

# Denmark

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Denmark - Scores for Women, Business and the Law 2023

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2023 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Denmark gets a perfect score.

## Areas for Improvement

Denmark attains a perfect score on all of the WBL2023 indicators.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Denmark are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/denmark/2023>



	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	No restrictions could be located
	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; Act on Equal Treatment of Men and Women in Employment, Secs. 1(4)-(6) and Ch. 2
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Act on Equal Treatment of Men and Women in Employment, Sec. 19 <i>Civil:</i> Act on Equality between Women and Men, Sec. 3c; Act on Equal Treatment of Men and Women in Employment, Ch. 6
	Does the law mandate equal remuneration for work of equal value?	Yes	The Equal Pay Act (Consolidation Act No. 156 of February 22, 2019), Sec. 1
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is the law free of legal provisions that require 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 on Detention, Restraining Orders and Expulsion, Sec. 8
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Formation and Dissolution of Marriage Act, Ch. IV
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Formation and Dissolution of Marriage Act, Ch. IV
	Is paid leave of at least 14 weeks available to mothers?	Yes	Consolidation Act No. 235 of 12 February 2021 on Entitlement to Leave and Benefits in the Event of Childbirth, Secs. 6 and 7; Act No. 343 of 22 March 2022 amending the Maternity Act, Secs. 4 and 8
	Does the government pay 100% of maternity leave benefits?	Yes	Consolidation Act No. 235 of 12 February 2021 on Entitlement to Leave and Benefits in the Event of Childbirth, Secs. 20 and 42; Act No. 343 of 22 March 2022 amending the Maternity Act, Secs. 33 and 34
	Is paid leave available to fathers?	Yes	Consolidation Act No. 235 of 12 February 2021 on Entitlement to Leave and Benefits in the Event of Childbirth, Sec. 7(3); Act No. 343 of 22 March 2022 amending the Maternity Act, Secs. 6 and 7
	Is there paid parental leave?	Yes	Consolidation Act No. 235 of 12 February 2021 on Entitlement to Leave and Benefits in the Event of Childbirth, Secs. 9, 10, 20 and 21; Act No. 343 of 22 March 2022 amending the Maternity Act, Secs. 15 and 35
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Act on Equal Treatment of Men and Women, Sec. 9
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equality Act, Ch. 1 (Sec. 1a) and Ch. 2 (Sec. 2)
	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
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Act on Financial Relationship between Spouses, Secs. 1 and 6-9
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Sec. 1
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Secs. 9, 10 and 12
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Act on Financial Relationship between Spouses, Secs. 1 and 6-9
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Act on Financial Relationship between Spouses, Secs. 1, 5 and 41
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Pensions Act (Consolidation Act no. 234 of 12 February 2021), Sec. 1a
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Social Pensions Act (Consolidation Act no. 234 of 12 February 2021), Secs. 1a, 5 and 7
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Labor Market Supplementary Pension Act, Sec. 2a(2)