

Brief profile

Contact details

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Overview

The Institute is an independent national human rights institution (NHRI), modelled in accordance with the UN Paris Principles, and a national equality body. The institute is part of the Danish Centre for International Studies and Human Rights (DCISM), which also includes a sister institute, the Danish Institute for International Studies (DIIS). Since 2002, DIHR has carried the mandate as the national equal treatment body, in accordance to the Danish law on equal treatment within the areas of race and ethnicity and since 2011 within the area of gender.

Type of equality body

The *Danish Institute for Human Rights* is a predominantly promotion-type and legal support body¹.

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	◆ *	

¹ According to a [European Commission study on Equality Bodies](#), predominantly promotion-type equality bodies “spend the bulk of their time and resources on a broader mix of activities that include supporting good practice in organisations, raising awareness of rights, developing a knowledge base on equality and non-discrimination, and providing legal advice and assistance to individual victims of discrimination” (page 44).

* The Danish Institute for Human Rights (DIHR) has been appointed the Danish National Equal Treatment Body for ethnic equal treatment and gender. This means that DIHR is to promote the equal treatment of all persons irrespective of gender, racial or ethnic origin while making efforts to provide effective protection against discrimination in accordance with EU Directive 2000/43/EC, 2004/113/EC and 2006/54/EC.

The principle of equal treatment and non-discrimination is a fundamental principle in promotion of human rights. In its work, DIHR frequently applies the horizontal approach. In practice, this means that the approach of DIHR spans across all grounds of discrimination, taking into account gender, age, disability, sexual orientation, religion and faith, ethnicity and race.

Detailed profile

Brief history

- **Date of establishment:** 1987;
- **Mode of establishment:** The DIHR was established by statute nr. 411 of June 6th 2002, in accordance with the law on the establishment of the Danish Institute for International Studies and Human Rights;

Mandate

- **Powers:** the Danish Institute for Human Rights is a predominantly promotion-type and legal support body;
- **Litigation powers:**
 - Intervening before the court;
 - Amicus curiae.

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	♦ *				

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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 and research projects;
- Data collection and monitoring;
- Development of new tools to promote diversity and equality
- Number of inquiries / complaints lodged and cases handled per year: as the Danish national Equal Treatment Body for ethnic equal treatment and gender The Danish Institute for Human Rights has registered **15** inquiries/complaints. However, covering all mandates as both a National Equal Treatment Body and a national human rights institution (NHRI), the institute has registered **364** inquiries/complaints.

Structure

1. Management structure

- Type: combination between a single headed equality body (led by a director) and a collegiate headed body (led by a distinct board);
- Details: the Danish Institute for Human Rights is governed by the Human Rights Council and an Executive Board. The Executive Board decides on all essential matters relating to the finance and on all matters relating to substance and professional issues, including strategy and mandate fulfilment within the areas by law.

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 Executive Board is partly nominated by the Human Rights Council (with 70 civil society members) and partly by the major universities in Denmark. The Chair is nominated by the Executive Board members.

4. Number of staff: 26 (including student assistants).

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

- 805.866,71 € to cover the expenses due to the mandate on race and ethnicity;
- 807.341,42 € to cover the expenses due to the mandate on gender.

Accountability (reporting to)

DIHR is subject to annual audit on its finances, and a biannual evaluation of its work on gender equal treatment. DIHR produces in its own account a yearly report which is submitted to the Danish Parliament.

Contact details (address, key contact person, website)

Address:

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Main contact persons:

- On matters concerning the work as an equality body and equal treatment in general:
Senior Advisor Mandana Zarreparvar, mza@humanrights.dk
- On matters concerning equality and legal matters:
Special Advisor, Nanna Margrethe Krusaa, nmk@humanrights.dk
- On matters concerning equality and communication:
Communication Officer, Christine Bendixen, cbe@humanrights.dk

Website: www.humanrights.dk