

# Gender Equality Index 2019: Denmark

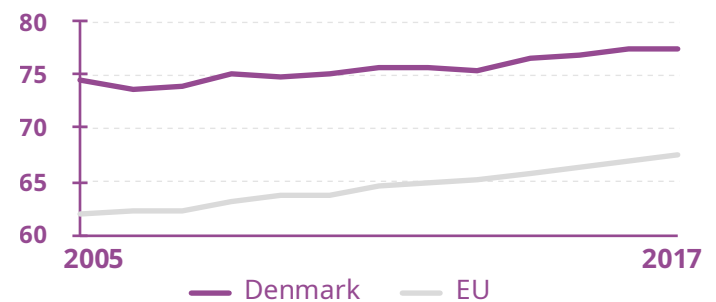
With **77.5 out of 100 points**, Denmark is a top scoring country. With a score almost 10 points above the EU's score, Denmark ranks second in the EU on the Gender Equality Index. Its score has increased by only 2.9 points from 2005 to 2017 (+ 0.7 points since 2015). Denmark has maintained second place since 2005.

Denmark's scores are highest in the domains of health (89.9 points) and money (87.1 points). Gender inequalities are most pronounced in the domain of power (64.9 points), although the score in this domain has improved the most since 2005 (+ 10.2 points).

Between 2005 and 2017, scores decreased the most in the domain of knowledge (- 1.4 points). There has been little change in the domain of work (+ 0.7 points).

Between 2005 and 2017, Denmark improved its Index score. Throughout this period, Denmark's score was always higher than the EU one, but improved more slowly. As a result, the gap has narrowed between the two.

## Denmark and the EU average are advancing in the same direction

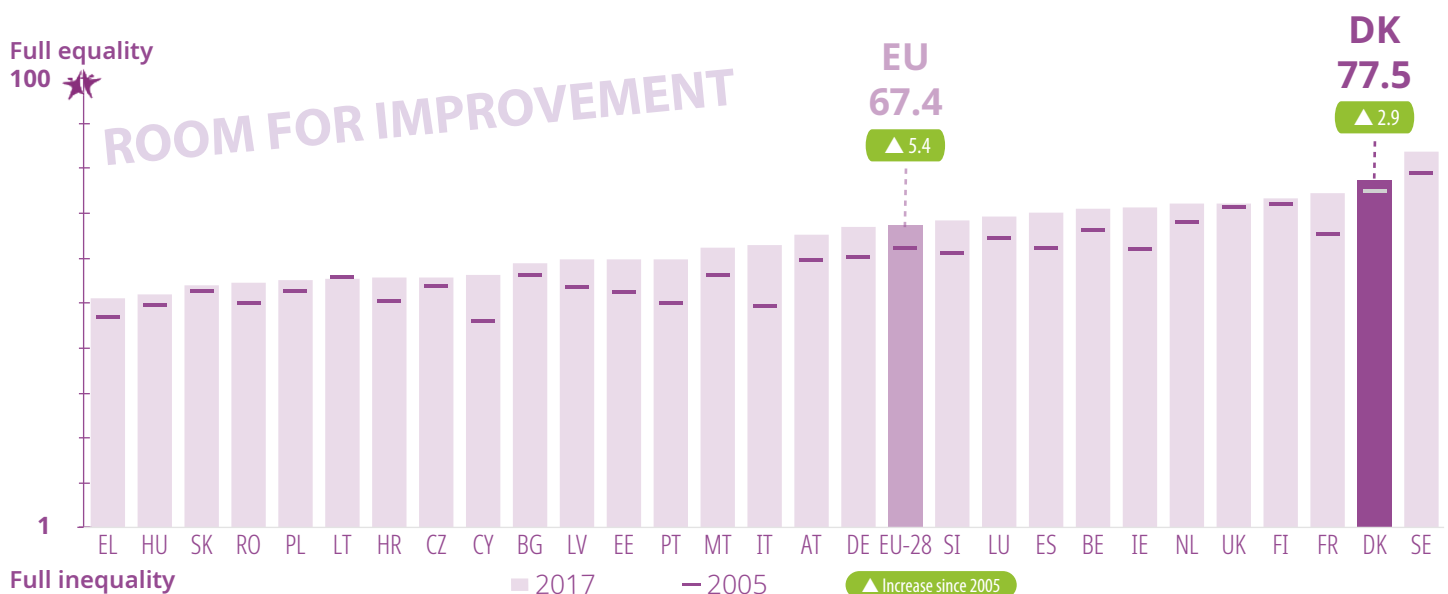


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



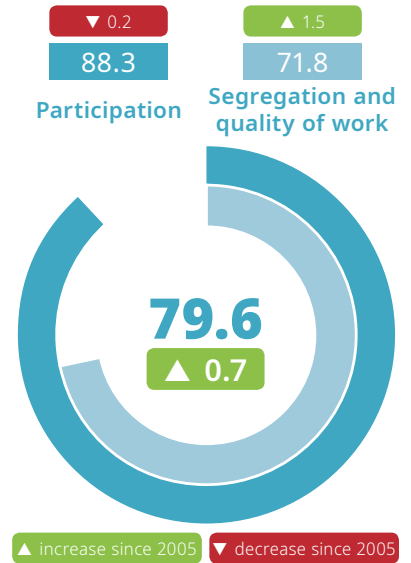


## Work

Denmark's score in the domain of work is 79.6, remaining stable since 2005 (+ 0.4 points since 2015). This is the second highest score in the EU.

The employment rate (of people aged 20-64) is 75 % for women and 82 % for men. With the overall employment rate of 78 %, Denmark is not far from reaching its national EU 2020 employment target of 80 %. The full-time equivalent (FTE) employment rate decreased from 50 % to 46 % for women and from 64 % to 57 % for men between 2005 and 2017, narrowing the gender gap (from 14 percentage points (p.p.) to 11 p.p.). The FTE employment rate increases and the gender gap shrinks as education levels rise. The lowest FTE employment rates are among women with low education (20 %) and women with disabilities (27 %). Twice as many women work part-time (36 %) as men (18 %). On average, women work 31 hours per week and men 35.

While there has been minor progress in the sub-domain of segregation and quality of work since 2005, the uneven concentration of women and men in different sectors of the labour market remains an issue: 42 % of women work in education, health and social work, compared to only 13 % of men. More men (32 %) than women (7 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

Denmark's score in the domain of money is 87.1, showing progress of 4.4 points since 2005 (+ 0.5 points since 2015), with improvements in the financial situations of women and men, but increased inequality in the distribution of wealth among and between women and men.

Despite increases in mean monthly earnings of both women (+ 30 %) and men (+ 26 %) between 2006 and 2014, the gender gap persists. Women earn 19 % less than men each month. In couples with children, women earn 29 % less than men (22 % less for women in a couple without children).

The risk of poverty remained stable for women and increased for men between 2005 and 2017: 12 % of women and 13 % of men (+ 1 p.p.) are at risk. People facing the highest risk of poverty are: young people aged 15-24, especially women (38 % of women and 25 % of men), foreign-born women (24 %) and men (32 %), as well as single women (23 %) and men (30 %). Inequalities in income distribution increased among and between women and men from 2005 to 2017. Women earn on average 85 cents for every euro a man makes per hour, resulting in a gender pay gap of 15 %. The gender pension gap is 7 %.

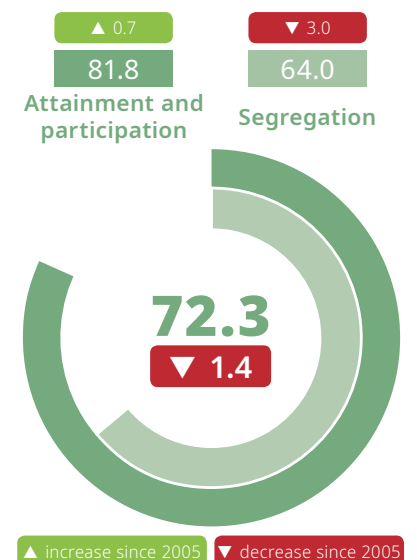


## Knowledge

Denmark's score in the domain of knowledge is 72.3, showing regress of 1.4 points since 2005 (- 1.3 points since 2015). Despite the decrease, Denmark has the second highest score in this domain in the EU.

The share of women tertiary graduates (33 %) continues to be higher than the share of men (27 %), although tertiary attainment has increased for both women and men since 2005. The gender gap in attainment is wider within the 25-49 age group (13 p.p.) and between women and men in a couple without children (12 p.p.), with more women tertiary graduates in both cases. Denmark has met its national EU 2020 target of having at least 40 % of people aged 30-34 with tertiary education. The current rate is 49 % (57 % for women and 42 % for men). Participation in lifelong learning increased for both women (from 33 % to 37 %) and men (from 28 % to 30 %) between 2005 and 2017. Denmark has the second highest participation rate in the EU. Participation in formal and non-formal education and training decreases with age.

The uneven concentration of women and men in different study fields in tertiary education remains a challenge for Denmark. More than half of women students study education, health and welfare, or humanities and arts, compared to around a quarter of men students.



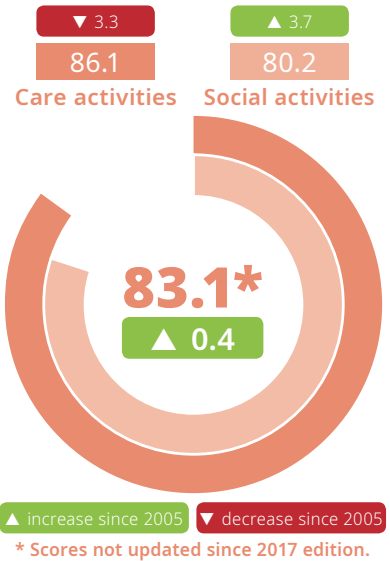


## Time

Denmark's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Denmark has the third highest score in the EU. Gender inequalities have increased in time spent on cooking and housework and decreased in time spent on social activities since 2005. Around 82 % of women do cooking and housework for at least one hour every day, compared to 55 % of men. These shares are higher among couples with children (92 % of women and 59 % of men). A similar share of women and men (25 % and 21 %) spend time caring for and educating their children or grandchildren every day. Almost half (48 %) of women, with high education, have daily care responsibilities for an hour or more, compared to 26 % of men in the same group.

Similar shares of women (53 %) and men (51 %) participate in sporting, cultural and leisure activities outside the home. Fewer women (17 %) than men (20 %) are involved in voluntary or charitable activities.

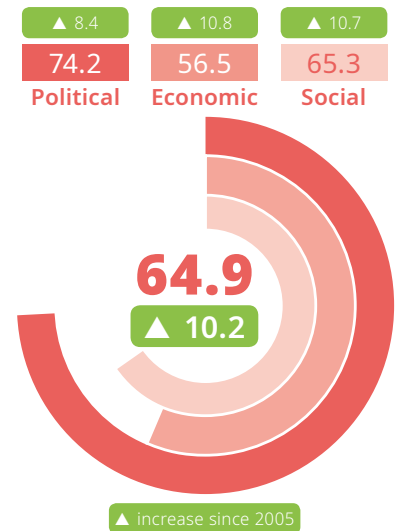


## Power

Denmark's score in the domain of power is 64.9 points, which is the lowest across all domains, although it improved the most over time (+ 10.2 points since 2005 and + 3.4 points since 2015). There are improvements in all sub-domains of political, economic and social power. Denmark ranks fourth in the domain of power in the EU.

The share of women members of parliament (37 %) has stalled since 2005. The share of women ministers increased from 28 % in 2005 to 41 % in 2018. Women comprise 39 % of members of regional assemblies. In the sub-domain of economic power, developments are mixed. While the share of women on the boards of the largest publicly listed companies increased from 11 % to 29 % between 2005 and 2018, their share among the board members of the central bank has decreased from 36 % to 29 % in the same period.

In the sub-domain of social power, women comprise 38 % of the board members of research-funding organisations, 45 % of board members of publicly owned broadcasting organisations and only 19 % of members of the highest decision-making bodies of national Olympic sports organisations.

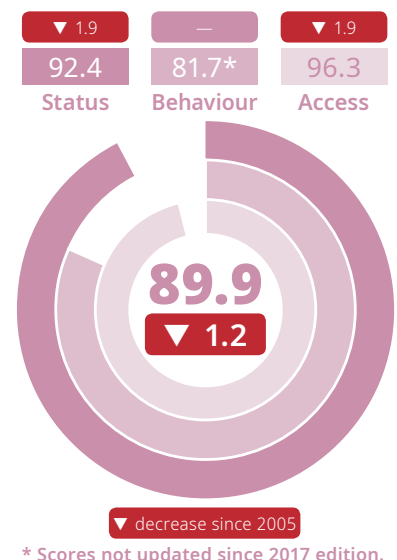


## Health

Denmark's score in the domain of health is 89.9, with a slight 1.2-point decrease since 2005 (+ 0.3 points since 2015). Health is Denmark's top scoring domain, despite ranking ninth among EU Member States (1.8 points above the EU score). While gender equality in the health domain has remained stable, self-perceived status of health and access to medical care portray a more negative picture of overall health in Denmark. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health declined between 2005 and 2017. Around 69 % of women and 73 % of men consider themselves to be in good health, compared to 74 % and 80 % in 2005. Health satisfaction increases with a person's level of education and decreases in proportion to their age. Life expectancy increased for both women and men between 2005 and 2016. Women on average live four years longer than men (83 years compared to 79 years). Healthy life years have decreased from 68 years to 60 years for both women and men.

The situation of adequate access to medical services has worsened between 2005-2017 for both women and men: 7 % of women and 8 % of men report unmet medical needs (compared to 1 % of both in 2005). About 17 % of women and men with disabilities have unmet medical needs, compared to 3 % of women and 5 % of men without disabilities.





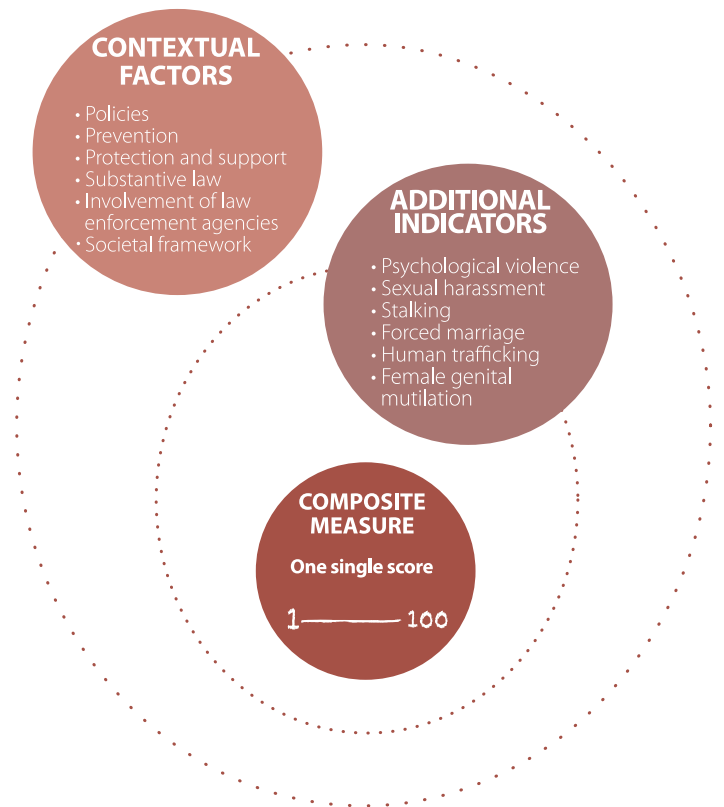
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Denmark signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in April 2014.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Denmark does not provide data on women victims of intentional homicide by an intimate partner or family member, nor does it provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 114 registered women victims of trafficking in human beings in 2016. Comparable data, disaggregated by sex, is essential



to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance – an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators – a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or whether leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in cases

where it is based on definitions of traditional standard employment.

In 2016, 5 % of women and 4 % of men aged 20-49 (potential parents) were ineligible for parental leave in Denmark. In contrast to most EU countries, eligibility is not constrained by employment status — inactive or unemployed parents are eligible for parental leave. Same-sex couples are eligible for parental leave in Denmark. Inadequate length of employment was the only reason of ineligibility in Denmark. Among the employed population, 7 % of women and 5 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single headed families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Denmark, 54 % of all informal carers of children are women. Overall, 53 % of women and 48 % of men are involved in caring for or educating their children or grandchildren at least several times a week. These figures are lower than the EU average, where 56 % of women and 50 % of men are involved in caring for or educating their children or grandchildren. The gender gap is wider among the working population (71 % of women compared to 62 % of men), as well as between women and men working in the public sector (77 % and 53 %).

Denmark has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 72 % of children below the age of three are under some form of formal care arrangements, which is the highest coverage in the EU. Around 66 % of children this age are in childcare for at least 30 hours a week. Formal childcare is provided for 94 % of children from age three to the minimum compulsory school age (77 % are in formal childcare for at least 30 hours a week). Only 5 % of households report unmet needs for formal childcare services in Denmark, which is one of the lowest percentages in the EU. Lone mothers are more likely to report higher unmet needs for formal childcare services (10 %), compared to couples with children (4 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Denmark are women (70 %). The share of women involved in the informal care for older persons and/or people with disabilities several days a week or every day is twice

as high as the share of men (10 % compared to 4 %). The proportion of women and men involved in informal care is 5 p.p. and 6 p.p. lower than the EU average. About 15 % of women and 6 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 7 % of women and 4 % of men in the 20-49 age group. Around 56 % of women carers for older persons and/or persons with disabilities are employed, compared to 42 % of men combining care with professional responsibilities. In the EU overall, the situation is the opposite: 42 % of women and 56 % of men informal carers are working. In the 50-64 age group, 73 % of women informal carers work, compared to 47 % of men. Denmark does not record data on the unmet needs of women and men for professional home care services.

## Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Denmark, women and men spend almost equal amounts of time commuting to and from work (around 48 minutes

per day). There are small differences between women and men in the time spent on commuting among single people and couples with and without children. Single people spend around 10 minutes less on commuting than those living in couples. Women part-time workers travel 40 minutes from home to work and back, while men commute 34 minutes, compared to 53 minutes for women and 51 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed – keeping in mind the different needs of women and men – flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Twice as many women are working part-time (36 %) as men (18 %) in Denmark and over a fifth (21 %) of part-time workers are transitioning to full-time work, with a higher percentage of women (23 %) than men (18 %) in transition. This is in con-

trast to the majority of EU countries, where more men are shifting to full-time work. The opportunities for women to move into full-time jobs in Denmark can be partly explained by the extensive provision of formal childcare services: 72 % of children under the age of three are under some form of formal care arrangements.

There is almost no difference in the flexibility of working time arrangements between women and men in Denmark. Around one third of women (34 %) and men (35 %) have their working hours set by their company, with no possibility for change. Access to flexible working time is higher in Denmark than in the EU where 57 % of women and 54 % of men have no control over their working arrangements.

## Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Lifelong learning can also help women re-enter the labour market after career breaks due to care responsibilities. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men.

Denmark has the third highest participation rate in lifelong learning (27 %) among Member States. At the same time, it has the second widest gender gap in the EU (9 p.p.). Women (aged 25-64) are more likely to participate in education

and training than men regardless of their employment status. The difference between women and men is highest among employed persons: 33 % of employed women take part in education and training activities, compared to 23 % of men. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (13 %) than for women (11 %). For 8 % of both women and men, family responsibilities are reported as barriers to engagement in education and training. Both work schedules and family responsibilities are less of an obstacle for participation in lifelong learning in Denmark than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

**Read more about the Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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European Institute for Gender Equality  
Gedimino pr. 16  
LT-01103 Vilnius  
LITHUANIA

### Contact details

<http://eige.europa.eu/>   
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