

## 7. Recent Efforts for Promoting of Policies Related to Gender Equality

### ■ Active Participation by Women

The second Abe Cabinet inaugurated in December 2012 perceived the “power of women” to be the “greatest potential that the nation has;” since positioning this in the center of Japan’s growth strategy in terms of being indispensable to the ongoing economic growth of Japan, initiatives for empowerment of women have rapidly expanded, gathering momentum, broadening cooperation and resonating both domestically and overseas.

- ▶ The “Japan Revitalization Strategy – JAPAN is Back,” decided by the Cabinet in June 2013, and “Japan Revitalization Strategy Revised in 2014 – Japan’s challenge for the future –,” decided by the Cabinet in June 2014 both specify the empowerment of women as being at the center of growth strategy.
- ▶ In June 2015, “The Intensive Policy to Accelerate the Empowerment of Women” was newly formulated in order to reflect the perspective of empowerment of women into the annual request for budgetary appropriations of government ministries and agencies. Items which the government must prioritize in future are coordinated around 5 pillars including initiatives for expanding women’s participation the nurturing of women who can take a leading role in resolving social issues, and the environmental arrangement conducive to empowerment of women, and determined by “Headquarters for Creating a Society in which All Women Shine”. (refer to page 31).
- ▶ In August 2015, “The Act on Promotion of Women’s Participation and Advancement in the Workplace” was approved and established, for promoting initiatives for women’s participation and advancement in national government, local governments and private sectors (refer to page 28).
- ▶ In December 2015, based on Article 13 of the Basic Act for Gender Equality Society, in order to comprehensively and systematically promote measures regarding the gender equality and empowerment of women, the “Basic Plan for Gender Equality,” which is incorporating initiatives up to the end of FY2020, was created by cabinet decision.
- ▶ In June 2014, male leaders who have already been involved in promoting an active role of women issued “the Declaration on Action by A Group of Male Leaders Who Will Create a Society in which Women Shine.” In the declaration, members stated that they would commit themselves to empowering women in their own organization and have expanded to someone for approval. In April 2015, the 3rd advocates meeting was held, which made it possible to share good practices and exchange information/opinions, and to expand the network. In August of the same year, leaders compiled best practices and published the “Male leaders efforts to promote women’s active role in Japan” (Japanese and English), which was distributed at WAW! 2015.



WAW! 2015

- ▶ In August 2015, Japan held the second World Assembly for Women (WAW!) with 145 top leaders active in women’s empowerment area from all over the world and Japan, and about 2,000 total in attendance.

### <Column> Initiative by UN Women “IMPACT10×10×10”

Prime Minister Abe participated in the HeForShe campaign led by UN Women, which encourages the involvement of men and boys in promoting gender equality. “IMPACT10×10×10”, a measure to accelerate this, is an initiative encouraging strategic efforts by 10 government heads, universities deans and corporate heads; in June 2015, Prime Minister Abe was selected as one of the 10 government leaders. Through this, Abe Administration’s stated goal of creating “a Society where All Women Shine” can be transmitted to international society, with expectations that it will also further broaden the circle of men’s engagement in the empowerment of women in Japan also.



## ■ Work

Many women are employed as part-time, dispatched or and fixed-term workers. Therefore, improvement of their employment conditions is essential in order to advance economic empowerment of women.

- ▶ In September 2015, the Act for Partial Revision of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Protection of Dispatched Workers include foundation of employment security measures and carrier up measures and enhancing of balance treatment measures was enforced with the aim of strengthening protection of dispatched workers and ensuring their stable employment.
- ▶ The Act for Partial Revision of the National Pension Act, etc. in order to strengthen the Financial Ground and Minimum Guarantee Function of the Public Pension System was enacted in August 2012. The revisions will be enforced in October 2016 to expand the coverage of the employees’ pension system and health insurance system to short-hour workers.
- ▶ In April 2013, the Revised Labour Contract Act was fully enforced. The Revised Act introduced the following three new rules: [i] a mechanism that converts fixed-term labour contracts into open-ended labour contracts as requested by the workers in case in which fixed-term labour contracts are renewed repeatedly; [ii] statutory status of the doctrine of “yatoi-dome” that is established by precedent (termination of labour contract by employers is prohibited under some circumstances) ; [iii] a rule that prohibits the imposition of working conditions on fixed-term contract workers unreasonably different from those of open-ended contract workers on the grounds of fixed-term labour contracts.
- ▶ The Act for Partial Revision of the Act on Improvement, etc. of Employment Management for Part-Time Workers, which includes the further reinforcement of measures to ensure equal or balanced treatment of part-time workers with regular workers, and to make part-time workers understand and feel more satisfied with their treatment, was enforced in April 2015.
- ▶ Furthermore, in fields where women’s participation has been traditionally lacking such as construction, shipbuilding and transportation, various initiatives are promoted in order to provide a workplace where it is easy for women to find stable employment and be active, including women working on construction sites and women working as truck drivers.



Kensetsu-Komachi, Dobojo:  
Women working on construction sites



Tragirl: women working as truck drivers

## Work-life Balance

- ▶ We developed a national campaign called “Yu-katsu,” i.e., enjoy evening, to reform work-style and lifestyle during summer. This campaign promotes to start working early morning and finish work by early evening during summer to spend time with family and friends after work, realizing work-life balance.
- ▶ With the aim of eliminating the issue of children wait-listed for admission to day care centers by the end of FY 2017, the Prime Minister Abe publicized the Plan to Accelerate the Zero Childcare Waiting List Project in April 2013. Under this Plan, the Government will secure the capacity by 400,000 children in five years up to the end of FY 2017. In November 2015, by “Urgent Policies to Realize a Society in Which All Citizens are Dynamically Engaged” that have been compiled at the National Council for Promoting the Dynamic Engagement of All Citizens, it is ahead of schedule, top up the development goal of up to the end of FY 2017 based on the Plan to Accelerate the Zero Childcare Waiting List Project, it is assumed that to 500,000 children from 400,000 children.
- ▶ The Employment Insurance Act was partially revised to facilitate both men and women to take child care leave. Based on the partially revised Act, the childcare leave benefit rate was raised from 50 % to 67 % of wage for the six months of the child care leave.
- ▶ The Act for Measure to Support the Development of the Next Generation, which had been enacted as a temporary legislation until the end of FY 2014, was revised and enacted in April 2014, and became fully effective in April 2015. The revised Act included the 10-year expansion of its valid period and the creation of the new certification (special certification) system, to promote further efforts for supporting the development of the next generation.

## Men, Children, People Facing Living Difficulties, and the Elderly

- ▶ The Basic Act for Persons with Disabilities was revised in 2011 to add the provisions to the effect that “the measures to support the independence and social participation of persons with disabilities must be systematically formulated and implemented through a coordinated framework of cooperation in accordance with the sex, age, state of the disability, and lifestyle of a person with a disability” to the basic policy for measures in consideration of women with disabilities too.
- ▶ The Act for Eliminating Discrimination against Persons with Disabilities was enacted in June 2013. The Act stipulates that necessary and reasonable accommodation for removal of social barriers shall be provided “according to the sex, age and state of the disability of the relevant person with disabilities.” (As for businesses sectors, obligation to make endeavors.)
- ▶ The Act on Special Measures concerning Support for Employment of Mothers in Fatherless Household and Fathers in Motherless Household was enforced in March 2013. Based on the Act, the Ministry of Health, Labour and Welfare (MHLW) is endeavoring to enhance employment support measures for such mothers and fathers and to ask private business operators for cooperation.
- ▶ In June 2014, in order to create a “The Community-based Integrated Care System” whereby medical, long term care, prevention, habitation, and livelihood support services are provided comprehensively so that the elderly can continue to live in familiar areas with peace of mind, the Amendatory Law to the Related Acts for Securing Comprehensive Medical and Long-Term Care in the Community was enacted.

## ■ Violence against Women

Spousal violence is a serious violation of human rights, and includes criminal behavior.

Victims of spousal violence are often women; the violence by spouses to women who are not economically independent is a violation of individual dignity and obstructs gender equality. Based on this understanding, “the Act on the Prevention of Spousal Violence and the Protection of Victims” was enacted in April 2001.

Since then, it was revised three times in 2004, 2007, and 2013, making this act applicable also to violence by the partners who share the residence as a base for living together with the victims, and to the victims of this violence. This amended law went into effect on January 2014.

## ■ Efforts toward eliminate all forms of violence against women

### Creating a foundation for preventing and eradicating violence against women

- Ensuring a social environment where violence against women is not tolerated, through a coordinated PR/educational activities through the cooperation between government and the private bodies.
- Implement meticulous, contiguous and effective support according to the type of violence and attributes of the victim.
- Research and study regarding violence, including deliberating how data can be effectively gathered to precisely evaluate the state of violence against women, and the drafting and deployment of effective measures.

### Promoting measures to respond to cases involving stalkers

- Effective measures against stalking cases.
- Promoting contiguous support for victims based on the will of them.
- Thorough protection of the information of victims.
- At various stages, taking various measures against perpetrators for their rehabilitation.

### Promoting measures for exterminating sexual violence against children

- Early detection of abuse through cooperation among related organizations.
- Providing continuous expert care and support directly after abuse.

### Promoting measures to combat human trafficking

- Promoting effective initiatives for preventing and eradicating trafficking in persons and for protecting victims, based on “Japan’s 2014 Action Plan to Combat Trafficking in Persons”.

### Promoting measures for preventing spousal violence and for protecting victims, etc.

- Analyzing current situation under the Act on the Prevention of Spousal Violence and the Protection of Victims after revised.
- Strengthening cooperation among related organizations and private bodies.
- Improving a consultative framework, and promoting stronger measures for protecting victims and measures for supporting self-reliance of them.

### Promoting measures for sex crimes

- Stringent operation of various related provisions, and promoting inquiries where suitable
- Encouraging the setting up of one-stop support centers for victims of sex crimes and sexual violence.
- Expand support for diagnosis and treatment etc.

### Promoting measures against prostitution

- Applying strictly related rules and promoting criminal investigations.
- Protection of women from prostitution, and promoting support to enable them to reintegrate into the society.
- Strengthening cooperation between related organizations.

### Promotion of measures to prevent sexual harassment

- Promotion of preventative measures in all sectors including employment, education, research, medical care, sports by providing a framework for consultation.

### Dealing with expressions of sex and violence in the media

- Promoting initiatives to improve media literacy
- Promoting initiatives including self-regulation.
- Enhanced education/learning for youth.

## Overview of support for spousal violence victims

### Victims of Spousal Violence

- Spouse** Regardless of gender. Includes common-law marriage and former spouses.  
 ※ In cases where the perpetration of violence began before a divorce, and continued after the divorce.  
 ※ Also applies to the partners who share the residence as a base for living together with the victims, or former partners who share the residence as a base for living together with the victims.
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- Violence** Includes not only bodily harm but also psychological abuse and sexual assault.  
 ※ Protection orders are only applicable to bodily harm or life threatening intimidation, etc.

### Counseling

#### The Spousal Violence Counseling and Support Centers

Women's Consulting Offices and other prefectural appropriate facilities fulfill the function of the Spousal Violence Counseling and Support Centers. Moreover, some municipalities establish Spousal Violence Counseling and Support Centers.

In addition to consultation and introducing consulting facilities, these centers provide a safe place for victims and accompanying family members during emergencies as well as temporary protection, also providing information for helping victims regain their independence and other kinds of aid, including providing information about using the protection order system and facilities of residence and providing protection for victims.

- ※ The actual operations implemented differ according to the Spousal Violence Counseling and Support Centers.

#### Police

Based on the will of the victim, appropriate measures are taken such as arresting the perpetrator, giving a warning/offering guidance to the perpetrator, or providing the victim with information regarding self-defense and other measures.

### The temporary protection

#### Women's Consulting Offices

As well as consulting services, also provides temporary protection to victims of spousal violence. Each prefecture must have at least one women's consulting office. These provide a safe place where victims can stay for a while with their children.

- ※ Temporary protection may be entrusted to a private shelters, etc.

### Support for self-reliance

#### The Spousal Violence Counseling and Support Centers

To support self-reliance of victims, provides various kinds of information related to promoting employment, securing accommodation and assistance.



## Overview of support for spousal violence victims (continued)

### Protection Order

If a declaration is made to a court, a protection order will be issued against the perpetrator.

※ This only applies in instances where further violence poses a serious threat to life or there is a danger of serious physical violence.

#### Stay-away order to the victims

**【Period: 6 months】**

This forbids the perpetrator from being around the victim, or from going near to their place of residence or work.

#### Stay-away order to the victim's relatives or children

**【Period: 6 months<sup>(※1)</sup>】**

In order to ensure the effectiveness of the stay-away order for the victim, perpetrators are forbidden from approaching the victim's relative or children<sup>(※2)</sup>, or going near to their children or relative's residences or place of work.

(※1) Only applies while stay-away order is officially announced

(※2) Scope is:

1. Children (minors) with whom victim co-habits
2. Relatives of victim and other persons who have a close relationship with the victim in daily life.

#### Orders prohibiting phone calls or other behavior to the victim

**【Period: 6 months<sup>(※3)</sup>】**

In order to ensure the effectiveness of the stay-away order for the victim, the perpetrator is forbidden from making any phone calls or E-mails to the victim.

(※3) Applies only to victim him/herself. Only applies while stay-away order is officially announced

#### Order to vacate

**【Period: 2 months】**

Orders that that perpetrator leaves the residence where he/she shares with the victim.

Also possible to make allegations in the case of a common-law marriage, and allegations against former spouses, as well as intimate partners who share a principal residence and former intimate partners who used to share a primary residence. If the order is violated, the perpetrator faces a custodial sentence of less than one year or a fine below 1 million yen.

- ▶ The Anti-Stalking Act was revised in July 2013. Major revision includes restriction on the act of continuously sending e-mails, etc.
- ▶ The Government decided the Second Comprehensive Measures to Eliminate Child Pornography, which summarizes measures the Government should take at an early date, at a Ministerial Meeting Concerning Measures Against Crime in May 2013.
- ▶ The Act on Punishment of Activities Relating to Child Prostitution and Child Pornography, and the Protection of Children was partially revised in June 2014. The act of possessing or storing child pornography or electromagnetic records of these for the purpose of satisfying one's own sexual curiosity, etc. has become subject to punishment.
- ▶ The Government revised its Action Plan to Combat Trafficking in Persons in December 2014 in order to make further efforts against TIP. The Panel Code, relevant laws and regulations have been strictly applied against perpetrators in order to prevent and eradicate TIP and protect victims, and efforts have been made to realize appropriate regulations and penalties. In addition, in order to further improve protection of victims, the Government has been collaborating with the governments in other countries, international organizations and NGOs.

- ▶ In December 2013, based on the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment, the guidelines that stipulate measures against sexual harassment in the work place was revised to clearly state that words and actions based on a sense of gender-based role-sharing are also included in the causes and background.



'Purple Light-up,' as an activity of the Campaign for Eliminating Violence against Women in 2015

## ■ Education and Research Fields

- ▶ The Courses of Study (government guidelines of school curriculum), revised in 2008 and in 2009, continue to emphasize the importance of respect for human rights, equality, understanding and cooperation between men and women, and building a family under mutual cooperation between men and women.
- ▶ The 4th Science and Technology Basic Plan, decided by the Cabinet in August 2011, set up a goal to increase the percentage of female researchers in the natural science field as a whole to 30%.
- ▶ The Comprehensive Strategy on Science, Technology and Innovation, decided by the Cabinet in June 2013, set a goal to increase said percentage at universities and public research institutes to 30 % by 2016. This goal has been continued and included in the Science and Technology Basic Plan 2014, decided by the Cabinet in June 2014.

## ■ Disaster Risk Reduction and Reconstruction

- ▶ With regard to measures and responses necessary from the perspective of gender equality, the Cabinet Office issued the Guidelines for Disaster Planning Response and Reconstruction from a Gender Equal Perspective, which serve as guidelines for local governments and related organizations.

### <Column> The 3rd UN World Conference on Disaster Risk Reduction

During March 14-18 2015, the Third UN World Conference on Disaster Risk Reduction was held in Sendai City, Miyagi Prefecture. The UN World Conference on Disaster Risk Reduction is organized by the UN to formulate global strategy for disaster risk reduction, hosted by Japan for the third time. Over 6,500 people from 187 UN member nations participated, and the related events held in venues in the vicinity were attended by over 150,000 people from Japan and overseas.

On March 14, as a high-level partnership dialogue attended by a wide range of stakeholders including heads of state, a debate was held regarding "Mobilizing Women's Leadership in Disaster Risk Reduction", with Prime Minister Shinzo Abe delivering the keynote speech. In this speech, PM Abe announced the start of the "Training to Promote Leadership by Women in Disaster Risk Reduction" – one of the major projects under the "Sendai Cooperation Initiative for Disaster Risk Reduction" announced on that same day - and also emphasized that women provide the driving force for construction of a society resilient to disasters.



Keynote speech by PM Abe



High Level partnership Dialogue

As an event related to this conference, the Cabinet Office held exhibitions themed on “women and disaster risk reduction,” and also convened a symposium regarding “the women’s participation in reconstructing from disasters”, sponsored by the Ministry of Foreign Affairs, The Cabinet Office and the Reconstruction Agency.



Theme exhibition “Women and Disaster Risk Reduction”



Symposium

At the Third UN World Conference on Disaster Risk Reduction, the successor to the “Hyogo Framework for Action (HFA)” international disaster reduction guidelines – the “Sendai Framework for Disaster Risk Reduction 2015-2030” - was formulated. In addition to this, the “Sendai Declaration” was established, indicating a high level of commitment towards implementing this framework. When it came to deliberating the Sendai Framework for Disaster Risk Reduction, Japan worked with the international society to incorporate the fact that it is important to ensure equal opportunities for women to participate and to demonstrate leadership in various decision-making processes. As a result, the Sendai Framework for Disaster Risk Reduction articulated promotion of women’s leadership and the roles played by women which Japan had emphasized.

## International Cooperation

- ▶ “The 2030 Agenda for Sustainable Development,” which was adopted by the UN in September 2015 as the successor to the MDGs (Millennium Development Goals), includes a specific goal to “achieve gender equality and empower all women and girls.” Prime Minister Abe, at the UN summit, announced that Japan will make its best possible efforts toward implementing this agenda.



- ▶ The Development Cooperation Charter approved by the Cabinet in February 2015 continues to promote human security as one of the basic policies, and upholds the “promotion of women’s participation” as one of the implementation principles of development cooperation.
- ▶ At the Fifth Tokyo International Conference on African Development (TICAD V), which was held in Japan in June 2013, a focus was placed on women, and the outcome document positioned the mainstreaming of women as one of the overarching principles, and efforts based on these principles have been steadily implemented. Moreover, Prime Minister Abe announced Japan’s intention to focus on the empowerment of women and youth in Japan’s diplomacy towards Africa on his visits to African countries in January 2014.
- ▶ In September 2013, Prime Minister Abe expressed his intention to strengthen support for realizing “A Society where Women Shine” in his address at the 68th session of the United Nations General Assembly. Specifically, he announced that Japan would implement ODA in excess of \$3 billion in the three years from 2013 to 2015, based on the three pillars: “Facilitating Women’s Active Role/Participation in Society and Women’s Empowerment,” “Enhancing Japan’s Efforts in the area of Women’s Health Care,” and “Supporting Women’s Participation and Protecting their rights in the area of Peace and Security.” Japan has been steadily implementing it.
- ▶ When Ms. Michelle Obama, First Lady of the United States, visited Japan in March 2015, the Government of Japan declared that in the three years from 2015, it would provide ODA in excess of JPY 42 billion to provide quality education for women and girls, ensuring the economic independence of women and enabling them to determine their own lives with a will of their own.
- ▶ In September 2014, Prime Minister Abe mentioned the intention to make the 21st century a world with no human rights violations against women in his address at the 69th session of the United Nations General Assembly, and Japan is strengthening relationship between the office of Special Representative of the Secretary-General on Sexual Violence in Conflict.
- ▶ Also, Japan is strengthening partnership between UN Women and increased its contribution 10-fold in the 2 years from 2013. Moreover, UN Women Japan Liaison Office opened in April 2015 as the only one of its kind in Asia to be a network hub in the region.
- ▶ In September 2013, Ministry of Foreign Affairs (MOFA) began to formulate the National Action Plan (NAP) on Women, Peace and Security to implement UN Security Council Resolutions 1325 and other relevant resolutions. MOFA finally completed its NAP in 2015, the 15th anniversary of the adoption of the resolution, and announced its completion in September 2015.

### <Column>

JICA has been promoting “gender mainstreaming,” a comprehensive approach to incorporate the perspective of gender in all stages of planning, formulation, implementation, monitoring, and evaluation in all programs and projects to clarify gender-based development issues. JICA is focusing on five priority areas to promote gender equality and women’s empowerment: 1) promoting women’s economic empowerment, 2) ensuring women’s rights and security, 3) promoting women’s education and lifetime health, 4) promoting gender responsive governance, 5) promoting gender responsive infrastructure.

**Project on Strengthening Multi-Disciplinary Teams (MDTs) for Protection of Trafficked Persons in Thailand (2009-2014) / Project for the Establishment of Anti-Trafficking in Persons Hotline in Viet Nam (2012-2015) / Project on Capacity Improvement of Recovery and Reintegration Assistance for Trafficked Persons (2012-2015)**

#### Case Study:

The issues concerning trafficking in persons (TIP) are getting increasingly serious in the Greater Mekong Sub-region. It is important to understand that women and children, both girls and boys, are especially vulnerable. Trafficked women may require different support as they may be trafficked for brokered marriage and sexual exploitation. JICA has been working on TIP issues since 2005 through conferences and workshops, and has been implementing Technical Cooperation Projects in Thailand, Myanmar, and Vietnam.

JICA’s projects focus mainly on “protection, recovery, and reintegration of trafficked persons” and “prevention of trafficking.” In order to protect trafficked persons effectively and efficiently, the Thai Government introduced a Multi-Disciplinary Team (MDT) approach, in which various agencies and experts from multiple disciplines such as the police, prosecutors, and social workers come together to tackle the issue. The project aims to strengthen its function and provide effective protection for trafficked persons. Also in other two countries, the projects are aiming to develop the capacities of related organizations for the prevention of trafficking and for supporting victims.



Case Study:  
**The Urgent Development Study on the Project on Rehabilitation and Recovery from Typhoon Yolanda in the Philippines (2014-2016)**

In November 2013, Typhoon Yolanda hit the central part of the Philippines. Following the several disaster relief teams dispatched for emergency support, JICA commenced “the Urgent Development Study on the Project on Rehabilitation and Recovery from Typhoon Yolanda in the Philippines” with

the Government of the Philippines. The project aims to support the formulation of a mid-term reconstruction plan for rebuilding communities resistant to disaster. In addition, a series of quick impact projects (QIPs) are also underway to respond to the needs of people who have lost the means to make a living and are in straitened circumstances. The QIPs include; regenerating livelihood by women’s groups, sales promotion for improvement in livelihood, and the rehabilitation of daycare centers. On planning the QIPs, the project obtains useful information about the situations in the affected areas and needs of the affected people from female staff of the local administration, which has supported women’s groups since before the disaster and has kept in contact with them.

Photo: JICA

