



## WAW! To Do

13 September 2014, Tokyo

The following is a summary by the Chair based on the proposals from the Participants of WAW! Tokyo 2014;

### 1. Promoting Women's Active Roles in the Economy

- (1) Obtain the commitment of top management: Clarify targets, implement action plans and increase accountability. Endorse Japan's new legislation that supports women's empowerment in the workplace. Promote change in the mindset of middle management. Train and support women and produce female role-models.
- (2) Implement unprecedented drastic reform in work style: Abandon systems of long working hours, and realize more highly productive and flexible work styles. Shift from "work-life-balance" to "work-life-management," in which one can decide how to blend work and life together based on one's own will.
- (3) Support and encourage women's entrepreneurship: Lower hurdles to obtaining financing, such as loans without a personal guarantee. Throughout their education, young people should be made aware of the choice to become entrepreneurs, so that the mindset of people can be changed earlier in their development.
- (4) Support women's business activities: Actively advance public procurement by female-led corporations. Introduce social structures that make better use of senior professionals.
- (5) Enhance expanding measures to make work and life compatible: Promote the utilization of home caregivers in order to provide more options to families raising children or caring for the elderly so that women can work. In this view, cooperate with local governments to establish national standards for home caregivers and create markets. Moreover, increase the supply of and relax relevant policies and measures to invite foreign caregivers in a more flexible manner.
- (6) Realize a gender neutral social system: Review the tax and social security systems and realize a gender neutral social system. Introduce such measures as income tax deductions in order to support child rearing. Moreover, introduce tax incentives for companies that encourage men to take parental leave.

## 2. Global Issues and Women's Initiatives

- (1) Address the immediate needs of women and children: Ensure that comprehensive and effective policies and mechanisms are in place in the events of natural disasters and other crises which may threaten human security.
- (2) Strategically invest in women's empowerment: All stakeholders, including governments, business circles and civil society should make strategic investments in the areas of education, medicine, the economy and food in order to enhance the resilience of societies.
- (3) Ensure the political leadership and participation of women: To ensure the implementation of UNSCR1325 and related resolutions, high-level political leadership and commitment, consultation by the international community with women in civil society and inclusion of the perspectives and participation of women in all stages of peacebuilding and all governmental decision-making are essential. We suggest bringing key high-level leaders together to strategize for concrete results.
- (4) Strengthen the role of women in peace and security: Document and make accessible the role that women play in peace and security and ensure that resources are available to support such efforts. End cultures of impunity for sexual violence, provide survivor-centered support in peacebuilding and create mechanisms to ensure the empowerment and support of women.
- (5) Reveal and correct biases against women in existing laws, institutions and national policies: Monitor its implementation. The rational analysis, including statistical analytics, of structural impediments to gender equality will allow us to keep a spotlight on women's challenges.
- (6) Empower Women: Technology is critical to the empowerment of women. Technology brings access to education, technical support for small and medium businesses and offers a means for women across the globe to share best practices. To build women's confidence, we need demonstrable leadership from women, not only to provide role models but to encourage and ensure gender equality.

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