

The Diversity Barometer

2024

A supplement to the Diversity Barometer:

A nuanced look at
the labor market,
a look at origin and
gender

EQUALIS

The Diversity Barometer 2024

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EQUALIS

Think Tank EQUALIS

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Deloitte.

The Diversity Barometer was designed in collaboration with Deloitte. Deloitte has assisted in designing the methods behind the barometer index and data work.



The Spar Nord Foundation supports the creation of and continuous development of the Diversity Barometer.

About the Think Tank EQUALIS

EQUALIS is a think tank that promotes gender equality and diversity. EQUALIS is a non-profit and politically and commercially independent think tank, working from a knowledge-based, solution-oriented and partnership-seeking approach.

We focus on gender equality in an intersectional perspective as well as on achieving gender diversity in the arenas of society that relate to and affect the labor market.

The Think Tank EQUALIS was founded in June 2022 with support from the Spar Nord Foundation, which backs communities that make an impact, and thus shares our vision of an equal society where everyone, regardless of gender, has equal opportunities for the benefit of Denmark. A key element of this work is to bridge the gap between theory and practice in the field of gender equality, in order for knowledge and research to be brought to the areas where they can make the biggest difference in the labor market and among policy makers.

Preface

An intersectional perspective unveils important nuances

When you describe yourself, what do you highlight? Your age? Where you were born? Your gender identity? Your educational background? Where you work? Your hobbies?

Most people probably choose to present themselves with several diversity dimensions. It makes sense. Because each and every one of us has an identity that is made up of many dimensions. And research shows that none of them can be seen in a vacuum. They intersect, and the combination of what we are can either increase or decrease the opportunities or barriers we encounter in the labor market.

Research calls it intersectionality. The term was originally used to describe the double discrimination that black women experience in an American context: Both gender and racial discrimination (Crenshaw, 1989). With this starting point, research on intersectionality has since shed light, among other things, on how black women experience racism differently than black men, and that black women experience sexism differently than white women (Luthra & Muhr, 2024).

In other words, research shows that when we combine diversity dimensions, some important nuances emerge that we need to be aware of when working to minimize diversity challenges such as discrimination. Because solutions work best when we have an eye for significant differences in challenges within a group.

A contribution to nuance the debate

In EQUALIS, in this year's supplementary report we have chosen to examine representation within the diversity dimension of origin. Based on data, we examine the representation of groups of different origins combined with gender in the Danish labor market.

The supplement is a contribution to nuance the debate about equality and diversity in the labor market and brings us closer to developing the solutions needed to achieve more diversity. Both on the labor market in general and in the individual companies.

If we are to strengthen the development and competitiveness of the business community on a societal level, we need a higher level of knowledge about what opportunities and barriers different ethnic groups encounter. Opportunities and barriers that emerge when we look at origin and gender as distinct dimensions of diversity, and which are nuanced when we combine the dimensions.

We look forward to taking you on the journey, where we illuminate opportunities and barriers in the labor market through an intersectional lens.

A handwritten signature in black ink, reading "Gine M. Kampmann".

Gine Maltha Kampmann
CEO,
The Think Tank EQUALIS

Thank you

We would like to thank the many experts, partners and collaborators who have contributed to this year's edition of the Diversity Barometer.

Thank you **Deloitte** and this year's case partners **TotalEnergies**, **Grundfos** and **Ørsted**.

A special thank you also goes to our **Advisory Board**, who has contributed by reading along and giving constructive comments on the design of the Barometer and the publication:

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Table of contents

Page 02	Preface
Page 06	About this supplementary report to the Diversity Barometer
Page 10	Cross-cutting conclusions and recommendations
Page 14	What is the status of equality and diversity in the labor market when we map representation for groups of origin combined with gender?
Page 14	01 Education and career
Page 28	02 Working environment
Page 32	03 Labour market attachment
Page 38	04 Responsibility and management
Page 44	05 Income and assets
Page 52	List of references

About this supplementary report to the Diversity Barometer

In February 2023, the think tank EQUALIS developed, in collaboration with our Advisory Board and Deloitte, the Diversity Barometer, which constitutes a measurement and monitoring tool for gender equality and diversity in the Danish labor market.

This year, the think tank EQUALIS adds an additional report to the Diversity Barometer, which maps the composition of the labor market with an eye on origin (national origin) and gender.

This supplementary report is based on the same themes, sub-themes and indicators as the Diversity Barometer 2024, with a few exceptions, which are described in the table below. The Diversity Barometer is based on data sources from Statistics Denmark, the National Research Center for the Working Environment and Danish Universities, while this publication only uses data from Statistics Denmark.

This is so because the Danish Working Environment Authority (Arbejdstilsynet), the National Research Center for the Working Environment and Danish Universities do not calculate the data points used in the Diversity Barometer on groups of origin.

The table below shows which themes, sub-themes and indicators from the Diversity Barometer are in the supplementary report.

Theme	Subtheme	Indicator
01 Career and education	Length and type of education	Highest completed level of education
		Educational activity in STEM+
	Career paths	Distribution of gender by industry
		Starting pay based on differences in educational choices
	Speed of advancement	Pay growth from starting pay to 5 years after graduation

Theme	Subtheme	Indicator
02 Working environment	Challenges from the physical working environment	Number of accidents at work
		Number of occupational diseases
	Challenges from the psychological working environment	Worked-related stress
		Abusive acts, including sexual harrassment and sexual attention
03 Labour market attachment	Workload	Number of working hours
		Share of full-time employees of the total full-time and part-time labour force
	Absenteeism caused by own illness	Number of persons, who have registered absence due to their own illness
	Absenteeism caused by children	Number of weeks on parental leave
		Number of persons who have registered absence due to child's illness
04 Responsibility and management	Gender composition in academia	Share of professors
	Gender composition in the public sector	Share of senior management in the public sector
	Gender composition in the private sector	Share of CEOs in the private sector
05 Income and assets		Share of executives in the private sector
	Disposable income	Disposable income
	Labour income	Labour income
	Pension assets by retirement age	Pension assets for 60-65 year-olds
	Total assets	Net worth

About this supplementary report to The Diversity Barometer

Data sources

Ethnicity, race and origin are all terms often used as synonyms, but which are not yet defined within (Danish) research. They can be defined in many ways and can refer to everything from a person's origin to one's own experience of ethnicity and not least to one's cultural background (Williams, 2023).

In this supplement, we choose to focus on origin. We do this mainly because origin (and country of origin) is the operationalization that Statistics Denmark uses in statistics on ethnic minorities in central register data. Origin is typically used to denote something about where people come from, and therefore does not contain in the same way as e.g. ethnicity regard to culture and cultural background (Williams, 2023).

The supplementary report is based on two data sources, 1) literature and research and 2) register data. The latter comes from Statistics Denmark. Ethnic minorities are calculated in Statistics Denmark on the basis of origin or country of origin. Origin is defined by Statistics Denmark as "a person's national affiliation or origin" and is divided into three categories, 1) persons of Danish origin, 2) immigrants (from Western countries or non-Western countries) and 3) descendants (from Western countries or not -western countries) (Statistics Denmark, 2023).

Immigrants and descendants are added together in the data points of the appendix, and figures thus show the origin groups of persons of Danish origin, persons of Western origin and persons of non-Western origin. Measuring points and variables are further described in the method appendix to the Diversity Barometer.

The think tank EQUALIS recognizes that the terms Western and non-Western are imprecise concepts. Firstly, because Western countries include both the Nordic countries, EU countries as well as Andorra, Liechtenstein, Monaco, San Marino, Switzerland, the Vatican City, Canada, the USA, Australia and New Zealand. And thus there is not much western about their locations (Williams, 2023). Second, non-Western countries are also a very mixed group of countries, which include the European countries of Albania, Bosnia and Herzegovina, Belarus, Yugoslavia, Kosovo, Macedonia, Moldova, Montenegro, Russia, Serbia, the Soviet Union, Turkey and Ukraine. In addition, all countries in Africa, South and Central America and Asia as well as all countries in Oceania (apart from Australia and New Zealand) are also included. In addition, people who are stateless are also included in this category of country of origin.

However, we use the categories western and non-western origin, as this is Statistics Denmark's calculation method.

The other data source used in the supplement is literature and research. The literature and research used is based on knowledge in the field of equality, which is related to the labor market and specifically relates to gender and people with origins other than Danish.

The selection of relevant literature¹ has been made based on Statistics Denmark's definition of origin, as described above. This literature review thus contains selected relevant studies that investigate e.g. immigrants from non-Western countries, descendants or other groups typically categorized under the term 'ethnic minorities'. However, these groups are not necessarily comprehensive or exhaustive for the full understanding of ethnicity, as ethnicity, as described above, can encompass much more than one's origin. In accordance with the research, we will use the term 'ethnic minorities' where it is not possible to be more specific.

Finally, it is important to note that in the supplementary report we do not make a definitive barometer, as in the Diversity Barometer. For each theme, we highlight selected knowledge from research, just as we descriptively map the latest data found in central registers for the indicators we measure. Data presents the proportion of the group in question in relation to the total representation of this group in the population. If we look, for example, at people with non-Western

origins who have received a STEM+ educational degree, the figures indicate what proportion of the entire group with non-Western origins have received such an educational degree.

In some cases, it is not possible to produce all the data directly in the supplement. This applies, for example, to in relation to industries where there are many different categories, and the figure becomes unmanageable if all the categories are included in combination with both origin and gender. In these cases, we select the categories that contain the largest differences and include these in the supplementary report. However, it is possible to find all data in the appendix, which contains a tabular report with all combinations for all indicators.

For each theme, we initially present differences within the individual indicators for the groups of origin. We see e.g. on similarities and differences in starting salary for persons of Danish origin, Western origin and non-Western origin. Next, we examine gender differences within the individual groups of origin, such as difference in starting salary between men and women with Danish origin in relation to difference in starting salary between men and women with western and non-western origins.

For the sake of readability, we name the groups in this publication both as e.g. "people of Danish heritage" and "people of Danish origin". 'Heritage' and 'origin' are thus used synonymously.

1. The search was limited to studies dealing with one of the four sub themes to the main themes in this supplementary report. The studies address origin (people of Danish origin, non western immigrants or descendants) and be geographically limited to Denmark or comparable European Countries (Scandinavia, Germany, the Netherlands, Spain, Great Britain, Belgium or Switzerland). From the search process 33 studies were identified. These were whittled down in the subsequent selection and relevance assessment process to 19, which have been included in this publication.

Cross-cutting conclusions and recommendations

The supplementary report to the Diversity Barometer 2024 on origin provides an overview of the figures for the equality and diversity status in the entire Danish labor market when we examine data and knowledge about gender and origin combined.

In the following we present conclusions from the resultats of the supplementary report, which cut across the themes. In these main conclusions, we put into perspective what we know from research, just as we present the recommendations of the think tank EQUALIS's on how we achieve more diversity on the Danish labor market.

Cross-cutting conclusions and recommendations

Diversity in the upper management layers is lacking in both the public and private sectors

In the Diversity Barometer 2024, it appears that there is an equal distribution (within a 40-60 distribution) between men and women in the upper management layers in the public sector, but that men are overrepresented in the upper management layers of the private sector, where women make up 18.6 percent and 24.9 percent of the current CEO and director positions.

When we include groups of origin as a variable and thus look at the proportion of directors and CEOs with Danish and non-Danish origins (relative to the population size), a clear trend emerges.

In the private sector, men are overrepresented in the upper management layers within all three origin groups (Danish, Western, non-Western). Men of Danish origin are the group most represented in senior management, followed by the group of women of Danish origin, followed by men of Western origin and women of Western origin. The group that is clearly least represented in the upper management layers are women of non-Western origin.

In the public sector, the proportion of people of non-Danish origin is largely unrepresented in the upper hierarchical layers. The shares are so small that it is not possible to further divide by gender within the groups of origin. In other words: Top managers in the public sector are, to a far, far greater extent, people of Danish origin.

It is not possible to point to one single explanation of what is the reason for the strong under-representation of women with a non-Western background in both the public and private sectors. According to research, one of the elements that can be of relevance is the everyday discrimination that ethnic minority women can face in the labor market. An Icelandic study shows, for example, that experiences of everyday discrimination such as racist or sexist experiences can contribute to ethnic minority women who are middle or top managers leaving their workplace. The study finds that these women, who are otherwise in the middle of their managerial careers, would rather leave the workplace than try to fight racism by them selves (Christiansen & Kristjánsdóttir, 2022).

Recommendation

EQUALIS recommends that it be made clear how the individual company can strengthen the work with diversity in management composition across origins and gender.

The inequality between men and women is greatest among persons of Danish origin

Across the indicators that the supplementary report examines, the group of women of non-Western origin is the group that experiences the most inequality in the labor market.

Men of Danish origin make up the group that is most represented by conditions that are most often described as advantageous on the labor market.

Data in the supplementary report also show that the differences between men and women vary across origin groups, and that the largest differences between men and women are found among persons of Danish origin.

This applies, for example, when we look at the approach to STEM+ educational degrees, where the difference between men and women of Danish origin is 16 percentage points (30 percent of men with Danish origin have taken a STEM+ education, while among women it is 14 percent, there is a 9 percentage point difference between men and women of non-Western origin (19 percent men, 10 percent women).

If we look at labor income, register data shows that the difference in average labor income between men and women of non-Western origin is DKK 98,746 in favor of men. Among people of Danish origin, the gender difference in labor income is on average DKK 130,211 in favor of men.

Recommendation

EQUALIS recommends that the reasons behind gender differences across origin groups be investigated in order to create a greater understanding of the importance of gender stereotyped culture for opportunities on career development in the Danish labor market.

Data combinations on origin and gender are deficient

In this supplementary report, we have made an overview of data of how the equality and diversity status is in the Danish labor market when we map knowledge on origin and gender combined. While this has been possible within a research scope, the overview shows that parts of the existing data registers are deficient when it comes to looking at origin combined with gender.

This applies in particular within the theme of working environment, where it has not been possible to find representative data on reports of occupational accidents and occupational diseases or experiences with stress, sexual harassment and unwanted sexual attention broken down by origin. The same challenges arise in relation to labor market attachment and management and responsibility, where, for example, there is no data on the number of working hours based on origin or on the proportion of professors at Danish universities.

The lack data is a challenge for the work on diversity and inclusion in Danish workplaces, because without knowledge of the relevant challenges, we do not have the opportunity to devise and target the right initiatives.

Recommendation

EQUALIS recommends that a representative database be created that maps the working environment – both physical and psychological – for groups of origins. The data base must create an overview of where there is a need for us to intervene and must make up a foundation for taking action in the right ways.

What is the status of equality and diversity in the labor market when we map representation for groups of origin combined with gender?

To answer that question, we go through the five themes one by one.

For each theme, we highlight selected research, as well as descriptively map the latest data available in central registers for the indicators we measure. In some cases, it is not possible to produce data directly in the supplementary report. In these cases, we refer to the appendix, which contains a tabular report with all crosses for all indicators.

01

Education and career

In Denmark, we have a particularly gender-segregated labor market. This applies both when we look at vertical gender diversity, i.e. across job hierarchies, and when we examine horizontal diversity, across industries. This gender division is expressed in men's and women's choice of education, career choice and career development.

Correspondingly, differences in education and career choices can also be observed across groups of origin.

In the following theme, we put into numbers which educational areas and levels people with Danish, Western and non-Western origins are educated in, as well as how their career development unfolds.

Conclusion

People of Danish, Western and non-Western origin basically have educational degrees at the same level, relative to the population size of the respective groups. More people of Danish origin complete educational degrees within the STEM+ area, which are considered the primary degrees that lead to a managerial position. The group least represented in STEM+ degrees, relative to the size of the population group, are women of non-Western origin. The group most represented are men of Danish origin.

There is to a greater extent, a difference in which industries the different groups of origin work within. While people with a non-Western background to a large extent work within the service industry and the social and health services, people with Western origins to a greater extent work within the industry 'industry', while people of Danish origin work within industry and social - and the healthcare system. Across the origin groups, most men work in industry and most women in the social and health services.

People of Western origin have the highest starting salary. Women of non-Western origin have the lowest starting salary, but at the same time experience the largest percentage increase in salary growth, as a measure of career development. Women of Danish origin experience the lowest percentage career growth.

Length and type of education:
Smaller differences in the level of the highest completed educational degrees across origins – however, more people of Danish origins do STEM+ degrees

In this section, we examine similarities and differences in educational levels for the three groups of origin looked at in this supplementary report.

Research on the educational patterns of immigrants and descendants shows that both parents’ interest in their child taking an education, as well as especially the mother’s educational degree, has a positive effect on whether first-generation immigrants do a medium- or long-term higher education (Jakobsen & Smith, 2003).

At the same time, research shows that high dropout rates among first-generation immigrants can be explained, among other things, by lack of language skills, mothers’ (low) level of education and low age at first marriage.

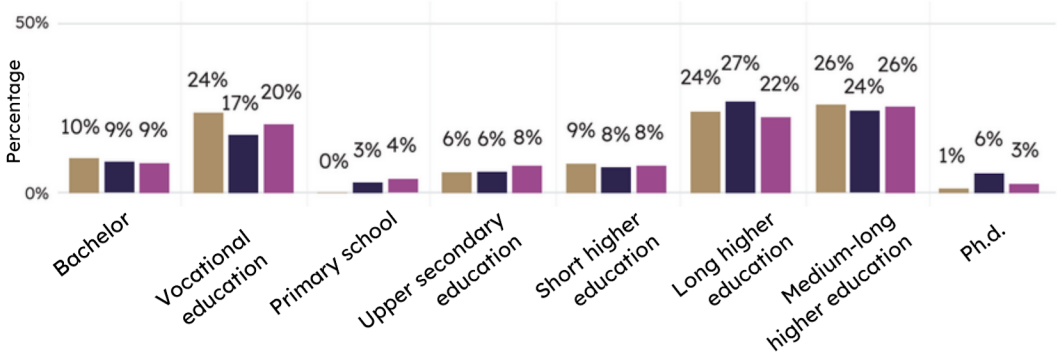
Research thus paints a picture that people with other origins than Danish can experience both barriers and opportunities that influence educational patterns towards both longer and shorter educational degrees.

In what follows, we examine the actual educational patterns in relation to people of Danish origin.

The figure above shows how people of Danish origin, Western origin and non-Western origin are educated when we consider their highest completed education in the years 2017-2022. People of Danish origin mainly have vocational education (24 percent), medium-long higher education (26 per cent) or long higher education (24 percent). We see a similar pattern for people with Western and non-Western origins.

The two biggest differences in the highest level of education completed appear in PhD education and primary school. Where 0 percent of people of Danish origin have primary school as their highest completed education, the proportion is 3 and 4 percent for people of Western and non-Western descent.

Figure 1
Highest completed levels of education within groups of origin (share out of the population in question)



Note: Distribution of the highest completed educational degree for the part of the workforce that has completed an education in the years 2017 to 2022 and has completed 20 years of age. With this limitation, the population contains a preponderance of women and people with origins other than Danish, compared to the distribution for the entire population in all years and at all ages. The figure shows the proportion of people with or Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark

These data should be read with the caveat that the vast majority of people of Danish origin complete primary school before they are 20 years old, and therefore make up a very small part of the studied population.

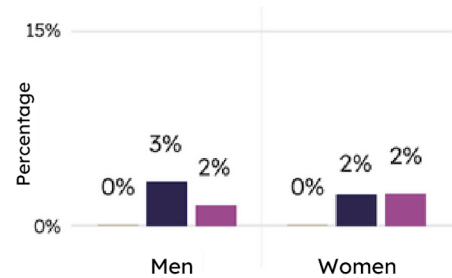
The reason behind the preponderance of people with origins other than Danish can therefore be seen in context of two factors: 1) people with origins other than Danish can have their education transferred from another country, which corresponds to primary school, when they obtain Danish citizenship, 2) if a person was not born in Denmark, the person may have completed primary school at a later age than the typical person does in the Danish school system. Both parts will lead to an over-representation of people of Western and non-Western origin, compared to Danes, when we look at people over 20 and especially at e.g. primary school.

Likewise, these differences can be seen in the light of research that shows that people with a non-Western background can experience challenges in meeting the formal requirements for access to certain educations, e.g. when it comes to language (Iversen et al., 2022). We also know from research that immigrants and descendants have a greater risk relative to ethnic Danes of ending up in the group of young people without work or education, although the difference has narrowed in recent years (Jakobsen, 2023).

In Figure 1 we also see that 6 percent of people with western origins have a PhD as the highest completed level of education, whereas this applies to 1 percent of people of Danish origin and 3 percent of people of non-Western origin.

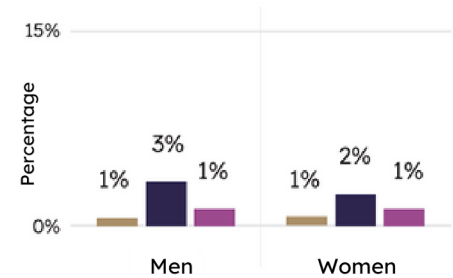
When we consider the educational levels where there is the greatest difference in origin, we see that there are no large gender differences at the top and bottom when it comes to the highest completed education.

Figure 1a
Share with primary school as the highest completed level of education within groups of origin and gender (share out of the population in question)



Note: Share of primary school as the highest completed education for the part of the workforce who have completed an education in the years 2017 to 2022 and who have reached the age of 20 by origin and gender. With this limitation, the population contains a preponderance of women and people with origins other than Danish, compared to the distribution for the entire population in all years and at all ages. The figure shows the share of men and women with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

Figure 1b
Share with Ph.D. as the highest completed level of education within origin groups and gender (share out of the population in question)



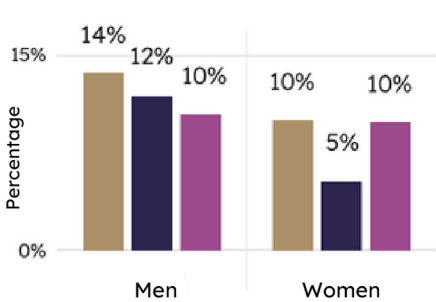
Note: Distribution of Ph.D. as the highest completed education for the part of the workforce who have completed an education in the years 2017 to and including 2022 and are 20 years old within origin and gender. The figure shows the share of men and women with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

If we look at primary school, the figure above shows that while 3 percent of men with western origins have this as the highest completed education, the same applies to 2 percent of women. Men and women of non-Western origin each make up 2 percent.

The same is the case when we take a better look at PhD programmes.

Slightly more (3 percent) men of Western origin than women (2 percent) of Western origin have a

Figure 1c
Share with Ph.D. as the highest completed level of education within origin groups and gender (share out of the population in question)



Note: Share of vocational education as the highest completed education for the part of the workforce that has completed an education in the years 2017 to and including 2022 and is 20 years old within origin and gender. The figure shows the share of men and women with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

PhD. as the highest completed education, while the same applies to an equal number of men and women with Danish and non-Western origin.

The biggest gender difference can be seen in the figure below, which shows the proportion of men and women within the origin groups who do vocational training. Figure 1 showed that 17 percent of the total group of people of western origin do vocational education. Here, women make up just 5 percent of the group.

While there is a four percentage point difference in how many men and women of Danish origin have vocational education as the highest completed level of education, there is no gender difference in the group of non-Western people.

● Danish ● Western ● Non-Western

STEM+ educational programs are described in the literature as the primary programs that most often lead to management positions. In order to map the representation on STEM+ educations, we examine the origins of the people who completed their highest completed education in 2017-2022 and who took a STEM+ educational degree.

Of the people of Danish origin who have completed their highest completed educational degree in 2017-2022, 22 per cent have completed a STEM+ education. This applies to 12 percent of people with western origins, and 14 percent of

people of non-Western origin. Out of everyone with Danish origin, there are thus more people who choose to do a STEM+ degree than within the groups of people with western and non-western origin.

The Diversity Barometer maps gender differences in the choice of a STEM+ degrees, where men are overrepresented among the students. We see a similar trend when we combine origin and gender.

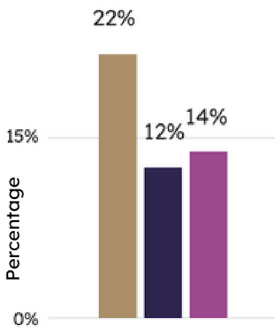
Of men of Danish origin who have completed their highest completed education in the years 2017-2022, 30 percent completed a STEM+ degree.

For women of Danish origin, the share is 14 percent, corresponding to a difference of 16 percentage points. The difference between men and women with a STEM+ education is also seen among people of non-Western origin – albeit to a lesser extent. Where 19 percent of all men in the group with non-Western origins completed a STEM+ education, 10 percent of women did so. For people of Western descent, there is almost no difference between men and women.

This then suggests that the gender difference in relation to completion of STEM+ education is greatest for people of Danish origin.

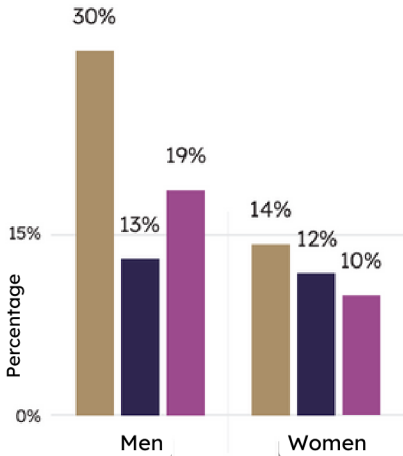
The group least represented in STEM+ educational degrees, relative to the size of the population group, are women of non-Western origin. The group that is most represented are men of Danish origin. There is a 20 percentage point difference between the representation of the two groups in relation to the proportion who have completed a STEM+ education in the years 2017-2022.

Figure 2
Share who have completed a STEM+ education within origin groups (share out of the population in question)



Note: Share of each origin group's population who have completed their highest completed education in the years 2017-2022 and who have a STEM+ educational degree. Source: Statistics Denmark

Figure 2a
Share who have completed a STEM+ education within groups of origin and gender (share out of the population in question)



Note: Share of each group of origins population within each gender who have completed their highest completed education in the years 2017-2022 and who are 20 years of age and have completed a STEM+ education. Source: Statistics Denmark

What subjects does STEM+ education cover?

STEM+ is defined as the STEM educational programs (science, technology, engineering, mathematics) including economics, law and business economics. STEM+ is defined in the literature as the primary educational programs which are important in management positions and hence included here. The STEM+ indicator in the Diversity Barometer is inspired by the statement from the article Smith & von Essen (2023): Network Connections and Board Seats: Are female networks less valuable?

Career paths:

Across origin groups, career choices are gendered. Starting salary is both origin- and gender-specific

While a generally lower level of skills (reading, calculation and problem solving with IT) has been documented among adult non-Western immigrants relative to persons of Danish origin (Jakobsen & Bendiksen, 2014), there are also many other explanations for differences in labor market representation between these groups.

Research shows, for example, that conditions during the education courses as well as direct and indirect discrimination can constitute major barriers for people with origins other than Danish (Malland, 2004).

This is reflected in a recent study from the Institute for Human Rights as well, which finds that ethnic minority students are deliberately excluded from apprenticeships. The report shows that 36 percent of the vocational schools' training consultants (responsible for the match between student and apprenticeship) experience that demands on the student's ethnicity are made, while 51 percent of the training consultants who are met by these demands, to some extent or to a large extent try to comply with the companies' (illegal) demands on the students' ethnicity (Institute for Human Rights, 2023a).

Challenges with discrimination in education courses can in this way

contribute to skewing the industries that people with origins other than Danish enter, because in many cases there is a connection between education and industry. In the following, we examine how the three origin groups are distributed by industry.

For the sake of clarity, we choose to show selected industry distributions in the figures below. The industries are selected according to where there is the biggest difference between which industries people with or Danish, Western and non-Western origins work within.

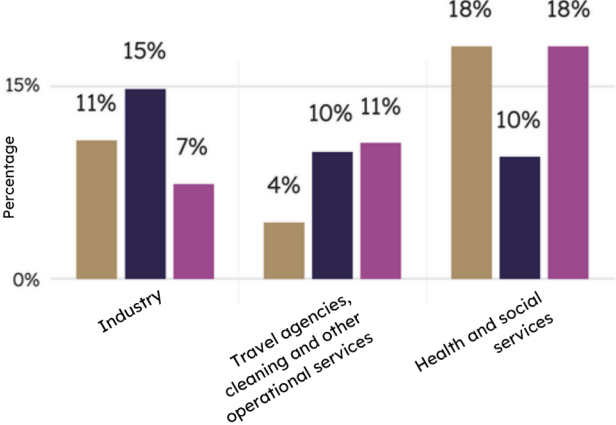
Initially, we show shares for the origin groups within the industries Industry, Travel agencies, Cleaning and other operational services (hereafter service) and Health and social services. Next, we add a perspective of gender differences. For a full industry overview, we refer to the tabular report in the appendix.

The industry in which most people of Danish origin work is the Health and Social Services. 18 percent of the workforce of Danish origin work in this industry. In addition, 11 percent work in Industry and 4 percent in the service industry.

People of non-Western origin to the same extent as people of Danish origin work in the health and social services (18 percent), while they to a greater extent than people of Danish origin work in the service industry (11 percent). The same trend of the service sector applies to people of western origin (10 percent), whereas the second largest sector for this group is industry (15 percent).

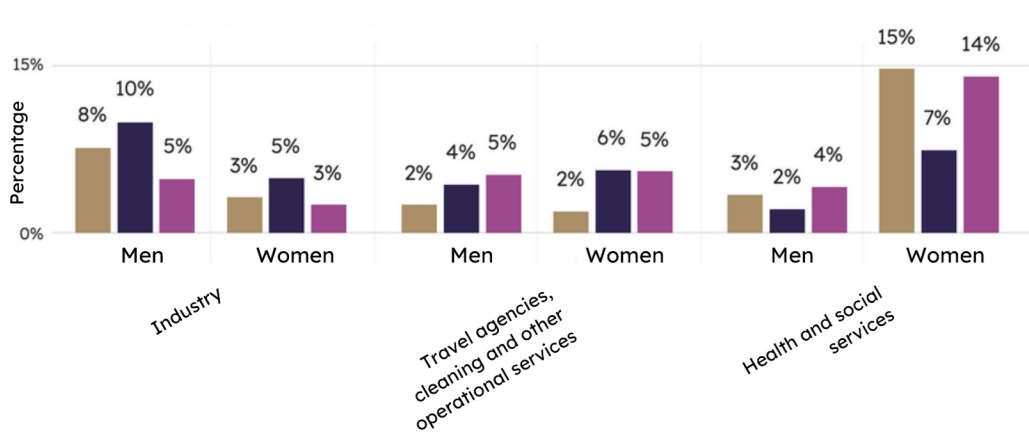
When we include gender, we see that the extent of gender differences varies across origin.

Figure 3
Share of the workforce employed within the industries industry, service and health and social services within origin groups (share out of the population in question)



Note: Share of the workforce working in the industries industry, service and health and social services within each origin group's population. Source: Statistics Denmark.

Figure 3a
Share of the workforce employed within the industries Industry, Service and Health and Social Services, within groups of origin and gender (share out of the population in question)



Note: Share of the workforce working in the industries Industry, Service and Health and Social Services within both group of origin and gender. The figure shows the share of men and women with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

We find the largest gender differences among people of Danish and non-Western origin who work in the Health and Social Services.

The difference in the proportion of men and women of Danish origin in the workforce working in the Health and Social Services is 12 percentage points, where women are overrepresented. For people of non-Western origin, the difference between men and women in that industry is 10 percentage points. In Industry, gender differences are also seen for people of Western origin, albeit somewhat smaller with a difference of 5 percentage points.

Differences in industry choice are also reflected in starting salaries. Both when we examine starting salary by origin, but also when we include gender as a variable.

Figure 4
Average starting salary for origin
groups based on educational choice
(average within the populations)

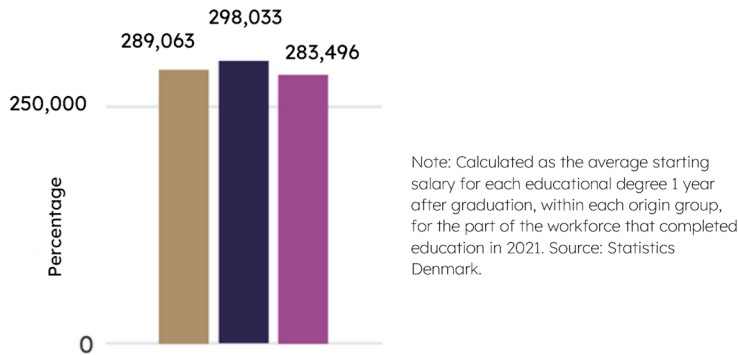
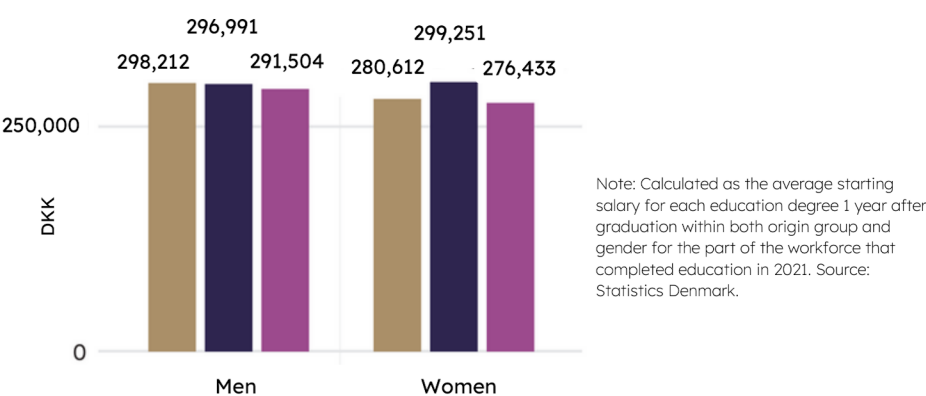


Figure 4a
Average starting salary for origin groups and
gender based on educational choice (average
within the populations)



If we consider the average salary for each type of education and sort by origin, we see that people of non-Western origin typically work in industries with lower levels of salary than people of Danish origin and then Western. If we include gender, we see that the lower average

starting salaries among persons of Danish and non-Western origin are mainly seen among women. The group with the lowest average starting salary is women of non-Western origin, and the group with the highest average starting salary is women of Western origin. There is a difference of DKK 22,818 between the groups.

Speed of advancement: Wage growth does not vary for men across groups of origin, but for women there is a difference

Discrimination is a pervasive theme in research that examines the choice of jobs and careers for people with origins other than Danish – and also for people who may have Danish origins but a foreign-sounding name or appearance.

The discrimination already occurs in the application processes, where the likelihood of being asked to a job interview is affected by whether one's name appears foreign. This can be seen in research from Denmark and Sweden, which compares applicants with Danish- and Swedish-sounding names compared to people with Middle Eastern-sounding names.

A Swedish study shows that people with Swedish-sounding names had 50 percent greater chances of being asked to go to a job interview (Carlsson & Rooth, 2007), while the Danish study shows that job seekers with Middle Eastern-sounding names must apply for an average of 52 percent more jobs to achieve the same number of invitations to job interviews as people with Danish-sounding names. The study shows that this discrimination occurs to a bigger extent for men than women (Dahl & Krog, 2018).

Discrimination is not only seen in the discriminative practices based on names, but also on the basis of job applicants' appearance.

A study based on data from Germany, the Netherlands and Spain finds that job applicants are discriminated against on the basis of their appearance, and that this appearance-based discrimination takes place at least as much as for African-American job applicants in the USA (Polavieja et al., 2023) . Challenges with discrimination in job search processes can thus create barriers for people with origins other than Danish in their career path, which can potentially show in the speed of promotion. In the following, we therefore examine career development across origins and gender.

In order to investigate career development for the three origin groups, we map how much their salary on average has increased 5 years after graduation.

We see the lowest wage growth among people of Danish origin (36 percent), followed by people of Western origin (41 percent). For people of non-Western origin in the workforce who have completed an education in 2017, wages increase by an average of 44 percent. Here it should be noted that it is also the latter group that has the lowest starting point to rise from, cf. Figure 4 on starting salary.

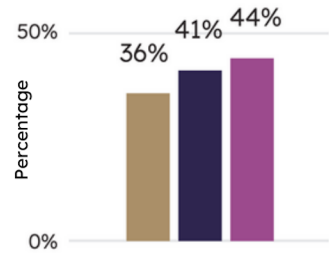
Where we saw that women of non-Western origin had the lowest starting salary among all groups, we see that this group experiences a 46 percent. increase in salary growth, 5 years after graduation. The difference for men of non-Western origin is not large, at 4 percentage points.

However, the picture is different when it comes to people of Danish and Western origin.

Where men of western origin have a 10 percentage point smaller wage growth than women of western origin, it is the other way around for people of Danish origin. Women of Danish origin experience wage growth that is 11 percentage points less than men of Danish origin, and are thus the group that, 5 years after completing education, has the lowest wage growth, at 30 percent.

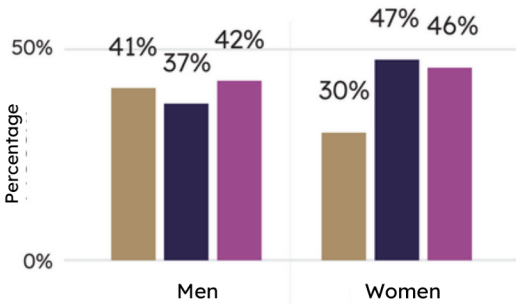
● Danish ● Western ● Non-Western

Figure 5
Average wage growth for groups of origin measured 5 years after graduation (average percentage increase within the population in question)



Note: Calculated as the average percentage wage growth from 1 year after graduation to 5 years after graduation within origin, for the part of the workforce that completed their education in 2017. The figure shows the percentage increase for people with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark

Figure 5a
Average wage growth for groups of origin and gender measured 5 years after graduation, (average percentage increase within the population in question)



Note: Calculated as the average percentage wage growth from 1 year after graduation to 5 years after graduation within both origin and gender, for the part of the workforce that completed their education in 2017. The figure shows the percentage increase for men and women with Danish, Western and non-Western origin out of the relevant population size. Source: Statistics Denmark

02

Working environment

In the Diversity Barometer, we show data on men and women related to the physical and psychological working environment. This applies in relation to the number of accidents at work, occupational diseases, work-related stress and experiences with abusive acts, including unwanted sexual attention and sexual harassment. Data on these indicators is collected by the National Research Center for Working Environment. Since these data points are not calculated with divisions by groups of origin, we cannot report on them in this supplementary report.

There are no other similarly valid data sources that calculate indicators of the working environment in relation to origin. Therefore, we focus on the available research related to challenges from physical and mental working environment in relation to differences between groups of origin in combination with gender instead.

Conclusion

In Denmark, there is a lack of registry data – or otherwise representative data – that continuously assesses and follows up on differences or similarities in experiences within the physical and mental work environment, divided by origin.

From research and analysis, we know that challenges with discrimination in the workplace – both internally from colleagues and employers and externally from customers and patients – affect individuals of non-Danish origin in their work life.

In some cases, it manifests physically, for example, in experiences of violence, while it can also affect mentally by individuals feeling excluded by their colleagues or experiencing discrimination in other ways in the workplace. There is more research on the mental work environment, where besides discrimination, linguistic challenges can also have significance.

Origin and gender: What does the research say about challenges from the physical working environment?

While, as will be seen in the next section, a number of studies have been carried out on the psychological working environment, the number of studies examining the physical working environment of ethnic minorities is limited.

However, a research project investigates sickness absence among cleaning employees with Danish and non-Western origins. The study shows that cleaners of non-Western origin do not have significantly higher sickness absence than cleaners of Danish origin (Carneiro et al., 2013). While the above-mentioned study indicates that the physical working environment within the cleaning industry does not appear to be worse for people of non-Danish origin than for people of Danish origin, more exhaustive research on general sickness absence across other industries is lacking.

Turning to experiences of violence in the workplace, in 2023 the Institute for Human Rights carried out an analysis of the experiences of discrimination of ethnic minorities in Denmark, which, among other things, focuses on experiences of violence or abuse.

Here, 16 percent of the studied ethnic minorities indicate, that they have been exposed to violence committed by a customer, client, patient or the like. 12 percent have been exposed to violence committed by a colleague and 8 percent by an employer or the like at their workplace (Institute for Human Rights, 2023b). It is not possible to compare the extent of experiences with experiences of people with e.g. Danish origin, as the study focuses on mapping experiences among people with an ethnic minority background.

What does working environment entail?

Working environment is the total environment an employee is surrounded by while performing their work. The working environment can be made up of the physical and psychological conditions that affect an employee's health and well-being at work.

The physical working environment is what we can sense (see, hear, smell and feel) in connection with the performance of the work, whereas the psychological working environment is an interaction between psychological and social conditions at the workplace, such as the work that the employees perform, the framework for work and social relations in the workplace.

Source: Arbejdstilsynet

Origin and gender:

What does the research say about challenges on psychological working environment?

An element of the psychological working environment that is repeated in studies conducted among ethnic minorities is the psychological strain that discrimination can pose. In a study of female Danish immigrants' experiences with labor market integration, the authors find, in line with other literature, that integration is a process that works and is experienced differently, depending on whether you are a woman or a man. For the women in this study, especially psychological challenges, such as lack of recognition of educational qualifications from the home country and lack of access to relevant knowledge, are among the elements that make integration more difficult. In the same way, it makes integration difficult if the women have previous experiences of being exposed to violence (Pace & Bennetzen, 2023).

In the analysis of Institute for Human Rights, which investigates the experiences of discrimination among ethnic minorities, some figures that can be seen in relation to the psychological working environment are described. It finds that minority ethnic people in Denmark experience both being excluded at work and being called insulting words. Of the respondents, 53 percent women and 58 percent men experienced being excluded at work.

21 percent of the ethnic minorities questioned have experienced being exposed to insulting words from customers, clients or patients. However, the insults come from colleagues at work as well. While 35 percent have experienced being called insulting words by a colleague, 17 percent have experienced it from the employer (Institute for Human Rights, 2023b).

Other studies focus on the barrier that language difficulties can pose for ethnic minorities in the workplace. Language barriers can affect the psychological working environment, because language skills are important too in the formation of resources relevant to the working environment, such as trust. Trust is important in the working environment, because the degree of trust can affect both the performance of work and the social relations in the workplace. In workplaces where the employees primarily have lower educational qualifications and where there is a high degree of linguistic diversity, language difficulties only have a small influence on the working environment related to how the tasks are carried out. In contrast, language difficulties to a large extent has a negative influence on social relationships (Thuesen, 2016).

There are a number of studies that investigate the psychological working environment for ethnic minorities within specific professional groups. In a study of the working environment in Danish elderly care, it turns out, for example, that ethnic minorities experience worse working environments than ethnic Danes on some parameters. The study shows that non-Western immigrants who work in elderly care have more symptoms of depression, experience poor sleep quality to a greater extent and experience more burnout than Western immigrants and ethnic Danes (Ortega et al., 2010).

Another study conducted among people working as cleaning staff finds that there is a statistical correlation between high blood pressure and self-reported poor psychosocial working environment for cleaning staff of Danish origin, while this correlation is not seen for cleaning staff of non-Western origin. This difference between the groups is explained in the study by the fact that there are possibly different perceptions of what constitutes a poor psychosocial working environment between the groups (Olesen et al., 2012b).

Another study conducted among cleaning staff shows, on the contrary, that cleaning staff with a non-Western background report a significantly better psychosocial working environment than employees of Danish origin (Olesen et al., 2012a). In the study, it is discussed whether this tendency can be due to the most immediate interpretation; namely, that the working environment for this group is better – or alternatively, that this group experiences the same circumstances as more positive than people of Danish origin. Regardless of the interpretation, their experiences of the psychosocial working environment are better.

03

Labour market attachment

How much work is done and the amount of absence from the labor market are two important factors for how high an individual's salary income is, and the factors often correlate with which job level and which position in the hierarchy a person holds.

If we look at labor market attachment with gender in mind, women have the greatest absence from the workplace - both when it comes to parental leave and days of absence because of children's illness. However, there is limited research that addresses labor market attachment with both a gender and origin perspective in Denmark and countries that are comparable to Denmark.

When we generally look at research on why men and women do not to the same extent make use of e.g. parental leave, elements such as norms and culture are typically part of the explanation. In research on immigrants' use of parental leave, particular attention is paid to the importance of structural working conditions. This is because immigrants are typically overrepresented in unstable labor market positions and can therefore experience challenges in meeting the criteria and requirements that are set in order to be entitled to take parental leave (Kil et al., 2018).

In the following, we map labor market affiliation in the Danish labor market in relation to workload, absence due to children and absence due to one's own illness.

Conclusion

Women are, across different origins, to a lesser extent than men in full-time employment, but there are differences on origin. The largest gender difference is seen among people of Danish origin, where 10 percentage points more men than women are employed full-time.

Data also show that people of Danish origin are the group that registers the most periods of own illness, calculated as the number of periods of absence on average. Within the origin groups, women of Danish origin and women of Western origin have the most periods of illness.

If we also distinguish absence due to illness of children, people of non-Western origin are the group that overall has the fewest periods of absence as a result of illness of children.

In the parental leave area there are generally larger gender differences in the number of average weeks of parental leave for all three groups of origin. For all three groups, women have 39 weeks of parental leave, while the corresponding figure for men is 8-9 weeks.

03

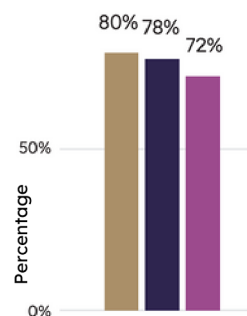
Labour market attachment

**Workload:
Across different origins, women are less likely than men to be in full-time employment, but there are differences on origin**

In the figure below, we show the proportion of people with of Danish, Western and non-Western origin, who are employed full-time. The proportion is calculated based on how large a part of the workforce the respective group of origin makes up for.

Of people of Danish origin in the workforce, 80 percent are full-time

Figure 6
Share of full-time employees out of the total workforce within the origin groups (share out of the population in question)



Note: Share of people in full-time employment out of the total workforce within groups of origin. The figure shows the share of people with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

● Danish ● Western ● Non-Western

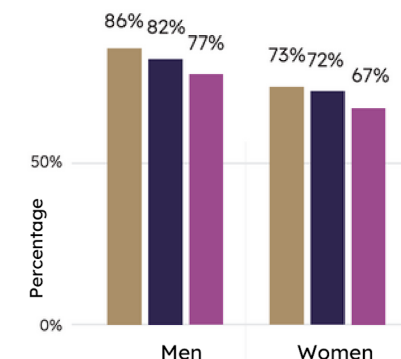
employees. For people of Western origin, this applies to 78 percent, and for non-Westerners the share is 72 percent.

For all groups of origin, there are gender differences, which show that women are employed full-time to a lesser extent than men.

The biggest gender difference is seen among men and women of Danish origin. Of all men in the workforce who are of Danish origin, 86 percent are employed full-time, which is 13 percentage points more than women of Danish origin.

For people of Western and non-Western origin, the gender differences are equally big, at 10 percentage points. The group in the labor force least employed full-time is women of non-Western origin. Men of Danish origin are the group that is most likely to be employed full-time.

Figure 6a
Share full-time employees out of the total labor force within the groups of origin and gender (share out of the relevant population size)



Note: Share of people in full-time employment of the total workforce within both group of origin and gender. The figure shows the share of men and women with Danish, Western and non-Western origin out of the relevant population size. Source: Statistics Denmark.

Absence due to own illness:
**Women of Danish and
Western origin register the
most absences due to own
illness**

In mapping absences from the labor market, we examine both absences that are registered as absences due to own or illness of children, and absences as a result of parental leave. We show registrations of periods of absence, understood as the number of times a person has registered to have been absent for a period.

The total population of people of Danish origin recorded an average of 7 periods of absence due to their own illness. People of Western and non-

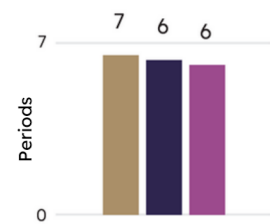
Danish Western Non-Western

Western origin register an average of 6 periods of absence as a result of their own illness.

At the same time, we see that there are gender differences in the number of registrations of periods of own illness within the group of people with Danish origin and the group with Western origin. Among people of Danish origin, men have registered 6 periods of absence due to their own illness, while women have registered 7 periods, i.e. one more period of absence. The same overrepresentation of women is seen among people of Western origin. Here, women also register 7 periods of absence as a result of their own illness, while men correspondingly register 6 periods.

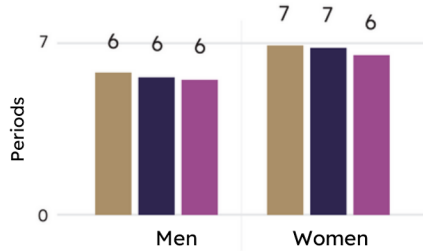
For people of non-Western origin, there is no gender difference in the number of recorded periods.

Figure 7
Average number of periods of absence due to own illness within origin group (average of the total number of registrations for the population in question)



Note: The figure shows the average number of registered periods of absence for persons who have registered absence due to their own illness out of the total number of registrations of absence due to their own illness within the relevant origin group. Source: Statistics Denmark.

Figure 7a
Average number of periods of absence due to own illness within origin group and gender (average of the total number of registrations for the population in question)



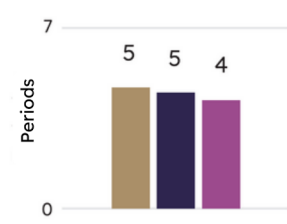
Note: The figure shows the average number of registered absence periods for men and women who have registered absence due to their own illness out of the total number of registrations of absence due to their own illness within both gender and the relevant group of origin. Source: Statistics Denmark.

Absence due to children:
**People of non-Western origin have
the least absence due to illness of
children, while there are no major
differences between origin groups
when it comes to parental leave**

There are no large differences of origin to be traced when we look at the share of registrations of absence due to illness of children within the population of each group of origin. Here, it applies both to the group of people with Danish origin and to the group of people with Western origin

that an average of 5 periods of absence as a result of illness of children have been registered. For the group of people of non-Western origin, an average of four periods of absence as a result of a illness of children have been recorded.

Figure 8
Average number of periods of absence due to illness of children within group of origin (average of the total number of registrations for the population in question)



Note: The figure shows the average number of registered periods of absence for people who have registered absence due to illness of children, out of the total number of registrations of absence due to illness of children within the origin groups. Source: Statistics Denmark.

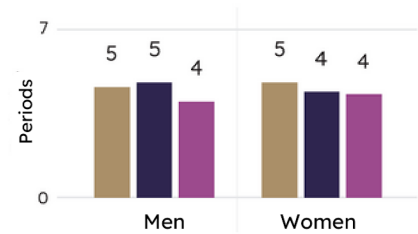
Danish Western Non-Western

There are no major gender differences in the number of periods of absence within gender and groups of origin. The only difference is seen among men and women of Western descent. Here, men have registered one more period of absence due to a illness of children than women. There is no detectable difference between men and women of Danish or non-Western origin.

Within both gender and groups of origin, we see that women of Danish origin have, on average, one more period of absence as a result of a illness of children than women of Western or non-Western origin.

Among the groups of men, men of non-Western origin are the group that takes the fewest periods of absence due to illness of children.

Figure 8a
Average number of periods of absence due to illness of children within group of origin and gender (average of the total number of registrations for the population in question)

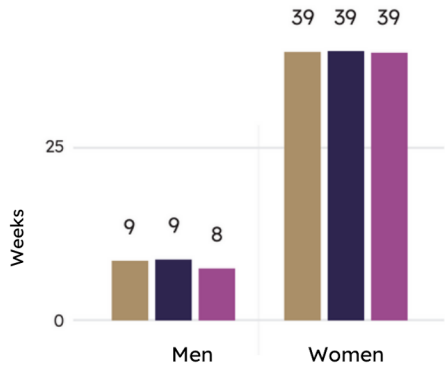


Note: The figure shows the distribution of persons who have registered absence due to illness of children out of the total number of registrations of absence due to illness of children within gender and origin group. Source: Statistics Denmark.

However, there are no large differences between the genders within each origin group.

For women across all three origin categories, the average duration of maternity leave is 39 weeks. Regarding men, there exists a marginal variance; persons of Danish and Western descent typically avail themselves of 9 weeks of paternity leave, while those of non-Western origin typically take 8 weeks.

Figure 9
Average number of weeks on parental leave for fathers and mothers of children born in 2022 within origin group



Note: The figure depicts the average number of weeks of maternity benefits for women who have taken statutory leave, maternity leave, parental leave, and/or earmarked leave, and for men who have taken paternity leave, parental leave, and/or earmarked leave within their respective origin groups. The leaves were taken for children born in 2022. Source: Statistics Denmark.

04

Responsibility and management

Several of the themes we map in this supplementary report have an impact on the distribution of groups of origin within management. For example, when it comes to the so-called STEM+ educational degrees, which have been documented in research to be educational programs that lead to top management positions to a greater extent, and where people of Danish origin are overrepresented.

A report from VIVE, which investigates the position of immigrants and their descendants in the Danish labor market, finds that over a 15-year period from 1997-2012, there has been a polarization of immigrants with regard to job categories. In the report, job positions are divided into the following five categories: self-employed (including working spouses), top managers and employees in a job that requires skills at the highest level, employees in a job that requires skills at an intermediate level, employees in a job that requires skills at basic level and other wage earners who are not included in the other categories.

Immigrants have received a greater proportion of jobs both at the top and bottom of the job hierarchies during the period, while ethnic Danes have received more jobs at the top of the job hierarchies and fewer at the bottom.

Furthermore, the report shows that immigrants do not have the opportunity to utilize their education in highly qualified job content to the same extent as ethnic Danes, which may be due to

the fact that their educational degree from their country of origin is not recognized on an equal terms of Danish degrees. At the same time, immigrants get a lower educational return on wages. This means that the wage level for the same type of job is on average lower for immigrants relative to people of Danish origin. The results of the study indicate that this group finds it more difficult to obtain jobs with high qualification content relative to people of Danish origin who have the same level of education. It is therefore reasonable to expect that this is also reflected in management positions (Gorinas & Jakobsen, 2015).

An Icelandic study of highly educated ethnic minority women who are middle or top managers finds that these managers experience major, both gender- and ethnicity-related barriers (Christiansen & Kristjánsdóttir, 2022). The study indicates, for example, that this group of women do not feel that they are able to speak out about the racist and sexist experiences they have in the workplace, but instead feel that their only option is to avoid the topic, change workplaces or otherwise avoid the racism and sexism by moving away from it. In addition to this, the study shows that when female managers with a different ethnic origin encounter racism, they will more often choose to leave the workplace than try to fight it by themselves.

The study thus shows that the major challenges with both sexism and racism, which the female ethnic minority managers face in the Icelandic labor market, are a significant hindrance to their management careers, as their career choices are influenced by the racism and sexism they encounter.

In this section, we examine the composition of managers in public/private management with the perspective of groups of origin and gender.

Conclusion

There are certain limitations with the calculations of responsibility and management by origin in this supplementary report. It is not possible to calculate professors at Danish universities on the basis of groups of origin. This is so because Danish universities do not include origin as part of their data collection, and also that there is no corresponding valid data that can be used instead.

While we can calculate the proportion of the population within the three groups of origin in senior management in the public sector, the proportion of people of Western and non-Western origin in this group is so small that they do not appear in our figure. There are likewise too few observations for it to be justifiable to calculate the share in senior management based on both origin and gender. The top management in the public sector is therefore largely made up of persons of Danish origin.

When examining the upper management layers in the private sector in companies with more than 50 employees (CEOs and directors), we find that they are overwhelmingly made up of men of Danish origin. The group least represented among CEOs in Denmark are people of non-Western origin. While 0.15 percent of the population of Danish origin holds such a position, only 0.01 percent of the population of non-Westerners holds a CEO position. Women of non-Western origin are largely unrepresented among CEOs and directors/VPs according to our methods of calculation.

04

Responsibility and management

Gender and origin composition in academia:
Data on professors at Danish universities are not calculated on the basis of origin

Unfortunately, it is not possible to calculate professors at Danish universities on the basis of groups of origin. This is because Danish universities do not include origin as part of their data collection, and that there is no corresponding valid data that can be used instead. It is therefore not possible to include this indicator in this supplementary report.

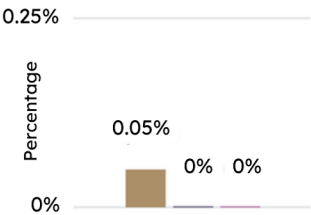
Gender and origin composition
in public management:
**Managers in senior
management in the public
sector are almost exclusively
people of Danish origin**

There are almost exclusively people of Danish origin who are senior managers in the public sector, relative to the size of the population group in general. The proportion of people with Western and non-Western origins is respectively 0.0048 percent and 0.0022 percent and therefore so small that the proportions cannot be seen in the figure.

In comparison, 0.05 percent of the total population of people of Danish origin are employed in senior management in the public sector.

Unfortunately, it is not possible to break down the proportion of managers in senior management in the public sector by both origin and gender, as there are too few observations for it to be justifiable to report.

Figure 10
Share of senior
management in the public
sector for the groups of
origin (share out of the
relevant population size)



Note: Distribution of men and women in the workforce (between 20 and 65 years) in senior management in the public sector, where there are more than 50 employees, broken down by origin. Source: Statistics Denmark.

Gender and origin composition
in private management:
**The top management in the
private sector is made up to
a large extent by men of
Danish origin**

In the section below, we show the distribution of origin groups at CEO and director level.

The Diversity Barometer's method for calculating the indicator of management composition

Identification of management composition is inspired by the method used by Parotta & Smith (2015) and Smith & Smith (2015), as well as analyzes carried out by Dansk Industri. With the indicator, people in the companies' top day-to-day management are identified and gender determined via the information in Danish registers. With this indicator, we thus identify more layers of management (directors/VPs and managing directors/CEOs) than just a total number of people in directorships and boards, which is otherwise publicly available via Statistics Denmark.

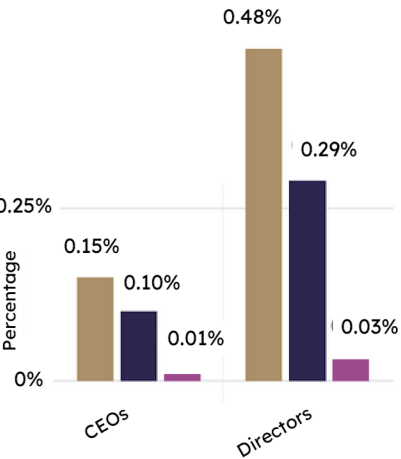
The indicator looks at the proportion of CEOs and directors in the private sector with the aim of identifying the distribution of men and women moving up the career ladder. The method is also used to identify the gender distribution in senior management in the public sector. See the Diversity Barometer's technical appendix for more information on the method behind the indicator.

● Danish ● Western

People of Danish origin are to a greater extent CEOs than the other groups of origin, when we compare relatively to the size of the population groups. While 0.1 percent of people of western origin are CEOs, the proportion of people of Danish origin in the same position amounts to 0.15 percent. There is only 0.01 percent people of non-Western origin who are CEOs.

For the director level, we see a similar picture. Of people with Danish origin, 0.48 percent of the workforce within this group of origin are directors, corresponding to 0.19 percentage points more than people with western origins and 0.45 percentage points more than with non-western origins.

Figure 11
Share of CEOs and directors within the groups of origin (share out of the population in question)



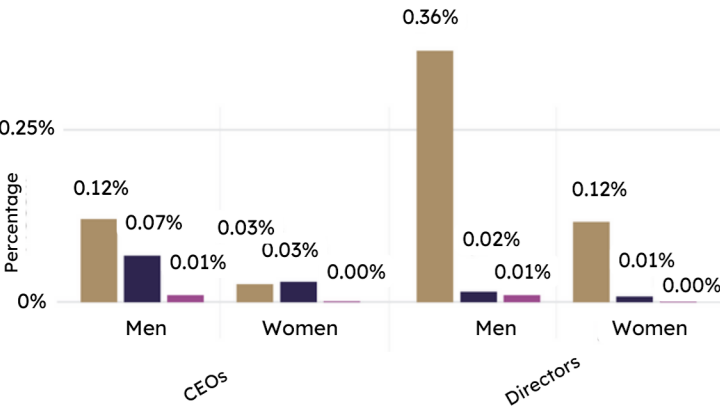
Note: Share of CEOs and directors in the workforce (between 20 and 65 years old) in companies with more than 50 employees within each ethnic group. The figure shows the proportion of people with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

Below we calculate the proportion of women and men who hold, respectively, a CEO and VP/director position. We do this in order to identify the distribution across two steps on the career ladder.

Overall, most men of Danish origin hold a position in senior management.

The group least represented are women of non-Western origin who do not hold either CEO or VP/Director positions.

Figure 11a
Share of CEOs and directors within the groups of origin and gender (share out of the population in question)



Note: Proportion of CEOs and directors in the workforce (between 20 and 65 years old) in companies with more than 50 employees, within each ethnic group and gender. The figure shows the share of men and women with Danish, Western and non-Western origin out of the population in question. Source: Statistics Denmark.

05

Income and assets

Unequal pay is a general societal problem and, in particular, an equality challenge (Larsen, Verner & Mikkelsen, 2020).

Employed immigrants and, to a certain extent, employed descendants take on jobs in lower positions on the labor market to a greater extent than persons of Danish origin, and receive lower wages (Gorinas & Jakobsen, 2015). Recent studies shows that immigrants in Denmark to a greater extent than others end up in low-paid jobs and in low-paying workplaces. This distribution of jobs explains approx. 80 percent of the wage differences between non-Western workers and workers of Danish origin, while job distribution can explain approx. 50 percent of the wage gap between women and men. A considerable part of the wage differences therefore remains unexplained.

While male immigrants generally have more difficult circumstances on the labor market than female immigrants, trade union affiliation can, according to research, reduce inequality especially for the most vulnerable groups. This is especially true in the private sector, where the differences in income are typically greater.

This is because organized workplaces typically lead to more safety and better working conditions, related to solidarity and collective bargaining of e.g. pay. In companies where immigrants are highly unionized, their incomes are almost the same as those of non-immigrants (Henriksen, Holck & Muhr, 2023).

In this theme, we map differences and similarities on disposable income, labor income, pension and total wealth for men and women of Danish, Western and non-Western origin.

Conclusion

When we look across the four sub themes of income and wealth, we see that there are large inequalities on income and wealth. The inequality is clear across both groups of origin and gender. People of Danish origin have both the largest income and the largest wealth of the three origin groups.

There are not big differences on income and wealth between people of Western and non-Western origin. While people of Western origin have higher incomes (both disposable and labor income) than people of non-Western origin, the opposite applies for the wealth measures. Here, people with non-Western origins have both a larger pension savings and a larger net worth.

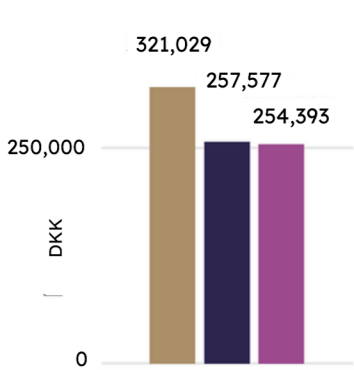
The biggest gender differences are seen among men and women of Danish origin. This applies both in relation to disposable income, labor income and net worth. For pension wealth, the biggest gender gap is between men and women of non-Western origin. Overall, men of Danish origin are the group that ranks highest across all sub themes. Non-Western women are the group that ranks lowest on the income measures, while Western women are the group that ranks lowest on the wealth measures.

Disposable income:
Income levels of disposable income vary across both groups of origin and gender

Below we show the average disposable income for the three groups of origin in the workforce between the ages of 20-65. Disposable income is the amount available for housing expenses, consumption or savings after taxes and interest have been paid.

It is thus the sum of labor income, public transfers, private pensions, asset income and other personal income, minus tax, interest and maintenance allowance and added any rental value of ones own home.

Figure 12
Average disposable income within the groups of origin (average within each population)



Note: Average of incomes and transfers for the entire population in the labor force between the ages of 20 and 65, within each group of origin. Source: Statistics Denmark.

People of Danish origin in the workforce have the highest disposable income. The level is roughly the same for people of Western and non-Western origin.

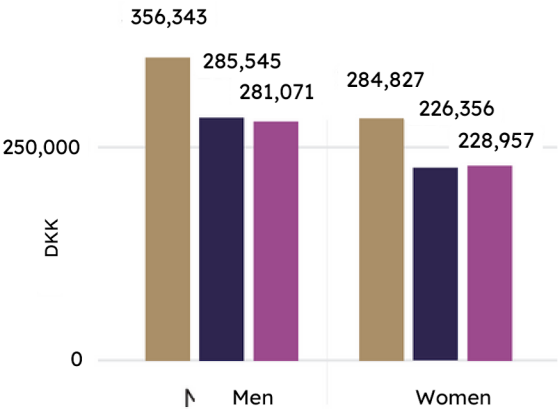
When we include gender in this, we see that across groups of origin, women's disposable income is less than men's. However, the size of the gender gap varies.

The average disposable income for men of Danish origin is 25 percent greater than for women of Danish origin.

This constitutes the largest gender difference within the groups of origins. For people of non-Western origin, the difference is 22.7 percent, which constitutes the second largest gender difference within origin.

Women of Western descent are the group with the lowest disposable income on average, and men of Danish origin are the group with the highest. If we compare these two groups, men of Danish origin have an average disposable income of 57.4 percent greater than women of Western origin.

Figure 12a
Average disposable income within the groups of origin and gender (average within each population)



Note: Average incomes and transfers for the entire population in the labor force aged 20 to 65, within each group of origin and gender. Source: Statistics Denmark.

Labour income:
Men of Danish origin earn the highest labor income among the groups, while women of non-Western origin have the labor income

We see a similar pattern when, instead of disposable income, we focus on labor income, i.e. income, which includes salary, profits from own business and fees for consultancy work, and which is an expression of what the individual receives for working.

Just as with disposable income, we see that people of Danish origin here too have a higher income level than the groups of people with Western and non-Western origins. Contrary to the calculation of the average disposable income, we see that for labor income there is a difference

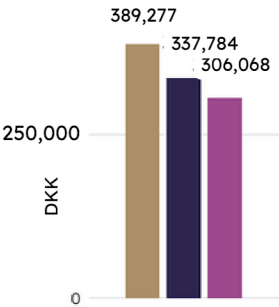
between the level for people with Western and non-Western origins. People of Western origin have an average labor income of approx. 10 percent higher than the labor income among people of non-Western origin.

When we include gender as a variable, we see that the gender differences are larger for average professional income compared to disposable income.

The average labor income for men of Danish origin is 40 percent greater than for women of Danish origin. The gender gap for people of Western origin is 37.6 percent and for people of non-Western origin, men's occupational income is 38.2 percent larger than women's.

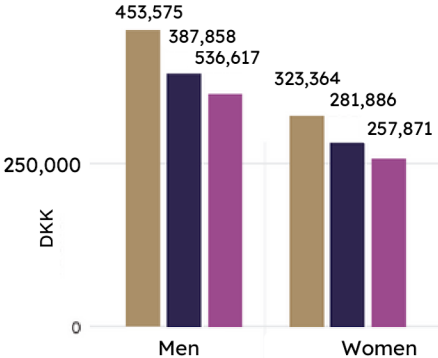
Women of non-Western origin are the group with the lowest average labor income, and men of Danish origin are, as we saw with disposable income, the group with the highest.

Figure 13
Average labor income within the groups of origin (average within each population)



Note: Average incomes before tax and contributions for the entire population in the labor force between the ages of 20 and 65, within each group of origin. Source: Statistics Denmark.

Figure 13a
Average disposable income within the groups of origin (average within each population)



Average labor income within the groups of origin and gender (average within each population).

Pension at retirement age:
Pension assets vary to the greatest extent on groups of origin

There is also a difference between the average of the pension assets of groups of origins for people in the workforce aged 60-65.

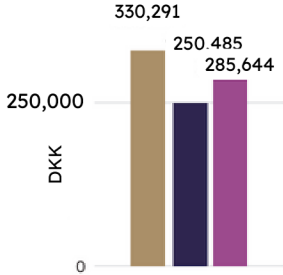
People of Danish origin have the highest average pension assets, followed by people of non-Western origin and people of Western origin.

There are also gender differences across groups of origin when it comes to pension wealth.

The biggest difference across men and women, within the groups of origin, is found among people of non-Western origin. Here, men's pension assets are on average 20 percent larger than women's, corresponding to DKK 52,923.

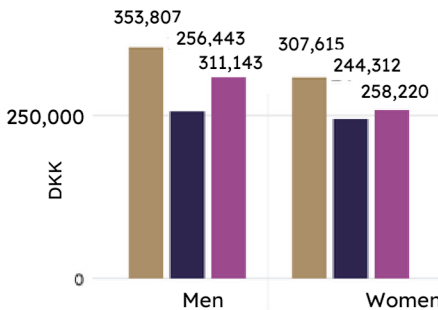
The group with the lowest pension assets in the workforce aged 60-65 are women of Western origin. The group with the largest pension assets are men of Danish origin. There is a difference of DKK 109,495 between the two groups.

Figure 14
Average pension assets within the groups of origin (average within each population)



Average pension assets within the groups of origin (average within each population).

Figure 14a
Average pension wealth within the groups of origin (average within each population)



Average pension wealth within the groups of origin and gender (average within each population).

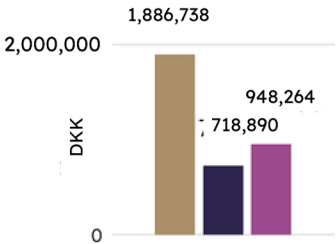
Net worth:

There is a large difference in the size of the average net worth of the three groups of origin

Net worth covers a person's real assets, financial asset components and pension assets minus any debts. As was the case with pension assets, people of Western background have the lowest net worth of the three groups of origin. The origin group with the highest average net worth is people of Danish origin.

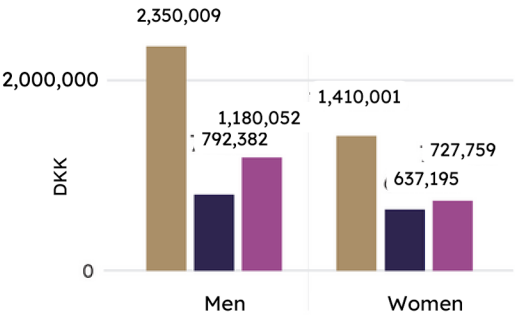
There is a difference of DKK 1,167,848 between the two groups, corresponding to the fact that people of Danish origin have an average net worth of 162 percent greater than people of Western origin. The difference for people of non-Western origin is slightly smaller, but still of considerable size. Here, the average net worth is almost 100 percent less than for persons of Danish origin.

Figure 15
Average net worth within the groups of origin (average within each population)



Note: Average incomes before tax and contributions for the entire population in the labor force between the ages of 20 and 65, within each group of origin. Source: Statistics Denmark.

Figure 15a
Average net worth within the groups of origin and gender (average within each population)



Average labor income within the groups of origin and gender (average within each population).

Within all the groups of origin, men have the largest average net worth. The largest gender differences within the groups of origin are seen among men and women of Danish origin (67 percent difference) and among men and women of non-Western origin (62 percent). For people of Western origin, the difference is significantly smaller. Here, men have an average net worth of 24 percent greater than women in the same group of origin.

Women with a western background are the group with the lowest average net worth, while men with Danish origins have by far the largest net worth. The difference between the two groups is DKK 1,712,904.

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Supplement to the Diversity Barometer:
**A nuanced look at the labor market,
a look at origin and gender**

EQUALIS