



WAW! 2022 Tokyo Declaration Mainstreaming Gender into a New Form of Capitalism Summary of Recommendations from Participants of WAW!

On December 3, 2022, participants from around the world and Japan gathered in Tokyo, for a lively discussion under the main theme of "WAW! for Mainstreaming Gender into a New Form of Capitalism." A summary of the participants' recommendations is as follows:

<Vision>

- (1) Women's economic empowerment is the core of the "New Form of Capitalism". Gender mainstreaming in all areas will encourage new perspectives and promote innovation, leading to a virtuous cycle of further growth and distribution.
- (2) Women are often in vulnerable situations. We will stand with women who are facing difficulties in order to realize a society where no one is left behind, as promised in the SDGs.
- (3) Recognize the importance of gender mainstreaming in realizing a society that respects individuality and diversity. Eliminate stereotypical attitudes and practices regarding the roles and responsibilities of men and women. Promote men's participation in the family and other activities. Through education, awareness-raising of gender issues among the youth who will lead the next generation and support initiatives made by the youth themselves.

1 Actions to be taken regarding the "New Form of Capitalism and Women"

- Eliminate the gender pay gap and revise the tax and social insurance systems to be fair to various working styles, and to make it mandatory to disclose action plans.
- Design a system for returning to the workplace after maternity or parental leave. In addition, provide training to eliminate unconscious bias on women's careers. Furthermore, create an accessible childcare and nursing care system.
- All stakeholders, including national and local governments, communities, companies, NGOs and academia should recognize the link between the environment and gender, promote integrated environmental and climate change measures and gender equality policies, and strengthen cooperation among

departments in charge (bearing in mind that diversity promotes green transformation and growth).

- Provide support to companies that design systems to involve men in appointing women in the digital sector. Provide information to increase women's interest in STEM and digital fields.
- Create communities and platforms to fill the information gender gap for women's entrepreneurship. Also, review the support given for women business owners.

2 Actions to be taken to realize a society that protects women's dignity and pride

- Conduct gender education from an early stage and facilitate the transformation of social norms, culture and legal and taxation systems to update the old perception of "women's dignity" such as "family comes first and oneself comes second" to a new notion of "women's dignity" in a gender-equal society.
- Expand counseling services for victims of domestic violence.
- Implement unified measures against period poverty throughout each respective country.
- Implement society-wide initiatives, including education on women's health and relevant health issues.
- Implement initiatives to prevent women with health issues from being excluded from social and economic activities, including through online medical care and support for flexible work styles.
- Visualize women's health issues. Work to establish and expand the FemTech market strategically. Work on forecasting women's health issues by using Big Data, which will lead to formulation of related policies.

3 Actions to be taken to enhance awareness and engagement of men

- Advocate for a new image of men as role models who are active in housework, childcare, and care for the elderly, in addition to contributions to businesses.
- As long as overwork culture exists, it is difficult for men to take on childcare and housework, and therefore, make efforts to shorten men's working hours by even one minute.
- Advocate that gender equality is not only for a fair society and human rights, but also benefits everyone in terms of economic growth and prosperity for society.
- Carry out "serious inclusion" by making drastic efforts to eliminate unconscious

bias, and setting targets for the ratio of parental leave and the ratio of women to men in management positions, etc. (Specific measures include enriching communication between men and women in the organization and working together to solve problems, equal parental leave periods between men and women, prohibition of gender discrimination in the workplace, and elimination of stereotypes through “Zero Harassment” policies, etc.).

4 Actions to be taken regarding women's participation in decision-making processes

- Incorporate continuous and meaningful gender education into the curriculum from primary education.
- Encourage top leaders of companies and governments to advocate gender equality at every opportunity.
- Companies and other entities should set KPIs (Key Performance Indicators), which include quota systems, and make disclosure of their KPIs mandatory.
- Introduce quota systems in the political field.

5 Actions to be taken regarding women's participation in peace and security

- Promote gender mainstreaming in peace and security policies and foreign policies, based on the recognition that gender equality and women's human rights are the basis of democracy.
- Provide comprehensive support for woman victims of sexual violence in conflict, including medical assistance as well as psychological, economic and legal support.
- Reaffirm the notion that "women decide on themselves" and ensure women's participation in all processes of conflict resolution and prevention, peace, and security.
- Protect and support women and youth working on human rights and peace issues, given that they are currently oppressed and harassed around the world.
- Include the voices of women and girls in disaster risk reduction (DRR).
- Enhance the resilience of women and girls in times of peace as part of DRR measures.
- Share experiences of women and youth on DRR and natural disasters among the international community.

6 Recommendations from Youth and Local Communities

- Listen to the voice of the youth, discuss issues with them, and make efforts to activate connections with them.
- Create a system that includes the voice of the youth, and strengthen the system that provides a platform for their political participation, allowing young people to actively participate in voting and establishing a mandatory retirement age for Diet members.
- Implement education aimed at creating social perceptions not mentioning gender.
- Work on networking through solidarity among women.
- Create a database of role models and provide opportunities for women and girls to actively communicate with them.
- Raise awareness that women can and should decide for themselves.