



14+



20 min



1+



You need



- or

4

Myths of equality Quiz



The purpose of this exercise is to deconstruct the myth that Denmark is a country that has achieved “equality” among all people.



Setup

The facilitator will hand out printed copies of the quiz (found on the back side of this card) or broadcast the quiz on a projector screen.



Quiz

The facilitator reads out loud the questions and moderates the participation. The facilitator is also in charge of showing the correct answers and discuss them with the participants



Debrief and discussion

After the exercise the facilitator can start a discussion in the participants’ group, based on the quiz, and the participants’ opinions that have emerged throughout the activity.

Some examples can be:

- Why do you (still) think that Denmark is an equal country?
- Did some of you change their minds about it? What caused this change?
- Do you think that it is important to address the “myth of equality” here in Denmark?



ANSWERS

1. EQUALITY - **False**
2. GENDER IN BUSINESS - **True**
3. WAGE GAP - **12,4 %** - In 2022, women earned 87.2 DKK for every 100 DKK earned by men (Danmarks statistik)
4. EMPLOYMENT - Women wearing headscarves need to send **60% more** job applications (Institut for menneskerettigheder)
5. RESIDENCY - **No**, you have to apply for permanent residency
6. CITIZENSHIP - **73.000**. 19.000 adults and 54.000 children and youth. 10.5% of the people living in Denmark do not have citizenship.
7. EXPERIENCES OF RACISM - **65 %** - Source Danish institute for human rights
8. DISABILITY - **No not since 2013** - Denmark doesn’t have a dedicated national action plan for the inclusion of people with disabilities, however, it has announced the publishing of a new strategy in the near future.
9. DISABILITY - **Most countries**, Denmark is one out of 4 EU countries that does not have a national action plan for the inclusion of people with disabilities (United Nations)
10. DISABILITY - **Labor market and education**: The Committee on the Rights of Persons with Disabilities have raised serious concern that the new Danish national plan for people with disabilities will only focus on the labor market and education, leaving out issues related to making society more inclusive, reducing violence, and cross-discrimination (multiple discriminations related to ability, race, gender, sexual orientation and age)
Source: <https://handicap.dk/>
11. EDUCATION - **21%**
12. Family - **You have to meet a long list of requirements** and also have to pay a Financial security provision on 57.000 DKK
13. EQUALITY **No**



Civil Connections
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1	EQUALITY - In Denmark everyone is equal? (1) True (X) False (2) No idea			
2	GENDER IN BUSINESS - In Denmark there are more CEOs named Lars than there are female CEOs (1) True (X) The same number (2) False			
3	WAGE GAP - How big was the wage gap between men and women according to <i>Danmarks Statistik</i> in 2023? (1) 5,1% (X) 12,4% (2) 19,3%			
4	EMPLOYMENT - How many more job applications do women wearing headscarves need to send compared to women without headscarves to be invited for an interview? (1) 30% more (X) 50% more (2) 60% more			
5	RESIDENCY - If you are born in Denmark, to parents who have permanent residency you automatically get permanent residency when you turn 18? (1) Yes (X) Only if you speak good Danish (2) No			
6	CITIZENSHIP - How many people who are born and raised in Denmark do not have citizenship (in 2021)? (1) 54.000 (X) 19.000 (2) 73.000			
7	EXPERIENCES OF RACISM - According to a 2023 study from the <i>Danish Institute for Human Rights</i> , how many people with ethnic minority background had experienced discrimination because of their ethnicity in the past year? (1) 15 % (X) 35 % (2) 65 %			
8	DISABILITY - Denmark has a national action plan for people with disabilities? (1) Yes, of course we follow the obligations as signatories of the United Nations Convention on disabilities (X) No, we have never had one (2) No, the last one ended in 2013			
9	DISABILITY - Do all other countries in the EU have a national action plan for people with disabilities? (1) Yes (X) No (2) Almost all countries			
10	DISABILITY - Which of the following themes are included in the forthcoming Danish national action plan for people with disabilities? (1) Labor market and education (X) Labor market, education, policy reforms, addressing the high rate of violence against children and adults with disabilities (2) Labor market, education, addressing the high rate of violence against children and adults with disabilities			
11	EDUCATION - How many students with ethnic minority backgrounds face discrimination in their studies? (1) 5% (X) 85% (2) 21%			
12	FAMILY - Do you have the right to live with your spouse in Denmark, if you find love outside Europe? (1) Yes (X) Only if you meet a long list of requirements of age, income, size of apartment (2) No			
13	EQUALITY - In Denmark everyone is equal (1) No (X) Yes (2) No, but we are better than other countries in the EU			

