


# Denmark

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>80.0</b>	<b>60.0</b>	<b>91.3</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Denmark, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Copenhagen). The scores for Denmark are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	75.0	100.0	100.0	100.0	75.0	50.0	100.0	100.0
Supportive frameworks score	50.0	66.7	66.7	100.0	100.0	33.3	100.0	0.0	33.3	50.0
Expert opinions score	75.0	100.0	87.5	75.0	100.0	100.0	100.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Denmark (80.0 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Denmark obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Denmark is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Denmark may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Denmark (60.0 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's pay, supportive frameworks related to marriage and supportive frameworks affecting childcare, Denmark obtains a perfect

score (100.0 out of 100.0). As an example, one of the lowest scores for Denmark is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Denmark may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Denmark (91.3 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Denmark obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Denmark is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Order on Passports, Chapter 2
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Act, Arts. 1(1) and 6
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Act on Equal Treatment of Men and Women in Employment, Secs. 1 and 2; Consolidation Act on the Prohibition of Differences of Treatment in the Labour Market, Secs. 1 and 2
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" 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 obtain a judgment of divorce in the same way as a man?	Yes	Formation and Dissolution of Marriage Act, Ch. IV

Does a woman have the same rights to remarry as a man?	Yes	Formation and Dissolution of Marriage Act, Ch. IV
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Consolidation Act. no 1391 of 30 September 2022, Secs. 6 and 7; Act No. 343 of 22 March 2022 amending the Maternity Act, Secs. 4 and 8
Are leave benefits for mothers paid solely by the government?	Yes	Consolidation Act No. 1391 of September 2022 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 there paid leave available to fathers?	Yes	Consolidation Act No. 1391 of September 2022 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, 7 and 35
Is dismissal of pregnant workers prohibited?	Yes	Act on Equal Treatment of Men and Women, Sec. 9
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Day Care Act No. 985 of 27 June 2022, Secs. 19, 21 and 23(3); Consolidation Act on Day Care, BEK No. 2058 of 15 November 2021, Sec. 3(1); Official Website of the City of Copenhagen
Does the law establish any form of support to families for childcare services?	Yes	Day Care Act No. 985 of 27 June 2022, Secs. 31, 32 and 43; Consolidation Act on Day Care, No. 2058 of 15 November 2021, Secs. 23-24; Social Services Act No. 573 of 24 June 2005, Sec. 29
Does the law establish any form of support to non-state childcare providers?	Yes	Day Care Act No. 985 of 27 June 2022, Secs. 36-38; Consolidation Act on Day Care No. 2058 of 15 November 2021, Secs. 14-15; Corporate Tax Act, Sec. 3(5)
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
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)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Act on Financial Relationship between Spouses, Sec. 1 and 6-9; Land Distribution Act, Art. 2
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Sec. 1
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Secs. 9, 10 and 12
Does the law provide for the valuation of nonmonetary contributions?	Yes	Act on Financial Relationship between Spouses, Secs. 1, 5 and 41
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Pensions Act (Consolidation Act no. 234 of 12 February 2021), Sec. 1a
Are the ages at which men and women can retire with partial pension benefits equal?	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 equal?	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)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		

Has the government developed comprehensive mechanisms to address violence against women?	Yes	The Centre for Victims of Sexual Assault; Lev Uden Vold's hotline; Danish Police Academy training on violence against women
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Inter-Ministerial Working Group on Violence against Women
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	Danish Working Environment Authority: Home Work
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Act on the Board of Equal Treatment, Art. 1; Equal Treatment Board Website
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	The Equal Pay Act (Consolidation Act No. 156 of February 22, 2019), Sec. 2, 3, 4a, 5
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Denmark: Employed (in thousands) by industry (10-grouping), region and sex
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Promulgation of the Agency of Family (Familiereetshuset) Law, Sec. 1
Are there specialized family courts?	Yes	Family Courts ("Familiereetten")
Is legal aid available for family law disputes?	Yes	Civil Services Agency
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Denmark Statistics: Proportion of time spent on unpaid domestic and care work by gender
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Day Care Act No. 985 of 27 June 2022, Art. 3(4); Official Website of the City of Copenhagen
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Day Care Act No. 985 of 27 June 2022, Sec. 43a; Official Website of the City of Copenhagen
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Day Care Act No. 985 of 27 June 2022, Sec. 39; Official Website of the City of Copenhagen
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of the City of Copenhagen; Day Care Act No. 985 of 27 June 2022, Sec. 5(3); Report on the Official Website of the Danish Evaluation Institute (2023)
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located



Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? No Insufficient evidence located

Is there a current national government plan or strategy with a focus on women's access to financial services? No Insufficient evidence located

### Assets

Are there mechanisms or incentives to encourage women to register immovable property? Yes Land Registration Act, Sec. 1; Act on Financial Relationship between Spouses, Sec. 1

Are there awareness measures in place to improve women's access to information about marital and inheritance rights? No Insufficient evidence located

Is anonymized sex-disaggregated data on property ownership published on a regular basis? No Insufficient evidence located

### Pension

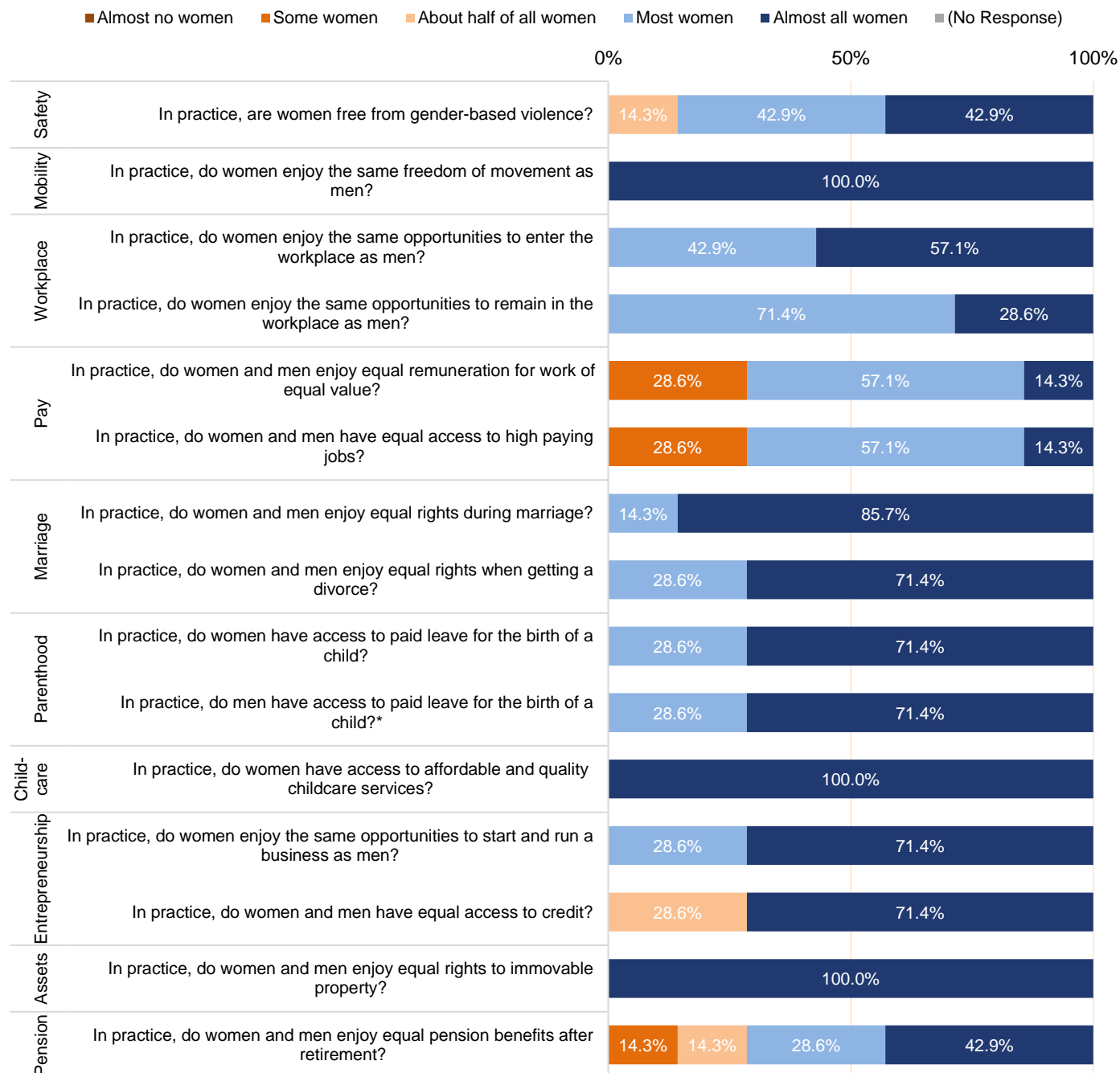
Are there incentives in place to increase women's retirement benefits? No Insufficient evidence located

Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? Yes Udbetaling Danmark Website; Social Pension Act, Sec. 50

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.