



WAW!2017 Tokyo Declaration:

A summary based on the proposals from the WAW! participants

From November 1st to 3rd, 2017, the WAW! participants, who gathered in Tokyo from the world and Japan, put together their wisdom and had a lively discussion about women's active role in society. This year's main theme was "WAW! in Changing World". Under the situation where our work style or way of living are changing greatly along with globalization and technological advancement, the discussion was focused on how to unleash the power of women in order to transform the world into a diverse and inclusive society in which "no one will be left behind" including women, the vision of the Sustainable Development Goals (SDGs), and to this end what actions should be taken by various stakeholders.

The WAW! participants discussed, in particular, the themes such as "Effort to achieve SDGs for gender mainstreaming in enterprises", "Technology transformation and women's education", "How to redistribute the unpaid work", "Women, Peace and Security -Closing policy and implementation gaps-", "Women in media", "The future of women's empowerment from the youth perspective", "Gender equality and promoting resilience to natural hazards" and "Women and Entrepreneurship". The discussion resulted in the proposals under the following five pillars to promote women's active role in changing world.

1. Raise awareness through education and training

- With strong commitment of top corporate executives, raise awareness about the fact that promoting women's active role in companies contributes not only to enhancing women's rights and their welfare but also to raising productivity and making their organizational culture more resilient. Change unconscious bias and self-estimation, including women's lack of self-confidence. For those purposes, provide necessary trainings to the entire members of a company, beginning with managers.
- In order to address a stereotype or unconscious bias about the gender role, change education in every educational phase, starting from picture books, middle school and high school textbooks, to business study materials at college. In promoting gender education, also train stakeholders such as the government, family members and schools.
- Provide education not only to teach answers to existing social challenges, but also to help students identify emerging social challenges by themselves. Educate students so as to eliminate their bias against choosing science course, and promote women's learning and advancement in the STEM (Science, Technology, Engineering and Mathematics) fields.
- Change women's mentality about entrepreneurship by making good use of role models and mentors and increase opportunities to enhance management skills. Teach young

generation about the importance of having entrepreneurship regardless of whether they wish to start a business or work for a company.

- By promoting 3R (recognition, reduction and redistribution) in terms of unpaid work, change the stereotyping of unpaid work by men and women as well as relevant social norms and improve gender gap in shouldering such work.
- In terms of WPS (Women, Peace and Security), encourage governments to disseminate the information about the National Action Plan on the Security Council Resolution 1325 and related legal and social norms in order to deepen the understanding of their people about these frameworks, as well as to set a timeframe for the implementation and fulfill accountability.

2. Promote women's participation at all levels

- With the strong commitment of top corporate executives, promote women to more responsible positions in their companies.
- Facilitate women's access to funds in starting a business. In this regard, welcome the Women Entrepreneurs Finance Initiative (We-Fi).
- Promote women's role in the security area and increase the female-to-male ratio in army and police on the ground with a view to protecting women against gender-based violence.
- In media, pursue diversity and promote women's participation at all levels including decision-making level. From this point of view, highlight the importance of advancing "work-style reform" in media companies to address the practice of long working hours and promote men's taking of parental and nursing leave in order to change how media-contents creators view the way of working.
- In order to exert women's wisdom in disaster prevention and response, empower women who have rich knowledge about their community, and promote their participation and promotion in the government, parliament and disaster-related agencies.

3. Collect, analyze and share gender-related data

- Encourage all companies, including those in media industry, to set specific numerical targets on promoting diversity as their own initiative, and share the progress with the public.
- Promote the work-style reform in companies in tandem with the change in gender role at household, and share the information on the progress, good practices and challenges in those efforts.
- Anticipating drastic change in working environment in the future, visualize the capacity of women in companies, while introducing new recruitment and evaluation measures in a gender-neutral manner, and share good practices in those efforts. Also enhance mentor

systems and human-resource data banks.

- Promote the collection and analysis of data and evidences to define the economic and social values of unpaid work through cooperation between public and private sectors. Then, make policies to enhance the redistribution of unpaid work.
- In terms of WPS, accumulate and share a series of relevant data and analysis as well as make use of existing data towards the implementation of the Action Plan.
- In natural disaster settings, noting that disaster risk reduction measures should be decided based on the understanding of women's capacity, vulnerability and needs, collect and analyze gender-related data with gender-responsive standards and tools, and then share them with other stakeholders for further application. Make gender responsive legislations, policies and strategies based on the "Sendai Framework on Disaster Risk Reduction 2015-2030" with ensuring necessary budget, and report the progress.

4. Actively use Artificial Intelligence (AI) and Information and Communication Technology (ICT)

- Promote women's participation by active introduction of AI and ICT and improve technological constraints that women in developing countries are facing including portable terminal.
- Noting that the Fourth Industrial Revolution enables everyone's participation through open innovation, encourage women to participate in innovation with delivering a strong message that "innovation offers women to win a chance and shine."
- Promote telework by using ICT so that women and men can enjoy both career and family life including housework, child rearing and nursing care.

5. Strengthen partnership

- To reflect diverse perspectives such as of millennials, not limited to gender perspective in corporate management, strengthen network that goes beyond a company's framework in partnership with community, civil society organizations and women entrepreneurs.
- Link the efforts of various stakeholders to advance WPS agenda to maximize its effectiveness in implementation. Especially, make synergies with the Convention on the Elimination on Discrimination against Women (CEDAW) whose report requires member states to respond all forms of violence against women as well as to implement the SDGs that includes achieving gender equality.
- Promote the redistribution of unpaid work in society as a whole by partnership among various public and private stakeholders.
- Mutually support among women entrepreneurs, and make male supporter to realize the

importance of not only appreciating female entrepreneurs but also actually purchasing their goods and services.

- Respect and support the young spirit of “let’s just do it”, and promote mutual-learning and cooperation between adults and youth. Encourage youth to translate abstract discussions into concrete actions with their young spirit that is not afraid of making failures, and to lead rule-making for the future.
- Encourage next generations to get together and raise their voices in order to transform the people’s mindset and their social environment. For example, make WAW! to be such occasion by disseminating the discussions and messages of WAW! via SNS and other forms of media as well as through lectures at schools and providing opportunities for young people to meet diverse role models in society, and then, by feeding the outcomes into WAW! next year.
- In disaster risk reduction, strengthen international partnership among governments, UN organizations including the United Nations International Strategy for Disaster Reduction (UNISDR) and UN Women, international organizations including the International Committee of the Red Cross (ICRC) and the International Federation of Red Cross and Red Crescent Societies (IFRC), and other civil society organizations.

The WAW! participants reaffirmed their passion to further advance their efforts for promoting the active role of women based on the recommendations above, taking into consideration the outcomes of G7 and G20, the Beijing Declaration and its Platform for Action, the SDGs and other international commitments.