



MINISTER FOR

Gender Equality



facts on
gender
equality
2006

Department of Gender Equality
December 2006

Facts on gender equality 2006

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Introduction

Figures, facts and statistics are very important tools. They constitute the background to discussions and the formulation of policies. The objective of “Facts about Gender Equality in Denmark 2006” is to promote and encourage more qualified debate in the field of gender equality.

The subjects selected for this pamphlet present merely an excerpt of relevant statistics in the area of gender equality. The sources presented below the individual illustrations provide access to underlying data. At www.lige.dk, the statistical database of the Department of Gender Equality is available. It contains gender-segregated statistics on everything from demographic data, the labour market and education to politics and management.

In this pamphlet, primarily graphic illustrations are used to illustrate the state of affairs and development of gender equality in Denmark. Let us use them as reference points in future discussions.

Copenhagen, December 2006

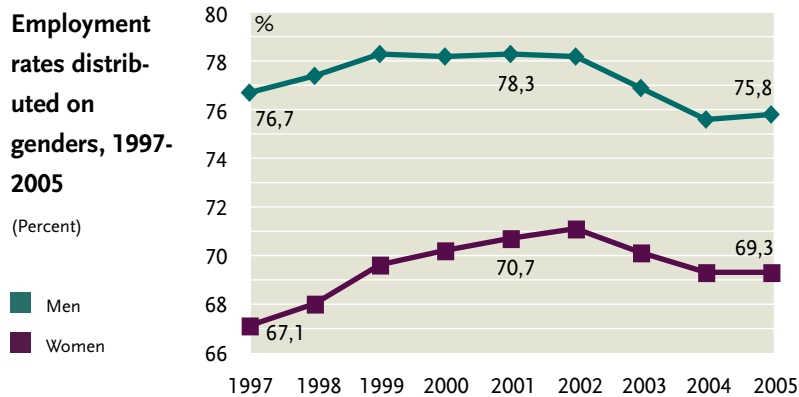


Eva Kjer Hansen
Minister for ligestilling

The labour market

Employment rate

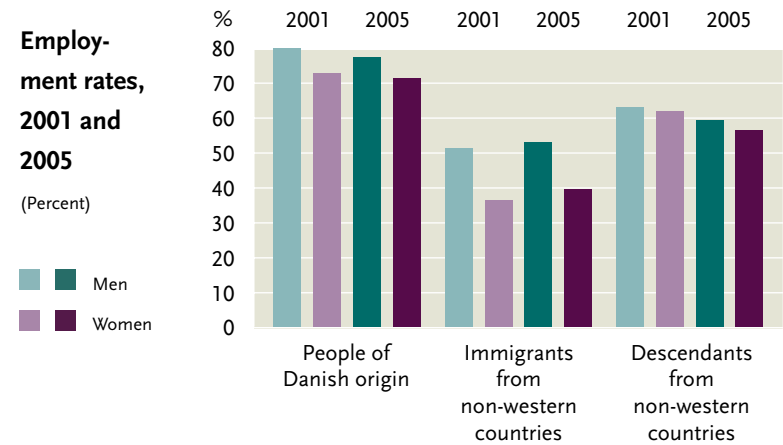
From the figure below it appears that women, to a higher degree than men, experienced an increasing employment rate in the period 1997-2005.



Source: Statistics Denmark: StatBank Denmark: RASTF

However, throughout the entire period, the employment rate for men remained between 6 and 9.6 percentage points higher than that for women. The difference between the genders narrowed in the course of the period, which means that women in the last years approached the employment rate for men.

Whereas the employment rate for women and men of Danish origin dropped slightly, there is discernible progress regarding immigrants even if their employment rate remained far below the corresponding figures for Danes.

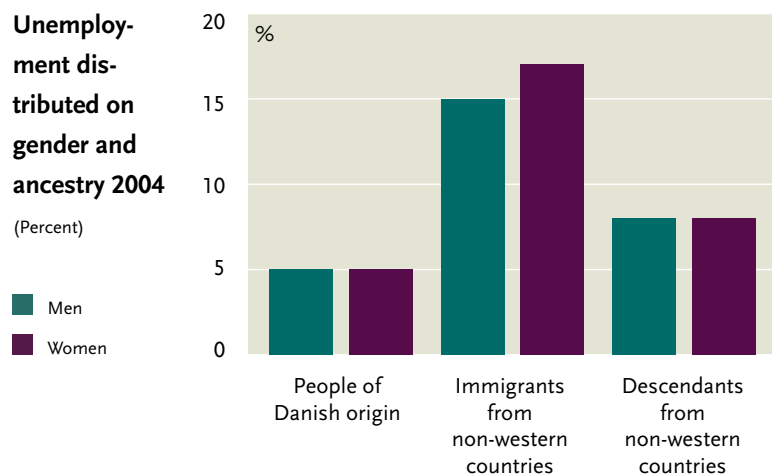


Source: Ministry of Integration Affairs Immigrants database at Statistics Denmark, Udd6 (Annual review on immigrants in Denmark 2005)

Men show, in general, higher employment rates than women with respect to all three groups. Considering persons of Danish origin, the difference in 2005 was 6 percentage points. For immigrants and descendants of immigrants, the figures were 14 and 3 percentage points, respectively.

Unemployment

In 2004, there was no considerable gender-based difference between unemployment percentages for women and men with respect to any of the groups presented in the figure below.



Source: Ministry of Integration Affairs Immigrants database at Statistics Denmark, Udd6 (Annual review on immigrants in Denmark 2005)

Immigrants from non-Western countries and the descendants of these were, in general, affected by unemployment to a higher extent than persons of Danish origin.

Wage

The table below shows the percentage difference between average pay for men and women. In the years 1997 and 2001, the Danish National Institute of Social Research calculated the differences and found wage differentials of between 12 and 19 per cent.

Pay

1997-2001

Gross difference between women's and men's pays 12-19 %

Wage gab between women's and men's pay without statistical explanation 2-6 %

Source: The Danish National Institute of Social Research: Men's and women's pays 04:10, 2004

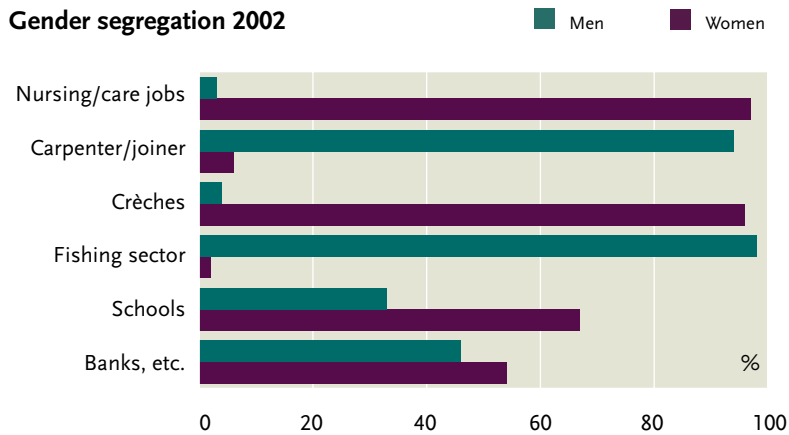
Adjusted for factors such as educational level, work experience, and the like, which often constitute the explanatory basis for wage differentials, the so-called unexplained part of the wage gab appears, with men earning 2-6 per cent more on average than women.

Gender segregation

The Danish labour market is gender segregated. A total of 60 per cent of all Danes are employed in jobs dominated almost exclusively by women or by men. This is one of the most important individual factors impacting on wage differentials between women and men.

The figure below shows the gender segregation of individual, selected sectors.

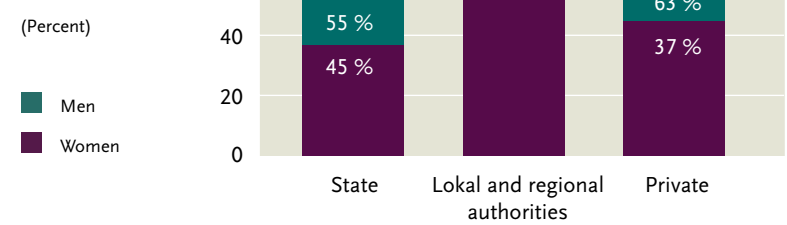
Gender segregation 2002



Source: Danish National Institute of Social Research: The gender-segregated labour market. A quantitative and qualitative survey, 06:02, 2006, annex 2

Typically, women are local government employees. Women work especially in care and office-related jobs, and most often in positions characterised by routine procedures. Men, by contrast, are typically employed in the private sector or the state sector, in the areas of skilled trades, IT and technical science, in jobs characterised by development opportunities and in managerial positions.

Employment distributed on sectors and gender 2005



Source: Statistics Denmark: StatBank: RAS 1F

The above figure shows a marked gender difference in terms of where women and men are employed. Women are substantially over-represented in municipalities/counties where they account for approximately 77 per cent of all employees in this sector. Men, by contrast, are over-represented in the private sector where they account for 63 per cent of all employees.

Time spent

Women and men spend practically the same amount of time on housework and paid work in total (gross), but women spend more time at home, and men spend more time on the job.

The table below shows the amount of time spent by women and men in 1987 and 2001. As the calculation covers a 7-day week, the time spent on paid work appears low for both genders. However, for men in employment it was actually a matter of a working week of almost 42 hours on average in 2001, inclusive of transport. On average, women spent almost 9 hours less per week on the labour market. It is especially women's more frequent part-time jobs and shorter transport hours that are reflected here.

Time consumption

		1987		2001	
		Women	Men	Women	Men
Employed	Household work hours: minutes/ave. day	2:58	1:36	3:34	2:30
	Labour market work hours: minutes/ave. day	4:24	5:45	4:45	5:58

Source: The Danish National Institute of Social research. Time and welfare 02:26, 2002

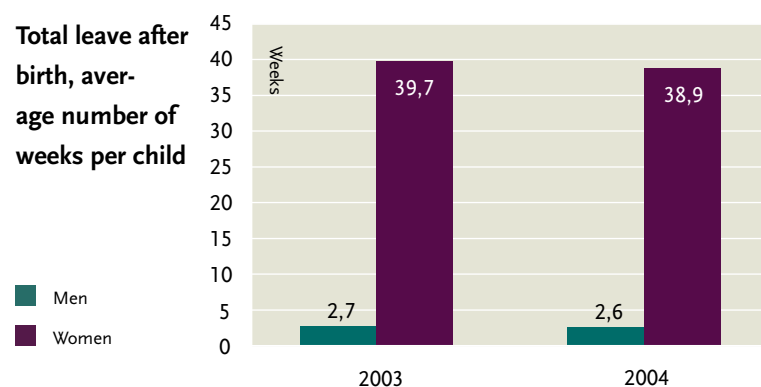
Women, on the other hand, spend one hour more a day on household tasks than men. These tasks include housework, collecting and delivering children, etc.

Both women and men spent more time on the labour market and on household tasks in 2001 compared with 1987. The hours that men spent on housework in 2001 had increased by one hour since 1987. The time spent by women had merely risen by half an hour on average per day, which means that men in 2001 participated to an increasing extent in the work at home compared with 1987. Women did not experience any relief in terms of time as the volume of housework increased for both genders.

Maternity/paternity leave

Altogether, the percentage of the average maternity/paternity leave period for women and men remained unchanged with regard to children born in 2003 and 2004, respectively. Men accounted for approximately 6 per cent of total leave and women for 94 per cent.

The parents of children born in 2004 took 290 days' maternity/paternity leave in total, corresponding to 41.4 weeks. Compared with children born in 2003, it was a decline of seven days. Out of the 290 days, fathers took 18 days (2.6 weeks) and mothers took 272 days (38.9 weeks).

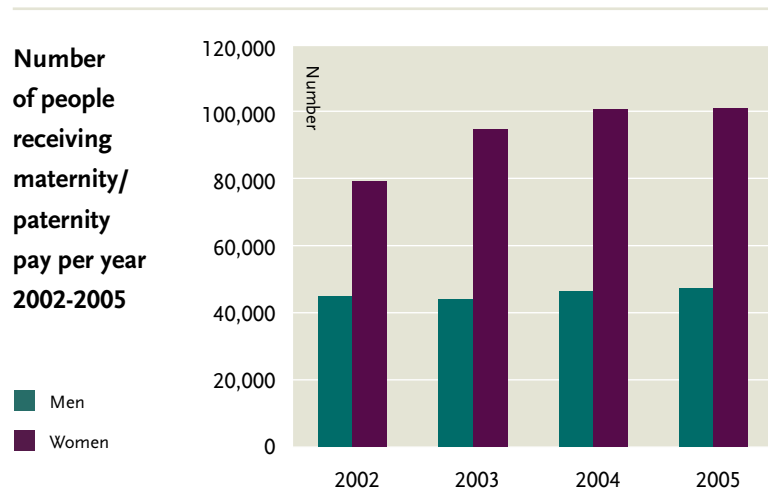


Source: Statistics Denmark: StatBank: socdag10

In spite of the fact that men accounted for the largest relative (in percentage terms) decline in the length of leave, it is women who experienced the largest actual fall in the average length of leave. In 2004, women's leave was six days shorter on average than the previous year.

Another approach to calculating maternity/paternity leave is to look at how many took leave in a given year.

In 2005, approximately 100,000 women were on leave. That is slightly more than twice as many as men in that approximately 47,000 took leave in 2005.



Source: Statistics Denmark: StatBank: socdag

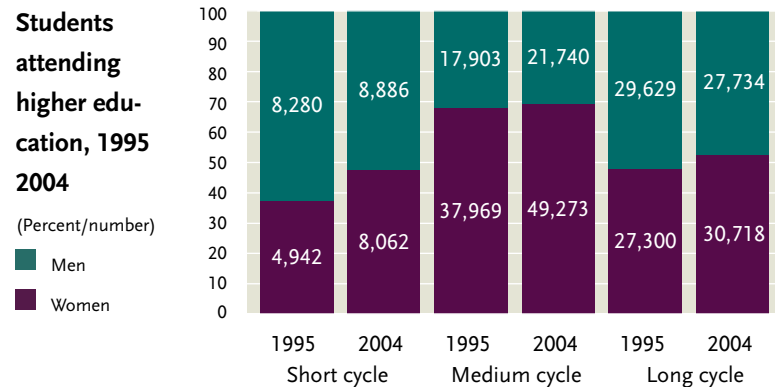
This method of calculating the number of persons affected by maternity/paternity leave cannot be immediately compared with the calculation of the number of leave days/weeks taken. The reason is that maternity/paternity leave taken in, for example, 2005 relate to children born both in 2005 and in previous years. The figure also includes pregnancy leave prior to birth.

Education

From 1995 to 2004, significant changes took place regarding the percentage gender distribution of students in higher education. In general, the educational level of women has been on the increase over the last 10 years.

Gender distribution in education

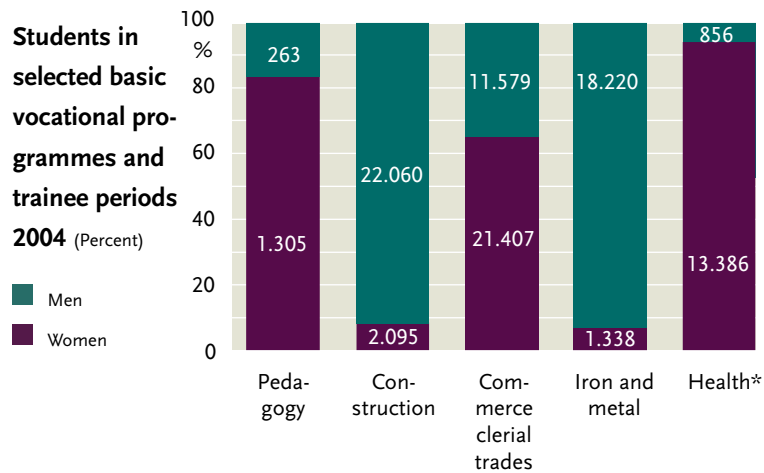
In absolute figures, there were about 88,000 women students enrolled in higher education in 2004, corresponding to 30,000 more women than men students. From 1995 to 2004, a total of 25 per cent more women entered higher education programmes and about 5 per cent more men.



Source: Statistics Denmark: StatBank: I U13

Violence against women

There are now almost as many women as men taking a short-cycle higher education. About 10 years ago, the figure was approximately 4 out of 10. In long-cycle higher education programmes, women now constitute the majority of the students. In 2004, there were 53 per cent women against 47 per cent men. In 1995, the situation was the other way round, as students in long-cycle higher education showed a distribution of 48 per cent women and 52 per cent men.



* Social and Health -education Programmes Source: Statistics Denmark: Statbank table U11

Considering the gender composition in vocational training programmes, it is obvious that there are trades which even today may be characterised as almost exclusively men or women trades.

In the health sector (social and health education programmes, etc.) women accounted for 94 per cent of the students in 2004. In the building and construction sector, men accounted for 91.3 per cent.

Approximately four per cent of all adult women are exposed to some kind of physical violence every year.

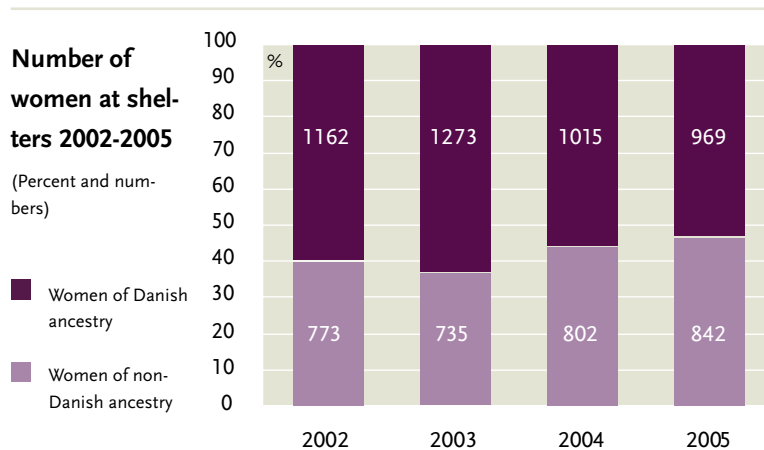
- Each year, 64,000 women are physically abused.
- In two out of three cases, (41.000) current or former partners perpetrated the violence.
- About 29,000 children aged 0-15 each year witness their mothers being abused.
- Each year, 2,000 women and their children move into shelters

Source: National Institute of Public Health: Men's violence against women, 2004. National Organization of Shelters for Battered Women and their Children: Annual statistics

Crisis centres

The number of women and children staying at crisis centres is more or less stable.

In 2005, a total of 1,811 women and 1,778 children stayed at one of the 45 crisis centres in Denmark. In 2004, the figures were 1,817 women and 1,695 children.



Source: National Organization of Shelters for Battered Women and their Children – Annual statistics: Women at shelters 2002, 2003, 2004, 2005

Women of another ethnic origin than Danish constitute an increasing percentage of women staying at crisis centres. In 2005, the proportion of these women was 46 per cent against 44 per cent in 2004 and 37 per cent in 2003.

In 2005, the most frequently occurring countries of origin regarding women not born in Denmark were Turkey, Iraq, Greenland and Lebanon. Women born in Iran, Thailand, Poland and Somalia constituted the second most frequently occurring group.

Participation in politics, management and decision-making processes

The gender breakdown of high-ranking positions in society remains very unbalanced. This applies to both top managers and boards of directors in private enterprises, the state sector, and municipalities, as well as in the world of research.

Top management – the private sector

The proportion of women top managers increased from 3.8 per cent in 2002 to 4.4 per cent in 2005. The proportion of managers at the level immediately below top managers remained 7 per cent.



Source: Statistics Denmark, special run May 2006

At the highest managerial level, the number of women rose from a total of 161 in 2002 to 193 in 2005, which corresponds to an increase

of 20 per cent. Similarly, the number of men increased too, as there were 4,217 men in top positions in 2005 against 4,103 in 2002, which corresponds to an increase of 2.8 per cent. Nevertheless, the gender distribution imbalance has remained practically unchanged with 4 women managers out of 100 at the highest level in 2005.

Top executives – the public sector

In recent years, the proportion of women top managers in the public sector (state sector and municipalities) has been between 18 and 20 per cent.

State sector Men have, in general, been over-represented in managerial positions compared to their proportion of the employee group. In 2005, men accounted for 80 per cent of top managerial positions in the state sector.

Top executives – public sector

(Parts in percent)

		2003		2005	
		Men	Women	Men	Women
State	Level 1 – Top executives	82	18	80	20
	Level 2 – Executives	79	21	79	21
	Level 3 – Expert managers/ Other managers	72	28	64	36
	Level 4 – Other employees; not managers	54	46	54	46
Local government	Level 1 – Top executives	85	15	82	18
	Level 2 – Executives	59	41	54	46
	Level 3 – Expert managers/ Other managers	40	60	37	63
	Level 4 – Other employees; not managers	22	78	22	78

Source: Department of Gender Equality: Gender equality in Denmark 2003 and 2005.

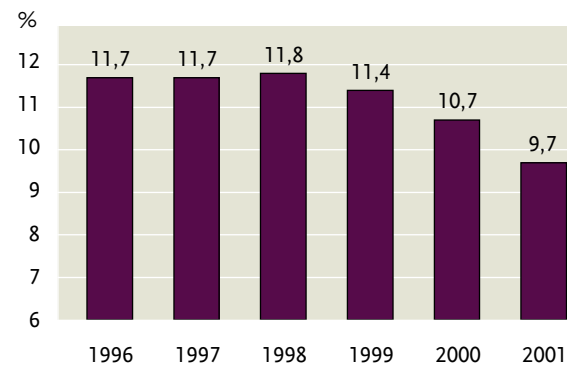
Municipalities In 2005, men accounted for 82 per cent of top managerial positions in the municipalities, which shows that they were over-represented in these positions compared to their proportion of the employee group.

From 2003 to 2005, there was a slight increase in the percentage of women managers at all levels, whereas the gender distribution between men and women employees remained unchanged. However, the method of calculation changed, which means that the two years are not immediately comparable.

Boards of directors in private sector enterprises

In the period 1996-2001, the distribution of directorships in private sector enterprises between men and women was approximately 90 per cent men and 10 per cent women.

Share of women directors in the largest Danish private-sector companies or firms, percentage, 1996-2001 (Percent)

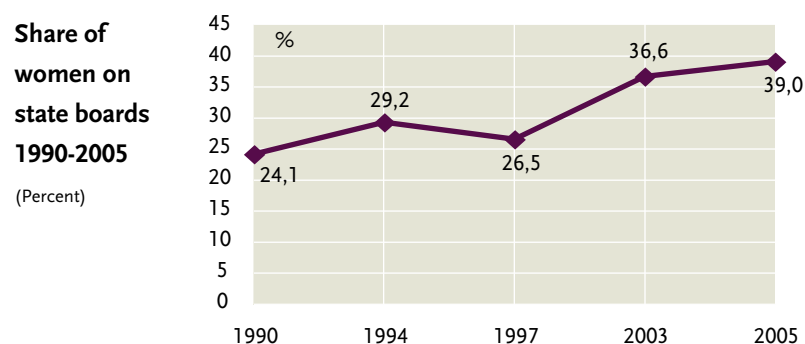


Source: Nina Smith: Benefiting the bottom-line, 2005, Aarhus School of Business

In 2001, women accounted for 9.7 per cent of the directorships in Danish enterprises, which was 2 percentage points less than in 1996.

Government boards

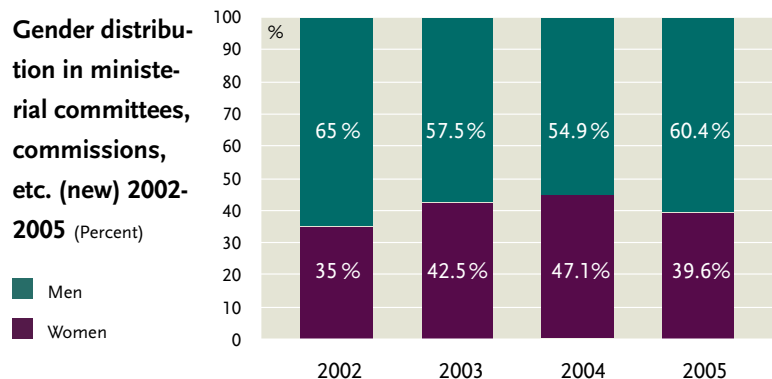
Since 1990, the proportion of women on government boards increased from 24 per cent to 39 per cent in 2005.



Source: Department of Gender Equality

Councils, commissions and committees set up by Ministers

The proportion of women serving on councils, commissions and committees set up by Ministers and subject to the Act on Gender Equality totalled 39.6 per cent in 2005.

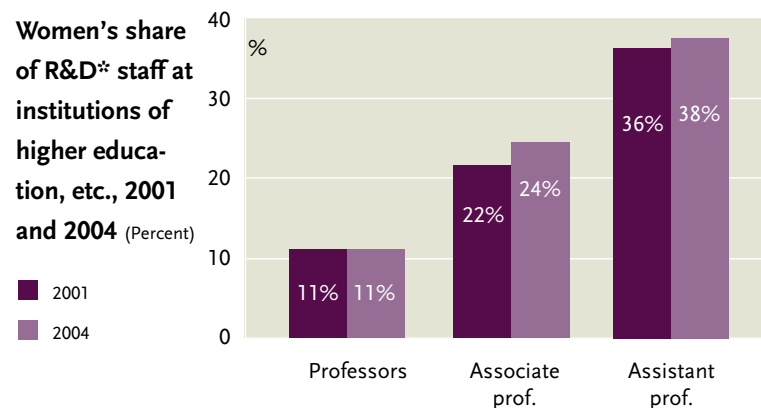


Source: Department of Gender Equality

The proportion fluctuated between 35 per cent and 45 per cent between 2002 and 2005, but as it is a matter of a relatively small number of committees etc. that are set up every year, the percentage must be seen over a number of years.

Research

In the world of research, there is a slight increase in women's share of positions at levels below that of professor. From 2001 to 2004, women's proportion of positions at assistant professor level increased by 2 percentage points from 36 per cent to 38 per cent. At the level of associate professor, there was an increase from 22 per cent to 24 per cent. With respect to positions at the level of professor, the proportion remained 11 per cent in both 2001 and 2004.



Source: The Danish Institute for Studies in Research Policy:
R&D activities in the public sector – Research statistics 2001 and 2004
* R&D: research and development

Out of the almost 1,600 positions as professor, associate professor and assistant professor that were advertised in 2001-2003, a total of 29 per cent went to women applicants.

Applicants, qualified applicants and appointees in professorships, associate and assistant professorships in 2001-2003. Broken down on job categories and gender.

	Applicants			Qualified applicants			Appointees		
	Men Number	Women Number	Women Share	Men Number	Women Number	Women Share	Men Number	Women Number	Women Share
Professorships	1,040	170	14%	671	108	14%	266	46	15%
Associate prof.	2,071	673	25%	1,305	437	25%	483	197	29%
Assistant prof.	1,619	722	31%	1,105	502	31%	385	212	36%
Total	4,730	1,565	25%	3,081	1,047	25%	1,134	455	29%

Source: Bertel Stähle: Research sector in midst of change. Research staff and research recruitment at Danish universities 2001-2003. Uni-C, 2005.

Considering the individual job categories, the table shows that

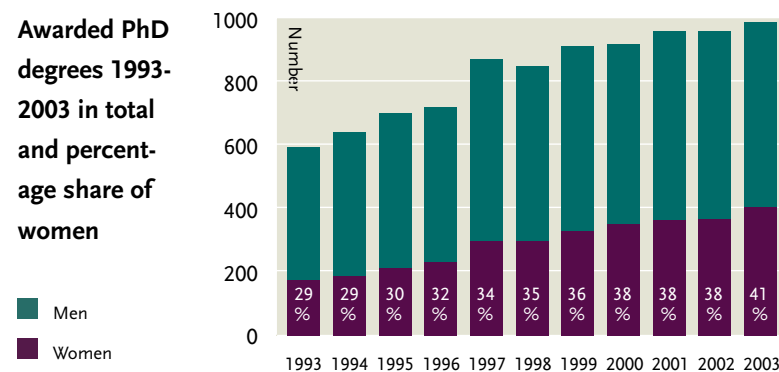
- 15 per cent of newly appointed professors were women – 14 per cent of applicants for the professorships were women.
- 29 per cent of newly appointed associate professors were women – 25 per cent of applicants for the associate professorships were women.
- 36 per cent of newly appointed assistant professors were women – 31 per cent of applicants for the assistant professorships were women.

Consequently, the proportion of applicants and subsequent appointments seems to be very much the same, but women apply for these positions to a much smaller extent than men.

PhD degrees awarded

The number of research students has been on the increase in general, and the proportion of women research students has increased. In general, the PhD degree is considered the basis for a research career.

Awarded PhD degrees 1993-2003 in total and percentage share of women



Source: Ministry of Science, Technology and Innovation: PhD register

As it appears from the above figure, the proportion of women awarded a PhD degree increased over a period of 10 years from 29 per cent to 41 per cent. In the same period, the number of PhD degrees received rose from 592 in 1993 to 989 in 2003.

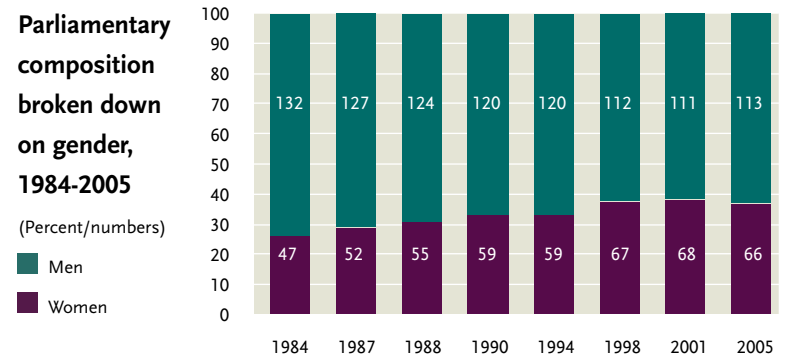
Politics

The percentage of women in the Folketing (Danish Parliament) and in local politics was practically the same in 2005 as in 2001. In 2005, a total of 37 per cent of the elected members were women against 38 per cent in connection with the general election in 2001. In local politics, the proportion of women remained an unchanged 27 per cent from the local elections in 2001 to those in 2005. The number of women in government has decreased between 2001 and 2005 to 26 %.

Politics	2001		2005	
	Women	Men	Women	Men
The Danish parliament	38 %	62 %	37 %	62 %
The Government	43 %	57 %	26 %	74 %
Local politics	27 %	73 %	27 %	73 %
Mayors ¹ 2007			7%	93%

Note 1: The figures apply to the new local authorities coming into existence as of 1 January 2007.
Source: Danish Parliament, Danish Centre for Information on Women and Gender Research, Department of Gender Equality.

The figure shows the percentage breakdown of parliamentary seats by gender.



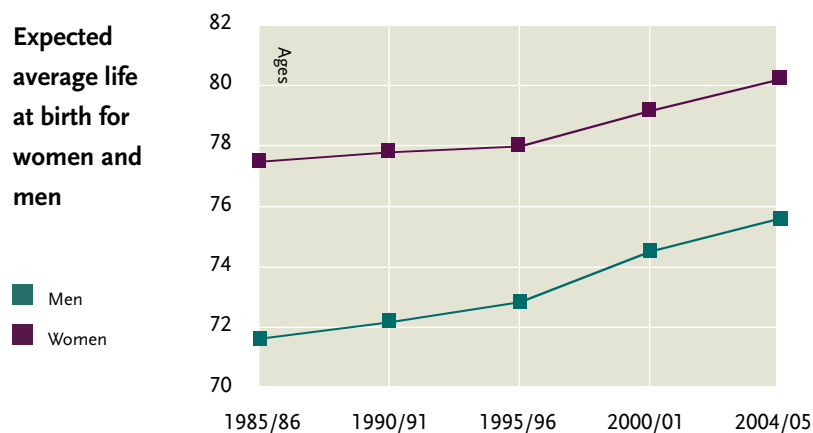
Source: Danish Parliament; Danish Centre for Information on Women and Gender Research

The figures shown in the individual columns indicate the absolute number of members. In 2005, a total of 66 members were women against 113 men. That is 40 per cent more women than 20 years earlier, as there were 47 women member of the Folketing in 1984.

Health

On average, life expectancy for women is almost five years longer than for men. However, the difference between the genders with respect to average duration of life has narrowed within the last 20 years.

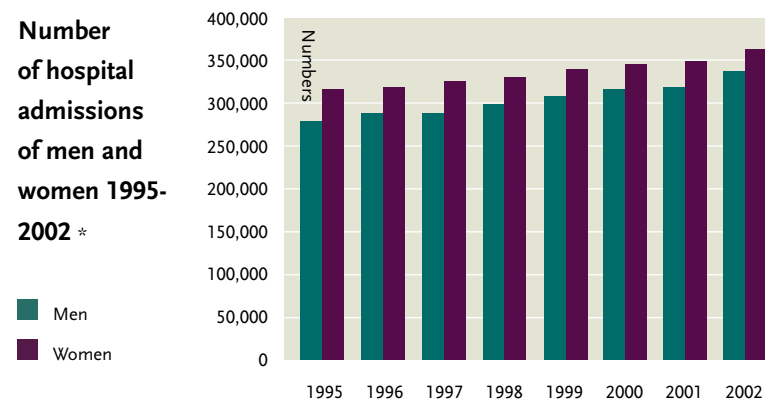
Expected average life at birth for women and men



Source: Statistics Denmark: StatBank, table HISB8

The average duration of life indicates the number of years that women and men live on average if they, in a life course, at all ages are exposed to the mortality conditions that apply to the period in question.

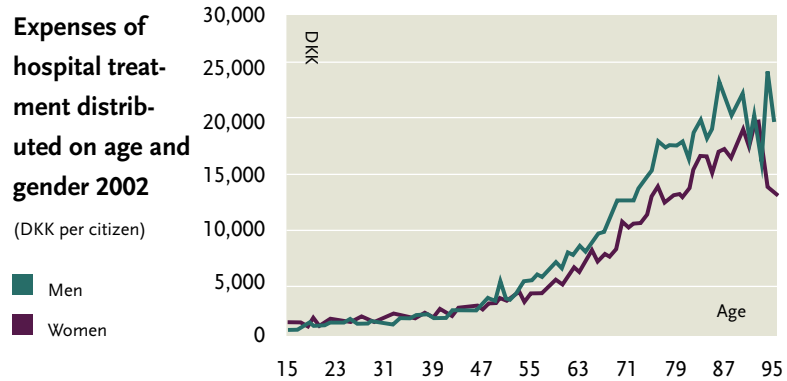
Number of hospital admissions of men and women 1995-2002 *



* Exclusive of gender-specific diseases and births.
Source: National Board of Health

The above figure shows the total number of hospital admissions for men and women in the period 1995-2002. It appears that women accounted for more hospital admissions than men.

In spite of the fact that women accounted for more admissions to hospital than men, it is a characteristic of all age groups that more money is spent on the treatment of men than women, when calculated per citizen.



Source: National Patient Discharge Registry

Note: The illustrations incorporates figures from the region of Funen in the period 2000-2002. The region of Funen was selected because its population composition lies closest to the composition of the whole of Denmark.

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