

September 25 2015, Tokyo

The following was summarized by the Chair based on the proposals and ideas by WAW! 2015 participants;

Work-Life Management / Engaging Men in Reforms

Change “Long Working Hours”

<Concrete Proposals>

- Review the existing laws and frameworks in order to identify current obstacles and potential solutions for the future.
- Work to implement measures, introduce new systems, and collect relevant evidence so that both men and women can understand that work-life management is a major part of economic growth and that long working hours have many disadvantages for both societies and companies.
- Central government, local government, and the public sector should work together to promote “working style reforms,” while simultaneously supporting women’s education and career development in order to realize the reformation of men’s perceptions at home and at work.
- Implement merit-based pay systems, clarify job descriptions for each person, and clarify the company’s operating process reforms to lead to improved productivity, new business creation, and innovation.

Leaders Introduce Change and Expand the Network for Women’s Empowerment

<Concrete Proposals>

- Leaders create the mentality and cultures in their organizations. Leaders shall actively promote mentality change in their organizations.
- Acknowledge that the commitment of executives is important to promote women’s empowerment.
- Male leaders who have already been involved in promoting women’s active participation shall assemble, share the world’s best practices, expand their networks, and continue ongoing communication.

Promote “Education” to Develop Individuals’ Abilities

<Concrete Proposals>

- Promote education that develops each child’s ability instead of being limited by stereotypes from primary education.
- Educate how important it is for men and women to support family and society together.
- Popularize the mentality that it is “cool” for both men and women to participate in raising children.

Design New and Flexible Working Styles Utilizing Information and Communication Technology (ICT)

<Concrete Proposals>

- Design the working environment to consider generational differences in values regarding work-life balance.
- Reform the culture by promoting working styles that utilize ICT, which can remove restrictions on work location.
- In order to increase men’s participation in this movement, call attention to the fact that women’s empowerment leads to higher productivity in society and has strong economic influence, not just that it is important in and of itself.
- Gain additional perspectives to find new working styles by actively sharing examples and information from other regions and countries, not just relying on local information.

Implement Diversity in Organizations Leading to Innovation



<Concrete Proposals>

- Emphasize that this movement is not just about promoting women but also will provide organizations a chance to experience innovation.
- Continue efforts to minimize the gender wage gap by overcoming the gender gap in promotion rates, reducing the number of women who leave permanent positions in child-raising years, and removing the imposition of a gender division of labor.
- Each company shall strive to realize working environments in which diverse members can actively participate and understand that these efforts lead to business solutions. Central and local governments shall encourage these movements.

Further Support Women Entrepreneurs across Asia

<Concrete Proposals>

- Create curriculum in educational institutions to develop entrepreneurship; the mentality that if there are not any positions which one would like to pursue, one can create a job by oneself.
- Create an environment in which women can undertake new challenges without being overly cautious or hesitant to take risks due to considerations of work-life balance.
- Support women entrepreneurs by fostering a culture that respects people who challenge themselves even after failing once.

Women Facing Challenges

Promote Active Utilization and Enhancement of Support Systems

<Concrete Proposals>

- Create a society to thoughtfully support single mothers or women facing maternity harassment and actively make efforts to solve the issues they have.
- Create a “mechanism” by which women facing challenges can steadily receive necessary services related to raising children and/or working.
- Utilize social networking sites and encourage women to raise and share their issues.

Reinforce Actions to Support Single Mothers

<Concrete Proposals>

- Reinforce and maintain an environment in which single mothers can apply their ability and continuously participate in the labor market without living in poverty.
- Recognize that the development of childcare infrastructure and welfare systems, such as childcare allowances, play an important role. Prevent future generations from inheriting current motherhood challenges by promoting one-stop support services, providing job assistance (e.g. introducing role models), and creating working environments that makes raising children easier (e.g. providing kids rooms in offices, allowing women to come to the office with children, etc.).

Girls and Education

Work to Enable All Girls to Finish Equal and Quality Primary and Secondary Education

<Concrete Proposals>

- Work to enable all girls to complete primary and secondary education recognizing that there are social customs (child marriage, early pregnancy and childbearing, child labor, prejudice, and violence) that prevent girls' education.
- Improve the school environment (e.g. construct schools within reasonable distance, ensure safe school roads, build toilets for girls, etc.) so that girls can feel safe going to school.
- Develop and utilize highly professional female teachers.



Enhance Necessary Resources by Both Public and Private Sector

<Concrete Proposals>

- Not only governments, but various sectors including private and international organizations (e.g. the United Nations, NGOs, etc.) and families shall collaborate together in order to accelerate improvement of educational quality and environment.
- Expand scholarship programs for students, including girls and women of high scholastic standing.

Overcome Social Images and Increase Female Students in the Field of Natural Science

<Concrete Proposals>

- Enhance mentor programs and support female students in the field of natural science in educational institutions prior to higher education.
- Realize economic independence of women by increasing female students in the field of natural science in higher education.
- As necessary, overcome negative social images that suggest natural sciences are just for men or that girls are weak in those areas.
- Promote networking among women active in the field of natural science.

Peacebuilding and Women

Promote Women's Active Participation in Peacebuilding Processes

<Concrete Proposals>

- Enhance quantitative and qualitative data collection and use related to women's participation in peacebuilding processes.
- Promote women's proactive participation in peacekeeping activities, conflict prevention activities, and activities related to maintaining order.
- Create action plans based on UNSC resolution 1325 and provide guidelines.

Promote Participation of Women in the Countries and Regions Concerned

<Concrete Proposals>

- Acknowledge the contribution of women who understand the needs of their areas the most, and promote their participation in the peacebuilding and recovery processes of their countries and regions.
- Publicize local information to the government and the world.

Enhance Women's Rights Restoration and Empowerment in Recovery Process

<Concrete Proposals>

- Post-conflict economic recovery is important. Implement measures appropriate for the local situation by utilizing regional women's organizations and NGOs.
- Private sector shall collaborate to activate the regional economy and inspire entrepreneurship.

Mobilize Women's Leadership in Disaster Risk Reduction

<Concrete Proposals>

- Improve environment to allow men and women in diverse generations to participate in every decision making process about disaster risk reduction in order to mobilize women's leadership.
- Men and women shall brainstorm together to consider concrete measures to implement in the field.
- Consider the whole disaster cycle (from prevention to recovery) from the viewpoint of both men and women with diverse backgrounds and in different regions.
- Introduce the broad interests of diverse people, including youth, to Disaster Risk Reduction Activities and work to apply their abilities.



Multi-Stakeholder Partnerships for International Cooperation

Build Plans, Budgets, and Data Respecting Women

<Concrete Proposals>

- Promote collective actions involving academia, NGOs, and philanthropies, which exceed existing companies' activities, such as cooperation with UN Global Compact and CSR activities.
- Women's leadership, especially in regional society, is the key to success in multi-stakeholder partnerships. Each stakeholder, both receiver and provider of assistance, shall study, discuss, and cooperate together equally.
- Create rules for international cooperation of multi-stakeholder partnerships.
- Actively use technologies, such as mobile banking and cell phones.

Empower Women through Adequate Sanitation

<Concrete Proposals>

- Widely acknowledge that there are 2.5 billion people who do not have easy access to hygienic sanitation facilities and that 1 billion people are still practicing open defecation on a daily basis.
- Overcome issues related to the lack of sanitation facilities, such as women facing increased levels of sexual violence, girls facing barriers to educational opportunities due to lack of girls' sanitation facilities at school, as well as other sanitation problems, such as the spread of infections.
- Support activities for improving sanitation in developing countries. For example, there has been success in increasing girls' attendance at primary schools by installing sanitation facilities for girls.
- Share the role that sanitation facilities play in leading to women's safety, empowerment, and improvement of quality of life across borders.

What Youth can do to Realize the Society they Visualize

Promote Open Discussion and Take Actions based on Own Values

<Concrete Proposals>

- Take actions based on one's own values without relenting to social pressures to conform or being limited by stereotypes.
- Through open discussion and youth collaboration, break down stereotypes to create environments where diversity is accepted and societies where one can keep striving without fear of failure.
- Create environments where more people have access not just to information but also to other people, and increase opportunities by which youth can communicate their viewpoints and ideas.