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Men and gender equality

Including men in gender equality work is nothing new, but as gender equality policies increasingly move away from considering women as victims and gender equality as women's business, Denmark bases its work on the attitude that gender equality policies are a common issue for women and men. Gender equality applies to both genders, and it must become clear that gender equality policies also benefit men, allowing them, for instance, a better chance of participating in family life.

In 2004, the government will focus on various aspects of men and gender equality. Men as fathers will be a topic of special attention, and work will likewise be targeted at giving men a more prominent place in the overall gender equality debate.

Activities will aim at concretising the problem areas, for example men and health, at creating a natural public debate on men and gender equality and at clarifying facts, prejudices and myths about parenthood, family and relationships.



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Part II: Progress in implementation of the critical areas of concern in Beijing and Beijing +5.

The Danish Government is actively working towards reaching the goal of gender equality, the examples in Part II does not profess to be an exhaustive account of the Danish implementation of the Platform for Action and Beijing+5 but merely contains examples of successful policies, obstacles and new initiatives taken in the period 2000-2004, within the critical areas.

A. Women and Poverty

In Denmark there is a relative low risk of poverty in general. With regards to the percentage of the population with an income under 60 percent of the median (one of EU's Laeken indicators), the percentage for Danish women based on data from the year 2001 is considerably lower than is the case for Europe as a whole. The percentages for Danish females and males are 12 and 11 respectively, whereas 16 percent of females and 13 percent of males in the 15 pre-expansion EU member states lie under 60 percent of the median income. As is apparent from these figures, the difference between the two groups is also smaller in Denmark than the EU average.

A recent analysis ("Lavindkomstgruppen – mobilitet og sammensætning, 2004", by the Ministry of Finance) confirms that the poverty risk in Denmark is relatively low from an international perspective. Single parents have a slightly higher risk of relative poverty, but the Danish government has taken action on these issues (i.e. higher education benefit for single parents, initiatives to avoid negative intergenerational transmission and a strategy called "a good start for all children").

Women and men in general have equal access to the different schemes of social security (i.e. the access to public pensions) – hence the same basic rights regarding economic benefits to avoid the risk of poverty

B. Education and training of women:



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In Denmark girls and boys, women and men enjoy equal right to and equal opportunities at all levels from pre-school to higher education, in all sorts of training and vocational guidance and in adult and life long education during leisure time.

In the educational sector, in all legislation and in the educational policy the overall precondition is equality regardless i.e. gender and ethnic origin. All educational opportunities are open to all citizens.

Since the 5th periodic report, the Danish Ministry of Education has focused on mainstreaming in the following areas:

- Guidance about youth education
- Upper secondary education (gymnasium)
- Labour market education
- Health care education
- Agricultural education

The Aims of the "Folkeskole"

1. The Folkeskole shall - in cooperation with the parents - further the pupils' acquisition of knowledge, skills, working methods and ways of expressing themselves and thus contribute to the all-round personal development of the individual pupil.
2. The Folkeskole shall endeavour to create such opportunities for experience, industry and absorption that the pupils develop awareness, imagination and an urge to learn, so that they acquire confidence in their own possibilities and a background for forming independent judgements and for taking personal action.
3. The Folkeskole shall familiarise the pupils with Danish culture and contribute to their understanding of other cultures and of man's interaction with nature. The school shall prepare the pupils for active participation, joint responsibility, rights and duties in a society based on freedom and democracy. The teaching in the school and its daily life must therefore build on intellectual freedom, equality and democracy.



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The implementation of these aims from the very early childhood is together with other specific initiatives intended to reduce or prevent gender stereotypes.

The 80% of youth generation students leave the education system with professional competencies either for the labour market or for further studies. 50,5% of the girls and 37% of the boys finalise a further education.

Initiatives are taken with the aim of establishing more differentiated possibilities for children and students with regard to education and job. In a reform from 2003 within the upper secondary education it has been decided to focus more on natural science subjects. All students must learn one natural science subjects and all students must have physics at low level. With this initiative the girls who traditionally choose subjects within the humanistic area will gain much better opportunities for choosing natural science at a higher level of education.

With regard to research it is sought to promote gender equality at universities and government research institutions by focusing on the working environment in order to develop means of improving working conditions and thereby make a career in research more appealing to both sexes in general.

C. Women and health:

Women and men have equal access to health care services in Denmark, including those related to family planning. The Government continuously evaluates the prioritisation of gender-related health issues and preventive programmes addressing health issues specific to women, such as breast cancer. Research related to women's health is considered essential in Denmark, and women are included as subjects of research on the same basis as men.

In September 2002, the Government published a new public health programme "Healthy throughout Life", which sets the targets and strategies for the public health policy in the period 2002-2010. The programme is developed in a co-operation between 11 ministries. The overall goals of the programme are to increase life expectancy, improve people's quality of life and minimize social inequality in health.



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The programme contains targets for several risk factors, such as tobacco smoking, alcohol abuse and obesity, and focuses on important target groups, including pregnant women, and the major settings for health promotion.

Furthermore, the programme establishes a special focus on efforts to reduce the major preventable diseases and disorders. The Government has initiated a strategy work for eight major preventable diseases and disorders, including preventable cancer, osteoporosis, which primarily affects women above the age of 50, and chronic obstructive pulmonary disease, which has developed disturbingly, especially among women, in parallel with the changes in women's life patterns and smoking habits.

In 2003, the Minister for Gender Equality established an inter-ministerial working group seating the Ministry of Food - including representatives of the Danish Veterinary and Food Administration - the Ministry of Interior Affairs and Health and the Department of Gender Equality, which was tasked with applying a gender perspective to health. The group was also asked to compile the existing knowledge on gender and health, to increase the possibility of targeting health-policy measures at men and women and of following up on results.

In 2003, the Minister for Gender Equality commissioned a report on "Gender differences in diseases and health". Based on comprehensive statistical data material, the report revealed the respective disease and hospitalisation patterns of women and men.

The report also showed that women's and men's disease patterns differ greatly as do their perceptions of their own health. It became evident that women contact their general practitioner more often than men do, but that men are more expensive to treat in hospitals. This could indicate that their diseases are more serious than women's when they are finally hospitalised. The report was published in February 2004, and the inter-ministerial working group on health will discuss how to follow-up on the results.

D. Violence against women:

Combating violence against women and trafficking in women is a priority for the Danish Government.



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In the response to this questionnaire a short presentation on initiatives taken is given. Please refer to further information on the initiatives taken in Denmark on combating violence against women and trafficking in women which can be found in Denmark's 6th periodic report to the CEDAW Committee. The national action plan to combat violence against women and the national action plan to combat trafficking in women can be downloaded from www.lige.dk under the publications menu (also available in English).

Violence against women is criminalized in the Danish Criminal Code. Acts of violence are punishable under articles 244-249 of the Criminal Code. These provisions cover acts of violence irrespective of the gender of the victim (except for article 245a, which deals with female genital mutilation only, refer to the section on the girlchild). In determining the sentence, account shall be taken, *inter alia*, of the seriousness of the offence, according to section 80 of the Criminal Code. This assessment includes information regarding the victim, including any elements that may be specific to female victims.

In June 2002, the maximum penalties for, *inter alia*, violence against persons and rape were increased. Thus, for instance, the maximum penalty for rape was increased from 6 to 8 years and in particularly aggravating circumstances from 10 to 12 years.

On 2 June 2004 the Danish Parliament adopted an amendment of the Aliens Act (Bill no. L 171 presented by the Government 20 February 2004). The amendment introduces the general rule that people living in Denmark, who have been convicted of violent crime etc. against a spouse or a cohabiter, cannot within a period of ten years from the conviction date be reunited with a foreign spouse in Denmark.

Every year, 42,000 women (according to the 2000 health and sickness study, National Institute of Public Health) are exposed to violence or threats of violence. Most are exposed to violence from their partners or ex-partners.

On 8 March 2002, the Danish government presented a national action plan aimed at combating violence against women. The action plan contains concrete initiatives covering four aspects:

- the victims, the women and children, must have access to the necessary support



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- professionals must become better at helping the violent family
- violence must be prevented, for instance through treatment offers to violent men
- Denmark must improve its knowledge on the character and scope of violence against women and the silence must be broken

About DKK 100 million have been earmarked for the initiatives mentioned in the action plan and other activities aimed at combating violence against women. The action plan activities were prepared and realised in close cooperation with experts and NGOs.

In terms of violent men, Denmark's work on developing a scheme that allows the domestic abuser to be removed from the home is extremely relevant. For this reason, the government's new programme for justice policy includes the option of removing a violent spouse or cohabiter from the family home. In August 2003, a working group under the Ministry of Justice presented a preliminary report on the subject and on that background the Minister for Justice asked the Standing Committee on Administration of Criminal Justice to consider the legal protection issues in more detail. A new bill on the subject was adopted in Parliament in June 2004.

During a comprehensive, nationwide campaign "STOP THE VIOLENCE AGAINST WOMEN – BREAK THE SILENCE" in November 2003, ads ran for both www.voldmodkvinder.dk and a counselling hotline. Launched in Danish and four foreign languages (English, Somali, Turkish and Arabic), the campaign, the largest ever of its kind in Denmark, should make battered women aware of the support options. The campaign was also aimed at breaking the general taboo surrounding violence against women and encourage people not to close their eyes to the violence perpetrated on their colleagues, neighbours or family members. A documentary on violence against women was produced for the campaign. In the film, three women tell about their experiences with domestic violence. The documentary is available in Danish and has been translated into four foreign languages (English, Somali, Turkish and Arabic).

Trafficking in women:

With the adoption of specific legislation concerning trafficking in human beings in June 2002, the Danish Parliament gave its consent to ratifying the Protocol to Prevent, Suppress and



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Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime. Both the Convention and the Protocol were ratified by Denmark on 30 September 2003.

The legislative amendments aimed at emphasising that trafficking in human beings constitutes a serious crime and at strengthening the legal protection against this crime. The amendments did not contain new criminalisations, but included the insertion of a newly construed, separate provision covering all aspects of trafficking in human beings as well as an increased maximum penalty. They also brought about better investigation possibilities concerning intervention in the secrecy of communications and extended possibilities for confiscation in trafficking cases.

Since 2000, The National Commissioner of Police has monitored and intensified police efforts at combating trafficking in women.

The Danish Government presented its national action plan on combating trafficking in women in December 2002. DKK 30 million have been earmarked to realise the action plan.

The action plan focuses on support to victims and prevention of trafficking in women. Most of the activities in the action plan were launched in the autumn of 2003 and comprise:

Protected shelter for victims of trafficking in women, where women can stay in safe surroundings during the extended 15-day period before deportation (this period may under special circumstances be extended further). During the stay, the women's repatriation is prepared, and the women are given access to medical, psychological and social support, as needed.

The establishment of an international network of Danish and foreign NGOs started in autumn 2003. The network will help improve and lay a better foundation for repatriation of victims of trafficking in women and will be maintained through cooperation and follow-up agreements with NGOs in originating countries.

Street teams have been established comprising cultural providers who perform outreach work in the prostitution environment among foreign women. The objective is to provide advice on



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social, health and legal aspects to foreign women involved in prostitution and to Danish prostitutes moving in the same environment, as the Danish prostitutes can in some cases help to establish contact to the foreign prostitutes. Another objective is to clarify the target group's need for counselling and support. In its first phase, the project is being realised in the Copenhagen area and in one of Denmark's regions (the region of Vejle).

E. Women and armed conflict

In the Danish Armed Forces the participation of women in conflict resolution at decision-making levels is low. Generally, women are a minority in the armed forces - also and especially at decision-making levels. May 2004 women made up 5% among the military staff, and male domination is most spread in the top of the hierarchy and less in the bottom.

In order partly to improve the ability to recruit and retain women and partly to increase the number of women at decision-making levels a number of initiatives have been implemented:

- In 2001 a long-term strategy for the recruitment of women was introduced. The strategy focuses on the communication of the recruitment process, on specific recruitment activities and on collection of knowledge in order to qualify the recruitment of women.
- The armed forces' new Personnel Development and Evaluation System (FOKUS) has been mainstreamed. This initiative is expected to support women in the effort to make a career and increase the number of women at decision-making levels. It is also expected indirectly to contribute to a change in the culture of Danish Armed Forces because the perspectives of women are integrated in the competencies considered important for the activities of the armed forces.
- May 2003 the Danish Armed Forces received the results of a study made into the scope and nature of gender-linked insulting behaviour. In the wake of the survey a number of initiatives have been or are going to be implemented. Some of the initiatives are intended to prevent gender-linked insulting behaviour and others to provide instruments for handling cases concerning gender-linked insulting behaviour in a responsible and appropriate way.



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As a result of the increased complexity and changeability in the tasks of the armed forces, new demands are made on the soldier's ability to lead. With the purpose of expanding the soldier's competences it has been decided to develop training in diversity management. The training will be carried out on all basic and advanced sergeants and officers training as an integrated part of the subject "Leadership" from 2005. Also, this training is expected to advance the use of non-violent forms of conflict resolution and reduce excessive military expenditures.

F. Women and the economy

The Danish labour market enjoys a high degree of gender equality. Denmark has one of the world's highest activity rates for women (74.3 % for women and 81.2 % for men. 2002, Statistic Denmark). Both women's and men's qualification levels are very high.

The gender equality policy in the employment field is based on this fact and is, in particular, targeted on dismantling the gender segregated labour market, reducing gender pay gaps and reconciling work and family life. Gender mainstreaming is the general principle used in this connection.

Women and men's extensive participation in the labour market is an essential prerequisite of the Government's employment policy. A considerable target is to prevent bottlenecks, and it is best achieved by broadening women and men's qualifications in order to enable them to perform diversified jobs also over and beyond what is usual for their sex.

The Gender Segregated Labour market:

Even though women now participate on the labour market at nearly the same rate as men, there continue to be considerable differences. Men and women differ not only in their choice of education and occupation but also in their work behaviour generally.

Men and women choose widely different educational orientations, and the picture has changed only slightly over the past 20 years. Women continue to dominate in the health and pedagogical educations, while a greater proportion of men are trained as skilled craftsmen and in the technical fields.



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Since 2003, the Danish government has worked with the theme of women in corporate management as a special key focus area. The objective is to convince the corporate sector that it is good business to channel more women into management positions. Refer to part IV for further information.

Realizing the gender segregated labour market is the main reason for pay differentials between men and women the Ministry of Employment has drawn up a report which highlights the mechanisms behind the gender segregated labour market. The report was published in 2002. The report is used for the improvement of the concrete equality policy.

The report has illustrated that the Public Employment Service's gender equality initiatives has over the years presented a decisive contribution on knowledge necessary to start the mainstreaming strategy in the field of procurement and activation system.

The Department of Gender Equality has requested an updated study of the gender segregated labour market with a special focus on the connection between the gender segregated labour market and the pay gap between women and men. The study will look particularly at new sectors and forms of jobs and the so-called "sliding" gender segregation, where women and men with the same qualifications and educations still end up in different job functions with different level of wages.

In addition the Minister for Equality will establish a cross-ministerial working group with the participation of the social partners negotiating the labour market agreements. The working group will take the above study as a starting point for suggestions as to how the gender segregated labour market and the pay gap can be broken down.

Equal Pay:

The Government's effort on equal pay is very complex and is taking place in dialogue with companies and the social partners recognizing that promoting equal pay takes place at the work-place and during the collective bargaining.



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The difference between the average payment by the hour for women and men was in the year 2000 between 9 and 16 percent. There is a big difference between the pay-gap in the public and the private sector, and the pay-gap is biggest in the private sector.

In that respect the Government is very active to make the newest knowledge on equality on the labour market available at conferences, seminars, and in reports.

The pay-gap has been very stable over time. Still a reduction of the pay-gap is observed in the private sector from 1999 to 2000.

Different analysis have been carried out in order to illustrate the unexplained differences by removing the effects of different educational background, less occupational experience and more absenteeism than men. The importance of different trades is also removed.

It is an ongoing discussion how fine-meshed the labour-market ought to be divided up in order to assess if pay difference exists, but a very big part of the pay gap is explained by the fact that women and men have different jobs. The most important thing is to follow the pay gap over time so it is possible to compare the wages.

The Equal Pay Act gives a protection against discrimination and both the Gender Equality Board and the Industrial arbitration deal with such cases.

The Social Partners are aware of their crucial role in this field, so it is thoroughly debated how the companies and the employees may change their attitudes in order to admit more women in well paid male dominated jobs.

This approach makes it possible to deal with equal pay, the gender segregated labour-market, and reconciliation of working life and family life at the same time.

The knowledge on the pay gap between women and men is to be used in the companies and exercise influence in collective agreements.



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As far as possible experience would be collected in data bases and tool boxes as best practice for inspiration exchange of experience for both companies and the social partners.

As a follow-up to the social partners' 2003 report, the Department for Gender Equality along with the social partners have increased the dialogue on how to obtain equal pay on both the private and the public labour market. It is planned to publish a good practice report with advice to wage negotiators on both sides of the table, since it seems it is often in the negotiation of the wage, that men gain a larger share than women.

Concrete Initiatives

In relation to the Government's gender equality strategy the following concrete initiatives have been taken:

In the year 2000 the Social Research Institute presented a report on pay differentials on behalf of the Employment Ministry. A new report is expected in 2004.

Together with Sweden and Austria within the framework of the European action program for equality Denmark has examined the pay negotiation procedures. Within the framework of the project a tool box is completed. The box is to be used in order to influence the relative pay differentials between women and men and to ensure gender neutral pay negotiations.

The social partners in the county/municipal sector have to an increasing extent been focusing on gender equality problems, including the development in men's and women's pay conditions. The gender equality aspect is thus incorporated into the "Agreement about new wage formation" which includes a reference to the Equal Remuneration Act and a provision to the effect that wage statistics should be broken down on gender. Right now a project is being carried out in the municipal sector concerning implementation of wage policies which will not have gender-biased effects. Another project deals with job evaluation systems in an equal pay perspective and it has been agreed to launch a project concerning gender pay gaps between the private sector and the county/municipal sector.



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In 2003, the social partners in the private labour market entered into a co-operation about analyses with a view to establishing a common analytical reference framework for the equal pay discussion. They agreed that a common analysis work could form the analytical basis for discussions concerning equal pay and gender equality. The aim of this common report has been:

- to carry out joint analyses of causes for gender pay gaps, and
- to create a common standard for equality analyses to be used for future monitoring in this field.

This analysis was published in August 2003 and it is the most comprehensive analysis so far concerning the causes of pay differentials between men and women.

This report quantifies a number of factors which have an important impact upon earnings and it thus maps out the contribution of the different factors to the wide gender pay gaps. The factors included in the analysis are: work function, educational/training background, occupational sector, experience, working time, job shifts, leave, geographical location and children.

The report indicates that the cause of gender pay gaps is to be found in the strongly gender segregated labour market. It is the hope of Danish Confederation of Trade Unions (LO) and Danish Employers Confederation (DA) that this analysis can be the starting signal for a debate about wage formation on the labour market and a contribution to the labour market and education policy discussion. This also underpins the joint efforts of LO and DA to promote the development in the direction of a labour market with a higher degree of gender equality.

The Ministry of Employment and the Ministry of Equality participate in a Nordic equal pay cooperation project. The project is to influence the comparative gender differences. Knowledge on mechanisms is decisive for the pay gap, and it is important to improve the statistics base.

G. Women in power and decision making:



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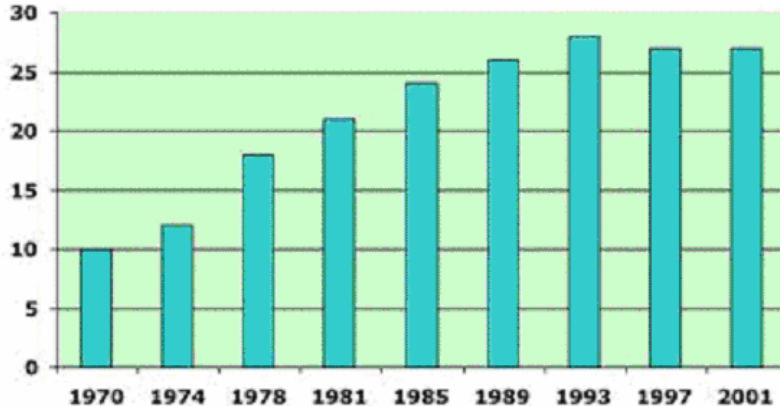
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In Denmark, women and men share the same political rights. Both women and men have the right to vote and to stand for election to local councils, the Parliament and the European Parliament.

Denmark has continually focused on increasing women's participation in public life and decision-making processes, both through legislation as well as through campaigns. In 2004, the share of female local councillors is 27 % and the share of female mayors 11 %. These figures do not correspond to the proportion of women in the Danish Parliament, which is 38%.

Women elected to local councils (percentage)



The Government wants to improve the distribution of women and men in the local councils and has initiated activities aimed at persuading more women to stand for local elections, subsequently to be elected.

Therefore the Department of Gender Equality identified the local authorities with the highest proportion of women (over 35%). The result was 36 local authorities out of the 271 in Denmark. In the summer of 2003 letters were sent to local councillors in the selected local



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authorities asking the councillors whether their local party branches or local councils had put special emphasis on nominating female candidates.

Based on the councillors' responses, the Department of Gender Equality has prepared a leaflet to be distributed to all political parties in Denmark. The leaflet offers good advice from women, who were elected to local councils and thus are familiar with the barriers that can arise in political work. The leaflet also provides examples of "*good practise*" from the parties and local councils that have focused special attention on the problems.

The leaflet will be published before the next local elections in November 2005. The Minister will also conduct targeted media initiatives to ensure that the issue stays current throughout the period up to the elections.

Concurrently with the project on more women in local politics, the Minister for Gender Equality has chosen to improve the visibility of local gender equality activities. One means to this end is the new website www.ligestillingidanmark.dk, where all local and regional authorities' mandatory gender equality reports are monitored and benchmarked on the basis of various parameters. The website also provides examples of successful gender equality initiatives as inspiration to other local and regional authorities. Further, the website wants to spark debates and thus strengthen the focus on women in local politics.

As part of the endeavours to achieve a better gender balance at local government level women - as well as men - are granted DKK 11,344 a year to offset babysitting expenses incurred when attending meetings. All members of local governments are in connection with participation in meetings furthermore granted allowance for documented necessary expenses for the care of sick close relatives.

To improve opportunity to plan in advance in order to combine an active political life with job and family responsibilities the local council and its committees shall at the beginning of every fiscal year decide on a schedule for meetings and the addresses for the meetings.



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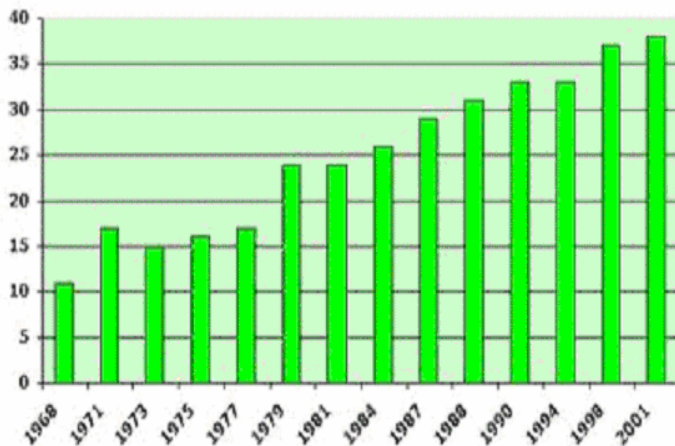
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Each member of the local council shall receive a regular fee. In case of absence on grounds of ill-health, pregnancy, maternity leave or adoption the member of the local council will maintain the fee up to 9 months.

The Danish Parliament

The Danish Parliament seats 179 members. Women account for 38%, or 68 members. Appointed on 27 November 2001, the current Government holds 18 ministers, five of which are women, i.e. 27.8 %. The posts filled by female ministers are the Minister for Justice, the Minister for Food, Agriculture and Fisheries, the Minister for Ecclesiastical Affairs, the Minister for Education and the Minister for Social Affairs and Gender Equality.

Women Elected to Danish Parliament (percentage):



The European Parliament

Danish women hold 6 of the 16 Danish seats (38 %) for the election period 1999-2004. The percentage of women in the European Parliament was the same in the former election period 1994-1999.

Women and Men in the



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European Parliament (Denmark), 1994-2004

	1994-1999	1999-2004
Women	6	6
Men	10	10

Boards, Commissions and Committees

The Danish Gender Equality Act from 2000 contains provisions on the gender distribution of public boards, commissions, committees, etc., as well as public enterprise boards. Until 2000, two acts governed the compositions of the same boards and commission, but the new act tightens the provisions. Today, boards, commissions and committees in the public sector should have equal proportions of women and men, where previously the composition only had to be balanced. Thus, where possible, the number of women and men should be equal. For boards appointed wholly or in part by a minister, the authorities/organisations entitled to recommend a member must suggest both a man and a woman for the post. If an authority/organisation is entitled to recommend more than one member, an equal number of men and women must be suggested for the posts.

The legislation was tightened in that it allows the Minister in certain cases to leave posts vacant in commissions and boards, if the recommending organisations or authorities cannot provide a plausible reason for deviating from the requirement to suggest both women and men. Further, the Minister for Gender Equality may occasionally ask the appropriate minister to review the composition.

The gender composition of new commissions and boards must be reported to the Minister for Gender Equality, before the board members are appointed. This enables the Department of Gender Equality to monitor development continually and prepare annual statistics on women's and men's shares of board memberships.

Table 1: Women's and Men's Representation in Public Councils, Boards and Committees, established in the period 2000-2003.



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Committees set up from	Committees in numbers	Women	Men	Women %
2000	19	117	147	44.3
2001	34	208	262	44.3
2003	51	283	525	35.0
2004	51	276	390	41.4

Source: Department of Gender Equality

According to the act, the composition of public enterprise boards only needs to be reported every third year, as of autumn 2003.

H. Institutional mechanisms for the advancement of women (see Part III)

L. The Girl Child:

In May 2003, the Danish Parliament amended the Criminal Code concerning female genital mutilation. The performance of female genital mutilation was illegal in Denmark already before the amendment. However, the new amendment includes the insertion of a new, separate provision – section 245 a – on female genital mutilation in order to make it clear that such practices are unacceptable. It has also been expressly stated in the Criminal Code that consent to female genital mutilation, be it from the girl or from the parents, can under no circumstances lead to exemption from punishment for the perpetrators.

In the opinion of the Government, the main effort in combating female genital mutilation must be based on bringing about a change of attitude. However, the Government is convinced that more efficient legal protection can support the preventive efforts by clearly emphasizing that female genital mutilation is a practice that is incompatible with the norms of the Danish society.

Furthermore, the requirement of so-called dual criminality in relation to female genital mutilation was abolished. Thus, it is now possible to punish Danish nationals as well as persons



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resident in Denmark who perform or who assist in performing female genital mutilation abroad, even when female genital mutilation is not a crime in the country in which it is performed.

Section 245 a provides for a maximum penalty of 6 years' imprisonment.

In 2002 the Danish government set up a committee to examine the obligations and possible ways of action in connection with FGM and circumcision. The purpose was to clarify the present legislation in the area and to evaluate the needs for new initiatives. The committee did not find the basis for new legislation in the area of social and health policy, but recommended strengthening the information campaign towards groups where women traditionally are exposed to FGM.

In 2003 the Ministry of Social Affairs published a pamphlet: "We are all responsible". The target group is health visitors, doctors, teachers and case workers. Guidelines are given about how to deal with a girl who is in risk to be or already has been a victim of FGM.

In 2003, a report was made on young people's lifestyles and health. The report compares girls' and boys' exercise patterns, smoking habits and alcohol consumption as well as their diets. The conclusion was that girls and boys differ in a wide range of areas, and that their perceptions of themselves and the surrounding world are gender-linked. The report also showed while girls generally eat healthier than boys, more girls than boys suffer from an eating disorder, and more girls than boys have tried to commit suicide.

The report was presented at a "Youth Workshop" in September 2003, where 150 pupils from around Denmark participated. The workshop also featured a theme on gender images and gender ideals. At the conclusion of the workshop, the young people had to present their visions of what is needed to improve girls' and boys' lifestyles and health. Another "Youth Workshop" is scheduled to take place in August 2004, which will focus on girls and violence.

Subsequently, the young people's own visions, quotations from presenters and data from the report were compiled into a leaflet, distributed in the beginning of 2004 as class sets to all



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upper secondary schools. The leaflet and the report were also forwarded to other schools, organisations, associations and ministries.



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Part III: Institutional development:

The Government's work to promote gender equality between women and men is vested in the Minister for Gender Equality. The position as Minister for Gender Equality is a dual ministership, and the current minister also holds the post of Minister for Social Affairs. The first Minister for Gender Equality was appointed in July 1999.

The Minister for Gender Equality focuses on gender equality across the portfolios of the other ministries. The individual ministers are responsible for gender equality in their own portfolio, both in terms of special and of general initiatives (i.e. the statutory mainstreaming principle). Therefore, a major task of the Minister for Gender Equality is to coordinate the central Government's gender equality work and set up the framework for the overall gender equality policy.

The Minister is tasked with

- developing the Government's gender equality policy
- focusing on specific key action areas
- coordinating gender equality activities in the Government and implementing the gender mainstreaming strategy
- handling national tasks in relation to the EU and Nordic cooperation
- handling international tasks in relation to the Nordic countries, the EU, the Council of Europe and the UN
- drawing up an annual report and perspective and action plan for gender equality to be submitted to the Danish Parliament
- gathering gender equality reports from other ministries and from local and regional authorities
- representing gender equality viewpoints in relevant committees
- administering the Act on Gender Equality and monitoring gender composition of councils, boards and committees
- appointing members to the Gender Equality Board

The Department of Gender Equality operates as the Minister's secretariat and is in charge of



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- servicing the Minister in relation to the Government, the Parliament and the citizens
- preparing meetings
- activities within specific key action areas
- press relations and communication tasks

In addition to servicing the Minister, the Department of Gender Equality also handles the tasks vested in the Minister by the Act on Gender Equality, including

- preparing suggestions for the annual gender equality report and the perspective and action plan, which the Minister will present to the Parliament. The annual plan describes the Government's gender equality policy for the coming year
- communication tasks on the functions and duties of the Act, partly as general guidelines and partly as actual advice to ministries, etc.
- monitoring and guidance on the gender compositions of councils, boards and committees requiring gender distribution, and every third year receiving the other ministers' reports on the gender distribution of certain central government boards
- compiling and processing the gender equality reports that all ministries and local and regional authorities must prepare every second year
- implementing activities related to the Minister's special key action areas
- secretariat assistance to the Gender Equality Board

In addition, the Department of Gender Equality follows the international gender equality work at government official level in the Nordic countries, the EU, the Council of Europe and the UN, including participating in meetings, working parties and conferences. In terms of organisation, the Department of Gender Equality falls under the Ministry of Social Affairs.

The budget for the Department of Gender Equality is in 2004 14.7 million Danish Kroner. In 2004 12 persons are working in the Department.

The Gender Equality Board



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The Gender Equality Board consists of a chairperson, who is a judge, and two other members who must be attorneys with expertise in the areas of gender equality and labour market relations, respectively.

The Board handles actual complaints about discriminatory treatment of women and men. Any citizen can appeal to the Board, and the intention is to allow the citizen easier access, free of charge, to obtain decisions on complaints concerning gender discrimination. If an employee is a member of a trade union and a collective agreement covers the subject-matter of the complaint, the complainant must first approach her or his trade union. If the trade union either cannot or will not submit the matter to arbitration or to the Labour Court, the Board holds the competence to handle the case.

A citizen has access to complain about discrimination in the labour market, within public administration or in connection with business and general activities, i.e. the educational, health and social sectors, private companies and the financial sector.

The decisions of the Board are binding and administratively final, and the Board is empowered to award compensation to the complainant if the Act on Gender Equality has been violated. In very special cases, the Board can overrule a dismissal unless the working relationship is regarded as irreparably damaged.

In 2000, the Board was set up for a two-year trial period, and made permanent in 2003 through an amendment to the Danish Gender Equality Act. Prior to presentation of the bill to make the Board permanent, the Board's activities were evaluated. One conclusion was that the Board's professional and legal activities were respected, but the public was insufficiently aware of the Board. As a result, a publicity strategy was set up for the Board.

About 50% of the Board's cases represent complaints from women who are not union members and who were dismissed, while pregnant or on maternity leave. The other half of the cases deal with infringements of the Act on Gender Equality or infringements of other legislation.

Other players



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In addition to the central government institutions, a wide range of other institutions and players also focus professionally on gender equality and contribute to enhancing the national debate. For further information see Denmark's 6. periodic report to the CEDAW-committee, which is to be submitted to the committee in May 2004.

NGOs

Denmark has a long tradition for non-governmental organisations' (NGOs) active participation in the work to promote gender equality between women and men. In particular, Danish Women's Society and the Women's Council in Denmark, an umbrella organisation for 52 women's associations and organisations, work to ensure women's rights and influence in society as such. The Minister for Gender Equality supports the Women's Council in Denmark through an annual grant of DKK 1.1 million.

In the efforts to promote gender equality, the primary objective of the above NGOs is to function as watchdogs over public initiatives and policies and as active participants in the public debate. These efforts also include spreading awareness of the CEDAW Convention, the final document from the 4th UN World Conference on Women in Beijing 1995 "Platform for Action" and the final document from the 23rd special session of the UN General Assembly "Women 2000: Gender equality, development and peace for the Twenty-First Century", also known as Beijing+5. The NGOs also participate in debates on national politics.

The official Danish gender equality work benefits from the fact that these activities are widely realised in close cooperation and dialogue with NGOs and experts in the fields. The government's initiatives to combat violence against women and trafficking in women are particular examples. NGOs and experts are largely charged with realising the projects under the national action plans for combating these problems.

Since 2002, the Minister for Gender Equality has organised an annual New Year's reception, inviting NGO's, private individuals, company representatives and others with whom she has cooperated in the past year. This reception is held to communicate the Minister's planned initiatives for the year and to provide the backdrop for a dialogue with the guests.



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Once every quarter, the Department of Gender Equality holds a meeting with the women's organisations, the National Organisation of Shelters for Battered Women and Children in Denmark and Reden (a shelter, advisory and treatment centre for women in the prostitution environment).

NGOs participate in the official Danish delegations to the UN Conferences and meetings, as well as in major conferences and meetings in the EU and in a Nordic setting.



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Part IV: Main challenges and actions to address them

Denmark strives to secure both de jure and de facto gender equality for women and men. As a mean to place gender equality continuously at the political agenda, the Minister for Gender Equality each year before March 1 must prepare a report to the Danish Parliament on the work performed in the previous year, accompanied by a perspective and action plan for the coming year. This procedure was agreed when the Act on Gender Equality was adopted in 2000, and, together with a perspective and action plan, an annual report has been submitted to the Danish Parliament since 2001. The report should help to provide a qualified basis for the annual parliamentary debate on gender equality.

The perspective and action plan lists the Governments initiatives for that specific year. While not directly linked to PfA and Beijing+5, the initiatives reflects areas of concern identified in the before mentioned documents.

In 2004 the following initiatives are identified:

- Gender equality in management, politics and science
- Targeted integration seen in a gender perspective
- Violence against women
- Trafficking in women
- Young people and modern gender roles
- Labour market and reconciliation of working and family life
- Gender mainstreaming
- Men and gender equality
- An active and gender equal old age

The yearly perspective and action plans can be found at the Minister for Gender Equality's homepage under the publications menu, www.lige.dk. An English version is available. These action plans will reflect targets and timeframes for the chosen initiatives for the given year beyond 2005.



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In the coming years the Government will continue its efforts to combat violence against women, not least with regards to women from ethnic minorities, where the Government will launch new initiatives during summer 2004. The initiatives on combating violence against women are continuing till 2006.

The work undertaken with regard to the focus area "Gender equality in management, politics and science" will in 2005 and beyond focus on raising the number of women in 1) the private sector, 2) research positions at the universities and 3) in local politics (in the local councils)

Regarding 1):

In 2005 the minister will present the results of "an analysis of the significance of women leaders with regards to the companies' performance in Denmark" at a conference. The analysis will be the first of its kind in Denmark, and will serve as a national follow-up on international analysis on the same topic. The analysis will be presented in a report, and the results will be widely disseminated. The aim with the analysis is to investigate if there is a similar correlation in Denmark between good business economy and women in the management, which for instance has proven to be the case in the USA. The purpose with the conference is to share knowledge and discuss the results of the analysis with leaders from the private sector.

In 2005 focus will also be targeted at women and men's share in the boards in the private sector. An information campaign will be launched with the aim of improving the number of women in private boards.

Regarding 2):

In 2004 the Minister for Gender Equality and the Minister for Science, Technology and Innovation established a think tank. The think tank shall come up with good ideas and concrete suggestions to what the Universities and the government research institutes can do to improve the share of women in the top positions in research, i.e. among full professors. The results of the work and recommendations from the think tank will be published in 2005.

Regarding 3):



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The Minister for Gender Equality has as a clear goal that the share of women in local politics (local councils) shall increase from the current 27 per cent. The next election to the local councils will take place in 2005. During 2004 the Minister for Gender Equality will launch a campaign targeted at women, the political parties and the local councils.

Finally the work in implementing the gender mainstreaming strategy should be mentioned. An action plan covering the period 2002-2006 has been issued and can be found at the Minister for Gender Equality's homepage in English under the publications menu at the website www.lige.dk.

2004:

- The ministries have built up capacity and methodologies for systematic impact assessment of initiatives in relation to gender and gender equality
- Ministries commonly effect this impact assessment for new initiatives (bills, campaigns, etc.).

2005:

- The ministries' gender equality reports tie in gender equality and the gender perspective with their overall strategic tasks as a matter of course.

2006:

- All ministries embrace gender equality impact assessments of new bills.
- All ministries gender mainstream key activities in their core areas.
- All ministries gender mainstream their budgets wholly or in part.



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Women's Council in Denmark / Kvinderådet

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Comments by the Women's Council in Denmark (Kvinderådet) **on the Official Danish Report on Beijing +10**

The Women's Council in Denmark (hereafter "WCD") representing more than 50 organisations working within different fields of gender equality, welcomes the opportunity to comment on the Danish Government's response on the Beijing +10 questionnaire (hereafter "the report").

Part 1: Overview of achievements and challenges in promoting gender equality and women's empowerment.

In relation to the sentence "gender equality is a crux of Denmark's democracy" (page 1) it should be mentioned that equal opportunities between women and men are not secured by the Danish Constitution. In connection with an ongoing debate about a revision of the Constitution, WCD has suggested that equal opportunities between women and men be incorporated into the Constitution showing that the area is one of the fundamental principles of Danish society.

Policy on gender equality (page 1-2)

As stated in the report, the Beijing conference inspired and influenced the governmental equality work. Among other initiatives the Government initiated a commission to look into the organisational set-up of governmental equality work. Actors from outside the Government were invited into the process, and the WCD took seat in the commission alongside other NGOs and experts. The work of the commission had great impact on governmental equality work, which was subsequently heavily reorganised under three separate pillars. These were established as follows: a departmental unit; a complaints board for discrimination on grounds of gender, the Gender Equality Board, and finally a state-funded Knowledge Centre for Gender Equality to do research and qualify the public debate on gender issues. Unfortunately, one of the first acts of former Minister for Gender Equality, Ms. H. Kjær, was closing down the Knowledge Centre for Gender Equality, thereby demolishing one of the three pillars which



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governmental equality work rested upon. By this act, embedding a total ignorance with regards to the massive work done by the commission in wake of Beijing, the Minister saw to that gender equality work in Denmark lost an independent body to promote and qualify the debate on gender equality. WCD strongly regret this act.

Implementing the gender mainstreaming strategy (page 2)

More emphasis on mainstreaming was apparent in the wake of Beijing and implementation of a gender mainstreaming strategy evolved as a key issue in Governmental equality work.

Commending the inter-ministerial gender mainstreaming project and the set-up of inter-ministerial working groups on the subject matter, the process unfortunately proves very slow – i.e. the official Danish report to the CEDAW committee mentions that several ministries are in the process of building capacity to conduct gender equality assessments of new legislation.

Being “in the process of building capacity” is, in a Danish context, simply not enough *a decade* after Beijing where mainstreaming stood out as one of the fundamental measures in the fight for equality.



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Men and gender equality (page 2-3)

The inclusion of men in gender equality work can only be welcomed. However, the sentence "Gender equality applies to both genders, and it must become clear that gender equality policies also benefit men, allowing them, for instance, a better chance of participating in family life" (p. 2) seems both patronising and grossly at odds with the fact that the part of paternity leave (the part of parental leave exclusively reserved to men) was halved (from 2 x 2 weeks till 1 x 2 weeks) at the same time as the overall parental leave period was prolonged.

Part II: Progress in implementation of the critical areas of concern in Beijing and Beijing +5.

A. Women and Poverty (page 4)

WCD would have liked to see the poverty risk of ethnic minority women being dealt with under this heading. Previously Government has taken initiative to lessen the amount of social benefits received by certain groups of ethnic minority families. WCD argued that such a step would counteract integration and the women's possibilities for playing an active part in society. Sadly no analysis or mention of this group's financial situation is to be found in the report.

B. Education and training of women (page 4-5)

The WCD regrets that the situation at University level receives a mere 4 lines of attention, as one of the main problems in relation to equality and education is to be found in this setting. Documentation shows that a mere 10% of professorships are occupied by women and 52% of committees for appointment of professors, associated professors and assistant professors (1998-2000) consisted exclusively of male members. WCD has pointed at three possible areas for intervention. Firstly, a repetition of the FREJA programme allocating funds for research projects led by outstanding female researchers. Importance must be paid to embed the project at the university setting at the end of the programme. Secondly, targets and timeframes regarding female occupation of a specified percentage of professorships must be stated in the contract of each university. Thirdly, creation of more professorships in female dominated areas is needed.

C. Women and health (page 5-6)

WCD would like to emphasise the importance of looking into harmful substances in the external environment and their impact on humans. There is a need for Government to put



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more emphasis on studies on chemically produced hormone-like substances and their effects on for example the fertility of women and men. Regrettably, specific research on the effects on women is paid little attention.

D. Violence against women (page 6-8)

The WCD supported the increased penalties for rape, but at the same time stressed the equal importance of initiating other actions in this area of concern such as early trials and convictions as well as creating a sufficient number of treatment possibilities for the perpetrators.

The National Action Plan aimed at combating violence against women is a big step forward. However, WCD finds the target of the action plan too narrow. The focus of the action plan is domestic violence, but from our perspective violence against women includes many sorts of violence, i.e. domestic violence, rape, violence against prostitutes, violence at the work place etc. As a consequence the National Observatory on Violence against Women (an expert group coordinated by WCD) has suggested the Government to develop an action plan on sexualised violence against women. It is of outmost importance that the initiatives resulting from the action plan become permanent, which requires allocation of additional funding.

In 2003 the Act on Social Service was amended to ensure that the women's shelters are now mentioned in a separate paragraph. We regret that this paragraph does not include uniform qualitative measures for the shelters.

The offering of assault alarms to women who are victims of violence does not work as intended. There is a need for psychological follow up, and the police ought to inform the women about possibilities for counselling

As mentioned a new act allowing the domestic abuser to be removed from the home was adopted this summer. WCD has supported the idea as we find it ideologically strong and fair to punish the perpetrator and not the victim. Nevertheless the consequences of the act may be worse than nothing due to the fact that it omits the obligatory offering of professional help to the abused woman and the children who stay in the home, as well as to the violent man. Today counselling and treatment of violent men are only offered few places and only to men who seek help voluntarily. According to international research the period of separation is the most risky



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for the woman. Consequently we have expressed our deep concern about the act in its actual form.

The situation of disabled women is not mentioned in the report even though efforts to highlight the particular problems of disabled women who are exposed to violence have been made. Unfortunately, the women's shelters are not able to meet modern standards of accessibility for disabled persons, and the above mentioned act on women's shelters does not mention accessibility as a necessity.

With regard to children living in violent families, there is generally too little focus on the children as individuals. Often they are seen as an appendix to the mother.

Not mentioned in the report is the act on aliens with a time-limited residence permit who have been subjected to violence by a spouse. Unfortunately this act needs special attention, as

WCD is deeply concerned about the fact that a large number of foreign women who are exposed to domestic violence are forced to leave the country. Criteria, which it can be very difficult for foreign women to meet, for getting a permission to stay in Denmark have been established. The criteria are as follows; Criteria 1: *documentation of the abuse* implies that the abused woman knows about the social and health systems in Denmark as well as the authorities' request for documentation. Criteria 2: *connection to Denmark* is very hard to prove for a woman who has lived an isolated life in Denmark, and even children of the marriage do not seem to be sufficient reason to prove connection. Criteria 3: *personal circumstances are particularly burdensome*. The WCD finds this criterion to be absurd. It should not be necessary to prove that it is *particularly* burdensome for a battered woman to return to the country of origin. It goes without saying that a battered woman needs help from the country of residence, and if she applies for a time-limited residence permit she has a serious reason to do so. In conclusion we find that the restrictive Danish practice is more a result of immigration policy than a result of care for women exposed to violence.

Regarding the campaign "STOP THE VIOLENCE AGAINST WOMEN – BREAK THE SILENCE" it is important that the campaign is linked to and embedded in a continuing effort in this area of concern.

Trafficking in women (page 8-9)



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The National Plan of Action on Trafficking in Women imbedded a number of measures which the WCD argued against.

Firstly, the victims of trafficking are only allocated a 15 days' stay in Denmark before being repatriated. This timeframe needs to be prolonged to better cater for the needs of the trafficked women. WCD feels that the low number of trafficked women at the centres can be seen as an indication of the insufficiency of the timeframe. Furthermore WCD has never seen documentation showing that the chosen timeframe of 15 days is optimum.

Secondly, the WCD finds it positive that the plan stresses the importance of creating links with the woman's country of origin before she is sent back. However, going through the plan's allocation of resources it becomes evident that no funds are allocated to strengthen the work, capacity or staffing of the receiving organisations in the countries of origin. Hence, the Plan's talk on this issue regrettably comes through merely as a token.

Finally, WCD would like to see even more attention to the prevention of trafficking, amongst others steps to minimize the demand for prostitutes.

E. Women and armed conflict (page 9-10)

The initiatives of the armed forces following the study of the scope and nature of gender related insulting behaviour seems sound and the WCD would like to commend the Armed Forces' openness on the study and the quick set-up of different initiatives to prevent the behaviour and help the women. For several years WCD has been lobbying for the need to establish strict ethical rules for staff officially representing Denmark abroad (i.e. not only representatives of the Danish Armed Forces) and their relationship with the women at destination. Upon the publication of the study, WCD argued that such an ethical set of rules was even more necessary, as it could be feared that the same behaviour documented to take place within the Armed Forces could very well be reflected in an even more severe attitude to women not being colleagues.

F. Women and the economy (page 10-13)

The gender segregated labour market

Having the heavily gender segregated labour market in mind, the counties and municipalities as public employers in sectors heavily dominated by women could do much to raise women's pay. Therefore the WCD recommends the Government, employers, employees and trade unions to take action in accordance with the Beijing Platform for Action in its call to "review, analyse



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and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings”.

Equal pay

It is mentioned that “The Government’s effort on equal pay is very complex...”. Unfortunately the WCD is not in agreement with this statement. Part of the so-called “complex” strategy resulted in a severe setback for the work towards equal pay - from the WCD’s point of view - as Parliament abolished the former Government’s newly passed bill regarding gender disaggregated wages statistics. WCD sees no mention of this incident/initiative in the report under the heading “Concrete initiatives”. The WCD looks upon gender disaggregated wages statistics as one of the main measures in the fight for equal pay, and urges the Government to revoke its decision. In 2001 one area of priority for the Minister for Gender Equality was combating inequalities in wages. As mentioned in the report and unfortunately apparent in latest research the wage gap is still wide (12-18%) and generally not narrowing. Much more needs to be done in this area.

G. Women in power and decision making (page 13-16)

The statistics on women elected to local municipalities and female mayors are depressing. Even more depressing is the lack of progress. All initiatives from the Minister’s side are welcomed.

Representation of women in Parliament is rather high at 38%. Unfortunately, this was not reflected in the Prime Minister’s first choice of female Ministers. As noted in the report, out of the 18 Ministers appointed by the Prime Minister only five were women – corresponding to a modest 28%. Thereby the Prime Minister regrettably both surpassed the opportunity to promote gender equality at large and to bring gender equality to the forefront of politics. Since the writing of the report the Prime Minister has appointed new Ministers - in favour of the gender balance.

Boards, Commissions and Committees

As the figures suggest, close surveillance regarding gender representation in Public Councils, Boards and Committees has to be secured, so that the previous years’ unfortunate development can be halted.



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Not mentioned in the report is the fact that the state's institutions are heavily dominated by men - at highest level (head of department and directors) a modest 18% of chairs are occupied by women.

L. The Girl Child (page 16-18)

The Danish Government has supported different organisation in the prevention of FGM among ethnic groups (living in Denmark) with tradition for FGM, not only through the Ministry of Social Affairs, but especially through economic support from the Ministry of Integration and the National Board of Health. The economic support has made it possible for the organisations to inform and educate not only these ethnic groups, but also society in general as well as professionals who meet the problem of FGM in their work. Such broad cooperation on preventive measures is of great importance in the efforts to prevent and eradicate this harmful tradition.

Part III: Institutional development

Seen from the outside the governmental work for gender equality seems to lack sufficient funds and staffing. The WCD would like to see more funds allocated to governmental work on gender equality. Likewise women's organisations are facing difficulties in financing activities partly because governmental subsidies to the area have not increased for years – thus real value of support has fallen in proportion to inflation – and because of removal of other forms of support for NGOs. At yet another level the willingness in government to use temporary special measures as catered for by the CEDAW unfortunately appears to be lacking. From the point of view of the WCD too much effort from governmental side goes into arranging café-debates and seminars, writing of pamphlets and developing tool-boxes. According to WCD one of the main tasks of administration should be to ensure that all governmental circulars, bills etc. have passed a gender analysis and been mainstreamed in relation to the gender perspective – presently this is too often missing.

Part IV: Main challenges and actions to address them

Importance must be paid to imbed all campaigns, assessments etc. in an institutional setting in order to ensure that the results have an impact beyond the timeframe of the campaign.



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Copenhagen, August 2004

Ms. Randi Iversen
President, Women's Council in Denmark

II. The Danish action plan on combating men's violence against women and children in the family 2005-2008

On the 20th April 2005 the Danish Government presented a new four-year action plan on combating men's violence against women and children in the family 2005-2008. Denmark has had an action plan on combating violence against women since 2002.

64 million Danish Kroner has been allocated to the action plan.

The intervention areas in the action plan focuses on:

- Support for the victims
- Activities aimed at the perpetrator
- Activities aimed at professionals
- Dissemination of knowledge and information.

The action plan has a specific focus on ethnic minority women, children and youth and rehabilitation of the violent man.

The action plan has a long list of 37 concrete initiatives to be taken within the next four years.

Examples of activities mentioned in the action plan are:

- a 24-hour hotline with access to interpretation
- legal counselling
- information campaigns targeted at ethnic minority women, young people and men. All the information campaigns aim at breaking the taboo against violence against women.



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- a nation-wide treatment and therapy offer to the violent man. The therapy lasts a year.
- Training of professionals. The relevant authorities need to be informed of the overall possibilities for supporting victims – also outside the authorities' own professional sphere – thus allowing the authorities to make a more targeted effort at an earlier stage.
- Obtaining knowledge and dissemination of information, for example through statistics on women and children living at shelters, a national database on violence against women, and a study on the relation between being subjected to domestic violence and marginalised from the labour market.

Each year a status report will be issued on progress made in implementing the activities.

The action plan is available on the web-site of the Danish Ministry of Social Affairs and Gender equality which can be found at: www.lige.dk, currently only in a Danish version.

For the specific initiatives targeted at ethnic minority women, see the Danish response to resolution 58/143.

III. Measures taken by the Danish Ministry of Justice in order to combat all forms and manifestations of violence against women.

The Danish Ministry of Justice has taken the following legislative and programmatic measures to combat violence against women:



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	Measures taken to combat violence against women (causes, consequences, cost of violence, statistics and best practices)	Institution	Results
Legal measures	<p>In June 2003 the Danish Parliament adopted a new act that provides the Danish Police with the authority to – in certain cases – remove a spouse or cohabiter etcetera, who is displaying is displaying violent or threatening behaviour from the common home for a period of time in order to prevent (further) violence against other members of the household.</p>	Ministry of Justice	
	<p>The Danish Minister of Justice will during the spring of 2005 introduce a bill amending the Administration of Justice Act. The proposal aims at a strengthened legal position for the victims of rape and other severe sexual crimes and will ensure that a legal advisor will be assigned to these victims. The legal advisor will thus be able to assist during the process of investigation and preparation of the criminal proceedings.</p>	Ministry of Justice	
Programmes	<p>Since 2003 the Danish Police have offered assault alarms for women at risk of being abused. When activated the alarm sends the victim's location directly to the control centre for relay to the nearest police station.</p>	Ministry of Justice	



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	Treatment in Anger Management has since 2004 been offered to inmates in Danish Prisons who have been convicted for crimes of violence and who have displayed continual violent behaviour. The Ministry of Justice is now considering the possibility to introduce mandatory treatment in anger management as a condition for a suspended sentence for violence.	Ministry of Justice	
	At the request of the Ministry of Justice's Research Policy Committee the crime statistics elaborated by Statistics Denmark have since 2002 been supplemented with annual victim statistics concerning violent crimes.	Ministry of Justice	
	The brochure "How to prevent Violence and Assault". The brochure contains good advice on how to avoid violent situations – or how to avoid a situation escalating out of control, if a violent situation occurs.	The Danish Crime Prevention Council	
	A rape study is in the course of preparation. The main purpose of this study is to analyze and describe the development in the characteristics of rape.	The Danish Crime Prevention Council	
	A study about the victims of violence is in the course of preparation. The study will amongst other things contain knowledge about domestic violence.	The Danish Crime Prevention Council	
	The homepage "www.sikkerflirt" (safe flirting) about prevention of rapes and sexual assaults.	The Danish Crime Prevention Council	



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IV. **Actions taken by the Danish National Observatory on Violence against Women under the Women's Council in Denmark to combat all forms and manifestations of violence against women**

The Women's Council in Denmark has established the Danish National Observatory on Violence against Women, which is an expert group with the participation of 25 scientists and professionals with practical experience in the area of violence against women. The objective of the National Observatory on Violence against women is to exchange experience and collect information on violence against women, take measures that can prevent violence against women and monitor that the Government comply with national and international action plans, as well as act as an expert group for the Women's council in Denmark and the European Women's Lobby Observatory on Violence. Danish National Observatory on Violence against Women has undertaken the following actions:

V. **Actions taken by the Ministry of Refugee, Immigration and Integration Affairs to combat all forms and manifestations of violence against women**

	Measures taken to combat violence against women (causes, consequences, cost of violence, statistics and best practices)	Institution	Results
Policies	Launching of report "Men's violence against women" with statistics from different data sources in Denmark. (25 Nov 2004) documenting the nature of violence in quantitative and qualitative terms.	The Danish National Observatory on Violence against Women	A comprehensive picture of the number and character of victims and



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	The database can be found on: www.det-nationale-voldsobservatorium.org .	under the Women's Council in Denmark , The National Institute of Public Health and the Minister of Equality	perpetrators.
Programmes			

V.

General Assembly Resolution 58/185 of December 2003, "In depth study on all forms of violence against women".

	Measures taken to combat violence against women (causes, consequences, cost of violence, statistics and best practices)	Institution	Results
Legal measures	A woman with a temporary residence permit in Denmark on the basis on marriage will as a main rule have her residence permit revoked if she no longer cohabits with the spouse. However, in deciding on revocation of a residence permit the immigration authorities will always asses whether the revocation might seem to be particularly severe to the alien for	Ministry of Refugee, Immigration and Integration Affairs	



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	<p>instance due to the aliens ties with the Danish society, age, health, ties to other persons living in Denmark e.g. According to the Aliens Act special regard must in this assessment be had to the question whether the basis of residence is no longer present because of cessation of cohabitation due to the fact that the woman has been exposed to outrages, abuse or other ill-treatment, ect., in Denmark. Thus, when deciding on revocation of a residence permit given on basis on marriage special account is made to women who leave their husband because of violence. (It is noted that this applies to all aliens - that is, also men)</p>		
Programmes	<p>In the period from 2002-2005 the Danish Government has earmarked 40 millions Danish kroner to prevent violence in the family and forced marriages among ethnic minorities, this includes financial support to educational work and counselling, financial support to the establishment of youth advice services and the establishment of to homes for young ethnic minority girls, who have problems concerning forced marriages and violence in the family.</p>	<p>Ministry of Refugee, Immigration and Integration Affairs</p>	