

# Board of Equal Treatment – Denmark

## Brief profile

### Contact details

- **Postal address:** Amaliegade 25, Postbox 9080, 1022 Copenhagen K, Denmark
- **Website:** <http://www.ligebehandlingsnaevnet.dk/>
- **General email address:** [ast@ast.dk](mailto:ast@ast.dk)
- **Helpline and telephone number:** +45 33411200 (ask for the Board of Equal Treatment – in Danish “Ligebehandlingsnævnet”)

### Overview

The Board of Equal Treatment deals only with concrete complaints related to discrimination and may award compensation. The Board has no mandate to take up cases on its own initiative.

### Type of equality body

The *Board of Equal Treatment* is a predominantly quasi-judicial body<sup>1</sup>.

## Grounds and fields of discrimination covered

Grounds	Fields	
	Employment	Beyond employment (education, goods & services, housing, etc.)
Gender	◆	◆
Race and ethnic origin	◆	◆
Age	◆	
Disability	◆	
Sexual orientation	◆	
Religion and belief	◆	
Other *	◆	

\* Social origin, National origin, Political opinion, (skin) colour.

<sup>1</sup> According to a [European Commission study on Equality Bodies](#), predominantly quasi-judicial bodies are “impartial institutions which spend the bulk of their time and resources hearing, investigating and deciding on individual instances of discrimination brought before them” (page 43);

## Detailed profile

### Brief history

The *Board of Equal Treatment* was established on 1 January 2009 by law.

The Board makes decisions based on the following Danish laws:

- Act on Ethnic Equal Treatment;
- Act on Prohibition of Discrimination in the Labour Market;
- Gender Equality (Consolidation) Act;
- Consolidation Act on Equal Pay to Men and Women;
- Consolidation Act on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave;
- Law on Equal Treatment between Men and Women in Occupational Schemes;
- Act on Child Care Leave;
- Act on Entitlement to Leave and Benefits in the Event of Childbirth.

The Board can only base its decisions on written information and evidence.

The case is decided in a meeting where 1 chairman/woman and 2 board members participate.

Decisions made by the Board are final and binding for both parties. In certain situations, the Board can decide that the complainant is entitled to compensation.

### Mandate

- **Powers:** the Board of Equal Treatment is a predominantly quasi-judicial body;
- **Litigation powers:**
  - Formally deciding on complaints (decision or recommendation) – *legally binding*. In case of non-compliance with the Board's decision, the secretariat of the Board of Equal Treatment must – upon the complainant's request and on his/her behalf – bring the case to court. The Board will however not serve as party to the case, as this will be the complainant.

### Grounds and fields of discrimination covered

Grounds	Fields				
	Employment	Education	Housing	Social protection	Goods and Services
Gender	◆	◆	◆	◆	◆
Race and ethnic origin	◆	◆	◆	◆	◆
Age	◆	◆ **			
Disability	◆	◆ **			
Sexual orientation	◆	◆ **			
Religion and belief	◆	◆ **			
Other *	◆	◆ **			

\* Social origin, National origin, Political opinion, (skin) colour. \*\* Only some kinds of education are covered on all grounds.

## Activities

- Promotional activities aimed at duty bearers (by way of trainings, guidance material, etc.);
- Promotional activities aimed at potential victims (trainings, awareness raising, etc.);
- Communication activities;
- Publications;
- Number of inquiries / complaints lodged and cases handled per year: in 2011 **237** complaints were lodged and **191** cases decided.

## Structure

### 1. Management structure

- Type: Collegiate headed body (led by a distinct board);
- Details: The Board is composed of three judges who compose the presidency and nine members who have a law degree. All members hold expert knowledge on labour market regulations and discrimination.

### 2. Institutional structure

- Type: the organisation is part of other structures (i.e. a national human rights institution);

### 3. Nomination of senior staff and board:

The Board members are all appointed by the Minister for Employment.

- 3 members are appointed following recommendation by the Ministry of Social Affairs and Integration;
- 3 members are appointed following recommendation from the Minister for Gender Equality;
- 3 members are appointed directly by the Minister for Employment.

### 4. Number of staff:

The Secretariat of the Board is comprised of the following staff:

- 1 Head of Secretariat
- 1 Deputy Head of Secretariat
- 4 Legal advisers
- 2 Students

All staff members work part-time only.

## Operating budget (for the parts of the organization dealing with equality issues)

The overall budget is approximately 1.700.000 DKK (app. 230.000 €).

## Accountability (reporting to)

The Board is an independent Board. The only obligation is the yearly publication of an annual report.

## Contact details (address, key contact person, website)

### Address:

The Board of Equal Treatment (in Danish: Ligebehandlingsnævnet)

Amaliegade 25

Postboks 9080

1022 København K

E-mail: [ast@ast.dk](mailto:ast@ast.dk)

Telephone: +45 33 411 200

(ask for the Board of Equal Treatment; in Danish: Ligebehandlingsnævnet)

Website: <http://www.ligebehandlingsnaevnet.dk/artikler/default.aspx?page=1175>