

1. Strengthening normative and legal frameworks (paragraphs 40 (a) to (j))

- a. What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?**
- b. What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?**

Women in the labour market

Women have a high participation rate and they have played a decisive role in the establishment, maintenance and development of the welfare state. Women's participation on the labour market has boosted the economy, and both men and women benefit from the extensive social infrastructure providing affordable day-care for children allowing both parents to pursue employment.

Both direct and indirect discrimination is prohibited under the Equal Treatment Act. Discrimination due to pregnancy, maternity, paternity and parental leave is considered direct discrimination.

Sexual harassment

The Danish government has taken several initiatives to strengthen the work against sexual harassment, recent activities include:

The Equal Treatment Act was amended in 2019, so it underlines that in order to specify the scope of sexual harassment a specific workplace culture cannot be used as an excuse for a toxic environment. In addition, the level of compensation for victims has been raised to DKK 33,000. The adjusted level is being evaluated.

In February 2019, following the amendment of the Executive Order, the WEA – in close cooperation with the Danish Social Partners – also amended the WEA Guidelines on Offensive Acts including Harassment and Sexual Harassment. The Guidelines are aimed at employers and employees and offer general advice and guidance on how to prevent and handle harassment and sexual harassment in the workplace.

Moreover, campaigns have been launched with the aim of fostering respectful workplace environments.

In November 2020, the government introduced 14 initiatives with a focus on strengthened prevention, detection and consequences in cases of sexual harassment, both in the labor market and in educational institutions. One of the initiatives is tripartite consultations on improving prevention and management of sexual harassment as well as effective consequence. The Government is also in the process of establishing an alliance with a broad range of participants, which will contribute to an ongoing focus on the area, and to promote cultural changes in the workplace.

2. Implementing economic and social policies for women's economic empowerment (paragraphs 40 (o) to (mm))

a. What specific measures have been implemented to promote women's entry, reentry and advancement in the labour market?

Women in management

The Danish Government focuses on improving the gender balance in management and on boards, including through legislative and other measures, recent initiatives include;

In 2022, the Government is expected to propose a bill to support companies' efforts to promote more gender balance in both management and on boards in the private and public sector. In the future target figures must be set for the gender composition on both boards and in top management, if there the gender balance is not already equal, and companies and institutions are obliged to follow up with a policy. In order to make targets and developments more transparent and easily understood the reporting mechanisms will be adjusted.

The Government together with seven of the largest Danish recruitment and search companies and Copenhagen Business School (CBS) have developed and launched a voluntary industry code that will contribute to a more equal gender balance in recruitment to management and board positions. The current target of the code is that at least 33 percent of the candidates the recruiters present to their clients will be female candidates. 22 recruitment companies have signed up to the code and will be measured and their work includes focusing on unconscious bias in the recruitment process. CBS follows up on the code and holds annual workshops or conferences, where recruitment companies and other companies, among other things, will share knowledge and experience on the work of promoting diversity in management and boards.

3. Managing technological and digital change for women's economic empowerment (paragraphs 40 (rr) to (ss))

a. What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?

To mitigate the gender-segregated labor market the Government has initiated policies to break down gender-segregated education, for instance by encouraging young women and girls to choose non-traditional fields.

Among other things, in 2020 the Ministry of Children and Education carried out an analysis of the academic gap between boys and girls in primary school, as well as their transition to secondary education and the academic gap in upper secondary education. The reason behind the analysis was that girls attain a higher grade point average than boys in all mandatory exams in primary school, except for written math. As a result of the analysis, the Ministry of Children and Education will set up an expert group to look into the differences in the academic results of boys and girls and make recommendations on how to counter the gender imbalance in elementary school.

Likewise, in 2021, the Government together with other parties in the Parliament agreed to establish an expert group to make recommendations on how to create a better gender balance in higher education.

Other recent activities include;

In the period 2019-2022 the Government has granted DKK 102 million to the STEM programs in order to increase admission to STEM programs in higher education. The government has recommended that funds are used to recruit more women.

Initiatives promoting access to STEM education have also been launched as part of The Strategy for Natural Sciences published by the Danish Government in March 2018.

Furthermore, the yearly national campaign day "Girls' Day in Science" is a collaboration between the Government and the private sector to promote women's access to STEM educations. Girls in lower and upper secondary school meet role models who can inspire them to a future with science, technology, IT or crafts.

In 2017 Denmark also launched the first Talent Barometer, a yearly publication monitoring and comparing the share of women in academia in the university sector. The Talent Barometer shows that the number of women in research is rising. But not in a pace, that reflects the ambition of the Danish government.

Therefore, the Danish government in 2020 established a talent program named after the Danish female researcher Inge Lehmann with the purpose to strengthen the talent development in Danish research by a more equal gender representation in the Danish research milieus. In 2021 there is allocated 110 mio DKK to the program.

4. Strengthening the role of the private sector in women's economic empowerment (paragraphs 40 (bbb) to (eee))

a. What action has been taken to increase investment and support for women entrepreneurs?

There is a gender imbalance amongst entrepreneurs and the Government has hence initiated some recent activities including;

In 2020, the Danish Government allocated DKK 10 million for the development of a new parental leave scheme for the self-employed, which went into force on January 1st 2021.

The parental leave scheme should create better financial conditions for self-employed who take parental leave from their business. The scheme is open to both male and female self-employed persons and entrepreneurs and provides an additional financial compensation on top of the state benefits during parental leave thus improving the financial security for entrepreneurs. The aim is to increase the incentives for especially younger women to become entrepreneurs by making it easier to combine starting a business with starting a family.

The scheme is financed through contributions from the self-employed persons themselves as well as private employers who are also entitled to compensation from the scheme for workers who receive pay from their employers during leave.