



Host: The Government of Japan

World Assembly for Women **WAW!2016**



— Report —

December 13 - 14, 2016
Grand Prince Hotel New Takanawa

WAW! 2016

World Assembly for Women

The World Assembly for Women (WAW!) was held for the first time in 2014 with the aim of realizing a society where women shine, both in Japan and across the world.

At WAW!, participants comprehensively discuss the various issues surrounding women and make proposals. WAW! provides opportunities for frontrunners in the political, economic and social fields to exchange views candidly in their own words despite their differences in nationality and affiliation.

WAW! 2016 is themed as “WAW! for Action.” This theme has the message that we are done with the discussion about the need for women’s active participation and now is the time to act.

A public forum was held on the first day. Prime Minister Abe along with leaders from Japan and around the world made remarks and panel discussions were convened.

On the second day, participants from Japan and abroad held discussions at five different high-level round tables as well as two special sessions. The contents discussed at the tables were summarized as their proposal and presented at the closing session. At a later date, this year’s proposal was circulated as “WAW! To Do 2016” (UN document A/71/829).

In order to make WAW! a bigger movement, the WAW! Secretariat called for organizing official side events during the “Shine Weeks” (October 1, 2016 - January 31, 2017) and a total of 145 events were held both inside and outside Japan.

WAW! makes proposals to the world in order to create our ideal society.
WAW! is a movement. We will discuss and send out our messages to the world.
WAW! is a network. We will network with one another, act together, and become connected beyond our countries and cultures.

This report was produced by the Gender Mainstreaming Division of Foreign Policy Bureau, Ministry of Foreign Affairs of Japan, in cooperation with Sophia Institute, Co., Ltd.

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1. Public Forum

Date: December 13, 2016 (15:00 - 17:30)

Venue: Grand Prince Hotel New Takanawa 3F, *Hokushin*

The Public Forum took place on December 13, attended by approximately 800 participants. Prime Minister Shinzo Abe delivered his opening speech as he had done for WAW! 2014 and 2015. Under this year's theme "WAW! for Action," he spoke about Japan's specific initiatives, focusing on "work-style reforms," "women's leadership," and "building peace in society by women," and how the international community should move forward together toward a society where all people can participate by changing "consciousness and mindset" through "action."



Marne Levine, COO of Instagram

Ms. Marne Levine, Chief Operating Officer (COO) of Instagram, delivered a keynote speech where she noted that technology can bring more flexibility to women's work environment. She provided innovative solutions, by sharing her own experiences in promoting work-life management and women's active participation in society.

Mr. Sadayuki Sakakibara, Chairman of Keidanren (Japan Business Federation) emphasized in his remarks that the business community in Japan considers women's active participation as an important "management strategy" and introduced specific initiatives. Ms. Yuriko Koike, the first female governor of Tokyo, introduced the implementation of "life-work balance" in relation to "Work-Style Reform" in Tokyo, which is led by the Governor herself, and introduced initiatives aimed at changing the mindsets of women themselves.

Ms. Phumzile Mlanmbo-Ngcuka, Executive Director of UN Women, a UN organization that has a strong partnership with Japan, introduced Prime Minister Abe as the IMPACT Champion of the UN Women's "HeforShe" campaign, which calls for men and boys' engagement to promote gender equality. She also made remarks on issues such as responses to violence against women, the importance of women for the Sustainable Development Goals (SDGs), promoting women's active participation in the fields of Science, Technology, Engineering and Mathematics (STEM), positive outcomes for women's economic empowerment as well as its challenges, including equal pay for equal work, promoting gender equality through women's active participation in sports, and advancing women's leadership.

Video messages from Ms. Aung San Suu Kyi, State Counsellor of the Republic of the Union of Myanmar, and Ms. Homare Sawa, former captain of the Japan women's national soccer team were aired. In her message, Ms. Suu Kyi pointed out the importance of working together to build a world in which women can demonstrate their abilities. Ms. Sawa stated the importance of women to understand and manage their own bodies, as well as to continue holding on to one's dreams and goals. The



Aung San Suu Kyi State Counsellor of the Republic of the Union of Myanmar



Homare Sawa, former captain of the Japan women's national soccer team



Phumzile Mlanmbo-Ngcuka Executive Director of UN Women



Sadayuki Sakakibara Chairman of Keidanren



Yuriko Koike governor of Tokyo



Prime Minister Shinzo Abe

audience listened attentively.

At Panel Discussion 1 "Building Peace in Society by Women," Ms. Marriët Schuurman (North Atlantic Treaty Organization (NATO) Secretary General's Special Representative for Women, Peace and Security) moderated the panel. The three panelists, Ms. Awut Deng Acuil (Minister of Gender, Child and Social Welfare, Republic of South Sudan, Ms. Sreytouch Sun (Disability Inclusion Officer, International Committee of the Red Cross, Cambodia) and Ms. Sieng Sokchan (Director, Battambang Women with Disabilities Forum/ Coach, Battambang Women Wheelchair Basketball Team, Cambodia) introduced their actions aimed at building peace in their own societies despite the many challenges faced during conflicts. Ms. Schuurman stated, "Women have played significant roles as peace-builders. Records show that where women and civil society took part in the peace building process, there was 64% less chance for the peace accord to fail, and 35% of such peace agreements tended to last over 15 years. However, female peace negotiators comprise only 9% of the total number, female signatories make up 4%, female officers of UN PKO make up 3%, and female police officers in the PKO comprise only 10% (target is 20%). Ms. Awut said, "Women, by nature, are pacifists and peace-builders. The first challenge is that women face adverse customs and practices. The second challenge is that women's opportunities are deprived. In their families, their brothers are given higher priority, and public policies and laws do not support women adequately. As a result of long-term oppression, women have become passive and less confident to go out and defend their own rights. Both women and men need to change their mindsets." Ms. Sokchan, who became paralyzed from the waist down during the Cambodian civil war, said, "Through ICRC's support of women's wheelchair basketball, the lives of women (including myself) have changed. We now participate in society and are more confident." Ms. Sreytouch, who has supported Ms. Sokchan, also commented, "I learned through my experience working with handicapped women that disability is not a barrier in itself. If the community and society provide equal opportunities, they can do anything that a non-handicapped person can do."



Panel Discussion 1 "Building Peace in Society by Women"

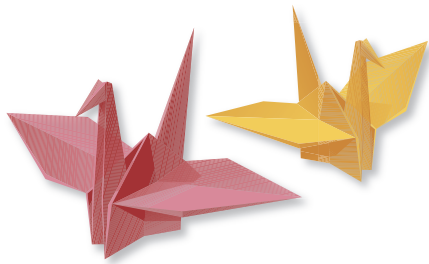


Panel Discussion 2 "Sports and Women"

At Panel Discussion 2 "Sports and Women," Ms. Kaori Icho (Rio Olympic gold medalist in wrestling), Ms. Sae Tsuji (Rio Paralympic bronze medalist in track and field), Ms. Mayumi Narita (Athens Paralympic gold medalist in swimming), and Ms. Hiromi Miyake (Rio Olympics bronze medalist in weightlifting) attended and exchanged views on the unique environment surrounding female athletes, as well as other women-specific issues. They pointed out the importance of understanding the mental and physical differences between male and female and shared their concerns as female athletes about marriage and motherhood. They also shared how much they have learned through sport, such as the necessary things in life, etiquette, how to connect with others and the value of a challenging spirit. As a message to women in Japan and around the world, Ms. Miyake noted, "In the Olympic games, many women perform brilliantly and more women are able to win medals than men. Women have become stronger. There are differences in physical strength, but we would like to maintain harmony with men through what women can do." Ms. Narita's message was "Women's power is outstanding. Our power will make the 2020 Paralympics a success." Ms. Tsuji noted, "We live in a world that is not easy to live as women, and work is also challenging, but we hope to send positive messages about women through sport." Finally, Ms. Icho noted, "As a female athlete who has built a career in sport, I would like to work on addressing the current challenges."



Audience



2. Opening Session

Date: December 14, 2016 (10:00 - 11:00)

Venue: Grand Prince Hotel New Takanawa 3F, *Hakuun/Keiun*

On the second day, participants in the High-Level Round Tables and Special Sessions attended the Opening Session. Prominent figures made their remarks to mark the start of the sessions.

Mr. Katsunobu Kato, Minister in Charge of Women's Empowerment and Minister of State for Gender Equality, said that the Abe Administration places the promotion of women's active participation as the core issue of Japan's "Plan for Dynamic Engagement of All Citizens," and among others, the top priority issue is "work-style reforms." He also said that the Act on Promotion of Women's Participation and Advancement in the Workplace obligates central and local governments, and large corporations, to understand the situation of employing and promoting women, formulate action plans with concrete numerical targets, and make the information available. He also stated that Japan will make further reforms, including equal pay for equal work, improvement of the treatment of non-regular workers, and create an environment for a flexible work-style.

Ms. Helen Clark, Administrator of the United Nations Development Programme (UNDP), stated that in regards to the Sustainable Development Goals (SDGs), an understanding of the need for gender equality for women's active participation had been indicated, and identified the following areas as being in need of particular attention: 1. the promotion of women's political participation through the introduction of a quota system, 2. the elimination of gender pay gaps and the provision of regular employment to women, and 3. the prevention of violence against women.

Ms. Fumiko Hayashi, Mayor of Yokohama City, touched on the issue of under-representation of women in decision-making positions in Japan, and pointed out that the perceptions of gender norms and Japan's labor practices characterized by long working-hours are barriers to the promotion of women's active participation. She also introduced Yokohama City's efforts to support women.

Finally, Mrs. Akie Abe, spouse of the Prime Minister of Japan, stated that she was pleased that WAW! 2016 has convened for the third time, while raising the question that conflict and poverty remained unresolved despite the fact that international conferences of this kind are being held globally and nations around the world are making efforts. She described that it is necessary for each individual to pay attention to their peace of mind.



Katsunobu Kato,
Minister in Charge of
Women's Empowerment
and Minister of State for
Gender Equality



Helen Clark,
Administrator of UNDP



Akie Abe,
Spouse of the Prime
Minister of Japan



Fumiko Hayashi, Mayor of
Yokohama City



Audience

3. High-Level Round Table

H-1 Developing Capacity of Women and Promoting their Active Roles in Science, Technology, Engineering and Mathematics (STEM)

Date: December 14, 2016 (11:15 - 12:45 / 14:45 - 16:15)
Venue: Grand Prince Hotel New Takanawa 1F, *Zuiko*

Discussions were held on identifying the challenges faced in building women's capacities and promoting their active participation in the STEM fields, and what measures should be taken from now on.

On the challenges, expectations from parents and teachers have a significant influence over the children's career decisions, and there is a tendency for men to select engineering and physics while women select humanities and medicine. When women go into the STEM fields, there is a bias that women are expected to take up research positions and therefore have fewer career options.

Under such circumstances, the panel made recommendations such as ensuring no bias against women at job interviews, conducting campaigns through social media to change the image of the STEM fields, implementing measures to change the mindsets of parents, especially mothers and teachers, so that they do not interfere with women's interest in STEM, and disseminating information on how STEM knowledge can provide a wide range of career opportunities other than research. The panel also discussed that unconscious bias may not be easily removed, but that rules should be changed to minimize its influence.

In addition, it was pointed out that a lack of role models makes it difficult for young women to visualize a STEM career. The panel proposed that STEM experts and the media work together to raise the visibility of women in the STEM fields and to continue to disseminate information on their active participation as well as to create opportunities where students can talk to female STEM experts in person in order to become more familiar with female scientists.

Some panelists noted the need to collect and publish data on the various reasons why women chose not to pursue STEM careers, and to make information available on salaries as well as the gender-ratio of inventors. In order to fill the gaps in both skills and jobs, they also urged leaders of private companies to become actively engaged in promoting women to enter a STEM career by putting in place adequate policies, including maternity-leave and maternity-return policies that allow women to resume their careers.



Discussion among participants

Current Situation and Issues

Fostering diverse human resources that can contribute to innovation is needed to enable the world to ensure sustainable, inclusive, and equitable growth, and to achieve the Sustainable Development Goals (SDGs). To that end, participation of women and girls in society, equal right for leadership, high-quality education, and access to health service are essential. It is important to eliminate gender disparity and gender stereotyping in education, vocational training and professions, to diversify women's career and choices, and to support the efforts for achieving their goals through the efforts to promote women's participation in science and technology, information and communication, and medical field where women's participation has been relatively limited in the past.

"Kurashiki Declaration" adopted at the G7 Kurashiki Education Ministers' Meeting in May, 2016, recognized the importance to promote the empowerment of women and girls to achieve sustainable, inclusive and equitable growth, and to ensure the equal opportunities for women's full and effective engagement in all fields including STEM. G7 Ise-Shima Leaders' Declaration also stressed the necessity to ensure equal opportunities for leadership and promotion of the Women's Empowerment Principles (WEPs) of UN Women. Based on the discussion at the Education Ministers' Meeting, Women's Initiative in Developing STEM career (WINDS) was launched as a G7 initiative, as promoting the active role of women and women's career in STEM fields would contribute to broadening the talent pool and enhancing creativity and innovation.

Fostering diversity in society and innovation is the common challenge not only in developed countries but also in other countries, and introducing the various perspectives in product development and research has promoted innovation and has been widely recognized as a key to address the challenges in the world. Also, gender imbalance in specific professions is seen as one of the causes of gender gap in salary.

The percentage of the female researchers in STEM fields has been increasing, but it is still low, resulting in about 30% in the United Kingdom and the United States and about 15% in Japan. The reason for this low percentage is the limited number of women who choose STEM courses compared with men, thus increasing the number of female students choosing STEM career is needed for expanding the pool of human resources in STEM. In addition, offering the opportunities for capacity development and vocational training in women's each life-stage is critical.



Discussion among participants



Q&A from high school students

【Participants】(Random order)

Akiko Nakajo / Stephenie Foster (USA) / Liudmila Antonavskaya (Belarus) / Montserrat Gomendio (OECD) / Rebecca K Green (USA) / Reiko Kuroda / Averil MacDonald (UK) / Mayu Miyajima / Phumzile Mlambo-Ngcuka (UN Women) / Kumiko Ninomiya / Marisa Ozaki (Sputnikol) / Bunker Roy (India) / Simona Settepanella (Italy) / Emi Tamaki / Miyoko O. Watanabe / Mary A. Wells (Canada) / Iris Wieczorek (Germany) / Viviane Willis-Mazzichi (EU) / Minami Yoda

*Participants list: pp. 28-29

3. High-Level Round Table

H-2 Promoting Women's Leadership

Date: December 14, 2016 (11:15 - 12:45 / 14:45 - 16:15)
Venue: Grand Prince Hotel New Takanawa 1F, *Kyokko*

The panel held an enthusiastic discussion on what measures are required to create an environment where women leaders can demonstrate their abilities and actively participate, while identifying a lack of role models and bias against women leaders as barriers which prevent more women leaders in companies. The discussion was mainly on the issues of how to increase the pool of future women leaders amid the lack of role models, how to train women leaders, and what measures are necessary to support them.

First, panelists introduced the concrete initiatives they undertook to increase the number of future women leaders, such as providing networking opportunities via the internet and government incentives that provide extra points to companies with policies that promote women leaders in public procurement. There were also comments on the importance of breaking through stereotypes, for example, senior male managers understanding the added value of diversity that women leaders can bring. While the panelists held different views on the quota system (a system that allocates women a certain number of seats), they felt that such a system could lead to the right direction in increasing the number of women leaders. They recommended ensuring transparency for the selection process, and at the same time, considering the provision of incentives.

Next, on how to train women leaders, the panel suggested to provide incentives for becoming leaders, exhibit role models, remove unconscious or implicit gender bias against women leaders, and conduct systematic training at all levels across the public and private sectors in order to actively promote women leaders.

Furthermore, in order to support female leaders, the panel discussed the creation of an environment where women leaders can be further empowered and demonstrate their abilities. In addition to promoting support from their partner and family, the panel discussed the need to increase the access to and improve the quality of nursery services for part-time workers as well as the introduction of flexible-working hours and the promotion of work-life balance.



Discussion among participants

Current Situation and Issues

More than 20 years have passed since the agreement of women's participation in all spheres of society, including participation in the decision-making process, on the Platform for Action of the 4th World Conference on Women. Also in Japan, 30 years just passed since the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment which prohibits gender discrimination in the workplace came into force. Today, it is not unusual for women to be in management positions, however, are they really involved in the fundamental decision-making process?

Women's equal participation in decision-making level does not remain in a moral issue. Promoting women's participation in politics is extremely important especially in rural areas, from the perspective of representing social structure more accurately, and reflecting a variety of public opinion. In the economic field, the fact that women are active in a company's responsible position means that diversified values are reflected in the management of the company, innovation is promoted, corporate competitiveness and social evaluation are improved while leading to improvement in corporate value. In the capital markets, there is a trend to evaluate companies that are actively working on women's success and raising their management skills, as the interest in sustainable growth of companies is rising. For example, information about women's activities may be emphasized in the Environmental, Social and Government (ESG) investment.

Japan has set the goal of "expecting the percentage of women to be at least 30% in leadership positions by 2020 in all sectors of society", and implements various initiatives for steadily promoting women to higher positions. In particular, Japan strongly promotes formulation and publication of corporate action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace fully enforced in April 2016 and publication of related information, efforts to evaluate accredited companies under the Act in public procurement, the examination of the way to foster female executive candidates, and expansion of the movement to nationwide efforts to promote women's success conducted by companies' executives.

Despite the broad understanding that women's further participation is indispensable for high-quality growth, why is not there any progress in the visible form? In WAW! 2015, the need to change long hours working and awareness of leaders was proposed. It is necessary not only to change the awareness of the leader but also to take an initiative which enables women to have image and motivation for their career. It is often pointed out that "women do not hope" and "women do not have a desire to be promoted" as reasons for few or no female managerial positions. However, in the case of women, there are strong concerns about difficulties in balancing work and family by promoting to a managerial position, and the absence of role model close to them. So, it is not quite right to consider "women have no challenging spirit". If female employees resolve concerns about balance between work and family and female managers who could be role models become familiar, it is considered that more women are appointed to managerial positions. It is also considered important that companies in which women play an active role are evaluated in society through capital markets and procurement etc.



Discussion among participants

【Participants】 (Random order)
Miki Tsusaka / Katherine L. Adams (USA) / Abigail Friedman (USA) / Fumiko Hayashi / Maki Hosokawa / Mun-Myung Huh (Republic of Korea) / Hiroichi Mizuno / Irene Natividad (USA) / Hideaki Omiya / Anjan Shakya (Nepal) / Eikei Suzuki / Yukako Uchinaga

*Participants list: pp. 28-29

3. High-Level Round Table

H-3 Work-Life Management 2.0

Date: December 14, 2016 (11:15 - 12:45 / 14:45 - 16:15)
Venue: Grand Prince Hotel New Takanawa 1F, *Gyoko*

A lively discussion took place on the challenges to further promote work-life management. While the mindset of the younger generations tends to show a change in regards to work-life management, the panel pointed out that the reasons for the slow progress despite having the systems and policies in place are due to the static mindset of people in general. The panel identified the challenges involved in consciousness reform, in particular, changing the mindset of those generations deeply embedded in the notion of gender-based division of roles. The panel proposed the use of media campaigns as well as to make use of mentors at work.

In terms of further measures, the panel identified the need for top management to take the lead in changing the work-style, the mindset of men, and in identifying and awarding role models.

Taking into account that there have already been various initiatives, both in the public and private sectors, for putting in place systems to promote flexible work-styles that correspond to different life events, the panel looked into the following policies and initiatives. These included: effective utilization of ICT tools such as short-hour work, flex-time and tele-work, with the provision of the necessary infrastructure; increasing the quantity of mid-career recruitment; introducing job performance assessments that are results-based and not based on hours spent working; enhancing support mechanisms such as nursery schools; support systems for post-parental leave; implementing recurrent training programs for those returning to work after raising a family at home; and encouraging men to take paternity leave. There was also a comment that drew attention to the potential of a new market that could be created as more men take up domestic work.

In addition, the panel proposed to enhance the documentation of data and information related to the on-going efforts to promote work-life management. The scarcity of such documentation is a problem. It was pointed out that if data showing improvements in productivity as a result of measures to promote work-life management can be made public, senior managers will be convinced of the benefit in actively promoting these measures. It was also suggested that the government should develop a standardized reporting mechanism on work-life management, similar to financial reporting, for companies to report back to the government.

Further discussions were held on the importance of listing all the policies and regulations on work-life management and women's participation, and making a comparison across different countries, and also on the importance of conducting a global level study by governments and agencies to demonstrate the increased productivity that results from a short-hour work and from women's work participation, and then to make such information available for all.



Discussion among participants

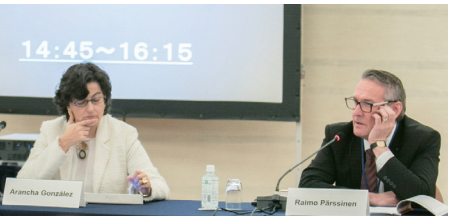
Current Situation and Issues

The time given to each of us is limited. Realizing the harmonization of work and life (e.g. family life, childcare, nursing, and hobbies) enhances the values of individual's time and contributes to creating a society where peace of mind and hopes can be realized, and it also leads vitalization of communities through increasing opportunities of participation in public and other activities. While efforts for harmonization of work and life, what we call work-life management, are commanding attention in Japan, various challenges have also become obvious. For example, the rate of employees working more than 60 hours per week still remains high. Long working hours are due to the fact that not only managers but also employees themselves have positive images of people working overtime and that employees are paid not based on outcomes but on hours they work. In addition, the rate of women who leave their jobs after marriage is 17%, and the rate of these after their first delivery is as high as 46.9%¹. Even when women benefit from measures such as short working hours and child-care/nursing leave, they might be forced to choose a career path deviated from promotion (what we call "Mommy Track"). In fully utilizing various human resources and increasing competitiveness, it is inevitable for companies to provide various work-styles which meet each employee's need, as well as to consider health and life of each. To greater or lesser degree, work-life management remains a common challenge faced by every nation. Recently, "work" in the context of "work-life management" tends to be interpreted as what should be pursued as part of life, not simply what is compatible with life.

The Government of Japan has generated momentum for promotion of harmonization of work and life through developing institutional frameworks, improving labor environment and hosting various campaigns in cooperation with business communities, labor unions and, ministries and local governments. The Government of Japan strives to reduce long working hours, familiarize flexible work-style such as telework and support the efforts of people to split their time between their work and such activities as child-caring and nursing. As a part of these efforts, this year, the Government of Japan has launched an initiative to evaluate certified private companies etc. which make good practices based on "The Act on Promotion of Women's Participation and Advancement in the Workplace" in process of public procurement, and established "Council to Realize Working-style Reform". Furthermore, many private companies undertake reforms on work-style, in tandem with these on mentality of employees and corporate cultures.

Although various initiatives targeting both men and women have been conducted as described above, further efforts are required in the institutional building and mindset change so that both men and women can realize work and life as part of their own lives.

¹ National Institute of Population and Social Security Research, "The 15th Japanese National Fertility Survey"



Discussion among participants



Audience

【Participants】 (Random order)
Atsuko Nishimura / Irene Hirano Inouye (USA) / Yoshihisa Aono / Arancha Gonzalez (ITC) / Tetsuya Honda / Shoji Ito / Renge Jibu / Kamine Johnson Smith (Jamaica) / Hiromi Kambe / Kathy Matsui / Elise Moison (France) / Hironobu Narisawa / Raimo Parssinen (Sweden) / Kaori Sasaki / Jennifer Semakula Musisi (Uganda)

*Participants list: pp. 28-29

3. High-Level Round Table

H-4 Women's Well-being -Especially Improving Sexual and Reproductive Health and Rights-

Date: December 14, 2016 (11:15 - 12:45 / 14:45 - 16:15)
Venue: Grand Prince Hotel New Takanawa 2F, Aoba

The panel discussed and made proposals on the challenges of women's well-being, especially their sexual and reproductive health and rights, and on the need for comprehensive and data-grounded measures.

As for the challenges, panelists shared their understanding that there would be no progress without valuing the advancement of "sexual and reproductive rights," and that men should be included in the discussions on how to empower women through the advancement of their rights. The panel was also aware that much progress has been made on the work for reproductive health, which would lead to changes. There was a shared recognition that we are at the stage where government, NGOs and private companies should all come together to cope with the challenges.

In terms of specifically identified challenges, the panel pointed out the issue of vulnerability of women, in particular adolescent women and girls, in times of peace as well as crises. Customs of child marriage and unexpected pregnancies lead to the loss of education opportunities and well-being, which impede their rights in the form of constrained life options for the later stages of their lives. It also raised the issue of the lack of a guaranteed right to receive or choose education that would enable women to decide whether or not to have a child, and when. Reproductive health is an issue for women ranging from the young to those in old age, and in this regard, the panel called attention to the reality that infertility could trigger violence against women which should be recognized as a serious issue. There is also lack of awareness from men and society in general that "sexual and reproductive health and rights" are women's rights, which should be tackled comprehensively, the panel pointed out.

As for the need for comprehensive and data-grounded measures, first of all, it was mentioned that the issue of "sexual and reproductive health and rights" is closely related to various sectors, and a multi-sectoral approach, including legal, educational and workplace, would be necessary. The panel also pointed out that a cross-cutting approach taken by the relevant institutions in several sectors by utilizing data which showed correlations between girls' reproductive health and poverty, extended girls' attendance at school by providing school lunches and a decline in the rate of child marriage, for example, would be a path that leads to a solution. Second, an initiative that shares good practices in relation to policies on women's well-being and economic empowerment (Healthy Women, Healthy Economy) received attention as a potential solution. Third, it was raised that under the circumstances of a crisis or natural disaster where humanitarian support should be provided, ensuring women and girls participate in the decision-making process and not simply treating them as targets of protection would lead to their empowerment. Women's voices are necessary as part of the decision-making processes in order to minimize risks, prepare for emergencies, and increase resilience. Fourth, the panel referred to the Social Institutions & Gender Index (SIGI), a database related to the SDGs, which contains data gaps in its categories, such as access to contraceptive methods. In order to understand the current situation and assess what specific measures are required, it is essential to resolve these data gaps. Fifth, in order for women to make appropriate sexual and reproductive choices, information should be delivered in a way that gives women sufficient access to the relevant information. Sixth, the panel pointed out the primary importance in making political leaders understand the importance of women's well-being, as it is not often given priority when allocating budget.



Discussion among participants

Current Situation and Issues

While being mentally and physically healthy is essential for both women and men to lead rich and fulfilling lives, women have unique issues such as pregnancy and delivery. Receiving appropriate information about their health as well as having easy access to related health services are essential for women to make their own decisions on their lives. Today, there are many challenges such as lack of women's decision-making and plan on their pregnancies, maternal mortality, sexually transmitted diseases (STD) including HIV/AIDS, and female genital mutilation (FGM). These problems are deeply related to development issues such as girls' low enrollment rate, low female employment rate, decrease of GDP, and increase of poverty, partly resulting from early and forced marriage and early pregnancy in developing countries. Issues of sexual and reproductive health and rights are challenges that need to be addressed in developed countries as well. Due to lack of access to appropriate information about women's health and limited practice based on their knowledge, unexpected pregnancy and child neglect/abuse stemming from it are serious issues. For example, in Japan, the percentage of women (15-49 years old) who use modern contraceptive methods is about 50 percent¹, and the rate of women who receive medical check-up on breast cancer and cervical cancer is also low.

Sustainable Development Goals states "By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs" as a target of Goal 3. "G7 Guiding Principles for Capacity Building of Women and Girls" released at G7 Ise-Shima Summit in 2016 mentions "We commit to continue to prioritize the provision of health services for women and girls, including family planning services and to support efforts to enhance women's rights to make informed decisions about their health care and fertility, with a view to promoting their ability to take part in education, training and economic opportunities" and "G7 Ise-Shima Vision for Global Health" focuses especially on adolescents and emphasizes the need to "provide access to sexual and reproductive health rights and services with a focus on adolescent-friendly services and participation". International efforts to address these issues are needed both in developed countries and developing countries.

In addition to receiving enough information about women's health and enjoying basic human rights by making their own decisions, it is essential to change the mindset of community including men in order to make women stay mentally and physically healthy in each life-stage. Thus, various measures should be further discussed by multi-stakeholders.

¹ UNFPA, State of World Population 2015



Discussion among participants

【Participants】 (Random order)
Sumie Ishii / Susan Herbert (UK) / Anne-Birgitte Albrechtsen (Denmark) / Dorji Choden (Bhutan) / Tewodros Melesse (IPPF) / Babatunde Osotimehin (Nigeria) / Elisabeth Rasmusson (WFP) / Naoko Ueda / Akiko Yuge

*Participants list: pp. 28-29

3. High-Level Round Table

H-5 Participation and Empowerment of Women in Peace and Security

Date: December 14, 2016 (11:15 - 12:45 / 14:45 - 16:15)
Venue : Grand Prince Hotel New Takanawa 2F, *Matsuba*

Discussions were held on the challenges to promote women's participation in peace and security, to eradicate all forms of gender-based violence, and on what measures are required to strengthen and ensure any future initiatives.

Regarding the challenges involved in women's participation, the first issue is that only a small number of women are engaged in the peace and security sector. This sector is a male-dominated society, and due partly to the different career paths that men and women take, women are not often selected to take up decision-making positions. However, women's participation is a key to sustainable peace, and having women in decision-making positions in the military and the police force can accelerate the development of effective strategies. It is therefore imperative to put into action and implement United Nations Security Council Resolution 1325. The panel emphasized the importance of women's participation in all processes from conflict resolution to peace-building.

As for the grave issue of gender-based violence, the panel pointed out the need to strengthen protection of and support for victims, to deal with the injustice that male police officers do not handle cases of female victims seriously, and noted that victims of violence suffer from the pain of the violence itself as well as the trauma and the stigma in their community. Behind this issue, there is the fact that gender norms are engraved in all the stakeholders involved, including the perpetrator, the practitioners who protect and support the victim, the victim herself, and the community. Hence, the panel shared the need to take into consideration issues such as, making ourselves aware of the traditional gender stereotypes, the role of training, education, the gender mainstreaming implemented by governments, and the utilization of research results and statistical data. The panel also pointed out the need to further discuss how to strengthen the international justice mechanisms in relation to the impunity of perpetrators and women's access to justice.

Furthermore, while increased numbers of countries have put in place national action plans for the UN Security Council resolutions on women, peace and security, the panel raised the challenges of weak implementations due to a lack of accountability for actual implementation, as well as a lack of funding resources for institutions that are responsible for the implementation.



Discussion among participants

Current Situation and Issues

In the discussions on "Women, Peace and Security", women have been recognized not only as "victims who need to be protected" but also as peace-builders with multiple roles. UN Security Council Resolution 1325 adopted in 2000 recognizes that women are affected by conflicts, and it calls for women's active participation in all peace building process such as prevention and resolution of conflict and peace building in the aftermath of conflicts. "Plan of Action to Prevent Violent Extremism" released by UN Secretary General in 2016 is the holistic plan and states that the empowerment of women is essential for sustainable peace and it is not coincidence that countries with high gender equality indicators are not vulnerable to violent extremism. The plan prioritizes promotion of gender equality and the empowerment of women as one of the important agendas.

In an unstable situation under conflict, especially women and girls are vulnerable, and gender-based violence including sexual violence spreads. Also, women and girls are likely to be in a vulnerable position even in the event of a large-scale natural disaster, often encountering problems such as gender-based violence and lack of access to housing, food and work. Women are in a position to best understand the needs of their own, and women's active and meaningful participation in local community reconstruction process as well as preventing such disastrous cases from occurring are expected.

Today, there are many pressing issues affecting peace and security such as the rise of violent extremism, the occurrence of refugees and internally displaced people reaching the highest level since World War II, and unprecedented natural disasters. International community has recognized that women are active agents to reconcile and to strengthen communities. Further discussion is needed on women's participation in the field of peace and security, and concrete measures for demonstrating leadership.



Participants and Audience

【Participants】 (Random order)
Akiko Yamanaka / Melanne Verveer (USA) / Awut Deng Acuil (South Sudan) / Hilary Amesika Gbedemah (Ghana) / Hiroko Hashimoto / Yoko Hayashi / Jeanine Hennis-Plasschaert (Netherlands) / Shinichi Kitaoka / Mihoko Kumamoto / Anju Malhotra (UNICEF) / Mara Marinaki (EU) / Motoo Noguchi / Marriet Schuurman (NATO)

*Participants list: pp. 28-29

4. Special Sessions

S-1 Youth Table: Gender Equality from Youth Perspective -Current Situation and Challenge-

Date: December 14, 2016 (11:15 - 12:45)

Venue: Grand Prince Hotel New Takanawa 3F, Keiun

Focusing on Goal 5 “Achieve gender equality and empower all women and girls” of the Sustainable Development Goals (SDGs), the panelists presented their efforts aimed at achieving the goal and discussed the role of the youth in order to build the gender-equal society that they perceive.

Each panelist reported on efforts that integrated the youth’s perspectives into gender equality, such as conducting awareness-raising with students through international NPO Youth Group events, disseminating information about discussions at the G20 Youth Summit where almost all topics were gender-sensitized and the fact that gender equality is an established value in an international context, and supporting those students who feel unsure of their future when faced with the dual roles of work and childcare by helping them visualize their future through arranging home-visits to families with small children for them to actually experience childcare. There were also reports on the action to amend clauses of the criminal law pertaining to sexual violence, on providing assistance to young girls who have no place to go, and on efforts to increase the number of female parliamentarians. The panel listed common challenges derived from their experiences such as the lack of sense in those men with ownership and awareness of their role as a stakeholder in gender equality and women’s and girls’ empowerment, the lack of gender perspectives in legal systems and social policies, and the absence of mechanisms to enable the youth to participate in the political decision-making processes. Furthermore, a systemic challenge in policy pertaining to “young women” was pointed out from experiences with assisting young girls. In Japan, a young woman aged up to 17 years old can be protected under the Child Welfare Act, but once she reaches 18 years old, she becomes ineligible and falls into the gap where she loses legal protection. Still legally a minor, she is unable to rent a place to live, and without enough skills to be economically independent, she is exposed to a much higher risk, of being sexually exploited for example, than a man of the same age.

On the question of how the youth would like to change the current situation, based on their activities and the challenges raised, the panel suggested that men should have a much stronger sense of ownership and awareness as a stakeholder in gender equality, to build a society where one can make their own life-decisions by providing various life-style options, and to amend laws that correspond to everyday moral values rather than excessively respecting evidence or logic.

Finally, the following suggestions were put together as a Youth Declaration:

<To the Youth>

Let young men, together with young women, work together to contribute to building a gender-equal society.

<To the Government>

- 1) Please create mechanisms that take into account the voices of the youth in policy, both substantively and regularly.
- 2) Please abolish laws that are gender discriminatory.



Discussion among participants

Current Situation and Issues

International society adopted the “Sustainable Development Goals” (SDGs) in September 2015. This is the first WAW! since the SDGs have been adopted. The SDGs advocate a world where every woman and girl enjoys full gender equality and all legal, social and economic barriers against their empowerment are abolished. The SDGs also declare that gender equality and the empowerment of women and girls will make an indispensable contribution to progress across all the Goals and Targets. However, there is no country that has achieved full gender equality yet. In developing countries, women and girls are not always guaranteed their access to basic human rights such as education and health. In the annual global gender gap report published by the World Economic Forum this year, Japan ranked 111 out of 144 countries in 2016. It means Japan is facing significant challenges against gender equality, especially in the field of politics and economy.

On the other hand, it is true that efforts to eradicate gender stereotyping and to change mindset about gender roles are more widely shared, especially among young people. As the today’s world holds the largest generation of young people in history, empowerment of young people who are responsible for the future is essential for the goal of achieving gender equality. How should we understand the variation of gender roles among generations? How would the society look like once gender equality which the young people perceive comes true?

In this session, we will focus especially on SDG Goal 5 “Achieve gender equality and empower all women and girls” and discuss about barriers against realization for the following challenges and their possible solutions: how young people could advance advocacy activities such as policy recommendation and awareness raising and how they could get involved in decision making in order to achieve the Goal. We will also discuss the obstacles in the way of implementation. Young people with various backgrounds and experiences will get together in this session to share their unique and innovative perspectives and to show them to the rest of the world.



Discussion among participants

【Participants】 (Random order)

Naoko Shiroya / Takashi Fuchigami / Akane Yamamoto / Hinae Niori / Kazuma Osaki / Natsuko Takeshita / Chihito Toya

*Participants list: pp. 28 -29

4. Special Sessions

S-2 Innovation from Local Communities: Towards Society where Women “Truly” Shine

Date: December 14, 2016 (14:45 - 16:15)

Venue: Grand Prince Hotel New Takanawa 3F, Keiun

Six panelists, who are currently engaged in providing support to women in rural areas, shared information on their activities and successful examples that brought innovation to local communities. Measures to overcome challenges were also discussed.

At first, in regards to consciousness and social norms being one of the lingering challenges in rural areas, the panel raised the issue of the existing patriarchy, which underlies the recurrent discussion on gender and age discrimination, operating among both men and women in local communities. For example, women are discouraged to step forward and be active, impeded by traditional norms rooted in their daily lives that define one's roles by gender and age. Women in rural areas are not thoroughly informed of the new Act on Promotion of Women's Participation and Advancement in the Workplace, and young women's voices do not reach the policy decision-making. Another example was shared where a woman who was assigned to the sales division of a company was discriminated against due to existing strong gender norms that define the division of labor, where men work “outside” as salespersons, and women work “inside” as clerical staff. She was even reassigned to another division when she became pregnant. While the challenges that working women face in rural areas, such as the need for childcare services, are similar to women living in urban areas, the panel noted there were stronger pressures being put on the roles of mothers in rural areas, being responsible for childcare and housework.

Furthermore, one panelist shared her own experience coming from a rural area that led her to start her own business. When she was looking for a job in an urban area, she was disqualified because she did not fit the qualification that required any newly graduated young female to be living with their family. After she returned home and worked for a local company, serving tea and doing the laundry was part of her job assignment, as this was the women's role. Another panelist, who supports women in developing countries, touched on the fact that in many rural areas, women have low self-esteem and lack confidence. He mentioned the need to have people in urban areas listen to the voices of people in rural areas, and mainstream what can be learned from those rural areas.

The panelists' activities that support rural women who face the above challenges are gradually producing positive results. For example, one panelist has been working in the field of gender-specific medicine, which began in the United States from research studies on women-specific illness and was later introduced to Japan. She transformed her clinic, which formerly treated mainly menopausal women, into a women's clinic that treats menopause as part of larger women's health issues. This can be categorized as a good practice for accelerating reproductive health, which in turn promotes the improvement of women's quality of life. She also provides training to female senior managers of local businesses. In addition, she introduces gender-specific medicine to men in the region and has now established a broader regional information network. Another panelist who works at a local women's center took notice of social media as a method of reaching out to girls, and succeeded in responding to the needs of adolescent girls by introducing LINE (social networking service) to the counseling services in order to meet the needs of the girls with their tool of choice.

As a good practice from overseas, India's Barefoot College was introduced. This is an initiative that supports rural women aged 35 to 50, who have no education and no experience of leaving their villages, to travel to receive six months training to become solar engineers. These women's families and other people in the community are usually against the idea at first, but after they acquired the skills and knowledge on solar energy systems through gestures, they received respect from the villagers and became role models for young women as the engineers who brought lighting to their villages. The panelist from India who started this initiative mentioned that the key to success lies in the women being able to gain self-esteem by being equipped with technical skills, and the women meeting with other women of a similar background and building solidarity with them.



Current Situation and Issues

In promoting gender equality and empowerment of women and girls (SDGs Goal 5), there is a globally shared recognition of importance that the gap between rural and urban areas should not be widened. It is due to the fact that women and girls in rural areas have greater confinement in their access to health/medical services, education, and economic resources including employment opportunities, the means of livelihood, financing services, and on the degree of participation in decision-making when compared with their counterpart in urban areas. Thus, in order to create a society where all women 'truly' shine, it is essential to identify and solve the challenges and barriers particular to rural areas, and to build rural community where women can participate as major actors.

There has been a considerable accumulation of experience and expertise in international development assistance focusing on promoting gender mainstreaming in the rural development of developing countries. Such assistance is with the view that investing in women's empowerment not only contributes to social justice but also leads to sustainable socio-economic development.

It is also an urgent agenda for Japan to steadily implement policies to promote women's active participation throughout the country. Moreover, it is more widely recognized the importance of building local communities where young women can live and work more comfortably, when working on regional vitalization that aims at addressing the declining and rapid aging of the population amid extremely low birth rates.

In order to promote the empowerment and active role of women in rural areas, it is necessary to identify traditional norms taking root in those areas and social structures and discuss how to remove those barriers.



Discussion among participants

【Participants】 (Random order)
Asako Osaki / Yoriko Meguro / Chihito Chiba / Megumi Ishimoto / Mayumi Kiyota / Ayako Ohta / Bunker Roy (India) / Tamayo Sunaga

*Participants list: pp. 28-29

5. Closing Session

Date: December 14, 2016 (16:30 - 17:30)

Venue: Grand Prince Hotel New Takanawa 3F, *Hakuun/Keiun*

At the end of the second day of WAW! 2016, a closing session was convened to wrap up the two days of discussions. At this session, representatives from Bhutan and Sweden made their remarks, as well as reports by the respective rapporteurs from the five high-level round tables and two special sessions.

In the speech from Ms. Dorji Choden, Minister of Works and Human Settlement/Chairperson of the National Commission for Women and Children of Bhutan, Ms. Choden introduced the fact that in the Kingdom of Bhutan, which has advocated for Gross National Happiness (GNH) since the 1970's, there is a culture where parents pass on their wealth to the girls and that girls are regarded as subjects in need of more protection than boys, while on the other hand, there still remain stereotypes based on gender. In order to achieve "a society where all women shine," and based on what she has learned from her own experience as the first female cabinet member, she emphasized the need for policy and legal support to enable working women to manage their work-life balance. She also stressed that for women to move into politics, the support from one's surroundings, including one's family, is indispensable.

Mr. Raimo Parssinen, Member of Swedish Parliament, shared information on the Swedish movement which since 1993 has been nominating both a male and a female candidate at party leader elections, and as a result, the various candidate lists now have a male to female ratio of 1:1. At the same time, despite efforts over the past 40 years, many issues still need to be solved in order to reach gender equality. He noted that gender equality is a concept that should be understood as indispensable for the economic development and prosperity of a society, and therefore a strategy within the global community is necessary to achieve gender equality.

At this closing session, rapporteurs from each of the five high-level round tables and two special sessions reported back to the audience in order to share what had been discussed during their respective round tables and sessions (for more detail, please see the sections on each high-level round table and special session).

In closing, Mr. Kimihiro Ishikane, Deputy Vice-Minister for Foreign Policy, summarized WAW! 2016 with the phrase "changing mindsets," stating that efforts to eradicate gender stereotypes by entire societies is the key. In that regard, he said it was beneficial to have many young people who will be our future attend this year's WAW! He also mentioned that the action-oriented discussions and suggestions made at WAW! 2016 will be put together as "WAW! To Do 2016" and will be shared widely with the international community including the United Nations.



Dorji Choden, Minister of Works and Human Settlement/
Chairperson of National Commission for Women and
Children (Bhutan)



Raimo Parssinen,
Member of Parliament (Sweden)



Reports from respective rapporteurs

6. G7 WINDS Special Event: Shining Future of Women in STEM fields

Prior to WAW! 2016, the G7 WINDS special event "Shining Future of Women in STEM fields" was held on the morning of December 13. This event was part of the initiative called WINDS (Women's Initiative in Developing STEM careers) which was launched at the G7 Ise-shima Summit. Ms. Phumzile Mlambo-Ngcuka, Executive Director of UN Women, Dr. Yuko Harayama, executive member of Council for Science, Technology and Innovation (CSTI), G7 WINDS ambassadors and G7 representatives, the OECD, business and academic representatives, students and others were in attendance.

Ms. Phumzile Mlambo-Ngcuka made a keynote speech saying it was important that G7 countries would be able to support the agenda within and beyond the countries that enhanced the participation and empowerment of women and girls. Touching upon the work in the informal sector, early marriage, digital divide and other related issues, she emphasized the importance of education and including STEM fields as a solution.



Discussion the event

G7 WINDS ambassadors, G7 representatives and the OECD gave presentations on their own experiences as role models and their vision of women's STEM careers as well as the current situations and efforts in each country followed by a discussion.

It was mentioned in several presentations that the ratio of women in physics and engineering was especially low in STEM fields, and women in STEM fields appear in the media much less often than men. According to the survey conducted by the OECD, there are only minimal differences between 15-year-old boys and girls in their performance in science, but girls are less confident in their science ability.



Participants of WINDS event

It was pointed out that girls and their parents do not know well about STEM careers and STEM careers do not fit the image of girls' futures that parents and teachers have in mind, so they discourage girls from going into STEM careers and many girls follow this advice. It was also pointed out that the gap between girls' self-identifying image and the image of scientists would be an obstacle for girls to get into the STEM fields.

In this context, showing role models, further strengthening STEM career networks for women and girls, and institutional reforms to make systems more women-friendly, organizing STEM-related seminars and programs, and further actions for more women in STEM fields to appear in the media were proposed.

7. Reception and luncheon



Mrs. Akie Abe(right) at the
Female farmers corner



Paper cranes made by
participants



Agricultural products by Female
farmers (Nogyo-joshi) corner



Karate performance



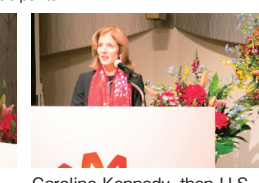
Mrs. Akie Abe with participants



Cherry blossom Queens



Fumio Kishida, Minister for
Foreign Affairs



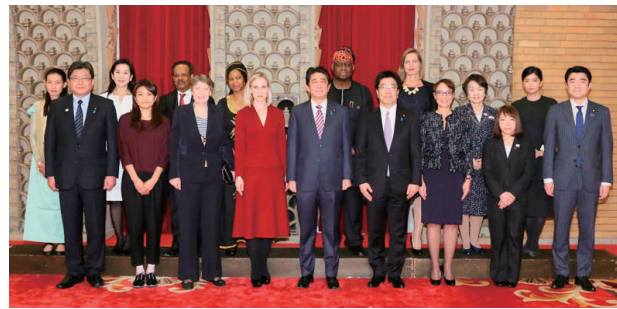
Caroline Kennedy, then U.S.
Ambassador to Japan

In order to create networking opportunities and to introduce Japanese culture, a reception was held in the evening of the 13th and a luncheon was held on the 14th.

At the reception on the first day, Mr. Fumio Kishida, Minister for Foreign Affairs and Ms. Caroline Kennedy, the then U.S. Ambassador to Japan made remarks while a Karate performance and the kimono-wearing Cherry Blossom Queens gave the reception some sparkle. In the section for agricultural products made by female farmers (Nogyo-joshi), wine from Yamanashi Prefecture, juice from Yamagata Prefecture and jams from Fukushima Prefecture were served, and Mrs. Akie Abe and many participants enjoyed the Japanese taste.

During the luncheon on the 14th, Mrs. Akie Abe touched upon women's "power of peace building" in her opening remarks and called for peace through making paper cranes.

8.Panel Exhibition



WAW! 2016 dinner host by Prime Minister Shinzo Abe with participants (Photo: Cabinet Public Relations Office)

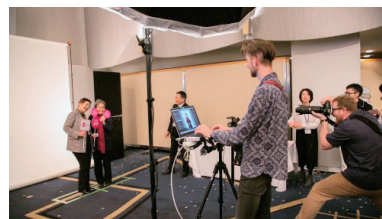


Photo booth by Google Women Will and participants photo

On December 13, Japan International Cooperation Agency (JICA) and the International Committee of the Red Cross (ICRC) set up exhibition panels and the UN Women had a booth where it was possible to experience VR (Virtual Reality) in the Public Forum venue. They introduced their efforts in the field with photos and videos, and ICRC explained their small credit project with UEDA COFFEE, a Japanese company, which supports handicapped women in Cambodia by showing a replica of the mobile cafe.



ICRC



UN Women



JICA

9.Public Relations

On the occasion of WAW! 2016, we have been making great efforts to provide information so that people can learn more about WAW! For the first time ever, we had a video promotion playing on JR trains. We also sent out information about WAW! broadly through SNS (Facebook, Twitter, LINE) while collaborating with prominent figures and related ministries. The promotion video gathered messages for “a society where women shine” from the Prime Minister and athletes, and has been played more than 5,500 times on Facebook. Furthermore, “Women Will,” Google’s online site for encouraging women, features WAW! 2016 exclusively, where we gathered people’s comments and ideas to realize a society where women shine.



Facebook : @shineweeks



Twitter : @WAW_Japan



Video promotion (Photo: EAST Japan Marketing & Communications, Inc.)



WAW! 2016 Promotion video

10.Shine Weeks

In order to make WAW! a bigger movement, the WAW! Secretariat called for organizing official side events which are in line with WAW!'s aim of “building a society where women shine” and to make this movement together during the designated period from October 1, 2016 to January 31, 2017. The registered events and WAW! collaborated with each other through the use of the WAW! logo and the participation of WAW! participants in Shine Week events. There were 145 events held during the designated period.



October 27, 2016 “2016 ACCJ Women in Business Summit”
(Organizer: The American Chamber of Commerce in Japan)



December 5, 2016
“Women's Empowerment Summit 2016 in Kyoto”
(Organizer : Kyoto Prefecture)



December 5, 2016 “WAW! Brunei Darussalam 2016” (Organizer: Embassy of Japan in Brunei Darussalam)



November 13, 2016 “Preparatory event for the Japan Women's Conference 2017 in Tomakomai”
(Organizer: Tomakomai City, Hokkaido)



September 23-24, 2016
Women in Innovation Summit 2016
(Organizer: Mie Prefecture)



October 12 and 15, 2016
Women's Health Education Program “Kagayaki School”
(Organizer: Bayer Yakuhin, Ltd.)

Furthermore, seven “Mini WAW! Branches” have been organized by the “Sales Department Girls Sections” throughout Japan (Hokkaido, Chiba, Okayama, Tokushima, Kochi, Fukuoka and Saga prefectures). “Mini WAW! Branches” activities were reported during the special session “Innovation from Local Communities: Towards a Society where Women “Truly” Shine” which became an opportunity to network for Tokyo and the regional cities.

11.WAW! Advisors

Advisors' meetings for WAW! 2016 were held three times at the Prime Minister's office chaired by Mr. Koichi Hagiuda and Mr. Kotaro Nogami, Deputy Chief Cabinet Secretaries (Note: the first Advisors' meeting was attended by Mr. Hiroshige Seko, the then Deputy Chief Cabinet Secretary), with the participation of WAW! Advisors, who play important roles in gender-related fields. They discussed the agenda proactively as well as the concepts of WAW! 2016, the strategy of public relations and ways to summarize the outcome.



【WAW! Advisors members】 (Japanese syllabary order)

Yoshihisa Aono (President, Cybozu Inc.), Sumie Ishii (Japanese Organization for International Cooperation in Family Planning (JOICFP)), Asako Osaki (Visiting Professor, Kansei Gakuin University), Ayako Ohta (Leader/ Founder of Association of "Sales Department Girls Section"), Hiroki Sato (Professor, Chuo Graduate School of Strategic Management), Homare Sawa (a former captain of the Japan women's national soccer team), Renge Jibu (Visiting researcher, Showa Women's University), Sputniko! (Artist / Assistant Professor of MIT Media Lab), Miki Tsusaka (Senior Partner and Managing Director of The Boston Consulting Group), Akiko Nakajo (Director, Regional Head of APAC Partner Plex Google Japan G.K.), Hironobu Narisawa (Bunkyo City Mayor), Hinae Niori (Head of manma, Political Science Student of Keio University), Yoko Hayashi (Chairperson of the UN Committee on the Elimination of Discrimination against Women), Tetsuya Honda (Managing Director/ CEO, BlueCurrent Japan Inc.), Kimiko Murofushi (President, Ochanomizu University), Akiko Yuge (Professor of Hosei University)

12.WAW! To Do 2016

(UN Document: A/71/829)

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.

13.List of Participants

※Titles are as of December 2016

(1) Representatives from the Government of Japan

- Shinzo Abe (Prime Minister of Japan)
- Akie Abe (Spouse of Prime Minister, Shinzo Abe)
- Fumio Kishida (Minister of Foreign Affairs)
- Katsunobu Kato (Minister for Promoting Dynamic Engagement of All Citizens, Minister for Working-style Reform, Minister in charge of Women's Empowerment and Minister of State for Gender Equality)
- Koichi Hagiuda (Deputy Chief Cabinet Secretary)
- Kotaro Nogami (Deputy Chief Cabinet Secretary)

(2) Foreign Participants (Alphabetical order)

- Awut Deng Acuil (Minister of Gender, Child and Social Welfare (South Sudan))
- Katherine L. Adams (Senior Vice President & General Counsel for Honeywell (USA))
- Anne-Birgitte Albrechtsen (CEO, Plan International (Denmark))
- Liudmila Antonauskaya (Director of Polimaster Holding GmbH (Austria), CEO at Polimaster Inc.(USA) (Belarus))
- Dorji Choden (Minister for Ministry of Works and Human Settlement / Chairperson of National Commission for Women and Children (Bhutan))
- Helen Clark (Administrator, UNDP (New Zealand))
- Stephenie Foster (Senior Advisor; Counselor, Secretary's Office of Global Women's Issues, US Department of State (USA))
- Abigail Friedman (Founder & CEO of The Wisteria Group, Senior Advisor to The Asia Foundation (USA))
- Hilary Amesika Gbedemah (Rector of the Law Institute (Ghana))
- Montserrat Gomendio (Deputy Director for the Directorate for Education and Skills, OECD (Spain))
- Arancha González (Executive Director, International Trade Centre (ITC) (Spain))
- Rebecca K Green (Principal Consultant, ERM Japan (USA))
- Jeanine Hennis-Plasschaert (Minister of Defence (Netherlands))
- Susan Herbert (Executive Vice President, Global Head, Marketing and Strategy of Merck KGaA (UK))
- Irene Hirano Inouye (President, U.S.-Japan Council (USA))
- Huh Mun-Myung (Editorial Writer, DONG-A ILBO (Republic of Korea))
- Kamine Johnson Smith (Minister of Foreign Affairs and Foreign Trade (Jamaica))
- Marne Levine (Instagram COO (USA))
- Averil MacDonald (Professor Emeritus of University of Reading / Member of the Women's Business Council, United Kingdom (UK))

- Anju Malhotra (Principal Adviser, Gender and Development, UNICEF (USA))
- Mara Marinaki (EU/EEAS Principal Advisor on Gender and on UNSCR 1325 on Women, Peace and security (Greece))
- Kathy Matsui (Vice Chair at Goldman Sachs Japan Co., Ltd. / Chief Japan equity strategist Co-head of Asia Macro Research (USA))
- Tewodros Melesse (Director General, International Planned Parenthood Federation (Ethiopia))
- Phumzile Mlambo-Ngcuka (UN Under Secretary-General and Executive Director of UN Women (South Africa))
- Elise Moison (Director of FORCE FEMMES (France))
- Irene Natividad (President, Global Summit of Women (USA))
- Babatunde Osotimehin (Executive Director of UNFPA (Nigeria))
- Raimo Pärssinen (Member of Parliament (Social Democratic Party) (Sweden))
- Elisabeth Rasmusson (Assistant Executive Director of the World Food Programme (Norway))
- Bunker Roy (Founder and Director, Barefoot College (India))
- Marriët Schuurman (NATO Secretary General's Special Representative for Women, Peace and Security (Netherlands))
- Jennifer Semakula Musisi (Executive Director, Kampala Capital City Authority (KCCA) (Uganda))
- Simona Settepanella (Associate Professor of Hokkaido University (Italy))
- Anjan Shakya (Chairperson of International Concern Center (ICC) (Nepal))
- Sieng Sokchan (Director, Battambang Women with Disabilities Forum / Coach, Battambang Women Wheelchair Basketball team (Cambodia))
- Sun Sreytouch (Disability Inclusion Officer, International Committee of the Red Cross (Cambodia))
- Melanne Verveer (Executive Director, the Georgetown Institute for Women, Peace and Security (USA))
- Mary A. Wells (Professor of University of Waterloo (Canada))
- Iris Wieczorek (Japan Representative Leibniz Association, IRIS Science Management Inc. / Senior Researcher, GIGA German Institute of Global and Area Studies (Germany))
- Viviane Willis-Mazzichi (Head of Sector "Gender"-Research & Innovation European Commission (France))

(3)Japanese Participants (Japanese syllabary order)

- Yoshihisa Aono (President, Cybozu Inc.)

- Sumie Ishii (Chairperson, Japanese Organization for International Cooperation in Family Planning (JOICFP))
- Megumi Ishimoto (Executive Director, NPO Women's Eye)
- Kaori Ichio (Rio Olympic wrestling gold medalist)
- Shoji Ito (Director, Managing Executive Officer, Sampo Japan Nipponkoa Insurance Inc.)
- Naoko Ueda (Deputy Director of the Development Centre, OECD)
- Yukako Uchinaga (Board Chair, J-Win (Japan Women's Innovative Network); President & CEO, Globalization Research Institute (GRI) Co., Ltd; Board Chair, JDN (Japan Diversity Network Association))
- Asako Osaki (Visiting Professor, Kwansei Gakuin University)
- Kazuma Osaki (President at G8 & G20 Youth Summits Japan / Senior Student of Sophia University, Faculty of Liberal Arts)
- Ayako Ohta (Leader/Founder of Association of "Sales Department Girls Section")
- Hideaki Omiya (Chairman of the Board, Mitsubishi Heavy Industries, Ltd)
- Marisa Ozaki (Sputniko!) (Artist / Assistant Professor of MIT Media Lab)
- Hiromi Kambe (Member of Aichi Prefectural Assembly)
- Shinichi Kitaoka (President, Japan International Cooperation Agency (JICA))
- Mayumi Kiyota (Director, Kasuga Clinic)
- Mihoko Kumamoto (Head, UNITAR Hiroshima Office)
- Reiko Kuroda (Professor of Tokyo University of Science Professor Emeritus at the University of Tokyo)
- Yuriko Koike (Governor of Tokyo)
- Maoko Kotani (Newscaster)
- Sadayuki Sakakibara (Chairman, Keidanren / Chief Senior Advisor, Chief Senior Counselor, Toray Industries, Inc.)
- Kaori Sasaki (Founder & CEO UNICUL International, Inc. / Founder & CEO ewoman, Inc.)
- Renge Jibu (Visiting researcher, Showa Women's University)
- Naoko Shiroya (Youth Advocate for Change Team Leader, Plan International Japan)
- Eikei Suzuki (Governor of Mie Prefecture)
- Tamayo Sunaga (President, TRUSTBANK, Inc.)
- Natsuko Takeshita (Communication officer, BOND project)
- Emi Tamaki (Co-Founder, H2L Inc. / PREST Researcher, Japan Science and Technology Agency(JST)/Assistant Professor of Faculty of Human Sciences, Waseda University)
- Chihiro Chiba (Instructor at Sapporo center for gender equality)
- Miki Tsusaka (Senior Partner and Managing Director of The Boston consulting Group)
- Sae Tsuji (Rio Paralympic track and field bronze medalist)

- medalist)
- Chihiro Toya (Vice President of Youth Group G-School, Plan International Japan / Student of Keio University)
- Akiko Nakajo (Director, Regional Head of APAC Partner Plex, Google Japan G.K.)
- Hironobu Narisawa (Bunkyo City Mayor)
- Mayumi Narita (Athens Paralympic swimming gold medalist)
- Hinae Niori (Head of manma / Political Science Student of Keio University)
- Atsuko Nishimura (Ambassador Extraordinary and Plenipotentiary for Women, Human Rights and Humanitarian Affairs)
- Kumiko Ninomiya (Corporate Fellow, Ajinomoto)
- Motoo Noguchi (Chair of the Board of Directors, The Trust Fund for Victims (TFV), International Criminal Court)
- Hiroko Hashimoto (Principal of Jumonji High School)
- Fumiko Hayashi (Mayor of Yokohama)
- Yoko Hayashi (Chairperson of the UN Committee on the Elimination of Discrimination against Women)
- Takashi Fuchigami (Student of Soka University of Japan, a member of Chabudai-gaeshi girls)
- Maki Hosokawa (Representative Director, Association of Woman Innovation / CEO, Nilliabunny Co., Ltd.)
- Tetsuya Honda (Managing Director / CEO, BlueCurrent Japan Inc.)
- Hiromichi Mizuno (Executive Managing Director and CIO (Chief Investment Officer) / Government Pension Investment Fund (GPIF))
- Hiromi Miyake (Rio Olympic weight lifting bronze medalist)
- Mayu Miyajima (Founder "Bring it in, STEM girls! Executive Committee" / Student of Kyushu University Faculty of Engineering)
- Yoriko Meguro (Professor Emeritus of Sophia University, Tokyo)
- Akiko Yamanaka (Special Ambassador of Japan for the World Tsunami Awareness Day)
- Akane Yamamoto (Sophia University, Faculty of Law)
- Akiko Yuge (Professor of Hosei University)
- Minami Yoda (Second year Graduate Student of Information Systems, the University of Electro-Communications)
- Miyoko O. Watanabe (Deputy Executive Director, Japan Science and Technology Agency)

(4) Secretariat

- Kimihiro Ishikane (Deputy Vice-Minister for Foreign Policy)
- Koichi Mizushima (Deputy Director-General, Foreign Policy Bureau)
- Kyoko Hokugo (Director, Gender Mainstreaming Division, Foreign Policy Bureau)