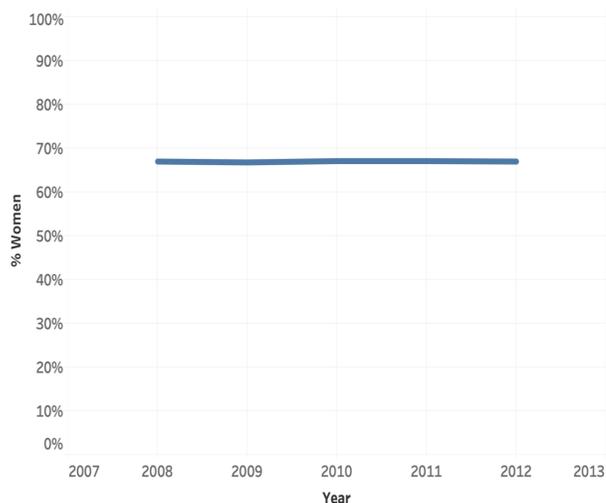


# Denmark: A Gender Progressive Public Administration

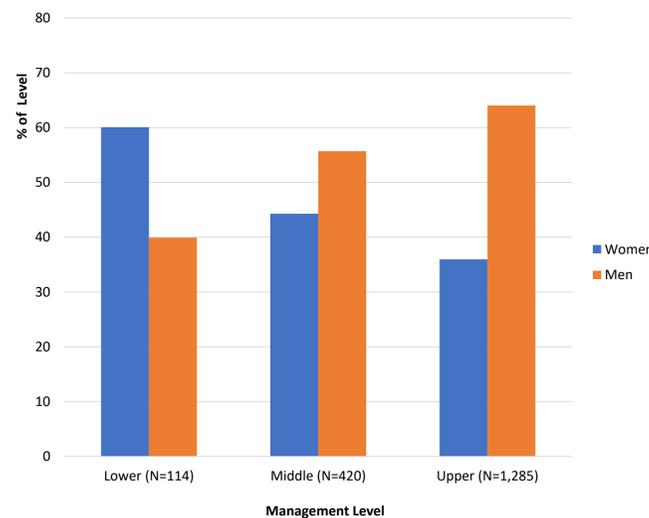
By: Kathryn Pataki and Ihrar Muhammadi  
 Graduate School of Public and International Affairs (GSPIA)

## Percent Women in Public Administration



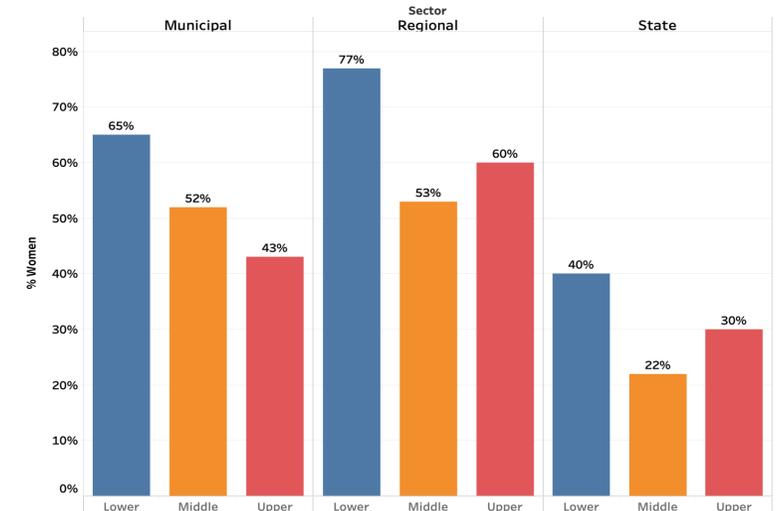
Women consistently make up 67% of the civil service sector.

## Access to Managerial Positions for Women and Men



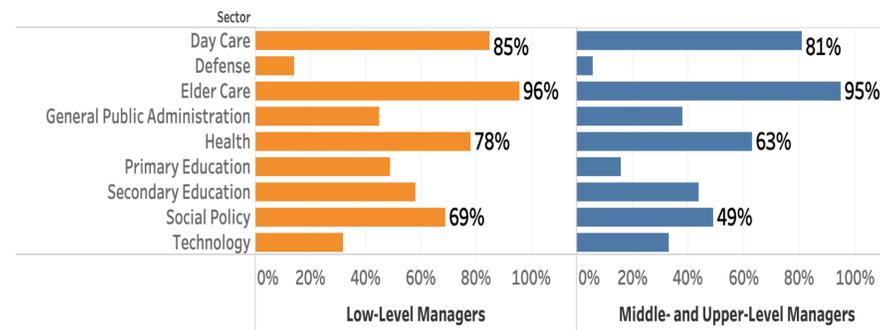
Women are clustered in lower-level managerial positions.

## Women's Share of Management Positions by Sector and Level



Women are the majority of lower-level managers in only municipal and regional sectors, which we know include the most feminized policy areas

## Women in Management by Policy Area



Women are concentrated in feminized sectors.

## Overall Conclusion

Gender equality in society broadly does not guarantee women's equal access to decision-making positions in public administration, especially outside of feminized sectors.

### Public Administration Structure

#### State

- Central Administration
  - Police
  - Higher Education

#### Regional

- Public Health

#### Municipal

- Child Care
- Elder Care
- Primary Education

### Gender Equality Policies in Public Administration

(1998) Equal Treatment Act/Maternity Leave

(2003) Gender Budgeting

(2004) National Gender Policy

(2005) Working Environment Act

(2008) Equal Pay Act

(2009) National Gender Policy Revision Labor Law

(2011) Comprehensive Gender Statistics Framework