Greetings!

With an increasing emphasis on the role of gender in development assistance, South Korea, an emerging donor and member of the OECD/DAC, has been expanding its efforts to support gender equality and women’s empowerment in its development assistance. Reflecting this, the Korean Women’s Development Institute (KWDI), the government-funded research institute dedicated for women’s advancement in South Korea, strives to incorporate gender-sensitive perspectives in South Korea’s assistance to developing countries.

As a part of these efforts, KWDI hosts annually an international forum with an objective of mainstreaming gender in development assistance. This year, we are delighted to invite you to the 7th Asia-Pacific Forum on Development and Gender (AP Forum hereafter) on December 14, 2015. This year's forum is especially designed in connection with the Beijing +20 and Sustainable Development Goals (SDGs). Under the theme of “Gender in International Development Agenda: With a Special Focus on Beijing +20 and the SDGs in China, Japan and Korea”, experts from China, Japan and South Korea are invited to review the progress of the Beijing +20 and also to examine gender in the SDGs.

We expect that this AP Forum will serve as a learning opportunity for all of us who share the common goal of advancing women’s situation in the three North east Asian countries. We hope you will grace the occasion with your presence.

Thank you.

December 2015

Myung-un Lee
President
Korean Women’s Development Institute
### Program

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>13:00 ~ 13:30</td>
<td>Registration</td>
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<tr>
<td>13:30 ~ 14:00</td>
<td><strong>Opening Ceremony</strong></td>
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<td>Opening Remarks : <a href="#">Myung-Sun Lee</a>, President, KWDI</td>
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<td>Congratulatory Remarks : <a href="#">Miho Watanabe</a>, NWEC of Japan</td>
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<tr>
<td>14:00 ~ 15:00</td>
<td><strong>Keynote Speech</strong></td>
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<tr>
<td></td>
<td>Gender Equality? Looking Back at Progress since Beijing and Looking Forward to the SDGs</td>
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<tr>
<td></td>
<td>Ms, <a href="#">Julia Broussard</a> Country Programme Manager, China Office, UN Women</td>
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<tr>
<td></td>
<td>Reflecting on Women's Progress in Education and Work in Korea</td>
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<tr>
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<td>Dr, <a href="#">Sunhwa Lee</a> Principal Social Development Specialist, Asian Development Bank</td>
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<tr>
<td>15:00 ~ 15:20</td>
<td>Break</td>
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<tr>
<td>15:20 ~ 16:20</td>
<td><strong>Session: Review of Beijing +20 and Agenda Setting in the SDGs</strong></td>
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<td>Moderator : Professor <a href="#">Hyuksang Sohn</a> Kyunghee University</td>
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<td>From the Beijing Platform for Action to the Sustainable Development Goals Japan’ Efforts to Realize Gender Equality</td>
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<td>Dr, <a href="#">Masami Ochi</a> National Women's Education Center(NWEC) of Japan</td>
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<td>Feminism in China in the 21st Century</td>
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<td>Dr, <a href="#">Shen Yifei</a> Associate Professor, Fudan University, Shanghai, China</td>
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<td>Korean Efforts for Achieving Gender Equality in the Framework of Beijing Platform for Action</td>
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<td>Dr, <a href="#">Sooyeon Lee</a> Senior Research Fellow, Korean Women's Development Institute(KWDI), Korea</td>
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<td>16:20 ~ 17:10</td>
<td><strong>Discussion</strong></td>
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<td><a href="#">Hoejin Jeong</a> Senior Deputy Director, International Cooperation Division, Ministry of Gender Equality and Family, Korea</td>
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<td><a href="#">Kumna Jung</a> Gender Specialist, Korea International Cooperation Agency (KOICA)</td>
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<td><a href="#">Ansealmo Lee</a> Executive Director, Korea Human Rights Foundation</td>
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<td><a href="#">Eun Kyung Kim</a> Director, Center for International Development and Cooperation, KWDI</td>
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<tr>
<td>17:10 ~ 17:30</td>
<td><strong>General Discussion and Closing</strong></td>
</tr>
</tbody>
</table>
Contents

Keynote Speeches

Gender Equality? Looking Back at Progress since Beijing and Looking Forward to the SDGs
Ms. Julia Broussard (Country Programme Manager, China Office, UN Women)

Reflecting on Women’s Progress in Education and Work in Korea
Dr. Sunhwa Lee (Principal Social Development Specialist, Asian Development Bank)

Presentations

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Dr. Sooyeon Lee (Senior Research Fellow, Korean Women’s Development Institute(KWDI), Korea)
Gender Equality? Looking Back at Progress since Beijing and Looking Forward to the SDGs

Ms. Julia Broussard
(Country Programme Manager, China Office, UN Women)
Ladies and gentlemen,

Distinguished guests,

Good morning.

It is my honor to represent UN Women at the 7th Asia-Pacific Forum on Development and Gender. This year - 2015 -- marks 20 years since the Fourth World Conference on Women in Beijing was held in 1995, a conference during which the Beijing Declaration and Platform for Action were adopted.

This year also marks the adoption of the next set of global goals for development - the Sustainable Development Goals. So 2015 is good time reflect on progress made to advance gender equality since 1995 and look ahead to what work still needs to be done under the new SDGs.

So let’s first look back at progress since 1995.

Over these past 20 years a tremendous progress had been made in the area of gender equality. A global progress is visible particularly in women’s health, education and legal rights. Women’s access to health services started to improve. Access to education has increased globally for girls at all levels, particularly in primary education. Violence has become a priority issue at the global level and numerous states adopted legal, policy and institutional frameworks to end violence against women. Elimination of violence against women in armed conflict got onto another level, attention started to be paid on promotion of women’s human rights and mainstreaming gender perspectives in the context of armed conflict. Gender perspectives started to be included in the national plans and strategies on sustainable development, the environment and rural development.

The Fourth World Conference on Women in Beijing was a conference that made history. This conference helped to advance the rights of women and girls all over the world.

In 1995, then First Lady Hillary Rodham Clinton made the famous statement that “Women’s rights are human rights, and human rights are women’s rights.” This statement stands today, stronger than ever before. In 2014, member states compiled reports on advances made toward
achieving the goals of the Beijing Platform for Action. In 2015, these reports were discussed during the 59th session of the United Nations’ Commission on the Status of Women. At that session of the CSW, then Secretary of State Ms. Clinton noted: “This report shows that progress is possible—and that more work remains.” This observation is true of all nations.

The Beijing Platform for Action focused on making progress in health, education and legal rights of women and girls, and for their participation in the economy, in politics and security.

Amongst the many positive changes that have taken place over the past two decades, we have seen the global average life expectancy of women rise from 69 years old in 1995 to 73 years old today. The rate of global maternal mortality dropped by 42 percent in the past twenty years, the mortality rate for infant girls dropped by half, and adolescent births were reduced by nearly one third.

In the sphere of education, many key achievements were made. The number of countries that have achieved the goal of gender parity in both primary and secondary education has risen from 36 to 62 since 2000. Although 62 million girls are still denied their basic right to education, the number of out of school girls has declined by 52 million in the last 15 years.1) More and more girls are being given access to education, not bettering their own futures, but also improving the future of their families and societies.

Regarding legal protection and women’s rights, 56 countries’ constitutions have guaranteed women their protection under the law since 1995. As of 2013, 76 countries had laws against domestic violence, compared to only 13 countries in 1995.

In China, the National People’s Congress is now considering a new national law on domestic violence. I know from talking with gender experts in China that it was the 1995 conference in Beijing that first created awareness of the issue of domestic violence there. Following the conference, organizations began to take steps to address domestic violence and advocate for improved laws. Twenty years later, 29 of 31 provinces in China have enacted legislation to address domestic violence, and the national law is likely to pass next year. Many other countries have seen similar momentum to address and prevent domestic violence since the 4th World Conference on Women.

1) http://en.unesco.org/news/less-half-countries-have-achieved-gender-parity-education
Since 1995, women are also now more present in politics. Women globally hold 22 percent of the seats in national legislatures compared to the 12 percent twenty years ago. In other words, the percentage of women in parliaments around the world has almost doubled in these twenty years.

The Beijing Declaration and Platform for Action highlighted women and the economy as one of the 12 critical areas of concern. Many doors has opened for women in economy ever since Beijing 1995. Today, more women are CEOs of companies, scientists, engineers and doctors - holding jobs that were unthinkable in the past. Women have a vast positive impact on economy, in business, agriculture and industry. In OECD countries, the gender gap in labour force participation narrowed by 9% between 1990 and 2010. Outside of OECD, a greater decline was observed in Central and South America, where labour force gender gap narrowed by more than 12%. However, a progress in Asia was much more limited. Overall, in the OECD in 2010, 65% of women were in the labour force, up from 58% in 1990.2)

Women’s role in peace and security is also a crucial gender issue that has seen key improvements. For millennia, rape has been widely used as a weapon of war in conflict. The change since 1995 is that this gross atrocity is no longer acceptable to the international community. The United Nations’ Security Council has enacted a whole series of resolutions, starting with Resolution 1325, that call for the end of sexual violence as a war tactic, affirm the right of women to participate in peace processes, and requires peace-keeping missions to respond to and prevent sexual violence. As a result, women are better represented in peace processes, perpetrators of sexual violence in conflict situations are being prosecuted under international law, and UN peacekeepers are being trained to handle cases of sexual violence.

Recently here in China, UN Women and the Peacekeeping Centre of the Ministry of National Defense held a successful training for its Peacekeeping Officers on the protection of civilians and of sexual violence. China and other nations have taken up the UN’s call and are working to bring an end to such atrocities.

Yet, despite all these crucial gains, much more work needs to be done. Let us look at the remaining gaps and how they relate to the Sustainable Development Goals.

Women’s health is an important area where serious issues still persist, particularly in relation to HIV/AIDS, which increasingly impacting women worldwide. This also relates to women having less opportunities in health education, unequal power in sexual relationship, however, it can also be a result of gender based violence. In Chinese society, we are still witnessing the prevalent stigma around this disease. UNAIDS published a report examining HIV related issues. In a survey, 87.3% of female respondents, about 10% more than male respondents, expressed their concerned that if their disease is revealed they are frequently subject to gossip that affects their status within the society.3)

Health is also an issue of specific concern. In many countries women still have limited access to maternal prenatal and infant care and risk complications during their pregnancies and childbirth. Around 830 women around the world still die every day from causes related to childbirth or pregnancy. This means one woman dies every two minutes. Particularly, the risk of maternal death per birth for adolescents in age from 15 to 19 is 28% higher than for women aged from 20 to 24. Therefore providing young mothers them with proper care and assistance is vital.

Even though a great progress was made in achieving gender parity in education, overall girls still make up a higher percentage of out-of-school children than boys. Approximately one quarter of girls in the developing world do not attend school.

Economically women are still a minority in the global economy where only 47 percent of women are in the workforce compared to 72 percent of men. Women’s equal rights to capital and property ownership also lag behind men and need to be addressed, as more than 150 countries do not legally ensure capital and property rights for women.

Despite significant gains for women entering politics and governance, the fact that 22 percent of the members of the world’s parliaments are women is still 8 percent shy of the 30 percent goal set by the Beijing conference in 1995. And, perhaps we should ask, why can’t the goal be 50 percent?

Domestic violence remains an issue that is present all over the world. A staggering one in three women have experienced physical or sexual violence in their lifetime. In 2012, globally, 3) http://data.unaids.org/pub/Report/2009/20091127_stigmaindexsummaryreport_en.pdf
one in two women who were killed were killed by their partners or family. In addition, 2.6 billion women and girls live in countries where marital rape is not explicitly criminalized.4)

Less than three months ago, the Member States of the United Nations adopted the seventeen Sustainable Development Goals, which define the objectives to eradicate poverty, protect the environment, and create a world free of discrimination and inequalities of all kinds by the year 2030. Achieving global gender equality is a goal number Five.

Goal Five calls for five specific objectives:
- ending all forms of discrimination against all women and girls everywhere;
- eliminating all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual and other types of exploitation;
- eliminating harmful practices, such as child, early and forced marriage and female genital mutilation; recognizing and valuing unpaid care and domestic workers and the promotion of shared responsibility for household;
- ensuring universal access to sexual and reproductive health and rights; undertaking reforms to give women equal rights to economic resources and
- adopting enforceable legislation for the achievement, rather than a promotion of gender equality at all levels.

However, Goal Five does not and cannot stand alone. It has to be understood and addressed in the context of all other goals. All 17 goals are interrelated and interdependent. This is why the member states have agreed to mainstream gender throughout the other 16 goals.

For example, eliminating the negative effects of climate change is a good example of a goal that is actually connected to gender equality, though it not widely understood as such. Women are generally more vulnerable to negative climate change impacts, such as natural disasters like typhoons, droughts and floods, because women are more highly dependent on agriculture and natural resources for their livelihoods. Moreover, due to their limited resources and capacity to adapt to climate change impacts, including lower incomes, less access to financial resources like property rights, lower education on average, and the care burden that women shoulder, they are much less resilient on average when climate change impacts hit them and their families.

Therefore, when considering policies on climate change, the world’s leaders must consider how to address these gendered vulnerabilities.

This is only one example of how gender must be mainstreamed in another Sustainable Development Goal. In reality, none of the 17 goals can be fully achieved until decision-makers mainstream gender into them.

Looking back at 1995 and looking forward to the SDGs, I would like to note another key change since 1995 that is rarely acknowledged and which, I feel, is quite crucial to achieving the SDGs and advancing gender equality in general.

That change is the increasing number of men joining the effort for gender equality.

Globally, UN Women has been holding a campaign called HeForShe. We are inviting men to become active participants and supporters of gender equality. If women’s rights are human rights, then this affects men too and it is now more than ever imperative to have not just women fighting for women, but having men join hands with them as well. Under the umbrella of HeForShe, some very high profile men have spoken out for women, including military generals, political leaders, leaders of multinational corporations, and celebrities. Aside from HeForShe, there is also the White Ribbon campaign, a global grassroots movement of men taking actions to stop violence against women and girls.

Recently on September 27th, many world political leaders made public commitments to achieve gender equality. As Co-Chair of this meeting, China’s President Xi Jinping made an historic speech at the UN, reiterating China’s commitment to gender equality as one of its fundamental state principles and pledged to support gender equality efforts in developing countries. Altogether, 80 leaders from other countries made similar pledges at this ground-breaking meeting, hosted by UN Women. This was the first international meeting ever convened at which the world’s leaders made specific commitments to gender equality.

The very next day after this meeting, the world’s leaders approved the new Sustainable Development Goals.
Friends and colleagues,

We now have before us a new momentum for gender equality that we cannot afford to lose. We have specific statements from many world leaders affirming their nations’ commitments to advance gender equality, and we have the Sustainable Development Goals, which explicitly call for gender to be mainstreamed across all of its goals, in addition to a stand-alone goal on gender. And, most importantly, we have more and more men joining this cause.

Now, the real work begins.

Looking back at the achievements that had been made since the conference in Beijing in 1995, we can clearly see that the momentum created by a landmark event like a global conference is crucial in furthering our efforts. We must build now on the momentum created by the adoption of the SDGs and commitments made by world leaders.

Looking back at 1995, we can also see that the international momentum created by the conference helped to strengthen the women’s movement in many countries. This was certainly the case in China. Many Chinese gender experts have spoken about the encouragement they received from their international sisters that resulted in the creation of new NGOs in China dedicated to gender issues and the recognition of gender issues, like domestic violence, that had previously remained unspoken. In fact, the 1995 conference had such a huge effect on Chinese society that for many years after the conference many Chinese people assumed that the term “NGO” referred to women’s organizations.

Finally, the goals set by the Beijing Platform for Action provided tangible objectives toward which women’s rights activists could hold their governments’ accountable. Global experience shows that, without accountability, often very little gets accomplished and that’s another reason why we need to seize the SDGs and work collectively to ensure that gender is indeed mainstreamed across all of them.

Friends and colleagues,

I am so honored to be here today, speaking with all of you, my international sisters in the
cause of gender equality. We should promise ourselves today that we will continue with collective efforts towards gender equality, and that we will continue to support and encourage each other.

I would like to present my best of wishes to all of you present here today who are active participants in this global effort for the equality of humanity.

Thank you.
Reflecting on Women's Progress in Education and Work in Korea

Dr. Sunhwa Lee
(Principal Social Development Specialist, Asian Development Bank)
Reflecting on Women’s Education and Work in Asia: Opportunities and Challenges

Sunhwa Lee
Principal Social Development Specialist
Asian Development Bank

14 December 2015
Seoul, Korea

Outline

- An East Asian puzzle on women’s education and labor force participation 25 years ago – Japan and Korea
- Current status of women’s education and work in Asia
- Opportunities and challenges in developing Asia
- What development institutions can do - ADB’s gender mainstreaming approach
A puzzle in E. Asia

- Conventional findings: a close link among macro-level occupational changes, women’s higher educational enrollment, and work participation
- Yet, mismatch was seen between women’s human capital and employment in Korea 25 years ago
  - a weak relationship between women’s education and work participation, particularly among married women and more so in Korea
- In Japan, increases in women’s junior college attendance over university attendance in the past, in response to labor market opportunities
- In Korea, women followed men’s footsteps for university attendance, but a low participation by university-educated married women

Progress in past 20+ years

- Why mismatch?
  - the extent of sex discrimination in the labor market;
  - “cultural/social demand” for education vs. economic/utilitarian demand;
  - state’s response to the popular demand for higher education

- What progress has been there for past 25 years in Korea?
  - Dramatic increases in women’s higher education attainment
  - Overall increases in LFP but relatively little impact of women’s education
  - Government initiatives to facilitate married women’s work participation (e.g., child care, flexible work schedules)
### Korea: Married Women’s Labor Force Participation by Education

![Graph showing labor force participation by education level and gender for different years (1985, 1995, 2005).](image)

### Higher education and LFPR by Sex

<table>
<thead>
<tr>
<th>Country</th>
<th>GGI rank</th>
<th>Higher ed (%)</th>
<th>LFPR (%)</th>
<th>% F in managerial</th>
<th>% F students in STEM</th>
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<td>108</td>
<td>24 26</td>
<td>29 83</td>
<td>NA NA</td>
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Developing Asia

- Increases in women’s educational attainment exceed men’s in many countries of Asia and the Pacific
- Women’s work participation varies greatly across countries:
  - Long-run trends relatively stable over past 25 years
  - The gender gap has widened in some countries (e.g. China, Korea, Indonesia, India, Pakistan)
- Improved opportunities in education, while challenges continue for women’s work participation, especially in the quality of work
- Highly-educated women actively join the labor force in many SE countries

Female Labor Force Participation by Region

(% in Female population aged 15+)

Figure 3. Female Labor Force Participation by Region (% of Female Population Age 15+): Not much change over the last 25 years

Reflecting on Women's Progress in Education and Work in Korea
Challenges for Women’s Work in Developing Asia

- Key Constraints:
  - Cultural and traditional social/gender norms
  - Legal frameworks and sex discriminatory practices in the labor market
  - Quality of women’s human capital

- Yet, some encouraging signs for developing Asia with various international commitments and global pressures on gender equity issues

- Development institutions like ADB can help break down barriers to women’s labor force participation

ADB’s gender mainstreaming approach

- In ADB Strategy, gender equity is one of five drivers of change for development in Asia and the Pacific region

- ADB’s financing is to ensure that women benefit from and participate in development projects as men, through a gender mainstreaming approach
  - 45% institutional target for gender mainstreaming in all ADB-financed projects at entry
  - Gender action plans (GAP) as part of project documents
  - Current efforts at successful GAP implementation
  - Gender equity results to be seen at project completion
Reflecting on Women’s Progress in Education and Work in Korea

Gender Mainstreaming across ADB Sectors

Percentages are in 3-year averages (2013-2014)

Energy: 23% 55%
Transport: 88%
Water: 90%
ICT: 93%
Others: 79%
Finance: 75%
Education: 62%
Agriculture: 50%
Health: 40%
Industry and Trade: 30%
PSM: 20%

Number of Projects
Projects with Gender Mainstreaming
Rest of ADB Projects

Gender Mainstreaming: Examples

To break down barriers for women’s work participation...

- Requiring jobs for women:
  - Road construction and maintenance work
  - Energy, water technicians
  - Urban planners and leadership roles
  - Financing for women enterprises

To encourage women’s education and skills training in non-traditional sectors...

- Requiring female enrollment in technical fields:
  - science/engineering fields
  - technical fields (e.g., construction, auto mechanic)
**Gender Mainstreaming: Example**

Kingdom of Tonga: ADB-financed energy project

- GAP requirement for 20% of technicians to be women through training (6 female technicians)
- No previous recruitment of women, as all technicians used to be recruited through a men’s technical college
- **Impacts:**
  - Changes in family and community perceptions about women’s role;
  - Changes in recruitment practices in energy, water, and other utilities companies;
  - Women regarded as highly productive workers by employers, etc.
From the Beijing Platform for Action to the Sustainable Development Goals Japan’ Efforts to Realize Gender Equality

Dr. Masami Ochi
(National Women’s Education Center(NWEC) of Japan)
The 7th Asia-Pacific Forum on Development and Gender

From the Beijing Platform for Action to the Sustainable Development Goals
Japan’s Efforts to Realize Gender Equality

December 14, 2015
Venue: Korea Chamber of Commerce and Industry
Dr. Masami Ochi
Office of Research and International Affairs
National Women’s Education Center of Japan

AGENDA

From the Beijing Women’s Conference to Today:
Japan’s steps toward gender equality

Achieving the Sustainable Development Goals (SDGs):

Japan’s challenges
1. Gender wage gaps
2. Gender mainstreaming during disasters and the ensuing recovery period
3. The increasingly diverse and complex issues of violence against women and trafficking in persons
From the Beijing Women’s Conference to Today: Japan’s steps toward gender equality

- **1995**: The Fourth World Conference on Women, UN
  Announcement of the Women in Development Initiatives
- **1997**: Enactment of the Basic Law for a Gender-Equal Society
- **1993, 1998 & 2003**: Hosting of Tokyo International Conferences on African Development (TICAD)
- **2003**: Formulation of a new ODA Charter
- **2004**: Formulation of Action Plan to Combat Trafficking in Persons
- **2005**: Formulation of “Gender and Development (GAD) Initiatives”
- **2011 & 2013**: Proposition and adoption of resolutions on “Gender Equality and the Empowerment of Women in Natural Disasters” by the Japanese government at the 56th and 58th sessions of the UN Commission on the Status of Women
- **2015**: Opening of the UN Women Liaison Office in Japan

Changes in ODA from Major Donors

![Chart showing changes in ODA](chart)

Source: OECD/DAC
(Note 1) Excluding aid provided to former recipient countries

©National Women’s Education Center
Trends in Aid in Gender Equality and Women’s Empowerment (Japan, annual commitments from 2002–2013)

Source: OECD DAC CRS

Gender Equality Focus of Sectors (Japan, 2012)

Source: OECD DAC CRS
Japan’s Top 10 Recipients of Gender Equality focused Aid

<table>
<thead>
<tr>
<th>Country</th>
<th>Total sector allocable aid</th>
<th>Gender equality focused aid 2012 USD million</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>India</td>
<td>3,614</td>
<td>550</td>
<td>15%</td>
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<tr>
<td>Bangladesh</td>
<td>1,159</td>
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<td>Egypt</td>
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<td>686</td>
<td>132</td>
<td>21%</td>
</tr>
<tr>
<td>Nepal</td>
<td>177</td>
<td>104</td>
<td>69%</td>
</tr>
<tr>
<td>Cabo Verde</td>
<td>137</td>
<td>96</td>
<td>71%</td>
</tr>
<tr>
<td>Haiti</td>
<td>89</td>
<td>84</td>
<td>97%</td>
</tr>
<tr>
<td>Tanzania</td>
<td>150</td>
<td>70</td>
<td>52%</td>
</tr>
<tr>
<td>Mozambique</td>
<td>178</td>
<td>61</td>
<td>39%</td>
</tr>
</tbody>
</table>

Source: OECD DAC CRS

©National Women’s Education Center

JICA’s Cooperation in Gender and Development: Projects around the Globe

Source: JICA

©National Women’s Education Center
Critical Discussion on the MDGs

1. Issues overlooked by development models that assume macroeconomic growth (e.g. good governance, peacebuilding)

2. The merits and demerits of “numerical targets” (e.g. primary school enrollment rates vs. the “quality” of education)

3. The need to address new issues that have emerged over the past 20 years (e.g. natural disaster, climate change and gender; young women and girls; domestic gaps)

4. Donor nations assume the position: “Achievement of MDGs is a task for developing countries.” As a result, deliberation on gender inequality, etc., within Japan has been tenuous at best

II Achieving the Sustainable Development Goals (SDGs): Japan’s Challenges

1. Gender wage gaps

2. Gender mainstreaming during disasters and the ensuing recovery period

3. The increasingly diverse and complex issues of violence against women and trafficking in persons
Gender equality in Japan today


II-1 Gender Wage Gaps

Source:
Japan: The MHLW "2013 Basic Survey on Wage Structure"
Other sources: The Japan Institute for Labour Policy and Training "2013 Database of International Labour Statistics"
Note: In principle, wages for all industries are listed. The range of workers may vary by country. Data for Japan refers to a regular worker's monthly scheduled wage. Data for France refers to the hourly wage in 2007.
Women Face Difficulty to Continue to Work Due to Lifecycle Changes.

Japan’s (and South Korea’s) M-shaped curve remains an anomaly among developed countries. International comparison of the labor force participation rate of women by age (2008) (%)

- Japan
- U.S.A.
- Germany
- France
- Korea

Sources: OECD Database “LFS by sex and age” (Nov. 2009); MHLW

© National Women’s Education Center

Most Women resuming work engage in “non-regular work” in the form of part-time jobs.

Changes in the gap between workers’ average scheduled hourly wage

<table>
<thead>
<tr>
<th>Year</th>
<th>When regular male workers = 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>1989</td>
<td>47.9</td>
</tr>
<tr>
<td>1990</td>
<td>43.8</td>
</tr>
<tr>
<td>1991</td>
<td>43.8</td>
</tr>
<tr>
<td>1992</td>
<td>43.8</td>
</tr>
<tr>
<td>1993</td>
<td>43.7</td>
</tr>
<tr>
<td>1994</td>
<td>44.4</td>
</tr>
<tr>
<td>1995</td>
<td>44.3</td>
</tr>
<tr>
<td>1996</td>
<td>44.3</td>
</tr>
<tr>
<td>1997</td>
<td>44.3</td>
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<td>44.3</td>
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<tr>
<td>2007</td>
<td>44.3</td>
</tr>
<tr>
<td>2008</td>
<td>44.3</td>
</tr>
<tr>
<td>2009</td>
<td>44.3</td>
</tr>
</tbody>
</table>

Notes:
- Compiled from the MHLW “Basic Survey on Wage Structure”
- The average scheduled hours wage for each category was calculated by equalizing that of a regular male worker to 100.

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On the other hand, the potential labor force participation rate of women is high.

Potential labor force participation rate = \frac{\text{Workers} + \text{Unemployed people} + \text{People wanting to work}}{\text{Population (15 years and above)}}

Note: The labor force participation rate and potential labor force participation rate refer to the values for women 25-44 years of age.

Source: Japan: MCI (Ministry of Internal Affairs and Communications) “Labor Force Survey (Detailed tabulation)”;
Elsewhere: OECD Family database.
The Japanese Government announced a package of policies designed to enable all women to shine.

A society in which all women can shine

- Women want to lead healthy stable lives
- Women want to conceive, give birth, raise children and care for family members with peace of mind
- Women want to become active in their community or start a business
- Women want safe stable lifestyles
- Women want to play active roles at work
- Women want to connect with people and information

II–2 Gender Mainstreaming during Disasters and the Ensuing Recovery Period

The Great East Japan Earthquake:

Occurred on March 11, 2011
15,890 deaths 2,589 missing (as of the end of Feb. 2015)
Approx. 220,000 evacuees (as of the end of April 2015)
II-2 Gender Mainstreaming during Disasters and the Ensuing Recovery Period

- Gender issues immediately after disasters
  - Sexual violence (including attempted cases) and DV at evacuation centers
  - Lack of relief goods to meet women's needs
  - Management of evacuation centers based on stereotypical gender-based perceptions of role-sharing (most leaders were men)

- Gender issues in the recovery period
  - Difficulties faced by women victims to gain economic independence

II-3 The increasingly Diverse and Complex Issues of Violence Against Women and Trafficking in Persons

- As a destination country, Japan is ranked under Tier 2 in the U.S. Department of State's Trafficking in Persons Report

Recent Trends
- Decline in “entertainers” while sharp increase in Japanese spouse
- Concern on “victims” going undersurface
- No prosecution of labor trafficking
- Better government-NGO collaboration necessary
New forms of trafficking in persons target underage girls

“Japanese nationals, particularly runaway teenage girls and children of foreign and Japanese citizens who have acquired nationality, are also subjected to sex trafficking. The phenomenon of enjo kosai, also known as “compensated dating” and variants of the “JK business” (JK stands for joshi-kosei or high school girl) continue to facilitate the prostitution of Japanese children. Sophisticated and organized prostitution networks target vulnerable Japanese women and girls – often in poverty or with mental and intellectual disabilities – in public areas such as subways, popular youth hangouts, schools, and online; some of these women and girls become trafficking victims.”

2015 Trafficking in Persons Report
Types of JK Businesses Employing Underage Girls

- “ENJO KOSAI” (Compensated Dating)
- “JK Business” (Joshi Kokosei=high school student)
- “JK Osanpo” dating (going for walk) with young girls
- “JK Refle” Massage (reflexology) by young girls
- Rental Girlfriend

Concluding Remarks

- Beijing Platform for Action as a milestone to promote gender equality in Japan
- Japan’s contributions to women’s empowerment in developing countries through ODA
- Existing and emerging gender issues faced by Japanese society
- More enhanced network with stakeholders to tackle against global agenda and to achieve SDGs
References

- National Women’s Education Center (NWEC), 2014, *To Combat “Trafficking in Persons” and “Violence against Women”*, Saitama: NWEC.

Thank you for your kind attention.

http://www.nwec.jp/en/
https://www.facebook.com/NWEClapan
The 7th Asia-Pacific Forum on Development and Gender

Session: Review of Beijing +20 and Agenda Setting in the SDGs

Feminism in China in the 21st Century

Dr. Shen Yifei

(Associate Professor, Fudan University, Shanghai, China)
The budding women’s movement

- 1900-1911: a political issue: unbound feet youwei kang 康有为, qichao liang 梁启超, fu yan 严复: 弱种流传, 国民之母, 强国必须强种
- 1902: women’s right translate from Japan
- Women’s movement was one part of the the national liberation
- Male feminists: Qichao Liang, Junwu Ma, Tianhe Jin
- Female feminists: xiejun Chen, Zhujun Zhang, Zhen HE
Dispute about women’s right

three orientation:
- the mother of mainland---for national, Women as women
- the equal right --- for women, Women as man
- the new Lady ---for individual, gender
- Determine the future of Feminism in China

After 1949

The right in Law is equal

- The change in public sphere: women is same with men; women can do what men do
- Got the equal law right
- Marxism feminism
- State feminism

Iron girls
What do you feel and find?

Women is a “great” human resource

GO TO THE COUNTRY SIDE AND THE WILDERNESS
Patriarchy in private life

- Kept on Gender role in private life
- “Unit” (单位) support family
- Double burden

The economic reform

- Liberalism feminism: chance equal
- The decline of women’s status, but more choice for individuals include women
Feminists in China

中国的女权主义者

- 妇联  women’s federation
- 学界  academic circle
- 媒体记者  report
- 年轻女权主义者  young feminists
- 不同的策略  different strategy

The national orientation

- For nation: offer advice, made contribution
- 59 law and regulations, policy
- Thousands NGOs
- Research centers
The individual orientation

- sexuality
- Unequal gender opportunity and culture
- Vulnerable group

我可以骚，你不能扰
I can be slutty, you can not harass me (2013)
The young feminists: Use the body as a Social battlefield
2012-2015
Cooperation Anti-Domestic Violence Law

Conclusion

- development, but not equal
- More choice, more burden
- National orientation or individual orientation, still dispute
- Gender equality still not clear
Thanks
Korean Efforts for Achieving Gender Equality in the Framework of Beijing Platform for Action

Dr. Sooyeon Lee
(Senior Research Fellow, Korean Women's Development Institute(KWDI), Korea)
Korean Efforts for Achieving Gender Equality in the Framework of Beijing Platform for Action

Soyeon Lee
Senior Research Fellow

Contents

- Overview
- Major Agendas
  1. Women’s Economic Participation
  2. Women’s Political Representation
  3. Violence Against Women
- Major Legal Development
- Korean Perspectives for SDGs
OVERVIEW

- The adoption of the Beijing Platform for Action provided a momentous juncture for the Korean Government to make various efforts in achieving gender equality with stronger political will.

- It also prompted invigorating and maturing of the women’s movements which shot up in the late ’80s.
The major agendas the Korean government pursued in the framework of the Beijing platform were:

- Women’s Economic Participation
- Women’s Political Representation
- Violence Against Women

I. Women’s Economic Participation

**Achievements**
- Increased Economic Participation
- Improved Childcare Support
- Work and Family Balance Assistance

**Challenges**
- Women’s Career Interruptions
- Gender Wage Gap
- Low Economic Participation of college-educated women
Increase in women’s economic participation

![Graph showing increase in women's economic participation](image)

Improved Childcare Support

- Increase in Workplace Daycare Facilities
  - Fifty-two percent of the organizations obligated to set up a workplace childcare center have met the obligation.
- Subsidies for educational and daycare costs for all children 3–5 years old regardless of household income
Work & Family Balance Assistance

- Flexible work arrangements and expansion of part-time work
- 90 days of paid maternity leave
- Childcare leave for workers with infants and toddlers (1 yr for each parent)

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children under 1 year old</td>
<td>-</td>
<td>-</td>
<td>57.2</td>
<td>62.3</td>
</tr>
<tr>
<td>Children under 3 Years old</td>
<td>16.9</td>
<td>28.3</td>
<td>25.6</td>
<td>28.6</td>
</tr>
</tbody>
</table>

Women’s Career Interruptions

- Women’s career interruption due to marriage, pregnancy, childbirth and rearing has not been reduced.

<table>
<thead>
<tr>
<th></th>
<th>June 2011</th>
<th>June 2012</th>
<th>April 2013</th>
<th>April 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married women between 15–54</td>
<td>9,886</td>
<td>9,747</td>
<td>9,713</td>
<td>9,561</td>
</tr>
<tr>
<td>Women with career interruption</td>
<td>1,900</td>
<td>1,978</td>
<td>1,955</td>
<td>1,977</td>
</tr>
<tr>
<td>Percentage of women with career interruption</td>
<td>19.3</td>
<td>20.3</td>
<td>20.1</td>
<td>20.7</td>
</tr>
</tbody>
</table>

Source: Statistics Bureau, Regional Employment Survey
Gender Wage Gap

- In Korea, gender wage gap due to gender difference in the career length, higher rate of female irregular works, and gender division of job markets still exists.
  - Rate of female wage to male wage

![Gender Wage Gap Chart]

Low Economic Participation of Female College Graduates

- Economic participation rate of college graduates

<table>
<thead>
<tr>
<th></th>
<th>Korea</th>
<th>OECD</th>
<th>Japan</th>
<th>U.S.</th>
<th>G.B.</th>
<th>Australia</th>
<th>Canada</th>
<th>France</th>
<th>Sweden</th>
<th>Norway</th>
</tr>
</thead>
<tbody>
<tr>
<td>women</td>
<td>63.0</td>
<td>82.8</td>
<td>69.6</td>
<td>79.5</td>
<td>82.3</td>
<td>82.0</td>
<td>83.0</td>
<td>86.1</td>
<td>91.3</td>
<td>90.2</td>
</tr>
<tr>
<td>men</td>
<td>92.5</td>
<td>92.1</td>
<td>95.0</td>
<td>89.3</td>
<td>92.3</td>
<td>92.9</td>
<td>89.6</td>
<td>92.2</td>
<td>94.0</td>
<td>93.6</td>
</tr>
</tbody>
</table>

Source: OECD employment outlook 2014, 275
2. Women’s Political Representation

Achievements
- Increase in the percentage of female members in the National Assembly and local government councils

Challenges
- Low ranking in women’s political representation in the global gender gap index

Increase in the Female Members in the National Assembly and Local Councils

<table>
<thead>
<tr>
<th>Election</th>
<th>Election title</th>
<th>Total</th>
<th>Gender</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>299</td>
<td>258</td>
<td>41(13.0)</td>
</tr>
<tr>
<td>18th Election</td>
<td>Proportional</td>
<td>54</td>
<td>27</td>
<td>27(50.0)</td>
</tr>
<tr>
<td></td>
<td>representation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Local constituency-</td>
<td>245</td>
<td>231</td>
<td>14(5.0)</td>
</tr>
<tr>
<td></td>
<td>based</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19th Election</td>
<td>Proportional</td>
<td>54</td>
<td>26</td>
<td>28(51.9)</td>
</tr>
<tr>
<td></td>
<td>representation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Local constituency-</td>
<td>246</td>
<td>227</td>
<td>19(7.7)</td>
</tr>
<tr>
<td></td>
<td>based</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Increase in the Female Members in the Local Councils

<table>
<thead>
<tr>
<th>Local Election</th>
<th>Total</th>
<th>Gender</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Men</td>
<td>Women (%)</td>
</tr>
<tr>
<td>2006</td>
<td>3,867</td>
<td>3,338</td>
<td>529(13.0%)</td>
</tr>
<tr>
<td>2010</td>
<td>3,893</td>
<td>3,148(60.0)</td>
<td>745(20.0)</td>
</tr>
<tr>
<td>2014</td>
<td>3,930</td>
<td>3,076</td>
<td>854(21.7)</td>
</tr>
</tbody>
</table>


### Global Comparison of % of Female Members in the National Assembly

<table>
<thead>
<tr>
<th>Percentage of female members</th>
<th>country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 50</td>
<td>Rwanda, Bolivia</td>
</tr>
<tr>
<td>40–50</td>
<td>11(Cuba, Sweden, Saychelles, etc.)</td>
</tr>
<tr>
<td>30–40</td>
<td>31(Norway, Mozambique, etc.)</td>
</tr>
<tr>
<td>20–30</td>
<td>35(Swiss, Great Britain, etc.)</td>
</tr>
</tbody>
</table>

Source: IPU, 2015
Government Strategies
to raise the percentage of female lawmakers

- Set quotas for female candidates in the electoral district nominations for the National Assembly and local councils,
- Provide additional state subsidy for the election,
- Expand state subsidy for the nomination of female candidates,
- Foster female candidates, and disseminate a gender–equal political culture.

Set-backs in progress

- Gender stereotype that views women as irrelevant actors in the political field is the major obstacle to enhancing women’s political representation.
- The male-dominated culture within political parties often demoralizes women running for election.
- The Ministry is building an infrastructure for education on political empowerment of women and enhancement of women’s leadership.
- The Ministry has been working to raise public awareness on the importance of women’s political representation and to create social environment that embraces political participation of women.
- The Ministry is supporting women’s organizations, universities and research institutes, political parties and the National Assembly to establish a cooperative mechanism on the enhancement of women’s political representation.
3. Violence against Women

**Achievements**
- Set-up of Legal & institutional infrastructure
- Raised awareness of women's human rights

**Challenges**
- Violence against women has not been reduced
- Ineffectiveness in protecting the victims and reducing recidivism


- Abolition of sex-crime offenses subject to complaint by the victim
- Number of the reported sexual assault cases increased from 19,939 in 2011 to 26,919 in 2013.
- Prosecution rate for sexual assault crimes rose from 42.9% in 2010 to 52% in 2013.
<The Prosecution Rates for Sexual Assault Cases>

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prosecution Rate (%)</td>
<td>41.1</td>
<td>42.8</td>
<td>45.4</td>
<td>48.8</td>
</tr>
</tbody>
</table>

Source: Gender Statistics and MOGEF

Protection of Domestic Violence Victims

Number of domestic violence offenders grew from 6,939 in 2010 to 19,561 in 2013.

- Domestic violence arrest rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Arrest Cases</th>
<th>Number of Offenders Arrested</th>
<th>Recidivism Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>w/</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>detention</td>
</tr>
<tr>
<td>2010</td>
<td>7,359</td>
<td>7,992</td>
<td>60</td>
</tr>
<tr>
<td>2011</td>
<td>6,848</td>
<td>7,272</td>
<td>51</td>
</tr>
<tr>
<td>2012</td>
<td>8,762</td>
<td>9,345</td>
<td>73</td>
</tr>
<tr>
<td>2013</td>
<td>16,785</td>
<td>18,000</td>
<td>262</td>
</tr>
</tbody>
</table>

※ Source: Korea gender sensitive statistics, KWDI (2008)
Further Efforts

- To prevent recidivism against women and children, the government introduced a public notification system which provides information on sex offenders against children and youth and the chemical castration system in 2011.
- Other measures such as employer types with limited opportunities for ex-offenders and offenders subject to medical treatment were expanded.

Major Legal Development
related to the promotion of gender equality

- Abolition of the family head system and the legislation of the Act on the Registration etc. of Family Relationship (2007)
- Abolition of the clause on the ban on same-surname-and-same-origin marriage and the prohibition of Consanguineous Marriage (2005)
- Abolition of the period of prohibition of remarriage for women (2005)
Abolition of Family Head System

- The ‘family head system’ as such created a social atmosphere in which the husband and the son were supposed to continue the family lineage, and therefore formed the foundation of the ‘notion of preferring sons to daughters,’ due to which sons were favored for their ability to succeed as the family head while daughters were aborted.
- Women’s organizations, NGOs, and the Society of Family Law recommended a judicial review on the family head system, and on 3 February 2005, the Constitutional Court decided that the family head system was incompatible with the Constitution.

Lifting of the Ban on Same-surname & Same-origin Marriage

- This clause, which prohibited marriage between people with the same family name and the same place of family origin regardless of the degree of consanguinity, discriminated between patrilineage and matrilineage without reasonable grounds.
- Thanks to the continuous efforts by NGOs and women’s organizations, a gender egalitarian clause that prohibited marriage between blood relatives without gender discrimination was passed in the National Assembly on 2 March 2005 and was prescribed in the Civil Act.
Abolition of the Period of Prohibition of Remarriage for Women (2005)

- Article 811 of the Civil Act provided that men had no restriction in remarriage, whereas women were not allowed to remarry until six months after the termination of the marriage relationship.
- The intention of the specification of the period of prohibition of remarriage for women was that without the period, there could be difficulty in determining the father of a child, but considering the scientific advancements such as the DNA paternity test, the above-mentioned clause was very anachronistic and contrary to gender equality.

Korean Perspectives for SDGs

Paradigm Shift

- Women’s Policies
- Gender Equality Policies
Korean Perspectives for SDGs

Resolution of the structured sexual discrimination
- Eradicate gender stereotypes
- Reduce gender wage gap
- Eliminate gendered work types

Encourage men’s participation in gender equality
- Shared houseworks
- Men’s initiative for elimination of violence of women

Support for Women in the vulnerable areas
- Raise women’s political representation
- Protection of women’s human rights

Enhancement of men’s life quality
- Eliminate the practice of long work hours
- Work and life balance for men

Thank you!