



Sabae, The City Where Women Shine

Sabae's Efforts Towards Gender Equality With
The Implementation of SDGs Goal 5

What is Gender Equality?

Gender equality is the state of equal rights, protections, and opportunities for all people regardless of gender. Sustainable Development Goal 5 Gender Equality strives to achieve this by 2030, and progress towards this goal is measured annually via the United Nations Development Programme’s Human Development Report.



An Overview Of Gender Equality In Japan

Gender inequality still remains a large issue across Japanese Society; Japan ranked 120 out of 156 countries in the Gender Gap Index as seen in the 2021 Global Gender Gap Report published by the World Economic Forum. The Gender Gap Index

(GGI) measures gender-based disparity across four areas: economic opportunities, political leadership, education and health. Each category is scored from 0 to 1, with 0 representing total inequality and 1 representing total equality.

2021 GGI

Rank	Country	Score
1	Iceland	0.892
2	Finland	0.861
3	Norway	0.849
4	New Zealand	0.840
5	Sweden	0.823
6	Namibia	0.809
7	Rwanda	0.805
8	Lithuania	0.804
9	Ireland	0.800
10	Swiss	0.798
16	France	0.784
23	United Kingdom	0.775
24	Canada	0.772
30	United States	0.763
102	Korea	0.687
107	China	0.682
120	Japan	0.656

(Source: WEF Global Gender Gap Report 2021)

2021 GGI Japan Score

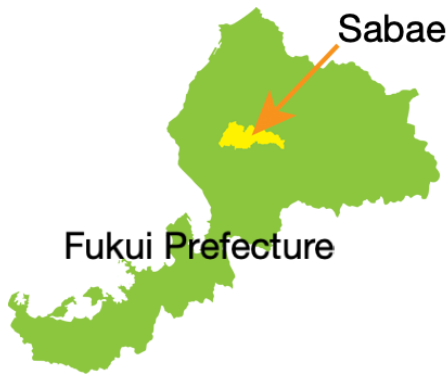
Area	Score (Rank)
Economy	0.604 (117)
Politics	0.061 (147)
Education	0.983 (92)
Health	0.973 (65)

Although Japan has an average score in health, politics falls far behind. Japan’s lack of women involved in politics is no secret; Japan ranks 164 out of 193 countries for female members of parliament, making it the lowest ranked out of all the G20 countries.

Men still dominate Japanese politics. The global average of female parliament members rose from 11.7% in 1997 to 25.2% as of 2020. In comparison, Japan’s percentage of female parliament members (house representatives) is a staggering 9.9% (as of 2020), putting it well below the 1997 global average.

(Source: Inter-Parliamentary Union 2019)

Why The Happiest Prefecture Focuses On Women's Empowerment



Home to the city of Sabae, Fukui Prefecture is at the forefront of women's empowerment within Japan. The prefecture also boasts the grand title of 'Happiest Prefecture In Japan', having been ranked overall the happiest out of Japan's 47 prefectures for four years (2014, 2016, 2018, 2020).



Women's
Employment
Rate
#1

Working Age
Population
Employment
Rate #1

Dual Income
Households
#1

3
Generations
Living
Together #2

Women's
Volunteer
Time #1

Fukui Prefecture Statistics

- Women's employment ranked #1 in the country (52.6%), and Sabae #1 within the prefecture (55.1%).
- Working age population employment rate #1 in the country (80.3%).
- Women employed while raising children #2 in the country (80.6%).
- Highest percentage of dual income families in the country (58.6%), Sabae #5 within the prefecture (62.5%).
- Second highest percentage of multigenerational families residing together (14.9%), Sabae #9 within the prefecture (17.6%).
- Highest percentage of women aged 65-74 active in their community with an average of 15 minutes per spent volunteering.

(Source: 2015 National Census, 2016 Social Life Basic Survey, 2017 Employment Structure Basic Survey)

Sabae's History of Empowering Women

Sabae's history of women's empowerment is nothing new; the city has long been supported by women's involvement throughout the local community. Women artisans in particular have helped make Sabae what it is today by acting as pillars of the city's three main local industries: eyeglasses, lacquerware and textiles. Sabae, which currently produces over 95% of Japan's eyeglasses frames, has seen women deeply involved in both the creation of goods and management of businesses. Sabae's women have been the foundation of the city throughout its history, which has been a driving force behind the city's dedication to incorporating work-life balance measures and striving towards gender equality.



New Initiatives: Sabae 38 Club



On March 8th 2021, Sabae established a new network called the 'Sabae 38 Club'. The name of this network has various meanings, as it is derived from both the date of its establishment being International Women's Day, March 8th (3/8) as well as the Japanese reading of 38 being similar to the city's name.

Sabae 38 Club is made up of local businesses leaders who actively strive to create a workplace environment that is flexible for women. The

network's goal is to act as the city's primary base in order to further promote women's empowerment and encourage other local business leaders to do the same. The members of Sabae 38 Club are all recipients of Sabae's work-life balance award, making them role models to help engage the city's industries to aim for a future in which everyone is equal.

A Message From Sabae Mayor Katsuhisa Sasaki



“Gender equality is the key to a bright future.”

“Sabae City is implementing SDGs goal 5 Gender Equality as a key point throughout its policies to establish a sustainable community; with Sabae's high percentage of employed women, it is necessary for work environments to be flexible for women. Furthermore, it is essential that leaders of influential groups come together and show their commitment to gender equality in order to contribute to women's empowerment.

Sabae's SDGs Symbol: 'Glocal'

Sabae, known throughout Japan as 'the glasses' city for its prominent local industry, has created a unique emblem to reflect the city's devotion to the SDGs, specifically goal 5 Gender Equality. This symbol, known as the SDGs 'Glocal' emblem, combines the words local and global to show the world through two lenses, signifying the important of using different perspectives to think on a global scale while being active locally within the community. The bridge of the SDGs Glocal glasses is colored to match goal 5 - the message behind this is to convey that gender equality is essential to the achievement of the 17 goals.



Sabae's Efforts Towards Goal 5 & Women's Empowerment



さばえSDGs推進センター
Resource Center for Implementation of the SDGs in SABAE

The Resource Center for Implementation of the SDGs in SABAE opened its doors in September 2020. The center, which is a branch of Sabae's city hall, is a place for all people - individuals, NPOs, educational facilities, companies, and government - to come together to learn about the SDGs and how to incorporate them into their day to day lives.

Megane Kaikan 9F 2-3-4 Shinyokoe Sabae
Fukui, Japan 916-0042

Open Monday to Friday, 9:00am - 5:00pm

Tel: +081-0778-42-8938

Email: SC-SDGs@city.sabae.lg.jp



The Resource Center for Implementation of the SDGs in SABAE



The Resource Center for Implementation of the SDGs in SABAE

Although the Resource Center for Implementation of the SDGs in SABAE focuses on all 17 of the SDGs, Sabae City places great importance on goal 5 Gender Equality; seminars focusing on women's empowerment and gender equality are frequently held at the center for various groups of people including local business owners, NPOs, community halls, students, and educators.



In addition to seminars, the center also engages in various types of public awareness initiatives such as appearing on local television, radio, and newspapers to further the message of achieving gender equality and taking part in the SDGs.

Yume Mirai Sabae

Yume Mirai Sabae is Sabae City's main facility for promoting gender equality to the public while empowering women through various local activities and seminars.



1-4-20 Sanroku-cho, Sabae Fukui, Japan
916-0021

Open 8:30am - 10:00pm

Tel: +081-0778-51-1772

Email: yumemirai@wt.ttn.ne.jp

Sabae's Efforts Towards Goal 5 & Women's Empowerment

International Women's Day

With its dedication to gender equality, Sabae as a city celebrates International Women's Day each year on March 8th. For International Women's Day 2021 throughout the month of March, the Resource Center for Implementation of

the SDGs in SABAE, Yume Mirai Sabae, and Sabae City Hall all displayed special panels detailing women's empowerment initiatives across Japan, International Women's Day around the world, women's rights, and local gender equality efforts.



Orange Glasses Campaign & Orange Roses



Sabae City created the 'Orange Glasses Campaign' as part of its International Women's Day initiative - in 2021, the city gathered videos of various businesses and individuals pledging their vow to aim for a future in which gender equality has been achieved. This video was displayed at the Resource Center for Implementation of the SDGs in SABAE and Sabae City Hall for the month of March.

Sabae City, Hokuriku Electric Power, and Hokuriku Electric Power Transmission & Distribution collaborated to hand out orange roses on the morning of International Women's Day.

This collaboration event was held to raise awareness of gender equality and the SDGs, with orange roses used to match the color of SDGs goal 5 Gender Equality.

Sabae's Efforts Towards Goal 5 & Women's Empowerment

The High School Girl Division

Sabae is well-known throughout Japan for its 'High School Girl Division', an unofficial division of Sabae City Hall that is run by local high school girls. This project was started in 2014 as a way to provide a fresh approach to community development, the concept being derived from a need for young women's perspective in creating an ideal city. Girls in the High School Girl Division meet to discuss and plan things they want to do for the city, which ranges from a wide variety of events such as local garbage pickup to sports events and making original sweets. In the beginning, this project was the subject of much backlash throughout Japan, with people not only doubting that high school girls could contribute



to their city, but going as far as to bully members of the High School Girl Division based on their looks. However, the High School Girl Division has since been met with praise, including international recognition from the United Nations following former Sabae Mayor Hyakuo Makino's speech given at the 2018 Forum for Implementation of the SDGs held at the United Nations New York Headquarters.

As of 2021, the High School Girl Division is still a beloved part of Sabae's community development, seeing many new members, as well as the establishment of the High School Girl OG Division, a new project consisting of original members who have since graduated high school but still wish to be active within the local community and mentor the current members of the High School Girl Division.



Sabae's Efforts Towards Goal 5 & Women's Empowerment

Tackling Imposter Syndrome



Imposter Syndrome is a phenomenon that causes one to doubt their abilities despite their qualifications and accomplishments, and can further lead to an internalized fear of being seen as a fraud; it is a worldwide issue that is said to affect many people, especially women. In order to tackle the issue of Imposter Syndrome and advance gender equality, Sabae City partnered together with NPO Friends of the United Nations Asia-Pacific and Vielis Inc. in 2019 to begin a project focusing on the causes of Imposter Syndrome and what can be done to combat it. To start off this project, Sabae

City took a survey of its citizens regarding Imposter Syndrome and is currently analyzing this data. In doing so, Sabae aims to determine causes of Imposter Syndrome within the city and change women's perception of their skills and talents in order to raise self-esteem while creating an environment in which everyone can be themselves.

Sabae City Gender Equality Plan

Sabae City released its fifth gender equality plan in October 2020. This booklet analyzes citizen data collected from surveys to explore the current gender gap within Sabae, and also features a detailed action plan for the city over a four year period.

Some of the data provided includes the change in the perception of gender inequality in men vs women between 2005 and 2019, the amount of hours spent on 'unseen' housework for men and women, and gender inequality as seen at school and in the workplace.



Further Resources

For more information on Sabae City and its efforts towards achieving gender equality and the SDGs, please contact the Resource Center for Implementation of the SDGs in SABAE directly via telephone or email. You can also see frequent updates on the city's initiatives by following the Resource Center for Implementation of the SDGs in SABAE's social media which includes Instagram, Twitter, and Facebook.

