



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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against Women**

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**Responses to the list of issues and questions for
consideration of the sixth periodic report**

Denmark*

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* Annexes to the report will be made available to members of the Committee on the Elimination of Discrimination in the language in which they were received by the Secretariat.

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Comments by Denmark to the list of issues and questions contained in the report of the pre-session working group prior to CEDAW's thirty-sixth session 7-25 August 2006 (CEDAW/C/DEN/Q/6, 9 February 2006)

General

Question 1: The report contains very limited information about legislation on gender equality and does not contain any information on the de facto implementation of the Convention in Greenland. The State party is requested to provide adequate information relating to Greenland.

CEDAW Convention and the Greenlandic Authorities

Introduction

1. The Convention on the Elimination of All Forms of Discrimination against Women was ratified by Denmark and entered into force on 21 May 1983. The Convention was ratified without a reservation extending to Greenland.

Article 1

2. Greenlandic legislation contains no formal impediment to gender equality. Legislation does not distinguish between women and men, but ensures that all citizens of Greenland are assured the same rights without regard to gender.

3. Women and men have the same rights and the same responsibilities in all areas of society.

Article 2

4. The Greenland Home Rule as introduced by the Greenland Home Rule Act No. 577 of 29th November 1978 is an extensive type of self-government. By the Greenland Home Rule Act, effective from May 1st 1979, the Danish Parliament has delegated legislative and executive powers to the Home Rule authorities, consisting of the popularly elected legislative Greenland Parliament, the *Landsting*, and the Greenland Home Rule Government, the *Landstyre*.

5. The Home Rule Act No. 577 of 1978 contains no provision that specifically refers to gender equality.

6. The Greenland Parliament has passed following acts on equality: Parliament Act No. 5 of 20 May 1998 on the Equal Status Council of Greenland, and Parliament Act No. 7 of 11 April 2003 on Equality of women and men.

7. With the Act on the Equal Status Council of Greenland, the equality work was reinforced, among other things, by the establishment of a secretariat for the Council and a grant from the Treasury. The Equal Status Council is obliged to submit an annual report on its work to the Government and Parliament.

8. The Act on Equality of women and men contains provisions to the effect that the public and the private sector must work for equality and incorporate equality in all planning and administration and that there must be an equal number of women and men in various committees and executive bodies.

Article 3

9. The Greenlandic legislation is based on gender equality. Current legislation aimed at promoting gender equality encompasses these areas.

10. Under the Parliament Act No. 5 of 20 May 1998 on the Equal Status Council of Greenland; the objective of the Equal Status Council is to promote equality of opportunity between men and women in the Greenland society. The Equal Status Council may, at its own initiative or on request, investigate gender equality issues. The Equal Status Council also watches developments in society, acts as an advisory body to the Home Rule Government, the local authorities, and in private equal opportunities matters. Additionally, the Council serves as a link to advisory bodies on gender equality in the Nordic countries and promotes and contributes to the provision of information to citizens and authorities about gender equality.

11. The Parliament Act No. 7 of 11 April 2003 on Equality of women and men contains provisions to the effect that the public and the private sector must work for equality and incorporate equality in all planning and administration and that there must be an equal number of women and men in various committees and executive bodies.

12. Furthermore, workplaces in the public and the private sector, with over 10 employers, the workplaces have now an obligation to make an annual report to The Greenlandic Minister for Gender Equality on their work for equality between genders, first time in 2005. The ministry is now working on a database, to gather the information from the annual reports (questionnaires) and to be able to extract data from the questionnaires. The data extracted from the database is going to be a tool for future work on gender equality for the Government.

13. According to the act, no man or woman can be unequally treated in employment relations. No man or woman can be paid unequally for the same jobs.

Promoting Gender Equality

14. The Council has spend time and money on changing the Council's website, so interested people can read and download material concerning the Equal Status Council's work and projects, such as Gender Equality Act, Violence against Women, Women in Politics, Women in Top Jobs, Women's Representation on Boards, and Men's Groups. You can find the website here: www.nali.gl.

15. The Minister for Gender Equality has requested the Council to work to increase the number of women participating in the political decision-making process. The Council finds it extremely relevant and important to increase the participation of both genders in the democratic decision-making processes. This work has been given priority, and the Council has set up an internal working group with the objective of planning and implementing courses. The course "Women in Politics" was held in 2003 for the first time. Both the Council and the participants

found that the course was a success. In 2005, the Council held another course in “Women in Politics”, with a lot of success.

16. The Council is also aware that contact with the media is important. The chairperson therefore contributes to the media on gender equality issues whenever the opportunity appears.

Article 4

17. To promote gender specific rights does not run counter to the current law on gender equality, when the goal of these specific rights is to ensure attainment of the intent of the law.

18. When women become pregnant, they have the right to parental leave from their employment two weeks before the expected due date and 15 weeks after delivery (from 1st of July 2006: 21 weeks).The women receive an allowance during the parental leave, if they do not have a right to full salary during leave according to their contract of employment.

Article 5

19. The overarching goal of the current Equal Status Council of Greenland is to strive for a shift in attitude so that the Greenland society may demonstrate in practice that women and men have the same rights and opportunities. One way by which to achieve this goal is to arrange for public forums where issues regarding gender equality can be addressed.

20. In addition, the Equal Status Council is preparing for the publication of teaching materials and the review of gender equality ideals within existing teaching materials, such as booklets or through the homepage, or by strengthening the corps of ambassadors in local authority areas and consequently dissemination of knowledge on the act on Equality of women and men.

Article 6

Trafficking of Women

21. Because of the limited population (around 57,000 residents) and because the community is so small, it is believed that engaging in trafficking of women or prostitution is difficult without the authorities becoming aware. No instances of trafficking have been reported to Chief Constable of Greenland.

Abuse of Women

22. In many towns, shelters have been established for women, who can get help in critical situations. By January 1st, 2005, men were also allowed to attend these shelters. The first crisis Center in Greenland was established in 1983 in Nuuk, the capital of Greenland. The Crisis Center offers women (and men), who have suffered abuse, shelter and social, legal and psychological help and guidance. In 2005, there were shelters in 7 of 17 communities; 562 women and 379 children stayed at the shelters in 2005, where 179 have been mentally abused and 101 physically abused.

23. The Crisis Center's are funded equally by the Greenland Home Rule Government and the local municipalities.

24. In 2001, a cooperative research program on women and violence was established by Iceland, Greenland and the Faro Islands. The aim of the research program was to analyze the extent of violence, especially domestic violence, in the three countries. The results of the research program have yet to be published.

Article 7

25. Women and men have the same political rights. Both women and men have the same right to vote and may be elected to the municipal councils, the Greenlandic Parliament, the government executive and the Danish Parliament, which has two representatives from Greenland.

26. Below is an overview of the women's participation in the political life; the latest statistics from the latest municipal elections in 2005 are as follows:

<i>Municipal Council</i>	<i>Total</i>	<i>Women</i>	<i>Women by %</i>
Members	159	38	23.89%
Mayors	18	5	27.77%
Deputy Mayors	34	8	23.53%

In 2005, there were a total of 18 municipalities in Greenland.

Greenland Parliament

<i>Greenland Parliamentary Elections 2005</i>	<i>Total</i>	<i>Women</i>	<i>Women by %</i>
	31	12	38.71%

27. Generally, parliamentary elections are held every four years. On occasion, the Premier calls for new elections and such was the case in 2005.

Management of the Central Government Executive Administration

28. There are currently a total of 8 ministries in Greenland. Three (3) ministers are women, which is equal to 37.5%.

Management of Ministerial Agencies and Institutions

29. There are a total of 13 directorates in the central administration of Greenland Home Rule Government. Among the 13 deputy ministers (directors) 4 are women, i.e. 30.76%.

30. There are a total of 16 government owned companies. In the mentioned companies, there are 15 women of a total of 87 members of the boards, which is equal to 17.2%.

Article 8

31. Women have the same right as men to represent the Greenland Home Rule Government internationally.

32. Greenland and Denmark cooperates in international affairs of particular relevance to Greenland, based on paragraph 11 of the Home Rule Act and act No. 577 of 24th of June, 2005 concerning the conclusion of agreements under international law by the Government of Greenland.

33. The Department of Foreign Affairs of the Greenland Home Rule Government, which include Greenland's permanent Representations in Copenhagen and Brussels, currently has a staff of 11 employees. The composition of women and men is currently 6 to 5 respectively.

Article 9

34. Rights of citizenship is an area under the authority of the Danish Realm. Therefore, one is directed to what is contained in the Danish report on this question.

Article 10

35. In Greenland, girls, boys, women and men have the same rights and the same access to all schools and educational opportunities in all subject areas. Gender equality is a presumption, but is not directly stated in current legislation concerning education.

Elementary School

36. Compulsory, elementary-level education for a total of nine years is provided for both girls and boys. There is no discrimination based on gender in education. Both girls and boys have access to sports, home economics, handicrafts and industrial arts classes in elementary school.

Trade Schools, Baccalaureate Education and Higher Education

37. Both genders have the same access to the trade schools and the high school or baccalaureate education opportunities available in the Greenland. Generally, students leave the country to obtain higher education.

38. In 2002/3 a total of 360 women graduated with a qualifying education; 241 with basic training, 111 higher than basic training, and 8 with a higher education.

39. At the same time 218 men graduated with a qualifying education; 140 with basic training, 63 higher than basic training, and 15 with a higher education.

Article 11

40. Women and men have the same right and access to all types of employment. By January 2004 the work frequency was 83.5%, men 82.5%, women 84.7%.

Wages and Unemployment

41. Greenland Statistics has not available statistics concerning the level of wages in general and the average wages of men and women respectively.

42. Unemployment in Greenland in January 2004 was 6.3% according to Statistics Greenland 6.8% of the unemployed was men, and 5.7% women.

Parental Leave Grant Scheme

43. The Parental Leave Grant scheme was first established by a regulation of the Greenland Parliament in October 1996 (Parliamentary Regulation No. 12 dated 30 October 1996), changes in March 2006 (Parliamentary Regulation No. 1 dated 27 March 2006). This law has major significance for the working conditions of women, because the law gives women the possibility to remain home with their children at parental grant or full pay if they are entitled to full pay according to their contracts of employment, fathers have the right to receive the parental grant.

44. The national treasury bears 90% of the expense of this parental fund scheme, and the local municipality covers 10%.

Article 12**Population Statistics**

45. In 2006, there were a total of 56,901 inhabitants in Greenland, of which 46 per cent were women. In 2003 the life expectancy for Greenlandic men was 63 years and 69.5 years for women.

Health Care System

46. The national Greenland health care system, including the services of the municipal physicians and the hospitals, is provided free of charge for all citizens and legal residents, on the basis of gender equality.

Pregnancy

47. When women become pregnant, they have the option to visit their municipal doctor and the midwife. These visits are provided free of charge. During these visits, the health of the mother and child is monitored. Moreover, women receive appropriate advice regarding, for example, nutrition and exercise.

Article 13

48. Women and men have the same social and economic rights. Women and men have the same access to sports and free-time activities and to cultural activities.

Article 14

49. Women and men living in rural districts have the same rights as all other Greenlanders. However, there is great difference in the living conditions between the rural communities and larger towns.

Article 15

50. Women and men are equal before the law. Women and men have the same right of access to the judicial system. Women and men have the same rights to hold property and women and men receive equal treatment before the courts. The Judicial Reform Commission has proposed a reform of the criminal code and the judicial code. The proposals are based on the said principles.

Article 16

51. Women and men have the same right to enter into marriage, to select a spouse and to seek divorce. Women and men have the same right to enter into a registered partnership. Women and men have the same rights to choose their last name and their occupation.

Constitutional, legislative and institutional framework and status of the Convention

Question 2: Please describe in detail how the Government ensures that Danish law and practice conforms to the Convention, including the procedure used vis-à-vis draft legislation.

52. The Ministry of Justice has issued a guide regarding the elaboration of legislation. In the guide the Convention on the Elimination of All Forms of Discrimination against Women is mentioned as being one of the international conventions on human rights that there must be held attention to during the elaboration of legislation.

53. Furthermore, the Ministry of Justice is examining all draft legislation before a bill is being introduced before the Parliament. The examination of the Ministry of Justice aims at two things:

(a) Firstly, it is being examined whether the draft legislation is in accordance with formal requirements. For example it is examined whether the draft legislation linguistically is in accordance with the general lines, whether the division in paragraphs and chapters is appropriate and whether the explanatory text is sufficient.

(b) Secondly, the draft legislation is being examined in substance. It is examined whether the draft legislation corresponds to the Danish Constitution, EC-law and other general rules and principles. Furthermore, the relationship to general international conventions on human rights is being examined to such an extent as circumstances may require.

Question 3: Please provide examples of whether any laws, policies, programmes or administrative practices have been recently challenged in court as discriminatory on the basis of sex, utilizing the provisions of the Convention. If so, what has been the outcome?

54. The CEDAW-Convention has been invoked before the Danish Supreme Court in one case on discrimination against two women during parental leave. (U.2005.602 H)

55. The plaintiff claimed that the regulations on benefits were indirectly discriminatory against women because mainly women took parental leave. The problem was that benefits during parental leave are low, and the calculation of sickness benefits was made on the basis of income just before the entry of illness, i.e. benefits during parental leave.

56. Earlier the calculation was made on the basis of wages before the leave, and that gave higher benefits during sick leave.

57. The Supreme Court found that it is a fundamental principle that benefits are calculated on the basis of income just before the entry of illness, and this fundamental principle was not discriminatory against persons who were taken ill during parental leave.

The Supreme Court found that the regulations did not conflict with the prohibition of indirect sex discrimination in the CEDAW Convention; the Ministry of Employment was therefore acquitted.

Question 4: Has the manual on how to use the United Nations complaint procedures, including the individual communications procedure under the Optional Protocol to the Convention, been translated into any language other than Danish and made accessible to other linguistic communities?

58. The manual on how to use the United Nations complaints procedures, including the individual communication procedure under the Optional Protocol to the Convention has not been translated into any languages other than Danish. The manual is available at the website of the Ministry of Justice.

Question 5: Has the substance of the annual parliamentary debates on gender equality been reported on by the media or otherwise brought to the attention of the public? What has been the impact?

59. The annual parliamentary debate on gender equality and the Ministers plan of action is broadcasted on live television on the Parliaments web-site and on Danish Broadcasting Corporation.

The report is also debated with NGOs in the field.

On the web-site of the Minister for Gender Equality and on the web-site of the Danish Parliament is a full transcription of the entire debate. Journalists, media persons and the general public can read the debate and make use of quotes and content of the debate.

The Minister for Gender Equality is committed to a number of initiatives by the report and plan of action and by her answers in the parliamentary debate and reports on results in forthcoming reports.

Question 6: Please provide information about the implementation of the action plans that have been prepared by the Minister for Gender Equality for the Parliament since 2002, including in relation to achievements, obstacles encountered and progress to data.

60. Each year the Minister for Gender Equality publishes an annual report and action plan, which describes the achievements reached the previous year (annual report) and the activities planned for the coming year (action plan). The annual

report/action plan consists of 25 to 30 pages, and describes the activities carried out, the achievements and progress and the obstacles encountered.

61. Please refer to the homepage www.lige.dk under the English publications menu for details. Every report has a calendar of the activities carried out and the reports describe the results and obstacles encountered in the previous year. By creating a procedure with the legal base in Act on Gender Equality, the aim is to legalise a strategic framework for the gender equality work. Every year the annual report and the action plan are debated in the Parliament. This secures a parliamentary control with implementation of the Governments action plans.

Question 7: Please provide a description of the staffing and other resources of the department of Gender Equality in the Ministry for Social Affairs.

62. It is not possible to give a specific figure, because at all levels and in many policy fields different civil servants, leaders and researchers are working with either gender, gender mainstreaming or gender equality as a part of their job or a part of the institutions field. Personnel, time and financial resources are allocated for implementing gender mainstreaming at the governmental level, and many ministries initiate and finance research on gender equality. National research centres are also working with gender, gender equality and gender mainstreaming.

63. In each Ministry a high level official is appointed to the Steering Committee for gender mainstreaming. The members of the Steering Committee are responsible for implementing gender mainstreaming in their own organisation and for the overall coordination of the government policies in the field. A focal point or contact person is pointed out in all ministries to coordinate the ministries work and specific initiatives concerning gender mainstreaming. A network with more than 100 officials receives monthly newsletters and participates in training and seminars on gender mainstreaming organised and conducted by the Department for Gender Equality.

64. In the Department of Gender Equality a substantive part of the resources are being used on initiatives concerning gender mainstreaming. Every year for the last 5 years from 20 to 30 million DKr has been allocated to special initiatives aimed at promoting gender equality and about DKK 14 million on the Department for Gender Equality in general.

65. In the Department for Gender Equality approximately 20 officials are working to promote gender equality and coordinate the government's actions.

Question 8: Please describe in detail the information strategy used in respect of the Gender Equality Board and comment on its impact.

66. The publicity strategy for the Gender Equality Board focuses on 4 intervention areas:

- The development and marketing of the homepage (www.ligenavn.dk)
- An electronic news letter
- Strategic placing of information on the Gender Equality Board
- Contacts to the press

67. A new homepage has been developed with an easier “search function”. A short summary of all the decisions made by the Board as well as the verbatim decision is available at the homepage. There is easy access to lodging a complaint electronically with the Board, and access to relevant legislation.

68. Every year the Gender Equality Board publishes their annual report. This can also be found at the homepage. The annual report is send to the press.

69. At the homepage you can subscribe to an electronic newsletter. App. 50 persons receive the news letter. The subscribers receive a copy of the annual report.

70. Information on the Gender Equality Board and the possibilities for lodging a complaint with the Board is placed at the relevant national search engines. For example at www.danmark.dk, the official entrance to public information, and the National Consumer Agency’s homepage which has a list over the possibilities you have in Denmark to complain (where do you complain, if ...).

71. In 2003 the Gender Equality Board send a letter with an information leaflet on the Boards work to all public libraries in Denmark.

72. In December 2003/January 2004 free postcards with information on the Gender Equality Board was distributed at cafés and cinemas all over the country.

73. The impact of the publicity strategy has not been evaluated. In February 2006 there were 4,201 hits at the homepage and in March 2006 6,606 hits. The higher number of hits in March is due to the fact that the Equality Board met in March, and the decisions of that meeting was publicised. There is a tendency to a higher number of hits in the months where the Board meets.

The decisions of the Board are frequently referred to in the press. The members of the Board and the secretariat give interviews to the press providing information on the decisions and the work of the Board.

Question 9: Has the Convention been invoked in any recent cases before the Gender Equality Board?

74. The Convention has not been invoked in cases before the Gender Equality Board.

Stereotypes

Question 10: Please describe in more detail the Government’s order (and guidelines) on initiatives to promote gender equality, including whether there has been or will be an assessment of the impact of the order.

75. The Government’s order from March 2004 on initiatives promoting gender equality (temporary special measures) aims at reducing the bureaucracy when initiating activities aimed at promoting gender equality. It is no longer necessary to get permission from the relevant minister, if the activity falls within the scope of the order.

76. Authorities, employers and organisations can initiate activities aimed at attracting the underrepresented sex. The activity can run for 2 years. It is a condition that one sex is represented with 25% or less. However the underrepresented sex is

not given a preferential status. It is still the best qualified candidate who gets the job or the education/training.

77. It is allowed to establish courses and training for one sex only, if the purpose is to promote gender equality between women and men or to promote women and men's equal access to employment, education and management positions.

78. It is allowed in advertisements to call on the underrepresented sex to apply for a job or an education. The advertisement must only be an invitation, as it is still a prerequisite that the underrepresented sex is not given preferential treatment. The advertisement shall be formulated in a way which allows all applicants irrespectively of their sex to apply for the job or the education.

79. It is allowed for teams to be formed and training given to one sex within the world of sports.

80. The order on initiatives promoting gender equality expires in March 2007. In connection with that an assessment of the impact of the order will be made, providing a basis for decision on whether to extend the order or not.

Question 11: Please provide the results of the joint Nordic research project on how pornography impacts young people's perceptions of their own gender roles and on the outcome of activities aiming at clarifying facts, prejudices and myths about parenthood, family and relationships.

81. The joint Nordic research project on how pornography influences young people's perception of their gender roles will finish in September 2006. The results from the project will be presented at a conference in Norway. The findings from the project will be available at the home page of the Nordic Institute for Women's Studies and Gender Research (NIKK) at www.nikk.uio.no.

82. As part of the project and while Denmark held the presidency of the Nordic Council of Ministers, the Danish Minister for Gender Equality on the 1st of November 2005 hosted a workshop on youth and modern gender roles with at focus on pornography in the public space (mass media, commercials, fashion and music videos). 120 young people from the Nordic countries participated in the workshop, and presented their views to the minister. The views of the young people contributed to a magazine on pornography and gender roles. The magazine, together with a background report to the teachers, was send to all schools in Denmark. The conference received broad publicity in the newspapers, television and radio.

83. The Minister for Gender Equality has had a strong focus on reconciliation of family and work life, especially on the use of maternity, paternity and parental leave.

84. As a European project the Department for Gender Equality produced a leaflet with recommendations for fathers who want to take paternity leave and launched it at a conference for midwives. Included with the leaflet comes a music CD with a lullaby for the babies and their fathers.

85. A leaflet with good advice for companies and workplaces that wish to encourage more men to take leave has also been produced and will be distributed broadly during 2006. The leaflet is based on a survey conducted by the Danish National Research Institute on workplace culture and its impact on men's decisions to take parental leave. On the web-site of the Minister for Gender Equality is a

toolbox designed in such a way as to give quick and easy answers to the most frequent questions regarding men, paternity leave and workplace culture.

86. In 2005 a conference on men and leave schemes was organised by the Minister for Gender Equality for the Nordic countries.

For further information on the Danish initiatives refer to the Update Section.

Violence against women

Question 12: Kindly provide the findings from the International Violence against Women Survey that was expected to be published in 2004, the results of the qualitative evaluation of the independent counselling centres for victims of violence as well as the results, if available, of the cooperative research programme on women and violence covering the Faroe Islands and Greenland.

The Danish International Violence against Women Survey

87. The Danish International Violence against Women Survey, which embraces 3,552 female respondents age 18 to 70, shows that nearly 50 per cent of the women have been victims of physical or sexual threats or attacks since the age of 16. Nearly 5 per cent have been victimised within the year prior to the survey. The corresponding figures for physical attacks are 31 and 2.5 per cent respectively. For consummated or attempted forced sexual intercourse/rape the figures are 8.5 and 0.1 per cent.

88. The perpetrators are almost evenly distributed between partners and non-partners. Most partner perpetrators are ex-partners. The tendency is that both physical and sexual attacks from partners are more often repeated and more serious than attacks from non-partners.

89. Women who have a weak social position by having a poor educational background or who are being single mothers are more often victimised than other women.

90. For the moment, an extensive victim survey including both men and women is being carried out in Denmark. The survey is a replicate of a survey from 1995/96. In an interim report from the present survey it is shown that the present level of violence corresponds to the one in 1995 while, however, the inclination to report an incidence to the police has increased.

Local counselling centres for victims of crime

91. As referred to in Denmark's 6th periodic report, the research unit of the Ministry of Justice has carried out a qualitative evaluation of the local counselling centres for victims of crime established since 1997. The evaluation report was published on 26 March 2004.

92. The main conclusions were that 2.2 per cent of victims of violent crimes consult a local counselling centre and that most of these victims were referred to the centre by the police staff. The expectations of the victims that consulted the centres have generally been met and victims have generally been satisfied with the counselling rendered. No more than roughly half of the annual grants to the centres

totalling 2 million Dkr were used in 2003. However, the main reason for this being uncertainty as to the types of office costs coverable by the grants.

93. The report entails a number of recommendations, including the issuing of a set of common guidelines for the education of counsellors, as well as a more explicit formulation of types of costs coverable by the grants. Also the report calls for a widening of the scope of crimes of which the victims are referred to the local counselling centres.

94. In 2005 the National Association of Victim Counselling Services adopted an action plan which includes initial as well as in-service training of counsellors.

95. The Ministry of Justice is currently in the process of issuing a revised circular letter regarding local counselling for victims of crime. The circular letter will include more specified rules on the reimbursement of office costs incurred by the local counselling centres and the budgeting of such costs. The issue of the scope of crimes of which the victims should be referred to counselling will also be addressed. Please refer to the 6th periodic report for information on the shelters for battered women. Approximately 2.000 women and equally as many children stay each year at a shelter.

Greenland

96. For information relating to Greenland please see question No. 1.

The Faroe Islands (Færøerne)

97. With reference to the Ministry of Health and Social Affairs (Almanna-og Heilsumálaráðið) a cooperative research programme on women and violence was established in 2001 by Iceland, Greenland and the Faroe Islands. The aim of the research programme was to analyse the extent of violence, especially domestic violence, in the three countries. The results of the research programme have yet to be published.

Question 13: The report describes measures to combat violence against women from ethnic minorities. Kindly provide information about the impact of these measures.

98. Regarding violence against women from ethnic minorities, and the impact of the measures taken, an evaluation of the action plan to combat violence against women 2002-2004, was carried out. The evaluation concludes that the activities under the action plan (2002-2004) succeeded in promoting the process of breaking the silence of violence against women. The general public, professionals and politicians no longer view these problems as being private matters. Abused women have achieved easier access to help, and more women know where to get help.

99. The evaluation underlines that professionals' knowledge has increased significantly, but that integrating the knowledge in their workplaces is a challenge still to be faced. It also identified a need to strengthen activities for children who are living in families where violence occurs and ethnic minority women, and also recommended that a nationwide men's counselling service be established. Recommendations that have been taken up with the new action plan for 2005-2008.

100. To help women from ethnic minorities, who are victims of violence the following initiatives have been initiated:

- A 24 hour hotline which offers interpretation service
- Information material and training has been given to personnel working at the shelters on the specific needs that battered women from ethnic minorities may have
- An information campaign targeted at ethnic minority women at language centres all over Denmark. The campaign focused on women's rights in relation to children and divorce, violence and financial conditions. The campaign ran from 2005 to spring 2006. In addition to the campaign a leaflet on "Family, gender and rights in Denmark" has been published. The leaflet is translated in 7 languages
- 5 short films will be published in May 2006. The films illustrate to ethnic minority women what happens, when they meet the women's crisis centre, the local authorities, the regional authorities, the attorney and the police. The films are available in 10 languages. The films will be distributed to language centres and crisis centres
- The information leaflet described in the 6th periodic report on what to do and where to get help, if you are subjected to violence has proven to be an effective and easy way for women to get information. Therefore a new edition of the leaflet, available in 10 languages, will be send out during the summer 2006
- Funds have been allocated to the Danish Red Cross, who is establishing local networks for abused minority women. The idea with the network is, that the women during and after their stay at a women's crisis centre is allocated a contact person, which will help with establishing a new network after leaving the violent partner.

Please refer to the Update Section for information on the new Action Plan to combat men's violence against women and children in the family 2005-2008.

Question 14: How many prosecutions have there been under section 245 (a) of the Criminal Code (on female genital mutilation)? What were the outcomes?

101. Section 245(a) of the Danish Criminal Code (*straffeloven*) concerning female genital mutilation was introduced in 2003, and the annual crime statistics have included information on the provision since 2004. The annual crime statistics shows that no violations of section 245(a) were reported in 2004. There is not yet statistical data available regarding 2005.

Trafficking, and exploitation of prostitution

Question 15: Kindly provide information about the implementation of legislation covering trafficking in human beings that was adopted in June 2002 and about the Action Plan against Trafficking.

102. Regarding legislation: According to the National Commissioner of Police, 14 charges have been brought under section 262(a) of the Danish Criminal Code concerning trafficking in human beings since the provision was introduced in June

2002 and until late December 2005. The National Commissioner of Police is of the impression that the main part — maybe all — of these charges relates to the exploitation of women into prostitution.

103. Regarding the action plan on trafficking: An English translation on the action plan on combating trafficking in women can be found at www.lige.dk under the English publications menu. Please refer to the action plan for details. A total of 30 million Dkr has been allocated to the action plan, with an additional grant of 1 million Dkr allocated to an awareness raising campaign on the situation of trafficked women, to be carried out in the fall of 2006.

104. One of the main intervention areas under the action plan is the outreach work carried out by social workers in the streets, where the victims for trafficking can be found. The outreach work is carried out in Copenhagen, Vejle, the South of Jutland and Aarhus. The outreach workers contact the women on the street, giving them information on health and safety, using that entry point to also talk about trafficking and give information on the support and help the victims can get. An information leaflet on the victim's rights and possibilities for help is available translated into 11 languages. A hotline has been established.

105. Reden — Stop Trafficking which carries out the outreach work in Copenhagen also runs the safe house. As of 30 April 2006 72 women has stayed at the safe house, where as 86 women has declined the offer. It is the experience that the women do not come to the shelter by themselves, but are referred by the police, when they meet the victims of trafficking during police raids at the brothels. While staying at the safe house the women receives medical, psychological and social help, if needed, and their return to their home country is prepared. Reden — Stop Trafficking has an extensive network of NGOs in countries of origin, and the relevant NGO is contacted in order to prepare for the return of the woman.

106. From January 2006 there is also the possibility for the victims to stay at a women's crisis centre. This offer is to victims where it is assessed that their need for protection is not so high. At the women's crisis centre the women can move around more freely, but still it is not possible for anyone to get in.

107. The action plan also focuses on institutionalising the cooperation between the ministries, the police and the NGOs.

- A working group with representatives from the NGOs, the Serious and Organised Crime Agency (SOCA), the police, the Ministry of Justice, the Danish Immigration Service and the Department for Gender Equality has been set up. The working group meets 4 times a year with the aim of exchanging information and discussing current problems and how to solve them
- In January 2005 an anthropologist was hired at SOCA. It is the task of the anthropologist to facilitate the cooperation between the NGOs and the police. An example is that the NGOs are alerted before a raid is to take place. If the police during the raid find victims of trafficking, they are brought to the police station, where the NGOs then have the possibility of talking to the victims and informing them of their rights and possibilities for support
- SOCA is working on a manual on who to investigate cases of trafficking in women. The manual contains information on the cooperation with the NGOs and the support the NGOs can give to the victims (safe house, medical, social

and psychological care). The manual is expected to be finished spring/early summer 2006

- Furthermore, all police districts have appointed a special representative for cases on trafficking in human beings and prostitution (54 in total). The representatives are charged with facilitating efficient relations between the police and the relevant NGOs in cases involving trafficking in human beings. In connection with the introduction of the representative scheme a seminar was held in March 2005 with participation of the representatives for cases on trafficking in human beings from each police district and representatives from social authorities and organisations
- Training on trafficking in women has been offered to the police in 2005. The training activities continue in 2006. The NGOs participates in the development of the material for the seminars.

108. In September the Minister for Gender Equality presented an annex to the action plan, focusing on trafficking in children. The annex can be found at www.lige.dk under the English publications menu. The key elements are:

- The appointment of a guardian for the child. It is the guardian's responsibility to develop an individual action plan for the child, secure that the child gets the optimum support and is placed at a shelter
- The child will not be repatriated before the guardian or the Danish immigration authorities are certain that the child will be received correctly in his or her native country. In some cases, the child must be escorted back to his or her native country. Such decisions entail individualised assessment of each child's needs
- Training in identification and in determining age. Professionals will be trained in identification and in determining the age of children to ensure support to trafficked children as early as possible
- Charting the problem and scope. A survey will be made to determine the scope of the problem.

109. The action plan and the annex will be evaluated in the fall 2006 in order to see what have worked, and what have not. The evaluation will provide input to the decision on how to continue the efforts to combat trafficking in women.

Question 16: Please provide information on the prevalence of prostitution and trafficking in women and girls.

110. It is estimated that there are app. 4,270 prostitutes in Denmark. The figure is a minimum figure based on the visible prostitution, which is advertised on the Internet and in the media. There is no data on the prevalence of trafficked women and girls.

111. In April 2005 the Minister for Social Affairs published an action plan "Another life" for the years 2005-2008; 48 million DKr has been allocated to the action plan. The main intervention area is the establishment of centres which will do out-reach work in order to contact the prostitutes and provide health and social support. In January 2006 the first centre opened in the city of Aarhus, and centres will also open in the city of Odense and the city of Copenhagen.

Question 17: What progress, if any, has been made towards extending Denmark's obligations under the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, to the Faroe Islands and Greenland?

112. Upon ratification of the United Nations Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Denmark made a territorial exclusion in respect of the Faroe Islands and Greenland.

113. Act No. 380 of 6 June 2002 implemented the amendments to Danish Law that are necessary to ensure that the United Nations Protocol on Trafficking can be applied in Denmark. This Act has not yet been brought into force in respect of the Faroe Islands and Greenland.

114. In respect of Greenland, the Commission on Greenland's Judicial System (*Den Grønlandske Retsvæsenkommission*) was set up in 1994 with the main task of performing a thorough review and reassessment of the entire judicial system of Greenland and on that basis to make proposals for its — possibly fundamental — revision. The Commission issued its report in 2004. Attached to the report is a draft Penal Bill for Greenland which contains a provision on trafficking in human beings. This provision is similar to Section 262 a of the Danish Criminal Code as amended by Act No. 380 of 6 June 2002.

115. The Danish Government is currently awaiting the Greenland Home Rule's comments on the report. Hereafter, the Government will — in cooperation with the Greenland Home Rule — adopt a political position on the various proposals and recommendations in the report with a view to the furthest extent possible to present a bill for Parliament (*Folketinget*) as soon as possible.

116. In respect of the Faroe Islands, the Danish Government has recently requested the Faroe Home Rule Government for its possible approval of the bringing into force on the Faroe Islands of a number of recent amendments to the Criminal Code, including those contained in Act No. 380 of 6 June 2002.

Faroe Islands

117. With reference to The Ministry of Health and Social Affairs (*Almanna-og Heilsumálaráðið*) the Faroese Minister of Interior is engaged at present with assuring that the United Nations Convention against Transnational Organized Crime and its Protocols will enter into force in the Faroe Islands. The Faroese Minister of Interior intends to submit this convention before the Faroese Parliament for endorsement. At present it is not known when this will happen.

Participation in political and public life and representation at the international level.

Question 18: Have there been any increases in the numbers of female local councillors and female mayors as a result of the initiatives undertaken by the Department of Gender Equality?

118. There has been a slight increase in the number of female local councillors, and a decrease in the numbers of female mayors.

119. The election to the Danish municipalities was held in November 15th 2005. This election has been extraordinary in the sense that the number of municipalities was reduced from 271 to 98. Out of the 2,520 councillors 27.4% are women. This is an increase of 0.5% from the election in 2001. Prior to the election, it was assumed that the number of female councillors would be reduced due to the fact that there all in all were fewer seats in the city councils available.

120. The share of female mayors was 9% after the election in 2001. This percentage was 7% after the 2005 election.

121. It was the expectation that the numbers of female mayors would fall. The relatively minor decrease in the number is therefore viewed as a positive result of the initiatives taken by the Minister for Gender Equality, both the leaflet as described in the 6th periodic report as well as a personal letter from the minister to the local branches of the political parties encouraging them to promote women candidates at the election lists.

Greenland

Please refer to question No. 1.

Question 19: What temporary special measures, if any, are being contemplated in the Faroe Islands to increase the number of women in political and public life?

122. By the end of 2005 the Minister of Health and Social Affairs appointed a committee with the assignment to encourage more women to participate in politics. The committee with its 10 members is manned with representatives from the political parties, The Gender Equality Commission, The Association of Faroese Municipalities, The Union of Faroese Women and The Association of Municipal Authorities.

123. The mandate of the committee is:

“The committee is to stipulate cross-party initiatives to increase the influence of women in political decisions in order to add to the number of women in Parliament and the municipal councils so that their representation is in accordance with the other Nordic countries.”

As of January 1, 2006, the matter of gender equality was transferred to The Ministry of Trade and Industry.

Question 20: In concrete terms, what has been the impact of the Action Plan for Equality in the Foreign Service 2000-2004, particularly in respect of senior-level management positions in the Ministry of Foreign Affairs?

124. There has been a positive development in the number of appointments of women at senior-level management in recent years. It is fair to say that the Action Plan has contributed to this development.

125. In 2005, 22 out of 157 or 14 per cent were women at senior civil servant level representing a 2 per cent increase compared to the last reporting period in 2003. A growing number of women have been appointed at senior level in the latest nomination rounds. In the last two nomination rounds at senior level the female ratio was as high as 33 per cent (2004) and 30 per cent (2005). In comparison the ratio was 26.7 per cent in 2003.

126. In general, each year, the number of nominations at senior management level is limited. Therefore, although the trend is going in the right direction, it does take time to change the overall picture of the representation of women at senior level in the Ministry of Foreign Affairs. The most recent recruitment of staff to the Ministry of Foreign Affairs represents a balanced number of men and woman.

127. In 2005 the Ministry of Foreign Affairs adopted a new plan of action for "Equality in the Foreign Service 2005-2009". The plan implies further supportive measures in order to achieve greater gender equality at senior management level in the Foreign Service. A pilot mentor program for potential female leaders is thus put into force in 2006-2007. Furthermore the procedures for applying and appointing staff to management level posts have been made more transparent.

Education

Question 21: Are the educational opportunities described in the report available to non-citizens, as well as Danish nationals who are from minority ethnic groups?

128. All persons with permanent residence in Denmark have access to adult education, irrespective of nationality.

Question 22: The report states that an inter-ministerial working group would be established in 2004 to study how desegregating the labour market might help to combat unequal pay. Kindly provide information on the outcome of the study, including any recommendations for action to desegregate the labour market and reduce the wage gaps.

129. Denmark maintains rather high participation and employment rates, in particular for women. However, the Danish labour market is gender segregated and this among other things is causing gender pay gaps. There is still a pay gap, which cannot be accounted for, of 2.6% between women and men's wages.

130. Therefore an inter-ministerial working group has been established to help desegregating the labour market and in this way combat unequal pay. The group has initiated a research report on the gender segregated labour market. The report was published in February 2006, and it contains a thorough mapping of the Danish labour market in terms of education and employment. This report is the first of its kind in many years, and has helped to focus the efforts to desegregate the labour market.

131. The inter-ministerial working group has published a leaflet on women's and men's education and jobs. The leaflet gives recommendations and advice on how to help broadening women's and men's qualifications and desegregate the labour market. The leaflet recommends to focus on the qualifications of guidance counsellors and to make sure, that gender is not an obstacle when girls and boys, men and women choose educations and career paths. The Ministry of Employment and the Department of Gender Equality are, together with the two sides of industry, working on a practical guide to companies working with equal pay.

Question 23: Kindly provide information, including statistics, if available, about the implementation and impact of the amended rules (2002) on maternity, paternity and parental leave.

132. The new regulation "One year's flexible parental leave" is characterized by:

- 52 weeks of paid leave per birth with the right to 8 or 14 weeks extension. (In the case of extension the payment is reduced.);
- Maternity leave equals 4 weeks before expected birth and 14 weeks after birth;
- Paternity leave equals 2 weeks after birth;
- Parental leave equals 32 weeks. The parents have the right to postpone part of this period, but it must be used before the child reaches the age of 9;
- Flexible use of paternity leave including partial resumption of work or use of single days of parental leave can be negotiated at the individual workplace.

133. The goals have been:

1. To improve the possibility for parents to take care of their small children at home.
2. To improve the right for paid leave, increase the payment and introduce more flexible rules, and thereby increase the possibilities for parents and families to create a good balance between worklife and family-life.
3. To create a better incentive for fathers to use more weeks of parental leave.

134. At this point (April 2006) we have general information regarding the duration of the parental leave used by mothers and fathers. For children born in 2004 the average period of parental leave has been 41.4 weeks. Mothers have used 38.8 weeks and fathers have used 2.6 weeks — on the average. The general impression is, that more parents use the possibility for flexible solutions in the new regulation. It is however difficult to show because of (a) the possibility of postponement of part of the parental leave, that might eventually not be used anyway and (b) statistical limitations due to the quality of the registration. During the coming year the Ministry of Family and Consumer Affairs is planning to evaluate the new regulation.

Question 24: As a result of the studies undertaken in 2000, what action, if any, is being taken to help women entrepreneurs overcome their reported negative tendencies.

135. In Denmark, the proportion of female entrepreneurs starting a new business is about 33%, which is lower than is typical for developed societies. Danish Key Informants believe that the entrepreneurial environment in Denmark is actually positive for women. However, in Denmark the prevalent ratio of entrepreneurial activity by gender is lower than in the majority of countries studied by the Global Entrepreneurship Monitor (GEM).

136. Many women work in the public sector and when comparing opportunities to necessity Denmark is among the countries where relative few people decide to start business because of necessity. Denmark does not have specific schemes to promote entrepreneurship among women. However, there are initiatives particularly directed towards female entrepreneurs in order to assist during the start-up period as well as female networks. These initiatives are mainly initiated privately but there are also some partly public financed activities. In addition some projects financed by the EU structural funds are focusing on female entrepreneurs. There is a specific focus on women from ethnic minorities in a number of the projects.

Question 25: Please comment on the repeal of the bill on sex-disaggregated wage statistics mentioned by the Women's Council in Denmark.

137. The Act on gender-segregated wage statistics of 2001 was not repealed, but merely postponed in 2002. The newly appointed Government did not think the Act of the former Government was the most appropriate means to reduce the pay differentials between men and women. Therefore, the Government introduced its own proposal and submitted it to the Folketing (Danish Parliament) in November 2005. The Bill has not been adopted as yet.

138. The idea behind the Bill is that big companies are to cooperate with the employees on essential personnel policies. Pay differentials between men and women are going to be included here. Thus, all big companies have to establish gender-segregated wage statistics which the companies are required to debate with the employees on works councils in order to decide how pay differentials are to be dealt with.

139. The companies are already obliged to give information on the pay conditions of their employees to Statistics Denmark in order to enable Statistics Denmark to establish detailed gender-segregated yearly wage statistics for the entire Danish labour market. Statistics Denmark establishes the new gender-segregated wage statistics for companies free of charge, if the companies so wish. Companies are also entitled to draw up an account of the situation of significance for the remuneration of men and women in the company if the employees agree to it. This account is to ensure that more long-term initiatives are made possible.

Health**Question 26: Kindly provide information on the Government's evaluation of the implementation and impact of the action plan to decrease the number of induced abortions in Denmark.**

140. The National Board of Health has made an evaluation of the implementation and impact of the action plan to decrease the number of induced abortions in Denmark.

141. According to the evaluation, it is difficult to say whether the plan has contributed to the observed decrease in abortion, since there has been a decrease in the number of induced abortions even before the plan was introduced. However, the evaluation concludes, that the action plan very likely has contributed to the constant fall.

142. The evaluation examines every single activity in the action plan. The major conclusion is that in the future the focus should be on larger projects. Furthermore these should be directed towards groups at risk, i.e. women who have just given birth and ethnic groups.

143. In 2004 the share of induced abortions consisted of 12.3% per 1000 women and almost half of all abortions was a medical induced abortion.

Question 27: What action is being taken to educate minority and foreign women in Denmark about HIV/AIDS and to overcome the factors that make them more vulnerable to the virus, given that they are said to make up the majority of infected women?

144. In total 1,339 immigrants i.e. 630 men and 709 women out of a total of 5,300 have been reported to be living with HIV in Denmark.

145. In 2005 300 newly diagnosed HIV infections were reported in Denmark, 96 persons of which has immigrant background. The two largest groups of immigrants represented in the statistics, are people originating from Africa and from Asia, which reflects the epidemic in these countries and regions. Most of the HIV positive immigrants living in Denmark have been infected in their originating countries.

146. In the last 4-5 years, focus on the HIV/AIDS preventive effort targeting ethnic minorities has increased in Denmark. The Danish National Board of Health has prioritized the effort both according to an increase in the production of informational material and of financial support to the area and by underlining the need for a strengthened effort in the Board's four-year strategy paper.

147. The National Board of Health has made the Danish AIDS-Foundation the primary collaboration partner in the field merging a Counseling Unit and a Project and Knowledge Unit.

148. In 2004 almost 6,000 people contacted the counselors for information and guidance on issues concerning HIV/AIDS. Most of the persons who contacted the counseling were women, and approximately 80% of the counseling was done by phone. The task of The Project and Knowledge Unit is to enter into dialogue with different community based immigrant organizations and on a partnership-based approach define, develop and implement HIV/AIDS related activities. The Unit supports the collaborating partners with both health professional aspects and financial assistance, and the Community Based Organizations (CBOs) contribute with their knowledge on specific cultural and linguistic matters relevant to all the phases of the activities.

149. The participatory based approach and methodology developed by the Project and Knowledge Unit has highly increased the HIV/AIDS preventive activities in the ethnic communities. The ethnic minority organizations and associations have in general responded very positively to setting HIV/AIDS on the agenda in their communities, and changing the strategy from a more top-down preventive effort to the participatory based approach.

150. In general there seems to be an increasing focus within the health system to upgrade the effort targeting ethnic minorities. As an example a network for health professionals and representatives from different NGOs working with ethnic minority groups were initiated in 2005.

151. In the future there will be focus especially on adolescents with other ethnic background than Danish. Knowledge on ways of transmission and on contraception will be ensured through information made available for the adolescents in sport clubs and youth clubs.

152. Concerning the preventive work, another and very important future task is to ensure that people living with HIV are taking an active role in the preventive strategies.

153. Most projects embraces both sexes, a few only targets women, for example, Thai prostitutes. In some cases with Somalis, men and women have received education in separate rooms.

Marriage and family relations

Question 28: How many women have been denied family reunification under Act No. 365 of 6 June 2002 as compared to men?

154. From 1 July 2002 to 31 December 2005 a total of 3,960 women have been denied family reunification. In the same period 2,223 men have been denied family reunification (Roughly, twice as many women as men have applied for family reunification from 2003 to 2005).

155. From among the 3,960 women, 215 have been denied family reunification because the person already residing in Denmark could not prove his/her ability to maintain the spouse, and 119 have been denied family reunification because the person already residing in Denmark had received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application was submitted.

156. From among the 2,223 men, 121 have been denied family reunification because the person already residing in Denmark could not prove his/her ability to maintain the spouse, and 57 have been denied family reunification because the person already residing in Denmark had received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application was submitted.

On what basis is the decision made as to whether an applicant is able to maintain the foreign spouse?

157. The individual already living in Denmark must document that he or she earns enough to support the spouse applying for a residence permit.

158. The Danish Immigration Service will use a standard evaluation to determine whether or not the support requirement is fulfilled: The income earned by the person already residing in Denmark must be above the amount that the spouses would be entitled to get if they both received start allowance. Start allowance is the economic assistance foreigners can be entitled to get before they are entitled to welfare assistance. The amount is regulated annually.

159. In its evaluation of the ability of the person already residing in Denmark to fulfil the support requirement, the following sources of income are primarily considered:

- (a) Private means;
- (b) Wage or salary income;
- (c) Positive income earned from an independent business;
- (d) Public and private pension income;
- (e) Certain public benefits.

160. Welfare assistance and start allowance paid out under the Act on an Active Social Policy, or unemployment benefits as defined by law on unemployment assistance are not considered sources of income.

161. As a general rule the support requirement must always be met. Though, extenuating circumstances can result in an exemption. Such an exemption can for

example be given when the person living in Denmark is a woman who due to maternity leave cannot fulfil the support requirement, when the woman after the maternity leave returns to a job which — both before and after the maternity leave — enables her to maintain a spouse.

162. Exemption will also be given if a refusal of family reunification otherwise would be contrary against Denmark's international obligations, for example the European Convention on Human Rights.

Question 29: What has been the actual impact of Act No. 1204 of 27 December 2003, which amended the Aliens Act regarding marriage with a close relative from a foreign country?

163. The rule of presumption introduced in Act No. 1204 of 27 December 2003 is a supplement to the age requirement of 24 years for both parties introduced in Act No. 365 of 6 June 2002. The purpose of these rules is partly to enhance the legal efforts against marriages contracted forcibly or under pressure against a party's own desire.

164. Since 2002 there has been a considerable decrease in the number of aliens from non-western countries under 24 years of age who have married a person living in a foreign country. Thus, in 2001 a total of 852 aliens from non-western countries under 24 years of age married a person living in a foreign country. In 2004 this number was decreased to 317. Furthermore, in 2003, 2004 and 2005 respectively, 335, 213 and 127 persons were refused family reunification because of the age requirement of 24 years.

165. In 2003, 2004 and 2005 respectively, 5, 7 and 33 persons were refused family reunification because it was considered doubtful that the marriage was contracted at both parties' desire. The numbers shall be seen in the light of the fact that the rule of presumption came into force on 1 January 2004 and applies to aliens who apply for family reunification from this date.

Update section on initiatives since the 6th Danish periodic CEDAW report

Update

Gender equality — government results since 2001

166. Gender equality policy in Denmark is under constant development. Annual action plans put new themes and initiatives on the agenda, and new legislation is presented and adopted to strengthen gender equality. See the attached annex for a list of the government's initiatives. This update highlights some of the initiatives launched since Denmark's sixth periodic report from June 2004, which were not included in the answers to the Committee's questions.

Gender mainstreaming

167. We are still working actively to extend the mainstreaming strategy. We have developed specific tools for making gender assessments of bills, budgets, campaigns and statistics. The ministries report the bills that they recommend for a more thorough gender equality assessment, and projects are selected for a budgetary gender equality assessment. All ministries must also select a strategy for enhancing the competencies of their staff.

168. We are actively trying to extend the gender mainstreaming principle to the local authorities. On the basis of specific projects, we intend to prepare toolboxes containing tools aimed specifically at the local authorities. In connection with a major merger of Danish local authorities, we have also issued a checklist to the merger committees highlighting the areas where it is particularly important to consider gender equality.

New legislation

169. One of the new legislative initiatives involves an amendment of the Danish Act on Gender Equality ordering organisations nominating members for local committees to nominate both men and women. A similar act applies in the central government area.

Gender equality in relation to ethnic minorities

170. The work to promote gender equality in relation to ethnic minorities is a high-priority area. The following describes some of the many initiatives in this area:

Action plan: Employment, participation and equal opportunities for all with ethnic minority backgrounds (2006)

171. In December 2005, the government launched a new four-year action plan. The object of the action plan is that women and men with non-Danish ethnic backgrounds are not prevented from exercising their freedom of choice and denied the possibility of participating in training, work and associations due to gender-linked prejudices or barriers.

172. The initiatives focus on (1) imparting both boys and girls with non-Danish ethnic backgrounds with skills enabling them to complete a youth education programme, (2) converging focus on gender and ethnicity in the employment effort to provide women and men with equal opportunities to get a job and (3) providing women and men, boys and girls, with equal opportunities to participate in associations and recreational activities regardless of gender and ethnicity.

173. The action plan comprises more than 50 specific initiatives, including information meetings on women's rights at language schools, dialogue meetings with fathers and sons, mothers and daughters, outreach work in residential areas and helping the most marginalised women enter the labour market.

The government's action plan in the period 2003-2005 to counter forced marriages, semi-forced marriages and arranged marriages (2003)

174. In August 2003, the government launched an action plan to counter forced marriages, etc. The government's objective was to support and help young people exposed to pressure and force in connection with marriage and to contribute to increase focus on conjugal difficulties of young people from ethnic minorities in Denmark. Furthermore, the aim is to transmit information on the intervention areas to everybody working with ethnic minorities such as medical doctors; social workers; visiting nurses; teachers and youth-workers etc. Finally, the purpose is to contribute to effective integration activities and increased gender equality. The Action Plan contains 21 interventions, of which some are still ongoing. From 2002-2005 DKK 40 million were earmarked for interventions related to the elimination of

domestic violence and forced marriages amongst ethnic minorities. The action areas included information, dialogue and cooperation, counselling, enhanced local action, girls' clubs, residential facilities as well as research and documentation.

Men's violence against women

Action plan to stop men's domestic violence against women and children (2005)

175. A total of 74 million Dkr have been earmarked to stop men's domestic violence against women and children in the period 2005-2008. The actions comprised by the action plan are aimed at victims and perpetrators as well as professionals and focus is converged on preventing anchoring. In addition to the action plan, a number of legislative amendments and administrative changes have been implemented.

176. Act No. 427 of 9 June 2004, amending the Danish Aliens Act, introduced a provision implying that, unless exceptional reasons make it appropriate, family reunification may not be granted if the person living in Denmark has been convicted of violent acts against a former spouse or companion during a period of 10 years prior to the decision. The provision of a 10-year deferred period was made to reduce the risk that aliens coming to Denmark because of family reunification are exposed to violence from a spouse, who has been convicted of such conduct against a former spouse or companion within the past 10 years.

177. The Danish Administration of Justice Act was amended in June 2005 in order to strengthen the legal position of rape victims and other severe sexual crimes. Accordingly, a legal advisor will always be assigned to these victims and will thus be able to assist during the process of investigation and preparation of the criminal proceedings. As a consequence, the Ministry of Justice is currently revising a brochure that the police hand out when such assaults are reported to the police. The revised brochure is a supplement to the counselling provided by the police and contains comprehensive information about the legal rights of the victim before and during court proceedings as well as information about other relevant offers, e.g. counselling centres for crime victims, medical assistance, etc. A draft of the revised brochure has been distributed to a number of interested parties for comments, e.g. representatives of the health and social authorities, the judiciary, law enforcement officials, lawyers and victims associations.

Men and gender equality

178. As described in the answers to the Committee's questions, we have launched a number of initiatives to make men accept a greater share of the child-care leave. We have also focused on men and health. In addition, we have founded a gender-equality award, which the minister bestows on a man who has made a special effort to promote gender equality.

Equal pay

179. We have launched a number of initiatives to break down the gender-segregated labour market. At the moment, we are putting the finishing touches on a guide on equal pay for companies. The guide is being prepared together with the government and the social partners. The objective of the guide is to provide companies with a tool enabling them to promote equal pay in the companies.

Women and research

180. In 2005, the government set up a think tank with a view to bringing more women into top positions in the research sector. The think tank published a report with a wide range of recommendations for universities and research institutions on how they could help increase the proportion of female researchers and thus become better at using the entire pool of talent available.

Women and management

181. As part of the effort to increase the share of women in top management, we have launched the following initiatives:

Women are golden (2005)

182. In February 2005, the Minister for Gender Equality published a report that for the first time in a Danish context documents that companies stand to gain financially from having both women and men in their management.

Corporate networks — women in management (2004)

183. In concert with a large number of Danish companies, the Minister for Gender Equality established a network for companies working to raise the proportion of female executives in their management systems in the autumn of 2004. This forum paved the way for mutual exchange of strategies and knowledge sharing among companies. More than 200 companies will be participating in the network in 2006 and some have launched ambitious and targeted measures to increase the proportion of women. Two or three meetings have been held a year with different big Danish companies.

Initiatives in respect of women in management in the private sector (2003)

184. To raise the proportion of female executives in the private sector, the Minister for Gender Equality set up cooperation on recruitment of female executives with the private sector. A website (www.lige.dk) was established, statistic background material was prepared on the distribution of executives in the private sector and a toolbox was created for company executives and HR staff wanting to work on this field. More than 7,000 companies received information and a debate magazine on women and management.

Young people and gender equality

185. Every year, the Minister for Gender Equality works on a new key action area regarding young people and modern gender roles. Teaching materials are prepared on the basis of conferences and dialogues with the young people and forwarded to the schools. Over the years, work has been performed on issues such as health and lifestyle, violence and pornography. Internet-based teaching materials have also been prepared for teachers, parents and students, making it possible to discuss the highly gender-segregated occupational choices still being made by young people. At the same time, initiatives have been taken in respect of vocational guidance officers to make them more aware of the problem in their counselling.

186. The Programme for International Student Assessment (OECD PISA) studies show that boys are better at mathematics and natural sciences than girls. The Danish

government wishes to strengthen natural sciences, and an expert committee commissioned by the government has pointed out in the context of this that such an initiative should focus on girls' interest in the subject.

187. As part of the government's action plan for breaking down gender-determined barriers to education among men and women of non-Danish ethnicity, the Ministry of Education has undertaken to put in hand a range of initiatives, including the preparation of teaching materials on gender roles, ethnicity and equality. Teaching materials on gender roles and equality are to be prepared to support the efforts of teachers in involving both ethnicity and gender in their work.

188. Finally, it should be noted that a bill on a new primary and lower secondary school objects clause has been presented in the Danish parliament (cf. L 170 of 1 March 2006). The bill is to come into force on 1 August 2006. Among other issues, the following is included regarding gender equality: The primary and lower secondary school must prepare its pupils for participation, joint responsibility, rights and duties in a society based on freedom and representative government. The work of the school must therefore be characterised by intellectual liberty, equality and democracy.

Trafficking in women and children

189. In 2002, the government adopted an action plan to combat trafficking in women. In 2005, the government launched a supplement on trafficking in children to its action plan. The existing action plan will be evaluated in the summer of 2006 and based on the conclusions, the government will assess the follow-up on the action plan expiring in 2006. A large number of activities were completed as part of the implementation of the action plan, and the government attempts, on an ongoing basis, to adjust policy in the area so it matches the needs to support victims, strengthen prosecution and enhance preventive work. Below follow selected examples of the government's initiatives.

190. All victims of trafficking staying or working illegally in Denmark are, upon request, always given 15 days to leave the country, whereas other illegal immigrants in general are ordered to leave the country immediately. In specific cases where it is essential that the woman in question stays in Denmark for a period longer than 15 days, e.g. due to medical need, the departure date may be postponed upon request. The Minister for Refugees, Immigration and Integration intends to amend practice so victims of trafficking staying or working illegally in Denmark upon request always are given 30 days to leave the country, still with a possibility for a further extension of the departure date upon request.

191. It is noted that if the woman's presence is needed to investigate and prosecute a case of human trafficking, the woman may be granted permission to stay in Denmark as long as her presence is required.

192. As described in the sixth periodic report of Denmark, the National Commissioner of Police has been intensifying police efforts aimed at combating trafficking in women since 2000. The National Commissioner of Police has since systematically monitored trafficking in women and held seminars for and provided training to relevant actors.

Gender equality in Danish rural areas policy

193. It is necessary to mobilise knowledge and means to all citizens in order to devise an efficient strategy for rural development. This can be done by focusing on two important principles: Gender equality and equal representation of all. Gender equality is therefore an important goal in the structural programmes aiming at rural areas. As a basis for establishing target activities for gender equality, a survey of the distribution by gender has been made and the specific background being investigated among central players within the Danish rural area policy.

194. These results have been analysed and discussed to get closer to some answers to the background of and consequences for the distribution by gender. The results of the survey form part of the future work within the rural development policy in the Ministry of Food, Agriculture and Fisheries

International work on gender equality

195. In 2004 a new Strategy on Gender Equality in Danish Development Cooperation was launched. In 2005 a new Strategy for Denmark's Support to the International Fight against HIV/AIDS was adopted and in 2006 the Minister for Development Cooperation launched a Strategy for the Promotion of Sexual and Reproductive Health and Rights. All three strategies put gender equality and the promotion of the rights and status of women at the forefront and are mutually reinforcing.

196. Finally, in 2005 Denmark was among the first countries in the world to produce an action plan on the national Danish implementation of United Nations Security Council Resolution 1325 (2000) on Women Peace and Security.
