



# World Assembly for Women: WAW!2022

WAW! for **Mainstreaming Gender** into a **New Form of Capitalism**

~Focusing particularly on rural women and youth~

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Report

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December 3 (Sat), 2022

The Government of Japan









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### WAW! Official SNS



Twitter : @WAW\_Japan



Facebook : @shineweeks



# 1. Opening Remarks/ Keynote Speeches/ Video Messages

December 3, 2022 (9:00-9:45) / Auditorium

Prior to the opening session, participants observed a moment of silence to honor and remember former Prime Minister Abe Shinzo, who launched the World Assembly for Women (WAW!) in 2014.

In his opening remarks, Prime Minister Kishida Fumio introduced the Kishida administration's domestic efforts to promote a "virtuous cycle of growth and distribution" that promotes "gender mainstreaming." This includes the mandatory disclosure of the ratio of women's wages to men's wages for large companies to close the gender wage gap and promotes an initiative called "Post-delivery Paternity Leave." He also introduced initiatives in the field of international development cooperation, such as providing temporary shelters for women fleeing from Afghanistan and war-torn Ukraine. Finally, he expressed his expectation that WAW! will accelerate the gender mainstreaming process and his determination to lead the way to get more men involved in gender initiatives.

Following his remarks, Prime Minister Kishida received a special necktie from Ms. Sima Bahous, Under-Secretary-General of the United Nations and Executive Director of UN Women, to commemorate his inauguration as a HeForShe Champion for the second term of the HeForShe campaign, which was launched in 2014 by UN Women to highlight that the involvement of men is indispensable for promoting gender equality.



Kishida Fumio  
Prime Minister of Japan



Kishida Fumio  
Prime Minister of Japan

Sima Bahous  
Under-Secretary-General of the United Nations and  
Executive Director of UN Women

In his keynote speech, H.E. Dr. Guðni Thorlacius Jóhannesson, President of the Republic of Iceland, emphasized that gender equality is not only a matter of fairness, equity, and human rights, but also that society as whole benefits, since it leads to prosperity in the workplace and increases national competitiveness. He outlined Iceland's progression from women's suffrage in 1915 to passing legislation on equal pay for equal work in 1961 and the election of the first female President of Iceland in 1980. He noted that these achievements were realized through the efforts of women and support from forward-looking men, and highlighted the importance of the will to bring about change.



Executive Director Bahous spoke about the current reality where every 11 minutes, one woman or girl dies by violence against women across the world. She advocated for protecting and supporting the rights of women and girls as a solution to women's poverty and other issues, as well as involving women in decision-making and leadership positions and incorporating gender equality into investments. She also touched upon the fact that the number of women in managerial positions in Japanese companies has increased, noting that about 300 Japanese companies have signed up for the Women's Empowerment Principles (WEPs), and emphasized that companies are important actors in achieving gender equality. In closing, she reaffirmed that UN Women would remain an unwavering partner of Japan to tackle various issues.



Guðni Thorlacius Jóhannesson  
President of the Republic of Iceland



Sima Bahous  
Under-Secretary-General of the United Nations and  
Executive Director of UN Women

Video messages from top leaders from around the world were also shown. The Honorable Hillary Clinton, former U.S. Secretary of State, emphasized that the world cannot make lasting progress if women's rights remain denied. Rt. Hon. Jacinda Ardern, then Prime Minister of New Zealand, stated that empowering women and girls is essential for an inclusive, resilient, and equitable economy, and introduced New Zealand's efforts to enable diverse women, including indigenous women, to choose the best working environment for themselves. H.E. Dr. Ursula von der Leyen, President of the European Commission, said that achieving gender equality requires constant attention and action, and that the top level of all institutions and companies should take the lead. H.E. Ms. Sanna Marin, Prime Minister of the Republic of Finland, pointed out that even though currently half of the members of parliament in Finland are women, more needs to be done to combat gender-based violence and the gender wage gap, and stressed the importance of sharing best practices. The Honorable Gina Raimondo, U.S. Secretary of Commerce, spoke about how when women participate in an economy, the economy sees better growth, and introduced the U.S.'s support for women entrepreneurs, including helping them access digital technology and building digital skills. Ms. Anne Hathaway, UN Women Goodwill Ambassador, noted that the pandemic had increased existing gender inequalities and recommended the promotion of childcare support and flexible work arrangements.



Hillary Clinton  
Former U.S. Secretary of State



Jacinda Ardern  
Prime Minister of New Zealand



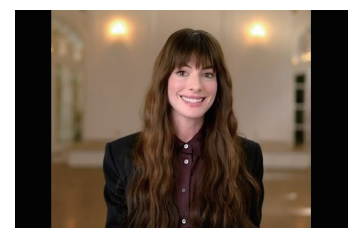
Ursula von der Leyen  
President of the European Commission



Sanna Marin  
Prime Minister of Finland



Gina M. Raimondo  
U.S. Secretary of Commerce



Anne Hathaway  
UN Women Goodwill Ambassador



## 2. High-Level Round Table

### Mainstreaming Gender into a New Form of Capitalism

December 3, 2022 (9:45-10:45) / Auditorium

At the High-Level Round Table on the theme of “New Form of Capitalism and Women,” participants from four countries introduced issues in their own countries and their efforts to realize gender equality. They also shared their views on the importance of gender equality from their respective perspectives.

To begin, Mr. Yamada Kenji, State Minister for Foreign Affairs of Japan, introduced international trends surrounding discussions on gender equality, drawing from G7 and G20 meetings. He also noted that women's economic empowerment is at the core of the “New Form of Capitalism” that the Kishida administration is promoting, which will not only increase women's participation in society but also prevent their isolation from society, with entrepreneurship being the key to such economic empowerment. However, at the same time, he emphasized that attention must be paid to women in vulnerable situations such as disaster and conflict.

H.E. Ms. Maia Sandu, President of the Republic of Moldova, spoke about how the enactment of a law on increasing women's participation in politics in her country (requiring a minimum of 40% participation) has led to the solutions to various challenges. She also introduced good practices in increasing women's participation in politics, efforts to increase women's participation in local politics, and measures to increase the percentage of women in the IT sector.

Mr. Ogura Masanobu, Minister in charge of Women's Empowerment of Japan, introduced Japan's efforts to close the gender pay gap through information disclosure. He also introduced efforts to review unpaid household and care work by women through promoting men's greater participation in local communities and in their families. Furthermore, Mr. Ogura announced that under the G7 Presidency in 2023, the Ministerial Meeting on Gender Equality and Women's Empowerment would be held in Nikko City, Tochigi Prefecture.

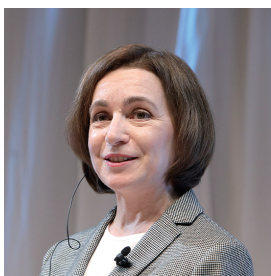
H.E. Ms. Batmunkh Battsetseg, Minister of Foreign Affairs of Mongolia, introduced Mongolia's efforts to increase the number of female diplomats, including increasing the percentage of women in the workforce (to 65% by 2030) and establishing a childcare center within the Ministry of Foreign Affairs. She also noted the importance of eliminating gender-based discrimination, and emphasized that the realization of gender equality would benefit all members of society.

H.E. Mr. Masagos Zulkifli, Minister for Social and Family Development, Second Minister for Health and Minister-in-charge of Muslim Affairs of the Republic of Singapore, stated that it is important to transform society into a society where women are given full freedom of choice in their professions and both men and women can make their own career decisions. He also emphasized that in order to realize gender equality, awareness raising among men is necessary, such as by normalizing childcare by men.

Finally, the moderator, Ms. Mori Masako, Special Advisor to the Prime Minister on Women's Empowerment, reiterated the importance of women's participation in the political field and women's economic empowerment to summarize the discussion, renewing participants' awareness of the importance of these issues.



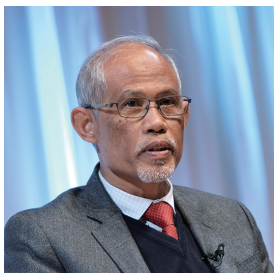
Mori Masako  
Special Advisor to the Prime Minister of Japan  
on Women's Empowerment  
(Moderator)



Maia Sandu  
President  
of the Republic of Moldova



Batmunkh Battsetseg  
Minister for Foreign Affairs  
of Mongolia



Masagos Zulkifli  
Minister for Social and Family  
Development, Second Minister  
for Health and Minister-in-  
charge of Muslim Affairs  
Republic of Singapore



Ogura Masanobu  
Minister of State for Measures  
for Gender Equality



Yamada Kenji  
State Minister  
for Foreign Affairs



Hayashi Tomoko  
Vice President, Economic and  
Social Research Institute (ESRI),  
Cabinet Office, Japan  
(Resource Person)



## Concept note (Current situation and challenges to be discussed)

The international community attaches importance on "gender mainstreaming," which seeks to reflect the perspective of gender equality in all policies and institutions. For example, in the G7 and G20, women's participation in decision-making and gender responsive measures in various fields such as the environment, climate change, energy, finance, and public security is constantly discussed. In addition, "human rights due diligence" has become a global trend, which is an attempt to identify, prevent, and mitigate risks of human rights violations, including women's rights, in corporate activities. Why is such a perspective necessary?

First, let us consider the problems we face today. For example, think of the impact of the COVID-19 pandemic. One of the challenges is the increase in gender-based violence, also known as the "shadow pandemic," which has been reported in a wide range of countries. In addition, the service sector has been hit hard, leading to a significant impact on women's employment. It also highlighted the high risk of infection and health insecurity among female essential workers in healthcare, nursing, and other fields. In addition, the countless acts of brutality by Russian soldiers during Russia's aggression against Ukraine brought renewed focus on the violence against women during conflict. It is estimated that among the large number of displaced Ukrainians due to the aggression, 90% are women and children<sup>(note1)</sup>.

Recognizing the vulnerability of women in such context, it is essential to apply their perspectives to policies and systems in order to realize a "society in which everyone can live comfortably" post-COVID. Many good practices have been reported in corporate activities as well, as companies achieved better performance by incorporating diverse perspectives, including into their working styles. In this sense, solving problems from a gender perspective is also a key to solving various problems in society as a whole.

The "New Form of Capitalism" that the Kishida Administration has proposed is based on a "virtuous cycle of growth and distribution". In other words, growth generates resources that can be distributed, and distribution increases demand, which in turn strengthens the growth potential of the economy and leads to the next stage of growth<sup>(note2)</sup>. In addition, "women's economic independence" is at the core of the "New Form of Capitalism". Without the foundation for women's economic independence, a virtuous cycle of growth and distribution cannot be created. Through "gender mainstreaming," diversity will create more "growth," and the resources from that growth will be distributed in consideration of the rights of all people, including women, which will lead to further growth. If such a virtuous cycle is created, it will contribute to the realization of a peaceful and stable society in which everyone can feel a sense of fulfillment in life.

From this perspective, the WAW!2022 will focus on "a New Form of Capitalism and Women". From the viewpoint of a "virtuous cycle of growth and distribution," we will discuss the relationship between women and digital/STEM education, the meaning of women's entrepreneurship, closing the gender wage gap, women's participation in a decarbonized society, and measures to realize a society that protects the dignity and pride of women. In addition, the relationship between women and disaster prevention will be discussed. Furthermore, women's participation in the decision-making process that runs through these issues will be explored in depth by discussing the increasing interest and involvement of men and youth in achieving gender equality, as well as women's participation in peace and security (WPS).

All of these issues, which seem to cover a wide range of topics, are fundamentally caused by the fact that we are still bound by stereotypes of what women and men should be like. It has been pointed out that these stereotypes also persist in rural areas, limiting the options for women who want to be economically independent.

How will a society based on a "New Form of Capitalism" that promotes "gender mainstreaming" in all aspects and is not bound by stereotypes change the world? What benefits will this bring to all, not only women but also men, to all members of society? At the WAW!2022, we would like to draw a new vision of our future, connecting Tokyo to the rest of Japan and the world, while taking into account the perspectives of the youth who will lead our future, as well as looking at various issues in rural areas.

### 【Discussion topics】

- What kind of efforts are needed to promote "gender mainstreaming" by making society where shares the recognition that gender issues are not only women's issues, but are essential for building a better society, and by taking into consideration women's intersectionality?
- What challenges are arising in rural areas? What efforts can be made to reduce the disparity between urban and rural areas?
- How should the voices of the youth, who will lead the next generation, be reflected in the creation of a peaceful and stable society based on a "New Form of Capitalism"?



<sup>(note1)</sup> UN Women and Care International, "Rapid Gender Analysis of Ukraine" p.10  
<https://www.unwomen.org/en/digital-library/publications/2022/05/rapid-gender-analysis-of-ukraine>

<sup>(note2)</sup> 首相官邸, "未来を切り拓く「新しい資本主義」—成長と分配の好循環—" (Japanese)  
[https://www.kantei.go.jp/jp/headline/seisaku\\_kishida/newcapitalism.html](https://www.kantei.go.jp/jp/headline/seisaku_kishida/newcapitalism.html)



### 3. Session 1

## Gender Wage Gap

December 3, 2022 (11:15-12:45) / Auditorium

In Session 1, “Gender Wage Gap,” participants discussed the issue of women’s wages being lower than men’s, including what factors contribute to this situation and how employers can begin to correct the wage gap.

To begin, a video message by Ms. Yoshino Tomoko, President of the Japanese Trade Union Confederation, was introduced, where she spoke of her experience promoting women’s advancement and noted that union executives’ awareness has changed because of her efforts to raise the issue of gender equality and advance diversity in the labor community. She also advocated for the courage to fight against unfairness in society and to speak out for change.

In the discussion that followed, participants listed factors and current issues contributing to the gender wage gap, such as employers’ gender bias, an aging workforce, and limited job options due to the burden of childcare and caregiving by women. They pointed out that one of the reasons for women in Asia having a larger gender wage gap compared to other regions is that they are forced to work shorter hours due to longer hours devoted to domestic work, resulting in lower wages.

Other factors mentioned that contribute to the gender wage gap include the phenomenon that women’s labor is spontaneously restricted, commonly referred to as the “annual income barrier,” or women adjusting their work schedules to avoid “work loss,” which are problems unique to Japan.

The measures participants discussed that companies can take to eliminate the gender wage gap included disclosing information about the wage gap, introducing a system that allows women to return to work even if their career is interrupted by life events, and providing high-quality options for women who choose informal employment. To address the unique situation in Japan, it was suggested that the government should create a roadmap and take steady and prompt actions to solve the issue of women losing out on work.

Further suggestions for effective means to motivate women to work were measures such as conducting audits as well as information disclosure by companies about the gender wage gap, in addition to expanding and leveraging existing subsidies and benefits. An overseas model case was introduced in which a third party conducted an audit to make the pay gap visible, and women who had been working for low wages were compensated from the company’s budget. In this case, the gap almost disappeared after these actions. The combination of information disclosure and audits led to further correction of the wage gap.

To eliminate gender bias of employers, participants underlined the importance of spreading awareness among employers that diversity leads to higher productivity, which in turn leads to corporate prosperity. They stressed that it is critical to change the mindset of people at the decision-making level. In closing, they noted that it is necessary for both men and women to make efforts to achieve a balance between work and family life.



Kathy Matsui  
General Partner,  
MPower Partners  
(Moderator)



Bork Shigeko  
Representative,  
Shigeko Bork BYBS Coaching



Katrina Iran Fotovat  
Senior Official,  
Global Women's Issues,  
U.S. Department of State



Nguyen Thi Nga  
Chairman of BRG Group



Takeda Kana  
Expert Researcher,  
Nomura Research Institute, Ltd.



Todoroki Maiko  
President and CEO,  
Poppins Corporation



Chanthachone Vongsay  
President of Lao Business  
Women's Association



Okiyama Nanami  
G7/G20 Youth Japan  
(Rapporteur)



Hayashi Tomoko  
Vice President, Economic and  
Social Research Institute (ESRI),  
Cabinet Office, Japan  
(Resource Person)



## Concept note (Current situation and challenges to be discussed)

Even now, all countries face the challenge of women's wages being lower than men's. Among the OECD (Organization for Economic Cooperation and Development) member countries, Belgium has the lowest gender wage gap of 3.8%. The average wage gap among OECD countries is 11.7%, and that of Japan's is 22.1%, ranked lowest among G7 (seven major countries)<sup>(note1)</sup>. Women are often employed in low-paid, precarious, and informal jobs, which is an international characteristic.

In Japan, among full-time workers, the annual income of female college graduates is about the same level as that of male high school graduates. Also, the number of divorces has grown to account for one-third of all marriages in recent years. Married women who have been dependent on their spouse's income are suddenly faced with the challenge of financial independence as a result of divorce, and this is one of the factors leading to poverty among elderly women due to low pensions and other factors. The wage gap between urban and rural areas for both men and women and the economic independence of young people are also serious challenges. In any country, it is essential to narrow the gender wage gap in order for women to be economically independent throughout their lives.

There is a movement to use the signing of the Women's Empowerment Principles (WEPs), which set forth the principles necessary for a workplace environment where women can play an active role to rank companies in each country and as a reference index for institutional investors<sup>(note2)</sup>. Thus, it can be said that the elements of gender equality and women's empowerment in corporate information disclosure are becoming more important.

At the WAW! 2022, we will discuss concrete measures to make further progress toward closing the wage gap, building upon discussions at previous WAW!

For more information on the current situation and challenges surrounding the correction of the wage gap between men and women, please refer to this web page.

<https://www.mofa.go.jp/files/100417886.pdf>



### 【Discussion Topics】

- Why are women's wages still lower than men's wages even in the same occupation, job category, and years of experience?
- If the disclosure of information becomes mandatory on the status of gender equality, such as the gender wage gap between men and women, what should employers start with as they will be required to make further efforts to eliminate the gap? What are some examples of companies' efforts in countries where information disclosure is already mandatory?
- What efforts have been made in recent years to change people's awareness of the gender division of labor and to introduce a diverse evaluation system in order to eliminate the wage gap, and what results have been achieved? What are the challenges for the future?



Yoshino Tomoko  
President of the Japanese Trade Union Confederation  
(Video Message)



(note1) OECD, "Gender Wage Gap" <https://data.oecd.org/earnwage/gender-wage-gap.htm>

(note2) Equileap, "GENDER EQUALITY GLOBAL REPORT & RANKING"  
[https://equileap.com/wp-content/uploads/2022/03/Equileap\\_Global\\_Report\\_2022.pdf](https://equileap.com/wp-content/uploads/2022/03/Equileap_Global_Report_2022.pdf)



## 4. Session 2

### Women and Environment/Green Society: Decarbonization from a Gender Perspective

December 3, 2022 (11:15-12:45) / Room A-E

In Session 2, “Women and Environment / Green Society: Decarbonization from a Gender Perspective,” participants discussed the relationship between climate change, environmental issues and gender.

To begin, a video message by Ms. Susan Rockefeller, founder of Musingsmag.com, was introduced, where she put forward the concept of women as the glue of society. She also emphasized the importance of providing tools, education and opportunities to women in order to achieve the Sustainable Development Goals by 2030.

Next, the Ministry of Environment of Japan introduced the trend of gender mainstreaming in environmental policy, and participants discussed related issues and shared insights from their own respective perspectives. According to research, there is a clear correlation between companies’ ability to create innovation with climate change initiatives and the percentage of women in executive and management positions within the companies. However, it was pointed out that the green business market is still in its infancy, with high costs and significant financing challenges for women when they enter the market. On the other hand, in the field of marine environment, there is less bias toward women’s participation, and women leaders and role models are active worldwide because it is a new discipline in politics and academics.

In the international arena, climate change, the environment and disaster risk reduction (DRR) were set as priority themes at the sixty-sixth session of the Commission on the Status of Women (CSW) in 2022, which is held annually at the United Nations. Participants explained the rationale behind this, in that connecting these three areas from a gender perspective is most effective to address the above issues. The need to address climate change from a gender perspective has also been mentioned at the Conference of the Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC) every year.

On the topic of development cooperation, participants noted that women and girls in developing countries are particularly vulnerable to natural disasters caused by climate change. They stressed that women and girls need support that takes into account vulnerabilities, and society must improve the environment for women to participate in green business, including access to information and technology, and establish institutions. Furthermore, participants shared that the promotion of women’s participation in developing countries will enable them to earn sustainable income and increase the resilience of their families and societies. Moving forward, agriculture will become increasingly important as a business field for women.

Regarding areas of improvement, it was pointed out that organizations working on climate change or environmental issues and those for women’s empowerment are working separately. They can better respond to current issues by recognizing their linkages and working together more closely. In Japan, the process of developing the Fifth Basic Plan for Gender Equality has enhanced the cooperation between these two types of organizations.

Finally, participants emphasized that it is important to first raise awareness among all stakeholders including countries, regions, and companies that climate change and gender issues are interlinked. Based on this recognition, collaboration and partnership building among each party will be encouraged and lead to the expansion of green business. Since diversity, including the promotion of women, will encourage green transformation, it was recommended to manage climate change initiatives and efforts for gender equality in an integrated manner.



Yoshitaka Mari  
Fellow (Sustainability), Mitsubishi UFJ  
Research and Consulting Co., Ltd./  
Visiting Professor, College of Arts and  
Sciences, The University of Tokyo  
(Moderator)



Bethlehem Tilahun Alemu  
CEO/ Founder of soleRebels



Miki Haimovich  
Chairman,  
Heschel Center for Sustainability



Iue Minako  
Chair/CEO,  
Sailors for the Sea Japan



Sonoda Ayako  
Representative Director,  
Cre-en Incorporated.



Tanaka Yumiko  
Professor,  
Josai International University



Endo Risa  
Deputy Director General,  
Japan Center for a Sustainable  
Environment and Society  
(JACES)  
(Rapporteur)



Yamada Miki  
State Minister of the Environment  
(Resource Person)



## Concept note (Current situation and challenges to be discussed)

Climate change affects everyone, but the degree of impact varies by gender, age, social class and other various factors. For example, when women in the least developed countries are responsible for securing water for their daily lives, they may have to go farther to fetch water due to environmental changes caused by floods, droughts, cyclones, etc. Climate change-related disasters may also increase the burden of housework and care work on women and put them at greater risk than men of losing their means of livelihood<sup>(note1)</sup>.

On the other hand, some analysts have reported that the higher the participation rate of women in climate change actions, the better the performance of climate change initiatives, and that women's active participation is the key to promoting a zero-emission society<sup>(note2)</sup>. In order to further promote such activities, it is necessary to promote education and human resource development for women in STEM fields from a young age.

In recent years, the relationship between business and human rights has been reconsidered in many countries, and as stated in the 1995 Beijing Declaration and Platform for Action, women's rights are human rights, and companies are requested to disclose their human rights status, including the status of women's rights. While it is now a matter of course for corporate activities to take human rights into consideration, by working on both decarbonization and women's activities and disclosing information, companies can receive the recognition they deserve, raise more funds, improve corporate value and achieve sustainable corporate growth, and be able to work on decarbonization from diverse perspectives. In addition, incorporating gender perspectives will help to address a variety of issues. Discussions on gender equality and women's empowerment in the climate change and environmental fields must be further developed and lead to concrete actions in the future.

The WAW! 2022 aims to become a turning point for women's participation from the planning stage of decarbonization measures, sharing practical examples from Japan and other countries and discussing concrete actions for the future.

For more information on the current situation and challenges related to women and green society, please refer to this web page.

<https://www.mofa.go.jp/files/100417907.pdf>



### 【Discussion Topics】

- Why is the participation of women necessary in the energy, transportation/manufacturing, and home/office industries, which are expected to expand in the future in order to realize a decarbonized society? What actions can be taken to promote women's participation? What are some good examples of decarbonization efforts in the private sector with a gender perspective?
- What are the barriers to women's participation in national and local decarbonization and climate change planning, implementation, monitoring, and evaluation? What are some of the leading good national and international examples?
- What kind of education and human resource development is needed to promote women's participation toward a decarbonized society?



Susan Rockefeller  
Conservationist/ Artist/  
Founder Musingsmag.com  
(Video Message)



<sup>(note1)</sup> UNDP, "Gender and Climate Change: Impact and Adaptation"

<https://www.undp.org/asia-pacific/publications/gender-and-climate-change-impact-and-adaptation>

<sup>(note2)</sup> 資源エネルギー庁, "脱炭素化社会に向けて世界が集結! 東京ビヨンド・ゼロ・ウィーク開催 (前編)" (Japanese)  
[https://www.enecho.meti.go.jp/about/special/johoteikyotokyo\\_beyond-zero\\_week\\_01.html](https://www.enecho.meti.go.jp/about/special/johoteikyotokyo_beyond-zero_week_01.html)



## 5. Session 3

### Women and Digital/STEM Education

December 3, 2022 (11:15-12:45) / Conference Room 1

In Session 3, "Women and Digital/STEM Education," the participants discussed how the relationship between digital technology and women should be perceived and promoted, focusing on the fact that while digitalization brings benefits to society and women, it can also foster economic disparity between men and women, as seen during the pandemic.

At the outset, participants noted that while the pandemic is said to have disproportionately affected women, the accelerated shift to digital transformation (DX) and the promotion of flexible work styles provided an opportunity to improve the working environment for women. On the other hand, they also noted that women do not necessarily have access to digital tools, and emphasized that public-private partnerships (PPP) are essential to enabling women to update their digital skills, engage in new occupations, and play an active role internationally.

It was also revealed that Japan has a low percentage of female students in STEM fields (around 16%) compared to other OECD countries, the root cause being the negative image and unconscious gender bias in education toward female students entering science-related fields. The participants suggested that it is not because female students are not interested in STEM fields, but because they are less likely to choose these fields due to bias from others, limited communities for continued studies, and the lack of other female students in higher education. In addition, it was noted that to eliminate gender bias in career choice, it is important to make the digital and STEM fields, which are often perceived to be difficult, more appealing. Specifically, the digital field has high demand and high income due to the chronic shortage of human resources, which has the potential for women to play an active role because of the high affinity with flexible work styles and job-oriented employment. Furthermore, IT should be promoted as a tool that can address social issues and individual's interests.

Another theme of discussion was how society can change by introducing effective systems despite negative attitudes. Unconscious gender bias exists not only in the educational field, but also at home and at the workplace. An idea to introduce affirmative action for a fixed period was proposed, leading to cautious opinions that, although it would provide an opportunity to raise awareness, it should be followed up with other measures as well. Moreover, participants emphasized that the public and private sectors should collaborate in raising awareness from the bottom up by, for example, incorporating gender equality into the Key Performance Indicators (KPIs) and providing incentives to companies and organizations that have created an environment conducive to achieving gender equality. The need to design a system to protect the rights of those working in the gig economy in Japanese society was also pointed out, since the barriers between formal and informal employment remain sizable.

Additionally, the importance of incorporating a gender perspective in the trade sector was raised. Participants suggested that practical approaches, such as utilizing digital tools in SMEs where many women work and the inclusion of gender clauses in various trade treaties to encourage women's participation in international markets, would have a more innovative and long-term positive impact on women and men.



Murakami Yumiko  
General Partner,  
MPower Partners  
(Moderator)



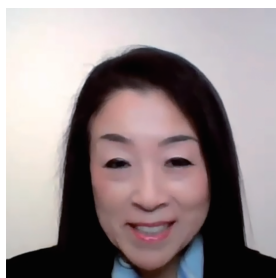
Wendy Cutler  
Vice President,  
Asia Society Policy Institute



Marcel Halma  
Vice President Group  
Government & Public Affairs and  
Head of Country Management  
at SOLVAY SA



Hasegawa Wataru  
Representative Director/  
Senior Vice Chairman,  
Information Technology  
Federation of Japan (ITrenmei)



Honda Keiko  
Adjunct Senior Research Scholar,  
Columbia University



Ito Maiko  
Actress/  
Life Science Researcher/  
President & CEO  
of RightStaff Co., Ltd.



Tanaka Sayaka  
CEO of Waffle.org



Yamamoto Reyna  
CEO, HUPRO, Inc.  
(Rapporteur)



## Concept note (Current situation and challenges to be discussed)

The use of digital technology, including artificial intelligence (AI) and big data, is advancing, and a digital transformation is underway to transform people's lives<sup>(note1)</sup>. On the other hand, the COVID-19 pandemic highlighted the digital divide between men and women. Digital divide also exists between urban and rural areas, with reports indicating that many of the 3.7 billion people without Internet access are poor, have limited access to education, or are women and girls from rural areas<sup>(note2)</sup>.

On the employment side, there is a growing demand for digital talents<sup>(note3)</sup>.

Against this backdrop, at this year's G7 Summit, leaders recognized the importance of full, equal, and meaningful participation of women in the digital transition. In April of this year, the Government of Japan also adopted the "Women's Digital Human Resource Development Plan<sup>(note4)</sup>" and has decided to implement measures nationwide through public-private collaboration over the next three years, from supporting women in acquiring basic digital literacy skills to fostering professional human resources with high-level skills.

In the digital field, working conditions and wages vary widely, and some jobs require long working hours, making it difficult for women to participate<sup>(note5)</sup>. A future initiative is to ensure flexibility of work and stable income as the number of women who can become digital professionals increases<sup>(note6)</sup>.

For more information on the current situation and challenges concerning women and digital/STEM education, please refer to this web page.

<https://www.mofa.go.jp/files/100417920.pdf>



### 【Discussion Topics】

- Why has the ratio of women in STEM fields remained stagnant? Is strengthening STEM education for girls only an effective means of achieving the goal? What measures are effective in removing unconscious bias, which is considered one of the reasons for the sluggish growth of the ratio of women in STEM fields?
- Are there any innovative solutions other than STEM education that can be taken to close the gender gap in digitalization among nations, organizations, and societies? What are some of the measures that have worked in practice?
- What institutional design is needed to ensure that the gig economy (a market for short-term labor through online platforms), which is one form of work, serves as a stable source of income for women and guarantees the rights of women working in the gig economy?



(note1) 塩満典子, “科学技術・イノベーション分野における男女共同参画・ダイバーシティ推進政策の歴史と多様性向上の意義 (STI ホライズン 2022 年第 8 巻 1 号)” (Japanese)

<https://www.nistep.go.jp/wp/wp-content/uploads/NISTEP-STIH8-1-00284.pdf>

(note2) UN Women, “Learn the facts: Rural women and girls”

<https://www.unwomen.org/en/digital-library/multimedia/2018/2/infographic-rural-women>

(note3) 男女共同参画会議, “女性デジタル人材育成プラン” (Japanese)

[https://www.gender.go.jp/policy/digital/pdf/digital\\_plan.pdf](https://www.gender.go.jp/policy/digital/pdf/digital_plan.pdf)

(note4) Ibid. [https://www.gender.go.jp/policy/digital/pdf/digital\\_plan.pdf](https://www.gender.go.jp/policy/digital/pdf/digital_plan.pdf)

(note5) 内閣府男女共同参画局, “計画実行・監視専門調査会 (第 11 回) 議事録” p.14 (Japanese)

[https://www.gender.go.jp/kaigi/senmon/keikaku\\_kanshi/gijiroku/11-g.pdf](https://www.gender.go.jp/kaigi/senmon/keikaku_kanshi/gijiroku/11-g.pdf)

(note6) Ibid. p.23 [https://www.gender.go.jp/kaigi/senmon/keikaku\\_kanshi/gijiroku/11-g.pdf](https://www.gender.go.jp/kaigi/senmon/keikaku_kanshi/gijiroku/11-g.pdf)



## 6. Session 4

### Enhancing Awareness and Engagement of Men

December 3, 2022 (11:15-12:45) / Conference Room 4

In Session 4, “Enhancing Awareness and Engagement of Men,” the participants discussed how to enhance awareness and engagement of men for realizing gender equality and promoting women’s empowerment.

First, a video message by Professor Mary C. Brinton, Director of the Reischauer Institute of Japanese Studies at Harvard University, was shown at the beginning of the session. She stressed that if only men are expected to work outside the home, it will be difficult for both women and men to balance childcare and work; therefore, policies are needed to enable men to spend more time with their families.

Next, participants raised current ongoing challenges, such as the large number of women who choose to leave their jobs after childbirth due to long working hours and the difficulty and anxiety of returning to work after parental leave.

Various efforts and good practices were introduced as countermeasures. The President of Iceland shared a policy in his country that allows both men and women to take 12 months of parental leave. According to him, it cannot be taken by mothers alone, so that neither gender is disadvantaged in career development. Iceland was presented as an example of a country that has broken away from the typical image of men as the sole decision-makers who do not raise children.

Additional measures and good examples were mentioned, including the design of systems and support that put child development first, the improvement of working conditions through the introduction of remote work, the creation of an environment that facilitates returning to work after parental leave, the improvement of gender statistics, enhanced communication between men and women, training to eliminate gender-based stereotypes on the roles of men and women, and involvement in housework and childcare from an early age for both men and women.

The discussion then covered possible ways to persuade men to engage in the process toward gender equality, despite false perceptions such as “gender equality = reverse-discrimination against men.” Participants suggested that presenting new role models for men would be beneficial, since there are many men who are uninformed about what to do. They also mentioned the importance of raising awareness that the realization of gender equality leads to greater opportunities and economic wealth for everyone, not only women but also men, and that the experience gained from raising children can be utilized in work as well. Furthermore, it was suggested that the presence of men who publicly disseminate such points is also necessary.

To counter bashing, opposition, and resistance to efforts to achieve gender equality, participants stressed that companies must recognize the importance of diversity and the unsustainability of homogeneity. They also emphasized the significance of men and women working together and learning from each other about what is good for both of them, and of everyone speaking up.

Finally, Mr. Idekoba Hisayuki, President, CEO, and Representative Director of the Board of Recruit Holdings Co., Ltd., delivered a video message on the company’s efforts to increase the ratio of women to half in all job classifications.



Miura Mari  
Professor of Political Science,  
Faculty of Law,  
Sophia University  
(Moderator)



Hosokawa Tamao  
Journalist/ Outside Director,  
Sumitomo Mitsui Construction  
Co. Ltd.



Ide Kazuki  
Subsection Chief,  
NTT Docomo, Inc.



Guðni Thorlacius Jóhannesson  
President  
of the Republic of Iceland



Kimura Koichiro  
Chairman,  
PwC Japan Group



Narisawa Hironobu  
Bunkyo City Mayor



Leila Sterenberg  
Journalist of TV Globo



Kumei Ryuzo  
Manager of Kumei School  
(Rapporteur)



## Concept note (Current situation and challenges to be discussed)

In order to realize gender equality, it is necessary to emancipate ourselves from the gender stereotypes and the way of thinking "because I am a man, because I am a woman, this is how I should be" and to rethink how to assume responsibility in society for both genders. Cooperation from men is also essential for women's empowerment. Hence, women are beginning to work with men to create new norms on gender roles. For example, in 2014, the United Nations launched the "HeForShe Movement," which aims to promote all people, including men, to act for change in order to achieve gender equality. Japan's former Prime Minister Abe became a HeForShe Champion, which later Prime Minister Kishida has followed.

While working from home and other flexible work styles have been largely accepted in the COVID-19 situation, the burden of women's unpaid care work has increased. As dual income households become more common and family norms and values change, there is a limit to what women can do in terms of care work in addition to paid work, such as childcare and nursing care; creating the need for burden sharing. On the other hand, it is difficult for men to take on some of these burdens while the traditional image of men is maintained, and it makes it unrealistic for them to take on housework, childcare, and nursing care on top of the short time they spend at home due to overtime work. Forcing men to sleep less will lead to lower productivity and even cause physical and mental health problems.

Considering gender equality could be an opportunity to review the way we have worked, how society works as well as the impact of norms, and to rethink work styles of all people and the evaluation system in our society, which would lead to our efforts to create a society where everyone can live more happily. To this end, it is necessary for men to get involved in efforts toward gender equality.

At the WAW! 2022, we will further discuss what kind of environment needs to be created to increase men's awareness and engagement in efforts toward gender equality, and what kind of evaluation methods are appropriate to create a society where everyone can live easily.

For more information on the current situation and challenges on enhancing men's awareness and engagement, please refer to this web page.

<https://www.mofa.go.jp/files/100417993.pdf>

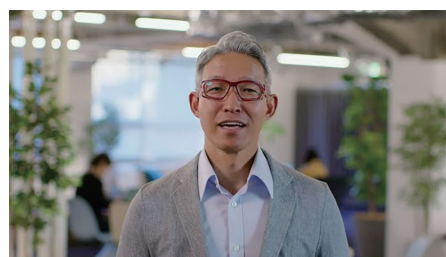


### 【Discussion Topics】

- What efforts are necessary at the national, local, and private levels to break down gender stereotypes?
- Japan is characterized by (1) extremely long hours of paid work, especially for men, (2) an extremely strong tendency for women to be disproportionately involved in unpaid work, and (3) the total number of hours worked by both men and women, paid and unpaid, is long and they are already "working" to the limit in terms of time. What solutions are available to resolve these challenges?
- What are good practices of men's active involvement in gender equality efforts in government, workplace, community, family, etc.? What are the obstacles of enhancing men's awareness and engagement in these efforts and what kind of enabling environment we should create?
- What kind of ways of living, work styles, and evaluation methods are possible in order to create a society where everyone can live easily?



Mary C. Brinton  
Director of the Reischauer Institute  
of Japanese Studies at Harvard University  
(Video Message)



Idekoba Hisayuki  
President, CEO, and Representative Director  
of the Board of Recruit Holdings Co., Ltd.  
(Video Message)





## 7. Session 5

### Women's Participation in Decision-Making Processes

December 3, 2022 (11:15-12:45) / International Conference Room

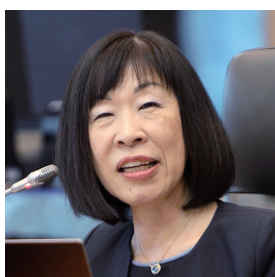
In Session 5, "Women's Participation in Decision-Making Processes," the participants discussed how to instill the need for diversity in all decision-making processes in society, as well as how to eliminate conscious and unconscious bias on gender roles.

To begin, participants stressed the importance of eliminating gender discrimination and stereotyping on all occasions including in sports, judicature and culture. They emphasized the need to protect the rights of vulnerable groups, especially migrant women and girls. As an example, the Council of Europe adopted a new recommendation to protect the rights of migrants, refugees and asylum-seeking women and girls in 2022, calling on member states to provide transit sites and shelter facilities because of the increase of Ukrainian refugees to the European region. In addition, the European Social Charter stipulates equal pay and equal work as human rights. On the other hand, the participants mentioned the importance of considering how to reconcile traditional values and various initiatives for diversity, since every country has its own culture and traditional values with differences in women's social status, instead of simply adopting initiatives that have been successfully implemented in other countries.

Further discussion pointed out that although a critical mass<sup>1</sup> is necessary for women's opinions to have a certain influence, diversity in the decision-making process has not been realized in Japan due to strong consciousness surrounding gender roles. To promote diversity in the decision-making process, it is important that executives and senior managers become aware of their own unconscious bias. For example, promoting men's parental leave system lends itself to cultivating a deeper understanding of housework and childcare, and fosters diversity awareness. Furthermore, the participants suggested measures to create diversity-conscious workplaces, such as flexible work arrangements, career counseling and the use of digital tools. Creating such environments will increase productivity and contribute to making a better workplace for all, not just for women.

It was also noted that youth have difficulty imagining themselves participating in the decision-making process. Moreover, media and other influences have created an impression that women must sacrifice their personal lives, or they feel isolated, when they try to advance themselves to the decision-making level. Participants discussed approaches to change the mindset of youth, starting with recognizing and correcting gender bias in the educational system beyond curriculum. Specifically, they pointed out the fact that there are few female teachers in the science field and that male students hold most leadership positions, including student president. In addition, they suggested that more opportunities should be provided for youth to express their opinions in order to make the decision makers aware of the differences in values between generations. The experience of having their opinions accepted will give them an image of participating in decision-making processes in the future and lead to increased participation by women.

In closing, the participants put forward that women's participation in decision-making processes must be advanced in response to women's voices in the country, not by external pressure. Policies that do not utilize women's knowledge and experiences will not truly protect women's interests. In addition, they underlined the necessity to consider how to prevent violence and gender-based discrimination against women who participate in decision-making processes.



Achilles Michiko  
Advisor, SAP Japan/  
Director, Sumitomo Mitsui  
Trust Bank  
(Moderator)



Fatima Gailani  
Former President of  
the Afghan Red Crescent Society/  
Chair of Afghan Future Thought  
Forum



Karasawa Yasuyoshi  
Chairman & Director,  
Chairman Executive Officer,  
MS&AD Insurance Group  
Holdings, Inc.



Kawamoto Yuko  
President  
of National Personnel Authority



Kobayashi Chiyo  
Co-CEO,  
Washington CORE, L.L.C.



Marija Pejčinović Burić  
Secretary General  
of the Council of Europe



Sakurai Ayano  
Founder, #What does Gender  
Equality mean to you?/  
President, GENCOURAGE  
(Rapporteur)



Yamada Kenji  
State Minister  
for Foreign Affairs  
(Resource Person)

<sup>1</sup> Groups whose presence and opinions cannot be ignored by the larger group



## Concept note (Current situation and challenges to be discussed)

Goal 5 (gender equality) of the United Nations Sustainable Development Goals (SDGs) aims to "ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making<sup>(note1)</sup>".

In Japan, women continue to be in the overwhelming minority in many decision-making situations: in the House of Councillors election in July 2022, the number of women elected reached a record high of 35 while the percentage of women in the House of Councillors is 25.8% and the percentage of women in the House of Representatives is 9.9%, ranking 166th out of 190 countries (as of September 2022 for the House of Representatives and the House of Councillors, and as of January 2021 for other countries)<sup>(note2)</sup>. The percentage of women in local assemblies tends to be higher in urban areas and lower in the countryside, and there are 24 city assemblies and 251 town/village assemblies that lack female members (as of December 2021)<sup>(note3)</sup>. Furthermore, the percentage of women in managerial positions, which is generally over 30% in major developed countries, is 13.2% in Japan.

There are multiple factors behind the lack of women's participation in leadership positions. Common challenges include difficulty in maintaining an appropriate work-life balance, lack of opportunities for human resource development, difficulty in continuing to work due to women's unique health issues, uncertainty about career paths, and lack of role models. In addition, gender stereotypes and unconscious bias are considered to be another common barrier in all countries. As for work-life balance the problem of long working hours in Japan has also been pointed out.

The World Bank estimates that the losses caused by gender inequality amount to approximately \$160 trillion, twice the world's GDP. In Japan, labor losses due to women's health issues such as menstrual pains, premenstrual syndrome, and menopause amount to 491.1 billion yen per year, while expanding women's economic participation to the same level as men has increased GDP by 26% (\$28 trillion) over 10 years and businesses that promoted gender equality and diversity in management levels grew 10-15% faster than those that did not<sup>(note4)</sup>. Furthermore, in Japan, the percentage of women in their teens and twenties who migrate from rural areas to urban areas continues to be higher than that of men in the same age group<sup>(note5)</sup>, which is seen as a problem contributing to the declining birthrate, aging population, and depopulation of rural areas.

At the WAW! 2022, we will specifically discuss how to accelerate women's participation in decision-making processes, which is a core strategy for realizing a new form of capitalism, in addition to realizing a society in which it is easy for everyone to live.

For more information on the current situation and challenges surrounding women's participation in decision-making processes, please refer to this web page.

<https://www.mofa.go.jp/files/100418008.pdf>



### 【Discussion Topics】

- What measures can be taken to promote gender equality and diversity in all decision-making processes in society and to change attitudes?
- What methods would be effective in appealing to each generation regarding the elimination of gender stereotypes and unconscious bias? What kind of education should be provided to the youth who will lead the next generation?
- What measures can be taken to promote women's participation in the political and economic spheres? What systems and measures have been adopted in other countries to increase the ratio of women in the political and economic fields, and what results have been achieved? What are the barriers to the introduction of such systems and measures and how can they be overcome? What are some good examples of women's participation in the political, economic, administrative, judicial, and other fields? What are the challenges in countries that have already introduced the system to promote women's participation?

<sup>(note1)</sup> Ministry of Foreign Affairs of Japan, "SDG Indicators 5: Gender Equality"

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life <https://www.mofa.go.jp/mofaj/gaiko/oda/sdgs/statistics/goal5.html>

<sup>(note2)</sup> House of Representatives, House of Councillors, and IPU (Women in politics:2021)

<sup>(note3)</sup> Ministry of Internal Affairs and Communications, "Personnel data for members and heads of local government councils by party affiliation"

<sup>(note4)</sup> World Bank Group, "Unrealized Potential : The High Cost of Gender Inequality in Earnings" <https://openknowledge.worldbank.org/bitstream/handle/10986/29865>

JICA, "グローバルジェンダーフレット" (Japanese) <https://www.jica.go.jp/activities/issues/gender/ku57pq00002cucek-att/gender.pdf>

McKinsey&Company, "How advancing women's equality can add \$12 trillion to global growth"

<https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

McKinsey&Company, "Diversity wins: How inclusion matters"

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

<sup>(note5)</sup> 内閣府男女共同参画局, "令和4年版男女共同参画白書" p.140 (Japanese) [https://www.gender.go.jp/about\\_danjo/whitepaper/r04/zentai/pdfban.html](https://www.gender.go.jp/about_danjo/whitepaper/r04/zentai/pdfban.html)



## 8. Session 6

### Women and Startups: What It Means for Women to Start a Business

December 3, 2022 (14:30-16:00) / Conference Room 3

In Session 6, “Women and Startups: What It Means for Women to Start a Business,” participants discussed challenges and good practices regarding women’s entrepreneurship.

At the beginning of the session, Dr. Kuno Sachiko, co-founder of Phoenixi, delivered a video message stating that the success of a company is not only due to individual talent or efforts but to social structure, and called for a social structure that enables minorities, including women, around the world to contribute to their society.

In the discussion, participants pointed out a lack of courage among women to start a business, as well as a lack of understanding toward failure by those around women as one of the structural and cultural factors that prevent women from choosing entrepreneurship. However, these are not unique cultures in Japan but rather the way society and individuals perceive entrepreneurship and failure, so they are able to be changed through initiatives and efforts.

Regarding examples of challenges surrounding women entrepreneurs, participants cited lack of diversity among funders and the unconscious bias of investors. Owing that this is due to the fact that many investors are men and their decision-making is liable to be gender-biased, the participants suggested the need for diversity on the investor side as well.

Another issue covered was that women entrepreneurs frequently face information gaps when they start a business. Women entrepreneurs are more likely to envision small businesses, the scale of which makes it difficult for them to access other communities and obtain information. In this regard, women entrepreneurs in rural areas confront a double problem: stereotypical gender role perceptions and limited accessibility to role models and resources. One of the participants provided a concrete, quality example of a platform aimed at closing the information gap that enables women entrepreneurs in rural areas to access sufficient information.

One participant from abroad also introduced the situation in her own country. She spoke about how it is not enough to have a high percentage of women entrepreneurs; the challenge is to shift from a survival business model to a value-added model and that data collection, funding, and legal frameworks are necessary to achieve this transformation.

Based on a survey that showed that the companies managed by women entrepreneurs obtain higher market capitalization value per fundraising amount and higher sales amount in the year of IPO, the participants suggested that asset owners should have an environmental, social, and governance (ESG) perspective and make investments according to economic rationale. In addition, they appreciated the inclusion of impact indicators in the Basic Policy on Economic and Fiscal Management and Reform of 2022, and recommended that government agencies should be tough toward companies that do not promote diversity in order to change the mindset of leaders and give hope to the younger generation. Furthermore, they also mentioned the importance of expanding options for exit strategies such as mergers and acquisitions through the active involvement of large corporations and the development of familiar role models in order to lower barriers for women to start their own businesses.



Okajima Etsuko May  
President & CEO,  
ProNova Inc.  
(Moderator)



Aissata Lam  
Director General of the Investment  
Promotion Agency of Mauritania



Kathy Matsui  
General Partner,  
MPower Partners



Samata Anri  
General Partner & Co-Founder,  
ANRI



Sugawara Atsuko  
Manager at the Sapporo Gender  
Equality Center



Fukuda Eri  
Representative Director/ CEO/  
CCO of SHE Co., Ltd.  
(Rapporteur)

## Concept note (Current situation and challenges to be discussed)

One of the driving forces for growth in times of uncertainty is entrepreneurship. Every year, more and more women are starting their own businesses, and it is said that one out of every three entrepreneurs in the world is a woman. However, most of the entrepreneurship by women is in small businesses, mainly in the retail and service sectors, and women are rarely seen in larger industries such as construction and energy. Many structural or cultural barriers exist in the background.

For example, women's access to capital and know-how is relatively limited. In addition, there is a sociocultural lack of understanding about women's entrepreneurship, which makes it difficult for them to build networks of connection and access information about business opportunities and industries<sup>(note1)</sup>.

Entrepreneurship is one of the working style options for women's economic activities that enables them to turn their own interests into a profession and balance work and life events such as marriage and childbirth, as they can make their own decisions. It is also a way for women to achieve professional self-fulfillment and economic independence, leading to the revitalization of the economy<sup>(note2)</sup>. With population outflow from rural areas to cities becoming a challenge in many countries, women's entrepreneurship may become a possible solution.

For more information on the current situation and challenges concerning women and startups, please refer to this web page.

<https://www.mofa.go.jp/files/100418019.pdf>



### 【Discussion Topics】

- What are the biggest challenges for women's entrepreneurship? What are the factors that could help women start a business?
- What are the particular challenges that women face, especially in securing financing for their businesses? What measures are being adopted in other countries to solve these challenges?
- What are some good practices or challenges for women to start businesses in high-margin industries, including information and communication technology (ICT)?
- Are there any examples of incentives for women entrepreneurs who contribute to the revitalization of rural areas? What are the effects of such incentives?



Kuno Sachiko  
Executive Director and Co-Founder  
of Phoenixi Co Ltd  
(Video Message)



<sup>(note1)</sup> Global Entrepreneurship Monitor, "2020/21 Women's Entrepreneurship Report: Thriving through Crisis"  
<https://www.gemconsortium.org/report/gem-202021-womens-entrepreneurship-report-thriving-through-crisis>

<sup>(note2)</sup> 経済産業省, "女性起業家支援ノウハウ集" (Japanese)  
<https://www.chubu.meti.go.jp/c85shinjigyo/oshirase/jyosei-knowhow.pdf>



## 9. Session 7

### Realizing a Society Protecting Women's Dignity and Pride

December 3, 2022 (14:30-16:00) / Conference Room 1

In Session 7, “Realizing a Society Protecting Women's Dignity and Pride,” the participants discussed measures to create a society in which women and girls can live with dignity and pride, while recalling that the pandemic exacerbated the vulnerability of women and girls.

At the beginning of the session, participants listed problems that have emerged as a result of the COVID-19 pandemic, including the increased burden on women in unpaid work, such as housework and childcare, the loss of employment in the service sector where many women are employed, and increased domestic violence. They proposed free childcare services as one good practice to respond to these problems. Regarding efforts to eradicate violence against women, participants noted some effective systemic improvements, including the enactment of a law that allows victims of sexual harassment to report their cases without revealing their names and the transformation of organizational cultures such as promoting respect shown to women by leaders. Next, measures to eliminate “period poverty” were shared, such as tax reductions and the elimination of taxes on sanitary products, which are already implemented in various countries.

The participants also argued that it is necessary to consider how women's socially and culturally formed dignity impacts their own behavior. Because they have their own dignity, women often do not run away from violence, do not talk about the injuries caused by domestic violence, and limit their working hours in order to prioritize their families, thus suppressing their salaries. In Bangladesh, research found that women do not speak up about their suffering from domestic violence to protect their personal dignity and family honor. In order to solve these problems, it is important to have dialogue between women and men.

As examples of efforts to raise men's awareness, a participant introduced an NPO's educational training for managers about harassment and unconscious bias and life design classes in cooperation with local governments, companies, and educational institutions, etc. On the other hand, awareness raising alone is not enough for promoting gender equality. He then stressed the importance of establishing legal and environmental systems such as work style reform and “Post-delivery Paternity Leave” to change men's mindset.

Regarding support to crime victims, one of the participants stressed that measures should be implemented to support victims with public funds, using the example of a system like Norwegian Criminal Injuries Compensation Authority, which pays compensation to victims on behalf of perpetrators. This would be a way to solve the current situation in Japan where victims bear the cost of medical treatment and other expenses due to the lack of resources of the perpetrators. She also introduced avenues of support for victims in Japan such as one-stop centers for victims/survivors of sexual violence, the distribution of flyers of counseling services in restrooms of commercial facilities, and the creation of a fund for victims.

In response to the above discussion, the participants strongly emphasized the need to change social norms, educating people about non-stereotypical values, unconscious bias and human rights through the media, educational institutions, companies, community leaders and others. It was also added that positive actions such as additional budget allocations and tax reductions as well as negative actions such as increasing penalties would be effective in implementing the above measures. In closing, they agreed upon the necessity to strengthen support for women and increase the number of consultation services at hospitals that are accessible to everyone.



Akizuki Hiroko  
Member,  
CEDAW Committee  
(Moderator)



Tsukagoshi Manabu  
Director, NPO Fathering Japan/  
Consultant, Diversity & Work Life  
Balance Development Dept.,  
Toray Corporate Business Research, Inc./  
CPA



Ueda Naoko  
Head of OECD Tokyo Centre



Saima Wazed  
Chairperson, Shuchona Foundation/  
Advisor to the Director-General,  
WHO on Mental Health & Autism



Morita Ayami  
Lawyer/ Member  
of Kudamatsu City Council,  
Yamaguchi  
(Rapporteur)

## Concept note (Current situation and challenges to be discussed)

Realizing a society in which gender-based violence and discrimination are eradicated and all people can live with dignity and pride in their existence is a prerequisite for a gender-equal society. In reality, however, various problems that trample upon basic human rights continue to exist.

For example, according to the World Health Organization (WHO), one in three women worldwide experience violence at least once in her lifetime<sup>(note1)</sup>. Amidst the restrictions imposed by the COVID-19 pandemic, domestic violence continues to worsen, with one woman killed by her partner or family member every 11 minutes, according to some reports<sup>(note2)</sup>. Online gender-based violence is also escalating, with no shortage of examples of persistent attacks on victims of sexual violence and women activists.

In order to address such violence, there is a need for the expansion of remedies for victims and measures to prevent recidivism as well as harsher punishments for perpetrators. At the same time, it is important to create an environment where victims themselves can speak up and report the violence they have suffered from. Long-term efforts are also needed to eliminate discrimination against women and gender stereotypes.

In order to create a society where women have dignity and pride, we need to focus on physical issues specific to women and girls. Sexual and Reproductive Health and Rights (SRHR), the right to freely make responsible decisions about whether, when, and how many children to have, while at the same time ensuring access to safe and effective contraception methods, was first proposed at the 1994 International Conference on Population and Development (Cairo Conference) and has become a widely recognized concept over the past 30 years or so.

At the WAW! 2022, we will discuss what efforts are needed to shape the foundations of a society in which all people, including women and girls, are guaranteed their rights and can live with dignity and pride.

For more information on the current situation and challenges surrounding the realization of a society that protects the dignity and pride of women, please refer to this web page.

<https://www.mofa.go.jp/files/100419104.pdf>



### 【Discussion Topics】

- What problems have arisen for women and girls in each country as a result of the spread of the COVID-19 pandemic? What measures have been taken to overcome the problems?
- What preventive measures, victim support measures, and punishment of perpetrators are being implemented in each country to eradicate violence against women and girls?
- What kind of environment needs to be created to enable victims of gender-based violence to speak up? What efforts need to be made to prevent secondary victimization?
- What efforts are needed to prevent women and girls from falling into the negative spiral of "period poverty" while promoting the protection of "sexual and reproductive health and rights? What are some good examples of such efforts?



<sup>(note1)</sup> WHO, "Violence against women" [https://www.who.int/health-topics/violence-against-women#tab=tab\\_1](https://www.who.int/health-topics/violence-against-women#tab=tab_1)

<sup>(note2)</sup> United Nations, "Violence against Women, Girls May Be World's Longest, Deadliest Pandemic, Secretary-General Warns in Message to Group of Friends Commission Event" <https://press.un.org/en/2022/sgsm21195.doc.htm>



## 10. Session 8

### Women's Health and Economy

December 3, 2022 (14:30-16:00) / Conference Room 4

In Session 8, "Women's Health and the Economy," participants discussed what kind of initiatives are effective to ensure that women who want to be active in society can fully contribute to society and the economy. Additionally, discussion was held on what kind of environment is needed for women to gain awareness of their own health issues and to not to handle them alone, including how governments, companies, and communities can contribute.

At the outset, participants identified current problems in Japan, such as an environment characterized by the difficulty of seeking advice on women's health issues, including menopause. They also mentioned women's low health literacy and low awareness of the need to take control of their own bodies. In particular, athletes who overwork their bodies often experience problems such as menstrual irregularities, with a large number of cases left untreated for many years.

In addition to women's awareness of their own bodies, some also voiced the need to reconsider the structure of the Japanese healthcare system, as it is difficult to train gynecologists in Japan due to rigid management of gynecology clinics. Furthermore, it was pointed out that the lack of women in the decision-making level has resulted in a lack of support for the real problems that women face.

On the other hand, a participant shared an example of a good practice: a youth clinic in Sweden that provides counseling regarding sexual issues for young people was established, and has become a site of women's empowerment where women themselves can feel in control of their own lives.

Women's health is a fundamental right for all women, and solving women's health issues is not just for the benefit of women but leads to the creation of a society in which everyone can live comfortably. Based on this idea, several measures were proposed to address current issues. First, it was pointed out that education, corporate efforts, and social efforts are needed to improve women's health literacy not only for women themselves, but also for all people. Specifically, the participants suggested universalizing comprehensive sexuality education based on SRHR from the primary education period and providing opportunities to acquire knowledge, including the latest information on health issues even after starting work. A participant added that it should be recognized that the burden of caregiving on women could increase depending on the health status of the family.

Second, to create an environment and system for preventing women from holding back and handling their health issues alone, it was proposed to ensure opportunities for dialogue with colleagues in companies, establish government plans, realize early detection of health issues through Femtech (female technology), correct the disparity between rural and urban areas, and dismantle taboos around talking about sexual subjects.

In concluding, participants also mentioned the need to incorporate online medical services and youth clinics to promote easy access to medical facilities, as well as the need for initiatives to properly support women when specific health concerns and issues arise without keeping them away from social and economic activities.



Tsukahara Tsukiko  
Founder and President  
of Kaleidist/  
Co-Representative  
of G20 EMPOWER Japan  
(Moderator)



Imamura Yuko  
Manager, Health and Global  
Policy Institute (HGPI)



Ono Michiyo  
Deputy Executive Director  
and Director, Design Strategy,  
JOICEP/ Director, Local SDGs  
Network/ Part-time Lecturer,  
Shizuoka University



Song Mihyon  
Obstetrician and Gynecologist



Sugimoto Amina  
Co-founder/CEO,  
fermata Inc.



Takakura Asako  
Professional Soccer Coach



Simone Thomsen  
President and Representative  
Director of Eli Lilly Japan K.K.



Fukuda Kazuko  
SRHR Activist  
(Rapporteur)



Jimi Hanako  
Parliamentary Vice-Minister,  
Cabinet Office  
(Resource Person)



## Concept note (Current situation and challenges to be discussed)

Why is it beneficial for societies and economies to consider women's health?

According to the United Nations Population Fund (UNFPA), one in four people in the Asia-Pacific region will be 60 or older by 2050, and most of them will be women<sup>(note1)</sup>. In Japan, half of all women are expected to live to be over 90 years old, making their experience the epitome of the "100-Year Life"<sup>(note2)</sup>.

At the same time, in Japan, it is estimated that the annual economic burden to society due to labor losses and the cost of medical supplies and hospital visits resulting from menstruation and other women's and girls' health issues amounts to approximately 700 billion yen<sup>(note3)</sup>. In addition, many women find it challenging to balance fertility treatment and work<sup>(note4)</sup>. Given the current aging society with low fertility, giving up fertility treatment or work could have a negative impact on social and economic development. Some women also have given up their career paths to become executives due to pregnancy, childbirth, or menopause.

Femtech, a term that combines the words 'female' and 'technology', has been attracting attention around the world in recent years. Investment is gradually increasing in this field with the aim of solving health issues specific to women, who account for half of the world's population<sup>(note5)</sup>. Coupled with this investment, support from companies and local governments is also essential to solving women's health issues.

The life events and mental and physical health challenges faced by women are not specific to women. As research on women's menopause and hormones continues to advance, it has been found that men can also experience menopausal symptoms. Furthermore, female hormones are beginning to be used as an effective treatment for prostate cancer. It is also hoped that knowing and caring about women's health issues will improve overall workplace management to be more responsive to diversity.

Thus, taking into consideration women's health leads to the creation of a society in which, not only women, can live easily and work healthily. Human rights issues, including women's rights, are important issues that contribute to economic development.

For more information on the current situation and challenges concerning women's health and economy, please refer to this wage page.

<https://www.mofa.go.jp/files/100421654.pdf>



### 【Discussion Topics】

- With the trends of low fertility and aging population, and given that health issues specific to women become known worldwide, what initiatives are meaningful to ensure women who hope to play an active role in society can fully contribute to society and the economy? What are some good examples from other countries?
- What kind of environment is necessary to raise awareness of health issues specific to women so that they do not bear those issues alone? What can governments, companies, and communities do to address these issues?
- What technologies have been developed with consideration for women's health? What are their impacts not only on women's health but also on society and the economy as a whole?



<sup>(note1)</sup> 朝日新聞 DIGITAL, “高齢化対応に必要なのは女性の人生のあらゆるステージへの支援だ～国際高齢者デーに寄せて” (Japanese)  
<https://webbronza.asahi.com/politics/articles/2022092600001.html>

<sup>(note2)</sup> 内閣府男女共同参画局, “令和4年版男女共同参画白書” (Japanese)  
[https://www.gender.go.jp/about\\_danjo/whitepaper/r04/zentai/pdf/r04\\_tokusyu.pdf](https://www.gender.go.jp/about_danjo/whitepaper/r04/zentai/pdf/r04_tokusyu.pdf)

<sup>(note3)</sup> Tanaka E, et al (2013) “Burden of menstrual symptoms in Japanese women: results from a survey-based study”  
Journal of Medical Economics, 16(11), 1255-66  
<https://www.tandfonline.com/doi/full/10.3111/13696998.2013.830974>

<sup>(note4)</sup> 厚生労働省, “不妊治療と仕事の両立に係る諸問題についての総合的調査” (Japanese)  
<https://www.mhlw.go.jp/file/04-Houdouhappyou-11910000-Koyoukankyoutoukyoku-Koyoukikaikintouka/0000197931.pdf>

<sup>(note5)</sup> 経済産業省, “政策特集フェムテックで企業が変わる、社会が変わる。vol.1 一人ひとりが輝ける社会をいかにつくっていくか そのための条件とは” (Japanese)  
<https://journal.meti.go.jp/p/15603-2/>



## 11. Session 9

### Women's Participation in Peace and Security

December 3, 2022 (14:30-16:00) / Auditorium

In Session 9, "Women's Participation in Peace and Security," the participants discussed women's participation in decision making to prevent conflict, including conflict-related sexual violence. The importance of political will, the impact of war crimes, and the necessity of youth involvement were also discussed.

To begin, the U.S.'s initiatives on the WPS agenda were introduced, including their adoption in 2017 of the first legislation in the world on implementing UNSC Resolution 1325, and their efforts to strengthen its implementation through national strategies and other measures. Participants also pointed out that the reintegration of survivors of conflict-related sexual violence in societies requires holistic assistance including medical, psychological and economic support. Efforts on the empowerment of survivors through the Panzi Foundation and the Global Fund for Survivors of Conflict-Related Sexual Violence (GSF) were also shared. However, participants noted that sexual violence is still used as a weapon of war in the Democratic Republic of the Congo (DRC) and that prevention could be achieved, in addition to the Rome Statute, which stipulates sexual violence in armed conflict as a war crime, by strengthening legal systems to explicitly prohibit conflict-related sexual violence and hold individuals accountable. This was highlighted as one of the very reasons that the participation of women is critical in creating such policies.

Participants then discussed the fact that women are highly targeted by sexual violence where UN Peacekeeping Operations are deployed, and how the presence of female military and police personnel in the missions helps women in local community feel safe and to raise their voices. They also stressed that men must understand the importance of promoting women's participation in peacekeeping operations, and women's roles in preventing sexual violence and protecting women and girls.

It was shared that after the conflict in Bosnia and Herzegovina, there have been challenges long outlasting the conflict such as the issue of children born as a result of rape and the lack of compensation for the families of soldiers who went missing, which has caused difficulties for the families. Participants noted that there are many cases where female peace activists face sexual violence and their lives are targeted, while there are other cases where women could also be destroyer and perpetrators. The current WPS agenda lacks this aspect of women, and studying the causes of such cases is important for future conflict prevention.

Furthermore, discussions noted that while sexual violence against women and the killing of civilians have been reported in Russia's aggression against Ukraine, not only women but also children have also been victimized. A study by the U.S. Department of State, it indicated that 260,000 children may have been forcibly abducted from their homes. Since individuals cannot address such war crimes once conflict occurs, the need for peacekeeping intervention by the international community including through the NATO and the EU was mentioned.

It was argued that post-conflict periods are also an opportunity for social change, and that the participation of women in peace negotiations and policymaking is essential for establishing peace. Participants repeatedly stressed that women and children, especially survivors of conflict-related sexual violence and women in grassroots communities, need to come to the peace negotiating table and have their voices reflected in policy. Liberia was brought up as a good example, showing the importance of community-level involvement in peacebuilding and the high potential of grassroots women's engagement in advancing the peace process, since many conflict affected countries lack the adequate capacity of security sectors such as military and police to support the government.

There was also a presentation by a female youth from Japan, which is the only country to have suffered atomic bombings during wartime, on activities for the abolition of nuclear weapons amid the growing threat of nuclear weapons due to Russia's aggression against Ukraine.



Osaki Asako  
Visiting Professor,  
Kwansei Gakuin University/  
Director, Gender Action  
Platform  
(Moderator)



Katrina Iran Fotovat  
Senior Official,  
Global Women's Issues,  
U.S. Department of State



Higashino Atsuko  
Professor  
at University of Tsukuba



Denis Mukuwege  
Gynecologist/  
Human-rights Activist/  
Nobel Peace Prize laureate  
2018



Osa Yukie  
Dean, Professor at Graduate  
School of Social Design  
Studies at Rikkyo University



Joyce Sitienei  
Director of the International  
Peace Support Training  
Centre - Kenya (IPSTC)



Katayama Misaki  
Master's Student  
at The University of Tokyo  
(Rapporteur)

## Concept note (Current situation and challenges to be discussed)

More than 20 years have passed since the adoption of UN Security Council Resolution 1325, which for the first time enshrined the participation of women and their role in international peace and security. Several countries in Africa and the Middle East continue to experience conflicts and extreme political instability.

The spread of the COVID-19 has further aggravated the situation of women in some conflict-affected and fragile states, where they have lost the means to report the violence due to restrictions on leaving their homes<sup>(note1)</sup>.

In Ukraine, civilians, including women and children, have suffered greatly, and sexual violence against women resulting from Russia's aggression has been reported. As 90% of the displaced people are women and children<sup>(note2)</sup>, the dangers of human trafficking and other forms of violence targeting them must also be addressed. In Afghanistan, the rights of Afghan women, which had been steadily restored over the past 20 years since 2001, have been severely eroded after the Taliban, an Islamic fundamentalist organization, took control of the capital, Kabul. Women have been forced out of their jobs, unable to participate in politics, required to wear the hijab again, all while girls' education has not yet fully resumed<sup>(note3)</sup>.

In such circumstances, are women merely powerless? The UN Security Council Resolution 1325 affirmed that women are not only passive victims but also positive agents of conflict resolution, prevention and peacebuilding<sup>(note4)</sup>. In order to protect women's human rights as well as to build a peaceful society, promoting women's participation in policy-making and all other efforts is essential.

Another point to be taken into account is the treatment of survivors of sexual violence in conflict. It is important to support victims so that they are not marginalized or isolated; rather, support should be provided to empower them to become contributing members of society while economically independent.

In light of the above background, the WAW! 2022 will provide an opportunity to consider how to increase and support "women and youth as peacebuilders" or to become such leaders ourselves.

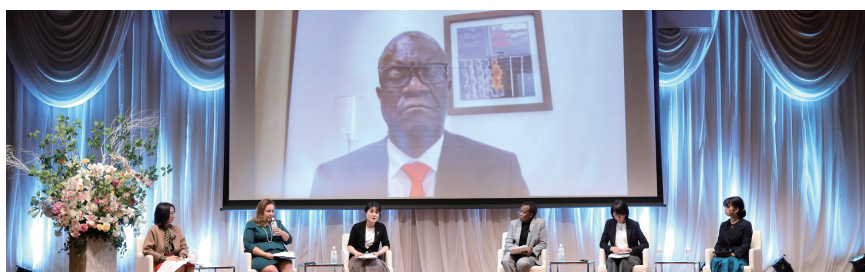
For more information on the current situation and challenges on women's participation in peace and security, please refer to this web page.

<https://www.mofa.go.jp/files/100419117.pdf>



### 【Discussion Topics】

- How have women in conflict-affected countries been affected by the spread of COVID-19, the rise of the Taliban in Afghanistan, and Russia's aggression against Ukraine? What should the international community as a whole do now?
- What efforts have been made by the Japanese government, the international community, and aid organizations such as UN agencies and NGOs to promote women's participation in peace and security (Women, Peace, and Security : WPS), and what are some good practices of such efforts?
- How should the governments, international organizations, NGOs, civil society, and individuals act to increase and support women and youth as peacebuilders, which is the core concept of UNSC Resolutions 1325 and 2250, or how we can play such a role by ourselves?



<sup>(note1)</sup> Office of the special representative of the secretary-general on sexual violence in conflict, "Conflict-Related Sexual Violence –Report of the United Nations Secretary-General"  
<https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2022/04/auto-draft/SG-Report2021for-web.pdf>

<sup>(note2)</sup> UN Women and Care International, "Rapid Gender Analysis of Ukraine" p.10  
<https://www.unwomen.org/en/digital-library/publications/2022/05/rapid-gender-analysis-of-ukraine>

<sup>(note3)</sup> UN Women, "Press briefing: The situation of women and girls in Afghanistan"  
<https://www.unwomen.org/en/news-stories/speech/2022/07/press-briefing-the-situation-of-women-and-girls-in-afghanistan>

<sup>(note4)</sup> United Nations, "S/RES/1325. Security Council Resolution on women and peace and security"  
<https://peacemaker.un.org/node/105heiwa>



## 12. Session 10

### Women and Disaster Risk Reduction (DRR)

December 3, 2022 (14:30-16:00) / Room A-E

In Session 10, “Women and Disaster Risk Reduction (DRR)”, a wide-ranging discussion was held on women and DRR domestically in Japan and abroad. Participants included those from rural areas as well as from abroad. In this session, a book of notes published by the International Women’s Education Association of Fukushima Prefecture after the Great East Japan Earthquake was distributed.

Two video messages were presented at the beginning of the session. Hon. Sara Duterte, Vice President of the Philippines, pointed out that women are undervalued in the decision-making process regarding disasters and called for gender sensitivity in all efforts. Next, Dr. Fukami Maki, President of the Institute for Global Resilience, underlined that women’s participation in crisis management is the first step toward diversity.

In the following discussion, the participants shared the understanding that women and girls are the most affected by disasters across all countries. They listed serious problems such as sexual violence perpetrated during evacuation, withdrawal from schooling, and forced marriages for money. In addition, women bear a burden of care work in evacuation centers such as preparing hot meals for evacuees and facing the lack of necessary feminine supplies.

Regarding countermeasures to these problems, the participants highlighted the importance of women’s active involvement in the decision-making process concerning evacuation center management and disaster prevention, rather than treating women only as vulnerable targets in need of protection and support. At present, most disaster management departments are predominantly male due to the enormous workload; therefore, participants discussed the need to reflect women’s opinions through daily community activities and to create communities that support women who want to acquire disaster prevention knowledge and move into the disaster management field.

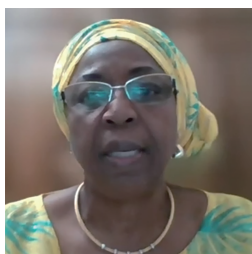
The participants also mentioned the importance of disaster prevention itself. Addressing gender issues and talking about gender even in normal times, before a disaster strikes, will lead to increased resilience of women.

It was also pointed out that disasters sometimes exacerbate already existing prejudices and discrimination, as well as the risk of sexual violence. This can occur in country, including Japan. Instead of refusing to acknowledge this reality, it is necessary to take measures as part of DRR policy based on the current situation that accounts for sexual violence in disaster times in Japan.

Finally, participants also discussed the need to share experiences among nations and the importance of training and education. In addition to the need to appoint women in leadership who already have the skills and ability, it is important to develop women leaders through DRR education from an early age. Participants underlined the significance of empowering women and girls so that they can express their opinions with confidence from younger age.



Mizutori Mami  
Special Representative of the  
United Nations Secretary-  
General (SRSG) for Disaster  
Risk Reduction, and Head of  
the United Nations Office for  
Disaster Risk Reduction (UNDRR)  
(Moderator)



Awa Marie Coll Seck  
Minister of State to the  
President of the Republic of  
Senegal/ Chair of the National  
Committee for the Extractive  
Industries Transparency  
Initiative/ Board Member of  
Global Fund



Debora Comini  
Regional Director,  
UNICEF East Asia and Pacific



Ikeda Keiko  
Vice President/ Professor,  
Shizuoka University



Ishiyama Sumie  
CEO,  
CRF Co., Ltd.



Yoshimura Mieko  
Governor,  
Yamagata Prefecture



Okabe Marin  
Student President,  
Sakura no Seibo Junior  
College  
(Rapporteur)



Suzuki Fumiko  
Advisor, International  
Women's Education  
Association of Fukushima  
Prefecture  
(Resource Person)

## Concept note (Current situation and challenges to be discussed)

The risk of natural disasters has been increasing globally in recent years. According to the UNDRR's Human Cost Disaster report, the number of large-scale natural disasters worldwide has increased by about 1.7 times in the 20 years from 2000 to 2019, compared to the period from 1980 to 1999<sup>(note1)</sup>.

Women tend to be in difficult situations in various phases of disasters, i.e. when a disaster occurs, during evacuation, and during recovery and reconstruction phases. It is known that more women than men lose their lives in disasters because women tend to delay in evacuation while protecting children and the elderly<sup>(note2)</sup>. In developing countries, many deaths in females occur due to reasons such as lack of access to evacuation information due to low literacy rates among women, and religious reasons causing inaccessibility of shelters to women<sup>(note3)</sup>.

In shelters, women face difficulties in protecting their privacy, including in changing rooms and nursing rooms and in meeting their needs for supplies such as sanitary items, underwear, and breastfeeding items. Women are also often forced to take on the unpaid care works such as cleaning and cooking in shelters in association with gender stereotypes. In addition, increased risk of sexual harassment and sexual violence in evacuation facilities place women on a greater physical and mental burden<sup>(note4)</sup>. It is also found that there are long-term negative effects that women have difficulty returning to work during the recovery and reconstruction period due to the burden of unpaid care roles in their home and communities<sup>(note5)</sup>. Those adverse impacts on women during and aftermath of disasters are often amplified difficulties and challenges caused by gender inequalities that exist in normal times. Efforts must be made to eliminate gender stereotypes from normal times.

To improve this situation, it is important to promote women's engagement in policy-making processes in disaster response and disaster risk reduction (DRR). The Sendai Framework for Disaster Risk Reduction 2015-2030, adopted at the Third UN World Conference on Disaster Risk Reduction in 2015, reaffirmed the need to promote women's engagement in policy-making, planning, and implementation processes in order to achieve gender-responsive DRR. At the WAW! 2022, we will discuss how to engage women's perspectives to realize no one is left behind in DRR, based on the experiences of the Great East Japan Earthquake and other disasters, as well as the experiences of each country and region.

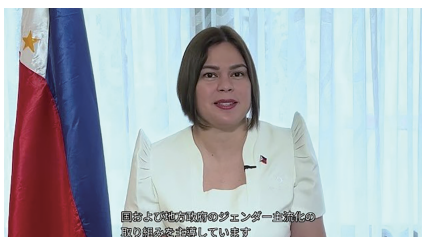
For more information on the current situation and challenges on women and disaster risk reduction (DRR), please refer to this web page.

<https://www.mofa.go.jp/files/100419485.pdf>

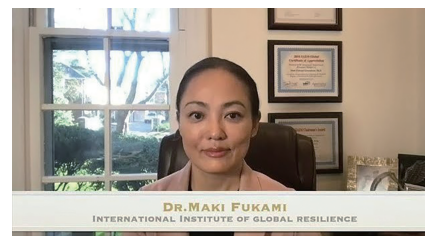


### 【Discussion Topics】

- What are the barriers that prevent women's participation and engagement in decision-making processes in disaster management and DRR, and what are some examples of overcoming these barriers? What measures we should take with a gender perspective when other countries or international organizations come to provide aid to an area where women are not fully engaged in DRR?
- What kind of support do local governments, fire departments, police and military (in Japan, Self-Defense Forces) provide to female employees to engage in disaster response? What are the barriers that prevent women from participating in disaster management and DRR? What measures and good practices are in place? What national and regional policies, as well as the organization as a whole, can support women's engagement in disaster management?
- What measures should be taken and strengthened to eliminate and prevent sexual harassment, sexual violence, and sexual crimes that may occur in various relationships among disaster victims and between them and supporters?
- What are some good examples of livelihood recovery and economic empowerment measures including securing employment for women during the recovery and reconstruction period?



Sara Z. Duterte  
Vice President and Secretary of Education  
of the Republic of the Philippines  
(Video Message)



Fukami Maki  
Co-Founder & President  
of International Institute of Global Resilience  
(Video Message)

<sup>(note1)</sup> UNDRR, "The human cost of disasters: an overview of the last 20 years (2000-2019)"

<https://www.undrr.org/publication/human-cost-disasters-overview-last-20-years-2000-2019>

<sup>(note2)</sup> Center for Disaster Philanthropy, "Women and Girls in Disasters"

<https://disasterphilanthropy.org/resources/women-and-girls-in-disasters/>

<sup>(note3)</sup> Ibid.

<sup>(note4)</sup> 内閣府男女共同参画局, "第5次男女共同参画基本計画第8分野防災・復興・環境問題における男女共同参画の推進" (Japanese)

[https://www.gender.go.jp/about\\_danjo/basic\\_plans/5th/pdf/2-08.pdf](https://www.gender.go.jp/about_danjo/basic_plans/5th/pdf/2-08.pdf)

<sup>(note5)</sup> 東日本大震災女性支援ネットワーク, "被災地の女性からの雇用に関するメッセージ" (Japanese)

<http://risetotogether.jp/?p=139>



### 13. Special Session 1

## WAW! Sit-in-a-circle Meeting on Rural Women

December 3, 2022 (14:30-16:00) / Conference Room 3

In Special Session 1, “WAW! Sit-in-a-circle Meeting on Rural Women,” participants connected online from Tokyo with three satellite venues, where they discussed issues and efforts related to gender equality that are faced in rural areas as well as future measures. An interactive discussion between Tokyo and satellite venues was the first attempt in the history of WAW!.

During the discussion, participants outlined the reality that there are few women actively involved in the management of family-run businesses and women successors face discrimination in many rural areas. Furthermore, concerns were expressed about limited situations where women can actually play active roles even if systems do exist. For example, it was pointed out that the education for men and women differs from their childhood, with women not educated to be managers and successors. Women are instead expected to play various roles at home due to the lack of childcare facilities and high-quality educational institutions. The participants also raised the issue that decision-making processes, including politics, are dominated by men, making it difficult for women to balance political activities and family life. Further problems exist, including harassment by men. However, many support women even under these circumstances, and several participants shared their efforts and dedication to transform people’s awareness through a process of trial and error.

As a countermeasure to persistent gender inequalities in rural areas, the participants underlined the necessity to change people’s mindset by communicating in a way that takes into account each local situation, such as a tailored approach toward men in rural areas of Japan. This is because discussions on gender at the international and national level do not always fit in with the daily realities of local situations. In addition, they mentioned the importance of role models and collaboration among women across diverse fields to combat the isolation of women in various situations such as entrepreneurship, business succession, and politics due to the limited network of local communities.

Furthermore, regarding the issue of population outflow from rural areas, the Ministry of Internal Affairs and Communications of Japan introduced the “Regional Development Cooperation Corps” initiative. Reportedly, 40% of the corps members are women and 65% of members settled down in the areas they had chosen after participating in the program. The Ministry called for more participation from municipalities in this initiative. Some participants also recommended incorporating measures relating to entrepreneurship that are customized for each region in the Kishida administration’s “Five-Year Plan for Startup Development” for encouraging women to start their own businesses. Others proposed the introduction of tax benefits for companies with a ratio of over 50% women staff. They also highlighted the importance of continuing online exchanges between rural regions and Tokyo, as was the case in this special session.



## Introduction

Sit-in-a-circle is a session to listen to the voices of people living in various regions. At WAW!2022, we connected WAW! satellites venues in Hokkaido, Aomori, Fukushima, and Wakayama to Tokyo venue to utilize voices of people in rural areas for government policies. Participants deepened the dialogue on the issues and best practices for women in rural areas.

### 【Participants at Tokyo Venue】



Suematsu Minako  
Chairperson, Publisher and  
President of  
The Japan Times Co., Ltd.  
(Moderator)



Ishiyama Sumie  
CEO,  
CRF Co., Ltd.



Kamada Yumiko  
CEO,  
ONE・GLOCAL Co., Ltd.



Omi Asako  
State Minister  
for Internal Affairs and  
Communications



Uchiyama Noriko  
Executive Director, Japan Female  
Successors Support Association/  
Representative Director, Sorarobe Co. Ltd.  
(Rapporteur)

### 【Participants at WAW! satellites venues】



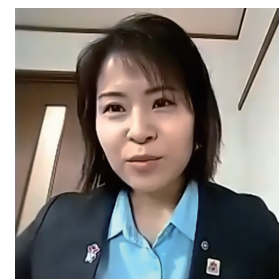
Hirano Noriko  
Chief Nursing Director, Jinsen kai  
Foundation / Vice President and  
Chief Nursing Director,  
Kita-Fukushima Medical Center  
(From Fukushima)



Matsubara Toshimi  
Lawyer  
(From Wakayama)



Sato Hisako  
Mayor,  
Rusutsu Village  
(From Hokkaido)



Yamazaki Yuiko  
Mayor,  
Sotogahama Town  
(From Aomori)





## 14. Special Session 2-1

### Listening to the Voice of Youth: Proposal for the Future

December 3, 2022 (14:30-16:00) / International Conference Room

In Special Session 2-1, “Listening to the Voice of Youth: Proposals for the Future,” youth participants focused on areas of their interest including sexuality education, awareness-raising on sexual violence, social welfare policies and political participation of youth as leaders in the future.

At the beginning of the session, participants listed the following challenges in Japan: inadequate gender education, lack of men’s participation in efforts to create a gender-equal society, the gap in perception between experts on gender issues and the public, social structure that does not assume women’s diversity, cultural norms that discourage women from pursuing their own careers, and the lack of interest in social issues among youth. A participant from Brazil shared that gender inequality is also related to race, class and other factors in her country.

Participants then discussed issues related to the above problems, specifically the promotion of sexuality education and awareness raising on sexual violence. They stressed that education on sexual consent is particularly lacking in Japan and that people must learn that sexual acts without consent is sexual violence. It was also pointed out that promotion of sexuality education has been slow, although many people in Japan share the view that it should be enhanced. Therefore, they recommended that the educational system should be changed, and added that public relations are also important because the efforts to prevent sexual violence by the government would be useless if they do not reach the people who need support. One participant brought up the prescription of emergency contraceptive pills through online medical services in Japan as a recent measure for women’s health. Referring to the increase in suicides among women in Japan since the COVID-19 pandemic, it was shared that not only telephone counseling services but also SNS and chat counseling services, which are easily accessible to youth, have been established.

The participants also discussed social welfare policies. Suggestions were made that childbirth without any costs and in-kind contributions of necessary goods for child rearing were more desirable for youth rather than cash payments for childbirth. Others added that support for women should be comprehensive, including economic, educational, and employment support, among others. Furthermore, regarding political representation, they suggested adopting a quota system since a culture of gender inequality is maintained among politicians, which are predominantly constituted by men.

Finally, the participants debated on how to convey the discussions on social issues to youth who are not highly interested in politics. The entertaining and engaging campaigning in U.S. presidential elections was presented as a good practice. It was also mentioned that youth are unaware of gender inequality and may not know there is something wrong until they are in their 30s or later. Additionally, one of the participants emphasized that youth often do not vote because there are no sympathetic politicians to them. Therefore, an age retirement system for Diet members was recommended so that diversity could be maintained among politicians. In closing, participants expressed their demand that adults must work to create a gender equal society, rather than pushing everything on the next generation.



Jibu Renge  
Associate Professor,  
Institute of Liberal Arts,  
Tokyo Institute of Technology  
(Moderator)



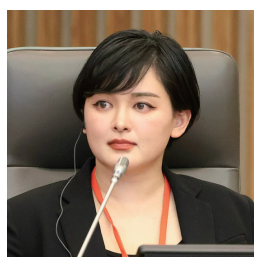
Aito Sara  
International School  
8th grade Student



Furui Kosuke  
CEO,  
POTETO Media, Inc



Ishida Ken  
Chief Editor,  
The HEADLINE



Mitarashi Kana  
Clinical Psychotherapist /  
Licensed Psychologist/  
Vice Director,  
NPO “mimosas”



Osanai Ayame  
Food Culture Researcher



Joyce Trindade  
Municipal Secretary for  
Women’s Policies and  
Promotion in the City Hall  
of Rio de Janeiro



Hasegawa Mila  
Model  
(Rapporteur)



Honda Akiko  
Parliamentary Vice-Minister  
of Health, Labour and Welfare  
(Resource Person)



### Concept note (Current situation and challenges to be discussed)

According to the World Economic Forum, it will take another 132 years for the world to achieve gender equality<sup>(note1)</sup>. What should be done now to build a gender-equal future for the next generation? The percentage of women in their teens and twenties moving out of rural areas continues to be higher than that of men in the same age group<sup>(note2)</sup>, and it has been pointed out that one of the factors contributing to the outflow is deep-rooted gender stereotypes. Without creating rural areas that are attractive to women, the sustainable development of local communities will not be possible. At the WAW! 2022, we would like to actively listen to the voices of youth for the future. It is the youth who will build a new society. We would like to seriously consider how we can reflect their voices in the present.

For more information on the current situation and challenges concerning youth, please refer to this web page.  
<https://www.mofa.go.jp/files/100419494.pdf>



#### 【Discussion Topics】

- How do young people in Japan and other countries envision the ideal society? What do they seek from educators and educational institutions to realize their vision?
- What kind of education do young people think is necessary to prevent unexpected pregnancy, sexual violence, and discrimination, and to enable individuals to have the right to self-determination?
- What are some good examples of activities by young people who have been leaders in moving society and people to achieve gender equality? What can we do as individuals to create a better tomorrow?
- What messages would you like to deliver to the speakers of the WAW! 2022 from various fields, and to their governments?



<sup>(note1)</sup> World Economic Forum, “Global Gender Gap Report 2022” p.5  
<https://www.weforum.org/reports/global-gender-gap-report-2022/>

<sup>(note2)</sup> 内閣府男女共同参画局, “令和4年版男女共同参画白書” p.140 (Japanese)  
[https://www.gender.go.jp/about\\_danjo/whitepaper/r04/zentai/pdf/r04\\_genjo.pdf](https://www.gender.go.jp/about_danjo/whitepaper/r04/zentai/pdf/r04_genjo.pdf)



## 15. Special Session 2-2

### Listening to the Voices of Youth: Proposals for the Future (English)

December 3, 2022 (14:30-16:00) / Conference Room 2

In Special Session 2-2, “Listening to the Voices of Youth: Proposals for the Future,” the participants discussed how to work to achieve gender equality in education, employment, politics, family and other areas. As many of the participants had lived both in Japan and abroad, they discussed the challenges and prospects for Japan from a global perspective. In this session, they discussed in English without translation. This was another distinctive aspect of WAW!2022.

At the beginning of the session, each participant shared their views regarding stereotyped gender roles in daily life, economic disparities between men and women, the low representation of women in STEM fields and at the executive level, and the need to support women in entrepreneurship and their capacity building.

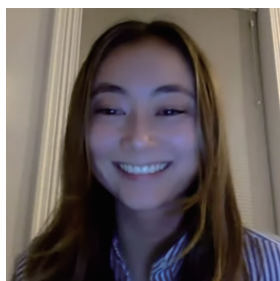
In the discussion that followed, the participants pointed out that Japanese education requires all students to behave in the same way in terms of school rules and that women belonging to minority groups face intersectional discrimination. They reaffirmed the importance of realizing a society that eliminates gender-based unconscious bias and respects diversity. They also noted that Japan was lagging behind in sexuality education and that people tend to be reluctant to talk about topics such as sexual violence; in contrast, these topics could be discussed relatively freely at home and in society in the countries where the participants have lived. Participants agreed that in order to prevent unexpected pregnancies and sexual violence and for young people to have the right to self-determination, it is necessary to create an environment where they can talk freely about sexuality education and sexual violence, along with comprehensive sexuality and gender education. As solutions, they recommended early education at school, home, and in society as a whole, as well as the provision of training for teachers and staff at schools to improve their knowledge of gender equality and equity.

Furthermore, skill-building training in entrepreneurship and finance for women’s economic empowerment were suggested as ways for women to escape from discrimination and violence. The participants also indicated that building connections with role models and mentors for women would help increase the number of women working in STEM and other fields.

Finally, the discussion turned to ways to increase the number of female Diet members, and some suggested promoting understanding between men and women, providing women with knowledge about the work of Diet members, and enhancing information as well as support for becoming a Diet member. In closing, participants underlined that even if there was no precedent, women should become the first to pave the way and break through the current situation.



Iue Minako  
Chair/CEO,  
Sailors for the Sea Japan  
(Moderator)



Skye Bork  
Consultant/ Writer/ Activist



Dominika Demlova  
Consultant at Deloitte



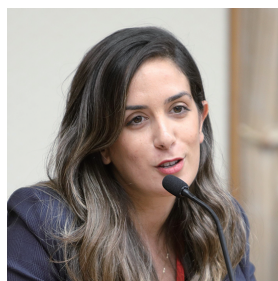
Ishiyama Joe Calvin  
Model



Lee Yoonji  
CEO of CEEDA Inc



Michael Singer  
Sophomore  
at University of Pennsylvania



Shani Zanesco  
Climate tech Investor/  
co-founder PLANETech



Sunami Sako  
Faculty of Science,  
Tohoku University  
(Rapporteur)

## Concept note (Current situation and challenges to be discussed)

According to the World Economic Forum, it will take another 132 years for the world to achieve gender equality<sup>(note1)</sup>. What should be done now to build a gender-equal future for the next generation? The percentage of women in their teens and twenties moving out of rural areas continues to be higher than that of men in the same age group<sup>(note2)</sup>, and it has been pointed out that one of the factors contributing to the outflow is deep-rooted gender stereotypes. Without creating rural areas that are attractive to women, the sustainable development of local communities will not be possible. At the WAW! 2022, we would like to actively listen to the voices of youth for the future. It is the youth who will build a new society. We would like to seriously consider how we can reflect their voices in the present.

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### 【Discussion Topics】

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[https://www.gender.go.jp/about\\_danjo/whitepaper/r04/zentai/pdf/r04\\_genjo.pdf](https://www.gender.go.jp/about_danjo/whitepaper/r04/zentai/pdf/r04_genjo.pdf)



## 16. Closing Session / Closing Remarks

At the closing session, Youth Rapporteurs presented summaries and recommendations from each session. Ms. Mori Masako, Special Advisor to the Prime Minister, explained that young participants were elected as Rapporteurs because they will be the main actors in achieving gender equality. The Rapporteur of Session 2-2 “Listening to the Voice of Youth: Proposals for the Future” reported on their discussion in English. “WAW! 2022 Tokyo Declaration” (page 36-37) is the summary of their recommendations.

In her closing remarks, Ms. Mori pointed out that gender issues should not be considered solely as women’s issues, but also as issues that affect the future of the entire society including men, and that without solving these issues, a society where everyone can live comfortably cannot be realized. Therefore, she stressed the importance of incorporating a gender perspective in all fields. In addition, noting the special sessions focusing on rural areas and youth, she also mentioned the need to realize gender equality and promote the empowerment of women across generations and regions.



Presentation of Recommendations by Rapporteur



Mori Masako  
Special Advisor to the Prime Minister of Japan  
on Women's Empowerment

## 17. Overview of WAW!2022

WAW!2022 was held as a hybrid conference with in-person and online participants. Tokyo and 22 satellite venues were connected online to enable direct participation from rural areas. The main venue in Tokyo was the Mita Conference Hall, the site of Mr. Shibusawa Eiichi’s former residence.

More than 300 people participated in person, with 119 speakers from 26 countries (including those via video message). Across all sessions, speakers from rural areas participated in person as much as possible to convey the perspectives of local communities. In addition, the event received over 16,000 views on YouTube.

The day after WAW!2022, participants visited the site of the “Fukushima Innovation Coast” project and received a briefing on the involvement of women in the project, as an example of an initiative of “Women and DRR” that Japan could contribute to the world.



Mita Conference Hall

## 18. Future Efforts of the Government of Japan

The Government of Japan has been making various efforts to promote women’s empowerment and realize gender equality. In response to the discussions at WAW!2022, the Government of Japan is further promoting women’s participation in the areas of politics, climate change and environment, digital and STEM fields, peacebuilding and DRR, as well as women’s participation in decision-making processes in all areas. In addition, the government will further advance the improvement of work environments that encourage women’s economic empowerment, the development of an environment for women entrepreneurs, and support for women’s health. The government will also strengthen support for victims of gender-based violence in Japan and abroad and further promote efforts to eliminate the unconscious bias that underlies various problems concerning women and gender, and to raise people’s awareness in this area.

Furthermore, Prime Minister Kishida has expressed his commitment to promote discussions with a gender perspective at the G7 Summit and at each of the ministerial meetings. The Government of Japan will continue to strongly promote gender equality and women’s empowerment.

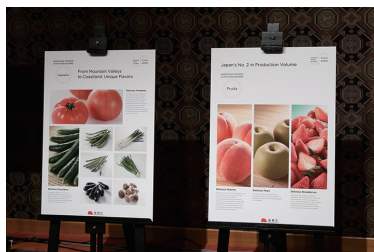
## 19. Reception

Receptions were held to facilitate networking as well as to introduce food products from areas affected by the Great East Japan Earthquake to participants from abroad, which is a further area in which women participated.

At the reception hosted by Mr. Hayashi Yoshimasa, Minister of Foreign Affairs, H.E. Ms. Maia Sandu, President of the Republic of Moldova, and Mr. Hayashi gave speeches. Participants had a meaningful exchange of opinions and actions to realize gender equality and promote women's empowerment. At the reception hosted by Ms. Mori Masako, Special Advisor to the Prime Minister, and the Reconstruction Agency, addresses were given by Ms. Takeya Toshiko, State Minister for Reconstruction, and Ms. Koike Yuriko, Governor of Tokyo. Panels and video clips on reconstruction were set up at the reception hall, providing an opportunity to rethink the relationship between women and disaster prevention, which was one of the themes of WAW!2022.



Hayashi Yoshimasa,  
Minister for Foreign Affairs of Japan  
Maia Sandu,  
President of the Republic of Moldova



Food Exhibition  
from the Great East Japan Earthquake Area



Mori Masako, Special Advisor to the Prime Minister of Japan  
Takeya Toshiko, State Minister for Reconstruction  
Koike Yuriko, Governor of Tokyo

## 20. Women's Cultural Programs

Cultural programs were held to introduce Japanese traditional culture by women artists to participants from overseas. Additionally, on Friday, December 2nd, the day before WAW!, a bell ringing ceremony was held at the Tokyo Stock Exchange to pray for the realization of the SDGs through the continuous listing of women-owned companies on the First Section of the Tokyo Stock Exchange.



Calligraphy Performance  
by Ms. Kanazawa Shoko



Tea Ceremony  
by Sohen-ryu Jishuken



Kyogen Performance in English  
by Izumi School of Kyogen



Japanese Flower Arrangement  
by Ms. Ikenobo Senko



Japan Sakura Foundation



Bell Ringing Ceremony  
at Tokyo Stock Exchange

The cultural programs of WAW!2022 were held in cooperation with the below organizations and individuals:

Izumi School of Kyogen: Izumi Junko, Miyake Toukuro, Izumi Ayame, Izumi Kyoko  
Ikenobo Society of Floral Art: Headmaster Designate of Ikenobo, Ikenobo Senko  
Japan Sakura Foundation: Yuhara Sakura, Maeda Marin, Kaneko Haruka, Togawa Kaoru, Siga Wakana, Yoshida Minori,  
Hosoda Mio, Takenaka Risako, Tatsumi Yuki, Miyoshi Kanon  
Sohen-ryu Jishuken: Twelfth Generation Headmaster, Hosoda Souei and others  
Wagamidaiko Miyabi: President Kiko Yayoe and others  
Vocalist: Ikeda Riyoko and Murata Yoshitakam, Pianist: Okazaki Yumi  
Calligraphy Artist: Kanazawa Shoko

(Titles Omitted)



## 21. Official Side Events for WAW! Weeks

In order to increase the momentum of WAW! and enhance collaboration, the WAW! Secretariat called for organizing official side events that are in line with WAW!'s aim of “the realization of gender equality and the promotion of women's empowerment,” called “WAW! Weeks” from Monday, October 3rd, 2022, to Sunday, February 5th, 2023. WAW!2022 collaborated with registered events through using the logo of “WAW! Weeks” and providing information on the events on the MoFA web site. 107 events were held during the “WAW! Weeks.”

The WAW!2022 follow-up meeting was held at the Mita Conference Hall, the WAW!2022 main venue, on March 10th, 2023. This provided a more in-depth look at women's empowerment with side event organizers from around Japan.



Special Logo for WAW! Official Side Event



Exhibition of WAW! Side Event Flyers  
at WAW! Tokyo Venue

## 22. WAW!2022 Advisors

Advisors' meetings for WAW!2022 were held eight times, chaired by Ms. Masako Mori, Special Advisor to the Prime Minister, with advisors who are active in various fields related to gender issues. At each meeting, they actively discussed the main theme of WAW!2022, public relations strategies, the structure of the summary document, and so on.

### **【WAW!2022 Advisors (Japanese syllabary order)】**

Achilles Michiko, Advisor, SAP Japan and Director, Sumitomo Mitsui Trust Bank/ Ishiyama Sumie, CEO, CRF Co., Ltd./ Osaki Asako, Visiting Professor, Kwansei Gakuin University and Director, Gender Action Platform/ Okajima Etsuko May, President & CEO, ProNova Inc./ Jibu Renge, Associate Professor, Institute of Liberal Arts, Tokyo Institute of Technology/ Takeda Kana, Expert Researcher, Nomura Research Institute, Ltd./ Tsukagoshi Manabu, Director, NPO Fathering Japan and Consultant, Diversity & Work Life Balance Development Dept., Toray Corporate Business Research, Inc./ Miura Mari, Professor of Political Science, Faculty of Law, Sophia University  
Nakamura Noriko, CEO, Chairperson and Founder, Poppins and Representative, JAFE (Japan Association for Female Executives) (Special Advisor to WAW!2022)



Mori Masako, Special Advisor to the Prime Minister of Japan  
and WAW!2022 Advisors







## 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"

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- 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

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- 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

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- 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

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- 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

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- 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

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- 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.



## 24. Participants

\* Titles are as of December 2022

- **KISHIDA Fumio** Prime Minister of Japan
- **HAYASHI Yoshimasa** Minister for Foreign Affairs
- **OGURA Masanobu** Minister in charge of Policies Related to Children, Cohesive Society, Women's Empowerment, Measures for Loneliness and Isolation, Minister of State for Measures for Declining Birthrate, Gender Equality
- **MORI Masako** Special Advisor to the Prime Minister of Japan on Women's Empowerment
- **OMI Asako** State Minister for Internal Affairs and Communications
- **YAMADA Kenji** State Minister for Foreign Affairs
- **YAMADA Miki** State Minister of the Environment
- **JIMI Hanako** Parliamentary Vice-Minister, Cabinet Office
- **HONDA Akiko** Parliamentary Vice-Minister of Health, Labour and Welfare
  
- **ACHILLES Michiko** Advisor, SAP Japan/ Director, Sumitomo Mitsui Trust Bank
- **AITO Sara** International School 8th grade Student
- **AKIZUKI Hiroko** Member, CEDAW Committee
- **Bethlehem Tilahun ALEMU** CEO/ Founder of soleRebels(Ethiopia)
- **Sima BAHOUS** Under-Secretary-General of the United Nations and Executive Director of UN Women(Jordan)
- **Batmunkh BATTSETSEG** Minister for Foreign Affairs of Mongolia(Mongolia)
- **Skye BORK** Consultant/ Writer/ Activist(America/ Japan)
- **BORK Shigeko** Representative, Shigeko Bork BYBS Coaching(Japan/America)
- **Awa Marie COLL SECK** Minister of State to the President of the Republic of Senegal/ Chair of the National Committee for the Extractive Industries Transparency Initiative/ Board Member of Global Fund(Senegal)
- **Debora COMINI** Regional Director, UNICEF East Asia and Pacific(Italy)
- **Wendy CUTLER** Vice President Asia Society Policy Institute(America)
- **Dominika DEMLOVA** Consultant at Deloitte(Czech Republic)
- **ENDO Risa** Deputy Director General, Japan Center for a Sustainable Environment and Society (JACSES)
- **Katrina Iran FOTOVAT** Senior Official, Global Women's Issues, U.S. Department of State(America)
- **FUKUDA Kazuko** SRHR Activist
- **FUKUDA Eri** Representative Director/ CEO/ CCO of SHE Co., Ltd.
- **FURUI Kosuke** CEO, POTETO Media, Inc
- **Fatima GAILANI** Former President of the Afghan Red Crescent Society/ Chair of Afghan Future Thought Forum(Afghanistan)
- **Miki HAIMOVICH** Chairman, Heschel Center for Sustainability(Israel)
- **Marcel HALMA** Vice President Group Government & Public Affairs and Head of Country Management at SOLVAY SA(Netherlands)
- **HASEGAWA Mila** Model
- **HASEGAWA Wataru** Representative Director/ Senior Vice Chairman, Information Technology Federation of Japan (ITrenmei)
- **HAYASHI Tomoko** Vice President, Economic and Social Research Institute (ESRI) Cabinet Office, Japan
- **HIGASHINO Atsuko** Professor at University of Tsukuba
- **HIRANO Noriko** Chief Nursing Director, Jinsenai Foundation/ Vice President and Chief Nursing Director, Kita- Fukushima Medical Center
- **HONDA Keiko** Adjunct Senior Research Scholar, Columbia University
- **HOSOKAWA Tamao** Journalist/ Outside Director, Sumitomo Mitsui Construction Co. Ltd.
- **IDE Kazuki** Subsection Chief, NTT Docomo, Inc.
- **IKEDA Keiko** Vice President/ Professor, Shizuoka University
- **IMAMURA Yuko** Manager, Health and Global Policy Institute (HGPI)
- **ISHIDA Ken** Chief Editor, The HEADLINE
- **ISHIYAMA Joe Calvin** Model(Japan/Canada)
- **ISHIYAMA Sumie** CEO, CRF Co., Ltd.
- **ITO Maiko** Actress/ Life Science Researcher/ President & CEO of RightStaff Co., Ltd.
- **IUE Minako** Chair/CEO, Sailors for the Sea Japan
- **JIBU Renge** Associate Professor, Institute of Liberal Arts, Tokyo Institute of Technology
- **Guðni Thorlacius JÓHANNESSON** President of the Republic of Iceland(Iceland)
- **KAMADA Yumiko** CEO, ONE • GLOCAL Co., Ltd.
- **KARASAWA Yasuyoshi** Chairman & Director, Chairman Executive Officer, MS&AD Insurance Group Holdings, Inc.
- **KATAYAMA Misaki** Master's Student at The University of Tokyo
- **KAWAMOTO Yuko** President of National Personnel Authority
- **KIMURA Koichiro** Chairman, PwC Japan Group
- **KOBAYASHI Chiyo** Co-CEO, Washington CORE, L.L.C.
- **KUMEI Ryuzo** Manager of Kumei School
- **Aissata LAM** Director General of the Investment Promotion Agency of Mauritania(Mauritania)
- **LEE Yoonji** CEO of CEEDA Inc(Japan/Korea)
- **MASAGOS Zulkifli** Minister for Social and Family Development, Second Minister for Health and Minister-in-charge of Muslim Affairs Republic of Singapore(Singapore)
- **MATSUBARA Toshimi** Lawyer
- **Kathy MATSUI** General Partner, MPower Partners (America)

- **MITARASHI Kana** Clinical Psychotherapist/ Licensed Psychologist/ Vice Director, NPO “mimosas”
- **MIURA Mari** Professor of Political Science, Faculty of Law, Sophia University
- **MIZUTORI Mami** Special Representative of the United Nations Secretary-General (SRSG) for Disaster Risk Reduction, and Head of the United Nations Office for Disaster Risk Reduction (UNDRR)
- **MORITA Ayami** Lawyer/ Member of Kudamatsu City Council, Yamaguchi
- **Denis MUKUWEGE** Gynecologist/ Human-rights Activist/ Nobel Peace Prize laureate 2018
- **MURAKAMI Yumiko** General Partner, MPower Partners
- **NARISAWA Hironobu** Bunkyo City Mayor
- **NGUYEN Thi Nga** Chairman of BRG Group (Vietnam)
- **OKABE Marin** Student President, Sakura no Seibo Junior College
- **OKAJIMA Etsuko May** President & CEO, ProNova Inc.
- **OKIYAMA Nanami** G7/G20 Youth Japan
- **ONO Michiyo** Deputy Executive Director and Director, Design Strategy, JOICEP/ Director, Local SDGs Network/ Part-time Lecturer, Shizuoka University
- **OSA Yukie** Dean, Professor at Graduate School of Social Design Studies at Rikkyo University
- **OSAKI Asako** Visiting Professor, Kwansei Gakuin University/ Director, Gender Action Platform
- **OSANAI Ayame** Food Culture Researcher
- **Marija PEJČINOVIĆ BURIĆ** Secretary General of the Council of Europe (Croatia)
- **SAKURAI Ayano** Founder, #What does Gender Equality mean to you?/ President, GENCOURAGE
- **SAMATA Anri** General Partner & Co-Founder, ANRI
- **Maia SANDU** President of the Republic of Moldova (Moldova)
- **SATO Hisako** Mayor of Rusutsu Village
- **Michael SINGER** Sophomore at University of Pennsylvania
- **Joyce SITIENEI** Director of the International Peace Support Training Centre - Kenya (IPSTC) (Kenya)
- **SONG Mihyon** Obstetrician and Gynecologist (Japan/Korea)
- **SONODA Ayako** Representative Director, Cre-en Incorporated.
- **Leila STERENBERG** Journalist of TV Globo (Brazil)
- **SUEMATSU Minako** Chairperson, Publisher and President of The Japan Times Co., Ltd.
- **SUGAWARA Atsuko** Manager at the Sapporo Gender Equality Center
- **SUGIMOTO Amina** Co-founder/ CEO, fermata Inc.
- **SUNAMI Sako** Faculty of Science, Tohoku University
- **SUZUE Nana** Nippon TV Announcer
- **SUZUKI Fumiko** Advisor, International Women's Education Association of Fukushima Prefecture
- **TAKAKURA Asako** Professional Soccer Coach
- **TAKEDA Kana** Expert Researcher, Nomura Research Institute, Ltd.
- **TANAKA Sayaka** CEO of Waffle.org
- **TANAKA Yumiko** Professor, Josai International University
- **Simone THOMSEN** President and Representative Director of Eli Lilly Japan K.K. (Germany)
- **TODOROKI Maiko** President and CEO, Poppins Corporation
- **Joyce TRINDADE** Municipal Secretary for Women's Policies and Promotion in the City Hall of Rio de Janeiro (Brazil)
- **TSUKAGOSHI Manabu** Director, NPO Fathering Japan/ Consultant, Diversity & Work Life Balance Development Dept., Toray Corporate Business Research, Inc./ CPA
- **TSUKAHARA Tsukiko** Founder and President of Kaleidist/ Co-Representative of G20 EMPOWER Japan
- **UCHIYAMA Noriko** Executive Director, Japan Female Successors Support Association/ Representative Director, Sorarobe Co. Ltd.
- **UEDA Naoko** Head of OECD Tokyo Centre
- **Chanthachone VONGSAY** President of Lao Business Women's Association (Laos)
- **Saima WAZED** Chairperson, Shuchona Foundation/ Advisor to the Director-General, WHO on Mental Health & Autism (Bangladesh)
- **YAMAMOTO Reyna** CEO, HUPRO, Inc.
- **YAMAZAKI Yuiko** Mayor, Sotogahama Town
- **YOSHIMURA Mieko** Governor, Yamagata Prefecture
- **YOSHITAKA Mari** Fellow (Sustainability), Mitsubishi UFJ Research and Consulting Co., Ltd./ Visiting Professor, College of Arts and Sciences, The University of Tokyo
- **Shani ZANESCU** Climate Tech Investor/ Co-founder PLANETech (Israel)
- **ICHIKAWA Keiichi** Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs
- **IMAFUKU Takao** Deputy Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs
- **FURUMOTO Tatsuhiko** Director, Gender Mainstreaming Division, Foreign Policy Bureau, Ministry of Foreign Affairs





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*Memo*

This image shows a full page of a worksheet designed for handwriting practice. It features 20 evenly spaced, horizontal dashed lines across the entire width of the page. The background is plain white, and there are no margins, text, or other markings present.





## **World Assembly for Women: WAW!2022**

**WAW! for Mainstreaming Gender into a New Form of Capitalism**

**Date: December 3 (Sat), 2022**

**Main Venue: Mita Conference Hall**

**Organizer: The Government of Japan**

**incorporation with Keidanren (Japan Business Federation)**

