

DK Policy Recommendations – Denmark (Equal Futures Project)

No.	Recommendation	Objective	Actions	Stakeholders	Expected Impact
1	Strengthen Youth-Led Gender Equality Engagement	Empower youth to actively contribute to gender equality policy and advocacy.	<ul style="list-style-type: none"> • Fund youth feminist networks and mentorship programs. • Integrate youth representatives into local and national equality councils. 	Ministry of Gender Equality, municipalities, youth organizations, schools.	Increased youth-led initiatives influencing equality policies; measurable via participation and implemented proposals.
2	Enhance Intersectional Data Collection and Monitoring	Inform policy with comprehensive, disaggregated data on marginalized groups.	<ul style="list-style-type: none"> • Collect data by gender, ethnicity, disability, sexual orientation, and age. • Publish annual reports with actionable insights. 	Statistics Denmark, relevant ministries, research institutions.	Targeted interventions leading to measurable improvements in equality outcomes.
3	Promote Equal Access to Leadership and Employment	Reduce occupational segregation and increase representation in decision-making roles.	<ul style="list-style-type: none"> • Require pay audits and transparent promotion processes. • Provide leadership and mentorship programs for women and under-represented groups. 	Ministry of Employment, business associations, trade unions.	Increased representation in leadership and reduced gender pay gap; tracked annually.
4	Mainstream Gender and Intersectionality in Policy Planning	Ensure all national policies account for equality impacts.	<ul style="list-style-type: none"> • Apply mandatory gender and intersectional impact assessments to all new legislation and budgets. • Train policymakers on equality integration. 	Ministry of Finance, Ministry of Gender Equality, all government departments.	Policies that proactively reduce inequalities and foster inclusion.
5	Recognize and Support Unpaid Care Work	Value and reduce the burden of unpaid care work, primarily undertaken by women.	<ul style="list-style-type: none"> • Offer pension credits, social benefits, or tax incentives for unpaid caregivers. • Promote shared parental leave to increase men's participation in care. 	Ministry of Social Affairs, Ministry of Employment, municipal authorities.	More equitable distribution of care; higher female labor participation; improved work–life balance.
6	Foster Inclusive Education and Lifelong Learning	Reduce educational inequalities and support skill development for marginalized groups.	<ul style="list-style-type: none"> • Ensure equal access to early childhood, vocational, and higher education. • Expand adult learning, re-skilling, and part-time study programs. 	Ministry of Education, adult learning centers, universities.	Higher participation of marginalized groups in education and employment; measurable skills and completion rates.
7	Reduce Stereotypes and Promote Cultural Change	Address unconscious bias and stereotypes in education, workplaces, and public institutions.	<ul style="list-style-type: none"> • Implement mandatory diversity and inclusion training for educators, managers, and public officials. • Launch national awareness campaigns highlighting diverse role models. 	Ministry of Education, Ministry of Gender Equality, NGOs.	Shift in societal attitudes and more diverse career choices among youth.
8	Support Marginalized and Under-Represented Groups	Ensure all groups benefit from equality policies.	<ul style="list-style-type: none"> • Tailor employment, education, and leadership programs for migrants, LGBTQ+ individuals, and persons with disabilities. • Establish monitoring and feedback mechanisms to address systemic barriers. 	Ministry of Employment, Ministry of Social Affairs, civil society organizations.	Increased participation and inclusion of marginalized groups across sectors.
9	Promote Innovation and Pilot Equality Interventions	Develop, test, and scale effective equality policies.	<ul style="list-style-type: none"> • Fund pilot projects on pay transparency, inclusive workplaces, and youth leadership. • Evaluate and scale successful initiatives nationally. 	Ministry of Gender Equality, innovation agencies, research institutes.	Evidence-based policies with proven positive impact on equality outcomes.
10	Strengthen Accountability, Governance, and Transparency	Ensure equality policies are effectively implemented and monitored.	<ul style="list-style-type: none"> • Embed equality goals in performance frameworks of public institutions. • Mandate annual reporting on equality targets with independent oversight. 	All government ministries, National Equality Body, civil society partners.	Improved implementation of equality policies; measurable progress on key indicators.