

RECENT NWEC ACTIVITIES

The Second Seminar to Promote Women's Activities that Lead to Corporate Growth, March 8 (Fri.), 2013.



Joanna Sook Ja Park, President of Appassionata, Inc.

A Seminar to Promote Women's Activities that Lead to Corporate Growth targeting staff at private enterprises responsible for diversity (promotion of women's participation) was held on Friday, March 8, 2013, at the Omiya Sonic City citizens' hall with the attendance of 55 individuals.

The seminar opened with a keynote address by NWEC President Fusako Utsumi who explained NWEC had committed to conducting training seminars for companies as one of its forward-looking functions. The message underlying her address was that "mid-management hold the key to promoting women's participation in companies, but women also need to believe in their own capacity and challenge the unknown."



Ms. Akiko Ide, Executive Officer at NTT DoCoMo Inc.

This was followed by a panel discussion on the theme "The shock of placing 101st": The current status of promotion of women's participation and challenges therein, including international comparisons." Coordinated by Ms. Joanna Sook Ja Park, President of Appassionata, Inc., panelists Akiko Ide, Executive Officer of NTT DoCoMo; Ms. Chieko Itagaki, Manager of the Administration Department, Sanshu Seika Co., Ltd.; and Ms. Hiroe Nakano, Director of the Office of Research and International Affairs, NWEC; engaged in lively discussion.

Acknowledging that monoculture companies are unable to grasp

customers' diverse needs and respond to change, and that companies should comprise human resources with myriad attributes and values, Ms. Ide introduced the activities of the women's working group "Win-d" (Women's Innovative Network in Docomo).

Next, Ms. Itagaki introduced various initiatives aimed at expanding occupational fields in which women can take the lead, enabling women to continue working, and increasing the number of women in management that her company president had initiated by establishing a gender equality committee and assuming its leadership.

Ms. Park explained that there were signs in Korea, where the situation is similar to that of Japan, that the appointment of a woman president was being used as an opportunity to actively advance women's participation.

Describing the current situation concerning female employees in Japanese companies, Ms. Nakano presented data showing that despite the fact that a lot of Japanese women have undertaken higher education, their employment rate in companies was low, especially the percentage of women in management positions, and that there was a strong tendency for men to work long hours and spend insufficient time engaged in housework and child raising.

Opinions such as "Advances in gender equality should make work easier for men too and enable them to spend more time with their families and communities and engaged in hobbies" and "Small and medium-sized enterprises can no longer afford to avoid competition with similar companies worldwide, and it is essential that they make maximum use of women's abilities" emerged during the discussion.



Ms. Chieko Itagaki, Manager of the Administration Dept., Sanshu Seika Co., Ltd



Presentation by Ms. Nakano, Director of the Office of Research and International Affairs

Meeting for Diversity Promotion Leaders, May 17 (Fri.)~18 (Thu.), 2013.

A meeting for leaders promoting diversity (women's participation) in companies was held at NWEC.

Opening the meeting, Ms. Chizuru Yamauchi, General Manager, *Kagayaki* Promotion Office, Personnel Department, Nippon Life Insurance Company, explained that given that women accounted for approximately 90 percent of their employees and there was deep-rooted recognition that a lot of women were already active in leadership posts, that awareness-raising and fostering of a conducive corporate climate were necessary if the company was to further enhance "quality" and potential, and that the extent to which they could position the promotion of women's participation as a management strategy and develop company-wide initiatives would be a critical factor in determining their success.

This was followed by a report by Ms. Noriko Hidaka, General Manager of the Diversity Promotion Office, Human

Resources Division, Teijin Ltd., in which she focused on the fact that Teijin's top management's keen awareness that women's participation was indispensable to its growth into a global corporation had led it to establish an "Office for Promotion of Women's Participation" as an entity dedicated to this goal, and that they had endeavored over the past 12 years to change human resource initiatives as well as corporate attitudes and their corporate culture to encourage women to aspire to demonstrate their abilities at work.



Participants engaged in discussion

Ms. Rika Kiritake, General Manager of Nissan Motor Company's Diversity Development Office, explained that Nissan had positioned diversity as a management strategy ever since they started collaborating with Renault, and that under pressure to address globalization and respect for diversity, they had established an entity dedicated to diversity promotion in 2004, and engaged in diversity promotion with gender and culture as the two pillars of their activities. Nissan has focused its efforts on appointing women, and whereas the percentage of women executives was just 1.8 percent in 2004, it had risen to 6.7 percent by 2012, and further measures are being taken to increase this to 10 percent by 2017.



Social exchange

In the discussion that followed, participants used action learning techniques to confront challenges facing their respective companies and gain new insight into how to address them. Participants then exchanged information and networked among themselves in the relaxed atmosphere of a social event.

Feedback from participants included "I got lots of ideas from hearing about a wide variety of initiatives and approaches being taken in other companies," "I gained a lot from learning about action learning techniques," and "I was able to discuss concerns and challenges with respect to promoting diversity."

Forum on the Promotion of Gender Equality, August 22 (Thu.) ~ 24 (Sat.), 2013

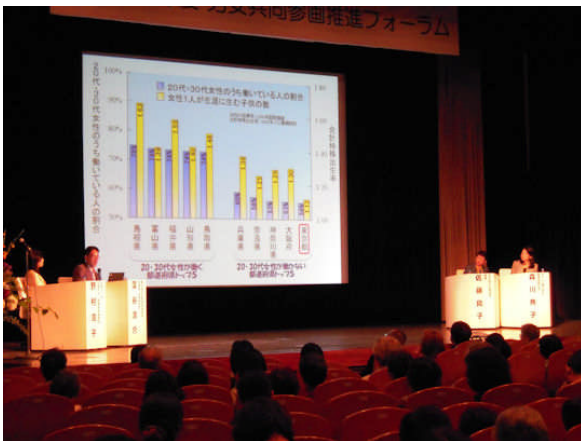
Pursuant to review of the "Forum to Promote Exchange on Research and Practices Pertinent to Gender Equality" held until last year, NWECC held a newly established "Forum on the Promotion of Gender Equality."

The forum sought to gather administrative officers and leaders of women's organizations, NPOs, universities and companies under a single roof with a view to having them share challenges and seek strategies for addressing them. At the same time, it aspired to promote cooperation and collaboration beyond institutions and across disciplines, and to build networks to promote gender equality.



Keynote address

In his keynote address on the theme “Promotion of women’s participation and revitalization of society,” Mr. Tsuneo Sasaki, a special advisor to Toray Corporate Business Research, Inc. and leading authority on promotion of a work-life balance, focused on the background to demands for diversity in corporate management and the outcome of this.



Panel discussion

In the panel discussion held on the second day that was coordinated by Ms. Hiroko Nomura, Deputy Editor-in-Chief, Nikkei Money Editorial Division, Nikkei Business Publications, Inc., Ms. Yoshiko Sato, Chair of the Oyama Residents’ Association, Tachikawa City, and Ms. Noriko Morikawa, Executive Vice-President and Director of Bosch Corporation, reflected on experiences they had had and how their careers had developed. Then, Mr. Kosuke Motani, Chief Senior Economist in the Research Department, Japan Research Institute, Ltd., who is active in various fields including aging population issues and regional development and author of the bestseller “Defure no shoutai (The nature of deflation),” used statistics to illustrate that women’s participation will become increasing necessary as the population dwindles as a result of people having fewer children and living longer. In the latter half of the session, panelists engaged in a discussion on societal expectations for women’s participation and other issues.



Ranzan Meeting for Women Leaders

During the Ranzan Meeting for Women Leaders coordinated by NWEC President Fusako Utsumi on the final day, women leaders active in various fields such as Tokyo Kasei Gakuin University President Masako Amano, Ms. Taeko Ogose, Senior Managing Executive Officer and Chief Director of Marketing at House of Rose, Takarazuka City Mayor Tomoko Nakagawa, and Ms. Masayo Hioki, Founder and Director of the NPO Community Life Support Network Salon, took the rostrum to discuss expectations of women leaders across disciplines.

During the forum, universities, companies and private organizations organized a variety of workshops and poster exhibitions. Feedback such as “The forum afforded an important opportunity to consider gender equality from different perspectives and positions” and “I learned how society would change (become easier to live in) if women became leaders” was received from participants..

Training Course to Promote Gender Equality for Leaders of Women’s Facilities, Groups and Organizations, June 12 (Wed.)~14 (Fri.),2013

Held over the two-night/three-day period June 12~14, 163 persons attended this training program themed “Considering gender equality now and thinking about its future.”

The training course views leaders of women’s facilities, local government entities and other groups as core leaders promoting gender equality and women’s education in communities, and aims to enhance their capacity in terms of the specialist knowledge, management skills and networking skills required for doing so.

On the first day, in a lecture entitled “Considering gender equality now and thinking about its future: Viewing gender equality in Japan from an international perspective,” Ms. Hiroko Hashimoto, Principal of Jumonji Junior and Senior High School and Representative of Japan to the United Nations Commission on the Status of Women (CSW), spoke about challenges facing the promotion of gender equality in Japan, as identified by comparisons with other countries, and the main topics of discussion at CSW 57. This was followed by a report entitled “Current policy challenges toward the building of a gender-equal society” discussing initiatives being taken by the Cabinet Office, the Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Health, Labour and Welfare to address issues including gender equality for men and children, support for women researchers, and support for single-parent families.



Scene from the report on “Current policy challenges toward the building of a gender-equal society”

On the second day, in a lecture entitled “What we should be doing now toward realization of a gender-equal society: The current situation and future challenges,” Prof. Takashi Kashima of Jissen Women’s University explained the concept of a gender-equal society and the situation prevalent in Japan, and emphasized the need for future initiatives in the form of positive action, promotion of a work-life balance from the viewpoint of diversity, empowerment of working women, and awareness-raising among men. This was followed by a “Discussion to facilitate understanding of issues,” where initiatives being taken by Yokohama Women’s Association for Communication and Networking, Shizuoka Prefecture, and the NPO Partnership Nagareyama were introduced, and participants exchanged opinions regarding future challenges.



Scene from the workshop for leaders of groups and organizations



Scene from the workshop for management staff at women’s facilities

Workshops held during the afternoon session of the second day and the morning session of the third day were divided into three courses where managers at women's facilities, staff at local public entities, and leaders of groups and organizations shared and discussed experiences related to organizational management skills required to overcome crises, collaboration with various organizations and groups, and development of programs that utilize local resources. Finally, the content of discussion emerging at each workshop was shared during the plenary session which concluded the three-day training program.

Feedback from participants included comments such as "The program offered a broad perspective on the necessity of a gender-equal society and issues pertinent thereto, as well as recent trends" and "Hearing about other centers' experiences reminded me of the mission facing gender equality centers and was of great value as a reference for management of my center in the future."

Special Exhibition at the Women's Archives Center "Women in Music", August 1 (Thu.)~December15 (Sun.),2013.

The FY2013 Special Exhibition "Women in Music: from women who made challenges to women aspiring to make challenges" is being held in the Women's Archives Center's exhibition room (1F, Main Building).

The exhibition is the sixth in a series that considers gender equality in Japan from the experiences of women who have made challenges in various fields. Comprising exhibits such as biographical panels, photographs, handwritten scores, this exhibition focuses on women active in various fields related to music. A number of lectures accompanied by piano concerts or DVD screenings are also being held in conjunction with the exhibition.

Women Featured

[Pioneering women musicians]

Louise Farrenc (1804-1875): French composer, pianist, teacher and music scholar.

Fanny Mendelssohn-Hensel (1805-1847): German pianist, composer and amateur conductor.

Clara Schumann (1819-1896): German pianist and composer.

Nobu Kouda (1870-1946): Pianist, violinist, music teacher and composer.

Takako Yoshida (1910-1956): Said to be the pioneer of Japanese woman composers.

[Women musicians active today]

Yasuko Ohtani (1955-): Violinist and solo concert master at the Tokyo Philharmonic Orchestra.



Exhibition poster



Exterior view of the exhibition room

Midori Kobayashi (1942-): Teacher and researcher. Organizes numerous concerts featuring women composers, and engages in activities to raise awareness of their existence and appeal.

Minako Tokuyama (1958-): Composer. Winner of the 1997 Vienna International Competition for Composers

Tomomi Fukumoto (1959-): General Manager of the Suntory Hall.

Yoko Matsuo (1953-): Conductor. Winner of the 1982 International Besançon Competition for Young Conductors. Winner of the Avon Women's Award for Art



Exhibition Period: Thursday, August 1 through Sunday, December 15

Opening Hours: 9:00~19:00

Admission: Free of charge

We are looking forward to your visit.

[Inside the exhibition room](#)

Summer School for High and Junior High School Girls 2013

—Scientists and Engineers of the Future , August 8 (Thu.) ~ 10 (Sat.), 2013.



Opening remarks by Tsutomu Nagatsuma, Committee Chairman (National Institute of Information and Communications Technology, Society of Geomagnetism and Earth, Planetary and Space Sciences)

This year's summer school program was held at NVEC between Thursday, August 8 and Saturday, August 10 to afford high and junior high school girls an opportunity to experience the enjoyment to be derived from the world of science and technology, to interact with women actively engaged in related fields, and to meet peers and senior students with similar interests. A total of 129 girls and 40 teachers and parents participated in this program.

The program for students comprised career lectures by women working for well-known companies such as Shiseido and NTT DoCoMo; an interactive virtual workplace visit of the Railway Technical Research Institute, the Research and Development Center of JR East Group and the JR Central Consultants Company; 12 courses of experiments and hands-on

experience; poster sessions by various companies and academic associations; and exchange with international students. Comments such as "I tended to associate jobs with railway companies with men, but I learned that many women work for them too, and that the industry involves many different kinds of jobs" suggest that the workplace visit, in particular, opened up potential career options in the girls' minds.

The program for parents and teachers involved various activities including a discussion with researchers from the Science Council of Japan; the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering; various universities; and companies, and the lively discussions that ensued were indicative of the extent of their desire to promote girls advancement into science and technology.

Moreover, the science career game “Science *sugoroku*” and other activities comprising the program organized by current undergraduate and graduate students participating as teaching assistants were very carefully planned, reflecting their keen interest in the girls following in their footsteps.

Feedback from high and junior high school participants, such as “I learned how broad and interesting the world of science is,” “I became all the more interested in pursuing a career in science” and “The program afforded me a precious experience because I could make friends with people from all over Japan,” reflects their overall satisfaction with the program.



Interactive virtual workplace visit to the Research and Development Center of JR East Group



Participants playing “Science *Sugoroku*”

TOPICS

Visit to the Korean Institute for Gender Equality Promotion & Education (KIGEPE) and others, July 3 (Wed.) to July 6 (Sat.), 2013.

As part of the overseas research component of the “Comparative Study of the Gender Equality Policy in the South East Asia Countries” project (Grant-in-Aid for Scientific Research [C]; Principal Investigator: Masami OCHI), from July 3 (Wed.) to July 6 (Sat.), 2013, Director of Office of Research and International Affairs and professional staff conducted research in Korea.

The group visited the Korean Institute for Gender Equality Promotion & Education (KIGEPE), which is a partner organization of NWEC, as well as the Seoul Foundation of Women and Family (SFWF), where they asked questions about budgets allocated to gender-related matters.

The group also interviewed representatives of the Korean Women Link Sexual Violence Relief Center, the Korea Support Center for Women and Children Victims of Violence, and the Korea Women's Hotline (KWHL) about support systems for women who have been victims of violence and about issues that have yet to be fully addressed in the future. In addition, the group observed consultation services (hotlines) being offered in multiple languages.



At KIGEPE with Professor Kang (second from left) of the Gender Equality Education Division and Division Head Jun (second from right)



With graduates (2012 Academic Year) of the international training program who now work at the Korea Women's Hotline

A disaster management specialist from India visits the Center, June 26 (Wed.), 2013.

On, June 26, 2013, we received a visit from Ms. Preeti Arora, who had joined us as a participant in FY2011 Seminar for Gender Equality Officer and Women Leaders in the Asia Pacific Region sponsored by NWEC.

As a visiting research fellow at the Japan Institute for Labour Policy and Training, for the period of May to July of 2013, Ms. Arora conducted research in Japan on the topic of the human resources reconstruction post March 11, 2011.

After making courtesy visits to President Utsumi and Vice President Nishizawa, she gave a report on rescue efforts in the wake of the Great East Japan (Tohoku) Earthquake by the Indian National Disaster Response Force as well as on her own research in Japan. In addition, NWEC staff provided Ms. Arora with information on the newly launched NWEC Women's Archives Center on Disaster Restoration and the support given by the NWEC to Survivors of the Great East Japan Earthquake. After Ms. Arora's report, there were quite a few questions and exchanges of opinions with NWEC staff concerning the gender sensitive disaster mitigation.



Courtesy visit to the President's Office



Ms. Arora presenting her report

INFORMATION FROM NVEC

Publication of “Gender Equality and Men: A Handbook of Learning Programs to Promote Men’s Participation at Home and in the Community” and announcement of the launch of the information website “Gender Equality and Men”

NVEC has published a handbook based on the results of the “Research on the promotion of men’s participation at home and in the community and development of relevant programs” conducted in fiscal years 2011 and 2012, and launched a corresponding information website.

Research on “Promotion of men’s participation at home and in the community” was instigated because initiatives to involve men in the realization of a gender-equal society remained a pressing issue. “Gender equality for men and children” (Priority field 3) was one of the perspectives re-emphasized in the Third Basic Plan for Gender Equality.

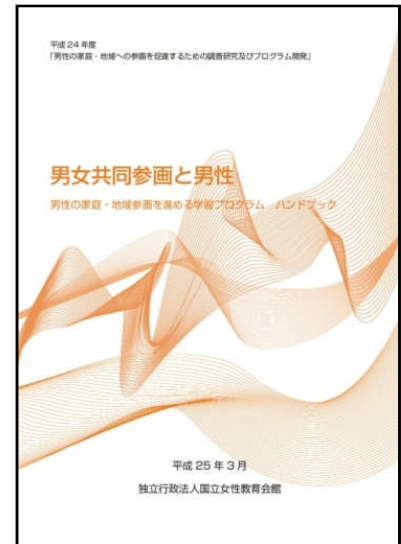
As described in the Third Basic Plan for Gender Equality, building of a gender equal society “is important not only for Japanese society but also for Japanese men, and will deliver lifestyle benefits for men” (p.8 of Summary), and the significance of implementing gender-equal measures for men can be viewed from the two perspectives of society (local community) and men as individuals.

The former concerns enabling men to fulfill their responsibilities by devoting time to family and community life as well as their work, which is indispensable to realizing a gender-equal society.

Current work environments that assume long working hours hinder women’s participation in society and the economy during their child raising years when the burden of family life is particularly onerous. As society ages, men too are gradually assuming more responsibility for caregiving, and we need to establish an employee-friendly environment that enables both men and women to maintain a harmonious work-life balance. Moreover, having men and a variety of citizens participate in the community is conducive to resolving the mountainous pile of local issues and revitalizing the community.

The latter concerns enrichment of individual men’s lives. Having somewhere other than their workplace where they can feel comfortable, and establishing relationships with new acquaintances afford men, who are prone to becoming isolated, a sense of fulfillment and a reason for living, and fosters their development as individuals.

The handbook comprises an educational resource for use by instructors and sponsors when women’s facilities and other groups and organizations that promote gender equality in local communities plan and implement study programs to encourage men’s participation in family and community life. The handbook provides basic information



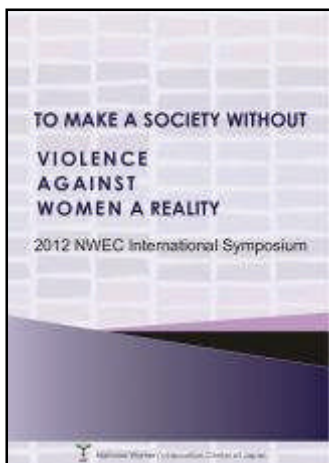
pertaining to gender equality and men, explains the need for and significance of planning and conducting learning programs, and includes case studies of both study programs and men's gender-equal community activities.

Downloadable from <http://www.nwec.jp/publish/report/page45.html>. (Japanese only)

The corresponding information site <http://www.gakusyu-program-nwec.jp/> (Japanese only) was established to enable program sponsors to share information with a view to providing effective support. Based on the content of the handbook, the site offers a variety of content including up-to-date information on related programs offered by women's facilities nationwide and statistical data study sheets.

Publication of the FY2012 NWEC International Symposium Proceedings

The FY2012 NWEC International Symposium was held on Saturday, October 27, around the theme "To make a society without violence against women a reality."



In addition to a keynote address on human trafficking by Dr. Nancie Caraway, Human Rights Fellow of the Globalization Research Center, University of Hawai'i-Manoa, the report includes excerpts from the panel discussion. This introduces reports by representatives of participants who attended the Seminar for Gender Equality Officers and Women Leaders in the Asia Pacific Region held immediately before the international symposium, and recommendations by Ms. Kamrun Nahar, a member of the NGO Naripokkho who engages in activities to protect the human rights of women in Bangladesh; Prof. Mieko Takenobu of Wako University; and Ms. Keiko Otsu, Co-Chair of the Japan Network Against Trafficking in Persons (JNATIP); who cite various case studies.

Downloadable at <http://www.nwec.jp/en/reports/page20120219.html>

Launch of the NWEC Women and Disaster Archive

The NWEC Women and Disaster Archive provides records of disaster relief activities and educational programs on gender and disaster management undertaken by women's centers and groups in Japan. It has been developed to raise awareness of gender-sensitive approach in disaster management and constructed in collaboration with women's facilities and groups in Japan

Women's facilities and groups are constructing this database by recording data onto a database system provided by NWEC. At present, the Aomori Gender Equality Center, the Japan Association for Women's Education and the Shizuoka City Women's Community Center, whose data is publicly accessible, and a number of other institutions are in preparation for disseminating their records.

In November 2013, a tie-up with the National Diet Library's Great East Japan Earthquake Archive HINAGIKU will be



launched to enable searches of the NWECC Women and Disaster Archive via their archive. HINAGIKU offers an automatic translation service that facilitates searches in English, Chinese and Korean, so we do hope you will make use of this.

NWEC Women and Disaster Archive: <http://w-archive.nwec.jp/saigai> (Japanese only)

NDL Great East Japan Earthquake Archive HINAGIKU: <http://kn.ndl.go.jp/>

Launch of the Newsletter Database of Japanese Women's Groups

Information Center for Women's Education at NWEC has a large collection of newsletters and newspapers published by grassroots women's groups to express their thoughts and ideas as well as to disseminate information about their agendas and activities.



Upon receiving a FY2012 Grant-in-Aid for Scientific Research (Grant-in-Aid for Publication of Scientific Research Results "Compiling and Networking Databases") from the Japan Society for the Promotion of Science, a project to disseminate bibliographic data and digitized image of newsletters and newspapers published preceded the United Nations Decade for Women (1976~1985) in the NWEC's collection was launched. The outcome of the project was released in the Database of Japanese Women's Newsletters, and publications such as "Zenkoku Fujin Shimbun (National Women's Newspaper)," "Waifu (Wife)," and "Hand in Hand" are now available online.

Access: <http://www.nwec.jp/jp/center/page19.html> (Japanese only)

EDITOR'S NOTE

The National Women's Education Center (NWEC) -the Independent Administrative Institution strives towards the formation of a gender-equal society. Cooperating with organizations and institutions involved in women's education in Japan and other countries, NWEC functions as a national center for women's education to promote training opportunities for leaders in women's education and others in the field; opportunities for exchange between groups, both women's groups and family education support groups; specialized research into women's education and family education; and the collection, compilation and dissemination of information on women and the family. The NWEC Newsletter is published twice a year to introduce our activities.

NWEC Newsletter has been published since 1984. It includes information on various activities undertaken by the National Women's Education Center as well as women in Japan. The paper-based newsletter was renewed as a digital-based news source to facilitate more efficient and timely dissemination of the information.

We invite you, hereafter, to access information real time from the Center's Home Page as well as read our latest newsletter from the following pages.

- NWEC Home Page(English) <http://www.nwec.jp/en/>
- NWEC Newsletter Top Page <http://www.nwec.jp/en/publish/#head1>

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