

Your Excellencies.

My name is Lise Johansen, I am from the Women's Council of Denmark.

The Women's Council is an umbrella for 46 organisations working to promote gender equality and secure women's rights.

In this presentation, I will give you a short update on the main developments on women's rights since the last Review. I will also outline our areas of priority and give you our recommendations for government action.

Let me start by giving you a short update:

- In 2019, Psychological violence was criminalized; and in 2020 the legal definition of rape was changed and is now in accordance with the Istanbul Convention. Both are important and significant steps for women's rights.
- At the last review, Denmark had a strong focus on gender mainstreaming; adopting a national strategy in 2013. However, it is our impression that this has been neglected since.
- Since the last examination, the situation on female representation in politics and decision-making is unchanged. In half of Danish company boards, women are completely absent.

In politics, only 13 percent of local mayors, and only one third of local politicians and ministers are women.

Now, I move to our areas of priority

- First of all: Gender-based violence.
- During COVID-19 we have seen domestic violence escalating. For years, the numbers of sexual assaults have increased. And at the moment numerous



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petitions and testimonials, show that women face huge problems with sexism and sexual harassment - in politics, public life and in alle sectors of the labour market. To an extent that official data has not been able to grasp before.

- It is our recommendation that Denmark ratify ILO Convention 190 on Violence and Harassment in the World of Work.
- We also call on the government to re-view data-collection on sexual harassment and gender-based violence, especially sexual violence.
- Another priority is equal pay for work of equal value.
- Since the last review, the unadjusted gender pay gap has decreased, but is still around 15 percent based on hourly earnings. The adjusted gender pay gap, however, has remained the same for decades. A survey from 2020¹ shows that in more than 9 out of 10 professions men earn significantly more than women.
- It is our recommendation that the equal pay act be amended. The regulation on equal pay statistics is too vague, preventing women from examining whether their right to equal pay is violated. The legislation should also provide guidance on how to assess “work of equal value”.

I thank you for your attention.

¹ <https://www.hk.dk/RaadOgStoette/Vaerktoejer/Ligeloensberegner>

