

DENMARK
Comprehensive national review report
Beijing+30

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Section 1

Highlights

This report reflects the continued commitment of the Danish government to promoting gender equality, women's rights and the empowerment of women. Gender equality is pivotal to the full realization of human rights and fundamental freedoms in all spheres of the society. Gender equality contributes to welfare, wellbeing and cohesion.

In recent years, we have seen an increased pushback on hard-fought progress for gender equality around the world. The pushback ranges from the right to abortion and women's right to decide own over their bodies. It underlines the importance of standing firmly on our values. We must defend the rights of women and girls. We must insist that all persons have equal opportunities to be who they are, and to decide on their own lives – regardless of where in the world they live.

For the Danish Government, gender equality is about making a concrete difference in the everyday lives of people. This also requires that we work towards cultural changes of our society. This is only possible through a widespread commitment throughout the Government and in close collaboration with the parties in parliament, the social partners, and civil society organizations. The Government has taken important steps towards realizing our political goals for gender equality. Thus, Denmark continuously works to secure de jure and de facto gender equality and to eliminate all forms of discrimination against women. The Beijing Platform for Action continues to be a valuable tool in this endeavor.

The Ministry of Digital Government and Gender Equality has coordinated the reporting process in which all relevant ministries and authorities have been included and have contributed. The report describes the Governments main priorities and achievements in progress towards gender equality and compiles numerous examples of government policies, projects and new legislation.

Civil society organizations in the area of gender equality have submitted examples of pro-jects contributing to the implementation of the BPfA. These are provided in the appendix.

Section Two

Priorities, achievements, challenges and setbacks

Despite continued progress and a high level of gender equality in Denmark, the Government is determined to constantly taking new steps towards progressing equality between women and men, and ensuring the advancement of women and equal opportunities. Denmark still faces challenges in a number of areas, and targeted efforts and firm action are pivotal in order to eliminate discrimination and to empower women. Hence, all ministries continue to work to promote gender equality in their respective areas.

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

Achievements:

Denmark has ensured significant progress in a range of important areas and sectors of society. Legislation and programs have been adopted to promote gender equality, women's empowerment and equal opportunities.

Major achievements have specifically been made in the following areas;

- *Violence against women:* New laws on for example psychological violence, on stalking, grooming and so on. New Action plan with the highest amount of funding ever (233 million DKK) including focusing on combatting partner killings and initiating early prevention.
- *Rape:* Consent based legislation, campaigns changing the culture and promoting respect and understanding, strengthened comprehensive sexuality education in schools.
- *Sexual harassment:* Comprehensive Tripartite agreement on combatting sexual harassment in the workplace and education including legislative initiatives, whistleblower institution, establishment of an Alliance to maintain public focus and cooperation amongst actors including funding.
- *Equality on the labour market:* New laws on gender balance and women's access to management, on gender equal conscription, on sharing of parental leave, and on equal pay.
- *Sexual and reproductive health and rights:* Strengthening of abortion rights, amongst others by Political agreement on a new abortion law that permits free abortion until the 18th week of pregnancy.

- *LGBT+ equality*; Improved rights for LGBT+ families, combatting of hate crimes and discrimination
- *Men and gender equality*: An action plan focusing on the areas where men face inequalities.

Selected statistics:

- The share of female board members in the 25 largest companies in Denmark has risen from 30 percent in 2019 to 41 percent in 2023 (Source: EIGE Gender Statistics Database (2024)).
- The share of female board members has risen from 15.8 percent in 2016 to 21.1 percent in 2022 for all companies adhering to legislation on setting target figures and creating politics for a more equal gender balance. The legislation was further strengthened in 2023 (Source: Erhvervsstyrelsen (2023) Kønsfordelingen i de største danske virksomheders bestyrelse pr. 15. august 2022).
- The number of days that fathers spend on paternity leave with their newborn babies has risen from 38 days in 2021 to 62 days in 2022, following the implementation of earmarked leave for fathers (Source: Danmarks Statistik (2024), Statistikbanken).
- The proportion of 25-39 year-old women from MENAPT countries who have completed Danish vocational training has increased from 51 percent in 2010 to 70 percent in 2022 (Source: Integrationsbarometer 2023).

For further information about the above initiatives, please refer to the in-depth descriptions in the report below.

Challenges and setbacks:

Whilst gender equality has improved in certain areas, challenges persist in others. And even setbacks have occurred in society.

Especially three areas are a cause of concern;

- *Wellbeing and safety*: An increasing number of young women and men report a low level of wellbeing. Some of this is linked to the increasing use of social media platforms, where several types of harassment and abuse take place. Especially young women do not feel safe in the public sphere.
- *Attitudes towards gender equality*: Gender equality is for both men and women. However recent studies show a growing polarization between men and women in the attitudes towards gender equality.
- *Negative social control and honor related conflicts*: In some minority ethnic environments cultural norms suppress, control and restrict especially the right of women and girls to decide on their own life and body, for example in relation to the choice of education, friends and partners.

Selected statistics:

- 35 percent of 16-24-year-old women in Denmark have poor self reported mental health, which is a doubling in 10 years. 16 percent of men in the same age group have poor self reported mental health, which is also nearly a doubling in 10 years (Source: Danskernessundhed.dk: Indicator “Poor mental health”).
- Since 2011 the gap in school grades between girls and boys has more than doubled in favor of girls (Source: KL (2023) Karaktergab mellem drenge og piger ved folkeskolens afgangseksamen).
- 18 percent of girls and 12 percent of boys in the fourth grade have a low self-reported life satisfaction. 30 percent of girls and 13 percent of boys in the eighth grade have low quality of life (Source: Børns vilkår (2022) Børn og unge kæmper for at passe ind).
- Women's fear of sexual assault has increased from 11 percent in 2017 to 19 percent in 2022. (Source: Tryghed og velfærd i Danmark (2023), Det Kriminalpræventive Råd).
- A recent study show that approximately 1 out of 5 young Danish men felt that “gender equality had gone too far”, while 70 percent of Danish women in the same age felt that “gender equality has not gone far enough”. (Source: MandagMorgen (2023)).
- Among 18-29-year-olds of non-Western descent, 15 percent experience that they are not allowed to, or think they are not allowed, to have a girlfriend/boyfriend for their family. Compared to 2 percent of young people with Danish decent. (Source: Udlændinge- og Integrationsministeriet (2020) Medborgerskabsundersøgelsen 2020).

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

Denmark continues to focus on areas where data show inequalities. Statistics and research are regularly updated and made public. All public institutions must report on initiatives on a regular basis.

Every year the Government presents and report on progress or setbacks the previous year and on action in the forthcoming year. The report is debated in Parliament and made public.

Priorities in the 2024 report are;

- *Equal opportunities in education, work, and in the family*; Promote equal opportunities at the labour market and in the family. Increase the

wellbeing of young people and their opportunities in education. Promote public authorities' work on gender equality.

- *Freedom and equal rights for all*; Combat gender-based violence, abuse and trafficking. Promote equality and combat negative social control amongst migrant women. Promote the right over your own body and life.
- *Security, wellbeing, and equal opportunities for LGBT+ persons*; Ensure rights. Increase wellbeing and equal opportunities.
- *Global gender equality efforts*; Promote women and girls' rights and opportunities globally. Strong Danish involvement in international gender equality cooperation.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

Denmark has focused on the protection of migrant, asylum-seeking and refugee women and girls as well as LGBT+ persons in both legislative measures, policies, research and awareness activities and in institutional changes.

The past years there has been a focus on *combatting honor-related conflicts*, such as negative social control, violence and killings, where migrant women are especially exposed. There has been legislative proposals and changes in the Danish Aliens Act and in the Danish Penal Code to protect migrant women. See examples in the report.

Furthermore, with new action plans to combat *trafficking in human beings*, there is a significant focus on combatting trafficking of migrant women for sexual exploitation. The current action plan (2022-2025) entails a strengthened effort for victims of human trafficking. The outreach work in the field of prostitution under the auspices of the Government-funded NGO's is reinforced, the specialized accommodation for victims of trafficking is upgraded, and there is a strengthened focus on the investigation and prosecution of perpetrators.

In recent years we have seen an increase in children and young people with migrant background in schools and universities, and an increase of migrant women's participation in the labor market.

Lastly there has been an increased focus on *equality and rights for LGBT+ persons*. A few examples can be mentioned:

- On January 1, 2022, new legislation entered into force with the purpose of protection LGBT+ persons from discrimination, hate crimes and hate speech.
- In January 2024 the government and a majority of the opposition has entered into an agreement to legalize egg donation to one's partner - without a health-related justification. The new agreement on partner

egg donation will thus make it possible for women to carry a pregnancy with an egg donated from their female partner.

- From the autumn of 2024, lesbian couples who want to be the mother and co-mother of a child can carry out the insemination at home. In the past, a healthcare professional had to be present at the insemination.

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

Over the past five years, the world has experienced several, often intersecting crises – which all have different impacts on women and men.

First and foremost, the COVID-19 pandemic had grave impacts on all societies across the world. And in many ways, women found themselves in the frontline of the pandemic. For instance, due to the gender-segregated labor market as most nurses and health care workers in Denmark are women.

Furthermore, globally the pandemic exacerbated the vulnerability of those who already faced vulnerability and marginalization, many of who are women and girls. The Secretary-General of the United Nations called violence against women a “shadow pandemic” as lockdowns amplified socio-economic vulnerability increased the occurrence of gender-based violence. Therefore, the Danish government allocated substantial additional funding for extra accommodation at crisis shelters and funding for outpatient treatment for victims of intimate partner violence.

Moreover, through amongst others the Nordic Council of Ministers, the labor market effects of the pandemic for women and men have been monitored thoroughly. Overall, data showed that although the pandemic had impacts on labor market participation, the impacts on women and men respectively were relatively gender balanced across all Nordic countries. Amongst others, studies contributed this to the role of the expansive welfare and care systems and the role of relief packages (e.g. work sharing, wage compensation, etc.)¹

Additionally, through the last couple of years we have experienced an increased pushback on gender equality and the rights of LGBT+ persons. This has an impact on both the Danish national and international activities on equality. Amongst others, a recent study showed that approximately 1 out of 5 young

¹ Nordic Council of Ministers: [Covid-19 effects on the economy](#)

Danish men felt that “gender equality had gone too far”, while 70 percent of young Danish women felt that “gender equality has not gone far enough”.

On this background, the Danish approach to gender equality has been two-fold. Firstly, it has been of core importance that Denmark remains committed to gender equality and equal rights and opportunities for all. And secondly, it remains a priority for the Danish government to engage men and boys in gender equality, both as strategic allies for the empowerment of women and girls but also as importantly as beneficiaries of gender equality themselves. This follows the rationale that the improvement of the wellbeing and equality of men and boys also will have a positive effect on gender equality and the empowerment of women and girls more broadly. Therefore, in May 2024, the Danish Government launched the first ever national action plan on men and boys’ gender equality with several initiatives on a range of areas, such as family life, physical and mental health, education and homelessness.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

The Government’s vision on gender equality is clear: *The Government wants a society where women and men have equal opportunities, where no one experiences discrimination and where everyone regardless of their gender, sexual orientation or gender identity are equal and have freedom to live the life they want.*

Policies and programs have ensured progress in a range of areas, but further efforts are needed in order to fulfill this vision. Based on extensive data and monitoring of equality in society, new programs and policies will be put in place to promote gender equality and equal opportunities. This includes but is not restricted to areas like combatting violence against women, social control, sexual harassment, trafficking and gender stereotypes as well as promoting the safety and wellbeing of young women, women in decision-making and the inclusion of men and boys. The Government will enforce existing legislation, promote new bills and induce a change of culture based on equality and respect.

Section Three

Progress across the 12 critical areas

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

Please find below examples of initiatives;

Implementation of the Pay Transparency Directive

As a consequence of the adoption of the EU Pay Transparency Directive, the Government is preparing the implementation of the directive in collaboration with the social partners. The bilateral negotiations with the social partners are expected to be completed in 2024/2025 with a view to implementation into law by June 2026.

Repeal of the exception clause for the Danish Evangelical-Lutheran Church (Folkekirken) in the Equal Treatment Act

November 2023, the Government announced that it will repeal the exception clause in the Equal Treatment Act that allowed the Danish Evangelical-Lutheran Church – also called ‘Folkekirken’ – to emphasize the gender of the applicants when a new priest is hired. Almost 60 percent of all Danish priests are women. The announced repeal entered into force February 2024.

More women in the construction sector

The Ministry of Transport and its agencies have initiated several actions to achieve more gender balance in the construction sector. Amongst others, they have taken steps to promote safer working environments for women through

combatting workplace harassment and demanding that construction sites have proper lighting and restroom and changing facilities with locks.

Promotion of gender equality and diversity in law enforcement

The Danish National Police and the Police Academy have ambitions to promote gender equality and diversity across the entire police force. Therefore, they have initiated recruitment campaigns focused on diversity and gender equality and promoting positive role models and more to ensure greater gender balance across different sectors and management levels of the police.

Diversity, inclusion and gender equality in the Danish Armed Forces

To promote diversity and equality, the Danish Armed Forces have taken a range of initiatives to promote gender balance and diversity in recruitment. Amongst others through more inclusive language in external communication, combatting sexual harassment in the workplace as well as through the conduction of exit interviews with female employees, amongst others to develop new retention strategies for women in the armed forces.

Gender equal conscription

Together with a broad majority in the Danish Parliament, the government has agreed on full gender equality in conscription. Today only men are required to make themselves available for conscription, while women can choose to volunteer. With the agreement, both women and men will be subject to the same requirements regarding conscription. The agreement will step into force after the next general election. The agreement is part of a general agreement to strengthen conscription, by e.g. extending it to 11 months and increasing the annual number of conscripts to 7,500.

National strategy for entrepreneurship to promote gender balance

The Government has announced that it intends to present a national strategy for entrepreneurship. The strategy is expected to be launched in 2024 and one focus amongst others will be to promote greater gender balance in entrepreneurship by making it more attractive to become an entrepreneur regardless of gender, make it more accessible to attain capital funding and strengthen the ecosystem of female entrepreneurs in Denmark.

7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

Please find below examples of initiatives;

Additional budget for wage and working conditions in the welfare and care sectors

In December 2023, the Government and the social partners agreed to allocate an additional budget of 6.8 billion DKK for wage and working conditions in the welfare and care sectors. The agreement aims to make jobs in the welfare and care sectors – where women are still highly overrepresented - more attractive. At the

same time the agreement aims to reduce recruitment problems and create incentives to make it more attractive to work more hours to ensure a sustainable public sector.

Stronger efforts to attract men and boys in the care sector

As part of the initiatives for an action plan on men and boys' gender equality, funding was allocated in November 2023 to develop and test a 'Boys' Day in Care' to attract more men and boys in the care sector.

Legislation on earmarked leave for fathers

In August 2022, new legislation on equal right to parental leave and earmarked leave entered into force – thus implementing the EU Directive on work-life balance of parents and carers, specifically regarding earmarked parental leave for both parents. The parental leave with maternity leave benefits is now by default equally split with 24 weeks for each parent – 11 of which will be earmarked and non-transferable for parents who are workers. Moreover, the new legislation will provide better possibilities for diverse forms of families to share parental leave.

Legislation on equal right to extra month of student grants for parents

In August 2022, new legislation on equal right to extra month of student grants for students becoming parents during their studies entered into force. The Student Grant and Loan Scheme gives students the right to 9 months of extra student grants to both parents. Each parent is entitled to pass on 3 months of the extra student grants to the other parent as long as both parents are entitled to receive the student grants. Single parents have the right to 12 months of extra student grant.

Activities and network groups for new fathers on parental leave

As part of the initiatives for an action plan on men and boys' gender equality, 3 million DKK was set aside for activities and network groups for new fathers on parental leave, especially in areas where such activities does not already exist. The aim is to support men's usage of their earmarked parental leave and promote their well-being while on leave.

Tax reduction for single parents

As part of a personal tax reform, the employment tax deduction for single parents will be increased by 5.25 percentage points from 6.25 percent to 11.5 percent, and the basic amount for the maximum additional employment deduction for single parents is raised from 25,300 DKK to 46,500 DKK (2024 level).

Equal distribution of child and youth benefits between parents

Since January 1, 2022, public child and youth benefits have been equally divided between the child's parents. If both parents have custody of the child, and if they are cohabiting, married or unmarried, the main rule is that in all cases there is an equal division of benefits.

Digital Post to both parents with joint custody

In 2022 legislation entered into force, making it clear, that public authorities must send notifications about a child to both parents with joint custody - regardless of whether they live together or not. In Denmark, citizens and businesses must be able to receive Digital Post from the authorities. Digital Post from public authorities may include: letters from the hospital, information about student grants, changes in housing benefits, assignment of day-care facility place, letters from the Central Customs and Tax Administration (SKAT) etc.

8. In the past five years, what actions has your country taken to reduce the gender digital divide

The Danish Minister for Gender Equality is also Minister for Digital Government. Initiatives in the digital area are hence also considered from a gender equality perspective. Gender equality is therefore subject to gender mainstreaming in the area of digitalization.

The Danish government is specifically concerned about the health and wellbeing of young people in a digital age and has initiated and will be taking different actions to strengthen the wellbeing of especially young people.

Below some examples;

Government Commission on Wellbeing

In August 2023, the Danish government established a Commission dedicated to the well-being of children and young people. This Commission is tasked with exploring ways to enhance the overall well-being and positive growth of young individuals. It will examine the impact of social media and other significant societal trends, considering variances in gender, socioeconomic status, and ethnicity in its data collection, studies, and recommendations. The Commission anticipates concluding its efforts by the end of 2024.

White paper on protecting children online

The government will prepare a white paper with initiatives that can protect children's activities on the internet, including exploring the possibility of introducing a digital child protection act or similar.

Technology understanding in the primary and lower secondary education

With the political agreement of March 2024 about a "Quality Programme" for primary and lower secondary education (Folkeskole), technology understanding and digital education is to be integrated in existing subjects and to be offered as an elective course as well. The aim is to teach all children – both girls and boys – to critically and constructively navigate in a digitalized society.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

Denmark has introduced fiscal consolidation measures and their impact on women/men was estimated before measures were put in place. In general, Denmark has sustainable public finances with room for annual expenditure growth in public consumption. However, each year as part of the budget process there are a number of spending reviews and savings measures in order to reprioritize public spending to political priorities. When implemented by primary legislation, gender equality is reviewed.

Each year permanent funds are allocated through the Finance Act to promoting Gender Equality through the national institutional mechanisms (see section four). Furthermore additional government funds are allocated to specific initiatives e.g. a National Action Plan for the prevention of violence against women and violence in intimate relationships.

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls.

Please find below examples of initiatives;

Background information on the Danish welfare system

Anyone who is lawfully residing in Denmark and who cannot support himself/herself and his/her dependents has the right to state benefits. Specifically, one will as a minimum receive benefits from the cash benefit system, which constitutes the lowest economic safety net in Denmark.

Especially non-western immigrant women are over-represented in the cash benefit system. In recent years, the Government has taken a number of initiatives to move more women with non-western immigrant background into the labor market, so that they can support themselves and achieve a higher standard of living. With the initiative "More people to join in" from 2016, it was agreed to allocate about a quarter billion DKK to a special measure for vulnera-

ble citizens in the cash benefit system with more than five years unemployment. The target group is recipients of cash benefits who have received cash benefits for at least five years. Out of this target group, women with a non-western immigrant background make up 20 percent. In 2017 and 2018, it was decided to allocate an additional DKK 165 million to disseminate the experiences from the first project to other vulnerable groups in the cash benefit system. In 2018, it was also decided to allocate DKK 95 million to a targeted effort in the municipalities to get more women with immigrant background in employment. Most recently, 21 different municipalities have worked from 2021 and until December 2023 to disseminate and implement the learning points from the initiative.

In February 2023, the former Government and a majority of the Parliament set aside DKK 100 million in continuation of the Agreement on inflation assistance (Aftale om inflationshjælp) to a civil society pool to help children in vulnerable families to alleviate the social and economic consequences of high inflation and high energy prices. The funds were set aside for a broad purpose and could be used, for example, for increased capacity at holiday camps, the purchase of basic goods as well as experiences and activities with the aim to strengthen children's well-being and access to communities, for example in culture, sports and associations. In addition, DKK 5.2 million has been set aside annually and permanently for an application pool for summer holiday assistance, which aims to provide support for summer holiday stays for vulnerable families as well as social activities.

All citizens have a right to a state pension from the age of 65-68 years depending on their date of birth. Besides the state pension, workers may have the right to a labour market pension scheme. Pension schemes as part of collective agreements are negotiated by the social partners and constitute the majority of the labor market pensions in Denmark. More men than women have earned the right to an agreement-based labour market pension because of their higher labour market participation.

In recent years, Danish governments have introduced several temporary initiatives to help citizens in the low-income group. The government introduced a temporary child allowance, inflation aid for financially disadvantaged families and a higher pension check, which especially benefits citizens with low incomes.

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

Every citizen in Denmark has a universal right to free social support and protection. See above.

Additionally the following initiative can be mentioned:

The Child's Act

On January 1 2024, the Child's Act entered into force. Here, all regulation concerning support for vulnerable children, young persons, and children with disabilities are collected. Moreover, the Child's Act provides vulnerable children and young persons under 18 years of age with a number of new rights that aims to ensure that the voice of the child will be in the forefront in cases regarding special support and to strengthen children's rights in judicial proceedings.

According to the Child's Act, the municipalities have a general obligation to monitor the living conditions of all children and young persons within the municipality (section 9 in the Child's Act). The municipalities are obliged to discharge its supervisory in a manner enabling it to as soon as possible identify any cases where a child or young person must be assumed to need special support or where a child must be assumed to acquire a need for special support immediately after being born.

12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

Every citizen in Denmark has a universal right to free health and care services, including at their local physician or hospital.

Please find below examples of initiatives;

Political agreements on fertility treatment

The government has made it possible to receive up to 6 IVF or ICSI treatments for the first child. Previously, a woman or a couple was granted up to 3 treatments. Additionally, the government wants to expand the treatment capacity of fertility treatment, allowing people in need of fertility treatment to get public funded fertility treatment for their second child. Today, the possibility for government funded, treatment is available for the first child. In January 2024, the government announced the intention of submitting a legislative proposal to extend the right for free public fertility treatment to also cover fertility treatment for the second child. This is expected to come into force December 1st 2024, which is confirmed in the financial agreement concerning the regions' budgets for 2025.

Today around every 9th child in Denmark is born as a result of fertility treatment, and the number of treatment programs has increased over a period. In 2012, there were around 34.000 fertility treatments in the healthcare system. By 2023 that number had grown to more than 37.000.

Furthermore, the government and a majority of the opposition has entered into an agreement to legalize egg donation to one's partner - without a health-related justification. The new agreement on partner egg donation will thus make it possible for women to carry a pregnancy with an egg donated from their female partner. Additionally, the 5-year time limit on how long a woman's eggs can be frozen

has been lifted. The amendment to the law entered into force on January 1, 2024, meaning that eggs frozen without a medical indication can be stored until the woman is 46 years old, which is the age limit for fertility treatment in Denmark.

Home-insemination

From the autumn of 2024, lesbian couples who want to be the mother and co-mother of a child can carry out the insemination at home.

Research in women's diseases and health inequality between women and men

In November 2023, the Government and a majority of the Parliament allocated additional funding for research in women's diseases and health inequality between women and men. The funding is amongst others reserved for shedding light on gaps in medical research where treatment is solely or primarily developed for or tested on men, even though the disease potentially could have consequences for both men and women.

Strengthening the right to abortion and women's rights to a free choice

2023 marked the 50 year anniversary of the right to abortion in Denmark. Women's rights to freely choose over their own bodies and lives have since then been cornerstones for gender equality in Denmark and have ensured women's participation on the labour market and their economic independence. In 2023, the government initiated negotiations with all parliament parties with the aim to promote a timelier legislation on abortion and further strengthen women's rights over their own bodies and lives. In May 2023, the Government and a broad coalition of parliament parties landed a political agreement ensuring that the week limit for the right to an abortion will be raised from 12 weeks to 18 weeks. Furthermore, the age limit for abortions without parental consent will be lowered from 18 to 15 years.

Address and reduce the inequality in health for people from ethnic minority groups

In the Danish childhood vaccination program, the human papillomavirus (HPV) vaccination coverage is lower than for other vaccines. The vaccination uptake among immigrants was lower compared to Danish-born girls, especially among immigrant girls whose parents had not passed any Danish exams.

To increase the uptake to the HPV vaccination program the Danish Health Authority and Mino Denmark together held six events (Mino Talks) in 2023 to address and reduce the inequality in health for people from ethnic minority groups. Mino Talks focused on the free HPV vaccination programme, cancer screening programmes, access to the Danish healthcare system, and the inequality that ethnic minorities may encounter in the healthcare system. With regard to HPV vaccination, the purpose of the events was primarily to inform about HPV vaccination, and the diseases that HPV infection can cause and to debunk existing myths about HPV vaccination.

13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

Every citizen has universal access to free primary and secondary education as well as university.

Please find below examples of initiatives;

Greater freedom of choice in primary school:

With the political agreement of March 2024 about a “Quality Programme” for primary and lower secondary education (Folkeskole), more elective teaching is being introduced in the 7th to 9th grade. The aim is to support boys' and girls' motivation, involvement and influence on their own school progress, which will hopefully lead to better academic results and increased well-being. Another new possibility for students is the establishment of a “junior apprenticeship” for the 8th and 9th grade, where pupils spend 1-2 days a week at a company or at a vocational education facility.

Bottom-up initiatives in the higher education sector

In the Danish higher education sector, bottom-up initiatives are made on different levels and by different actors. As an example, the Danish universities are working to safeguard a balanced gender distribution across scientific disciplines by, for instance, promoting women in STEM. The institutions have formed networks and guidelines pertaining to gender equality, e.g., GEAR:DK – a network intended for knowledge sharing regarding gender equality strategies, policies, and initiatives. In 2023 the organization Universities Denmark published a new set of recommendations on diversity, inclusion and, equality.

The Inge Lehmann program for gender balance in research

In 2020 the Government and a majority of the Parliament allocated 20 million DKK for the new “Inge Lehmann” program – which aims to strengthen talent development in Danish research and to promote a more equal gender balance in research, particularly at career stages where gender imbalances typically occur. In 2021, 2022, 2023 and 2024, respectively 110, 80, 81.8 and 81.8 million DKK and were allocated to the program.

Focus on gender diversity in research

The Danish Agency for Higher Education and Science has published several surveys on the gender balance in the Danish research sector, titled “Talentbarometeret” (Talent Barometer). The latest edition was published in 2023, containing data up until 2022. Among other things, the publication focuses on the proportion of female researchers at the Danish universities, men's and women's career development in research, receiving research grants, etc.

Additionally, in 2024, the National Independent Research and Analysis Centre (VIVE) completed an investigation into everyday sexism and sexual abuse

among current and former PhD students at the Danish universities and the significance for the working environment and women's opting out of a research career.

Sex education in upper secondary education

Students commencing upper secondary education from the academic year 2023/2024 on-wards must undergo mandatory sex education. The requirement for mandatory sex education applies to the 3-year courses leading to technical, commercial, and general upper secondary school. It also applies to the 2-year education leading to the higher preparatory examination (hf). In sex education, students will have the opportunity to explore a wide range of topics such as consent, boundaries, contraception, and sexually transmitted diseases. The digital dimension, including topics like consent and boundaries on social media, can be integrated as part of the themes covered in sex education. Sex education has no set period, but is to be taught when relevant to the students.

Sexual education in vocational education was strengthened because of the tripartite agreement on sexual harassment from 2022. With the agreement, there was a desire to strengthen teaching in the psychological work environment and how to prevent sexual harassment in workplaces and education. With the tripartite agreement followed a number of amendments to the executive order, which, among other things, described sexual content and academic goals for the subject Society and health. The changes entered into force in April 2022. The new academic sub-goals for the teaching of Society and health are thus today that the student/apprentice must, among other things, be able to understand factors that are important in relation to showing respect for others' gender identity and sexuality, counteracting sexual harassment and understanding personal boundary setting.

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

During the COVID-19 pandemics, the Danish government has focused on consolidating the Danish social model in all parts of the State party as a driving force for sustainable change. It has been used as a catalyst for implementing measures in the context of the COVID-19 pandemic to redress long-standing inequalities between women and men, by placing women and girls at the center of recovery strategies in line with the 2030 Agenda for Sustainable Development. Giving particular attention to unemployed women and women living in poverty, women belonging to ethnic or national minorities, indigenous women, older women, women with disabilities, migrant, refugee and asylum-seeking women, and lesbian, bisexual, transgender women and intersex persons.

Denmark has adopted a wide range of new legislation and policies including during the COVID-19 pandemic, aimed at strengthening women's and LGBT+ person's opportunities and rights.

See below for some examples:

The Labour Market

In the context of the COVID-19 pandemic, the Ministry of Employment has initiated measures in the areas of wage compensation, benefits and employment efforts. The measures are generally aimed at vulnerable groups.

According to Statistics Denmark, the unemployment rates between women and men have not developed systematically different during and after the COVID-19 pandemic. The unemployment rate for women peaked during the pandemic at 5.5 percent in May 2020 at the same level as the rate for men after an increase from 3.9 percent pre-pandemic vs. men's at 3.5 percent. The unemployment rate for men and women has since fallen strongly and is as of October 2022 at 2.8 percent for women and 2.3 percent for men.

Violence against women

During the pandemic, Denmark experienced an increased demand for help to women subjected to violence or equivalent crises in their family or close relationship. To address the growing demand for vacant rooms in women's shelters, the Danish Government decided in March 2020 to fund approx. 55 extra temporary rooms for battered women across the country. Following a new lockdown in December 2020, 25 additional rooms were funded.

Furthermore, an agreement in 2020 secured temporary funds to increase the capacity of ambulatory counselling for victims of violence in intimate relations as well as perpetrators.

Initiatives to combat loneliness

In response to the pandemic, the Danish Government also launched initiatives combatting loneliness among persons with disabilities. The initiatives aim to create awareness, identify challenges and find solutions that promote security and well-being for persons with disabilities, in order to ensure a safe return to civic and everyday life after COVID, including for women and girls. Moreover, in 2021, the Danish Government launched a funding package of 35 million dollars to support vulnerable citizens and persons with disabilities' access to cultural experiences.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

Denmark has a flexible, broad and innovative approach to combatting violence against women and partner killings. All victims of violence have universal access to support and help, 7/24 hotline, psychological and judicial counselling, individual case worker, shelters, individual action plans and so forth.

Denmark continually develop legislation, action plans and policies in response to new forms of violence in order to be able to proactively respond and support victims. This means that new forms of violence such as stalking, grooming, sex-tortion, psychological violence, tech-facilitated violence and sexual harassment is reflected in new legislative measures, policies, awareness activities in order to effectively protect victims, prevent violence and prosecute offenders.

Denmark has expanded the range of support mechanisms and preventive measures in order to focus on both the victim and the offender to stop circles of violence – and to prevent that violence is passed on to future generations.

16. In the past five years, what actions has your country prioritized to address gender-based violence?

Please find below examples of initiatives;

Free psychological treatment to women at shelters

In 2020, Denmark adopted a bill, which obligates the municipalities to offer up to of 10 hours of free psychological treatment to all women who come to stay in a shelter for battered women. The sessions are offered both during and after the stay at a shelter. The bill helps to secure the necessary counselling that allows the women to cope with their experience and rebuild a life for themselves and their children.

Ambulatory care for victims of intimate partner violence

As part of the national action plan, several public or direct grants were allocated to strengthen ambulatory care options for victims of intimate partner violence, as refuge at a shelter is not always what is needed.

National ambulatory care for perpetrators of violence and their families

To break the circle of violence, the national action plan has an increased focus on the perpetrator of violence. Therefore, funding was allocated to ensure national ambulatory care for perpetrators of violence and their families. Furthermore, the funding is meant to contribute to a stronger collaboration between the ambulatory care providers and law enforcement regarding guidelines for treatment for perpetrators of violence.

Equal access to crisis shelters

Men who are victims of intimate partner violence have not had the same rights as women victims of violence in access to support and refuge at a crisis shelter. With the Finance Act for 2023, the Parliament allocated permanent funding for ensuring that men experiencing intimate partner violence will have the same rights. New legislation was passed in April 2024.

Strengthened focus on violence against pregnant women and new parents

Pregnancy and birth can trigger or escalate intimate partner violence. However, studies have also shown that becoming a parent is a window of opportunity for behavioral change for the perpetrator of violence. Therefore, funding has been allocated to both upskilling courses for healthcare personnel and midwives in order to detect and act on violence against pregnant women and new parents as well as stronger support and better treatment options for this target group.

Prevention of intimate partner violence, sexual assault and violations among LGBT+ people

1.8 million DKK has been allocated to the project 'Care in the Community' which aims to mobilize the LGBT+ community to jointly prevent and deal with intimate partner violence and abuse between LGBT+ people. It is also intended to ensure LGBT+ people's access to qualified help in existing social counseling services. The project consists of the production of a number of videos with testimonies and expert contributions for distribution, a number of community events, and mutual upgrading of psychosocial counseling services specialized in LGBT+ identity and exposure to violence. The project is run by LGBT+ Denmark & Lev Uden Vold.

Consent-based rape provision

In 2020, a new consent-based rape provision was passed, which made it a criminal offense to have intercourse with a person who does not consent. The amendment to the law entered into force on 1 January 2021.

Actions to combat gender stereotypes, sexism and sexual harassment

The Government has landed a tripartite agreement with the social partners in March 2022 on combatting sexual harassment in the workplace. The tripartite agreement contains 17 initiatives, including 8 legislative proposals on compensation for victims of sexual harassment and the clarification of the responsibilities of the employer, among other things.

As part of the agreement an alliance against sexual harassment has been established, which aims to promote lasting cultural change by maintaining focus on

the prevention of sexual harassment and anti-harassment initiatives in the workplace, in education, in cultural life, in communities, sports, volunteer work, etc.

Furthermore, there has been an increase in awareness raising activities in schools and on universities on the subject and partnerships with relevant partners has been established as well as research conducted.

Funding for projects to combat sexual harassment amongst young persons

In 2023, the 'Alliance against Sexual Harassment' granted funding to four projects that aims to ensure safe communal experiences and prevent sexual harassment and abuse with a specific focus on young persons.

Furthermore, the Alliance have launched a study on the experiences of sexual harassment in the Danish society with a broad focus on the entire society – not only on the labour market – and with the inclusion of the experiences of young persons.

17. In the past five years, what strategies has your country used to prevent gender-based violence?

Since 2002, Denmark has had national action plans for the prevention of violence against women and violence in intimate relationships. The action plans supplement the institutional system under the auspices of the health, legal and social sectors, where victims of violence have a statutory right to support and security, including access to crisis centers, psychological help etc. The Minister of Gender Equality has been responsible for coordinating these plans, which are developed in an inter-ministerial working group for the prevention of violence against women and violence in intimate relationships. The working group was established with the aim of ensuring a strong coordination and sharing of knowledge between the relevant ministries, as well as to evaluate the need for additional initiatives by evaluating Denmark's implementation of international conventions, standards etc. regarding violence against women.

Furthermore, the Danish National Police is focused on combatting violence against women, domestic violence, and intimate partner violence. Valid and reliable data on the prevalence of domestic and intimate partner violence can support the development of new responses and interventions to combat these types of crimes by the police and by other government agencies. The Danish National Police is currently working with the Danish Statistics Office on making disaggregated data available. The project will generate a new type of data on crime, which will make it possible to document types of relationships between victim and perpetrator for specific types of crime (e.g., domestic violence and intimate partner violence), as well as data about the age and nationality of the victims and perpetrators. The Ministry of Justice has also published a new report in January 2024 on types of homicide in Denmark, which presents the lat-

est available information on homicide, including intimate partner killings. Additionally, the police have established specialised teams in all police districts to provide employees in the police districts with knowledge about cases of violence in intimate relationships, rape, stalking, etc. and support investigation and prevention work.

With the creation and implementation of the national action plans, Denmark has an increased focus on preventing and combatting violence against women and domestic violence, with a continued strengthening of institutions, permanent funding to NGO's and relevant partners in order to further prevent and protect victims and prosecute offenders.

Please find below examples of initiatives;

National action plan to prevent and combat intimate partner violence and intimate partner killings

In June 2023, the Government launched a new national action plan to prevent and combat intimate partner violence and intimate partner killings. The action plan is the most ambitious plan to date and includes 26 initiatives amounting to approximately 234 million DKK in the period 2023-2026. The action plan is based on input gathered from relevant women's rights organizations, domestic abuse shelters and other relevant actors and have a focus on strengthening awareness, prevention and detection of intimate partner violence. The action plan also includes a strong focus on the perpetrator of violence as well as children who experience violence within their home.

The National Action Plan to Combat Trafficking in Human Beings

There is a broad political agreement in the Danish Parliament behind the battle against human trafficking. Since 2002, National Action Plans to Combat Human Trafficking have been in place, following the United Nations protocol to prevent, suppress and punish trafficking in human beings (Palermo Protocol) from 2000 and the Council of the European Union Framework Decision of 19 July 2002 on combating trafficking in human beings.

The National Action Plan to Combat Trafficking in Human Beings from 2022-2025 sets the framework for future work in combatting human trafficking. The action plan entails a strengthened effort for victims of human trafficking. The outreach work in the field of prostitution under the auspices of the Government-funded NGO's is reinforced, the specialized accommodation for female victims of trafficking is upgraded, and there is a strengthened focus on the investigation and prosecution of perpetrators. 118.2 million DKK in 2022-2025 has been allocated as part of the Action plan. This is a strengthening of the effort of more than 7 million DKK annually compared to the previous action plan for 2019-2021.

In the Danish Criminal Code, a new provision on human exploitation was introduced in 2022, which criminalizes using others for work or prostitution, taking

pornographic photographs or films or performing pornographic acts in public under obviously unreasonable conditions.

Number of identified victims 2019-2023	2019	2020	2021	2022	2023
Number of victims	64	77	80	73	112

Strengthened protection of LGBT+-persons

Hate speech is criminalised in section 266 b of the Danish Criminal Code. In addition, when determining a sentence, it must normally be considered an aggravating circumstance, that the act was based on inter alia the gender identity, expression or characteristics of others. In 2021, changes were made to these provisions to, i.a., highlight the protection of LGBT+-persons against hate crimes and hate speech. As such, the pre-existing protection of LGBT+-persons were made explicit in the wording of said sections.

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Please find below examples of initiatives;

Co-leadership of Global Partnership for Action on Gender-Based Online Harassment and Abuse

As part of the Denmark-led ‘Technology for Democracy’ initiative, the Global Partnership was founded by Denmark and the US and have in 2023 continued its mission to form an action coalition of countries, international organizations, civil society, and the private sector to better prioritize, understand, prevent, and address the growing scourge of technology-facilitated gender-based violence.

Stronger focus on digital violence and stalking

Stalking is one of the more significant indications preceding intimate partner killings. Simultaneously the digital developments and social media presents new possibilities for digital stalking and control. Since 2019, the Danish Stalking Center, has received permanent funding in order to offer counselling and treatment to perpetrators and victims of.

In 2021 and 2024 additional funding has been allocated to upscale the treatment capacity of the Danish Stalking Centre and in 2024 funding was allocated to the development of national guidelines on digital safety and stalker ware.

Legislation against stalking, digital harassment and grooming

In December 2021, the Parliament unanimously passed new legislation strengthening the fight against stalking by, i.a., criminalizing it as an independent crime.

In May 2023, the Parliament unanimously passed new legislation strengthening the fight against digital harassment and abuse through changes to the Danish Criminal Code. These changes included, i.a., the addition of a new provision criminalizing grooming as well as the expansion of existing protection against sextortion or misuse of power or authority to obtain sex.

19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

According to section 109 of the Consolidation Act on Social Services, Danish municipalities are obligated to offer temporary accommodation to persons who have been subjected to violence in intimate relations. The municipalities can fulfil their obligation through public and private shelters. In addition to the municipalities' obligation, Denmark funds a number of projects and NGOs in which victims of violence as well as perpetrators are offered counselling.

Please find below examples of initiatives;

The Finance Act for 2020 allocated 48 million DKK in the period 2020-2023 and 18.7 million DKK in annual funds permanently thereafter to ambulatory counselling for people affected by violence in close relations.

Furthermore, the national action plans secure funding for a large number of specific projects run by non-government organizations, and the plans are therefore developed in collaboration with stakeholders who have relevant experience and knowledge in the area. The national action plans include budgetary commitments from the rate adjustment pool agreements and annual financial acts.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

Please find below examples of initiatives;

National effort for digital education of children and young people

In 2021 there was a political agreement to strengthen the broad digital literacy ("digital dannelse") of children and young people. The agreement manifested in several efforts, which will equip children and young people to behave safely and securely on the internet.

There was an initiative in which teaching material on digital literacy will be made. The material is meant to inspire teachers to take up digital formation of the students in their teaching.

In another initiative "School patrols for digital security" students, teachers and parents are trained to support a healthy digital culture in the schools. Finally, the political parties behind the agreement from 2021 - agreed to strengthen the central communication efforts on how children, young people and parents can deal with offensive behavior on the Internet. In total, the agreement resulted in a grant of 49.5 million DKK.

The National Agency for Education and Quality has provided recommendations for the use of screens in primary schools in February 2024. This initiative is designed to ensure positive online environments in primary schools and the appropriate use of screens (computers, mobile devices, and interactive boards), contributing to high-quality teaching and student learning. In 2023, the National Agency for Education and Quality published recommendations on the use of screens in high schools.

Criminalization of grooming

In May 2023, the Parliament unanimously passed new legislation combatting digital harassment and abuse through changes to the Danish Criminal Code, including a new provision criminalizing grooming as an independent crime. With the Finance Act for 2021, 4 million DKK was set aside annually in 2021 and 2022 for Save the Children's advisory service DeleteIT (SletDet) and 3.6 million DKK for an advisory collaboration between Save the Children and the Danish Women's Association to support this.

Selected statistics:

- *49 percent of 9-17-year-old girls indicate having experienced a digital violation within the past year. The same applies to 35 percent of the boys of the same age (Source: Red Barnet, 2021, Børn og unges oplevelser med digitale krænkelser).*

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

Please find below examples of initiatives;

Strengthening the protection of ethnic minority women against partner violence

The Government has proposed to broaden the provision regarding domestic violence in the Aliens Act. The broadening of the provision will expand the group

of people covered by the violence provision, so foreigners, whose basis for residence is conditioned by cohabitation with a spouse or partner, is not retained in an abusive relationship due to the fear of losing a residence permit. The legislation is expected to be set forth in 2024.

The Establishment of new Centre against Negative Social Control and Honor-related Conflicts

In 2023, a new center strengthened coordination and the cooperation between relevant actors in the area to combat social negative control and violence in immigrant environments, and a particularly prioritized area of action in 2024 will be on children and young people.

The Commission on the Forgotten Struggle for Women's Rights

In January 2022 the Danish Government established the Commission on the Forgotten Struggle for Women's Rights. The Commission works to discuss possible measures and recommendations to secure and strengthen the freedom and rights of women and girls with an ethnic minority background. In August 2022, the Commission presented its partial recommendations. The final recommendations are expected to be released at the end of 2024.

Strengthened focus on violence against pregnant women and new parents with non-western background

The new national action plan on intimate partner violence and intimate partner killings has an intersectional lens. Several initiatives reflect that immigrant women are particularly vulnerable to intimate partner violence. Thus, the initiatives regarding violence against pregnant women and new parents have been allocated specific funding in order to ensure a particular focus on pregnant women with a non-Western background.

Prevention of sexual abuse and rape of persons with disabilities

Persons with disabilities, especially mental or cognitive disabilities, are significantly overrepresented among victims of sexual abuse and rape. In November 2023, funding was allocated to prevent sexual abuse against persons with disabilities with specific focus on those who live in housing for persons with disabilities.

Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

22. In the past five years, what actions and measures has your taken country to promote women’s participation in public life and decision-making?

Please find below examples of initiatives;

Strengthened legislation on gender balance in management and on executive boards

In January 2023, new legislation entered into force supporting the work to promote a more equal gender composition in management and boards in private companies and in the public sector. Covered companies and institutions are required to, among other things, establish target figures for the gender composition in the upper management levels in addition to boards, policies for better gender composition in the upper management levels and that greater transparency is created regarding the target figures and the development in the gender composition with a publicly accessible website. Target figures for gender composition have to be ambitious and realistic and new targets figures have to be set, when earlier ones are reached, until the gender composition reaches 40 percent. Several public institutions are covered as well, e.g. municipalities and regions.

Inspirational catalog to help public authorities’ work with gender balance in management

The inspirational catalog brings together good advice, concrete tools and two cases from the Ministry of Foreign Affairs and Aarhus Municipality, from which other institutions can be inspired.

Denmark’s accession to the EU ‘Women on Boards’ Directive

In March 2022, Denmark supported the EU Directive proposal on gender balance among ordinary board members in large listed companies and related measures. The Directive obliges i.a. member states to support large listed companies, which do not have a 40/60 percent gender distribution on the board, to introduce predetermined, clear and unambiguous appointment criteria to achieve a 40 percent target for the board or a 33 percent target for both the board and the management.

Establishment of the ‘Gender Equality Summit’ and the ‘Gender Equality Award’

To promote gender balance in decision-making and management, the Minister for Gender Equality established a ‘Gender Equality Summit’ (Ligestillingens Topmøde) with high level participation from the private sector as well as civil society and the Parliament. In addition to the summit, the new ‘Gender Equality Award’ (Ligestillingens Pris) was also established by the Minister for Gender Equality to shed light on role models for gender balance in leadership and management. The award was handed out during the summit which was held in December 2023.

Women in Politics

In the Danish parliamentary elections held on 5 November 2022, there was an increase of women elected from 39.1 % in 2019 elections to 44.1 % in the recent elections. The gender composition of ministers in the current Government is 35 % women and 65 % men. And the current prime minister is a woman.

23. In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Large public and private media companies as the Danish Broadcasting Corporation (DR) are required to adhere to the before mentioned strengthened legislation on gender balance in management and on executive boards. Therefore they are also required to, among other things, establish target figures for the gender composition in the upper management levels and boards as well as developing a policy for achieving a more equal gender balance, if they do not have it already.

24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

The Act on Gender Equality prevents direct and indirect discrimination on the basis of gender and promotes gender equality and empowerment of women. The principle of equality of women and men is also further ensured and regulated in a range of other laws - as described above.

By law, the *Minister for Gender Equality* coordinates the Government's work on gender equality. The Minister is obliged to present to the Parliament an annual report and a perspective and action plan for gender equality. By law, individual ministers responsible are in charge of gender equality within their own remit. Since 2017, the Minister for Equal Opportunities is also responsible for coordinating the Government's initiatives in the LGBT+ area.

By law, the *Department of Gender Equality* serves as secretariat to the Minister for Equal Opportunities and assists the Parliament in processing policy proposals related to gender equality. Funding for the operation of the Department which has a staff of 17 is allocated in the Finance Act. In addition, the Department administers parts of the funds allocated for national action plans and some other initiatives, including in the areas of especially trafficking in women and violence in intimate relationships.

A *Gender Equality Committee* in the National Parliament address equal opportunities for women and men. Its members are 29 Members of Parliament. The

committee handles bills and motions regarding gender equality, performs on-going parliamentary scrutiny of the Government's administration of legislation and organises hearings, expert meetings, etc. Organizations and private citizens can contact the committee if they wish to draw attention to a gender equality issue, and they can send a delegation in order to inform the committee of a specific case.

The Board of Equal Treatment deals with complaints regarding discrimination on grounds of e.g. gender since its establishment in 2009. Anyone who believe they have been discriminated can raise the issue with the Board. Sanctions may apply to the discriminating part, since the Board may decide that the complainant is entitled to compensation.

The Danish Institute for Human Rights is the national human rights institution and acts by law as a watchdog in ensuring gender equality. The Institute is mandated to promote, evaluate, monitor and support equal treatment of women and men without discrimination on the basis of gender. In 2016, the Danish Institute for Human Rights was mandated to refer test cases or cases of general public interest to the Board of Equal Treatment.

Civil society plays an important role when it comes to advancing gender equality in Denmark. Cooperation with and input from civil society is of utmost importance when it comes to improving gender equality, and they often serve as consultative part when it comes to new Government initiatives. For example, relevant NGOs are included in development of national actions plans concerning e.g. partner violence, trafficking in women and the rights and opportunities of LGBT+ persons. The National Women's Council is an independent umbrella organization for women's organizations which receives an annual public funding to their secretariat. KVINFORM is an independent knowledge center on gender equality annually funded by the state.

Through the last five years, Denmark has passed legislation to strengthen the national, women's machinery in numerous areas, e.g.:

- Legislation against stalking, digital harassment and grooming
- Strengthened legislation on negative social control
- Legislation to give equal access to crisis shelters for women and men and their children
- Strengthened legislation against discrimination and hate crimes for LGBT+ persons
- Legislation on earmarked leave for fathers
- Legislation that obligates public authorities to send Digital Post to both parents with joint custody
- Equal distribution of public child and youth benefits between parents
- Strengthened legislation on gender balance in management and on executive boards
- Accession to the EU 'Women on Boards' Directive

- Adoption of the EU Pay Transparency Directive

For more information about the legislation, see the different paragraphs of the report.

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women’s organizations)

According to the Danish Gender Equality Act, all public authorities shall within their respective areas of responsibility seek to promote gender equality and incorporate gender equality in all planning and administration.

Denmark is actively mainstreaming a gender perspective into policy making to systematically take into account the different needs, experiences, and contributions of women and men. The Danish effort aims to integrate a gender perspective and considerations into all aspects of policy making through gender mainstreaming legislative proposals and general public offers. The Danish legislation is per se gender neutral, however, the effects of a law may be of greater importance for one gender than for the other. This may mean that the law has the intended effect to a lesser extent. By screening new legislation for gender equality consequences – both negative and positive – gender aspects become evident from the start of the legislative process. Any gender differences in the consequences of a law should be included in the decision-making process.

Gender equality assessment of legislative proposals

Whenever a new bill is drafted in Denmark, ministries are required to carry out gender equality assessments in compliance with the Gender Equality Act. Ministries assess the bills’ potential implications for gender equality, including e.g. assessment of whether the bill has different consequences based on gender, whether the rights of men and women are affected differently or whether men and women are equally accommodated in the bill. If a bill is assessed to have possible implications for equality, the responsible ministry carries out a further assessment of the gender and equality-related consequences and scope, including specifying who the bill affects and whether the bill affects areas where men and women have different needs, resources, preferences, conditions, opportunities and behavior (and what these look like). Furthermore, any equality consequences of the bill are assessed, as well as possible adjustments as a result. Any significant positive or negative gender equality consequences are described in the bill’s comments.

All of the legislative proposals presented in the parliamentary session are tested for relevance which is the first step of a gender equality assessment. The relevance test must form the basis for the ministries to see whether a legislative proposal should undergo further gender equality assessment. This is typically done by identifying the target group for the proposal, including whether one gender is overrepresented or whether there are significant differences between

women and men within the target group. Whether a relevance test leads to further gender equality assessment depends on the outcome of the relevance test.

The Ministry of Digital Government and Gender Equality provides an official gender equality assessment guide for all ministries. The ministries can receive professional assistance from the Department, who also reviews (screen) the legislative program for bills that are considered relevant to gender equality. The Department follows up with relevant ministries.

Annual National Perspective and Action Plan for Gender Equality

Every year the Danish Government presents a National Perspective and Action Plan for Gender Equality to the Danish Parliament, mandated by law. The action plan forms the framework for the Government's gender equality efforts, nationally and internationally, in the coming year and takes note of recent developments in the area. Link to the 2024 action plan: [link to action plan in Danish](#)
[link to action plan in Danish](#).

Consulting with stakeholders and involvement of relevant partners

Stakeholders are consulted regularly as part of the ministerial work, e.g. as part of the Minister of Gender Equality annual Perspective and Action Plan to the Parliament describing the overall framework and initiatives on promoting gender equality in Denmark and internationally. Stakeholders are also formally heard during the legislative processes as well as in the development of reports on various national and international commitments.

Additionally the Department of Gender Equality chairs a cross sectoral working group, where relevant stakeholders and equality organizations are invited to an annual meeting in the Ministry to inform on current cases, legislation and news on other pertinent developments regarding gender equality policy.

Reporting requirements etc.

At both state, regional and municipal levels, gender mainstreaming has been institutionalized since 2000, with regular reporting requirements to the Minister for Gender Equality. Furthermore, the institutions etc. on state level and since 2023 regional and municipal levels also, are required to set up target numbers for the gender composition in boards and management and report annually about this. These requirements demonstrates a broad commitment to gender equality in public administration. Consequently, regions and municipalities have developed Gender Action Plans. In 2023, the social partners² and the

² Confederation of Danish Employers (DA), Danish Trade Union Confederation (FH), Local Government Denmark (KL), Danish Regions

Department of Employee and Competition (under the Ministry of Finance) entered a partnership aimed at enhancing the gender balance in traditionally gendered educations³.

26. If there is a national human rights institution in your country, what measures has it taken to address violations of women’s rights and promote gender equality?

The Danish Institute for Human Rights is an independent institute that monitors Danish legislation and evaluates whether it is in accordance with human rights. The Danish Institute for Human Rights monitors in general Danish legislation by drafting legal briefs, wherein they estimate whether a specific suggestion is in accordance with human rights and produce suggestions to how it may be changed along with other recommendations.

The Institute also monitor and produce legal briefs regarding gender equality, with a focus on gender-based violence, women’s rights and gender equality. The Institute functions as the Danish National Human Rights Institute and is publicly funded.

In addition, The Danish Institute for Human Rights is appointed as Denmark’s National Equality Body in the area of equal treatment of women and men. The Institute promotes equal treatment through activities such as launching independent analysis and projects to prevent discrimination and promote equality. These activities form the basis for specific recommendations to the Danish Parliament and Danish Government and other relevant actors.

The Danish Institute for Human Rights receive inquiries regarding violations of women’s rights via the telephone hotline called “The Discrimination Helpline”. The helpline provides counselling for people who have experienced discrimination due to their gender, as well as handicap, sexuality, gender expression, gender characteristics, gender identity, age, religion, race or ethnic origin.

Besides the Danish Institute for Human Rights, there is the Equal Treatment Board, which is an independent board that handles complaints and issues binding decisions in cases regarding discrimination within and outside the labour market.

The Danish Institute for Human Rights has a mandate to refer cases of principal nature or cases of general public interest, also within the area of violations of women’s rights, to the Board of Equal Treatment.

³ (Dansk Arbejdsgiverforening et al., 2023)

Peaceful and inclusive societies

Critical areas of concern:
E. Women and armed conflict
I. Human rights of women
L. The girl child

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

In 2005, Denmark was the first country in the world to adopt a national action plan (NAP) on the implementation of Resolution 1325. Since then, Denmark has had three other NAPs and is currently developing its fifth. Since 2020, the national action plan has been accompanied by yearly implementation plans developed by each of the participating authorities (Ministry of Foreign Affairs, Ministry of Defense, and Ministry of Justice/National Policy), describing how each involved authority will work to contribute to the overall strategic objectives of the NAP. This will be achieved through a targeted, systematic, and result-oriented effort to ensure equal, comprehensive, and meaningful inclusion of women in all of Denmark's efforts to prevent conflicts and build peace through a rights-based approach. The implementation plans are evaluated and updated on a yearly basis.

The Minister of Foreign Affairs has been responsible for coordinating these plans, which are developed in an inter-ministerial working group for Women, Peace, and Security (WPS). The working group was established to ensure strong coordination and knowledge sharing between the relevant ministries, as well as to evaluate the need for additional initiatives by assessing Denmark's implementation of Resolution 1325. In 2023, Denmark formalized its relationship with Civil Society actors on WPS in a CSO-Network on WPS and meets on a monthly basis with the network to ensure close coordination and involvement of civil society in the implementation and follow-up of the NAP and Resolution 1325 in general.

The majority of Denmark's actions towards building and sustaining peace, promoting peaceful and inclusive societies for sustainable development, and implementing the WPS agenda are rooted in the main pillars of Denmark's NAP: (1) to use Denmark's position as a security actor to strengthen WPS efforts, (2) to increase the full, equal, and meaningful involvement, participation, and influence of women, so they can influence the development of their countries and local communities, and (3) to strengthen efforts to combat Sexual and Gender-Based Violence (SGBV) in conflict situations and fragile contexts.

Furthermore, Denmark has used its Deployment Facility for Peace and Democracy (DFPD) to second national gender and WPS experts to advisory missions to support WPS efforts. For instance, Denmark has deployed an expert to the NATO Mission in Iraq, contributing to a strengthened understanding of WPS among Iraqi security forces. Additionally, Denmark has promoted women's participation by supporting the United Nations Peacebuilding Fund, which seeks to promote gender mainstreaming and engage local women to support their equal and meaningful participation in peacebuilding. Denmark also contributes directly to the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (OSRSG-SVC) in addition to supporting projects in countries such as Lebanon, Afghanistan, Ethiopia, and Ukraine that seek to prevent CRSV and protect and support victims of CRSV. In addition, Denmark supports inclusive peace processes for sustainable development through programmes and projects funded by the inter-ministerial Peace and Stabilization Fund (PSF or the Fund). The new Strategic Framework of the PSF from 2023 presents WPS as a crosscutting priority, which must be considered in all programming under the Fund. Many of these projects and programmes seek to advance the implementation of the resolution. Denmark has also supported inclusive peace processes through its contribution to numerous national and international NGOs.

28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

Denmark acknowledges the gap in women's equal and meaningful participation in peace and security efforts and has throughout the last five years sought to reduce said gap. Currently, 26 percent of Danish experts deployed through the DFPD are women. However, this share is expected to increase in the coming months, as more women will be deployed for election observation missions. Denmark is also addressing persistent barriers to women's participation and is currently investigating how improved outreach may increase participation.

Denmark has also supported local women's participation in peace processes, for instance, through a project in Mali that seeks to increase the share of women in organizations working with the consolidation of peace. Additionally, Denmark has supported human rights defenders in Afghanistan through UNAMA and UN Women, both of which work to ensure women's active participation in peace and humanitarian engagements. The latter efforts have, however, been complicated by the Taliban's restrictions on women's rights.

Finally, Denmark has been a strong advocate on supporting local leadership in times of crisis. This has meant increased resourcing, capacity-sharing and empowerment of local actors, including support to women-led and women rights

organizations. A concrete example, is support to UNFPA's work with such organizations in Niger, Syria and Bangladesh, where local actors have been given the space and the support to assume leadership on humanitarian action.

29. In the last five years, what actions has your country taken to enhance judicial and nonjudicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

The International Criminal Court (ICC) has jurisdiction over the worst international crimes, including war crimes, and makes a vital contribution to the enforcement of the international rules-based order by holding those responsible for the most atrocious crimes accountable for their actions. In 2022 and 2023, Denmark made extraordinary financial contributions to the ICC amounting to a total of DKK 4,200,000 to support the international rules-based order and enhance accountability for international crimes. Additionally, Denmark has seconded two experts to the ICC's Office of the Prosecutor to support the ICC's important work in investigating international crimes.

In 2022 the Government established a working group with a view to implementing international crimes as distinct crimes in the Danish penal code. This includes specific provisions of international humanitarian law and crimes against humanity that will strengthen the protection of women and girls in situations of armed and other conflicts or humanitarian crises. It is expected that these draft provisions will be presented to Parliament in 2024 with a view to swift adoption.

In 2023, Denmark committed DKK 10,000,000 in support of the Special Representative of the Secretary-General on Sexual Violence in Conflict (O-SRSG-SVC) to strengthen the office's research, advocacy, and participation in sanctions committees and other partnerships that can promote accountability in relation to sexual violence in conflict globally.

30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

Initiatives have been included throughout the chapters in the report.

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

Globally, women and girls are some of the first to suffer from climate change. They are also more affected and they suffer increased risks and burdens. For example extreme droughts forces girls and women in developing countries to walk further from home to collect water. It leads to a longer working day, less time for education, and increases the risk of sexual and gender-based violence.

Gender equality, girls and women's rights have been and remain a crosscutting priority in Denmark's humanitarian work and development interventions as well as in our environmental and climate action. It is a long-standing Danish core priority, which is also reflected in the Danish Development Corporation Strategy adopted in 2021. Denmark has promoted women's and girls' rights and gender equality through active participation in international negotiations as well as through advocacy, programmes and projects at national and local level. A few key examples on how Denmark has worked to integrate gender perspective into climate and environmental action can be highlighted:

Clean cooking

In Africa alone, more than 900 million people live without access to clean energy for cooking. And the number is increasing. Lack of access to clean cooking leads to more than 3.2 million premature deaths per year from indoor air pollution arising from cooking with solid fuels, Lack of modern cooking facilities particularly affects the health of women and children under the age of five. It also adds to the unpaid workload of women and traps them in stereotypical gender roles. Therefore, Denmark has decided develop a more strategic approach to support accelerated efforts to deploy clean cooking technologies and fuels in Africa. This will involve doubling the Danish contribution to clean cooking between 2024-2027. The first Danish contribution is targeted the World Bank's, clean cooking fund,

During humanitarian crises, existing inequalities deepen and women and girls face an increased risk of sexual and gender-based violence and child marriage.

To Denmark, it is a key priority that all climate action must be grounded in human rights and the principles of gender equality to ensure a just and sustainable green transition. Denmark is an active partner of the Call to Action on Protection against Gender-based Violence in Emergencies, an initiative supported by more than 100 states and organizations and in 2021-22 Denmark was the chair.

Increased focus on the nexus between climate change and gender equality

The Ministry of Foreign Affairs has increased its focus on the nexus between the Danish actions on climate change and gender equality to ensure greater knowledge on how climate change affects women's equality and rights, in particular their sexual and reproductive health and rights. The efforts will also focus on how to better ensure the involvement of women in the area of climate change and include the needs of women and girls.

Denmark is also a major donor to UN Women who in recent years has had a growing focus on the link between climate change and women's and girls' rights. UN Women has particularly focused on data analysis of the connections between climate change and gender equality and has, among other things, done a study in five countries (Bangladesh, Cambodia, Nepal, the Philippines and Timor-Leste) which shows that climate-related factors, such as increasing drought, can be linked to changes in equality parameters such as sexual and gender-based violence and child marriage. From the Danish side, the dialogue with UN Women on this thematic area has intensified in the past 12-18 months.

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

Denmark has decided to increase grant-based climate finance. In total, we expect to contribute at least 1 percent of the collective target of 100 billion dollars.

Since 2023, Denmark decided to dedicate at least 60 percent of our grant-based climate finance for adaptation. This means a significant boost of engagements in our climate action that will focus on some of the poorest and most vulnerable groups, including women and girls in developing countries, who are often disproportionately affected by climate change.

Green multilateral funds: Gender equality and girls and women's rights is a key Danish strategic priority across the green multilateral funds that Denmark supports through its representation in a wide range of green multilateral funds, including the Green Climate Fund (GCF), The Global Environmental Facility (GEF), and the Nordic Development Fund (NDF), Denmark works to promote and enhance gender equality in environmental and climate action.

Section Four

National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5T.

To ensure progress and focus on specific thematic issues regarding gender equality and LGBT+ equality, the Minister for Gender Equality is obliged by law to present an annual perspective and action plan on gender equality to the Parliament. The plan/strategy is then debated by all parties in Parliament. and the Plan is made public. The plan refers to the SDG's and relevant targets.

Also, the Minister for Gender Equality coordinates several action plans, including:

- The National Action Plan to Combat Intimate Partner Violence and Intimate Partner Killings 2023-2026 (launched in June 2023)
- Room for Diversity in the community – LGBT+ action plan 2022-2025 (launched in August 2022)
- National Action Plan to Combat Trafficking in Human Beings 2022-2025 (launched in April 2022)
- Action plan on men and boys' gender equality 2024-2027 (launched in May 2024)

The action plans refers to different targets of the SDG's and areas of concern in the BPfA.

The Act on Gender Equality aims to promote equality between men and women, including equal integration, equal influence and equal opportunities in all functions of society, based on the equal worth of women and men. The purpose is also to prevent direct and indirect discrimination on the grounds of gender, sexual orientation, gender identity, gender expression and gender characteristics and to prevent harassment and sexual harassment. The Act is applicable to acts and services provided by public authorities as well as to access to and delivery of goods and services within the private sector.

The Act obliges public authorities to mainstream gender issues, which means that they shall aim for gender equality within their area of work and incorporate issues of gender equality in all planning and decision making. The Act also allows for affirmative action.

The Act on Equal Treatment of Men and Women in relation to Employment and the Act on Equal Pay focus specifically on gender equality within the labour market. The Act on equal Treatment of Men and Women in relation to Employment obliges public and private employers to treat men and women equally in all aspects of employment.

Victims of discrimination, including harassment and sexual harassment, may raise the issue with the Board of Equal Treatment (see D.3.2). Victims may be granted compensation.

All public authorities are obliged to report to the Minister on their efforts on gender equality and gender mainstreaming on regular basis. Their efforts are collected and monitored and made public in a report and online.

Finally, proposed legislation is screened for gender equality issues before being presented to Parliament.

Initiatives included in this report above and below are publicly funded, including through the Finance Act. Likewise, as the Danish welfare state is quite expansive, public services like the social and health care systems are accessible and free of charge for all Danish citizens.

34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

The Ministry of Digital Government and Gender Equality provides an official gender equality assessment guide for all ministries. The ministries can receive professional assistance from the Department, who also reviews (screen) the legislative program for bills that are considered relevant to gender equality. The Department follows up with relevant ministries.

There is a separate budget allocation for the Ministry of Digital Government and Gender Equality in the national budget. Besides this, there is no systematic tracking of the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women.

35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing

Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

In 2021, the Danish government of the time launched a national action plan for follow-up on the Sustainable Development Goals (SDGs) including a number of new policy initiatives that are carried out under the auspices of various ministries. As of May 2023, the Danish Ministry of Foreign Affairs is responsible for coordinating the Government's work regarding national implementation and follow-up on the 2030 Agenda and the SDGs. The Danish Ministry of Foreign Affairs coordinates with other ministries, which are responsible for integrating the SDGs into national policy within their respective areas of responsibility. Responsibility for following up and implementing those targets that relate to gender equality lies with the Ministry of Digital Government and Gender Equality..

To ensure progress and focus on specific thematic issues regarding gender equality and LGBT+ equality, the Minister for Gender Equality coordinates several action plans across government areas (see paragraph 33), continuously adding new initiative and action plans in relevant areas.

A wide array of stakeholders are taking ownership of the implementation and active part in the monitoring of the SDGs in Denmark. Some examples are highlighted below.

The Danish Parliament's All Party Coalition for the SDGs (the 2030 Network) has established an advisory body named the **2030 Panel**. The Panel, which consists of 20 diverse stakeholders who have been elected as representatives of key players in Danish society, aims to support the 2030 Network's political work with analyses, feedback, knowledge-sharing and meetings with the network on specific issues. In addition, the Panel plays an important role in creating public engagement around the SDGs. As part of the Danish national action plan on implementing the SDGs, launched in June 2021, it was decided to increase the funding of secretariat services for the 2030 Panel. The increased funding supports, among other things, the parliamentary anchoring of the SDGs as well as the Panel's work on monitoring and implementing the SDGs both nationally and internationally.

In 2020, the 2030 Panel and Statistics Denmark launched the "**Our Goals**" **project**, comprising representatives from all stakeholder groups. "Our Goals" developed a catalogue encompassing 197 supplementary Danish indicators to the SDGs based on more than 6,000 pieces of input from all parts of Danish society. In 2018, Statistics Denmark also launched an SDG platform that provides a statistical overview of progress in the efforts to achieve each target, enabling all stakeholders to monitor the SDGs.

In the latest **Voluntary National Review** (VNR) presented in 2021, a wide array of stakeholders were involved and consulted from an early stage. The purpose of this involvement was to give stakeholders an inclusive and active role in

the preparation of the VNR, thus fostering broadly rooted and national ownership of the SDGs. The VNR includes chapters written by actors of the parliament, civil society, the private sector, organizations, academic institutions, municipalities, and regions.

36. Please describe how stakeholders have contributed to the preparation of the present national report.

Civil society organizations including women's rights organizations and the national human rights institution (Danish Institute for Human Rights) are involved in the national review for Beijing Declaration and Platform for Action. As a part of the national review, stakeholders in the area of gender equality were asked to submit up to two examples of projects contributing to the implementation of the BPfA.

The compilation of contributions can be found in the appendix.

37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

The Danish Governments Human Rights Council

The Danish Ministry of Foreign Affairs leads a meeting forum with Government Officials participating from relevant ministries where the Danish reporting to UN bodies, treaties and conventions are coordinated. The Council meets up several times a year to inform on ongoing and coming reporting, examinations and other relevant events in order to coordinate and make sure all relevant stakeholders, such as the Danish Institute of Human Rights and civil-society organizations are involved in a timely manner. The Ministry for Gender Equality is a member and ensures gender mainstreaming in all relevant implementation and reporting processes.

Denmark's CEDAW mid-term report, report and examination

As a result of Denmark's ratification of the UN Convention on the Elimination of All Forms of Discrimination against Women, Denmark is examined every four years by the UN Committee on Women (CEDAW). After Denmark's latest examination, which took place in February 2021, CEDAW has in its concluding remarks asked Denmark to follow up in writing on four of the recommendations through a so-called mid-term report. Denmark handed in the mid-term report in March 2023 which followed up on the four specific recommendations. Denmark is expected to report by simplified reporting procedure on the CEDAW convention in 2025 with examination the year after.

Denmark's Universal Periodic Review mid-term report November 2023

At the latest UPR examination in May 2021, Denmark received a total of 288 recommendations and subsequently accepted 202 of them. Denmark reported a midterm evaluation of the recommendations given in May 2021 to the UN Human Rights Council in November 2023. Denmark took stock of the recommendations prior to the next periodic assessment in 2025. The reporting primarily involved a description of the follow-up to the 202 recommendations that Denmark has accepted. In addition, it was also an opportunity to consider whether there had been changes in relation to the recommendations that Denmark has noted (i.e. rejected) or partially accepted, which could justify a changed position.

Section Five

Data and statistics

38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

Data on gender balance in management

January 1 2023 new regulations came into force, which oblige public institutions and larger private companies to set targets for both the board and top management, as well as draw up policies to promote a more equal gender balance in top management. Data on the gender composition will annually be collected and published in order to follow the development and create greater transparency for the public.

39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

Denmark has a very comprehensive register-based statistical system (Statistics Denmark), where private citizens, public authorities, researchers etc. can freely access data in a number of different areas e.g. population, health, democracy, work, income, crime, education, business, transportation, culture and environment. Data is routinely updated, easily accessible, and it's possible to do fairly complex and cross-statistical analysis. One can segregate most data by biological sex.

Statistics Denmark also has a separate webpage that includes key indicators regarding Gender Equality in Denmark. The indicators are visually portrayed in tables, figures etc. and can be accessed in both Danish and English. It is an ongoing priority to update and develop this webpage: [Link to Gender Equality in Denmark](#).

40. What gender-specific indicators has your country prioritized for monitoring progress on the SDGs?

Denmark has defined 197 national SDG indicators of which eighteen are gender-specific indicators. All indicators have been prioritized. Examples of national indicators on gender equality include:

- Number of cases that have been heard by the Board of Equal Treatment concerning violations of provisions in the Equal Treatment Act on gender discrimination.
- Number of stays of at least one day at a women's crisis shelter, by country of ancestry
- Number of victims of sexual offences and violent crimes per 100,000 population, by sex
- Average number of days that mothers and fathers receive maternity/paternity benefits
- Proportion of women in leading political roles and senior public service positions
- Proportion of female senior executives and board members
- Proportion of female professors, associate professors and assistant professors
- Average total pension wealth, by sex

You can find the indicators on the following link in both Danish and English: <https://www.dst.dk/da/Statistik/temaer/SDG/danske-maalepunkter>

Denmark prepares regular progress reports to monitor the actions described in the national action plan on implementing the SDGs, which was launched in June 2021. The latest progress report for 2022-23 reviewed the progress of all 17 SDGs and their 231 targets.

The latest Danish VNR presented in 2021 assessed Denmark's performance in relation to all outcome targets under SDG 5 (5.1, 5.2, 5.3, 5.4, 5.5., 5.6) as well as one process target (5C).

41. Which data disaggregations are routinely provided by major surveys in your country?

Almost all the mentioned disaggregation are routinely provided due to the Danish register-based statistical system. However, it is not possible to provide the disaggregation on race/ethnicity where ancestry, country of origin and citizenship are provided instead.

Section Six

Conclusion and next steps

The Government remains committed to continuing efforts to promote gender equality and women's and girl's rights and opportunities in Denmark and abroad. The Beijing Platform for Action as well as other key international commitments (like SDG's, CEDAW, Istanbul Convention and so on) serves as guiding principles for the Danish efforts. Even though much has been accomplished, data and statistics confirm that much is still needed to fully implement the BPfA.

In reference to the initiatives contained in this report Denmark has been and will continue to take legal as well as other initiatives to promote further progress. Policy programs and concrete projects will be initiated in areas where inequalities or lack of equal opportunities exist. Changing biased cultures and combatting gender stereotypes is necessary to ensure an equal society based on respect and non-discrimination.

Appendix: Civil society initiatives

KVINFO: Safer communities in education	
Name of CSO	KVINFO
Target population	Students, teachers and managers in upper secondary and vocational schools.
Description of activity	<p><i>Safer communities in education</i> prevents and tackles sexual harassment and unwanted sexual attention in educational settings through awareness raising and training.</p> <p>The project develops tests and implements tools that students, student councils, teachers and managers in upper secondary and vocational schools can use to create a culture that contribute to preventing and tackling sexual harassment and unwanted sexual attention.</p> <p>The tools include:</p> <ul style="list-style-type: none"> • A questionnaire to uncover the prevalence and character of sexual harassment and unwanted sexual attention. • Templates to develop policies and procedures to prevent and tackle sexual harassment and unwanted sexual attention. • Educational materials including cases to be used in workshops • Information videos • Bystander training programs • Webinars <p>KVINFO carries out the project in cooperation with schools, school organizations and student unions. The goal is to test the tools in at least 10 schools before the end of 2024.</p> <p>The project is funded by The Alliance Against Sexual Harassment, which is chaired by the Ministry of Digital Government and Gender Equality.</p>
Link to further information	https://kvinfo.dk/MERE_TRYGHED_MINDRE_SEXISME - KVINFO
Relevant data	<ul style="list-style-type: none"> • 20.2 percent of girls/women and 4.5 percent of boys/men age 16-24 have experienced unwanted sexual attention within the least year. (University of Southern Denmark, 2021) • 13 percent of students in upper secondary have experienced unwanted sexual attention from other students or staff within the least year. (Ministry of Education, 2022) • 20 percent of students in the first year of vocational education have experienced unwanted sexual attention from other students or staff within the least year. (Ministry of Education, 2022)

KVINFO: Digital everyday sexism	
Name of CSO	KVINFO
Target population	Users of social media platforms and social media moderators.
Description of activity	<p>In cooperation with Analyse & Tal, KVINFO is carrying out a project to address everyday sexism in the digital world. In the digital context ‘everyday sexism’ is the more subtle forms of digital sexism, that tend to be overlooked in works on online hate speech and technology facilitated gender based violence, and which can normalize more severe forms of violence.</p> <p>The project will analyze data from social media platforms to find instances of everyday sexism and categorize them to create the knowledge-base about how it plays out in the digital world. Based on the findings it will design interventions to be used in digital settings.</p> <p>The project works with algorithms and other digital methods while at the same time draws upon good experience and inspiration from tools used in the physical world to counteract everyday sexism.</p> <p>The developed intervention methods will be tested on diverse online platforms and evaluated to measure the effects. Concluding this process the project produces intervention measures targeted at perpetrators, moderators and bystanders – ultimately aiming to prevent and tackle various forms of sexism online.</p> <p>The project both invents new tools and analyzes how the tools can be used most effectively. Users and moderators of digital platforms are the primary target group of the project, but politicians, researchers and providers of digital platforms are also a target group. These key actors can use the recommendations both practically and in new and strengthened legislation against everyday sexism in the digital world.</p> <p>The project has a steering group composed by researchers and practitioners, who monitor and qualify the work.</p> <p>The project is funded by TrygFonden.</p>
Link to further information	<p>https://kvinfo.dk/</p> <p>Nyt projekt mod digital hverdagssexisme - KVINFO</p>

Danish Family Planning Association (DFPA): Teaching about gender, body and sexuality.	
Name of CSO	Danish Family Planning Association (DFPA)
Target population	Young people and adolescents
Description of activity	In the academic year 2023/2024, sexuality education became a mandatory part of the high school curriculum. The Danish Family Planning Association (DFPA) has developed a teaching portal and an inspiration catalog that high school teachers can use in organizing and enhancing their teaching lessons. The aim of the portal is to offer age-appropriate, inclusive, and comprehensive sexuality education that addresses the specific challenges and needs of the high school students. The portal includes materials on teaching about a culture of consent (building on the new consent law from 2021), bodily autonomy, personal boundaries, and respect for diverse bodies, genders, and sexualities as well as non-discrimination. Moreover, the material also highlights the importance of gender transformative education that empowers young people to challenge harmful gender norms and societal expectations. In addition to the portal, the DFPA has conducted capacity-strengthening workshops for teachers and volunteers.
Link to further information	<ul style="list-style-type: none"> • Link to the regulation: https://www.uvm.dk/aktuelt/nyheder/uvm/2022/okt/221004-seksualundervisning-bliver-obligatorisk-paa-de-gymnasiale-uddannelser • Link to article on DFPA's engagements: https://sexogsamfund.dk/om-os/nyheder/gaenser-tryghed-gymnasier-forbereder-sig-paa-obligatorisk-seksualundervisning
Relevant data	<ul style="list-style-type: none"> • Link to DFPA's teaching portal: https://www.underviserportal.dk/ungdom/uge-sex-paa-ungdomsuddannelser/stx-hf-hhx-og-htx-p2/ • The portal is thoroughly monitored and documented. Data and results are available upon request (Danish only).
Relevant data	

Danish Family Planning Association (DFPA): A new abortion law in Denmark	
Name of CSO	Danish Family Planning Association (DFPA)
Target popul	Women and girls
Description of activity	<p>Since January 2023, the Danish Family Planning Association (DFPA) has been advocating for the modernization of the 1973 abortion law, which no longer aligns with medical advancements or contemporary views on women's autonomy. DFPA's key proposals include:</p> <ul style="list-style-type: none"> • Raising the gestational limit: Increasing the legal abortion limit to a minimum of 18 weeks. • Lowering the age limit: Reducing the age limit to 15 years, allowing young people above the age of sexual consent to independently consent to an abortion. • Abolishing regional abortion committees: Eliminating the regional abortion committees, and instead create a centralized, national committee. <p>These proposals and DFPA's advocacy efforts have reignited the conversation about abortion laws in Denmark.</p> <p>On May 2nd 2024, a majority of the parties in the Danish Parliament reached an agreement on a new abortion law. This law permits free abortion until the 18th week of pregnancy, allows 15 to 17-year-olds to have an abortion without parental consent, and reforms the abortion committees to strengthen the pregnant individual's voice in the decision-making process.</p> <p>As an accredited counseling service, DFPA is contributing to the new agreement with enhanced counseling before, during, and after an abortion. This is crucial for young individuals who now face a new reality with greater autonomy. Accessible and unbiased counseling is essential to support their decisions. The new law and DFPA's campaign emphasize the importance of women's freedom to control their own bodies and lives, aiming to ensure that legislation reflects modern values and medical progress.</p>
Link to further information	<p>Link to the new agreement on abortion: https://ism.dk/nyheder/2024/maj/nye-politiske-aftaler-om-abort-styrker-kvindernes-selvbestemmelse</p> <p>Link to DFPA's unbiased counseling and information about abortion at Sexlinien and in DFPA's contraception and counseling clinic.</p>
Relevant data	<p>Link to the Voxmeter research on the Danish public's opinion to the week limit of abortion: https://sexogsamfund.dk/om-os/nyheder/ny-maaling-naesten-hver-anden-dansker-476-stoetter-nu-forslaget-om-haev-abort-graensen-til-18-uge</p> <p>Link to the book "Abortfortællinger" published by DFPA: https://giv-engave.sexogsamfund.dk/products/abort-bog-abortfortaellinger</p>

Danish Women’s Society: StopChikane	
Name of CSO	Danish Women’s Society (Dansk Kvindesamfund)
Target population	Victims of digital violations/violence (18+)
Description of activity	<p>StopChikane is a free and confidential counselling service targeting youths and adults (18+) who are victims of digital violations/violence such as non-consensual intimate image abuse (NCII) and surveillance.</p> <p>The service specializes in violations occurring online and via devices. StopChikane offer help with documentation, guidance concerning police reports, informing about the current legislation, flagging illegal content to platforms, IT-support, and emotional support, and advise victims, relatives/close relations, and other professionals.</p> <p>We collaborate with the police who refer victims to us for help with how to handle digital abuse. We are part of the police's network against digital violations; a forum for strengthening cooperation between authorities and civil society while contributing to new measures and efforts to combat digital violations.</p> <p>StopChikane have Trusted Partner-agreements with some of the largest digital platforms (Meta, TikTok, YouTube and Google, Snapchat and Aylo), allowing us to act on behalf of the victims. StopChikane is also a part of the international partnership StopNCII.org initiative – a tool that works to prevent NCII.</p> <p>In addition, StopChikane works to create awareness among the public about digital violations and its gendered impact, and how we can prevent it. The project is run by Danish Women’s Society and the counselling service is located at Danish Women’s Society’s Shelters (DWSS).</p> <p>StopChikane thus draws on 16+ years of practical experience with digital violence from DWSS while closely monitoring how methods of digital violence are constantly evolving as well as its impact on women exposed to intimate partner violence.</p> <p>The project runs until ultimo 2024, where state funding concludes.</p>
Link to further information	StopChikane’s website: https://stopchikane.nu/
Relevant data	<p>Results from 2021-2024:</p> <ul style="list-style-type: none"> • Women are the primary users of StopChikane; • StopChikane primarily receive inquiries regarding non-consensual intimate image abuse, extortion (financial), harassment/threats and cyber stalking;

	<ul style="list-style-type: none">• Digital violations/violence occur on several platforms, the primary ones being Facebook, Instagram, Snapchat, dating-sites, other (including TikTok, smaller platforms and intranet). <p>Results from a survey targeting women’s shelters in Denmark (2021):</p> <ul style="list-style-type: none">• 77% experience that the women residing at their shelter are exposed to non-consensual image/video abuse by their former partners;• 94% experience that the women residing at their shelter are surveilled by their former partners via devices;• 82% experience that the women residing at their shelters are surveilled by their former partners through their children’s devices (e.g. mobile, tablets, PlayStation). <p>Other results show that women are primarily victims of intimate partner violence (e.g. non-consensual intimate image abuse and stalking), while men are primarily victims of transnational crime committed by strangers (e.g. sextortion).</p> <p>More data and results are available upon request.</p>
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Dialogue Against Violence: Together without violence - pregnant	
Name of CSO	Dialogue Against Violence
Target population	<p><u>The main target population in Dialogue Against Violence</u> is perpetrators of domestic violence, male as well as female, over 18 years. We also offer services to their affected partners and children.</p> <p><u>Project "Together without violence - pregnant"</u>: All pregnant women associated with Amager- and Hvidovre Hospital are screened for partner/domestic violence during consultations.</p>
Description of activity	<p><u>Dialogue Against Violence</u> offers free psychological treatment for people committing domestic violence. Through psychological interventions, clients learn how to manage their temper, change their reaction patterns, and resolve conflicts non-violently. Psychological treatment is also provided for partners and children.</p> <p><u>Project "Together without violence - pregnant"</u> is a partnership between Dialogue Against Violence, the Mary Foundation, Amager- and Hvidovre Hospital, and Østifterne.</p> <p>Since 2019, midwives have systematically screened pregnant couples during midwife consultations for domestic violence or harmful conflicts.</p> <p>Psychologists from Dialogue Against Violence developed the screening model and trained the midwives at Amager- and Hvidovre Hospital in detecting violence and handling the difficult conversations about violence. The initiative has increased the detection of violent cases from six pairs annually to 1-2 pairs weekly. The results suggest that expanding the project to more hospitals will be a big step towards reducing domestic violence.</p>
Link to further information	<p>Name of website:</p> <p>Forside - Dialog mod vold</p> <p>Sammen uden vold - Gravide - Dialog mod vold</p>

Dialogue Against Violence: Project “Violent love”	
Name of CSO	Dialogue Against Violence
Target population	Young victims of violence in the age of 16-24.
Description of activity	<p><u>Project “Violent love”</u></p> <p>Project “Violent love” is a completed collaboration between Dialogue Against Violence, Danish Family Planning Association (DFPA) and Headspace, targeting young people between 16-24 years subjected to violence from their partner or someone they’re dating. The initiative offered help and support through phone, chat, and individual and group therapy sessions with a psychologist.</p> <p>From autumn 2019 to March 2023, the project has helped 1,536 young people in unhealthy and violent romantic relationships. Amongst these 214 have received psychological treatment at Dialogue Against Violence, and 62 have also participated in group therapy, where they had the opportunity to share their experiences with each other.</p> <p>The young people that have received therapy at Dialogue Against Violence were initially in a very distressed state when they came to us, and many had been exposed to extensive violence.</p> <p>The results of the project showed a significant improvement in the clients’ well-being, with an average increase in WHO’s well-being index from 35 to 59 at the end of the program amongst the group that received therapy. It highlights the ongoing need to focus on partner violence among young couples to prevent its perpetuation into adulthood.</p>
Link to further information	<p>Name of website:</p> <p>Forside - Dialog mod vold</p> <p>voldsom kærlighed – Det Sociale Netværk (detsocialenetvaerk.dk)</p>

The Women's Council Denmark - National Observatory on Violence against Women	
Name of CSO	The Women's Council Denmark
Target population	Victims of gender-based violence and all those affected by it and engaged in it on an individual, political, and structural level.
Description of activity	<p>The National Observatory on Violence Against Women in Denmark is a network and advisory board with 25 of the most prominent researchers, organizations and practitioners working to prevent and address gender-based violence on a practical, juridical, and structural level.</p> <p>The purpose of The National Observatory is to monitor and promote the prevention, protection, and prosecution in order to counteract all sorts of gender-based violence in Denmark in relation to the Beijing and the Istanbul Convention on Violence against Women.</p> <p>The observatory refers to the European Observatory of Violence and coordinates and delivers shadow reports for GREVIO https://kvinderaadet.dk/det-nationale-voldsobservatoriums-skyggerapport-til-grevio/ and contributions to improve national laws in relation to gender based violence and to develop interventions to prevent, protect and prosecute against gender-based violence.</p> <p>The National Observatory is led by the Women's Council Denmark who works with gender-based violence nationally, through The European Observatory on Violence Against Women and the Europeans Women's Lobby and internationally through UN Women and projects with partners in the global south.</p>
Link to further information	<p>Name of website:</p> <p>https://kvinderaadet.dk/om-kvinderaadet/voldsobservatoriet/</p>
Relevant data	<ul style="list-style-type: none"> • https://kvinderaadet.dk/udpegning-til-det-nationale-voldsobservatorium-2/ • https://kvinderaadet.dk/det-nationale-voldsobservatoriums-skyggerapport-til-grevio/

The Women’s Council Denmark - Take a stand on equality	
Name of CSO	The Women’s Council Denmark
Target population	Political parties, candidates, and voters
Description of activity	<p>“Tag stilling til ligestilling” or “Take a stand on equality” is the Women’s Council Denmark’s campaign for equality in decision-making and equal representation in politics.</p> <p>We launched the campaign in 2021 in relation to the regional and municipal election as it replaced our previous “Vote for a woman”-campaign. Under the new slogan we have worked towards an intersectional understanding of equality and representation, as the question of equality and representation has many aspects and is an integral part of a representative democracy. Thus, we have cooperated with organizations focusing on ethnic minorities, youth with disabilities and lgbt+ rights.</p> <p>We have worked with minoritized political candidates, encouraged voters to vote for equal representation and with gender equality in mind, and emphasized the role of regions and municipalities in improving a gender equal society as well.</p> <p>In 2021 we organized workshops for minoritized political candidates, election debates, a two-day election festival, published a podcast, and shared campaign material to and supported election events in all of Denmark.</p> <p>In 2024 the campaign focuses on the elections for the European Parliament. This campaign has a specific focus on gender equality and youth and targets the importance of EU legislation on the gender equality policies in Denmark, as well as the backlash against gender equality and fundamental rights within the EU.</p>
Link to further information	Name of website: https://kvinderaadet.dk/

www.digmin.dk