

Denmark



Women in decision-making: **1.57/5**

Socio-economic position of women: **3/5**

Violence against women: **2.75/5**

Highlights

39% women in parliament and senior ministers

0 no women presidents of the largest companies

77% of infants under 3 in formal childcare

100% of all dependent elderly persons have access to formal care

18 weeks of maternity leave and 2 weeks of paternity leave, both at 100% pay

National Action Plan on specific forms of violence against women, but with no gender analysis

TRENDS:



In 2011, the Danish government launched a national Equal Treatment Body for Gender to assist victims of discrimination, develop independent studies and projects, and present recommendations to the Danish parliament. It is still too early to assess the effects of the work of the Equal Treatment Body, which unfortunately has a limited budget.

Denmark in 2011 elected its first ever female Prime Minister. The Danish government adopted legislation in 2012 concerning women on boards. 1,100 of Denmark's largest companies must set voluntary targets for the proportion of women on boards. The government is also discussing possible legislation on the sharing of parental leave between mothers and fathers.



Two major negative tendencies with regards to the situation in Denmark are that the work for women's right has stagnated, especially with regards to legislation, and that the funding for NGO's as well as the institutional bodies for equal rights is deficient. The good intentions of the centre-left government which came to power in September 2011 have yet to be backed by concrete actions.

Gender mainstreaming has not been implemented effectively and is rarely used as a tool to promote equality. Gender mainstreaming of tax reforms has been delayed.

UNDERSTANDING DENMARK

In terms of decision-making, Denmark joins its Nordic neighbours in scoring relatively well for women in political posts while having no legislative measures in place. In the private sector however, the absence of legal measures correlates with poor performance: there are no women presidents of the largest publicly-listed companies in Denmark and only 16% of board members are female.

More than 60% of women in Denmark are in full-time employment, a high score Denmark also shares with Sweden and Finland. The gender pay gap is nevertheless within the (high) EU average at 16%, and 18.5% of women over 65 are at risk of poverty. Dependent elderly persons do all however have access to formal care.

Denmark has good maternity leave provisions with 18 weeks of fully paid leave. 10 days of paternity leave are also fully paid. Childcare provisions are also good. According to the OECD Organisation, 65.7% of 0-2 years-olds and 91.5% of 3-5 year-olds are in childcare. EU figures on "formal" childcare count 77% of children under 3 and only 53% of those between 3 and school-age.

According to the National Institute of Public Health, about 26,000 women between 16 and 74 are victims of violence from a former or current partner every year. This has declined from some 42,000 in 2000. There are 0.61 places in shelters for women victims of violence per 10,000 inhabitants in Denmark.