

Denmark

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Copenhagen). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Denmark scores 100 out of 100**. The overall score for Denmark is higher than the regional average observed across High income (OECD) countries (94.7).

Denmark - Scores for Women, Business and the Law 2020

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2020 Index Score
100	100	100	100	100	100	100	100	100

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Denmark gets a perfect score.

Areas for Improvement

Denmark attains a perfect score on all of the WBL2020 indicators.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Order on Passports, Chapter 2; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Act on Financial Relationship between Spouses
	Does the law prohibit discrimination in employment based on gender?	Yes	Act on Equal Treatment of Men and Women in Employment, Sec. 1
	Is there legislation on sexual harassment in employment?	Yes	Act on Equality Between Women and Men, Secs. 1a and 2a; Consolidation Act on Equal Treatment of Men and Women in Employment, Secs. 1(4)(5) and (6) and Ch. 2
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Consolidation Act on Equal Treatment of Men and Women in Employment, Sec. 19 <i>Civil:</i> Act on Equality between Women and Men, Sec. 3c; Consolidation Act on Equal Treatment of Men and Women in Employment, Ch. 6
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Act on Equal Pay for Men and Women, Sec. 1
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Secs. 123, 213 and 244; Act No. 112 of 03/02/2012, Sec. 8
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Consolidation Act on Entitlement to Leave and Benefits in the Event of Childbirth, Secs. 6 and 7; Consolidation Act No. 81 of 3 February 2009, Sec. 7
	Does the government pay 100% of maternity leave benefits?	Yes	Consolidation Act on Entitlement to Leave and Benefits in the Event of Childbirth, Secs. 6, 7 and 20; Consolidation Act No. 872 of 28 June 2013, Secs. 39 and 42
	Is there paid paternity leave?	Yes	Consolidation Act No. 872 of 28 June 2013, Sec. 7
	Is there paid parental leave?	Yes	Consolidation Act No. 872 of 28 June 2013, Secs. 9 and 10
	Is dismissal of pregnant workers prohibited?	Yes	Act on Equal Treatment of Men and Women, Sec. 9
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Act on Equal Opportunities for Women and Men No. 1678 (Equality Act) of 2013, Ch. 1(1a)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Act on Financial Relationship between Spouses of 2018, Sec. 1, 6-9
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act of 2007, Sec. 1
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act of 2007, Secs. 9 and 12
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Act on Financial Relationship between Spouses of 2018, Secs. 1, 6-9
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Act on Financial Relationship between Spouses of 2018, Sec. 5
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Pension Act of 13 October 2016, Sec. 1a Men: Social Pension Act of 13 October 2016, Sec. 1a
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Social Pension Act of 13 October 2016, Secs. 1a, 5 and 7 Men: Social Pension Act of 13 October 2016, Secs. 1a, 5 and 7
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Labor Market Supplementary Pension Act of 10 October 2014, Sec. 2a(2)