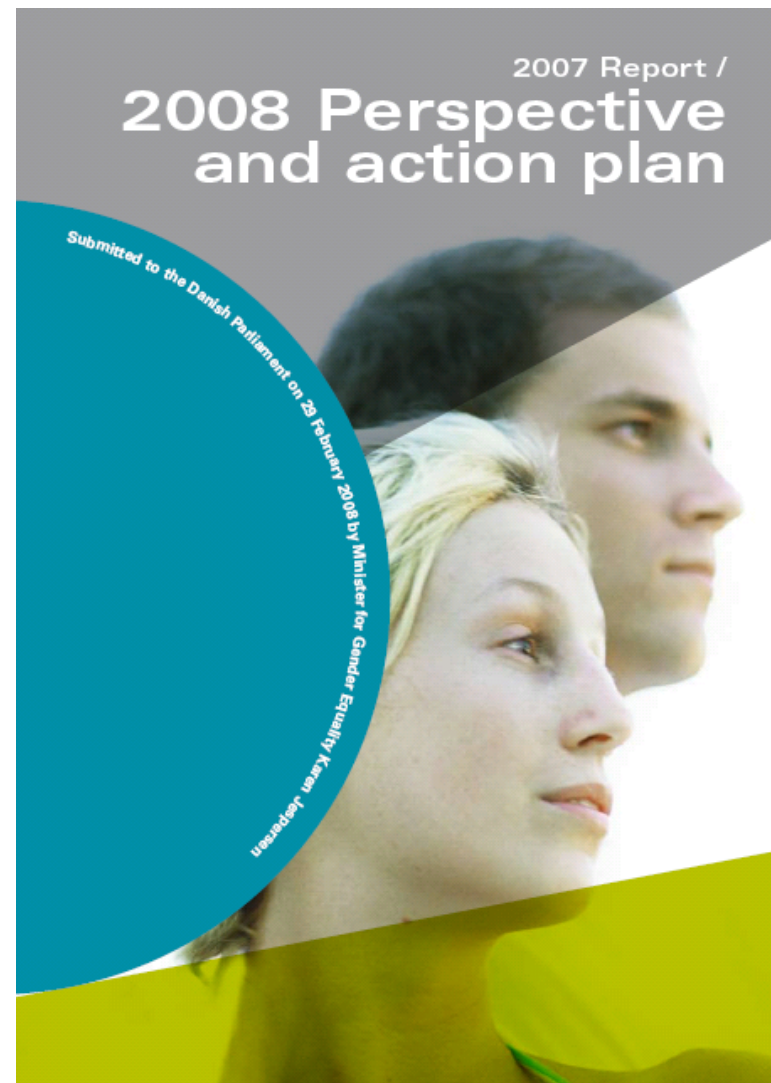


# Experiences with the Gender Equality Action Plan in Denmark

**Vibeke Abel**

Deputy Permanent Secretary  
Ministry of Social Welfare and Gender Equality



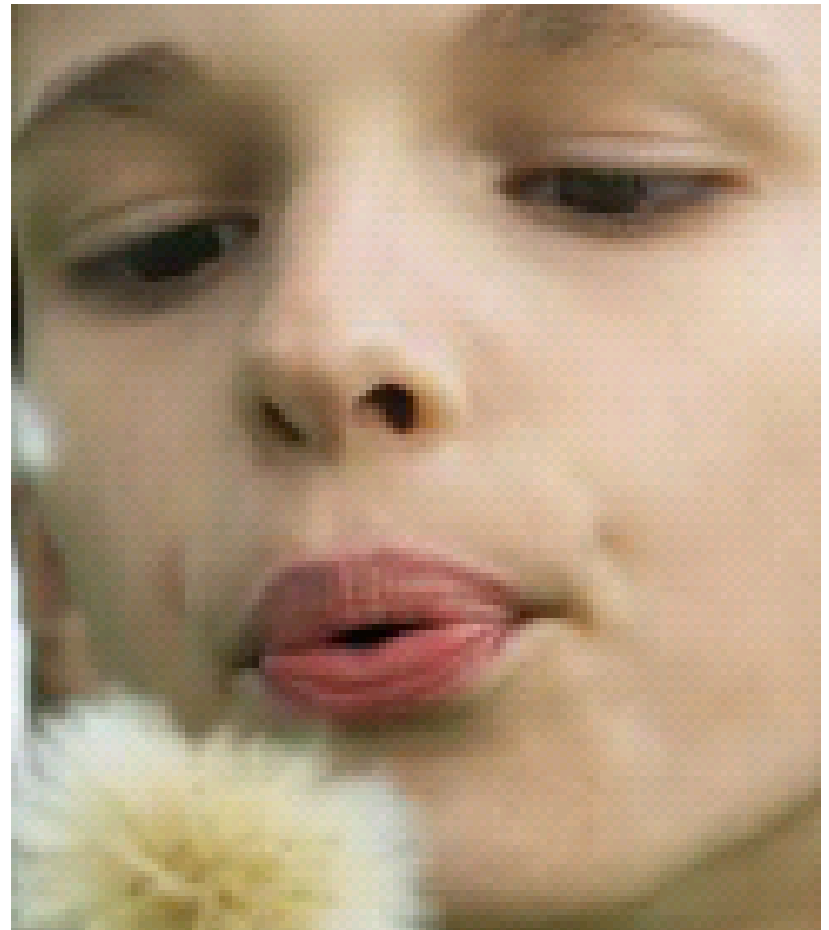
# Gender equality is a fundamental value in Denmark

Bringing abstract issues down to practical reality



 MINISTER FOR

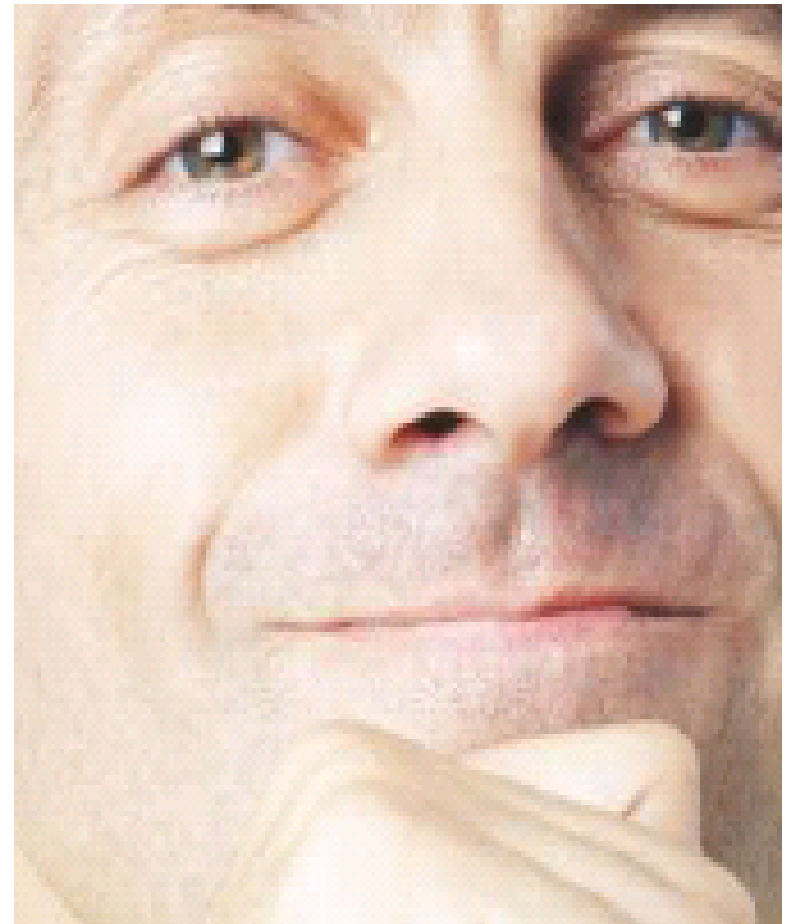
Gender Equality



# Gender equality is an engine of welfare

- we must demonstrate and disseminate this message

- How did the Danish Government manage to get an equality action plan off the ground?
- What experience of cooperation between departments was gained?
- Did you meet with the opposition and, if so, how did you deal with it?



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Gender Equality



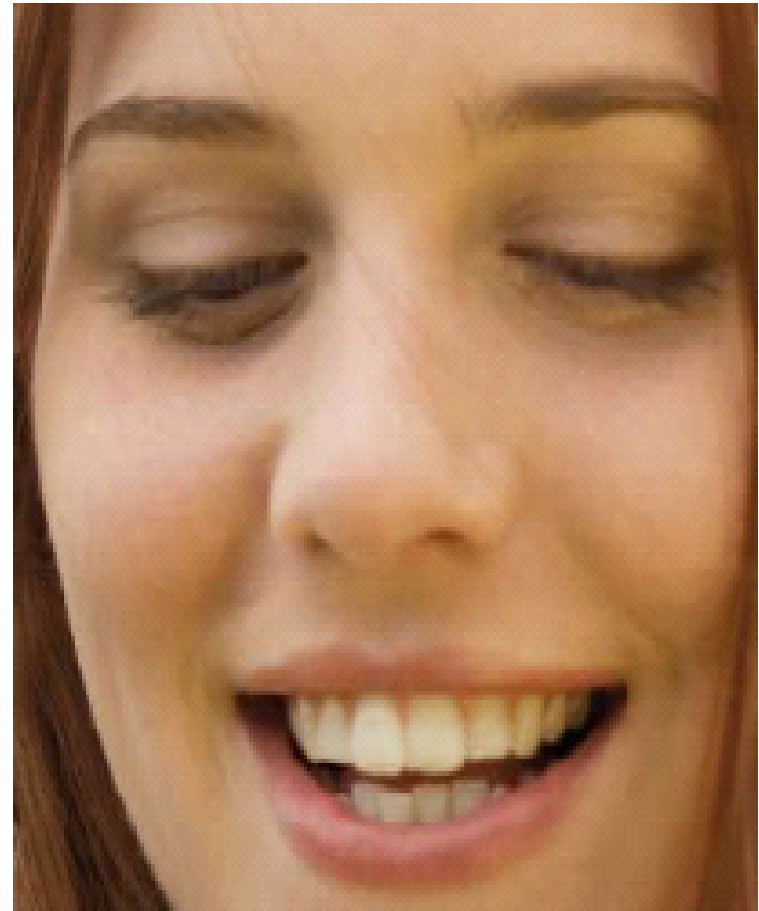
# Gender equality is for everybody

- from top to bottom of society

## Action Plans

- Annual Report/Perspective and Action Plan
- Inter-Ministerial Gender Mainstreaming Action Plan II – 2007-2011
- Action Plan to Combat Trafficking in Human Beings II – 2007- 2010
- Action Plan to stop men's domestic violence against woman and children II

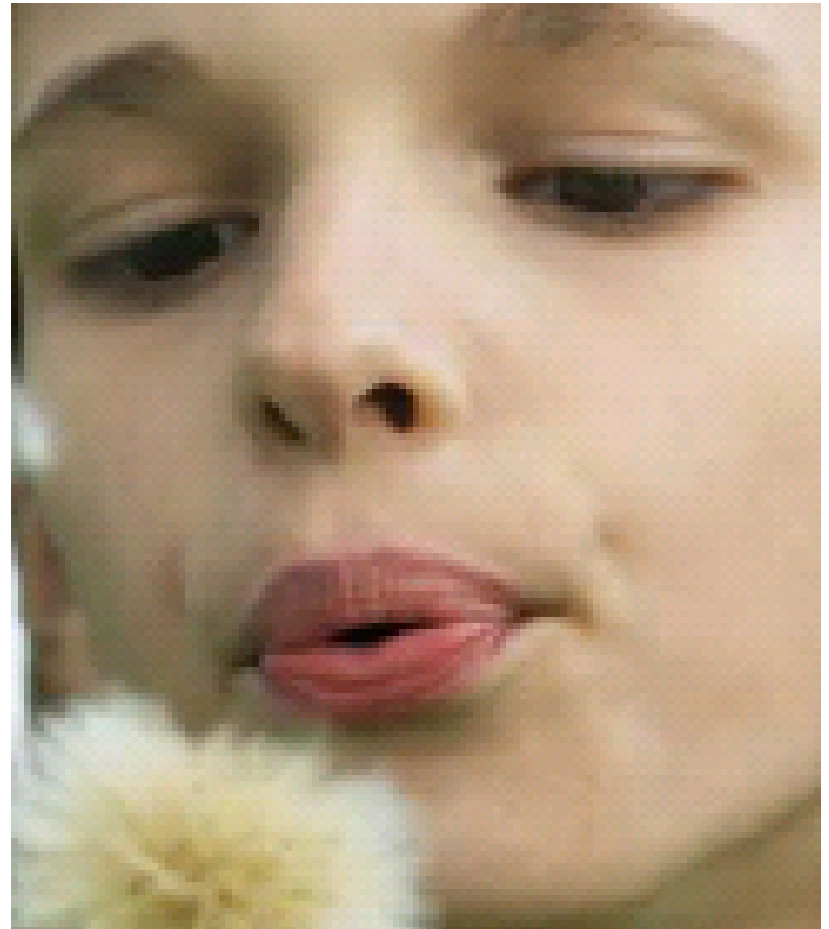
 MINISTER FOR  
Gender Equality



# Gender equality is a fundamental value in Denmark

## Legislation is the Foundation

- Each year the Minister for Gender Equality shall submit a Report and a Perspective and Action Plan for Gender Equality to the Danish Parliament




# Gender equality is an engine of welfare

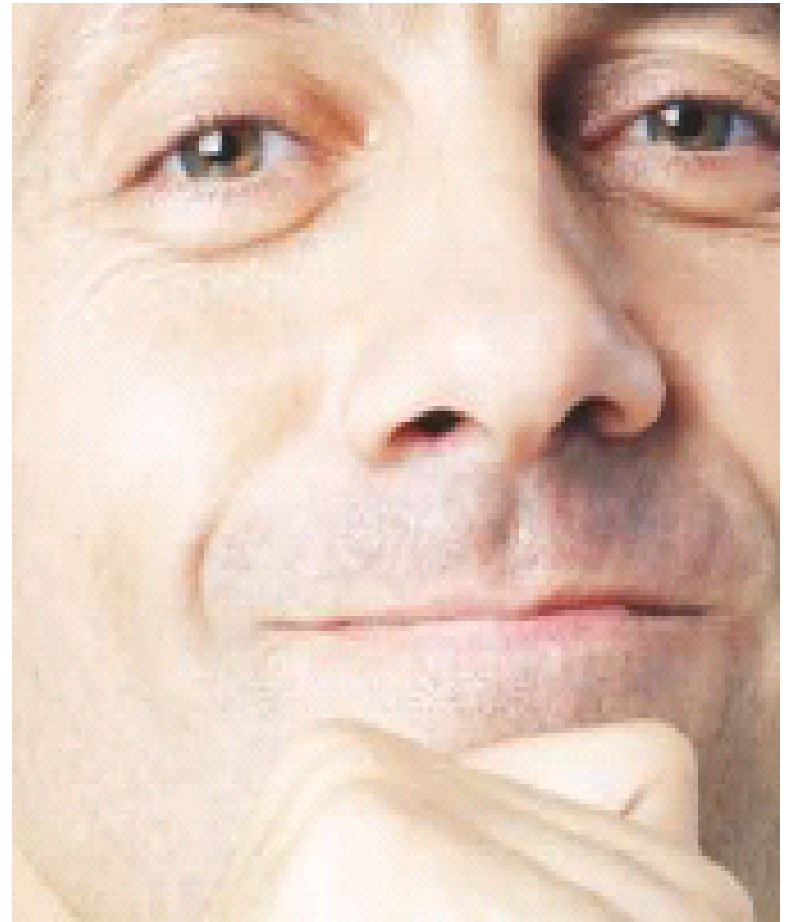
- we must demonstrate and disseminate this message

Public authorities must seek to:

- promote gender equality
- incorporate gender equality in all planning and administration

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Gender Equality

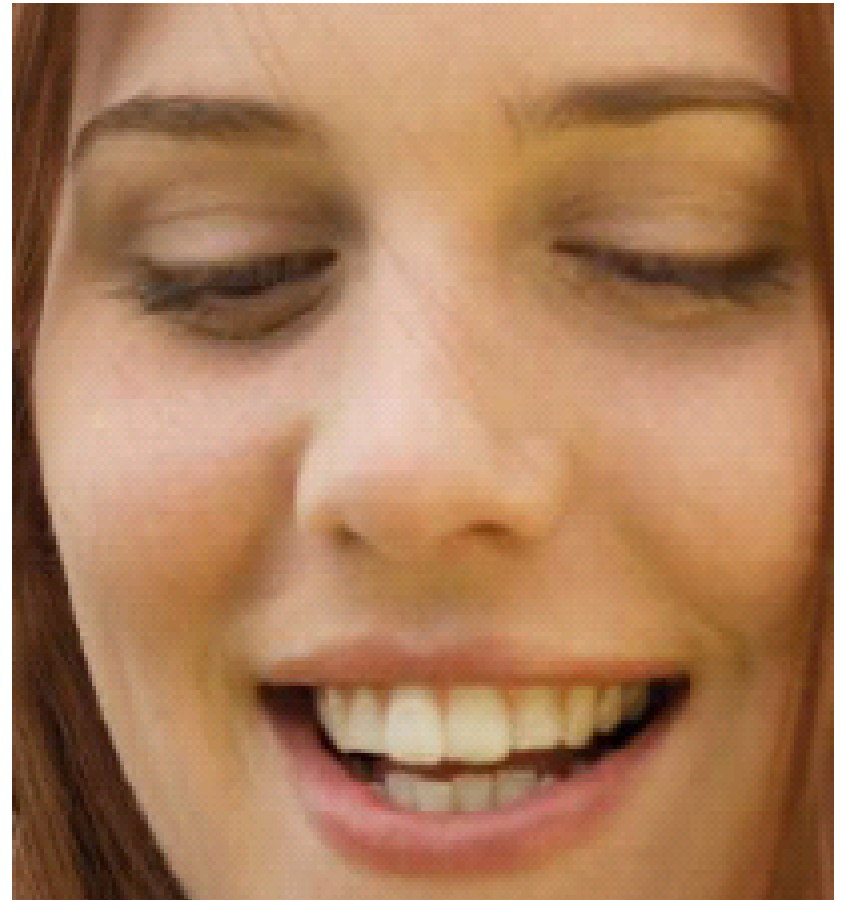


# Gender equality is for everybody

- from top to bottom of society

Gender equality is now a very active political field

There are (nearly) agreements on the goals – but not on how to reach the goals





 MINISTER FOR  
**Gender Equality**

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# Gender equality is a fundamental value in Denmark

What have we been working with?

- equal pay
- gender segregated labour market
- women in top management
- gender and climate changes
- violence
- trafficking
- gender and health
- gender and ethnic minorities
- women in politics
- choice of education
- gender roles in kindergartens
- getting more men to take more parental leave
- mainstreaming

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Gender Equality



# Gender equality is for everybody

- from top to bottom of society



The action plan on gender mainstreaming and the annual action plan are now connected

 MINISTER FOR


Gender Equality



# Gender equality is an engine of welfare

**- we must demonstrate and disseminate this message**

- Gender mainstreaming the consequences of work already decided on in the ministries adds more quality
- It pays off to have women in top management – diversity on the board shows on the bottom line
- Countries with the best economies are countries where men and woman are most equal

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Gender Equality

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