

ANNEX

Response to the Concluding Observations of the Committee on the Elimination of the Discrimination against Women (2009)

In the following the Committee will find a detailed response regarding all the Committee's recommendations.

10. The Government of Denmark has submitted the concluding observations to all relevant ministries, to the Parliament and the judiciary, so as to ensure their full implementation.

Greenland:

The Government of Greenland has submitted the concluding observations to all relevant ministries, NGO's and the Council for Gender Equality.

12. Regarding the State Party's effort to address the previous recommendations, the State Party would like to refer the Committee to the replies by the State Party to the List of Issues.

13. The Government of Denmark has submitted the concluding observations to the Parliaments committee on gender equality.

Greenland:

In 2013, The Greenland Parliament adopted a new Gender Equality Act which focuses on some of the issues that the CEDAW Committee has pointed out in the concluding observations, (Act of Parliament no. 3 of 29th. November 2013, on gender equality among women and men). In addition, it is stated in the Gender Equality Act' section 5 that all public authorities are required to implement gender equality and incorporate gender equality in planning and management of their areas, where such incorporation is relevant.

The parliament has also passed an improved legislation on maternity leave; cf. Parliament of Greenland Act no. 14 of 7 December 2009. Please see the answer to number 27.4 for more detailed information.

Furthermore, in 2013 The Parliament agreed on a national strategy and action plan against domestic violence 2014-2017, including various initiatives to combat violence against women.

15.

Re. incorporation of the Convention: Reference is made to the response to question 2.

Re. full implementation of the Convention: The Minister for Children, Gender Equality, Integration and Social Affairs is responsible for promoting the implementation of the Convention amongst all the ministries, and according to the gender mainstreaming paragraph in the gender equality law all ministries are obliged to promote gender equality within their respective areas of national competence – including any international agreements.

Greenland:

The assessment of the Government of Greenland is that current Greenlandic legislation in combination with current Danish legislation provides a legal framework which accommodates the provisions set forth in the CEDAW Convention. The Government of Greenland will continue to

focus on issues of gender equality, and continuously assess whether there is a need to adjust the legislation.

Re. division of responsibilities: The State Party has established a clear division of responsibilities and reporting under the Convention. It is the Ministry for Children, Gender Equality, Integration and Social Affairs who is coordinating the reporting by convening meetings, information and gathering contributions for the reports and dialogues with the committee.

Visibility of the Convention and its Optional Protocol

17.

Regarding elimination of discrimination against women: Reference is made to the response to question 2.

Re. measures to enhance awareness of the Convention: The concluding observations by the Committee in 2009 were widely disseminated to ministries, relevant parliamentary committees and other relevant stakeholders including by way of press releases and posting on websites.

Re. promotion of knowledge and understanding of the Convention: Reference is made to the response to question 2.

Greenland:

The Government of Greenland consider the national strategy and action plan against domestic violence 2014-2017 and the new Gender Equality Act as significant initiatives on eliminating discrimination against women.

The Government of Greenland will continue to work to eliminate discrimination against women.

Gender mainstreaming

19 The Government has launched a new strategy for gender mainstreaming of public authorities' initiatives early 2013. With the new strategy focus has been extended to include not only state authorities but also local authorities.

As part of the increased focus on gender and equality in public services, the bi-annual gender equality reports have been simplified and strengthened since 2013.

This entails an increased focus on the information being comparative and quantifiable. At the same time, the gender equality reports are intended to be an active monitoring tool, and the reports should result in a gender equality barometer for the state, the regions and the municipalities respectively.

This initiative also aims to generate more knowledge about and improve the basis for the exchange of experiences so that public sector actors can learn from each other's methods and achievements. The findings of the gender equality reports are published and a new gender equality index will be posted at the website www.Ligestillingidanmark.dk.

Re. gender assessment of new bills: Gender impact assessment of law proposals has been strengthened and systematized with the 2013 Strategy for gender mainstreaming of public authorities' initiatives.

Gender impact assessment of all law proposals is a specific area of focus in the preparation and approval of the annual Government regulatory program, where all relevant law proposals will be selected for specific gender impact assessment in all ministries.

The Government wants to ensure that gender equality assessments are carried out early in the legislative process, so any gender impact can be incorporated into the design of the bill.

Gender impact assessment of a bill is a separate subject in the guidelines on quality legislation from the Department of Justice. The guidelines are followed-up by a letter of information to all ministries with a more elaborate description of gender equality assessment of bills.

Furthermore, the Ministry of Gender Equality and the Ministry of Justice annually conduct a hearing on all drafted laws in all the ministries and take note of the number of law proposals that has undergone a gender equality assessment. The Parliament is informed on the issue.

Each ministry has focused on gender assessment of bills in e.g. in-house intro courses, techniques on drafting laws and guidelines on procedural measures.

Greenland:

A specific gender mainstreaming strategy has not been implemented by The Government of Greenland yet, but with the new Gender Equality Act there is added focus on the area of gender equality.

The Gender Equality Act puts special emphasis on ensuring that women and men have equal opportunities for influence and participation in the corporate world and the labor market. It is intended to increase equality and development in the society by promoting diversity in leadership and decision-making processes.

Temporary special measures

21 In order to promote equality, and counteract inequality between women and men, it can be required, in a transitional period, to provide one gender with a preferential position in a specific area.

One example of temporary special measures is the YDUN program which has been introduced earlier in this text.

Following the Danish laws on gender equality this can be done in one of the following three ways:

1)Positive action without prior exemption

The provision in the Equality Act § 3a, allows differential treatment of men and woman if it is objectively justified by a legitimate aim and the means applied are appropriate and necessary. The Minister for Gender Equality is authorized to lay down rules specifying the cases in which measures to promote gender equality may be taken without authorization.

2)Positive action prior exemption

The responsible minister may within the area of responsibility permit measures for the promotion of gender equality aiming at preventing or compensating for discrimination on the ground of gender. In accordance to the Equality Act § 3 that the measures applied for permission must be designed to prevent or compensate for discrimination on grounds of gender within a given area.

3) Executive Order on initiatives to promote equality

The Executive Order on initiatives to promote equality allows employers, authorities and organizations to implement initiatives for a period of up to 2 years to attract the underrepresented gender. It is demanded that men or women must be represented by 25% or less in the area, and the under-represented gender must not have a privileged position in regards to recruitment and admission to a qualifying education. The executive order apply both in relation to The Act on Gender Equality (outside the labor market) and the Act on Equal Treatment of Men and Women as regards Access to Employment etc.(inside the labor market).

Greenland:

In order to promote women's de facto equality with men, the Government of Greenland has set forth regulation for the promotion of women's participation in mining projects and other raw materials projects, in connection with Impact benefit agreements (IBA agreements).

In addition, in 2013, the Greenland Parliament passed a new Gender Equality Act, in where, according to sections six through nine, the Government is only permitted to appoint one additional member more of a sex than the number of the other sex.

Political participation and participation in public life

23. Since the representation of women in politics is balanced no special measures have set up.

Re. the number of women in politics: Since the representation of women in politics is balanced no special measures have been put in place.

Greenland:

Women and men have equal political rights in Greenland. Both women and men have the same right to vote and may be elected to the municipal councils, the parliament, the government and the Danish parliament.

The government of Greenland has not adopted proactive measures in order to increase the number of women in politics at the regional and local levels. It is considered a democratic right to vote for the candidate deemed most appropriate without being limited by a quota system.

However, it is noted and debated when equal gender participation in elected assemblies is lacking.

For more information on this, the Government refers to Article 7 and Article 11 in Appendix A in the *"Eighth Periodic Report by the Government of Denmark on Implementation of the Convention on the Elimination of All Forms of Discrimination against Women"* .

The composition, as described in the appendix, will probably be different after the election on November 28th. 2014.

Greenland, re. temporary special measures:

Reference is made to the response to the question above.

Women in top management positions in academia and the public and private sectors

25. The State party urges the Committee to note that Danish Universities are independent, self-governing institutions under the Ministry of Higher Education and Science, cf. the Danish

University Act, section 1, paragraph 2. Thus, the university decides whether to apply or implement temporary special measures favoring women.

However, every Danish university has implemented measures to encourage gender equality and equal treatment. As previously reported, the former Minister of Science, Technology and Innovation published a catalogue on “*gender equality/equal treatment best practices*” in 2009. The catalogue has served as inspiration for the Danish universities in this area.

In order to renew focus on gender equality and equal treatment the Ministry of Higher Education and Science is once again cataloging current initiatives at the universities. The forthcoming collection of initiatives will result in a publication that will be openly available to the universities and to the public. The catalogue will be published in the fall of 2014.

Among other initiatives the publication will contain a reference to the University of Copenhagen’s initiative on the use of temporary special measures to recruit more female professors, cf. the State party’s 7th periodic report of 2009.

The initiative at the University of Copenhagen as well as others will serve as inspiration to other universities which may apply and will be encouraged to apply similar special measures, accordingly, although there are no legal obligations to do so.

Regarding women in management; the purpose of the rules on setting targets and policy for the under-represented gender is to get more women into top management of the largest Danish companies.

The target figures relate to the gender composition of the management board and the development of a policy for the company’s other levels of management intends to raise the level of female candidates for top leadership.

Re. review of position on the use of temporary special measures: The Act on Gender Equality, adopted in 2000, regulates the area of gender equality *outside* the labor market and forms the basis and framework for public authorities to promote gender equality. Both the state and municipal authorities are covered by the scope of the Act. In addition, the Act applies to all commercial activities.

The purpose of the Act is to promote gender equality, including equal integration, equal influence and equal opportunities in all functions of society on the basis of women’s and men’s equal status. The purpose of the Act is also to counteract direct and indirect discrimination on the ground of gender and to counteract harassment and sexual harassment.

Gender equality requires not only equal rights and the absence of discrimination, but also an active effort to remove actual gender gaps in all areas of society. The objective is therefore on the one hand to promote initiatives for gender equality and on the other hand to fight discrimination on the grounds of gender.

In order to promote equality, and counteract inequality between women and men, it can be required in a transitional period to provide one gender with a preferential position in a specific area.

This can be done in one of the following three ways (as mentioned above):

- 1) *Positive action without prior exemption.* The provision in the Equality Act § 3a, allows differential treatment of men and woman if it is objectively justified by a legitimate aim and the means applied are appropriate and necessary. The Minister for Gender Equality is authorized to lay down rules specifying the cases in which measures to promote gender equality may be taken without authorization.

- 2) *Positive action prior exemption.* The responsible minister may within the area of responsibility permit measures for the promotion of gender equality aiming at preventing or compensating for discrimination on the ground of gender. In accordance to the Equality Act § 3 that the measures applied for permission must be designed to prevent or compensate for discrimination on grounds of gender within a given area.
- 3) *Executive Order on initiatives to promote equality.* The Executive Order on initiatives to promote equality allows employers, authorities and organizations to implement initiatives for a period of up to 2 years to attract the underrepresented gender. It is demanded that women or men must be represented by 25% or less in the area, and the under-represented gender must not have a privileged position in regards to recruitment and admission to a qualifying education.

The executive order apply both in relation to The Act on Gender Equality (outside the labor market) and the Act on Equal Treatment of Men and Women as regards Access to Employment etc.(inside the labor market)

Re. effective monitoring and accountability mechanisms: With the introduction of rules on setting targets and establishing a policy for the under-represented gender were also introduced provision on punishing companies that do not account for the target and established policy. Furthermore the Danish Business Authority will annually have prepared a report on the companies set targets and policy regarding the under-represented gender in order to see if there is a real change in the gender composition. In 3-4 years the provisions on targets and policy for the underrepresented gender will be evaluated.

Re. 25.4 full statistical data on women in management positions:

Greenland:

For full statistical data on women in management positions in elected and appointed bodies and as high-ranking officials within executive bodies, including in the judiciary, The Government of Greenland refers to Article 7, 8 and 11 in the report.

Labor market

27. The Government share the view that job evaluation systems can be a useful tool in the efforts to promote equal pay between men and women. Indeed, in 2001 the Government published a report on job evaluation systems and how they can be applied at enterprise level. The Government values the freedom in choice of method when enterprises take steps to reduce the Gender Pay Gap (GPG).

In Denmark, the level of pay is exclusively determined by the social partners in collective agreements. Thus, there is no legislation on minimum wages. The role of the social partners is therefore crucial both in raising awareness and maintaining a focus on equal pay, and in developing job evaluation systems suitable for individual sectors and applicable at enterprise level.

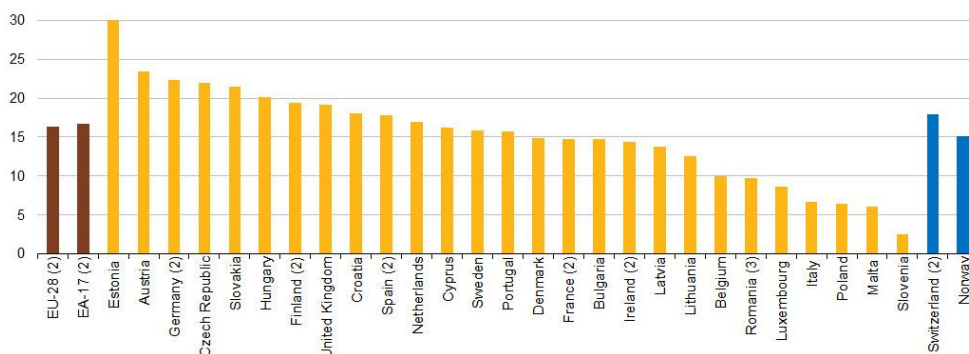
In 2011, the Danish Trade Union Internal Education (FIU) published a Danish translation of the ILO step-by-step-guide to gender-neutral job evaluation for equal pay.

Re. equal pay monitoring and reporting obligations: The Government notes that the European Commission in its recommendation to Member States on strengthening the principle of equal pay between men and women through transparency in March 2014 recommends the Member States to specifically encourage employers and social partners to introduce gender-neutral job evaluation and classification systems.

There are many ways to actively promote equal pay for women and men. In June 2014, the Danish Government adopted new legislation to improve and extend the existing scope of gender-segregated wage statistics. Among other things, the scope is extended to enterprises with 10 or more full-time employees. The new legislation maintains the possibility for employers and employees to agree to adopt a 3-year action plan for equal pay at enterprise level as an alternative to gender-segregated pay statistics. The action plan should among other things focus on pay systems, criteria for pay, discussions regarding pay etc. to ensure transparency and gender-neutrality with regards to pay.

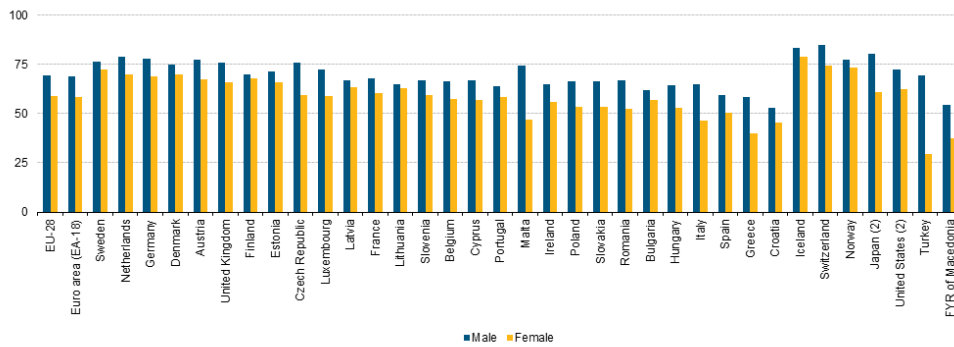
Re. surveys and monitoring: In addition to the information provided under 18.2, the Government notes that according to Eurostat the lowest GPG in the EU27 is found in Member States where the employment rate for women is significantly lower than the EU27 average. EU Member States with a high female employment rate, however, also show a higher GPG.

The unadjusted gender pay gap, 2012, (% difference between average gross hourly earnings of male and female employees, as % of male gross earnings, unadjusted form). Source: Eurostat.



(1) Enterprises employing 10 or more employees; NACE Rev. 2 B to S (-0).
(2) Provisional data; CH (2011 data)
(3) estimated data
Source: Eurostat (tsdsc340)

Employment rates by sex, age group 15–64, 2013. Source: Eurostat



(¹) The figure is ranked on the overall employment rate.
 (²) 2012.

Source: Eurostat (online data code: ifsi_emp_a)

Re. reconciliation of family and professional responsibilities: Please see responses under ‘employment’ in the list of issues above.

Greenland:

In Greenland, women and men have equal rights and access to all types of employment, and for statistical data the Government refers to Article 11 in Appendix A in the 2013 report.

After receiving the Committees concluding observations, the Government launched a survey about gender and equality in the labor market. In 2011 the result from the survey were summed up in a report. The report is to be found on the government website. Since then, there have been Initiatives to promote women on boards and in management. The Government intends to launch the next survey about gender and equality in the labor market in 2015.

Greenland, re. family and professional responsibilities:

The Government continues to work with ensuring reconciliation of family and professional responsibilities by using campaigns, producing strategies and action plans as well as legislation.

Provisions on allowance during maternity, paternity and parental leave were passed by the Parliament October 1996 (Parliament Order no. 12 of 31 October 1996). The act has had a significant influence on women’s working conditions as it provides women with a right to maternity pay during maternity leave or full pay when agreed-upon in the employment contract/ labor agreements.

Since the last CEDAW report parental leave has been extended with 17 weeks. Today maternity leave is 17 weeks, paternity leave is 3 weeks and parental leave is 17 weeks that can be shared freely between the parents. The act stresses the joint responsibility of the parents.

Violence against women

31. The Government has launched the fourth *National action plan to combat violence in the family and in intimate relations 2014-17*, which will be implemented in close cooperation among ministries, municipalities and civil society organizations.

Violence against women is at the core of the Governments measures, because women – both quantitatively and as far as the extent, severity and consequences of the violence are concerned – remain the ones affected the most.

Immigrant women, as Danish women, have the opportunity to receive help and support on crisis centres and safe shelters in Denmark. In cases of honor-related violence, immigrant women (and men) have access to the shelter R.E.D (Rehabilitation Centre for Ethnic youth in Denmark) which can provide them with physical protection as well as psychological assistance. The staff at R.E.D as well as the National Organisation of Women's Shelters in Denmark (LOKK) offer advice and psychological assistance to women and men affected by honour-related violence including advice on legal matters.

For further information please see the response to question 8 in the list of issues above.

Re. adoption of a specific law on violence against women: Reference is made to the response to question 7.

Re. foreign married women victims of domestic violence: Reference is made to the response to question 9.

Re. good practices: Reference is made to the response to question 20.

Greenland:

The Government has launched a Strategy and Plan of Action against Violence 2014-2017, which integrates in several ways gender equality and perspectives on gender.

The Government refers to the comments above to question 10 in the list of issues to the 2013 report.

CEDAW expressed concern about the lack of legislation in Greenland adequately protecting women. Issuing restraining orders as a precautionary measure is possible in Greenland today. However it must be noted that the police force and the juridical system are areas of responsibility which fall within the jurisdiction of the Government of Denmark.

Trafficking

33.

Re. attention to the recovery and reintegration of all victims of trafficking: Reference is made to the response to question 12.

Re. repatriation of victims: Reference is made to the response to question 12.

Re. guidelines identification of victims of trafficking: Reference is made to the response to question 20.

Exploitation of prostitution

35.

Re. measures aimed at addressing the exploitation of prostitution: Refers to the answer in 14.2 above.

Re. factors driving women and girls into prostitution: Reference is made to the response to question 14.

Health

37. The following initiatives have been taken to strengthen sex education in several ways:

- a) National campaign to promote condom use is implemented in collaboration with NGO's, private sector/retail sector, schools, high schools and universities etc. The campaign reaches approx. 85% of the youth.
- b) Support to the implementation of a model to strengthen sex education in primary and secondary schools.
- c) National sex-education/health education campaign. The campaign involves most pupils in primary and secondary schools and has increased its presence in high-schools and vocational schools. The campaign is implemented by an NGO and supported by the government.
- d) National support is provided to a phone/internet information and advice facility.
- e) Support has been provided to strengthen the implementation of the prevention packages.

Re. Studies and surveys: From 1999 to 2003 an action plan was implemented to decrease the number of induced abortions in Denmark. A total amount of DKK 20 million was granted to this plan. The action plan was continued from 2004 – 2007 where a total amount of DKK 14 million was granted to the continuation of activities to reduce the number of induced abortions. The activities supported through the action plan and the follow-up to the action plan was based on the existing access to free abortion before the end of the 12th week of pregnancy.

As a follow-up to that plan a total amount of DKK 19.2 million has been allocated (from 2008 – 2011) to support initiatives to reduce the number of induced abortions and sexually transmitted infections. From 2011 funding has been allocated to continue some of the activities targeting the youth, as well as ethnic minorities. Furthermore, funding has been allocated to strengthen the counseling of women considering induced abortions.

In 2011, prevention-packages were developed to guide the activities in the municipalities. One of the first prevention packages to be developed was a package on sexual health, and it provides recommendations for initiatives to strengthen sexual health education to children and young people, as well as recommendations for initiatives targeting adult, elderly and disabled persons. A model for strengthening the sexual health education has been developed and evaluated, and will be implemented in several municipalities from 2013. Initiatives to strengthen sexual health education has received funding from 2011 – 2015.

The abortion-rate is monitored on a yearly basis. The figures for the youth are:

Induced abortions per 1000 women.

Age	2011	2012	2013
15-19	1411	1384	1274
20-24	2495	2409	2313
25-29	1916	1935	1867

Reference: Statens Serum Institut (SSI)

Minority women

39. The Government is working for a society where all citizens enjoy rights, duties and opportunities on an equal footing and where all, according to their abilities, participate actively in democracy and the wider society. All forms of violence, coercion and discrimination are unacceptable practices that the Government is working to prevent.

No one should be discriminated against on the basis of his or her gender. One of the areas where an effort is required is with respect to gender equality in certain ethnic minority communities. The key issue here is social control. In many cases, the modesty of girls and women is considered imperative to their families' honor, and social control is therefore often more prevalent for girls than for boys. The Government reaches out and supports ethnic minority youth through, among other things, information and discussions related to gender equality, social control and equal rights. Moreover, the Government supports and advises parents when they experience difficulties in parenting, and engages in dialogue with them regarding self-determination and gender equality because such dialogues can change attitudes.

One of the initiatives regarding gender equality and social control is *Improved Knowledge about Civil Rights and Gender Equality for Ethnic Minorities*: Knowledge about gender equality, and the civil rights and obligations in the family and in the Danish society in general can provide a better framework for escaping the constraints of social control. Within the frame of the nationwide District Mothers ("Bydelismødrene") and language schools all over the country an equal rights campaign has recently been successfully conducted. The campaign was designed to raise awareness about e.g. the right to maintain separate accounts, domestic violence, marriage and divorce.

Additionally, an application for download on mobile phones relating to gender equality and rights provides easier access to information in the area, particularly to ethnic minority youth. .

FACTS on Equal Rights Campaign 2011-2013:

81 sessions, with all together 3.240 students from language schools and women from the "district mothers" have been completed. The participants represented almost 100 different nationalities originating from the Middle-East, Central- and Southeast Asia, Eastern Europe and Africa. Around 63 pct. were women, 37 pct. were men. 54 pct. of participants were between 25 and 40 years of age and 20 pct. were 25 years of age or younger.

An external evaluation of the Campaign points out, that app. 80 pct. of the participants say they have gained new knowledge, and 77 pct. are positive that they will be able to benefit from what they have learned.

Furthermore 85 women took part in 4 workshops about gender equality, carried out by the Neighborhood Mothers, and local groups of women all over the country benefit from the

information materials that was developed for the work-shops.

The Danish anti-discrimination unit:

The Danish anti-discrimination unit was set up in 2014. The aim of the unit is to prevent discrimination against migrants and descendants – women as well as men – and people with disabilities. Thus, the unit carries out mappings, campaigns and coordination activities:

Mappings: The unit initiates mappings of discrimination in order to provide more knowledge about who is discriminated and where it happens. In 2014 two mappings are carried out: one concerning possible discrimination in the private housing sector, as well as compiling an overview and analysis of verdicts regarding ethnic discrimination during the last 5 years. Furthermore it is planned to map discrimination in the labour-market.

Awareness-campaigns: The unit aims to raise awareness of the right to equal treatment and develops targeted awareness-campaigns. The campaigns will target 1) people who risk being subjected to discrimination in order to raise their awareness of their rights and 2) Danish society as such – for instance employers, service providers and municipalities who may discriminate against ethnic minorities.

Coordination: The unit facilitates and coordinates initiatives among municipalities and companies that are determined to combat discrimination.

Other initiatives:

Anti-discrimination: A fund of 5 million Danish Kroner has been set aside in the period from December 1 2014 to December 31 2016 for initiatives aimed at preventing and combating ethnic discrimination and to raise awareness of the right to protection from ethnic discrimination.

Awareness: As part of the government's National Strategy Against Honour-related Conflicts, a dialogue corps composed of young minority men and women as well as parents travels around Denmark to engage other young minorities and parents in dialogues on issues such as gender equality, honour, and individual rights. In 2013 the corps held 80 dialogue meetings in total. In the first half of 2014 30 meetings were held. Another initiative in the strategy consists of empowerment workshops for young minority girls with the aim of strengthening the girls' awareness of their individual rights, possibilities for engaging in constructive dialogue with their parents, and to resist potential honour-related conflicts.

To increase minority women's awareness of the availability of social services and legal remedies regarding honour-related conflicts, the Danish Ministry of Children, Gender Equality, Integration and Social Affairs in November 2013 launched an information campaign to prevent honour-related conflicts and social control by informing about individual rights and different possibilities for getting help.

The project "Neighbourhood Mothers" is supported by the Danish Ministry of Children, Gender Equality, Integration and Social Affairs and has been established in 38 vulnerable housing areas in Denmark. As part of this initiative, unemployed ethnic minority mothers in socially vulnerable housing areas are trained to be district mothers who visit other ethnic minority women in the area and give them advice on various issues such as their rights and opportunities in the Danish society.

Studies: The Government's national Integration Barometer measures, among other things, non-western immigrants' and descendants' experience of discrimination. Data from 2013 show that 45 % of the respondents have experienced discrimination because of their ethnicity.

Re. foreign women's health needs: An increasing part of the Danish population is made up of immigrants and descendants from immigrants. In 1980, immigrants and their descendants constituted 3.0 per cent of the total population, and in 2010 the number was 9.8 per cent.

In the past few years, disease prevention and health promotion targeted at ethnic minorities have been a highly prioritized area in many municipalities, especially in municipalities with large cities. Several initiatives have been implemented, some focusing on ethnic minorities in general, and others on specific subgroups defined either by country of origin, gender or age. Women have been the direct target of several initiatives, and according to a recent analysis from the National Institute of Public Health, initiatives targeting ethnic minority women are overall much more common than initiatives targeting men. Of the initiatives directly targeting women, many have focused on reproductive health and family health in general. In many municipalities peer educators of different ethnic origin have been trained. These types of projects are focusing on creating health promoting networks among women living in socially troubled communities. These have been undertaken in bigger cities like Copenhagen, Odense and Aarhus. In a network-building approach, women have been offered physical activities, classes in healthy cooking and lessons in childcare and nutrition. 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. In some areas with high concentration of social problems, community outreach antenatal programs have been established. The National Health and Medicines Authority has initiated a pilot projects across the country implementing outreach antenatal care for socially disadvantaged women, including ethnic minorities. In 2011, Red Cross and several other partners opened the first free walk-in health clinic for undocumented migrants. The staff at the clinic is all volunteer doctors, nurses, midwives etc. There is an estimated 1000-5000 undocumented migrants in Denmark, primarily living in the big cities. The gender distribution among the undocumented migrants is unknown.

Re. i. e. studies on discrimination against minority women:

The adult vocational training programs in Denmark serve a triple purpose:

- To contribute to maintaining and improving the vocational skills and competences of the participants in accordance with the needs on the labor market and to furthering competence development of the participants.
- To contribute to solving labor market restructuring and adaptation problems in accordance with the needs on the labor market in a short and a long term perspective.
- To give adults the possibility of upgrading competences for the labor market as well as personal competences through possibilities to obtain formal competence in vocational education and training.

Participants may acquire new and updated skills and competences to better their opportunities to managing new and wider job functions and to becoming more flexible on the labor market.

Adult vocational training programs have been developed for low skilled and skilled workers. But everybody may participate irrespective of educational background. Only formal entrance requirement is being resident or holding a job in Denmark. Immigrants and refugees may follow ordinary courses or courses specifically developed for this group.

The adult vocational training programs are mainly short, the duration of which normally varies from half a day to 6 weeks, in average 3 ½ days. Most of the participants have an ethnic Danish background, but around 10 pct. have foreign ancestry.

In 2013 620.475 people participated in adult vocational training in Denmark.

Minority women¹ in vocational training:

There is a slightly overweight of men participating in adult vocational training programs in Denmark, with 57 pct. men and 43 pct. women in 2013.

There has been a slow increase in the amount of minority women participating, if you compare it to the amount of women in general, from about 6 pct. in 2004 to about 10 pct. in 2013.

In 2013 almost 60 pct. of the minority women were employed while participating in adult vocational training programs, 26 pct. were unemployed and 14 pct. were not part of the workforce². In comparison 74 pct. of the ethnic Danish women were employed while participating, 18 pct. were unemployed and 8 pct. were not part of the workforce in 2013.

Women in adult vocational training programs primarily participate in courses within trade, communication, administration and management (in 2013 48 pct. of the ethnic Danish women and 46 pct. of the minority women). Also a large group participate in courses within pedagogy and social health (in 2013 25 pct. of the ethnic Danish women and 15 pct. of the minority women), and a smaller group within preparation of food, hotels and restaurants (in 2013 5 pct. of the ethnic Danish women and 9 pct. of the minority women). Quite a large percentage of the minority women participate in courses within service compared to the ethnic Danish (in 2013 3 pct. of the ethnic Danish women and 12 pct. of the minority women). The reason is probably that more minority women have cleaning jobs than ethnic Danish women.

Immigrants and refugees not having adequate Danish language skills to join ordinary adult vocational training courses, may join specifically developed programs e.g. Danish language courses combined with introductory short training courses and work placement. According to individual needs immigrants and refugees may join a combination of courses for a short or long period, where ordinary adult vocational training courses are combined with Danish language courses and practical training.

Fortunately, many ethnic minority women (migrant/migrant descent) are very successful in the education system and on the labor market, but some women cannot fulfill their expectations, and the Government is very concerned to meet their needs and the Ministry of Employment monitors the employment rate of both immigrant men and women.

Employment rates and persons in employment in the age bracket of 25-64 years by origin, population category and gender, at 1 January 2012 (persons and percentage)

	Employment rate			Persons in employment		
	Males	Females	Total	Males	Females	Total
Non-Western origin						
Immigrants	54.5%	44.8%	49.4%	52,362	47,077	99,439
Descendants	67.1%	62.9%	65.0%	4,825	4,440	9,265
Total	55.4%	45.9%	50.5%	57,187	51,517	108,704
Western origin						
Immigrants	69.2%	62.7%	66.1%	42,385	36,181	78,566

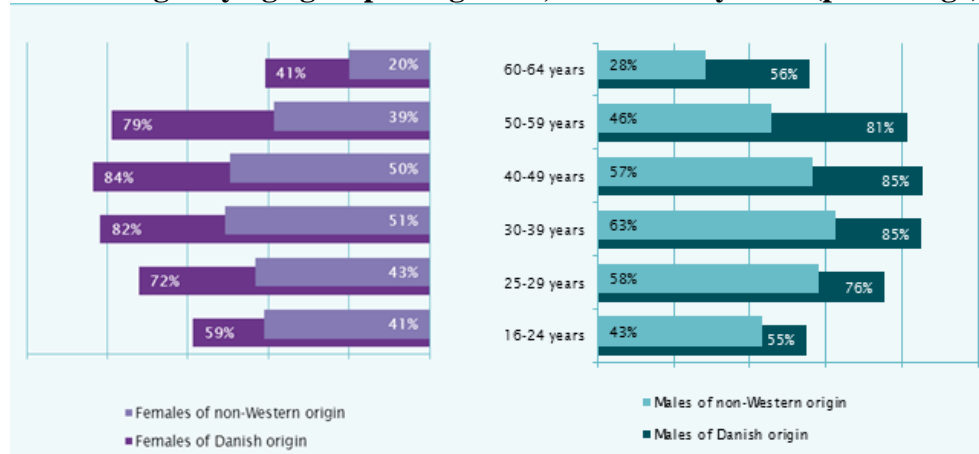
¹ In this document minority women are defined as women with another ethnic background than Danish/women who have foreign ancestry.

² This category includes a.o. students and pensioners

Descendants	73.6%	72.8%	73.2%	2,280	2,011	4,291
Total	69.4%	63.2%	66.4%	44,665	38,192	82,857
All immigrants and descendants	60.7%	52.0%	56.3%	101,852	89,709	191,561
Persons of Danish origin	79.6%	75.3%	77.4%	1,032,932	964,348	1,997,280
Total	77.4%	72.5%	75.0%	1,134,784	1,054,057	2,188,841

Source: The Immigration Database of the National Social Appeals Board (IMUDD06), managed by Statistics Denmark.

Employment rates of immigrants and descendants of non-Western origin and of persons of Danish origin by age group and gender, at 1 January 2012 (percentage)



Source: The Immigration Database of the National Social Appeals Board (IMUDD06), managed by Statistics Denmark.

Re. health: In the Danish National Health Survey 2013 data was gathered on a wide variety of health issues and health behaviors. In this study was also included information on ethnic background, therefore this data set creates a very good base for getting information on health and health behavior among foreign women in Denmark. However, currently these analyses have not been conducted but data are available. Furthermore, this data set creates a good base for monitoring developments in health and health behaviors among immigrant women and women who are descendants of immigrants over time, as these data are collected every four years.

In the past few years disease prevention and health promotion targeted at ethnic minorities have been a highly prioritized area in many municipalities, especially in municipalities with large cities. Women have been the direct target of several initiatives focusing on reproductive health and family health in general, among other things. According to a recent analysis from the National Institute of Public Health initiatives targeting ethnic minority women are overall much more common than initiatives targeting men. In many municipalities peer educators of different ethnic origin has been

trained. These types of projects are focusing on creating health promoting networks among women living in socially troubled communities.

In 2011 Red Cross and several other partners opened the first free walk-in health clinic for undocumented migrants. The staff at the clinic is all volunteers; doctors, nurses, midwives etc.

There is an estimated 1000-5000 undocumented migrants in Denmark, primarily living in the big cities. The gender distribution among the undocumented migrants is unknown.

Re. violence against minority women: Some minority women experience various degrees of honor-related violence and social control. To prevent these forms of violence the Danish government has launched a National Strategy against Honor-related Conflicts (see the answer to 41.2 for information on the content and initiatives of the strategy). The Danish Government has conducted studies on the degree of social control among minorities, for instance a report from 2011 on youngster's experience of social control, which shows that approximately 22 % of immigrant and descendant girls have experienced violence (1,4 % and 3,1 % of immigrant and descendant girls respectively have experienced violence several times) – though not necessarily from family members.

Family reunification

41. The government believes that a broad range of initiatives are necessary to combat forced marriage and other honor related violence. Several strategies therefore focus upon this aim. In November 2012, the Danish government launched a Strategy against Parallel Legal Concepts. The strategy aims to prevent women and minors from being forced into entering a religious marriage or from being kept in a religious marriage situation against their own free will. The strategy implements a holistic effort in this area to ensure that the citizens' rights are not violated because of religious practices. The strategy contains 15 specific initiatives in the following four areas:

- Legislative changes
- Education and information to religious communities
- Upgrading of professionals and public authorities
- Assistance to citizens with a focus on women and minors

The National Strategy Against Honour-related Conflicts launched in July 2012 has the general aim of preventing honour-related conflicts including forced marriage. Efforts include:

- A national consulting unit which advises the municipalities.
- A national dialogue corps of young minority men and women as well as parents that travels the country, engaging in dialogue with other youngsters and parents about gender equality, the right to choose your own spouse, violence in the family etc.
- Shelters for women and couples.
- Aftercare, rehabilitation and reintegration for these women and men.
- A hotline offering advice for young people. The hotline is open 24 hours a day.
- A hotline for professionals dealing with the young people.
- A hotline for parents experiencing conflicts with their teenagers.
- Information and advice to the municipalities, for example an internet based toolkit, seminars and conferences on the topic of honour related violence.

- Mentor projects.
- Education material about honour-related conflicts.
- A program for frontline employees, on how to deal with honour-related conflicts.

For further information reference is made to the response to question 21.

Cooperation with non-governmental organizations

43. Reference is made to the answer to question 4 under List of Issues above.

Greenland:

Apart from fixed secured funding, already set aside for the Greenland Council on Gender Equality, the Greenland Government has other options for extending funding to organizations and projects. During the 8th period the Government of Greenland has worked with NGO's, Nordic partners, public and private organizations etc., to promote different aspects of gender equality cf. Article 4 in Appendix A in the 2013 report.

Follow-up to the Beijing Declaration and Platform for Action

44. The Government is fully committed to continue to implement the obligations under the Convention and the recommendations from the Committee. The periodic report hence explains these efforts and results.

Millennium Development Goals

45. The Millennium Development Goals primarily focus on developing countries. Denmark for its part has contributed to the developing countries' fulfilment of the Millennium Development Goals 1 - 7 and has fulfilled obligations regarding goal 8 on "Global Partnership for Development". In Denmark's development cooperation with partner countries the MDGs play an important role and the MDG's are incorporated into the new Strategic Framework for Gender Equality, Rights and Diversity in Danish Development Cooperation.

Ratification of other treaties

46. *A ratification of the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families is considered to broaden the group of people beyond those covered under the current Danish Aliens Act including a more extensive access for migrant workers and their families to social security, health issues and educational services currently offered in Denmark.*

Dissemination of concluding observations

47. Concluding observations of the Committee's 2009 observations were widely disseminated to ministries, relevant parliamentary committees and other relevant stakeholders including by way of press releases and posting on web-sites.

Re. dissemination of the Convention: All relevant CEDAW-documents have been and will also in the future be distributed to all relevant stakeholders. There is a longstanding tradition for close cooperation between the government and civil society organizations, also in matters related to CEDAW.

Greenland:

The concluding observations have been communicated to the Council of Gender Equality in Greenland, NGO's and are to be found on the Government website www.naalakkersuisut.gl

There is no common strategy for the next steps; this is handled separately by each ministry. In this area there is room for improvement.

Follow-up to concluding observations

48. As requested a mid-term status has been forwarded to the Committee on paras 15 and 31.
