

RECENT NWEC ACTIVITIES

The 40th Anniversary Commemorative Project

40th Anniversary Commemorative Tree Planting Ceremony

The 40th Anniversary Commemorative Tree Planting Ceremony was held on November 13, 2017 to mark the 40th anniversary of the opening of NWEC. In attendance at the ceremony were NWEC staff, NWEC volunteers, and employees of NWEC Best Support Co., Ltd.

After greetings from Ms. Utsumi, President of NWEC, Ms. Miyamoto, a representative of NWEC volunteers, Mr. Nagasaki, President of NWEC Best Support Co., Ltd., and participants placed soil around the seedlings of the sawtooth plants placed at the front of the entrance, and the tree planting ceremony was completed. Sawtooth oak is known for its rapid growth, and this particular tree was chosen as the embodiment of NWEC prayers for the further progress in women's participation in society and the workplace, and for gender equality.



Tree Planting

Commemorative Magazine Issue



Commemorative Magazine Issue

NWEC published a digest (in Japanese) featuring mainly photographs as a commemorative magazine celebrating NWEC's 40th anniversary. Since NWEC publishes commemorative issues on benchmark anniversaries such as the 10th, 20th and 30th anniversaries, this issue focuses mainly on events during the decade from 2006 to 2017.

Altogether 1,500 copies of the digest were prepared and distributed to Gender Equality Centers, municipal boards of education, government administrative sections in charge of gender equality, research institutes related to women's studies, and women's education organizations, etc. throughout Japan.

NWEC Volunteers 40th Anniversary Festival

On February 6, 2018, NWEC held the NWEC Volunteers 40th Anniversary Festival “Joining from hand to hand for tomorrow - volunteering for the promotion of gender equality.” Ms. Teruko Ohno, former President of NWEC and current Office Manager of Japan Women’s Network for Disaster Risk Reduction, took the podium for the keynote address, “Learning about volunteering.” In the afternoon, eight programs were presented including some displays such as “40 Years of Volunteering,” and some skits about gender equality. The festival offered a venue for learning and practice for volunteers as well as a venue for learning and interaction for the many participants.



A skits about gender equality

Women’s Archives Center Special Exhibition

Women’s Archives Center 10th Anniversary Exhibition

- Inheriting the legacy of women’s progress and achievements-

The NWEC Women’s Archives Center is the only institution in Japan with the name bearing the words “Women’s Archives.” The center’s activities are motivated by the idea of bringing to the fore the history of women in society by unearthing materials buried in past society and creating “women’s archives” as a new classification.

NWEC is holding the Women’s Archives Center 10th Anniversary Exhibition entitled “Inheriting the legacy of women’s progress and achievements” from January 26 to September 9 in the exhibition room of the Women’s Archives Center on the ground floor of the main building. On display are materials related to gender equality that have been collected by NWEC to date.



Exterior view of the exhibition room

For example, “The Women’s News, Japan,” a collection of photographs featured in news coverage, consists of 35,000 photographs collected by reporters as newsworthy material for publication in Japan’s first nationwide newspaper for women by women, published by the Zenkoku Fujin Shinbunsha from 1970 to 2006. This exhibition allows visitors to read the annals of the activities of the women who produced a publication several decades ago on their own at a time when there were very limited means by which women in Japan could disseminate information independently.

The “Mumeo Oku Collection” features various artifacts such as the election campaign sash, election posters, and the certificate of election of Mumeo Oku, who became one of Japan’s women parliamentarians in 1947 in an election where Japanese women were allowed to vote for the first time after the Second World War.

NWEC hopes that these valuable materials, generously contributed by women’s organizations and individuals, will impart to visitors a feeling for the activities of these women of the past, and an understanding of how today’s

women have inherited these.

This exhibition will also simultaneously feature a mini exhibition, “Women’s Education in the Meiji Period,” as a government measure commemorating the 150th anniversary of the commencement of the Meiji era. In addition to its own archive materials, NWECC has leased materials from Nagoya University’s Gender Research Library and the Tokyo Metropolitan Central Library, and will exhibit various artifacts from the Meiji period including magazines, school textbooks, and sugoroku, a Japanese game of dice. Visitors will be able to get a glimpse of what life was like in the Meiji Era when female students were simultaneously learning lessons in traditional etiquette passed down from the Edo period and Western studies introduced after the Meiji Restoration.



Women’s Education in the Meiji Period

NWEC Global Seminar under the theme of “Promotion for Advancement of Women – Lessons from Germany, December 7(Thu), 2017

On Thursday, December 7th, 2017, the National Women’s Education Center of Japan hosted the 2017 NWEC Global Seminar under the theme of “Promotion for Advancement of Women – Lessons from Germany” at Shufu Kaikan Plaza F, where active discussions among over 80 participants took place.

The keynote speaker, Ms. Ulrike Helwerth, the International Gender Equality Policy Advisor of the National Council of German Women’s Organizations, gave a comprehensively report concerning initiatives taken in Germany to promote gender equality, entitled “Unfinished Business – Gender Equality in the 21st Century: The German Case.” She primarily explained the current situation of labor, disparity, and leadership, and emphasized that “gender equality is a prerequisite for a fair and sustainable society, which bears gender democracy in its mind and heart.”



Keynote Speech

Ms. Helwerth has long worked as the Communications Director for the National Council of German Women’s Organizations, and since 2015, has advised the international community on trends of gender equality policies as well as participated in lobbying activities. From such an active background, she clarified Germany’s present condition. The problems she brought up were wide-ranging, including education, women in the labor market, the gender pay gap, leadership quotas in politics, and violence against women. There were detailed explanations of legal actions which built up the roots of gender equality policies in Germany, such as establishment of childcare facilities targeting all children, parental allowances, and paid holidays to provide nursery care for other family members. Moreover, in conclusion, she sent a powerful message that equality is something that requires effort, we are only halfway there, and that consistent initiatives are indispensable.

The Part II panel discussion, under the theme of “Promoting Women’s Participation in Private Sectors,” was an enthusiastic report and debate. The current state and challenges faced by Germany are highly suggestive to

Japanese society. Regarding the situation of initiatives in the Japanese private sector, the current state and problems were made clear from the standpoint that diversity has been promoted within organizations.

Dr. Karen A. Shire, who belongs to two institutes; the Institute for Global Leadership, Ochanomizu University and the Institute of Sociology and Institute of East Asian Studies, University of Duisburg-Essen, introduced “What causes Gender Inequalities in Work and Employment? Germany and Japan in Comparison,” which is centered on the contrast between the two countries.

She indicated similarities between Germany and Japan, and rationalized them by labor and employment based on detailed data from the perspective of looking into problems they can learn from each other. Despite systematic differences of Germany having socially democratic ideology at its base, while conversely Japan, at its foundation, being a liberal marketplace, she figured out the similarity is that both are conservative, familial welfare countries. Concerning how economic activities are gendered in Germany, she, based on the data, explained the current condition of a high participation rate of women in the workforce, and a 40% rate of women working as part-time employees. As there is no demonstration of female leadership in the economic realm, nor progress of reform in masculine corporate culture reigns, she pointed out as the future challenges that women’s participation in the political realm is not moving forward.

Ms. Noriko Morikawa, Executive Vice President of Bosch Corporation, from the standpoint of strongly promoting women’s active participation, introduced concrete examples of Bosch Japan’s activities under the theme “Promoting Women’s Participation in Private Sectors.” Main examples of those activities included holding lectures and/or panel discussions targeting female engineers and their superiors, conducting diversity trainings aimed at senior management positions, as well as training aimed at those returning from maternity leave and their superiors. She especially left the impression that they listen to their employees’ voices and are making efforts that properly reflect their needs. She also introduced details of one more initiative Bosch has been putting energy into worldwide since 2014: International Diversity Day. In Japan, they offered speeches by male lecturers that males want to hear which would touch hearts of male managers, open discussion with males experienced with paternal leave, team activity presentations, and provided diversity special menus at canteen. These activities based on diverse yet innovative ideas were very interesting.

The coordinator, Dr. Sachiyo Onishi, as a specialist on gender in the context of law and policy, neatly arranged difficult questions as to what should be done, or how something can be done to make rapid progress for women’s active participation hereafter. Based on her logic-constructed leadership, the debate, which searched for solutions, even further intensified. Keynote speaker Ms. Helwerth also joined and carefully answered many enthusiastic questions from the floor.

In the question and answer section, questions covering much ground came one after another, resulting in an active discussion.

The questions continued, to Ms. Helwerth regarding the current situation of part time workers, fathers taking paternity leave, and the taxation system; to Dr. Shire regarding issues and results of quota systems; and to Ms. Morikawa, regarding the realities of returning from maternity leave and diversity programs. Among the answers were for women to excel, and how it is important for them to continue to work; quota systems being merely a

single tool, and not to be considered a silver bullet; as well as both men and women needing to overcome the tendency to lose self-confidence due to unconscious bias. They served as topics to consider in the future and concluded the seminar.

Through the keynote address, panel discussion, and question and answer session with participants, it was understood that advanced and abundant initiatives taken by Germany, which has led to gender equality and women's participation are highly suggestive to the Japanese society of today. It was a meaningful seminar, which made clear Japan's future direction.

Seminar for Gender Equality Officers and Women Leaders in the Asia Region, October 2(Mon.) ~ 6(Fri.), 2017

The National Women's Education Center hosted the international program "2017 Seminar for Gender Equality Officers and Women Leaders in the Asia Region" from October 2 to 6, under the theme "Women's Participation to Leadership Positions." This year, ten women leaders who work for national machinery and NGO organizations participated in this seminar from five Asian countries (South Korea, Cambodia, Indonesia, the Philippines and Viet Nam).

During the stay at NWECC, the participants attended an analytical lecture by Ms. Utsumi, NWECC President, on the current situations and issues surrounding female leaders in Japan, and they also learned about training programs NWECC offers to corporate managers and leaders. The participants asked various questions such as what measures and policies are being implemented in Japan to promote women's participation in politics, and made comments such as that the strong preconceptions about the division of roles between men and women remain a major obstacle to women's empowerment in their home countries as in Japan.

They visited the Information Center for Women's Education and the Women Archives Center, and presented their country reports. They also shared the latest gender equality policies and successful examples of women support in the five Asian countries.

On the third day, the participants visited ANA Head Office to learn about diversity management in companies. They were given a presentation on the initiatives being taken to shift the perspective from work-life balance support to place diversity at the core of their management strategies, and have the top management deliver messages about its importance. It was noticeable that the participants took notes diligently. In the afternoon, they visited the Gender Equality Bureau Cabinet Office to attend a lecture about the gender equality policies taken by the Japanese government and exchanged views and opinions.



Lecture at ANA Headquarters

During the last half of the program schedule, they participated in a study tour in Kyoto Prefecture. Kyoto Women's Base is a hub organization established by Kyoto Prefecture in 2016 to support women's participation and

advancement. In cooperation with companies and related organizations in the prefecture, Kyoto Women's Base is promoting a wide variety of projects such as formulation of action plans for promotion of women in small and medium-sized companies, development of female human resources, and correction of long working hours.

In Kyoto, the participants had an opportunity to exchange opinions with two female entrepreneurs. Ms. Machi Takahashi, CEO of Strolly Corporation, has established a company disseminating local brands and providing map utilization data through planning, development and operation of an online map platform that revolutionizes the conventional map apps. She is attracting increasing attention as a developer of a highly original business category that utilizes old maps and user-friendly maps.

Ms. Maki Morita of Morita Seicha is a female entrepreneur who is engaged in production and sales of Matcha sweets in Kizugawa, a major production area of Ujicha tea. Kyoto Prefecture is focusing on agri-business development and sixth-sector industrialization that take advantage of the unique characteristics of the area, and Ms. Morita is also actively engaged in the development of functional goods from the perspectives of female farmers as a founding member of the Network of Women Engaging in Agriculture and Forestry in Kyoto.

As a last of the program, the participants visited the Kyoto City Gender Equality Center (Wings Kyoto) to take a tour of the facilities of the center, as well as to learn about the activities Wings Kyoto is engaged in, such as offering support to women suffering from domestic violence. Violence against women is considered as one of the factors that hinder women's social participation in the home countries of the participants as in Japan, and they engaged in vigorous discussions on various subjects such as the purple ribbon campaign and the ideal way of continuous support to women suffering from violence.

After attending the closing ceremony, the participants returned to their home countries on October 7.

The outcome of this program is scheduled to be published by March 2018 under the title of "2017 Leader Seminar Report" which outlines model cases of social involvement support for women in the participating countries and Japan.

Issue-specific Training "Seminar on Promotiom of Networking among ASEAN Countries on Anti-Traffickinh in Persons" , October 19(Thu.) ~ November 2(Thu.), 2017

NWEC held the above titled seminar from October 19 to November 2, 2017. Focusing on the prevention of trafficking in persons (TIP) and the protection of victims, the seminar was attended by 13 people overseeing anti-TIP measures in seven countries: Thailand, Myanmar and Vietnam, where Japan International Cooperation Agency (JICA) has been conducting projects on anti-TIP measures, and Laos, the Philippines, Cambodia, and Malaysia.

During the first half of the seminar, participants were briefed by a representative of the Cabinet Secretariat on Japan's initiatives under the Action Plan of Measures to Combat Trafficking in Persons, and during an inspection of facilities at the Tokyo Regional Immigration Bureau, they were briefed on measures for the protection of victims and support for the repatriation of victims in cases of human trafficking as well as living arrangements at the reception center. At the National Police Agency and the Ministry of Health, Labor and Welfare (MHLW), participants listened to explanations on the crackdown on human trafficking crimes, the protection of female

victims, and a newly implemented technical internship program. In addition, they inspected facilities at the Women’s Consulting Center run by Tokyo Metropolitan Government.

Cooperation between the government and the private sector is also important in anti-TIP measures. Therefore, participants also visited non-governmental shelter facilities and facilities that support mothers and children to become independent, where they learned about the protection of foreign women and support that takes a sympathetic perspective toward the victims. The participants also engaged in a lively exchange of opinions with an organization engaged in the support of young female victims of online pornography. At a network for promoting community spirit among migrant workers, participants listened to the hardships foreign workers face.

During the middle part of the seminar, which took place at NVEC, the participants learned about gender equality in Japan. After a briefing about why Japan’s gender gap index is so low at 114th place among 144 countries and measures to improve women’s participation in society, participants took part in an exchange of opinions. They also took part in group discussions on case reviews and on topics such as “protection” and “prevention” with persons in charge of international migration organizations, prefectural police, and lawyers from the Japan Network against Human Trafficking. During a break in the seminar, participants enjoyed experiencing Japanese culture in the tea ceremony room.



Group discussion at NVEC



Tea ceremony

In the latter half of the seminar, NVEC conducted a program that considered measures for making foreigners feel secure in living in Japan. At the Kanagawa International Foundation, participants learned about counseling and support projects in line with life courses, and at an organization in Yokohama that conducts caregiver training for foreign residents in Japan, they learned about employment support that takes into consideration differences in language and customs, and cultural barriers. At Yoriso Hotline, a multilingual helpline for foreigners, participants exchanged views by comparing counseling services in their respective countries. A JICA expert on the Thai-Mekong region also conducted a workshop.

Participants presented country reports and outcomes achieved during the seminar and exchanged opinions in the presence of representatives of relevant ministries and agencies, embassies in Japan, international migration organizations, the Japan Network against Human Trafficking, and non-governmental support organizations.



ASEAN Handshake

Seminar to Promote Women's Activities that Lead to Corporate Growth, October 19(Thu.) ~ 20 (Fri.), 2017

NWEC held the above titled seminar for promoters of diversity in companies (promotion of women's participation), managerial-level staff, and leaders on October 19 and 20, 2017. The seminar was attended by more than 100 individuals from all over Japan including managers, officers and other representatives from private companies, independent administrative institutions and local governments.

The first day of the seminar was held at the Open University of Japan's Tokyo Bunkyo Study Center in Tokyo, and the second day at NWEC in Saitama Prefecture. On the first day, the keynote address on the theme "What is meant by an organizational culture for promoting women's participation?" was delivered by Mr. Toshiyuki Shiga, Director of Nissan Motor Corporation; Chairman and CEO of Innovation Network Corporation of Japan, who began by explaining the pressing issues in Japan and the economic effects of women's participation. He then proceeded to explain why companies promoting women's participation (companies making active efforts at women's participation) are demonstrating strong performance. He also indicated the existence of three barriers that women striving for personal growth overcome: unconscious prejudice, life events, and expectations and envy of people surrounding them. He noted that in our present society women are required to overcome these barriers.



*Keynote Address by
Mr. Toshiyuki Shiga*



Panel Discussion

Participating in the panel discussion entitled "What initiatives will create a workplace environment conducive to participation by both women and men?" chaired by Mr. Doteuchi, Senior Researcher of NLI Research Institute, were representatives of three companies: SCSK Corporation, Kobe Steel, Ltd., and Kao Corporation. Bearing in mind current conditions in Japan where the labor population is contracting and many working people must cope with various constraint such as raising children or providing care for elderly, disabled or recuperating family members, seminar participants considered what needs to be done to create a workplace environment and society where everyone can live their lives as individuals to the fullest through flexible working arrangements that alleviate constraints of time and space.

On the second day, the seminar participants divided into seven groups where they engaged in discussions using action-learning techniques. As participants introduced themselves and shared their problems, they considered approaches to solving each other's problems.



Action Learning

Feedback in the seminar from participants include the following comments:

- *-This seminar not only provided me with material to think about for future human resource training but also served as a useful reference for my own personal issues.*
- *-It was a very meaningful seminar in that I could share problems and views with people of various business sectors, and it was a very rewarding session.*
- *-Through the action learning, I became aware of my company's problems and various other aspects.*

Training Course to promote Gender Equality among University Personnel, November 30(Thu.) ~ December 1(Fri.), 2017

NWEC held the above seminar from November 30 to December 1, 2017 to promote gender equality in institutions of higher education. The seminar was attended by 86 people from all over Japan including persons responsible for the promotion of gender equality at universities, junior colleges, and technical colleges as well as persons responsible for career support and persons responsible for general affairs and human resources. The theme for this year's seminar was "Organizational reforms and new leadership in universities for the effective utilization of diverse human resources." During the seminar, participants shared issues and searched for solutions in areas such as participation of women in decision-making situations, university staff work reforms, and the promotion of diversity in organizations.

In his keynote address on the first day, Mr. Takashi Kashima, Chairman of the Japan Association for the Advancement of Working Women, clarified the processes and points at issue in the promotion of gender equality from the establishment of the First Basic Plan for Gender Equality to the present Fourth Basic Plan for Gender Equality. In the panel discussion, Dr. Ginko Kawano, professor at Academic Assembly of Yamagata University served as coordinator. After explaining the structural background regarding the requirement for diversity at universities and other institutions, Dr. Yumi Hirata, professor and former president of Kyoai Gakuen University, Ms. Nahomi Fujiki (Director of the Office for the Promotion of Gender Equality, National Institute of Technology), and Professor Ronni Alexander, Director of the Gender Equality Office, Kobe University, reported on initiatives and issues at their respective universities and institutions, their own personal experiences, and the process of organizational reforms.



Keynote Address by Mr. Kashima

Information provided by NWEC included a report on the second-year results of the survey tracking new graduates working in companies over the five-year period from 2015. It was an opportunity for participants to learn how the career consciousness of university graduates subsequently changes during their employment after graduation, and the participants appeared to be listening to the report with keen interest.



Inspecting a display at the Women's Archives Center

In the morning on the second day, participants inspected NWEC's Information Center for Women's Education and other facilities. In case reports and discussions that followed, Hokkaido University, Tokyo University of the Arts, and Toyo University reported on initiatives at their respective universities. After sharing their impressions of these, participants divided into small groups according to individual themes they wished to discuss more deeply such as reforms in awareness at universities, approaches to university students, and work-life balance, and shared their

views on initiatives, problems and concerns at present, and future improvement measures at their respective institutions.

In the afternoon on the second day, Mr. Hiroshi Iguchi, an attorney, delivered a lecture on understanding and dealing with current conditions on campus to prevent harassment from occurring. In response to questions from the floor concerning prevention measures as individuals and improvement in crisis management awareness as organizations, Mr. Iguchi gave advice based on court precedents as well as detailed explanations and general advice.



Case reports and discussions

Feedback from participants in a questionnaire survey included the following comments:

- *I gained an understanding of the historic flow of events regarding gender equality from the keynote address. It was very meaningful.*
- *Understanding the history made me think about how I should proceed in the future.*
- *It was great that participants could even obtain a lot of information from each other. -This seminar not only provided me with material to think about for future human resource training but also served as a useful reference for my own personal issues.*

Seminar on Preserving and Restoring Archives (Basic Course & Practical Skills Course) , November 20(Mon.) ~ 22(Wed.), 2017

The Women's Archives Center held the above seminar for three days from November 20 to 22, 2017. Unlike ordinary printed material, archived material means only one copy exists. Although the number of institutions maintaining archives in Japan is increasing, there are no official qualifications for becoming an archivist in Japan, and in many cases librarians at universities and other institutions handle archived material without undergoing prior training. This seminar was conducted as an introductory course for persons in charge of practical aspects of archives, and also served as a venue for participants to expand



Lecture

their networking with other participants and instructors.

The basic course (November 20 and the morning of November 21) offered lectures by archive experts and practical reports of other institutions engaged in the preservation of archives. In the practical skills course (the afternoon of November 21 and 22), staff invited by NWEC from Archival Conservation and Enclosures Co., Ltd. conducted a class for participants in the simple repair of their own books by following the instructor's demonstration of practical skills. In the evening of November 22, a study tour of the workshop of Archival Conservation and Enclosures Co., Ltd. was held as an optional activity and provided participants an opportunity to view restoration techniques of professionals first hand.



Practical skills training

Feedback in questionnaires after completion of the seminar included comments such as the following:

- *I was able to learn many aspects about archives.*
- *What we learned at the seminar can be immediately applied to my regular work. I believe it was very useful.*

Learning Organizers Development Training, January 18(Thu.) ~ 20(Sat.)

NWEC held the above titled seminar from January 18 to January 20, 2018 with the participation of 38 trainees, many of whom will conduct gender equality seminars at women's centers and local governments in various locations throughout Japan. This year's seminar, which centered on the theme "Community Building from Perspective of Gender Equality," provided human resource training that will enable Learning organizers to effectively implement and deliver systematic study programs.



Lecture by Ms. Michiko Kanda

The seminar commenced by addressing the question "What is a Learning organizer?" and was followed by an explanation of the program design developed by NWEC as a tool for conducting study projects and a keynote lecture "For Deepening the Basic Understanding of Gender Equality" by Dr. Michiko Kanda (visiting researcher at NWEC). In the course of her lecture, Dr. Kanda talked about social issues underlying the problems individuals have in society, the need to participate in the building of a social platform to find genuine solutions to problems, and the provision of study venues as an extremely effective approach to promoting gender equality personnel training. Afterwards participants looked at gender statistics to identify social issues and explored local issues of the communities in which they live.

On the second day, the seminar welcomed two lecturers who had previously completed the same training seminar, and who shared with participants their first hand experiences on how they took up local issues and created venues for study aimed at finding solutions. Participants then engaged in group work to

prepare a program plan for resolving gender equality issues in their areas. The lecturers mentioned that they also developed their own careers as they worked on building a social platform, and they noted the importance of “position” and “role” in this process.

Through a lecture by Dr. Hiromi Sasai, professor of Tamagawa University Research Institute, entitled “Theory and Methods of Collaborative Study” and a lecture by Ms. Mitsue Matsushita, Representative Director of NPO Gender Equality Forum Shizuoka, entitled “Consideration of a Project Plan from the Perspective of Gender Equality,” participants became familiar with the know-how of implementing a project plan and prepared program drafts.

On the third day, participants refined the program drafts they had prepared the previous day and gave interim presentations. After listening to the planning committee’s comments and opinions from other participants concerning their presentations, participants made further revisions to the programs, and in the end completed program designs such as “Support for Working Women,” “Changing the Mindset of Men in Decision-making Positions,” and “Raising Gender Equality Awareness from the Perspective of Male Caregivers.”



Program design preparation

Feedback on the seminar from participants include the following comments:

- *The seminar included a wide range of content, from the basis of gender equality to preparing program designs that can be put into practical use. I learned a lot.*
- *I was deeply impressed by the powerful lectures of the teachers and, as an individual, I felt empowered and that I developed my skills.*
- *Not only learning about specific knowledge and techniques, but also meeting with the fellow students from all over Japan who are striving for gender equality was very encouraging.*



Group photo of trainees after completion of training

It was a three-day period in which seminar participants learned the theory and practical aspects required for conducting human resource training and community-building projects from the perspective of gender equality.

Gender Equality Training for Teachers and Staff, January.6(Sat.) ~ 7(Sun.), 2018

NWEC held the above training course for one night and two days from January 6 to 7, 2018 for teachers and staff engaged in teaching and other educational activities at elementary, junior high and high schools. The purpose of the program was to clarify the basic principles of gender equality, identify contemporary issues which schools, families, and teachers and staff themselves contend with from the perspective of gender equality, and deepen the understanding of these. The seminar was attended by 33 participants.

In Lecture 1, “What are the gender equality issues in the classroom?”, Dr. Yasuko Muramatsu, former Tokyo Gakugei University President/current Japan Association for Women’s Education President, briefed participants on the current status of Japan, which is in 114th place among 144 countries in the Global Gender Gap Index, and discussed the topic of gender issues that exist in classrooms such as the “hidden curriculum.” Participants also reaffirmed the fundamental impact of school education in achieving gender equality in society as well as the importance of treating boys and girls equally in the educational environment. During the discussion afterwards, participants wrote on sticky notes key words concerning gender equality in the classroom that they recalled from the lecture to visualize the many issues that exist.



Lecture by Ms. Muramatsu

In Lecture 2, “Thinking about issues in the promotion of women to managerial positions in schools,” Ms. Eri Iijima, NWECC Office of Research and International Affairs Researcher, discussed the need for promoting female teachers to the positions of principal and vice-principal in light of her investigative research. Ms. Yuko Shimizu, Principal of Nagano Prefecture Tatsuno-machi, Tatsuno Minami Elementary School, President of the Nagano Prefecture Association of Female School Principals, followed by introducing initiatives of the association and indicating needs in various areas such as the need for a career model for female teachers from the initial stage of recruitment, the need for opportunities for training, etc. as a means of human resource development for managerial positions, and the need for a review of systems that impose transfers away from family and long working hours.

In the “Activities for understanding the importance of gender equality” presented by Ms. Megumi Takasaki, Office-Pure/Gender Equality Policy Advisor, in the afternoon of the second day, participants took part in a workshop for understanding diversity where they were briefed on details and aims of activities leading to practice. Afterwards participants were given time to reflect on the training and discuss among each other how they could apply what they learned at their schools.



*Experiencing active learning
(workshop)*



*Lecture by Ms. Nakamitsu during an
information exchange session*

The seminar also included the provision of information on LGBT. During the information exchange session on the evening of the first day, participants from all over Japan gathered around Ms. Rie Nakamitsu, Vice Principal of Chiba Prefecture Kashiwa City Nishihara Elementary School, who conducts training for teachers and school staff regarding the treatment of students with LGBT issues and awareness of their human rights, and exchanged information and ideas.

TOPICS

Visit from Ulsan Facilities Corporation, Human Resource Development Center for Women, November 7(Tue.), 2017

Six representatives of the Ulsan Human Resource Development (Re-employment) Center for Women in Korea visited NVEC on November 7, 2017. The purpose of their visit was to learn about current conditions in Japan regarding support for re-employment as well as education and training of women who had withdrawn temporarily from their careers. The organization supposedly became interested in NVEC after finding the NVEC website following an internet search.



Discussion

During their visit, NVEC staff briefed the group on conditions in Japan where the work environment for women is gradually changing with implementation of legislation such as the Act on Promotion of Women's Participation and Advancement in the Workplace. Staff also introduced NVEC's training programs, research and studies, which they believe have similar goals to those of the Human Resource Development Center for Women, and initiatives of the Ministry of Education, Culture, Science, Sports and Technology. A question and answer session followed.

Representatives from the Human Resource Development Center for Women eagerly asked questions about conditions regarding parental leave and childcare facilities in Japan. A discussion was also held on issues common to both Japan and Korea in the continuation of women's careers including the M-shaped curve phenomenon where the female labor force participation curve drops sharply due to maternity leave, as well as common topics in career development such as the small representation of women in areas of STEM (Science, Technology, Engineering and Mathematics). The visitors then inspected the Information Center for Women's Education, and were briefed on the collection of resources and the information service at NVEC.



Inspecting a display at the Information Center for Women's Education

Student Group from China Visits NVEC

On February 1, 2018, a group of 18 students from China ranging in age from 4th grade of elementary school to 2nd year of junior high school arrived in Japan on a school excursion. The group used NVEC's accommodation and seminar facilities, and during their stay had the opportunity to experience wearing yukata, a type of traditional Japanese dress, and participating in tea ceremony, part of Japan's traditional culture, at Hibiki-Shoin, a Japanese tea ceremony house.

The students first dressed in yukata. Once the dressing process was completed, they took photos with their friends, with smiles of delight on their faces.



Dressed in yukata

Next, they experienced tea ceremony while still wearing yukata. As the tea ceremony instructor explained how to drink the matcha green tea and how to receive the confectionery offered to them, the students tried the green tea that the instructor prepared as well as the confectionery. Finally, the students presented to the instructor green tea which they themselves prepared.

All of the students expressed their appreciation at being able to have such a valuable experience of Japanese traditions.

INFORMATION FROM NWEC

Publication of “NWEC Summary Gender Statistics - Women and Men in Japan 2017”

※Continued from NWEC Newsletter Vol.34 No.1

The leaflet is available in English and can be downloaded from the following webpage.

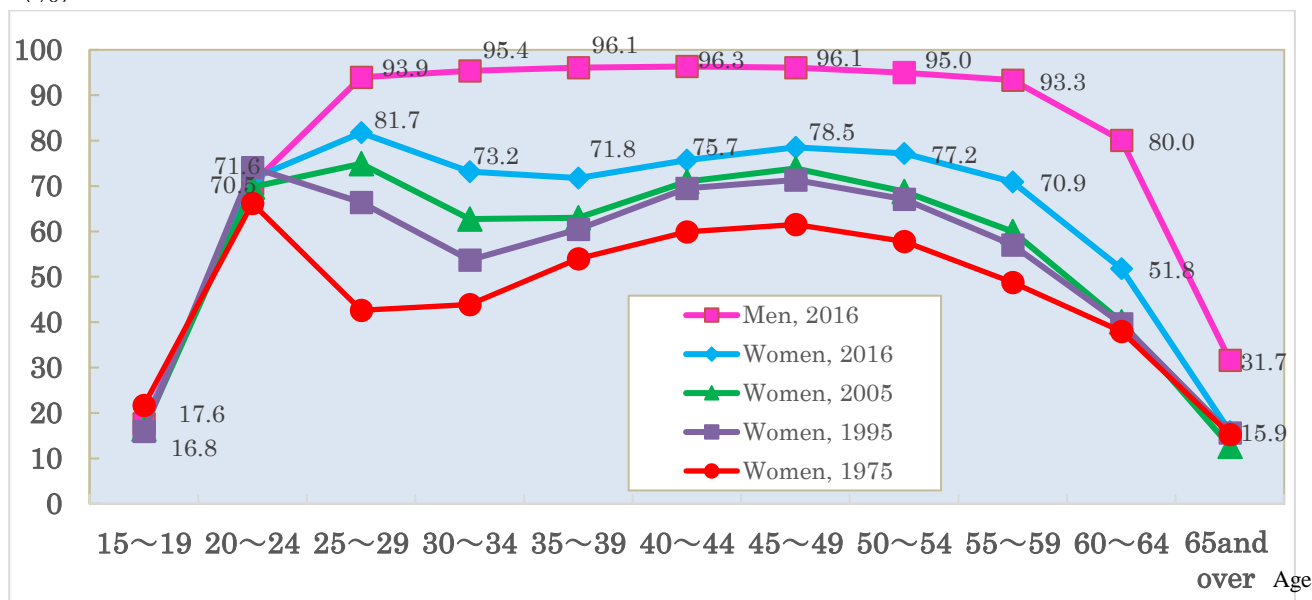
<https://www.nwec.jp/research/cb4rt20000001kqv-att/ndpk5s0000004wzr.pdf>

D Labour and Income

1 Population by labour force status 10,000 persons (%)

		Labour force	Employed	Unemployed	Not in labour force
2016	Women	2,883 (50.3)	2,801 (48.9)	82 (1.4)	2,846 (49.7)
	Men	3,765 (70.4)	3,639 (68.1)	126 (2.4)	1,578 (29.5)
1990	Women	2,593 (50.1)	2,536 (49.0)	57 (1.1)	2,562 (49.5)
	Men	3,791 (77.2)	3,713 (75.6)	77 (1.6)	1,095 (22.3)

2 Labour force participation rate by age groups (%)



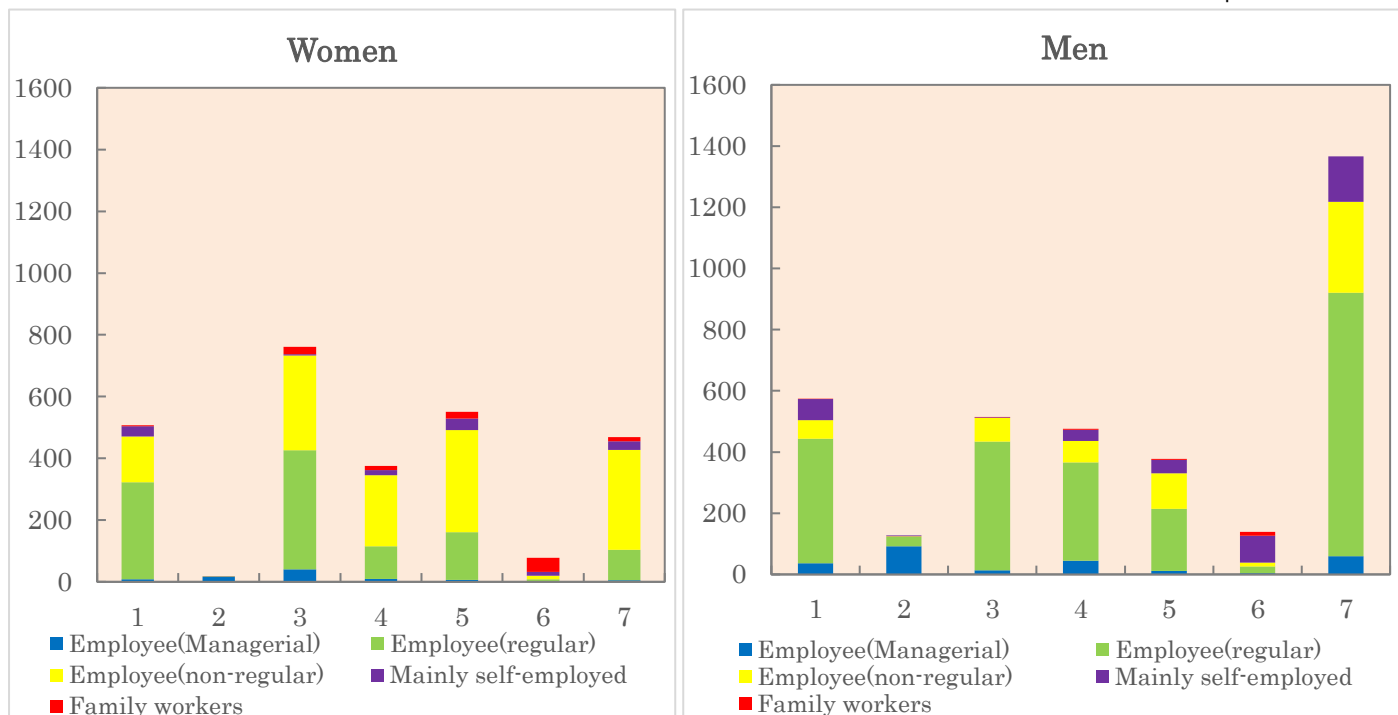
3 Employment status

10,000 persons

	Self-employed workers		Family workers		Employees	
	Women	Men	Women	Men	Women	Men
2016	133	394	123	30	2,531	3,197
1995	234	550	327	70	2,048	3,215
1975	280	658	501	127	1,167	2,479
1955	267	761	902	382	531	1,247

4 Occupational segregation by gender (horizontal), 2016

10thousand persons



- ※1 : Specialists and technical workers,
 2 : Administrative and managerial workers, 3 : Clerical workers, 4 : Sales workers,
 5 : Service workers and Security workers, 6 : Agriculture, forestry and fishery workers,
 7 : Construction workers, machine operation and production, manufacturing, and mining labor

5 Ratio of women by class of position

(%)

2016	Director: 6.6	Section manager: 10.3	Chief: 18.6
1997	Director: 2.2	Section manager: 3.7	Chief: 7.8

Private corporations with over 100 employees

6 Number of employees by type of employment, 2016

10,000 persons (%)

	Regular workers	Part-time workers	Temporary workers	Entrusted employees & Other
Total	3,364 (62.5)	984 (18.3)	414 (7.7)	619 (11.5)
Women	1,078 (44.1)	869 (35.5)	205 (8.4)	294 (12.0)
Men	2,286 (77.9)	115 (3.9)	208 (7.1)	325 (11.1)
Women's ratio	32.0	88.3	49.5	47.5

7 Average length of Continuous employment

Years

Year	Total		30-34 years old		50-59 years old	
	Women	Men	Women	Men	Women	Men
2016	9.3	13.3	6.6	7.3	15.6	22.5
1984	6.5	11.6	7.3	9.4	11.8	16.2

8 Income/ Wage: Monthly scheduled earnings and earnings gap

(ordinary worker)

1,000 Yen

Year	1990	2000	2010	2016
Female	175.0	220.6	227.6	244.6
Male	290.5	336.8	328.3	335.2
(Male=100)	60.2	65.5	69.3	73.0

9 Household income by quintile group, 2016

(Monthly income per worker's household)

Yen

	Average	1st class	2nd class	3rd class	4th class	5th class	5th/1st
Income	526,973	295,368	395,215	493,587	592,575	858,121	2.91
Wages & salaries of male household heads	395,675	193,244	292,990	381,874	468,050	642,216	3.32
Wages & salaries of female spouse of male household heads	64,378	24,042	38,874	54,807	67,403	136,761	5.69

E Health, Safety and Social Security**1 Mortality rate by major causes**

2015 (1980)

Per 100,000 persons

	Malignant new growth (cancer)	Heart disease	Cerebral vascular disease	Pneumonia
Women	234.6(115.5)	161.7(100.5)	90.8(136.4)	86.1(24.4)
Men	359.7(163.5)	151.0(112.1)	87.8(142.7)	107.5(32.6)

2 Number of suicides

Person (Per 100,000 persons)

Year	Total	Women	Men
2016	21,897(17.3)	6,776(10.4)	15,121(24.5)
2000	31,957(25.2)	9,230(14.2)	22,727(36.6)
1990	21,346(17.3)	8,244(13.1)	13,102(21.6)

3 Victims of rape and forcible indecency

	1993	2000	2015
Number of rape victims (Women) (Case)	1,611	2,260	1,167
Crime rate (Per 100,000 persons)	2.5	3.5	1.8
Number of forcible indecency victims (Women) (Case)	3,489	7,122	6,596
Crime rate (Per 100,000 persons)	5.5	11.0	10.1

4 Persons that received public livelihood aid

1,000 persons

FY 1985	1,431	FY 1995	882	FY 2014	2,166
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5 Poverty rate for households with children

1985	10.3 %	2000	13.1 %	2012	15.1 %
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6 Number of Consultation for child abuse cases

Number of Cases

1990	1,101	2000	17,725	2015	103,260
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7 Number of people requiring long-term care 10,000 persons

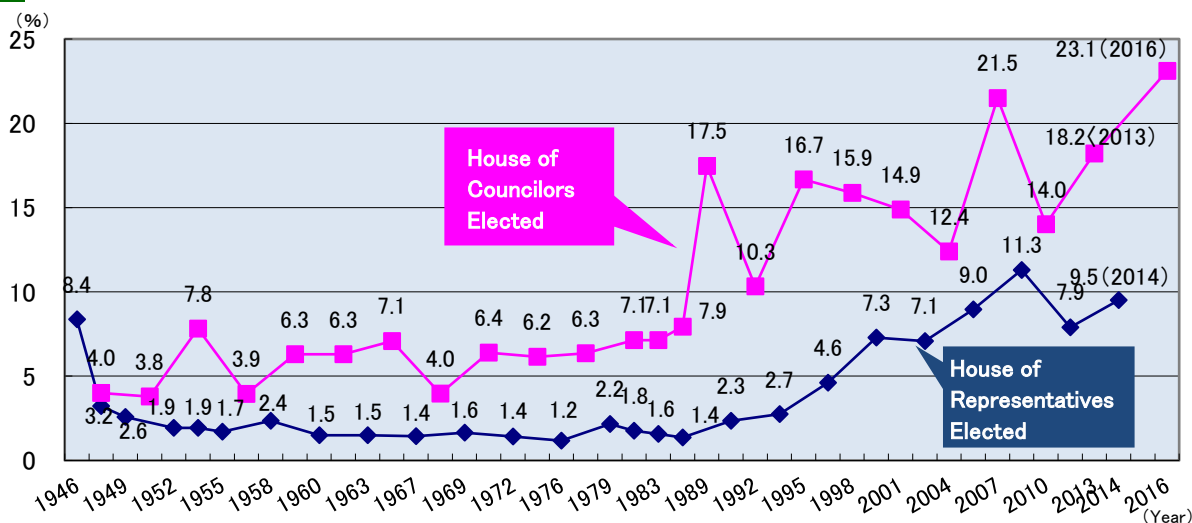
	Total	Women	Men	Women/Men
Jan, 2017	629.2	433.8	195.4	2.2
June, 2001	270.1	189.8	80.2	2.4

8 Number of homeless people Persons

	Total	Women	Men	Unknown
2016	6,235	210	5,821	204
2003	25,296	749	20,661	3,886

F Decision Making

1 Ratio of women in National Parliament



2 International Comparison of ratio of women members in lower or single House

Japan(9.5%) is ranked 164th among 193 countries. (Jun, 2017)

3 Ratio of women in local assemblies (%)

Year	Prefecture	Special ward	Municipality	(Designated cities)	Town & Village
2016	9.9	26.9	14.0	17.1	9.8
1990	2.6	8.9	4.5	※10.5	1.4

※Year 1995 data

G International Status Index

1 Global Gender Gap Index World Economic Forum, 2017

Japan is ranked 114th among 144 countries.

2 Gender Empowerment Measure UNDP, 2016

Japan is ranked 17th among 188 countries.

EDITOR'S NOTE

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

NVEC 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.

- NVEC Home Page(English) <https://www.nwec.jp/en/index.html>
- NVEC Newsletter Top Page <https://www.nwec.jp/en/about/pr/newsletter.html>
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★ Thank you for reading NVEC Newsletter.

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