

# Study on gender training in the EU mapping, research and stakeholders' engagement - Denmark - Country profile



**Study on gender training in the European Union: mapping, research and stakeholders' engagement (2012-13)**

**Denmark**

**POLICY FRAMEWORK**

A new strategy for gender equality in Denmark was launched in February 2013. The Danish inter-ministerial gender mainstreaming project action plan (2007-13) made reference to the actions that needed to be introduced at Ministry level by most members of staff on creating more opportunities to effectively mainstream gender in various policy areas. All ministers were required to prepare a plan (before 2010) and set specific goals regarding building competencies internally. Additionally, the plan included an awareness-raising strategy on gender mainstreaming.

Developing competency and understanding of the relevance of gender mainstreaming of different ministers' staff was a key goal of the Danish inter-ministerial gender mainstreaming project action plan. Research in Denmark highlighted that gender training is provided at all levels of government, even though there are no policy commitments to gender training at ministry or regional and/or local level.

**GENDER TRAINING IN PRACTICE**

The Department for Gender Equality is a key training organisation providing training seminars as well as developing online tools and e-learning courses that support public authorities and others in integrating gender equality elements into their work. The department gives advice to ministers and preparations on gender mainstreaming, holds training days and courses for state-employed staff, develops inter-ministerial tools, and keeps the state administration informed about ongoing activities and courses. At a regional level, the cities of Copenhagen and Aarhus have been most proactive in providing gender mainstreaming training for their staff.

**EXAMPLES OF GENDER TRAINING PROGRAMMES**

- A gender mainstreaming course is offered through the central administration, which covered a number of different areas, including gender equality evaluation of resource allocation, gender-segregated statistics and data as well as gender communication and campaigns.
- The Department for Gender Equality has developed

an online tool and an e-learning course on gender mainstreaming to support public authorities and institutions in integrating gender equality elements into their work (<http://www.stk.dk>).

- Gender training is organised for around 1 000 people a year in partnership between the biggest three trade unions in Denmark and the Trade Union Congress, including training for people in the public sector. The courses available are diverse, ranging from 1 day to 49 days, covering topics such as equality, violence, quotas and women's leadership, to name a few.

**USEFUL LINKS**

Ministry of Gender Equality:  
<http://www.stk.dk>

Public reporting system:  
<http://www.ligestillingen.dk>

Danish Centre for Information on Gender, Equality and Diversity:  
<http://kvn.dk/en/indhold>

## Downloads


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