

9. Other Important 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 2016,” decided by the Cabinet in June 2016 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 2015” 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”. In May 2016, “The Intensive Policy to Accelerate the Empowerment of Women 2016” was also determined by “Headquarters for Creating a Society in which All Women Shine”. (refer to page 29-30).
- ▶ 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 31-32).
- ▶ 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 March 2016, male leaders’ general meeting was held, which made it possible to share good practices and exchange information/opinions, and to expand the network. In December of the same year, leaders compiled best practices and published the “Male leaders’ challenges to promote women’s active participation in Japan” (Japanese and English), which was distributed at WAW! 2016.



- ▶ In December 2016, Japan held the third World Assembly for Women (WAW!) with 94 top leaders active in women’s empowerment area from all over the world and Japan, and about 800 total audience participation.



WAW! 2016

<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 heads of states, 10 corporates and 10 universities. In June 2015, Prime Minister Abe was selected as one of the 10 heads of states. Through this, Abe Administration’s stated goal of creating “a Society where 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.



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 expansion of employee’s pension insurance and health insurance coverage was implemented from October 2016 for short-time workers in companies whose number of employees is 501 or more according to the bill for reinforcing pension function. In addition, the bill has been enacted that includes expanding application of employee’s pension in companies whose number of employees is 500 or less. For further expansion of application of employee’s pension insurance and health insurance, it should be considered within three years from the expansion (in October 2016). The government will continue to consider it while taking into account enforcement situation, employment realities of short-time workers, and the impact on the management, etc.
- ▶ 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



Truck girl: 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 500,000 children in five years up to the end of FY 2017.
- ▶ The Employment Insurance Act was partially revised to facilitate both men and women to take child care leave in March 2014. Based on the partially revised Act, the childcare leave benefit rate was raised from 50 % to 67 % of wage for the first six months of the child care leave. Benefits are tax exempt, and furthermore, social insurance premiums are waived during child care leave. Therefore, the actual amount paid is around 80% of the pre-leave take-home pay. In addition, the Act on Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave, revised in March 2016, has made it easier for people to balance their work and child care or family care, due to the easing of the requirements for fixed-term contract workers to take child care and family care leave, as well as approval of the establishment of systems for taking family care leave in installments and restricting overtime work for family care, among other measures.
- ▶ The Act on Advancement of Measures to Support Raising Next-Generation Children supports companies’ initiatives by certifying companies that are making efforts to help employees balance their work and child care (“Kurumin” certification system).
- ▶ To promote employees’ work-life balance, it is essential for executives and managers to reform consciousness and behaviors. So, we held seminars in cooperation with economic organizations to enlighten executives and managers about the importance of work-life balance, and spread the know-hows and good models toward their concrete efforts.

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 and enforced in April 2016. 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 intolerance to violence against women through PR/educational activities in cooperation with the government and private bodies.
- Implementing sufficient, seamless and effective support in consideration with forms of violence and types of victims.
- Conducting a study on a data collection toward the precise understanding of the situation of violence against women and a research contributing further elaboration of policies on violence against women.

Promoting measures to respond to cases involving stalkers

- Adopting stringent measures against the stalking.
- Promoting seamless support for victims corresponding to their needs.

Promoting measures for exterminating sexual violence against children

- Early detection of abuse through cooperation between related organizations.
- Providing immediate and seamless care and support by the experts.

Promoting measures to combat human trafficking

- Promoting measures on prevention and abolishment of human trafficking and protection of victims, based on “the 2014 Action Plan to Combat Trafficking in Persons”.

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

- Analyzing the current situation of the Act on the Prevention of Spousal Violence and the Protection of Victims.
- Enhancing a framework of consultation and protection of victims and promoting measures to support their self-reliance.

Promoting measures for sex crimes

- Promoting stringent operation in accordance with relevant legal provisions and appropriate investigation.
- Encouraging the setting up of one-stop support centers for victims of sex crimes and sexual violence.
- Expanding support for medical diagnosis and treatment etc.

Promoting measures against prostitution

- Promoting stringent operation in accordance with relevant legal provisions and cracking down.
- Promoting protection of women from prostitution and support them for social reintegration.
- Strengthening cooperation between related organizations.

Promoting of measures to prevent sexual harassment

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

Promoting measures to prevent workplace harassment related to pregnancy, childbirth, child care leave, or other similar circumstance

- Requiring employers to take preventative measures including establishment of consultation schemes.

Tackling with expressions of sex and violence in the media

- Promoting measures to improve media literacy.
- Promoting initiatives including self-regulation.
- Enhancing education for the 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 Orders

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.

Order Prohibiting Approach 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.

Order Prohibiting Approach to the Victim's relatives or children

【Period: 6 months^(※1)】

In order to ensure the effectiveness of the Order Prohibiting Approach to the Victim, perpetrators are forbidden from approaching the victim's relative or children^(※2), or going near to their children or relative's residences or place of work.

(※1) Only applies while Order Prohibiting Approach 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.

Order prohibiting phone calls or other behavior to the victim

【Period: 6 months^(※3)】

In order to ensure the effectiveness of the Order Prohibiting Approach 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 Order Prohibiting Approach 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 December 2016 which includes restriction on the act of continuously sending SNS messages, changes of the procedure for administrative measures, toughening penalties, etc.
- ▶ The Government decided the Third 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 July 2016.
- ▶ 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 Penal 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 March 2016, The Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment and the Law Concerning the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave were revised, obliging employers to take measures to prevent workplace harassment related to pregnancy, childbirth, child care leave, or other similar circumstances (enforced January 1, 2017).



'Purple Light-up,' as an activity of the Campaign for Eliminating Violence against Women in 2016

■ Education and Research Fields

- ▶ The National Curriculum Standards, 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 5th Science and Technology Basic Plan, decided by the Cabinet in January 2016, pursues the percentage of the employment target for female researchers in the natural science field as a whole to 30%.

■ Science Technology and Academic Fields

- ▶ To increase the number of women science and engineering professionals who will lead the next generation, the government is carrying out "Riko-challe" (support choosing STEM fields) to inspire female students to choose STEM-careers. The number of the Campaign's supporters, including companies, universities, and academic bodies, has reached 669 (as of November 2016). To further accelerate the efforts for encouraging women students to choose STEM, the Support Network comprised of members of industry, academia, and government is being developed on a full-scale basis since FY2016.
- ▶ With the cooperation of these supporters, the Campaign holds summer events mainly for women junior high and high school students over their summer break, which include visits to STEM workplaces, hands-on experience, and facility tours. In 2016, 90 organizations held 144 events nationwide. Approximately 12,000 people attended the events, including female children and students and their parents and guardians. Additionally a website was established that publishes information on events, messages from women in STEM who serve as role models, and messages from companies and universities that support women in science and engineering.
- ▶ In October 2016, a symposium on promoting the active participation of women engineers was co-organized by the Cabinet Office and the Japan Association of Technology Executives. Many people participated in the symposium, including men and women in management and managerial positions, junior women engineers, and women students of STEM. The participants listened to frank opinions of women engineers who have been appointed or recruited to management positions, and deepened their understanding about women working and continuing to work as engineers.

■ 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.
- ▶ In addition, an English-language pamphlet outlining the above guidelines was created to share Japan's experience with large-scale natural disasters with the international community.



English-language pamphlet's cover



Fundamental approach



efforts deemed necessary at each phase

- ▶ In June 2016, a Training Program on Disaster Risk Reduction from the Perspective of Gender Equality was established to train local government personnel who can plan, design, and implement disaster risk reduction measures based on the perspective of gender quality.

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.” Japan launched the SDGs Promotion Headquarters headed by Prime Minister in May 2016, and adopted “The SDGs Implementation Guiding Principles” in December, as Japan’s national strategy for the implementation of the SDGs.
- ▶ The Development Cooperation Charter decided 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 Sixth Tokyo International Conference on African Development (TICAD VI) held in Kenya in August 2016, particular emphasis was given to women empowerment in one of the priority areas of TICAD VI, namely, promoting social stability for shared prosperity. In the thematic session, participants discussed the ways to increase employment through job training for women and youth. The conference concluded with the adoption of an outcome document, Nairobi Declaration, which reconfirmed the importance of protection and empowerment of individuals, notably, women.
- ▶ 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 fully implemented it.
- ▶ When Ms. Michelle Obama, the 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 based on their own will.
- ▶ 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 strongly supporting projects which are implemented by the Office of the Special Representative of the Secretary General on Sexual Violence in Conflict and other stakeholders in global society.

- ▶ Also, Japan is strengthening partnership between UN Women and Japan's contributions amounted to approximately US\$2 million in 2013 and exceeded US\$20 million in 2015, the fifth largest amount among the member countries. 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 2015, Japan made a National Action Plan (NAP) on Women, Peace and Security to implement UN Security Council Resolution 1325 and relevant resolutions. It corresponds with efforts both nationally and internationally and it includes gender mainstreaming during all phases of peace building and natural disaster risk-reduction and response. Japan started monitoring the implementation of its NAP in 2016 and the NAP will be reviewed three years later.
- ▶ In May 2016, Japan launched the "Development Strategy for Gender Equality and Women's Empowerment" as one of thematic policies under the Development Cooperation Charter. The Strategy focuses on 1) promotion of women's and girl's rights, 2) building the capacity of women and girls to reach their full potential, and 3) advancement of women's leadership in politics, economy and other public fields. On the occasion of the G7 Ise-Shima Summit (May 2016), Japan announced its plan to train roughly 5,000 female administrative officers and assist education for approximately 50,000 female students over the three-year period of 2016-18. Moreover, on the occasion of the World Assembly for Women: WAW! 2016, Prime Minister Abe announced to implement over US\$3 billion in total to empower women in developing countries by 2018.
- ▶ In September 2015, W20 was launched under the G20 in order to achieve gender inclusive global economic development. It is participated by the delegates of 20 countries, UN Women, and the International Labour Organization (ILO). The W20 meeting in 2016 was held on the theme of "Equal Participation, Innovative Development" hosted by China.
- ▶ In the G7 Ise-Shima summit, Japan led the discussion on gender issues as one of the priority agenda. The G7 leaders endorsed the "G7 Guiding Principles for Capacity building of Women and Girls" and the "Women's Initiative in Developing STEM Career (WINDS)", focusing on women's empowerment through education, training and promoting women's active role especially in the field of natural science and technology.

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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