The current situation of gender equality in Denmark – Country Profile

2013

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Dear Reader,

We are happy that we have raised your interest in the EU-Initiative EQUALITY PAYS OFF. The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal\(^1\) as well as vertical segregation\(^2\). Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

The initiative covers all EU-28\(^3\), Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries. This country report serves as background material for workshops taking place in each country in the context of EQUALITY PAYS OFF.\(^4\) These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Danish labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Denmark that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at http://ec.europa.eu/justice/equality-pays-off.

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1 Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors
2 Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels
3 For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet
4 The information on the website has been summarized in this country report. Detailed information can be found on the website: http://ec.europa.eu/justice/equality-pays-off
Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply companies need to improve their access to the full talent pool by ensuring gender equality.

Currently, Danish companies make comparatively good use of the existing female labour force potential, but there is room for further improvement. Five groups of indicators show the status quo in 2012:

- **The general employment rate** of women in the Danish labour market (70.0%) is considerably above the EU-average (58.6%). Furthermore, the share of women actively looking for work in Denmark (7.7%) is below the EU-27 average (10.6%). The overall female participation rate - i.e. the sum of the employment and unemployment rate - has increased to 77.7% and is one of the highest in Europe.\(^5\)

- The rate of **female employees working part-time** is higher than the EU average and has increased over the last decade (4.7 pp). 35.8% of Danish women are working part-time compared to 32.1% on average in the EU-27. The average female part-time working hours in Denmark (20.2 hours) are in line with the EU average (20.2 hours).\(^6\)

- **Tertiary education attainment of women** in Denmark has increased to 32.9% which is well above the EU-27 average of 25.8%.\(^7\)

- The under-/over representation of women and men (**horizontal segregation**) is as pronounced for occupations and sectors as in the EU overall – thus, it is necessary to motivate women to pursue gender atypical fields of occupation and promote these careers.\(^8\)

- The under-/overrepresentation of women and men in hierarchical levels (**vertical segregation**) has undergone positive development over the course of the last years. In Denmark, women represent 21.0% of supervisory boards compared to the EU average of 16.0%. However, the rate of women in management positions (25.0%) is noticeably lower than the EU-27 average (33.0%).\(^9\)

**The gender pay gap** – in 2011, the overall difference in income between women and men lies at 16.4% in Denmark and is thereby in line with the EU-27 average (16.2%). However, between 2002 and 2011, the gender pay gap in Denmark increased by 2.7 pp from 13.7% to 16.4%.\(^10\)

\(^7\) Source: Eurostat Education and Training (2012)
\(^8\) Source: Eurostat Labour Force Survey (LFS) (2012)
\(^10\) Source: Eurostat LFS 2013 (data from 2011)
1. How Danish companies access the talent pool

In the following, we will give a brief overview of the current employment situation of women and men in Denmark in comparison to the overall EU average.

1.1 General participation of women in the labour market

The employment rate of women in Denmark is 70.0% and thus one of the highest in Europe. However, in comparison to the male employment rate of 75.2% in 2012, women still work less (5.2 pp). Furthermore, the female employment rate has decreased by 1.7 pp over the past decade. However, the employment rate gap between women and men has also slightly decreased within the same timeframe (8.3 pp vs. 5.2 pp), as was similarly the case on EU average.

In terms of unemployment, 7.7% of the Danish women were registered as unemployed in 2012. This value has increased since 2002 from 4.4% by 3.3 pp, also affected by the recent financial crisis. The unemployment rate has developed similarly for men, whose unemployment was also at 7.7% in 2012. Both, the female and male unemployment rate are well below the EU-27 average (10.6 % and 10.5 % respectively).

Overall, the female labour market participation - the sum of the employment and unemployment rate - has increased to 77.7%, partly due to more women seeking employment, as it has become harder to rely on only one income source per family.

![Employment Rate and Unemployment Rate](chart.png)

**Figure 1: Labour market participation of women and men in Denmark in comparison to the EU-27**

The data reflects the social and economic development in Denmark. Since the 1970s, Danish women have been entering the labour market to an increasing extent and families have become largely dependent on a second income. Furthermore, the rate of women who did not take part in the labour market at all, e.g. housewives, dropped as low as 3.0% in the 1990s. Since then, the involvement of Danish women in the job market has remained at a comparatively high level.

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13 Source: Grunow, Leth-Sørensen, Women’s employment in Denmark (2006)
1.2 Part-time segregation

35.8% of female employees and 14.8% of male employees in Denmark work part-time. It is noteworthy that the share of part-time workers has increased by 4.7 pp over the last decade for both genders respectively.

While a male full-time employee works 39.7 hours per week on average, a female full-time employee only works 37.7 hours. At the same time, the part-time working hours as share of full-time working hours are considerably higher for women than for men (53.7% vs. 37.6%) and have increased since 2002 by 0.4 pp.

The relatively high part-time working hours indicate that many women make use of such work arrangements, in part to be able to meet family care obligations. At the same time, men are also gradually making more use of part-time work arrangements (4.7 pp increase from 2002 to 2012 as opposed to only 2.5 pp at EU level). All in all, the high part-time rate in Denmark contributes to women actively taking part in the economic decision making process.

Figure 2: Part-time segregation in Denmark in comparison to the overall EU-27

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Concerning the supply and use of full-time childcare (≥30 hours) facilities, Denmark takes a leading position among the EU-27. The rate for children up to 3 years of age is far above the EU-27 average. 69.0% of children in this age group are enrolled in childcare (≥30 hours), which is considerably above the EU-27 average of 15.0% (54.0 pp). This is largely due to the flexible and affordable set-up of childcare services in Denmark which constitutes a good starting position for women, e.g. to re-enter their full-time jobs when coming back from maternity leave. In the age group older than 3 up to school age, 87.0% of children in Denmark are enrolled in full-time childcare facilities (≥30 hours per week), which again by far exceeds the EU-27 average (47.0%).

However, childcare with less than 30 hours a week is less popular in Denmark (5.0% for 0-3 year olds and 11.0% for children of 3 years to school age) and for both age groups the values remain well below the EU-27 averages of 15.0% and 37.0% respectively.

Figure 3: Childcare arrangements in Denmark in comparison to the EU-27
1.3 Qualification level and choice of education\textsuperscript{15}

The rates of Danish women and men who have attained secondary education have decreased, which is in contrast to the EU trend. In 2012, 71.3\% of Danish women had attained secondary education, which represents a decrease of 5.8 pp compared to the 2002 value of 77.1\%. This development is similar to the male rate for secondary education attainment, which decreased from 77.6\% to 69.3\% over the same time-period (8.3 pp). One of the main reasons for this critical development is the high drop-out rate of high-school students which has increased considerably over the last decade.\textsuperscript{16}

In contrast to secondary education attainment, the attainment of tertiary education has increased for both, men and women in the last decade. The increase for Danish women by 6.0 pp to 32.9\% in 2012 is particularly noteworthy, as it is 8.5 pp higher than the men's average of 24.4\% and 7.1 pp higher than the EU-wide women's average (25.8\%).

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{figure4.png}
\caption{Education attainment in Denmark in comparison to the EU-27}
\end{figure}

\textsuperscript{16} Source: Jørgensen, Dropout in vocational education – institutional selection and social exclusion (2011)
In Denmark, the existence of "typical" female fields of study as well as "typical" male fields of study is likewise observable, with women predominantly entering the fields of education, health and welfare as well as humanities – as is predominantly the case in the EU. Interestingly, there are only 23.8% of women in the field of services which is substantially below the EU-27 average of 49.1% (25.3 pp). Despite the fact that Danish women are more active in the field of engineering and agriculture than the EU-27 average, gender-atypical fields of study ought to be further promoted in order to unfold the full workforce potential.

Figure 5: Share of women in different fields of education in Denmark in comparison to the EU-27
1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"^17

In order to compare the extent of horizontal segregation in Denmark with the overall EU-27 average, two horizontal segregation indicators are calculated: the (1) Sectoral Gender Segregation Indicator (SGS)\(^18\) and the (2) Occupational Gender Segregation Indicator (OGS):

- The extent of sectoral gender segregation (SGS) in Denmark (7.7 pp) is higher than the overall SGS of the EU (5.3 pp). This indicates that the observed differences in sectoral choices of both genders have a higher impact compared to other EU countries.

- The same pattern can be observed in the extent of occupational gender segregation (OGS), where Denmark is slightly above the EU-average (4.9 pp vs. 4.6 pp). Subsequently, Denmark should promote more engagement in gender atypical sectors and occupations for both men and women in order to make full use of its labour force potential.

**Horizontal Gender Segregation Indicators [pp]**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>SGS</td>
<td>7.7</td>
<td>4.9</td>
</tr>
<tr>
<td>OGS</td>
<td>5.3</td>
<td>4.6</td>
</tr>
</tbody>
</table>


Figure 6: Horizontal Gender Segregation Indicators

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\(^17\) Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (2011)

\(^18\) Comparing the share of female employees who work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, the sector "Health and social work" is marked by a strong gender segregation: 31.8% of Danish female employees work in the sector while only 7.0% of Danish male employees work in the sector (difference in percentage points: 24.8 pp). The Sectoral Gender Segregation Indicator (SGS) reflects the weighted average difference in absolute percentage points (share of all male employees in an economic sector [%] minus share of all female employees in resp. economic sector [%]) across all economic sectors.
Gender segregation in sectors is present in Denmark. Three of the five most common female sectors, namely "Wholesale & Retail", "Education" and "Manufacturing" are also among the top five male industries. 32.6% of Danish women and 38.9% of men work in these three sectors. The two remaining sectors show a clear horizontal segregation, including the female-dominated "Health care and social work" (ranking highest in the female top 5 at 31.8%) and "Public administration".

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Denmark</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>Denmark</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care and social work</td>
<td>31.8</td>
<td>18.2</td>
<td>Manufacturing</td>
<td>16.8</td>
<td>20.4</td>
</tr>
<tr>
<td>Wholesale &amp; Retail</td>
<td>13.2</td>
<td>15.1</td>
<td>Wholesale &amp; Retail</td>
<td>15.1</td>
<td>13.1</td>
</tr>
<tr>
<td>Education</td>
<td>11.5</td>
<td>11.7</td>
<td>Construction</td>
<td>10.3</td>
<td>12.1</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>7.9</td>
<td>10.2</td>
<td>Transportation and storage</td>
<td>7.3</td>
<td>7.3</td>
</tr>
<tr>
<td>Public administration</td>
<td>6.4</td>
<td>7.1</td>
<td>Education</td>
<td>7.0</td>
<td>3.9</td>
</tr>
</tbody>
</table>

Accumulated concentration 70.8 62.3

Source: Eurostat LFS (2012), RB Calculations

Figure 7: Distribution of Employment in the main NACE-2 digit sectors (2012)

Additionally, the distribution of women and men across occupations is characterised by a notable gender bias. Women are primarily engaged in the fields of "personal service workers", "general and keyboard clerks" or "legal, social and cultural professionals". Men, on the other hand, rather pursue careers in technical fields.

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Denmark</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>Denmark</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal service workers</td>
<td>18.7</td>
<td>13.4</td>
<td>Legal, social, cultural professionals</td>
<td>9.6</td>
<td>6.9</td>
</tr>
<tr>
<td>General and keyboard clerks</td>
<td>12.2</td>
<td>12.7</td>
<td>Building and related trades workers</td>
<td>7.9</td>
<td>9.9</td>
</tr>
<tr>
<td>Legal, social, cultural professionals</td>
<td>12.1</td>
<td>10.9</td>
<td>Metal, machinery and related trades workers</td>
<td>7.1</td>
<td>8.6</td>
</tr>
<tr>
<td>Sales workers</td>
<td>8.1</td>
<td>8.0</td>
<td>Science and engineering associate professionals</td>
<td>6.9</td>
<td>5.5</td>
</tr>
<tr>
<td>Business and administration associate professionals</td>
<td>7.1</td>
<td>2.2</td>
<td>Science and engineering professionals</td>
<td>6.9</td>
<td>5.5</td>
</tr>
</tbody>
</table>

Accumulated concentration 58.2 47.2

Source: Eurostat LFS (2010), RB Calculations

Figure 8: Distribution of Employment in the main ISCO 3-digit occupations (2010)
1.5 Under-/overrepresentation of women and men in hierarchical levels – "Vertical segregation"\(^\text{19}\)

In terms of vertical segregation data shows an ambivalent picture. On the one hand, the female share in corporate boards has increased from 11.0% to 21.0%, thus exceeding the EU-27 average (16%) by 5.0 pp. This positive development is partly due to the fact that a minimum female share of 30.0% is required in Danish state-owned companies and due to a corporate governance code for private companies that recommends to take gender diversity into account. The latter has no formal legal enforcement mechanisms, however.\(^\text{20}\)

On the other hand, while the share of women in different management positions in companies and SMEs increased from 23.0% to 25.0%, it still ranges significantly below the EU-average of 33.0%. Consequently, the challenge remains to promote and pursue more measures to establish gender equality in Denmark’s business environment not only in corporate boards, but also in management positions.

**Women in... [%]**

<table>
<thead>
<tr>
<th></th>
<th>Corporate Boards</th>
<th>Management Positions in Large Companies and SMEs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2003</td>
<td>2012</td>
</tr>
<tr>
<td>EU-27</td>
<td>11.0</td>
<td>21.0</td>
</tr>
<tr>
<td>Denmark</td>
<td>9.0</td>
<td>16.0</td>
</tr>
<tr>
<td>2003</td>
<td>23.0</td>
<td>31.0</td>
</tr>
<tr>
<td>2010</td>
<td>25.0</td>
<td>33.0</td>
</tr>
</tbody>
</table>

Source: EC DG Justice, Gender and Science 2012

Figure 9: Women in economic decision-making positions

\(^{19}\) Source for statistical data (unless stated otherwise): EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research, 2010, 2012

\(^{20}\) Source: EU Commission, The quota-instrument: different approaches across Europe (2011)
1.6 Gender pay gap

In 2011, Danish female employees on average earned 16.4% less than male employees, a value which decreased from 17.6% (1.2 pp) since 2006, which is in line with the overall EU trend. The development of the Gender Pay Gap in Denmark over the past decade shows some interesting inconsistencies, however. The Gender Pay Gap had already been as low 13.7% in 2002 and rose to 17.7% in 2007 before it decreased to the current value of 16.4%.

Unadjusted Gender Pay Gap [%]

![Chart showing gender pay gap comparison between EU-27 and Denmark for 2006 and 2011. The chart indicates a decrease from -17.6% in 2006 to -16.4% in 2011 for Denmark.]

Source: Eurostat LFS 2013 (data from 2011)

Figure 10: Unadjusted gender pay gap

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21 Source: Eurostat LFS 2013 (data from 2011)
2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies adopt a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring (“strategic pillars”):

**CORPORATE STRATEGY – Establish gender equality as a part of the company’s DNA**

**MANAGEMENT and EXECUTIVES – Understand and position management as driver and role model**

**WORK ORGANISATION**
Create 'modern' working conditions

**MONITORING – monitor and follow up target achievement**

**OPERATIONAL IMPLEMENTATION – Fields of action**
1. Raise awareness among high school students regarding the full spectrum of education and training options
2. Attract top talent
3. Strengthen the work-life balance
4. Promote the career advancement of women
5. Evaluate the remuneration system
6. Support the company’s internal and external communications

Focusing on one pillar will lead to partial improvements only.

**Corporate Strategy – Establish gender equality as part of the company's DNA**

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be(come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

**Management – Understand and position management as driver and role model**

A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.
Operational implementation – Business units and HR striving for more gender equality in daily work

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.

- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to sustainably address gender equality and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of education and training options** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.

- **Attract top talent** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.

- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.

- **Promote career advancement of women** – To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.

- **Evaluate the remuneration system** - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.

- **Support the company’s internal and external communications** - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

Work Organisation – Create ‘modern’ working conditions

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).
**Monitoring – Monitor and follow-up target achievements**

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.
3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards accessing the labour force potential of women in a better way, a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Denmark. In the following we give an overview over sample initiatives:

### 3.1 Legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Year</th>
<th>Legislation</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>Bekendtgørelse af lov om ligebehandling af mænd og kvinder med hensyn til beskæftigelse (Equal Treatment Act)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=30750">https://www.retsinformation.dk/Forms/R0710.asp?x?id=30750</a></td>
</tr>
<tr>
<td>2006</td>
<td>Lov om barseludligning på det private arbejdsmarked (Act on reimbursement of pregnancy, etc payments in the private sector)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=31712">https://www.retsinformation.dk/Forms/R0710.asp?x?id=31712</a></td>
</tr>
<tr>
<td>2007</td>
<td>Bekendtgørelse af lov om ligestilling af kvinder og mænd (Equality Act)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=20929">https://www.retsinformation.dk/Forms/R0710.asp?x?id=20929</a></td>
</tr>
<tr>
<td>2008</td>
<td>Bekendtgørelse af lov om lige løn til mænd og kvinder (Equal Pay Act)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=121176">https://www.retsinformation.dk/Forms/R0710.asp?x?id=121176</a></td>
</tr>
<tr>
<td>2009</td>
<td>Bekendtgørelse af lov om ret til orlov og dagspenge ved barsel (Maternity, Paternity and Parental Leave and Benefit Act)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=127421">https://www.retsinformation.dk/Forms/R0710.asp?x?id=127421</a></td>
</tr>
<tr>
<td>2009</td>
<td>Lov om ændring af lov om finansiel virksomhed, lov om ligebehandling af mænd og kvinder inden for de erhvervstilsknyttede sikringsordninger og forskellige andre lo (Act on equal treatment of men and women in occupational social security schemes)</td>
<td><a href="https://www.retsinformation.dk/Forms/R0710.asp?id=123652">https://www.retsinformation.dk/Forms/R0710.asp?x?id=123652</a></td>
</tr>
</tbody>
</table>
### 3.2 Public non-legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
</table>
| **Charter for flere kvinder i ledelse** (Charter for more women in management) | Ministry for Gender Equality and Ecclesiastical Affairs | • Companies  
• Organizations  
• Labour unions | Ensure that women and men have equal opportunities to pursue careers in management  
Initiate specific, measurable initiatives in companies and organizations to increase the proportion of women in leadership positions at all levels  
Support public and private companies to use all talents | [http://www.kvinneriledelse.dk/charter.asp](http://www.kvinneriledelse.dk/charter.asp) |
| **Ligestilling Afdelingen** (Department of Gender Equality) | Ministry for Gender Equality and Ecclesiastical Affairs | • Government departments  
• Councils  
• Boards  
• Committees | Launch special gender equality initiatives  
Coordinate and develop inter-ministerial gender mainstreaming work  
Draw up proposals for the annual report on gender equality and the perspective and action plan for the Folketing  
### 3.3 Private initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Danish Kvindesamfund</strong></td>
<td>Donations</td>
<td>• Women</td>
<td>Pursue substantive gender equality so that all women can express themselves fully in public life, get education, job and family.</td>
<td><a href="http://www.kvindesamfund.dk/">http://www.kvindesamfund.dk/</a></td>
</tr>
<tr>
<td>(Danish Women’s Community)</td>
<td></td>
<td>• Other initiatives for gender equality</td>
<td>Work towards liberation of women from all forms of structural, social and cultural oppression.</td>
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<td>Achieve self-determination and economic independence, nationally and internationally.</td>
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<td>Work for women to organize themselves and influence decision-making at all political and administrative levels of society.</td>
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<tr>
<td><strong>Kvinderaadet</strong></td>
<td>Fees of member organizations</td>
<td>• Political parties</td>
<td>Strengthen women’s rights and influence in society and create real equality between women and men.</td>
<td><a href="http://www.kvinderaadet.dk/english/English">http://www.kvinderaadet.dk/english/English</a></td>
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<td>(The Women’s Council)</td>
<td></td>
<td>• Trade unions</td>
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<td>• Professional women’s groups</td>
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<td>• Migrant- and refugee women</td>
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<td>• Women’s studies researchers</td>
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<td>• Youth organisations</td>
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<td>• Religious and humanitarian women’s organisations</td>
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<td><strong>Ligelon</strong></td>
<td>Danish Ministry of Employment</td>
<td>• Companies</td>
<td>Decrease the direct gender pay gap</td>
<td><a href="http://www.ligelon.dk/">http://www.ligelon.dk/</a></td>
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<td>(Equal Pay)</td>
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<td>• Labour organizations</td>
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| MIA Prisen (MIA-Award) | European Unions Action Program against Discrimination | Companies | Ensure equal opportunities and prevent discrimination for all employees in all phases of their employment  
Make diversity a resource in every aspect of the workplace’s actions  
Ensure a result-oriented diversity process that includes both minority and target groups in strategy | http://www.miaaward.info |