



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

Distr.: General  
30 September 2019

Original: English  
English, French and Spanish only

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**Committee on the Elimination of Discrimination  
against Women**

**Ninth periodic report submitted by Denmark under  
article 18 of the Convention, due in 2019\***

[Date received: 28 March 2019]

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\* The present document is being issued without formal editing.



## Introduction

1. This report is Denmark's ninth periodic report to the Committee on the Elimination of Discrimination against Women. The Ministry of Foreign Affairs has coordinated the reporting process in which all relevant ministries and authorities have been included and have contributed.

2. The report covers Denmark's implementation of the articles in parts I–IV of the Convention on the Elimination of All Forms of Discrimination against Women. The report is an update of Denmark's previous periodic reports to which reference is made, namely the eighth periodic report (CEDAW/C/DNK/Q/8). The present report takes account of the recommendations received by Denmark in March 2015 from the Committee in its review of Denmark's eighth periodic report.

3. In line with concluding observation 50, shortly after the reception of the concluding observations, they were distributed to all relevant ministries by the Ministry of Foreign Affairs with clear indications of responsibility. Following the last dialogue with the Committee, several inter-ministerial meetings have been conducted in order to ensure that relevant ministries are aware of their respective responsibility for the follow-up on and implementation of the Convention and the recommendations of the Committee.

4. The Ministry of Foreign Affairs has, also in accordance with concluding observation 50, held meetings with relevant civil society stakeholders and human rights institutions with issues related to the Convention and the reporting procedure on the agenda. The Ministry has encouraged stakeholders to submit written information to the Committee with relevance to Denmark's implementation of the Convention. A draft of this ninth periodic report has been made available to the public on the Ministry's website from 22 February to 8 March 2019 with a view to consulting and engaging with civil society.<sup>1</sup> Stakeholders were given the opportunity to submit their reports, including comments to the draft report, to the Ministry, these reports are forwarded with this report. Also, the report was sent to the Parliament's Gender Equality Committee.

5. The Committee's concluding observations have been translated to Danish and are also available at the Ministry's website together with link to the Committee's list of issues.

6. The responsibility for the implementation of the Convention rests with the Government, but could not be accounted for without the participation of institutions, organizations, groups and individuals engaged in the field of equality.

## Greenland and the Faroe Islands

7. As parts of the Kingdom of Denmark, Greenland and the Faroe Islands are self-governing territories. The last sections in this report pertaining to fields of responsibility assumed by Greenland and the Faroe Islands have been prepared by the Greenlandic and the Faroese authorities.

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<sup>1</sup> Does not apply to the sections of the report prepared by the Greenlandic and the Faroese authorities.

## Part I (art. 1–6)

### The overall framework for working towards gender equality (art. 1–4)

8. Gender equality is a fundamental and inevitable part of Danish democracy. It is a basic element in the fulfilment of human rights and fundamental freedoms in all spheres of the society – in political, economic, social, cultural, civil and any other field. Gender equality is a prerequisite and a driver for economic growth, prosperity and cohesion. Thus, Denmark continuously work to secure de jure and de facto gender equality and to eliminate all forms of discrimination against women.

9. The Danish welfare system is designed to promote and ensure gender equality. All public services, including social security schemes, are universal and rights-based and therefore independent of e.g. sex. The social security net is comprehensive, and generous welfare services have contributed to achieving a high level of equality in Denmark.

10. In Denmark, all legislation and policy, except certain legal provisions and support mechanisms tailored to women who are victims of violence, is gender neutral. Efforts to secure gender equality are not mounted in temporary funding but is a fundamental part of how legislation and policies are formulated and implemented. The Government is aware that women more often than men are disadvantaged, and therefore the need to advance and empower women is a major priority.

11. As recommended in concluding observation 40, the principle of gender neutrality in legislation and policy making is always comprehensively assessed with emphasis on negative implications for women and, when deemed necessary, temporary special measures may be put in place in order to secure women's de facto equality.

12. Gender equality policies are developed in accordance with all international obligations and other documents, such as the present Convention and the 2030 Agenda for Sustainable Development, as recommended in concluding observations 48 and 49.

13. In concluding observation 47 the Committee encourages Denmark to accept the amendment to art. 20 (1) of the Convention. Denmark accepted this amendment in 1996.

#### **Institutional set-up**

##### *Gender equality legislation and gender mainstreaming*

14. For an overview of gender equality legislation and gender mainstreaming instruments, reference is made to Annex 1 and Core Document.

15. Since October 2013, 120 bills have been gender impact assessed, out of 564 relevance tested bills. In 2013, in accordance with concluding observation 14, a website was launched with concrete tools, guidance and best practices for relevant stakeholders, e.g. government officials, in conducting gender impact assessment of bills ([www.ligestillingsvurdering.dk](http://www.ligestillingsvurdering.dk)). The website covers a range of specialist areas with different tools applicable for e.g. legislation, campaigns, budgeting, professional initiatives and data and statistics, including for stakeholders at municipal level (further information in Annex 1).

##### *Incorporation of the Convention*

16. In response to concluding observation 12, reference is made to para. 134–135 of the Core Document.

*Anti-discrimination legislation*

17. In response to concluding observation 12, national legislation includes a variety of acts on anti-discrimination, which collectively provide a broad protection against discrimination. For a description of these laws, reference is made to the Core Document.

*Visibility of the Convention and its Optional Protocol*

18. In accordance with concluding observations 10(a) and 50, the Convention and the Optional Protocol are available in Danish on the public website [www.retsinformation.dk](http://www.retsinformation.dk).

*The Board of Equal Treatment*

19. For a general description on human rights institutions, reference is made to Annex 1 and Core Document. The Board of Equal Treatment has processed a large number of complaints regarding discrimination on grounds of e.g. gender since its establishment in 2009. During the years 2013–2017, 623 cases on gender were processed. In 39 percent of these cases, the Board voted in favour of the complainant.

*Data collection and gender indicator system*

20. In 2017, Statistics Denmark launched a gender site ([www.dst.dk/equality](http://www.dst.dk/equality)) with a gender indicator system to improve data collection and analysis of gender equality in Denmark as recommended in concluding observation 46. The gender site connects gender indicators in the area of Gender Equality in the Statbank ([www.statbank.dk/10617](http://www.statbank.dk/10617)) (further information in Annex 1).

*The Minister for Equal Opportunities and the Department of Gender Equality*

21. For a description of the tasks of the Minister for Equal Opportunities and the Department of Gender Equality, reference is made to the eighth periodic report and Annex 1.

*Non-governmental organizations*

22. Civil society plays an important role when it comes to advancing gender equality in Denmark. Cooperation with and input from civil society is of utmost importance when it comes to improving gender equality, and they often serve as consultative part when it comes to new Government initiatives as recommended in concluding observation 50. For example, relevant NGOs are included in development of national actions plans concerning e.g. violence in intimate relationships, trafficking in women and the rights and opportunities of LGBTI persons.

**Prioritized policy areas since the eighth periodic report**

23. Despite continued progress and a high level of gender equality, the Government is determined to constantly taking new steps towards progressing gender equality, and ensuring the advancement of women and de facto equal opportunities. Below, some of the major achievements and initiatives since the eighth periodic report are listed. A detailed description can be found further on in this report.

*#MeToo*

24. In the wake of the #MeToo movement, the Government reacted promptly to contribute to combatting sexism and harassment. New legislation, on e.g. raising the compensation levels for harassment in the workplace and targeted initiatives (e.g. codes of conduct) have been launched at the labour market and in the cultural sector.

The initiatives were developed in cooperation with private sector and cultural sector actors. *As a result*, awareness of sexual harassment has increased in the sectors and the massive media attention also brought about higher awareness in other sectors and in the general population. (More information under article 5).

#### *Digital sexual harassment*

25. Online bullying, harassment, revenge porn, trolling and other types of digital harassment have increased, Both sexes are targeted, but girls and women are more affected and feel more limited in their participation online than boys and men. A broad set of concrete actions was launched in 2017, including new legislation, sanctions at schools, codes of conduct, information to young people, teachers and parents, awareness raising campaigns promoting gender equality and respect between girls and boys, guidelines for police, online reporting platforms and so on. *As a result*, perpetrators are being prosecuted and awareness has risen about proper digital behaviour, personal boundaries and respect for women. (More information under article 5).

#### *Women in management*

26. Following the continuing gender imbalances on boards and in private decision-making processes, the Government in 2013 adopted landmark legislation in order to promote women's access to leading positions. The law ensures that large companies set targets for the gender balance on their boards as well as ensures a range of activities to progress gender equality and women's opportunities in these companies. *As a result*, the share of women e.g. on company boards has increased, and there is a higher awareness about the benefits of diversity in management. (More information under article 7).

#### *Parental leave*

27. A nationwide campaign to promote the use of parental leave by fathers runs in 2017–2020. It was developed in dialogue with companies, organizations and trade unions. Also, a charter with concrete actions was drafted and subsequently signed by a number of private sector actors. In 2019, a pool of DKK 1 mill. was distributed for activities to promote the use of fathers' leave.

#### *Violence against women and girls*

28. Violence against women and girls continues to constitute a barrier for women's full enjoyment of equal opportunities in society. The Government hence continues to place a strong focus on developing new methods and taking up new areas of concern in combatting violence. A range of activities has been and will be implemented, including new legislation, new action plans and new activities to support victims, to prevent violence and to prosecute perpetrators. The new areas of concern are inter alia; stalking, psychological violence and date violence and digital violence amongst young people. *As a result*, an increasing amount of women and girls suffering from different types of violence can receive comprehensive universal support, including health services, as well as psychological treatment and judicial counselling. (More information under article 5 and 6).

#### *Education*

29. There is no deficit of women in regards to access to and participation in education to any levels of education in Denmark. Girls and women have surpassed men when it comes to enrolment in general upper secondary education (54 percent girls) and higher education system (56 percent women). However, education

continues to be an area of concern because of the gender segregated choice of education. Women continue to lack behind in the science, technology, engineering and mathematics (STEM) sectors with a share of 34 percent in the higher education system. The Government has in cooperation with the private sector initiated several activities to promote women's access to STEM educations. *As a result*, the gender balance has improved in areas like data science and programming. Awareness about the benefits of gender diversity in education has increased significantly. (More information under articles 5 and 10).

#### *Equal pay*

30. According to the Equal Pay Act, the Government is obliged to present a national statement on the status and development concerning the gender pay gap every three years. This monitoring report is based on an extensive review as well as a large data set and is made public. Also, companies with more than 35 employees and at least 10 men and 10 women with the same job function have to prepare yearly pay statistics disaggregated by sex. The pay statistics support the transparency on wage formation within the company as a tool for cooperation between management and the shop stewards. The national statement ensures that the gender pay gap is analysed and kept on the political agenda as well as in the media and amongst the social partners. (More information under article 11).

### **Sex Role Stereotyping and Prejudice (art. 5)**

31. A pivotal element in the Government's efforts to ensure gender equality is to break down and eliminate gender stereotypes and unconscious bias and practices based on the idea of the inferiority or superiority of either sexes. Such social and cultural structures may inhibit women and girls, men and boys from living a free life. Also, it may have a negative impact on society since resources and talents are not utilized optimally.

32. Since the eighth periodic report, the Government has prioritized a wide range of issues. This includes data collection and analysis and other initiatives within the areas of domestic violence, trafficking, sexual assaults and harassment offline and online, social control, women in leadership, increasing fathers' use of parental leave and gender stereotypical choices of education. Examples of some of the policy initiatives to combat stereotypes concerning the traditional roles of men and women in society as recommended in concluding observation 16 are described in the following.

#### **Sexuality and digital education**

##### *Digital sexual assaults*

33. Digital sexual assaults are common not least among young people, and girls and women are far more exposed than boys and men. For instance, 27.2 percent of young women aged 16–24 have been exposed to non-physical sexual assaults. For young men, the share is 6.7 percent.

34. The Government has taken initiatives to prevent sexual harassment in the digital realm, including with a package of initiatives against digital sexual abuse launched in 2017.<sup>2</sup> For example, the maximum penalty for sharing intimate photographs or videos of others without consent has been increased from six months to a term not exceeding three years under aggravating circumstances. The maximum fine for indecent exposure such as unsolicited sharing of intimate photos of oneself has been

<sup>2</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Digitalepercent20sexkraenkelse/Engelskpercent20versionpercent20digitalepercent20sexkrnakelsepercent20endelig.pdf?la=da>.

doubled. Also, the Government has taken action to educate police personnel to better handle reports of digital sexual violations, and the police has recently launched a digital platform to make it easier to report digital sexual assaults and for the police to handle these cases. It should be emphasized that legislation to prevent and prosecute digital sexual assaults is targeted all women and men regardless of age.

35. Simultaneously, one specific case of illegal sharing of an intimate video of a young woman and young man has led to charging of more than 1,000 individuals. The so-called Umbrella-case has resulted in awareness raising and changes in perception of digital sexual assaults. It has set an important precedent in taking digital sexual violations seriously as well created greater public awareness among both young people and adults of the potential damage and consequences for the victim, its relatives and the perpetrator.

#### *Young people and digital education*

36. A range of preventive efforts to strengthen education in digital etiquette among young people has been introduced. Examples are a youth-to-youth campaign teaching good online manners, a dialogue film for parents, inspiration material for teachers and educational institutions on sharing private sexual material and a counselling hotline for schools in cases of sexually abusive behaviour. The goal is to create a change of culture in youth environments that reward sharing nude pictures of others without their consent, and to clarify when sexual curiosity turns into serious and illegal abuse.

37. In addition, a code of conduct has been launched to raise awareness and prevent sexual harassment and unethical distribution of private photos between young people. The Government has reminded principals and headmasters of upper secondary education institutions of their legal prerogatives to sanction students who digitally violate the rights of other students.

#### *Young people, sexuality and digitalization*

38. Social media is the place where young people increasingly share their lives with friends, intimate partners and followers. The creation and maintenance of gender stereotypes and their influence on especially young people is thus still more complex. For a deeper understanding of these dynamics, the Government initiated a study, “Young people, gender, body and sexuality”, exploring how young people perceive and practice gender, body and sexuality, and the connection to their education, wellbeing and social life online and offline.

39. As to follow up, the Government has further strengthened its focus on fighting gender stereotypes, improving digital education and generally increasing wellbeing in young people. For example, a nationwide media competition, “Love yourself – body and ideals”, in 2018 with approximately 500 participating school classes encouraged girls and boys to debate and reflect on body perceptions and ideals.

40. In 2019, the Government launched an evaluation of the mandatory topic health, sexuality and family knowledge in primary and lower secondary school. The evaluation shows a need to strengthen the prioritization of the topic in school, especially among school leaders. Subsequently, stakeholder organizations and experts were invited by the Minister of Education to discuss how to follow up on these results.

41. Since 2014, knowledge about gender, sexuality and diversity is included in the compulsory national module “Gender, sexuality and diversity” in the education program for pedagogues. The module contains various discourses and perspectives on gender, sexuality, gender equality and family forms.

*The labour market*

42. The Government has sent out a call to action to private and public workplaces, encouraging everyone to revisit company policies on sexual harassment as well as to evaluate the company culture. In addition, the protocols of the Working Environment Authority is evaluated to better prevent and address cases of sexual harassment in the work place.

*The cultural sector*

43. In the cultural field there is – on many levels – an ongoing effort to prevent and protect against discrimination. In 2017, the Government met with representatives from the film industry in order to raise awareness about the issues brought forth by the #MeToo campaign. The film industry itself has taken initiative to introduce an anonymous hotline about sexual harassment. Furthermore, measures have been taken to increase the number of women behind and in front of the camera in order to create role models for other women.

44. In 2017, the Committee for Music of the Danish Arts Foundation published a Charter for Diversity in Danish Music including gender equality in order to encourage and inspire the artists, institutions and businesses to be aware of unconscious bias. In auditions to the Royal Danish Orchestra, musicians must play behind screen, in order to prevent unconscious bias in the jury. The Danish Rhythmic Music Conservatory has initiated an initiative to raise the proportion of women in rhythmic music education.

**Women and girls in STEM**

45. Denmark is concerned with the issue of gender-based educational choices made by young women and men, especially when it comes to women in STEM. Therefore, several initiatives, some of them in cooperation with the private sector, have been launched. For example, following a three-year trial with a one-year optional subject in understanding technology comprehension, gender segregation will be part of the collection of experiences in 2020.

**Equal share of parental leave and family responsibilities**

46. It is the Government's belief that a more equal share of parental leave between the mother and the father will not only result in a closer tie between father and child and a greater shared responsibility for upbringing the child. It will also result in a more equal distribution of household work and improve opportunities for women to pursue a career and increase lifelong income.

47. Both mothers and fathers are entitled to state sponsored parental leave and entitlements. Mothers have 18 weeks of paid maternity leave and fathers have 2 weeks of paid paternity leave. Additionally, each parent has the right to 32 weeks of parental leave with a total of 32 weeks of state benefits to be divided freely between them.

48. Data show that between 2008 and 2018, the time fathers spend with their children (on active care days) has increased with 48 minutes, from 1 hour and 27 minutes to 2 hours and 15 minutes. In comparison, mothers in 2018 spent 2 hours and 55 minutes with their children (on active care days).

49. With respect to the common responsibility of men and women in the upbringing and development of their children and to promote and facilitate gender equality at home and in the labour market, efforts have been made to encourage parents to divide the parental leave time more equally, including with a campaign as mentioned earlier.

### **Lesbian, bisexual and transgender women**

50. In Denmark, everyone has the right to choose a partner and to live openly with regard to their sexual orientation and gender identity. Studies show that LGBTI persons are at greater risk of marginalization and poor wellbeing than the rest of the Danish population. Especially for women who have sex with women, the prevalence of cancer, suicide and suicide attempts is higher than in the general population. Therefore, in accordance with concluding observation 36, an initiative to better equip general practitioners to meet especially these women with openness, tolerance and increased knowledge of health issues for LGBTI people runs from 2018–2021.

51. In 2013, it became possible for two women to both be registered as the parents of a child when the child is born. The woman who does not bear the child can be registered as co-mother with the same rights and obligations to the child as a father would have had.

52. In 2014, the Danish gender recognition law came into effect. Consequently, a simple administrative procedure allows applicants to receive a new gendered social security number and matching personal documents. From 2017, Denmark moved the WHO diagnosis codes for being transgender from the mental illnesses category to a non-stigmatizing section.

53. In 2018, the Government launched Denmark's first action plan to promote security, wellbeing and equal opportunities for LGBTI persons.<sup>3</sup> One focus area is to strengthen counselling, networks and support services, including to lesbian, bisexual and transgender women, across the country and to promote openness and inclusion and to combat prejudice, homophobia and transphobia.

### **Trafficking (art. 6)**

54. The efforts to combat trafficking in human beings are regulated in consecutive national action plans, with the present action plan running from 2019–2021.<sup>4</sup> The overall focus is on preventing trafficking in Denmark and internationally, on offering victims of trafficking individually tailored and coordinated support and on prosecution and punishment of traffickers, as recommended in concluding observations 20 and 22.

55. In July 2017, Denmark ratified the 2014 ILO Protocol to the Forced Labour Convention.

56. From 2007–2017, 730 people have been assessed by the Danish authorities as being victims of trafficking. Of these, 87 percent were women. The majority of victims comes from Nigeria, Thailand and Uganda. Most victims are trafficked into prostitution. There has been a constant increase in the number of the people being assessed as victims. In the same period, the authorities' and organizations' efforts against trafficking have expanded and become more extensive.

57. In order to meet new developments and challenges, the efforts in the national action plans have regularly been supplemented with other initiatives. This includes, for example, outreach work and development of methods to identify victims of trafficking in new forms of prostitution such as escort and private/discrete (as recommended in concluding observation 22), development of new methods for

<sup>3</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153842percent20LGBTIpercent20Handlingsplanpercent20UK.pdf?la=da>.

<sup>4</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2018/153843percent20Handlingsplanpercent20tilpercent20bekmpelsepercent20afpercent20menneskehandelpercent20UK.pdf?la=da>.

outreach work among potential victims of forced labour and a strengthened effort to screen for trafficking among unaccompanied minors in asylum centers.

58. The new action plan for 2019–2021 continues and further develops previous efforts and ensures that Denmark continues to meet international obligations. Focus is on authorities' flexibility to meet new developments and forms of exploitation, that the effort is tailored to the needs of each, and on including relevant actors already in contact with potential victims.

#### **Prevention strategies**

59. Efforts aim at providing information on trafficking building knowledge and awareness about trafficking and thereby preventing and reducing demand as recommended in concluding observation 22. In 2018, an awareness campaign was launched with information to relevant actors and the general public showcasing the signs of human trafficking and providing information to potential victims on the opportunities of testifying.

60. A number of actors, for example the Danish Center against Human Trafficking, the Danish Working Environment Authority, the Tax Agency, NGOs etc., are potentially in contact with victims of trafficking. It is vital that they have knowledge about human trafficking and the necessary skills to support victims in whatever way their situation calls for. Focus of the prevention strategies is therefore to train and develop skills of front staff, officials and others who are likely to be in contact with potential victims of trafficking, equipping them with the knowledge they need to identify and signpost victims towards relevant services that can help them.

61. In regard to prevention of trafficking internationally, in accordance with concluding observation 22, Denmark supports organizations such as the IOM, ILO, UNHCR, OHCHR, UN Women, UNICEF and UNFPA.

#### **Support for potential victims and victims**

62. Accommodation for potential victims of trafficking while identification processes are carried out is provided by the Danish Center against Human Trafficking when possible and appropriate in relation to the needs and security of the individual potential victim as recommended in concluding observation 20. In some cases it may be desirable to keep the potential victim in confinement to prohibit contact with e.g. traffickers in order to ensure her or his safety. Potential victims are also offered different health and drop-in services.

63. In the restitution and reflection period, all victims, including victims of trafficking into prostitution as in mentioned in concluding observation 22, are offered individually tailored and coordinated support on e.g. health, legal and psychological aspects. The array of assistance is not dependent on the victim's cooperation with the investigation of a case against the traffickers. For further information, reference is made to the seventh and eighth periodic report.

#### **Prosecution of traffickers**

64. The Director of Public Prosecutions has published guidelines about the various steps in case processing that are characteristic for cases concerning trafficking. The guidelines for example include information about referring victims to shelters and residency permits for foreign witnesses during criminal proceedings. The guidelines are updated regularly. The Director of Public Prosecutions also regularly updates the list of rulings concerning trafficking, to provide prosecutors with knowledge about developments in legal practice in the area.

65. From 2010–2018, 67 people were convicted for trafficking pursuant to section 262a of the Criminal Code. In 2015, the police raided 62 addresses around Denmark after lengthy investigations. Charges were brought against 22 persons who had exploited vulnerable Romanians for different types of economic crime. The organizers have since been convicted to between three years and seven years and 11 months imprisonment for human trafficking.

66. Measures to strengthen prosecution of traffickers, as recommended in concluding observation 22, include establishing a key-person scheme in the relevant police districts to promote cooperation and information sharing in cases concerning trafficking. Professionals in contact with potential victims of trafficking, NGOs etc. will be provided with knowledge about the course of a criminal case and about the right of the victim ensuring that they are capable of providing advice to victims.

### **Prostitution (art. 6)**

67. For a description on legal status of prostitution, see Annex 1.

#### **Social service providers**

68. Prostitution is regarded a social problem, together with homelessness, addiction and mental vulnerability. The municipalities offer counselling to persons involved in or considering prostitution to prevent social problems and to help and support persons with their current issues.

69. The National Board of Social Services (NBSS) and various NGOs also provide counselling to people engaged in prostitution as well as institutions working with especially young people. Activities targeted women engaged in prostitution are funded by the state, municipalities or private donations. NBSS conducts nationwide social outreach work on the indoor prostitution scene in order to provide counselling and support to women involved in prostitution. NBSS also provides support to municipalities and institutions on handling of individual cases as well as developing skills and local guidelines for professionals working in the field.

#### **Additional projects**

70. New projects that support the broad social service system have been initiated and implemented in cooperation with NGOs. These include an initiative of DKK 7 mill. with funding and counselling for persons, including non-nationals, as recommended in concluding observation 22, who wish or is about to leave prostitution launched in 2017. The aim is to provide support for the transition to a life without prostitution.

71. In 2018, a new initiative of DKK 10 mill. aiming at preventing young people from establishing prostitution-like relationships was developed. Prostitution-like relationships, such as “sugar-dating” may for some young people be an unintended road into prostitution, and the purpose is thus to prevent young people from becoming involved in prostitution.

72. The Government has established an inter-ministerial working group with the aim of clarifying the legal framework for prostitution in Denmark, so that a better balance is created between rights and duties in the field of prostitution. The working group must make recommendations for possible legislative models and for an improved effort, that ensures a way out of prostitution.

#### **Gender-based violence against women and girls**

73. It is estimated that every year, around 38,000 women and 19,000 men are exposed to physical partner violence. Psychological partner violence is estimated to

be twice as widespread as physical violence. Women are far more often than men exposed to physical and psychological partner violence, stalking and digital assaults. At the same time, violence against women is often of more severe character. Therefore, the Government's fight against violence in intimate relations is primarily structured to fit women victims of violence.

### **A comprehensive and extensive support system**

74. All women who are victims of violence or threats of violence have access to an extensive nationwide support system covering psychological, social, health care and judicial services and labour market support.

75. According to the Act on Social Services, every municipal council has a legal obligation to provide temporary accommodation for women who have experienced violence, threats of violence or any similar crisis in relation to family or marital status. Women may be accompanied by children and receive care and support during their stay. Women staying at women's shelters receive introductory and coordinated counselling, and the municipal council must offer psychological treatment to children accompanying their mother at the shelter.

### **National policy plans**

76. National action plans supplement the nationwide support system and services. Their purpose is to focus on specific areas and target groups, to test new initiatives in the fight against violence and to strengthen knowledge and prevention. The efforts are predominantly focused to combat violence against women. Denmark has had five national action plans on intimate partner violence since 2002. The previous action plan covered the period 2014–2018.<sup>5</sup>

77. An independent evaluation of the action plan will be published in 2019. The preliminary results generally show that the action plan have covered previously unmet needs. With these experiences in mind, a new action plan to combat psychological and physical violence in close relationships covering the period 2019–2022 was developed and came into force in March 2019. DKK 101 mill. has been allocated to the plan, which has 18 initiatives under the heading of 3 focus areas:

- Prevention and recognition of psychological violence, including awareness raising in the general population and specifically among children and young people. This focus is in line with the Government's bill introducing a separate section concerning psychological violence in the criminal code.
- Further strengthening of ambulatory counselling and treatment programs for victims of physical and psychological violence in intimate relations.
- Increased knowledge, including a nationwide study of the prevalence of physical and psychological violence in intimate relations.

78. In addition, the Parliament in 2016 agreed to launch the initiative "Collective effort to end violence in intimate relations" providing funds to NGO driven activities such as ambulatory counselling and treatment programs for victims and perpetrators and establishment of a national unit against violence in intimate relations.

<sup>5</sup> <http://um.dk/~media/UM/Danish-site/Documents/Ligestilling/Publikationer/2014/150930percent20Actionpercent20planpercent20againstpercent20violencepercent20inpercent20thepercent20family.pdf?la=da>.

### **New legislation on domestic violence**

79. There has been several amendments to the criminal law provisions in order to prevent and combat violence against women and domestic violence. For example, act number 718 (2018), increased inter alia the maximum penalty for repeated cases of domestic violence (common assaults) from three to six years. Act number 358 (2018), increased inter alia the level of sentences for aggravated violence by one third compared to the previous level. Denmark has also ratified and implemented the Istanbul Convention of the Council of Europe.

### **Psychological violence**

80. In concluding observation 18(c) it is recommended to adopt a legislative framework that explicitly protects women from psychological violence, according to Article 33 of the Istanbul Convention. In March 2019 the Parliament adopted a new separate act on psychological violence in close relations (family etc.). Civil society has played an important role in the preparatory legislative process. The Government has further announced that it will take initiative to ensure the police and prosecution service proceedings of cases of psychological violence, and that a ministerial working group will be assigned to identify whether new initiatives are needed in this area.

### **New legislation on sexual assaults**

81. Sexual assaults in varying forms may have serious implications for the victims, and women are far more exposed to sexual assaults than men are. The #MeToo movement has gained significant momentum in Denmark and has raised awareness both in the general population and within the legislative power on prevalence and potential consequences.

82. A number of legal provisions or amendments in relation to sexual assaults have been adopted. In 2016, the penalty for rape was increased with an average of one year (act number 635), and the Government launched a number of initiatives to improve the efforts against rape, including guidelines for the police on how to receive and handle rape cases. The national police has set up an expert group of investigators and prosecutors who will contribute to developing the guidelines and an advisory forum where the police meet with organizations that deal with victims of rape. The police has carried out an information campaign in order to encourage victims of rape to report the assaults to the police. The Crime Prevention Council has conducted a survey into extent and character of sexual assaults and launched a campaign to prevent sexual abuse and rape.

83. In 2018, act number 140 repealed the 72-hour police notice victim compensation deadline, which a victim of rape or incest usually has to comply with in order to apply for victim compensation. Furthermore, this act increased the compensation by approx. one third to victims in all cases of sexual assault offenses. Also in 2018, act number 257 increased the punishment for sexual harassment and sexual offences online.

84. Additionally in 2018, the Minister for Justice appointed a panel of experts within the area of sexual assault and abuse in order to gain further knowledge and recommendations within the area. The panel is expected to provide its recommendations in 2019.

85. Moreover, the Government is examining how legislation on rape can be improved. The Minister of Justice is in the process of collecting information on other countries' legislation on rape, including countries where the legal definition on rape is based on a non-consent requirement instead of being based on violence, threats, etc.

**Stalking**

86. In 2016, the Government introduced an action plan to prevent stalking. It aims to strengthen efforts of the police in stalking cases, to ensure that stalking victims receive the utmost professional help and guidance, and to strengthen knowledge on stalking. Furthermore, the Restraining Order Act was amended in 2016 by introducing a temporary restraining order, which can be applied while a case regarding a restraining or exclusion order is being processed.

87. The national action plan to combat physical and psychological violence in close relationships 2019–2022 allocates permanent funding for Danish Stalking Center. Danish Stalking Center provides professional counselling services for victims and perpetrators of stalking (Table 1, Annex 1). The center also collects and disseminates knowledge on stalking to professionals including social workers and police.

**Data on violence against women**

88. The National Police has in September 2018 enacted an array of hashtags that enables the police to sort data by the relationship between victim and perpetrator as recommended in concluding observation 18(a) (Table 2, Annex 1). It is possible to hashtag all penal cases and all cases regarding violence. Its use relies on the police officer registering the penal case.

89. For further data on violence against women, reference is made to Annex 1.

**Part II (art. 7–9)****Political rights and participation (art. 7)****Women in management**

*Legislation regarding equal gender composition in company boards and management positions*

90. Legislation requiring the largest companies to set a target figure and establish a policy for the gender composition of management came into force in 2013. In 2017, more than 1.000 companies were subject to the law.

91. If a company does not comply with the legal requirements when reporting, the company can be met with an administrative order. As a last resort, a fine can be issued. For more information on the rules, reference is made to the eighth periodic report and guidelines in English.<sup>6</sup>

92. In 2017, the Danish Business Authority carried out a screening of the annual reports of approx. half the number of companies in scope. This screening resulted in the DBA announcing orders to approx. 70 companies to submit information on the gender composition of the management fully in compliance with the relevant legislation.

93. In concluding observation 30(c) it is recommended to provide for clearly defined sanctions for companies that fail to meet targets for equal gender representation. It is the Government's belief that introducing orders to companies concerning submission on gender composition motivates companies to work for increased gender equality.

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<sup>6</sup> [https://danishbusinessauthority.dk/sites/default/files/media/guidance\\_on\\_target\\_figures\\_policies\\_and\\_reporting\\_on\\_the\\_gender\\_composition\\_of\\_management.pdf](https://danishbusinessauthority.dk/sites/default/files/media/guidance_on_target_figures_policies_and_reporting_on_the_gender_composition_of_management.pdf).

*Development of women on boards and in management*

94. As recommended in concluding observation 24, the Government closely monitors the implementation of the legislation regarding women on boards and in management. The proportion of women on company boards in the largest publicly listed companies has increased since the introduction of the legislation in 2012 from 20.8 percent to 30.7 percent in 2018.<sup>7</sup>

95. For all publicly listed companies, the proportion of women on boards has increased from 9.6 percent in 2012 to 15.9 percent in 2017 (Table 5, Annex 1). These figures do not include board members elected as employee representatives.

96. For companies covered by the legislation on the gender composition of management (more than 1,000 companies in 2017), the proportion of women on company boards has increased from 9.6 percent in 2008 to 15.2 percent in 2017 (Figure 1, Annex 1).

97. It can also be noted that Statistics Denmark for all enterprises in Denmark registers the number of women in board and management.

98. From the gender equality reports, which state and local authorities bi-annually are obliged to submit to the Minister for Equal Opportunities, it appears that the authorities have obtained results. For example, the share of female top-level leaders increased from 19 percent in 2013 to 30 percent in 2017 in state authorities, and from 25 percent to 29 percent in municipalities. When it comes to leaders at all levels in municipalities, 67 percent were women in 2017 compared to 60 percent in 2013. The share of women in boards of state agencies has increased from 39.7 percent in 2013 to 41.4 percent in 2017.

*Evaluation of the legislation on gender composition and supporting initiatives*

99. The legislation on gender composition of management was evaluated in 2017. Overall, there has been a slight tendency of an increased annual growth in the proportion of women in the boards of the companies covered by the legislation. However, it was also concluded that the impact of the legislative requirement so far is somewhat limited, as the annual growth rate does not exceed 1.1 percent point. Based on the evaluation, the Government decided to maintain the legislative requirement. It is the Government's view that it takes time to change attitudes and mindset and thus, four years is not a sufficiently long period to see the full effect of the legal requirement.

100. The Government is committed to get more women into management and has therefore enacted a number of focus areas, including:

- Guidance for companies to focus on diversity and gender distribution in top management.
- Diversity in the recruitment basis for senior management.
- Possible benchmarking of companies' gender composition of management.

**Women in judiciary**

101. The proportion of women judges in High and Supreme Courts has increased to 40.4 percent in 2019 (21.1 percent in 2008). The Special Court of Indictment and Revision (*Den Særlige Klageret*) consists of 60 percent women, and The Judicial Appointments Council consists of 40 percent women.

<sup>7</sup> EIGE: European Institute for Gender Equality <https://eige.europa.eu>.

**Women in politics**

102. In Denmark, women and men have the same rights and opportunities to stand for elections and to join politics. At the local government elections in 2017, the proportion of women in the municipality councils increased to 32.9 percent (29.7 percent in 2013). The number of female mayors rose to 14 out of 98 (12 in 2013). At the regional government elections in 2017, 38 percent of the elected were women, which is a minor decrease in the number of elected women in comparison to the election in 2013 (39.5 percent). After the general elections in 2015, women accounted for 37.1 percent of the national parliament (65 out of 175 seats). This is a minor decrease in the number of women in comparison with the latest general elections in 2011, where 39 percent (68 out of 175 seats) were women. In 2015, the first female chairperson of the Parliament was elected. At the elections for the European Parliament in 2014, 5 of the 13 elected Danish members were women (38.5 percent), which is a minor fall since the election in 2009, where 6 out of 13 were women.

103. The minor fall in the proportion of female candidates elected for Parliament, regional councils and European Parliament is seen as a mere coincidence and not a general trend towards less equal gender representation in the political organs. Gender equality is a matter of great public interest, not least during elections. After every election, the Ministry for Economic Affairs and the Interior publishes statistics showing gender distribution among the candidates standing for elections. On this background, including the fact that women and men enjoy the same political rights, the Government does not find it relevant to take measures as recommended in concluding observation 24. The Government will, however, continue to closely monitor the development in this field.

**Representation (art. 8)****Women ambassadors**

104. An important milestone for the Ministry of Foreign Affairs is to reach a 50-50 gender balance at management level. In 2018, 38 percent of newly appointed leaders were women, leaving the Ministry with a balance of 29 percent women in management. (23 percent in 2013).

105. Another priority has been to nurse the pipeline for future female leaders. In 2018, there was a significant increase in female deputy heads, and for the first time now, there is more female (56 percent) than male deputy heads.

106. The Ministry has introduced a policy for the appointment of new managers and deputy managers stipulating that Senior Management should always have a choice of at least one female and one male candidate. In the coming years, the Ministry will prioritize monitoring and handling of the mobility of managers in relation to postings abroad and any gender bias (conscious or unconscious) related to this.

**Women in armed forces**

107. Since the eighth periodic report, the Danish armed forces have further developed the initiative to incite more young women from the age of 18 to also participate in the Armed Forces Day. Since 2009, the armed forces have held inspiration days specifically for women and are now carrying out a yearly National Inspiration Day for women with a nationwide communications effort and inspirational events spread out in the country. The initiatives are proving successful; in 2007, 419 women out of 6,119 conscripts signed on for conscription, whereas in 2017, it was 722 out of 4,214 – an increase from 7 percent female conscripts in 2007 to 17 percent in 2017.

108. In 2017, the Danish Defence was awarded for improving conditions for women in the Army. The work entails a network for young female leaders in the Army and rewarding female role models.

## **Nationality (art. 9)**

### **Citizenship and nationality**

109. The Danish rules of nationality contain no provisions relating to the automatic loss of nationality upon marriage or in the situation where the spouse changes nationality. Furthermore, it makes no distinction between women and men with regard to loss of Danish nationality. A child will acquire Danish nationality if born to a Danish father, a Danish mother or a Danish co-mother.

110. Children born stateless in Denmark are entitled to Danish citizenship by application (naturalisation). Since 2013, the political agreement has contained a separate chapter dedicated to applicants born stateless in Denmark who are covered by the 1961 UN Convention on the Reduction of Statelessness and the 1989 UN Convention on the Rights of the Child. This chapter ensures a high focus on the continuing compliance with the conventions as recommended in concluding observation 26. And makes it possible for applicants to read the relevant conditions for acquiring Danish nationality directly from the agreement.

### **Measures to eliminate discrimination against migrant women**

111. Different measures to tackle, prevent and eliminate discrimination, including intersecting forms of discrimination, as recommended in concluding observation 34, are in place. Some of them are:

#### *Complaint procedure*

112. Anyone who believe they have been discriminated on grounds of e.g. national, social and ethnic origin, race or gender equality can raise the issue with the Board of Equal Treatment. Reference is also made to the Core Document. From 2014 to 2018, the Board processed 182 complaints regarding discrimination on grounds of national, social or ethnic origin.

#### *Raising awareness on women's rights and gender equality*

113. The Government runs a campaign in 2018–2020 to raise awareness on women's rights and promote gender equality among migrants, refugees and ethnic minorities as recommended in concluding observation 10. Information and course materials are available for free in six languages at <http://ret-til-ligestilling.dk/en/>.

#### *Increasing knowledge of migrants' views and participation in society*

114. Gender equality and women's rights is a recurring theme in the Ministry of Immigration and Integration's annual survey examining migrants' and their descendants' citizenship and participation in society, including views on gender roles, self-determination and experiences with discrimination. Data is gender-disaggregated as recommended in concluding observation 16. The resulting data is regularly reported in publications that contribute to identification of challenges and to inform future policy initiatives.

## Part III (art. 10–14)

### Education (art. 10)

115. In the educational sector, the overall precondition is equality – regardless of gender and ethnic origin. All educational opportunities are available and free of charge for all citizens. It follows from the Act on Gender Equality that the educational sector has a special obligation to promote gender equality, for example by being aware of differences in boys' and girls' needs, resources and behaviour in order to assess which efforts are needed to give them the same opportunities. Focus must be on competencies instead of gender, so that the potential of the students' total talent are optimally utilized.

#### Primary and lower secondary education

116. For an overview of differences in grades and well-being among boys and girls in the public school, reference is made to Annex 1.

117. It is stated in the objects clause of the Act on the Danish Public School that teaching and the daily life in school shall build on intellectual freedom, equality and democracy, and the school shall prepare the students for rights and duties in a society based on these values.

118. The Common Objectives for the mandatory subject 'health, sexuality and family knowledge' states that the subject must include focus on body, gender and sexuality. In history class, women's suffrage is a mandatory topic.

119. In relation to concluding observation 14, the Committee raises concern that the educational sector is not encompassed in the national strategy for gender mainstreaming from 2013. The strategy contains concrete examples and tools on how public authorities – e.g. municipalities and educational institutions – can work to improve gender equality inter alia in education, and it is recommended that each authority formulates concrete targets, e.g. for gender equality in education if relevant.

120. A number of Government initiatives to improve gender equality and combat sex role stereotyping in primary and lower secondary school have been launched. Some of them are:

#### *Report from the Committee on Gender Equality in Day Care and Education:*

121. In 2016, a committee of organizations and researchers was formed to identify challenges in day care and education relating to gender equality – and possible solutions. The committee released its report in 2017 with recommendations to a number of different actors, including municipalities, schools, organizations, researchers, the Government and work places.

#### *Conference with focus on girls and technology understanding*

122. In 2018, the National Agency for IT and Learning hosted a conference on girls and technology understanding. The purpose was to provide inspiration for projects in the educational sector to ensure girls' interest in technology understanding and to break down gender stereotypes to motivate and make it easier for girls to take part in development of technology, as recommended in concluding observation 28(a).

#### *A pre-examination of how to monitor the well-being of LGBT students in the educational system*

123. In 2018, a preliminary study was launched to identify a method for long-term monitoring of LGBT students' well-being to better be able to identify challenges to

this targets group's well-being. The study recommends an anonymous questionnaire among students from 15 years and upwards. The Ministry of Education has initiated a dialogue with the relevant organization as how to follow up.

### **General upper secondary education**

124. In 2018, the overall male-female ratio of upper secondary education was 46 percent male and 54 percent female (Figure 4, Annex 1). The male-female ratios tell that there is a majority of male students choosing programs containing a more technical (htx) and commercial profile (hhx) whereas female students tend to choose programs with a broader common profile containing for instance more foreign languages (stx and hf).

125. Since 2017, in order to open up the students' mindset and initial preferences for certain subjects, a three months introduction period has been introduced when they start at either stx, hhx or htx. Through those first months, students are not divided into specific academic areas. Instead, they are exposed to most subjects available and receive guidance from the teachers to help qualify the choice they make after the introduction period. The choice of specific subject areas at the general upper secondary level is important for the students as it has an impact on their access to further education later on.<sup>8</sup>

126. Gender equality is also a main focus in social studies in all four programs where it is stated that students should be taught about rights and duties in a democratic society including gender equality.

### **Vocational Education and Training**

127. Women and men have equal access to vocational education and training (VET) which is targeted at the individual pupil to ensure high completion rates and gives access to student grant, trainee pay and reimbursement of travel and boarding schools, regardless of gender.

128. The education alters between school education and employment in company. Vocational training reflects the labour market, thus some VET courses attract more students of one gender (Figure 5, Annex 1). The overall sex ratio is almost equal in VET.

129. Measures are taken by the labour market and colleges to encourage women and men to choose non-traditional fields of education and career paths, such as science and technology for women and caregiving roles for men. With reference to concluding observation 28(a), the Ministry of Education launches a nation-wide effort to develop and disseminate good practice on educational environments, with focus on inter alia attracting more females to traditional male programs and vice versa. On social media platforms, the Ministry points out the many possibilities students have regardless of gender.

### **Women in academia**

130. More women than men complete a higher education and almost the same number of men and women achieve a Ph.D. Although the share of women in academia has increased in recent years, only about one third of researchers are female. In 2017, the share of female full professors was 22.2 percent (Table 6, Annex 1). University management has the key responsibility for increasing the number of female researchers and for ensuring good and equal conditions for recruitment, promotion and retention of both male and female researchers.

<sup>8</sup> Report of the Committee on Equal Opportunities for Day Care and Education, 2017.

131. A range of initiatives has been enacted in order to encourage and facilitate academic careers by women as recommended in concluding observation 28(a) and (b), including:

(a) Talent barometer. In 2015, a ministerial taskforce for more women in research presented its recommendations primarily targeted towards the universities and research councils. In 2016, the Minister of Science and Higher Education invited all university rectors to a round table meeting to follow up. A declaration was signed, and in 2017, the Ministry launched the first Talent Barometer, a yearly publication monitoring and comparing the share of women in academia in the university sector. The report forms the basis for an annual discussion between the Minister and the chairs of the eight university boards followed by a briefing sent to the Parliament;

(b) Research funding. In 2013, Independent Research Fund Denmark organised a conference on Gender in research. An element in this conference was to follow up on the council's initiatives for female researchers in the last decade. In 2014, the Danish Council for Independent Research had an instrument called "Ydun – Younger women Devoted to a UNiversity Career" targeted women at minimum associate professor level. The instrument received a very high number of applications, and only 17 grants were awarded. This resulted in a very low success rate of only three percent (Table 7, Annex 1). Less than one third of the applicants for research grants are women. This share corresponds roughly to the share of women in the academic staff at the universities. There is a limit to the Ph.D. age in specific instruments in the calls for proposals from Independent Research Fund Denmark. However, maternity leave can be subtracted from the period with a factor 2. One year of absence thus counts as two years of absence to take into account the difficulties of returning to research after having had children. The Independent Research Fund Denmark has been allocated DKK 50 mill. for research in "People and Society"; part of these funds can be granted to research on gender, e.g. with a view to improve the gender balance in the research landscape;

(c) STEM Action Plan. The Government will present a STEM action plan to make more people choose, be admitted to and ultimately carry out a higher technical, digital or scientific education, including focus on women's search patterns for the STEM programs;

(d) Innovation Fund initiatives. The Innovation Fund has taken a number of initiatives to strengthen the gender balance among applicants, including female ambassadors, a pilot project to attract more female applicants, requirements for large research partnerships to reflect on gender diversity in the team and increased gender balance in panels and annual recipients of prizes. Next step is further analysis and interviews with women in the target groups as a basis for policy for gender diversity, including objectives that can be reviewed annually.

## **Employment (art. 11)**

### **The situation on the labour market**

132. Danish women 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.

133. In the Danish Labour Market Model, terms and conditions on the labour market, including pay and working hours, are mainly regulated by the Danish Social Partners through collective agreements. There is no statutory minimum wage in Denmark.

### **Women in the workforce**

134. In 2016, the workforce (including all employed and unemployed persons) totalled 2.9 mill. persons. Women accounted for 1.38 mill. of these which corresponds to 47.4 percent of the entire workforce.

135. Women's participation rate is lower than men's are. The participation rate for women was 73.5 percent in 2016. In comparison, men's participation rate was 77.6 percent. The gap between women and men's participation rate has continuously been narrowing from 2008 to 2014, but it increased from 2014 to 2016 (Table 8, Annex 1).

#### *Immigrant and ethnic minority women*

136. The participation rate for immigrant and ethnic minority women from non-western countries is lower than for ethnic Danish women. In 2016, the participation rate for immigrant and ethnic minority women from non-western countries was 51.4 percent, which is 1.4 percentage point higher than in 2015. In a period before, the participation rate has been falling for this group. Women irrespective of their ethnic background more often than men take an education. Ethnic minority women follow the success of ethnic Danish girls.

137. By EU standards, Denmark has rather high participation and employment rates, in particular for women. Women and men's extensive participation in the labour market remains an essential prerequisite of the Government's employment policy.

#### *Unemployment rate*

138. Women's unemployment rate was lower than men's from late 2008 to summer 2012 – during the economic crisis (Figure 6, Annex 1). From mid-summer 2013, the unemployment rate of women has been higher than the unemployment rate of men. Men work to a higher degree than women in professions sensitive to the business cycle. Therefore, men's unemployment rate might fluctuate more between recession and boom than women's.

### **Reducing the gender pay gap**

139. The Act on Equal Pay prohibits gender discrimination with regards to pay. The Government's continued efforts regarding equal pay and occupational segregation are conducted in dialogue with the social partners in recognition of the fact that promoting equal pay takes place at the workplace and through collective bargaining. In April 2018, new collective agreements were concluded for the public sector (both at local, regional and state level). In these agreements, funds were allocated specifically to strengthen equal pay and raise the level of pay for low-income groups. In line with concluding observation 30(a), the Government is closely monitoring and analysing the development in pay differences for men and women.

#### *Decrease in unadjusted gender pay gap*

140. The unadjusted gender pay gap has decreased relatively significantly since 2007. In 2018, the Danish National Centre for Social Research published an updated report on pay gap between men and women. The 2018 report covers the period 2012 to 2016, but also looks at trends and developments since 1996.

141. In 2016, the unadjusted gender pay gap was 10–15 percent depending on the pay concept. The unadjusted gender pay gap has decreased relatively significantly since 2007. The decrease is up to 5 percentage points. This corresponds to a reduction of the unadjusted gender pay gap of one fourth and one third depending on the wage

concept used. In the previous period from 1997 to 2006, the unadjusted gender pay gap did not change significantly.

142. An important factor in the decline in the unadjusted gender pay gap is women's upward mobility into more managerial positions. Furthermore, women on average are also better educated than men, and the advantage has increased over the past ten years.

*The residual gender pay gap*

143. When the unadjusted gender pay gap for the entire labour market is adjusted for the different characteristics of women and men, for example education, work experience, sector, industry and work function, the residual pay gap is 4–7 percent depending on the pay concept.

144. 50–60 percent of the unadjusted gender pay gap can thus be explained by different characteristics. The residual pay gap may be linked to the fact that men and women are paid differently despite the same characteristics and/or that men and women are different or are paid differently due to circumstances that cannot be measured for example, informal qualifications. While the unadjusted gender pay gap has decreased since 2007, the remaining pay gap has, overall, stayed the same in that period.

**Occupational segregation and part-time work**

145. Occupational segregation is rooted in a number of factors, including personal preferences and expectations, cultural expectations and gender stereotypes.

*Moving from part-time to full-time employment*

146. Working time is regulated by the Danish Social Partners through collective agreements. Many women working part-time work are employed in the municipal or regional labour markets in social services such as care for children and the elderly or in the health sector.

147. Both municipal and regional employers have stepped up their efforts to minimise to share of part-time work as recommended in concluding observation 30(b).

148. As of 2014, the organization Danish Regions has had a policy to increase the number of full-time positions towards 2021. Danish Regions represent the five regions in Denmark and is responsible for the health sector, including the hospitals. The goal of Danish Region's full-time policy is to change the (lack of) full-time culture in regional jobs and increase the share of full-time employees by advertising full-time positions in general in the regions. Since 2014, there has been an increase in the proportion of full-time positions in the regions. Thus, the implementation of the policy is on the right track, though at a somewhat slower pace than expected. Danish Regions are currently preparing an evaluation of the full-time policy.

149. In 2018, Local Government Denmark and the trade unions agreed in view of the municipalities' current and future recruitment challenges and in order to increase gender equality, that the proportion of full-time employees will be increased in the coming year.

150. Recruiting employees to full-time positions is a challenge for many public employers as many employees prefer to have reduced weekly working hours. In some sectors, doing shift work means that the actual salary for part-time work equals that of a full-time job, because working odd hours are compensated at a higher rate.

151. About 35 percent of the employed women are working part-time (Table 9, Annex 1). The share of men working part-time is about 16 percent. The relatively high proportion must be seen in light of the employment rate for women. Thus, there

is a significant proportion of the female population working full time. A participation rate of approx. 74 percent and a part-time share of 35 percent mean that approx. 50 percent of women work full time. Against this background, it is not surprising that the vast majority of part-time workers do so voluntarily. For further information, reference is made to Annex.

*Legal protection in relation to pregnancy and childbirth (concluding observation 30(d))*

152. 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.

153. Concerning *dismissal* during pregnancy, maternity, paternity and parental leave, the burden of proof is reversed. Thus, the employer must prove that the dismissal is not related to pregnancy, maternity, paternity or parental leave. The average compensation awarded in cases regarding dismissal due to pregnancy, maternity, paternity and parental leave is the equivalent of nine months' pay. In 2016, the Government published an easy-to-read summary of the legal rights during maternity, paternity and parental leave. Claims regarding gender discrimination are settled within the system set up for the settlement of industrial disputes, the ordinary civil courts of law and the Board of Equal Treatment.

154. Mothers have for many years had the right to 14 weeks of paid leave when losing a child late in pregnancy or within the first months of the child's life. From 2018, fathers and co-mothers gained the same right enabling the parents to better support each other and recover from the loss.

*Promoting gender equality in the allocation of public procurement contracts (concluding observation 30(e))*

155. The law on public procurement does not provide any obligations to take specific considerations, e.g. concerning equal treatment of men and women, in public procurement, but leave it up to the individual contracting authority to decide which considerations are relevant in the specific procurement at hand.

156. An obligation to include a specific consideration across all types of contracts would not necessarily be beneficial, as there may be vast differences between the marketplaces of the different contracting parties. Furthermore, it is unclear how the measures suggested in concluding observation 30(e) are to be implemented in an effective way.

**Ratification of other treaties**

157. Concluding observation 51 recommends ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families. Denmark is currently not in the process of ratifying it. The Government finds that the term "migrant worker" used in the Convention lacks differentiation, as it also includes persons who are in unauthorized residence and employment. These regulations may therefore increase the incentive to take up employment in Denmark without having the requisite residence permit and risk undermining the welfare state.

158. Ratification of the Domestic Workers Convention, 2011 (No. 189), of the ILO, is furthermore recommended. After thorough tripartite consultations on this matter, the Government in 2015 decided not at this stage to ratify the Convention. The decision was based on an agreed recommendation from the Danish Permanent ILO Committee concerning Tripartite Consultations to Promote the Implementation of International Labour Standards.

159. It was the overall assessment that Denmark to a large extent already meets the requirements in the Convention. Domestic workers living in the household are very rare, and the thorough examination did not reveal significant, uncovered protection of domestic workers subject to the Convention. It was also the assessment that a ratification would require legislative measures that would have unintended implications on the collective agreements that already ensure decent work conditions for domestic workers.

### **Health (art. 12)**

160. The Danish healthcare system is universal and based on the principles of free and equal access to healthcare for all citizens. Healthcare is provided on the basis of the individual needs of patients including gender sensitive aspects of health. An example is the screening program for breast cancer. The specific initiatives advanced since the eighth periodic report shall thus be considered as additional to the comprehensive coverage already ensuring women's access to health care.

161. For infants born in 2016–2017, the life expectancy for women is 82.9 years compared to 79.0 years for men. This difference is also present for 50-years-olds where women are expected to live 3.5 years longer than men are.

162. Initiatives and focus areas in this reporting period are outlined in the following.

#### **The National Stress and Youth Panels**

163. In 2017, a larger share of women (15.5 percent) than men (10.9 percent) suffered from poor self-rated mental health. Of women aged 16–24, 23.8 percent had a poor self-rated mental health. With the aim of improving mental health, the Government established a National Stress Panel and a Youth Panel. The purpose was to initiate a debate and raise attention regarding mental health and stress, especially among young people, and how self-perception of the youth can be improved. The Youth Panel focused on themes as gender, sexuality and boundaries. The National Stress Panel has inter alia discussed the culture of perfection and how to prevent such a culture causing stress especially among young women and girls.

#### **Action plan on psychiatry**

164. In 2018, the Government released an action plan on psychiatry aiming to improve the mental health of the population, including women. As the national health profile from 2017 reveals that women report poorer mental health than men in all age groups, the action plan on psychiatry is highly relevant for the improvement of women's health in general.

#### **Chronic diseases and comorbidity**

165. Today, around one third of the Danish population suffers from one or more chronic diseases. Comorbidity is a growing challenge, and there is a greater proportion of comorbidity among women (28.8 percent) than among men (22.2 percent) in all age groups. Therefore, initiatives in this area is of great importance for women of all ages. Denmark has a number of initiatives aimed at people, including women, living with chronic diseases, e.g. the National Diabetes Action Plan from 2017. Furthermore, the Government has presented a new action plan to strengthen the role of the general practitioner in the treatment of patients with noncommunicable diseases and has allocated resources to strengthen the efforts with regard to patients with chronic diseases.

### **Osteoporosis**

166. Osteoporosis is more than four times as frequent among women as men, and the disease has significant personal implications due to fractures, hospitalisations, etc. The Government and the political parties of the Parliament have initiated an analysis to map the health services provided to patients with osteoporosis and to identify possible solutions to current challenges. Furthermore, the Government has allocated resources to strengthening the effort on osteoporosis in accordance with the conclusions of this analysis.

### **Maternity care**

167. A new set of National Guidelines to Maternity Care is expected to be published in 2019. The guidelines form the basis of the services offered to pregnant women and their families in the healthcare system, including issues related to health promotion, prevention and medical treatment in relation to pregnancy, birth and postnatal care. Danish maternity care is differentiated, making special services available to vulnerable pregnant women and their families.

### **Birth initiative**

168. The Ministry of Health launched an initiative in 2018 aiming at setting the direction for the future effort in relation to childbirth. The objectives include developing birth plans tailored to the individual labouring mother and enhancing the effort towards vulnerable pregnant women, ensuring comfortable surroundings during childbirth regardless of where the pregnant women choose to give birth, ensuring a healthy work environment among personnel, and improving digitalization.

### **Digital solutions for pregnant women**

169. At present, pregnant women receive a paper based maternity record, which they must bring to midwife consultations, doctor's appointments and the maternity ward. This is challenging in terms of ensuring that the relevant information follows the pregnant woman and can be accessed by the relevant healthcare professionals during the course of the pregnancy. The Ministry of Health is currently working on developing a digital solution to improve easy access to maternity records for both the pregnant women and health professionals.<sup>9</sup>

### **Improved mother-child facilities in new hospitals**

170. The hospital structure is currently undergoing a structural transformation, including the construction of new hospitals and modernization of existing ones. The modernization includes construction of improved facilities for pregnant women and new mothers, providing a calm environment for the beginning of life and increased patient safety in case of complicated births, as well as allowing mothers of hospitalized infants to stay close to them.

### **Abortion**

171. According to the Act on Healthcare, women have the right to induced abortion before the end of the 12th week of pregnancy. A woman seeking induced abortion has the right to receive counselling before she decides on having an abortion to support the woman in her decision. If the woman decides to have an abortion, counselling is also offered, with the purpose of supporting the woman to overcome mental

<sup>9</sup> The initiative is in the idea phase, and a preliminary analysis of possibilities of development, implementation and dissemination of a digital pregnancy tool will be carried out.

difficulties due to having the abortion. In 2017, new funding was allocated to strengthen the counselling of women seeking induced abortions.

### **Double donation**

172. In 2018, it became possible for a single woman or a couple to receive both sperm and eggs from a donor in cases of infertility due to medical reasons (so-called double donation). Especially lesbian couples and single women can benefit from double donation due to their natural need of donor sperm in their treatment.

### **Sex education and sexual health**

173. The national initiatives regarding sexual health interventions are carried out in close collaboration between the Danish Health Authority and the Danish Family Planning Association. Education on sexual health and rights, including for young migrant women and girls, as recommended in concluding observation 34, is a priority and is mandatory in primary and lower secondary school. Multiple yearly educational campaigns are carried out and supplemented by campaigns on specific issues, such as the 2018 awareness campaign focusing on myths regarding the female hymen membrane. Other initiatives include ongoing counselling regarding sexual health via online chat forums and telephone-lines to children and youths.

174. In 2018, the Danish Health Authority has issued guidance for municipalities (a so-called prevention package) specifically addressing sexual health and well-being and includes recommendations regarding women in particular, such as counselling and contraception for female drug addicts.

### **HIV/AIDS**

175. Every citizen has equal access to information, treatment and care in the field of HIV and AIDS. In 2015, 273 new cases of HIV were reported of which 70 were women. In collaboration with the NGO AIDSfondet, the health authorities have established free checkpoints in Copenhagen, Odense and Aarhus where vulnerable groups directly off the street can get tested anonymously and receive counselling. AIDSfondet receives yearly funds from the Government, which also covers other prevention, information and counselling activities targeting vulnerable groups. Hence, these initiatives address the concerns of concluding observation 34.

### **HPV vaccine against cervical cancer**

176. Since 2009, all girls aged 12–18 are offered the HPV vaccine against cervical cancer free of charge as part of the childhood immunisation programme. In addition, catch-up programmes targeted girls and young women born after 1984 have been carried out, also free of charge.

### **Ethnic minority women**

177. Over the last years, disease prevention and health promotion targeted ethnic minorities have been prioritized in many municipalities. Women have been the direct target of several initiatives, including on reproductive health and family health in general as recommended in concluding observation 34. Peer educators of different ethnic origin have been trained with the intent to create health-promoting networks among women living in socially disadvantaged communities by offering e.g. physical activities and lessons in childcare and nutrition.

178. In relation to antenatal care, several hospitals with a high proportion of ethnic minorities in their uptake areas offer special group consultations for non-Danish speaking women or consultations with midwives especially trained in working with

ethnic minority women. The Danish Health Authority has initiated a pilot project across the country implementing outreach antenatal care for socially disadvantaged women, including ethnic minorities.

179. In 2019, the Government presented a bill prohibiting construction of an artificial hymen. The idea of hymen as a symbol of virginity busting at the first intercourse is a myth, and the bill is intended to prevent pressure on women to submit to surgical construction of an artificial hymen. The bill is part of the Government's information efforts and educational initiatives on women's anatomy.

180. In 2011, the Red Cross and its partners opened the first free walk-in health clinic for undocumented migrants staffed by volunteer doctors, nurses, midwives etc. Since the opening of the clinic, 2400 individual patients have received treatment there.

### **Preventive home visits**

181. The municipalities offer home visits to all citizens, including women, aged 75 years, 80 years and older as well as vulnerable citizens aged 65–79 years with a risk of developing low social, mental and physical functionality, for instance after loss of one's spouse.

182. The purpose of a home visit is to offer advice and support, to provide information about available services and to meet needs arising from impaired mental, social or physical functional ability in order to prevent illness, social problems and promote quality of life. The preventive home visits thus aim to prevent elderly citizens, including women, from ending up in a precarious situation as recommended in concluding observation 38.

## **Economic and social benefits (art. 13)**

### **Early Childhood Education and Care (ECEC)**

183. The existence of quality, affordable childcare is seen as key to the high level of gender equality in Denmark, not least the high participation rate of women in the labour market. Childcare is by law available to all children – regardless of family structure, finances and parents' employment – and is provided by well-trained staff and characterized by highly professional care and learning environments. More than 95 percent of children aged 3–6 attend ECEC facilities. In accordance with the Act on Day-care, the municipality shall grant various discounts and subsidies to ensure a place for children from for example low-income families in an ECEC facility.

### **Child allowance**

184. Reference is made to the seventh periodic report for a detailed explanation on child allowance in Denmark.

185. From 1 January 2018, the minimum period of residence in Denmark was changed from two to six years. According to the new residency criteria, the person who has a duty to provide care for the child must have been resident or employed in Denmark, including the Faroe Islands and Greenland, for six years out of the last ten years in order to receive the full benefit.

186. For persons covered by EC Regulation No 883/04, employment or residency periods in other EU/EEA countries and Switzerland are included when the residency periods are calculated (merging principle).

**Rural women (art. 14)**

187. Reference is made to the eighth periodic report.

**Part IV (art. 15–16)****Law (art. 15)**

188. Reference is made to the eighth periodic report.

**Marriage and Family Life (art. 16)****Marriage and divorce**

189. Since the eighth periodic report the Act on the Formation and Dissolution of Marriage has been changed to ensure that a person under the age of 18 may not enter into marriage. In 2017, the possibility to derogate from the age requirement was removed, and the rules regarding recognition of foreign marriages between parties under the age of 18, were changed.

190. In 2018, all parliamentary parties agreed on a new system for handling family law cases. The agreement establishes one clear entrance for families in cases of divorce – the Agency of Family Law – where the different elements of a break-up or divorce can be handled in a comprehensive manner. The key point of the agreement is the need to offer better protection for children involved in family law cases using e.g. conflict management and mediation. The new system will come into force by 1 April 2019 and will be subject to ongoing monitoring.

191. In divorce cases, all assets are divided equally between the spouses, except for certain assets, for example assets covered by a prenuptial agreement. Spouses who find themselves in a bad financial situation after a divorce may make a request for compensation and spousal maintenance from the other spouse (alimony). New legislation on handling of property during divorce came into force in 2018. The legislation was based on research on the economic consequences of divorces as recommended in concluding observation 42.

192. According to case law, when ending a de facto relationship, one of the partners may make a request for a part of the communal property acquired during the relationship. The request is handled within the judicial system.

**Family reunification**

193. With reference to concluding observation 44, it can be noted that the Government has no current plans to establish monitoring and follow-up procedures for evaluating whether the minimum age requirement for family reunification of migrant spouses may result in de facto gender discrimination.

**Combating forced marriage and honor related conflicts**

194. Besides the minimum age requirement, it is required that the spouses/partners entered into marriage/relationship voluntarily. Thus, as a general rule family reunification cannot be granted if it must be considered doubtful that the marriage was contracted, or the cohabitation was established at both parties' own wish. If the marriage has been contracted or the cohabitation established between close relatives or otherwise closely related parties, it must be considered doubtful unless particular

reasons make it inappropriate, including regard for family unity, that the marriage was contracted or the cohabitation was established at both parties' own wish.

195. Additionally, there is a range of initiatives targeted prevention of forced marriages. As a part of the national action plan for prevention of honour related conflicts and negative social control from 2016, the following initiatives have been taken:

- A task force has been established that advises local governments on how to take strategic measures to prevent honour related conflicts, including forced marriages;
- A team of security consultants has been established that advises local governments in specific cases regarding honour related conflicts, including forced marriages.

196. Furthermore, the organisation RED-Counselling (Former Ethnic Minority Youth) has since 2002 offered free and professional counselling on honour related conflicts, including forced marriages, to youths and young adults, parents and professionals.

197. Additionally RED-Safehouse offers safe housing for youngsters aged 16–30 fleeing from serious honour related conflicts, including forced marriages and honour related violence or threats.

198. An effort has been made to tighten control with religious preachers, also regarding forced marriages. In 2016 a political agreement on religious preachers introduced a mandatory course on the subjects of family law, freedoms, and democracy for persons in religious societies outside the Established Church who seek authorisation to perform weddings, as well as preachers from abroad who are applying for an extension of stay in Denmark.

199. The political agreement on religious preachers furthermore entailed criminalisation of express endorsement of certain offenses related to religious education. Among other things, it is thus an offence to sanction violent acts, force or the threat of force and bigamy if doing so occurs in the course of providing religious education activities.

## **Naalakkersuisut (Greenland)**

### **Introduction**

200. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was ratified by Denmark and entered into force on 21st of May 1983. The Convention was ratified without reservation to Greenland as well.

201. This means that the human rights expressed in the Convention have been applicable to the Greenlandic population for three decades. This report documents the efforts by Naalakkersuisut, the Government of Greenland, to ensure gender equality in all areas of society that are governed by Greenland.

### **Significant progress since the last report**

202. Gender equality is a fundamental value in Greenland's democracy. That is, Naalakkersuisut is working to promote respect for human rights and fundamental freedoms throughout society.

203. Since the 8th periodic report to CEDAW 2009–2013, efforts have been made to raise awareness of gender equality in Greenland through initiatives and legislation:

- Parliamentary Act No. 3 of 29th of November 2013 on equality between men and women, (Gender Equality Act);
- “Naalakkersuisut National Strategy and Action Plan against violence 2014–2017”;
- “Naalakkersuisut’s National Strategy against Sexual Assault 2018–2022 “Kiiliisa”;
- Entry into force of the Act on the amendment of marriage and dissolution, the law on the effects of marriage and the Administration of Justice Act and on the repeal of the Act on registered partnership (marriage between two persons of the same sex) in 2016;
- Arrangement for entry into force for Greenland by the Act on Restraining Orders, Ban on Residence and Eviction in 2017;
- Establishment of travel teams for adults with late effects after childhood sexual assault;
- Increased efforts to promote awareness of gender equality;
- Accession to the ILO C100 Convention on Equal Pay for Men and Women.

### **Paragraph 1. Foundation**

204. Women and men have the same formal rights, obligations and opportunities in society. Greenlandic legislation does not contain any formal barriers to gender equality. Naalakkersuisut’s coalition agreement from October 2018 states that it is the aim of the coalition to create a society with gender equality without distinction to birthplace, gender or religion. It is thus a fundamental principle for Naalakkersuisut to promote equal opportunities in all life conditions.

### **Paragraph 2. Constitution and legislation**

205. Greenland is covered by the Danish Constitution for the Kingdom of Denmark from June 1953. On 21st of June 2009, the Greenland Self-Government Act came into force and on 7th of October 2009, Denmark submitted a notification of the Act to the Secretary-General of the United Nations. The law recognizes in its preamble that the people of Greenland are a people under international law with the right to self-determination. The Act gives Greenland the opportunity to assume a number of new areas of responsibility and thus opens up an extension of additional competencies and responsibilities for Greenland. In addition, the Act describes Greenland’s access to independence.

206. Inatsisartut, The Parliament, has passed the law on equality between men and women. The Gender Equality Act covers gender equality in all areas, and the establishment of an independent equality council. The Act has strengthened the incentive for gender equality by establishing the Gender Equality Council, a secretariat and a grant from the Greenlandic treasury. The Council is required to present an annual report on its work to Naalakkersuisut and Inatsisartut.

207. Existing legislation is based on equal rights for men and women, ie non-discrimination.

### **Paragraph 3. National policy. Fundamental human rights and fundamental freedoms**

208. The Gender Equality Act covers the following main areas:

- Promoting gender equality, where public and private employers must integrate and promote gender equality in all planning and administration;
- Employment Practices, an employer is not allowed to differentiate or discriminate on the basis of gender;
- Equal pay, women and men equal pay for equal work;
- Commissions, councils etc., where all commissions, councils, representations, etc. that are appointed by Naalakkersuisut, must be composed as far as possible, so that an equal number of women and men are represented;
- Parental leave, all employees have rights in connection with pregnancy, childbirth and after birth in accordance with applicable law and/or agreements between the union in question and the employer.

209. The law gives women and men just the right to compensation for eg. redundancies based on discriminatory treatment.

### **Paragraph 4. Equality institutions and special measures**

#### **Naalakkersuisoq for gender equality**

210. Naalakkersuisoq for Gender Equality is responsible for public efforts to promote gender equality. Current Naalakkersuisoq is also responsible for health, social affairs, justice and human rights. Naalakkersuisoq coordinates the government's work on gender equality, and represents Greenland in the Nordic Council of Ministers for Gender Equality.

#### **Equality Council**

211. The Gender Equality Council is independent. The Gender Equality Act is the Council's goal to promote equal rights and opportunities for women and men, monitors developments in society, acts as advisory for government, public authorities and citizens.

#### **Promoting gender equality**

212. During the 9th period, Naalakkersuisut has worked with NGOs, Nordic partners, public and private organizations etc. to promote various aspects of gender equality, including:

- Naalakkersuisut's Strategy and Action Plan against violence 2014–2017. Initiatives continue even though the period has expired;
- Naalakkersuisut's strategy against sexual abuse 2018–2022 "Kiiliisa".

213. Naalakkersuisut continues to focus on women in boards and women in management.

**Paragraph 5. Priorities. Stereotype gender roles and prejudices**

214. It is Naalakkersuisut's goal to ensure that women and men have equal opportunities in society. To achieve this goal, it is important to have a permanent public forum where gender equality is constantly being discussed and promoted.

215. The Gender Equality Council plays an important role in raising public awareness of gender equality. Legislation concerning family, children and adults is in principle based on what is in the child's interest.

**Efforts against violence**

216. Violence against women is an unacceptable offense that reflects the lack of equality between women and men, and a violence against women is a violation of the Greenland Criminal Code. Naalakkersuisut acknowledges that violence is a serious problem, and has drawn up a national strategy and action plan against violence 2014–2017, which contains initiatives to strengthen the efforts against violence, with special focus on violence against women, including:

**Establishment of Illernit – nationwide crisis and treatment center**

217. Illernit is a nationwide crisis and treatment center in Qeqertarsuaq, offering professional treatment and support for battered women and their children for up to one year's duration. Illernit was established in 2014 as a pilot project. The offer is aimed at battered women who do not have access to the existing offers or cannot benefit from them. The woman has the opportunity to get away from the perpetrator and receive support, guidance and treatment.

218. An evaluation shows that Illernit contributes to battered women and children to create a healthy family life in safe and evolving settings, and has a preventive effect among other in relation to strengthening parenting ability.

**Establishment of Alliaq treatment options for perpetrators**

219. Alliaq is a nationwide treatment offering for men and women with aggression and violence problems. It consists of psychologist talks to both perpetrators and potential partners. Alliaq was launched as a pilot project in 2016.

220. In 2017 there were approx. 60 clients who received treatment in Alliaq, for violence and aggression problems. There are currently 6 permanent psychologists. An evaluation shows that the treatment contributes to the clients breaking with the violence. Thus Alliaq becomes a permanent offer.

**Establishment of Kattunneq**

221. Kattunneq is a Danish-Greenlandic collaboration. The project aims to strengthen the efforts at the Greenlandic shelters through upgrading of the staff at the shelters and increasing the cooperation between the shelters and other professionals working with victims of violence.

**Establishing male groups**

222. In 2016–2018, male groups were set up in 17 cities. The purpose is to establish a voluntary discussion forum, where men have the opportunity to talk about their challenges etc. The groups focus on talking about violence and aggression problems.

### **Arrangement for entry into force by the act on restraining, residence and expulsion**

223. In 2017, the Arrangement on the entry into force of Greenland entered into force by the Act on residence, ban on residence and expulsion.

### **Act on the amendment of the Criminal Law and the Administration of Justice Act**

224. An Amendment Act to the Administration of Justice Act and the Criminal Code. (Sexual Offenses etc.) – was adopted on 14th of November 2018. The Act is an update of the Criminal Law's provisions on sexual crimes. The Act is based on amendments to the Danish Penal Law, which was introduced by Act No. 319 of 28th of April 2009. The purpose of the law is to protect the individual's sexual freedom and self-determination, and to extend protection of the individual citizen against sexual exploitation and abuse.

225. The Act extends the area for sexual crimes, among other things because sexual relations with children under the age of 12 will be covered by the rape clause. The same applies to the sexual exploitation of a person's helpless condition, also within marriage, as opposed to earlier, where the law was only applicable to non-marriage.

### **Establishment of travel teams for adult with late effects after childhood sexual abuse**

226. A large number of adults have been subjected to sexual assault in their childhood, and in many cases this has led to social and psychological problems in adulthood.

227. The travel team was established by Naalakkersuisut in April 2013 and consists of independent psychologists. The team has been around in large parts, helping individuals better conditions for improving their lives and reduce the risk of their children being exposed to similar sexual assaults and other forms of neglect.

### **Efforts against sexual assault**

228. "Naalakkersuisut's Strategy on Sexual Assault 2018–2022 "Kiiliisa"" aims to reduce the number of sexual assaults and ensure the best possible help and support for all citizens affected by sexual abuse. The strategy contains six main themes with related goals and proposals for future initiatives: 1) information/knowledge sharing, 2) prevention, 3) interdisciplinary cooperation, 4) victims and relatives, 5) the local community and 6) people with sexual abusive behaviour.

## **Paragraph 6. Special issues, prostitution, trafficking in women and codes of conduct**

### **Trafficking**

229. In a small population of approx. 56,000 inhabitants, small communities and a remote geographical location, women's trafficking and prostitution are considered difficult without the authorities being aware of it. No cases of organized prostitution and trafficking in women have been reported to the Police.

## **Paragraph 7. Political rights and participation**

230. Women and men have equal political rights. Women and men have the same right to vote and can be elected to the municipal councils, Inatsisartut and

Naalakkersuisut, as well as the Danish Folketinget, which currently has two female representatives from Greenland in two seats.

Table 1  
**Naalakkersuisut, January 2019**

<i>Members</i>	<i>Women</i>	<i>Women in %</i>
9	2	22

Table 2  
**Inatsisartut, January 2019**

<i>Members</i>	<i>Women</i>	<i>Women in %</i>
31	12	39

### **The management of ministerial agencies and institutions, January 2019**

231. There are 10 departments in Greenland's central administration. Of the 10 department heads 5 are women, i.e. 50%.

Table 3  
**Mayors for municipal councils, January 2019**

<i>Mayors</i>	<i>Women</i>	<i>Women in %</i>
5	3	60

Table 4  
**Members for municipal councils, January 2019**

<i>Commune</i>	<i>Total</i>	<i>Women</i>	<i>Women in %</i>
Semersooq	19	8	42
Avannaata	17	4	23
Qeqertalik	15	2	13
Qeqqata	15	7	46
Kujalleq	14	6	43
<b>Total</b>	<b>80</b>	<b>27</b>	<b>43</b>

### **Permanent public councils, committees and commissions**

232. The Gender Equality Act stipulates that the appointment of government-elected women and men who sit in public councils, committees and commissions must take place so that no more than one member is appointed more of one sex than the other (§ 7).

### **Paragraph 8. Representing Government. Women Ambassadors**

233. Women have the same right as men to represent Greenland internationally. Greenland and Denmark cooperate on international affairs of particular relevance to Greenland, based on chapter 4 of the act on Self-Government concerning foreign affairs. The Department of Foreign Affairs of the Greenland Government, which includes permanent Representations in Brussels, Washington D.C., and Reykjavik,

has a staff of 18 employees composed of 11 women and 7 men. All three representations have male Heads of Representation.

234. Of 9 greenlandic ministers 2 are women and represent Greenland in international negotiations.

### **Paragraph 9. Citizenship**

235. The right to citizenship is an area within the competence of the Kingdom of Denmark. Reference is therefore made to the content of the Danish report on this topic.

### **Paragraph 10. Access to education**

236. Throughout the education system, boys, girls, men and women have equal rights to schooling and educational opportunities within all study areas.

#### **Primary school**

237. The legal framework for the primary school is as follows: The purpose of the primary school includes focus on intellectual freedom and promotion of tolerance through all subjects and disciplines in the primary school. The primary school works towards equality and understanding of one's self and of the other sex. It's ten years of compulsory schooling at primary school level. The gender distribution in primary and lower secondary school is equally distributed as shown in the table below.

Table 5  
**Gender distribution by compulsory tests in 3rd, 7th and 10th grade in 2018**

<i>Class Level</i>	<i>Boys</i>	<i>Girls</i>	<i>Girls in %</i>
3	359	380	51%
7	370	324	46%
10	300	336	53%

*Source:* Ministry of Education, Culture and Church, Greenland, 2019.

#### **Secondary education, vocational training, higher education**

238. At higher education levels, girls/women are over-represented in the upper secondary education, where the purpose is to prepare students for a higher education. At this level, the girls represent the majority in all fields of study, with the exception of areas centered on science.

239. The purpose of the vocational training is to qualify the students for employment/work directly after completing the education. At this level, the gender distribution is very similar. Some types of employment are more dominated by men, while others are dominated by women.

240. Men tend to seek education in areas related to construction and areas traditionally targeted at men, while women are primarily seeking health or service education. Women are well-represented in higher education, but it covers a wider range of education directions.

Table 6  
**Gender distribution in upper secondary education, vocational education and higher education (Number of completions)**

		2017					
		<i>High School</i>	<i>VET</i>	<i>Short Tertiary</i>	<i>Bachelor</i>	<i>Master</i>	<i>Total</i>
<b>Total</b>	Men	144	201	36	41	10	<b>432</b>
	Women	184	226	21	108	28	<b>567</b>
	<b>Total</b>	<b>328</b>	<b>427</b>	<b>57</b>	<b>149</b>	<b>38</b>	<b>999</b>

Source: Ministry of Education, Culture and Church, Greenland, Data in 2017.

### Paragraph 11. The situation on the job market

241. Women and men have equal rights and access to all types of employment as guaranteed in the Gender Equality Act. According to §§ 10–15, women and men must be treated equally with regard to employment. Employer must treat women and men equally in recruitment, relocation, promotion and dismissal and offer equal working conditions and equal pay for equal work. It is illegal to dismiss an employee due to pregnancy or maternity leave.

242. Legislation lives up to the ILO convention's criteria, and January 1st 2019, Greenland joined the ILO's C100 core convention on equal pay for work of equal value.

#### Maternity, paternity and parental leave

243. Maternity, paternity and parental leave is regulated in Parliamentary Act no. 14 of 7 December 2009 on leave and per diem for pregnancy, maternity and adoption. The maternity leave is 17 weeks, the paternity leave 3 weeks and the parental leave 17 weeks, which can be shared between the parents. The law emphasizes the parents' shared responsibility.

#### Social Security

244. Men and women have equal access to social services, for example early retirement and old-age pension.

#### Women in the workforce

Table 7  
**Gender distribution in the workforce**

<i>Year</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>
2016	26 894	14 808	12 086
2017	27 272	14 917	12 355

Source: Statistics Greenland.

245. Women make up 45% of the workforce, cf. Table 7, and make up 45% of the working population, cf. Table 8.

246. In 2017, women were over-represented in the unemployment statistics, cf. Table 9.

Table 8  
Gender distribution among employed people

Year	Total	Men	Women
2015	25 621	14 234	11 387
2016	26 214	14 610	11 604
2017	26 543	14 636	11 907

Table 9  
Gender distribution in the average share of unemployed

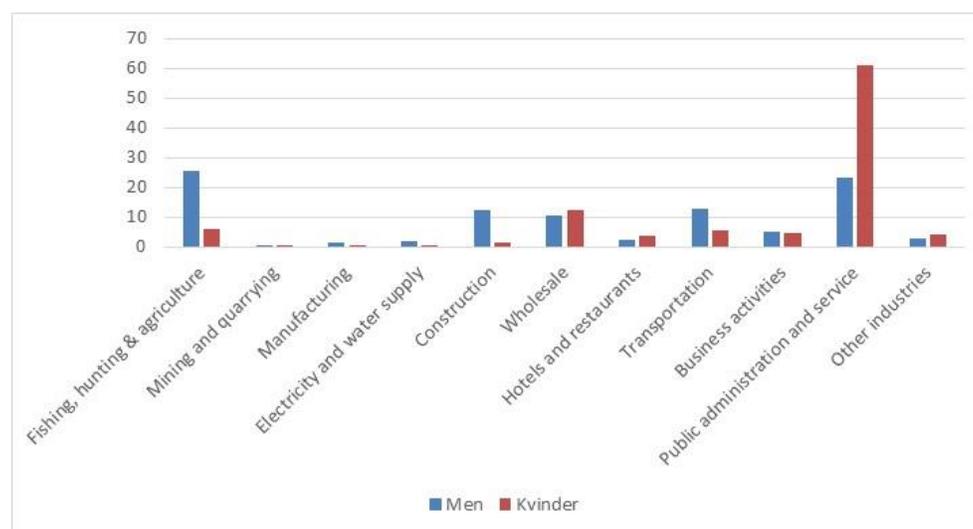
Year	Total (%)	Men (%)	Women (%)
2016	7.7	7.8	7.7
2017	9.4	9.2	9.7

Source: Statistics Greenland 2019.

### The gender segregation of the labor market and the differences in wages

247. There are differences in the employment. More than 60% of women work in the public and administration sectors, as to 25% of men. On average, men have higher salaries than women. Statistics do not take into account working hours and job functions, as women work more often part-time, and there are more men than women in the job market. In addition, men are over-represented in various types of senior positions.

Table 10  
The industry's share of total employment among men and women in 2017



Source: Statistics Greenland 2019.

248. The figure shows the employment distribution in 2017 illustrates the difference between which industries in which the sexes are employed in.

Table 11  
**Gender distribution with regard to average salary**

<i>Year</i>	<i>Monthly Payment (DKK)</i>	<i>Men (DKK)</i>	<i>Women (DKK)</i>
2014	21.670	24.298	18.293
2015	22.178	24.646	19.056
2016	23.113	25.666	19.949
2017	24.075	27.106	20.363

Source: Statistics Greenland 2019.

### **Women in boards**

249. The Gender Equality Act stipulates that men and women, where possible, must be equally represented on boards where the members are elected by the government. Public committees, councils, commissions and the like set up by Naalakkersuisut must be composed so that at most one member is more of one sex than of the other. Of 14 self-governed companies, only two companies do not meet the gender distribution in § 7. In one there is a majority of men and in the other a majority of women.

250. It is important to mention that the above-mentioned company boards constitute the majority of the boards of the largest and most important companies in Greenland.

### **Initiatives to promote women in boards**

251. The Gender Equality Act has tightened the provisions regarding equal gender representation on boards, committees and similar collective board. The changes ensures equal representation in company boards, which are composed entirely of Naalakkersuisut. Boards of directors where Naalakkersuisut only chooses part of the board members, it must choose an equal number of women and men.

### **Initiatives to promote women in managerial positions**

252. Naalakkersuisut works from “Guidelines for good corporate governance in the self-governed limited liability companies”. According to the guidelines, the board must yearly review the company’s activities to promote diversity at all levels of management. The Board of Directors must set explicit targets for promoting diversity and outline the status of the achievement of the objective.

## **Paragraph 12. Health**

253. Women and men must have equal access to treatment of the health service. All citizens and others with legal residence have free access to the national health service.

Table 12  
**The population (as of December 2018)**

	<i>2012</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
Men	30 041	29 838	29 730	29 555	29 543	29 493
Women	26 708	26 532	26 552	26 428	26 304	26 367
<b>Total</b>	<b>56 749</b>	<b>56 370</b>	<b>56 282</b>	<b>55 983</b>	<b>55 847</b>	<b>55 860</b>
Women in %	47.0	47.0	47.1	47.2	47.1	47.2

254. The expected average life expectancy has risen steadily over the last 30 years. The expected life expectancy in 1981 was 58.4 years for men and 67.5 years for women. In 2014, it rose to 69.1 years for men and 73.7 for women. The expected average life expectancy is relatively low in the Nordic perspective. A major reason for this is a high suicide rate. The suicide rate is about 7 times higher than in Denmark and many suicides are committed by young men. If this loss could be avoided, the expected average life expectancy would be higher. Suicide prevention has high priority.

### **Fertility**

255. In 2014, the fertility rate in Greenland was barely 2.2 children per woman. The fertility rate has declined gradually over the past decades. In 1970, women gave birth to 2.7 children per woman.

### **Right to abortion**

256. The main goal is all pregnancies must be desired pregnancies. Family planning has high priority. Family planning is part of the form in the Folkeskole.

257. Prevention is provided free of charge. But the abortion rate is high. Abortion is free of charge, but the rates are still at a high level compared to other countries. The health system is extremely attentive to the high abortion rate. Sexual health is a high priority. Naalakkersuisut works to strengthen the prevention work by including sexual health in the upcoming public health program in an interdisciplinary collaboration.

### **Family planning**

258. A special project has been introduced to prepare adults for the role of parent. The project implies that girls and boys aged 14–15 are taught the requirements and consequences of being parents. Sex education is part of the project, and is aimed primarily at reducing the number of teenage pregnancies.

### **Pregnancy Counseling**

259. All upcoming parents are entitled to advice and support during pregnancy. Upcoming parents are invited to family planning courses, and are offered studies during pregnancy. Almost all childbirths take place in hospitals.

### **Healthcare for children**

260. The families are offered health care from birth and until the child starts school.

## **Paragraph 13. Equality in other areas of economic and social life “The right to family benefits”**

261. Women and men have equal social and economic rights, and have the same access to sports and leisure activities as well as to cultural activities, and have access to social (family-based) services.

## **Paragraph 14. Women in rural areas**

262. Women and men living in rural areas have the same rights as other citizens. Due to the unique geographical and demographic conditions, there is a significant difference in living conditions in small communities in rural areas and larger cities.

### **Paragraph 15. Legal capacity**

263. Women and men are equal before the law and have the same rights to own property. They have the same right of access to the legal system and to receive the same treatment in court.

### **Paragraph 16. Marriage and family relations**

264. Women and men have the same right to marry, to choose a spouse, to seek divorce, to enter into a registered partnership, and to choose a surname and employment.

265. In 2016, the Arrangement on the entry into force of Greenland entered into force by the Act on the amendment of marriage's conclusion and dissolution, the law on the effects of marriage and the Administration of Justice Act and on the repeal of the Act on registered partnership (marriage between two persons of the same sex).

## **Faroe Islands**

### **Introduction**

266. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was ratified by Denmark and entered into force on May 21, 1983. The Convention was ratified without reservation, therefore also extending to the Faroe Islands. Pursuant to a parliamentary resolution dated March 31, 1987, the Parliament of the Faroe Islands endorsed the entry into force of the Convention in the Faroe Islands.

267. This is the fourth report documenting the efforts of the Government of the Faroe Islands to ensure gender equality in all areas of society.

### **Developments since the last report**

268. Since the last report, the Minister for Gender Equality has presented a Gender Equality Policy, which contains an action plan with 27 different initiatives. The action plan has five focus areas:

(a) To raise awareness about gender and equality from a young age – in child care, in primary and secondary school, in high school, in the public sphere and in media, as well as advocating for more women in politics;

(b) Gender equality in working life – to urge girls to choose STEM subjects at school; to discuss the high number of women in part-time jobs and increase their possibilities to work full-time; investigate the difference in pension savings between men and women and raise awareness hereof; to examine the situation of migrant women in the Faroes and whether there are conditions that should be changed, and examine how to improve their opportunities and legal status;

(c) Men and gender equality – focus on encouraging men to take a greater responsibility with regards to parental leave, child care and domestic work;

(d) Violence and hate speech – combatting these, as well as collecting statistics on domestic violence;

(e) Law and international agreements – raising awareness of CEDAW, making the Gender Equality Commission more professional as well as implementing gender mainstreaming into policy-making and legislative work.

269. The Gender Equality Policy and the action plan were presented to Parliament (Løgting) in 2018 and were the subject of a thorough debate. Being an important part of the Gender Equality Action Plan, CEDAW was part of the debated. The action plan will extend over five years and then evaluated; the intention is to make a new plan at the end of this period. The responsible actors, both political, public and private, are implementing the initiatives.

270. In order to enhance the Gender Policy and to make the administration of the Gender Equality Commission and Demokratia (an independent committee whose explicit task is to encourage more women to participate in politics) more visible and effective, the Minister has decided to establish an office to promote Gender Equality as well as more women in decision-making positions.

## **Statistical Material**

271. The final results of the 2011 nationwide census were not published when the last report was submitted to CEDAW in 2013. One interesting finding in relation to women's work situation was that more than 20% of the women working part-time would like to work more hours; this was not possible, however, because the job only allowed part-time work. A large number of women in the Faroe Islands have jobs in the care sector where many jobs are  $\frac{3}{4}$  time.

272. Currently a wage statistics analysis of the Faroese labour market is being conducted, which examines how many hours Faroese wage earners work, what the cost of one working hour is, as well as overtime and additional supplements. The analysis will presumably clarify whether there are wage differentials based on factors such as business sector, gender, geographic location, age, citizenship, and the public and private sector.

273. In 2019 the Faroe Islands will conduct a survey on domestic violence which is part of the work on combatting violence in close relationships. The survey will contribute to the compilation of more statistical material.

274. Every fifth year the Faroese Board of National Health conducts a survey on the health status of the population. All citizens are asked about various topics, such as general health and well-being, drinking/smoking habits etc. From 2019, the questionnaire will also contain questions about domestic violence, disaggregated by age, ethnicity, nationality and relationship between the victim and the perpetrator. Hence, by 2019–2020 statistical material on these issues will be available.

## **CEDAW**

### **Article 1**

275. Faroese legislation contains no impediment to gender equality. Faroese legislation does not distinguish between women and men; it guarantees the same rights for all citizens of the Faroes without according any positive rights to either gender. As such, women and men have the same rights and the same responsibilities in all areas of society.

## Article 2

276. On 3 May 1994 the Faroese Parliament passed the Parliamentary Act No. 52, on Gender Equality. The principal purpose of the act was to eliminate all forms of gender-based discrimination. The legislation provides, *inter alia*, that the Gender Equality Commission, may 1) invoke its prosecutorial powers to investigate a case of alleged violation of protected rights; 2) may recommend that those whose rights have been violated seek legal redress for compensation; and 3) may bring a civil action alleging activities or practices inconsistent with the intent of the law (§ 12).

## Article 3

277. Current legislation regarding gender equality encompasses the following areas: Employment practices, parental leave, educational material, commissions and boards and the Gender Equality Commission.

278. All draft legislation is scrutinized by the Department of Legal Affairs (DLA) at the Faroese Prime Minister's Office in order to determine whether it complies with the Danish Constitution, The Faroese Home Rule Act and any applicable international conventions (including CEDAW), regulations, standard or principles.

279. The DLA has published a new handbook for drafting legislation, which includes a check-list (template) for the bill's potential financial, administrative, environmental, social and human rights impact at the governmental, regional and municipal level. It is mandatory for the central administration to use this template. The handbook also emphasises that the language used in all new bills must be gender neutral.

280. Explicitly addressing the effects a proposed bill has on human rights ensures that new legislation is not in conflict with existing instruments. Moreover, it increases awareness of the various human rights instruments in the legislative process, which will ultimately further improve the standing of such rights.

281. The DLA is planning a number of courses aimed at law-makers and law enforcement officers in the central administration in order to raise awareness of the potential impact a bill can have. The courses will also specifically address the gender equality perspective and human rights in general including the CEDAW Convention.

282. Prosecution, police and the court system is under Danish jurisdiction; therefore, education of judges, prosecutors and police officers are the responsibility of the Danish State.

## Article 4

283. There have not been any changes or substantial developments since the last CEDAW report.

## Article 5

284. There have not been any changes or substantial developments since the last CEDAW report.

## Article 6

### Trafficking

285. In 2013 the Parliament adopted the UN Optional Protocol on the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography. Subsequently, the territorial exclusion in regard to the Faroe Islands was withdrawn on 10 October 2016.

### Minority Women

286. Matters relating to the Danish Aliens Act are not assumed by Faroese authorities. However, integration affairs are under Faroese legislative and administrative authority. The Faroese authorities are aware that immigrants, of whom a majority are women, are often in a vulnerable position because of their lack of social networks and knowledge about Faroese society.

287. The number of foreign women seeking assistance from the Crisis Centre in Tórshavn remains relatively high. As part of the action plan against domestic violence a booklet aimed especially at foreigners was produced. It contains information in several languages on basic rights and obligations/duties in Faroese society. Particular focus is on providing information about where foreigners can seek assistance if they have been victims of violence. The booklet was well received and has been reprinted twice since.

## Article 7

### Political Rights

288. Demokratia remains active on many fronts, including education. Prior to the general election in September 2015, Demokratia organized official meetings throughout the islands with the purpose of encouraging women to participate actively in the political debate and to increase the number of women running for parliament. At the general election in 2015, 11 women (of 33 total seats) were elected compared to 10 in the 2011 election. The number of women in Parliament today (2019), however, is 10, as one of the elected women later became Mayor in Tórshavn and therefore decided to leave the Parliament in order to be a full-time Mayor.

289. Demokratia also participates in municipal election campaigning. By organizing campaigns, meetings and using social media for short interviews with women previously elected in municipals across the country, Demokratia managed to increase the total number of women running for municipal elections in 2016.

### The Faroese Government

290. Following the general elections in 2015, the representation of women in the Faroese Government, increased from 1 to 4 out of a total of 8 possible ministerial seats. Thus, the representation increased from 12.5% to 50% for the first time in the history of the Faroe Islands.

### Municipal Councils

291. The gender distribution in municipal councils tends to show an underrepresentation of women. However, in the Municipal Council of the capital Tórshavn a majority of women (8 of 13) now hold seats in the Council, compared to 2012 when the proportion was 6 women and 7 men. Furthermore, both the mayor and the deputy mayor are women. In the second largest municipality, Klaksvík, the female

representation suffered a slight set-back at the 2016 elections, with 4 women and 7 men being elected compared to 5 women and 6 men in the 2012 elections.

292. Nationwide, 136 men and 73 women were elected at the 2016 municipal elections compared to 149 men and 57 women at the 2012 elections, an increase in women's representation from 27% to 34%.

### **Management of the Central Government Executive Administration**

293. There are currently eight government ministries in the Faroe Islands. Six of the permanent secretaries are men and two are women. The Ombudsman to the Faroese Parliament is a woman while the new Permanent Secretary to the Faroese Parliament is a man.

### **Government-Appointed Commissions and Boards**

294. The Gender Equality Act stipulates that the number of women and men serving in public commissions and boards must be equal; an overview from 2016 showed that the overall equality in government-appointed commission and boards had improved by 9% since year 2000, with the distribution in 2016 being 39% women and 61% men.

## **Article 8**

295. The Faroe Islands have diplomatic missions in Copenhagen, Brussels, Reykjavik, London and Moscow. Only the mission in Brussels is headed by a woman.

## **Article 9**

296. Citizenship is the area of competence of Denmark. Please refer to the contents of the Danish report on this issue.

## **Article 10**

297. In the Faroe Islands, girls, boys, women and men continue to enjoy the same rights and equal access to all schools and educational opportunities in all subject areas.

### **Primary and Secondary Education**

298. New teaching material in political and social studies is underway and will contain updated material on equality, including about CEDAW.

### **Academic Professionals**

299. The number of academic professionals at the University of the Faroe Islands is 52 men and 60 women.

### **Research and Gender Equality<sup>10</sup>**

300. From 2001 to 2018, Research Council Faroe Islands awarded funds (DKK 120 millions) to around 220 research projects of which women were project coordinators on 93 (DKK 58 millions), i.e. 48%.

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<sup>10</sup> Source: Research Council Faroe Islands

## Article 11

### Employment

301. There have not been any changes or substantial developments since the last CEDAW report.

### Unemployment

302. The unemployment rate in the Faroe Islands is at a record low at only 1.2% with more than half (54%) being unemployed for a period of less than three months, regardless of gender. There is also very little difference between the genders when it comes to unemployment from 3–12 months, with men making up a slight majority. However, when it comes to unemployment for longer than 12 months the number of women is slightly higher. One reason for this could be that more women than men choose to stay at home with their toddlers after the end of parental leave.

### Income and Wages

303. There is large wage gap in total wages paid to women and men; men earn 2/3 of total wages. One factor explaining the wage gap is the traditional gender roles, i.e. to a large degree men are still the main breadwinners, while women have the main responsibility for the home and family.

304. Women in the Faroe Islands have the highest employment rate in the world with 83% of all women between the age of 15 and 74 being active on the labour market. However, at the same time, more than half of all women in employment work part-time. In addition, the labour force is highly gender-segregated and women are overrepresented in low paid jobs, mainly in the care sector.

305. The Gender Equality Policy plan focuses on a wide range of areas in order to eradicate this by achieving a less gender-segregated labour market, an equal divide of parental leave and a higher degree of equal division of unpaid domestic work.

### Parental Leave Grant Scheme

306. Parents are entitled to parental leave for a total of 52 weeks, for which 46 weeks are paid from the Parental Leave Grant Scheme. Many labour market agreements entitle the parent to have paid leave from the employer for 24 weeks and the rest paid by the Parental Leave Grant Scheme. Since the last report, the shared parental leave has been extended from 16 to 28 weeks in order to facilitate the combination of family and work life, as well as to promote equality on the labour market. The first 14 weeks after childbirth are reserved for the mother; mothers are also given four weeks before childbirth. Four weeks are reserved for the father. The shared parental leave may be further extended as a new bill is in Parliament to further increase the parental leave by two weeks, whereof one is explicit for the father.

307. Statistics show that while mothers take 92%, fathers take only 8% of the total parental leave, which means that fathers only take the weeks to which they are entitled. In reality, this has a negative effect on women's wage development and their career options. For each child most women leave the labour market for almost a year and often start working part-time after the end of the parental leave. Having children seems to solidify the division of labour between the parents and the traditional gender roles. In order to address this issue the gender policy plan emphasises the importance of fathers taking a larger share of the leave, which has a positive effect on the shared responsibility for domestic work in the future, as well as diminishing the gender wage gap.

## Article 12

### Population Statistics

308. On 1 January 2018, the total population of the Faroe Islands was 50,498, of whom 24,480 were women. Hence, in 2018 the population of the Faroe Islands exceeded 50,000 for the first time in history. The increase is due to targeted campaigns following the action plan from 2013 to increase the population in the Faroe Islands, a wider choice of university degrees and record low unemployment rates.

### Health

309. In 2017 the average life expectancy of Faroese men was 80.4 years while that of women was 84.5 years. Since 2009 the Faroese Government has been offering all women between the ages of 14 and 28 free HPV-vaccination as a cervical cancer prevention measure. From Summer 2019 boys too will be offered free HPV-vaccination. The Faroese Government will soon decide which age group will receive the offer.

### Violence against women

310. All acts of violence against women are prohibited under the Faroese Criminal Code.

311. In 2018 the Crisis Centre in Tórshavn (Kvinnuhúsið) processed 580 requests for assistance, which is a slight decrease since 2012 (624); 12 women and 9 children stayed at the Crisis Centre for periods ranging from 1 day to more than 90 days. The reasons for referral included domestic violence, divorce, financial difficulties, incest and rape.

312. In continuation of the 2011 Action Plan to Combat Violence in Close Relationships the Faroese Government adopted an action plan to Prevent Sexual Abuse in 2016. The action plan puts forward a set of initiatives in order to prevent and combat sexual abuse. These include treatment for those who suffer delayed effects caused by sexual abuse and treatment for those who commit sexual abuse; public information, including the obligation to report sexual abuse; a child protection policy in institutions/schools, and information for parents/children on how to protect children and where to turn for support and guidance. The implementation of both plans is ongoing. Information material has been produced and a series of meetings have been held throughout the islands entitled "Speak Out" targeting children, youth, migrants and the general public. The clear message is that violence is not accepted in Faroese society.

313. Treatment for the perpetrator as well as treatment for those who suffer from sexual abuse in childhood are ongoing. In both cases treatment is free of charge.

314. Furthermore, funding is allocated to the Crisis Centre under the action plan itself. This funding is in addition to the annual appropriation allocated by the Faroese Government to the operation of the Crisis Centre (approximately DKK 1.3 million). The action plan's funding is allocated for emergency consultation with a psychologist. Such consultation is available to women who turn to the Crisis Centre, if they need it. Following these consultations women are eligible for financial support for consultations with a psychologist under the existing schemes described above. The action plan should therefore be viewed as a supplement to existing schemes rather than a stand-alone project.

315. Together with the Danish Ministry of Justice the Faroese Prime Minister's Office is finishing work on a new Faroese Administration of Justice bill, which is

expected to be presented for the Faroese and Danish parliament in the early spring of 2020. The new bill will extend the entitlement to legal assistance of victims of sexual violence and abuse to victims of domestic violence.

316. In 2017 the Faroese Parliament passed a new bill on restraining and exclusion orders. The bill also grants authority, in cases of violence in intimate relationships, to remove the perpetrator from the home for a period of time, instead of the victim leaving the home. This year an amendment to the law was passed, which under specific circumstances gives the opportunity to immediate restraining order; this is especially valuable in cases of stalking.

317. Informative meetings have been held in order to raise awareness of the law among women. Furthermore, a pamphlet has been produced, which police officers can hand out in cases of domestic violence; it can also be found in different public places e.g. at the hospital and at the GP.

### **Abortion**

318. In July 2018 the Faroe Islands took over the responsibility for family rights (from Denmark), including the Law on Abortion. The Faroese Government has not yet discussed whether it will update the Law on Abortion; nor is it known whether there is a majority in Parliament for change on this issue. However, now that the Faroes Islands have assumed legislative powers, there is a need for a public and political debate on the issue.

319. The official number of abortions in the Faroe Islands is decreasing and was historically low in 2017, with 29 per 1000 live born children, which is the lowest number in Europe (and lower than in the USA). At the same time, the Faroe Islands have the highest birthrate of any Nordic country, with 2.5 children per woman in the age group between 15 and 49 years of age.

320. It has been argued that Faroese women travel to Denmark to have abortions. However, according to statistics this is not the case, since the number of abortions conducted in Denmark by women residing in the Faroe Islands was 22, over a twenty-year span (1997–2016).

321. In December 2013 a new counselling service, focusing on abortion, was established under the Ministry of Health and Internal Affairs. The health visitors' association, Gigni, administers the counselling service. The service is targeted at young pregnant women and offers free and anonymous counselling as well as advice from Gigni. In addition to counselling on abortion, the women may also receive advice on health, social and psychological matters relating to abortion.

### **Article 13**

322. There have not been any changes or substantial developments since the last CEDAW report.

### **Article 14**

323. There have not been any changes or substantial developments since the last CEDAW report.

### **Article 15**

324. Men and women are equal before the law. Women and men continue to have equal rights of access to the judicial system, enjoy equal rights to hold property, as well as to receive equal treatment before the courts. Reference is made to the new handbook for drafting legislation in Article 3.

### **Article 16**

325. There have not been any changes or substantial developments since the last CEDAW report.

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