

**MESSAGE FROM THE PRESIDENT**

Fusako Utsumi, President,  
National Women's Education Center



Fiscal year 2013 began with the announcement of the Abe administration's growth strategies. Promotion of women's participation was identified as one of the pillars of these growth strategies, so as I'm sure you are aware, Japan has been awash in a sudden wave of women's participation and news of women's promotion to managerial positions and selection as executives in various companies abounded.

This is a golden opportunity to promote gender equality in Japan and there must be many concerned individuals who want to promote women's participation right away so as not to miss this chance. However, there are things that concern me when looking at the news about women's participation. Reading titles such as “Work-Life Balance to Support Working Women” and “Childcare and Nursing Care Support for Working Women” makes me wonder if perhaps they suggest that childcare and nursing care is the responsibility solely of women or that only women need a work-life balance.

When it comes to life events such as childcare and nursing care comprising an obstacle to women's participation, Ms. Yukako Uchinaga, President of J-Win (Japan Women's Innovative Network), has raised the question “Are life events only an issue for Japanese women?” She asserts that women overseas participate alongside men irrespective of difficulties associated with life events.

I think the main difference between Japan and many other countries is that a lot of people in Japan (both men and women) believe that women should bear sole responsibility for childcare and nursing care. Japan is one of a small number of other countries in the world where the gender-based perception of role sharing “men work and women take care of the home” remains deeply rooted. I fear we will be unable to build a society in which women can fully demonstrate their abilities until we can get people with such stereotypical perceptions to pursue gender equality with more open flexible

mindsets.

I think the important thing for Japan is that we reconsider the way men work (live). What we need to do now is to maintain our efforts to build a gender-equal society by recognizing that rather than being solely the responsibility of women, childcare and nursing care is something that both men and women should share, and reconsidering the way men have worked here to so that they can pursue a way of life that involves more than just work.

## RECENT NWEC ACTIVITIES

### Seminar for Gender Equality Officers and Leaders in the Asia Pacific Region (September 26 (Thu.) ~ October 5 (Sat.), 2013), NWEC International Symposium - Gender Equality for Men (October 5 (Sat.), 2013)

Held around the theme “Gender Equality for Men,” this year's seminar was attended by nine individuals from five countries: Cambodia, Mongolia, the Philippines, Thailand and Vietnam. Participants shared information on the latest policies pertaining to gender equality and the challenges they encounter when promoting men's participation in their respective countries. They also visited a



Country report presentations

number of public offices and facilities including the Gender Equality Bureau, Cabinet Office, the Ministry of Education, Culture, Sports, Science and Technology (MEXT) and the Kyoto City Gender Equality Center, Wings Kyoto. At Wings Kyoto, participants attended a lecture for men and a lecture on counseling for men offered by the center, and engaged in lively discussions on childcare leave systems in their respective countries and the status of DV in Japan.

This year, NWEC used its network of contacts to put together a program that enabled participants to deepen their understanding of gender equality promotion in Japan from various perspectives encompassing national policies through regional measures.

NWEC also held a symposium featuring keynote addresses by Ms. Cassandra Kelly, Co-Founder and Joint CEO, Pottinger, and Prof. Kimio Ito, Graduate School of Letters, Kyoto University.

Ms. Kelly introduced initiatives being promoted by the Australia Human Rights Commission to improve institutional diversity. As a result of these measures, the percentage of the top 200 companies listed on the Australian Securities Exchange with women CEOs increased from 8.3% in 2008 to 16.3% in September 2013.



Courtesy visit to MEXT



Ms. Kelly's keynote address

Concluding her address, Ms. Kelly touched on the fact that Japan currently ranks 101st of 135 countries on the Global Gender Gap Index (2012), and noting this should be regarded as an opportunity rather than a failure, emphasized the importance of supporting efforts to enhance women's leadership capacity.

Following the keynote addresses, specialists Ms. Ravi K Verma (Regional Director, Asia Regional Office, International Center of Research on Women), Ms. Junko Sasaki (Director, UNFPA Tokyo Office) and Ms. Mitsue

Matsushita (Executive Director, Shizuoka City Women's Community Center "AICEL 21") took part in a panel discussion where they cited initiatives being taken both in Japan and overseas while presenting their recommendations.



Commemorative photo of seminar participants and symposium speakers



Prof. Ito's keynote address

## Regional-specific Training “Seminar on Promotion of Networking among Asian countries on Anti-human Trafficking” October 21 (Mon.) ~ November 2 (Sat.), 2013



Group work and discussion

Organized in cooperation with JICA, the seminar was attended by 15 government officials in charge of initiatives to combat trafficking in persons (TIP) from 6 countries: Cambodia, Laos, Myanmar, Thailand, the Philippines and Vietnam.

In keeping with Japan's 2009 Action Plan to Combat Trafficking in Persons, the seminar comprised of visits and lectures from: officials at related ministries and agencies such as Cabinet Secretariat, National Police Agency, Ministry of Health, Labour and Welfare, Immigration Bureau of Japan; and women's counseling

centers; study tours of private shelters and hotlines; and discussions with groups of non-Japanese resident in Japan. Participants also discussed initiatives and challenges they face in their respective

countries. Deep interests and numerous questions were raised about the development of policy and statistics, awareness-raising activities to eliminate violence against women in Japan, and NWECC's research and training programs related to violence against women.

The importance of eradicating TIP, a broad-based issue that extends beyond national boundaries, and of maintaining networks and information exchange regarding victim protection among member nations was confirmed during the presentation and discussion session in the final day.



Final presentation and discussion session

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## Exploratory Seminar “Programs to Raise Awareness of Gender Perspectives among Individuals Responsible for Counseling and Support for Migrant Women in Japan”, February 3 (Mon.), 2014

An exploratory seminar "Programs to Raise Awareness of Gender Perspectives among Individuals Responsible for Counseling and Support for Non-Japanese Citizens" was held as part of a research program.

Counselors who are capable of providing support to migrant women residents in Japan in their native tongue are actively involved in support activities through various local government entities, international exchange associations and private organizations. The seminar was held to facilitate discussion on issues encountered by such counselors, to share best practices and identify necessary support.



Afternoon discussion session

Held at the Fujimino International Culture Exchange Center (FICEC), a private organization that was launched to support Japanese language study in Saitama, the seminar was attended by seven non-Japanese female counselors who, as native speakers of languages such as Tagalog, Chinese, Portuguese and Spanish, engage in support activities at international exchange centers in Shizuoka and Saitama.

In the morning, seminar started out with icebreaking self introduction facilitated by NWECC staff.

Afterwards NWECC researcher and guest speakers, interpreter/counselor from Waelaa Waaree and president of FICEC, talked about gender equality initiatives in Japan and examples of support activities for non-Japanese women.

In the afternoon, discussions were held on the current status of local face-to-face foreign language counseling and challenges therein; the need for training opportunities; and strengthening of liaison and cooperation with a view to making the most of social resources.

Staff of the Shizuoka Association for International Relations(SIR), lawyer and private-sector supporters and NWECC research staff participated as facilitators and coordinators.

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## Workshop on Gender Equality and Multicultural Coexistence – Collaboration within the community with various supporters and non-Japanese residents February 4 (Tue.), 2014



Presentation of Matsumoto city

A workshop was held as a forum for discussion of measures to enable individuals involved in gender equality, international exchange and multicultural coexistence in the local communities to cooperate and collaborate on initiatives to create a society and environment where non-Japanese women can lead comfortable life in Japan.

The workshop was attended by individuals including officials in charge of gender equality, citizens' affairs, human rights, international affairs and education at local government entities; staff and counselors from gender equality centers and international

exchange associations; individuals from women's organizations, supporters of Japanese language study, company employees, civil society supporters of non-Japanese citizens; and faculty and researchers from various areas.

Participants earnestly discussed and suggested solutions to a number of concrete issues including pre-school programs for parents and children with foreign roots; communication support programs for couples in international marriages; enhanced recognition of the expertise required of Japanese language study supporters and interpreters; improving information distribution to migrant residents; awareness raising among employers; and preparation of necessary legislation.

Comments from participants included: “I was able to learn current state of non-Japanese residents and the people who support them which I was not aware of in my regular duties” ; “I think both gender perspectives and international perspectives are crucial. I hope this workshop will trigger the incorporation of these perspectives in cooperation and collaboration within the administration and with related institutions” ; “Programs to support non-Japanese residents should embrace gender-equal perspectives. We should create opportunities for non-Japanese people to participate in society and foster an inclusive society that makes the most of everyone's unique abilities” ; “I would like to think more about collaboration with women's facilities” .



Group discussions on how to promote gender sensitive



Group discussion on preschool support

## Training Course for Counselors at Women's Facilities, February 5 (Wed.) ~ 7 (Fri.), 2014.



Dr. Tamie Kaino presenting her lecture “The significance and role of counseling services at women’s facilities”

Held with a view to training counselors capable of dealing effectively with women's increasingly complex and diverse concerns and improving the quality of services available, this 2-night/3-day training course was attended by 101 counselors and staff from public and private women's facilities. In the lectures following the opening session entitled “The significance and role of counseling services at women's facilities,” future possibilities and challenges such as provision of seamless support and the positioning of counseling services within facilities were identified in light of the current state of women's counseling and the social roles it has played hereto.

Lectures on the second day focused on reports on distinctive examples of collaboration between regions and institutions, legal knowledge relevant to counseling services and counselors' mental health, and participants considered support for people who had experienced difficulties through lectures and case studies in Workshop I. The optional “drum circle” experience provided a refreshing break as the lobby reverberated with the sound of drums. During Workshop II on the third day, participants listened earnestly to and exchanged opinions on lectures on poverty among young women, support for non-Japanese women, and internet-based



Workshop I “Support for people who have experienced difficulties” D: Support for people who experience difficulty living independently Ms. Tomoko Moriki



Plenary Session “Towards counseling-triggered empowerment”

Coordinator: Ms. Yaeko Tabata, Director, Morioka Women’s Center

Reporters: Lecturers on “Dealing with contemporary issues” from Workshop II

violence against women. During the plenary session, participants shared reports from Workshop II and challenges pertaining to the use of social resources and empowerment of counselors themselves. Feedback from participants included comments such as “I hope to make immediate use of what I learned from the lectures and workshops at work” and “The course afforded a precious opportunity to interact with counselors from throughout Japan.”

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## Seminar to Promote Women's Activities that Lead to Corporate Growth, October 18 (Fri.) ~ 19 (Sat.), 2013



NWEC President Fusako Utsumi's address

This year's seminar was attended by 47 individuals.

The opening session comprised a discussion around the theme "What is required to promote women's participation now?"

Guest speaker, Mr. Mitsudo Urano, Advisor to Nichirei Corporation made the following points: Steady efforts have enabled three women to assume division head positions and the percentage of managerial positions held by women is approaching our initial target of 5%; the aim of promoting women's participation is corporate growth - there is no magic to

promoting women's participation; long working hours is a transgression rectification of which will require men changing their work habits; and to ensure Japan's future we need to consider society as a whole when taking action - it is important that each company makes steady efforts to do what it can on a trial and error basis.

Prof. Emiko Takeishi, Faculty of Life Long Learning and Career Studies, Hosei University, said she felt there was a limit to how closely a work system for women could be modeled after the work style of men.

Adding that rather than joining men's society, women needed to explore a third style of working and that the mindsets of young men (male employees) were changing, she concluded that management's concept of integrating and embracing diversity was being questioned.



Opening Session: What is required to promote women's participation now?



Keynote Address by Ms. Akiko Ide: What is required of women leaders?

In her keynote address "What is required of women leaders ~ through career building in organizations," Ms. Akiko Ide, CEO of Radishborya, recommended the following with respect to women's career development: 1) look for female role models; 2) there is no need to panic if you can't do something by yourself; 3) upon becoming a superior you should help your subordinates demonstrate their abilities; 4) your making a mistake doesn't cause a nuisance. Rather than turning down an opportunity to move up is likely to make people say "You see, women always..." ; 5) instead of worrying about not having enough time for

work because of housework and child raising, set your priorities at work and manage things, including your subordinates, so that you can finish within regular working hours; and 6) when the number of women managers increases processes will become transparent and independent of informal networks.

In the workshops that followed, participants used action learning techniques to engage in discussion on the basis of asking questions from their diverse perspectives.

Ms. Hiroe Nakano, Director and Senior Researcher, Office of Research and International Affairs of NVEC also provided information by using international comparisons based on statistical data and the results of surveys of corporate employees to explain the current status of promotion of women's participation and challenges involved therein.

In the relaxed atmosphere of an informal dinner, participants exchanged information and networked among themselves.

Feedback from participants included comments such as “Our industries may differ, but we were able to discuss and share solutions to common issues” and “Participants were able to exchange opinions in the workshops and this gave us hope.”

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## Training Course to Promote Gender Equality among University Personnel

November 28 (Thu.) ~ 29 (Fri.), 2013



Keynote address “The significance of gender equality at universities”

Speaker: Dr. Sawako Hanyu

Division, Science and Technology Policy Bureau, MEXT; and a lecture entitled “Support for women's career building at universities” by Dr. Mieko Watanabe, Professor Emeritus at the University of Tsukuba. Participants deepened their understanding of the significance of gender equality at universities, how to create frameworks for fostering gender equality, and the importance of support for women researchers and women students' career building.

Held to promote gender equality at universities, junior colleges and national colleges of technology, this 1-night/2-day training course was attended by 87 faculty and staff from relevant tertiary education institutions.

On the first day, the opening session was followed by a keynote address entitled “The significance of gender equality at universities” by Dr. Sawako Hanyu, President of Ochanomizu University. This was followed by an explanation of measures related to support for women researchers and development of their research capacity by Mr. Katsuyuki Wada, Director, Office for Human Resources Policy, Knowledge Infrastructure Policy



Lecture “Support for women’s career building at universities”

Lecturer: Dr. Mieko Watanabe



Scene from a workshop

On the second day, workshops were held around three broad themes: Building frameworks to foster gender equality at universities; Support for women researchers at universities; and Career support for women students majoring in science and technology.

Participants considered issues challenging promotion of gender equality at their own universities and solutions thereto through case reports and group discussion on issues at various institutions (Kagawa University, the University of Miyazaki, Nagoya University, Sophia University, Nagoya Institute of Technology and the Institute of National Colleges of Technology).

Feedback from participants included comments such as: “It was helpful to exchange information with people in similar situations and to build networks” ; “Learning a lot about universities other than my own served as a good point of reference” ; and “I was able to discuss common issues in depth.”

## Seminar on Career Building for Women University Students, December 20 (Fri.) ~ 21 (Sat.), 2013



Lecture “What is a career? Data-based insights into careers”

NWEC collaborated with Leadership 111 to conduct a pilot one-night/two-day seminar on career building for women university students.

Targeting women students at 4-year universities struggling to identify a career path for themselves, the seminar aimed to train women leaders capable of supporting organizations and society in the future and promote gender equality in Japan by providing participants with an opportunity to learn that 1) having the right to work and choose your own lifestyle is crucial to planning a fulfilling life, 2) knowing about events

related to women's life planning ahead of time, and 3) building a career goes beyond personal self-realization and can lead to social change.

The first day mainly comprised an address entitled “What is a career?” by President Fusako Utsumi; a lecture on data-based insights into women's careers by Ms. Hiroe Nakano, Director of the Office of Research and International Affairs; and a panel discussion among members of Leadership 111 entitled “Learning from our predecessors” .



Panel discussion “Learning from our predecessors”



Group work (Day 2)

In the panel discussion coordinated by Ms. Yumiko Inomata (Representative of Empowerment Management Research Institute and Human Resource Development Consultant), Ms. Emiko Nakai (President, Nakai Institute of Life Economics, Small and Medium Enterprise Management Consultant, Level 1 Certified Skilled Worker of Financial Planning), Ms. Kozue Hirano (Advisor, Real Estate Office Management Division, EMG Marketing Godo Kaisha (TonenGeneral Sekiyu K.K. Group) and Ms. Tayoko Sato (Deputy Manager, Merchandising Head Office, Jupiter Shop Channel) participated as panelists and talked about their

experiences balancing work with family life while building careers in companies and government, fields in which women's participation still remains minor.

On the second day, in light of the content of the first day participants reflected on the panel discussion and created and presented career sheets through self-directed group work. Making the most of the residential aspect of this seminar, participants deepened exchange with women students from various other universities. Post-seminar questionnaires included comments such as “It was great to hear from women in different professions” and “It was great to be able to hear directly from our predecessors.”

## INFORMATION FROM NVEC

### FY2014 Programs by NVEC (Training Programs)

As of February 1, 2014

Program	Targets & Numbers	Date	Content
(1) Training Course to Promote Gender Equality for Leaders of Women's Facilities, Groups and Organizations	<ul style="list-style-type: none"> <li>• Managerial staff at women's facilities</li> <li>• Administrative officers responsible for gender equality</li> <li>• Leaders of women's groups and organizations, etc.</li> </ul> 120 people	May 21 (Wed.) ~ 23 (Fri.), 2014 2 nights 3 days	Conduct training for managerial staff, staff responsible for managing human resources and team leaders with a view to promoting women's participation and gender equality in companies.
(2) Meeting for Diversity Promotion Leaders 【New】	<ul style="list-style-type: none"> <li>• Leaders of corporate diversity promotion (promotion of women's participation)</li> </ul> 30 people	June 12 (Thu.) ~ 13 (Fri.), 2014 1 night 2 days	Conduct training for diversity promotion leaders with a view to promoting women's participation at work and contributing to the formation of a gender-equal society.

<p>(3) Summer School for High and Junior High School Girls 2014 ~ Encounters with scientists, engineers and people ~ (Application to the Japan Science and Technology Agency planned)</p>	<ul style="list-style-type: none"> <li>• 3rd year junior high school girls; senior high school girls; and parents and teachers with an interest in science and technology</li> <li>• Students 100 persons</li> <li>• Parents &amp; Teachers 50 persons</li> </ul>	<p>August 7 (Thu.) ~ 9 (Sat.), 2014 2 nights 3 days</p>	<p>Hold a residential hands-on science program with the aim of enabling junior and senior high school girls to discover new possibilities for themselves in the fields of science and technology through dialogue and interaction with scientists, engineers and students at science and engineering universities. Hold a program for parents and teachers in conjunction with this.</p>
<p>(4) Forum on the Promotion of Gender Equality</p>	<ul style="list-style-type: none"> <li>• Anyone with an interest in gender equality</li> <li>1,000people</li> </ul>	<p>August 29 (Fri.) ~ 31 (Sun.), 2014 2 nights 3 days</p>	<p>Conduct training that will contribute to the resolution of issues such as changing perceptions to facilitate promotion of gender equality, promotion of women's participation, support for women's career building, support for fostering of the next generation, and work-life balance, and support the promotion of mutual exchange among related groups and institutions.</p>
<p>(5) Seminar to Promote Women's Activities that Lead to Corporate</p>	<ul style="list-style-type: none"> <li>• Managerial-level staff, team leaders and leaders of corporate diversity promotion (promotion of women's participation)</li> <li>80people</li> </ul>	<p>October 16 (Thu.) ~ 17 (Fri.), 2014 1 night 2 days</p>	<p>Conduct training for managerial staff, staff responsible for managing human resources and team leaders with a view to promoting women's participation and gender equality in companies.</p>
<p>(6) Seminar on Career Building for Women University Students <b>【New】</b></p>	<ul style="list-style-type: none"> <li>• Women university students</li> <li>30people</li> </ul>	<p>A weekend in or after fall 2014 (to be determined)</p>	<p>Provide an opportunity for women university students to learn about career building from a gender-equal perspective while demonstrating their abilities and participating in society.</p>
<p>(7) Training Course to Promote Gender Equality among University Personnel</p>	<ul style="list-style-type: none"> <li>• Faculty involved in gender equality at universities, junior colleges, national colleges of technology, etc.</li> <li>80people</li> </ul>	<p>December 4 (Thu.) ~ 5 (Fri.), 2014 1 night 2 days</p>	<p>Given that tertiary education institutions such as universities, junior colleges and national colleges of technology are expected to play a role in realizing a gender-equal society, conduct training for relevant faculty with a view to promoting gender equality.</p>

(8) Training Course for Women's Information Archivists (Basic Course) + (Practical Course)	• Individuals involved in women's histories, staff at women's facilities, library staff and individuals with an interest in women's histories and archives <b>【Basic Course】</b> • 30 people <b>【Practical Course】</b> • 10 people	December 10 (Wed.) ~ 12 (Fri.), 2014	<b>【Basic Course】</b> Provide practitioners with basic information as a first step toward systematically learning concrete techniques for storing and organizing women's archives.  <b>【Practical Course】</b> After completion of the Basic Course, foster practical skills needed to store and organize archives.
(9) Training Course for Counselors at Women's Facilities	• Individuals involved in counseling services for women's troubles and concerns at women's facilities and private counseling offices 80 people	February 4 (Wed.) ~ 6 (Fri.), 2015 2 nights 3 days	With a view to supporting women's empowerment by improving the quality of counseling services so they can deal with the increasingly complex and diverse issues confronting women, conduct specialized and practical training to facilitate the acquisition of knowledge and skills needed to resolve pressing issues, including violence against women and poverty among women.

## EDITOR'S NOTE

The National Women's Education Center (NWECC) -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, NWECC 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 NWECC Newsletter is published twice a year to introduce our activities.

NWECC 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.

○NWECC Home Page(English) <http://www.nwec.jp/en/>

○NWECC Newsletter Top Page <http://www.nwec.jp/en/publish/#head1>

★It becomes warm little by little, and I feel the visit of spring. Thank you for reading NWECC Newsletter.



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