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輝く女性  
応援会議

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# Accelerating Actions towards Gender Equality in Japan beyond 2015

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# Address by PM Abe at the General Assembly of the United Nations (25 September, 2014)

- ❑ Japan has now begun to work towards resolving the numerous issues we face together with private industries to increase women's participation in society as soon as possible.
- ❑ We must foster environments in which it is possible to balance child care and nursing care on the one hand and work on the other. In addition, eliminating biases about the roles of women that still exist in society will be basic, more so than anything else.



- ❑ In less than a year, [the empowerment of women](#) has become [a guiding principle that has driven Japan's policies both domestically and overseas.](#)
- ❑ Last year I pledged in my address here at the General Assembly that Japan would implement assistance in excess of 3 billion dollars over three years aimed chiefly at advancing the status of women. The amount already implemented over this past year is 1.8 billion dollars, more than half the amount pledged.
- ❑ "Japan respects the activities of U.N. Women that is responsible for women's issues within the United Nations. We intend to become one of its leading contributors and thus a model country in the area." Over the past year, Japan increased its contributions to U.N. Women fivefold, and in the future we will further increase the number of projects we support.

# World Assembly for Women in Tokyo 2014 (12-13 September, 2014 Tokyo)

This symposium was one of the efforts to realize “ A Society in which Women Shine, ” the main issue of the Abe Cabinet.

Participants in this symposium included top leaders from Japan and abroad, including Ms. Christine Lagarde, Managing Director of the IMF, in the field of women’s issues. They discussed how to promote women’s active roles in Japan and the world.



Address by PM Abe



High-Level Round Table



Address by Haruko ARIMURA,  
Minister in charge of Women’s  
Empowerment



# **Policies of Japan to Promote Gender Equality across Political, Economic, and Socio-cultural Spheres**

# Women Ministers in the Second Abe Cabinet

The Second Abe Cabinet, announced following the reshuffle on September 3, 2014, **includes a record five women, equivalent to 30% of the state ministers.**

Women are serving for the first time as Minister for Internal Affairs and Communications, Minister for Economy, Trade and Industry, and Minister of State for Disaster Management.



The Reshuffled Second Abe Cabinet



Sanae TAKAICHI  
Minister for Internal Affairs and Communications



Midori MATSUSHIMA  
Minister of Justice



Yuko OBUCHI  
Minister of Economy, Trade and Industry Minister in charge of Industrial Competitiveness Minister in charge of the Response to the Economic Impact caused by the Nuclear Accident Minister of State for the Nuclear Damage Compensation and Decommissioning Facilitation Corporation



Eriko YAMATANI  
Chairperson of the National Public Safety Commission Minister in charge of the Abduction Issue Minister in charge of Ocean Policy and Territorial Issues Minister in charge of Building National Resilience Minister of State for Disaster Management



Haruko ARIMURA  
**Minister in charge of Women's Empowerment** Minister in charge of Administrative Reform Minister in charge of Civil Service Reform Minister of State for Consumer Affairs & Food Safety Minister of State for Regulatory Reform Minister of State for Measures for Declining Birthrate  
**Minister of State for Gender Equality**

# Enhance Women's Participation and Advancement ~Government Initiatives to Date

## Government Initiatives to Date

- 1) **Secure additional childcare spaces for approximately 400,000 children** by the end of FY2017 (including filling latent needs). ("Plan to Accelerate the Elimination of Childcare Waiting Lists" formulated in April 2013).
- 2) Expanded childcare leave benefits: 50% → **67%** of salary prior to start of leave for the initial 6 months (Law took effect in April 2014).
- 3) Make public progress towards the promotion and advancement of women in companies (Data from **1,223 companies** (**more than 1/3 of listed companies**)) presented on the Cabinet Office official website.)



## Private sector activity

- Increase in the number of females in the work force (**530,000 more female workers in FY2013**)
- Steady emergence of female executives in companies. Proportion of women in management positions: 6.9% (June 2012) → **7.5%** (June 2013)
- Listed companies pledge to appoint **at least one female as a board member.**

# Enhance Women's Participation and Advancement ~New Measures Adopted in the Revised Strategy 2014

## New measures adopted in the revised Strategy 2014

- Create an environment in which women can work while raising children
- Create an environment to encourage the promotion and advancement of women
  - Oblige companies to specify the proportion of women in executive posts in the Annual Securities Report (to be effective in FY2014)
  - Create a new legal framework for the participation and advancement of women (submission of a bill to the Parliament in autumn 2014)
- Revise tax and social security systems to be neutral with regard to how women choose to work

➔ Increase the proportion of women in leading positions to **30% by 2020**



# Challenges and Opportunities Based on Experiences of Japan in Implementing the Policy/Strategy

## Creation of a Movement

### “The Council for Supporting Women to Shine”

- *Creating a nationwide movement towards a society in which women can shine*



Regional version of “Council”

### “A Group of Male Leaders who will create ‘A Society in which Women Shine’ ”

- *Changing the mindset of male leaders*



## Maintaining of Momentum

Establishment of new legal frameworks for the promotion of women

⇒ Grasping the present situation, setting targets, and developing the action plan about the promotion of women **by national government, local governments, and the private sector**



# Priority Areas and Actions for the ASEAN Plus Three Countries beyond 2015 towards Gender Equality

The Emerging Priorities proposing for Beijing+20, based on the experiences and the challenges of Japan

- (1) Promotion of Women's Activities in the context of economic growth
- (2) Response for Disaster Prevention and Reconstruction from a Gender Equality Perspective



As a part of Beijing +20 national review, the government of Japan exchanged opinions with intellectuals and related citizens' groups in April and July 2014.



# Responses for Disaster Prevention and Reconstruction from a Gender-equal Perspective

## ■ Great East Japan Earthquake (11 March, 2011)

*The problems that women face during disasters became tangible.*



Lack of panels for partitioning room in some evacuation shelters



No women's participation in decision-making

## ■ Guidelines for Disaster Planning Response and Reconstruction from a Gender-equal Perspective (May, 2013)

To serve as guidelines when local governments take measures at the phase of prevention, emergency measures, restoration and reconstruction.

## ■ Adoption of the Resolution “Gender Equality and the Empowerment of Women in Natural Disasters” (March, 2014 58<sup>th</sup> session of the UN CSW)



As a follow-up to the resolution at the 56th Session, Japan submitted a draft resolution again and the resolution was adopted in consensus.

⇒ Stressing on the significance of the creation of a disaster resilient society and women's participation in ordinary times for that purpose.

⇒ Succeeding to the various processes from 2015 onward, including the Third UN World Conference on Disaster Risk Reduction (in Sendai) and the World Humanitarian Summit.



Third UN World Conference on Disaster Risk Reduction (14-18 March, 2015 in Sendai)