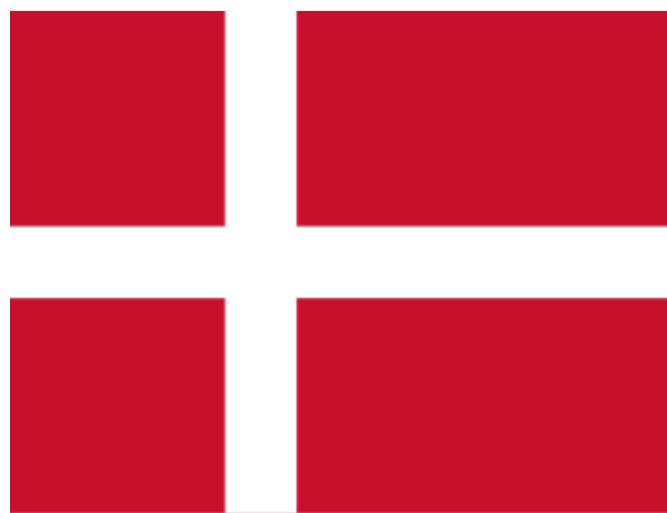




Country report 2024 on anti-discrimination: highlights



Denmark



Historical Debate on Anti-Discrimination Legislation:

In the 1960s and 1970s, the social partners opposed the introduction of anti-discrimination laws in the labor market, favoring collective agreements instead. As a result, anti-discrimination legislation wasn't enacted until 1996.



Homogeneous Society to Multiculturalism:

Denmark was relatively homogeneous until the 1960s, but since then, immigration and refugee arrivals have made Denmark more multicultural and multi-ethnic.



Skepticism Towards International Human Rights:

There is a strong domestic debate, with many politicians expressing skepticism about adhering to international human rights obligations, viewing them as limiting Danish legislative power.



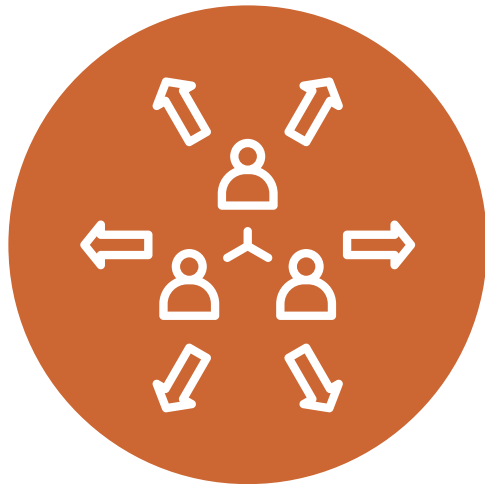
Emphasis on Assimilation:

There is a strong emphasis in Denmark on immigrants and their descendants adapting and assimilating to "basic Danish values," a requirement more stringent than in some neighboring countries.



Exclusion of Faroe Islands and Greenland:

The Faroe Islands and Greenland, while part of the Danish Realm, are not members of the EU, and most Danish anti-discrimination laws do not apply to them.



Fragmented Anti-Discrimination Legislation

Denmark's anti-discrimination laws are a patchwork of various acts, making the legal framework complex and challenging for the public to understand.



Recent Legislative Amendments:

Since January 2022, anti-discrimination laws include protections based on gender identity, gender expression, and gender characteristics.



Equality body and Enforcement:

The Danish Institute for Human Rights is a promotional multi-mandate equality body. Victims can bring complaints to the specialised quasi-judicial Board of Equal Treatment which can award compensation to victims.



Challenges in Anti-Discrimination Efforts:

Despite the legal framework, there is a lack of recognition of discrimination in Danish society, and there is limited public access to case law. A National Action Plan Against Racism is long overdue.



Recent Developments and Issues:

Despite some positive legislative changes, such as disability reforms, there has been no progress on LGBTIQ rights. Controversial amendments to the Law on Education that might reverse inclusive education are also pending, reflecting ongoing societal resistance to expanding equality protections.