

Message Commemorating the 40th Anniversary of NWEC

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Ms.Fusako Utsumi, President
National Women's Education Center

This year marks the 40th anniversary of the opening of the National Women's Education Center of Japan (NWEC). I would like to take this opportunity to express our sincere gratitude for the strong support from the many women's facilities and organizations over the years that have made it possible for NWEC to reach this important benchmark.

NWEC was established in 1977, two years after the World Conference of the International Women's Year was held in 1975. The World Conference in Mexico lent momentum to women's movements in Japan, and the trend of women entering the work force accelerated.

Japan at the time was known to have a high marriage rate and a low percentage of singles. There was still a social consensus on ideal age for marriage, and the most frequent response from female respondents on a survey that asked about expectations of marriage was, "Marriage is the ultimate happiness for a woman," followed by "It is only natural for people to get married" and "Marriage brings emotional stability" (according to the 1972 Survey on Attitude toward Social Awareness by the Prime Minister's Office (currently part of the Cabinet Office), Japan).

It was also around this time that the marriage rate started to show a declining trend. According to a survey in 1972 inquiring whether people supported the traditional view that "the husband works outside the home and the wife looks after the home," the ratio of people in agreement with this view exceeded 80% for both men and women, while the ratio of people in agreement with the opposite view was less than 10%. In a survey in 1976, however, the ratio of people who "agreed" had changed significantly, falling to 49%, while those who "disagreed" rose to 40%. It can perhaps be said that it was around 1977 that signs of such a change in awareness among Japanese women became apparent.



On celebrating NWEC's 40th anniversary, reflecting on the past 40 years, I could not help but feel that NWEC has provided many opportunities for Japanese women looking for change to make significant strides through the study of various areas relating to women's education and gender equality. I feel proud that NWEC has been able to provide an ideal venue in a pleasant environment surrounded by the lush green of nature as a place for people to study or get together, a place where they can engage in heated discussions, lively exchanges, or quiet contemplation and tranquil physical and mental rest.

The social environment for women in Japan has changed significantly over the past 40 years and, needless to say, their participation in society is becoming more prominent. Nevertheless, women in Japan still have some distance to go before catching up with the world standard.

As an organization promoting gender equality, we at NWEC are committed to improving the services we provide. Step by step, we will move ahead with our efforts to realize a gender equal society where both men and women alike participate in every area without restraint, and where both sexes shoulder responsibility for society and enjoy its rewards.

RECENT NWEC ACTIVITIES

The NWEC Women's Archives Center Exhibition , February 17(Fri.)~December 17(Sun), 2017

In November 2017, NWEC celebrated the 40th anniversary since its establishment. To commemorate this benchmark, we are holding the "40th Anniversary Exhibition" at the NWEC Women's Archives Center Exhibition Room from February 17 to December 17.

NWEC was established as an institution affiliated with the then Ministry of Education in 1977 to promote women's education through specialist research and studies on women's education. With changes in government policies and changes in society over time, NWEC's structure and missions also changed, and it transitioned from being an affiliated institution of the Ministry of Education, Culture, Sports, Science and Technology to an independent administrative institution. At present, as an institution promoting gender equality, NWEC devotes its efforts to four pursuits: providing training, engaging in research, contributing to international efforts, and disseminating information including PR activities.



Exterior view of the exhibition room

The 40th Anniversary Exhibition features displays of a broad array of artifacts including letters of request to establish the NWEC (which were sent to politicians including the Minister of Education from women's groups from all over Japan a few years prior to the establishment of NWEC), photographs taken during the construction of NWEC, fliers announcing training and events, photographs of visits from members of the royal family, video footage of the interior of NWEC some decades ago, and a map indicating the locations of several hundred gender equality centers and women's facilities throughout Japan and NWEC's collaboration with them. A panel display



Exhibition room

illustrates NWEC's journey from its early days up to the present in a clear, concise manner by presenting NWEC's work of the past 40 years according to the areas of its initiatives:

- 1) Support for women's education and leaders promoting gender equality,
- 2) Support for the development of diverse careers,
- 3) From family education to developing the next generation,
- 4) Cooperation with international society,
- 5) Defending human rights of women both in Japan and overseas, and
- 6) Promotion of lifelong learning and development of networks.

Seminar on Career Building for Female University Students, February 18(Sat.) ~ 19(Sun.), 2017

From February 18 to 19, 2017, the National Women's Education Center (NWEC) co-hosted a two-day seminar with Leadership 111¹ on the theme "Thinking about your career is thinking about your life." With 35 women students in attendance, this event marked the fourth seminar of the year as part of NWEC's unique career building program.

Study at the seminar focused on three viewpoints aimed at developing skills for leaders of the next generation: (1) Having a job and our own life options are vital for fulfilling life plans (autonomy and independence), (2) Gaining a prior understanding of the various events involved in life planning for women (life planning), and (3) Building a career that will lead not only to self-realization of the individual but also to building a better society (resolve to change and support society).

A particular feature of this seminar was not only the presence of members representing the co-host Leadership 111 as role model panelists but also their active participation in the exchange sessions and group work, which gave students the opportunity to listen firsthand to women working in society articulate their views.



panel discussion

In talks on the first day, students learned about the importance of thinking and making choices on their own in an ever-changing global society, and in the panel discussion that followed, they learned about the relevance of life events and career, the excitement of working, and overcoming difficulties. On the second day, after group discussions on ways to become actively involved in society and develop independent careers, students drew up their own career sheets where they "visualized" their own ideas and aspirations about their future careers.

In the planning and management of the seminar, past participants took part in the planning committee to support students in their learning in what has become a "cycle of learning," one of the notable characteristics of this seminar.

¹ Leadership 111 (One-one-one) was established in 1994 by women representing various fields as a network for mutual support, mutual learning, and mutual exchange of information with the aim of realizing a better society. It is an organization whose motto is to present proposals for a global society and to put them into practice themselves.



Group Work

Among the results of the seminar were the increased self-esteem of the students and the promotion of self-understanding and understanding of others (which leads to the building of internal careers), the development of networks among participants, and improvement in communication skills. Furthermore, as part of this program, a career support seminar was also held at a university in Aomori prefecture.

Some of the impressions of the program expressed by students were as follows:

- *Listening to others' views and engaging in discussions with each other about our uncertainty of the future was a valuable experience.*
- *There were students in the same circumstances, students in different circumstances, from universities in various regions. It gave me the opportunity to take a look at myself and to become familiar with new ideas.*
- *I was able to establish a new network of people who are already working in various fields as well as students. I will continue to value these connections.*



Group photo

Community-based Leadership Training for Promoting Gender Equality <for Leaders of Women's Facilities, Groups and Local Organizations> , June 7(Wed.) ~ 9(Fri.), 2017

From June 7 to June 9, NWECC conducted its course in training for leaders promoting gender equality in communities, and 145 participants from all over Japan attended. Themed “Work Style Reforms that Allow for Diverse Lifestyles,” the course considered the specialist knowledge required for promoting gender equality and the latest trends in government policies with a view to improving skills in management and in utilizing networks.

In the lead up to the course, as an NWECC training initiative, we trialed a new e-learning course on basic knowledge of gender equality on the course applicants as prior study for the training.

The first day of the training featured two keynote lectures. Ph.D. Nobutaka Ishiyama, Professor of Hosei University, began with his lecture, “Approaching Work Style Reforms that Allow for the Active Participation of Both Men and Women – Achieving an Organizational Culture of Mutual Recognition.” Ms. Sook Ja Park (Appassionata, Inc.) followed with her lecture, “Overcoming Unconscious Bias.” Prior to the lectures, participants had studied diverse values as the premise for the viewpoint why gender equality is necessary for “work style reforms.”



Lecture by Ph.D. Nobutaka Ishiyama, Professor of Hosei University

On the second day, participants received briefings on the latest government policies, and issues to be addressed in communities in the future from three government agencies: the Cabinet Office, the Ministry of Health, Labor

and Welfare, and the Ministry of Economy, Trade and Industry. At Plenary Session 1, examples of three good practices were presented: 1) cooperation with companies and economic organizations by Hiroshima Prefecture, 2) new developments of venture support programs for women by the Sapporo Center for gender equality and 3) a cooperative career support program for university students as a university COC program of NPO Work Life Collabo. In the afternoon workshops, participants deepened discussion on building and utilizing new networks for creating sustainable local communities, bearing in mind the various anecdotal reports presented earlier and drawing on their own work and activities.



Workshop 2: Course for managers of women's facilities

On the final day at Workshop 2, “Approaching Issues Related to Work,” group discussions proceeded from three perspectives: managers of women’s facilities, local government staff, and leaders of organizations. This session gave participants time to expand discussion in light of reports and mini lectures as well dialogue that they themselves had engaged in during the course, and to share their thoughts about the first step to take upon their return to their workplaces. In the wrap-up session summing up the three days, among the points shared were: (1) reflections on the three perspectives discussed in Workshop 2, (2) arrangements for cooperation for promoting gender equality in communities in the future and expectations of the role of local government as the hub organization, and (3) the question of how to link awareness and changes in awareness resulting from learning to changes in society.

After the course, NWECC received feedback from a number of participants. The following are some of their comments:

- *The course focused on issues that reflect needs of today such as reform in working styles and building networks, which I found to be particularly useful*
- *I was just appointed to my present position this year, and I had been feeling anxious and unable to imagine what the future held in store. However, the broad curriculum of the training enabled me to think about how I can tackle issues in my own way in the future.*
- *I was able to exchange information and views with various participants from all over Japan.*



Wrap-up session

Training Courses for Counselors at Women’s Facilities , July 4(Tue.) ~ 6(Thu.), 2017

From July 4 to 6, NWECC conducted “Training Courses for Counselors at Women’s Facilities” to train counselors who can respond appropriately from the viewpoint of gender equality to concerns that are becoming increasingly complex and diverse, and to improve the quality of the counselor’s work. Altogether 102 counselors who deal with the concerns of men and women at facilities such as gender equality centers, spousal violence counseling and support centers, civil groups, and companies throughout Japan participated in the training.



*Ms. Hiroe Yoneda (Part-time instructor, Rishso University, clinical psychologist)
Keynote lecture: “What is Meant by the Women’s Counseling from the Viewpoint of Gender Equality?”*

In the keynote lecture on the first day, as she explained the Basic Act for Gender Equal Society, Ms. Hiroe Yoneda, a clinical psychologist, reaffirmed that the rights of both men and women as equal human beings are respected under the law. The next person to take the podium was Ms. Nozomi Baba, an attorney, who presented in a manner that was easy for all to understand basic legal knowledge that could be immediately applied to daily work situations.



*Ms. Chieko Akaishi (President, NPO Single Mothers' Forum)
Workshop1: "Difficulties of Single Parent Families and Support for Those Seeking Counsel"*

On the second day, in lectures presented by various persons including a police officer from Saitama Prefectural Police, a clinical psychologist, and a nonfiction writer, participants acquired the latest information about preventing stalker incidents, social structures where women are vulnerable to falling into poverty, and trauma-informed care. Furthermore, in Workshop 1, participants examined case studies on various topics including issues in human relationships, support for victims of domestic violence, and single parent families. They then organized these issues according to how a counselor who is charged with dealing with these difficulties and problems responds to them and provides support. Participants also deepened their practical knowledge through role-playing in simulated consultation situations.

On the third day, Workshop 2, under the theme "Developing Counseling Business and Cooperating with Organizations," explored future development potential including issues in local and organizational cooperation and business development, and the kind of referral organizations that might step in to resolve problems of those seeking counsel. This activity was based on anecdotal reports of local and organizational cooperation with counselors as well as business development.



*Ms. Tamami Kumagai (Representative, HEART Counseling Center, clinical psychologist)
Lecture: "How to Provide Trauma-informed Counseling for Persons with Trauma while Looking after Your Own Wellbeing"*

In the plenary session, the speaker of Workshop 2 took the podium and furthered the discussion by raising the question "organizational cooperation and business development for whom and for what purpose" and also touched upon business development and common issues. At the end of the plenary meeting, Ms. Mami Kishigami, the meeting coordinator, concluded the meeting by remarking, "Although there are cases where cooperation with organizations is useful in the role of support, we must also empower ourselves to solve problems in a way that those who are involved in counseling provide support to each other as friends. I hope we can provide support for persons seeking counsel with a spirit that lets them know, "You have friends. You are not alone," and that this will lead to better support."

In the questionnaire surveys distributed after completion of the training, participants gave their impressions. Among these were the following:

- *The content of all of the lectures contained knowledge and ideas I was keen to learn. The lectures were truly useful.*
- *While deepening my exchanges with participants from other organizations, I was able to obtain knowledge and information that I can apply in future counseling work.*

The 13th Summer School for High and Junior High School Girls 2017 – Encounters with Science, Engineering, and People , August 5(Sat.) ~ 7(Mon.), 2017

A titled program "Science Summer School for High and Junior High School Girls" was held by NVEC from August 5 to 7 in 2017 supported by the Japan Science and Technology Agency (JST) through its Support for Female Students in Choosing Science Courses Program. It was co-hosted by the Working Group on Gender Equality for the Committee for the Science Community, Science Council of Japan, with sponsorship from the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering, and the support of numerous organizations including Ochanomizu University, Okinawa Institute of Science and Technology Graduate University, and the Saitama Prefecture Board of Education.

The purposes of this program are (1) to meet with science and technology, (2) to talk directly with female scientist and engineer, and (3) to design their career together with friends and advisers. The participants from all over Japan were 103 junior and senior high school girls and 19 teachers and parents.

First of all, Ms. Yumiko Nagoh, Executive Committee Chairperson, gave opening address and launched the program. In the career lectures, Ms. Mami Onozawa, a graduate of the summer program who also has experience working as a teaching assistant (TA) and in planning and operations, and Ms. Aiko Sugawara, who is currently working in R&D division of the company, spoke about their life and work at present and the excitement of taking up a career in science. The addresses of these women, as role models with whom the students could relate, carried meaningful messages for the junior and high school girls contemplating their career planning.

Various activities planned by the TA were again incorporated in this year's program. One of these was "Share Talk!" where the girls, after listening to the experiences of their seniors who had chosen career paths, shared their own views and ideas. In a game called "Science Battle," students strived to meet the game goals by working together with fellow students that they met for the first time, and deepened their friendships with others as a result. Another popular activity was "Gate Way," where a venue was arranged for students to engage in exchanges with scientists and university students to interview them one-on-one about details of their career choices and paths in their career.



"Gate Way" planning by TA and career counseling



Poster presentation

Other programs are (1) A practical lab work and poster presentation by 40 organizations, (2) international exchanges that included introduction to the culture and university life in the countries of international teaching assistants (TA) and research of international student TA. Lectures and workshops for teachers and parents were performed independently.

On the final day, the students gave individual presentations on their future plans based on their experience at summer school. After learning how exciting careers in science can be through their exchanges with science researchers, engineers, and TAs, the students seemed to reflect in their opinions an increase in motivation in regard to choosing a career in science. We received many positive comments in a survey after the program as follows.

•It broadened my view.

•It solved my problems.

•It made me determined to study harder to achieve my dreams.

•I want to work harder for my future, taking one step at a time.

It was the support of so many staff members that made holding this summer school program possible. The TA, who provided caring support and counseling to students, and the teachers, who spoke so passionately about their research, seemed to have truly left an indelible impression on the participating junior high and high school girls.



*Group photo of high and junior high school girls
teaching assistants*

NWEC is just started mentor matching activities in order to assist high and junior high school girls deepen their thinking about career choices and career development after summer school.

Forum on the Promotion of Gender Equality, August 5(Sat.) ~ 7(Mon.), 2017

Themed “Towards a New Tomorrow: Creating a Supportive Society for Both Men and Women” the National Women’s Education Center (NWEC) held its regular summer forum on the Promotion of Gender Equality from August 25 to 27, 2017. Bringing together people responsible for gender equality in government, women’s organizations, NPOs, universities, and the corporate world as well as general participants, the forum explored ways of sharing issues and solving problems, and promoted efforts to form networks that transcend organizational boundaries. In attendance at the forum were more than 1,000 participants from all regions of Japan from Hokkaido to Okinawa.



*Kaori Yamaguchi, Associate
Professor, University of Tsukuba*

In her special lecture “Courage to Change, and Actions for Change – Creating a Supportive Society for Both Men and Women,” Kaori Yamaguchi, Associate Professor of Faculty of Health and Sports Sciences, University of Tsukuba and bronze medal winner in judo at the Seoul Olympics, spoke about her experience in blazing a trail on her own as an athlete and as a leader in the world of judo after her retirement from the sport, which had been dominated by men for many years and where very few women were in leading positions. In the message she delivered to her listeners, she emphasized it was important

for all people to find value in each other and respect each other’s differences, to have courage as individuals to

voice their opinions, and to take concrete action if we are to create a society that is supportive of both men and women.

On the second day of the symposium, Fusako Utsumi, NWEC President and coordinator of the forum, reflected on the history of NWEC, which celebrates its 40th anniversary this year, and spoke about the progress of gender equality in Japan and NWEC's initiatives over the years under the theme "Changing Ourselves and Changing Society – A Roadmap for Tomorrow." Ms. Yasuyo Tanaka (Senior Manager, General Affairs and Human Resources Division, Asahi Kasei Corporation) stated that what matters is one's individuality, irrespective of whether the individual is a man, woman, or someone with a disability, and that we need to create a society where people believe in the ability and potential of people as individuals and support each other. Mr. Futoshi Taga (Ph.D, Faculty of Letters, Kansai University), talked about the need to change our "standard work style" and the need for women to strive for financial independence. Toward this end, he made recommendations for realizing a work-life balance in society in regard to the direction of government policies and initiatives needed in various areas including work organizations, local areas, individuals, and education.

The workshop organized by NWEC, "The World We Youth has Seen, and Society Through the Eyes of Youth," provided a venue for young people who participated in CSW61 (61st session of the Commission on the Status of Women) to share information and express their convictions. Many anecdotal reports were presented by groups that are playing an active role in social issues and in the difficulties many young people contend with in everyday life. Many young people participated in the workshop.



"The World We Youth has Seen, and Society Through the Eyes of Youth,"

On the third day, Kyoko Yokoma, a film director who lives in Canada and who came to Japan for the screening of her film *Between Allah & Me (and Everyone Else)*, greeted the audience from the stage and took part in a question and answer session.

In addition to the above, NWEC conducted workshops on diverse subjects including gender equality, female leadership training, and support for victims of domestic violence, mainly for universities and nongovernment organizations through public tender. There were also many opportunities for exchanges of information among participants from all over Japan, which was also the objective of this forum, and it turned out to be three great days packed with enthusiasm.



workshop

TOPICS

The 14th KIGEPE International Symposium “Empowering Women’s Leadership: expanding influence and innovation” , June 1(Thu), 2017

Researchers from NWEC participated an international symposium “Empowering Women’s Leadership: expanding influence and innovation” held during the “Jeju Forum for Peace and Prosperity 2017” on Jeju Island, Korea on June 1, 2017. Organized by the Korean Institute for Gender Equality Promotion and Education (KIGEPE), the symposium opened with welcoming remarks from its president, Ms. Moosuk Min. This was followed by a keynote speech entitled “Overview of the UN Women’s strategy to promote women leadership” by Melissa Alvarado, Program Manager of UN Women; a presentation on “Status and Direction of gender policies for women talents implemented by the Korean government – based on the cases of Women Talent Academy” by Ms. Nansook Park, Director General, Ministry of Gender Equality and Family; and a presentation on “Leadership training of female executives” by Ms. Sophia Zhao, Senior Researcher at the Center for Creative Leadership, a private organization in Singapore.



Our researcher presented a report entitled “Women’s Leadership and Empowerment in Japan: From NWEC’s research and training.” In addition to introducing NWEC’s initiatives and objectives, and the social status of women in Japan, she reported on insights gained from “Research on Initial Career Paths to Promote Active Participation,” a study currently being undertaken at NWEC, and information, challenges and future directions for leadership training available to young women, such as NWEC’s Summer School for High and Junior High School Girls and Seminar on Career Building for Women University Students.

INFORMATION FROM NWEC

Publication of “Practice in Promoting Women’s Active Participation Through Local Cooperation – Capitalizing on Links between Government and the Private Sector to Create Sustainable Communities”

In this new publication based on the “Practical Guidebook for the Promotion of Regional Women’s Activities – New Cooperation and Roles for local governments and Gender Equality Centers” published in 2015, we have significantly updated content and added new examples. Focusing on cooperation among various organizations and areas in communities, the book provides detailed anecdotal examples on current conditions, issues, local government, and gender equality centers in regard to initiatives for promoting the active participation of women, which is a critical policy issue for maintaining a sustainable society.



NVEC
Summary Gender Statistics

Women and Men in Japan 2017

This leaflet illustrates the state of women and men in the important areas of Japanese society. Data are primarily extracted from government publications.

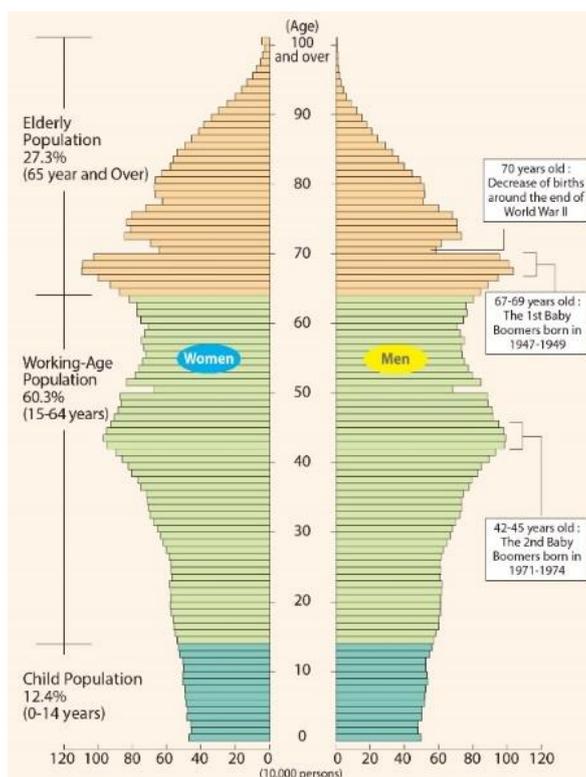
A Population/ Household

1 Population by three age groups

1,000 persons (%)

| | Total | 0-14 years old | 15-64 | 65 and over |
|--------------|------------------|----------------|---------------|---------------|
| Total | 126,933 (100) | 15,780 (12.4) | 76,562 (60.3) | 34,591 (27.3) |
| Women | 65,167 (100) | 7,700 (11.8) | 37,875 (58.1) | 19,592 (30.1) |
| Men | 61,766 (100) | 8,081 (13.1) | 38,686 (62.6) | 14,999 (24.3) |

2 Population pyramid, 2010



3 Population projection

10000 persons (%)

as of 2017

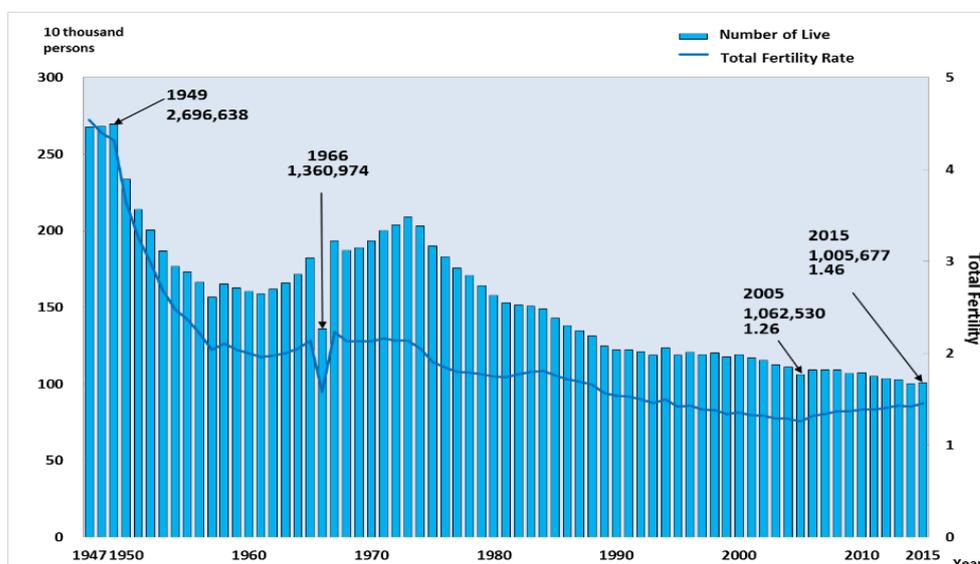
| Year | Total | 0-14 years old | 15-64 | 65 and over |
|-------------|--------|----------------|--------------|--------------|
| 2015 | 12,709 | 1,595 (12.5) | 7,728 (60.8) | 3,387 (26.6) |
| 2040 | 11,092 | 1,194 (10.8) | 5,978 (53.9) | 3,921 (35.3) |
| 2065 | 8,808 | 898 (10.2) | 4,529 (51.4) | 3,381 (38.4) |

4 Average life expectancy at birth

Age

| | | |
|-------------|---------------|-------------|
| 2015 | Women : 86.99 | Men : 80.75 |
| 1975 | Women : 76.89 | Men : 71.73 |
| 1955 | Women : 67.75 | Men : 63.60 |

5 Change in Number of Live Births and Total Fertility Rate



6 Average Household size

| (Private households) | | Number of Persons | |
|----------------------|------|-------------------|------|
| 1970 | 3.41 | 1990 | 2.99 |
| | | 2015 | 2.33 |

7 Distribution of individuals by marital status

15 years old and over (%)

| Year | | Single | Married | Widowed | Divorced |
|-------------|-------|--------|---------|---------|----------|
| 2010 | Women | 22.9 | 55.9 | 13.7 | 5.7 |
| | Men | 31.3 | 59.9 | 3.0 | 3.8 |
| 1990 | Women | 23.6 | 60.7 | 12.4 | 3.3 |
| | Men | 31.4 | 64.3 | 2.4 | 1.9 |

8 Mean age of first marriage

Age

| | | | |
|-------------|------------|---------------|---------------------|
| 2015 | Wife: 29.4 | Husband: 31.1 | Age difference: 1.7 |
| 1990 | Wife: 25.9 | Husband: 28.4 | Age difference: 2.5 |

9 Number of divorces

| Year | *Number of divorces | **Number of Divorces after living together for more than 20 years | **/* |
|-------------|---------------------|---|-------|
| 2015 | 226,198 | 38,641 | 17.1% |
| 2000 | 264,246 | 41,824 | 15.8% |
| 1990 | 157,608 | 21,718 | 13.8% |

1 Advancement rate to higher education

(%)

| | Junior College | | University | | Graduate school | |
|------|----------------|-----|------------|------|-----------------|------|
| | Women | Men | Women | Men | Women | Men |
| 2016 | 9.1 | 0.9 | 47.4 | 51.2 | 6.3 | 15.0 |
| 2000 | 17.9 | 1.8 | 29.2 | 40.6 | 6.3 | 12.8 |
| 1990 | 23.4 | 1.4 | 13.5 | 22.2 | 3.1 | 7.7 |

2 Ratio of female undergraduate students by major fields of study

Person (%)

| | | Humanities | Social Science | Science | Engineering |
|------|-------|-------------------|----------------|-------------------|----------------|
| | | 2016 | Women | 239,505 (65.4) | 287,892 (34.7) |
| | Men | 126,715 (34.6) | 541,507 (65.3) | 57,850 (71.3) | 330,720 (86.0) |
| 1990 | Women | 193,867 (67.4) | 108,125 (15.2) | 11,815 (18.7) | 14,615 (4.0) |
| | Men | 93,675 (32.6) | 603,324 (84.8) | 51,326 (81.3) | 353,229 (96.0) |

*Science and Engineering are selected as examples of field of Natural Sciences.

Publication of the “Report on a Survey of Men and Women’s Initial Career Development and Promotion of their Participation”

As a survey study for achieving a gender-equal society and shedding light on factors that enhance the career awareness of men and women in the early days of their careers, NVEC published a report as part of its “Report on a Survey of Men and Women’s Initial Career Development and Promotion of their Participation” which the center has been engaged in since 2015.

The work environment and human relationships young people encounter for the first time after becoming adults in society have a significant impact on the future development of their careers. To promote the career development of women in particular, it has been pointed out that women must be allowed to advance in their careers and experience in the work place at an early stage in the initial period of their career when they are relatively unrestricted by life events such as giving birth and raising children. Among women successfully participating at the career front line, there are many who make remarks such as, “I am what I am today because of the meaningful work I was assigned and trained in during my 20s.”



Therefore, to learn about the experiences and growth of men and women in the early days of their careers, the National Women’s Education Center began conducting a panel survey to trace the progress of young men and women who first became full-time employees in private sector companies in 2015 until the fifth year of their employment. A panel survey is a method of gathering information about certain individuals at multiple points in time concerning their career awareness and the environment in which they work. This research method makes it possible to surmise more precisely the extent to which career awareness changes during the initial stages of the

careers of men and women, and what factors are related to those changes.

The report compares the career awareness of men and women in their first and second years of employment by aggregating the results by gender of the first survey conducted in October 2015 and the second survey conducted in October 2016. A look at results of both surveys shows that although women in their first year answered, “I intend to aim.” for a managerial position, in the second year, 20.6% of these changed their response to “I do not intend to aim.” The most often cited reason for this was “It will be difficult to balance a job and family (64.4%).” For further details, please see the survey reports on the NWEC website at the following link:

<https://www.nwec.jp/research/carrier/index.html>

In October 2017, we conducted the third follow-up survey in which we questioned men and women about their career awareness in the third year of their employment. We plan to publish the report of this third survey in March 2018.

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) <https://www.nwec.jp/en/index.html>
- NWEC Newsletter Top Page <https://www.nwec.jp/en/about/pr/newsletter.html>
- NWEC facebook <https://www.facebook.com/NWECEJapan>

★ Thank you for reading NWEC Newsletter.

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Information Center for Women's Education

The Information Center for Women's Education is a specialized library located inside NWECC. The library collects materials pertaining to gender equality, women, families and children, and is open to public. The center is located on the 2nd floor in the main building of NWECC.

At present the Information Center for Women's Education houses approximately 110,000 volumes, 27,000 local government documents, 4,000 periodicals including magazines and journals, and 440,000 newspaper clippings.



The center welcomes not only persons using NWECC's facilities during training or persons staying at NWECC but also members of the general public who wish to use the materials. It is also possible to borrow books from the center by following simple formalities.

Opening hours are from 9:00 to 17:00 daily excluding Sundays, NWECC holidays, and the New Year's holiday period.

When you visit NWECC, please feel free to drop in to the Information Center for Women's Education located on the 2nd floor in the main building of NWECC. The lush landscape that can be viewed from the windows and the tranquil atmosphere make the center an ideal place for reading, studying or doing research.

Information about the Winet information portal site

"Winet" is the internet portal site for the Information Center for Women's Education. Winet is designed to provide easy access to the internet service collection catalogue database, the women's facilities database, and the statistics database concerning women and men, which are operated and made public by the Information Center for Women's Education.

Winet URL address: <http://winet.nwec.jp/>