

Oct 22, 2015



**Japan.**  
Different ideas,  
brighter tomorrow.

# Creating “A Society Where Women Shine”

Ministry of Foreign Affairs, Japan

# WOMENOMICS---CORE OF ABENOMICS

Prime Minister Abe has addressed women's empowerment at the UN General Assembly, the World Assembly for Women, and elsewhere.



## ***“GLOBAL LEADERS MEETING ON GENDER EQUALITY AND WOMEN’S EMPOWERMENT” at UN General Assembly (Sep 2015)***

- ❑ Japan enacted new law to promote active engagement of women in society
  - ✓ To [create a society where it is commonplace for both men and women to share responsibility for work, household chores, and child rearing](#)
  - ✓ Will address challenges associated with aging society and low birthrate while still realizing economic growth

## ***The World Assembly for Women in Tokyo: WAW! (Aug 2015)***

- ❑ “Abenomics is “womenomics” – Prime Minister Abe has [consistently promoted the dynamic engagement of women](#)
- ❑ From April 2016, [companies required to draw up and announce voluntary action plans incorporating targets to promote hiring women and appointment of women to executive positions](#)

## ***General Assembly of the United Nations (Sep 2014)***

- ❑ “We must [foster environments in which it is possible to balance child care and nursing care on the one hand and work on the other.](#)”
- ❑ We must eliminate biases about roles of women that still exist in society.



# Women's Empowerment is critical to ABENOMICS (1)

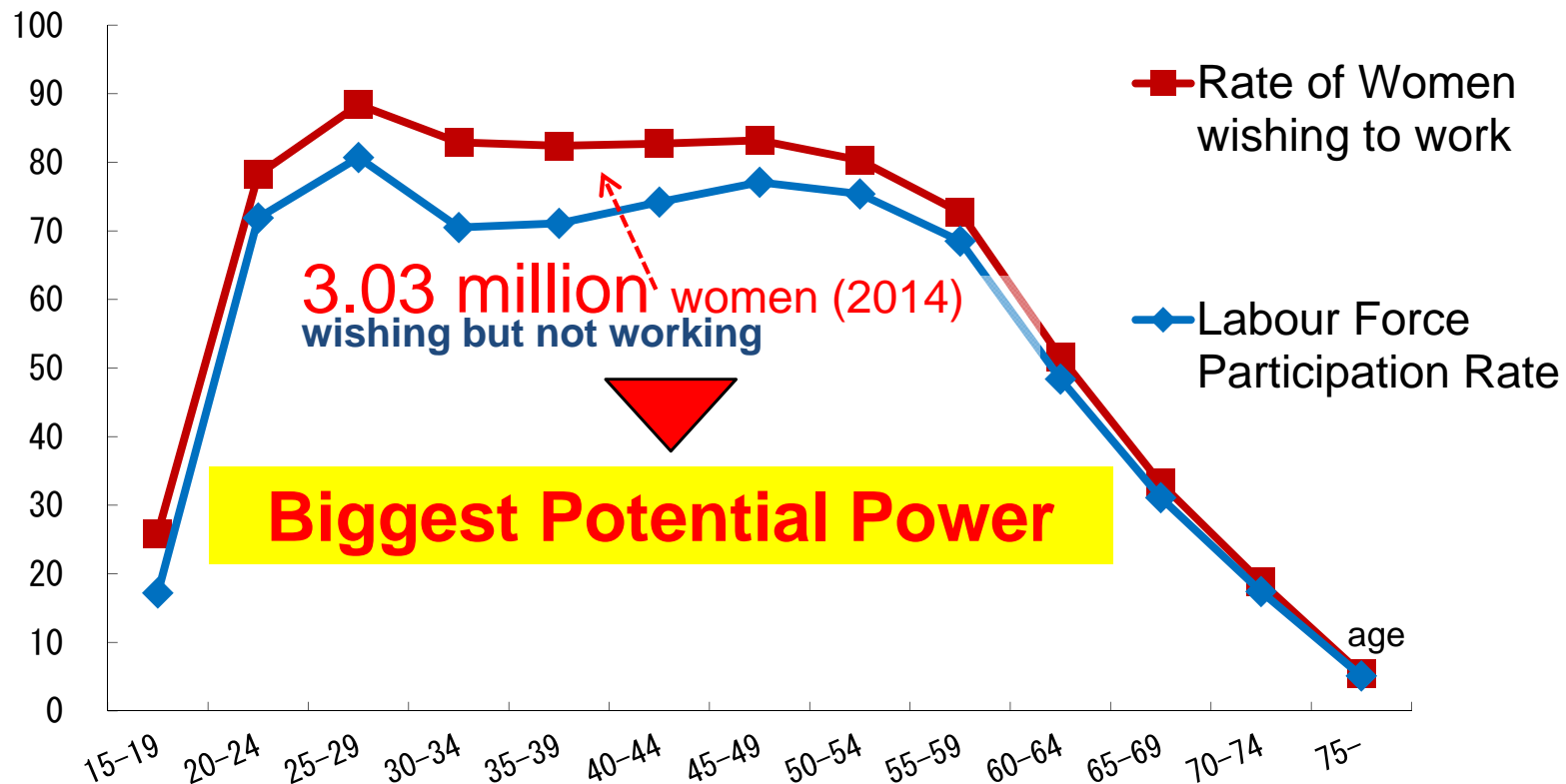
## Necessity

Active  
Participation of  
Women

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

Economic  
Growth

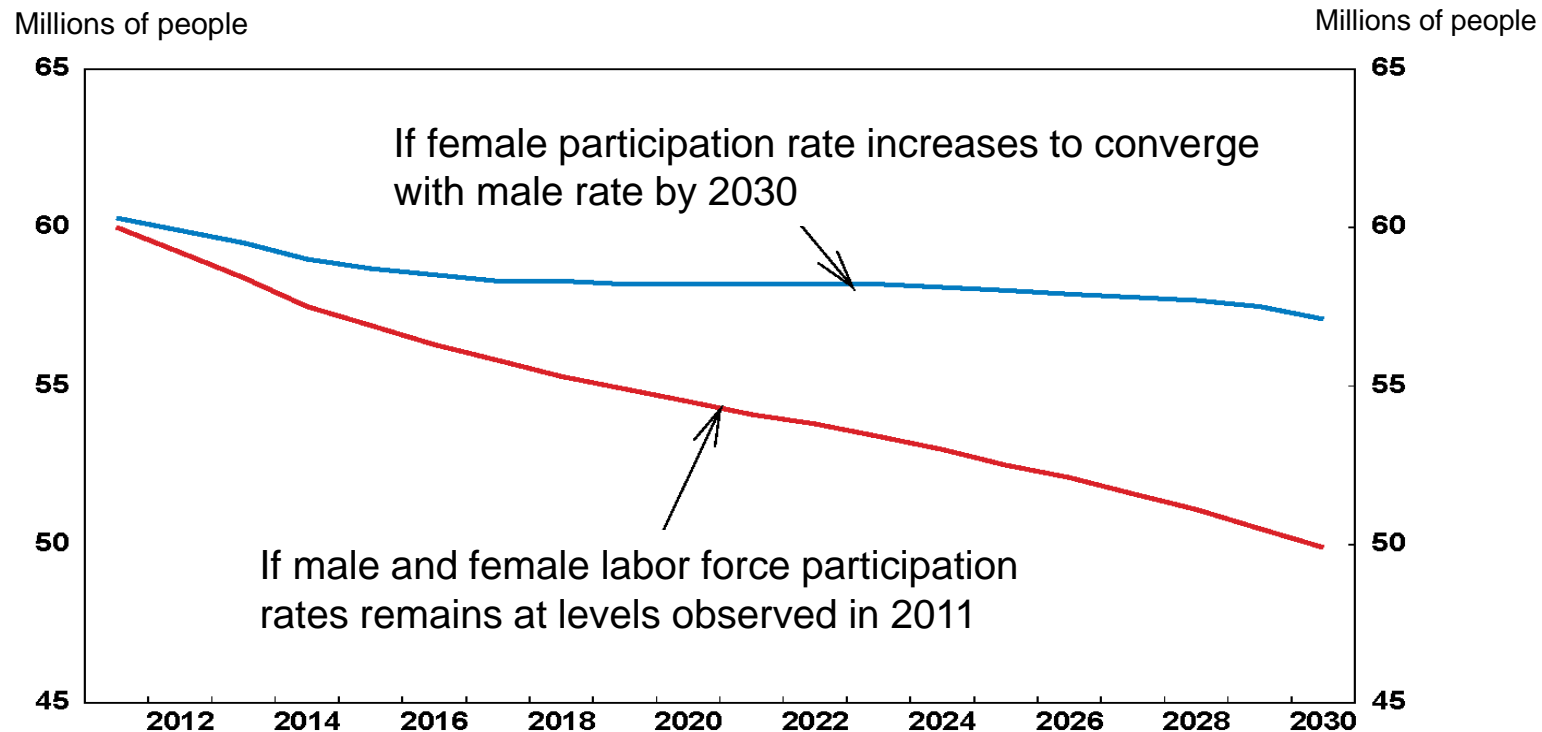
### Women's labour force participation rate by age group



# Women's Empowerment is critical to ABENOMICS (2)

## Impact of raising Women's Labor Participation Rate

- If female labor force participation rates converge with male rate by 2030, labor supply would decline by **only 5%**, increasing **GDP** by almost **20%** compared with unchanged participation rates. (OECD, April 2015)
- Closing gender gap could boost **Japanese GDP** by up to **13%** (Goldman Sachs, April 2014)
- G7 (excluding Italy and Japan) level  $\Rightarrow$  **GDP per capita** will be permanently **4% higher** (IMF, October 2012)



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

## KPIs

by 2020

- Increase **women in leading positions** to **30%**
- Increase **employment rate of women** to **73%**  
(age 25-44) (2012 rate: 68%)

Incentives to women-friendly companies

(Subsidy, Tax, Award, Disclosure of Information)

Supporting women according to life stages

(Childrearing, Reemployment, Entrepreneurship)

Creating an environment for balancing between work and child-rearing

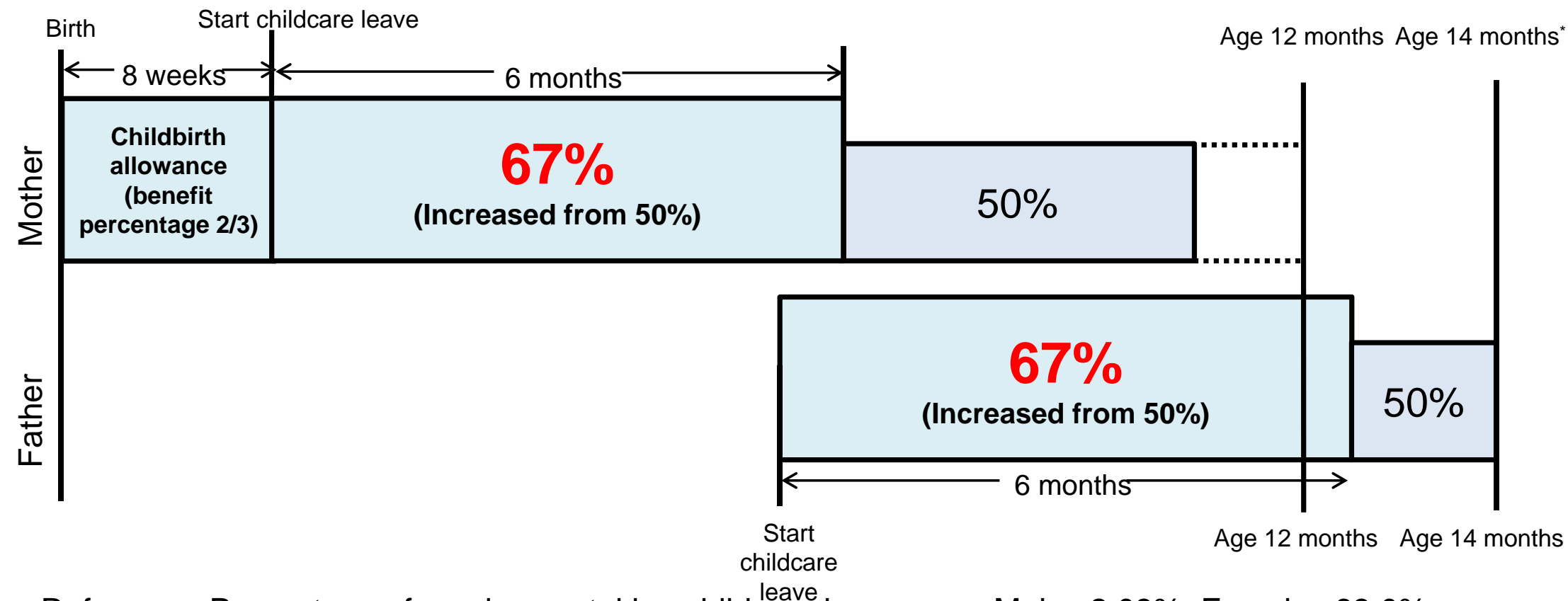
(Teleworking, Expanding Childcare)

# Improvement of Childcare Leave Benefits

## Increase of Benefit (Effective from April 1, 2014)

Raise childcare leave benefits **50% ⇒ 67%** of wage prior to leave (for 6 months from the start of leave) → Further promoting both men and women to take childcare leave.

<Illustration of benefit assuming childcare leave is taken by both parents : Benefit percentage>



Reference: Percentage of employees taking childcare leave (2013): Males 2.03%, Females 83.0%

\* Given that childcare leave benefits are tax exempt and that social insurance premiums are waived during period of childcare leave, **the effective benefit percentage is about 80%** (compared to wages prior to taking leave, less tax & social insurance premiums)<sup>5</sup>

# World Assembly for Women (WAW! 2015) (1)

On August 28<sup>th</sup> and 29<sup>th</sup>, Japan held the 2-day World Assembly for Women (WAW! 2015) in Tokyo.

- **75 leaders** active in women's empowerment area from **41 countries/regions, 8 international orgs** participated (70 Japanese, 145 in total)
- **315 people from abroad** visited Japan for WAW! About **2,000 total in attendance**

## -Public Forum- August 28th

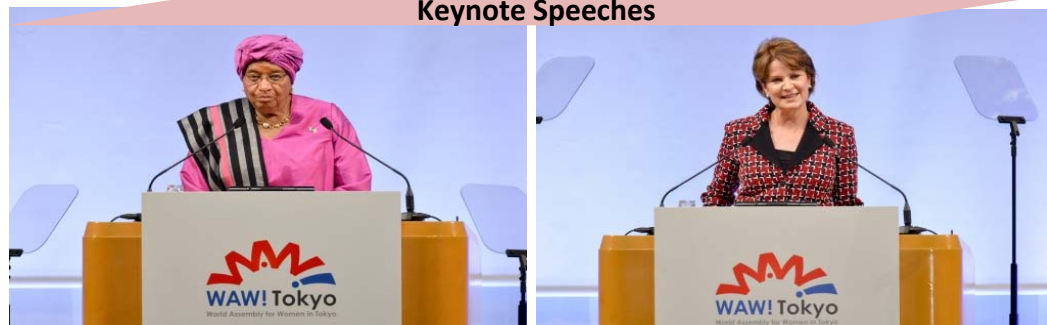
Opening Remarks



### Opening Remarks from Prime Minister Shinzo Abe

- Presented **new bill** just passed to promote active engagement of women in society.
- Announced that Japan will implement over **42 billion yen** in **ODA** toward high-quality **education for women & girls**

Keynote Speeches



### Powerful messages from Keynote Speakers

- **Ellen Johnson Sirleaf**, President of Republic of Liberia; first female president chosen democratically in Africa.
- **Marilyn A. Hewson**, Chairman, President and Chief Executive Officer, Lockheed Martin Corporation; started career at Lockheed Martin; broke through glass ceiling to become CEO

Panel Discussions



### Active Discussion in Two Focused Panel Discussions

- Girls' Education
- Women and the Economy

# World Assembly for Women (WAW! 2015) (2)

On 29 August, active discussions were held by participants under two themes:

**Women and the Economy** and **Global Issues**

As part of this year's new efforts, 6 special sessions were also held.

## High-Level Round Table and Special Sessions August 29th



Discussions led to **concrete proposals**.

Prime Minister attended sessions and joined to the discussions.

## Summit Meetings and Courtesy Call August 28th and 29th

- Japan-Liberia Summit Meeting
- Courtesy Call from Groups (North America, Europe, Asia, Oceania & Latin America, Middle East Asia & Africa)
- Lunch meeting with international organization high-level participants
- Dinner meeting with public sector participants



### Women and the Economy

### Global Issues

Work-Life Management

Engaging Men in Reforms

Women Facing Challenges

Girls and Education

Women and Peacebuilding

Multi-stakeholder Partnership for International Cooperation

### Special Sessions

Women's Empowerment through Sanitation

Women in the field of Natural Science

Implementing Diversity and Innovation

Youth Table

Supporting Women Entrepreneurs across Asia

Gender and Disaster Risk Reduction



A **“WAW! To Do 2015”** list was compiled by the Chair based on proposals and ideas from WAW! 2015 participants.

(Please check “WAW!2015” MOFA website for details)

**“WAW! To Do 2015”** (UN document: A/C.3/70/3)

## **Work-Life Management / Engaging Men in Reforms**

- Change “Long Working Hours”
- Leaders introduce change and expand women`s empowerment networks
- Promote education to develop individuals` abilities
- Design New and Flexible Working Styles Utilizing Information and Communication Technology (ICT)
- Implement Diversity in Organizations Leading to Innovation
- Further Support Women Entrepreneurs across Asia

### **Women Facing Challenges**

- Promote active utilization and enhancement of support systems
- Reinforce actions to support single mothers

### **Girls and Education**

- Work to enable all girls to finish equal and quality primary and secondary education
- Enhance necessary resources in both public and private sector
- Overcome negative social images and increase female students in the field of natural science

## “WAW! To Do 2015” (UN document: A/C.3/70/3)

### **Peacebuilding and Women**

- Promote women’s active participation in peacebuilding processes
- Promote participation of women in the countries/regions concerned
- Enhance women’s rights restoration & empowerment in recovery process
- Mobilize women’s leadership in disaster risk reduction

### **Multi-Stakeholder Partnerships for International Cooperation**

- Build plans, budgets, and data respecting women
- Empower women through adequate sanitation

### **What Youth can do to Realize the Society they Visualize**

- Promote open discussion and take actions based on own values

# World Assembly for Women (WAW!2015) (5)

Various events exemplified this year's theme: **“WAW! for All”** on 28 and 29 August.

## WAW! for All

### WAW! Participants and Audience

<Collected/sent messages via YouTube and photo booth>



### WAW! for All Generations



<Youth discussions held at “Youth Table”. Students joined as audience as well>

### Introduced Japanese Culture

<Tea Ceremony as side event of lunch meeting>



### WAW for All: Engaging Men

<30% of participants were men who engaged in discussions together>



# Japan's Initiatives to realize "A Society Where Women Shine"

In address to UN General Assembly (Sep 2013), PM Abe pledged implementation of **ODA** in excess of **\$3 billion over 3 years** (2013-2015) for **women's empowerment** and **gender equality**.

Approximately \$1.86 billion was implemented in 2013.

- **Strengthen assistance to improve women's living environment**
  - Increasing girls' enrollment rate, providing vocational training, maintaining water-supply systems in villages.
- **Strengthen cooperation with the private sector**
  - Use ODA to promote BOP businesses to contribute to women's empowerment and participation in society
- **Strengthen cooperation with NGOs**
- **Strengthen cooperation with relevant international organizations** (UN Women, UNDP, UNICEF, UNFPA, WFP, etc.).

## Examples of Concrete Actions

### Facilitating women's active role / participation in society and women's empowerment

#### [Example] Bangladesh-Pirojpur District: Promoting the empowerment of women

- Implemented by Japanese NGO "Children Without Borders"
- Provides support for education in Asia
- Pirojpur District: poor, located in river delta, vulnerable to natural disasters
- Women have lower status and limited opportunities; necessary to create opportunities for women to work and earn income in sectors other than agriculture and fisheries.
- Aim of the project: Set up cooperatives for women; strengthen their marketing skills



Sewing workshop with Japanese lecturer

### Supporting women's participation and protecting women's human rights in peace & security

#### [Example] The Philippines: Project on Rehabilitation and Recovery from Typhoon Yolanda

- Aim of the project : Build resilient communities during reconstruction after Typhoon Yolanda and attach great importance to the empowerment of women for the rebuilding of livelihood in areas affected by Typhoon Yolanda.