



Annual Report 2006 / **Perspective and Action Plan 2007**

MINISTER FOR

**Ligestilling**



Presented to Folketinget (the Danish Parliament)  
by the Danish Minister for Gender Equality, Ms. Eva Kjer Hansen, on March 1, 2007.

## Contents

- 4 **An equal and free choice throughout life**
- 8 **Diversity of talents**
- 14 **Violence and human trafficking**
- 18 **Key figures**
- 20 **Activities held in the period March 1, 2006–March 1, 2007**



## Bilag

- 22 Status of Action Plan to Combat Men's Domestic Violence against Women and Children 2005–2008
- 23 Status of the Government's Action Plan: Employment, Participation and Equal Opportunities for All 2006–2009
- 24 Status of Action Plan for the Inter-Ministerial Gender Mainstreaming Project 2002–2006
- 25 Status of the Government's Action Plan to Combat Trafficking in Women 2002–2006
- 26 Publications and productions issued by the Minister for Gender Equality between March 1, 2006–March 1, 2007



Publication date: March 1, 2007  
Danish edition, number printed:  
1st edition, 2000.  
English electronic edition:  
ISBN-13: 978-87-92142-03-0  
ISSN: 1902-4444  
Layout:  
MONTAGEbureauet ApS  
Photo: Scanpix and Getty Images

Printing and binding:  
Kailow Graphic A/S



Available while supply lasts from:  
Department of Equality  
Holmens Kanal 22  
DK-1060 Copenhagen K  
Tel. (+45) 3392 3311  
Fax: (+45) 3391 3115  
E-mail: lige@lige.dk  
The Minister for Gender Equality's  
Annual Report 2006 / Perspective and  
Action Plan for 2007 can also be  
accessed via the Ministry's web site:  
[www.lige.dk](http://www.lige.dk).



Eva Kjer Hansen  
Minister for Gender Equality



**Vision:**

**The Government wishes to create equal opportunities for women and men. The goal is for women and men to be considered equal and that they are granted the same opportunities to choose the life they want. The Government wants to ensure that diversity and individual freedom are respected.**

We are currently living in a diverse society. Women and men, boys and girls are different. Our age, gender, ethnicity etc. help form our identities as human beings, and in our different ways, we all contribute to society. Diversity is a benefit to society because it generates innovation and growth and momentum.

Gender equality puts the individual first, and gives women and men the same opportunities to choose the lives they want. By focusing on the potential of the individual human being, by respecting each other's differences and giving everyone equal opportunities to contribute to society, we can safeguard the continued development and renewal of the Danish welfare society. But gender equality also means taking responsibility to ensure that everyone gets the same opportunities. The social partners, companies, organizations or individuals: We must all make a commitment to take part in the efforts to secure gender equality in Denmark.

2007 is the European Year of Equal Opportunities for All. I intend to celebrate that by focusing on talent, innovation and equal opportunities in the name of diversity, by stressing equality across the conventional divisions of gender, age, ethnicity, disabilities, religious persuasion and sexual orientation. The focus of attention will be on equal rights for all, and everyone needs to become involved in this work.

Therefore, the following three goals will be at the top of my agenda for 2007:

- Women and men must be able to make equal and free choices throughout life.
- Everyone should have the opportunity to contribute with his or her multifaceted talents.
- Violence and human trafficking must be combated using all means at our disposal.

Eva Kjer Hansen  
Minister for Gender Equality





# An Equal And Free Choice throughout Life

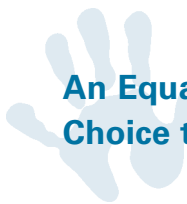
## Goal:

Both children and adults shall be granted the opportunity to thrive and develop. Society's conventional expectations of boys, girls, women and men must not be permitted to restrict the free choice of the individual.



## Subsidiary goals:

- Kindergartens, schools and other educational institutions must provide an environment in which children can play, learn and develop, without being locked into gender stereotypes.
- Parental leave must be shared between fathers and mothers, based on their individual desires and a thorough knowledge of the rules.
- All young people must be given the opportunity to elect the education of their choice, without stereotype expectations based on gender; and awareness of both cultural and gender-determined barriers must be heightened.



## An Equal And Free Choice throughout Life

**Children must be given the opportunity to express and develop their personality.**

From the moment we are born, we are marked by our surroundings' expectations to how we should behave. Anyone may, despite his or her best intentions, accidentally restrict the free choice of someone else. If we always send boys to climb trees, while girls are made to make plastic bead necklaces, we do not give them the opportunity to express and develop their own personality. And thus we restrict that person's free choice.

The expectations we have for our children and the role models they encounter in kindergarten, at school and at home, will have a long-term influence on them, and will, for instance, affect their educational and vocational choices. Conse-

quently, the Minister for Gender Equality will train the spotlight on children and gender roles in 2007 by issuing materials about gender roles and equality as a source of inspiration to pre-school teachers and others who work with children on a professional or voluntary basis. That material can supplement pedagogical curricula, ongoing work focusing on gender mainstreaming and not least it can integrate efforts to ensure free and equal opportunities in individual institutions.

**All talents need to be put to use**

Young girls and boys should be able to choose their own path in life based on a thorough knowledge of the possibilities avail-



able to them, and not on the traditional expectations of their surroundings. New measures must be taken to ensure that girls and boys indeed have a free choice of education and vocation, and to break down the gender barriers that exist in the labor market. This can be done in many ways. In 2006 several municipalities experimented with appointing schoolboys as "junior instructors," partly to get them interested in the nursing profession, and partly to use them as role models for boys and girls in day nurseries and kindergartens.

The Minister for Gender Equality has set up a Web site for career counselors and parents with sons or daughters in Grades 8 and 9 ([www.lige-frem.dk](http://www.lige-frem.dk)). It is already when you choose your secondary education that you begin making decisions about your individual career. Therefore it is important to ensure that these young people—as well as the adults who influence them—are well informed about the variety of career options available to them, including the less traditional ones. In March 2007, more

information about the Web site will be distributed to schools, parent representatives, career counselors, etc.

#### **Equal opportunities for parental leave**

By introducing its flexible one-year parental leave scheme, the Government has enabled fathers and mothers to divide the leave period between them, according to their own desires and needs. However, fathers who wish to go on paternal leave are still faced with a certain amount of prejudice, especially in the labor market, where parental leave is considered as a right reserved for the mothers by some. Consequently the Minister for Gender Equality has launched a number of follow-up initiatives to ensure that men are informed of their rights in respect of the rules for parental leave, and that the various workplaces take a cold hard look at their own culture.

In 2007 the Minister for Gender Equality issued the leaflet entitled "Use your leave—there is enough for both mom and dad," and the debate



#### **Gender Stereotypes in mass media**

In September 2006 the Nordic Council of Ministers and the Nordic Institute for Women's Studies and Gender Research held a conference for the Nordic countries at which the findings of a survey investigating the impact of pornography on young boys and girls were presented. Subsequently, the Minister for Gender Equality distributed a set of teaching materials on the topic to all schools, high schools and other teaching institutions in the country, including a discussion magazine, a film and instructions to teachers.





**In 2006 the Ministry of Gender Equality's Web site, [www.lige-frem.dk](http://www.lige-frem.dk), had 10,000 hits. The site offers information and tips to teachers, career counselors and parents on how to help young people make educational and vocational choices that address gender barriers.**

---

film "When men go on parental leave," which, among other things, can be used as a discussion piece in the workplace or at home.

In 2006 the Government introduced a parental leave compensation scheme for all salaried workers who are not already included in a compensation scheme through a collective agreement. This scheme strengthens the position of women on the labor market. And it may help change some of the prevailing attitudes toward parental leave, so that, with time, men taking parental leave will become more widely accepted among employers and in the work place in general.

Since July 1, 2006, the Government has also ensured that childcare is guaranteed for children over six months of age in all municipalities. All in all, fathers and mothers are provided with the best possible conditions for being able to plan and coordinate their family and working life together. In 2007 the Commission for Family and Working Life will issue a number of recommendations, which, among other things, will be related to equality.

### Labor market

The labor market in Denmark is marked by very clear gender divisions. And when it comes to choosing an education, a profession and a trade, men and women are still influenced by traditional gender roles. For example, 98 percent of all fishermen are male, while 99 percent of all registered childminders are women. This gender segregation of the labor market is one of the key reasons that pay discrepancies exist between men and women.

In collaboration with the Confederation of Danish Employers (DA) and the Danish Confederation of Trade Unions (LO), the Minister for Gender Equality and the Minister for Employment have published a pamphlet containing guidelines on equal pay for businesses. That pamphlet is intended as a tool for companies and business to correct any unintentional pay differences, and along with the Web site and a new set of instructions, it supports the amendment to the Danish Equal Pay Act, which mandates the introduction of gender-segregated earnings statistics and reports on equal pay. This amendment entered into force on January 1, 2007.

### The elderly

When the Ministry of Social Affairs prepared an equality assessment of how funds from the rate adjustment pool scheme had been distributed among the elderly over the last five years, the



analysis revealed that 75 percent of the funds had been allocated to women and 25 percent to men. The impact of outreach/preventive home care services were evaluated on the same occasion. That evaluation showed that the outreach/preventive home care service had a very positive impact on the elderly women with regard to their mobility and mortality, while

hardly any impact was registered with regard to men. The Ministry of Social Affairs has now targeted activities at elderly, lonely men, and in 2007 the project "A voluntary initiative to aid lonely, elderly people, especially men" will be launched.



### **Ligestillingidanmark.dk**

Every two years Danish ministries, boards, regions, municipalities and public enterprises with more than 50 employees must submit a report to the Minister for Gender Equality, in which they account for what results they have achieved in terms of equality. Municipalities are required to account for their equality-promoting activities both among their own staff and among citizens. The next account will take place in November 2007.





# Multifaceted talents

## Goals:

The individual human being must be placed front and center. And everyone must be given an opportunity to contribute to society with his or her unique gifts and diverse talents, both at work, through social activities, and in the family.



## Subsidiary goals:

- Awareness of current legislation, policies and knowledge regarding equal opportunities for all regardless of age, disability, gender, race and ethnicity, faith and religion as well as sexual orientation must be increased.
- There must be generated increased awareness of gender-related barriers, which men and women of non-Danish ethnic backgrounds encounter in connection with education, work and social activities.
- Private and public enterprises must commit to, and take part in, efforts to have more women represented in management and on boards of directors.
- Women and men must be given the same opportunities to be represented in decision-making processes.



## Multifaceted talents

### The European Year of Equal Opportunities for All

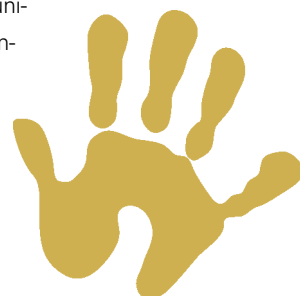
2007 will be used to promote diversity and the respect for differences within organizations, companies and among individuals. One the Government's goals is to ensure that Denmark evolves into a leading knowledge society. To reach this goal, all talents—regardless of ethnicity, age, gender, etc.—must contribute to the welfare society of the future. Diversity in our society must be used positively, so that everyone will be given the opportunity to participate using his or her unique gifts and talents: People must be respected for their individuality.

With the special focus on children and young people in 2007, there will be activities especially targeted at schoolchildren and youngsters as "ambassadors of diversity," an essay contest on

the topic of diversity and equal opportunities for all, presentations, games and teaching materials. Several activities will be implemented in collaboration with other ministries, organizations and business. It will be possible to apply for funds within the action area defined for 2007, to help voluntary associations, individuals, schools, drop-in centers and others to launch new initiatives. The possibilities are as diverse as the people who want to help making 2007 a special year; one that promotes equal opportunity for all.

### Public Complaints Board

In connection with the European Year of Equal Opportunities for All, the Government will establish a Public Complaints Board for Equal Op-





## Section 4 of the Danish Gender Discrimination Act

**"Public agencies shall work for equality in their respective areas and incorporate equality into all planning and administrative activities."**

---

portunity. The creation of a public complaints board will place the citizen front and center, and it represents an expansion of the possibilities for citizens to lodge complaints. Everyone must contribute to society with his or her particular talents, and if someone feels discriminated against, there must be easy access to filing a complaint. The public complaints board means that all types of complaints can be filed to the same board: For example, complaints related to discrimination on the basis of gender, race, skin color, faith or religion, age, disability, national, social or ethnic origin, political opinion or sexual orientation. The Complaint Committee for Ethnic Equal Treatment and The Gender Equality Board will be phased

out, and their activities incorporated into the new public complaints board. In addition to facilitating the filing of complaints, the new public complaints board also means that citizens will only have to contact one authority, if they feel they have been discriminated against for multiple reasons, for example, if a company will only hire women of a certain age for a particular position.

### Representation and management

In May 2006 the Minister for Gender Equality proposed an amendment to the Gender Discrimination Act, which was passed by a broad majority in Folketinget. The amendment means that organizations etc. are now required to nom-



### It's quite simple

In January 2007 the Minister for Gender Equality inaugurated the European Year of Equal Opportunity for All with a play about equal opportunity. The play draws on actual experiences; and the local community was involved in the production. The play will tour the country to raise awareness and create a debate about diversity and equal opportunity for all.



**Women constitute between 15 and 20 percent of all mid-level managers and 4 percent are executives.**

---

inate equal numbers of women and men for municipal as well as regional councils, boards and committees. These rules correspond to the nomination rules that apply to the ministerial councils, boards and committees, and thus they exempt democratically elected members. Although surveys show that there are many women with managerial ambitions, and although there are more women taking high level educations than men, the number of women managers in public and especially in private companies remains disproportionately low.

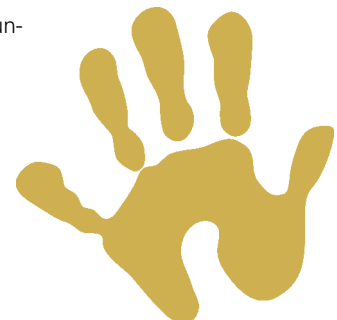
To attain a more proportionate distribution of women and men in top management, it is important to ensure a good level of cooperation with private companies and trade organizations. Therefore the Minister for Gender Equality will continue her work with her network for private companies on women and management. Moreover, in June 2006 the minister organized—in collaboration with the Confederation of Danish Industries—a TopLederCamp (Senior Executive Camp) for opinion makers and senior executives from leading companies. At this event, participants were given 30 hours to come up with ideas for new initiatives and strategies for improving the representation of women in top management. In 2007 these ideas will be realized, for instance by forming a "corps of ambassadors" who will work toward getting more

women into board rooms. Also, the Minister for Gender Equality will take the initiative to draw up a charter to ensure higher representation of women in top management. The charter will be drawn up in collaboration with private and public companies. And the companies that sign it will commit themselves to work actively for a higher representation of women in top management.

**Why not?**

"*Why not?*" is the title of a brand-new campaign designed to get more women and men with non-Danish ethnic backgrounds into the educational system, the labor market and voluntary associations. Campaign materials—including discussion films, music, posters and leaflets featuring role models—will be distributed among instructors, teachers, integration consultants, etc. This campaign was launched in the beginning of 2007 and will run until 2009.

The campaign is part of the Government's action plan "Employment, participation and equal opportunities for all." Another initiative under the Government's action plan is a family mentor project conducted in three municipalities, which will help motivate more women and men, boys and girls of non-Danish ethnic backgrounds to join voluntary activities. At the same time, ethnic Danes with an involvement in volun-

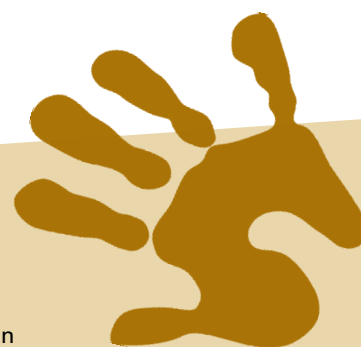


tary associations will be encouraged to take an active role in attracting citizens of non-Danish ethnic background to associations. The idea behind this initiative is that we may all learn from each other; and that women and men with non-Danish ethnic backgrounds must have the opportunity to participate on equal terms with ethnic Danes.

You can read more about ongoing initiatives in the action plan "Employment, participation and equal opportunities for all."

#### The public sector is showing the way

In Denmark, work on gender equality is based on the premise that gender is an issue in all areas of policy-making. This means that each indi-



#### Nine visions

In November 2006, the Minister for Gender Equality hosted a conference on the challenges facing Denmark as a member of the global community, asking the question: "Is equality a tool for growth?". Participants at the conference formulated the following nine visions for a Denmark marked by diversity and with equal opportunities for all:

- 1 Managements and boards reflects the composition of the population
- 2 Half of all personnel in the care sector are men
- 3 Schoolgirls and boys choose their education according to their personal desires, and not according to traditions
- 4 Businesses cultivate diversity and increase their bottom line
- 5 Respect and tolerance are second nature
- 6 We are all so different that we are equal to begin with
- 7 We are world leaders in technology, talent and tolerance
- 8 There is no discriminatory treatment—what matters is ability
- 9 Diversity springs from the heart and the brain; not from codes of conduct set in stone.



vidual minister and public agency is responsible for addressing issues of gender and gender equality in his, her or its respective area. The public administration must take its point of departure in the needs of the individual citizen, rather than rely on habitual thinking and traditional ways of doing things.

With its action plan and through a wide range of initiatives, government agencies have put gender mainstreaming at the top of their agenda. In order to reach the objective that gender mainstreaming should be a natural, integral part of the individual ministries' everyday activities, the Steering Group for the Danish Inter-Minister-

ial Gender Mainstreaming Project will prepare a new action plan in 2007. At the same time the Minister for Gender Equality will focus on gender mainstreaming in the municipalities. Toward the end of the year, she will supply all municipalities with a tool kit, which will be based on the government agencies and the municipalities' own experiences.

Both the state and the municipalities will be assessed in terms of their ability to work with gender equality, and the results of their statutory gender equality reviews will be published on a joint Web portal at [www.ligestillingidanmark.dk](http://www.ligestillingidanmark.dk).



### **The Ministry of Education's equality assessment of the Budget for Entrepreneurship**

In 2006 the Ministry of Education carried out an analysis to see how it can contribute to meeting the Globalization Strategy's goal: By 2015 Denmark will be one of the countries in the world with the most entrepreneurs. The analysis stresses the unused potential of women.

Generally, the gender distribution among Denmark's entrepreneurs is uneven. Only 14 percent of Danish women are entrepreneurs/self-employed, while that figure is 28 percent for men. If the number of entrepreneurs is to be increased, it will be necessary to get hold of the women.

On the basis of its analysis, the Ministry of Education will ensure that the resources for innovation and entrepreneurship will be used to reach out to women as well as men in this area, and that more focus is placed on women as the potential innovators and entrepreneurs of tomorrow. Thus, in the future, activities such as teaching about innovation and entrepreneurship in schools will both be targeted at boys and girls. This also applies to the "Pioneer Prize," which is intended to promote and encourage innovation. We must ensure that the "Pioneer Prize" attracts both men and women to compete.





### **Overall goals for the action plan "Employment, participation and equal opportunities for all":**

- That women and men with non-Danish ethnic backgrounds may exercise their free choice, and that they will not be restricted from taking part in society in any way because of gender-related prejudices or barriers.
- That schoolboys and girls in primary school, regardless of their ethnic background, are given the necessary preconditions to be able to complete a secondary education, and to be able to make a relevant, free and informed choice of education.
- That women and men must have equal employment opportunities.
- That women and men, boys and girls, have equal opportunities for participating in voluntary associations and for leading an active recreational life, regardless of age and ethnicity.



### **Some of the subsidiary goals for the action plan are:**

- That the campaign "Why Not?" will draw attention to the importance of promoting equality between women and men with non-Danish ethnic backgrounds.
- That the family mentor project will result in 60 new memberships of voluntary associations (women and men, boys and girls), and that voluntary associations will launch 60 new initiatives to attract more women.
- To ensure new research on men with ethnic minority backgrounds, a population group about which we have very little information.



### **Goals for the European Year of Equal Opportunities for All:**

2007 is the European Year of Equal Opportunities for All. The aim of the year is to make people more aware of current legislation, policies and to increase knowledge about equal opportunities for all, regardless of age, disability, gender, race and ethnicity, religion or faith as well as of sexual orientation. At the same time, through various concrete activities, Denmark wishes to use this opportunity to further the dialogue about diversity, the respect for difference, and the need to use all the resources in our society.



### **Some of the subsidiary goals for the European Year are:**

- That at least 10 percent of the population will have heard of the European Year by the end of 2007.
- That primary schools across the country will gain more knowledge about diversity, and that, by the end of the European Year, they will have heard of it.
- That products relating to equal opportunities and diversity will be prepared and made available to the general public (Web sites, publications, information materials, etc.).

**There is more information about the European Year and its goals on [www.lige07.dk](http://www.lige07.dk).**



# Violence and trafficking

## Goals:

Victims of violence and human trafficking must be offered help and support. That help must be offered promptly by professionals, and must enable the victims to begin a new life. The number of victims must be reduced.



## Violence and trafficking

### Human trafficking must be combated with all means at our disposal

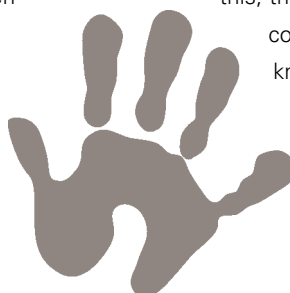
Human trafficking is a very serious crime. It is founded on a view of humanity that is incompatible with our democratic ideals of gender equality and charity. Initiatives to combat these types of crimes are therefore at the top of the Danish Government's agenda. Consequently, in March 2007 the Government launched a four-year action plan to combat human trafficking. The action plan is financed by funds from the rate adjustment pool scheme.

The plan draws on the experiences gathered from the first action plan to combat trafficking in women, and comprises both preventive measures and activities to support victims. The new action plan focuses on better coordination of cooperative efforts between government agencies and social organizations. Concurrently with the action plan, the Minister for Justice and the Danish National Police have presented a strategy for a strengthened police effort against the kingpins of prostitution.

In order to be able to combat human trafficking successfully, citizens must take an active part as well, for instance by notifying the police if they encounter a person who might be a victim of trafficking. Thus, the action plan also allocates funding to launch public information and discussion campaigns.

### Coordinated efforts focusing on trafficking must be strengthened

To ensure a targeted and holistic effort that will benefit as many victims as possible, a new Knowledge and Coordination Center for Human Trafficking (*Videns- og Koordinationscenter for Menneskehandel*) will be established. The main task of the center will be to coordinate outreach work, and thereby ensure the collaboration between the social organizations. In addition to this, the Center will be responsible for continuously gathering and sharing knowledge, so that the accumulated experiences with trafficking can be used actively in the work.



As part of its efforts to combat human trafficking, the Government will strengthen its international collaboration with authorities and organizations in the countries from which the victims have been trafficked.

#### Victims of trafficking must receive support and help

All victims of human trafficking must be offered help and support while staying in Denmark. The victims must be secured a well-prepared and proper return to their countries of origin. Consequently the Government has introduced an extended reflection period of 100 days, during which the victims' return can be prepared. In each case, the period is offered on the condition that the victim cooperates on the return. While staying in a crisis center, the victims will, among other things, be offered health counseling and

legal advice, and contact will be established with an organization in their country of origin.

In Vejle, "PRO-Vest" has established a small health clinic, where victims of trafficking in women can receive treatment and advice from medical staff. Its clients are mostly Thai women, and while they are at the clinic they have the opportunity to meet other women in the same circumstances and talk to social workers connected with the project. Such meeting places will continue to receive support under the new action plan.

#### More people should know about human trafficking and react to it

In the summer of 2006, the Minister launched the campaign "You have a choice, she doesn't." Through television spots, advertising in movie

#### Denmark examined in equality

In August 2006, the United Nation's Committee on the Elimination of Discrimination against Women (CEDAW) conducted an examination of gender equality in Denmark, on the basis of its sixth periodic report. Denmark was both praised and criticized for its work in this area. The Committee stressed that we should be lauded for our efforts on gender mainstreaming, in relation to violence against women and in connection with development and assistance work.





**In 2006 the anti-violence hotline received an average of 103 calls per month.**

---

theaters and newspapers, the campaign drew attention to the fact that many of the women prostitutes in Denmark are victims of human trafficking, and referred to a hotline number that clients or others with suspicions of human trafficking can use. As a result of the campaign, the hotline and the police received several calls from members of the public who suspected instances of human trafficking or had questions about it. It also led to a change in the public's attitude toward trafficking in women for prostitution, and the campaign thereby confirms that awareness-raising measures and debates do have a positive effect.

As part of the action plan, teaching materials have been prepared for schoolchildren between the eighth and tenth grades, and students in secondary education. The materials are awareness-raising, offering facts and concrete knowledge while testing the students' own attitudes.

#### **Violence against women must be combated**

Each year many women become victims of domestic violence. This is a symptom of a lack of respect and gender equality. All women subjected to violence are entitled to help and support, and violent men must be treated and offered help to end the spiral of violence. Therefore the Government has prepared an action plan to combat men's domestic violence against women and children. The Minister for Gender Equality is working on several initiatives intended to help victims as well as to prevent domestic violence, including a 24-hour hotline, informa-

tion materials for women in several languages, and treatment facilities for violent men.

In 2006 the Minister for Gender Equality and the Minister for Social Affairs took the initiative for a development project for children who have been subjected to violence or have witnessed domestic violence. The purpose of the project is to gather knowledge and at same time offer and develop treatment facilities for children, to prevent the violence they have experienced from having a long-term impact, reducing their quality of life and/or leading to violent behavior in their adult life.

Surveys show that, unfortunately, boyfriend violence is not an unknown phenomenon among adolescent schoolgirls. More knowledge is needed in this area to qualify preventive measures targeting children and young people. Therefore the Minister for Gender Equality has launched a study into the phenomenon of partner violence among young people. It is expected that the study will be completed in 2008. The findings will, among other things, increase our knowledge of the extent and nature of partner violence among young people, as well as of the risk factors for exposure to such violence. The analysis will help to shed light on the connections between factors such as well-being and health and the exposure to partner violence, and elucidate possible gender differences. And thus the survey will be used towards preventing such violence.





### **Goals for the Action Plan to Combat Human Trafficking 2007-2010**

The goals are to increase public awareness about trafficking in persons, to increase domestic and international efforts, to provide support and assistance for victims in Denmark, and to bring kingpins to justice.



#### **Some of the subsidiary goals of the action plan are:**

- In 2007 a Knowledge and Coordination Center for Human Trafficking (*Videns- og Koordinationscenter for Menneskehandel*) will be established.
- In 2007 there will be three operating crisis centers that are admitting trafficking victims.
- In 2007 Denmark will put the social consequences of human trafficking on the agenda in various international forums, such as the EU and the Nordic Council of Ministers.
- By 2008 a practice will be established so that all registered trafficked persons will be offered a prepared return.
- In 2009 10 percent of the population will be aware of the problems surrounding the various forms of human trafficking and know what to do if they learn of trafficking in persons.
- In 2009 all children and at least 40 percent of the women registered as having been trafficked into prostitution will receive social assistance and will have their returns prepared in collaboration with local NGOs.
- In 2009 NGOs or social agencies in the exporting countries will be able to report that at least 50 percent of all victims have received assistance for repatriation.



#### **The Action Plan to Combat Men's Domestic Violence against Women and Children 2005-2008 have four key goals:**

- To offer the necessary support to the victims
- To curb violence, e.g. by having treatment facilities for the perpetrator
- To strengthen cross-disciplinary efforts within government agencies
- To increase the accumulation of knowledge on violence



## Key figures

Documentation is an important tool in connection with the work on gender equality. By continuously gathering documentation on the impact of our activities, we can ensure that the goal of creating equality between men and women will be reached.



The Minister for Gender Equality has published a leaflet and set up a database with facts on equality. More key figures are available at [www.lige.dk](http://www.lige.dk).

### Wages

**1997-2001** Gross wage difference Between men's and women's earnings **12-19 %**

Wage difference between men and women that cannot be accounted for statistically **2-6 %**

Source: The Danish National Institute of Social Research: Men's and Women's Earnings April 10, 2004

### Top Management in the Public Sector

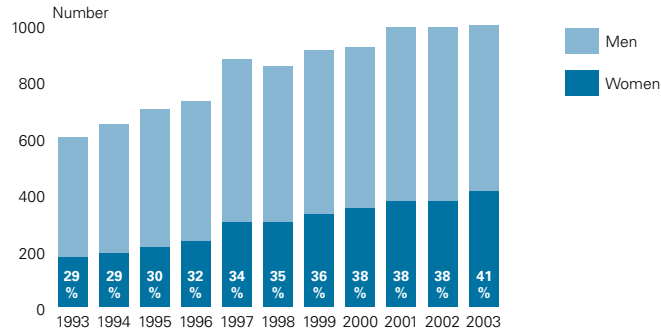
(Numbers in percent)

		2003		2005	
		Women	Men	Women	Men
<b>State</b>	Level 1 – Chief executives	18	82	20	80
	Level 2 – Executives	21	79	21	79
	Level 3 – Specialists/other managers	28	72	36	64
	Level 4 – Employees without management responsibilities	46	54	46	54
<b>Municipalities</b>	Level 1 – Chief executives	15	85	18	82
	Level 2 – Executives	41	59	46	54
	Level 3 – Specialists/other managers	60	40	63	37
	Level 4 – Employees without management responsibilities	78	22	78	22

Source: Department of Gender Equality: Gender Equality in Denmark 2003 and 2005

## Number of Ph.D.s awarded 1993–2003 – total number and percentage of women

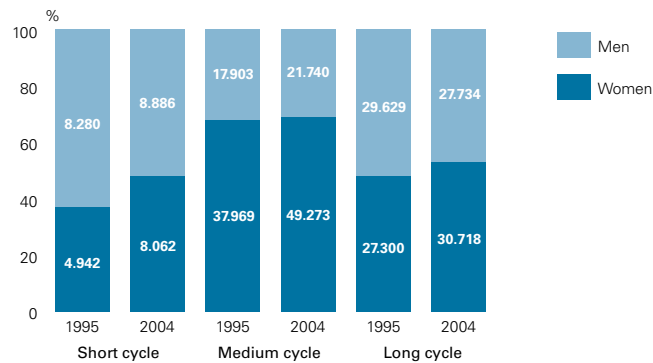
Source: the Ph.D. Register of the Ministry of Science



## Students at academic educations 2004

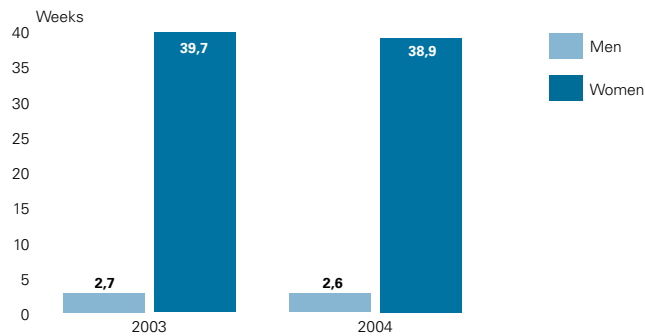
(percentage and number)

Source: Statistics Denmark: Statbank, table U13



## Total leave period after childbirth, average no. of weeks per child

Source: Statistics Denmark: Statbank, socdag10



## Time Consumption

Employed

Domestic chores  
hours:minutes/day (average)

Work  
hours:minutes/day (average)

	1987		2001	
	Women	Men	Women	Men
Domestic chores	2:58	1:36	3:34	2:30
Work	4:24	5:45	4:45	5:58

Source: The Danish National Institute of Social Research: Time and Welfare February 26, 2002

## Facts on violence against women

- Each year 64,000 women become victims of physical violence.
- In two out of three cases (41,000), the violence has been committed by a current or former partner.
- Each year, approximately 29,000 children between the ages of 0-15 witness violence committed against their mothers.
- Each year approximately 2,000 women and children seek refuge in a crisis center.

Source: Danish National Institute of Public Health: Mænds vold mod kvinder 2004 (Men's Violence against Women 2004) LOKK: Annual Statistics

# Activities from March 1, 2006 to March 1, 2007



## March:

March 8 was marked by having a meeting with, among others, the organizations about the Government's Action Plan for Gender Equality 2006, a special guided tour about equality at the Danish National Museum and a showing of the film "Smiling in a War Zone."

A Danish delegation participated in the session of the Commission on the Status of Women in New York.

Publication of a survey of violence in bicultural marriages "Men in Migration Marriages —Stories of Everyday Life and Violence in Danish Men's Marriages with Foreign Women" ("Mænd i migrationsægteskaber – fortællinger om hverdag og vold i danske mænds samliv med udenlandske kvinder").

Publication of the report "Women and Men's Educations and Jobs. How Do We Address Gender-Segregated Choices of Career and the Gender-Segregated Labor Market?" ("Kvindes og mænds uddannelser og job. Hvordan vi bløder op på det kønsopdelte uddannelses- og erhvervsvalg og det kønsopdelte arbejdsmarked?").

Debate on the 2006 Perspective and Action Plan and the 2005 Annual Report in Folketinget (the Danish Parliament).



## April:

Nordic Ombuds Meeting on Iceland with Danish participation.

The last round of visits in connection with the rights campaign that targets women with ethnic minority backgrounds goes to various language centers.



## May:

Conference on Roadmap for Equality in the EU is held in Brussels.

Meeting with Kommunernes Landsforening (the Danish National Association of Local Authorities) about gender equality.

Letter to the municipalities about the Danish Gender Discrimination Act.

Launching of five short films with the collective title "Where Can I Go?", intended for battered ethnic minority women.

Network meeting at PostDanmark (Danish Mail) about women and management.



## June:

Danish delegation participates in the Sixth European Ministerial Conference on Equality between Women and Men in Stockholm, on the topic "Human Rights and Economic Challenges in Europe—Gender Equality."

New statistics on women and top management in the private sector published on the Minister's Web site [www.lige.dk](http://www.lige.dk).

Survey of the Danes' attitudes toward women and management published on the Minister's Web site [www.lige.dk](http://www.lige.dk).

The Minister for Gender Equality hosts a Senior Management Camp about women in top management, in collaboration with the Confederation of Danish Industries.

The EU Advisory Board's first meeting on the European Year of Equal Opportunities for All.

Seminar in the joint Nordic-Baltic project on trafficking in women held in Latvia.

Final meeting of the Nordic-Baltic Task Force on Trafficking in Women.

The annual review of the implementation of the Action Plan to Combat Men's Domestic Violence against Women and Children 2005–08 is distributed.



## July:

### August:

Launching of the campaign on trafficking in women, "You Have a Choice—She Doesn't."

Denmark was examined by the UN's CEDAW Committee with respect to its work on equality.

The Minister for Gender Equality and the Minister for Integration met with women's organizations to discuss the conditions for immigrant women.

The Minister presented the Men's Prize 2006 to Jan Dam for his work to combat trafficking in women.

Meeting in the Nordic Ministerial Council's Government Official Committee about gender equality.



## September:

Course offered to all ministries on how to perform an equality assessment of the allocation of resources.

In connection with the Aarhus Festival (Århus Festuge), the Minister takes part in the launching of new teaching material on trafficking in women.

The first meeting of the Steering Group for the European Year of Equal Opportunities for All is held.

Concluding conference in connection with the Nordic survey of young people, gender roles and pornography, conducted—at Denmark's initiative—by the Nordic Institute for Women's Studies and Gender Research (NIKK).

Network meeting at Grundfos about women and management.

Publication of the information brochure "Stop the Violence against Women—Break the Silence" in nine different languages, including Urdu and Somali.



**September:**

Launching of a children's digital network on violence, "Børnelinket" (the Children's Link), at the Web site of the humanitarian children's organization Børns Vilkår.

The EU's High-Level Group on Mainstreaming convened in Helsinki.

The Minister for Gender Equality opened the Soroptimists' hearing on trafficking in women, at Christiansborg Castle.

Nordic-Baltic seminar on human trafficking.

Meeting between the Minister for Gender Equality, the Minister for Integration, the Minister for Justice, and various organizations about the coordination of the efforts to prevent forced marriages.



**October:**

Publication of the evaluation of the Action Plan to Combat Human Trafficking.

The Minister for Gender Equality opens the conference "2nd Annual Conference for Career Women in the Building Industry and Real Estate."

Informal meeting in Helsinki between ministers of equality, to discuss topics such as men and gender quality, and women and management.

Evaluation of action plan on gender mainstreaming.

Launching of final report on the implementation of the Government's Action Plan to Combat Trafficking in Women.

Ministries are given a one-day training course on equality assessment of bills.

Network meeting at Nordea about women and management.

Danish-led Nordic-Baltic round table talks between Ministers for Social Affairs and Gender Equality, on the topic of human trafficking.



**November:**

Danish delegation at EURO-MED conference on inequality, held in Turkey.

Action Plan on the European Year of Equal Opportunities for All is published.

The Minister for Gender Equality hosts the conference on diversity, equality and globalization, "Is Equality a Tool for Growth?".

The political parties that negotiate the distribution of the focus area funds agree to allocate money to the effort against human trafficking as well as to the European Year of Equal Opportunities for All.



**December:**

EU Council meeting, with conclusions about men and about indicators for the efforts on equality in the EU countries. The Minister for Social Affairs and Gender Equality places human trafficking on the European Social Ministers' agenda.

Launching of information campaign for men with ethnic minority backgrounds.

Launching of survey of fathers with ethnic minority backgrounds as social promoters in their families.



**January:**

Launching of guide on equal pay for businesses.

Proposal of Bill to amend the Gender Discrimination Act.

Publication of the magazine on diversity, "Equal Opportunities for All 2007."

Reunion for the participants of the Senior Executive Camp.

Launching of statistics database at [www.lige.dk](http://www.lige.dk).

Launching of brochure with facts on equality.

The Minister for Gender Equality inaugurates the European Year of Equal Opportunities for All, with the play "Det er lige til" and the Web site [www.lige07.dk](http://www.lige07.dk).

Awareness-raising information material containing films and a brochure about men, paternal leave and work-place culture, is distributed to management and labor, workplaces, health care institutions, etc.



**February:**

Descriptions of the junior pedagogues scheme on [www.lige-frem.dk](http://www.lige-frem.dk).

Launching of the campaign "Why Not?", with its initiatives—cf. the Action Plan for breaking down gender barriers to integration—with a Web site, film and campaign.

Publication of survey that investigates educational patterns among Danish men with ethnic minority backgrounds.

The family mentor program for families with Danish as well as ethnic minority backgrounds is launched in selected municipalities.

# Enclosures



## Enclosures

### Status of the Action Plan to Combat Men's Domestic Violence against Women and Children 2005–08



- A 24-hour hotline for women who have been subjected to violence. The hotline receives on average 100 calls per month, and offers interpreting into other languages than Danish.
- Psychological assistance offered to women and children in crisis centers, in addition to what is provided for by the rules in the Danish Health Insurance Act and by the statutory obligations of the municipalities.
- Legal advice to professionals and women who have been subjected to violence, including advice on criminal law, safety measures and police-related issues.
- Examination of the legal status of victims in criminal proceedings. An amendment was made to the Administration of Justice Act in June 2005, to the effect that legal counsel must always be appointed for an injured party in rapes and other serious sexual offense cases.
- Project to develop methodologies so as to be able to offer courses to crisis centers that shelter disabled women.
- Project to improve the quality in the crisis centers across the country, so that the care offered to battered women may be strengthened.
- Information campaign on children and divorce, violence and financial circumstances, targeted at ethnic minority women.
- Five short films offering information to ethnic minority women about their rights and about the encounter with public authorities.
- Publication of the brochure "Stop the Violence against Women: Break the Silence" in nine different languages. The brochure gives practical advice to women who are victims of violence.
- Extension of network and after-care for ethnic minority women in collaboration with the Danish Red Cross.
- Development project for children who are victims of violence, or who have been witnesses to domestic violence. The purpose of the project is to gather knowledge as well as offer and develop treatment facilities for children, to prevent a reduction of their quality of life and/or violent behavior in their own adult lives.
- Launching of the children's digital network "Børnelinket" on the Web site of the humanitarian children's organization Børns Vilkår.
- Information campaign targeting young people, on the topic of gender and violence, organized as project days held in schools and secondary institutions.
- The treatment facility "Dialogue against Violence", intended for men with a history of violence, has opened offices in Copenhagen, Aarhus and Odense. As from 2007 an additional DKK 8 million has been granted to the project, with a view to expanding its facilities.
- Evaluation of Danish Act on Exclusion Orders and the Authority to Impose Restrictions etc. (Lov om bortvisning og beføjelse til at meddele tilhold mv). The Ministry of Justice publishes the evaluation in December 2006.
- Re-training of personnel in the municipalities regarding the legal and social aspects of violence against women.
- National database on violence against women. Next updating is scheduled for 2007/2008.
- Gathering and presentation of statistics on the women admitted to crisis centers in Denmark. In 2006 two reports on women and children respectively were published.





## Status of the Government's action plan "Employment, participation and equal opportunities for all 2006-2009."

- Support given to the photo project and educational materials on "Women's Life in Denmark in the New Millennium," where the focus is on the successful integration of women.
- Information campaign on women's rights, targeted at women with ethnic minority backgrounds.
- Team of parent role models, comprising ethnic minority parents with children who have been successful in the educational system.
- Revision of information brochure about home-school collaboration, with examples that especially focus on the challenges facing young girls.
- Test project at a school, focusing on an increased level of home-school collaboration.
- Test project at a school, focusing on parent responsibility and parents' support of their children's school attendance.
- Role models to promote a choice of education and vocation that is not guided by gender.
- Pedagogical guide for teaching about democratic values such as gender equality, dialogue, freedom of expression, etc.
- Information material for bilingual parents on after-school recreation schemes and the importance of recreational activities in relation to children's language acquisition.
- Project on furthering gender-conscious guidance of young people, so as to break down the barriers of gender on the labor market.
- The guidance training focuses on existing gender barriers, such as those found among young people with ethnic minority backgrounds.
- Issues of gender that might have an effect on the success rate of young people's vocational training are included as a focus area in the education of liaison teachers.
- Knowledge about the special problems facing young people with ethnic minority backgrounds will be disseminated among the student mentors at the schools of commerce.
- Schools of commerce prepare action plans to curb the dropout rates among all groups of students and to increase the number of candidates who complete their training.
- Efforts to curb the dropout rates on medium-length academic degree educations where the gender-ratio is an issue.
- Scheme to promote diversity in collaboration with 10-15 businesses.
- Funds for supporting initiatives that promote the labor market's social engagement, with mothers who receive cash benefits as one of the focus areas.
- An increased effort to get family-reunified immigrant women into the labor market.
- Support for extending the mentor networks for immigrant women who are employed or in the process of getting an education, or who wish to get a job or get an education.
- Survey of existing barriers preventing new initiatives in social housing areas, including barriers of gender getting in the way of new enterprises.
- Introductory course to association activities for women with ethnic backgrounds.
- Effort to get a higher representation of women in the municipal Integration Councils as well as in the Council of Ethnic Minorities.
- Organization of social clubs for girls in socially vulnerable housing areas.
- Efforts to promote the entrepreneurship of local men and women in socially vulnerable housing areas.
- A information brochure on relevant aspects of family law has been published in eight different languages, and another brochure on housing issues follows.
- Support given to the project "Women's Lives in the New Millennium," organized by the Danish Center for Information on Women and Gender (KVINFO). "Women's Lives in the New Millennium" is a photo and educational project about successful integration, in which 18 socially active and well-functioning women of immigrant and/or refugee backgrounds have participated.
- Publication of a survey of fatherhood among men with ethnic minority backgrounds.
- A series of panel discussions with ethnic minority men about gender equality, child rearing, violence, etc, organized by two male integration advisers.
- Launching of mentor project in three municipalities with the objective of introducing the activities in local associations to families with ethnic minority backgrounds.
- Publication of LG Insight's survey of the educational profiles of Danish men with ethnic minority backgrounds.
- Launching of the campaign "Why Not?" with a Web site, films about role models, etc.





Enclosures

## Status of Action Plan for the Inter-Ministerial Gender Mainstreaming Project 2002–2006

- Setting up of the Inter-Ministerial Steering Group, with the participation of top managers from all ministries. The Steering Group has held 10 meetings.
- Appointment of contacts in all ministries.
- Setting up of a network for employees and partners on gender mainstreaming.
- Accumulation of examples, with more than 70 concrete descriptions of successful cases of gender mainstreaming in the public sector.
- One-day training on how to implement gender mainstreaming, for a number of municipalities that have been selected to spearhead the process.
- Training days in how to use networks, gender and mainstreaming as strategy, in using data and statistics, communication and campaigns, equality assessments of Bills, gender mainstreaming of budgets, as well as on concrete tools for gender mainstreaming.
- Conference for managers, entitled "A New Strategy for Equality, Quality and Change in the Public Sector."
- Publication of the manual "Good Advice—A New Strategy for Equality".
- Gender mainstreaming of the EU Council's agendas (Employment and Social Affairs) during the Danish Chairmanship of the EU.
- Publication for the other EU countries: "Guide—good advice on how to gender mainstream Council formations."
- Establishing of the Web site [www.lige.dk/koensmainstreaming](http://www.lige.dk/koensmainstreaming), which offers examples, good advice, tools and gives references to relevant literature on the topic.
- Conference for managers entitled "Get Three New Tools—Conference on Development, Quality and Gender."
- Development of tool kit with concrete tools for performing an equality assessment of Bills, campaigns, data production and budgets. An electronic version will be continuously updated on the Web site.
- Conference for managers and equality workers in municipalities on gender mainstreaming and municipal reports on equality.
- Setting up of inter-municipal task group responsible for developing a tool kit tailored for gender mainstreaming in the municipalities.
- Examples of gender mainstreaming published on [www.ligestillingidanmark.dk](http://www.ligestillingidanmark.dk).
- Plans for competence building in relation to gender mainstreaming in all ministries adopted.
- Presentation and lecture about gender mainstreaming given in several ministries as part of the competence building.
- All ministries have selected one budgetary item or resource allocation to be subjected to an equality assessment.
- Training days on equality assessments of Bills and resource allocations respectively.
- The 4 tools: Equality assessment of Bills, gender in communication and campaigns, gender-segregated data and statistics, and equality assessment of resource allocations.
- Nordic conference in Helsinki on gender budgeting.
- Contributions to two Nordic reports on gender budgeting. "Now it's About the Money—Mainstreaming a gender equality perspective into Nordic national budgets" and "Gender Budgeting -Integration of a gender perspective in the budgetary process."
- Review of the 5-year Inter-Ministerial Action Plan.

## Status of the Government's Action Plan to Combat Trafficking in Women 2002—2006

- Safe place for victims of trafficking in women, where they can receive help and support before their return home.
- Trial scheme of offering trafficked women protection and accommodation in two of the crisis centers in Denmark. The offer is for those women who require a comparatively low level of safety and protection.
- Two nationwide information campaigns, consisting of, among other things, advertisements formed like massage-parlor advertisements and campaign spots in newspapers, television and movie theaters.
- A national hotline offering information anonymously to victims of trafficking, users of prostitutes, the general public and authorities.
- Special provision added to the Danish Penal Code, setting a maximum penalty of eight years for human trafficking and making it easier to investigate such crimes.
- Network established with NGOs in the victims' countries of origin, so as to facilitate the re-integration of the women into society when they return home.
- Street teams perform outreach work in the prostitution milieus, which includes advising foreign prostitutes on social, health and legal issues.
- Networking with the embassies of 13 different countries from or through which these women are being trafficked. The first joint seminar was held in 2005.
- Co-operative agreements with the outreach organizations for prostitutes *Reden - Stop Kvindehandel, Pro-vejle, Prostitution og kvindehandel*, Århus, as well as with the police in connection with police operations.
- Study trips to recipient and exporting countries, organized by *Reden - Stop kvindehandel* and *Videns- og formidlingscenter for socialt udsatte* (Danish Center for Research on Social Vulnerability).
- Teaching course for the police on trafficking in women and on the role of the police in specific cases.
- A task force involving the Ministry of Justice, the police and NGOs, which focuses on procedures for the collaboration between NGOs and the police, and on information material for the police.
- Designation of a contact in each of the 54 police districts in Denmark, whose area of responsibility is human trafficking.
- Special addendum on trafficking in children integrated in the overall Action Plan.
- Preparation of teaching and discussion material aimed at schoolchildren on trafficking in women for prostitution. The material also comprises a Web site ([www.sextilsalg.info](http://www.sextilsalg.info)).
- External Evaluation of the Action Plan to Combat Trafficking in Women.
- The Minister for Justice publishes a new strategy for an increased effort against prostitution kingpins.
- Health clinics have been established for victims of trafficking, while the outreach teams focus on offering healthcare.
- The Nordic-Baltic task force on human trafficking concludes its collaboration, but the joint Nordic project continues within the framework of the Council of the Baltic Sea States (CBSS)
- International round-table talk for ministers from the Nordic and Baltic countries. At the meeting a statement was adopted committing the parties to a joint effort with regard to the preventive social work in the exporting countries.
- The Minister for Gender Equality puts preventive social work to combat human trafficking on the agenda in the EU, with a view to launch concrete projects between the receiving and exporting countries, and in connection with the concretization of the contents of a new DAPHNE program.
- Preparation of a compendium of various countries' efforts to combat trafficking in women. The compendium has been prepared by the *Videns- og formidlingscenter for Socialt Udsatte* (Danish Centre for Research on Social Vulnerability) for the Minister for Gender Equality.
- Fact sheets and relevant links on trafficking in women (prepared by the Danish Center for Research on Social Vulnerability for the Minister for Gender Equality).



## Publications and productions published by the Minister for Gender Equality between March 1, 2006 to March 1, 2007

Annual Report 2006/Perspective and Action Plan 2007.

Report: "Mænd i migrationsægteskaber – fortællinger om hverdag og vold i danske mænds samliv med udenlandske kvinder" (*Men in Migration Marriages—Stories of Everyday Life and Violence in Danish Men's Marriages with Foreign Women*).

Report from the Inter-Ministerial Task Force on Ending Gender-Segregation in the Labor Market: "Kvindes og mænds uddannelser og job. Hvordan vi bløder op på det kønsopdelte uddannelses- og erhvervsvalg og det kønsopdelte arbejdsmarked?" (*Women and Men's Educations and Jobs. How Do We Address the Gender-Segregated Choices of Career and the Gender-Segregated Labor Market?*).

DVD: "Hvor kan jeg gå hen?" (*Where Can I Go?*), information for battered ethnic minority women, issued by the Minister for Integration and the Minister for Gender Equality.

Status of the implementation of the Action Plan to Combat Men's Domestic Violence against Women and Children 2005–2008

Fact sheets and collection of links on trafficking in women.

Information brochure: "Stop Volden mod kvinder – bryd tavsheden" (*Stop the Violence against Women—Break the Silence*), published in nine different languages, including Urdu and Somali.

DVD, reprint: "Ung i en herresexet verden" (*Young People in a Male-Sexed World*).

Discussion magazine, reprint: "Ung i en herresexet verden" (*Young People in a Male-Sexed World*).

Tool for budgetary assessments: "Ligestilling af ressourcefordeling" (*Equality and Allocation of Resources*).

Evaluation of the Government's Action Plan to Combat Trafficking in Women 2002–2006.

Evaluation of the Gender Mainstreaming Action Plan: "Fra udvikling til forankring" (*From Development to Internalization*). Rambøll Management.

"Danmarks handlingsplan for det europæiske år – 2007 – Lige muligheder for alle"/"Denmarks Action Plan for the European Year 2007—Equal Opportunities for All" (Danish and English version).

Report: "Fædre med anden etisk baggrund - mellem tradition og modernitet" (*Ethnic Minority Fathers—between tradition and modernity*), by Kenneth Reinicke, University of Roskilde.

The magazine *Lige muligheder for alle* published in connection with the European Year of Equal Opportunities for All.

Brochure: "Brug din orlov, der er nok til både far og mor" (*Take your leave—there's enough for both mother and father*).

DVD film: "Når mænd ta'r forældreorlov" (*When men go on paternal leave*).

"En ligelønsguide til virksomheder, der vil arbejde med at fremme ligeløn mellem kvinder og mænd"—a good practice guide for businesses regarding pay, prepared by the Minister for Gender Equality in collaboration with the Ministry of Employment, the Confederation of Danish Employers (DA) and the Danish Confederation of Trade Unions (LO).

Brochure: "Fakta om ligestilling"/"Facts on equality" (Danish and English version).

Database with statistics published at [www.lige.dk](http://www.lige.dk).

The Web site [www.lige07.dk](http://www.lige07.dk) set up in connection with the European Year of Equal Opportunities for All.

Portrait: "Juniorpædagoger", about boys and men in day nurseries and kindergartens.

Report: "Uddannelsesmønstret blandt mandlige nydanskere" (*survey of the educational profile of Danish men with ethnic minority backgrounds*). LG Insight.



