

February 24, 2017, Tokyo

The following was summarized based on the proposals and ideas by WAW! 2016 participants:

Developing the Capacity of Women and Promoting Their Participation in Science, Technology, Engineering and Mathematics (STEM)

Break away from negative stereotypes

<Concrete Proposal>

- Encourage girls' interest in STEM fields. Teachers and parents, especially mothers, play an important role.
- Promote the social value of STEM fields and their role in solving a variety of problems.

Promote interaction with role models and increase opportunities to learn about STEM fields

<Concrete Proposal>

- Encourage female scientists to teach students about their careers in STEM and provide other opportunities to interact with younger generations.
- Introduce the careers of women who play important roles in STEM via TV programs and other forms of media.
- Encourage female students as well as women to proactively design their career plans to create a gender-equal environment.

Increase cooperation and communication between public and private sectors

<Concrete Proposal>

- Have companies and organizations encourage and support women to build careers in STEM, leading to the empowerment of women in STEM fields
- Publicize the need of human resources engaging in the STEM field in the private sector and disseminate what women can do and how they can shine in the area.
- Collect and utilize data of the gender ratio in STEM and other fields.
- Consolidate systems to support all stages of women's career, including reinstatement of female employees who had previously left their jobs for pregnancy or other reasons.
- Consolidate systems and environments which enable people to take advantage of mentor programs and other supporting tools regardless of their affiliated organizations for career development in the STEM field.

Promote overall gender equality in society to enhance women's participation in STEM

<Concrete Proposal>

- Promote work-life management.
- Make efforts in order to dispel gender norms and unconscious bias in both political and business sectors.
- Formulate policies that reflect a large range of the public voice.

Promoting Women's Leadership

Break down the stereotype toward female leaders

<Concrete Proposal>

- Promote training at all levels to abolish the stereotype of female leaders.
- Encourage all members of society, especially male family members and friends/colleagues, to support female participation. Male leaders should recognize women's empowerment as a priority issue and reform accordingly.
- Ensure that children are treated equally at home regardless of their gender.
- Proactively promote the participation of women in both public and private sectors.

Enrich systems to enhance women's leadership

<Concrete Proposal>



- Consider adopting new systems and affirmative taxation systems in order to increase the number of women leaders.
- Enhance childcare at offices and other facilities both in number and quality; particularly important to fully equip the facilities for part-time workers.
- Introduce a flextime system.
- Increase men's commitment to increasing women leaders and change awareness at the managerial level.
- Support female entrepreneurs by sending advisors, monetary support, renting workspace, etc.

Work-Life Management 2.0

Promote changing attitudes of the way of working and role-sharing

<Concrete Proposal>

- Encourage company leaders to raise awareness of the new ways of working and role-sharing; changing the mindset of their employees should be seen not only for personal benefit but also for a successful business.
- Incentivize evaluations of company management reforms to encourage flexible and diverse ways of working
- Introduce new types of evaluations and commendation for company management to use to evaluate workplace attitude reform attempts.
- Proactively use mass media and mentors to dispel the traditional and stereotypical ideas of role-sharing at work, home, and in society.
- Promote the potential positive effects of changing attitudes, including a new market geared toward men at home

Develop and implement tools to achieve flexible working environments

<Concrete Proposal>

- Actively adopt flextime and reduced working hours.
- Use Information and Communication Technology (ICT) to improve flexible working hours and work locations. Encourage leaders to promote the use of ICT (including by potentially introducing mandatory tele-work) and provide all essential equipment.
- Introduce new ways of working that are not determined by the traditional model in order to improve productivity and time management.

Promote data collection and accessibility to the relevant useful information

<Concrete Proposal>

- Gather useful information, such as the correlation between work hours and productivity and challenges to women's participation in the workplace and utilize it to raise awareness and reform effectively.
- Promote a network building to share experience, efforts and information such as policies and regulations and their impact on women's participation in society.
- Promote adopting appropriate numerical target and monitoring mechanisms.

Enable a working environment that supports life events

<Concrete Proposal>

- Enrich and facilitate access to childcare and nursing care services. Consider utilizing the retired generation and neighboring community.
- Enhance a supportive environment such as providing recurrent training which encourages women to return to their work and to continue their career development.
- Enrich the working environment which motivates men to participate in housework and childcare by promoting taking childcare leave and so on.



Women's Well-being – Especially Improving Sexual and Reproductive Health and Rights -

Advocacy, Promotion, and Familiarization of Reproductive Health/Rights

<Concrete Proposal>

- Recognize that women's economic empowerment is impossible without being healthy, and organize, promote, and familiarize advocacy campaigns that deal with reproductive health and rights issues women experience as life-long issues.
- Improve health services and increase access to affordable, quality reproductive health services for women as she wishes, acknowledging that reproductive health/rights is key to achieving Universal Health Coverage (UHC).
- Recognizing that during humanitarian crises, women are under higher risk of survival than men, formulate emergency response/disaster prevention programs that consider risks unique to women and responds to the unique needs of women, such as reproductive health, when responding to crises. Include workplaces, leaders of local communities, organizations, teachers, and parents as sources for advocacy and awareness-raising, enabling individuals to learn how to understand their health conditions, and make the best choices possible.
- Provide sexual education programs from the youth perspective, and make them youth-oriented. By promoting sexual education programs led by youth, young men and women can advocate among peers on their own issues.
- Utilize private sector resources and increase public-private partnerships to secure life-long health.

Adopt a comprehensive approach for change

<Concrete Proposals>

- Change social norms themselves.
- Abolish sexually discriminative laws and policies.
- Nominate (and praise) role models, agents, and other individuals, especially men, who set an example of social change. Create a collaborative network of community organizations, and establish common ground between stakeholders including teachers, local community, and religious leaders.
- Ensure that education targets both genders. Informal education, in the homes and communities, is equally as important as formal education.
- Include women's voices in all decision-making processes regarding reproductive health/rights.

Collecting and sharing data

<Concrete Proposal>

- Collect and share good practices of women's health policies.
- Recognize and deal with the lack of relevant data to promote women's health.

Participation and Empowerment of Women in Peace and Security

Promote the participation of women in peace-building

<Concrete Proposal>

*Promote the participation of women in decision-making

- Increase the number of women at the decision-making level in peace-keeping forces, police, Parliament, etc., and promote a system with equal participation of women and men in decision-making processes.
- Increase gender advisors who have a strong influence on the decision-making of peace keeping forces.
- Make and implement a National Action Plan to implement Security Council Resolution 1325 and establish a mechanism for its monitoring and evaluation with accountability.
- Promote the participation of women in policy-making, especially in Parliament and develop policy from women's perspective.
- Promote policies and make plans with consideration of women and children by promoting women's participation in making and implementing recovery plans after a natural disaster.



*Promote the participation of women in the field

- Promote the participation of women, especially at the senior level, on the frontline of peacekeeping operations, in order to contribute to decreasing the number of victims of sexual violence, and to providing better care for those victims.
- Increase the number of female doctors and police officers in the field and at camps in order to prevent and assist victims of gender-based violence.

Strengthen training

<Concrete Proposal>

- Strengthen training on women, peace and security for leaders and future leaders of major institutions and promote top-down change.
- Provide education on women, peace and security and basic gender training at national defense universities, research institutes, national defense medical colleges, institutes for developing lawyers and judges, training institute for administrative officials, and for prospective public servants.
- Provide training to enhance the resilience of women in the community and help them prepare mentally and physically on how to act at the time of conflict and natural disaster.
- Train women as educators to spread disaster risk reduction education.

Strengthen efforts to address gender-based violence

<Concrete Proposal>

- Focus more on gender-based violence under conflict.
- Strengthen collection of data on gender-based violence and best practices for addressing gender-based violence, and share them with male experts.
- Strengthen the speedy and holistic system to prevent and respond to gender-based violence by increasing the number of female experts such as doctors, nurses, police officers, counselors, legal professions (judges, public prosecutors and lawyers), etc.
- Use technology to effectively prevent gender-based violence.

Gender Equality from Youth Perspective - Current Situation and Challenges -

<Concrete Proposal>

- Young men and women, as future leaders, should contribute to creating a gender-equal society. Encourage other youth to join the cause.
- Recommend governments abolish discriminatory laws based on gender and improve the legal frameworks for young women which are not protected by the current laws and systems.
- Recommend governments develop a system to reflect the youth's voice on policies and establish a forum for political dialog with youth.
- Propose the Japanese government to lead gender equality in the world and in the field of international cooperation.

Innovation from Local Communities: Toward Society where Women "Truly" Shine

For women and men hoping to make local communities where women can live and work comfortably

<Concrete Proposal>

- Develop women's confidence and nurture self-esteem for overcoming patriarchal authority and stereotypes based on age, by encouraging them to take interest in new issues outside the daily routine, get experience, knowledge and technique, and promote solidarity with others in the same situation.
- Find role models for having courage to step forward and achieve their goals.
- Be the change maker, as innovation brings change not only to technological aspects but to social systems and social norms, and leads to self-improvement.



For local community
<Concrete Proposal>

- Recognize that communities can be improved by accepting diversity. People coming from outside of the community could bring knowledge and resources to make a positive impact. People from outside of the community often find valuable local resources which are often neglected by people within the community.
- Establish systems to include the perspectives of women, young women, and girls in the decision-making process.
- Analyze the data of large cities and local communities regarding women's participation, rural-urban migration, income, etc., and implement measures to address the diminishing population in local communities.