

# 5th World Assembly for Women WAW! / W20

March 23 (Sat)-24(Sun), 2019  
Hotel New Otani Tokyo

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Report

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## WAW! Official SNS



Twitter: @WAW\_Japan  
Hashtag: #WAW\_Japan



Facebook: @shineweeks



# 1. Opening Speech/ Keynote Speeches/ Special Address

March 23, 2019 (9:30-10:40) / Fuyo

Prime Minister Shinzo Abe delivered the opening speech. He explained Japan's initiatives for gender equality and women's empowerment, such as reform of the childcare leave system for men, expansion of childcare services, shortening of long working hours, and mandatory disclosure of the number of female board members in the annual securities report, and expressed the willingness to send messages concerning women's empowerment and take action to change the world with the participants. He also highlighted that Japan is to propose in the G20 Osaka Summit, as the president of G20, to realize a world where all girls are given access to at least 12 years of high-quality education, in addition to making continued efforts to expand opportunities for girls' education in developing countries.



Shinzo Abe  
Prime Minister of Japan

Following the speech, the W20 Japan 2019 Communiqué was directly delivered to Prime Minister Abe from Dr. Yoriko Meguro and Ms. Haruno Yoshida, 2019 W20 Japan Steering Committee Co-Chairs. The Co-Chairs welcomed the G20 Leaders' Declaration adopted in the G20 Buenos Aires Summit, which regards gender equality as essential in realizing economic growth and the SDGs, and asked for support from G20 leaders for the development of a new world.



Haruno Yoshida  
2019 W20 Japan  
Steering Committee Co-Chair

Shinzo Abe  
Prime Minister of Japan

Yoriko Meguro  
2019 W20 Japan  
Steering Committee Co-Chair

In the keynote speeches, Ms. Malala Yousafzai, Co-Founder of Malala Fund, pointed out that life without education deprives girls of a future and of opportunities to contribute to the community, while mentioning how she decided to speak out at the age of 11, when girls were banned from going to school in her hometown, and how it led to her current activities. In addition, she emphasized that promoting girls' education in STEM fields can produce technological innovation and asked G20 and business leaders for further investment in and support for girls' education.

H.E. Ms. Michelle Bachelet, United Nations High Commissioner for Human Rights, then described the current state of affairs, where discrimination against women grounded in stereotypes holds them back from fulfilling their potential and damage caused by sexual violence is neglected, and highlighted the necessity of female participation in resolving challenges as well as of women's empowerment in all aspects of politics, the economy, and society. She also called for reform from the top level with regard to measures against sexual harassment, enhancement of social protection, promotion of maternal and child health, girls' education, and support for people with disabilities.



Malala Yousafzai  
Co-Founder of Malala Fund/  
Nobel Peace Prize Laureate



Michelle Bachelet  
United Nations High Commissioner  
for Human Rights

In the special address that followed, H.E. Ms. Gabriela Michetti, the Vice President of Argentina, referred to the achievements at the W20 and the G20 Summit held in Argentina last year, and pointed out the necessity of prioritizing the realization of equal opportunity and elimination of inequality in education and employment through constructive dialogues. In addition, she described the importance of women recognizing their own potential and transforming the entire society as well as themselves by taking advantage of diversity and flexibility without fear.



Gabriela Michetti  
Vice President of the Argentine Republic



Koto Performance  
by Honjo Junior High School Students



Exhibition Booths

## 2. "Human Resource Development in a Changing Society with Technology Transformation"

March 23, 2019 (11:00-12:30) / Fuyo

At the beginning, a video message from Mr. Masahiko Uotani, Representative Director, President and CEO, Shiseido Company, Limited, was played. Mr. Uotani presented initiatives at his company, such as proactive measures to promote women and assignment of the right person for the right position in light of diversity, expressing a vision to enrich the life of all, including women, through business as well as to transform society and increase the profits of his company through the realization of diversity and inclusion.

Following the video message, participants engaged in an active discussion on how to develop human resources and let all people equally receive the benefits without being left behind, amid the development of IT industry known as “the Fourth Industrial Revolution,” as well as on policy proposals that take gender and diversity into consideration in light of aging population and declining birthrate.

First, the case study of Bulgaria was presented as a successful example of human resource development in the IT field. In Bulgaria, women account for 26.7% of engineers, 33% of IT engineering students, and 52% of teaching staff in the engineering field. It was explained that this has been achieved as a result of gender equality in education and cooperation between the government and private companies.

Next, it was pointed out that (1) expertise in IT, etc., (2) intellectual collaboration between this field of expertise and other fields, and (3) collaboration between knowledge concerning this field of expertise and democracy are necessary to respond to the rapid change in the midst of technological transformation across the globe. In particular, machine learning by AI involves the risk of reproducing existing gender discrimination. The necessity for humans, who control AI, to operate the system with a knowledge of ethics, philosophy, law, and other relevant areas was therefore stressed. A program was presented as an actual example, in which female engineers on childcare leave have their children taken care of at childcare services and study liberal arts at a university.

Meanwhile, it was pointed out that in both developing and developed countries, specific groups of people, such as women, the disadvantaged, people who do not have access to education, and the elderly, have not been able to receive the benefits of technological transformation. Some groups, such as elderly women, are even more vulnerable. The necessity of active measures, especially education, to overcome such a situation was emphasized. In addition, the participants agreed on the importance of diversity in the development scene to achieve increased international competitiveness. It may include intentional employment of elderly women in the AI industry, so that engineers and developers are able to understand the needs of users who are not proficient with IT technology.

To improve the situation where few female students not only in Japan but also across the world major in the STEM (science, technology, engineering, and mathematics) fields, the importance of closing gender wage gaps, enabling access to technology regardless of gender, and increasing the motivation of female students was suggested. In addition, a case study of a program for parents was shared, in which private companies and universities collaborate with each other and invite women in business for a lecture to eliminate concerns over their daughters choosing a career in the STEM fields.



Kathy Matsui  
Vice Chair, Goldman Sachs Japan Co., Ltd.



Malala Yousafzai  
Co-Founder of Malala Fund/ Nobel Peace Prize Laureate



Michelle Bachelet  
United Nations High Commissioner for Human Rights



Shojiro Nishio  
President, Osaka University



Ekaterina Zaharieva  
Deputy Prime Minister for Judicial Reform and  
Minister of Foreign Affairs of Bulgaria

## Background and Issues

Technological transformation by the Big Data, robots and artificial intelligence (AI) known as “the Fourth Industrial Revolution” is in progress and various appliances are connected by internet which makes our life more convenient than ever before. Electric commerce (EC) is becoming familiar and the testing for self-driving buses and trains has begun in Japan, together with automated reception and introduction of robots in private companies. In households, an automatic vacuum cleaning robot and internet connected electric home appliances has begun to be widely introduced, and thus the amount of unpaid labor time spent by mostly women in the past is expected to reduce, whilst this will make it for men easier to participate in housework.

One of the targets of the Goal 5 of Sustainable Development Goals (SDGs) stipulates to enhance usage of enabling technology such as information and communications technology (ICT) to empower women’s labor skills.

At the G7 Summit 2018 in Charlevoix, subsequent two points were expressed in the leader’s communiqué. Firstly, all workers should have access to the skills and education necessary to adapt and to be successful in a new world of work brought by innovation through emerging technology. Secondly, particularly for girls and women, there is a growing necessity in expansion of market-driven training and education in the science, technology, engineering and mathematics (STEM) fields.

In order to develop human resources who excel in programming and big data analytics, the education of STEM fields has been widely promoted in the world. However, the percentage of students majoring in science and technology remains low.

Especially, it is a global issue that the percentage of female students who major in the subjects related to STEM is significantly low and the percentage of female entrants into the STEM fields in higher education is 30% as average among 35 countries of the OECD member states. Notably Japan, it is 16% and this figure is significantly lower than the average<sup>1</sup>.

At last year’s WAW!, the necessity of interaction of teachers and parents with children without gender bias was shared, along with the importance of creating opportunities for perceptual change in thinking, for an example, featuring a female astronaut in children’s books. It is also crucial to form a consensus framework with which female students will not be the subject to discrimination, The Global Gender Gap report 2018 by the World Economic Forum points out as well that the low rate of female worker in the STEM field is one of the elements that hinders the economic growth.

In developing countries, there are many regions without enough infrastructure, thus it is an urgent necessity of dealing with the digital divide and ameliorate the access of women and girls to the digital economy.

Furthermore, the spread of the higher education and professional skills training to the girls has been considered that it would contribute to the world economic growth. At the G20 Buenos Aires Summit in 2018, it was stipulated in the leaders’ declaration that we will promote measures to bridge the digital gender divide and further digital inclusion.

In the society where technology innovation has advanced, everyone has a potentiality in utilizing it and playing an active role.

Through the development of the internet and big data sending and receivable system there is a growing number of workers who choose more flexible styles not limited by place or time such as working in a satellite office or remotely working from home.

We seek the society in which no one will be left behind and regardless of age, everyone can have an access anytime to a structured learning environment and enjoy the benefits from the technological transformation. For such a society to be realized, fostering human resources is a common urgent matter in today’s international society. This agenda is closely linked to the Goal 5 (Gender Equality), 4 (Quality Education), 8 (Decent work and economic growth) and 9 (Industry, Innovation and Infrastructure) of the SDGs.



Video Message from Masahiko Uotani, Representative Director, President and CEO, Shiseido Company, Limited



<sup>1</sup> OECD Health Statistics 2018

### 3. "Leadership for Regional Development and Job Creation"

March 23, 2019 (13:45-15:00) / Fuyo

At the beginning, Ms. Satsuki Katayama, Minister of State for Regional Revitalization, Regulatory Reform, Gender Equality, Women's Empowerment and PPP/PFI, stated the importance of the SDGs' spirit of "leaving no one behind," while introducing the Japanese government's initiatives for regional revitalization. A panel discussion then took place, and (1) jobs, (2) livelihood, and (3) regional leadership were the main topics of the discussion.

With regard to jobs, the discussion focused on employment, entrepreneurship, and agriculture. In rural areas, many young people move to central Tokyo for work, and women are much less likely than men to return to their hometowns. It was pointed out that policies for women are necessary to maintain rural areas, that creating value equivalent to work in living in rural areas is necessary to get rid of the impression that rural areas are disadvantaged and boring, and that creating a comfortable working environment and rewarding jobs are important. With regard to agriculture, it was explained that 20,000 young people (of which approximately 6,000 are women) start to work in agriculture every year, to which the government provides support by offering subsidies, and that the participation of women has led to the development of trucks and other machinery from women's perspectives. It was also pointed out that it is possible to encourage participation in decision making by involving women as stakeholders of the town. In addition, it was brought up in relation to entrepreneurship that the development of technology has produced opportunities to start a business in rural areas, that acquiring technological skills and taking advantage of them are essential for the economic empowerment of women, and that, in the meantime, continued efforts are also necessary to change the workstyle and workplace environment/culture.

Locally rooted initiatives by welfare commissioners were presented with regard to communities that are comfortable for women to live in. It was also pointed out that it is difficult for women who engage in agriculture to gain their identity due to a lack of tolerance for diversity in rural areas. In addition, while it is preferable to make childcare leave a parental leave, not a leave for mothers, making parental leave mandatory remains a challenge. On the other hand, it was pointed out that efforts to eliminate unconscious bias are necessary.

With regard to regional leadership, the importance of the leaders of local governments recognizing the significance of promoting gender equality and women's empowerment, taking initiatives, and protecting small movements in cooperation with various organizations was pointed out. When asked why it is necessary to have female leaders, an answer was that it is a matter of fairness when half the population is women. In terms of economic value, it was pointed out that a diverse world is more affluent and leads to a safer and more resilient society and that such a society would be a foundation for the development of robust businesses. The importance of the existence of role models in developing female leaders was also brought up.

To conclude the discussion, it was stated that specific measures to address the barriers faced by groups of people in difficulty, including women, should be presented, that those measures should be implemented by taking advantage of new technologies and multi-stakeholder cooperation, and that the perspective of the SDGs is important.



Satsuki Katayama  
Minister of State for Regional Revitalization,  
Regulatory Reform, Gender Equality,  
Women's Empowerment and PPP/PFI



Asako Osaki  
Visiting Professor, Kwansai Gakuin University/  
Director, Gender Action Platform (GAP)



Alice Graham  
Assistant General Counsel,  
Microsoft Japan



Muneharu Nakagai  
Mayor of Toyooka



Kanako Sato  
Founder&CEO,  
snow days farm company



Kenji Shoji  
Vice Chair-person,  
National Council of Commissioned Welfare Volunteers

## Background and Issues

Rural Women was a key issue at the W20 in Argentina in 2018. Local areas face a variety of challenges including urban-rural gap in economy, social disparity in health care and education, population outflow and decrease in population. Particularly, women and girls face even more difficulties in the region where gender roles are rigid and the traditional value system of superiority of men than women is still remain. It is important to secure an inclusive and sustainable environment for local communities in order to build a society where “leave no one behind”, for which SDGs are aiming.

There are serious problems especially for women to have access to health care and education in rural areas in developing countries. In Japan, governmental service such as maternity health record book, social workers and local women’s associations played an important role in creating a safer environment for women.

In Japan, it has been a great concern that excessively concentrated population in Tokyo and how it should be mitigated. The Tokyo metropolitan continues to expand its population inflow more than 100,000 people per year. The majority of them are youth in their late teens and twenties. By gender, women are more likely to move to Tokyo than men. If women and youth continue to move to metropolis and never return to their hometown, local communities are destined to be disappeared in the future. Employment is one of the reasons for excessive population inflow thus job creation is a key factor for regional development. Development of new technologies makes it possible to create “jobs” in rural areas. Telework and cloud work makes it possible for people living in rural areas to work remotely. Utilizing electronic commerce and SNS lowers a hurdle for entrepreneurship in rural areas. And furthermore, new technologies from the Fourth Industrial Revolution have started to be implemented, which will be the new growth mechanism in local cities. Agriculture, forestry and fishery are also the basis of regional economy. According to an estimation by FAO, empowerment of women farmers in developing countries can alleviate starvation for 150 million people. And some research analysis that investing in women is highly likely to distribute their profit as reinvestment into their children, family and local communities.

In Japan, the labor force population in agricultural industry is declining. The number of new farmers under the age of 44 tends to go up and especially the growth rate of women’s participation is high. Their unconventional way of farming by utilizing new technology is expected to bring new value and services to the industry. Tourism is also an important resource for rural development. An increase in foreign visitors to Japan have a positive impact on tourism in rural areas. New forms of information dissemination using the various tools such as SNS and AI spread the attractiveness of the region and bring visitors to rural areas.

Rigid gender roles as “men work outside and women stay at home as being homemaker” and domination of male over women with a notion of “leaders should be men” hinder rural development from creating attractive communities for young women. In Japan, the percentage of female members in the local legislations is less than 10 percent. Women are underrepresented in local governments while working closely with the community. There are some concerns that policies, which are responsive to local women’s needs are not likely to be prioritized. At the community level, only 5.5% of the leaders of neighborhood associations are women. However, in some regions, women’s voices are heard thoroughly to understand their needs and reflected in policy under the head of local government’s leadership. This creates a better environment where women can get employed or start a business and find a good balance of work and child rearing. Women’s leadership and political participation can lead us to inclusive and sustainable society. This agenda is closely linked to the Goal 1 (No Poverty), 5 (Gender Equality), 8 (Decent work and economic growth), 9 (Industry, Innovation and Infrastructure) of the SDGs.



## 4. "Closing the Gender Gap for New Prosperity: Enhancing Governance for Women's Empowerment"

March 23, 2019 (15:05-16:20) / Fuyo

At the beginning, Ms. Satsuki Katayama, Minister of State for Regional Revitalization, Regulatory Reform, Gender Equality, Women's Empowerment and PPP/PFI introduced Japan's legislation for promoting gender equality and women's empowerment in private companies and stressed that closing the gender gap significantly contributes to sustainable economic growth. Following the statement, a video message from Ms. Gabriela Ramos, OECD Chief of Staff, was played. Citing from a report by the OECD, it was explained that gender gaps based on laws and regulations as well as on customs have resulted in an economic loss of approximately six trillion dollars, which amounts to approximately 7.5% of global GDP, and that closing the gender gap is estimated to bring about an economic effect of approximately 12 trillion dollars across the world.

In the six years since the inauguration of the Abe administration adopting the womenomics policy, the number of female workers in Japan increased by 2.88 million. Over half of women now continue to be in employment after giving birth to their first child. To understand the economic effects caused by such an improvement of the situation in Japan, it was explained that estimated effects are equivalent to approximately 8 trillion yen in terms of wages and approximately 3% in terms of GDP growth rate. The significant contribution of closing the gender gap to sustainable economic growth was thus made clear.

The panel discussion focused on the mechanism through which women's empowerment that brings about such economic effects can be realized substantially and steadily, paying attention to various levels, such as the state, companies, and the household.

Firstly, the importance of setting specific targets, visualizing the current situation, and taking measures that can be quantified, for women's empowerment and closing the gender gap at each level, was stated. Setting targets for the proportion of women at the top level in public institutions and large companies, as well as increasing transparency and facing the reality by quantifying wage gaps that have been an unwritten rule, are examples of actions that can be taken. It was pointed out that while the achievement of such targets can be linked to the pay of the leadership at private companies, it is more important to spread the understanding that closing the gender gap actually leads to better financial performance of the company. Many reliable studies have shown correlations and causal links between the closing of the gender gap and improved financial performance. It was suggested that understanding of the results of such studies should be spread.

The importance of facing and overcoming unconscious bias was also pointed out. For example, the fact that the majority of those who are interviewed and express opinions on various global issues, such as finance, trade, and conflicts, are men indicates the existence of unconscious gender bias. It was argued that the current situation should be quantified and specific actions should be taken to improve the situation with regard to such unconscious bias as well.

While many companies have adopted coaching and mentoring, the importance of sponsorship by the leadership and the role of role models was indicated. It is often difficult to find a perfect candidate for business and career opportunities. Steady support from sponsors based on such understanding leads to realization of women's empowerment. It was also suggested that the number and types of role models should be increased by actively recognizing various successful practices.

At the end, the panel raised an alert that we lose sight of the essence if only women keep calling for closing of the gender gap to women for women. Closing the gender gap is directly linked to sustainable economic growth, and both men and women should receive the benefit as well as make efforts. Men and women should share unpaid care work at home as well based on such a stance. If men and women share various roles in society and at home, it becomes possible to realize a more inclusive workplace environment at organizations.



Satsuki Katayama  
Minister of State for Regional Revitalization, Regulatory Reform,  
Gender Equality, Women's Empowerment and PPP/PFI



Gabriela Ramos  
OECD Chief of Staff and Sherpa to the G20

## Background and Issues

At the Buenos Aires Summit in 2018 G20 leaders declared gender mainstreaming strategy across the G20 agenda. This means that the idea in which discussing all G20 agenda from gender perspectives and closing the gender gaps in any economic/ social aspects will strongly contribute to SDGs has been further recognized by G20 leaders. What economic and social impact will be created when all women and girls in the G20 economies which cover 90% of the world's GDP, 85% of the world's trade and 75% of the world's population now stand-up, get access to quality economic and social activities, receive fair recognition and evaluation, participate in decision making and have good literacy for the future of work? The speakers from public, business and academic sectors will discuss.

Also the G20 leaders' declaration includes the specific commitments to promote the empowerment of women and girls and to close the gender gaps which contribute to SDGs. This owes W20's 5 year continuous discussion since 2015. Now we should focus on concrete implementation of the agreed commitments together with evolution of our discussion. At this panel we will discuss how each of public, private and social sectors can play effective roles in order to promote gender mainstreaming and to implement specific commitments regarding closing the gender gaps and empowerment of women and girls.

### Topics

- What economic and social impact will be created by gender mainstreaming, closing the gender gaps in various areas and empowerment of women and girls?
- How can we redefine the new growth and new prosperity through closing the gender gaps?
- What key roles should each sector play and how should human and financial resources be allocated to promote gender mainstreaming strategy?
- What key roles should each sector play to collect sex-disaggregated data to realize gender equality in decision making in the public and private sectors?



Angela Mackay  
Global Publisher, FT Live & Managing  
Director, Asia Pacific at the Financial Times



Isabel de Saint Malo de Alvarado  
Vice President and Minister  
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Arancha González  
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Janssen Asia Pacific,  
Janssen Pharmaceutical Companies of  
Johnson & Johnson



Satoshi Tanaka  
Representative Director,  
Executive Vice President  
Mitsui & Co., Ltd.



Miki Tsusaka  
Senior Partner and Managing Director of  
Boston Consulting Group

## 5. "Media and Contents to Nurture Diversity"

March 23, 2019 年 (16:40-18:00) / Fuyo

At the beginning, a video message from H. E. Ms. Phumzile Mlambo-Ngcuka, Executive Director of UN Women, was played. She pointed out that men still account for 73% of managerial positions in the media industry and emphasized the importance of women being decision makers as well as the significance of creating an environment where both male and female journalists publish a wide variety of information, including on gender. She also expressed UN Women's determination to break stereotypes through advertising and promote initiatives that bring about sustainable and positive changes to media and contents.

In the discussion, panelists first expressed their opinions from various perspectives on the creation of contents that contribute to gender equality and diversity as well as on the stance of the media. It was stated that it is important to create animated shows that are to be remembered and understood 10 or 20 years later, even if the contents are for children who cannot understand the meaning of gender equality or diversity at the moment. Then, it was pointed out, from the perspectives of journalism and reporting, that women are still underrepresented not only in creating but also in communicating information and that men and women have different points of view and different ways of collecting news materials. From the perspective of corporate advertising, there was a comment that attention should be paid to the diversity of team members that create advertisement contents.

The importance of gender equality campaigns was also mentioned. Cases of successful corporate initiatives were presented, in which the proportion of people who took "femininity" as a negative concept was reduced from 70% to 18% and the proportion of men who answered, "housework is for women," was reduced from 70% to 52% through a campaign using videos that feature balancing housework and a job. In addition, an overseas case was presented, in which the government and the International Olympic Committee worked together for a campaign and changed the recognition toward women's sports, after it was found that reports on women's sports accounted for only 3.67% of sports news. The necessity of carrying out surveys and campaigns with diversity in mind, not only in sports but also in other industries, was thus stressed.

Meanwhile, the risk of mass media and the internet spreading discrimination against women and a backlash against women's empowerment was also pointed out. Considering that stereotypes, such as an assumption that women cannot become politicians, remain in various media, the necessity of developing journalists who understand the importance of diversity was pointed out as well. It was also stated that gender bias can be reduced little by little if not only influential women, such as politicians, but also ordinary women express their own opinions on a day-to-day basis. In addition, a case was presented in which the trend of opinions gradually shifted positive when all opinions, including those negative about advertisement that calls for gender equality, are respected and taken note of.

At the end, what media should do to change the society was listed, which included increasing the proportion of women in managerial positions and female journalists so that media themselves can embody diversity, creating a corporate culture that allows everyone to equally express diverse opinions and an environment that allows diverse workstyles, and creating contents and reporting from an objective point of view without discriminating or criticizing based on stereotypes.



Tetsuya Honda  
Managing Director/ CEO,  
BlueCurrent Japan Inc.



haru.  
Editor in Chief,  
HIGH(er) magazine/ Student



Ikuho Maeda  
Coordinator at The Asahi Shimbun  
New Business Incubation Office



Balaka Niyazee  
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Sandra Erica Jovel Polanco  
Minister of Foreign Affairs of  
Guatemala



Marija Pejčinović Burić  
Deputy Prime Minister and Minister of  
Foreign and European Affairs of Croatia



Takashi Washio  
Executive Director,  
Toei Animation Co., Ltd.

## Background and Issues

In recent years, movements which promote diversity in the media have become active in the world. The words and contents delivered by the media have been checked whether there include any expression which may lead to unconscious gender discriminations. Some countries have set restrictions on advertisements which lack in respect towards diversity and/or could lead to entrenched ideas about rigid gender roles. At the G7 Summit 2018 in Charlevoix, the leaders committed to ending sexual and gender-based violence, abuse and harassment in digital contexts.

In the high-level round table “Gender in the Media” at the WAW! 2017, participants discussed what caused the stereotypical images of women on television and web commercials, and how to prevent growing unconscious bias of rigid gender roles. In the discussion, they pointed out that the media industry needed to change its long-working-hours culture. They also encouraged women’s full participation at all levels including decision-making positions and to create a better work environment which enables all people to engage equally. The participants at the round table also mentioned that the media influence has possibilities to change gender stereotypes, for example by using the wording “sharing housework” instead of “helping with housework,” and delivering a message that both mothers and fathers take parental leave.

Recently, the characters and stories that are directed towards the younger generation in the media such as TV drama series, cartoons and manga, which defy the traditional gender roles are earning positive reputations. In this age of progressing social media and the rapid growth of various tools to express our opinion, viewer’s reactions spread faster and more widely than ever before. On the other hand, there is a backlash from some viewers who feel uncomfortable with more progressive ways of thinking and changes to the gender roles that are presented by the media. Also some parents are confused what to tell their children about these progressive ideas of diversity when people’s values and beliefs are undergoing a big change from the past status quo.

As the needs and lifestyles in our world are constantly changing and diversifying, various media devices have been developed. As a result of that, people have no more shared common values with many others. The diversity of life styles and values may bring us a clash with different ideas which are difficult to sympathize or understand. The media is able to pick up the opinions of minorities, focus on different perspectives, and also visualize the backgrounds and histories where those opinions or perspective derived from. Hence the media is the important tool to learn to respect different values and lifestyle choices, and at the same time the media is needed to be a leader to form a new set of values towards a new diverse society. This agenda is closely linked to the Goal 5 (Gender equality) and Goal 10 (Reduced inequalities) of the SDGs.



Video Message from Phumzile Mlambo-Ngcuka,  
Executive Director of UN Women



Animation Introduced by a Panelist



## 5. "Women's Participation in Conflict Prevention, Peacebuilding and Post Conflict Recovery"

March 23, 2019 (16:40-18:00) / edo ROOM

At the beginning, a video message from Ms. Nadia Murad, Nobel Peace Prize Laureate 2018, was delivered on the screen. She expressed her gratitude for support to the victims of sexual violence in Iraq and asked further respective assistance.

Then first half of the session was discussed about actual assistance and activities to promote women's participation, and different perspectives from each nation, NGO and civil society organizations. In the US, Women, Peace and Security (WPS) Act became into the law in 2017 and USAID has supported 70,000 women in peace process under USAID's WPS Initiative as well as provided support for about 6 million survivors of gender based violence. JICA has prioritized women's participation in conflict prevention, peacebuilding and recovery as they are directly linked to the concept of Human Security, which Japan has addressed for long. Thus JICA promotes women's participation from planning level at social development projects, strengthen capacity and facilitate participation of women in security sector as well. UK government launched initiative called "Preventing Sexual Violence in Conflict Initiative (PSVI)" in 2012 and its one of the main pillars is Justice and Accountability. It was pointed out that justice means many aspects such as access to justice with formal judicial process to make perpetrator accountable, being able to return to own community without ostracism, and access to education, livelihood support and reparation.

While Security Council Resolution 1325 Women, Peace and Security will remark its 20th anniversary in 2020 since its adoption, participation of women in peace negotiation is still limited due to social norms. Thus there are still gaps regarding substantial participation of women. In Nepal, the first woman who sat at the peace talk table was a Minister at that time. However she was only assigned a note taker role. It was argued that social norm should be reviewed as well.

In Iraq, hundreds of thousands of people became internally displaced. Assistance for sexual violence survivors and children are mealy provided at all. In addition, family members of ISIL are also victims, yet they are isolated without basic assistance. Particular concern was expressed that the situation may reproduce another terrorist in the future. On top of that, culture of revenge is rampant throughout Iraq. Therefore it was emphasized any individual who committed violence should be brought justice by law. It was also discussed strengthen judicial institution to prevent violence. To respond sexual violence, training for medical personnel and more number of female peacekeepers are necessary. It was addressed that men and boys are subjected to sexual violence as well.

Good practice was shared in the latter half of the session. In Syria, a few women were participating in official peace negotiation in 2016 but USAID supported female advisory group and enabled them to present near the venue where the negotiation was happening. Negotiators knew they were there so every break time, they came to women's group to hear their opinions. As a result, up to 2017, 20 percent of negotiators became women.

In Nepal, there some positive transformation was taken place. Female parliamentarian increased. National Action Plan (NAP) was formulated by cooperation with government and civil society which enabled to integrate WPS perspective in regional development action plan as localization of WPS NAP. NAP also enabled civil society organizations to work with not only Ministry of Women but also open the path of working with Ministry of Defense, Ministry of Interior, Military and Police.

JICA also shared social transformation by involving male leaders. In Sudan, JICA asked male leaders of local water committee management to involve women. As a result, number of women committee member increased and water fetching labor became to be shared between men and women. In a male dominant society, men can listen what other men say, thus involving local male leaders and religious leaders is vital to promote women's participation.

In the Q and A session, question was raised about Afghanistan's current peace negotiation if women might not substantially being involved. Though there was no direct support for the negotiation process from the panels, JICA provides capacity building for Afghan female police and provides girls education and the US also provides economic empowerment and access to resources for Afghan women.

Another question was on overcoming social taboo and social structures. It was responded that importance of voicing and working together with government and civil society was reaffirmed.



## Background and Issues

United Nations Security Council resolution 1325 (SCR1325) on Women, Peace and Security (WPS) was adopted in 2000, which recognized disproportional impact on women and girls in armed conflict and acknowledged women's equal and active role for the international peace and security. Since then up to November 2018, 79 countries (40 % of nations)<sup>1</sup> have formulated their National Action Plans on WPS. SCR 1325 addresses gender different needs based on gender analysis, which should be applied to all phases and levels of conflict prevention, conflict resolution, peace process, peacekeeping, peacebuilding, humanitarian relief and post conflict recovery. Women's equal and meaningful participation in all stages is also included. This year marks 10 years anniversary of appointment of Special Representative of UN Secretary General on Sexual Violence in Conflict and opening of her office to tackle sexual violence in armed conflict based on related Security Council resolution 1888. 2018 Nobel Peace Prize were jointly awarded to Dr. Denis Mukwege who has long supported hundreds of victims of sexual violence in conflict in DRC, and Ms. Nadia Murad, a Yazidi activist from Iraq who is also a victim herself of sexual violence committed by ISIL and has advocated to end sexual violence in armed conflict. This has highlighted and raised greater recognition on sexual violence in conflict once again globally.

Several efforts and advancement have been made since the adoption of the resolutions. For example, in 2016 Security Council started to have regular briefings from the Informal Expert Group on WPS from civil society to bridge the gap between policy and practice. In the peacekeeping operations, more Gender advisors have been placed and Women Protection Advisors who directly respond to conflict related sexual violence have been created. G7 has decided to push forward WPS agenda at the Foreign Ministerial meeting in 2018 and launched G7 Women Peace and Security Partnership Initiative. Each G7 country has a partner country to provide support to implement WPS agenda. As 2020 will mark 20 years anniversary of adoption of SCR1325, the more work on implementing and strengthening WPS agenda will be expected in the international community.

On the other hand, a number of internally displaced persons (IDP), refugees, and sexual violence have increased for five consecutive years<sup>2</sup>. Political instability, violent extremism and internal insurgency are still on rise, which have brought more issues and complexity to the world. The gap between policy and implementation level still remains. Implementing WPS agenda is supposed to respond to these issues, however it's not effectively functioning yet. For example, there is a little progress in women's participation in peace talks but there is only a small presence of them in political leadership in post-conflict nation rebuilding phase. National action plans on WPS have been developed but often without budgets. Furthermore, there are very few projects for gender equality and WPS agenda, which are supported by the international community. Even a ceasefire, peace agreement and post-conflict phases would not mean the end of sexual and gender based violence (SGBV). On the other hand, there are only a few women working in peacekeeping operations (Military 4 %, Police 14 %). Likewise, a limited number of women are involved in military, police and judicial system in conflict affected countries, which makes institutional capacity remain very weak to respond and to end impunity for crimes. Thus sexual violence has been repeatedly committed.

Many studies and reports points out that there is a clear linkage between gender equality and prevention of conflict<sup>3</sup>. Having different capacity and perspectives, international community, governments, humanitarian and development agencies, NGOs, civil society organizations should work together to implement WPS agenda and make sure women's substantial participation in conflict prevention and peace-building. This agenda is closely linked to the Goal 5 (Gender Equality) and Goal 16 (Peace, Justice and Strong Institutions).



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Video Message from Nadia Murad,  
2018 Nobel Peace Prize Laureate

<sup>1</sup> See Peace Women website <https://www.peacewomen.org/member-states>

<sup>2</sup> Office of the United Nations High Commissioner for Refugees, Global Trends: Forced Displacement in 2017(Geneva, 2018)

<sup>3</sup> See (S/2017/861) and (S/2018/900)

## 5. "Creation of New Market Value by Women Entrepreneurs"

March 23, 2019 (16:40-18:00) / Rei

In this panel discussion, the environment and challenges surrounding women entrepreneurs and means for resolving the challenges were discussed from multiple perspectives, such as those of women entrepreneurs themselves, supporters of women entrepreneurs, international organizations, and banks.

Firstly, how the United States built its ecosystem for women's entrepreneurship was explained, in which a movement of women's enterprise development occurred in the 1970s and 1980s, action-oriented research and evidence-based policies were sought from the White House and Congress, and business centers for women entrepreneurs and the National Women's Business Council were founded to provide input to the government about what women entrepreneurs needed. In addition, legislation was passed that required the Census Bureau to count all women-owned businesses, and also enabled women to get business loans without requiring a male relative to co-sign the loan. In particular, it was highlighted that effective advocacy and coalition-building are central components of an ecosystem.

Panelists highlighted that the social sector in Japan, which includes education, culture, healthcare, and social services, is growing despite population decrease, aging population, and declining birthrate; that while the social sector accounts for 18.9% of GDP in the United States, it accounts for 10.1% of GDP in Japan, which indicates room for growth; and that women social entrepreneurs are thus expected to play a significant role in the social sector. With regard to the WTO's initiative for women's economic empowerment in developing countries, it was stated that women are responsible for 70% of informal trade. It was pointed out that it is important for such women to be able to exercise an influence on policies and have access to technologies. The current status of women entrepreneurs in Japan was also reported, which included the fact that the proportion of women's entrepreneurs remained at 13.6% in 2017 (Ministry of Internal Affairs and Communications) and that only 10.8% and 9% of women passed the initial screening and secondary screening respectively for "MIRAI," an acceleration program for entrepreneurs. While it is essential for women entrepreneurs themselves to enhance their financial literacy, women entrepreneurs shared their experience, where most judges of competitions were men and many women entrepreneurs felt it difficult to find angel investors. It was reported by a supporter of women entrepreneurs that transactions by the supply chain with women entrepreneurs account for only 1% in the United States. It was pointed out that it is necessary for more women entrepreneurs to stand up, create jobs, and make themselves visible and that access to finance, access to markets, training, and finding employees still remain challenges. In particular, it was highlighted that women entrepreneurs account for only 1% of public procurement, which is a \$9.5 trillion (USD) global market.

The panel received many questions and comments from the floor. The panelists recommended female students to put themselves in an uncomfortable situation, to allow themselves to fail and even enjoy the experience of failure, and to see the world with their own eyes and encounter different cultures, food and people. They offered advice to entrepreneurs as well, stating that companies do not grow without delegation of authority, although founders often wish to do everything by themselves due to attachment to their own companies and their ability to pay attention to details, and that the key is to build diverse teams.

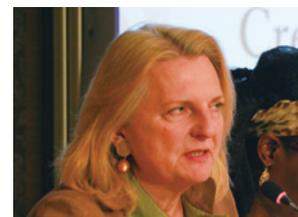
At the end, it was stated, with regard to the economic impact of women's enterprise development, including social entrepreneurship, and initiatives helpful in supporting women's enterprise development, that a platform to share successful practices would be effective, so that countries do not have to constantly "reinvent the wheel."



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## Background and Issues

Japan's Women's 20 will be an important milestone for the economic advancement of women, and can help accelerate women's enterprise development in Japan and other G20 countries. This Panel will provide a Call to Action on how women's entrepreneurship and social entrepreneurship can impact a nation's GDP. In addition, it will outline the importance of building a strong ecosystem of engaged stakeholders to propel the development of women's entrepreneurship. Stakeholders include the government, policymakers, universities, researchers, women's business associations, financial institutions, corporations, accelerators and incubators, international institutions, and women entrepreneurs themselves. This year, Japan created a Women's Entrepreneurship Working Group to accelerate momentum. In addition, Women Entrepreneurial Action Alliances will be developed to help propel progress on specific issues, including an initiative to help build the women entrepreneurial ecosystem in Japan.

### Topics

- Profile how the United States built its ecosystem for women's entrepreneurship by: conducting action-oriented research; advocating for evidence-based policies to overcome obstacles and gaps; creating women's business centers; facilitating access to finance and to markets; creating a National Women's Business Council to provide input to the government about what women entrepreneurs need; and emphasizing the urgent need for women's active engagement in Science, Technology, Engineering, the Arts and Math (STEAM). Effective advocacy and coalition-building are central components of building a stronger ecosystem.
- Showcase the importance of access to corporate markets, international trade, digital markets and public procurement – the latter a \$9.5 trillion (USD) market, of which women receive less than 1%;
- Promote the importance of access to finance for all stages of business growth;
- Catalyze the collection and sharing of good and best practices, so countries don't have to constantly "reinvent the wheel";
- Emphasize the importance of women's entrepreneurship and social entrepreneurship to Japan's future economic prosperity. Japan's economy is now under great stress due to a labor shortage rooted in an aging population and a declining birth rate. Women are an obvious solution to this shortage, and have the potential to excel outside of the traditional male-dominated big business sector. By strengthening their capabilities, Japan's women entrepreneurs and social entrepreneurs can become a major economic pillar of Japanese society.
- And identify policies, programs and initiatives that can help turbocharge women's enterprise development and the growth of GDP in both developed and developing G20 countries. It is important, too, that countries prepare their women entrepreneurs and social entrepreneurs for the future of work, and the innovative new opportunities that will result from the Fourth Industrial Revolution.



## 5. "Gender Lens Investing: Emerging Global Trends"

Co-sponsored by: The Sasakawa Peace Foundation and WE EMPOWER JAPAN March 23, 2019 (16:40-18:00)/ Sho

The issues of gender equality and women's empowerment have been attracting attention of the capital markets in recent years. The 2019 W20 Communiqué proposes the advancement of gender lens investing by explicitly stating, "Incentivize investors to proactively incorporate gender factors into investment analysis and decision-making." Based on such global trends, panelists engaged in active discussions on the significance of gender lens investing, its trends, and implications for Japan from the perspectives of private financial institutions committed to gender lens investing, organizations that supply data, and development financial institutions.

One of the objectives of gender lens investing is to allocate capital towards the advancement of gender equality and women's empowerment. Some examples include improving access to capital for women and women entrepreneurs, and investing in products and services that improve the health, education, and livelihoods of women. While there were only two venture capital funds focused on gender in 2000, there are 87 venture capital funds in 2019, and 46 of them were reported to have been established within the previous two years, indicating the rapid pace at which gender lens investing is advancing.

Asia Women Impact Fund, established by the Sasakawa Peace Foundation (SPF) in 2017 to pursue such investments has yielded stronger financial returns alongside the Foundation's other endowment investments, thus reporting the potential of gender lens investments to generate profits.

Another objective is to enable financial institutions and investors to make more appropriate investment decisions. Various studies and research demonstrate that gender diversity increases corporate performance. For example, a study by MSCI, a financial information services company, indicates that the ROI (return on investment) of companies that have a woman on the board or in the management team is 35% higher than that of companies that do not. It was reported that institutional investors incorporate gender perspectives in conducting investment analysis and making investment decisions, and call for the advancement of gender equality through their engagements such as dialogues with companies and exercise of voting rights, so that they can secure long-term and sustainable profit from their investments.

Equileap, a Dutch organization that collects, evaluates, and provides rankings of gender data from companies all over the world and supplies data for the establishment of gender-related funds by financial institutions, reported that it employs as its 19 criteria for the gender scorecard (evaluation indexes) not only the male-female ratio of board members, the management team, and employees, but also gender pay gaps, introduction of childcare leave and flexi-time systems, measures against sexual harassment, initiatives for diversification of supply chains, including procurement from businesses owned by women, and signing and implementation of the Women's Empowerment Principles (WEPs), jointly developed by the UN Global Compact and UN Women. It also pointed out that information disclosure is expected from companies around the world, and companies that proactively disclose information are more highly regarded by institutional investors in terms of increased transparency and enhanced governance.

Equileap also noted that there were no Japanese companies ranked in their top 200 global ranking report, and while 24 companies made it to the top 100 in their special report that features Japan, Hong Kong, and Singapore, only one ranked in the top 10. Japanese panelists responded that it is necessary to understand the advancement of gender equality not as a CSR activity, but as a requirement to attract investment in the international capital markets. They highlighted the need to integrate the concept in medium-term management plans and that disclosure of data should be made mandatory. It was proposed that one specific way to be recognized in global capital markets is to sign and implement the Women's Empowerment Principles (WEPs), which has also inspired the Equileap Gender Scorecard.



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## Background and Issues

Achieving the Sustainable Development Goal 5 on gender equality and women's empowerment is only possible through active participation of the private sector and financial investors. Over the past few years, financial institutions of various kinds are starting to incorporate gender perspectives into their financial analysis and are making investment decisions with a gender lens.

Gender-lens investing (GLI) is seen not just as an effective means for channeling funds towards interventions that advance gender equality and empower women and girls, but also as a strategic tool for investors to identify investment opportunities with unrealized value (like underinvested women entrepreneurs with good growth prospects) and uncovering potential risks (like sexual harassment, low staff retention, value chain abuses) For example, as investors start applying gender lens to their investment analysis, it provides a strong incentive for companies of all sizes to improve the transparency and accountability of their gender equality practices in workplace, markets, and the community.

Financial institutions across the world are taking note and are moving capital towards investment strategies with a gender lens. In 2017, Japan's Government Pension Investment Fund (GPIF), the largest Pension Fund in the world, selected the MSCI Japan Empowering Women Index (WIN), which only includes those listed companies in Japan that score highly on gender equality performance, for its ESG (Environmental Social and Governance) investment allocation. There are increasing number of similar initiatives at the global level, reflecting great interest and momentum. As of September 2018, there are over three dozen public market gender lens investment strategies, and more are under development. In private markets, the momentum is even stronger, as the number of funds that incorporate a gender lens strategy have more than doubled in the past couple of years.

Government agencies and development finance institutions (DFIs) have also been active in channeling capital towards investment opportunities that deliberately incorporate gender perspectives into investment analysis and decision-making. The Japan Bank for International Cooperation (JBIC) and Japan International Cooperation Agency (JICA) have signed up for the G7-wide 2X Challenge and are committed to advancing women's empowerment by investing with a gender lens . Initiatives like Japan ASEAN Women Empowerment Fund (JAWEF), Women Entrepreneurs Finance Initiative (We-Fi), Fund Mujer, and Investing in Women Initiative are other global examples.

To build on these emerging trends, the Sasakawa Peace Foundation and WE EMPOWER JAPAN will jointly organize a W20 Panel on Gender Lens Investing that will bring together leaders from a diverse range of sectors to pursue a collaborative dialogue for identifying means that will best unlock capital, at scale, to achieve women's empowerment.

### Topics

- In the context of the SDGs and ESG investment, discuss strategies for raising awareness amongst investors, companies and media about the global trend of gender lens investing, and highlight good practices.
- Discuss how the Women's Empowerment Principles could be used as a gender lens strategy for investors.
- Discuss how financial institutions can help advance gender equality and women's empowerment, and how the institutions will benefit in-turn.
- Identify the various means for collaboration between DFIs and private investors, leading up to increased flow of funds towards gender lens investing.
- Find effective solutions to build networks with key stakeholders for advancing the gender lens investing agenda in G20 countries



## 5. "Diversity for Growth: Corporate Management and Working Environment"

March 24, 2019 (9:30-10:50) / Rei

At the beginning, the reasons for ESG investment, which values and selects companies that take the environment, social issues, and corporate governance into consideration, were explained from the perspective of stock investment. It was stated that institutional investors, who manage a large amount of stocks, cannot gain profits as investors without the growth of the entire market, not just individual companies, and that they therefore need to pay attention to long-term growth strategies in making investments. The ESG index, created based on information disclosed by companies, serves as a useful reference in doing so, and the higher the index is, the company is more likely to attract investment.

Then, it was reaffirmed that diversity, which is a component of the ESG index, contributes to the growth of companies. More than one panelist pointed out that management teams and boards that consist of a group of people with similar backgrounds overlook issues in deciding management policies, which may cause serious problems, and that a diverse top management team offers multiple perspectives in corporate management, facilitates flexible thinking, and is thus more effective in terms of risk management. In addition, it was confirmed that diversity in the top management leads to a better fulfillment of accountability, as the members do not share the same assumptions in the discussion for decision making. It was stated that selecting a female leader improves the current employment environment of the entire company and that incorporating diversity in the corporate culture as a given element attracts talented human resources and increases the profit of the company. It was also explained that in recent years, consumers choose products increasingly based on the ESG perspective.

Meanwhile, the reasons for which diversity has not been advanced in Japanese companies were pointed out with a focus on the corporate culture. The reasons included traditions that do not welcome students with special skills, women's low motivation toward work, and the tendency of the relationship between bosses and subordinates to infringe the privacy of individual employees. To get rid of such corporate culture, institutional investors now focus on disclosure of corporate information, and the will of the management, or how the company will be managed in the future, is attracting attention. In addition, it was stressed that the government can advance gender equality in society by creating a support system to enable women to work from home or go to work, increasing the number of female cabinet members, and spreading the awareness of gender equality through education.

At the end, it was pointed out that harassment against not only women but also men tends to occur when promoting diversity in an organization. The reasons provided for this included increase in workplaces that are too busy due to deteriorating business environment, difficulty in forming personal relationships at the workplace due to the spread of meritocracy and performance-based systems, increase in young people who are not accustomed to being told off, deeply rooted division of labor by gender, and visualization of harassment cases due to increased interest within society. In response to such a situation, the Japanese government has made it mandatory for companies to prevent sexual harassment and maternity harassment as well as provided administrative guidance. In 2018, a policy for legislation, under which companies will be obliged to take measures to prevent bullying and harassment, was announced. To tackle harassment in companies, it was stressed that creating a culture that never tolerates harassment, making it possible for victims to stay with the company, and also management by the top management are important.



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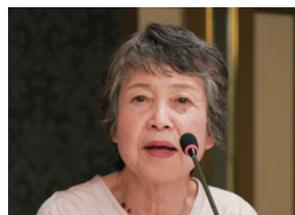
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## Background and Issues

It is essential to make a good use of diverse human resources to strengthen competitiveness of corporates in order to respond to the diversifying needs and values of consumers. To promote sustainable and responsible investment, there is a growing international interest in ESG investment, which values the corporates with consideration to environment, social and corporate governance (ESG) and with competency to respond to the society by utilizing their diverse human resources, productivity and uniqueness

Goal 8 of Sustainable Development Goals (SDGs) targets to achieve full and productive employment, decent work and equal pay for equal work for all men and women including youth and disabled people by 2030. The United Nations Global Compact (UNGC) also stipulates that companies should uphold the elimination of discrimination based on gender and other elements in employment and occupation.

On the other hand, according to the World Economic Forum's annually released Gender Gap Index, Japan remains ranking at lower level; 110th place among 149 countries and 117th place in economic field in 2018. Japan has not kept pace yet with global transformation speed. The proportion of women on board positions at public-listed companies are as low as 4.1% (2018), the number of female regular employment is less than half that of male counterparts, and having other issues piled up including gender wage disparities and sexual harassment. At the G20 Buenos Aires Summit in 2018, in leader's declaration states promoting women's economic empowerment by reducing gender wage gap and committing to promote women's access to decision-making positions. There are some positive movements in Japan. For example, top leaders commit to promote advancement in their companies by joining "Declaration on Action by A Group of Male Leaders who will Create a Society in which Women Shine", and the "30% Club", a campaign which started in the UK, aiming for the proportion of women executives to become 30% in the country, will be launched this spring. However, the question is, will Japan really be able to change?

The Act on Working Style Reform will be effective sequentially from this April, which mandates acquisition of paid leave, ensuring fair treatment of workers irrespective of their employment types, and cap of overtime hours. Many companies are now promoting flexible work time and telework from home, and some have started to introduce ending nationwide relocation and on-hold system assuming possible difficulties of childcare and nursing care of family members for both men and women. Recently, some banks have set up a new system to offer positions to employees in the bank located where they have to move to, so that they do not need to retire because of relocation due to marriage and nursing care. The system is being sought to establish enabling environment for all people without sacrificing their personal lives as there are various types of family such as a single person, couple with double income, business bachelor, and family with members who in need of care or with little children.

It is urgent to develop a workplace environment where people respect each other's differences and no bullying or harassment allowed. In recent years, obvious sexual harassment in the workplace has decreased on the surface. However, such typical cases of sexual harassment have been still often reported in many workplaces, in which one's senior, colleagues or business clients misunderstand the respect or trust towards them as a favor, expecting to have a sexual relationship. Because of the unfair power relationship and fear of further harm to their career, victims often find difficult to refuse them, which often escalates harassment. Providing detrimental treatment and hurting the dignity of others by taking advantage of one's superiority such as authority and status leads to loss not only to the individual but also to the company and society. Law amendments are now in consideration, under which companies will be obliged to take necessary measures to prevent bullying and harassment at the workplace and to further strengthen measures to prevent sexual harassment as well.

In order to create sustainable ways of working for everyone, it is necessary to build a fair work environment while raising consumer awareness. As we enter the era of the 100 year life, working years could be longer, which could bring us to experience diverse lifestyles and values in a single life. Therefore, it is required to build a society where all people can adjust to changes in different life stages flexibly and fulfill their preference in work style, according to their needs. This agenda is closely linked to the Goal 5 (Gender equality), 8 (Decent work and economic growth), 10 (Reduce inequality within and among countries), and 16 (Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels) of the SDGs.



## 5. "Future of Family: Getting Support, Utilizing and Sharing"

March 24, 2019 (9:30-10:50) / edo ROOM

At the beginning, the panelists confirmed that women's rights are a driving force of sustainable changes as well as basic rights, that women's empowerment should be advanced internationally, and that the willingness of each country's leaders to resolve the challenge should be welcomed. Meanwhile, it was highlighted that politics and people need to change their ways of thinking as there are many issues that make it difficult to realize the rights.

To start changing the way of thinking, it was proposed that transformation should first take place in education at home, the basic unit of society. A case example, in which a panelist learned the concept of justice and equality through education and was able to change behaviors toward women to treat them as equals at home was shared. With regard to gender inequality in education, it was stated that girls should be provided with education that enables them to acquire the skills required in the future labor market.

Then, an idea that it is unfair to make just women, but not men, responsible for housework and childcare and that childcare leave should be mandatory for men was shared. In response to the idea, it was pointed out that a gender wage gap exists in Japan as not only households but also the entire society functions based on gender roles, that men taking childcare leave thus lacks economic rationality, and that inequality concerning housework and childcare therefore cannot be resolved without closing the pay gap. At the same time, it was highlighted that discrimination against women in the labor market narrows down options in men's life as well, as it requires men to work full-time until mandatory retirement. Another idea was presented, which suggested that if childcare leave is to become mandatory for men, taking a leave for not only several days but a month or longer would facilitate sharing of childcare and housework between husband and wife.

On the other hand, it was pointed out that sexual minorities in Japan have been treated as if they did not exist in society and that the country still does not have any laws that eliminate discrimination. The current state of affairs was explained, where people who have been unfairly discriminated against based on sexuality have no choice but to give in. Meanwhile, it was also pointed out that some local governments have now established partnership systems, that transgender people can legally change their gender although they have to meet strict requirements, and that the younger generation is more tolerant of sexual minorities. With regard to same-sex marriage, an idea to create a national-level partnership system was proposed.

In addition, it was pointed out that the poverty of single mothers is an issue not only in Japan but also in other countries and that poverty disrupts children's social life, resulting in many households being trapped in a vicious circle. In response to this, support measures in childcare, education, career, and other aspects implemented in France and the United States were presented. In particular, the fact that children in single-parent households spend a shorter time with their parents was brought up as an issue. In this respect, the establishment of facilities such as single-parent homes, where single parents help each other and take care of children, was proposed.



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Board Member of Malala Fund

## Background and Issues

Due to changes in the structure of society, family form is changing dramatically in recent years. In Japan, families consisting of a working father and a stay-at-home mother with two children have been recognized "standard households", but now it represents only 4.6% of the total households<sup>1</sup>. Japan's family unit has become more diverse. Single member households not in employment account for a large proportion followed by aged-person households and dual-income households. When looking at the world, while some countries approve more diverse forms of family such as same-sex marriage or unmarried couples/common-law partners who don't choose legal marriage, and others face population growth problems, HIV / AIDS, family separation due to conflict and labor migration.

As the family form changes, the situation in which women are responsible for most of unpaid housework and care work still remains an issue. In other countries, like France, of which birth rates maintains increase while more women have jobs because government adjust social system to support women economically as well as men share responsibilities for child rearing and housework to reduce women's physical and physiological burden. In Japan, men's participation in housework and care work is increasing but their spending time is for from than that of women<sup>2</sup>. At the "WAW! 2017," it was pointed out that ICT usage makes men easier to participate in unpaid work and it was emphasized that the importance of changing perception of rigid gender roles, as well as re-recognizing the economic value of unpaid work and reducing long working hours.

One of the targets of Goal 5 of Sustainable Development Goals (SDGs) is to recognize and evaluate unpaid housework, caregiving and care work by providing public services, infrastructure and social security, as well as sharing responsibilities within households and families, giving condition to the circumstances of each country. G7 Summit at Taormina in 2017 released "G7 Roadmap for Gender-Responsive Economic Environment" in which G7 decided to promote the fair distribution of care responsibilities between women and men by 2020. In the "Charlevoix-commitment to equality and economic growth" released at the G7 Charlevoix Summit in 2018, it was announced that we would support gender equality in the distribution of unpaid care work. In the leaders' declaration issued at the G20 summit aims in the same year, it was agreed to work with the private sector to improve access to quality and affordable care infrastructure and parental leave

Under labor reform laws, which will be enforced sequentially in April in Japan, the companies are compelled to set the upper limit of overtime hours and the obligation to give paid holidays of at least 5 days a year. It is important that how to reallocate men's reduced working hours to housework and childcare. Today anxiety about educational expenses for children in the future is one of the reasons for declining birthrate in Japan, along with the burden of child rearing that women are currently considered most responsible for. From October 2019, most part of early childhood education over 3 years old will be free of charge. Also from April 2020, higher education will be free for economically disadvantaged children, and students will be provided with scholarships to cover living expenses and other costs with no repayment required.

The number of female employment has increased by 2.88 million in the past 6 years. More women continue to work after giving birth. On the other hand, it has been a serious issue that poverty of elderly women due to non-pension or low rate pension is spreading. This has been caused by low wages during working period or taking a break from work due to child rearing or nursing care, which affects the total amount of pension.

While everyone is born as a dependent presence and becomes a dependency after age, there is a need for a society in which people share necessary unpaid care work without depending deeply on just one particular person's shoulder. This issue is closely related to SDGs goal 1 (no poverty), goal 5 (gender equality), goal 10 (reduce inequality).



<sup>1</sup> Shungo Koreeda, Daiwa Institute of Research (2018). "'Standard Household' represents fewer than 5%". Retrieved from [https://www.dir.co.jp/report/column/20180710\\_010074.html](https://www.dir.co.jp/report/column/20180710_010074.html)

<sup>2</sup> For example, the weekly average hours per day on household/child rearing chores for men with children under the age of 6 has increased from 67 minutes in 2011 to 83 minutes as of 2016, but it is less than 20% compared to women (461 minutes in 2011, 454 minutes in 2016).

## 5. "Towards the Gender Equality in the Digital Era"

March 24, 2019 (9:30-10:50) / Sho

This Roundtable focused on the actions that are needed to close the digital gender gap and realize new prosperity by leveraging the potential of digital technologies to promote women's empowerment. Women are not as fully engaged in the Information Society as men. In many countries they enjoy less access to digital technologies and the Internet than men, make less use of them, and gain less benefit from them than men do. Women's participation in the design, development, production and governance of digital technologies is also limited and unequal.

During the discussion panelists highlighted various actions that are needed to ensure digital technologies help to bridge the gender gap rather than to exacerbate existing gender inequalities. The first is identifying and addressing the barriers that prevent women from accessing and using digital technologies, with a focus on accessibility, affordability, safety and security, usability and digital skills, and the availability of relevant content, applications and services. Secondly, promoting the participation of women in STEM studies and careers, including a general knowledge of ITCs that will enable them to contribute to the innovative projects that are shaping the future of the industry. Thirdly, encouraging women's participation in the digital sector to increase diversity in the workforce, redress the wider deficit in female leadership, and provide much-needed role models for girls.

The panel also discussed the importance of leveraging the power of technology to create initiatives that can have a positive impact on women's lives, such as flexible work arrangements and gig work employment opportunities. Other challenges discussed included the need to change gender-specific expectations for professions in the sector; guaranteeing women's safety online and providing safe spaces for women to use technology; and ensuring the design and development of digital technologies does not rely on biased data-sets, models, and algorithms.

The sessions concluded with a reflection on how technology can be a powerful catalyst to accelerate positive societal change if all stakeholders collaborate and take effective and tangible actions to ensure everyone has a place in the digital future.



Claire Sibthorpe  
Head of Connected Women  
and Connected Society at GSMA



Heather Barnabe  
CEO, G(irls)20



Masami Katakura  
EY Japan Managing Partner,  
BMC (Brand, Marketing and Communication),  
Gender Leader



Shunichi Kushima  
Director and Country Category Manager,  
Personal Systems and Services & Solutions,  
HP Japan Inc.



Keita Matsunami  
General Manager,  
Global Talent Acquisition and Development Dept.,  
Mizuho Financial Group, Inc.

## Background and Issues

Unprecedented levels of scale and speed of transformation brought by digitization has overwhelmed the world and the momentum never seems to stop. It is said that 60% of the world GDP will be digitized by 2022. While providing new opportunities to all human beings and enabling work life balance by defying the conventional concept of life and work style, there are threats such as the progression of gig economy and online harassment. Is digital technology a friend or foe for women? What would be the new style of growth which avoid threats, eliminate disparities, and achieve optimum benefits from digitization for all genders? To achieve 25 x 25 G20 commitment, we will discuss effective measures from the viewpoint of education, HR system, and monetary policy.

### Topics

- What is the ideal form of STEM education? Necessity of ELSI (Ethical Legal and Social Issues) and RRI (Responsible Research and Innovation).
- What is the future of work? HR system and management education in digital society. Consider inclusive ways and growth opportunities of working through using flex time etc.
- What is the ideal form of monetary policy in the digital era? IT pricing as a necessary tool for life. About tax incentive measures. Discuss with a view to investment in digital technologies and others.
- Active promotion of women to STEM education towards fostering executives.
- What kind of KPI and governance will foster changes?



## 5. "Women as Patients and Caregivers: Improving Gender Equity and Labor Inclusion by Addressing Healthcare Disparities"

Hosted by Novartis

March 24, 2019 (9:30-10:50) / Aries

In W20 Special Session "Women as Patients and Caregivers: Improving Gender Equity and Labor Inclusion by Addressing Healthcare Disparities," discussions on women, diseases and labor took place, taking multiple sclerosis (MS) as an example.

At the beginning, the concept of normalization, where women with disabilities are equally as successful in the workplace as those without disabilities, was introduced in keynote speeches by Ms. Lisa Deschamps, Neuroscience World Wide Business Franchise Head, Novartis AG, and Dr. Izumi Kawachi, Lecturer, Niigata University. In many cases, it is said that inequality exists in labor inclusion and at the workplace due to two aspects: being disabled and being female in gender. MS has traditionally been seen more in Western countries and considered rare in Japan, but the number of patients in Japan has been increasing steadily for the past few years. In particular, young women have a higher morbidity. While some disabilities caused by MS, such as difficulty in going up and down the stairs, can easily be understood by others, other symptoms, such as being prone to tiredness, may be difficult to gain understanding in the workplace. For this reason, it is said that many patients give up working at a young age.

Needless to say, such a state of affairs inhibits women's participation in the labor market and is a loss not only for individual women but also for the society and the economy. The significance of enabling women with disabilities to continue working and making it a step toward closing the gender gap in labor by deepening the recognition and understanding of the disease was thus advocated. It was also stated that realizing an inclusive workplace environment and making it possible for women with disabilities to continue working can give them the energy to confront the disease. In Japan, legislation concerning intractable diseases and employment has paved the way for securing a purpose in life and income for women with disabilities. In the meantime, the necessity of changing the mindset of society was stressed.

Based on these keynote speeches, panelists, including a woman who continues working despite a history of MS, engaged in a panel discussion on initiatives to establish an inclusive workplace environment, where women with disabilities and women who are often responsible for unpaid care work, such as nursing care, can secure opportunities and talk openly. The topics of the discussion included leadership and the ways of communication required for the realization of an inclusive workplace environment, the necessity of recognizing the fact that behaviors intended to be considerate may unintentionally deprive disabled women and women responsible for unpaid care work of opportunities due to unconscious bias, and the necessity of adopting unconventional evaluation and human resource management schemes to allow diverse workstyles.

In the closing speech at the end, Ms. Li Deng, Member of the Standing Committee of the 13th National People's Congress, affirmed that protecting women's health leads to gender equality and women's empowerment and contributes to the happiness of families and the development of society. At the same time, she introduced the Chinese government's initiatives concerning the enhancement of women's health and expressed a vision to drive various projects forward while interacting with international society.



Lisa Deschamps  
Neuroscience World Wide Business  
Franchise Head, Novartis Pharmaceuticals



Izumi Kawachi  
Lecturer, Niigata University



Asei Machi  
Announcer / Journalist



Elena Rodriguez  
Global Head, Diversity & Inclusion,  
Novartis



Misako Tanaka  
Novartis Pharma K.K.  
Oncology Division Hematology  
Franchise



Tsukiko Tsukahara  
President, Kaleidist K.K./  
Advisor to Catalyst



Deng Li  
Member of the Standing Committee of the 13th National  
People's Congress, Member of the Social Development  
Affairs Committee of the 13th National People's  
Congress, Member of the Party Leadership Group of the  
All-China Women's Federation (ACWF), Curator of  
China National Museum on Women and Children

## Background and Issues

There are many diseases that disproportionately affect women and their ability to fully participate in the labor force and contribute to socio-economic progress. Women also bear a disproportionate burden as the primary caregivers and decision makers in healthcare matters for their families.

This session seeks to understand the economic and social impact of certain diseases, such as neurological conditions, for female patients and caregivers, and how addressing these challenges can improve both gender equity and labor inclusion.

### Topics

- Considering the higher incidence of certain diseases such as MS on women, how can private and public organizations as well as governments work towards equitable access to labor?
- How can we increase awareness of the disease impact on women as family members, as primary caregivers?
- What type of support needs to be initiated by governments to facilitate women's access to the labour market, for example by increasing disease awareness and access to digital skills development?
- How can we improve awareness of women disease impact within private and public organizations to ensure equal access to career opportunities and the creation of an inclusive work environment that encourages women to talk openly and safely about the impact of the disease (ex : Migraine is often not disclosed for fear of social stigma and misunderstanding of the condition)



## 6. "Closing the Gender Gaps at Work: Leading a Happy Work and Life"

March 24, 2019 (11:20-12:35) / Fuyo

In the introduction statement, Ms. Fumiko Hayashi, Mayor of Yokohama, stated the importance of the independence of women and women's networks, as she looked back her own career. She also expressed a vision to resolve challenges by sharing experience with women from all over the world.

At the beginning of the discussion, the current status of gender equality and women's empowerment in Japan was explained. It was pointed out that while over 70%, a record high proportion, of women have a job, the gender wage gap has not been closed, and women account for only 12% and 4.1% of managers and board members respectively, resulting in Japan being ranked 110th, far behind other countries, in the gender gap index. In light of such a situation, initiatives by each company were presented.

A case study of a company was presented, where dialogue with clients is valued, employees are encouraged to set appropriate deadlines, and training is conducted to acquire the necessary communication and negotiation skills for that purpose, so that long working hours can be reduced. Next, a case study of closing the gender wage gap was presented. It was stated that listening to employees' voices is also important, including paying attention to the male-female ratio of new employees and implementing multifaceted evaluation systems. In addition, it was pointed out that a strong commitment to diversity and inclusion by the top management is important and that not only increasing women in managerial positions but creating a corporate culture that takes diversity and inclusion for granted is essential. Meanwhile, it was also stated that as women themselves may have an unconscious bias and be bound by their ideas of what leaders should be, they are encouraged to see various role models and advance their careers with flexibility. A case study of a traditional Japanese company was shared as well, where both tangible and intangible measures were taken, resulting in a considerably lower turnover among women, and a change in male managers' mindsets and workstyle reform are facilitated by reaching out to both men and women. A vision for the future to accelerate initiatives to increase the proportion of women in managerial positions to 30% and reduce regional disparities was expressed. In the case study of a company where women account for more than 80% of all employees, it was explained that the company offers sufficient support for childcare, drives forward programs for women to participate in decision making and to be leaders, and conveys not only the picture of a typical leader but also various leadership styles to employees.

Then, the discussion focused on whether measures to close the gender gap can be regarded as disadvantageous for men and whether being considerate to women may limit their career opportunities. Firstly, the importance of commitment to diversity and inclusion by the top management was pointed out again. Next, a case study was presented, where a team that offers training about unconscious bias and male employees actively participated in the training session. With regard to women's career, the necessity of placing emphasis on dialogue with both male and female employees was stressed, so that each person can decide the workstyle in accordance with their career plans. It was stated that in today's digital age, having an opportunity to communicate face-to-face facilitates understanding between not only genders but also different generations.

Panelists were asked what is necessary for realizing a happy life and work. It was first pointed out that increasing the flexibility of each employee's workstyle as a company is important. In addition, proposals were made from various perspectives, suggesting that it is important for the top management to have frequent opportunities to talk about diversity and inclusion, for men to be empowered at home, for male managers to deepen their understanding of diversity and inclusion and facilitate the understanding, and not to lose one's own identity.

At the end, it was stated that conversation and deepened understanding, in other words, communication, between the company and employees as well as between the company and clients leads to empowerment of both men and women and that encouragement and development of the young generation by leaders, regardless of gender, may be of help in closing the gap.



Fumiko Hayashi  
Mayor of Yokohama



Hiroko Kuniya  
Member of the Board of Trustees  
to the Tokyo University of the Arts



Susan Ferrier  
Global Head of People,  
KPMG International



Shoji Ito  
Director, Senior Managing Executive Officer,  
Sompo Japan Nipponkoa Insurance Inc.



Stacey Kennedy  
President, South & South East Asia Region,  
Philip Morris International



Yukiko Muto  
President of Uber Eats, Japan



Naomi Yamamoto  
Chief Creative Officer,  
Deputy Chief Social Value Creation Officer, Shiseido Co., Ltd.

## Background and Issues

G20 countries at the Brisbane Summit in 2014 set a target of closing the gender gap in labor participation by 25% by 2025. While many countries are on track to achieve this goal, we still see common challenges. We need to remove legal and social barriers, improve infrastructure for working women and men, strengthen public and corporate policies for gender-equal treatment, including equal pay, flexible work style options, and a workplace free of harassment. We also encourage men to play a greater part in house and care work and to be role models to influence social expectations. To develop the policies, ensure organizational governance, and inspire other women as role models, we need to increase women at the top and decision-making positions. In addition, accompanying global technology advances, we need an action plan to prepare women for future work.

At the Buenos Aires Summit in 2018, the G20 countries further declared gender mainstreaming. At the 2019 W20 Tokyo Summit, we will deepen our discussions on more specific solutions.

### Topics

- What policies and infrastructure are needed to effectively increase women in workforce?
- What corporate practices have been successfully implemented and their impacts?
- What systems are needed for women to stay in the workforce and build meaningful careers?
- What programs effectively develop women leaders and increase the number of women executives?
- How do social norms/expectations prevent women from joining workforce? How can we deal with them?
- How do we leverage the strengths of women for future work? How do we shape a new approach to work?



## 7. Closing Session

March 24, 2019 (12:40-13:40) / Fuyo

At the beginning of the closing session, Mr. Yasutoshi Nishimura, Deputy Chief Cabinet Secretary, summarized the outcome of each WAW! Discussion. He described the outlook for the future of Japanese society, stating that it is necessary to change men's way of thinking for gender equality and women's empowerment, that a new Japan needs to be developed with people from abroad, and that the young generation is expected to play an active role despite an aging population and declining birthrate. He then expressed the willingness to draw on the experience of countries around the world and best practices learned in WAW! and to further advance gender equality and women's empowerment vigorously as the Japanese government.



Yasutoshi Nishimura  
Deputy Chief Cabinet Secretary

Then, a panel discussion took place among Ms. María Dolores Agüero Lara, Secretary of State in the Ministry of Foreign Affairs and International Cooperation of Honduras, Ms. Francine Baron, Minister for Foreign and CARICOM Affairs of the Commonwealth of Dominica, Ms. Karin Kneissl, Federal Minister for Europe, Integration and Foreign Affairs of Austria, Ms. Marija Pejčinović Burić, Deputy Prime Minister and Minister of Foreign and European Affairs of Croatia, and Ms. Toshiko Abe, State Minister for Foreign Affairs. Mr. Masato Otaka, Deputy Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs, served as the moderator. Mandatory disclosure of corporate information, education

for breaking gender stereotypes, and eradication of violence against women, such as domestic violence, were presented as initiatives to advance women's empowerment in each country. The importance of female foreign ministers being active as role models and sharing challenges and best practices at international conferences was also pointed out. When a high school student asked how to respond to men who oppose correcting the gender gap, the necessity of women advancing gender equality with men was stressed.



Panel Discussion among Foreign Ministers

Next, Ms. Elva Susana Balbo, 2018 W20 Chair, Dr. Yoriko Meguro and Ms. Haruno Yoshida, W20 Japan Steering Committee Co-Chairs, and Ms. Salma Al-Rashid representing Saudi Arabia, the chair country of W20 in 2020, delivered speeches in turn as the W20 troika session. It was confirmed that economic empowerment is necessary for women to choose their own ways of life, that gender equality needs to be guaranteed not only for women in G20 member countries but for women all over the world, including developing countries, to create a sustainable society, and that W20 meetings will continue to be held to resolve challenges, such as elimination of the digital divide, equality in the labor market, gender equality at home, equal access to financial capital, and eradication of violence against women.



Elva Susana Balbo  
2018 W20 Chair



Yoriko Meguro  
2019 W20 Japan Steering  
Committee Co-Chair



Haruno Yoshida  
2019 W20 Japan Steering  
Committee Co-Chair



Salma Al-Rashid  
W20 Saudi Arabia  
Head of Delegation

In the closing speech at the end, Ms. Akie Abe, Spouse of Prime Minister, Shinzo Abe, stated the importance of sharing and implementing the inspirations gained through discussions in WAW! and W20, referring to domestic and overseas development in women's empowerment, eradication of sexual violence in conflict, and the #MeToo movement.



Akie Abe  
Spouse of Prime Minister



## 8. Special Guest Interview



Kimiko Date  
Tennis Player/ JICA Official Supporter



Visitation of a Nursing Home in Thailand

Ms. Kimiko Date, Tennis Player/ JICA Official Supporter, took the rostrum in the special guest interview. When asked to comment on her career, in which she took on the challenge again at the age of 37 after once retiring as a tennis player, she stated that while she had felt some resistance to starting something new, she had been able to reaffirm herself by taking a step forward. She encouraged the audience to try something they can be passionate about regardless of their age, even if it is for a small purpose and not a big goal. She also mentioned the importance of support for vocational training and other initiatives, which she felt on her visit to a facility in Thailand for victims of human trafficking as a JICA Official Supporter, and stated that as her future activities, she would like to continue to learn about, understand, and tell others about what she newly encounters, and convey the joy of playing sports to people in developing countries.

## 9. Reception



Shirohato-Daiko (Japanese Drum) Performance



Karate Demonstration

A reception was held at lunchtime on the first day to facilitate networking among participants and introduce Japanese culture.

A performance by Shirohato-Daiko took place at the beginning of the reception. Following the performance, Mr. Kenji Yamada, Parliamentary Vice-Minister for Foreign Affairs, and Mr. Nobuo Tanaka, Chairman of the Sasakawa Peace Foundation, delivered opening speeches, and Ms. Haruno Yoshida, 2019 W20 Japan Steering Committee Co-Chair, made a toast. Members of the Teikyo University Karate Club conducted a karate demonstration at the venue. In addition, members of the “Women in Agriculture (Nogyo-joshi) Project” and the “Active Women in Fisheries (Suisan-joshi) Project” presented dishes that use agricultural and marine products from across Japan. Participants from inside and outside the country tried and enjoyed them.



Kenji Yamada  
Parliamentary Vice-Minister  
for Foreign Affairs



Nobuo Tanaka  
Chairman,  
The Sasakawa Peace Foundation



Haruno Yoshida  
2019 W20 Japan Steering Committee Co-Chair

## 10. Official Side Events for Shine Weeks



Special Logo for Official Side Events

In order to make WAW!/W20 a bigger movement, the WAW! Secretariat called for organizing official side events which are in line with WAW!/W20's aim of "building a society where women shine" and to make this movement together during the designated period from January 23, 2019 to May 24, 2019. The registered events and WAW!/W20 collaborated with each other through using the logo of WAW!/W20 and providing information of events on MoFA Web site. There were 83 events held during the designated period.



From January 21, 2019 to January 25, 2019.  
"Exhibition on Women's Empowerment Policy of the Government of Japan"  
(Organizer: Consulate-General of Japan in Strasbourg)



March 21, 2019  
"Academic Symposium: Women and Social Advancement in Japan"  
(Organizer: Consular-General of Japan in Barcelona and Autonomous University of Barcelona)

## 11. WAW! Advisors

Advisors' meetings for the 5th WAW! were held two times at the Prime Minister's office chaired by Mr. Yasutoshi Nishimura and Mr. Kotaro Nogami, Deputy Chief Cabinet Secretaries, with the participation of WAW! advisors who play important roles in gender-related fields. They discussed the agenda proactively as well as concepts of the 5th WAW!, the strategy of public relations.



### 【5th WAW! Advisors】(Japanese syllabary order)

Kae Ishikawa, Director UN Women Japan Liaison Office, Asako Osaki, Visiting Professor, Kwansai Gakuin University, Ayako Ohta, Leader, Founder of Association of "Sales Department Girls Section," Yasumasa Kimura, Director, UNICEF Tokyo Office, Hiroki Komazaki, Founder/ CEO, NPO Florence, Shungo Koreeda, Researcher, Daiwa Institute of Research Ltd., Renge Jibu, Journalist/ Visiting Researcher, Showa Women's University., Asami Takahashi, Secretary-General, UNISC International, Akiko Nakajo, Director, Youtube Partnerships, Japan/ Director, Google Japan G.K., Hinae Niori, President of manma, Yoko Hayashi, Lawyer, Mariko Bando, Chancellor, Showa Women's University, Tetsuya Honda, Managing Director/CEO, BlueCurrent Japan Inc., Haruka Mera, CEO, Readyfor Inc.

## 12. 5th WAW ! : For a diverse society where no one is left behind ~A summary based on the proposals from the WAW ! participants~

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(UN Document: A/73/861)

On March 23 and March 24, 2019, the WAW! Participants, who gathered in Tokyo from the world and Japan, put together their wisdom and had lively discussions about women's active role in society. The theme this time was "For a diverse society where no one is left behind (WAW! For Diversity)". We discussed with various stakeholders including men and youth the steps necessary to build a society where everyone could get the best from oneself and play an active role, with the idea that a society with diversity and inclusiveness sought by Sustainable Development Goals (SDGs) would bring further economic and social developments.

The following is a compilation of various suggestions and ideas that have come out from each panel. Based on these suggestions, WAW! participants will implement what each participant could do, and the Japanese government will use it as a reference for policy making. Various stakeholders should work together and facilitate the efforts to promote a diverse society in which no one is left behind, including empowerment of women. As the G20 Presidency holder, Japan will relay the discussion to G20 Osaka Summit.

### 1. Human Resource Development in a Changing Society with Technology Transformation

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In the past WAW!, it was repeatedly confirmed that technology is essential for women's empowerment, and found out that women's learning and empowerment in the STEM field (science, technology, engineering, mathematics) would benefit to society as a whole. In Japan, "Society 5.0" is promoted based on the 5th Science and Technology Basic Plan and enlightenment activities and environmental improvement to facilitate advances into STEM field by women and strengthen information skills among junior and senior high school students are in progress. On the other hand, lack of female students majoring in the STEM field is an international issue, and Japan is statistically way below average. The following suggestions were made to undertake such issues after discussions on human resources required in an increasingly changing society because of technology transformation.

- Human resources capable of "fusing one knowledge with another," and "integrating knowledge with society" will be fostered, who are able to take into consideration ethical, legal and human rights aspects of technology.
- Environmental improvement is necessary so that everyone can easily access to new technology such as IT. From that point of view, educational reform is important.
- Taking into account that about 1 billion girls are threatened to be left behind from technology transformation, it is essential to provide all girls with the chance for education and to realize a society where no one is left behind and every one can expand one's potential.
- Persistent gender stereotype hindering true gender equality should be abolished, and equal opportunity between men and women should be sought after without limiting the possibility of women's potential.

### 2. Leadership for Regional Development and Job Creation

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Through the previous WAW!, we have affirmed that in order to change the situation on local areas, it is important for women to cultivate their sense of competence and esteem and become actors to change the society through innovation in order to change the situation of local areas, and that it is important for the regional community to have the notion of accepting diversity. "Employment and job creation" is the key for regional development. To the end, teleworking using technology development and starting business in the local area, as well as continuous increase of women involved in agriculture are significant. In order to increase the metabolism of regional economy, Japan has been supporting the projects which increase people's needs and create jobs in the local areas, helping women who play active roles in the agriculture and fishery industries, and implementing the various programs to cultivate women's leadership to promote the change of women's consciousness. On the other hand, perception of the rigid gender roles and the low percentage of women's political participation in the local bodies are remained concerns. In the 5th WAW!, the participants discussed efforts which are necessary to create employment and jobs in the local areas and to make the regions comfortable for women to live in, and the notions which regional leaders should have, resulting in the following proposals:

- It is necessary to mainstream the concepts and approaches of SDGs which ensure that "no one is left behind," "take the bold and transformational steps," and work on problems with "multi-stakeholders partnerships" in the regional development, to promote the women's engagement in the decision-making, dissolve the gender gap in the families, regions and workplaces.
- It is necessary to include the viewpoints of gender equality and women's empowerment in the central and local governments' policies regarding the regional development.
- In terms of implementation of the policies regarding the empowerment of women in the local areas and energization of the local economy and society, leaders will show clear visions while recognizing these two issues relating to each other and tackle these issues, utilizing the new technologies including digital and gathering the power of stakeholders (administrations, corporations, and regions).

### 3. Media and Contents to Nurture Diversity

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In the past WAW!, we discussed about the importance of seeking diversity in the media industry and promoting on women's active participation at all levels including decision-making, and the necessity to change the mindset on working style which the media content producer has. In Japan, various efforts have been made to dispel gender stereotypes and to improve media literacy by the government. In order to further support these efforts, we discussed the way of media and contents to prevent formation of stereotypes and foster diversity and their best practices, and the following were suggested.

- Gender / diversity literacy (knowledge and utilization skills) among companies and workers involved in media and content should be improved as soon as possible.

- Reaffirming the reality that there is a large gap in gender equality awareness among generations, the media impact on children of the next generation should be examined.
- Re-acknowledging that media and contents have great power to change people's perception, public and private sectors should work together in creating contents and media opportunities to nurture diversity.

#### **4. Women's Participation in Conflict Prevention, Peacebuilding and Post Conflict Recovery**

In the past WAW!, emphasis has been placed on increasing women's meaningful participation in peace negotiation process, post-conflict nation-building and involvement of local civil society organizations (CSOs), which enables women's participation in peacebuilding. At the same time, it has been emphasized to increase number of women in PKO, the local military, police and justice sectors to prevent and respond sexual violence in conflict as well as gender based violence. Japan conducted disaster response from the viewpoint of gender equality in the previous Kumamoto earthquake. Also, Japan revised the National Action Plan on Women, Peace and Security (WPS) this year. Securing women's participation in peace process will maintain longer peace, but conflicts tend to recur as the ratio of women's involvement is still less than 10%. Women's participation is vital but still remains challenging to achieve sustainable peace. Having shared the same perception of challenges in promoting women's participation, following suggestions were made after the discussion.

- Governments, the international community and other relevant stakeholders should press for meaningful women's participation in all levels by creating an enabling environment for women. Further their needs should be reflected in peace agreements as well as nation building process.
- Regarding conflict related sexual violence, justice should be brought by rule of law to achieve peace. True peace will never be achieved if victims and women in general cannot enjoy their lives without fear and feel secured. Appropriate reparation and support should be provided to the victims including for their returning to their communities without being subject to any discrimination.
- Recognizing any nation and entity can sustain peace without women's participation in conflict prevention and resolution. All the stakeholders including governments, civil society, and those involved in policy making and practitioners should coordinate and work together to progress this agenda.
- Males including in leadership positions should recognize and appreciate the importance and effectiveness of women's participation in peace process, and take actual action to promote it.

#### **5. Diversity for Growth: Corporate Management and Work Environment**

Through previous WAW!, we have reaffirmed that, under the strong commitments made by leaders, the awareness which women's empowerment in the company is not for sake of women's rights and improvement of welfare, but for the improvement of the productivity and resilient organization culture should be increased. Japan has been working on the initiatives to redress long working hours and realize diverse and flexible workstyle through enacting the Act on the Arrangement of Related Acts to Promote Work Style Reform, as well as implementing policies including visualization of companies' initiatives for women's empowerment based on the Act on Promotion of Female Participation and Career Advancement in the Workplace. On the other hand, compared to the global standard, Japan's situation on women's empowerment have been greatly left behind, exemplified by the low percentage of women in leadership positions in Japan. The companies which increase their productivities and abilities to correspond problem making use of diverse human resources have been continuously drawing attentions. The participants discussed issues, mainly regarding the way to create fair working environment, including the background where the ESG investment has been expanding and how to deal with harassment in the workplace, resulting in the following proposals.

- It is important for corporate executives to recognize that making use of diverse values will be a priority for business, to send strong messages towards board members, senior executives and workers, and to work on workstyle reform.
- Diversity is an important element for investors as well as, from the perspective of the company's long-term development. Appropriate management is necessary to make use of diversity.
- Organizations should make it clear that sexual harassment and abuse of power in the workplace must not be tolerated and ensure that they are not allowed even though those harassers have high status and/or high abilities.
- We will cultivate the open business culture which respects each individual as equal colleagues in order to attract and retain the young people.
- Consumers will actively purchase goods and services of companies which engage in diversity management.

#### **6. Future of Family: Getting Support, Utilizing and Sharing**

In the past WAW!, the importance on re-acknowledging the economic value of unpaid work, correction of long working hours, and changing of rigid gender division of roles between men and women was emphasized. In Japan, we have developed a program for teachers and promoted the development of educational programs according to the developmental stage of each school in order for children to be able to choose various careers in addition to consolidation of the system from women's empowerment perspective including the reform of working practices and the Child Welfare Act as an effort to eliminate unconscious bias which cause perceptions of rigid gender division of roles. The following were suggested after discussion on approach to build a better balance between work and home, and what is the paradigm in sharing unpaid domestic work, childcare, and nursing care at home and society.

- The public and private sector should work together to visualize diverse forms of families including same-sex and de-facto marriage and the government should a country consider protecting them (by such measures as introducing a partnership system to replace legal marriage).
- The public and the private sectors should take active measures to change social norms that women are to carry out domestic work (e.g., making mandatory paternity leave, correction of wage gap, education to raise awareness about gender equality).
- The public and private sector work together to reduce poverty of single-parent households (especially single-mother households) (e.g., establishment of single-parents' home where single-parent households live together, strengthening of public assistance, improving working conditions for single parents).

## 13. W20 Japan 2019 Communique

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We, the representatives of the Women20 (W20) network, fully endorse the statement in the Buenos Aires G20 Leaders' Declaration that "gender equality is crucial for economic growth and fair and sustainable development." We reiterate the need for women and men to work in partnership to close the gender gap in order to achieve the Sustainable Development Goals (SDGs).

During Japan's presidency of the G20, the W20 pays particular attention to the inclusive and responsible use of all new technologies, including Artificial Intelligence (AI), due to their critical impact on all segments of society, ensuring no woman is left behind.

We urge G20 leaders to act upon the following recommendations:

- 1. Request their labour and employment ministers to present a mid-term report on the 2014 Brisbane commitment to reduce the gender gap in labour force participation by 25 percent by 2025 during the 2020 G20.**
- 2. Remove systemic legal and social barriers in the labour market and provide solutions for achieving gender equality.**
  - Enact and implement legal measures to achieve gender equality in all aspects of employment practices. In particular, take further action to close gender income gaps such as wages, pensions and other earnings in line with the SDGs.
  - Invest public funds in quality, accessible and affordable care infrastructure for children and elderly, and put in place mandatory paid parental leave to promote shared responsibility.
  - Incentivize employers in the public and private sectors to implement evidence-based policies and publicize progress on gender equality, leading to more women in decent and quality work and in leadership positions.
- 3. Close the digital gender gap and ensure that women can exercise their digital rights.**
  - Take urgent measures to promote equal participation of women in the design and development of digital technologies with due consideration to ethics, and prevent amplification of gender discriminations by biased data-sets, models, and algorithms in Artificial Intelligence (AI).
  - Boost equal participation of girls and women of all ages in Science, Technology, Engineering, Arts, and Mathematics (STEAM).
  - Provide women in urban and rural areas with affordable, reliable, and safe internet and mobile services.



**4. Ensure financial inclusion, promote women’s entrepreneurship, and accelerate access to investment and markets.**

- Ensure women’s equal rights to economic resources and access to ownership and control over land and other forms of property, financial services, and natural resources.
- Develop a policy framework and action plan to strengthen the business, financial and digital capacity of women’s enterprises, including e-commerce.
- Create conditions for public procurement contracts awarded to women-owned and women-led businesses to increase their share by a minimum of 10 per cent, taking into consideration national circumstances.<sup>1</sup>
- Incentivize investors to proactively incorporate gender factors into investment analysis and decision-making.

**5. Promote life-long learning, and education on gender equality in schools and workplaces, to eliminate gender stereotypes and unconscious bias.**

**6. End all forms of violence against women and girls in the public and private spheres, including social media.**

- Establish effective legal frameworks, ensure access to justice, and strengthen law enforcement to end all forms of violence against women and girls in all spheres.
- Support the adoption of the ILO’s proposed convention and a recommendation concerning the elimination of violence and harassment in the world of work, as well as ratify international conventions related to violence against women.

**7. Establish effective and transparent governance and accountability mechanisms for achieving gender equality.**

- Develop mechanisms to monitor the implementation of G20 commitments on gender equality, together with international organizations, relevant national partners and in collaboration with the W20, and report progress on a regular basis.
- Jointly review progress, within G20, for achieving gender parity in leadership and all levels of decision-making in the public and private sectors by 2030.
- Strengthen the mandate and capacity of national gender machinery to ensure that gender impact assessments are conducted on legislation, standards, and policies.

1. By a minimum of 10% increase is an improvement for each country according to its own baseline.

## 14. List of Participants

\* Titles are as of March 2019

- **Shinzo Abe** Prime Minister of Japan
- **Akie Abe** Spouse of Prime Minister, Shinzo Abe
- **Satsuki Katayama** Minister of State for Regional Revitalization, Regulatory Reform, Gender Equality, Women's Empowerment and PPP/PFI
- **Yasutoshi Nishimura** Deputy Chief Cabinet Secretary
- **Toshiko Abe** State Minister for Foreign Affairs
- **Kenji Yamada** Parliamentary Vice-Minister for Foreign Affairs
  
- **María Dolores Agüero Lara** Secretary of State in the Ministry of Foreign Affairs and International Cooperation of Honduras (Honduras)
- **Salma Al-Rashid** W20 Saudi Arabia Head of Delegation (Saudi Arabia)
- **Nicole Ameline** Vice-President of the UN Committee on the Elimination of Discrimination against Women (CEDAW) (France)
- **Michelle Bachelet** United Nations High Commissioner for Human Rights (Chile)
- **Elva Susana Balbo** 2018 W20 Chair (Argentina)
- **Heather Barnabe** CEO, G(irls)20 (Canada)
- **Francine Baron** Minister for Foreign and CARICOM Affairs of the Commonwealth of Dominica (The Commonwealth of Dominica)
- **Michelle Bekkering** Senior Deputy Assistant Administrator of the Bureau for Economic Growth, Education and Environment (E3) (America)
- **Ryan Brennan** Acting Executive Vice President, Office of Investment Policy, Overseas Private Investment Corporation (OPIC) (America)
- **Hanaa Edwar George Busha** Chairperson of the Iraqi Al-Amal Association (Iraq)
- **Soichiro Chiba** Chairman, G7/G20 Youth Japan
- **Benjamin Colton** Head of APAC, Asset Stewardship, State Street Global Advisors (America)
- **Claudia Cristovao** Head of Brand Studio APAC, Global Creative Lead of Women Will, Google (Portugal)
- **Kimiko Date** Tennis Player/ JICA Official Supporter
- **Isabel de Saint Malo de Alvarado** Vice President and Minister of Foreign Affairs of Panama (Panama)
- **Deng Li** Member of the Standing Committee of the 13th National People's Congress, Member of the Social Development Affairs Committee of the 13th National People's Congress, Member of the Party Leadership Group of the All-China Women's Federation (ACWF) , Curator of China National Museum on Women and Children
  
- **Lisa Deschamps** Neuroscience World Wide Business Franchise Head, Novartis Pharmaceuticals (America)
- **Cynthia L. Drakeman** Founding CEO, DoubleXEconomy (America)
- **Susan Ferrier** Global Head of People, KPMG International (Australia)
- **Atsuko Toko Fish** Founder, Japanese Women's Leadership Initiative (JWLI)
- **Arancha González** Executive Director, International Trade Center (ITC) (Spain)
- **Yoriko Goto** Chair of the Board, Deloitte Tohmatsu Group
- **Alice Graham** Assistant General Counsel, Microsoft Japan (America)
- **haru.** Editor in Chief, HIGH(er) magazine/ Student
- **Fumiko Hayashi** Mayor of Yokohama
- **Tetsuya Honda** Managing Director/ CEO, BlueCurrent Japan Inc.
- **Shoji Ito** Director, Senior Managing Executive Officer, Sompo Japan Nipponkoa Insurance Inc.
- **Kimie Iwata** Director, Kirin Holdings
- **Renge Jibu** Journalist/ Visiting Researcher, Showa Women's Univ.
- **Sandra Erica Jovel Polanco** Minister of Foreign Affairs of Guatemala (Guatemala)
- **Masami Katakura** EY Japan Managing Partner, BMC (Brand, Marketing and Communication), Gender Leader
- **Hiroshi Kato** Senior Vice President, Japan International Cooperation Agency
- **Izumi Kawachi** Lecturer, Niigata University
- **Stacey Kennedy** President, South & South East Asia Region, Philip Morris International (America)
- **Karin Kneissl** Federal Minister for Europe, Integration and Foreign Affairs of Austria (Austria)
- **Mari Kogiso** Director, Gender Innovation Department, The Sasakawa Peace Foundation
- **Shungo Koreeda** Researcher, Daiwa Institute of Research Ltd.
- **Teiko Kudo** Managing Executive Officer, Sumitomo Mitsui Banking Corporation
- **Hiroko Kuniya** Member of the Board of Trustees to the Tokyo University of the Arts
- **Shunichi Kushima** Director and Country Category Manager, Personal Systems and Services & Solutions, HP Japan Inc.

- **Virginia Littlejohn**  
President and Co-Founder, Quantum Leaps (America)
- **Asei Machi** Announcer / Journalist
- **Angela Mackay**  
Global Publisher, FT Live & Managing Director, Asia Pacific at the Financial Times (Australia)
- **Ikuho Maeda**  
Coordinator at The Asahi Shimbun New Business Incubation Office
- **Tadashi Maeda** Governor & Representative Director, Japan Bank for International Cooperation
- **Nagi Maeoka** Fundraiser of World Vision Japan/ Student of Political Science at Seikei University
- **Mariko Magnan** Founder and CEO, TPO co., Ltd.
- **Mara Marinaki** EU/EEAS Principal Advisor on Gender and on UNSCR 1325 (Greece)
- **Kathy Matsui**  
Vice Chair, Goldman Sachs Japan Co., Ltd. (America)
- **Rui Matsukawa** Member of the House of Councillors
- **Keita Matsunami** General Manager, Global Talent Acquisition and Development Dept., Mizuho Financial Group, Inc.
- **Soshi Matsuoka**  
Executive Director, General Incorporated Association fair
- **Yoriko Meguro**  
Professor Emeritus of Sophia University, Tokyo/ Chairperson of the Evaluation Committee of the National Action Plan on Women, Peace and Security
- **Gabriela Michetti**  
Vice President of the Argentine Republic (Argentina)
- **Yukiko Muto** President of Uber Eats, Japan
- **Mohammad Naciri**  
Regional Director of UN Women Asia Pacific (Morocco)
- **Muneharu Nakagai** Mayor of Toyooka
- **Shojiro Nishio** President, Osaka University
- **Balaka Niyazee**  
Vice President, P&G Korea Selling & Market Operations (India)
- **Ai Hua Ong**  
Company Group Chairman, Janssen Asia Pacific, Janssen Pharmaceutical Companies of Johnson & Johnson (Singapore)
- **Asako Osaki** Visiting Professor, Kwansai Gakuin University/ Director, Gender Action Platform (GAP)
- **Marija Pejčinović Burić** Deputy Prime Minister and Minister of Foreign and European Affairs of Croatia (Croatia)
- **Bandana Rana** Vice-President of the UN Committee on the Elimination of Discrimination against Women (CEDAW) (Nepal)
- **Elena Rodriguez**  
Global Head, Diversity & Inclusion, Novartis (America)
- **Joanna Roper** Foreign and Commonwealth Office's Special Envoy for Gender Equality of the United Kingdom (United Kingdom)
- **Kanako Sato** Founder&CEO, snow days farm company
- **Kenji Shoji**  
Vice Chair-person, National Council of Commissioned Welfare Volunteers
- **Claire Sibthorpe** Head of Connected Women and Connected Society at GSMA (Canada/ United Kingdom)
- **Annette Ssemuwemba**  
Deputy Director, Enhanced Integrated Framework (Uganda)
- **Norihiro Takahashi**  
President, Government Pension Investment Fund (GPIF)
- **Minori Takao** NHK Chief Producer & Anchor
- **Misako Tanaka**  
Novartis Pharma K.K. Oncology Division Hematology Franchise
- **Nobuo Tanaka** Chairman, The Sasakawa Peace Foundation
- **Satoshi Tanaka** Mitsui & Co., Ltd. Representative Director, Executive Vice President
- **Toshiyuki Tanaka** Associate Professor at Taisho University
- **Tsukiko Tsukahara**  
President, Kaleidist K.K./ Advisor to Catalyst
- **Miki Tsusaka**  
Senior Partner and Managing Director of Boston Consulting Group
- **Diana van Maasdijk**  
Co-founder and CEO at Equileap (Netherlands)
- **Elizabeth A. Vazquez**  
CEO and Co-Founder of WEConnect International (America)
- **Melanne Verveer**  
Executive Director, The Georgetown Institute for Women, Peace and Security (America)
- **Takashi Washio** Executive Director, Toei Animation Co., Ltd.
- **Naomi Yamamoto** Chief Creative Officer, Deputy Chief Social Value Creation Officer, Shiseido Co., Ltd.
- **Haruno Yoshida** the Co-Chair of the W20 Committee/ Councillor at the Keio University
- **Malala Yousafzai**  
Co-Founder of Malala Fund/ Nobel Peace Prize Laureate (Pakistan)
- **Ziauddin Yousafzai**  
Co-Founder and Board Member of Malala Fund (Pakistan)
- **Ekaterina Zaharieva**  
Deputy Prime Minister for Judicial Reform and Minister of Foreign Affairs of Bulgaria (Bulgaria)
- **Satoshi Suzuki** Deputy Minister for Foreign Policy (Secretary-General, Secretariat for WAW!/W20)
- **Atsuko Nishimura** Special Assistant to the Foreign Minister, Ambassador in charge of Women's Issues
- **Masato Otaka** Deputy Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs
- **Yukiko Matsuda** Director, Gender Mainstreaming Division, Foreign Policy Bureau, Ministry of Foreign Affairs

Ms. Haruno Yoshida, 2019 W20 Japan Steering Committee Co-Chair, passed away on June 30, 2019. We would like to express our gratitude for her kindness and truly respect her distinguished service. We extend our deepest sympathies.

Secretariat for WAW!/W20



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WAW! / W20

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