

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.