

Japan

2023 Q3 Japan Summary

With the declaration of the COVID-19 emergency over, we are once again seeing an increase in the number of events that can be conducted in person. We recognize the joy of meeting people in real life, while also using the advantages of online.

Q3 in Japan, we report on the Equal Pay Day national conference and Equal Pay Day activities held around the country. The wage gap in Japan is still large and there are still many issues to be addressed, but BPW Japan will continue to take action to eliminate the wage gap.

Equal Pay Day National Conference –September 18th at Fusenkaikann (ICHIKAWA Fusae Center for Women and Governance)

At this conference, issues were clarified through exchanges of opinions with participants based on an explanation of government policies by an official regarding the elimination of wage disparities, and lectures by a researcher and a tax policy expert (BPW member). An appeal for solving the issues was then compiled.

<Theme>

「賃金の男女格差解消に向けてー「昭和モデルから令和モデルへ」

Toward eliminating the gender pay gap - from *Showa* model to *Reiwa* model -



Lecturers

Hideki Ando, Director of Equal Employment

Hideo Owan, Professor, Waseda University

Hiromi Fujita, Certified tax accountant (BPW Member)

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EPD appeal 2023

We compile the EPD appeal for issue resolution during the conference.

The contents of the EPD appeal are as follows

- ✓ Wage disparity is a human rights issue
- ✓ Appeal for the EPD movement to make the wage gap "visible"
- ✓ Eliminate gender disparities in all venues
- ✓ Act in cooperation with the business community, institutional investors, the media, NGOs

The Executive of BPW Japan visited the Cabinet Office, the Ministry of Health and Labor and Welfare to deliver the EPD appeal and conducted advocacy activities.



Keiko Okada, Director General of Gender Equality Bureau (Cabinet Office) September.22th,2023.



Natsuko Horii, Director General of Health, Labor and Welfare and Environment Bureau.

Hideki Ando, Director of Equal Employment. September.29th,2023.

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EPD activities took place throughout the country.



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Kagawa Club



Kitakyushu Club



Nagasaki Club



Fukuoka Club



Yamagata associate



On July 25, 2023, BPW Japan was granted Special Consultative Status of the United Nations Economic and Social Council (UN ECOSOC). This Special Consultative Status was requested by the late former President Masako Hiramatsu. With this opportunity, BPW Japan hopes to further enhance its business in the future.