



MINISTER FOR
EQUAL OPPORTUNITIES



Report / Perspective and Action Plan 2018

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COLOPHON

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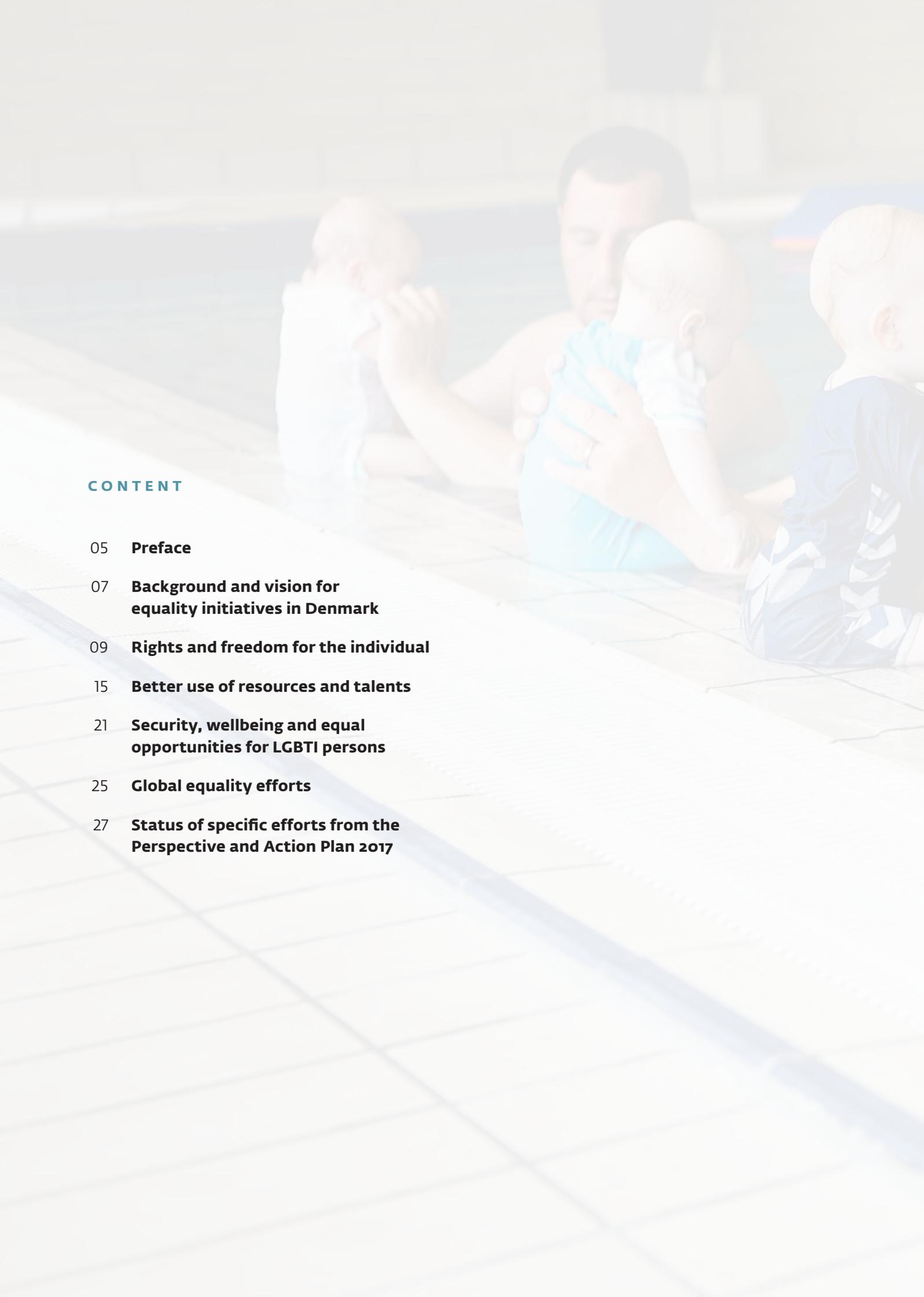
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CONTENT

- 05 **Preface**
- 07 **Background and vision for equality initiatives in Denmark**
- 09 **Rights and freedom for the individual**
- 15 **Better use of resources and talents**
- 21 **Security, wellbeing and equal opportunities for LGBTI persons**
- 25 **Global equality efforts**
- 27 **Status of specific efforts from the Perspective and Action Plan 2017**



Gender equality is the basis for our democracy and a fundamental freedom

Women and men in Denmark have not always had equal opportunities. We have travelled a long hard road to get where we are today. And even though we have not yet reached our goal, we have come a long way. Your future is not determined by whether you were born a girl or a boy, and you have many opportunities regardless of your gender. Today, equal opportunities are the basis for our democracy and a fundamental freedom. Such is life in Denmark. We must hold on to this, including when meeting with cultures where things are different.

Our message must be clear. Equal opportunities, regardless of gender, sexual orientation or gender identity, are paramount and should be accepted by everyone, irrespective of whether they were born in Denmark or come from another country. Equal opportunities cannot be compromised by culture, tradition or religion. We must not accept parallel communities in Denmark where equality is pushed aside. Where young girls and boys are exposed to negative social control by their families, and where rumour and hearsay put personal freedom under pressure.

Young people have to challenge their parents about their outdated norms and values, and we as a society must support them by insisting on debate and awareness on rights, negative social control and gender equality in ethnic-minority communities, even though this can be difficult. Unless we do this, we will be abandoning our duty to the young people and undermine fundamental values in Danish society. This also applies with regard to freedom to choose your own partner and to live openly, irrespective of sexual orientation or gender identity.

The government has set a clear goal to continue its work to promote equal opportunities and freedom for the individual, irrespective of sexual orientation or gender identity. Establishing a coordinating function for LGBTI policies has been a historic move, and together with the parties involved in the Rate Adjustment Pool agreement we have secured funding for initiatives that will enhance security, wellbeing and equal

opportunities for LGBTI persons. It is essential for the government to safeguard personal freedom and Danish openness.

Gender equality is a cornerstone to create space for individual freedom, to seize future opportunities and to continue to develop society. Both women and men must contribute to shaping our society, by taking part in decision-making processes in companies and in politics. Respect for one another, regardless of whether this is at work, in politics or in the public arena, is crucial. The #MeToo movement has demonstrated the need to challenge the taboo around sexual harassment and the need to prevent sexual harassment. Openmindedness and respect go hand in hand.

Young people should not be restricted by gender-stereotypical expectations in their choice of education. Today, we have little idea about the type of jobs that will be available in 20 years' time, but there is no doubt that the future will be digital. Girls and women will also be part of creating the digital society of the future. Similarly, it is important that men are employed in the care and education sectors. Girls and boys need role models, and these may become skewed if they do not also meet men at daycare centres and schools.

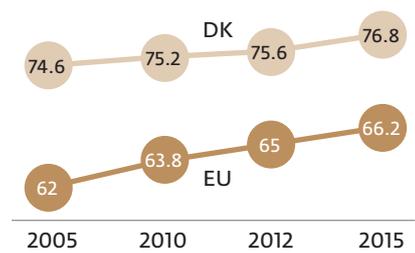
We must be prepared for the future and ready to grasp the opportunities it will bring. We must utilise all our resources in the labour market and in families. Our lives at work and our family lives are undergoing change, and both men and women are increasingly demanding a better work-life balance. It should be a natural for fathers to take parental leave in the same way as mothers.

As history has demonstrated only too well, the road towards gender equality is long and hard, but it is important. Things will not change from day to day: neither in Denmark nor globally. Many different stakeholders have to be engaged in efforts. While addressing emerging issues we need to maintain a long term focus on persistent issues to bring about change. We must be steadfast: everyone must have equal opportunities.



KEY FIGURES:

EIGE's Gender Equality index



Source: EIGE (2015) Scores of the Gender Equality Index

Background and vision for equality initiatives in Denmark

Denmark is one of the most equal countries in the world, and since 2005 Denmark has maintained second place in regular surveys on how far countries in the EU have come with regard to gender equality¹.

Many countries look to Denmark and the Nordic countries for gender equality, but there are still challenges. There is a constant need to work on promoting equal opportunities and gender equality, both in Denmark and internationally. This requires long-term and sustained efforts. It is very much about culture, and expectations as to how women and men, girls and boys should behave and act in society. This is not something that will change by itself. This is why challenges and initiatives may not change from year to year. This Perspective and Action Plan constitutes the framework for governments work to promote equality in the next year. It also aims at ensuring follow-up to the UN Sustainable Development Goals, in particular goal 5 on

gender equality. It is paramount that Denmark takes responsibility for ensuring fulfilment of goal 5; nationally and globally. Global challenges are no excuse for not pursuing ambitious national efforts. The government's vision is that:

“Everyone should have equal opportunities to participate in society and to realise their potential and talent. Everyone has a part to play and no one should experience discrimination based on gender, sexual orientation or gender identity.”

To fulfill this vision a number of specific initiatives will be launched within four priority areas: *rights and freedom of the individual; better use of resources and talents; security, wellbeing and equal opportunities for LGBTI persons; and global gender equality efforts.*



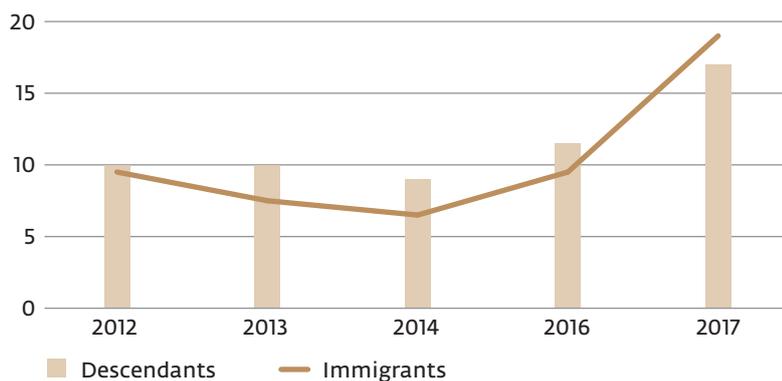
¹ EIGE (2017) Gender Equality Index



KEY FIGURES:

Number of persons who have experienced family members inspect their mobile phone, mail, computer or bag in order to control them

Source: Danish Ministry of Immigration and Integration (2017)
 Medborgerskab 2017: Notat nr. 2:
 Social kontrol blandt nydanskere og personer med dansk oprindelse.



Rights and freedom for the individual

Freedom and opportunity for people to decide over their own body and their own life is a fundamental right in Danish society. It applies to all, regardless of gender, culture and religion. In some ethnic-minority communities, strong social control restricts freedoms and equal opportunities, primarily for girls. Human trafficking, violence and sexism are not only abuses of the individual, they can also have serious consequences for society.

Promote equal opportunities and combat negative social control

Most young people in Denmark have a high degree of freedom. However, some young people experience that rumour and hearsay in the community and negative social control severely restrict their freedom. This applies especially in parallel communities and ghettos which do not have Danish values. Freedoms such as gender equality are often suppressed in these areas.

Negative social control impacts both girls and boys. However, girls are more often subject to restrictions on their free movement, social life, choice of education and boyfriend.

More and more young people with ethnic-minority backgrounds are becoming involved in the debate and are defying this culture. Support, information on rights and an open debate are all crucial to enable young men and women to stand their ground on their right to decide about their lives.

One of the roads to a more independent life and to knowledge about Danish values is to have a job and to participate in civil society activities. When women from ethnic minorities are in the labour market, their children are better integrated and negative social control is reduced.

The ambitious efforts against negative social control and lack of equal opportunities in minority communities will continue. At the same time, efforts will target parallel societies.

Facts

- In total, 59% of immigrant women living in an area with a high concentration of residents with an immigrant background feel restricted with regard to their choice of intimate partner or spouse. The percentage of women who experience social control is much lower, at 22%, if they live in an area in which none of the other residents have an immigrant background.
- A total of 13% of women refugees are in paid employment after three years' residence in Denmark. The corresponding figure for male refugees is 45%.
- Among 25-39-year-old non-western immigrants and their descendants, 23.9% of men and 37.9% of women had completed higher education in 2016.
- Almost four out of ten immigrants and their descendants consider that the man is the natural head of the family. The corresponding figure for people of Danish origin is one out of ten.
- 17% of immigrants and 18% of their descendants have been subject to surveillance by a family member through telephone calls or by being followed. For ethnic Danes, this figure is 10%.
- 53% of women immigrants and their descendants aged 18-29 years reply that they have a high degree of freedom to do the same things as their contemporaries of the opposite sex. For ethnic Danish women, this figure is 92%.
- According to a report from the Danish National Police on honour-related conflicts and crime, in 2006 there were 109 reports/cases, while in 2016 there were 156.

Danish Ministry of Immigration and Integration (2017), *Integration i tal. Nr. 4*

Calculations by the Ministry of Immigration based on register data from Statistics Denmark.

Danish Ministry of Immigration and Integration (2017), *Integration: Status og Udvikling 2017*.

Danish Ministry of Immigration and Integration (2017), *Medborgerskab 2017: Notat nr. 1: Nydanskernes holdninger til kønsroller*.

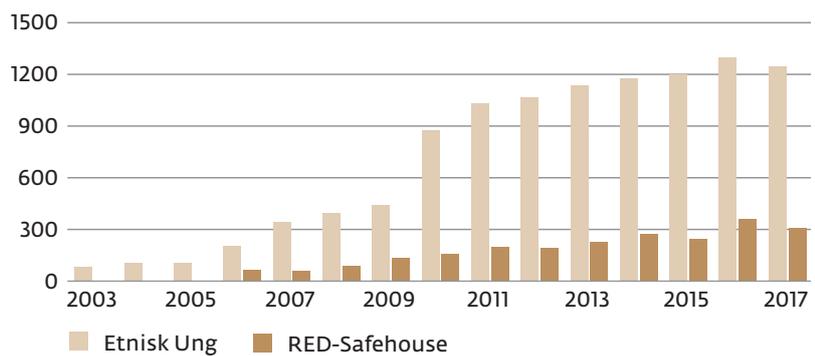
Danish Ministry of Immigration and Integration (2017), *Medborgerskab 2017: Notat nr. 2: Social kontrol blandt nydanskere og personer med dansk oprindelse*.

The Danish National Police (2017) in the Danish Institute for Human Rights (2017) *Ekstrem social kontrol*.

KEY FIGURES:

Number of enquiries

Source: Etnisk Ung (hotline for children with ethnic-minority backgrounds) and RED-Safehouse (shelter for children)



Combat violence in intimate relationships and stalking

Recent years have shown an increased awareness of violence being more than physical violence since stalking and psychological violence can be equally invasive and degrading for the victims.

Young people and men are also exposed to violence in their relationships. Many young people find it difficult to set limits. It can be hard for young people to say 'no' and realise when a relationship is unhealthy.

Regardless of how or against whom violence takes place, there is a need for targeted action to create an equal and respectful society in which everyone feels secure both inside and outside their homes.

Consequently, there is a constant need for developing new measures and to generate new knowledge so that different forms of violence in close relationships, including psychological violence, can be prevented.

Facts

- 35% of young people between 16 and 24 years think that it can be difficult to set limits for what is acceptable in an intimate relationship.
- 33% of young women and 13% of young men between 16 and 24 years, who are or have been in a relationship, have experienced psychological abuse.
- 35% of pupils in 7th grade (13-14 years old) have been subjected to violence by a partner. 32,2% have been subjected to psychological violence.
- International studies suggest that both partners are violent in half of the relationships in which there is violence.
- 10% have been forced to have sex or have been subjected to attempted forced sex in their lives. Of these, 84% were women.
- Only 11% of cases of sexual abuse were reported to the police.
- 82% of sexual harassment is committed against people under 25.
- It has been estimated that every year 100,000-132,000 people are subjected to stalking in Denmark. Of these, approximately 2/3 are women.

Epinion (2017) Survey of households in the "Violence can happen" campaign.

Dokkedahl & Elklit (2018) *Undersøgelse af indbyrdes vold*, University of Southern Denmark.

Heinskou et al. (2017) *Seksuelle krænkelse - omfang og karakter*, Aalborg University and University of Copenhagen.

Research Division of the Ministry of Justice (2013) *Omfanget og karakteren af stalking. En befolkningsundersøgelse*.

CASES:

Youth summit on gender equality, adolescence and negative social control

In the autumn of 2017, a youth summit was held on gender equality, adolescence and negative social control. The summit was a platform for young people to discuss and reflect on their own situation and the situation of others, as well as the dilemmas faced by non-ethnic Danish youth in terms of freedom, control and the grey zones in between. The summit gave the more than 130 young participants a voice in the debate.

Dialogue Corps and network of young opinion makers

The Agency for International Recruitment and Integration runs a dialogue corps of young people and parents who have personally experienced social control and honour-related conflicts. The corps encourages dialogue between young people and others about honour, gender equality, family conflicts, negative social control and forced marriages. This dialogue has been extended to cover gender, sexuality and family. In addition to this, a nationwide network of young opinion makers was established on 1 June 2017, all of whom have personal experience with religious and negative social control and honour-related conflicts. The aim of the network is to support the ongoing involvement of its members in the public debate and to equip them to mobilise more young people in combatting repressive norms and negative social control.

Combat sexism, online sexual abuse and "culture of perfectionism"

With the #MeToo movement, millions of women the wide world have created a virtual demonstration against everyday sexism, sexual harassment and more severe sexual abuse; at work, in the public domain, and on the internet. The multitude of voices have effectively broken the taboo and silence. And they have drawn attention to a widespread problem and a culture that must be stopped.

Sexual harassment and sexism are never acceptable. They must be prevented and dealt with where they take place. Sexual harassment online and offline can have serious consequences for the individual.

Digital and social media are increasingly influencing us all. Social media is where young people in particular share their lives with friends, intimate partners and followers. It is important that there is mutual respect in youth culture: both online and offline. Furthermore, there should be no room for the trend towards a "perfectionism" which especially affects girls. Ideals and norms for behaviour and physical appearance should not be unrealistic or inhibit young people's lives.

It is necessary to focus on mutual respect and courtesy; generally, at work, and on social media.

Combat human trafficking

Human trafficking is a breach of fundamental human rights and a gross infringement of the rights of individuals to exercise control over their own bodies and own lives.

Human trafficking exists in many areas and sectors, e.g. prostitution, forced labour and crime. Women, men and children are exploited. However, by far the majority of victims are still women traded for prostitution. Human trafficking is a serious crime; it is cross-border, and it is often organised. The traffickers are cynical and are constantly finding new ways to exploit their victims.

We need stable and flexible efforts that can be continuously adapted to developments. The framework for measures to combat human trafficking for the period 2019-2021 has already been laid down in a new action plan.

Facts

- 53% of 15-30 year-olds have received nude photos. 22% of 15-30 year-olds have no scruples about sending nude photos of people they do not know.
- A survey of actresses showed that two out of three of those asked had experienced sexual harassment from a superior.
- Women experience derogatory, offensive and harassing comments in debates on Facebook more often than men.
- More women than men refrain from participating in debates on Facebook on refugees, migration, asylum, religion, faith, and integration.
- 16% of the population have been groped or touched on intimate parts of their body against their will.
- 12% of the population have been exposed to derogatory, sexual taunting on the streets.
- 90.8% of young people aged between 0-18 years who have been diagnosed with an eating disorder are girls (2016).
- 3-4% of boys and 9-10% of girls in upper secondary education have poor mental health.

YouGov for the Danish Broadcasting Corporation (DR2) (2016) *Ung, nøgen og udstillet*.

The national newspaper Politiken (2017) *Rundspørge blandt medlemmer af dansk skuespillerforbund*.

Danish Institute for Human Rights (2017) *Hate speech in the public online debate*

Heinskou et al. (2017) *Seksuelle krænkelser – omfang og karakter*, Aalborg University and University of Copenhagen.

The Danish Health Data Authority (2017) *Prævalens, incidens og aktivitet i sundhedsvæsenet for børn og unge med angst eller depression, ADHD og spiseforstyrrelser*.

National Institute of Public Health (2017) *Mental sundhed blandt unge. Results from Ungdomsprofilen 2014*.

Facts

- 731 people were assessed by the Danish authorities as being victims of human trafficking in 2007-2017. The majority of these victims come from Nigeria, Romania and Thailand. 87% of the people assessed as being victims of human trafficking in Denmark are women.
- Globally, almost 24.9 million people are victims of forced labour, including human trafficking.

Danish Centre against Human Trafficking (2018).

International Labour Organization (ILO) (2017) *Global Estimates of Modern Slavery*.

SPECIFIC EFFORTS:

Education on rights and equality in ethnic-minority communities: The Minister for Equal Opportunities will launch an education initiative to provide information and to generate debate on rights, equality and negative social control amongst women, men and young people with ethnic minority backgrounds. The initiatives will consist of an education and debate programme that can be obtained free of charge from language schools, associations, municipalities, etc. The initiative is being funded by the Rate Adjustment Pool and will run until 2020.

Local dialogue meetings on negative social control: The Minister for Equal Opportunities will continue the dialogue with young people and their parents on gender equality and negative social control in November 2017, among other things with publication of a package with inspiration for dialogue and information about negative social control, equality and rights, e.g. in the form of a dilemma game.

Prevention of radicalisation and social control in day-care facilities and education: As part of the agreement on the Rate Adjustment Pool for 2017, the Ministry of Education will initiate efforts to prevent radicalisation and social control through, for example, programmes at daycare institutions, education and capacity building through continuing training for teachers and child and youth educators, as well as development and dissemination of materials. In 2018, in connection with supervision of the freedom and popular governance requirement (frihed- og folkestyrekravet) at a number of private primary and lower secondary schools, the Ministry of Education will also focus on equal opportunities, social control at schools, sexuality education and biology, as well as equally active participation by girls and boys in lessons etc.

New knowledge about negative social control and masculinity in ethnic minority communities: In 2018, the Ministry of Immigration and Integration will launch a study of how young people experience freedom and negative social control. The study will contribute knowledge about the scope and nature of negative social control among young people, it will describe standards and attitudes, and it will identify who exercises control and who is subject to control. In spring 2018, the Ministry of Education will launch a survey among pupils in 6th, 7th and 8th grades (13-15 year-olds) to describe the scope and nature of negative social control in lower secondary schools. Also in 2018, the Minister for Equal Opportunities will publish a study of masculinity and attitudes towards gender equality, social control, the role of the father, etc., especially in ethnic minority communities.

Strengthened efforts for ethnic minorities to take part in the labour market and organised leisure activities: In the context of the 2018 agreement on the Rate Adjustment Pool for immigration and integration, DKK 78.1 million has been allocated for the period 2018-2021 so that municipalities which have received many refugees and people moving to Denmark to be reunited with their families, can employ integration and employment ambassadors. These ambassadors will support business-oriented integration initiatives, and they will have particular focus on improving labour-market attachment for women. A further DKK 24 million has been allocated in 2018-2021 to expand efforts by the Danish Sports Confederation in their Get2Sport initiative. The objective is to enhance recruitment of volunteers and members in sports clubs in marginalised residential areas, including in particular girls and boys from ethnic minorities.

Combat violence in close relationships and stalking: A number of initiatives in the action plan against violence within the family and in close relationships 2014-17 (Handlingsplan mod

vold i familien og i nære relationer 2014-2017) run up to 2019. The action plan is being evaluated, and a process will be initiated to identify the need for new initiatives and measures, including special focus on psychological violence. A new study on the prevalence of both domestic violence against women, men and young people and violence in homosexual relationships will be published in the spring of 2018. Furthermore, in 2018 the Research Division of the Ministry of Justice will prepare a new survey analysing the scale and nature of stalking in Denmark, as well as work on incorporating psychological violence as an independent section in the Danish Criminal Code.

Combating sexual harassment at work: In the wake of the #MeToo movement, in collaboration with the Minister for Equal Opportunities and the Minister for Employment, as well as with involvement from the social partners, a consultation will be held on sexual harassment at work. With regard to Danish companies etc., focus will be on breaking the taboo around sexual harassment and on respect, good tone and courtesy at work. Efforts by the Danish Working Environment Authority against sexual harassment will also be strengthened and the level of compensation for sexual harassment at work will be increased. Finally, the Minister for Culture and the Minister for Equal Opportunities will continue their dialogue with the entertainment and culture sector on how sexual harassment can be prevented and addressed by the sector.

Bill on stronger penalties for gross online sexual offences: As a follow-up to the government's initiatives to strengthen efforts against online sexual offences the Ministry of Justice presented a bill on December 6, 2017, that aims to increase penalties by one-third for serious online sexual offences, see section 264d of the Criminal Code.

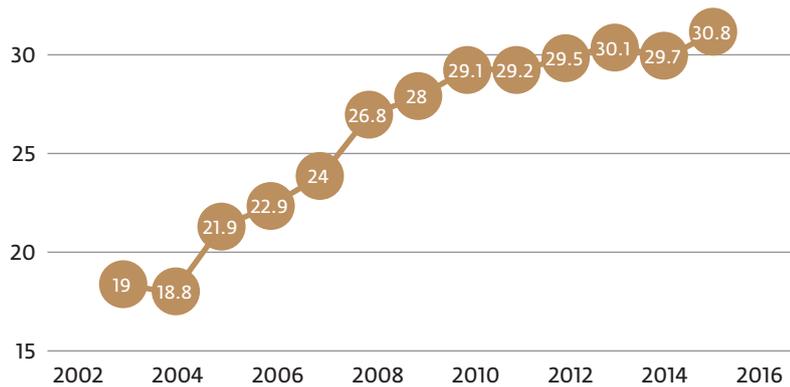
Focus on young people, gender and body: In collaboration with the Danish Family Planning Association (DFPA), Mediehuset and the Mary Foundation, the Minister for Equal Opportunities will focus on the theme "Love yourself - body and ideals" at the annual media competition for schools in May 2018. The aim is to encourage girls and boys in their final years at school to debate and reflect on their perception of their bodies, ideals and standards, including influences from social media. A total of DKK 53 million have been allocated in the 2018-2021 Rate Adjustment Pool to continue to strengthen efforts for people with eating disorders and self-harm through a pool targeted at municipalities, regions and private actors. In addition, experience in the self-harm field will be collated. In 2018, Anti-Doping Denmark will hold a conference on prevention of doping among young people in sports and exercise environments on the basis of a number of municipal initiatives regarding, among other things, meeting the young people in dialogue on body ideals, training and health. Anti-Doping Denmark, the Ministry of Health and the Ministry of Culture have provided advice and support for projects.

Stronger efforts against human trafficking: As part of the 2017 Rate Adjustment Pool, an information campaign will be conducted for relevant stakeholders and potential victims of human trafficking on being a witness, prosecuting organisers, and human trafficking. A children's book will also be written aimed at potential victims of human trafficking, in particular unaccompanied children in the asylum system. An e-learning tool will also be developed to help players who work with minors who are potential victims of human trafficking to obtain more knowledge about the definitions and indicators of human trafficking. In order to ensure continuity in work against human trafficking, funds have been allocated in the Rate Adjustment Pool for 2018 for a new action plan to combat human trafficking for the period 2019-2021. The action plan will increase flexibility in efforts so that they can be adapted to developments.

KEY FIGURES:

Average no. of paid parental leave days for Danish fathers

Source: Statistics Denmark (2002-2016) LIGEFh: Ligestillingsindikator for barselsdagpenge til forældrepar



Better use of resources and talents

Every boy, girl, woman and man must be able to participate in society and to realise their potential and talent. All resources and talents must be utilized in education, work and decision-making processes. This contributes to growth and strengthens Danish society.

Promote equality in the labour market, in management and politics

In Denmark, women and men participate in the labour market on an equal footing, but they typically choose to work within different fields and sectors. This results in a less flexible labour market, contributes to pay gaps, and may mean that individuals fail to utilise fully their potential and talent.

There has been a positive development in the percentage of women elected by general assemblies to company boards. It is important that all resources come into play, so that we realise the full potential. This contributes to better results and to a more dynamic labour market.

We need all talents in politics, in order to manage and set priorities for municipal budgets, and in order to innovate in welfare, the environment and the organisation of society. At the municipal and regional elections in 2017, approximately one-third of those elected were women, and 14 women mayors were elected out of a total of 98.

Denmark has a flexible framework for sharing parental leave. Nevertheless, fathers take only around one-tenth of the total leave and many fathers would like to have taken more leave than they did.

It is necessary to continue to work to reduce the gender-segregated labour market, to promote the proportion of women in management and politics, and to encourage fathers to take parental leave.

Facts

- The proportion of female members of boards of directors of listed companies elected by general assemblies rose from 9.6% in 2012 to 15.9% in August 2017.
- The proportion of female members of boards of directors of the largest companies (C20) including employee-elected members rose from 17.7% in 2010 to 30.3% in August 2017.
- Approximately 60% of all managers have formal qualifications such as MSc in Economics & Business Administration, MSc in Economics or an engineering degree. Only one-third of students taking these courses are women.
- Women who became mothers in 2015 take on average 298 days' maternity/parental leave. Men who became fathers in 2015 take on average 31 days' paternity/parental leave. This is 12 days more leave than fathers took in 2003.
- 43% of men who became fathers in 2015 took only 14 days' paternity leave. This has been somewhat stable since 2008.
- 41% of parents would like to have taken longer leave than they did. One in three fathers feel that lack of support from their employer is a barrier to taking more leave.
- A father taking leave benefits the mother's career and increases the total income of the household. If a father takes one week additional leave, the pay gap between the mother and the father is reduced by up to DKK 14,000.
- Adjusting for the fact that men and women generally have different qualifications, jobs etc., there remains an unexplained pay gap of between 4% and 7%.
- At the election on 21 November 2017, 32% of those standing for municipal or regional office were women. This percentage has remained stable at around 30% since 2005. Following the election in 2017, 33% of those sitting in city councils, and 38% of those in regional councils were women.

Danish Business Authority (2017) *Evalueringssrapport: Lov om måltal og politikker for det underrepræsenterede køn.*

EIGE (2017) *Gender Statistics Database.*

Boston Consulting Group (2017) *Universities are key to unlocking diversity in Denmark.*

Statistics Denmark (2017) *Fædres brug af orlov (update October 2017).*

Danish Confederation of Trade Unions (LO), Joint Council of Salaried Employees and Public Servants (FTF), Association of Danish Lawyers and Economists (DJØF), Danish Metalworker's Union (DM), Danish Society of Engineers (IDA) *Undersøgelse om balance og barsel.*

Rockwool Foundation (2017) *Fars barsel mindsker løngabet mellem mænd og kvinder, og øger husholdningens samlede indkomst.*

Danish National Centre for Social Research (SFI) (2013) *Lønforskelle mellem mænd og kvinder 2007-2011.*

KMD and Statistics Denmark *lists of candidates.*

Local Government Denmark and Danish Regions.

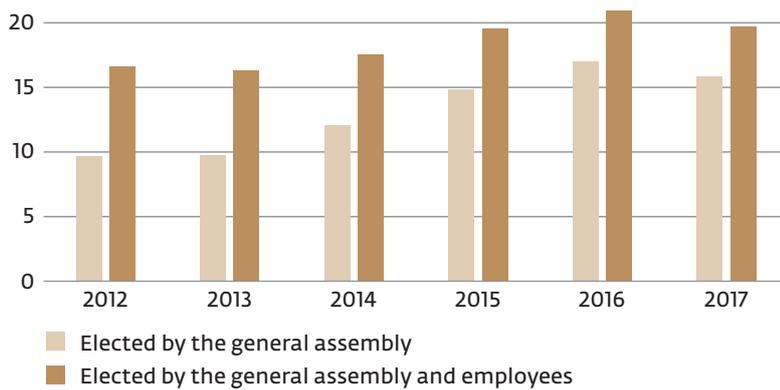
Danish Institute for Human Rights (2017) *Mænd dominerer stadig byrådene.*



KEY FIGURES:

Percentage of female board members incl. foreigners

Source: Danish Business Authority (2017) Progress report: *Lov om måltal og politikker for det underrepræsenterede køn*



Reduce gender-segregated education choices

When girls and boys are faced with a choice of education and training, gender-stereotypical expectations should not determine whether they study to be a preschool teacher or a software developer. Young people should be presented with the whole spectrum of educations and not only those that “suit” their gender according to their parents, teachers and supervisors, for example.

The education system should provide all children and young people with the best possible conditions to learn, thrive and develop. At the same time, it is important that children and young people meet both women and men at their daycare facilities, school and in the education system, so that they have different role models. Digitization will accelerate more rapidly in the future. Today, fewer women than men choose an education within science and IT. It is important that both women and men contribute to technological progress and help shape the future.

It is necessary to continue work to reduce gender-segregated educational choices and thereby the gender-segregated labour market.

Facts

- It has been estimated that there will be a shortage of up to 19,000 IT specialists in 2030.
- 27% of students enrolled on IT education programmes in 2017 were women. This has been broadly unchanged since 2010.
- A single gender accounts for more than 80% of students on more than half of vocational training programmes. A single gender accounts for more than 90% of students on about one-quarter of vocational training programmes.
- Around 70% of the teachers and child and youth educators at public primary and lower secondary schools are women, while more than 96% of teachers in pre-school classes are women.
- On pedagogue programmes in 2016, 73% were women and 27% were men. This is a slight increase since 2007, when 22% were men. There is a larger drop-out rate for men from pedagogue programmes.
- The proportion of women among the scientific staff at Danish universities increased from 27% in 2007 to 32% 2015. In 2015 women accounted for 19.7% of professors, 32.6% of associate professors and 39.4% of assistant professors.

Ministry of Business and Growth (2016) *Redegørelse om Danmarks digitale vækst*.

Ministry of Higher Education and Science (2017) *Optag 2017*.

Ministry of Education databank.

Ministry of Education datavarehus - *Folkeskoler 2016/2017*.

Ministry of Education (2017) *Rapport fra Udvalget om ligestilling i dagtilbud og uddannelse*.

Agency for Science and Higher Education (2017) *Mænd og kvinder på de danske universiteter - Danmarks talentbarometer 2017*.

CASES:

The IT University of Copenhagen has doubled the number of female students enrolled on its software development programme

The IT University of Copenhagen has developed a strategy to increase female enrolment on their programmes. Among other things, the university interviewed their female students and a number of upper secondary female students. Based on the responses, they adjusted their recruitment material. Moreover, the University organises an IT-camp for girls and offers digital skills training at upper secondary schools. In one year, the number of female students enrolled on the software development programme has gone from 12 to 22 percent.

The Board of Equal Treatment, male preschool teachers

In May 2017 the Board of Equal Treatment decided a case wherein a kindergarten had specific guidelines stipulating that only female members of staff were allowed to assist children during toilet visits and in connection with diaper and clothing changes. The Board of Equal Treatment ruled that it is illegal to have different terms for performing work based on gender. The case was brought before the Board of Equal Treatment by the Danish Institute for Human Rights, which since 2016 has had a mandate to bring cases of principle or cases that are in the general public interest before the Board of Equal Treatment.

Mission - Parental Leave for Dads

On 3 November 2017 the government, together with businesses, employer organisations and labour market organisations, launched the campaign “Parental leave for Dads - take it like a man”. The aim is to increase the number of men taking parental leave. Many Danish businesses such as TDC, Ørsted, Mærsk, NCC and MT Højgaard have signed a declaration stating that they support fathers taking leave, that they promote more men to take leave and that they encourage others to as well. The campaign will continue until 2020.

Increase awareness of gender and equality in public authorities and services

The public sector can contribute to promoting gender equality by focusing on the differences in the needs, resources and behaviour of men and women when they design and organise services and programmes, and when they communicate to citizens. For example, this could be relevant regarding health issues, where men have more unhealthy lifestyles in relation to smoking, alcohol and diet.

The equality reviews for 2017 show a positive development in promoting gender equality in the public sector – both in relation to HR and in services for citizens. In HR, far more than half of the authorities have a policy for gender equality and there has been a positive increase in the percentage of women in senior management from 2015-2017. The public sector is also increasingly using gender-segregated data in connection with initiatives aimed at citizens. This applies to campaigns and information materials as well as target group analyses and evaluations. This provides a good basis for work to promote gender equality.

However, the public sector still need to promote gender equality in its services so that gender is always incorporated where appropriate.

Facts

Equality reviews for the period 2015-2017 show:

- That the percentage of female senior management in the municipalities rose from 27% in 2015 to 29% in 2017, while in central government the percentage has increased from 28% to 30% and from 15% to 28% in regional government.
- That around 2/3 of the public authorities consider gender-equality aspects in connection with staff recruitment.
- That 20% of municipalities have drawn up a gender-equality policy in their services.
- That 61% in central government, 65% in municipalities, as well as all five regions stated that they take into account the gender aspect in their core social services for the public in connection with preparation of target-group analyses and evaluations etc. This is an increase for the municipalities of 8 percentage points (from 57% to 65%).
- That the percentage of government institutions take account of the gender aspect in connection with organising campaigns and information on websites etc. have increased by 10 percentage points, from 53% to 63%. That municipalities have seen an increase of 8 percentage points from 52% to 60%, while the regions are unchanged at 100 per cent in the period.
- In 2030, there will be twice as many people living with type 2 diabetes compared with 2010. The total growth will be two-times larger for men than for women.
- 25% of the homeless in 2017 were women. 18% of the homeless women were responsible for the daily care of their children in 2017 compared to 11% of the homeless women in 2015.

Ministry of Foreign Affairs of Denmark (2018) *Resultat af ligestillingsredegørelser 2017 – Hovedrapport*.
National Institute of Public Health (2017) *Sygdomsudviklingen i Danmark fremskrevet til 2030. COPD and type 2 diabetes*.
Danish Institute for Social Science Research (VIVE) (2017) *Hjemløshed i Danmark. National survey*.

CASES:

New regulations on bereavement leave

On 25 January 2018 a unanimous Parliament passed the government's proposal to alter the Consolidation Act on Entitlement to Leave and Benefits in the Event of Childbirth regarding the right to absence if a child dies before the 32nd week after its birth or reception. The change means that from 1 February 2018 both parents are entitled to 14 weeks absence if they lose a child before the 32nd week after its birth or reception.

Equal parenting - for the benefit of the child

The Municipality of Albertslund often sees serious conflicts between parents after a divorce. This takes a heavy toll on the children and gives rise to concern for professionals in the area. Professionals from the social services traditionally only work with the part in the conflict with whom the child resides, and therefore they do not have much influence on the core of the issue. The counselling initiative "Parents together - separately" aims at equalising parent responsibility for the child's well-being, even after a divorce. The initiative involves both parents coequally and insists that parents have a shared responsibility to establish a working relationship under which the child can thrive. This means that fathers are more involved in ensuring the well-being of their children.

SPECIFIC EFFORTS:

Efforts to promote more women in management: The government will engage with selected enterprises and organisations to provide inspiration materials with specific examples of how to work with the gender balance in management. Studies will investigate whether and how it is possible to work with a benchmarking of enterprises covered by the regulations on a more equal gender distribution in management and boards, which have been successful in this area. In cooperation with the recruitment sector it will be assessed how the sector can promote a more balanced representation of women and men in the recruitment base for boards and management. This work will take inspiration from similar initiatives in the UK. Finally, together with relevant unions and selected educational institutions, the Minister for Equal Opportunities will enter into dialogue with young women on gender-segregated education choices, and the importance of education choices for future ambitions regarding a career in management.

More representative municipal councils and regional councils: The Minister for Equal Opportunities will gather relevant knowledge and facts about a more representative gender balance in municipal and regional politics and disseminate this to political parties etc.

Activities and knowledge about fathers on parental leave: In 2018, together with businesses, unions, etc., the government will focus on encouraging fathers to take parental leave through the "Mission – Parental Leave for Dads" campaign financed by the Rate Adjustment Pool for 2017. At the end of 2018, a study will be completed of the effects of how fathers use leave, and a pool will be provided for local information and debate activities on fathers and parental leave.

Debate on gender-segregated education choices: The Minister for Equal Opportunities will focus on how parents, educational institutions and young people can help create a change in culture towards less gender-segregated education choices so that young women consider science and IT as an attractive choice and young men consider care subjects as exciting programmes and work areas. For example, this could be done through campaigns on social media and partnerships with key stakeholders within selected areas.

Focus on girls and technology comprehension: In collaboration with the Department for Gender Quality, the Ministry of Education will hold a conference on girls and understanding of technology to provide inspiration for promoting girls' interest in technology. Following a three-year trial with a one-year optional subject in understanding technology comprehension, gender segregation will be part of the collection of experience in summer 2020. Internationally, work on gender will include collaboration under eTwinning, which is an educational community for European schools, providing a platform and pedagogical development for schools and institutions. From the 2018/19 academic year, the Minister for Education will initiate a trial programme to enhance understanding of technology in compulsory programmes at municipal primary and lower-secondary schools.

New model for payment of child and youth benefits: The government coalition agreement states that the government will explore how the payment rules for child and youth benefits can be changed so that fathers and mothers are treated

more equally. On 22 December 2017, the government presented a model for new rules for the payment of child and youth benefits by which half of the benefits are paid to each parent by default, like in Sweden. However, there are exemptions if only one parent has custody of the child, or if the child predominantly lives with one parent, despite dual custody. The new initiative secures more modern rules and reflects current family patterns. It will be included in the negotiations on a new family-law system.

Inspiration day for women in Defence Command Denmark: As a new measure in 2018, twice a year the Ministry of Defence will organise a national inspiration day at five locations in Denmark as part of a national information campaign for women. The objective is to help young women gain an insight into the reality in Defence Command Denmark, among other things told by women in the forces themselves so that more women will do military service and choose education programmes organised by Defence Command Denmark.

Focus on gender in health initiatives: In 2018, the Ministry of Health will prepare a number of analyses of psychiatry which, among other things, will focus on illustrating the distribution of men and women, as well as the diagnoses that impact men and women, etc. The objective is to create a better understanding of the patient population and thereby a better foundation for policy makers to target action. Furthermore, the Ministry of Health will launch a strategy to prevent compulsive gambling, including focus on prevention of compulsive gambling among young men. A 2016 survey of compulsive gambling by the SFI - Danish National Centre for Social Research showed that primarily young men are at risk of developing dangerous gambling habits.

Research into dietary habits among young men in vocational training programmes: The Danish Veterinary and Food Administration focuses on social inequality in dietary habits in Denmark. Students in vocational training programmes have a less healthy diet than students in at upper secondary schools. As a follow-up to two qualitative reports from 2017 on the motivations and barriers to more healthy eating, dissemination of information regarding healthy food, and professional self-perception among young men, in 2018 the Veterinary and Food Administration will implement a quantitative research assessment of the methods and forms of communication suitable to reach the target group of young men in vocational training programmes.

Survey of homeless women: As part of the Rate Adjustment Pool for 2018, the Ministry of Children and Social Affairs will initiate a survey of homeless women. The purpose is to examine what characterises homeless women, which factors underlie the increase in the number of homeless women, and the significance of this increase for social programmes and initiatives in the homelessness field.

Establishment of a prison for women: The new long-term agreement under the Ministry of Justice regarding the finances of the Probation Service for 2018-2021 includes a decision to establish a prison for women in Denmark. In addition to improving security with regard to preventing harassment and sexual and physical violence from male inmates, a prison for women will allow for more targeted organisation of activities for female inmates. The prison for women is expected to open in 2020.



Security, wellbeing and equal opportunities for LGBTI persons

In Denmark, everyone has the right to choose a partner and to live openly with regard to their sexual orientation and gender identity. Nevertheless, lesbian, gay, bisexual, transgender and intersex (LGBTI) persons² still experience discrimination and prejudice. This has consequences for individuals' security, wellbeing and opportunities to live freely and realise their potential.

Freedom for the individual and greater wellbeing

Many LGBTI persons are socio-economically advantaged people with a career and family life. However, studies also show that LGBTI persons are generally less content, they feel more stressed more often, and they drink and smoke more than the rest of the population³.

Suicidal tendencies are more than twice as prevalent among LGBT persons than among the rest of the Danish population, and actual suicide attempts are about three-times more frequent among LGBT persons⁴. Non-ethnic Danish LGBTI persons are at particularly high risk of poor wellbeing and discrimination.

Many LGBTI persons are not open to their classmates or colleagues about their sexual orientation or gender identity. Not being able to participate in conversations at work about what you did at home or in your time off, for example, can affect wellbeing. And when employees are not happy, absenteeism is often higher, productivity falls, and staff turnover goes up. Therefore, we will make concerted action to promote freedom, security and inclusion so that all LGBTI persons – including from ethnic minorities – can live openly and without fear of discrimination and abuse.

Facts

- 40 percent of LGBT persons are to a limited extent or not at all open about their sexual orientation or gender identity at work.
- 49 per cent of Danish LGBT persons avoid holding hands with a same-sex partner in public for fear of attack, threats or harassment.
- 84% of Danes have witnessed negative comments or similar towards a fellow pupil perceived as an LGBT person.
- 13% of non-ethnic Danish LGBT persons have been exposed to violence from their family because of sexual orientation.
- 15% of non-ethnic Danish LGBT persons feel under pressure to marry against their will.
- 22% of non-ethnic Danes perceive homosexuality as a disease.
- 24% of non-ethnic Danes think that it should not be allowed to have sex with a person of the same sex.

The surveys do not cover intersex people, and therefore the 'I' has been omitted.

Opinion for the Danish Confederation of Trade Unions (LO), the Joint Council of Salaried Employees and Public Servants (FTF) and the Danish Confederation of Professional Associations (AC) (2016) *Måling af LGBT-personers oplevelse af åbenhed på arbejdsmarkedet*.

FRA – Fundamental Rights Agency (2014) *EU LGBT survey*.
Als Research (2015) *Nydanske LGBT-personers levevilkår*.

² In the text, LGBTI is used consistently, although several of the surveys and studies referred to only cover the LGBT group and therefore not intersex people.

³ National Institute of Public Health (2015).

⁴ Christian Graugaard et al., in *Scandinavian Journal of Public Health* (2015) *Self-reported sexual and psychosocial health among non heterosexual Danes*, CASA (2009) *Lige og Ulige? Homoseksuelle, biseksuelle og transkønnedes levevilkår*.

Global efforts for LGBTI rights

Equal opportunities for all, irrespective of sexual orientation and gender identity, are increasingly part of the global agenda. In more and more countries, it is possible for transgendered persons to have legal gender recognition and for homosexuals to adopt and marry. However, the human rights of LGBTI persons are still systematically abused in many parts of the world.

Homosexuality is forbidden by law in more than 70 countries - subject to penalty of death in some⁵ - and in a number of countries the authorities come down hard on public manifestations of LGBTI such as Pride.

Denmark must take the lead and continuously push to promote freedom and the right to be who you are, and live with the person you love.

⁵ ILGA Europe (2017) State Sponsored Homophobia - A World Survey of Sexual Orientation Laws: Criminalisation, Protection and Recognition.



SPECIFIC EFFORTS:

Action plan to promote security, wellbeing and equal opportunities for LGBTI persons: The parties to the Rate Adjustment Pool have allocated DKK 25 million for initiatives to enhance security, wellbeing and equal opportunities for LGBTI persons. The initiatives target areas of concern, e.g. in relation to LGBTI persons from ethnic minorities, transgenders and in relation to openness and inclusion in the labour market, in education, sports and leisure. The initiatives will be part of an overall LGBTI action plan, which will be launched in 2018.

Coordinating function for LGBTI policies: A coordinating function for LGBTI policies has been set up under the Minister for Equal Opportunities to support work on an action plan and ensure continuous and enhanced coordination and knowledge-sharing across the relevant ministries, etc. An inter-ministerial working group has been established with broad participation by the relevant ministries. The individual ministries have the same responsibilities as hitherto.

Evaluation of health and sex education as well as family patterns: The Ministry of Education will carry out an evaluation of the compulsory subject health, sex and family education at municipal and private primary and lower secondary schools. The subject aims at helping pupils understand norms and ideals for gender, body and sexuality and how this understanding is influenced by the society in which we live. The purpose of the evaluation is to follow up on whether teaching in the subject can be improved.

Preliminary study on monitoring the wellbeing of LGBTI pupils: As follow-up on support for the UNESCO Call for Action, the Ministry of Education will launch a preliminary study on

how the wellbeing of LGBTI pupils in the educational system can be monitored to secure in the long term knowledge about the wellbeing of this target group, and where efforts should be made for pupils who are not thriving. Knowledge about the wellbeing of LGBTI pupils will also contribute to meeting the national target in the public primary and lower secondary school reform to improve the wellbeing of all pupils.

European conference on equal rights for LGBTI persons: During its Presidency of the Council of Europe, Denmark will host a conference on rights and equal opportunities for LGBTI persons in relation to private and family life. The conference will focus on issues such as marriage, second-parent adoption, etc. The conference will be held in March in cooperation between the Danish Presidency and the Danish delegation to the Parliamentary Assembly of the Council of Europe.

Danish efforts to promote LGBTI rights globally: The Ministry of Foreign Affairs of Denmark works actively to promote LGBTI rights worldwide. This is among other things done bilaterally through the Danish embassies and missions, which follow developments in the LGBTI area closely at country level. Through dialogue with partner countries and local and international civil society organisations, Danish embassies and missions also work to promote the rights and conditions of LGBTI. Multilateral work is going on to promote LGBTI persons rights, including at the United Nations Third Committee, the United Nations Human Rights Council, the OSCE and the Council of Europe, and Denmark will continue its active involvement in European cooperation in the LGBTI area.

CASES:

Diversity at Work – Best Practice

In 2016, the Confederation of Danish Industry produced the pamphlet “*Diversity at Work – Best Practice på LGBT-området*”, which explains why it is important for businesses to focus on LGBT diversity, and how this may contribute to increased productivity, innovation and employer branding. Furthermore, LGBT Denmark offers the programme “*Empatisk Arbejdsmarked*” to businesses, organisations and educational institutions. The programme combats social exclusion and discrimination against LGBT+ employees and managers.

New transgender legislation

On 1 January 2018 changes to the Danish Health Act entered into force. The changes will help ensure that transgender persons are met with dignity and respect by the healthcare sector. The legislative changes were adopted in connection with Denmark’s decision, as the first country in the world, to move the diagnosis code for transgenderism from the chapter on psychological ailments to a section that is not considered discriminatory or stigmatising. The terminology in the Danish Health Act has been amended so that castration in connection with gender reassignment surgery no longer requires a trans-sexuality diagnosis, but instead must meet the transgender requirement. The requirement that the Danish Health Authority must grant permission for castration as part of gender reassignment surgery has also been removed, and the decision is instead left with the doctor in charge and the patient, as they are best able to determine whether the conditions for castration have been met.



Global equality efforts

Globally, the rights and opportunities of women and girls have been much improved in recent years. However, we still have a long way to go before all the world's women and girls have the right to decide over their own bodies, their own lives, and to equal opportunities in society.

An active Danish effort for women's rights and gender equality globally

The 17 UN Sustainable Development Goals provide the framework for global development efforts up to 2030. Goal 5 on gender equality establishes a global political commitment to strengthen efforts for gender equality. The Danish action plan sets the framework for follow-up of the Sustainable Development Goals across Danish society.

Despite the global political commitment to promoting gender equality and progress in recent years, among other things in relation to schooling for girls, substantial challenges still remain. In developing countries in particular, far too many women are victims of discrimination and violence, and are trapped in traditional patterns; unable to realise their potentials.

Development policy as a lever for gender equality

The Danish efforts aim at securing equal rights and empowerment for women. We have particular focus on promoting women's sexual and reproductive health and rights. It is essential for development that women and girls have the right to decide over their own bodies and the right to choose who they will have children with, and how many they will have. An end to violence against women is crucial as well. Furthermore, it is important to target work to ensure equal opportunities for participation in the public domain, in the labour market, in education and in decision-making processes.

Internationally, Denmark will continue to press for further progress in gender equality globally – primarily in the context of the Nordic Council of Ministers, the EU, the Council of Europe and the United Nations, as well as through development assistance. Denmark can also learn from the experiences of other countries.

Facts

- Globally, more than 15 million girls are married every year before they turn 18. That is 28 girls every minute.
- It is estimated that, every year, 2 million girls become pregnant before they reach 15 years of age.
- In large parts of Africa and Asia, more than 75 per cent of the women who work are employed outside the formal labour market.
- Studies show that more gender equality and active participation by women in the labour market can increase global GDP.

UNICEF (2014) *Ending Child Marriage: Progress and Prospects*.
UNFPA (2015) *Girlhood, Not Motherhood: Preventing Adolescent Pregnancy*.

UN Women (2015) *Progress of the World's Women 2015-2016*.
McKinsey Global Institute (2015) *The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion To Global Growth*.

SPECIFIC EFFORTS:

Danish Presidency of the Council of Europe: Gender equality is one of the five priority areas for the Danish Presidency of the Council of Europe, which runs until May 2018. Denmark will be hosting an international conference in Copenhagen at which the Council of Europe's new gender equality strategy will be launched. Among other things, the conference will focus on women in decision-making, gender stereotypes and women migrants and refugees. A male perspective will also be included. In April, a Danish-Icelandic "Barbershop event" will be held in Strasbourg, focusing on men and gender equality, and in March, the Chairmanship will organise a side event at the UN in March focusing on sexism.

EU gender equality themes: The Bulgarian and Austrian presidencies will focus on women and digitisation, including among young people. As part of this, the European Institute for Gender Equality (EIGE) is preparing a report on young people, equality and digitisation. Work is continuing on the Commission's proposal for the European Pillar of Social Rights, including a proposed work-life balance directive with, among other things, proposals regarding earmarked leave for fathers. The government supports equality on the labour market and in families, but it does not want earmarked leave for fathers.

Nordic Council of Ministers: Among other things, the Swedish Presidency of the Nordic Council of Ministers will focus on promoting men's engagement in gender-equality work, with an international conference on men and gender equality including male violence against women, as well as focus on equality in the labour market.

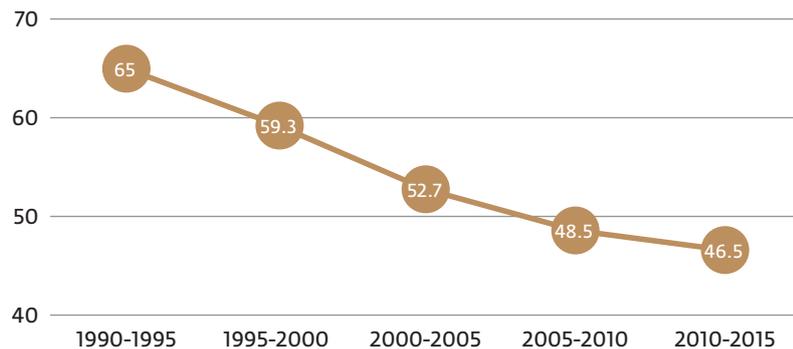
UN Commission on the Status of Women - equal opportunities for rural women and girls: Denmark will work actively to ensure progress in relation to women's sexual and reproductive health, women's rights and women's economic empowerment, access to education and jobs. Denmark will host a number of side events, and participate in bilateral meetings and negotiations.

Danish national action plan for implementation of UN Security Council resolution 1325 on Women, Peace and Security: The action plan aims to contribute to promoting peaceful, progressive and fair societies with more gender equality after war and conflict. Danish efforts will be a combination of humanitarian, military and civilian commitments, as well as through development cooperation. The geographical and thematic areas have various strategic objectives for gender equality.

Focus on gender equality and on women's rights in development assistance: Promotion of gender equality is an element permeating all activities in development assistance, building on long-term strategies and action plans. In its development assistance, Denmark works with cross-disciplinary equality initiatives in priority countries in the Middle East and North Africa and within the framework of the Neighbourhood Programme and in international organisations. Danish-financed humanitarian efforts also include gender-equality and women's rights perspectives with focus on the vulnerability of women and girls in humanitarian crises.

KEY FIGURES:

Teenage births (births per 1,000 women between the ages of 15 -19)



Source: UN DESA (2017) *World Population Prospects*.

Status of specific efforts from the Perspective and Action Plan 2017

PRIORITY AREA	Number of specific efforts	Implemented	In progress	Not implemented
Rights and freedom for the individual	11	6	5	0
Better use of resources and talents	14	5	9	0
Global equality efforts	6	4	2	0
Total	31	15	16	0

PRIORITY AREAS	Implemented	In progress	Not implemented
Rights and freedom for the individual			
National action plan on honour-related conflicts and negative social control		X	
Youth summit on equality and social control	X		
Education on rights and equality in ethnic-minority communities		X	
Increased effort against digital sexual harassment		X	
Survey of young people's perception of gender, body and sexual orientation	X		
Comprehensive efforts against violence in intimate relationships and new national unit		X	
Improved information and research on violence in intimate relationships	X		
Strengthening of the municipal response to stalking	X		
Increased focus on LGBTI persons in the education system		X	
Support for Happy Copenhagen in 2021	X		
Increased effort against human trafficking	X		
Better use of resources and talents			
Follow-up on recommendations from the Committee for Equality in Daycare and Education		X	
Increasing girls' interest in IT		X	
Campaign on use of parental leave by fathers		X	
Change of parental benefit rules for self-employed persons	X		
Evaluation of the "Danish model for a more equal gender distribution on boards"	X		
Reporting of equality reviews	X		
Development of talent barometer	X		
Guidelines for digital communication to both parents		X	
Survey of payment rules for child and youth benefits	X		
Investigation of the possibility of VAT exemption for fertility treatments		X	
Increased effort in relation to men with late consequences of sexual abuse in childhood		X	
HPV vaccination for young men who are attracted to other men		X	
Update on the professional recommendations for rehabilitation and palliation		X	
Action plan for the European Research Area		X	
Global equality efforts			
Increase the economic potential of women globally	X		
A consolidated European focus on equal participation on the labour market and in education	X		
Barbershop conferences on equal opportunities	X		
Chairmanship of the Council of Europe		X	
Active follow-up on UN goals for sustainable development (SDGs), including goal 5 on gender equality		X	
Increase women's rights and combat sexism	X		



**MINISTER FOR
EQUAL OPPORTUNITIES**

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