

Distr.: General 26 February 2015

English only

# Committee on the Elimination of Discrimination against Women Sixtieth session

Summary record of the 1287th meeting\*

Held at the Palais des Nations, Geneva, on Tuesday, 24 February 2015, at 10 a.m.

Chairperson: Ms. Hayashi

### Contents

Consideration of reports submitted by States parties under article 18 of the Convention (continued)

Eighth periodic report of Denmark

This record is subject to correction.

Corrections should be submitted in one of the working languages. They should be set forth in a memorandum and also incorporated in a copy of the record. They should be sent *within one week of the date of this document* to the Editing Section, room E.5108, Palais des Nations, Geneva.

Any corrections to the records of this session will be consolidated in a single corrigendum, to be issued shortly after the end of the session.

GE.15-03561 (E) 250215 260215







st No summary records were issued for the 1285th and 1286th meetings.

The meeting was called to order at 10 a.m.

## Consideration of reports submitted by States parties under article 18 of the Convention (continued)

Eighth periodic report of Denmark (CEDAW/C/DNK/8, CEDAW/C/DNK/Q/8 and Add.1)

- 1. At the invitation of the Chairperson, the delegation of Denmark took places at the Committee table.
- 2. **Mr. Staur** (Denmark), introducing the eighth periodic report of Denmark (CEDAW/C/DNK/8), said that care facilities for both children and older persons had been set up to further promote women's full participation in the labour market and measures had been introduced to prohibit gender-based discrimination and promote gender equality, equal opportunities and affirmative action.
- 3. Women were increasingly becoming the breadwinners in families, often earning more than their husbands. However, more needed to be done to address the gender wage gap, gender segregation jobs and the low number of women in senior posts. The Government of Denmark had taken steps to strengthen women's position in the labour market, including the widening of the scope of gender-disaggregated pay statistics to cover small enterprises; the introduction of a maternity equalization scheme, to which private sector employers contributed and from which they received a refund to cover wages paid during maternity, paternity or parental leave; and the adoption of a bill on the recruitment of women to senior posts in the private and public sectors. Almost three quarters of all private companies had set targets for the number of women on their corporate boards.
- 4. As to education, in 2014 more than half the students enrolled at Danish higher education institutes had been women. A number of activities had been organized in order to encourage girls to study non-traditional subjects. A programme had been launched as a special temporary measure to encourage women to apply for scientific research posts.
- 5. Turning to the issue of violence against women, he said that victims had access to support, treatment, accommodation, telephone hotlines and psychological and legal counselling services. Furthermore, police, health and education officials received training on domestic violence. The number of women subjected to violence in Denmark had fallen significantly. A four-year action plan had recently been launched to prevent violence in the family, stalking and abuse within relationships.
- 6. Over the past few years, a series of action plans on the prevention of trafficking in persons had been implemented, with satisfactory results. A new prevention and support system had been set up, including a centre to combat trafficking, national, regional and local referral systems, safe shelter and housing, health services and a repatriation model. A further action plan on trafficking would be launched in 2015.
- 7. The Government of Denmark was working to eliminate social control and traditional and stereotyped gender roles among young persons from ethnic minorities. As a part of the National Strategy against Honour-related Conflicts, the authorities had carried out awareness-raising work among young persons, parents, authorities and civil society bodies to challenge traditional and stereotyped gender roles, resulting in an increase in the number of women members of ethnic minorities who felt that they had control over their own lives.
- 8. Civil society organizations working in the field of gender equality and women's rights received public funding and were often consulted regarding the development of relevant government initiatives.

- 9. A new strategy on gender assessment of public sector services had been launched and all new laws were reviewed to ascertain whether the gender perspective was adequately reflected.
- 10. The Strategic Framework for Gender Equality, Rights and Diversity in Danish Development Cooperation had been launched to promote gender equality and women's rights at all levels. Significant funding was provided to the United Nations Population Fund (UNFPA) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women). Denmark had formulated an action plan on the implementation of Security Council resolution 1325 on women, peace and security.
- 11. **Ms. Jóansdóttir** (Greenland, Denmark) said that the Government of Greenland had appointed a Minister for Gender Equality and had adopted a new act on gender equality prohibiting sexual harassment. Steps had been taken to ensure gender parity on the boards of public and semi-public companies and all public authorities were obliged to incorporate gender equality into planning and management work. Under that act, the Government was required to provide data on gender representation in both the public and private sectors on a regular basis. A new Council for Gender Equality had been set up to raise awareness of gender equality and gender equality ambassadors had been carrying out work at the grassroots level. A government action plan on the prevention of violence against girls and women had been launched and the police force had put in place a programme to combat violence.
- 12. **Ms. Olesen** (Faroe Islands, Denmark) said that her Government needed to change attitudes to gender equality. More must be done to ensure that women were appointed to senior political positions, encourage women to enter non-traditional sectors of the economy and tackle the gender wage gap. The Government was in the process of drafting a gender parity policy.

### Articles 1 to 6

- 13. **Ms. Schulz** asked how many times the Convention had been invoked in the Danish courts since its entry into force and whether it had been invoked in other bodies, such as the Danish Refugee Board. She wondered what provision there was for training on the Convention for judicial officials and for disseminating the Convention and its Optional Protocol.
- She asked what the Convention's status was in the Danish legal order and whether the Government intended to reconsider its refusal to incorporate it — and other human rights treaties — into the legal order. The fact that unwritten rules were applied by the Danish authorities to ensure that national law was interpreted in accordance with the Convention, and the absence of an explicit constitutional provision, made for a lack of clarity and consistency with regard to protection against discrimination. She asked whether the Governments of Denmark, Greenland and the Faroe Islands intended either to review the relevant laws to ensure that the same protection was systematically provided in all fields, or to introduce a unified law covering all forms of discrimination, on all grounds and in all areas. She asked how women victims of intersectional discrimination could protect their rights and obtain reparation and whether complainants who had unsuccessfully invoked one ground of discrimination before a specialized board could then invoke the remaining grounds of discrimination before the courts. She asked whether the mandate of the Danish Institute for Human Rights would be extended to systematically cover the various fields of discrimination and whether the competence of all the relevant boards would be extended to cover gender identity.
- 15. She asked for further information on the situation relating to the protection of women's rights in Greenland and the Faroe Islands. She asked how the authorities intended

GE.15-03561 3

to overcome disparities between Denmark, Greenland and the Faroe Islands in terms of levels of protection and the active promotion of gender equality and whether there were plans to increase funding for the Danish Institute for Human Rights. Lastly, she asked whether the deep cuts in legal aid that had been carried out would be reversed.

- 16. **Mr. Bruun** expressed concern at the lack of Danish-language translations of Committee documents and the fact that no NGOs had sent representatives to meet with the Committee. He asked whether Denmark applied gender-sensitive asylum procedures and how the authorities assessed the risk of women and girls being re-trafficked, forced into marriage or subjected to female genital mutilation if deported to their countries of origin. A number of complaints in that regard had been received under the Optional Protocol, pointing to extensive mistrust among women asylum seekers, and he asked how the authorities intended to address that issue.
- 17. **Ms. Halperin-Kaddari** asked whether the Government of Denmark would reconsider its use of gender-neutral language. Gender-neutral language obscured and camouflaged discrimination against women by portraying reality as if men and women were equal and enjoyed equal starting points in every respect. In its replies to the list of issues (CEDAW/C/DNK/Q/8/Add.1), the Government stated that gender-neutral language was used in the Criminal Code and that it was not possible to calculate the number of women killed by their intimate partners since that information was not stored electronically. The lack of systematic gender-disaggregated data thus obscured the fact that the face of the domestic violence victim was still female. She wondered whether the State party was aware of the dangers that posed.
- 18. **Ms. Pomeranzi** asked whether Denmark had any plans to improve its gender mainstreaming strategy, for instance by adopting legislation to require the collection and dissemination of gender-disaggregated data, or by the use of gender budgeting for calculating the resources required to integrate gender into ministries' regular work. What steps had the Government of Denmark taken to fulfil its obligations in terms of equal treatment and equal pay for men and women?
- 19. **Mr. Hertz** (Denmark) said that the Convention was considered to be a source of law and was applied by the courts and other judicial authorities. The Supreme Court had ruled that an unincorporated convention could not prevail over an act of parliament that was specific and unequivocal. Furthermore, international treaties were subordinate to the Constitution. Following a public hearing, it had been decided not to incorporate any international human rights instruments into the domestic legal order because to do so might entail a transfer of powers from parliament to the courts and the Government wished to ensure that the elected representatives of the people continued to be responsible for compliance with international obligations. There were currently no plans to reconsider that decision.
- 20. The Government did not intend to carry out an overall assessment of the various laws on discrimination or to extend the competence of the relevant bodies. As to access to justice, victims of discrimination who had previously taken their case to a specialized board could subsequently turn to the courts.
- 21. With regard to differences between Denmark, Greenland and the Faroe Islands, he said that each had its own Government and parliament and they therefore sometimes took differing approaches to the same issue. Lastly, he said that there had not been any significant cuts in legal aid. The number of applications for legal aid that fulfilled the relevant criteria had fallen, however, leading to a corresponding decrease in expenditure.
- 22. **Ms. Hansen** (Denmark) said that the strategy on gender mainstreaming, launched in spring 2013, aimed to strengthen and systematize mainstreaming in public authorities, with a particular focus on public relations and public services. The Government conducted

gender impact assessments of all draft legislation, and a ministerial network was in place for dialogue with municipal authorities on gender mainstreaming. Efforts were made to use data to show where gender mainstreaming was required and what its benefits would be. The Danish national statistics institute had a wide range of gender-disaggregated statistics at its disposal, including data on the labour market, income levels, social benefits and the family. Even so, greater efforts were required to collect and use gender-disaggregated statistics at the municipal level. Surveys had been done to gather information on trends in the use of services by men and women, and on their needs and the services they wanted. Experiences in gender mainstreaming had been shared between Nordic countries: while others used a top-down approach, Denmark focused on needs assessments in small geographic areas; both approaches had borne fruit.

- 23. **Ms. Appel** (Denmark) said that efforts would be made to ensure that, in future, the Committee's concluding observations were translated into Danish and made publicly available. The Government worked in close cooperation with NGOs, meeting every six months to exchange views, knowledge and information. NGOs and parliamentary committees had been informed that the dialogue with the Committee was due to take place, and had received all relevant documentation.
- 24. **Ms. Olesen** (Greenland, Denmark) said that in Greenland, the provisions of the Convention were incorporated into domestic law pertaining to the relevant sectors, such as health, education and labour. Whenever a new bill was drafted, account was taken of Greenland's international obligations, to ensure that they were properly incorporated into the new legislation. The Ombudsman's office and the judiciary, both of which were independent, were available to receive individual complaints of violations of rights under the Convention. The number of judicial bodies and courts was limited, owing to Greenland's small population. Consideration would, however, be given to the possibility of creating others, including a labour tribunal, based on the experience of other countries with populations of similar size.
- 25. The law on gender equality was tough on dismissal of pregnant women. In the event of a complaint, the worker's trade union would decide whether the case should be taken to court. The Committee's previous concluding observations, along with the text of the Convention, the State party report, the list of issues and the delegation's opening statement were available in Danish, English and Greenlandic on the website of the Greenland Ministry of Family, Gender and Social Affairs. On the delegation's return to Greenland a press release would be issued to inform the public about the dialogue with the Committee, and on receipt of the concluding observations, an action plan for follow-up would be prepared.
- 26. **Ms. Jóansdóttir** (Faroe Islands, Denmark) said that, in line with the parliamentary act on home rule, in the event of a conflict between domestic legislation and the international law to which the Faroe Islands were party, the international provisions would take precedence. A parliamentary circular to that effect was due to be issued in March 2015, referring specifically to the international human rights conventions to which the Faroe Islands and Denmark were party. Gender impact assessments were carried out on new legislation, and the Prime Minister of the Faroe Islands had the authority to prevent the passing of any laws that had not been checked for discriminatory provisions.
- 27. **Mr. Kovacs** (Denmark) said that the Gender Parity Law had been passed in 1994 with a view to eliminating all forms of gender discrimination, in part by guaranteeing equal pay, equal rights to parental leave and equal access to public boards. Any violations of human rights under that law could be prosecuted, and a standing arbitration court was available to handle labour disputes.

GE.15-03561 5

- 28. Mr. Kieffer-Kristensen (Denmark) said that it was well established in Danish law that gender-based persecution could constitute a relevant or decisive factor when assessing asylum claims, and that the asylum system must take account of the specific needs of women. The annual report of the Danish Refugee Appeals Board was the most comprehensive source of asylum case law in Denmark, and included cases of trafficking, forced labour and harmful practices such as female genital mutilation. Cases related to marital conflict did not necessarily lead to the granting of asylum protection, depending on what protection was provided in the applicant's country of origin. All asylum applicants came before the Appeals Board and were guaranteed the presence of legal counsel. The asylum authorities in Denmark were aware of the Convention, and it had been invoked in some cases. A gender-sensitive approach was used in all aspects of the asylum process: special accommodation was provided for women in reception centres; staff were trained in interviewing members of vulnerable groups and identifying cases of trafficking or genderrelated persecution. Dialogue between the asylum authorities and NGOs was ongoing and regular workshops were held to share the experiences of those working with asylum seekers.
- 29. **Mr. Staur** (Denmark) said that when considering whether to translate international texts into Danish, consideration was given to the target group's proficiency in English, since translation services for long legal texts could be costly.
- 30. **Ms. Jahan** said that, despite the State party's integration of the concept of formal equality and gender neutrality in its laws and policies, there were still areas in which de facto equality was lacking. She asked what was being done to increase the number of women in senior decision-making and administrative positions in universities, and whether any temporary special measures were being considered to guarantee equal opportunities for women in the field of research.
- 31. Although Denmark had made great strides towards equal participation of women in politics at the national level, women remained underrepresented at the municipal level. She wondered whether any measures were foreseen to rectify that. She also wondered what was being done to encourage the participation of women from minorities, in particular refugees, immigrants and women with disabilities. While she welcomed efforts to improve women's participation in business in the public and private sectors, she wondered whether the European Union proposal regarding quotas for women's representation on the boards of listed companies was being implemented.
- 32. **Ms. Hofmeister** asked why efforts to overcome gender stereotypes had not been successful. She wished to know what role the media was playing in those efforts, and wondered whether the media did not in fact protect traditional power relations between men and women, particularly in the private sphere. She requested information on the number of cases in the Danish courts in which women and girls had been the victims of harmful practices, and the judgements handed down.
- 33. **Ms. Haidar** expressed concern that, despite purporting to have a well-functioning system to prevent violence against women, the State party did not have an adequate definition of rape, one covering marital rape and sexual violence, for example, in its legislation. She requested data on the number of investigations and convictions following rape allegations during the reporting period and on the number of women murdered by their intimate partners. The Committee had been informed that the implementation of antiviolence policies differed from municipality to municipality. She would therefore appreciate information on the mechanisms in place to ensure that effective protection measures such as the issuing of restraining orders, were taken by the police to prevent domestic violence.
- 34. **Ms. Gabr** said that Denmark was primarily a country of destination for trafficking and the number of unaccompanied migrant children vulnerable to sex trafficking and forced

labour was increasing. She therefore wished to know what measures the Government was taking to protect potential victims, in particular migrants in an irregular situation. She wondered whether the focus on repatriation of victims meant that there was little incentive for them to participate in the prosecution of their traffickers, thereby presenting an obstacle to bringing those traffickers to justice. She asked what measures were taken to protect victims and facilitate their participation as witnesses in trials.

- 35. **Ms. Leinarte** said that, while she welcomed the State party's holistic approach to the elimination of prostitution, she wondered why prostitution had not been criminalized, particularly given that the experience of neighbouring countries, such as Sweden, had shown criminalization of prostitution to be effective. She would appreciate information on the results of the State party's four-year project on leaving prostitution.
- 36. **Ms. Appel** (Denmark) said that gender equality in higher education was a matter of priority for the Government. Higher education institutions were obliged to set quotas for women's participation on their boards, and to ensure equality at the managerial level, as a result of which progress had been made. In recent years there had been an increase in the number of female researchers at all levels, especially at the doctoral level. In order to renew the focus on gender equality, the Ministry of Higher Education and Science was cataloguing initiatives taken within universities, research councils and foundations, the results of which would be made public. Temporary special measures in higher education required the approval of the Minister: three such measures had been approved, two at the University of Copenhagen for the appointment of researchers, associate professors and professors, and one at the University of Århus regarding economic incentives to hire associate professors.
- 37. Women's participation in politics at the municipal level was indeed lacking, as women just did not stand for election. Political parties were increasingly aware of the need to raise awareness and encourage female candidates.
- 38. **Ms. Johansen Karman** (Denmark) said that efforts were being made to encourage women from minority groups to participate in public life: several campaigns were under way, such as the "mothers vote" campaign, which encouraged mothers from minority communities to vote, based on the idea that mothers' participation in politics increased the likelihood of their children's participation in future. In the "district mothers" campaign, resourceful women from ethnic minorities reached out to isolated women whom the municipal authorities struggled to reach, with a view to helping to empower them to take more control over their own lives.
- 39. **Ms. Hansen** (Denmark) said that legislation had been passed on measures to rectify the underrepresentation of women on company boards and in management positions. The measures would apply to 1,200 of the largest private companies in Denmark and all Staterun companies with more than 50 employees, and companies had to report annually on the progress made to encourage women's participation and any measures taken. As a result, the majority of companies had set targets for women's participation on their managerial boards, and positive results had already been achieved. Women now accounted for an average of 33 per cent of board members in State listed companies. Denmark did not agree with the European Union proposal on quotas for listed companies, which it found limiting. The model applied in Denmark was showing positive results in both the public and private sectors.
- 40. **Mr. Hertz** (Denmark) said that, under the Criminal Code, rape was defined as the act of using violence or threats of violence to have sexual intercourse, or engaging in sexual intercourse by duress or with a person in a state or situation in which they were incapable of resisting. Information about rape charges and convictions was maintained electronically in the police case-handling system.

GE.15-03561 7

- 41. Although already an offence under the general provisions of the Criminal Code, female genital mutilation had been expressly criminalized in a specific provision added in 2003. Since that time, the police had dealt with four cases but only one had been taken to court, resulting in the conviction of the mother. Forced marriage had been expressly criminalized in a specific provision added in 2008. According to statistics, the police had dealt with 18 cases between 2008 and 2011. None of them had gone to court but at least two of the girls concerned had been able to escape forced marriage. Comprehensive, up-to-date data were not available but in the two police districts surveyed, no cases had been reported since 2011.
- 42. After analysing the situation in Sweden and Norway and surveying a sample of prostitutes about the possible impact of legislative change, in 2012 the Government had taken the decision not to make the purchase of sexual services a criminal offence. Thus, prostitution remained legal unless persons under 18 years old were involved.
- 43. **Ms. Abel Lohse** (Denmark) said that between 300 and 400 rapes had been reported each year since 2011. The conviction rate had been between 20 and 25 per cent. The value of case statistics was limited as they were sourced from the Danish police case-handling system, which had not been designed with data analysis in mind. However, the new case-handling system currently under development should be better equipped for that purpose.
- Mr. Kieffer-Kristensen (Denmark) said that victims of trafficking were handled within the country's immigration system. The anti-trafficking action plan contained preventive, supportive and investigative measures and was subject to regular review by independent experts. Improving protection for victims was a particular focus and new legislation had been enacted in 2013 to that end. Under a key new provision the reflection period during which victims of trafficking were legally permitted to remain in the country had been extended to 120 days. Temporary leave to stay was further extended if the victims were involved in criminal proceedings. Actively contributing to the investigations did not guarantee permanent leave to remain but all victims had the right to apply for asylum and asylum had in the past been granted when repatriation was thought likely to place the applicant at risk of persecution. Victims who did not obtain or did not seek permanent leave to stay had access to a repatriation support programme managed by the International Organization for Migration (IOM) which offered legal, psychological, educational, employment and, in some cases, financial assistance. The period during which support was available in the home country had recently been extended to six months. About 50 migrants had benefited in the second half of 2014.
- 45. **Ms. Lippert** (Denmark) said that Danish soldiers deployed on international missions were required to adhere to a specific code of conduct and were not permitted to engage in sexual relationships with prostitutes or other local people. The use of prostitutes while on leave was also discouraged, including in countries where prostitution was legal.
- 46. **Ms. Olesen** (Greenland, Denmark) said that Greenland had not legislated to promote gender equality in government and that it was up to individual political parties to adopt internal gender equality provisions.
- 47. **Ms. Jóansdóttir** (Faroe Islands, Denmark) said that there were no plans to adopt quotas for women on electoral lists, although the possibility had been considered. Some political parties had adopted 50-50 lists but the Government position was that all candidates should be able to run freely for election.
- 48. **Ms. Halperin-Kaddari** said that the State party's inability to provide precise figures for the number of women killed by their partners was worrying. It was a deficiency in the police case-handling system and should be resolved as a matter of urgency. She was also concerned that the definition of rape contained in Danish legislation was not in line with the Council of Europe Convention on preventing and combating violence against women and

domestic violence (Istanbul Convention) as it did not expressly cover all non-consensual sexual acts

- 49. **Mr. Bruun** asked whether the State party was planning to add a general prohibition of discrimination to its legislative framework, as required under the Convention, as well as an express prohibition of psychological violence, as required under the Istanbul Convention.
- 50. **Ms. Schulz** asked why it might be that the Convention had been invoked only once in court, despite apparently being a regular source of reference in legislative planning; for what reason applications for legal aid might have declined; and whether women who chose to pursue their grievances before specialized boards instead of going to court and were therefore limited to seeking redress on one ground only risked receiving a lower amount of compensation. She also sought more details about the domestic mechanisms used to implement the Committee's concluding observations.
- 51. **Ms. Pomeranzi** asked whether the State party might consider adopting a law that would make statistical gender reporting compulsory at the national and local levels. Gender budgeting at the local level might also be an effective means to promote gender mainstreaming.
- 52. **Ms. Leinarte**, noting that it had been statistically proven that criminalizing the purchase of sexual services reduced the number of women engaged in prostitution, asked why Danish men were strongly discouraged from buying sex in foreign countries but were under no such restriction at home.
- 53. **Mr. Hertz** (Denmark) said that the Government had conducted a comprehensive legislative review prior to ratifying the Istanbul Convention and had decided that no amendments were needed; there was no requirement for domestic legislation to use the same language to describe equivalent conduct. The definition of rape established in section 216, paragraph 1, of the Criminal Code implicitly covered all non-consensual sexual acts and in fact, in the Government's view, used more precise language than the Istanbul Convention. Protection against psychological violence was guaranteed under section 245, paragraph 2, of the Criminal Code, which criminalized the causing of any harm to the health of another, and under section 266, which dealt with the use of threats.
- 54. The court case in which the Convention had been invoked had been a case before the Supreme Court. The Convention had probably been cited in cases before other courts but the searchable online database contained Supreme Court case law only. It was usually necessary to consult privately published reports for details of lower court judgements. There were most probably also unreported court references to the Convention.
- 55. There was no evidence of a decline in legal aid and there had been no changes to the rules governing access to legal aid. The annual budget served as an estimate for planning purposes, not as a limit. Decisions on whether or not to grant aid were based on specific criteria evaluated on a case-by-case basis by an independent body.
- 56. The rationale behind the specialized boards was that experts in specific areas were best equipped to rule on specific forms of discrimination. In any case, pursuing a grievance with a specialized board did not prevent women from applying to the courts subsequently if they felt that redress had been insufficient or they wanted to bring a case of multiple discrimination.
- 57. **Ms. Hansen** (Denmark) said that legislative texts in Denmark were gender neutral and a gender equality assessment was conducted whenever a new policy or regulation was formulated. All public institutions, including municipal authorities, reported biennially on their efforts to mainstream gender. Their reports were used to compile an index rating the municipalities on a five-point scale. The index was available for public consultation online, which was a considerable incentive for ongoing improvement. However, there were no

plans to enact legislation that would make statistical gender reporting compulsory for municipalities. Gender budgeting had been used in some municipalities but had been found costly and had not yielded the results expected. For the time being, it was being used in targeted areas only.

58. **Ms. Appel** (Denmark) said that an interministerial working group had been established to oversee the preparation of periodic reports and follow up on concluding observations. Responsibilities were clearly apportioned to ensure that all conclusions and recommendations were taken into account.

#### Articles 7 to 9

- 59. **Ms. Haidar** said that, although the State party came fifth overall in the 2014 Global Gender Gap Report published by the World Economic Forum, it ranked markedly lower on certain indicators, including the gender gap among legislators, senior officials and managers. The recent decline in the number of women elected to local government office and the European Parliament, however slight, should be viewed with concern and addressed accordingly. She would like more information about the number of women in the police force and the judiciary, and the positions they held.
- 60. The new legislation to promote the participation of women on the boards of large public and private enterprises was an excellent initiative but appeared to have had only limited impact to date; only 2 per cent of 170 companies surveyed had reported an even gender distribution on their boards. Information about how compliance with the legislation would be achieved, whether sanctions would be introduced for non-compliance and what measures would be used to improve the gender mix would be appreciated.
- 61. **Ms. Ameline** asked how the State party ensured that ethnic and religious diversity were adequately reflected in policy.
- 62. **Ms. Jahan**, noting that domestic legislation was not fully compliant with the two international conventions on statelessness to which Denmark was a party, asked whether the State party planned to revise its laws to reduce cases of statelessness, in particular by removing the requirement that at least one of the parents should be a national in order for a child born in Denmark to qualify for Danish citizenship. That provision could render a child born in Denmark stateless if the father was unknown and the mother was either stateless or unable to transmit her nationality by reason of her sex. Information about measures to protect stateless persons would also be useful.

The meeting rose at 1 p.m.