Viewpoint on Marriage Equality
&
Business case for marriage

Presentation by Alexander Dmitrenko, LLAN Co-Chair

Viewpoint on Marriage Equality

Background

- Makes the business case for marriage
- Recommends the Government of Japan to extend marriage rights to lesbian and gay couples
- Launched at 2018 Equality Gala by 5 Chambers of Commerce in Japan
- Endorsed by 56 entities as of September 2019.

- 婚姻の平等が何故ビジネスにつながるのかを説明
- レズビアンやゲイのカップルへ婚姻の権利を拡充する事を日本政府へ提言
- Equality Galaは５つの商工会議所と共に2018年にスタート
- 2019年9月までに56の団体が支持を表明

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Business case in favor of equality is
based on the follow key arguments:

- More diverse and inclusive community
- More diverse and productive workplace
- International competitiveness
- Japan's readiness for marriage equality

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9 Chambers & 2 major Japanese lawyers' associations

- American CCJ
- Australia & NZ CCJ
- Belgian/Luxembourg CCJ
- British CCJ
- Canadian CCJ
- Danish CCJ
- European Business Council
- Irish CCJ
- Swedish CCJ
- Japan In-house Lawyers Association (JILA)
- Women in Law Japan (WILJ)

28 major law firms & service providers

- AI-EI
- Allen & Overy
- Anderson Mōri Tomotsune
- Ashurst
- Baker & McKenzie
- Clifford Chance
- Davis Polk
- Deloitte Tohmatsu
- DLA Piper
- EY Japan
- Freshfields
- FTI Consulting
- Herbert Smith Freehills
- Higuchi & Partners
- Hogan Lovells
- Linklaters
- Milbank
- Mori Hamada Matsumoto
- Morrison Foerster
- Nishimura & Asahi
- Orrick
- Paul Weiss
- PWC
- Ropes & Gray
- Skadden
- Squire Patton Boggs
- Sullivan & Cromwell
- White & Case

14 financial institutions

- Morgan Stanley
- Barclays
- BlackRock
- Bloomberg
- Citi Bank
- Deutsche bank
- HSBC
- JPMorgan
- Goldman Sachs
- Nikko Asset Management
- RBC
- Standard Chartered
- State Street
- Wells Fargo
- UBS

55 corporations

- AbbVie
- Accenture
- Adecco
- AIG
- Air Canada
- Amazon
- Attuned
- Bizreach
- Borderless
- Cheerio
- Coca-Cola
- Crazy
- Dow
- Elsevier
- en world
- EQIQ
- Expedia Group
- Freee
- Frost and Sullivan
- GE
- Google
- H&M
- IBM
- Jasmac
- JobRainbow
- Johnson & Johnson
- Juerias
- Justa
- KPMG
- KraftHeinz
- LifeNet
- Lixil
- Lush
- LVMH
- Marui
- Match Group
- McKinsey & Company
- Marelli
- Mastercard
- Michael Page
- Microsoft
- MSD
- Netflix
- Panasonic
- Pfizer
- RGF Professional Recruitment Japan
- Robert Walters
- Sign Artec
- Softbank
- Sanofi
- Spark Dojo
- Sthree
- Take & Give Needs
- Tiewa
- Walmart Seiyu
- WHAL + CASE

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list of endorsers

as of 18 November 2020, **110 entities** endorsed the Viewpoint on Marriage Equality

For more information, please see:
www.llanjapan.org/viewpoint/930 (日本語) or
www.llanjapan.org/viewpoint/850 (English) or contact
ad@llanjapan.org.

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Bloomberg	SoftBank Group	Michael Page	s|three	EQIQ	WAHL CASE	justa	attuned	RGF Professional Recruitment	BlackRock	NISHIMURA&ASAHI	MSD製薬	McKinsey & Company
SANOFI	WELLS FARGO	T&G TAKE and GIVE NEEDS	JASMAC	Juerias	BORDERLESS	UBS	THE ADECCO GROUP	TIEWA	KraftHeinz	freee	BIZREACH	CRAZY
matchgroup	JobRainbow	Milbank	Walmart SEIYU	H&M	MARELLI	LVMH	Pfizer	KPMG	nikko am Nikko Asset Management			
									For more information, please see: www.llanjapan.org/viewpoint/930 (日本語) or www.llanjapan.org/viewpoint/850 (English) or contact ad@llanjapan.org.			

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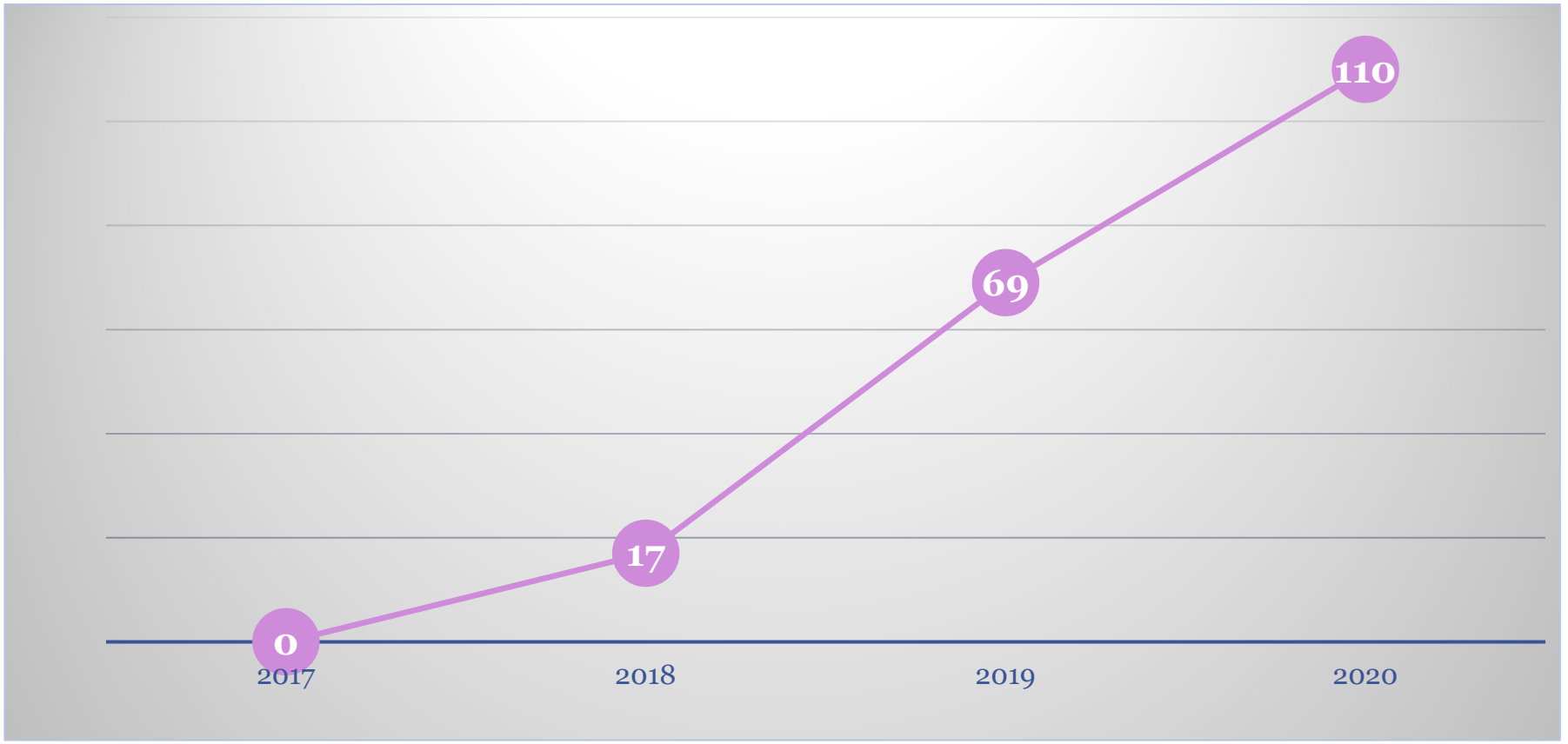
Endorsements by year



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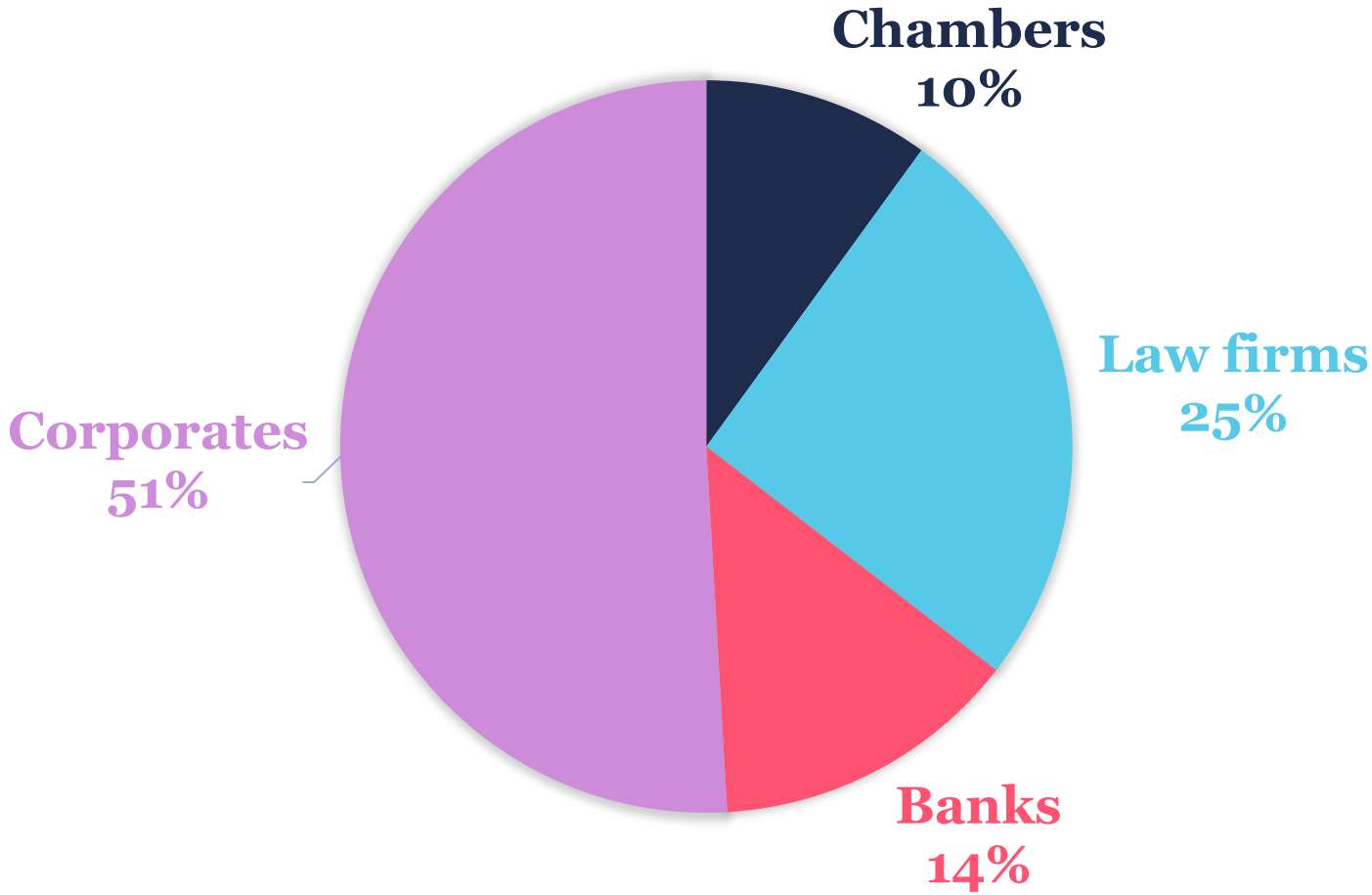
Endorsements by industry



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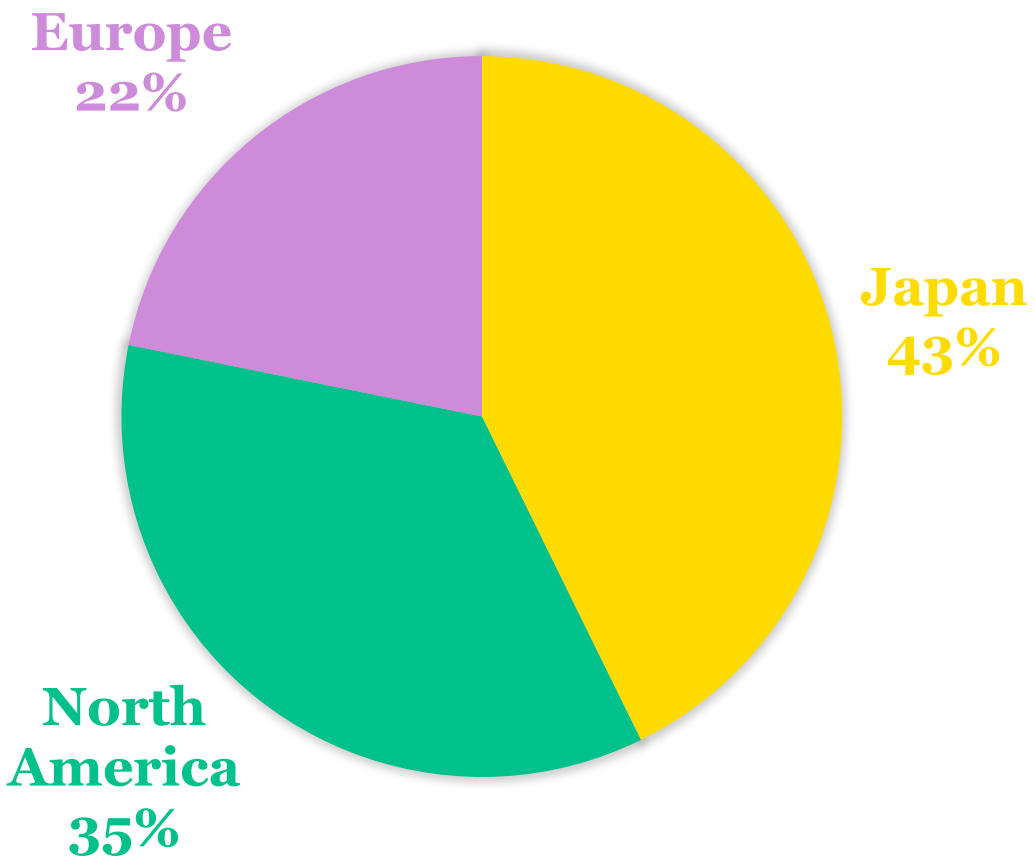
Endorsements by region



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Thank you

ありがとうございました。

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