

## RECENT NWEC ACTIVITIES

### **Seminar for Gender Equality Officers and Women Leaders in the Asia Region, October 2nd (Tue) to October 6th (Sat), 2018**

NWEC held the FY2018 Seminar for Gender Equality Officers and Women Leaders in the Asia Region on the topic of the empowerment of rural women and girls. Nine government officials and NGO leaders involved in the field of gender equality participated in the seminar representing five Asian countries (Cambodia, China, Indonesia, South Korea, and Vietnam). This seminar is held every year with specific emphasis on a global topic related to gender equality issues or women's participation in society. This year's seminar focused on learning about efforts being undertaken by the Ministry of Agriculture, Forestry and Fisheries and Japan Agricultural Cooperatives to promote leadership by women farmers.

While at NWEC, participants attended a lecture on the mission of NWEC and its role as an institution promoting gender equality. They also visited the Information Center for Women's Education and the Women's Archives Center's exhibition titled "Railways and Women: Move Railways and Move Society." Furthermore, a report was presented on the "Survey on Early Career Formation and Career Advancement of Men and Women," which has been carried out by researchers at the Office of Research & International Affairs since FY2015, and findings from the three-year panel survey were shared.

On the second day of the seminar, country reports were presented. During the country report session, information was shared on the latest gender equality policies and issues involving the empowerment of women and girls in rural communities in the five Asian countries.



*Information Center for Women's Education*



*Country Report Presentaion*

The seminar participants also visited Garden Center Sunnyvale, which sells potted flowers, decorative plants, and gardening items in Yoshimi-machi, Saitama, in order to learn how a business with deep roots in the community is run. The assistant manager of the store, Ms. Midori Mamuro, talked to the participants. Based on her experiences studying in Denmark, Ms. Mamuro manages the store with the hopes of helping the culture of enjoying flowers in everyday life to take root in Japan as well. The seminar participants were particularly enthusiastic about taking pictures of the beautifully displayed seasonal flowers and hanging baskets in the spacious store.

At the Ministry of Agriculture, Forestry and Fisheries, seminar participants attended a lecture on efforts related to the promotion of gender equality in agriculture being undertaken by the Japanese government. The “Nōgyō Joshi Project” is a scheme that links the knowledge that women farmers have acquired in their daily lives, work, and interactions with the natural environment to the technologies, knowhow, and ideas of companies that support the aims of the projects in the hopes that those links lead to the development of new products and services. There was also a presentation on “family management agreements,” which specify the work environments that make it easy for each member of a family that is involved in a family run farm.

For the second half of the seminar, the participants travelled to the city of Yamagata and joined study tours. JA Tendo Agricultural Cooperative founded a women’s committee in 1974 for the purpose of deepening mutual cooperation and friendship among members and of advancing the agricultural cooperatives movement. There are now 372 active members. In 2015, a subcommittee of young women farmers (Fresh Ms. subcommittee) was established, aiming to contribute to stable community development. The latter holds screenings of films related to dietary education and other events.

On the afternoon of the fourth day of the seminar, the group travelled to Naganuma Fruits Farm in the city of Kaminoyama, where they joined in an exchange of ideas and opinions with people involved in farming in Yamagata Prefecture. After receiving a briefing on the “Active Agri-women Program” by an extension specialist with the Agricultural Technology Section, Division of Agriculture, Forestry and Fisheries, Yamagata Prefecture, the participants heard from four women farmers who are members of the Nōgyō Joshi Project about how they got into farming and the issues they currently face. The ways in which these women got into farming are diverse, including marrying into a farming family, taking over the farms and orchards that their parents had run and starting new businesses, and becoming involved in farming when their husbands newly entered (the business). But through the discussions, issues that women farmers face became clear, such as having few opportunities to learn about new technologies or acquire specialized knowledge, having none to share concerns specific to women, and other such difficulties.



*Discussion with Women Farmers*

On the final day of the seminar, participants visited the Yamagata City Gender Equality Center (Fala), where they learned about initiatives by women's facilities in Japan. Fala offers courses on gender equality, operates a library, and runs a consultation program. After touring the Center, one participant commented that she was impressed by the "parent-and-child room" where people could join courses with pre-school children, the daycare facility, and other features of the Center that were designed to make it easier for visitors raising children to use.

After touring Fala, the seminar participants attended a lecture about the efforts of the Yamagata Prefectural Gender Equality Center (Cheria). Cheria runs a series of workshops called "Cheria Juku" around the prefecture as a program to develop women as human resources who will lead in gender equality issues in their communities. On that day of the seminar the participants observed the "review and reflection" session for the last day of the "Cheria Juku Practical Course" being held at Fala, and the participants were able to interact with the students of the course.

Of the review and reflection session, participants had such comments as, "Through exchanging thoughts with women farmers, I learned how they are taking action to overcome all kinds of difficulties, and was very impressed by that," "It was very beneficial to have the opportunity to observe a human resource development seminar for women," and "I was particularly impressed by Fala's user-friendly facilities." After attending a closing ceremony for the seminar, the participants embarked on their journeys back to their home countries on October 7<sup>th</sup>.

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## **Seminar to Promote Women's Activities that Lead to Corporate Growth, October 17(Wed.) ~ 18 (Thu.), 2018**

NWEC held a seminar on the theme "Working Styles and Organizational Reforms in an Era of a 100-year Human Life Span – Examining Women's Participation and the Future" for persons promoting diversity (women's participation), administrators and leaders in companies. The seminar attracted 113 participants from all over Japan. On the first day, Mr. Akira Matsumoto (COO, RIZAP Group Co., Ltd.) took the podium to deliver the keynote lecture, "Promoting Women's Participation as a Corporate Management Strategy."

Indicating that working styles and family composition have changed from the prewar and postwar eras and Japan's period of high economic growth, Mr. Matsumoto stated that the era where working hours were directly linked to productivity has ended, and rules around the world in general have changed. He made the comment, "When the working styles of employees change, so too will the lives of people as individuals. When there is a change in the awareness of working styles, organizations will also change for the better, and the life of each and every individual will be enriched.



*Keynote lecture*

Promoting women’s participation and diversity will lead to the future of a better country.”



*Panel discussion*

During the panel discussion, Dr. Nami Otsuki (Professor, Director of Career Guidance Center, Department of Human Relations, University of the Sacred Heart, Tokyo) along with representatives of three domestic companies – Kagome Co., Ltd. (food manufacturer), Sekisui House, Ltd. (housing manufacturer) and U-media Co., Ltd. (printing and media company) – gave presentations and followed these with a discussion on initiatives for promoting women’s participation and sustainable growth. Panelists shared the view that women’s participation is a touchstone for diversity and a starting point, and that establishing a workplace environment that facilitates women’s participation will lead to the further demonstration of not only women’s abilities but also men’s abilities.

On the second day, NWEC researchers reported on interim results of a panel survey that has been tracking for five years changes in the awareness of career formation of new graduates who joined private sector companies in 2015. According to their report, female employees’ orientation toward managerial positions was already lower than that of their male counterparts just one year after joining their companies, and one reason for this is believed to be the influence of their immediate superiors. In group work in the afternoon, participants divided into seven groups and, applying “Action Learning,” held a discussion on communication skills required for leaders.



*Group work*

Following are some of the impressions participants expressed concerning the seminar:

*-If we consider the historical background, it is inevitable that women must work, and the circumstances until now have been abnormal. Since we were under the impression that such arrangements had been normal, I believe it is all the more difficult to get back to what is normal.*

*-I was able to learn about the initiatives of various companies in detail, and I learned a lot.*

*-I reached a deeper understanding about the issue that reforms in working styles and lifestyles will involve not only women but also all working people.*

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## **Issue-specific Training “Seminar on Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons”, October 24(Wed.)~November 7(Wed.), 2018**

NWEC held the above titled seminar from October 24 to November 7, 2018 as a project

commissioned by Japan International Cooperation Agency (JICA). The seminar was attended by 13 officers overseeing anti-TIP measures in eight countries in the ASEAN region: Thailand, Myanmar, Vietnam, Laos, the Philippines, Cambodia, Malaysia, and Indonesia. Focusing on the prevention of trafficking in persons (TIP) and the protection of victims, participants shared and learned about various public and private initiatives in respective countries.

First half of the seminar was an introduction to public and private systems and the initiatives taken based on the Japanese Government's Action Plan of Measures to Combat Trafficking in Persons. Participants visited Cabinet Secretariat where anti-TIP measures based on the 2014 Action Plan of Measures to Combat Trafficking in Persons were explained. Visits were also made to Tokyo Regional Immigration Bureau and Tokyo Metropolitan Women's Consulting Center and its shelter. Officer of National Police Agency and Ministry of Health, Labour and Welfare explained the crackdown on human trafficking crimes in Japan and the flow of protection of women including TIP victims.



*Welcome address by NWEC Vice President.*

Various guests came to speak including multi-language interpreters from Waelaa-Waaree supporting foreign victims of TIP and DV, Kanagawa International Foundation whom shared their various programs with intents to promote a society where foreign residents in Japan can live with a sense of security. Presentation based on TIP cases by Lawyers for Trafficked Victims lead to a lively exchange of questions and answers. JICA gender specialist explained about gender and women's empowerment projects of JICA. Evening study tour organized by Colabo alarmed the exploitive situation surrounding young girls.



*Role-playing at NWEC*

In 2 days at NWEC, Vice President gave welcome address and NWEC's programs to promote gender equality were explained to the participants. During the stay, participants presented country reports of each countries and engaged in role-plays. In a group activity lead by caseworker from the IOM, everyone reaffirmed the importance of "leaving no one behind."

Visits were also made to Social Inclusion Support Center where mechanism of Yorisoi Hotline and the concept of social inclusion was explained. Everyone engaged in active discussion on the topic of human rights of migrant workers in ASEAN upon visit to the office of Solidarity Network

with Migrants Japan (SMJ) .

On the 11<sup>th</sup> day, the “Final Presentation and Discussion Seminar” was held in Tokyo. Experts and representatives of relevant ministries and agencies, IOM, private organizations, embassies in Japan attended the session. Professor Chiho Ogaya of Ferris University gave a lecture on gender and migration and the seminar participants presented what they learned through the two-week programs, as well as anti-TIP measures and action plans in their respective countries. At the end, everyone joined in reading out the statement of determination to eradicate trafficking in persons.



*Visit to the SMJ office.*

Having finished the two-week training, the participants made feedback comments that they gained a deeper understanding about anti-TIP efforts being made in ASEAN countries.

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## **NWEC Anniversary Week, November 12(Mon.) ~ 16(Fri.), 2018**

PFI operator NWEC Best Support (NBS), NWEC volunteers, and NWEC joined forces to hold “NWEC Anniversary Week” to provide a venue for learning. The event was to commemorate the opening of NWEC on November 12, 1977, and to support the “Movement for the Prevention of Violence Against Women” held in November every year.



*Program sponsored by NBS*

During this period, NBS provided community-based programs such as holding an exhibition of work by calligraphy clubs of nearby high schools, offering lunch jointly arranged with the kitchen club of a junior college, and featuring a history lecture about a military commander who flourished during the Heian Period (latter half of the 12th century). In fact, historic sites related to this commander still remain in Ranzan-machi where NWEC is located. In total, center volunteers organized seven programs. These also included a presentation on the “Purple Ribbon Movement,” a music concert, a tour of NWEC facilities, and a tea ceremony party. The volunteers also presented their everyday volunteer activities, and results of their learning. These activities were well received by participants.

NWEC held a lecture meeting and a panel discussion mainly for university faculty. In the lecture meeting, Ms.

Akemi Masuda, a sports journalist, talked about her experience competing in the Los Angeles Olympics as an athlete representing Japan in the women's marathon as well as her subsequent career. She also explained in detail the performance of women athletes in the history of Japanese sports and the difficulties they have encountered. She noted, "The ratio of women serving in top positions and as directors in sports organizations is still very low. I believe that the hosting of the 2020 Tokyo Olympic Games is a good opportunity for furthering gender equality in the sports world, and I want to be part of this."

During the panel discussion, coordinator Mr. Hiromichi Yoshitake (Trustee, Tokyo Metropolitan University; Auditor, Ochanomizu University) discussed problems universities face in areas such as management and human resource development. The three panelists – Dr. Kumiko Morimura (Senior Executive Researcher, school of Engineering The University of Tokyo), Ms. Yuka Mitsuhashi (CEO, Mo-House, Specially Appointed Professor, University of Tsukuba Social Cooperation Center), and Dr. Sonoko Hacchoji (Special Advisor to the President, Tsuda University) – reported on study at university (including recurrent education), its impact on their own careers, and what they expect from universities in the future. Participants raised various questions including questions on the need to promote diversity in the university environment, and engaged in lively discussion.

Other relevant events included various films on the theme of gender equality screened by NWEC, and a participatory book review contest called "Biblio Battle" where the presenter, known as the "battler," presents within a limited time a review of a book he or she recommends to viewers. After a question and answer session with participants on the theme, "What book made you want to read the most?", a winning book was selected on the basis of a vote by all participants including presenters. This time four persons, ranging from student to participant in his 70s, gave presentations on the theme "A book that changed my life." In the end, a male "battler" still in high school scored a brilliant win, and received a memento for his efforts.



*Program sponsored by NWEC  
volunteers*

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## **Seminar on Preserving and Restoring Archives (Basic Course & Practical Skills Course) , November 20(Tue.) ~ 22(Thu.), 2018**

The Women's Archives Center held a basic course and practical skills course entitled "Archive Preservation and Restoration." The two courses were aimed at practitioners involved in the preservation of archives including staff of women's facilities and persons involved in compiling women's regional history as well as library staff of universities and other institutions. A total of 53 persons participated in the courses.

The program of the basic course (afternoon of November 20 – morning of November 21) included a lecture on

the latest revision of the Copyright Act by a lecturer from the Copyright Division of the Agency for Cultural Affairs, a report from a researcher of women's history on the use of archive materials for research and study, a report on practices at the Ohara Institute for Social Research at Hosei University, and discussion.



*Basic course*

The program on the second day included a lecture on the digitalization of information by a lecturer of the National Diet Library, a lecture entitled “The 10th Anniversary of the Women’s Archives Center” and an introduction to the digital archives of the National Archives of Japan presented by NWECC visiting researchers.

During the practical skills course (November 21, afternoon – November 22), NWECC invited staff from the Archival Conservation and Enclosures Co., Ltd. as instructors and, through first hand experience in practices of conservation binding, participants acquired an understanding of the structure of library materials and knowledge and skills useful in repairing books.



*Practical skills course*

As an optional activity, participants visited the workshop of Archival Conservation and Enclosures Co., Ltd. in Tokyo on the evening of November 22, where they had the opportunity to view up close the restoration skills and tools of professionals. Results of a questionnaire survey conducted after completion of the courses indicated an excellent participant satisfactory rate of 100%. Among the comments received on the questionnaires were: Through first hand experience, I was able to acquire an excellent understanding of the structure of books, and instruction during the sessions was given with consideration of the participants at an unhurried pace, and it was easy to ask questions.

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## **Gender Equality Training in the School Environment, November 29(Thu.) ~ 30(Fri.), 2018**

NWECC held a two-day overnight seminar for school administrators and staff, and staff of training centers for school staff of elementary and junior high schools. The aim of the program was for participants to learn the fundamental principles of gender equality and to deepen their understanding of gender equality by identifying current issues confronting the school environment, families, and teachers and staff themselves from the viewpoint of gender equality. Altogether 41 persons participated.

The program commenced with a lecture by Ms. Yasuko Muramatsu (President, Japan Association for Women’s Education entitled “What are the Gender Equality Issues in the School Environment? Cultivating a Gender Equality

Perspective.” During her lecture, Ms. Muramatsu raised the issue of “the hidden curriculum” and other gender issues identified in the school environment and pointed out that school education has a significant impact on realizing gender equality. Next, a representative of the Ministry of Education, Culture, Sports, Science and Technology provided information about “reforms in work methods of school personnel.” In the session “Ideas for Promoting the Participation of Female Teachers and the Creation of a Gender Equality Workplace,” participants held a discussion on the theme “What needs to be done to increase women administrators?” based on the results of a survey conducted by NWEC and reports on initiatives of supervisors of the promotion of activities for women teachers, a position established in Gifu Prefecture. Participants expressed various opinions such as: It is necessary to change the work style to create an environment where administrators themselves can enjoy work, and It is important to increase the number of women who are top leaders in every field to change the awareness of society.

On the second day, with the cooperation of a nearby elementary school, Ms. Megumi Takasaki (Office Pure Gender Equality Advisor) presented a lesson on the theme “Don’t be afraid of diversity” for fourth grade pupils. After the lesson, she explained to the seminar participants the objectives of her work and how she approaches it. Next, Ms.Rie Nakamitsu and Mr.Takayuki Miyatake introduced a case study of a school in Kashiwa City, Chiba Prefecture, which is implementing a rather progressive initiative in gender diversity. They reported on how the school was revamping its basic policy for the prevention of bullying, the teachers individually reflected the importance of an understanding of young students affected by gender identity disorder, sexual orientation, and gender identity in their programs, and how they overcame such issues in their dealings with students and guardians. The training ended with a group discussion focusing on aspects of the training participants hoped to put into practice in their workplaces in light of what they became aware of during the previous two days and what they gained from the training.



*Class visit*



*Discussion and Reflection*

In addition to deepening their understanding of the basic principles of gender equality, the participants reflected on their own working style and their own interaction with children, and gained a bird’s-eye view of the latent social issues underlying the school workplace. It was a training program that provided insight into a range of issues and pointers for dealing with them.

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## **NWEC Global Seminar under the theme of “Promotion of the Advancement of Women – What Japan can learn from Iceland about Gender Equality?”, December 7th(Fri),2018**

On December 7th, 2018, the National Women’s Education Center of Japan hosted the FY2018 NWEC Global Seminar under the theme of “Promotion of the Advancement of Women – What Japan can learn from Iceland about Gender Equality?” at Shufu Kaikan Plaza f, where active discussions among over 100 participants from home and abroad took place.

The keynote speaker for Part I, Ms. Brynhildur Heiðar-og Ómarsdóttir, the Managing Director of the Icelandic Women’s Rights Association (IWRA), gave a comprehensively detailed report entitled “Creating a Gender Equal Future, Together! - Lessons from Iceland.”

Ms. Brynhildur has been an advocate for gender equality monitoring legislation and government policies dealing with gender equality. Starting with the history of IWRA and a report on the activities the association has engaged in, Ms. Brynhildur gave a detailed presentation on various movements in Iceland that are about to achieve gender equality.



*Keynote Address*

Regarding gender equality initiatives such as gender equality action plans, parental leave, the equal pay standard that made it possible to build an equal society, she gave a clear conclusion that social change doesn’t come from legislative changes, but from political action. She then emphasized that without women organizing and demonstrating and running for office, nothing would change. She said that it is up to us, the voters, to demand changes and equality, since men in power don’t easily share power.

Referring to education, women's labor, and further correction of gender pay gap as future issues, she emphasized that equality is achieved only through efforts, and that there would be no advance without grass-root organizing. She delivered a strong message that the future of gender equality will be built through feminist education. She said that the strong women's movement worked as a major factor for making Iceland a more gender-equal county, and stated that it is only through education that we can change the world. The participants were deeply moved by this conclusion.



During the panel discussion, under the main theme of “Dialogue with Ms. Brynhildur – Striving Toward Gender Equality,” the following three themes were highlighted as issues to be addressed – gender equality in labor, women’s participation in decision-making, and gender equality for men. Three experts offered in-depth commentaries on specific situations and challenges.

### *Panel Discussion*

Mr. Tomohiro Takami, Researcher, Department of Labour and Economy, the Japan Institute for Labour Policy and Training, addressed the issue of gender equality in employed labor based on detailed data in the presentation entitled “For the Promotion of Women’s Participation and Advancement in Employed Labor – Issues Japan Should Address.” The main problem is the low ratio of women in managerial position. Laws and regulations are being prepared for gender equality, such as the Act on Promotion of Women’s Participation and Advancement in the Workplace (enacted in 2015), but Japan still has a long way to go. The ratio of women in managerial position is still low by international standards, and the gender difference in job experience in companies is quite large. Especially, it is clearly shown that less women experience corporate core duties and positions that lead to managerial positions. Mr. Takami pointed out that work style reform with men involved is necessary in order to change the situation, and that women’s participation and advancement may progress in companies with no overtime work, shedding light on the direction for problem resolution. Regarding the second theme, “Issues Surrounding Women’s Participation in Decision-Making and Policies,” Ms. Kimiko Kubo, Managing Director of ICHIKAWA Fusae Center for Women and Governance, reported on the present situation of Japanese women’s participation in politics based on data. In her presentation, she showed that the percentage of female Diet members is 10% which ranks the 162nd in the world, and that the majority of the local assemblies have only one or two female members, analyzing factors that impede women’s participation in politics. As a conclusion, she suggested the following five actions to encourage women’s participation in politics: (1) Raise political awareness (political education, sovereign education); (2) Experience (training); (3) Role models; (4) Use local women’s centers as a hub; and (5) Use the “promotion law” as a tool. At the end, she emphasized the need to let young women exercise leadership, let them play roles on an equal footing with elderly people to gain momentum, and open up a doorway to organizations to encourage active participation.

Prof. Kimio Ito, Professor Emeritus, Kyoto University, started his presentation “Gender Equality for Men and Boys in Japan” by pointing out the fact facing Japanese society that in 1970, Japan boasted the second highest female labor participation rate among the OECD countries, but, in 2000, Japan was overtaken by many countries and grew stagnant. He then analyzed the overall picture of the gender structure established at that time. He pointed out problems stemming from the fact that women’s potential abilities were not fully utilized while men were inflated – such as men’s long working hours; fixing of male-dominated labor practices; men being unable to achieve a happy feeling; women bearing a greater burden of domestic duties and childcare; escalation of women’s non-regular labor under poor working conditions. He also emphasized the need for gender equality policies for men while it is needed to further enhance the policies for women’s empowerment. Issues involved in gender policies for men include raising men’s awareness about gender equality; analyzing men’s problems; non-violence training for male perpetrators of sexual violence. On the other hand, men who are becoming aware of the contradictions underlying in the men-driven society are now addressing (1) Single father problems; (2) Fathering Japan campaign; and (3) Formation of White Ribbon Campaign Japan. Prof. Ito provided an update where a new big wave is about to arise and change the existing state of affairs.



*Discussion with the floor*

During the later discussion, a question raised by a Part II presenter about how Iceland corrected a pay gap was answered that it was achieved by tenacious labor-management negotiations and labor campaign, triggering more concrete discussions. A number of questions followed one after another from the floor, resulting in active discussions.

## **Learning Organizers Development Training, December 12(Wed.) ~ 14(Fri.)**



*Group photo*

NWEC conducted the “Training Seminar for Study Organizers” for persons from women’s facilities, local governments, regional organizations, the public sector and universities who plan to conduct gender equality training. During the seminar, which attracted 38 participants from all over Japan, participants learned in a practical manner theory necessary for conducting human resource development and projects for regional development from the viewpoint of gender equality based on a program design

developed by NWEC.

In a lecture entitled “What is a Study Organizer? – Significance and Application of Program Design,” on the first day NWECC Project Manager Kyoko Sakurada defined “study organizer” and “program design” and briefed participants on their role in light of the characteristics of the seminar. Emeritus Professor Michiko Kanda of Toyo University followed with a lecture entitled “A Viewpoint of Gender Equality: Connecting Personal Issues with Social Issues and Resolving Issues to Deepen the Basic Understanding of Gender Equality” where she emphasized the need to create a social foundation and indicated key areas for promoting gender equality in the future. In her lecture and group work on the theme “The Current Status of Gender Equality from a Statistical Perspective,” NWECC Director of Research and International Division Hiroe Nakano explained the importance of gender statistics and the need to grasp and analyze regional issues based on data. She then led a group discussion.

On the second day, Professor Hiromi Sasai of Tamagawa University Research Institute in a lecture entitled “Theory and Methods of Collaborative Learning,” stressed the importance of “awareness” and practice in adult education. NPO Gender Equality Forum Shizuoka Representative Director Mitsue Matsushita followed with a lecture entitled “Business Plans Considered from the Viewpoint of Gender Equality” during which she explained how to prepare gender-equal business plans based on a PDCA cycle and also introduced specific examples.



*Practical study*

In the practical study session “Linking Regional Development with Self-development and Career Development” which followed, Ms. Akiko Uemura, Department of General Affairs & Accounting Leader of Morioka Women’s Center, and Ms. Rie Terada, Associate Director of the Gender Equality Promotion Office of the General Affairs Department, General Affairs Division of Arai City Hall, who both previously completed this seminar, presented their own practical examples of plans they created using program design.

In the group work session, “Creating a Problem-solving Program Tailored to the Local Area,” the participants divided into eight groups and, guided by NWECC Business Division Visiting Researcher Ms. Emiko Nishiyama acting as the facilitator, identified common issues and began drafting business plans. As they prepared their plans, they received feedback from Planning Committee members, and on the third day they completed and presented their plans. Ms. Nishiyama, the facilitator, concluded the session by noting that it is important not only to have an awareness of the objectives and goals and to change the awareness of the learners but also to increase the number of people who will take action.



*Group Work*

At the end of the seminar, participants gave their impression of the three-day course. The following are some of their comments:

*-The practical reports of others completing the course brought into focus methods of applying program design.*

*-It was a program with firm objectives and forethought, and I was able to learn all necessary elements.*

*-With plentiful group work, I was able to practice to create a plan together with other participants, and mutual networks of participants broadened.*

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## Women's Archives Center "Beate Sirota Gordon Exhibition"

NWEC will hold the "Beate Sirota Gordon Exhibition" of the NWEC Women's Archives Center. Born in Vienna in 1923, Beate Sirota Gordon (1923-2012) came to Japan with her family in 1929, accompanying her father Leo Sirota, a prominent pianist who took up a position as a professor at the Tokyo School of Music (present Tokyo University of the Arts). After she graduated from the American School in Japan, Beate went on to study at Mills College, a traditional women's college in the western part of the United States.



*Around 1946*



*Beate with her parents*

Upon returning to Japan for two years from 1945 to 1946, she served as a GHQ civilian employee and became involved in the drafting of Japan's new constitution. At that time, she contributed to the preparation of the draft of Article 14, which provides for equality under the law, and Article 24, which provides for gender equality. From around 1990, Beate became very active in delivering lectures throughout Japan on her involvement in the Constitution of Japan.

As an interpreter, she accompanied Fusae Ichikawa, a feminist activist and former member of the House of Councilors, to the United States on an all-America tour in 1952. She later worked at the Japan Society where she introduced Japanese culture and artists.

NWEC has received various donations of printed materials related to Beate Sirota Gordon from Beate's daughter Nicole A. Gordon, friends and women's organizations with which Beate had interactions during her lecture activities in Japan, and with cooperation of Mills College.

NWEC will develop the collection at the Women's Archives Center.

At the upcoming exhibition, visitors will be able to view photographs of Beate in each period of her life from her childhood to late years, documents related to the preparation of a draft of Japan's Constitution, leaflets and pamphlets related to her lecture activities in Japan, and itineraries and newspaper articles on her tour across the United States with Fusae Ichikawa. There are also plans to show a video via the monitor in the exhibition room.

We look forward to your visit.



*During her visit to  
Japan to present lectures*

Schedule: April 26, 2019 (Friday) –September 30, 2019 (Monday)

9:00 - 19:00 (except on days when NWEC does not operate)

Venue: National Women's Education Center, Women's Archives Center, Exhibition Hall (Main Building 1F)

Admission: Free

## TOPICS

### Visit from All-China Women's Federation

On Tuesday, December 11, nine members of the All-China Women's Federation of China, led by Ms. Li Yueyan, deputy director-general of the Woman's Rights and Interests Department of the Federation, paid a visit to the National Women's Education Center (NWEC). The group arrived in Japan on November 10 to exchange ideas and opinions about differentiated employment policies and employment security programs for women, as well as tax measures and bills to encourage women's hiring and career advancement, based on "womenomic" planning.



*With NWEC Staff*

Division specialist explained about NWEC and brief history of gender equality in Japan. This was followed by a presentation by the head of the Office of Research and International Affairs on the current status of issues relating to women and women's school enrollment and education in Japan, as well as future actions relating to these issues.



*A talk with President*

During the question and answer session, the visiting members enthusiastically asked questions on topics such as the function that NWECC serves, men's and women's roles in Japan's workforce, and collaboration within marriages on housework and child rearing chores. In addition, information was shared about the progress of gender equality in Japan, its current status, and the issues concerning women's employment and education.

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## 7th Global Forum on Gender Statistics

From November 14 to 16, 2018, the 7<sup>th</sup> Global Forum on Gender Statistics co-organized by the Ministry of Internal Affairs and Communications of the Government of Japan and the United Nations Statistics Division (UNSD) was held in Asakusa View Hotel, Tokyo. About 170 experts, researchers and users of gender statistics got together from 73 countries and international organizations for the purpose of improving skills and sharing knowledge to produce and utilize gender statistics.

The three-day program opened with a keynote speech delivered by Ms. Yumiko Tanaka, Representative of Japan to the United Nations Commission on the Status of Women, and also a Visiting Researcher of National Women's Education Center.

In Session 7, "Non-traditional data sources and innovative methods to gather better evidence and 'leave no one behind'," the representative from Mito City reported on the efforts being made to utilize the gender statistics at the local municipality for evidence-based policies (EBP). In the special session on "Gender Statistics in Japan," a NWECC researcher made a presentation on the production of gender statistics and promotional activities by local gender equality centers and the citizens of women's groups. NWECC Summary Gender Statistics leaflet 2018 was also handed out to the participants.



*Keynote speech*

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## FY2018 International Symposium hosted by Korean Institute for Gender Equality Promotion and Education “Gender Equality at Schools”

An international symposium hosted by the Korean Institute for Gender Equality Promotion and Education (KIGEPE) was held in Seoul on December 14, 2018, under the theme of “Gender Equality at Schools.” Experts from Finland, the Philippines, and Taiwan, as well as a researcher of NWEK were invited to make presentation with KWDI researcher as moderator. About 80 guests participated the seminar including Korean government officials, gender specialists and Ewha Womans University students.



*Opening remarks by the KIGEPE President*



*Panel Discussion*

In the keynote speech by a planning officer of the Council for Gender Equality (TANE) in Finland, the speaker described that they prepare education materials for kindergarten, elementary and junior high school teachers, and emphasize fostering a safe school environment for children for the purpose of providing education from a gender-sensitive perspective.

As the first panelist, a NWEK researcher conducted a presentation on the situation of gender equality in educational fields in Japan, NWEK’s efforts to prepare guidebooks for promoting gender equality in college, research conducted on careers and lifestyles of school teachers, and training programs provided for school teachers. Next, an education program supervisor for local government in the Philippines shared their recently-launched educational materials to teach gender equality. Professor of National Tsing Hua University of Taiwan explained Taiwanese system where gender equality committee was established in every school based on the Gender Equality Education Act. It became apparent that there are many common gender issues surrounding teachers and schools. Everyone on the floor reaffirmed the importance of promoting education that doesn’t leave anyone behind, while continuing to exchange information mutually among countries.



*With Director Cho in front of KIGEPE #withyou signage*

Prior to the symposium, NWEC staff made a courtesy visit to the KIGEPE office, and exchanged opinions with Ms. Yoon kyeong Nah, President, and Dr. Haelim Cho, Director of KIGEPE International Cooperation Center, regarding issues relating to gender equality in Korean and Japan.

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## Initiatives in the “Movement to Eliminate Violence against Women”

The “Movement to Eliminate Violence against Women” takes place from November 12 to 25 in Japan every year, and this year the NWEC also held lectures and display of materials in solidarity with this movement.

In his lecture on the subject “The Current Status of Harassment in the World of Sports and Measures for its Prevention,” Dr. Osamu Takamine (Professor, Meiji University) pointed out that human relationships with hierarchical relationships and differences in authority such as relationships between coaches and athletes and superiors and subordinates tend to become hotbeds for harassment. He also recommended that it is necessary for university organizations and sports organizations to redefine their understanding of harassment, and for society as a whole to keep a watchful eye on the sports world.



Purple light up of the building

Dr. Yoshie Kono (Professor Shimane University) delivered a lecture entitled, “From Supporting Victims to Prevention: Responding to Sexual Harassment in High Schools and Universities.” Speaking from her position as an obstetrician/gynecologist and clinical psychologist, she related details of a host of “misunderstandings” regarding the harmful impact of harassment and measures necessary for supporting the victims, and emphasized that conducting preventive education for students and establishing a support system via a student counseling organization in educational institutions is an urgent issue.

The Information Center for Women’s Education, which presents an annual display of materials based on four themes, held a display of materials and relevant publications under the theme “Domestic Violence and Moral Harassment: Let’s Stop, Eliminate, and Get Away From These” from October to December in 2018. With the cooperation of NWEC volunteers, the Information Center for Women’s Education undertakes the planning and installation of this exhibition each year. The presentation this time was decorated with purple ribbons, a motif signifying the elimination of various forms of violence against women.



In addition to the above, through various activities such as displaying a banner at the front entrance of NWECC, arranging a light up in the color purple, and conducting purple ribbon activities using local symbolic characters, the center called upon all people to assist in the prevention of all types of violence against women including domestic violence and moral harassment.

*Presentation of “Domestic Violence and Moral Harassment: Let’s Stop, Eliminate, and Get Away From These”*

## 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.nvec.jp/en/index.html>
- NVEC Newsletter Top Page <https://www.nvec.jp/en/about/pr/newsletter.html>
- NVEC facebook <https://www.facebook.com/NWECJapan>
- NVEC Instagram [https://www.instagram.com/nvec\\_official/?hl=ja](https://www.instagram.com/nvec_official/?hl=ja)
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★ Thank you for reading NVEC Newsletter.

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