

August, 2017



Japan. Women Can Change the World.

Gender Equality Policy in Japan

Gender Equality Bureau
Cabinet Office
Government of Japan

The Outline of the SDGs Implementation Guiding Principles (provisional translation)

- Vision: Set out a vision for Japan to be the champion of sustainable and resilient society in which “no one is left behind.” Japan intends to be a leader in creating a better future, in which the three dimensions of sustainable development, namely, economic, social, and environmental are improved in an integrated manner.
- Implementation Principles: (1)Universality, (2)Inclusiveness, (3)Participatory, (4)Integration, (5)Transparency and Accountability
- Follow-up cycle: Expected to conduct a first follow-up by 2019

[Eight Priority Areas and Policies]

(1) Empowerment of All People

- Realization of Dynamic Engagement of All Citizens
- Promotion of Women’s Role in Society
- Measures against Child Poverty
- Assistance to People with disabilities for Social Participation and Self-reliance
- Promotion of Quality Education

(2) Achievement of Good Health and Longevity

- Measures against Antimicrobial Resistance
- Enhancing Developing Countries’ Health Sector and Improving Their Public Health and Measures against Infectious Diseases
- Tackling the Issues Associated with Aging Populations in Asia

(3) Creating Growth Market, Revitalization of Rural Areas, and Promoting Technological Innovation

- Creating Markets with Potentials
- Revitalizing Villages around Seas, Mountains, and Farmlands
- Improving Productivity
- Science and Technology Innovation
- Sustainable City

(4) Sustainable and Resilient Land Use, Promoting Quality Infrastructure

- Creating Resilient Land and Promoting Disaster Risk Reduction
- Water Resource Development and Measures on Water Circulation
- Promoting Quality Infrastructure Investment

(5) Energy Conservation, Renewable Energy, Climate Change Countermeasures, and Sound Material-Cycle Society

- Introduction and Promotion of Renewable Energy
- Measures against Climate Change
- Establishing Recycling-based Society

(6) Conservation of Environment, including Biodiversity, Forests and Oceans

- Measures against Environmental Pollution
- Biodiversity Conservation
- Sustainable Use of Forest, the Oceans, and Land Resources

(7) Achieving Peaceful, Safe and Secure Societies

- Tackling Organized Crime, Human Trafficking, and Child Abuse
- Peacebuilding and Assistance for Reconstruction
- Promotion of the Rule of Law

(8) Strengthening the Means and Frameworks of the Implementation of the SDGs

- Multi-Stakeholder Partnership
- Mainstreaming SDGs in International Cooperation
- Assisting Developing Countries to implement SDGs

WOMENOMICS---CORE of ABENOMICS

For Women's empowerment, Prime Minister Abe addressed the General Assembly of the United Nations, *the World Assembly for Women* and elsewhere.



"HeForShe Reception" at the General Assembly of the United Nations (September, 2016)

"GLOBAL LEADERS MEETING ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT" at the General Assembly of the United Nations (September, 2015)

- ❑ Last month Japan enacted a new law to promote the active engagement of women in society. The aim of this law is to [create a society where it is commonplace for both men and women to share responsibility for work, household chores, and child rearing](#). We will address the challenges associated with an aging society and low birthrate before the rest of the world while still realizing economic growth.
- **Prime Minister Abe** was selected as one of the 10 national leaders and Nagoya University was selected as one of the 10 Universities that encourage the promotion of gender equality by the UN Women.

The *World Assembly for Women in Tokyo:WAW!2016 (December, 2016)*

- ❑ At this year's WAW! conference, there are three areas I would like to highlight in particular, [namely reforming work styles, leadership by women, and building a peaceful and safe society with women playing key roles](#).
- ❑ We will create an environment in which [women can be fully active, pursuing their goals for both work and family without undue hardship](#).
- ❑ [Reforms to our ways of working will not succeed without changes to men's ways of thinking](#). Couples should share the responsibility for household chores and for child raising.
- ❑ Data shows that [companies with at least one female executive officer have a 20 per cent less chance of going bankrupt than companies with executives that are exclusively male](#).



Women's Empowerment is critical to ABENOMICS

Necessity

Active Participation of Women

- Increasing workforce population
- Talented human resources
- New products/services

Economic Growth

Impact of raising Women's Labour Participation Rate

OECD, April 2015

If female labour force participation rate and that of male rate converged by 2030, **GDP** would increase by almost **20%**, whereas the labour supply would decline by **only 5%**, compared with unchanged female labour force participation rate.

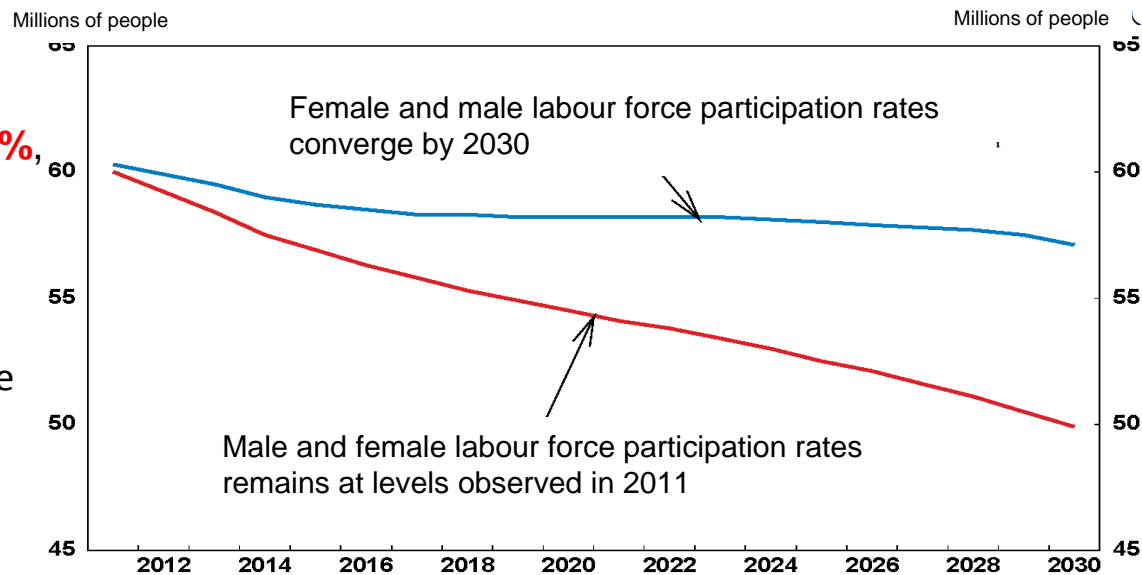
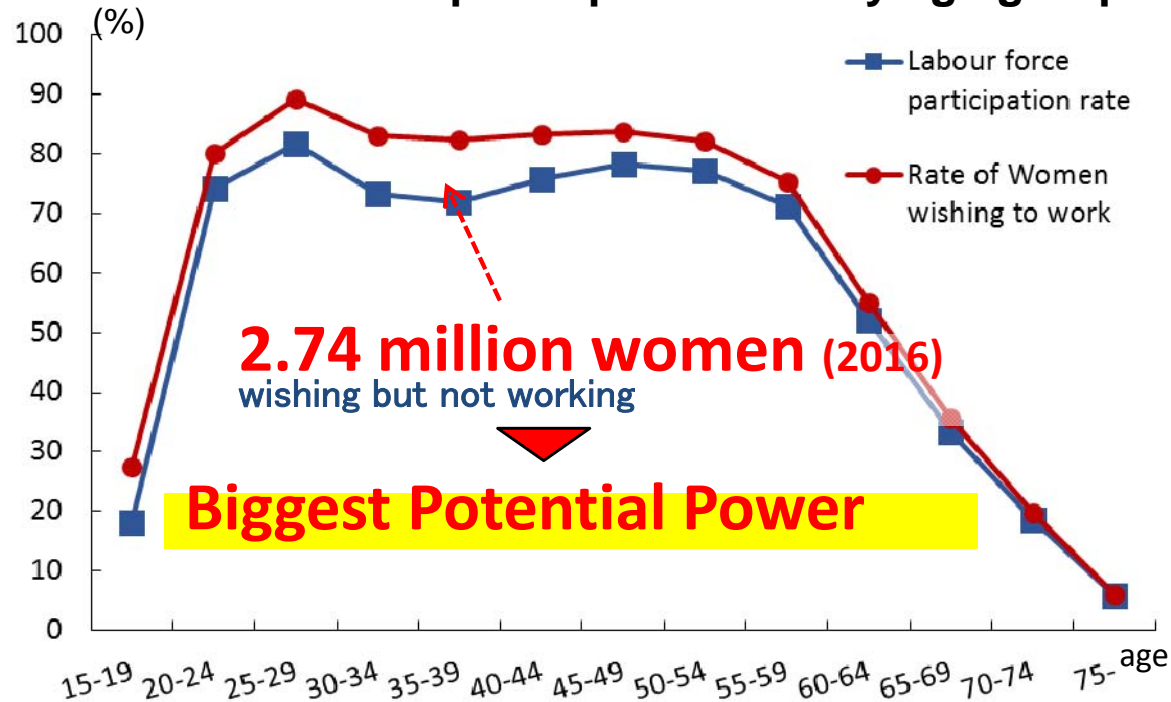
Goldman Sachs, April 2014

Boosting **Japanese GDP** by as much as **13%**, if closing the gap between male and female.

IMF, October 2012

G7 (excluding Italy and Japan) level ⇒ **GDP per capita** will be permanently approx. **4 % higher**.

Female labour force participation rate by age group



Assuming that the labour force participation rate for men remains constant from 2011 to 2030.

Progress of Women's Empowerment since the inauguration of the second Abe Cabinet (1)

Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.

Japan's efforts since the inauguration of the second Abe Cabinet

- **"The Forth Basic Plan for Gender Equality"** was approved by the Cabinet.(Dec. 2015)
- **"The Intensive Policy to Accelerate the Empowerment of Women"** was formulated. (2015-)
- **"The Act on Promotion of Women's Participation and Advancement in the Workplace"** fully entered into force.(Apr. 2016)
- The **"Japan Revitalization Strategy – JAPAN is Back,"** and **"Japan Revitalization Strategy Revised in 2014 – Japan's challenge for the future –,"** both specify the empowerment of women as being at the center of growth strategy. (2013-June 2015)
- The Guideline to additional evaluate companies that promote work-life balance for their employees among bidders for public procurement contracts was determined.(Mar. 2016)
- **"The Guideline for Promotion of Women's Empowerment and Work-life Balance of Female National Government Employee"** was formulated. (Oct. 2014)
- **"The Promotion of Women's Empowerment"** was set in the agenda in the Ise-Shima Summit and all relevant ministerial meetings. (May. 2016)
- **World Assembly for Women (WAW!)** was held three times in Tokyo. (Sep. 2014, Aug. 2015 and Dec. 2016)
- **G7 Initiative on Women and STEM: WINDS Ambassadors (Nov. 2016).**

Progress of Women's Empowerment since the inauguration of the second Abe Cabinet (2)

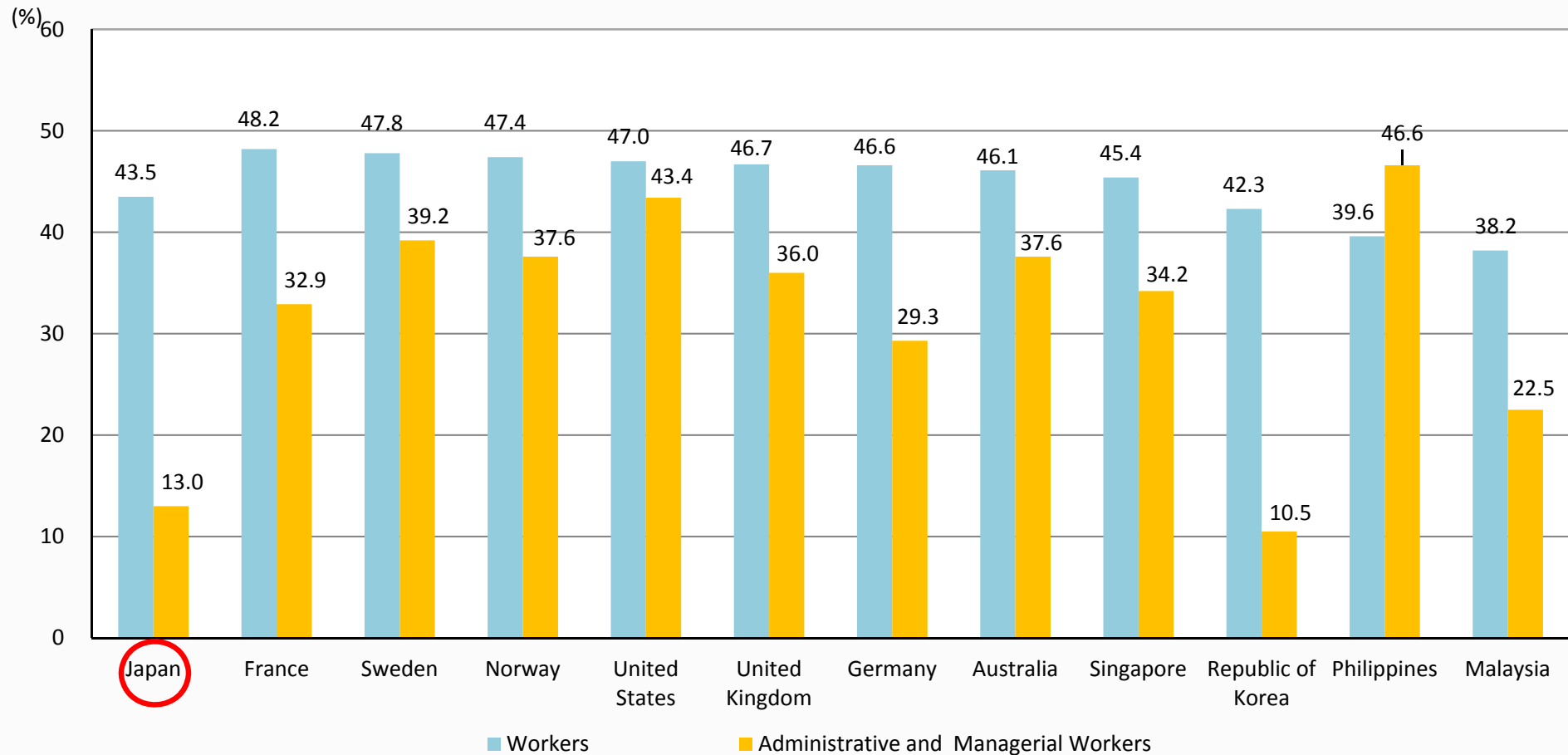
Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, broadening linkages and resonating both domestically and overseas.

Internal and external effects

- The number of female workers increased **more than 1,500,000** in approximately four years.
- Employment rate of women in child raising (aged 25 to 44) increased. [67.8% (2012) ⇒ **72.7%** (2016)]
- Rate of women who continue working after their first child birth increased. [38.0% (2011) ⇒ **53.1%** (2016)]
- **The number of women executive officers at public-listed companies has doubled.**
[630 ⇒ **1,388** (Jul. 2016)]
- Proportion of women in managerial positions increased (private companies with over 100 employees) .
[6.9% (2012) ⇒ **9.3%** (Jun. 2016)]
- Related articles increased in 9 years after setting **“target of 30% by 2020”** (2003-2014), and last 3 years (2012-2015). (annual average)
 - Articles that described **“female empowerment”**. [approx. 100 ⇒ approx. 3,000 (approx. 30 times)]
 - Articles that described **“work-life balance”**. [approx. 1,300 ⇒ approx. 2,100 (approx. 1.6 times)]
- **“Male Leaders who will Create a Society in which Women Shine”** announced “the Declaration on Action.” (Jun. 2014) **Advocates also increased.** [9 (Jun. 2014) ⇒ over144 (Mar. 2017)]
- **Action plans for business owners** was formulated.
 - Formulation rates of **private-sector corporations with more than 301 employees** was **99.5%**. (Oct.2016)
 - Formulation rates of **government agencies, local government** was **100%**.
- **Prime Minister Abe** was selected as one of the 10 national leaders and **Nagoya University** was selected as one of the 10 Universities that encourage the promotion of gender equality by the UN Women.

Proportion of Female Workers and Female Administrative/ Managerial Workers

The proportion of female administrative and managerial workers in Japan is lower than that of the other countries.

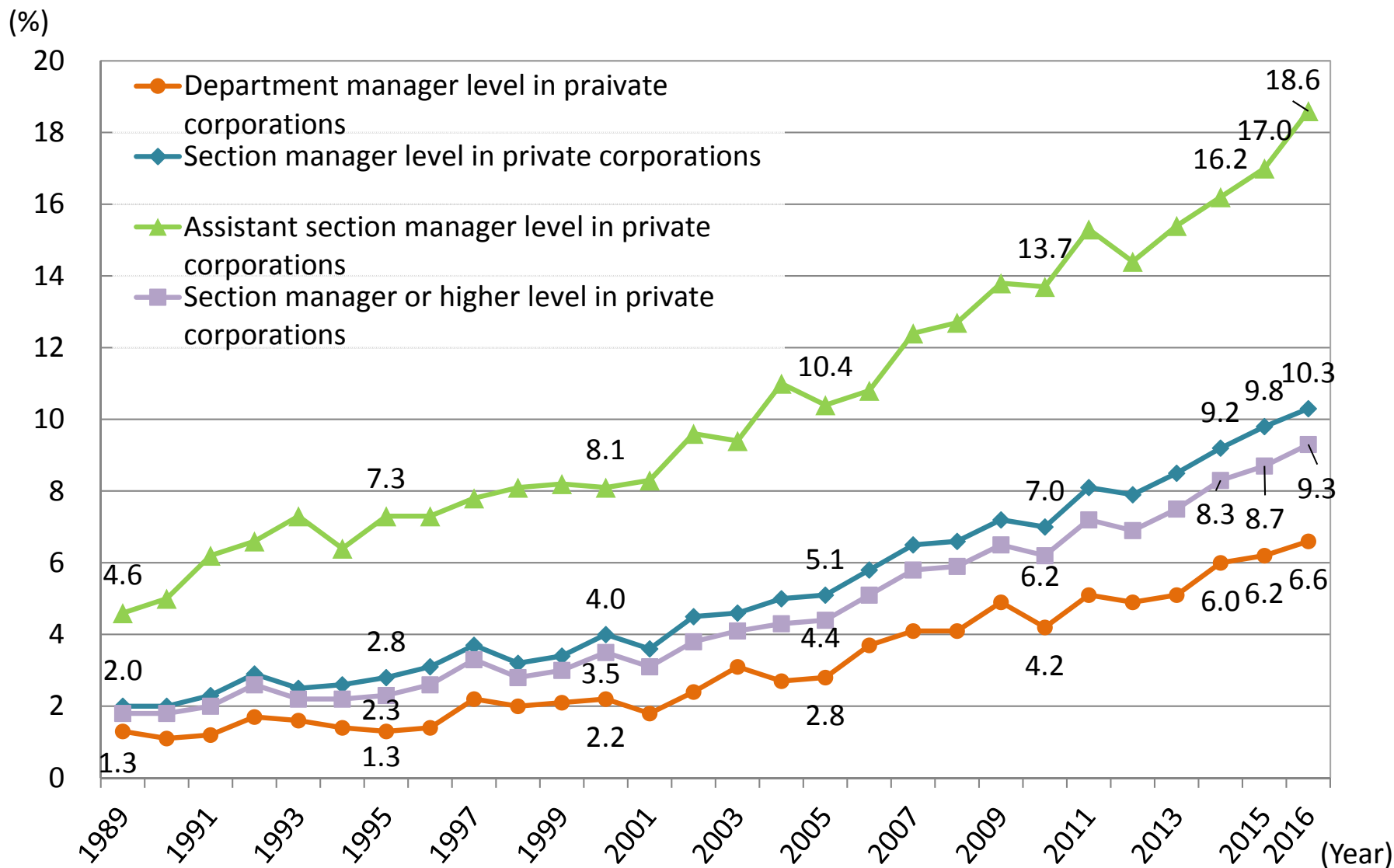


Note:

1. Created from "Labour Force Survey (Basic Tabulation), 2016" by the Ministry of Internal Affairs and Communications and "ILO STAT."
 2. Data of Australia is as of 2014; data of US is as of 2013; data of other countries are as of 2015.
 3. "Administrative and Managerial Workers" include company officers, company management staff, and management government officials among workers.
- Definition of administrative and managerial workers varies across countries.

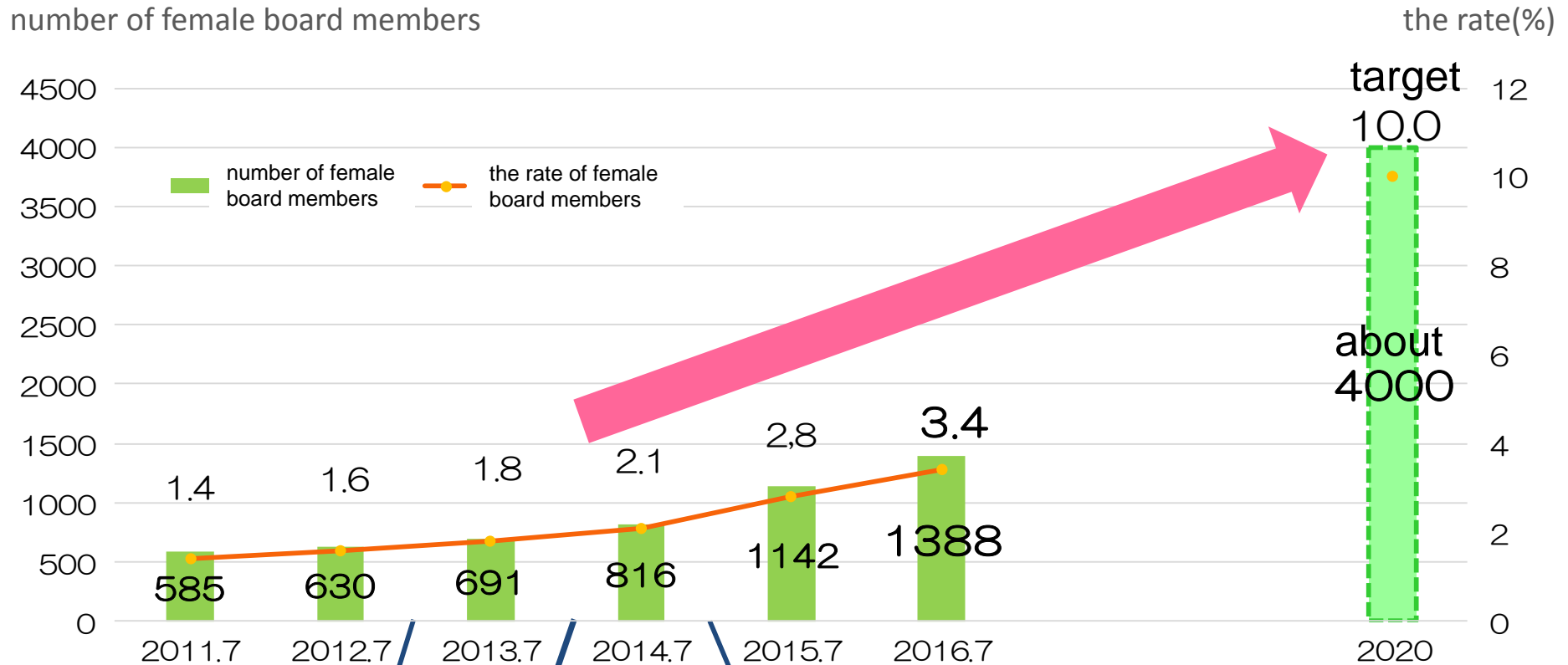
Increase of Female Managers in Private Corporations

The government promotes private corporations' various efforts to promote female employees to senior position toward achieving the target of increasing the share of female managerial level to approximately 15% by 2020



Increase of Female Board Members in Listed Companies(1)

- Female board members of listed companies have increased more than double in four years.
- It calls for more efforts to achieve 10% in 2020 .(The Fourth Basic Plan for Gender Equality)



Prime Minister Abe demanded the Three Economic Associations' achievements

- Promotion of disclosing the information regarding the appointment of women.
- Appointment of at least one female as a board member.
- Setting targets for appointment of women and developing an action plan for attaining the targets voluntarily by each company. Etc.

Compulsory recording the ratio of female board member in financial statement.

Source: Toyo Keizai "YAKUIN SHIKIHO" (2017 edition)

(Note) Data: as of 31st July each year.

Surveyed all listed companies including the JASDAQ listed companies.

"Board" means directors, auditors, representative executive officer and executive officers of the company with nomination committee, etc.

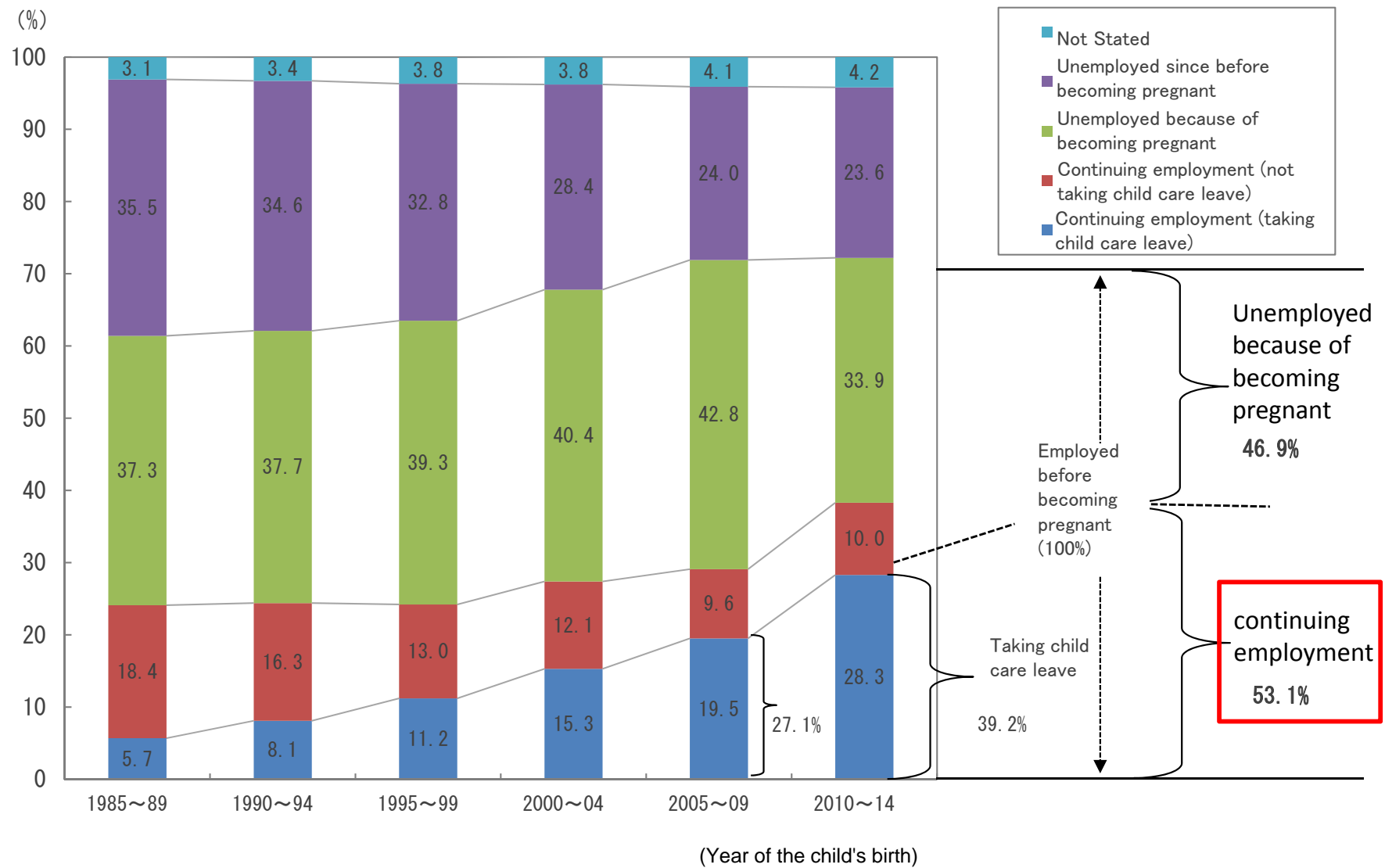
Increase of Female Board Members in Listed Companies(2)

The number of listed companies which have female board members has increased from 564 in the year 2013 to 1,087 in the year of 2016 .

On the other hand, however, 70% of the listed companies has no female board members.

| | | July 2013 | | July 2016 |
|--|------------------------------------|--|--|--|
| Listed Companies with female board members | | 564 companies (16.0%) | 523 companies increased (About 2.0 times) | 1,087 companies (30.0%) |
| Detail | One female board member | 470 companies (13.3%) | | 855 companies (23.6%) |
| | More than two female board members | 94 companies (2.7%) | 138 companies increased (About 2.5 times) | 232 companies (6.4%) |
| | | In all listed companies (3,532 companies) | | In all listed companies (3,619 companies) |

Work History of Wives before and after Giving Birth to Their First Child, by Year of Child's Birth



•Source:

•Data from the "The 14th National Fertility Survey (Survey of Married Couples)," the National Institute of Population and Social Security Research

To foster gender equality-related measures in a comprehensive and planned manner based on the Basic Act for Gender Equal society, basic approach through 2025, long-term governmental policy directions and specific measures implemented by 2020 are set in the Fourth Basic Plan.

The society we are aiming for should be

- 1) Made vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choice
- 2) A place where the human rights of men and women are respected, where individuals can live with dignity
- 3) Realized work-life balance of both women and men through reformation of “men-oriented working styles”
- 4) Recognized internationally for gender equality, which should be positioned as the most important issue in Japan

New Emphases in the Fourth Basic Plan

- 1) To reform the labor practices that are based on working styles, including the tendency to take long working hours and relocations for granted, which is defined as “men-oriented working styles”
- 2) To foster measures to increase the recruitment and promotion of women and develop human resources who can become leaders in the future with an eye to expanding women’s participation in all fields of society
- 3) To establish an environment in which women can live with peace of mind by giving careful consideration and support to women faced with difficult situations
- 4) To utilize disaster risk management and reconstruction measures from the perspective of gender equality for the whole disaster risk management policies in light of the experiences and lessons learned from Great East Japan Earthquake
- 5) To response diversifying violence against women and enhance measures to eliminate violence against women
- 6) To promote proactive compliance with international standards and international contributions based on the perspective of gender equality
- 7) Enhancing systems for promoting gender equality in local areas on the basis of the situation in each area

The Fourth Basic Plan for Gender Equality (Summary)

Objectives on Policy Regions

1 Women's participation and advancement in all fields of society

| Item | | As of Dec.2015 | Latest values | Goal |
|---|--------------------------------------|--------------------------------------|--------------------------------------|---------------------------|
| National civil service | Proportion of women in director | 3.5% (2015.7) | 4.1% (2016.7) | 7% (End of FY2020) |
| | Proportion of women in section chief | 22.2% (2015.7) | 23.9% (2016.7) | 30% (End of FY2020) |
| Prefectural (city) civil service | Proportion of women in director | 8.5% (14.5%) (2015) | 9.3% (15.6%) (2016) | 15% (20%) (End of FY2020) |
| | Proportion of women in section chief | 20.5% (31.6%) (2015) | 21.7% (32.9%) (2016) | 30% (35%) (End of FY2020) |
| Private corporations | Proportion of women in director | 9.2% (2014) | 10.3% (2016) | 15% (2020) |
| | Proportion of women in section chief | 16.2% (2014) | 18.6% (2016) | 25% (2020) |
| Employment rate for women between the ages of 25 - 44 | | 70.8% (2014) | 72.7% (2016) | 77% (2020) |
| Proportion of workers whose average of weekly working hours is upper 60 | | Male : 12.9% Female : 2.8% (2014) | Male : 11.7% Female : 2.6% (2016) | 5.0% (2020) |
| Percentage of male workers who take childcare leave | National civil service | 3.1% (FY2014) | 5.5% (FY2015) | 13% (2020) |
| | Local civil service | 1.5% (FY2013) | 2.9% (FY2015) | 13% (2020) |
| | Private corporations | 2.3% (FY2014) | 2.65% (2015) | 13% (2020) |

2 Safety and security of life

| Item | As of Dec.2015 | Latest values | Goal |
|--|---------------------------------------|-----------------|--|
| Healthy life expectancy (by sex) | Male : 71.19 Female : 74.21 (2013) | No updates | Male : 70.42→71.42 Female : 73.62→74.62 (2010→2020) |
| # of one-stop support centers for victims of sexual crime / sexual violence which local government is concerned with | 25 (2015.11) | 35 (2016.12) | At least 1 in each pref. (2020) |
| # of single-parents who take regular employment through employment security office | 38,771 (FY2014) | 38,220 (FY2015) | Year-on-year increase (every fiscal year) |

3 Infrastructure improvement on the realization of gender equal society

| Item | As of Dec.2015 | Latest values | Goal |
|---|---------------------------------------|---------------------------------------|--------------------------------------|
| Awareness of the term "gender-equal society" | Male : 66.3% Female : 61.3% (2012) | Male : 70.4% Female : 63.3% (2016) | 100% in both sex (2020) |
| # of wait-listed children on childcare services | 23,167 (2015.4) | 23,553 (2016.4) | toward zero (End of FY 2017) |
| Proportion of graduate students at the undergraduate level by sex | Male : 54.9% Female : 45.1% (2013) | Male : 54.6% Female : 45.4% (2014) | 5 points reduction of the gap (2020) |
| Proportion of female members of prefectural disaster councils | 13.2% (2015) | 14.0% (2016) | 30% (2020) |

4 Implementation of the plan

| Item | As of Dec.2015 | Latest values | Goal |
|---|---|---|--|
| Proportion of municipalities which establish basic plan | City : 97.0% Town & Village : 52.6% (2015) | City : 95.9% Town & Village : 54.3% (2016) | City : 100% Town & Village : 70% (2020) |

The Fourth Basic Plan for Gender Equality (Summary)

| | | |
|--|--|---|
| Policy Region 1 Women's participation and advancement in all fields of society | 1) Reformation of "men-oriented working styles" for women's empowerment | <ul style="list-style-type: none"> - Reform of the labor practice (long working-hour reduction, utilization of ICT etc.) - Promoting understanding of gender equality of men and positive action for women's empowerment - Reviewing social systems and traditions (tax and social security) |
| | 2) Expansion of women's participation in policy decision-making processes | <ul style="list-style-type: none"> - Further promotion of positive action to achieve "30%" objective - Expansion of women's participation in the area of politics, judiciary, administration, economy and the others such as local, agriculture, S&T, medical, education, media, disaster prevention and international |
| | 3) Securing equal opportunities and treatment between men and women and work-life balance | <ul style="list-style-type: none"> - Realizing work-life balance, promoting efforts to solve the M-shaped curve issue - Securing equal employment opportunity and treatment for men and women, promoting positive action - Elimination of all forms of harassment - Fine-tuning the non-regular employment job environment |
| | 4) Promotion of gender equality in the area of regional, rural and environment | <ul style="list-style-type: none"> - Building a foundation for promotion of gender equality in local communities - Creating environments for women's participation and advancement in agricultural, forestry and fisheries |
| | 5) Gender equality in science and technology and academic fields | <ul style="list-style-type: none"> - Creating environments to promote participation of women researchers - Encouraging women's colleges' students and high school graduates to enter scientific fields. |
| Policy Region 2 Safety and security of life | 6) Support for women's lifelong health | <ul style="list-style-type: none"> - Maintaining and improving lifelong health for men and women - Supporting health in pregnancy and childbirth - Expansion of women's participation in medical fields |
| | 7) Elimination of all forms of violence against women | <ul style="list-style-type: none"> - Creating a foundation for preventing and eliminating violence against women, promoting the prevention of domestic violence, stalker issues, sexual crime, sexual violence against children, prostitution, human trafficking and sexual violence expressions used by the media |
| | 8) Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives | <ul style="list-style-type: none"> - Support of men and women facing living difficulties such as poverty - Creating an environment where older people, people with disabilities, non-Japanese etc. can lead secure lives. |
| Policy Region 3 Infrastructure improvement on the realization of gender equal society | 9) Consolidation of the social systems based on the perspective of gender equality | <ul style="list-style-type: none"> - Making the tax & social security systems, and legal systems to be more idealistic for people to be able to make choices of the way to work and have family - Building a foundation of support for child-rearing and family care |
| | 10) Awareness-raising on gender equality through education and media | <ul style="list-style-type: none"> - Developing widespread popular publicity and education campaigns - Enhancement of education and study to promote gender equality |
| | 11) Establishing disaster risk management and reconstruction system from the perspective of gender equality | <ul style="list-style-type: none"> - Adopting the perspective of gender equality into disaster risk reduction policies and policies regarding reconstruction from Great East Japan Earthquake - International corporation for disaster risk reduction |
| | 12) International collaboration and contribution on gender equality | <ul style="list-style-type: none"> - Proactive compliance with international standards, enhanced domestic implementation - International contribution with strong leadership in the field of gender equality |
| Implementation of the plan | <ul style="list-style-type: none"> - Strengthening the role of national machinery for the promotion of gender equality - Reflecting the perspective of gender equality (eg. to incorporate the viewpoint of gender equality in the budgeting process) - Support for initiatives by local governments, private groups and other bodies | |

Purpose

This Act aims to promote the participation and advancement of women in the labour force based on the principles below;

- Actively provide and exploit opportunities to hire and to promote women.
- Improve an environment where women and men can balance work and family life.
- Respect woman's choice with regard to her balance between work and family life.

Formulation of basic policies

- The government has formulated a basic policy to promote women's participation and advancement in the workplace (Cabinet decision).
- Considering the above basic policy, regional public bodies (prefectures, municipalities), are to formulate a promotion plan on women's participation and advancement in the workplace within the area (effort obligation).

Formulation of action plan for business owners

- The government has formulated guidelines on the formulation of action plan for business owners.
- Government agencies, local government and private sector corporations with more than 300 employees will be imposed the following on, with the guidelines by the national government

- Collect and analyze the data on issues of gender and employment.

【examples】

- | | |
|---|--|
| ① rates of newly hired female employees | ② gender gap in years of continuous employment |
| ③ working hours | ④ proportion of female managers |

- Devise and disclose action plans to improve gender equality with concrete objectives and measures based on these analyses.
- Announce the data regarding women's participation and advancement.

- The government will certify the private sector which makes a good practice.

The Act on Promotion of Women's Participation and Advancement in the Workplace (2)

(Fully enforced on Apr. 1, 2016 It is a temporary legislation for 10 years.)

Support measures to promote women's participation and advancement in the workplace

- The government is to offer job training/ job placement, enlightenment activities and to provide/collect information. Local governments are to make efforts by consulting and advising .
- The government is to make effort to support local governments by taking necessary financial measures.
- Regarding procurement of national and public treasury, the government is to implement policies such as increasing the opportunities for certified general business owners. Local governments are to implement according to national government's measures (effort obligation).
- In the region, it is possible to organize a "council" to hold consultations on efforts related to promotion of women's participation and advancement (optional).

Others

- The rule of devising action plans was put into effect on April 1, 2016.
- This act was enacted as a temporary legislation with a ten-year term limit.

Enforcement status

- Formulation rate of action plan for private-sector corporations with more than 300 employees was 99.5%. (June.2017)
Formulation rate of action plan for government agencies, local government was 100%.
- Formulation rate of local government's promotion plan is 95.7%, and it is expected to be 100% by FY2017.
- 360 companies has received "Eruboshi" certification (238 companies in stage3, 119 companies in stages2, 3 companies in stage 1. as of June 2017).
- Promoting "visualization" focusing mainly on disclosure of information based on the act. (Established a "visualization" internet site for specified business owners (September 2016, Cabinet Office) and for private business owners (February 2016, Ministry of Health, Labour and Welfare)).
- Companies promoting women's participation and work life balance (companies who have received "Eruboshi" certification) receive additional evaluation points for public procurement (overall-greatest-value evaluation) (Starting from FY 2016).
- Supporting efforts of local governments based on promotion plans by giving grant for promoting women's participation and advancement in the region . (Staring from FY2016 . Cabinet Office).

Public procurement for evaluating corporations that promote measures such as work-life balance to encourage the advancement of women(1)

Basic concept

To encourage companies to take positive actions for public procurements and subsidies for the realization of work-life balance, which forms the basis of promoting the advancement of women.

Description



- Pursuant to the Act on Promotion of Women’s Participation, when ministries conduct procurements that evaluate factors other than price (overall-greatest-value evaluation method and competitive proposal evaluation method), additional evaluation points will be awarded to companies that promote work-life balance (companies that received certification [e.g., “Eruboshi” certification] pursuant to the Act on Promotion of Women’s Participation, the Act on Advancement of Measures to Support Raising Next-Generation Children, or the Youth Labor Welfare Act and small- and medium-sized companies that formulated action plans for business owners based on the Act on Promotion of Women’s Participation) based on the content of the contract.
- In carrying this out, proper standards will be established to ensure that companies using fraudulent methods will not be selected. Companies will be given fair and objective evaluations and treatment. (The detailed allocation of points will be decided by each ministry.)

• In general, promoting work-life balance will increase work efficiency as a result of streamlining and revising the workflow. It will also enhance the company’s planning ability and capacity to adapt to market changes as a result of securing and consolidating diverse human resources including women. This will in turn increase productivity, which is expected not only to raise the company’s price competitiveness but also secure and improve the quality of its businesses.

• All of the certifications based on the Act on Promotion of Women’s Participation, the Act on Advancement of Measures to Support Raising Next-Generation Children, and the Youth Labor Welfare Act have criteria that limit long-hour work, a critical component of the work-life balance initiative.

Public procurement for evaluating corporations that promote measures such as work-life balance to encourage the advancement of women(2)

Status

- All state institutions (26 institutions) have already published their schedules for full implementation on their websites.
- 19 of these state institutions will fully implement this initiative including projects under the WTO Agreement in FY2017.
- In principle, incorporated administrative agencies, etc. will fully implement this initiative from FY2017. All incorporated administrative agencies (182 agencies) have already published their schedules.
- This initiative will be promoted in local government procurements, procurements related to the Tokyo Olympic and Paralympic Games, and the private sector procurements.



Prime Minister Abe was the first participated in the movement HeForShe among G7 heads of state

- ◆ *UN Women expands the campaigns to taking action for gender equality in order to change the world.*
- ◆ *Prime Minister Shinzo Abe is elected as one of the 10 national leaders who encourage the promotion of gender equality — its accelerate of the measures "IMPACT10 × 10 × 10" (June 2015).*



HeForShe
UN Women Solidarity Movement
for Gender Equality



- In March 2014, a kick-off meeting to create “a Society in which All Women Shine” was held under the initiative of Prime Minister Abe, since then activities for women’s participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.
- Japan has been strengthening relationships with UN Women and the international communities, through the international conference, “the World Assembly for Women (WAW!)” in Tokyo since 2014.
- Aiming for further movement towards empowering women, the government supports the activities by male leaders who have already been involved in promoting an active role of women.

Nationwide movement of Gender Equality and Women's Empowerment

“Male leaders who will create ‘A Society in which Women Shine’ ”

In June 2014, male leaders who have already been involved in promoting an active role of women announced

“the Declaration on Action”

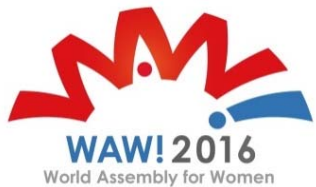
In the declaration, members stated that they commit themselves to empowering women.

- Taking actions and sending messages ourselves
- Disrupting the status quo
- Developing networking



In the general meeting, male leaders exchanged their views and opinions, and shared good practices on women's empowerment.

WAW! 2016 (World Assembly for Women) was held in December 13 and 14 in Tokyo.



WAW! Tokyo 2014 September 12 to 14, 2014

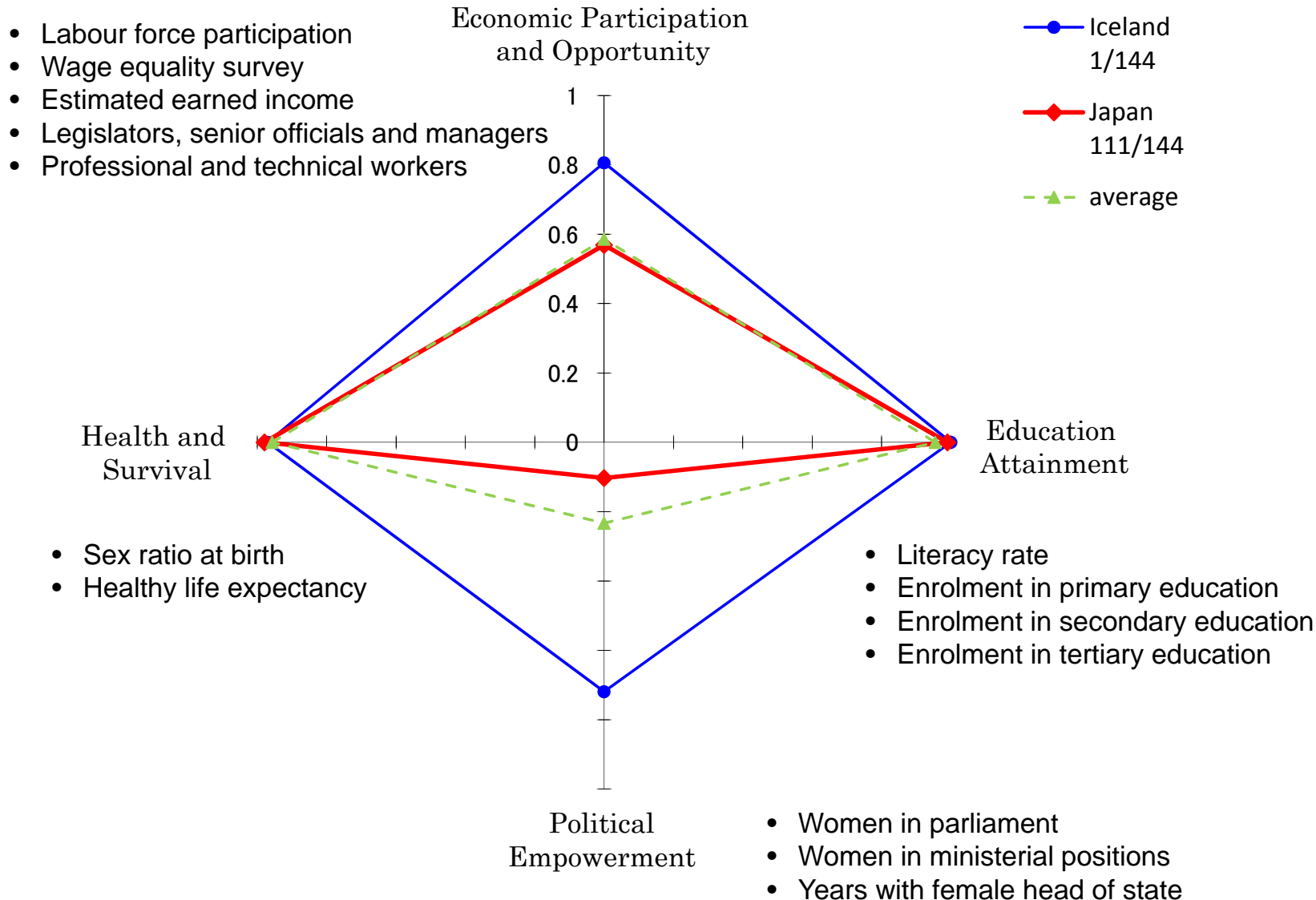
WAW! 2015 August 28 to 29, 2015

In December 2016, Japan held the third World Assembly for Women. 94 leaders in women-related fields from 26 countries and 11 international organizations participated and discussed on various issues related women under the overarching theme “WAW! for Action”.



Gender Gap Index 2016

As for GGI which measured the gender gap in each country, **Japan ranks 111st out of 144 countries.**



| Global rankings, 2016 | | |
|-----------------------|-------------|-------|
| Rank | Country | Score |
| 1 | Iceland | 0.874 |
| 2 | Finland | 0.845 |
| 3 | Norway | 0.842 |
| 4 | Sweden | 0.815 |
| 5 | Rwanda | 0.800 |
| 6 | Ireland | 0.797 |
| 7 | Philippines | 0.786 |
| 8 | Slovenia | 0.786 |
| ⋮ | ⋮ | ⋮ |
| 111 | Japan | 0.660 |

The Gender Gap Index (GGI) measures the gap between men and women in four fundamental categories (sub indexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment.